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# SELECT COMMITTEE ON INTELLIGENCE

UNITED STATES SENATE



**Post-hearing Questions for**

**Dr. Stacey Dixon upon her nomination to be**

**Principal Deputy Director of National Intelligence**

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*[From Senator Casey]*

1. In your pre-hearing questions, you committed to carrying out DNI Haines' and President Biden's directives on expanding diversity, equity and inclusion across the IC. Part of your role as PDDNI includes chairing the Deputies Committee to oversee the various IC elements' diversity, equity and inclusion initiatives.<sup>1</sup>

- **What do you see as barriers to expanding diversity within the IC?**

*Expanding diversity in the IC is one of my top priorities. Barriers to expanding diversity include challenges with hiring, retention, and career development of women, minorities and persons with disabilities (PWDs). Themes within those challenges include structural/organizational and policy concerns, workplace attitudes and perceptions. The IC must also go beyond diversity to a culture of inclusion that connects each employee to the organization; encourages collaboration, flexibility, and fairness; and leverages diversity throughout the organization so that all individuals are able to participate and contribute to their full potential. Building a diverse and inclusive workforce requires dedication at all organizational levels, routine assessment of workforce data and plans, pipeline development, targeted outreach and recruitment, investment in assistive technologies and development of program metrics.*

**How will you leverage your leadership of the Deputies Committee to ensure the implementation of efforts to expand diversity, equity and inclusion across the IC?**

*Workforce diversity, equity, and inclusion are mission-critical imperatives for the IC, and the unique contributions of all employees are vital to the IC's success. The recently issued Executive Order on Diversity, Equity, Inclusion, and Accessibility (DEIA) provides detailed recommendations to help drive initiatives. Some of them include enhanced data collection; promoting paid internships, advancing equity for employees with disabilities and LGBTQ+ employees. In my role, I will continue to engage and foster*

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<sup>1</sup> Dixon Prehearing questions, Question 56, page 26.

*workplace diversity, equity, and inclusion by supporting programs and activities that aim to improve the IC's culture. I will lead the IC in placing greater emphasis on creating inclusive workplace cultures to leverage all the viewpoints and innovation that diversity yields.*

*As a current member of the Deputies Committee, I can attest to the fact that we review IC workforce demographics with an eye toward improving representation at all levels. It will take a different approach if we want to go beyond the small increases we measured between 2019-2020 in hiring women and minorities (0.1% and 0.8%, respectively) or having women and minorities serve as managers (0.9% and 0.5%, respectively). In chairing the Committee, I will work with members and the DNI to set and reach goals for diversity, equity and inclusion and leverage all facets of influence, such as budget, to keep a vigilant watch on our progress.*