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SEA Statement on OMB Race Training in the Federal Government

WASHINGTON, DC – Today, Bob Corsi, Interim President of the Senior Executives Association (SEA) – the professional association responsible for representing, convening, and cultivating members of the Senior Executive Service (SES) and senior career leaders across the federal government – released the following statement regarding the Office of Management and Budget (OMB) memo regarding Training in the Federal Government:

“The OMB justification for canceling a significant amount of racial equality training for our federal workforce is inadequate and insincere. While it is critical that all races feel comfortable and heard within our federal workforce, it appears the removal of critical race theory training is based on several accounts which deeply misunderstand the intention for these trainings. The trainings are not meant to villainize any particular group, but rather, help each group acknowledge the ways in which unconscious bias and racial disparities in our nation’s history impact equal opportunity,” Corsi explained.

“The clear misunderstanding between these training’s intention and their response indicates more training with more effective leaders is necessary to bridge these gaps. Removing the trainings in their entirety does little to promote understanding and cure divisions,” Corsi continued. **“Unfortunately, our federal workforce is not immune to the impacts of racial discrimination. As SEA has repeatedly pointed out, while the non-SES portion of the federal workforce is 18% black, the SES is less than 11% black. This reflects a failure to ensure diverse groups are represented throughout federal ranks and provide equal opportunities to succeed.”**

“The core American ideal is not that we are immune to error, but that we strive to correct it. We strive to ensure every generation has greater access to opportunity, freedom, and justice than the last. Having frank conversations about the impact of race in our nation’s founding and history is the only way to rectify the hundreds of years of lawful inequalities that continue to have consequence on our nation’s institutions.” Corsi concluded, **“Our federal workforce should be the model for confronting these issues in an effective and transparent manner which promotes equality for all its employees. This OMB guidance achieves none of those objectives. It attempts to end a conversation the people we serve are yearning to continue.”**

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The Senior Executives Association (SEA) is a professional association representing Senior Executive Service members and other career Federal leaders. Founded in 1980, SEA’s goals are to improve the efficiency, effectiveness, and productivity of the Federal government; to advance the professionalism and advocate the interests of career Federal executives; and to enhance public recognition of their contributions.

For more information, visit www.seniorexecs.org.