



UNITED STATES CAPITOL POLICE

EQUITY AND INCLUSION STRATEGIC PLAN

ANNUAL REPORT

FY 2024

EXPANDING THE MISSION



TABLE OF CONTENTS

LETTER FROM THE CHIEF.....	2
USCP EXECUTIVE TEAM	3
OUR MISSION	4
STATEMENT FROM THE CHIEF DIVERSITY OFFICER	6
GOAL 1: CULTIVATE AND MAINTAIN A DIVERSE AND INCLUSIVE WORKFORCE	10
GOAL 2: INVEST IN THE DEVELOPMENT OF THE WORKFORCE.....	18
GOAL 3: ENSURE SUSTAINABILITY AND ACCOUNTABILITY.....	24
GOAL 4: IMPROVE WORKFORCE CULTURAL CLIMATE.....	30
GOAL 5: ESTABLISH A COMPREHENSIVE BRAND PRESENCE.....	38
GOAL 6: BUILD STRATEGIC ALLIANCES AND PARTNERSHIPS.....	42

“THE MISSION OF THE CAPITOL POLICE HAS BEEN EXPANDING AND WILL CONTINUE TO EXPAND. WHILE ADDRESSING THE FAILINGS OF THE PAST IS NECESSARY AND HAS BEEN ADDRESSED, THE JOB DOES NOT END THERE. THE DEPARTMENT NEEDS TO EVOLVE AND THINK OUTSIDE OF THE BOX TO BE PREPARED FOR FUTURE MISSION REQUIREMENTS.”

- CHIEF J. THOMAS MANGER

LETTER FROM THE CHIEF

I want to reaffirm the United States Capitol Police's commitment to embracing diversity, fostering an inclusive workforce, and championing equity in every aspect of USCP. USCP continues to reflect the diversity of the communities we serve. Maintaining a diverse and inclusive workforce ensures we provide the best possible response to our organizational needs. I see this work as our shared responsibility and our shared opportunity. Our responsibility and our opportunity to be the police force that current and prospective officers want to join, to have our culture be defined by mutual respect, teamwork, and camaraderie. The strength of our organization lies in the diverse backgrounds, experiences, and perspectives of our people. By creating an environment where everyone is valued and heard, we strengthen our ability to carry out our mission. It's important that the USCP remains unified, working together without regard to the factors that divide us, but with a deliberate focus on being trained and prepared to fulfill our mission—to protect the Capitol, the Members of Congress, staff, and visitors, ensuring that the government can conduct its legislative responsibilities in a safe, secure, and open environment.



J. Thomas Manger
Chief of Police

EXECUTIVE TEAM



J. Thomas Manger
Chief of Police



Sean P. Gallagher
Assistant Chief of Police
for Uniformed Operations



Ashan M. Benedict
Assistant Chief of Police
for Standards & Training
Operations



Jeanita D. Mitchell
Acting Assistant Chief of
Police for Protective and
Intelligence Operations



Magdalena Boynton
Chief Administrative
Officer



Thomas A. DiBiase
General Counsel

OUR MISSION



Mission

Protect the Congress-its members, employees, visitors, and facilities - so it can fulfill its constitutional and legislative responsibilities in a safe, secure and open environment.



Vision

Service rooted in courage, driven by mission, advanced by innovation and excellence.



Values

Our values define our common beliefs and behavior as well as how we conduct ourselves in our work and interactions: professionalism, pride and effectiveness.



STATEMENT FROM THE CHIEF DIVERSITY OFFICER

The Office of Equity and Inclusion (OEI) plays a vital role in fostering an environment where every individual is recognized, valued, and empowered to succeed. The annual report serves as an essential checkpoint, reflecting on the progress made throughout the year and setting the course for continued growth. This report highlights the department's ongoing commitment to ensuring that all members, regardless of their background, experience, or identity, feel included and respected.

Through the tireless efforts of OEI, strides have been made to establish policies and programs that support fairness and opportunity across the organization. The emphasis on equity ensures that every individual has the same opportunity to achieve their career goals, and that their contributions are acknowledged.

As the Department continues its journey toward a more inclusive future, the Office of Equity and Inclusion remains steadfast in its mission to listen, act, and drive change. The work is far from complete, but the progress made serves as a foundation for even greater achievements in the years to come. By engaging with the Office of Equity and Inclusion, USCP helps to shape an organization that values diversity and promotes an atmosphere of unity and respect for all. Together, the Department remains committed to fostering a culture of inclusion where every voice is heard, every talent is recognized, and every individual belongs.



Vilma Alejandro
Chief Diversity Officer

GOAL OVERVIEW



GOAL 1: CULTIVATE AND MAINTAIN A DIVERSE AND INCLUSIVE WORKFORCE



GOAL 2: INVEST IN THE DEVELOPMENT OF THE WORKFORCE



GOAL 3: ENSURE SUSTAINABILITY AND ACCOUNTABILITY



GOAL 4: IMPROVE WORKFORCE CULTURAL CLIMATE

GOAL 5: ESTABLISH A COMPREHENSIVE BRAND PRESENCE



GOAL 6: BUILD STRATEGIC ALLIANCES AND PARTNERSHIPS



INCLUSION is a CHOICE
(ACTIONS to INCLUDE, NOT EXCLUDE)

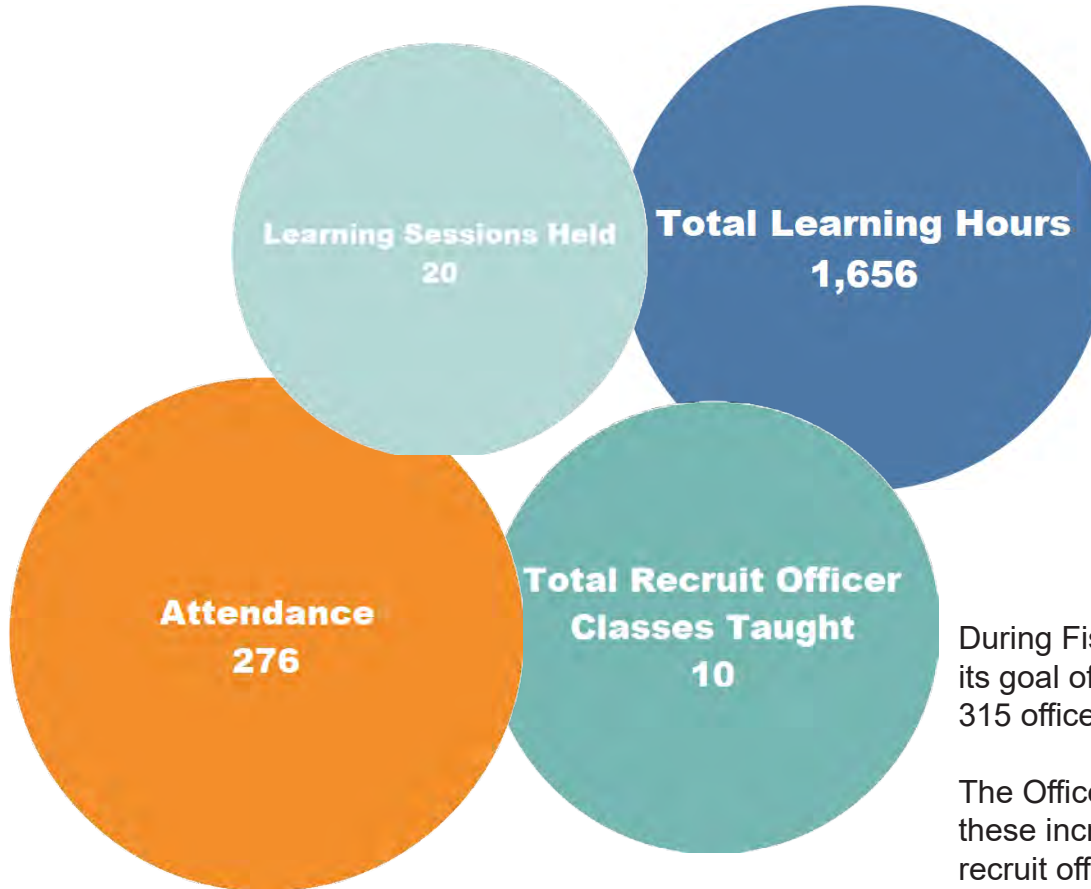


EQUITY is a PROCESS
(POLICY, PROCEDURES, PRACTICES)



GOAL 1: CULTIVATE AND MAINTAIN A DIVERSE AND INCLUSIVE WORKFORCE

IMPROVING RECRUITMENT NUMBERS

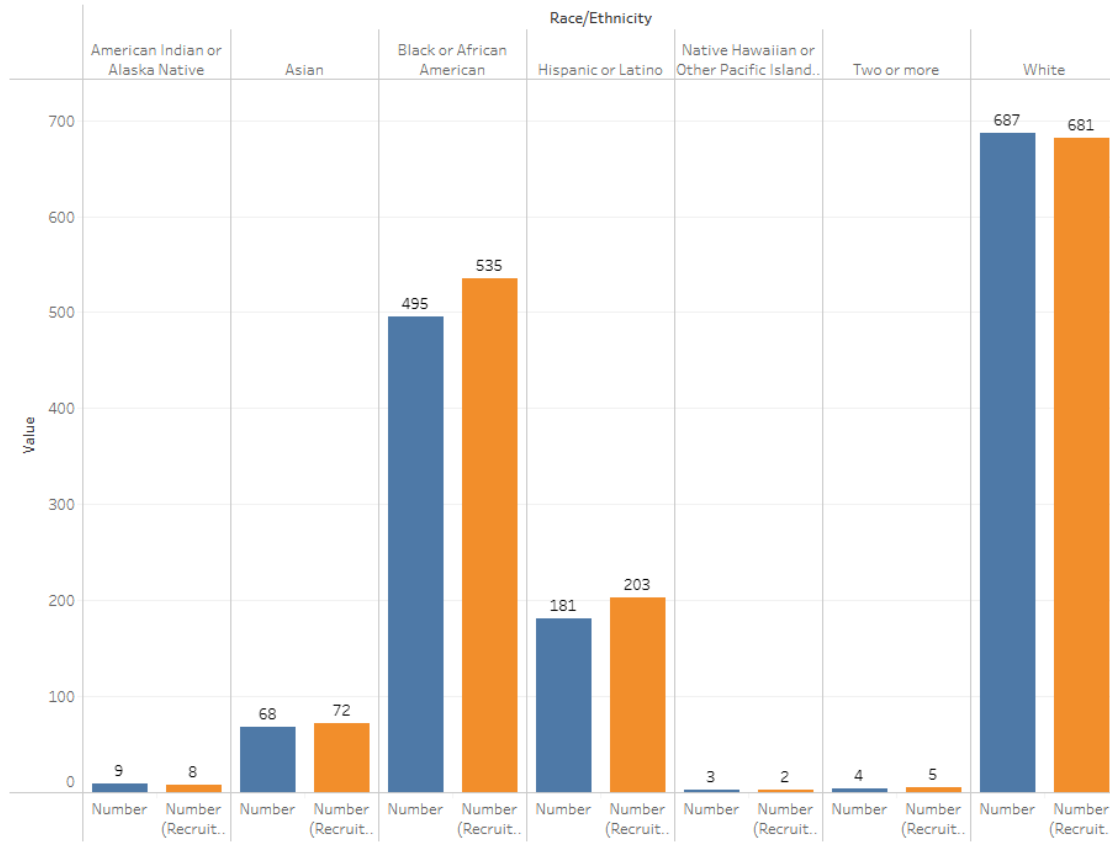


During Fiscal Year 2024, USCP surpassed its goal of adding 280 officers and recruited 315 officers.

The Office of Equity and Inclusion met these increased training needs through their recruit officer courses.

IMPROVING RECRUITMENT DIVERSITY NUMBERS

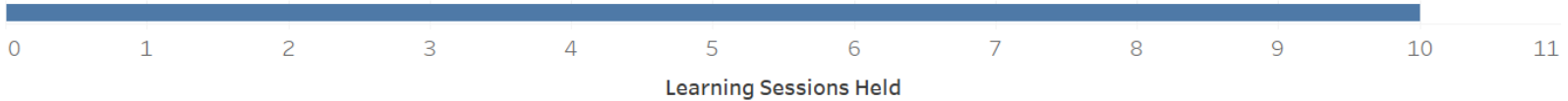
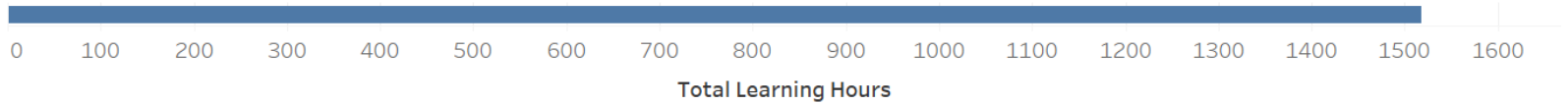
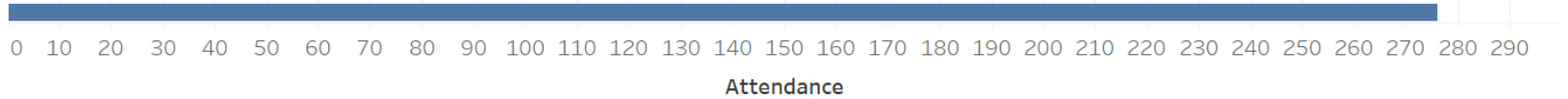
New Recruit Diversity in FY23 VS FY24



Thanks to the USCP's commitment to increasing recruitment and diversity, USCP has experienced a shift towards a more diverse workforce on the sworn side from FY23 to FY24.

During FY24, USCP increased recruitment numbers, leading to higher rates of diversity for sworn recruit classes. Thanks to these recruitment efforts, Latino and Black/African-American groups within USCP saw the highest increase.

USCP PARTNERSHIPS WITH USHMM AND ADL





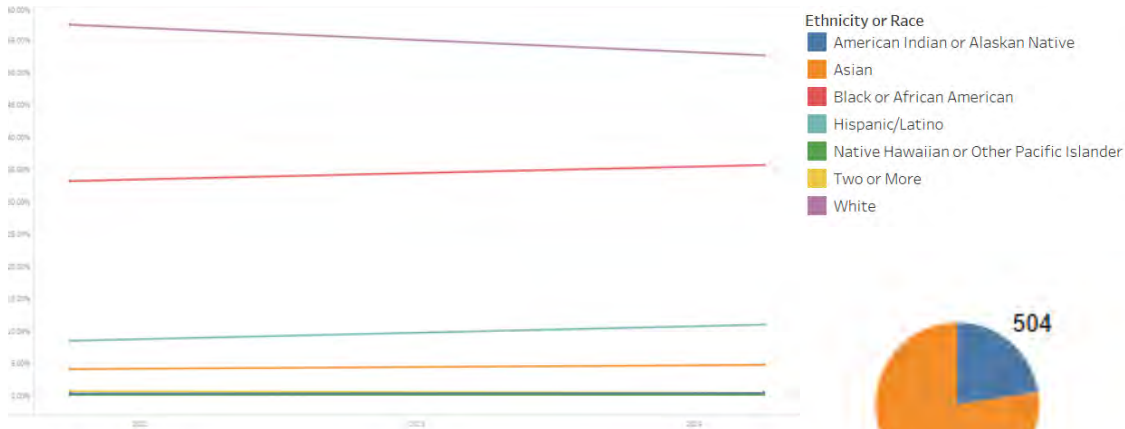
USCP Officer Recruits at the Hall of Remembrance at the USHMM; December 2024

ADL



To account for increased recruitment numbers, the USCP further developed its collaborative efforts with the US Holocaust Memorial Museum (USHMM) and Anti-Defamation League to provide comprehensive, cultural sensitivity trainings.

FY23 V FY24 WORKFORCE DEMOGRAPHICS



Race & Ethnicity

The USCP experienced increasing recruit class sizes and a larger workforce, resulting in all racial and ethnic groups seeing a jump to their numbers and leading to a positive trend in overall USCP diversity.

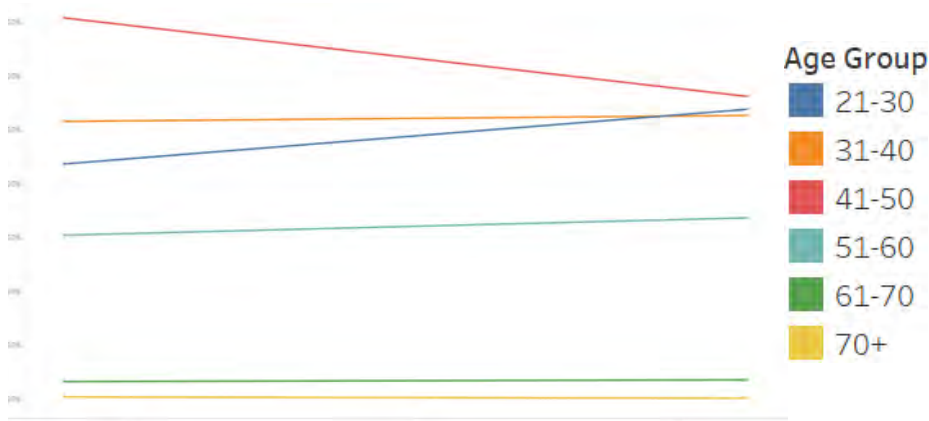
The largest increase in representation was seen for Latino/Hispanics and Black/African Americans. (+2.49%), leading to Latino representation passing over the 10% mark.



Gender

Both genders saw an increase to their numbers during FY24.

Though FY24 saw levels of gender equity move by less than 1%, examining gender representation by Rank and Grade reveals that female representation increases at higher levels.



Age Groups

Overall, USCP's workforce is getting younger.

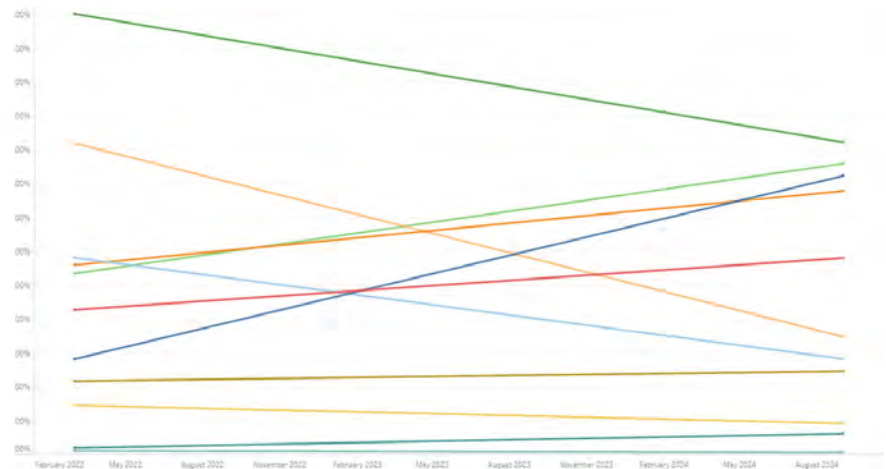
The percentage of the USCP workforce between 21-30 years noticeably increased (+5%) and surpassed the 31-40 years group.

The percentage of the workforce aged between 41-50 years, though still the largest group, saw a steady decline and is likely to be surpassed by the 21-30 years age group in FY25.

Length of Service

The average length of service of a USCP worker shortened.

Workers with 1-2 years (+10%), and 5-9 years (+5%) of experience saw large jumps in representation, while workers with 15-19 years of experience saw the largest decrease (-7.5%).





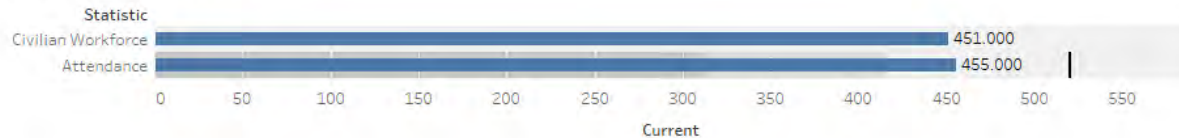
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CAPITOL POLICE**

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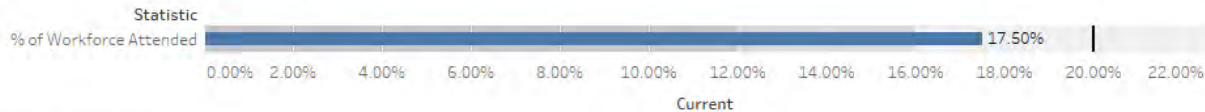
GOAL 2: INVEST IN THE DEVELOPMENT OF THE WORKFORCE

EXPANDED CULTURAL INTELLIGENCE LEARNING PROGRAM (CILP)

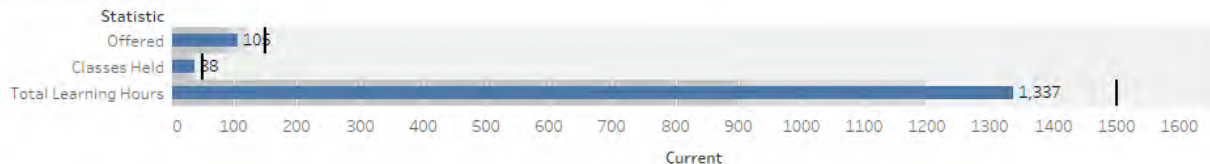
LP Statistics & Goals



% of Workforce Attended



Class & Hours



OEI's Cultural Intelligence Learning Program (CILP) successfully expanded throughout FY24, achieving a total attendance larger than that of the USCP civilian workforce. The OEI is looking to reach even more of the USCP workforce in FY25.

CILP SESSIONS ON DEMAND

During FY24, the OEI offered 8 requested, on-demand classes to meet the USCP workforce's evolving learning needs.

Federal Resume Workshop - This class aimed to assist the workforce in developing and updating resumes to ensure alignment with the federal hiring process.

Sex and Sexism - This class explained how our culture and society created bias toward women and helped participants generate methods to counteract this bias in law enforcement operations and offices.

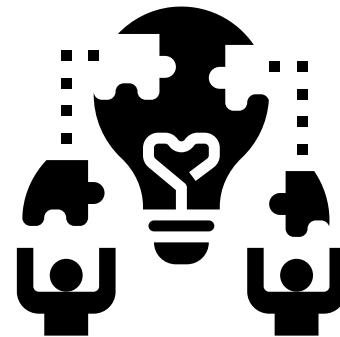
Federal Interviewing Workshop - This class assisted the workforce with the knowledge and skills needed to successfully complete a federal interview.

Inclusive Leadership: Preventing Sexual Harassment - This class was offered 4 times and designed to work with USCP leaders on how to prevent sexual harassment within the workplace.

USCP, DEI, and You - This class provides an introduction to essential DEI concepts, tools and strategies that strengthen individual performance and teamwork for superior mission success for sworn and civilian.

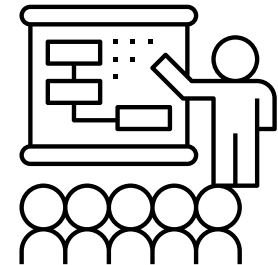


Sexism and Society Class, FY24.



NEW LEADERSHIP DEVELOPMENT COURSE AND AGENT TRAINING PROGRAM

- Training Services Bureau (TSB) completed their pilot for the Leadership Development Course (LDC).
- This replaced the Supervisory Leadership Training Program.
- The LDC now provides more opportunities for practical applications.
- The Research and Development Division will gather feedback and other metrics to improve the LDC training delivery point.
- TSB added an Agent Training Program during FY24 and continues to develop the coursework. Topics are integrated throughout the curriculum so that skills and techniques are presented in a manner that provides foundational knowledge before advanced skills are required.
- The R&D Division has met with Directors/Deputy Chiefs to receive input on In-Service Training needs Department-wide.
- TSB is in the process of consolidating Department Training programs/budgets to ensure everyone has the same opportunity regardless of their Bureau.
- TSB has conducted a Department-wide survey to obtain more feedback.



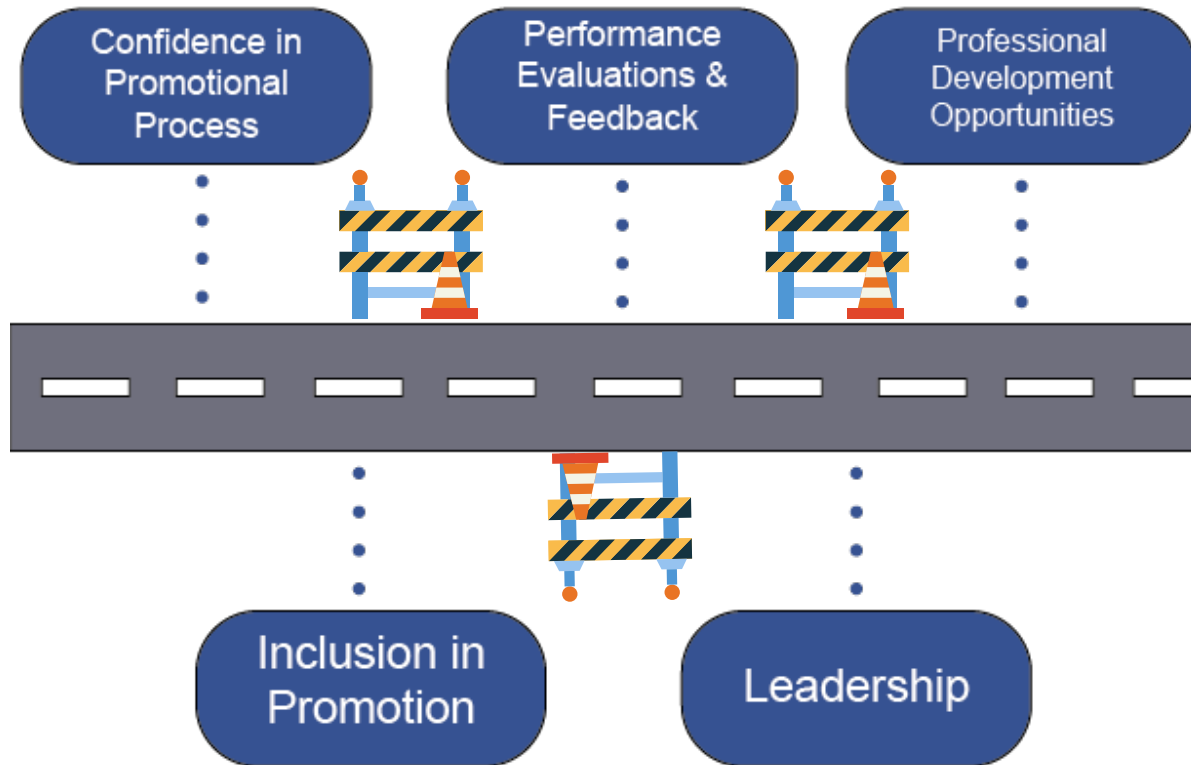




GOAL 3: ENSURE SUSTAINABILITY AND ACCOUNTABILITY

OEI BARRIER ANALYSIS

During FY24, the OEI assessed a Department-wide evaluation conducted during FY23. This evaluation examined the employee perception of the USCP promotional process.



PROMOTIONAL PROCESS RECOMMENDATIONS - IMPLEMENTATION TASK FORCE

The following are highlights from the October 2024 Biannual Report

- The Office of Human Resources (OHR) shares communications for the promotional process via Department-wide Bulletins (available to all USCP employees on PoliceNet).
- OHR has finalized a new contract bridge for the Captain promotional process with OAM and HumRRO to begin including the recommended demographic data points.
- OEI is requesting that the Office of Background Investigations & Credentialing (OBIC) and OHR provide hiring demographic data on a quarterly basis and promotional demographic data on a biannual basis. This information will be used to monitor, identify, and report on potential barriers in the hiring or promotional processes and to measure the impact of implementing the 26 recommendations and other EISP strategies.
- OEI is developing an Inclusive Leadership training for supervisors at various levels (including Sergeants, Lieutenants, senior leaders, etc). This training will be integrated into leadership courses such as the Supervisory Leadership Training Program (SLTP) and is expected to begin in the 3rd Quarter of FY25.



POLICIES REVIEWED BY CDO IN FY24

78 POLICIES REVIEWED
BY THE CHIEF DIVERSITY
OFFICER



ORGANIZATIONAL EXCELLENCE
IT STARTS WITH YOU

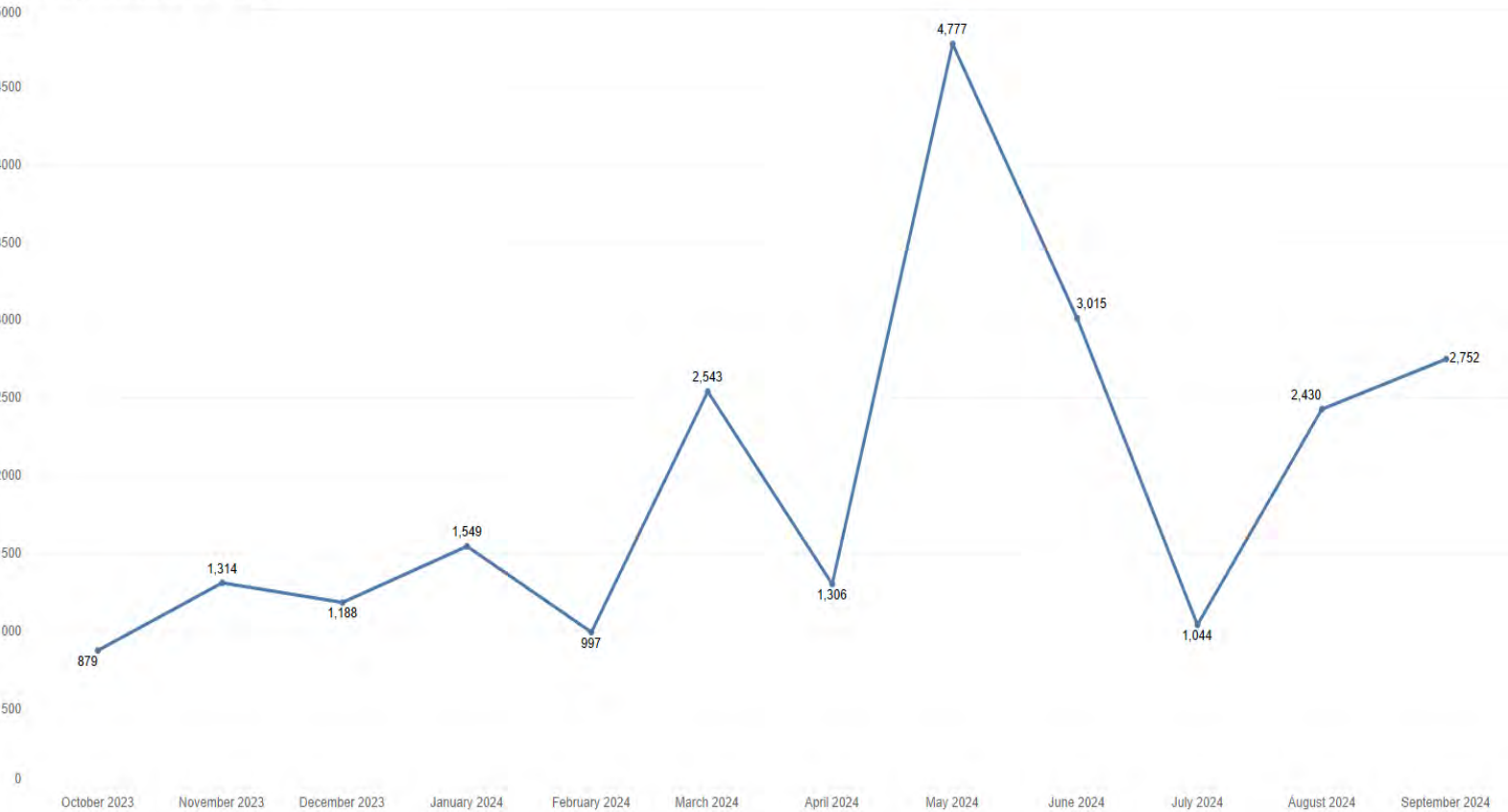


The
Journey
Begins

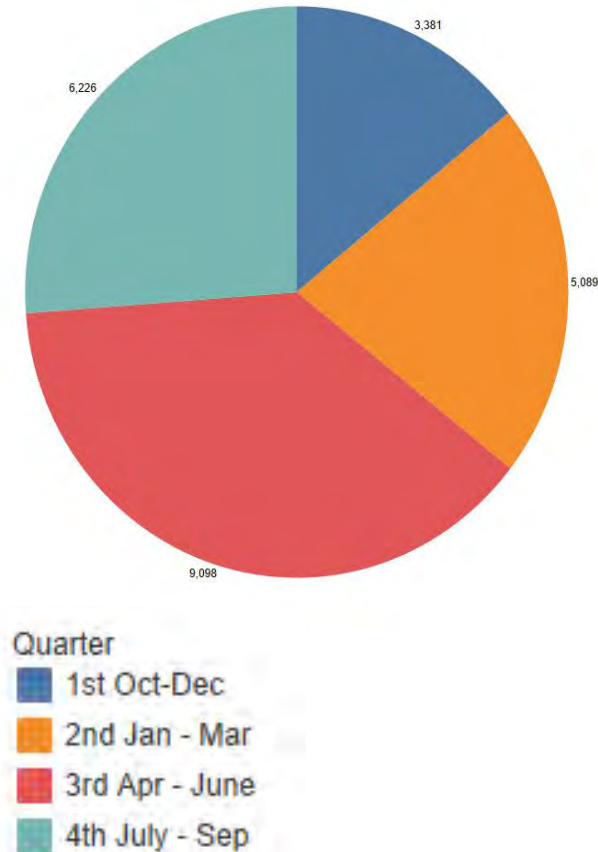
GOAL 4: IMPROVE WORKFORCE CULTURAL CLIMATE

LIEBENGOOD CENTER FOR WELLNESS (LCW) USAGE REPORT

Total LCW Contacts Per Month



LCW Usage By Quarter



- During FY24, the LCW initiative recorded a steady increase in contacts across divisions, culminating in a total of 23,794 contacts by the end of September. Each quarter showed varied engagement patterns, with the third quarter (April to June) reaching the highest total contacts at 9,098.
- Employee Assistance Division (EAD) recorded its peak in December with 532 contacts, totaling 3,510 for FY24
- Wellness & Resiliency Division (WRD) usage was consistently high, ending with 10,192 contacts, notably spiking in March and September.
- Chaplaincy started with low engagement but saw steady growth, especially in the latter quarters, ending with 1,840 contacts.
- Peer Services Division (PSD) experienced a sharp increase in May and June, contributing significantly to its yearly total of 5,076.

CLIMATE SURVEY NORC DATA ON CLIMATE



*Percentage of Bureaus and Offices
Accounted for.*

CP-11 - CP-14 Num: 86 Per: 63.70%	CP-01 - CP-06 Num: 45 Per: 58.40%	CP-07 - CP-10 Num: 101 Per: 48.60%	LP-08 - LP-10 Num: 81 Per: 40.50%
LP-12 - LP-16 Num: 22 Per: 62.90%	AD Num: 9 Per: 56.30%	LP-01 - LP-06 Num: 290 Per: 15.80%	

Response rates per Grade/Rank.

The U.S. Capitol Police Workplace Climate Survey achieved a representative and generalizable sample of the workforce. Partnering with NORC at the University of Chicago, this final sample includes over **640** answers/opinions/voices from all Civilian grades and Sworn ranks, from **85%** of all USCP offices and bureaus.

Workforce feedback is critical to fostering innovation and building an inclusive environment where all employees thrive. This data allows USCP to better understand employee experiences, resource needs, and barriers to individuals and mission success. To ensure continuous feedback, USCP will demonstrate transparency in sharing survey results and building trust with employees by communicating actions taken in response to the survey.



FY24 EVENTS



CHANGE AGENT NETWORK (CAN) COUNCIL



CAN Council for FY24, January 2024.



The Change Agent Network (CAN) Council serves as a resource for the workforce and the Department to identify DEI challenges, integrate best practices, and promote innovative solutions. The CAN Council is the first of three DEI councils, and includes USCP civilian employees at the rank of CP-01 through CP-11 and sworn employees at the rank of Private First Class, Technician, Sergeant, and Lieutenant.

- The CAN Council finalized and presented its Charter to the Executive Team in January 2024.
- The CAN Council created its governing bylaws.
- The CAN Council members in cooperation with OEI staff revised its application process to include multiple interviews. CAN members sat on the interview panel for new members in Fall 2024.



GOAL 5: BRAND PRESENCE

PIO POSTS AND STATS

Statistic	Facebook	Instagram	Twitter/X	Social Media	You Tube
Profile Visits	79,300	24,000	43,900	147,200	
New Followers	1,100	927	18,900	20,927	
Total Post Views Per Chan..	46,563	41,340	115,338	203,241	19,959
All Total Views per Channel	13,700	1,500,000	10,600,000	12,113,700	19,959

Through FY24 the Public Information Office (PIO) consistently expanded the USCP digital footprint to effectively use all major social media channels. With a collective viewership of over 12 million, PIO successfully increased the brand presence at USCP.



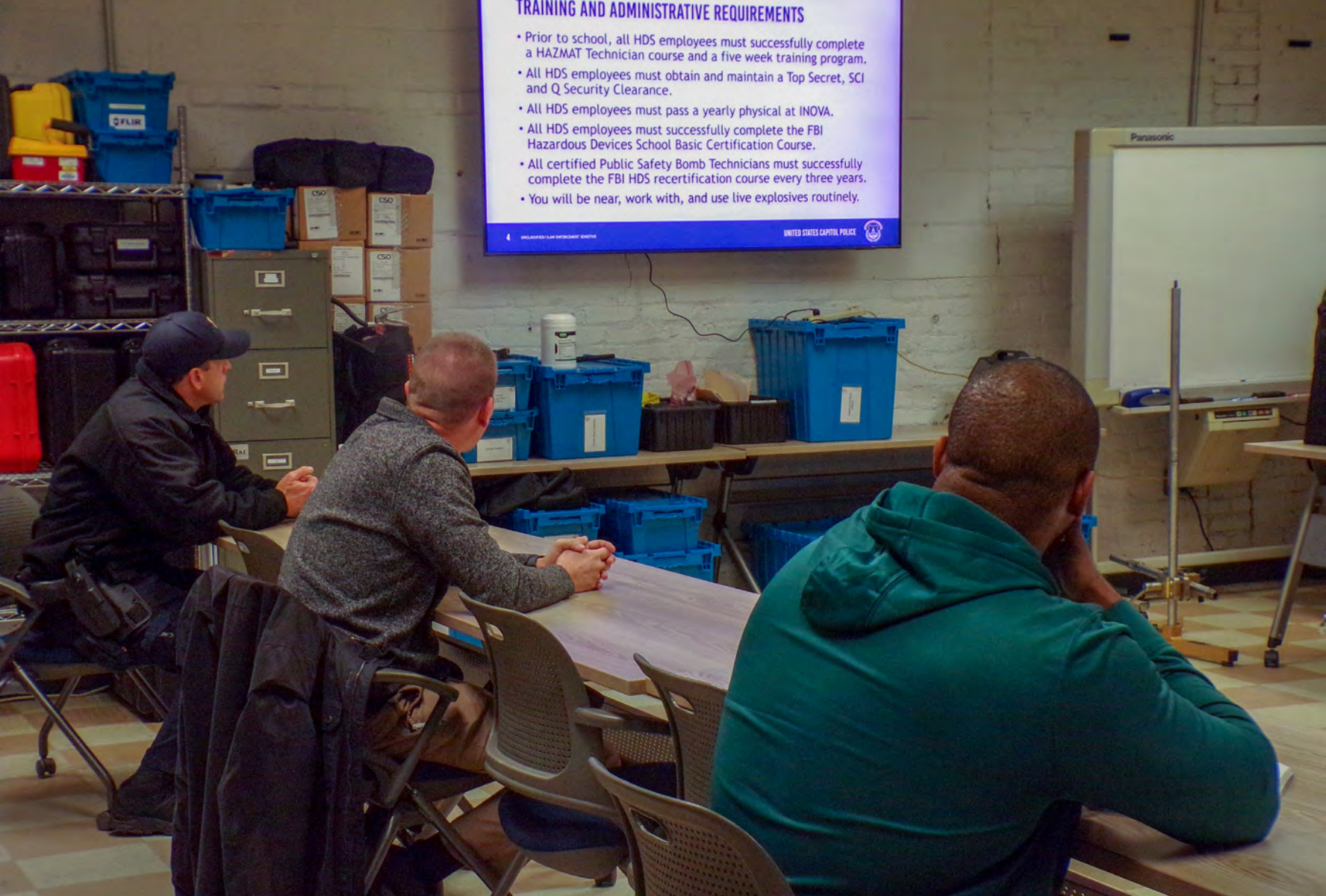


TRAINING AND ADMINISTRATIVE REQUIREMENTS

- Prior to school, all HDS employees must successfully complete a HAZMAT Technician course and a five week training program.
- All HDS employees must obtain and maintain a Top Secret, SCI and Q Security Clearance.
- All HDS employees must pass a yearly physical at INOVA.
- All HDS employees must successfully complete the FBI Hazardous Devices School Basic Certification Course.
- All certified Public Safety Bomb Technicians must successfully complete the FBI HDS recertification course every three years.
- You will be near, work with, and use live explosives routinely.

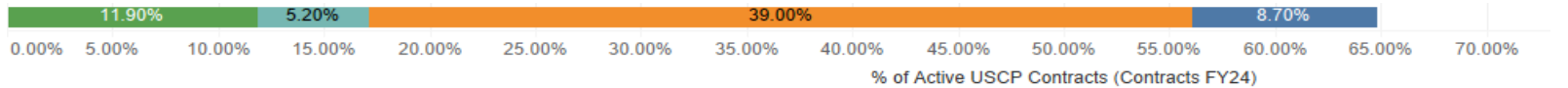
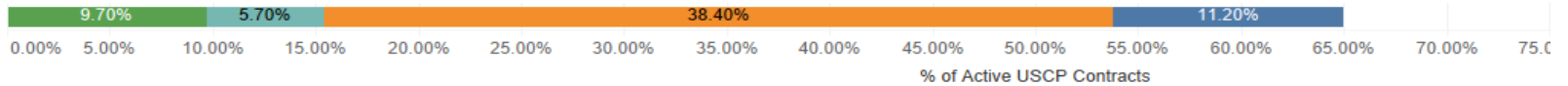
4 UNCLASSIFIED//LAW ENFORCEMENT//SERTING

UNITED STATES CAPITOL POLICE



GOAL 6: BUILD STRATEGIC ALLIANCES AND PARTNERSHIPS

OAM CONTRACT DEMOGRAPHICS

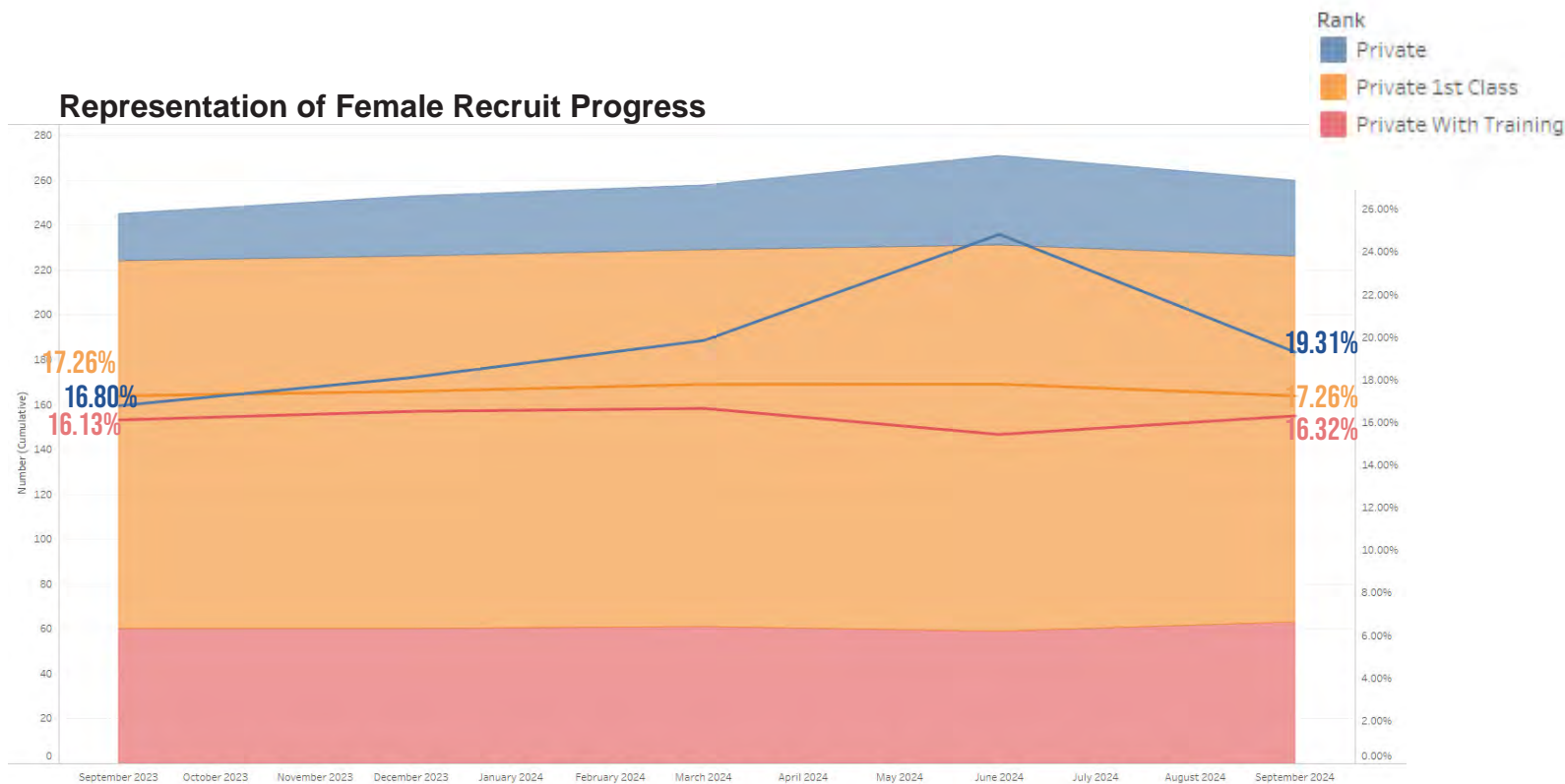


Type of Contract..			
Minority Owned	57	8.70%	<div>Type of Contract</div> <div> <div>Minority Owned</div> <div>Small Business</div> <div>Veteran Owned</div> <div>Women Owned</div> </div>
Small Business	255	39.00%	
Veteran Owned	34	5.20%	
Women Owned	78	11.90%	
Total Active	654	100.00%	

Throughout FY24, the Office of Acquisitions Management continued to support and build diversity in the USCP through procurements.



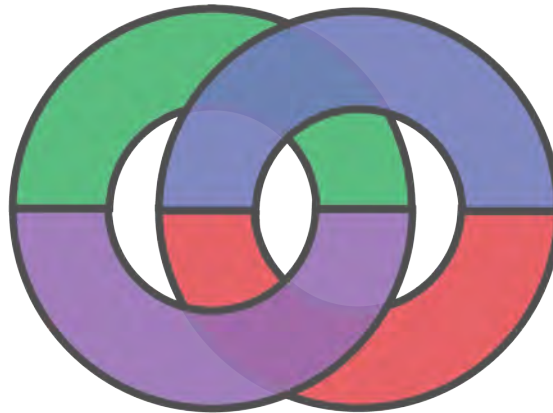
30X30 DEVELOPMENTS





The United States Capitol Police remains committed to achieving the goals laid out in the 30X30 Initiative. As a signee of the 30X30 Pledge, USCP continues to increase the number of women in police recruit classes to achieve 30% by 2030.

Over FY24, the total number of Female Recruits increased by 15 officers, leading to an increase in the representation of female Private-ranking officers to over 19% of the total recruit workforce. USCP also encouraged its members to attend 30x30 webinars that promoted the women police officer's perspective, exploring their experiences and evolution throughout their careers.



OFFICE OF EQUITY & INCLUSION

