



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

March 17, 2022

Memorandum for Chief Human Capital Officers

From: Kiran A. Ahuja
Director *Kiran A. Ahuja*

Subject: Executive Women in Motion (EWIM): Pathways to the Senior Executive Service Toolkit

The U.S. Office of Personnel Management (OPM) is pleased to announce the release of the Executive Women in Motion (EWIM): Pathways to the Senior Executive Service Toolkit. This program promotes the advancement of women and men in the Senior Executive Service through interagency mentoring, collaboration, and knowledge-sharing sessions that are designed to increase employees' interest in pursuing a career in the Senior Executive Service (SES). In collaboration with agencies and senior leaders, OPM developed the EWIM toolkit to provide guidance and templates for agencies to host EWIM sessions independently with general consultation from OPM.

In 2014, OPM developed EWIM as a leadership education and recruitment strategy to support the White House Initiative, Equal Futures Partnership ([https://www.equal-futures.org/members; https://2009-2017.state.gov/s/gwi/equalfutures/index.htm](https://www.equal-futures.org/members;https://2009-2017.state.gov/s/gwi/equalfutures/index.htm)). It also supports [Executive Order: 13985 on Diversity, Equity, Inclusion, and Accessibility](#) as a strategy to build a diverse pipeline of federal leaders and advance equity in professional development. According to OPM EHRI data as of June 2021, there are a total of 8,025 SES members: 63 percent are male (5,055) and 37 percent are female (2,970). Hosting programs such as EWIM help expand opportunities to increase diversity among federal senior leaders.

OPM has partnered and consulted with several Federal Agencies in Washington DC, including the White House, and 16 Federal Executive Boards to host EWIM sessions. If you are interested in hosting a session in consultation with OPM or have questions about the toolkit, please contact Elnora Wright, Governmentwide Mentoring Program Manager at Elnora.Wright@opm.gov or GWmentoring@opm.gov.

cc: Deputy CHCOs, Chief Learning Officers (CLOs), Federal Executive Boards, and Human Resources Directors

Attachment: Executive Women in Motion Toolkit