



# The State of Federal Workers in Present-Day Black America

2025 Messaging Guide



## Then & Now: Black Federal Workers In History vs The Current State Of Black Federal Workers

- How are federal workers defined?
  - Historically, federal employees occupied job titles like roles in clerical fields, public health, engineering, investigation, legal, and mail service workers, amongst many others. Black people dominated these fields as early as the 1940s.
  - Similarly, in 2025, a federal worker is described as a civilian who holds a job in occupational groups like the ones listed above, including more modern roles like IT and cybersecurity, technology, research analysts, etc.
    - In the 1940s, 14% of middle-class Black people were employed by the post office, according to research by the economists Leah Boustan and Robert Margo. Even still, Black employees were largely denied workplace advancement for higher-ranking roles.
    - The civil rights movement of the 1960s contributed to improved conditions for Black people in the postal service, accelerated by the 1965 Civil Rights Act. By the year 2000, Black postal workers were in the top 25% of earners of Black workers in the US.
- Why federal jobs?
  - Federal employment has traditionally provided stable, well-paying jobs for Black Americans, especially during times when private sector jobs were extremely hostile for Black workers.
    - Most federal workers have protections that shield them from being disciplined or fired unjustly. In the case of Black workers, this is extremely vital, as Black workers fear unlawful termination and are too often manipulated out of job-related retaliation.
    - This is why organizations like the LABWC emphasizes securing public sector jobs for Black Angelenos. These fields have proven to be more economically reliable, eliminating short term “job hopping” and forging the path for long lasting careers.



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### Systemic Tactics Used By The Current Administration That Put Federal Workers At Risk

The current administration's anti-Black tactics and attempts to roll back progress are creating more urgency and chaos in Black communities. In lieu of this, Black workers are standing firm, fighting back, and demanding the protections and equity we've rightfully earned. Below are just 3 of the many tactics being used against Black federal workers:

- The current administration desires to privatize federal positions that statistically employ more Black people than any other federal job:
  - President Trump is expected to privatize the USPS, where Black people make up 29% of the staff, and cut down on the number of jobs. – Historically, USPS recruits veterans, a large percentage of whom are Black, and are largely underserved economically.
  - According to Capital B news, other assaults on the federal workforce include:
    - Threatening to fire probationary employees.
    - Shutting down the U.S. Agency for International Development.
    - Employees buyouts
- The dreaded shift away from Diversity, Equity, and Inclusion:
  - The removal of DEI initiatives is another way to weaponize the lack of diversity against minority groups. According to Forbes, some major organizations like the one listed below have participated in DEI initiative removal (unfortunately, amongst many other companies that are listed [here](#))
    - Target
    - Major League Baseball
    - Warner Brothers Discovery
    - Federal Bureau of Investigation (FBI)
- Government Appointments and Mass Budget Cuts
  - Trump has appointed Elon Musk and Vivek Ramaswamy to lead an advisory task force called the "Department of Government Efficiency." Musk and Ramaswamy stated that they aim to cut trillions of dollars from the federal budget, abolish or consolidate hundreds of federal agencies, and cut the federal payroll by as much as 75%.
  - This "minimization" mentality has trickled down from the government administration to the everyday citizen. According to a survey done by the Pew Research Center, only 44% of Americans feel that the Department of Education is necessary and relevant. The other 45% do not agree, believing the entire department should be removed, and 11% of Americans say they are unsure of the value of Education in general.



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### How To Combat Misinformation

With varying political agendas at play, it is very easy to be swept up in emotion or easily misguided by false information. As people from underserved communities, being misinformed puts us at higher risk of not being able to defend ourselves when necessary. Here are four simple ways to combat misinformation and stay alert amidst the chaos of the current administration.

#### 1. Cross-verify information and always check your source:

- Be sure that the information you digest and share comes from a trustworthy source. Credible sources like established news outlets and government websites are usually accurate (although also susceptible to housing false information.)

#### 2. Be Critical of Headlines: Recognize Disinformation Tactics

- Don't assume the message of a source by only reading the headline. Journalists sometimes say whatever is necessary to increase views or readership. Unfortunately, this can sometimes lead to misleading or exaggerated headlines. Always read thoroughly to understand the full context. Be aware of the use of sensationalization as a tactic to spread disinformation.

#### 3. Understand the Bias

- Understand that every media outlet can be biased to a degree. (Yes, even the one you love.) It is helpful to be aware of your biases and the biases of the sources you consume. Diversifying your information sources can help alleviate a completely biased consumption of information. You can do this by rotating the information you consume (TV, news articles, academic journals, government websites, social media, etc.)

#### 4. Consider the Context:

- When reading or hearing information for the first time, consider verifying the context in which the information is being distributed. For example, it is not uncommon for outdated statistics and old news headlines to spread rapidly and be falsely presented as recent.



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### Examples Of Messaging In Real Time

- **If someone says something like:** “Immigrant communities are harmful to American culture and economic progression, and they should be removed from the country.”
- **Respond with:** “Immigrants make up a large number of federal workers in America and hold vital positions like doctors, lawyers, teachers, and technology experts, amongst many others. Immigrants are more likely to be active in the workforce than native-born citizens.”
- **If you hear:** “I support tactics like Elon Musk’s mass email to federal employees asking them to send in hourly update emails and job descriptions to prove they are earning their keep.”
- **Say this:** “This top-down behavior is actually a manipulation of power and is considered unnecessary micromanaging. Hardworking and competent employees were correctly vetted during the initial hiring process and should be afforded the freedom of on-the-job independence.”
- **When approached with the idea that:** “Employees who make discrimination claims are clearly not valid, since there’s such a low number of court case victories on the issue.”
- **Combat that with:** “Federal government offices like the EEOC take many discrimination cases to court; however, many companies choose to settle out of court for things like financial payouts and staff training. Although this benefits the EEOC’s employees, on paper, these aren’t legally considered ‘wins’ and therefore may look like employee representatives don’t have high success rates in court.”