

Anne Castagnero

Wellman Hill Grant

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From May to August of 2023, I was interning for the U.S. Department of the Treasury. As a recipient of the Wellman Hill Grant, I was able to do this internship and learn the importance of diversity, equity, and inclusion in the workplace. I was also able to work through a very interesting period of time for the U.S. Treasury. At the beginning of my internship, the Treasury was set to default on its loans, which would have had lasting effects on my coworkers and the American public. I was able to learn first hand from the individuals dealing with the issue how the interest rates would change as a result of this, and how long individuals would be impacted.

After that was settled, I started my main project. I was assigned to review Merit Systems Protection Board (MSPB) rules and regulations and make recommendations for managers to explain them to their subordinates. I researched different issues within the workplace like nepotism, discrimination, and coercion. Then, I made presentations that were interactive for managers to use to explain proper workplace conduct. I reviewed these with my supervisor and the diversity, equity, and inclusion team. I made 7 presentations, spanning many different issues. I was also able to advocate for more representation for minority groups in the workplace with these presentations. I made a presentation for the holiday *Día de los Muertos*, as it is not a holiday nationally recognized by the government, but may have cultural significance to people working for the Treasury Department. I also created a powerpoint on different types of head coverings in the workplace, and the proper way to navigate questions and confusion about cultures different from one's own.

I was also able to facilitate a piece of the Federal Employment Viewpoint Survey by note taking during a supplementary section. The section was based on diversity, equity, and inclusion in the workplace, specifically for LGBTQ+ individuals and people with disabilities. This was a very interesting and eye opening experience, to understand more about the practical implications of discrimination in the workplace.

My time in the Department of the Treasury was very helpful in deciding a future career in public service, and the connections I was able to make will serve me well in my future endeavors. I appreciate the opportunity I was given through the Wellman Hill Scholarship program to participate in the internship, thank you!