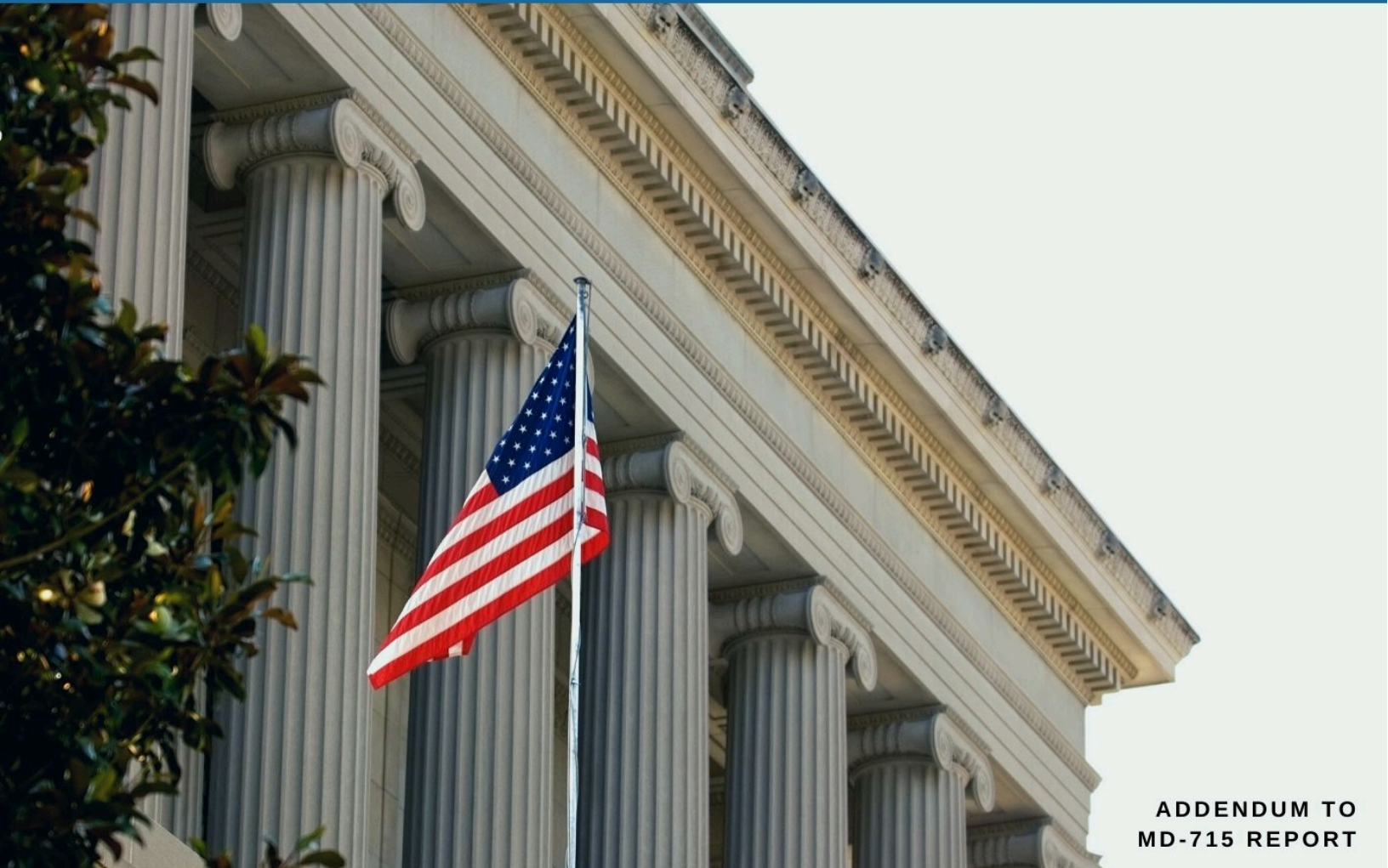


**FISCAL YEAR
2019**

BARRIER ANALYSIS REPORT

OFFICE OF THE SECRETARY | OFFICE OF CIVIL RIGHTS



**ADDENDUM TO
MD-715 REPORT**

BARRIER ANALYSIS REPORT FOR FISCAL YEAR 2019

Data Analysis and Visuals by

[Jawad Syedain](#)

Senior Data Analyst

Office of Civil Rights

U.S. Department of Commerce

Narration and Findings by

[Cristina Bartolomei](#)

Senior EEO Specialist

Office of Civil Rights

U.S. Department of Commerce

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I. OVERVIEW

Management Directive 715 (MD-715) is a directive to all federal agencies issued in 2003 by the Equal Employment Opportunity Commission (EEOC) to ensure a diverse and inclusive workforce. It is intended to be a strategic tool to assist agencies in developing action plans to establish and maintain effective affirmative programs for equal employment opportunity.

This **FY 2019 Barrier Analysis Report** is a response to Section II (D) of the EEOC MD-715, which stipulates Federal EEO programs “*must conduct a self-assessment [...] to monitor progress and identify areas where barriers may operate to exclude certain groups.*” Further, it specifies that if employment opportunities have been denied to a racial, national origin, or gender group, “*the agency must take steps to identify and eliminate the potential barrier*” (Part A, II).

To monitor progress and to identify areas where conditions may be limiting opportunities for employees and job applicants (“barriers”), the Department of Commerce (DOC), Office of Civil Rights (OCR), in collaboration with the Office of Human Resource Management (OHRM) and the Department’s Barrier Analysis Workgroup (BAWG), conduct annual self-assessments and in-depth workforce analysis.

This report includes analyses of various workforce data sources, including 1) *Data Insight* workforce data tables, broken out by race, ethnicity, disability, and gender, to determine any numerical disparities, 2) the *Federal Employee Viewpoint Survey (FEVS)* results to analyze perceptions regarding diversity and inclusion efforts; 3) *EEOC Form 462* to analyze EEO complaints data; and 4) other relevant policies, practices, and procedures at the DOC.

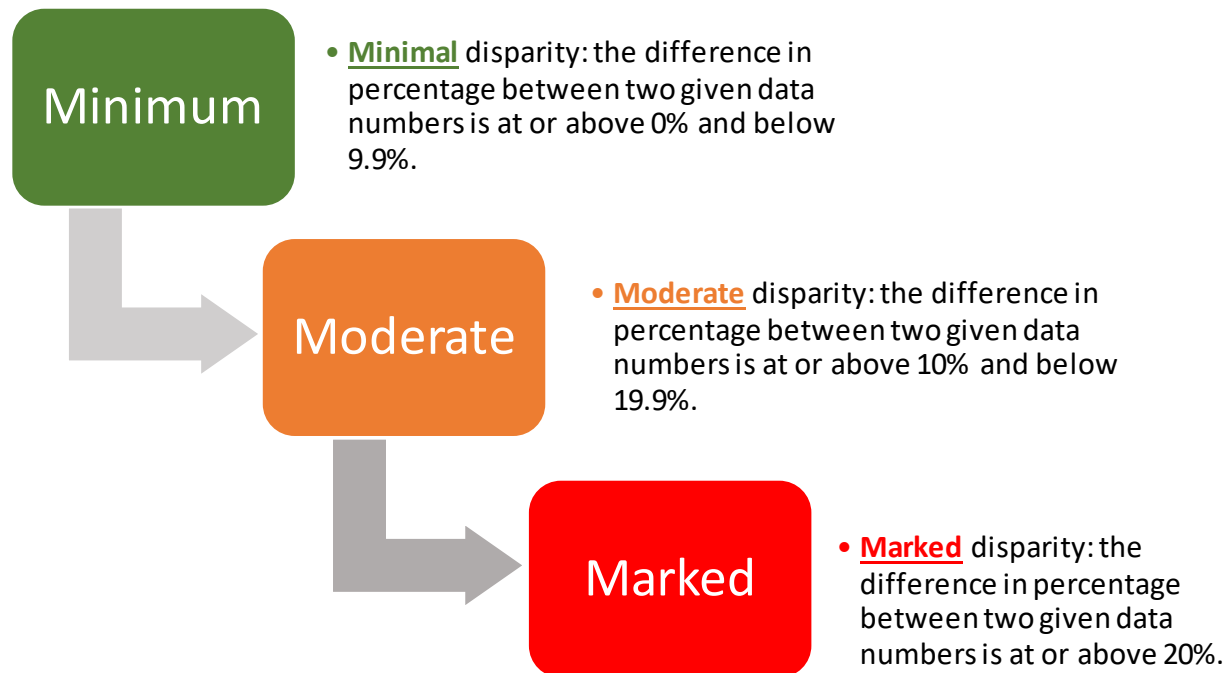
In FY19, elements of the MD-715 Report underwent significant changes, which impacted the accuracy of several workforce data tables. Inconsistencies in internal selections, interviewed applicants, internal applications, and others were among the discrepancies identified. DOC/OCR is working with relevant stakeholders (Data Analytics, Monster, and NFC) to address these issues.

Despite the challenges with some data elements, OCR was able to conduct a workforce analysis, identifying various areas that are limiting employment opportunities to various groups. For FY19, most of this analysis focused on findings affecting Females and Hispanics (male and female), as these findings are cross-cutting among our bureaus.

Workforce analysis of Individuals with Disabilities and Individuals with Targeted Disabilities may be found on Part J and the Affirmative Action Plan for Individuals with Disabilities, included the FY19 MD-715 Report.

II. DISPARITY SCALE

In order to measure the significance of workforce disparities, the DOC established a three-pronged disparity scale. The ranges¹ in the scale represent the gravity of the trigger and/or a potential barrier and are defined as a **minimal**, **moderate**, or **marked** disparity. Below is the breakdown of each range.



For example, if the percentage of qualified applicants for a position is 10% and the percentage of selected applicants for this same position is 9.7%, the percentage difference between these two data points is 3%. It is calculated as $(9.7 \div 10) \times 100 = 3\%$. This 3% is defined as having minimal or minimum significance in our analysis as it falls within the 0% - 9.9% range.

This scale is also used to measure significance within the Inclusion Rate (explained on the next page).

¹ Ranges are rounded to the nearest whole percentage point.

III. INCLUSION RATE

To better illustrate the gap between the CLF and workforce participation levels for groups, broken out by race, ethnicity, gender, and disability, Commerce uses the Inclusion Rate (IR). The IR measures the percentage of representation of a group relative to their respective CLF.

For example, if the CLF for group “A” is 10% and they represent 5% of Commerce’s workforce, the IR would illustrate that group A’s workforce representation level is at 50% of the CLF. The calculation is as follows: $(5 \div 10) \times 100$. A percentage rate of 100 or more means that demographic group has reached or exceeded the expected level of representation relative to the CLF.

Similarly, the IR for Mission Critical Occupations (MCOs) is calculated by dividing the current participation rates of a demographic group in a specific MCO and the same group’s participation rates in a similar or qualifying occupation in the OCLF.

For example, if males represent 69.5% of IT Specialists at Commerce and males represent 70.4% of the IT Specialists in the OCLF, the IR will be 98.7%. The calculation is as follows: $(69.5 \div 70.4) \times 100 = 98.7\%$.

IV. DEFINITION OF TERMS

CIVILIAN LABOR FORCE AND OCCUPATIONAL CIVILIAN LABOR FORCE

To determine whether any demographic group (racial, ethnic, gender, or people with disabilities) is participating in the workforce at rates we would expect, we compare their participation levels against several benchmarks, including the civilian labor force (CLF) and occupational civilian labor force (OCLF) rates. The CLF and OCLF benchmarks consist of U.S. Citizens age 16 or older who are employed or seeking employment and are not in the military or institutionalized.

The OCLF is a subset of the CLF and is occupation specific. The OCLF allows the DOC to more definitively identify potential barriers to EEO and provide key decision makers with relevant and useful information about the state of the agency. A low participation rate is considered a “trigger,” which is a situation which alerts the agency to the possible existence of a barrier to equal opportunity.

TRIGGERS

Triggers are numerical disparities that may indicate a potential barrier to equal employment opportunity. They can be a trend, disparity, or anomaly that suggests the need for further inquiry into a policy, practice, procedure, or condition. **It is simply a red flag.** Triggers can be gleaned from various sources of information, beginning with workforce statistics.

MISSION CRITICAL OCCUPATIONS

Mission-critical occupations are those occupations without which the DOC cannot fulfill its mission. These occupations also tend to be the most heavily populated relative to other occupations within the Department and typically follow a career path to senior leadership positions.

DOC’s 10 most populous MCOs are:

1. 0301 Miscellaneous Administration & Program
2. 0343 Management & Program Analyst
3. 0482 Fishery Biology
4. 0905 General Attorney
5. 1101 General Business and Industry
6. 1224 Patent Examining
7. 1301 General Physics Science
8. 1340 Meteorology,
9. 1530 Statistician
10. 2210 Information Technology Management

IV. THE DOC PERMANENT WORKFORCE ANALYSIS

DATA SOURCE

In FY19 the EEOC launched their MD-715 2.0 workforce data tables, which were populated by the U.S. Treasury data systems with DOC workforce data.

The following data tables were extrapolated from the Treasury's "[Data Insights](#)."

- [Table A1: Total Workforce – Distribution by Race, Ethnicity and Sex](#)
- [Table A2: Permanent Workforce by Component – Distribution by Race, Ethnicity and Sex](#)
- [Table A3: Occupational Categories – Distribution by Race, Ethnicity and Sex](#)
- [Table A4: Senior Pay & General Schedule \(GS\) Grades – Distribution by Race, Ethnicity and Sex](#)
- [Table A5: Salary – Distribution by Race, Ethnicity and Sex](#)
- [Table A9: Employee Recognition and Awards – Distribution by Race, Ethnicity and Sex](#)

The following data tables were extrapolated from Treasury's "[Monster Analytics](#)." However, due to inconsistencies and unreliability in the available data, we were unable to conduct in-depth analyses for FY19.

- [Table A7: Senior Grade Levels – Distribution by Race, Ethnicity and Sex](#)
- [Table A8: Management Positions – Distribution by Race, Ethnicity and Sex](#)

TABLE A1: TOTAL WORKFORCE – DISTRIBUTION BY RACE, ETHNICITY AND SEX

The new FY2019 Table A1 includes overall workforce representation data as well as new data on employee gains and employee losses. It further breaks down any employee losses by 1) Removal, 2) Resignation, 3) Retirement, 4) Other.

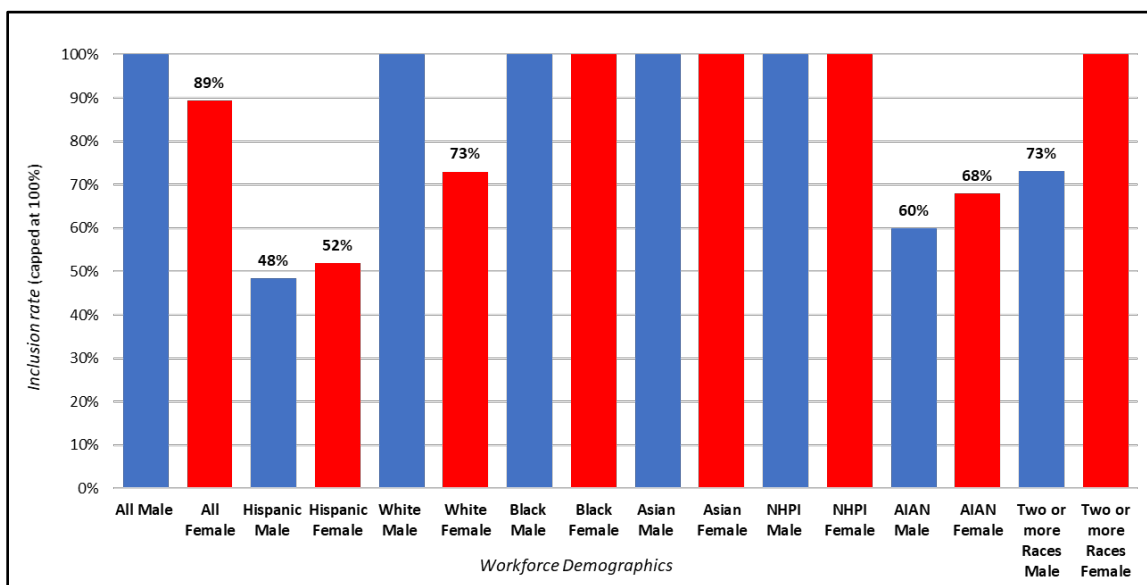
In FY2019, the Department of Commerce had **52,199** total employees, with **40,927** in the permanent workforce and **11,272** in the temporary workforce. Our analysis will focus solely on the permanent workforce.

PERMANENT WORKFORCE BREAKDOWN

Of the 40,097 permanent employees, 23,313 (56.96%) were male and 17,614 (43.04%) were female. The RNO breakdown is as follows: 1,025 (2.5%) Hispanic males; 1,021 (2.49%) Hispanic females; 15,949 (38.98%) White males; 10,168 (24.84%) White females; 2,504 (6.12%) Black males; 4,146 (10.13%) Black females; 3,578 (8.74%) Asian males; 1,980 (4.84%) Asian females; 43 (0.11%) Native Hawaiian or Other Pacific Islander males; 35 (0.09%) Native Hawaiian or Other Pacific Islander females; 134 (0.33%) American Indian or Alaska Native males, 149 (0.36%) American Indian or Alaska Native females; 76 (0.19%) Two or more races males; and 115 (0.28%) Two or more races females.

The table below illustrates the difference between workforce participation and the respective CLF using the IR. As mentioned in [Section III](#) of this report, the IR measures the percentage of participation in the permanent workforce by race, ethnicity, and gender relative to the CLF. A percentage rate of 100 or more means that demographic group has reached or exceeded the expected level of participation relative to CLF. This IR is used for illustrative purposes; not as a quota for recruitment efforts.

Figure 1: Workforce Inclusion Rate



As seen in [Figure 1](#), when compared with their respective CLF, Hispanic Males had the lowest IR at **48%** and Hispanic Females had the second lowest IR at **52%**. That is, Hispanic males were **52%** below their

expected rates, and Hispanic females **48%** below their expected rates. Both represent a **marked** disparity. There are also **marked** disparities for American Indian, Alaska Native males at **60%**, American Indian and Alaska Native females at **68%**, and White females at **73%**

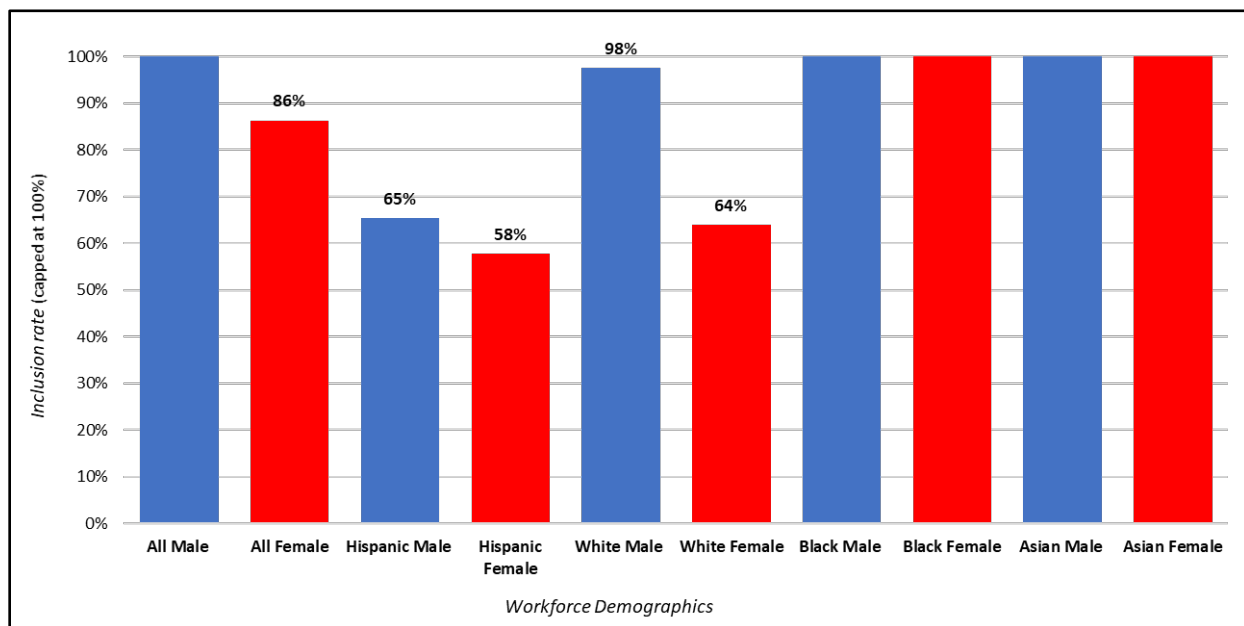
Females overall had **89%** IR, which is **11%** below their expected rate, a **moderate** disparity.

The American Indian and Alaska Native population represents less than 1% of their respective CLF and less than 1% of the DOC workforce. This means that DOC could reach parity in their workforce representation by conducting targeted recruitment in these populations. For example, for the DOC to bring their 0% American Indian and Alaska Native female IR to parity, they must hire at least seven applicants with this national origin. These calculations are used for illustrative purposes and should not serve as a quota for recruitment efforts.

EMPLOYEE GAINS (PERMANENT WORKFORCE)

The DOC had a total of 1,806 permanent new hires for FY19. 1,055 (58.42%) were male, and 751 (41.58%) were female; 61 (3.38%) were Hispanic males and 50 (2.77%) were Hispanic females; 675 (37.38%) were White males and 393 (21.76%) were White females; 129 (7.14%) Black males and 170 (9.41%) Black females; 172 (9.52%) Asian males and 112 (6.2%) Asian females.

Figure 2: New Hires IR



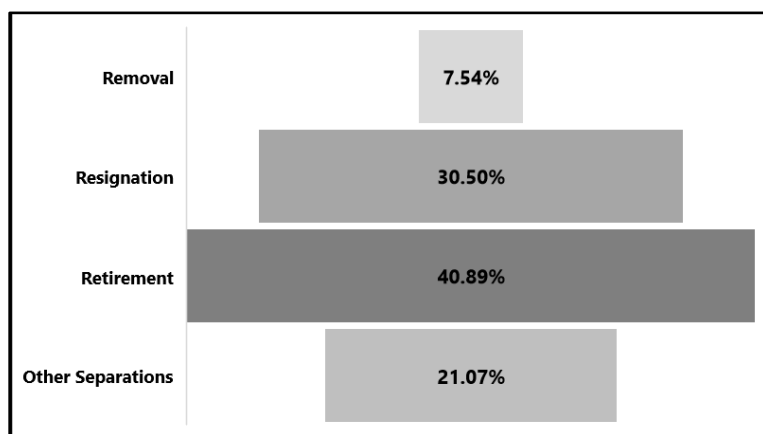
As seen in [Figure 2](#), when compared to their respective CLF, there is a **marked** disparity for Hispanic females (42% below their expected participation), Hispanic males (35% below), and White females (36% below). There is a **moderate** disparity for All Females (14% below) and a **minimal** disparity for White males (2% below).

EMPLOYEE LOSSES (PERMANENT WORKFORCE)

The DOC had a total of 2,321 separations or employee losses. Of these separations, 1,283 (55.28%) were males; 1,038 (44.72%) were females; 50 (2.15%) were Hispanic males; 57 (2.46%) were Hispanic females; 907 (39.08%) were White males; 598 (25.76%) were White females; 152 (6.55%) were Asian males; and 269 (11.59%) were Asian females.

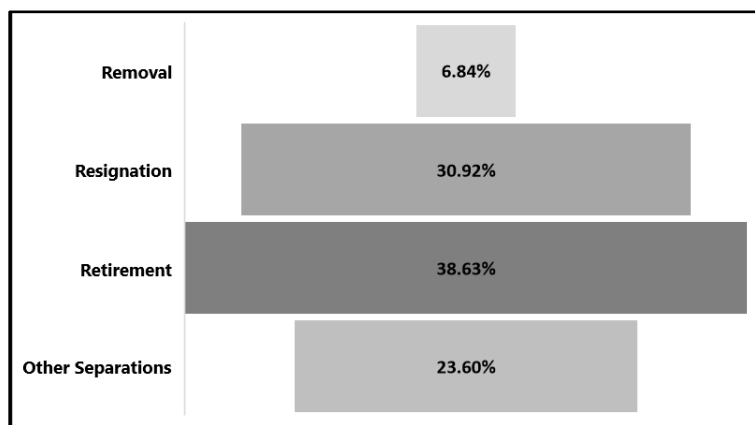
In table A1, employee losses or “separations” are broken down by 4 categories: 1) Removal, 2) Resignation, 3) Retirement, 4) Other. The “other” includes “Death,” “Termination-Appointment In Agency” (action initiated by either the employee or the agency when the employee or a group of employees moves from one agency to another agency not within Commerce) and “Termination – Expiration of Appointment” (a separation action initiated by the agency to end employment on the not-to-exceed date of a temporary appointment).

Figure 3: Total Separations in the Permanent Workforce – Separations by Categories



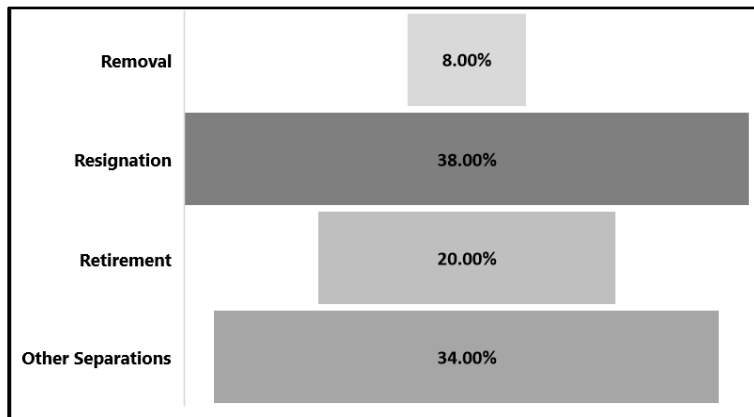
As seen in **Figure 3**, of the 2,321 total separations in the permanent workforce, 949 (40.89%) were retirements, 708 (30.50%) were resignations, 489 (21.07%) were “other” separations, and 175 (7.54%) were removals.

Figure 4: Female Separations in the Permanent Workforce



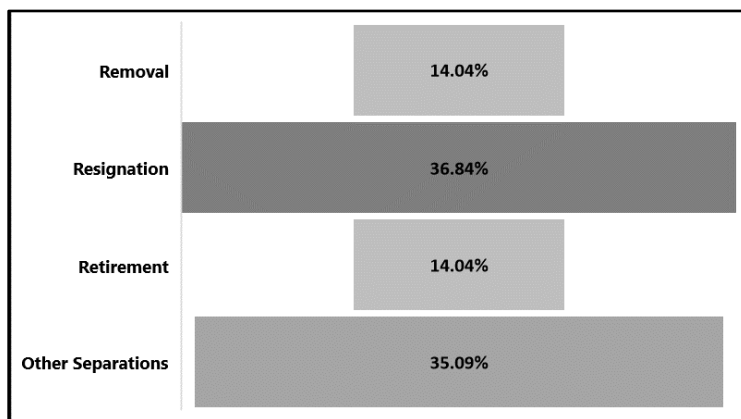
As seen in **Figure 4**, of the 1,038 total Female separations in the permanent workforce, 401 (38.63%) were retirements, 321 (30.92%) were resignations, 245 (23.60%) were “other” separations, and 71 (6.84%) were removals.

Figure 5: Hispanic Male Separations in the Permanent Workforce



As seen in **Figure 5**, of the 50 total Hispanic male separations in the permanent workforce, 19 (38%) were resignations, 17 (34%) were “other” separations, 10 (20%) were retirements, and 4 (8%) were removals.

Figure 6: Hispanic Female Separations in the Permanent Workforce



As seen in **Figure 6**, of the 57 total female separations in the permanent workforce, 21 (36.84%) were resignations, 20 (35.09%) were “other” separations, 8 (14.04%) were retirements, and 8 (14.04%) were removals.

FINDINGS:

When comparing separation rates by category for: 1) females to males and 2) Hispanic males and Hispanic females to DOC wide workforce, on average for the last 3 fiscal years (FY17-FY19), these 3 groups have a higher difference in percentage (disparity) for resignation and retirement than the comparable groups. That is, the three groups are **resigning at higher rates** and **retiring at lower rates** than the comparable groups.

5- YEAR TRENDS

As seen in Figure 7, overall, both new hires and separations of Female employees have been on a steady decline since FY16. Despite a slight uptick in new hires in FY19 (from 676 to 751), for the past 3 FYs, separations have remained higher than the new hires of Female employees.

Figure 7: New Hires and Separations 5-Year Trend: Females

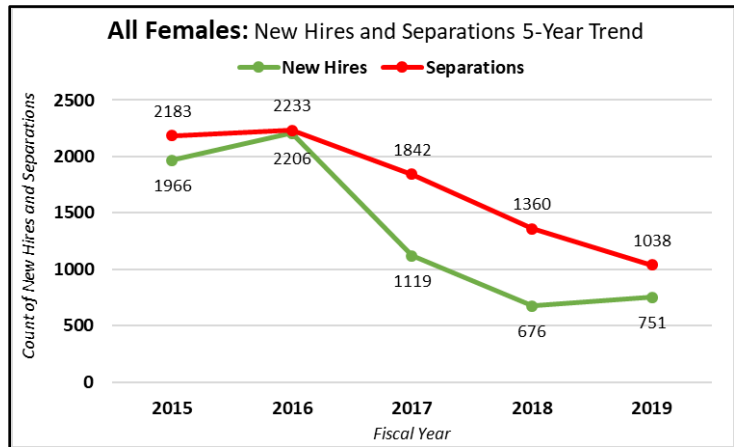
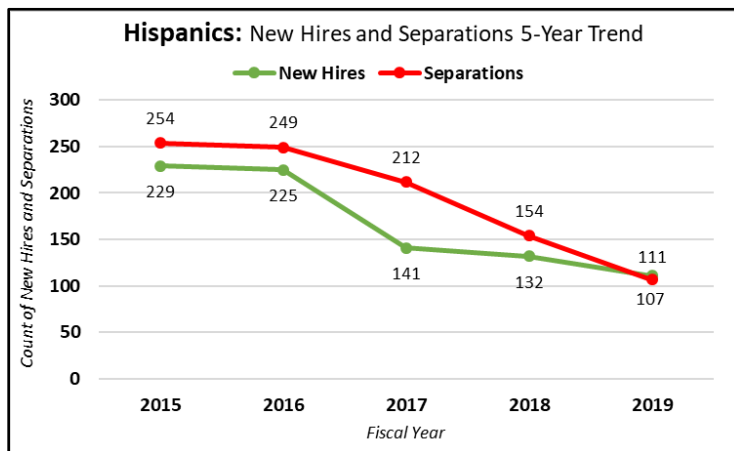


Figure 8: New Hires and Separations 5-Year Trend: Hispanics

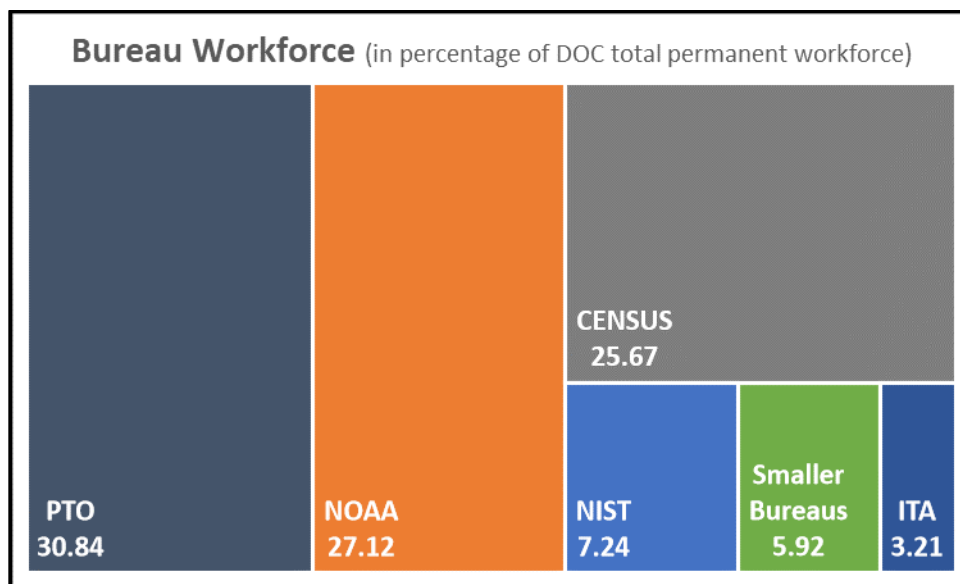


As seen in Figure 8, overall, both new hires and separations of Hispanic employees have been on a steady decline since FY16. From FY15 to FY18 separations were higher than new hires, however, in FY19 the trend seems to be reversing, as there were slightly more new Hispanic hires (111) than separations (107).

TABLE A2: PERMANENT WORKFORCE BY COMPONENT

In FY2019, of DOC’s 40,927 permanent employees, the bureau with the largest workforce was the U.S. Patent and Trademark Office (USPTO), representing 12,621 (**30.84%**) of the DOC’s permanent workforce, followed by the National Oceanic and Atmospheric Administration (NOAA) with 11,099 (**27.12%**), the Census Bureau with 10,506 (**25.67%**), the National Institute for Standards and Technology (NIST) with 2,963 (**7.24%**), the International Trade Administration (ITA) with 1,314 (**3.21%**), bureaus with less than 1000 permanent employees are: the Office of the Secretary 753 (**1.84%**), the Bureau of Economic Analysis (BEA) with 483 (**1.18%**), the National Telecommunications and Information Administration (NTIA) with 441 (**1.08%**), the Bureau of Industry and Security (BIS) with 343 (**0.84%**), the Economic Development Administration (EDA) with 169 (**0.41%**), the Office of the Inspector General (OIG) with 142 (**0.35%**), the National Technical Information service (NTIS) with 58 (**0.14%**) and the Minority Business Development Agency (MBDA) with 35 (**0.09%**).

Figure 9: Bureau Workforce Breakdown

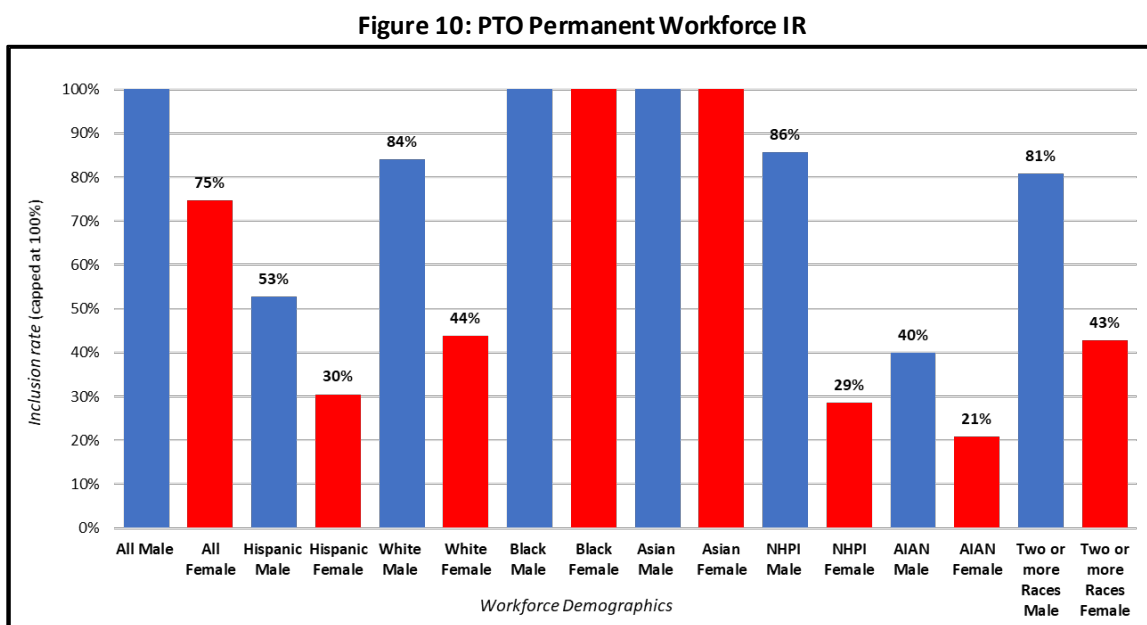


In this report, we will be analyzing the total workforce of smaller bureaus: OS, BEA, NTIA, BIS, EDA, OIG, NTIS, and MBDA, as one unit as these bureaus each have less than 1,000 permanent employees (the threshold for bureaus to submit individual MD-715 Reports). Together, they represent 2,424 employees in DOC’s permanent workforce or **5.92%**.

USPTO WORKFORCE BREAKDOWN

At USPTO, of their 12,621 permanent employees, 8,079 (64.01%) were male and 4,542 (48.14%) were female. The RNO breakdown is as follows: 345 (2.73%) Hispanic males; 184 (1.46%) Hispanic females; 4,067 (32.22%) White males; 1,880 (14.90%) White females; 1,082 (8.57%) Black males; 1,313 (10.40%) Black females; 2,522 (19.98%) Asian males; 1,134 (8.99%) Asian females; 8 (0.06%) Native Hawaiian or Other Pacific Islander males; 2 (0.02%) Native Hawaiian or Other Pacific Islander females; 28 (0.22%) American Indian or Alaska Native males, 14 (0.11%) American Indian or Alaska Native females; 27 (0.21%) Two or more races males; and 15 (0.12%) Two or more races females.

The figure below illustrates the difference between workforce participation and the respective CLF using the IR.



As seen in Figure 10, when compared with their respective CLF, American Indian and Alaska Native females had the lowest IR at **21%**, followed by Native Hawaiian and Pacific Islander females at **29%**, then Hispanic females at **30%**, American Indian Alaska Native males at **40%**, White Females at **44%**, and Hispanic Males at **53%**. These all have a **marked** disparity, being **79%, 71%, 70%, 60%, 56%, and 47%** below their expected IR, respectively.

White males had a **84%** inclusion index, which is **16%** below their expected IR, a **moderate** disparity.

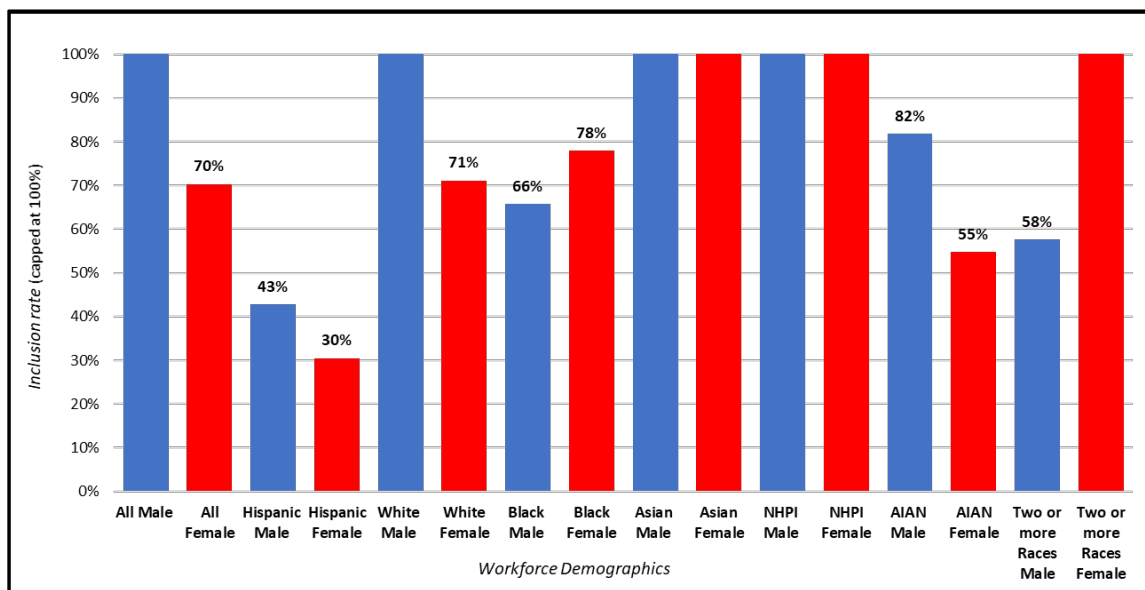
Females overall had **75%** IR, which is **25%** below their expected rate, a **marked** disparity. The IR for Females overall is markedly affected by the disparity in workforce participation by Hispanic females and White females.

NOAA WORKFORCE BREAKDOWN

At NOAA, of their 11,099 permanent employees, 7,342 (66.15%) were male and 3,757 (33.85%) were female. The RNO breakdown is as follows: 245 (2.21%) Hispanic males; 162 (1.46%) Hispanic females; 6,227 (56.10%) White males; 2,688 (24.22%) White females; 401 (3.61%) Black males; 565 (5.09%) Black females; 377 (3.40%) Asian males; 256 (2.31%) Asian females; 25 (0.23%) Native Hawaiian or Other Pacific Islander males; 21 (0.19%) Native Hawaiian or Other Pacific Islander females; 50 (0.45%) American Indian or Alaska Native males, 32 (0.29%) American Indian or Alaska Native females; 17 (0.15%) Two or more races males; and 33 (0.30%) Two or more races females.

The figure below illustrates the difference between workforce participation and the respective CLF using the IR.

Figure 11: NOAA Permanent Workforce IR



As seen in Figure 11, when compared with their respective CLF, Hispanic females had the lowest IR at **30%**, followed by Hispanic Males at **43%**, American Indian Alaska Native females **55%**, Black Males at **66%**, White Females at **71%**, and Black Females at **78%**. These groups have a **marked** disparity in their IRs.

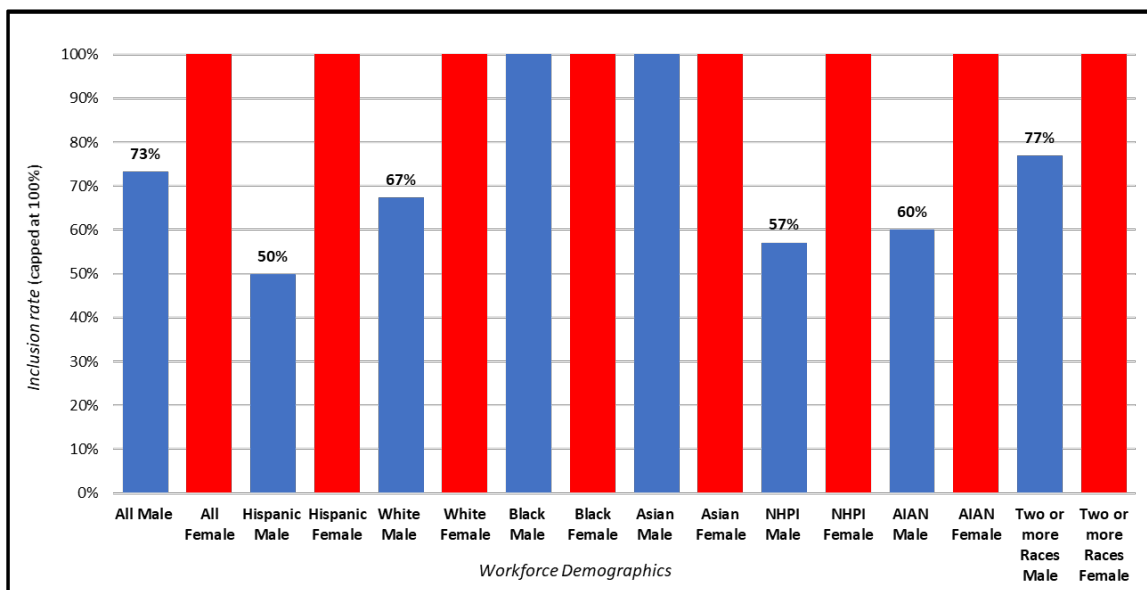
Females overall had **70%** IR, which is **30%** below their expected rate, a **marked** disparity. The IR for Females overall is markedly affected by the disparity in workforce participation by Hispanic females, White females, and Black females.

CENSUS BUREAU WORKFORCE BREAKDOWN

At the Census Bureau, of their 10,506 permanent employees, 3,990 (37.98%) were male and 6,516 (62.02%) were female. The RNO breakdown is as follows: 271 (2.58%) Hispanic males; 539 (5.13%) Hispanic females; 2,714 (25.83%) White males; 3,997 (38.04%) White females; 640 (6.09%) Black males; 1,563 (14.88%) Black females; 305 (2.90%) Asian males; 268 (2.55%) Asian females; 4 (0.04%) Native Hawaiian or Other Pacific Islander males; 11 (0.10%) Native Hawaiian or Other Pacific Islander females; 35 (0.43%) American Indian or Alaska Native males, 91 (0.87%) American Indian or Alaska Native females; 21 (0.20%) Two or more races males; and 47 (0.45%) Two or more races females.

The figure below illustrates the difference between workforce participation and the respective CLF using the IR.

Figure 12: Census Permanent Workforce IR



As seen in Figure 12, when compared with their respective CLF, Hispanic Males had the lowest IR at **50%**, followed Native Hawaiian and Pacific Islander males at **57%**, American Indian and Alaska Native Males at **60%**, and White Males at **67%**, all of which have a **marked** disparity in their IRs.

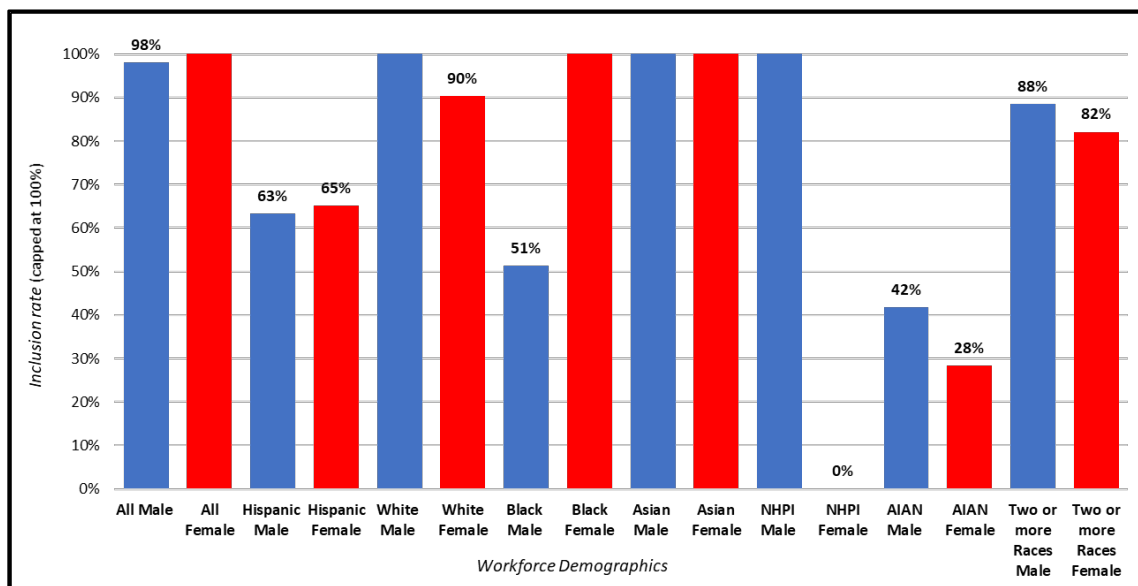
Males overall had **73%** IR, which is **27%** below their expected rate, a **marked** disparity. The IR for Males overall is markedly affected by the disparity in workforce participation by Hispanic males and White males

ITA WORKFORCE BREAKDOWN

At ITA, of their 1,314 permanent employees, 669 (50.91%) were male and 645 (49.09%) were female. The RNO breakdown is as follows: 43 (3.27%) Hispanic males; 41 (3.12%) Hispanic females; 527 (40.11%) White males; 404 (30.75%) White females; 37 (2.82%) Black males; 135 (10.27%) Black females; 54 (4.11%) Asian males; 60 (4.57%) Asian females; 2 (0.15%) Native Hawaiian or Other Pacific Islander males; 0 Native Hawaiian or Other Pacific Islander females; 3 (0.23%) American Indian or Alaska Native males; 2 (0.15%) American Indian or Alaska Native females; 3 (0.23%) Two or more races males; and 3 (0.23%) Two or more races females.

The figure below illustrates the difference between workforce participation and the respective CLF using the IR.

Figure 13: ITA Permanent Workforce IR



As seen in Figure 13, when compared with their respective CLF, Native Hawaiian and Pacific Islander females had the lowest IR at **0%**, followed by American Indian and Alaska Native females at **28%**, American Indian and Alaska Native males at **42%**, Black Males at **51%**, Hispanic Males at **63%**, and Hispanic Females at **65%**. These all have a **marked** disparity.

White females had a **90%** IR, **10%** below their expected IR, a **moderate** disparity.

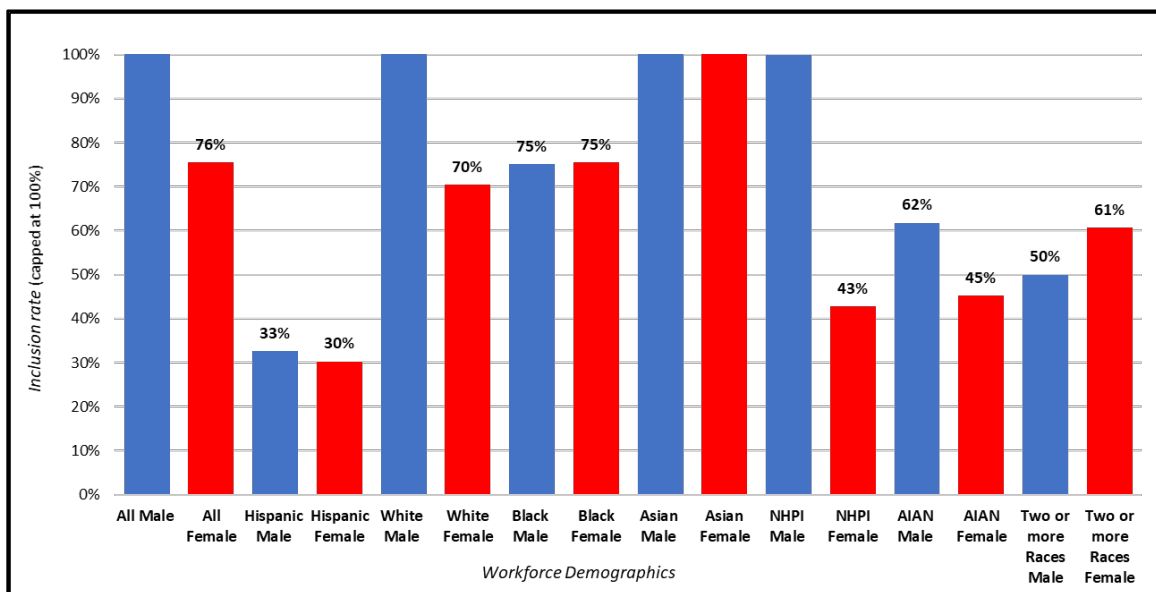
Males overall had **98%** IR, which is **2%** below their expected rate, reflect a **minimal** disparity.

NIST WORKFORCE BREAKDOWN

At NIST, of their 2,963 permanent employees, 1,886 (63.65%) were male and 1,077 (36.35%) were female. The RNO breakdown is as follows: 50 (1.69%) Hispanic males; 43 (1.45%) Hispanic females; 1,500 (50.62%) White males; 710 (23.96%) White females; 122 (4.12%) Black males; 146 (4.93%) Black females; 198 (6.68%) Asian males; 165 (5.57%) Asian females; 2 (0.07%) Native Hawaiian or Other Pacific Islander males; 1 (0.03%) Native Hawaiian or Other Pacific Islander females; 10 (0.34%) American Indian or Alaska Native males, 7 (0.24%) American Indian or Alaska Native females; 4 (0.13%) Two or more races males; and 5 (0.17%) Two or more races females.

The figure below illustrates the difference between workforce participation and the respective CLF using the IR.

Figure 12: NIST Permanent Workforce IR



As seen in Figure 12, when compared with their respective CLF, Hispanic females had the lowest IR at **30%**, followed by Hispanic males at **33%**, Native Hawaiian and Pacific islander females at **43%**, American Indian and Alaska Native females at **45%**, American Indian and Alaska Native males at **62**, White Females at **70%**, Black Males at **75%**, and Black Females at **75%**, all of which have a **marked** disparity in their IRs.

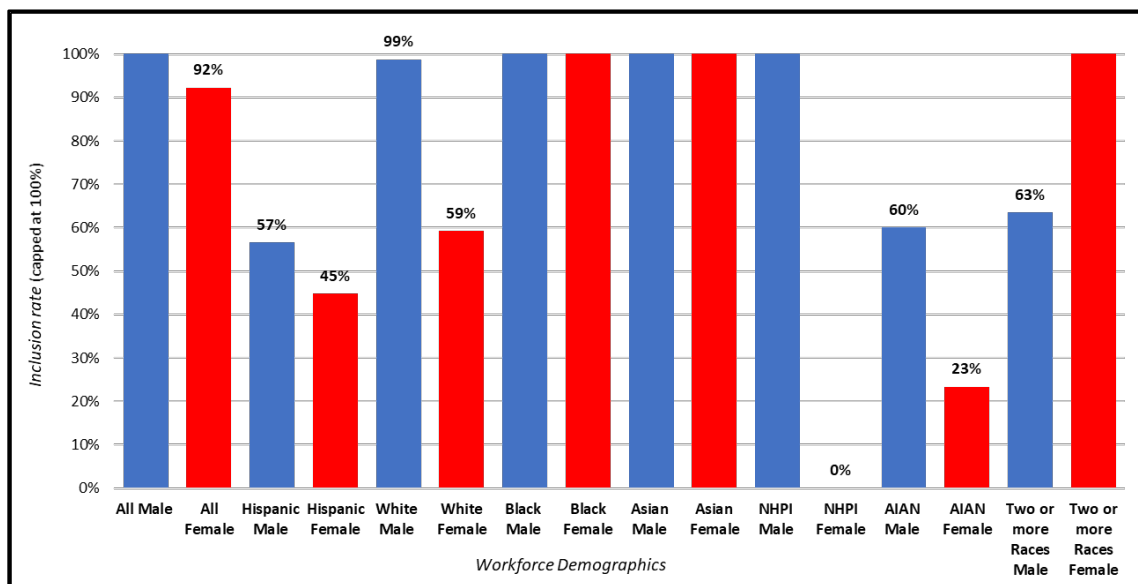
Females overall had **76%** IR, which is **24%** below their expected rate, another **marked** disparity.

WORKFORCE BREAKDOWN FOR SMALLER BUREAUS (BEA, BIS, EDA, ESA, OIG, OS, MBDA, NTIA, NTIS)

At the DOC’s smaller bureaus, there are a total of 2,460 permanent employees, 1,367 (55.57%) were male and 1,093 (44.43%) were female. The RNO breakdown is as follows: 73 (2.97%) Hispanic males; 55 (2.24%) Hispanic females; 933 (37.93%) White males; 501 (20.37%) White females; 224 (9.11%) Black males; 425 (17.28%) Black females; 123 (5%) Asian males; 97 (3.94%) Asian females; 2 (0.08%) Native Hawaiian or Other Pacific Islander males; 0 Native Hawaiian or Other Pacific Islander females; 8 (0.33%) American Indian or Alaska Native males, 3 (0.12%) American Indian or Alaska Native females; 4 (0.16%) Two or more races males; and 12 (0.49%) Two or more races females.

The figure below illustrates the difference between workforce participation and the respective CLF using the IR.

Figure 13: Smaller Bureau Permanent Workforce IR



As seen in Figure 13, when compared with their respective CLF, Native Hawaiian and Pacific islander females had the lowest IR at **0%**, followed by American Indian and Alaska Native females at **23%**, Hispanic Females at **45%**, Hispanic Males at **57%**, White Females at **59%**, and American Indian and Alaska Native males at **60%**. These all have a **marked** disparity.

Females overall had **92%** IR, which is **8%** below their expected rate, a **minimal** disparity.

FINDINGS:

Out of the 5 large bureaus and the conglomeration of smaller bureaus, Hispanic males have marked disparities in all of them (6/6), followed by Hispanic females and American Indian and Alaska Native males and females (5/6), Native Hawaiian and Pacific Islander males and females and White Females (4/6), Black males and females (2/6) and White males (1/6).

We should note that Native Hawaiian and Pacific Islander and the American Indian and Alaska Native population represents less than 1% of their respective CLF and less than 1% of the DOC workforce. This means that DOC and its bureaus could reach parity in their workforce representation by conducting targeted recruitment in these populations. For example, for the ITA to bring their 0% Native Hawaiian and Pacific Islander female IR to parity, they must hire at least one applicant that is of this national origin. **We must note that these calculations should not serve as a quota for recruitment efforts.**

TABLE A3: OCCUPATIONAL CATEGORIES

Occupational categories in Table A3 are separated as follows: 1) Officials and Managers, Executive/Senior Level (GS15 and above); 2) Mid-Level (GS 13-14); 3) First-level (GS 12 and below); 4) Other²; 5) Professionals; 6) Technicians; 7) Administrative Support Workers; 8) Craft Workers; 9) Operatives; 10) Laborers and Helpers; and 11) Service Workers.

The occupational categories with the largest participation are 1) Professionals with 53.35% of the total Commerce permanent workforce, 2) Administrative Support Workers with 16.7%, 3) Other with 10.44%, and 4) Officials and Managers with 9.22%. **These 4 occupational categories represent 90% of the DOC's total permanent workforce.**

PROFESSIONALS (53.35% OF THE TOTAL PERMANENT WORKFORCE)

Workforce participation rates in the Professionals category are: 66.77% Male, 33.23% Female, 2.57% Hispanic male, 1.64% Hispanic female, 43.9% White male, 19.07% White female, 6.05% Black male, 5.51% Black female, 13.75% Asian male, 6.63% Asian female, 0.1% Native Hawaiian or other Pacific Islander male, 0.04% Native Hawaiian or Other Pacific Islander female, 0.22% American Indian or Alaska Native male, 0.16% American Indian or Alaska Native female, 0.18% Two or More Races male, 0.16% Two or More Races female.

When compared to their total workforce participation rates, the IR reveals the following:

- **Marked** disparity for Females, who are 22% below their expected participation rate.
- **Marked** disparity for Hispanic females, who are 34.14% below their expected participation rate.
- **Marked** disparity for White females, who are 23.23% below their expected participation rate.
- **Marked** disparity for Black females, who are 45.61% below their expected participation rate.
- **Marked** disparity for Native Hawaiian or Other Pacific Islander females, who are 55.56% below their expected participation rate. *Note: There are 8 NHPI female employees in this category, where they to increase their participation by 9, this disparity would be corrected.*
- **Marked** disparity for American Indian or Alaska Native females, who are 55.56% below their expected participation rate.

ADMINISTRATIVE SUPPORT WORKERS (16.7% OF THE TOTAL PERMANENT WORKFORCE)

Workforce participation rates in the Administrative Support Workers category are: 29.25% Male, 70.75% Female, 2.06% Hispanic male, 5.78% Hispanic female, 20.8% White male, 43.48% White female, 4.81% Black male, 18.27% Black female, 0.99% Asian male, 1.73% Asian female, 0.03% Native Hawaiian or other Pacific Islander male, 0.1% Native Hawaiian or Other Pacific Islander female, 0.44% American

² Per the EEOC: "The fourth sub-category, called "Other," contains employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibility." Source: <https://www.eeoc.gov/federal/directives/715instruct/datatables.html>

Indian or Alaska Native male, 1.05% American Indian or Alaska Native female, 0.1% Two or More Races male, 0.34% Two or More Races female.

This occupational category is disproportionately female, with White females comprising the largest participation rate (43.48%), followed by White males (20.8%), Black females (18.27), and Hispanic females (5.78%).

When compared to their total workforce participation rates, the IR reveals the following:

- **Marked** disparity for Males, who are 48.65% below their expected participation rate.
- **Marked** disparity for Hispanic males, who are 17.60% below their expected participation rate.
- **Marked** disparity for White males, who are 46.64% below their expected participation rate.
- **Marked** disparity for Black males, who are 21.41% below their expected participation rate.
- **Marked** disparity for Asian males and females, who are 88.67% below and 64.26% below their expected participation rates, respectively.
- **Marked** disparity for Native Hawaiian or Other Pacific Islander males, who are 72.73% below their expected participation rate.

OTHER (10.44% OF THE TOTAL COMMERCE WORKFORCE)

This category includes employees in several different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibility.

Workforce participation rates in the Other category are: 38.16% Male, 61.84% Female, 2.29% Hispanic male, 3.07% Hispanic female, 24.44% White male, 28.61% White female, 8.12% Black male, 24.58% Black female, 2.48% Asian male, 3.93% Asian female, 0.21% Native Hawaiian or other Pacific Islander male, 0.3% Native Hawaiian or Other Pacific Islander female, 0.3% American Indian or Alaska Native male, 0.52% American Indian or Alaska Native female, 0.3% Two or More Races male, 0.82% Two or More Races female.

When compared to their total workforce participation rates, the IR reveals the following:

- **Marked** disparity for Males, who are 33.01% below their expected participation rate.
- **Marked** disparity for White males, who are 37.30% below their expected participation rate.
- **Marked** disparity for Asian males and females, who are 71.62% below 18.80% below their expected participation rates, respectively.

OFFICIALS AND MANAGERS GS 15 & ABOVE (9.22% OF THE TOTAL COMMERCE WORKFORCE)

Workforce participation rates in the Officials and Managers, Executive/Senior Level category are: 65.38% male, 34.62% female, 2.25% Hispanic male, 1.09% Hispanic female, 50.65% White male, 23.31% White female, 4.93% Black male, 5.85% Black female, 7.02% Asian male, 3.89% Asian female, 0.13% Native Hawaiian or other Pacific Islander male, 0.11% Native Hawaiian or Other Pacific Islander female, 0.29% American Indian or Alaska Native male, 0.19% American Indian or Alaska Native female, 0.11% Two or More Races male, 0.19% Two or More Races female.

When compared to their total workforce participation rates, the IR reveals the following:

- **Moderate** disparity for Females, who are 19.56% below their expected participation rate.
- **Marked** disparity for Hispanic females, who are 56.22% below their expected participation rate.
- **Marked** disparity for White females, who are 23.23% below their expected participation rate.
- **Moderate** disparity for Black males, who are 19.44% below their expected participation rate.
- **Marked** disparity for Black females, who are 42.25% below their expected participation rate.
- **Moderate** disparity for Asian males and females, who are 19.68% below 19.63% below their expected participation rates, respectively.
- **Moderate** disparity for Native Hawaiian or Other Pacific Islander males, who are 12.12% below their expected participation rate.
- **Marked** disparity for American Indian or Alaska Native females, who are 47.22% below their expected participation rate.

FINDINGS: FEMALE

Our analysis of the 4 largest occupational categories at Commerce reveals that Females have **marked** to **moderate** disparities in the occupational categories composed of top-level GS grades: Professionals and Officials and Managers (GS15 and above). These two occupational categories contain most Commerce employees, **representing 63% of the total permanent workforce.**

This finding is significant, as it reveals that females in the professional fields at Commerce are not adequately represented. However, when looking at Administrative Support Workers, which typically range in the lower GS levels, they are disproportionately represented above their expected levels. Similarly, for the “Other” category, **which includes employees who do not have supervisory or significant policy responsibility³**, Females are also disproportionately represented above their expected levels.

FINDINGS: HISPANICS

The same analysis applies for Hispanic females – they have **marked** disparities in Professionals and Officials and Managers. In other words, they have above expected participation rates in the occupational categories comprised of low-to-mid GS levels: Administrative Support Workers, Other, and First Level (Grades 12 and below). Hispanic males overall have expected participation rates in the Professional fields but have a **marked** disparity in Officials and Managers and a **moderate** disparity in Administrative Support Workers.

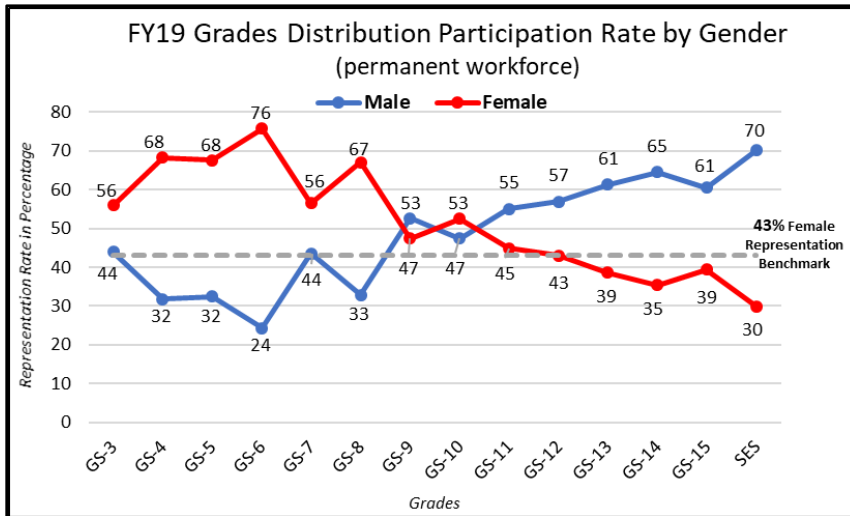
³ See EEOC MD-715 datatable guidelines: <https://www.eeoc.gov/federal/directives/715instruct/datatables.html>

TABLE A4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES

Pipeline demographic data is reviewed to examine if a group or groups cannot reach the highest levels of leadership in an organization, despite their presence in positions that comprise the feeder pool. Low participation rates for a group or groups in any of the senior grades (GS13 and above), when compared to their respective participation rate in the total workforce, is a trigger.

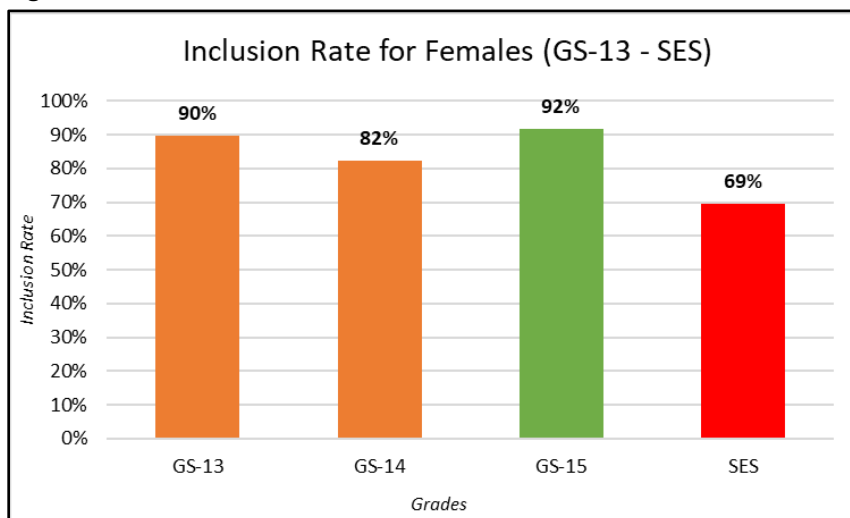
GRADE DISTRIBUTION BY GENDER

Figure 14: Grade Distribution by Gender



As illustrated in Figure 14, as grade level increases, starting at GS13, Female representation falls below their expected participation rate of 43% (dotted gray line). This 43% is the percentage of Female representation in the permanent DOC workforce.

Figure 15: Inclusion Rate for Females GS-13 - SES

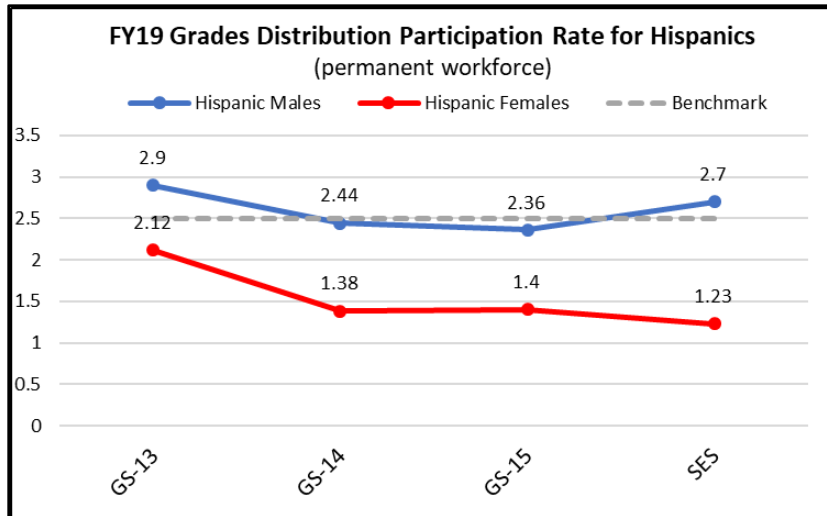


At GS13, the IR for Females is 90%, which is 10% lower than their expected participation rate, a **moderate** disparity. At GS14 the IR is 82%, which is 18% below the expected rate, a **moderate** disparity, at GS15 the IR is 92%, which is 8% below their expected participation rates, a **minimal** disparity.

At SES, the disparity jumps significantly, with Females being 31% below their expected participation rates, a marked disparity.

Despite females having a feeder pool for SES positions in the GS13-15 levels, there is a significant lack of representation in this top rank.

GRADE DISTRIBUTION BY ETHNICITY: HISPANIC



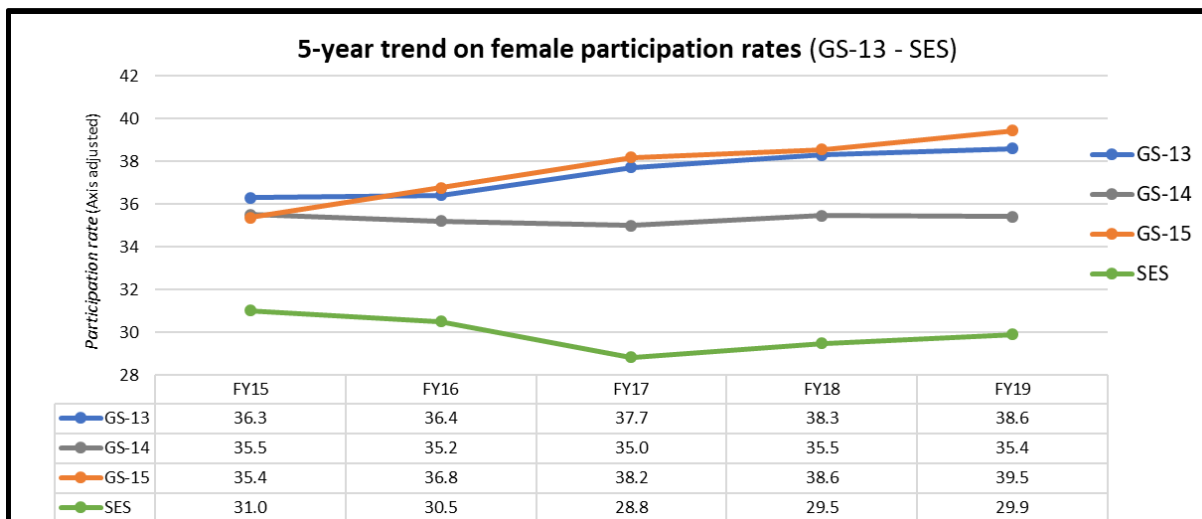
In FY19 Hispanic Male and Hispanic Female participation decreased at the highest levels below their respective 2.5% benchmark of the workforce participation rate. These benchmarks represent the total percentage of permanent Hispanic male and permanent Hispanic female employees in the DOC workforce.

When looking at the IR, Hispanic Females at Commerce have **marked** disparities from GS14 to SES, being 45% below, 44% below, and 51% below their expected participation rates, respectively. At GS13, they have a **moderate** disparity, with 15% below their expected participation rate. Hispanic males fall below their expected participation rate at GS14 (2% below) and GS15 (6% below), both **minimal** disparities.

From this analysis, there are several triggers indicating a potential barrier for Hispanic females to get to the GS13-SES ranks.

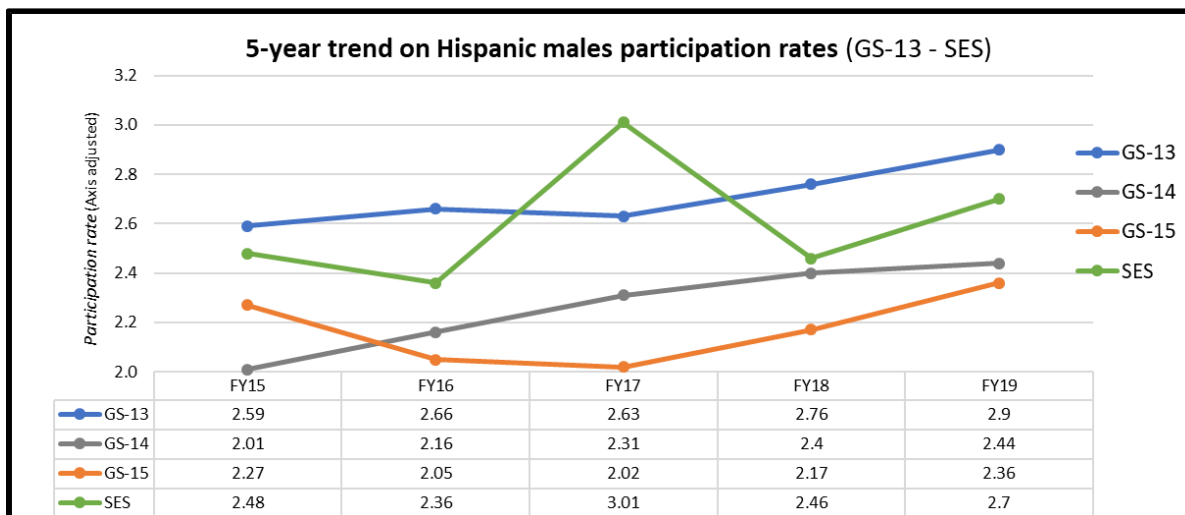
It's important to note that, if we were to use the CLF as a benchmark, Hispanic Males at all levels would fall significantly below the 5.17% CLF benchmark and Hispanic Females at all levels above GS6 would fall significantly below the 4.79% CLF benchmark.

5-YEAR TRENDS: FEMALE



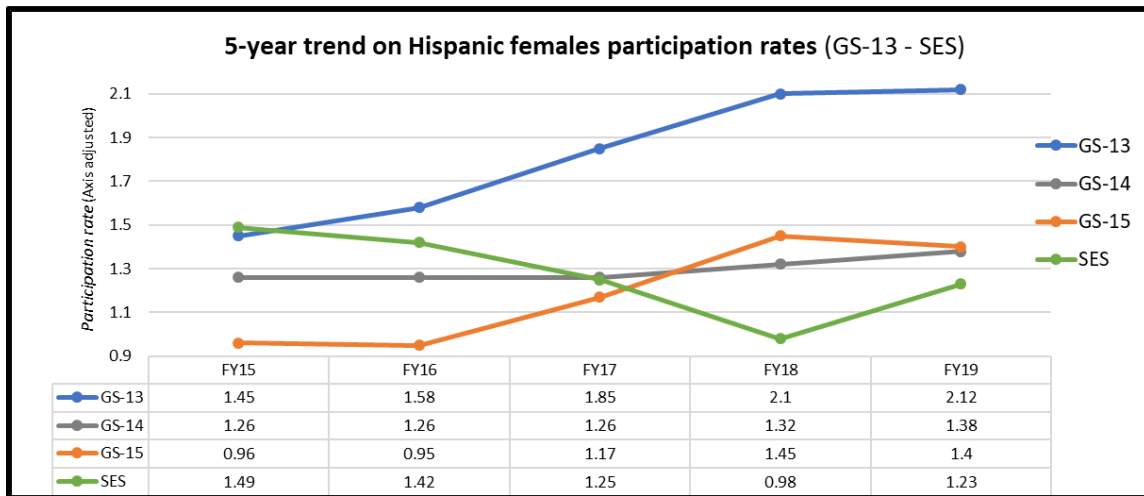
A 5-year trend analysis reveals from FY15 to FY19, Female representation has an upward trend in the GS13 (36.3% to 38.6%) and GS15 (35.4% to 39.5%) positions. Representation in the GS14 has remained stagnant (35.4% to 35.5%) and representation at SES-levels, although on an upward trend in FY19 (29.9%), remains below the height of FY15 (31%).

5 YEAR TRENDS: HISPANIC MALES



Trend analysis for Hispanic males marks an upward trend for all GS levels from FY15 to FY19. There was a sharp decline at the SES from FY17 (3.01%) to FY18 (2.46%). Given the small number of Hispanic males in the SES ranks, even one Hispanic male SES employee leaving the DOC could represent a sharp decline in their participation rate.

5 YEAR TRENDS: HISPANIC FEMALES



Trend analysis for Hispanic females reveals a positive increase in their representation in the GS13 (1.45% to 2.12%) and GS15 ranks (0.96% to 1.4%). GS14 representation has remained almost stagnant (1.26% to 1.38%), and SES representation saw a steady decline from FY15 to FY18 (1.49% to 0.98%) and has not recovered back to FY15 levels. Given the small number of Hispanic females in the SES ranks, even one Hispanic female SES employee leaving the DOC could represent a sharp decline in their participation rate.

UPWARD MOBILITY BENCHMARK

The EEOC urged agencies to utilize an upward mobility benchmark as a comparator for senior grade levels (GS13-SES) and management positions.

Per their instructions, unlike the permanent workforce benchmark (used at the beginning of this section – see [Table A4: Senior Pay & General Schedule \(GS\) Grades](#) pages 23-25) this comparator would not include employees in administrative positions when assessing whether the executive ranks are diverse. This upward mobility benchmark identifies the occupations that lead to the management track and combines the employees in those occupations to determine the percentage that would constitute the potential applicant pool for leadership positions.

For example, an agency may have five positions that reach the GS-15 level, including attorneys, investigators, program analysts, human resource management, and information technology management. Rather than relying on the permanent workforce, the agency would use a benchmark that contains the pool of employees with career advancement potential to reach leadership positions.

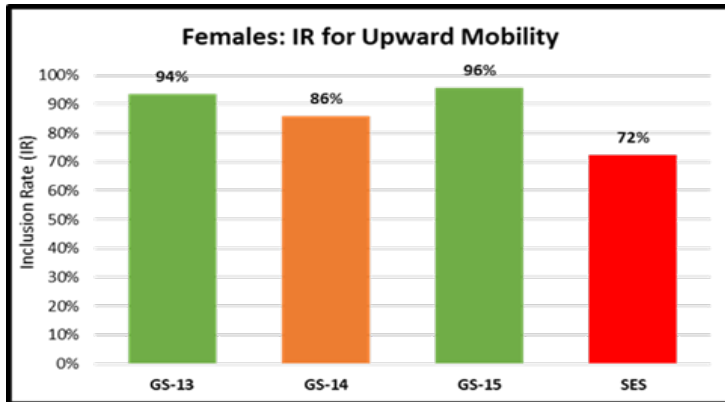
The EEOC provided OCR a template which calculated the DOC upward mobility benchmark and thus was able to compare the participation rates of the various race and ethnicity groups in the SES, GS-15, GS-14, and GS-13 with their corresponding availability in the upward mobility benchmark.

Results from our analysis revealed **marked** triggers for Females and all minorities. Below is the breakdown of these triggers:

- **Females (aggregate)** in SES had an IR of 72%, which is 28% below their expected rate.
- **Hispanic Females** in GS-14 had an IR of 56%, which is 44% below; GS-15 had an IR of 57%, which is 43% below; and SES had an IR of 50%, which is 50% below.
- **African American Males** in SES had an IR of 69%, which is 31% below the expected rates.
- **African American Females** in GS-15 had an IR of 80%, which is 20% below the expected participation rates; had an IR of 51% in SES positions, which is 49% below their expected participation rates.
- **Asian Males** had an 80% IR for GS-13, which is 20% below their expected participation rates, and an IR of 38% in SES ranks, which is 62% below their expected participation rates.
- **Asian Females** had an IR of 19% in SES, which is 81% below their expected participation rates, one of the most marked triggers overall.
- **Native Hawaiian or Pacific Islander Females** had an IR of 67% in GS-14, which is 33% below their expected participation rates, and 0% IR for SES.
- **American Indian or Alaska Native Males** had a 55% IR for GS-13, which is 45% below their expected participation rates, and a 0% IR in SES.
- **American Indian or Alaska Native Females** had marked triggers in all senior levels, with GS-13 IR of 64% (36% below), GS-14 IR of 42% (56% below), GS-15 IR of 53% (47% below) and SES IR of 0%.

UPWARD MOBILITY BENCHMARK: GENDER

Males had no triggers in the GS-13-SES when comparing their representation to the upward mobility benchmark. In all levels, they had 100% rates or above. Females, however, had triggers at all levels. The graphic below illustrates this:

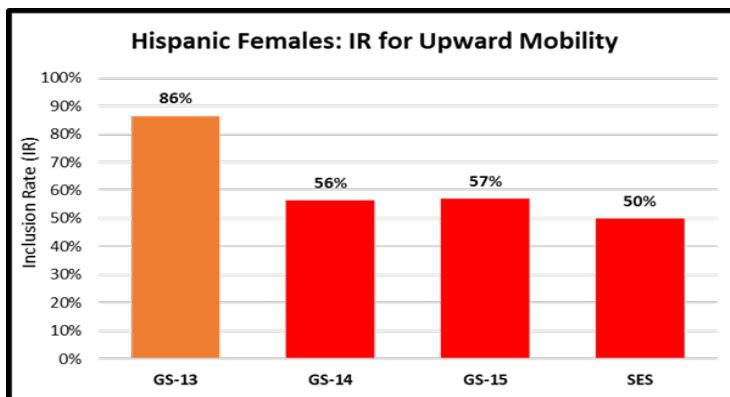


Females overall had a **minimal** trigger when comparing GS-13 representation the upward mobility benchmark, a **moderate** trigger in GS-14 representation, a **minimal** trigger in GS-15 representation and a **marked** trigger in SES representation.

This is almost on par with the IR in our analysis of [Female representation in comparison to their workforce representation](#), with one difference in the IR for GS13, which had a moderate disparity in that analysis.

UPWARD MOBILITY BENCHMARK: HISPANICS

Hispanic males had one **minimal** trigger in the GS-13 – SES when compared with the upward mobility benchmark. There was a **minimal** trigger in GS-15, in which they had a 97% IR which is 3% below their expected participation rates. Hispanic Females had triggers in all levels:



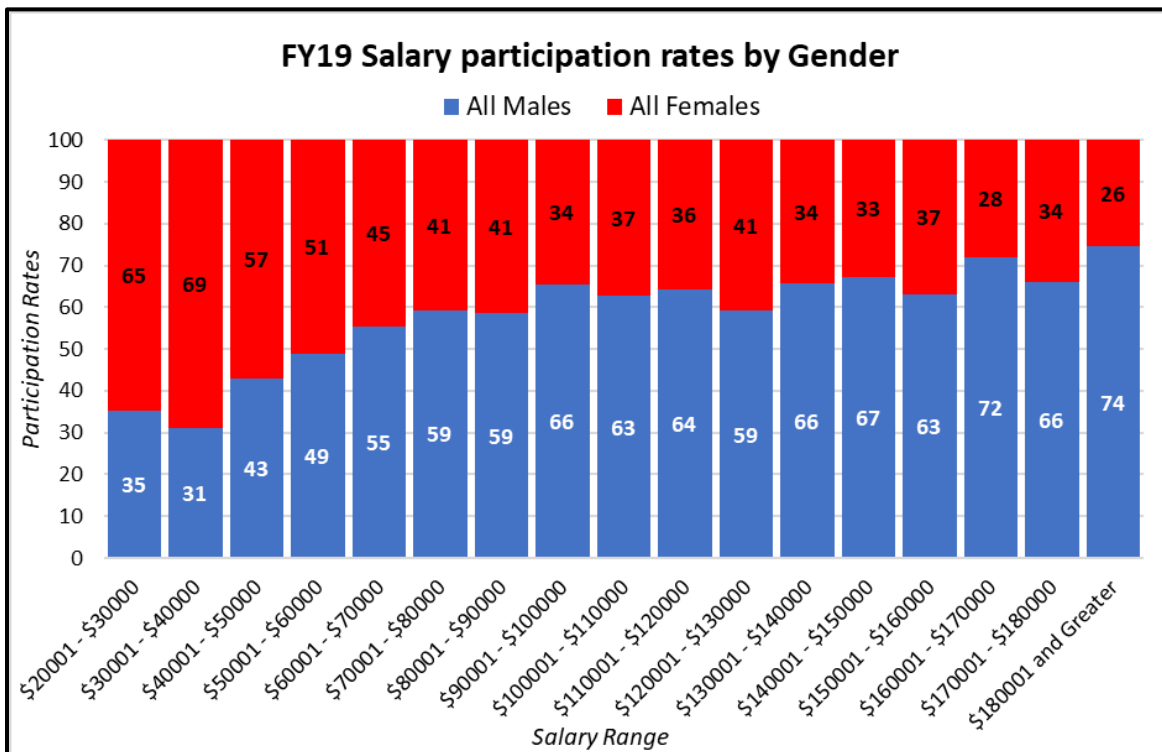
Hispanic Females had a **moderate** trigger when comparing GS-13 representation the upward mobility benchmark and **marked** triggers in GS-14, GS-15, and SES representation.

These IR's go in par with our analysis of [Hispanic Female representation in comparison with their workforce representation](#), where they also had a moderate trigger/disparity at GS13 and marked triggers/disparities from GS-14 to GS-15.

TABLE A5: SALARY

The new workforce tables for FY20 include a breakdown of DOC salaries ranging from \$20,001 to \$180,001 and greater. Our analysis of this new table reveals that, as salary range increases, all major demographic groups' representation decreases, with the exception of White males. This is on par with our GS-level and Occupational Category analyses in this report.

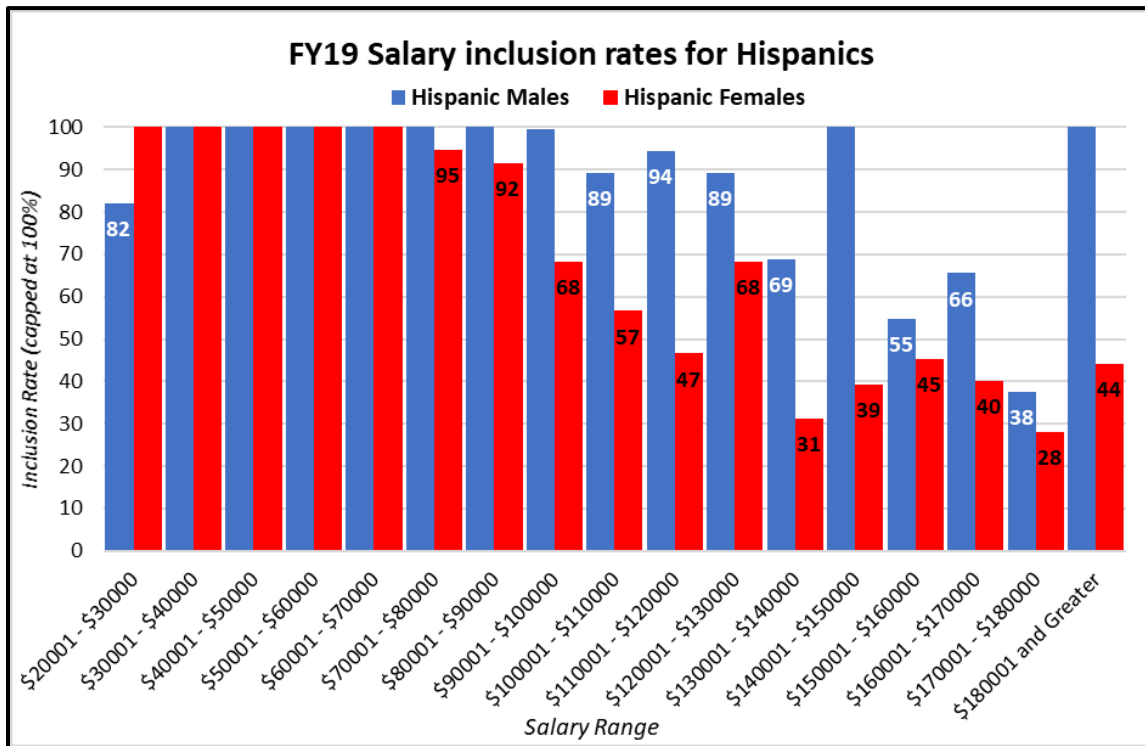
SALARY BREAKDOWN: GENDER



Echoing our previous analysis of the GS-SES workforce, Female representation decreases as salaries increase, starting at the \$50,001-\$60,000 range, whereas Male representation increases along with salaries at the same range of \$50,001-\$60,000.

When compared to their total workforce participation rates of 43%, the IR calculation indicates **marked** disparities in salaries ranging from \$130,001-\$140,000 to \$180,001 and Greater, except for \$150,001 - \$160,000, which has a **moderate** disparity. There are also **moderate** disparities in salaries ranging from \$90,001 - \$100,000 to \$110,001 - \$120,000.

SALARY BREAKDOWN: HISPANICS



In par with our analysis of the Hispanic GS-SES workforce, Hispanic Female representation decreases as salaries increase, starting at the \$70,001-\$80,000 range, and Hispanic male representation decreases along with salaries starting at \$90,001-\$100,000, however, they reach their expected rate at \$180,001 and Greater.

When compared to their total workforce participation rates of 2.49%, the IR calculation for Hispanic females indicates **marked** disparities in salaries ranging from \$90,001-\$100,000, to \$180,001 and Greater. There are also **minimal** disparities in salaries ranging from \$70,001 – \$80,000 to \$80,001 – \$90,000. **This indicates that there is a blocked pipeline for Hispanic females starting at the \$90,001 salary range.**

TABLE A6: MISSION CRITICAL OCCUPATIONS

The EEOC instructed agencies to analyze mission critical occupations (MCOs) to ensure that employees from all EEO groups have equal opportunity to obtain employment in these occupations as well as reach senior positions in those occupations.

Due to data limitations and inconsistencies found in the new Table A6, it was decided that DOC would utilize the previous EEOC table iteration for MCO's "Table A7." Although this A7 table does not supply some data included in the new iteration (referrals and interviews), it does supply accurate and reliable applicant flow data.

MCO BREAKDOWN: GENDER

The table below includes workforce representation in the top 10 MCOs based on gender, their OCLF, and their respective IRs. We have capped the IR at 100% for the MCO's that meet or exceed their respective benchmarks.

MISSION CRITICAL OCCUPATION	MALE %	MALE OCLF	IR	FEMALE %	FEMALE OCLF %	IR
0301 MISC. ADMINISTRATION & PROGRAM	32%	37%	88%	67.80%	63.29%	100%
0343 MANAGEMENT & PROGRAM ANALYST	32%	58%	55%	68%	41.55%	100%
0482 FISHERY BIOLOGY	59%	52%	100%	40.63%	48%	85%
0905 GENERAL ATTORNEY	44%	67%	66%	55.90%	33.30%	100%
1101 GENERAL BUSINESS AND INDUSTRY	53%	37%	100%	47.27%	63.29%	75%
1224 PATENT EXAMINING	73%	26%	100%	27.50%	74.10%	37%
1301 GENERAL PHYSICS SCIENCE	71%	61%	100%	28.92%	39.1%	74%
1340 METEOROLOGY	83%	81%	100%	16.83%	19.30%	87%
1530 STATISTICIAN	48%	53%	90%	52.36%	47.25%	100%
2210 IT MANAGEMENT	71%	70%	100%	29.49%	29.64%	99%

When compared with the OCLF, females have **marked** disparities in series 1101 General Business and Industry (25% below their expected participation rate), 1224 Patent Examining (63% below), and 1301 General Physical Science (26% below). They have **moderate** disparities in series 0482 Fishery Biology (15%) and 1340 Meteorology (13% below).

Males have **marked** disparities in series 0343 Management & Program Analyst (45% below) and 0905 General Attorney (33% below). They have a **moderate** disparity in series 0301 Miscellaneous Administration & Program (12% below) and a **minimal** disparity in series 1530 Statistician (9.7% below).

MCO APPLICANT FLOW DATA: GENDER

When analyzing applicant flow data for MCO's, we look at disparities between the application stage, the qualification stage, and the selection stage. There are **marked** triggers in the selection stage for females in series 0482 Fishery Biology (22% below their expected rate) and in the application stage for series 1101 General Business and Industry (26% below), series 1224 Patent Examiner (63% below), and series

2210 Information Technology Specialist (23% below). Incidentally, 3 of these series were found to have marked disparities in their overall participation rates.

Our analysis reveals that females will remain with less than expected participation in series 1101 and 1224 unless the Department and its bureaus identify and address barriers that are preventing females from applying to positions in these series. Similarly, for series 0482 Fishery Biology, although females are applying and qualifying at or above their expected rates, they are not being selected for positions. The Department must work with NOAA to determine and address why females are not being selected despite their qualifications.

MCO BREAKDOWN: HISPANICS

The table below includes workforce representation in the top 10 MCOs based on gender, their OCLF, and their respective IRs.

MISSION CRITICAL OCCUPATION	HISPANIC MALE %	HISPANIC MALE OCLF %	IR	HISPANIC FEMALE %	HISPANIC FEMALE OCLF %	IR
0301 MISCELLANEOUS ADMINISTRATION & PROGRAM	2.22%	2.86%	78%	3.60%	5.87%	61%
0343 MANAGEMENT & PROGRAM ANALYST	2.01%	2%	82%	3.47%	2.14%	100%
0482 FISHERY BIOLOGY	2.14%	2%	89%	0.50%	2%	24%
0905 GENERAL ATTORNEY	1.71%	3%	68%	2.69%	1.85%	100%
1101 GENERAL BUSINESS AND INDUSTRY	4.02%	3%	100%	0.80%	5.87%	14%
1224 PATENT EXAMINING	3.15%	2%	100%	1.29%	7.30%	18%
1301 GENERAL PHYSICS SCIENCE	2.05%	2%	87%	0.72%	1.9%	37%
1340 METEOROLOGY	2.09%	1%	100%	1.08%	0.80%	100%
1530 STATISTICIAN	3.17%	2%	100%	4.79%	2.78%	100%

When compared to the OCLF, Hispanic females have **marked** disparities in series 0301 Miscellaneous Administration & Program (39% below), series 0482 Fishery Biology (76% below), series 1101 General Business and Industry (86% below), 1224 Patent Examining (82% below), and series 1301 General Physical Science (63% below).

Hispanic Males have **marked** disparities in series 0301 Miscellaneous Administration & Program (22% below), and 0905 General Attorney (32% below). They have a **moderate** disparity in series 0343 Management & Program Analyst (18% below) 0482 Fishery Biology (11% below) and 1301 General Physical Science (13% below).

MCO APPLICANT FLOW DATA: HISPANIC

For Hispanic females, there are **marked** disparities in the selection stage for series 1101 General Business and Industry (100% below), series 1301 General Physical Science (100% below), series 1340 Meteorology (51% below), and series 1530 Statistician (50% below). There's also a **marked** disparity in the application stage for Hispanic females in series 1224 Patent Examiner (70% below). Incidentally, 3 of these series were found to have marked disparities in their overall participation rates.

Our analysis reveals that Hispanic females will remain with less than expected participation in series 1224 Patent Examining unless the Department and its bureaus identify and address barriers that are preventing Hispanic females from applying to positions in this series.

Similarly, for series 1101 General Business and Industry and 1301 General Physical Science, although Hispanic females are applying and qualifying at or above their expected rates, they are not being selected for positions. The Department must conduct additional research to determine and address why Hispanic females are not being selected in these mission critical occupations despite their qualifications.

TABLE A7: SENIOR GRADE LEVELS

Due to data limitations and inconsistencies found in the new Table A7, OCR did not complete a full analysis of this table. The table should include applicant flow data for internal competitive promotions for GS13, GS14, GS15 or SES or equivalent positions, new hires for GS13, GS14, GS15 or SES or equivalent positions, and career development programs for GS13, GS14, GS15 or SES or equivalent employees. OCR is working with internal and external stakeholders to address the data issues.

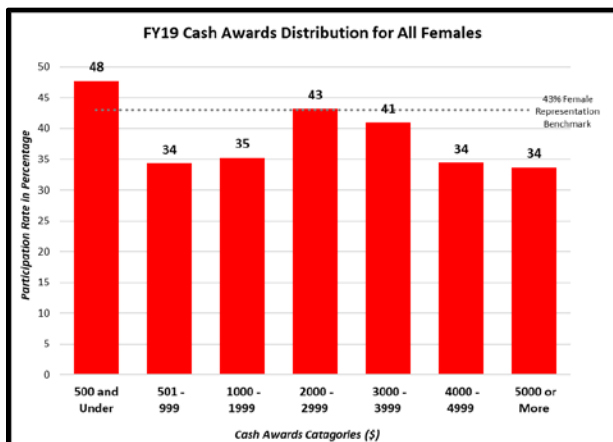
TABLE A8: MANAGEMENT POSITIONS

Due to data limitations and inconsistencies found in the new Table A8, OCR did not complete a full analysis of this table. The table should include applicant flow data for internal competitive promotions, new hires, and career development programs related to executives, supervisors, and managers. OCR is working with internal and external stakeholders to address the data issues.

TABLE A9: EMPLOYEE RECOGNITION AND AWARDS

Table A9 contains a breakdown of cash awards given to DOC employees ranging from \$500 or less to \$5,000 or more.

When compared with their workforce representation, our analysis of this table reveals the following:



For all females, there are **marked** disparities in the following cash awards categories:

- \$501 – \$999
- \$4000 – \$4999
- \$5000 or more.

There are **moderate** disparities in the following:

- \$1000 - \$1999

There is a **minimal** disparity in the \$3000- \$3999 category

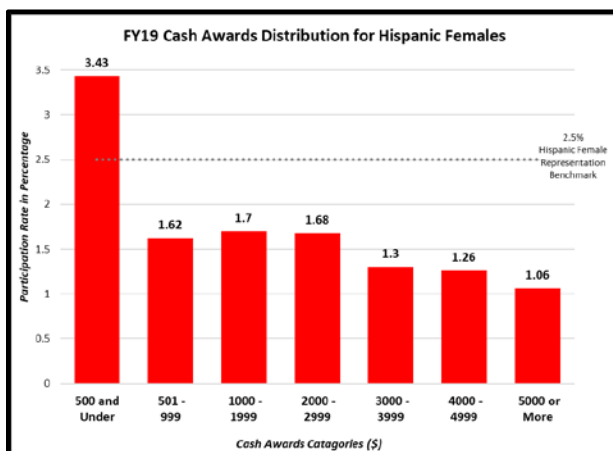
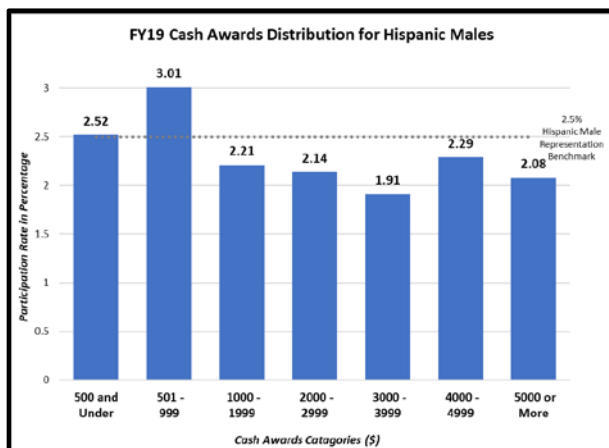
For Hispanic males, there are **marked** disparities in the following categories:

- \$3000 - \$3999

There are **moderate** disparities in the following:

- \$1000 - \$1999
- \$2000 - \$2999
- \$5000 or more

There is a **minimal** disparity in the \$4000 - \$4999 category.



For Hispanic females, there are **marked** disparities in **all categories** except \$500 and under.

This is possibly attributed to their less than expected participation in the MCOs and in higher grades, thus this group is unable to receive larger cash awards.

V. COMPLAINTS | 462 REPORT

Complaint data from Form 462 can provide useful insight that may help agencies to identify areas where barriers may be limiting certain groups. When an individual file a formal EEO complaint, they must identify a basis along with an issue related to a term, condition, or benefit of employment.

In FY19, of the non-sexual harassment complaints filed alleging discrimination in which either the basis of sex (male) or the basis of sex (female) was raised, 57% of them were filed by females.

For the last three (3) fiscal years (FY17-FY19), of the non-sexual harassment complaints filed alleging discrimination in which either the basis of sex (male) or the basis of sex (female) was raised, 69% of them were filed by females.

VI. FEDERAL EMPLOYEE VIEWPOINT SURVEY

The Federal Employee Viewpoint Survey (FEVS) is a tool that measures employees' perceptions of whether, and to what extent, conditions characterizing successful organizations are present in their agencies. ⁴ The FEVS serves as a tool for employees to share their perceptions in many critical areas including their work experiences, their agency, and leadership. The results provide agency leaders insight into areas where improvements have been made, as well as areas where improvements are needed.

Generally, the FEVS results reflected that most Commerce employees remain engaged and would recommend the Department as a good place to work, with major strengths in the areas of work experience, supervisors/team leaders, telework programs, and alternative work schedules.

An internal analysis of the FY19 FEVS scores revealed that, out of 10 similarly sized agencies, DOC is 3rd in Employee Engagement, 3rd in Global Satisfaction, and 3rd on the New Inclusion Quotient (IQ). DOC is also above the federal government average on 67 out of 71 positive scores and improved on 50 of 71 positive scores.

In FY19, DOC was ranked 4th out of 17 in the Partnership for Public Service's "[Best Places to Work Agency Rankings](#)," with a 69.6% score out of 100%. The ranking is based out of three questions in the FEVS related to workplace satisfaction. The more the question predicts intent to remain at the agency, the higher the weighting.

1. I recommend my organization as a good place to work. (Q. 40)
2. Considering everything, how satisfied are you with your job? (Q. 69)
3. Considering everything, how satisfied are you with your organization? (Q. 71)

OCR conducted an analysis of the high-level positive responses to agency reputation questions, as identified in the EEOC's barrier analysis questionnaire, by Gender, Ethnicity and Race.

The questions are as follows:

1. "My work unit is able to recruit people with the right skills." [FEVS Q21]
2. "I recommend my organization as a good place to work." [FEVS Q40]
3. "I have a high level of respect for my organization's senior leaders." [FEVS Q61]
4. "How satisfied are you with the policies and practices of your senior leaders?" [FEVS Q66]
5. "Considering everything, how satisfied are you with your job?" [FEVS Q71]

⁴ OPM "Data, Analysis & Documentation: Employee Surveys" Found in <https://www.opm.gov/policy-data-oversight/data-analysis-documentation/employee-surveys/#url=Current-Surveys>

GENDER

The DOC response rate by gender was 10,631 (53.5%) Males and 7,870 (46.5%) Females.

Of the five agency reputation questions, Female positive response rates were lower **on all five questions**, when compared to Male responses. The chart below illustrates these differences:

Positive Response %		Male	Female
Q21	My work unit is able to recruit people with the right skills.	55.0%	50.8%
Q40	I recommend my organization as a good place to work.	76.2%	74.0%
Q61	I have a high level of respect for my organization's senior leaders.	61.4%	60.7%
Q66	How satisfied are you with the policies and practices of your senior leaders?	50.7%	47.4%
Q71	Considering everything, how satisfied are you with your organization?	69.0%	68.0%

Although all questions had a minimal disparity, Question 21 “My work unit is able to recruit people with the right skills” had the largest disparity with a 4.8% difference.

ETHNICITY (HISPANIC AND NOT-HISPANIC)

The DOC response rate by ethnicity was 1,081 (5.45%) Hispanic and 17,524 (94.5%) non-Hispanic.

Of the five agency reputation questions, Hispanic positive response rates were lower on two questions, when compared to Not-Hispanic responses. The chart below illustrates these differences:

Positive Response %		Hispanic	Not Hispanic
Q21	My work unit is able to recruit people with the right skills.	51.5%	53.3%
Q40	I recommend my organization as a good place to work.	73.3%	75.2%
Q61	I have a high level of respect for my organization's senior leaders.	64.6%	60.7%
Q66	How satisfied are you with the policies and practices of your senior leaders?	50.0%	49.2%
Q71	Considering everything, how satisfied are you with your organization?	66.9%	68.6%

A review of these response rates indicates Hispanic respondents believe they have a “high level of respect for [their] organization’s senior leaders” and that they are “satisfied with policies and practices of their senior leaders” at a higher rate than non-Hispanics. However, when it comes to satisfaction with their organization and recommending their organization as a “good place to work”, their positive responses are at a lower rate than non-Hispanics. They also expressed satisfaction with their work unit “able to recruit people with the right skills” at a lower rate than non-Hispanics.

VII. WORKFORCE POLICIES

APPLICANT FLOW DATA

In FY19, the DOC/OCR detected numerous inconsistencies with applicant flow data for new selections and internal competitive promotions. The data revealed a gap from referrals to interviews to selections, which limits the level of analysis OCR can conduct to assess any barriers preventing equal opportunity to DOC employment.

For example: Applicant flow data for internal competitive promotions for series 0301 Miscellaneous Administrative and Program Analysis reflects six (6) vacancy announcements, for which there were sixty-one (61) applicants, zero (0) interviewed applicants, and ten (10) internal selections. New hires for the same series reflect twenty-six (26) vacancy announcements, four-hundred and thirty-two (432) referred applicants, six (6) interviewed applicants, and twenty-three (23) external selections.

Due to these inconsistencies DOC/OCR set upon reviewing the merit promotion program and hiring policies for potential barriers.

DOC/OCR found that each bureau HR office has their own policy/process in place for hiring and that interview procedures are at the discretion of the hiring managers. Further, DOC's [DAO 202-335](#), Merit Assignment Program, addresses the process for interviewing candidates and states *"Hiring managers are not required to interview any candidates, including those listed on the competitive MAP certificate; they may choose to interview one, some, none, or all of the candidates on a certificate of eligibles."* Further,

Our assessment has led DOC/OCR to theorize the following:

- 1) Not requiring hiring managers to interview referred applicants or the most qualified applicants is causing a significant data gap and may be inhibiting efforts to hire diverse applicants.
- 2) Lack of guidance for hiring managers to accurately report which applicants they have interviewed is causing a significant data gap between applicants who are referred, applicants who are interviewed, and applicants who are selected.
- 3) The agency's lack of consultation with the EEO office about selection panel composition may inhibit diverse panels, and thus may be preventing equal opportunity for all applicants.
- 4) Lack of required training about the hiring process is causing several EEO complaints or grievances based on non-selection.

CAREER DEVELOPMENT PROGRAMS

In FY19, the DOC had one Career development Program (CDP) - the 18-month SES Candidate Development Program. This CDP is open Government-wide for all current qualified civil service employees with at least one year of leadership/supervisory experience normally to the GS-14 or GS-15 grade level.

There is no process in place to gather applicant flow data for the abovementioned CDP. The DOC has no system in place to assess applicant demographics, as well as which agency they have applied from. This gap in data is a barrier preventing accurate EEO analysis.

In FY19 the DOC had no CDPs available for employees below the GS-14 grades. This can be a barrier that is hindering employees in the lower levels from career development opportunities that could lead to entering a career in a higher GS level. Up until FY13, the DOC had at least three other CDPs covering GS7 to GS14's, they were as follows:

- **Aspiring Leaders Development Program (GS7-12):** The Aspiring Leaders Development Program was a highly competitive program for employees of the Department of Commerce who are currently in grades GS 7-12 or equivalent. The program provides leadership development opportunities and addresses core competencies identified by the Office of Personnel Management.
- **Careers in Motion:** The overall goal of Careers in Motion was to improve the skills and increase the mobility of employees for potential advancement to higher levels. To achieve this, a series of career development workshops were developed, and employees are encouraged to choose and participate in the workshops that best meet their development needs. The courses are primarily conducted at the Herbert C. Hoover building in Washington, D.C. Some courses are delivered at satellite locations.
- **Executive Leadership Development Program (ELDP):** The Executive Leadership Development Program was designed for high potential employees at the GS-13 and 14 levels or equivalent whose career plans include moving into upper management positions. It is one of the “flagship” leadership development programs managed and funded by the Department of Commerce that support the Human Capital Management Plan and workforce succession planning. These programs target “mission critical” positions expected to experience major attrition through retirements and other reasons. The program provides leadership development opportunities and addresses key competencies. Formal training and leadership development activities are the foundation of this program resulting in a cadre of well-trained, well-qualified employees for leadership roles in the Department of Commerce. Individuals selected for this program remain in their current positions and grade levels. Selected participants are expected to be self-starters and highly motivated individuals who, through their experience, curriculum must be completed in sixteen (16) months while balancing current job assignments.

In FY20 DOC/OCR will continue to work with OHRM to continue its assessment of the abovementioned issues and to address any findings.

VIII. WORKFORCE DATA TABLES

See next page for the FY19 workforce data tables that were analyzed.

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Across)

Data Source: <https://datainsight.hrconnect.treas.gov>
 Data as of: 9/30/2019

Employment Tenure		All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	
CLF (2010)	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%	
TOTAL WORKFORCE																			
FY2018	#	46050	25504	20546	1161	1272	17615	11839	2756	4980	3678	2070	46	42	160	205	88	138	
	%	100	55.38	44.62	2.52	2.76	38.25	25.71	5.98	10.81	7.99	4.5	0.1	0.09	0.35	0.45	0.19	0.3	
FY2019	#	52199	28058	24141	1535	1839	18994	13181	3318	6337	3861	2253	56	51	186	271	108	209	
	%	100	53.75	46.25	2.94	3.52	36.39	25.25	6.36	12.14	7.4	4.32	0.11	0.1	0.36	0.52	0.21	0.4	
Difference	#	6149	2554	3595	374	567	1379	1342	562	1357	183	183	10	9	26	66	20	71	
Ratio Change	%	0	-1.63	1.63	0.42	0.76	-1.86	-0.46	0.37	1.33	-0.59	-0.18	0.01	0.01	0.01	0.07	0.02	0.1	
Net Change	%	13.35	10.01	17.5	32.21	44.58	7.83	11.34	20.39	27.25	4.98	8.84	21.74	21.43	16.25	32.2	22.73	51.45	
EMPLOYEE GAINS																			
New Hires	#	9953	4514	5439	475	704	2745	2335	827	1888	375	317	13	13	47	93	32	89	
	%	100	45.35	54.65	4.77	7.07	27.58	23.46	8.31	18.97	3.77	3.18	0.13	0.13	0.47	0.93	0.32	0.89	
EMPLOYEE LOSSES																			
Removal	#	328	178	150	16	16	92	46	50	72	16	10	0	0	2	4	2	2	
	%	100	54.27	45.73	4.88	4.88	28.05	14.02	15.24	21.95	4.88	3.05	0	0	0.61	1.22	0.61	0.61	
Resignation	#	1355	672	683	41	65	458	365	82	181	80	54	0	1	6	10	5	7	
	%	100	49.59	50.41	3.03	4.8	33.8	26.94	6.05	13.36	5.9	3.99	0	0.07	0.44	0.74	0.37	0.52	
Retirement	#	957	555	402	10	8	431	277	42	88	63	24	2	0	7	4	0	1	
	%	100	57.99	42.01	1.04	0.84	45.04	28.94	4.39	9.2	6.58	2.51	0.21	0	0.73	0.42	0	0.1	
Other Separations	#	758	380	378	26	32	260	154	61	143	25	34	0	1	4	5	4	9	
	%	100	50.13	49.87	3.43	4.22	34.3	20.32	8.05	18.87	3.3	4.49	0	0.13	0.53	0.66	0.53	1.19	
TOTAL Separations	#	3398	1785	1613	93	121	1241	842	235	484	184	122	2	2	19	23	11	19	
	%	100	52.53	47.47	2.74	3.56	36.52	24.78	6.92	14.24	5.41	3.59	0.06	0.06	0.56	0.68	0.32	0.56	
PERMANENT WORKFORCE																			
Prior FY	#	41520	23568	17952	1013	1027	16212	10398	2527	4262	3562	1962	44	35	137	155	73	113	
	%	100	56.76	43.24	2.44	2.47	39.05	25.04	6.09	10.26	8.58	4.73	0.11	0.08	0.33	0.37	0.18	0.27	
Current FY	#	40927	23313	17614	1025	1021	15953	10168	2504	4146	3578	1980	43	35	134	149	76	115	
	%	100	56.96	43.04	2.5	2.49	38.98	24.84	6.12	10.13	8.74	4.84	0.11	0.09	0.33	0.36	0.19	0.28	
Difference	#	-593	-255	-338	12	-6	-259	-230	-23	-116	16	18	-1	0	-3	-6	3	2	
Ratio Change	%	0	0.2	-0.2	0.06	0.02	-0.07	-0.2	0.03	-0.13	0.16	0.11	0	0	0	-0.01	0.01	0.01	
Net Change	%	-1.43	-1.08	-1.88	1.18	-0.58	-1.6	-2.21	-0.91	-2.72	0.45	0.92	-2.27	0	-2.19	-3.87	4.11	1.77	
EMPLOYEE GAINS																			
New Hires	#	1806	1055	751	61	50	675	393	129	170	172	112	2	3	7	8	9	15	
	%	100	58.42	41.58	3.38	2.77	37.38	21.76	7.14	9.41	9.52	6.2	0.11	0.17	0.39	0.44	0.5	0.83	
EMPLOYEE LOSSES																			
Removal	#	175	104	71	4	8	57	21	27	31	15	8	0	0	0	1	1	2	
	%	100	59.43	40.57	2.29	4.57	32.57	12	15.43	17.71	8.57	4.57	0	0	0	0.57	0.57	1.14	

Resignation	#	708	387	321	19	21	262	194	44	64	60	33	0	0	0	6	2	3
	%	100	54.66	45.34	2.68	2.97	37.01	27.4	6.21	9.04	8.47	4.66	0	0	0	0.85	0.28	0.42
Retirement	#	949	548	401	10	8	426	276	41	88	62	24	2	0	7	4	0	1
	%	100	57.74	42.26	1.05	0.84	44.89	29.08	4.32	9.27	6.53	2.53	0.21	0	0.74	0.42	0	0.11
Other Separations	#	489	244	245	17	20	162	107	40	86	19	25	0	1	3	1	3	5
	%	100	49.9	50.1	3.48	4.09	33.13	21.88	8.18	17.59	3.89	5.11	0	0.2	0.61	0.2	0.61	1.02
TOTAL Separations	#	2321	1283	1038	50	57	907	598	152	269	156	90	2	1	10	12	6	11
	%	100	55.28	44.72	2.15	2.46	39.08	25.76	6.55	11.59	6.72	3.88	0.09	0.04	0.43	0.52	0.26	0.47
TEMPORARY WORKFORCE																		
Prior FY	#	4530	1936	2594	148	245	1403	1441	229	718	116	108	2	7	23	50	15	25
	%	100	42.74	57.26	3.27	5.41	30.97	31.81	5.06	15.85	2.56	2.38	0.04	0.15	0.51	1.1	0.33	0.55
Current FY	#	11272	4745	6527	510	818	3041	3013	814	2191	283	273	13	16	52	122	32	94
	%	100	42.1	57.9	4.52	7.26	26.98	26.73	7.22	19.44	2.51	2.42	0.12	0.14	0.46	1.08	0.28	0.83
Difference	#	6742	2809	3933	362	573	1638	1572	585	1473	167	165	11	9	29	72	17	69
Ratio Change	%	0	-0.64	0.64	1.26	1.85	-3.99	-5.08	2.17	3.59	-0.05	0.04	0.07	-0.01	-0.05	-0.02	-0.05	0.28
Net Change	%	148.83	145.09	151.62	244.59	233.88	116.75	109.09	255.46	205.15	143.97	0	550	128.57	126.09	144	113.33	276
EMPLOYEE GAINS																		
New Hires	#	8147	3459	4688	414	654	2070	1942	698	1718	203	205	11	10	40	85	23	74
	%	100	42.46	57.54	5.08	8.03	25.41	23.84	8.57	21.09	2.49	2.52	0.14	0.12	0.49	1.04	0.28	0.91
EMPLOYEE LOSSES																		
Removal	#	153	74	79	12	8	35	25	23	41	1	2	0	0	2	3	1	0
	%	100	48.37	51.63	7.84	5.23	22.88	16.34	15.03	26.8	0.65	1.31	0	0	1.31	1.96	0.65	0
Resignation	#	647	285	362	22	44	196	171	38	117	20	21	0	1	6	4	3	4
	%	100	44.05	55.95	3.4	6.8	30.29	26.43	5.87	18.08	3.09	3.25	0	0.15	0.93	0.62	0.46	0.62
Retirement	#	8	7	1	0	0	5	1	1	0	1	0	0	0	0	0	0	0
	%	100	87.5	12.5	0	0	62.5	12.5	12.5	0	12.5	0	0	0	0	0	0	0
Other Separations	#	269	136	133	9	12	98	47	21	57	6	9	0	0	1	4	1	4
	%	100	50.56	49.44	3.35	4.46	36.43	17.47	7.81	21.19	2.23	3.35	0	0	0.37	1.49	0.37	1.49
TOTAL Separations	#	1077	502	575	43	64	334	244	83	215	28	32	0	1	9	11	5	8
	%	100	46.61	53.39	3.99	5.94	31.01	22.66	7.71	19.96	2.6	2.97	0	0.09	0.84	1.02	0.46	0.74

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity, and Sex (Across)

Data Source: <https://datainsight.hrconnect.treas.gov>
 Data as of: 9/30/2019

Bureaus		All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
TOTAL	#	40927	23313	17614	1025	1021	15953	10168	2504	4146	3578	1980	43	35	134	149	76	115
	%	100	56.96	43.04	2.5	2.49	38.98	24.84	6.12	10.13	8.74	4.84	0.11	0.09	0.33	0.36	0.19	0.28
CLF	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28
BEA	#	483	283	200	14	12	197	96	43	61	29	29	0	0	0	0	0	2
	%	100	58.59	41.41	2.9	2.48	40.79	19.88	8.9	12.63	6	6	0	0	0	0	0	0.41
BIS	#	343	204	139	11	4	145	63	28	58	17	14	1	0	2	0	0	0
	%	100	59.48	40.52	3.21	1.17	42.27	18.37	8.16	16.91	4.96	4.08	0.29	0	0.58	0	0	0
CENSUS	#	10506	3990	6516	271	539	2714	3997	640	1563	305	268	4	11	35	91	21	47
	%	100	37.98	62.02	2.58	5.13	25.83	38.04	6.09	14.88	2.9	2.55	0.04	0.1	0.33	0.87	0.2	0.45
EDA	#	169	85	84	5	5	59	42	13	28	5	8	1	0	2	1	0	0
	%	100	50.3	49.7	2.96	2.96	34.91	24.85	7.69	16.57	2.96	4.73	0.59	0	1.18	0.59	0	0
ITA	#	1314	669	645	43	41	527	404	37	135	54	60	2	0	3	2	3	3
	%	100	50.91	49.09	3.27	3.12	40.11	30.75	2.82	10.27	4.11	4.57	0.15	0	0.23	0.15	0.23	0.23
MBDA	#	35	9	26	2	1	2	4	4	21	1	0	0	0	0	0	0	0
	%	100	25.71	74.29	5.71	2.86	5.71	11.43	11.43	60	2.86	0	0	0	0	0	0	0
NIST	#	2963	1886	1077	50	43	1500	710	122	146	198	165	2	1	10	7	4	5
	%	100	63.65	36.35	1.69	1.45	50.62	23.96	4.12	4.93	6.68	5.57	0.07	0.03	0.34	0.24	0.13	0.17
NOAA	#	11099	7342	3757	245	162	6227	2688	401	565	377	256	25	21	50	32	17	33
	%	100	66.15	33.85	2.21	1.46	56.1	24.22	3.61	5.09	3.4	2.31	0.23	0.19	0.45	0.29	0.15	0.3
NTIA	#	441	282	159	13	5	214	95	25	39	29	16	0	0	1	1	0	3
	%	100	63.95	36.05	2.95	1.13	48.53	21.54	5.67	8.84	6.58	3.63	0	0	0.23	0.23	0	0.68
NTIS	#	58	27	31	0	2	11	16	8	11	8	2	0	0	0	0	0	0
	%	100	46.55	53.45	0	3.45	18.97	27.59	13.79	18.97	13.79	3.45	0	0	0	0	0	0
OIG	#	142	82	60	5	4	54	20	12	27	10	8	0	0	0	0	1	1
	%	100	57.75	42.25	3.52	2.82	38.03	14.08	8.45	19.01	7.04	5.63	0	0	0	0	0.7	0.7
OS	#	753	375	378	21	19	236	153	89	179	23	20	0	0	3	1	3	6
	%	100	49.8	50.2	2.79	2.52	31.34	20.32	11.82	23.77	3.05	2.66	0	0	0.4	0.13	0.4	0.8
PTO	#	12621	8079	4542	345	184	4067	1880	1082	1313	2522	1134	8	2	28	14	27	15
	%	100	64.01	35.99	2.73	1.46	32.22	14.9	8.57	10.4	19.98	8.99	0.06	0.02	0.22	0.11	0.21	0.12

Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Across)

Data Source: <https://datainsight.hrconnect.treas.gov>

Data as of: 9/30/2019

Occupational Categories	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females	
1. Management																		
1a. Official & Managers																		
Exec/Senior Level (Grade 15 & Above)	#	3775	2468	1307	85	41	1912	880	186	221	265	147	5	4	11	7	4	7
	%	100	65.38	34.62	2.25	1.09	50.65	23.31	4.93	5.85	7.02	3.89	0.13	0.11	0.29	0.19	0.11	0.19
1b. MID-LEVEL (GRADES 13-14)	#	2243	1260	983	61	51	928	537	159	309	97	71	1	3	9	3	5	9
	%	100	56.17	43.83	2.72	2.27	41.37	23.94	7.09	13.78	4.32	3.17	0.04	0.13	0.4	0.13	0.22	0.4
1c. First Level (Grades 12 and Below)	#	733	259	474	25	36	184	320	36	92	9	14	0	0	2	8	3	4
	%	100	35.33	64.67	3.41	4.91	25.1	43.66	4.91	12.55	1.23	1.91	0	0	0.27	1.09	0.41	0.55
1d. Other	#	4271	1630	2641	98	131	1044	1222	347	1050	106	168	9	13	13	22	13	35
	%	100	38.16	61.84	2.29	3.07	24.44	28.61	8.12	24.58	2.48	3.93	0.21	0.3	0.3	0.52	0.3	0.82
Total Management	#	11022	5617	5405	269	259	4068	2959	728	1672	477	400	15	20	35	40	25	55
	%	100	50.96	49.04	2.44	2.35	36.91	26.85	6.6	15.17	4.33	3.63	0.14	0.18	0.32	0.36	0.23	0.5
2. Professionals	#	21835	14580	7255	561	359	9586	4165	1322	1203	3002	1448	21	8	48	36	40	36
	%	100	66.77	33.23	2.57	1.64	43.9	19.07	6.05	5.51	13.75	6.63	0.1	0.04	0.22	0.16	0.18	0.16
3. Technicians	#	788	720	68	32	5	597	43	56	16	17	4	4	0	12	0	2	0
	%	100	91.37	8.63	4.06	0.63	75.76	5.46	7.11	2.03	2.16	0.51	0.51	0	1.52	0	0.25	0
5. Administrative Support Workers	#	6835	1999	4836	141	395	1422	2972	329	1249	68	118	2	7	30	72	7	23
	%	100	29.25	70.75	2.06	5.78	20.8	43.48	4.81	18.27	0.99	1.73	0.03	0.1	0.44	1.05	0.1	0.34
6. Craft Workers	#	129	129	0	4	0	101	0	16	0	1	0	0	0	6	0	1	0
	%	100	100	0	3.1	0	78.29	0	12.4	0	0.78	0	0	4.65	0	0.78	0	
7. Operatives	#	80	76	4	7	1	28	1	38	2	2	0	1	0	0	0	0	0
	%	100	95	5	8.75	1.25	35	1.25	47.5	2.5	2.5	0	1.25	0	0	0	0	0
8. Laborers and Helpers	#	20	19	1	0	0	13	1	5	0	0	0	0	0	1	0	0	0
	%	100	95	5	0	0	65	5	25	0	0	0	0	5	0	0	0	0
9. Service Workers	#	218	173	45	11	2	138	27	10	4	11	10	0	0	2	1	1	1
	%	100	79.36	20.64	5.05	0.92	63.3	12.39	4.59	1.83	5.05	4.59	0	0	0.92	0.46	0.46	0.46
Grand Total	#	40927	23313	17614	1025	1021	15953	10168	2504	4146	3578	1980	43	35	134	149	76	115
	%	100	56.96	43.04	2.5	2.49	38.98	24.84	6.12	10.13	8.74	4.84	0.11	0.09	0.33	0.36	0.19	0.28
Permanent Workforce	#	40927	23313	17614	1025	1021	15953	10168	2504	4146	3578	1980	43	35	134	149	76	115
	%	100	56.96	43.04	2.5	2.49	38.98	24.84	6.12	10.13	8.74	4.84	0.11	0.09	0.33	0.36	0.19	0.28

Table A4-1: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Across)

Data Source: <https://datainsight.hrconnect.treas.gov>

Data as of: 9/30/2019

GS/GM/GL GRADES		All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
GS-03	#	275	121	154	7	9	98	117	9	19	2	2	0	0	4	5	1	2
	%	100	44	56	2.55	3.27	35.64	42.55	3.27	6.91	0.73	0.73	0	0	1.45	1.82	0.36	0.73
GS-04	#	4175	1327	2848	93	273	1037	1967	149	499	24	43	2	6	17	49	5	11
	%	100	31.78	68.22	2.23	6.54	24.84	47.11	3.57	11.95	0.57	1.03	0.05	0.14	0.41	1.17	0.12	0.26
GS-05	#	901	292	609	30	61	177	351	51	164	30	17	0	1	4	9	0	6
	%	100	32.41	67.59	3.33	6.77	19.64	38.96	5.66	18.2	3.33	1.89	0	0.11	0.44	1	0	0.67
GS-06	#	523	127	396	10	27	86	267	23	83	5	5	1	0	0	11	2	3
	%	100	24.28	75.72	1.91	5.16	16.44	51.05	4.4	15.87	0.96	0.96	0.19	0	0	2.1	0.38	0.57
GS-07	#	1009	439	570	24	28	238	244	91	249	79	40	1	0	4	4	2	5
	%	100	43.51	56.49	2.38	2.78	23.59	24.18	9.02	24.68	7.83	3.96	0.1	0	0.4	0.4	0.2	0.5
GS-08	#	423	139	284	6	16	99	141	27	108	4	14	1	1	2	1	0	3
	%	100	32.86	67.14	1.42	3.78	23.4	33.33	6.38	25.53	0.95	3.31	0.24	0.24	0.47	0.24	0	0.71
GS-09	#	1048	551	497	35	28	330	210	82	200	95	56	2	0	4	2	3	1
	%	100	52.58	47.42	3.34	2.67	31.49	20.04	7.82	19.08	9.06	5.34	0.19	0	0.38	0.19	0.29	0.1
GS-10	#	257	122	135	7	7	85	77	18	37	6	12	1	1	5	1	0	0
	%	100	47.47	52.53	2.72	2.72	33.07	29.96	7	14.4	2.33	4.67	0.39	0.39	1.95	0.39	0	0
GS-11	#	1873	1032	841	68	59	694	374	136	308	110	84	7	2	10	5	7	9
	%	100	55.1	44.9	3.63	3.15	37.05	19.97	7.26	16.44	5.87	4.48	0.37	0.11	0.53	0.27	0.37	0.48
GS-12	#	4667	2658	2009	123	128	1772	996	374	615	355	229	4	5	18	18	12	18
	%	100	56.95	43.05	2.64	2.74	37.97	21.34	8.01	13.18	7.61	4.91	0.09	0.11	0.39	0.39	0.26	0.39
GS-13	#	6657	4086	2571	193	141	2864	1368	454	660	545	364	6	7	10	15	14	16
	%	100	61.38	38.62	2.9	2.12	43.02	20.55	6.82	9.91	8.19	5.47	0.09	0.11	0.15	0.23	0.21	0.24
GS-14	#	10143	6550	3593	247	140	3890	1977	668	721	1690	720	8	4	27	15	20	16
	%	100	64.58	35.42	2.44	1.38	38.35	19.49	6.59	7.11	16.66	7.1	0.08	0.04	0.27	0.15	0.2	0.16
GS-15	#	3721	2253	1468	88	52	1645	926	182	244	320	224	3	5	10	7	5	10
	%	100	60.55	39.45	2.36	1.4	44.21	24.89	4.89	6.56	8.6	6.02	0.08	0.13	0.27	0.19	0.13	0.27
SES (ES only)	#	408	286	122	11	5	241	96	16	17	16	4	2	0	0	0	0	0
	%	100	70.1	29.9	2.7	1.23	59.07	23.53	3.92	4.17	3.92	0.98	0.49	0	0	0	0	0
All other Senior level positions	#	4574	3063	1511	72	46	2525	1055	152	220	294	165	4	3	12	7	4	15
	%	100	67.22	32.78	1.67	1.02	55.52	23.1	3.37	4.76	6.22	3.39	0.12	0.06	0.24	0.14	0.08	0.3
Total GS Permanent Workforce	#	40654	23046	17608	1014	1020	15781	10166	2432	4144	3575	1979	42	35	127	149	75	115
	%	100	56.69	43.31	2.49	2.51	38.82	25.01	5.98	10.19	8.79	4.87	0.1	0.09	0.31	0.37	0.18	0.28
Total Permanent Workforce	#	40927	23313	17614	1025	1021	15953	10168	2504	4146	3578	1980	43	35	134	149	76	115
	%	100	56.96	43.04	2.5	2.49	38.98	24.84	6.12	10.13	8.74	4.84	0.11	0.09	0.33	0.36	0.19	0.28

Table A5-1: SALARY - Distribution by Race, Ethnicity, and Sex (Across)

Data Source: <https://datasight.hrconnect.treas.gov>

Data as of: 9/30/2019

Salary Range		All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
\$20001 - \$30000	#	3276	1155	2121	67	181	907	1413	137	442	19	27	2	6	18	39	5	13
	%	100	35.26	64.74	2.05	5.53	27.69	43.13	4.18	13.49	0.58	0.82	0.06	0.18	0.55	1.19	0.15	0.4
\$30001 - \$40000	#	2517	781	1736	75	178	534	1175	117	297	44	46	1	1	8	29	2	10
	%	100	31.03	68.97	2.98	7.07	21.22	46.68	4.65	11.8	1.75	1.83	0.04	0.04	0.32	1.15	0.08	0.4
\$40001 - \$50000	#	1838	791	1047	46	67	490	531	140	374	99	54	3	0	7	13	6	8
	%	100	43.04	56.96	2.5	3.65	26.66	28.89	7.62	20.35	5.39	2.94	0.16	0	0.38	0.71	0.33	0.44
\$50001 - \$60000	#	1871	915	956	66	56	527	444	165	350	134	97	4	3	14	2	5	4
	%	100	48.9	51.1	3.53	2.99	28.17	23.73	8.82	18.71	7.16	5.18	0.21	0.16	0.75	0.11	0.27	0.21
\$60001 - \$70000	#	2735	1513	1222	78	83	1022	547	213	448	175	119	7	4	12	10	6	11
	%	100	55.32	44.68	2.85	3.03	37.37	20	7.79	16.38	6.4	4.35	0.26	0.15	0.44	0.37	0.22	0.4
\$70001 - \$80000	#	3430	2034	1396	115	81	1275	702	296	385	316	196	4	5	15	14	13	13
	%	100	59.3	40.7	3.35	2.36	37.17	20.47	8.63	11.22	9.21	5.71	0.12	0.15	0.44	0.41	0.38	0.38
\$80001 - \$90000	#	3956	2320	1636	112	90	1580	851	284	458	328	215	3	3	7	10	6	9
	%	100	58.65	41.35	2.83	2.28	39.94	21.51	7.18	11.58	8.29	5.43	0.08	0.08	0.18	0.25	0.15	0.23
\$90001 - \$100000	#	5899	3865	2034	147	100	2622	1154	354	397	706	365	7	2	15	7	14	9
	%	100	65.52	34.48	2.49	1.7	44.45	19.56	6	6.73	11.97	6.19	0.12	0.03	0.25	0.12	0.24	0.15
\$100001 - \$110000	#	4395	2754	1641	98	62	1703	921	281	350	649	287	2	2	16	8	5	11
	%	100	62.66	37.34	2.23	1.41	38.75	20.96	6.39	7.96	14.77	6.53	0.05	0.05	0.36	0.18	0.11	0.25
\$110001 - \$120000	#	3434	2209	1225	81	40	1364	681	213	238	537	249	2	4	5	4	7	9
	%	100	64.33	35.67	2.36	1.16	39.72	19.83	6.2	6.93	15.64	7.25	0.06	0.12	0.15	0.12	0.2	0.26
\$120001 - \$130000	#	1527	904	623	34	26	639	382	77	111	150	94	1	2	1	6	2	2
	%	100	59.2	40.8	2.23	1.7	41.85	25.02	5.04	7.27	9.82	6.16	0.07	0.13	0.07	0.39	0.13	0.13
\$130001 - \$140000	#	1798	1180	618	31	14	894	399	82	101	162	93	2	1	7	3	2	7
	%	100	65.63	34.37	1.72	0.78	49.72	22.19	4.56	5.62	9.01	5.17	0.11	0.06	0.39	0.17	0.11	0.39
\$140001 - \$150000	#	816	548	268	21	8	435	192	35	40	53	25	1	0	2	1	1	2
	%	100	67.16	32.84	2.57	0.98	53.31	23.53	4.29	4.9	6.5	3.06	0.12	0	0.25	0.12	0.12	0.25
\$150001 - \$160000	#	1238	779	459	17	14	617	297	53	81	89	58	0	1	1	2	2	6
	%	100	62.92	37.08	1.37	1.13	49.84	23.99	4.28	6.54	7.19	4.68	0	0.08	0.08	0.16	0.16	0.48
\$160001 - \$170000	#	1406	1012	394	23	14	878	294	34	48	73	36	1	1	3	0	0	1
	%	100	71.98	28.02	1.64	1	62.45	20.91	2.42	3.41	5.19	2.56	0.07	0.07	0.21	0	0	0.07
\$170001 - \$180000	#	427	282	145	4	3	232	114	12	12	28	15	3	0	3	1	0	0
	%	100	66.04	33.96	0.94	0.7	54.33	26.7	2.81	2.81	6.56	3.51	0.7	0	0.7	0.23	0	0
\$180001 and Greater	#	364	271	93	10	4	234	71	11	14	16	4	0	0	0	0	0	0
	%	100	74.45	25.55	2.75	1.1	64.29	19.51	3.02	3.85	4.4	1.1	0	0	0	0	0	0
Total Permanent Workforce	#	40927	23313	17614	1025	1021	15953	10168	2504	4146	3578	1980	43	35	134	149	76	115
	%	100	56.96	43.04	2.5	2.49	38.98	24.84	6.12	10.13	8.74	4.84	0.11	0.09	0.33	0.36	0.19	0.28

Table A6-1: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Across)

Data Source: <https://datainsight.hrconnect.treas.gov>
 Data as of: 9/30/2019

Mission-Critical Occupations		All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
0301 MISCELLANEOUS	#	1444	465	979	32	52	292	437	101	431	28	35	2	4	6	7	4	13
	%	100	32.2	67.8	2.22	3.6	20.22	30.26	6.99	29.85	1.94	2.42	0.14	0.28	0.42	0.48	0.28	0.9
Occupational CLF/SOC Code		100	36.7	63.3	2.8	5.8	27.1	43.8	3.6	8.9	2.6	3.6	0	0.1	0.4	0.6	0.2	0.3
0343 MANAGEMENT & PROGRAM	#	1644	526	1118	33	57	324	512	139	465	29	55	0	9	0	5	1	15
	%	100	32	68	2.01	3.47	19.71	31.14	8.45	28.28	1.76	3.35	0	0.55	0	0.3	0.06	0.91
Occupational CLF/SOC Code		100	58.4	41.6	2.4	2.2	49	32.6	3.1	3.8	3.4	2.5	0	0	0.4	0.4	0.2	0.3
0482 FISHERY BIOLOGY	#	795	472	323	17	4	430	301	7	5	15	8	1	1	1	3	1	1
	%	100	59.37	40.63	2.14	0.5	54.09	37.86	0.88	0.63	1.89	1.01	0.13	0.13	0.13	0.38	0.13	0.13
Occupational CLF/SOC Code		100	52	48	2.4	2.1	44.3	39.5	1.4	1.6	3.2	4.1	0.1	0	0.5	0.4	0.2	0.1
0905 GENERAL ATTORNEY	#	1229	542	687	21	33	428	457	44	105	46	86	0	0	2	3	1	3
	%	100	44.1	55.9	1.71	2.69	34.83	37.18	3.58	8.54	3.74	7	0	0	0.16	0.24	0.08	0.24
Occupational CLF/SOC Code		100	66.7	33.3	2.5	1.8	59.7	26.7	2.1	2.6	1.8	1.8	0	0	0.3	0.2	0.2	0.2
1101 GENERAL BUSINESS AND	#	622	328	294	25	5	252	190	22	71	22	25	2	0	3	1	2	2
	%	100	52.73	47.27	4.02	0.8	40.51	30.55	3.54	11.41	3.54	4.02	0.32	0	0.48	0.16	0.32	0.32
Occupational CLF/SOC Code		100	36.7	63.3	2.8	5.8	27.1	43.8	3.6	8.9	2.6	3.6	0	0.1	0.4	0.6	0.2	0.3
1224 PATENT EXAMINING	#	8659	6278	2381	273	112	3022	996	727	422	2210	837	6	1	20	5	20	8
	%	100	72.5	27.5	3.15	1.29	34.9	11.5	8.4	4.87	25.52	9.67	0.07	0.01	0.23	0.06	0.23	0.09
Occupational CLF/SOC Code		100	25.9	74.1	2	7.3	19.2	55.7	2.7	7.4	1.6	2.3	0	0.1	0.3	0.9	0.1	0.4
1301 GEN PHYS SCI	#	830	590	240	17	6	493	187	18	18	60	26	0	0	1	2	1	1
	%	100	71.08	28.92	2.05	0.72	59.4	22.53	2.17	2.17	7.23	3.13	0	0	0.12	0.24	0.12	0.12
Occupational CLF/SOC Code		100	60.9	39.1	2.3	1.9	48.1	27.8	1.4	2.2	8.2	6.7	0	0	0.5	0.2	0.2	0.2
1340 METEOROLOGY	#	2489	2070	419	52	27	1931	357	29	11	45	15	2	5	10	3	1	1
	%	100	83.17	16.83	2.09	1.08	77.58	14.34	1.17	0.44	1.81	0.6	0.08	0.2	0.4	0.12	0.04	0.04
Occupational CLF/SOC Code		100	80.7	19.3	1.3	0.8	74.4	16.2	2.4	1.5	1.1	0.2	0	0.1	1	0	0.4	0.5
1530 STATISTICIAN	#	1356	646	710	43	65	454	425	106	165	38	46	0	0	3	3	2	6
	%	100	47.64	52.36	3.17	4.79	33.48	31.34	7.82	12.17	2.8	3.39	0	0	0.22	0.22	0.15	0.44
Occupational CLF/SOC Code		100	52.7	47.2	2.1	2.8	43.2	32.6	2.4	4.8	4.1	6	0	0.3	0.4	0.4	0.4	0.4
2210 INFORMATION TECHNOLOGY	#	3181	2243	938	92	28	1350	393	327	257	456	250	2	0	7	4	9	6
	%	100	70.51	29.49	2.89	0.88	42.44	12.35	10.28	8.08	14.34	7.86	0.06	0	0.22	0.13	0.28	0.19
Occupational CLF/SOC Code		100	70.4	29.6	5.4	2.2	52.2	20.9	6.6	4.5	5.1	1.5	0.1	0	0.5	0.3	0.3	0.1