



**Hispanic Council on Federal Employment
December 20, 2016**

On December 20, 2016, the Hispanic Council on Federal Employment (HCFE) held a teleconference to follow up on agenda items from the October HCFE meeting. Participants:

Name	Title and Organization
Beth F. Cobert	Acting OPM Director and Co-Chair
Georgia Coffey	Deputy Assistant Secretary for Diversity and Inclusion, Department of Veterans Affairs (VA)
Zina Sutch	Director, Office of Diversity and Inclusion
Tinisha Agramonte	Department of Commerce
Jose Barrerra	Hispanic Employees Council of Foreign Affairs Agencies (HECFAA)
Georgia Coffey	Department of Veterans Affairs
Laura Davis	Department of Homeland Security
Kim Hall	RAND
Wenndy Carrasco	Department of Agriculture
Miriam Matthews	RAND
Linda Ortiz	Internal Revenue Service
Sheila Verges Osuna	Office of Personnel Management
Hector Sanchez	National Hispanic Environmental Council (NHEC)
David Schulker	RAND
Mike Sena	Department of Defense)
Dan Solis	NOMAR
Sharon Wong	Department of Homeland Security

The following OPM employees participated in the meeting: Beth F. Cobert, Acting OPM Director; Zina Sutch, Director Office of Diversity and Inclusion.

- AD Cobert gave opening remarks. She said the meeting was an opportunity for Council members to ask questions lingering from the last Council meeting. AD Cobert asked Council members to “pay it forward” by sharing insights with Council members and others. She thanked RAND for their presentation. She also thanked the Council for all the work that they have done.
- Hector Sanchez said that it is critical to engage the federal government and to continue the work to open space for Hispanics.

- Dr. Sutch said that the purpose of the meeting was to allow participants who didn't get a chance to ask all of their questions at the last Council meeting an opportunity to do so during the teleconference. Dr. Sutch opened the floor for questions.

Hispanic Representation among DOD Civilians

- Dan Solis asked RAND to explain their methodology. He also wanted to know if Hispanics were a part of the methodology and analysis. Miriam Matthews gave a brief overview of the research methodology. RAND has a full report coming out in 2017. She reported that there were no Hispanics on the team conducting the research.
- Tinisha Agramonte asked if there was calibration to change civilian labor force (CLF) data to better reflect occupational series and educational level (slide 7 in the RAND presentation). RAND provided an explanation of the impact of various workforce characteristics on Hispanic representation in the DOD vs CLF.
- Dan Solis asked for further explanation on Hispanic population centers as shown on slide 9. RAND explained that they wanted to look deeper than the state level, saying that if one only looks at states, important data will be missed. One participant asked if there are sufficient jobs in these areas and if DOD should reconsider where the jobs are located. She said that maybe the jobs can move around so Hispanic population can fill in the gaps. RAND stated that the locations aren't aligned, but jobs cannot be moved. Based on conversations with DOD, HSI's, and interviewees, RAND developed recommendations to address the representation gap. The recommendations included connecting with families, creating networks when applicants move, and building on alumni organizations.
- One participant asked if DOD talks about relocation. Mike Sena said that DOD does talk about relocation and makes individuals aware of opportunities throughout DOD via affinity groups and sponsorships.
- Tinisha Agramonte asked if there is a statistical significance in the selection rate. RAND said that there is statistical significance, but not practical significance. There is a very small difference between the Hispanic and non-Hispanic population in this area. Tinisha asked if DOD has considered remote positions. Mike Sena said that DOD has considered remote work; however, it depends on the work.
- Dan Solis asked if RAND did a sampling of the applicants themselves to ask for more details. He stated that Hispanics will move to where the jobs are located. RAND looked at applicant behavior. A top factor is the geographic location of a position. It's important to have a community of support (affinity groups and employee resource groups).
- One participant asked if DOD has relocation services. Mike Sena said that DOD does have relocation services, but it is decentralized within components and agencies.
- Dr. Sutch had questions about potential barriers to Hispanic representation on slide 12. She asked RAND how they arrived at the four bullets (behavioral or psychological factors) shown on slide 12. Dr. Sutch also asked how the sample size was determined, who the interviewees were, and whether interviews were based on actual experiences or perceptions. RAND's sample size was 32. There was no set sample size number. RAND continued to interview until they got to a point where they saw common themes in the interviews. RAND

had representatives from each branch of service. EEO and HR from the military service have the best scope of outreach practices. RAND employed the snowball method of interviewing. This entailed asking their interviewees who else in the field should RAND interview. Interviewee's responses were a mixture of both actual experiences and perceptions of experiences.

- RAND's report is in the last stages of review at DOD. Publication availability depends on DOD approval. Once approved the report will be available on RAND's website.

Barrier Analysis

- The final memo has been signed and is with OGC for clearance. The memo will probably be issued in January 2017. The plan is to issue the memo and identify steps agencies can take now to start the process of barrier analysis. The intent is to issue the memo to Office Heads, Chief Human Capital Officers, 60+ D&I Strategic Partners, and the Diversity and Inclusion Government-wide Council. The memo will also be posted on Max.Gov.
- Dr. Sutch anticipates meeting quarterly with those doing barrier analysis. Meeting time will be used to talk about progress, hurdles, and best practices.
- EEOC and the Department of Labor have a relationship for developing guidance and getting out information across government.
- One participant suggested additional outreach practices that DOD could take, including resume clinics, town halls, partnerships with professional organizations, and Greek organizations. She also suggested making greater use of social media like Facebook and Instagram. Career development, training, and details were also mentioned.
- ODI will publish a biweekly newsletter. There will be opportunities to highlight various topics. For example, there could a specific newsletter corner for people with disabilities, affinity groups, HCFE, etc.
- Dr. Sutch talked about USDA's success in increasing diversity in their SES Candidate Development Program. USDA used external evaluators and redacted certain identifying information from applicant submissions. Dr. Sutch said that there are things that can be done at no cost to organizations. She stressed the importance of looking at barriers and processes used in organizations.

NEXT STEP

- The next HCFE meeting will be held in the first quarter of FY 2017.
- Dr. Sutch adjourned the meeting at 12:15 pm.

Certification


Dr. Zina Sutch
Executive Director,
Hispanic Council on Federal Employment