

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

# **Federal Equal Opportunity Recruitment Program (FEORP) Report**

Fiscal Year 2017



## **A MESSAGE FROM THE DIRECTOR OF THE U.S. OFFICE OF PERSONNEL MANAGEMENT (OPM)**

I am pleased to provide to Congress the annual Federal Equal Opportunity Recruitment Program (FEORP) Report for Fiscal Year (FY) 2017. The report is prepared in accordance with the requirements of Title 5, United States Code § 7201. This report provides statistical data on employment in the Federal workforce, and highlights human capital practices Federal agencies use to recruit, develop, and retain talented Federal employees.

### **Findings for FY 2017**

In FY 2017, the percentage of minorities in the permanent Federal workforce increased by 0.7 percentage points from 36.4% in FY 2016 to 37.1% in FY 2017. The comparable percentage of the Civilian Labor Force (CLF) is 37.4%.

The percentages of the workforce comprised by each group for which data is collected are as follows:

- 18.6% Black,
- 8.9% Hispanic,
- 5.9% Asian,
- 0.5% Native Hawaiian/Pacific Islander,
- 1.6% American Indian/Alaska Native,
- 1.6% Non-Hispanic Multiracial, and
- 62.9% White.

The overall distribution of Federal employees is 56.7% male and 43.3% female.

Minority representation in the Senior Executive Service (SES) decreased from 21.2% in FY 2016 to 20.7% in FY 2017. The percentages of the SES comprised by each group for which data is collected are as follows:

- 10.4% Black,
- 4.6% Hispanic,
- 3.5% Asian,
- 0.2% Native Hawaiian/Pacific Islander,
- 1.2% American Indian/Alaska Native,
- 0.8% Non-Hispanic Multiracial, and
- 79.2% White.

The overall distribution of the SES is 66.0% male and 34.0% female. Female representation in the SES declined from 35.3% in FY 2016.

OPM led government-wide and nationwide outreach initiatives to promote Federal career opportunities in mission critical occupations such as cybersecurity, Science, Technology, Engineering, and Mathematics (STEM), and Pathways Programs for students and recent graduates. In FY 2017, OPM reached out to 159 universities designated as “National Centers of Academic Excellence in Cybersecurity,” 65 designated as “CyberCorps: Scholarship for Service” schools, and 23 colleges and universities with programs in cybersecurity to increase awareness of Federal

careers and employment programs. As part of a comprehensive recruitment strategy, OPM has established, and continues to cultivate, strong ties with diverse communities, including Hispanic-Serving Institutions (HSIs); Historically Black Colleges and Universities (HBCUs); Tribal Colleges and Universities (TCUs); Asian/Pacific Islander students; students with disabilities, and a number of other minority-serving organizations.

Applicant flow data is available as one means of assessing the effectiveness of recruitment and outreach, and informing future hiring efforts. Post-audit analysis of applicant flow data can assist agencies in identifying barriers and implementing successful practices at each stage of the hiring process, including application, qualification, referral and selection. In FY 2017, OPM collaborated with OMB to clarify the language concerning the collection of Applicant Flow Data in the USAJOBS application process in an effort to improve the percentage of applicants who choose to disclose their demographic information. As a result of modifying this language, the response rate increased significantly, from 45 percent to over 80 percent. This increase in response rate should provide agencies with a more accurate picture of the applicant pool and thus enhance their ability to use applicant flow data post-audit to assess the effectiveness of recruitment and outreach and to identify any barriers in the hiring process.

To support diversity and inclusion in the Federal workplace, OPM provides technical assistance to Federal agencies. Technical Assistance is the process of providing targeted guidance and recommendations to an agency regarding their outreach, recruitment, and diversity and inclusion programs to assist them in taking a holistic approach that will help mature their programs.

OPM encourages agencies to utilize [Unlock Talent](#), an innovative and comprehensive workforce data visualization dashboard. Agencies can analyze demographic data, which encompasses hiring, group attrition, and perceptions of employee inclusion. Utilizing results from the Federal Employee Viewpoint Survey and the Enterprise Human Resources Integration data, Unlock Talent shares information in a format that can be easily explored and understood.

These efforts are designed to provide agencies with the foundation and support they need to build and sustain a 21<sup>st</sup> century Federal workforce, as envisioned in the President's Management Agenda, to advance effective government on behalf of the American people focused on Mission, Service, and Stewardship.

Sincerely,



Dale Cabaniss  
Director

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## EXECUTIVE SUMMARY

This report is submitted pursuant to 5 U.S.C. § 7201 and the regulations promulgated to implement it. OPM's work in this area is also informed by the merit system principles, which envision a workforce drawn from all segments of society, and the statutes, rules, and regulations governing the civil service, which govern competition for civil service positions.

OPM continues to support Federal agencies as they implement comprehensive strategies to sustain and integrate diversity and inclusion practices as part of their efforts to recruit, hire, and retain an effective workforce.

### Background

OPM has requested that agencies develop and implement a more comprehensive, integrated, and strategic focus on diversity and inclusion as a key component of their human resources strategies.

Creating and maintaining a diverse Federal workforce that draws from all segments of society requires sustained commitment to providing a level playing field upon which applicants and employees may compete for opportunities within Government. Sustaining the highest levels of integrity and professionalism through new outreach and recruiting efforts is important to achieving the strategic vision set out in the [Governmentwide Inclusive Diversity Strategic Plan](#).

Agencies also were asked to identify and adopt best practices to promote diversity and inclusion and to identify and remove any barriers to equal employment opportunity, consistent with merit system principles and applicable law. To this end, agencies also submitted their successful or promising practices from the agency-specific Diversity and Inclusion Strategic Plans. This report highlights many of those successful/promising practices.

### FEORP Composition of Federal Workforce at a Glance

|                                    | Representation in Federal Workforce |         | Representation in Senior Executive Service |         |
|------------------------------------|-------------------------------------|---------|--|---------|
|                                    | FY 2016                             | FY 2017 | FY 2016                                    | FY 2017 |
| Men                                | 56.8                                | 56.7    | 64.7                                       | 66.0    |
| Women                              | 43.2                                | 43.3    | 35.3                                       | 34.0    |
| Black                              | 18.4                                | 18.6    | 11.0                                       | 10.4    |
| Hispanic                           | 8.6                                 | 8.9     | 4.6  | 4.6     |
| Asian                              | 5.8                                 | 5.9     | 3.5  | 3.5     |
| Native Hawaiian / Pacific Islander | 0.5                                 | 0.5     | 0.2  | 0.2     |
| American Indian / Alaska Native    | 1.6                                 | 1.6     | 1.1  | 1.2     |
| Non-Hispanic Multiracial           | 1.4                                 | 1.6     | 0.8  | 0.8     |
| White                              | 63.6                                | 62.9    | 78.7                                       | 79.2    |

**Major findings in the FY 2017 FEORP Report:**

- The percentage of the Federal workforce comprised by minorities was 37.1 percent as compared to 37.4 percent in the Civilian Labor Force. This number is up by .7 of a percentage point from FY 2016.
- Black employees represent 18.6 percent (361,287) of the permanent Federal workforce as of September 30, 2017, compared to 18.4 percent in FY 2016.
- Hispanic employees represent 8.9 percent (173,234) of the permanent Federal workforce as of September 30, 2017, compared to 8.6 percent in FY 2016.
- Asian employees represent 5.9 percent (115,597) of the permanent Federal workforce as of September 30, 2017, compared to 5.8 percent in FY 2016.
- Native Hawaiian/Pacific Islander employees represent 0.5 percent (9,799) of the permanent Federal workforce as of September 30, 2017, the same as in FY 2016.
- American Indian/Alaska Native employees represent 1.6 percent (31,067) of the permanent Federal workforce as of September 30, 2017, the same as in FY 2016.
- Non-Hispanic Multiracial employees represent 1.6 percent (30,604) of the permanent Federal workforce as of September 30, 2017, compared to 1.4 percent in FY 2016.
- White employees represent 62.9 percent (1,224,741) of the permanent Federal workforce as of September 30, 2017, compared to 63.6 percent in FY 2016.
- Women comprise 43.3 percent (842,219) of the permanent Federal workforce as of September 30, 2017, compared to 43.2 percent in FY 2016.
- Men comprise 56.7 percent (1,104,555) of the permanent Federal workforce as of September 30, 2017, compared to 56.8 percent in FY 2016.
- The percentage of minorities in the Senior Executive Service (SES) decreased from 21.3% in FY 2016 to 20.7% in FY 2017. The SES is 10.4 percent Black, 4.6 percent Hispanic, 3.5 percent Asian, 0.2 percent Native Hawaiian/Pacific Islander, 1.2 percent American Indian/Alaska Native, and 0.8 percent Non-Hispanic Multiracial.
- The percentage of women in the Senior Executive Service (SES) decreased by 1.3 percentage point from 35.3 percent in FY 2016 to 34.0 percent in FY 2017.

## DATA COVERAGE AND DEFINITIONS

Onboard Federal employment statistics used in this report are as of September 30, 2017. All data are produced from OPM's Enterprise Human Resources Integration-Statistical Data Mart (EHRI-SDM). The Federal Workforce referred to in this report is not the entire Federal Workforce but rather only permanent employees in non-postal Federal Executive Branch agencies participating in the EHRI. This report covers workers in all pay plans including General Schedule and Equivalently Graded pay plans (i.e. pay plans GS, GL, and GM), other white collar pay plans, the Senior Executive Service (pay plan ES), and blue collar pay plans.

All references made to the General Schedule pay plan in this report are to General Schedule and Equivalently Graded pay plans (i.e. pay plans GS, GL, and GM).

Only those agencies with 500 or more permanent employees as of September 2017 are displayed in this report.

New Hires do not include Agency Transfers In. Separations do not include Agency Transfers Out.

Non-Hispanic Multiracial is defined as Non-Hispanic and of more than one race.

Employment records with unspecified gender (count: 274) represent 0.014 percent of the permanent workforce in September 2017, less than one tenth of one percent. Employment records with unspecified race or national origin (count: 719) represent 0.037 percent of the permanent workforce in September 2017, less than one tenth of a percent.

The Civilian Labor Force (CLF) percentages for each minority group presented in this report are derived from the Bureau of Labor Statistics' (BLS) Current Population Survey (CPS). The CPS data, which is a monthly survey of households that is conducted by the Bureau of the Census for BLS, covers non-institutionalized individuals 16 years of age or older, employed or unemployed, U.S. citizens and non-U.S. citizens.

Underrepresentation, as defined in 5 CFR § 720.202(a), means "a situation in which the number of women or members of a minority group within a category of civil service employment constitutes a lower percentage of the total number of employees within the employment category than the percentage of women or the minority group constitutes within the CLF of the United States . . . ."

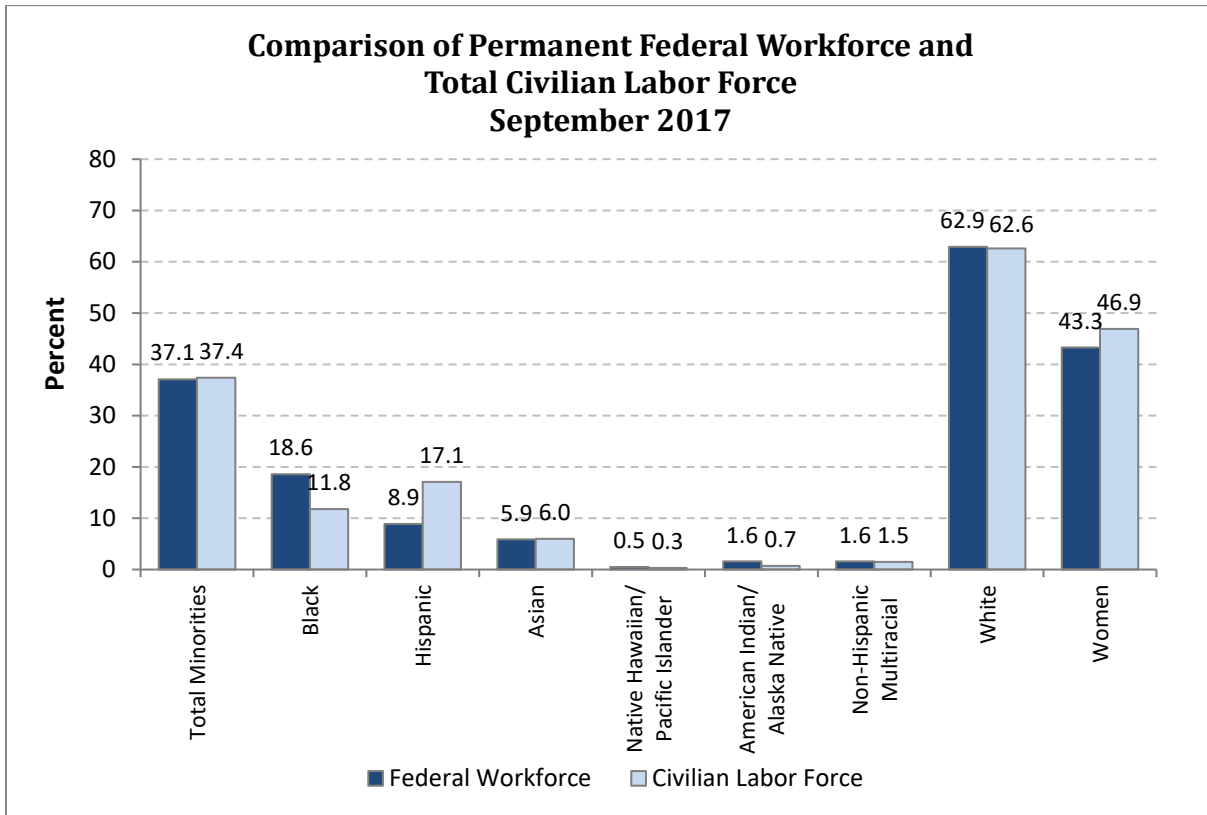
Occupational categories discussed in this report are white collar and blue collar. The white collar category contains Professional, Administrative, Technical, Clerical, and Other white collar occupations. Professional occupations typically require a baccalaureate or professional degree and along with Administrative occupations, are the usual sources for selections to senior management and executive positions. Positions in Technical, Clerical, Other, and blue collar occupations are usually limited to lower grades, with limited opportunity for promotion to management levels. Advancement in these occupations often depends on individual attainment of further education or advanced skills. Employment data in this report are presented by occupational category and pay intervals to provide a more informative profile.

NOTE: STATISTICS IN THIS REPORT MAY VARY FROM OTHER FEORP RELEASES DUE TO DIFFERENCES IN COVERAGE (E.G., AGENCY, WORK SCHEDULE, TENURE, DATES, ETC.). PERCENTAGES SHOWN MAY NOT SUM TO 100 DUE TO INDEPENDENT ROUNDING.

# **FEDERAL WORKFORCE**



## TOTAL FEDERAL WORKFORCE EMPLOYMENT<sup>1</sup>



- The percentage of minorities in the Federal workforce increased by 0.7 percentage points to 37.1 percent in FY 2017 from 36.4 percent in FY 2016.
- Black employees represent 18.6 percent (361,287) of the permanent Federal workforce in FY 2017, compared to 18.4 percent in FY 2016. Black representation in the CLF was 11.8 percent in 2017, compared to 11.6 percent in 2016.
- Hispanic employees represent 8.9 percent (173,234) of the permanent Federal workforce in FY 2017, compared to 8.6 percent in FY 2016. Hispanic representation in the CLF<sup>2</sup> was 17.1 percent in 2017, compared to 16.9 percent in 2016.
- Asian employees represent 5.9 percent (115,597) of the permanent Federal workforce in FY 2017, compared to 5.8 percent in FY 2016. Asian representation in the CLF<sup>3</sup> was 6.0% in 2017 compared to 5.9 percent in 2016.

<sup>1</sup> Detail percentages may not sum to total due to independent rounding.

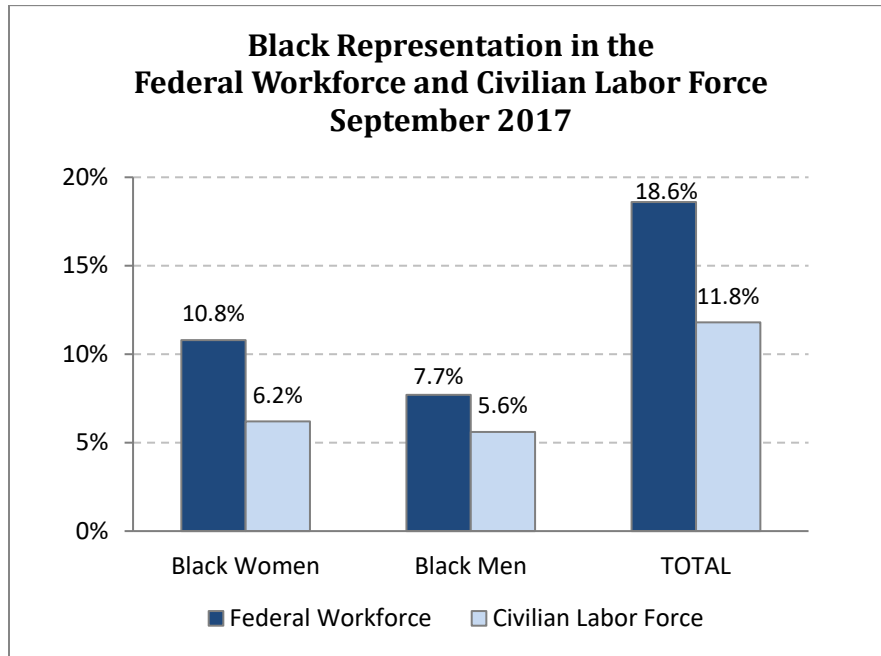
<sup>2</sup> According to the Bureau of Labor Statistics (BLS), in 2017 Hispanics in the U.S. comprised 17.1 percent of the Civilian Labor Force (CLF). According to the Equal Employment Opportunity (EEO) Tabulation 2006-2010 (5-year ACS Data), Hispanics in the U.S. comprised 10.0 percent of the CLF when taking into account citizenship, which is required for most Federal positions; this CLF percentage is 10.8 percent, when including Puerto Rico.

<sup>3</sup> According to the BLS, in 2017 Asians in the U.S. comprised 6.0 percent of the CLF. According to the EEO Tabulation 2006-2010 (5-year ACS Data), Asians in the U.S. comprised 3.6 percent of the CLF when taking into account citizenship, which is required for most Federal positions.

- Native Hawaiian/Pacific Islander employees represent 0.5 percent (9,799) of the permanent Federal workforce in FY 2017, the same as in FY 2016. Native Hawaiian/Pacific Islander representation in the CLF was 0.3 percent in 2017, the same as in 2016.
- American Indian/Alaska Native employees represent 1.6 percent (31,067) of the permanent Federal workforce in FY 2017, the same as in FY 2016. American Indian/Alaska Native representation in the CLF was 0.7 percent in 2017, compared to 0.6 percent in 2016.
- Non-Hispanic Multiracial employees represent 1.6 percent (30,604) of the permanent Federal workforce in FY 2017, compared to 1.4 percent in FY 2016. Non-Hispanic Multiracial representation in the CLF was 1.5 percent in 2017, compared to 1.4 percent in 2016.
- White employees represent 62.9 percent (1,224,741) of the permanent Federal workforce in FY 2017, compared to 63.6 percent in FY 2016. White representation in the CLF was 62.6 percent in 2017, compared to 63.2 percent in 2016.
- Women represent 43.3 percent (842,219) of the permanent Federal workforce in FY 2017, compared to 43.2 percent in FY 2016. The representation of women in the CLF was 46.9 percent in 2017, compared to 46.8 percent in 2016.

# **BLACK EMPLOYMENT IN THE FEDERAL WORKFORCE**

## BLACK EMPLOYMENT



Black employees represent 18.6 percent (361,287) of the permanent Federal workforce in FY 2017, compared to 18.4 percent in FY 2016.

Black men represent 7.7 percent of the permanent Federal workforce in FY 2017, the same as in FY 2016.

Black women represent 10.8 percent of the Federal Workforce in FY 2017, the same as in FY 2016.

## BLACK EMPLOYMENT BY OCCUPATIONAL CATEGORY

### Black Employment

Percentages based on all employment in each Occupational Category

| 2017                            | Count   | Percent |
|---------------------------------|---------|---------|
| <b>White Collar</b>             | 327,352 | 18.5%   |
| <b>Professional</b>             | 60,898  | 11.6%   |
| <b>Administrative</b>           | 145,506 | 19.5%   |
| <b>Technical</b>                | 82,011  | 25.0%   |
| <b>Clerical</b>                 | 28,922  | 29.7%   |
| <b>Other White Collar</b>       | 10,013  | 14.0%   |
| <b>Unspecified White Collar</b> | 2       | 9.5%    |
| <b>Blue Collar</b>              | 33,917  | 18.9%   |
| <b>Unspecified</b>              | 18      | 14.6%   |
| <b>TOTAL</b>                    | 361,287 | 18.6%   |

Black employment in professional occupations increased by 1,395 to 60,898 in FY 2017, from 59,503 in FY 2016. Black employment represents 11.6 percent of all Federal employees in this occupational category in FY 2017, compared to 11.4 percent in FY 2016.

Black employment in administrative occupations increased by 1,640 to 145,506 in FY 2017, from 143,856 in FY 2016. Black employment represents 19.5 percent of all Federal employees in this occupational category in FY 2017, compared to 19.3 percent in FY 2016.

Black employment in technical occupations decreased by 973 to 82,011 in FY 2017, from 82,984 in FY 2016. Black employment represents 25.0 percent of all Federal employees in this occupational category in FY 2017, compared to 24.9 percent in FY 2016.

Black employment in clerical occupations decreased by 22 to 28,922 in FY 2017, from 28,944 in FY 2016. Black employment represents 29.7 percent of all Federal employees in this occupational category in FY 2017, compared to 29.1 percent in FY 2016.

Black employment in "other" white collar occupations decreased by 351 to 10,013 in FY 2017 from 10,364 in FY 2016. Black employment represents 14.0 percent of all Federal employees in this occupational category in FY 2017, compared to 14.2 percent in FY 2016.

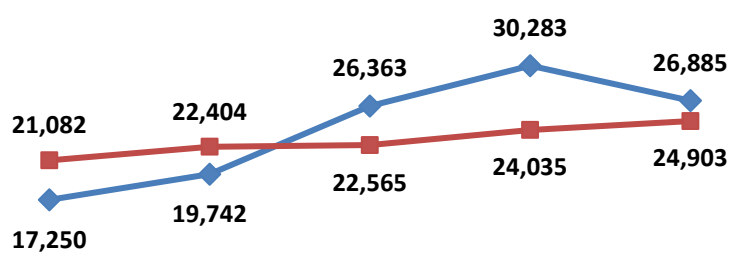
Black employment in white collar occupations increased by 1,684 to 327,352 in FY 2017, from 325,668 in FY 2016. Black employment represents 18.5 percent of all Federal employees in this occupational category in FY 2017, compared to 18.4 percent in FY 2016.

Black employment in blue collar occupations decreased by 235 to 33,917 in FY 2017, from 34,152 in FY 2016. Black employment represents 18.9 percent of all Federal employees in this occupational category in FY 2017, compared to 18.8 percent in FY 2016.

## BLACK EMPLOYMENT TRENDS

### New Hires and Separations

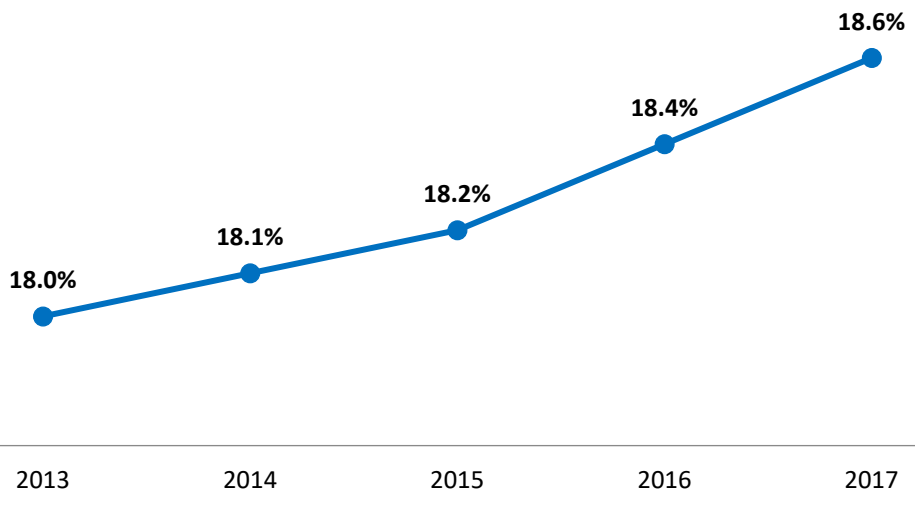
#### Black



|               | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
|---------------|---------|---------|---------|---------|---------|
| ◆ New Hires   | 17,250  | 19,742  | 26,363  | 30,283  | 26,885  |
| ■ Separations | 21,082  | 22,404  | 22,565  | 24,035  | 24,903  |

### Representation in the Federal Workforce over a 5-year Period

#### Black

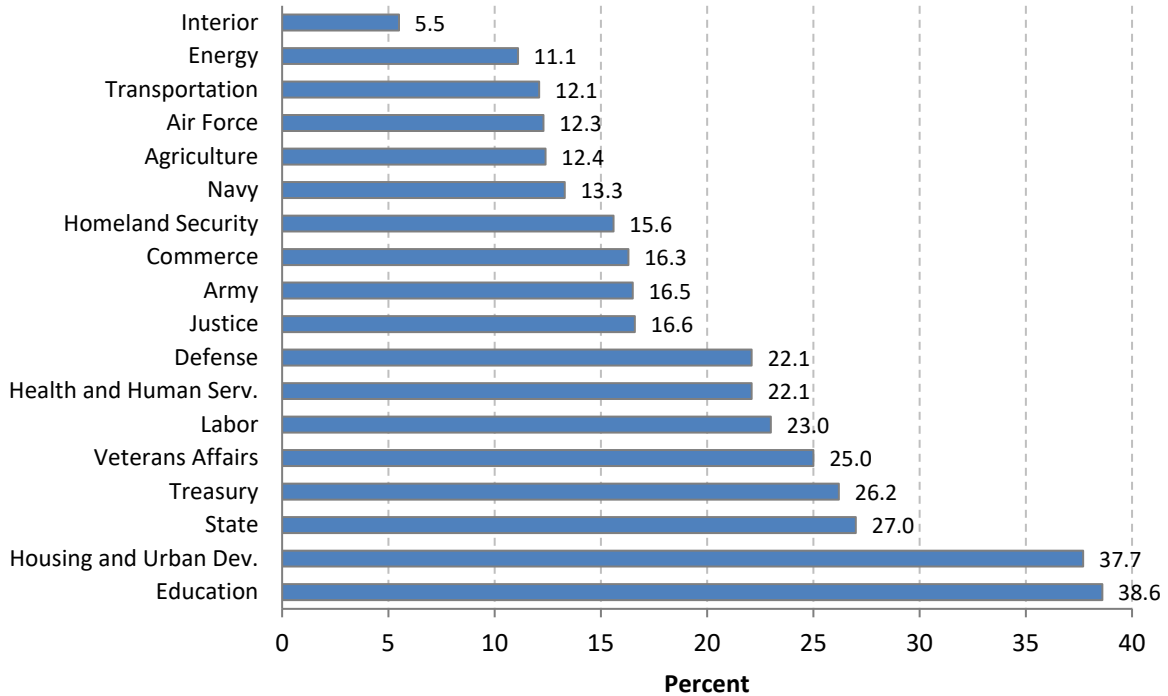


## BLACK EMPLOYMENT SALARY TRENDS

| Occupational Category /<br>Pay System | September 2016 |              | September 2017 |              | Difference<br>2016 to 2017 |              |
|---------------------------------------|----------------|--------------|----------------|--------------|----------------------------|--------------|
|                                       | Count          | Percent      | Count          | Percent      | Count                      | Percent      |
| <b>White Collar</b>                   |                |              |                |              |                            |              |
| <b>Pay Plans GS, GM, GL</b>           |                |              |                |              |                            |              |
| Less than \$20,000                    | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$20,000 - \$39,999                   | 30,540         | 2.2%         | 25,402         | 1.9%         | -5,138                     | -16.8%       |
| \$40,000 - \$59,999                   | 83,404         | 6.0%         | 82,073         | 6.0%         | -1,331                     | -1.6%        |
| \$60,000 - \$79,999                   | 57,978         | 4.2%         | 60,170         | 4.4%         | 2,192                      | 3.8%         |
| \$80,000 - \$99,999                   | 47,013         | 3.4%         | 45,116         | 3.3%         | -1,897                     | -4.0%        |
| \$100,000 - \$119,999                 | 33,407         | 2.4%         | 32,949         | 2.4%         | -458                       | -1.4%        |
| \$120,000 - \$139,999                 | 11,913         | 0.9%         | 16,761         | 1.2%         | 4,848                      | 40.7%        |
| \$140,000 - \$159,999                 | 5,718          | 0.4%         | 6,594          | 0.5%         | 876                        | 15.3%        |
| \$160,000 and Greater                 | 1,419          | 0.1%         | 2,178          | 0.2%         | 759                        | 53.5%        |
| Unspecified                           | 169            | 0.0%         | 348            | 0.0%         | 179                        | 105.9%       |
| <b>TOTAL</b>                          | <b>271,561</b> | <b>19.7%</b> | <b>271,591</b> | <b>19.8%</b> | <b>30</b>                  | <b>0.0%</b>  |
| <b>Senior Executive Service</b>       |                |              |                |              |                            |              |
| Less than \$20,000                    | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$20,000 - \$39,999                   | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$40,000 - \$59,999                   | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$60,000 - \$79,999                   | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$80,000 - \$99,999                   | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$100,000 - \$119,999                 | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$120,000 - \$139,999                 | 6              | 0.1%         | 2              | 0.0%         | -4                         | -66.7%       |
| \$140,000 - \$159,999                 | 105            | 1.3%         | 48             | 0.6%         | -57                        | -54.3%       |
| \$160,000 and Greater                 | 778            | 9.6%         | 762            | 9.7%         | -16                        | -2.1%        |
| Unspecified                           | 1              | 0.0%         | 0              | 0.0%         | -1                         | -100.0%      |
| <b>TOTAL</b>                          | <b>890</b>     | <b>11.0%</b> | <b>812</b>     | <b>10.4%</b> | <b>-78</b>                 | <b>-8.8%</b> |
| <b>Other White Collar</b>             |                |              |                |              |                            |              |
| Less than \$20,000                    | 57             | 0.0%         | 54             | 0.0%         | -3                         | -5.3%        |
| \$20,000 - \$39,999                   | 5,856          | 1.5%         | 4,946          | 1.3%         | -910                       | -15.5%       |
| \$40,000 - \$59,999                   | 8,933          | 2.4%         | 9,664          | 2.5%         | 731                        | 8.2%         |
| \$60,000 - \$79,999                   | 10,670         | 2.8%         | 10,214         | 2.6%         | -456                       | -4.3%        |
| \$80,000 - \$99,999                   | 10,403         | 2.7%         | 10,817         | 2.8%         | 414                        | 4.0%         |
| \$100,000 - \$119,999                 | 7,545          | 2.0%         | 7,918          | 2.0%         | 373                        | 4.9%         |
| \$120,000 - \$139,999                 | 3,548          | 0.9%         | 4,359          | 1.1%         | 811                        | 22.9%        |
| \$140,000 - \$159,999                 | 2,393          | 0.6%         | 2,785          | 0.7%         | 392                        | 16.4%        |
| \$160,000 and Greater                 | 3,791          | 1.0%         | 4,178          | 1.1%         | 387                        | 10.2%        |
| Unspecified                           | 21             | 0.0%         | 14             | 0.0%         | -7                         | -33.3%       |
| <b>TOTAL</b>                          | <b>53,217</b>  | <b>14.0%</b> | <b>54,949</b>  | <b>14.1%</b> | <b>1,732</b>               | <b>3.3%</b>  |
| <b>White Collar TOTAL</b>             | <b>325,668</b> | <b>18.4%</b> | <b>327,352</b> | <b>18.5%</b> | <b>1,684</b>               | <b>0.5%</b>  |
| <b>Blue Collar</b>                    | <b>34,152</b>  | <b>18.8%</b> | <b>33,917</b>  | <b>18.9%</b> | <b>-235</b>                | <b>-0.7%</b> |
| <b>Unspecified</b>                    | <b>10</b>      | <b>11.1%</b> | <b>18</b>      | <b>14.6%</b> | <b>8</b>                   | <b>80.0%</b> |
| <b>TOTAL</b>                          | <b>359,830</b> | <b>18.4%</b> | <b>361,287</b> | <b>18.6%</b> | <b>1,457</b>               | <b>0.4%</b>  |

## BLACK REPRESENTATION IN EXECUTIVE DEPARTMENTS

### Black Representation in Executive Departments September 2017



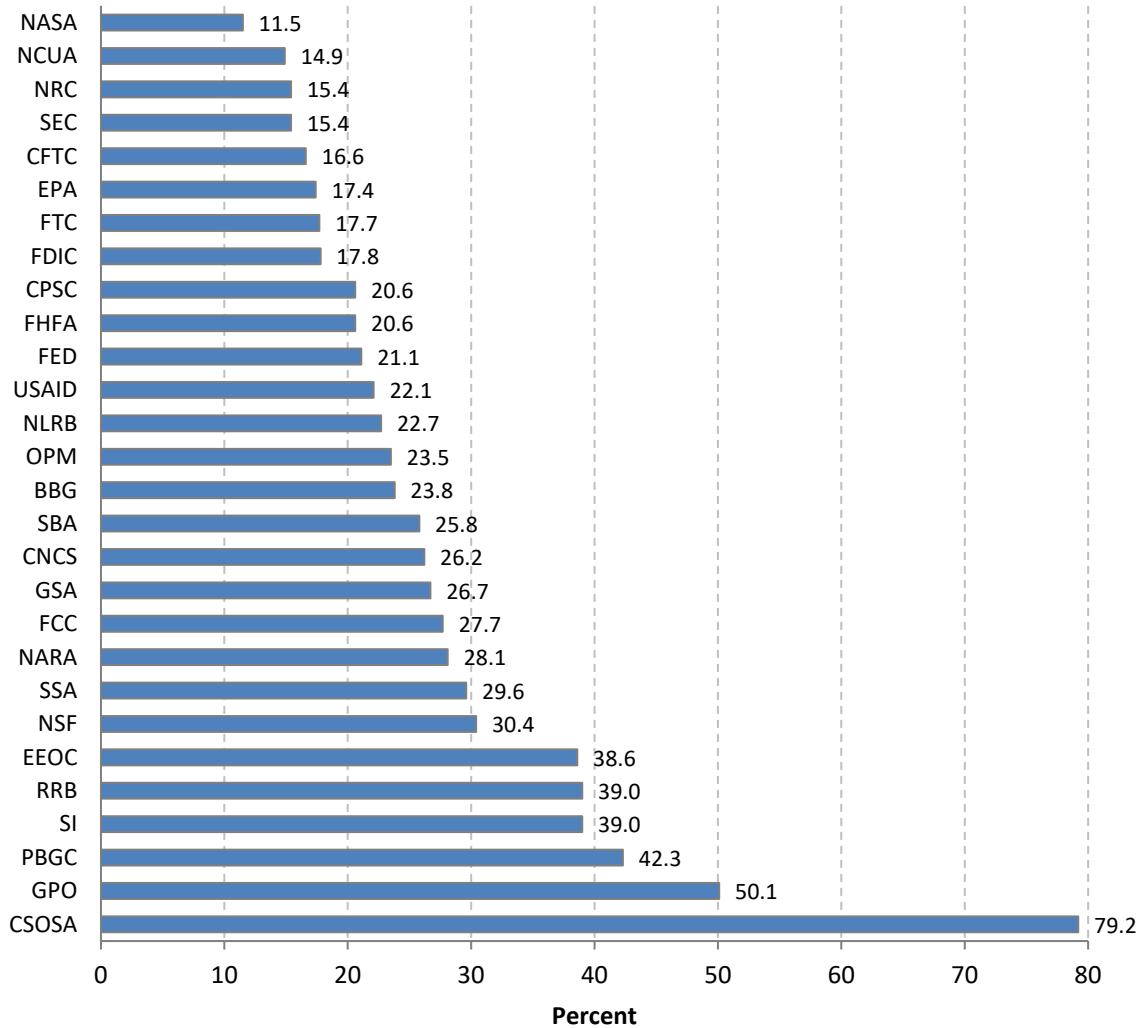


**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
Black**

| Executive Departments                       | 2016<br>Percent | 2017<br>Percent |
|---|-----------------|-----------------|
| DEPARTMENT OF THE AIR FORCE                 | 12.1            | 12.3            |
| DEPARTMENT OF AGRICULTURE                   | 12.2            | 12.4            |
| DEPARTMENT OF THE ARMY                      | 16.3            | 16.5            |
| DEPARTMENT OF COMMERCE                      | 16.3            | 16.3            |
| DEPARTMENT OF DEFENSE                       | 21.9            | 22.1            |
| DEPARTMENT OF JUSTICE                       | 16.8            | 16.6            |
| DEPARTMENT OF LABOR                         | 22.6            | 23.0            |
| DEPARTMENT OF ENERGY                        | 11.1            | 11.1            |
| DEPARTMENT OF EDUCATION                     | 38.1            | 38.6            |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES     | 22.0            | 22.1            |
| DEPARTMENT OF HOMELAND SECURITY             | 15.3            | 15.6            |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 37.8            | 37.7            |
| DEPARTMENT OF THE INTERIOR                  | 5.6             | 5.5             |
| DEPARTMENT OF THE NAVY                      | 13.3            | 13.3            |
| DEPARTMENT OF STATE                         | 27.4            | 27.0            |
| DEPARTMENT OF TRANSPORTATION                | 12.0            | 12.1            |
| DEPARTMENT OF THE TREASURY                  | 26.2            | 26.2            |
| DEPARTMENT OF VETERANS AFFAIRS              | 24.7            | 25.0            |
| GOVERNMENT-WIDE                             | 18.4            | 18.6            |

## BLACK REPRESENTATION IN INDEPENDENT AGENCIES

### Black Representation in Independent Agencies September 2017

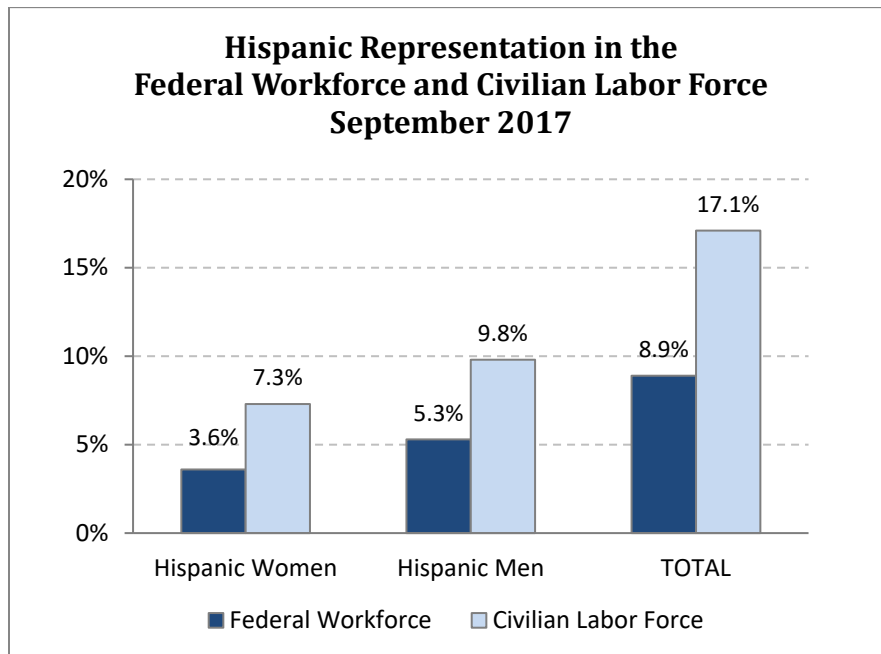


**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
Black**

| Independent Agencies                           | 2016<br>Percent | 2017<br>Percent |
|--|-----------------|-----------------|
| U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT      | 22.4            | 22.1            |
| PENSION BENEFIT GUARANTY CORPORATION           | 41.6            | 42.3            |
| COMMODITY FUTURES TRADING COMMISSION           | 16.3            | 16.6            |
| NATIONAL CREDIT UNION ADMINISTRATION           | 15.0            | 14.9            |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION        | 38.7            | 38.6            |
| ENVIRONMENTAL PROTECTION AGENCY                | 17.9            | 17.4            |
| FEDERAL COMMUNICATIONS COMMISSION              | 28.5            | 27.7            |
| FEDERAL DEPOSIT INSURANCE CORPORATION          | 17.7            | 17.8            |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 79.4            | 79.2            |
| FEDERAL RESERVE SYSTEM                         | 19.8            | 21.1            |
| FEDERAL TRADE COMMISSION                       | 17.0            | 17.7            |
| GENERAL SERVICES ADMINISTRATION                | 26.8            | 26.7            |
| FEDERAL HOUSING FINANCE AGENCY                 | 20.5            | 20.6            |
| BROADCASTING BOARD OF GOVERNORS                | 23.7            | 23.8            |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 27.5            | 26.2            |
| GOVERNMENT PRINTING OFFICE                     | 50.9            | 50.1            |
| NATIONAL SCIENCE FOUNDATION                    | 31.5            | 30.4            |
| NATIONAL LABOR RELATIONS BOARD                 | 21.8            | 22.7            |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION  | 11.7            | 11.5            |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION   | 28.3            | 28.1            |
| NUCLEAR REGULATORY COMMISSION                  | 15.8            | 15.4            |
| OFFICE OF PERSONNEL MANAGEMENT                 | 23.6            | 23.5            |
| RAILROAD RETIREMENT BOARD                      | 39.1            | 39.0            |
| SMALL BUSINESS ADMINISTRATION                  | 26.3            | 25.8            |
| SECURITIES AND EXCHANGE COMMISSION             | 15.8            | 15.4            |
| CONSUMER PRODUCT SAFETY COMMISSION             | 19.8            | 20.6            |
| SMITHSONIAN INSTITUTION                        | 38.8            | 39.0            |
| SOCIAL SECURITY ADMINISTRATION                 | 29.5            | 29.6            |
| GOVERNMENT-WIDE                                | 18.4            | 18.6            |

# **HISPANIC EMPLOYMENT IN THE FEDERAL WORKFORCE**

## HISPANIC EMPLOYMENT<sup>4</sup>



Hispanic employees represent 8.9 percent (173,234) of the Federal workforce in FY 2017, compared to 8.6 percent in FY 2016.

Hispanic men represent 5.3 percent of the permanent Federal workforce in FY 2017, compared to 5.1 percent in FY 2016.

Hispanic women represent 3.6 percent of the Federal Workforce in FY 2017, compared to 3.5 percent in FY 2016.

<sup>4</sup> According to the Bureau of Labor Statistics (BLS), in 2017 Hispanics in the U.S. comprised 17.1 percent of the Civilian Labor Force (CLF). According to the Equal Employment Opportunity (EEO) Tabulation 2006-2010 (5-year ACS Data), Hispanics in the U.S. comprised 10.0 percent of the CLF when taking into account citizenship, which is required for most Federal positions; this CLF percentage is 10.8 percent, when including Puerto Rico.

## HISPANIC EMPLOYMENT BY OCCUPATIONAL CATEGORY

### Hispanic Employment

Percentages based on all employment in each Occupational Category

| 2017                            | Count   | Percent |
|---------------------------------|---------|---------|
| <b>White Collar</b>             | 159,211 | 9.0%    |
| <b>Professional</b>             | 30,526  | 5.8%    |
| <b>Administrative</b>           | 66,294  | 8.9%    |
| <b>Technical</b>                | 36,067  | 11.0%   |
| <b>Clerical</b>                 | 10,805  | 11.1%   |
| <b>Other White Collar</b>       | 15,518  | 21.6%   |
| <b>Unspecified White Collar</b> | 1       | 4.8%    |
| <b>Blue Collar</b>              | 14,002  | 7.8%    |
| <b>Unspecified</b>              | 21      | 17.1%   |
| <b>TOTAL</b>                    | 173,234 | 8.9%    |

Hispanic employment in professional occupations increased by 1,231 to 30,526 in FY 2017, from 29,295 in FY 2016. Hispanic employment represents 5.8 percent of all Federal employees in this occupational category in FY 2017, compared to 5.6 percent in FY 2016.

Hispanic employment in administrative occupations increased by 1,925 to 66,294 in FY 2017, from 64,369 in FY 2016. Hispanic employment represents 8.9 percent of all Federal employees in this occupational category in FY 2017, compared to 8.6 percent in FY 2016.

Hispanic employment in technical occupations increased by 1,139 to 36,067 in FY 2017, from 34,928 in FY 2016. Hispanic employment represents 11.0 percent of all Federal employees in this occupational category in FY 2017, compared to 10.5 percent in FY 2016.

Hispanic employment in clerical occupations increased by 200 to 10,805 in FY 2017, from 10,605 in FY 2016. Hispanic employment represents 11.1 percent of all Federal employees in this occupational category in FY 2017, compared to 10.7 percent in FY 2016.

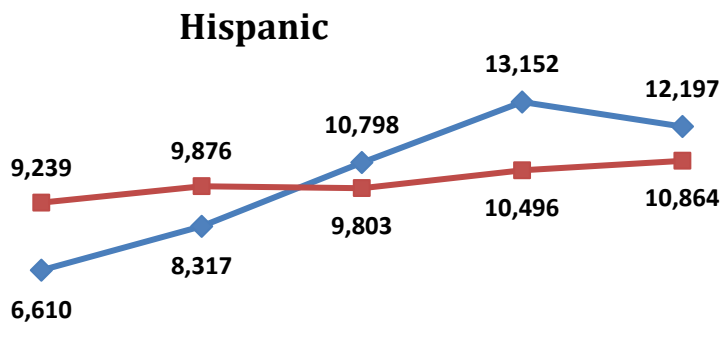
Hispanic employment in "other" white collar occupations decreased by 120 to 15,518 in FY 2017 from 15,638 in FY 2016. Hispanic employment represents 21.6 percent of all Federal employees in this occupational category in FY 2017, compared to 21.4 percent in FY 2016.

Hispanic employment in white collar occupations increased by 4,372 to 159,211 in FY 2017, from 154,839 in FY 2016. Hispanic employment represents 9.0 percent of all Federal employees in this occupational category in FY 2017, compared to 8.8 percent in FY 2016.

Hispanic employment in blue collar occupations increased by 285 to 14,002 in FY 2017, from 13,717 in FY 2016. Hispanic employment represents 7.8 percent of all Federal employees in this occupational category in FY 2017, compared to 7.5 percent in FY 2016.

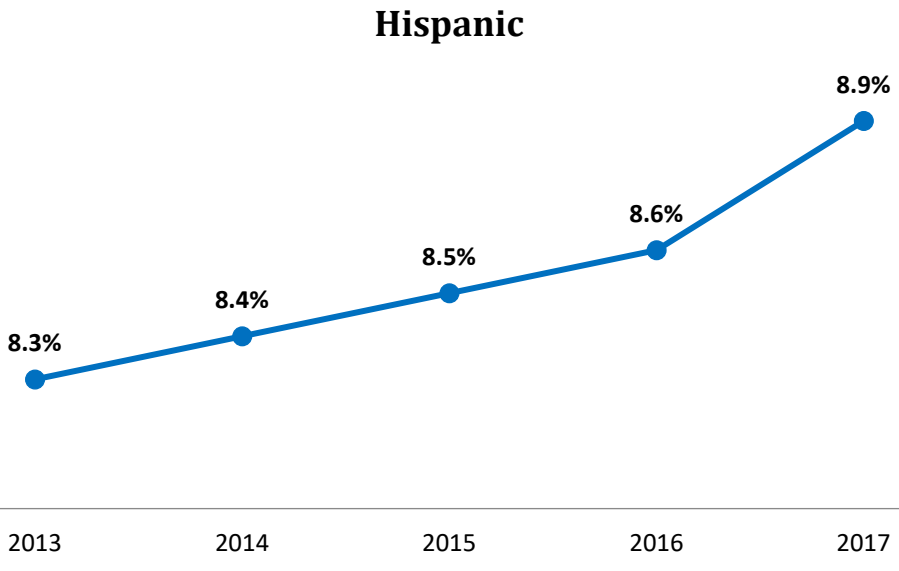
## HISPANIC EMPLOYMENT TRENDS

### New Hires and Separations



|               | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
|---------------|---------|---------|---------|---------|---------|
| ◆ New Hires   | 6,610   | 8,317   | 10,798  | 13,152  | 12,197  |
| ■ Separations | 9,239   | 9,876   | 9,803   | 10,496  | 10,864  |

### Representation in the Federal Workforce over a 5-year Period



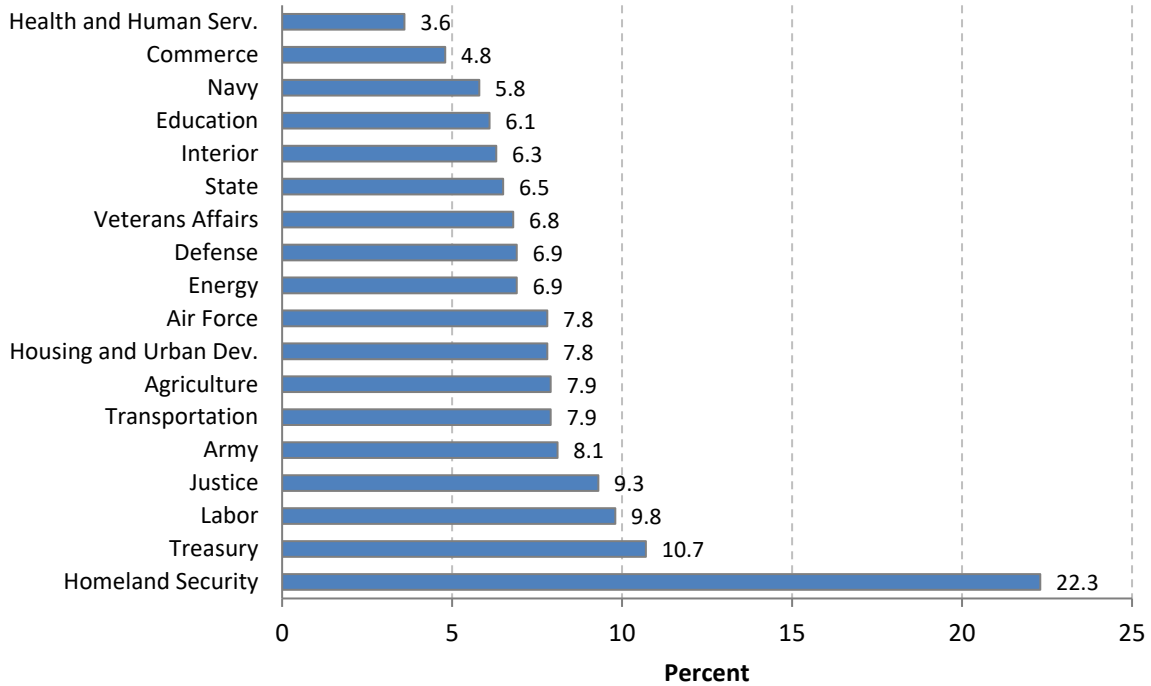
## HISPANIC EMPLOYMENT SALARY TRENDS

| Occupational Category /<br>Pay System | September 2016 |             | September 2017 |              | Difference<br>2016 to 2017 |               |
|---------------------------------------|----------------|-------------|----------------|--------------|----------------------------|---------------|
|                                       | Count          | Percent     | Count          | Percent      | Count                      | Percent       |
| <b>White Collar</b>                   |                |             |                |              |                            |               |
| <b>Pay Plans GS, GM, GL</b>           |                |             |                |              |                            |               |
| Less than \$20,000                    | 0              | 0.0%        | 0              | 0.0%         | 0                          | NA            |
| \$20,000 - \$39,999                   | 10,556         | 0.8%        | 9,217          | 0.7%         | -1,339                     | -12.7%        |
| \$40,000 - \$59,999                   | 32,156         | 2.3%        | 32,208         | 2.3%         | 52                         | 0.2%          |
| \$60,000 - \$79,999                   | 28,824         | 2.1%        | 28,658         | 2.1%         | -166                       | -0.6%         |
| \$80,000 - \$99,999                   | 31,751         | 2.3%        | 31,828         | 2.3%         | 77                         | 0.2%          |
| \$100,000 - \$119,999                 | 13,073         | 0.9%        | 15,075         | 1.1%         | 2,002                      | 15.3%         |
| \$120,000 - \$139,999                 | 4,283          | 0.3%        | 5,739          | 0.4%         | 1,456                      | 34.0%         |
| \$140,000 - \$159,999                 | 1,833          | 0.1%        | 2,091          | 0.2%         | 258                        | 14.1%         |
| \$160,000 and Greater                 | 563            | 0.0%        | 804            | 0.1%         | 241                        | 42.8%         |
| Unspecified                           | 99             | 0.0%        | 93             | 0.0%         | -6                         | -6.1%         |
| <b>TOTAL</b>                          | <b>123,138</b> | <b>8.9%</b> | <b>125,713</b> | <b>9.2%</b>  | <b>2,575</b>               | <b>2.1%</b>   |
| <b>Senior Executive Service</b>       |                |             |                |              |                            |               |
| Less than \$20,000                    | 0              | 0.0%        | 0              | 0.0%         | 0                          | NA            |
| \$20,000 - \$39,999                   | 0              | 0.0%        | 0              | 0.0%         | 0                          | NA            |
| \$40,000 - \$59,999                   | 0              | 0.0%        | 0              | 0.0%         | 0                          | NA            |
| \$60,000 - \$79,999                   | 0              | 0.0%        | 0              | 0.0%         | 0                          | NA            |
| \$80,000 - \$99,999                   | 0              | 0.0%        | 0              | 0.0%         | 0                          | NA            |
| \$100,000 - \$119,999                 | 0              | 0.0%        | 0              | 0.0%         | 0                          | NA            |
| \$120,000 - \$139,999                 | 5              | 0.1%        | 2              | 0.0%         | -3                         | -60.0%        |
| \$140,000 - \$159,999                 | 49             | 0.6%        | 23             | 0.3%         | -26                        | -53.1%        |
| \$160,000 and Greater                 | 319            | 3.9%        | 335            | 4.3%         | 16                         | 5.0%          |
| Unspecified                           | 0              | 0.0%        | 0              | 0.0%         | 0                          | NA            |
| <b>TOTAL</b>                          | <b>373</b>     | <b>4.6%</b> | <b>360</b>     | <b>4.6%</b>  | <b>-13</b>                 | <b>-3.5%</b>  |
| <b>Other White Collar</b>             |                |             |                |              |                            |               |
| Less than \$20,000                    | 20             | 0.0%        | 15             | 0.0%         | -5                         | -25.0%        |
| \$20,000 - \$39,999                   | 5,648          | 1.5%        | 5,253          | 1.4%         | -395                       | -7.0%         |
| \$40,000 - \$59,999                   | 6,191          | 1.6%        | 7,245          | 1.9%         | 1,054                      | 17.0%         |
| \$60,000 - \$79,999                   | 4,667          | 1.2%        | 4,750          | 1.2%         | 83                         | 1.8%          |
| \$80,000 - \$99,999                   | 5,046          | 1.3%        | 5,171          | 1.3%         | 125                        | 2.5%          |
| \$100,000 - \$119,999                 | 3,609          | 1.0%        | 3,727          | 1.0%         | 118                        | 3.3%          |
| \$120,000 - \$139,999                 | 2,039          | 0.5%        | 2,423          | 0.6%         | 384                        | 18.8%         |
| \$140,000 - \$159,999                 | 1,366          | 0.4%        | 1,469          | 0.4%         | 103                        | 7.5%          |
| \$160,000 and Greater                 | 2,739          | 0.7%        | 3,081          | 0.8%         | 342                        | 12.5%         |
| Unspecified                           | 3              | 0.0%        | 4              | 0.0%         | 1                          | 33.3%         |
| <b>TOTAL</b>                          | <b>31,328</b>  | <b>8.2%</b> | <b>33,138</b>  | <b>8.5%</b>  | <b>1,810</b>               | <b>5.8%</b>   |
| <b>White Collar TOTAL</b>             | <b>154,839</b> | <b>8.8%</b> | <b>159,211</b> | <b>9.0%</b>  | <b>4,372</b>               | <b>2.8%</b>   |
| <b>Blue Collar</b>                    | <b>13,717</b>  | <b>7.5%</b> | <b>14,002</b>  | <b>7.8%</b>  | <b>285</b>                 | <b>2.1%</b>   |
| <b>Unspecified</b>                    | <b>7</b>       | <b>7.8%</b> | <b>21</b>      | <b>17.1%</b> | <b>14</b>                  | <b>200.0%</b> |
| <b>TOTAL</b>                          | <b>168,563</b> | <b>8.6%</b> | <b>173,234</b> | <b>8.9%</b>  | <b>4,671</b>               | <b>2.8%</b>   |



## HISPANIC REPRESENTATION IN EXECUTIVE DEPARTMENTS

### Hispanic Representation in Executive Departments September 2017

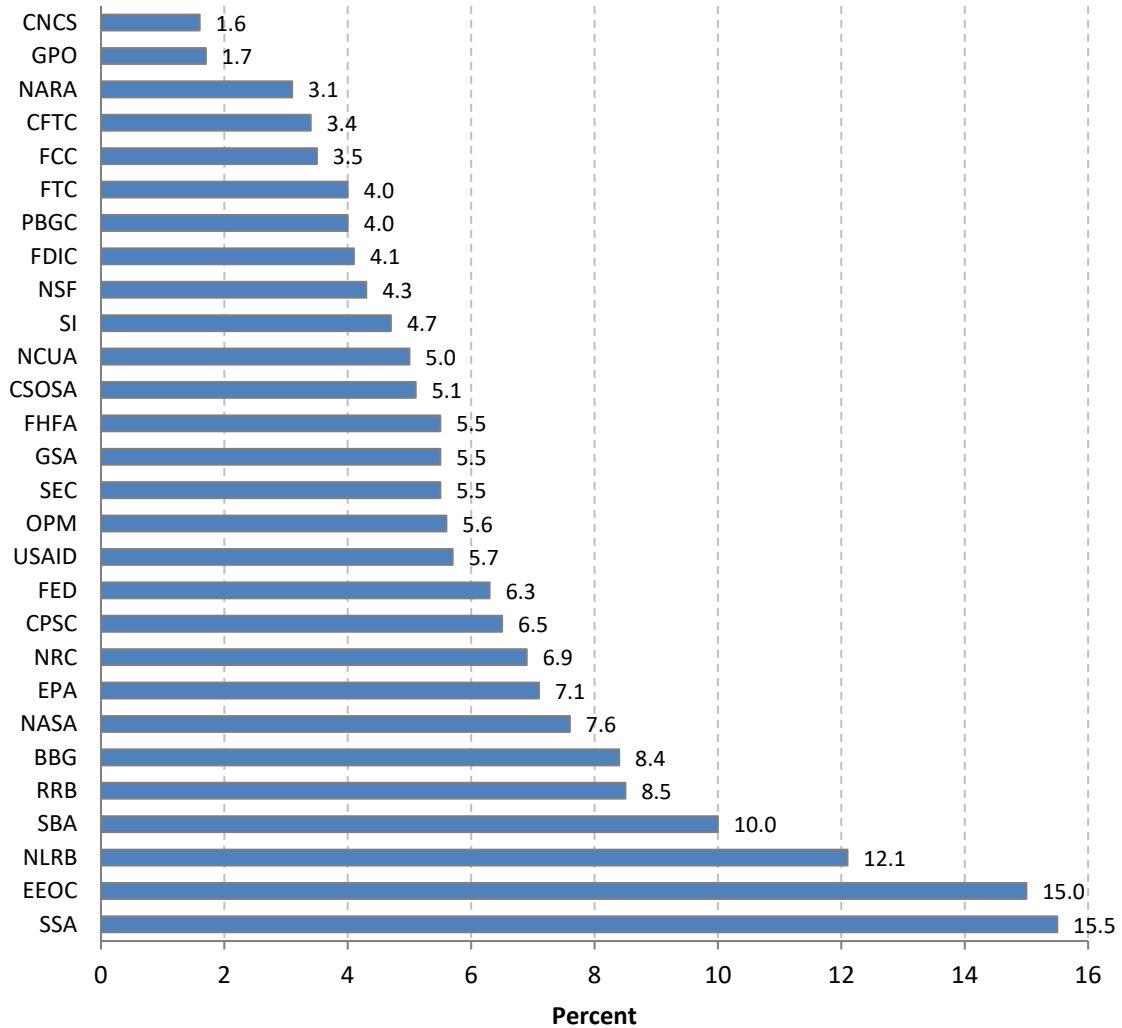


**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
Hispanic**

| Executive Departments                       | 2016<br>Percent | 2017<br>Percent |
|---|-----------------|-----------------|
| DEPARTMENT OF THE AIR FORCE                 | 7.5             | 7.8             |
| DEPARTMENT OF AGRICULTURE                   | 7.5             | 7.9             |
| DEPARTMENT OF THE ARMY                      | 7.5             | 8.1             |
| DEPARTMENT OF COMMERCE                      | 4.8             | 4.8             |
| DEPARTMENT OF DEFENSE                       | 6.2             | 6.9             |
| DEPARTMENT OF JUSTICE                       | 9.3             | 9.3             |
| DEPARTMENT OF LABOR                         | 9.3             | 9.8             |
| DEPARTMENT OF ENERGY                        | 6.8             | 6.9             |
| DEPARTMENT OF EDUCATION                     | 5.7             | 6.1             |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES     | 3.3             | 3.6             |
| DEPARTMENT OF HOMELAND SECURITY             | 22.0            | 22.3            |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 7.7             | 7.8             |
| DEPARTMENT OF THE INTERIOR                  | 6.2             | 6.3             |
| DEPARTMENT OF THE NAVY                      | 5.6             | 5.8             |
| DEPARTMENT OF STATE                         | 6.3             | 6.5             |
| DEPARTMENT OF TRANSPORTATION                | 7.7             | 7.9             |
| DEPARTMENT OF THE TREASURY                  | 10.2            | 10.7            |
| DEPARTMENT OF VETERANS AFFAIRS              | 6.9             | 6.8             |
| GOVERNMENT-WIDE                             | 8.6             | 8.9             |

## HISPANIC REPRESENTATION IN INDEPENDENT AGENCIES

### Hispanic Representation in Independent Agencies September 2017

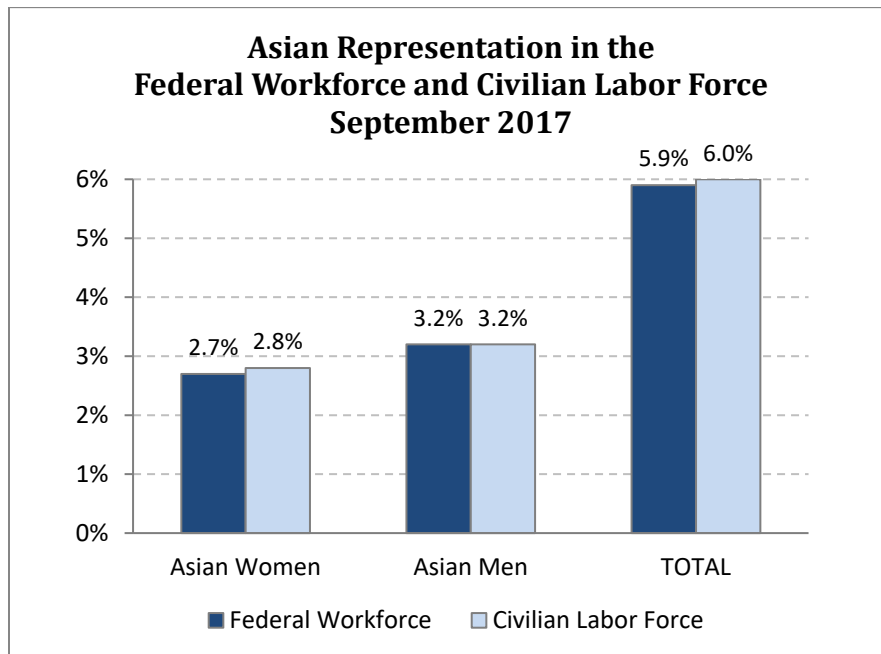


**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
Hispanic**

| Independent Agencies                           | 2016<br>Percent | 2017<br>Percent |
|--|-----------------|-----------------|
| U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT      | 5.6             | 5.7             |
| PENSION BENEFIT GUARANTY CORPORATION           | 4.2             | 4.0             |
| COMMODITY FUTURES TRADING COMMISSION           | 3.5             | 3.4             |
| NATIONAL CREDIT UNION ADMINISTRATION           | 4.5             | 5.0             |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION        | 14.9            | 15.0            |
| ENVIRONMENTAL PROTECTION AGENCY                | 6.8             | 7.1             |
| FEDERAL COMMUNICATIONS COMMISSION              | 3.8             | 3.5             |
| FEDERAL DEPOSIT INSURANCE CORPORATION          | 3.9             | 4.1             |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 4.9             | 5.1             |
| FEDERAL RESERVE SYSTEM                         | 5.9             | 6.3             |
| FEDERAL TRADE COMMISSION                       | 4.3             | 4.0             |
| GENERAL SERVICES ADMINISTRATION                | 5.5             | 5.5             |
| FEDERAL HOUSING FINANCE AGENCY                 | 5.3             | 5.5             |
| BROADCASTING BOARD OF GOVERNORS                | 8.3             | 8.4             |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 1.6             | 1.6             |
| GOVERNMENT PRINTING OFFICE                     | 1.9             | 1.7             |
| NATIONAL SCIENCE FOUNDATION                    | 3.4             | 4.3             |
| NATIONAL LABOR RELATIONS BOARD                 | 11.6            | 12.1            |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION  | 7.4             | 7.6             |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION   | 2.9             | 3.1             |
| NUCLEAR REGULATORY COMMISSION                  | 6.6             | 6.9             |
| OFFICE OF PERSONNEL MANAGEMENT                 | 5.2             | 5.6             |
| RAILROAD RETIREMENT BOARD                      | 8.1             | 8.5             |
| SMALL BUSINESS ADMINISTRATION                  | 10.1            | 10.0            |
| SECURITIES AND EXCHANGE COMMISSION             | 5.2             | 5.5             |
| CONSUMER PRODUCT SAFETY COMMISSION             | 6.4             | 6.5             |
| SMITHSONIAN INSTITUTION                        | 4.7             | 4.7             |
| SOCIAL SECURITY ADMINISTRATION                 | 15.3            | 15.5            |
| GOVERNMENT-WIDE                                | 8.6             | 8.9             |

# **ASIAN EMPLOYMENT IN THE FEDERAL WORKFORCE**

## ASIAN EMPLOYMENT<sup>5</sup>



Asian employees represent 5.9 percent (115,597) of the permanent Federal workforce in FY 2017, compared to 5.8 percent in FY 2016.

Asian men represent 3.2 percent of the permanent Federal workforce in FY 2017, compared to 3.1 percent in FY 2016.

Asian women represent 2.7 percent of the Federal Workforce in FY 2017, the same as in FY 2016.

<sup>5</sup> According to the Bureau of Labor Statistics (BLS), in 2017 Asians in the U.S. comprised 6.0 percent of the Civilian Labor Force (CLF). According to the Equal Employment Opportunity (EEO) Tabulation 2006-2010 (5-year ACS Data), Asians in the U.S. comprised 3.6 percent of the CLF when taking into account citizenship, which is required for most Federal positions.

## ASIAN EMPLOYMENT BY OCCUPATIONAL CATEGORY

### Asian Employment

Percentages based on all employment in each Occupational Category

| 2017                            | Count   | Percent |
|---------------------------------|---------|---------|
| <b>White Collar</b>             | 107,192 | 6.1%    |
| <b>Professional</b>             | 52,614  | 10.0%   |
| <b>Administrative</b>           | 34,915  | 4.7%    |
| <b>Technical</b>                | 14,200  | 4.3%    |
| <b>Clerical</b>                 | 4,067   | 4.2%    |
| <b>Other White Collar</b>       | 1,395   | 1.9%    |
| <b>Unspecified White Collar</b> | 1       | 4.8%    |
| <b>Blue Collar</b>              | 8,401   | 4.7%    |
| <b>Unspecified</b>              | 4       | 3.3%    |
| <b>TOTAL</b>                    | 115,597 | 5.9%    |

Asian employment in professional occupations increased by 1,567 to 52,614 in FY 2017, from 51,047 in FY 2016. Asian employment represents 10.0 percent of all Federal employees in this occupational category in FY 2017, compared to 9.8 percent in FY 2016.

Asian employment in administrative occupations increased by 728 to 34,915 in FY 2017, from 34,187 in FY 2016. Asian employment represents 4.7 percent of all Federal employees in this occupational category in FY 2017, compared to 4.6 percent in FY 2016.

Asian employment in technical occupations increased by 13 to 14,200 in FY 2017, from 14,187 in FY 2016. Asian employment represents 4.3 percent of all Federal employees in this occupational category in FY 2017, the same as in in FY 2016.

Asian employment in clerical occupations increased by 86 to 4,067 in FY 2017, from 3,981 in FY 2016. Asian employment represents 4.2 percent of all Federal employees in this occupational category in FY 2017, compared to 4.0 percent in FY 2016.

Asian employment in "other" white collar occupations increased by 36 to 1,395 in FY 2017, from 1,359 in FY 2016. Asian employment represents 1.9 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

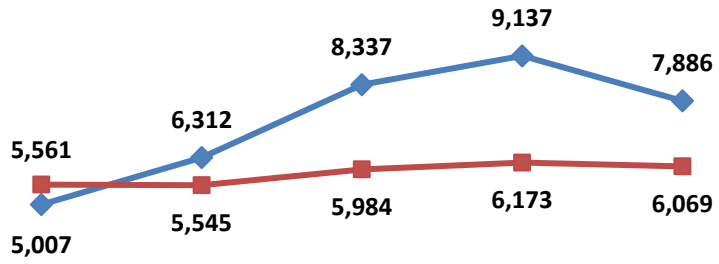
Asian employment in white collar occupations increased by 2,429 to 107,192 in FY 2017, from 104,763 in FY 2016. Asian employment represents 6.1 percent of all Federal employees in this occupational category in FY 2017, compared to 5.9 in FY 2016.

Asian employment in blue collar occupations decreased by 22 to 8,401 in FY 2017, from 8,423 in FY 2016. Asian employment represents 4.7 percent of all Federal employees in this occupational category in FY 2017, compared to 4.6 percent in FY 2016.

### ASIAN EMPLOYMENT TRENDS

#### New Hires and Separations

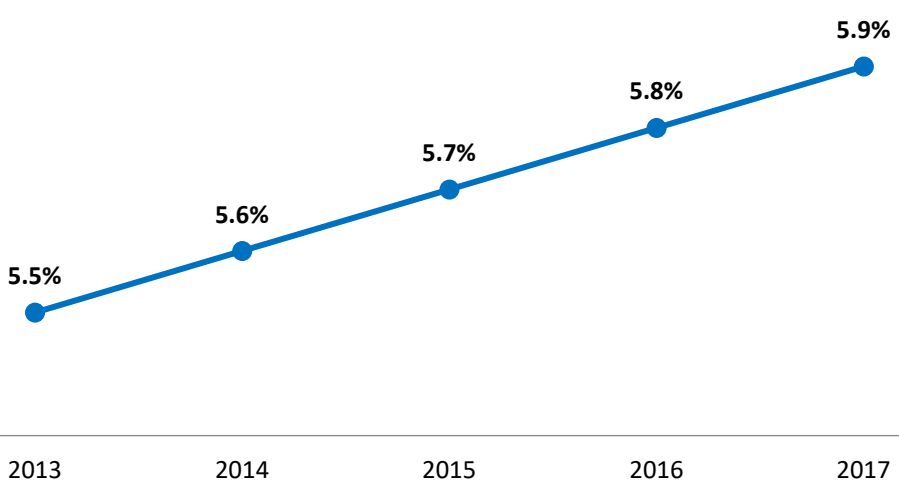
#### Asian



|               | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
|---------------|---------|---------|---------|---------|---------|
| ◆ New Hires   | 5,007   | 6,312   | 8,337   | 9,137   | 7,886   |
| ■ Separations | 5,561   | 5,545   | 5,984   | 6,173   | 6,069   |

#### Representation in the Federal Workforce over a 5-year Period

#### Asian



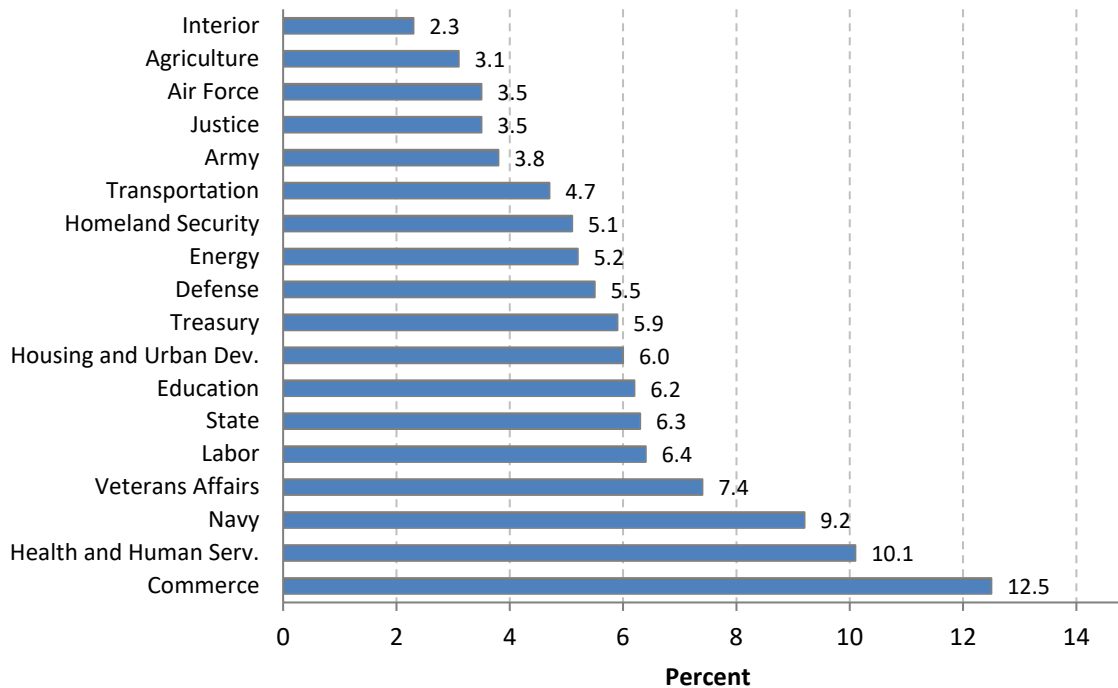


## ASIAN EMPLOYMENT SALARY TRENDS

| Occupational Category /<br>Pay System | September 2016 |             | September 2017 |             | Difference<br>2016 to 2017 |               |
|---------------------------------------|----------------|-------------|----------------|-------------|----------------------------|---------------|
|                                       | Count          | Percent     | Count          | Percent     | Count                      | Percent       |
| <b>White Collar</b>                   |                |             |                |             |                            |               |
| <b>Pay Plans GS, GM, GL</b>           |                |             |                |             |                            |               |
| Less than \$20,000                    | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA            |
| \$20,000 - \$39,999                   | 4,208          | 0.3%        | 3,701          | 0.3%        | -507                       | -12.0%        |
| \$40,000 - \$59,999                   | 13,524         | 1.0%        | 13,131         | 1.0%        | -393                       | -2.9%         |
| \$60,000 - \$79,999                   | 12,881         | 0.9%        | 12,665         | 0.9%        | -216                       | -1.7%         |
| \$80,000 - \$99,999                   | 16,741         | 1.2%        | 15,975         | 1.2%        | -766                       | -4.6%         |
| \$100,000 - \$119,999                 | 14,428         | 1.0%        | 13,992         | 1.0%        | -436                       | -3.0%         |
| \$120,000 - \$139,999                 | 7,377          | 0.5%        | 9,386          | 0.7%        | 2,009                      | 27.2%         |
| \$140,000 - \$159,999                 | 3,600          | 0.3%        | 4,373          | 0.3%        | 773                        | 21.5%         |
| \$160,000 and Greater                 | 1,054          | 0.1%        | 1,498          | 0.1%        | 444                        | 42.1%         |
| Unspecified                           | 41             | 0.0%        | 68             | 0.0%        | 27                         | 65.9%         |
| <b>TOTAL</b>                          | <b>73,854</b>  | <b>5.3%</b> | <b>74,789</b>  | <b>5.5%</b> | <b>935</b>                 | <b>1.3%</b>   |
| <b>Senior Executive Service</b>       |                |             |                |             |                            |               |
| Less than \$20,000                    | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA            |
| \$20,000 - \$39,999                   | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA            |
| \$40,000 - \$59,999                   | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA            |
| \$60,000 - \$79,999                   | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA            |
| \$80,000 - \$99,999                   | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA            |
| \$100,000 - \$119,999                 | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA            |
| \$120,000 - \$139,999                 | 2              | 0.0%        | 1              | 0.0%        | -1                         | -50.0%        |
| \$140,000 - \$159,999                 | 36             | 0.4%        | 13             | 0.2%        | -23                        | -63.9%        |
| \$160,000 and Greater                 | 246            | 3.0%        | 259            | 3.3%        | 13                         | 5.3%          |
| Unspecified                           | 2              | 0.0%        | 2              | 0.0%        | 0                          | 0.0%          |
| <b>TOTAL</b>                          | <b>286</b>     | <b>3.5%</b> | <b>275</b>     | <b>3.5%</b> | <b>-11</b>                 | <b>-3.8%</b>  |
| <b>Other White Collar</b>             |                |             |                |             |                            |               |
| Less than \$20,000                    | 2              | 0.0%        | 2              | 0.0%        | 0                          | 0.0%          |
| \$20,000 - \$39,999                   | 1,153          | 0.3%        | 981            | 0.3%        | -172                       | -14.9%        |
| \$40,000 - \$59,999                   | 2,100          | 0.6%        | 2,234          | 0.6%        | 134                        | 6.4%          |
| \$60,000 - \$79,999                   | 3,449          | 0.9%        | 3,191          | 0.8%        | -258                       | -7.5%         |
| \$80,000 - \$99,999                   | 5,961          | 1.6%        | 5,893          | 1.5%        | -68                        | -1.1%         |
| \$100,000 - \$119,999                 | 5,479          | 1.4%        | 5,382          | 1.4%        | -97                        | -1.8%         |
| \$120,000 - \$139,999                 | 2,608          | 0.7%        | 3,693          | 1.0%        | 1,085                      | 41.6%         |
| \$140,000 - \$159,999                 | 1,837          | 0.5%        | 1,985          | 0.5%        | 148                        | 8.1%          |
| \$160,000 and Greater                 | 8,027          | 2.1%        | 8,762          | 2.3%        | 735                        | 9.2%          |
| Unspecified                           | 7              | 0.0%        | 5              | 0.0%        | -2                         | -28.6%        |
| <b>TOTAL</b>                          | <b>30,623</b>  | <b>8.1%</b> | <b>32,128</b>  | <b>8.3%</b> | <b>1,505</b>               | <b>4.9%</b>   |
| <b>White Collar TOTAL</b>             | <b>104,763</b> | <b>5.9%</b> | <b>107,192</b> | <b>6.1%</b> | <b>2,429</b>               | <b>2.3%</b>   |
| <b>Blue Collar</b>                    | <b>8,423</b>   | <b>4.6%</b> | <b>8,401</b>   | <b>4.7%</b> | <b>-22</b>                 | <b>-0.3%</b>  |
| <b>Unspecified</b>                    | <b>5</b>       | <b>5.6%</b> | <b>4</b>       | <b>3.3%</b> | <b>-1</b>                  | <b>-20.0%</b> |
| <b>TOTAL</b>                          | <b>113,191</b> | <b>5.8%</b> | <b>115,597</b> | <b>5.9%</b> | <b>2,406</b>               | <b>2.1%</b>   |

## ASIAN REPRESENTATION IN EXECUTIVE DEPARTMENTS

### Asian Representation in Executive Departments September 2017

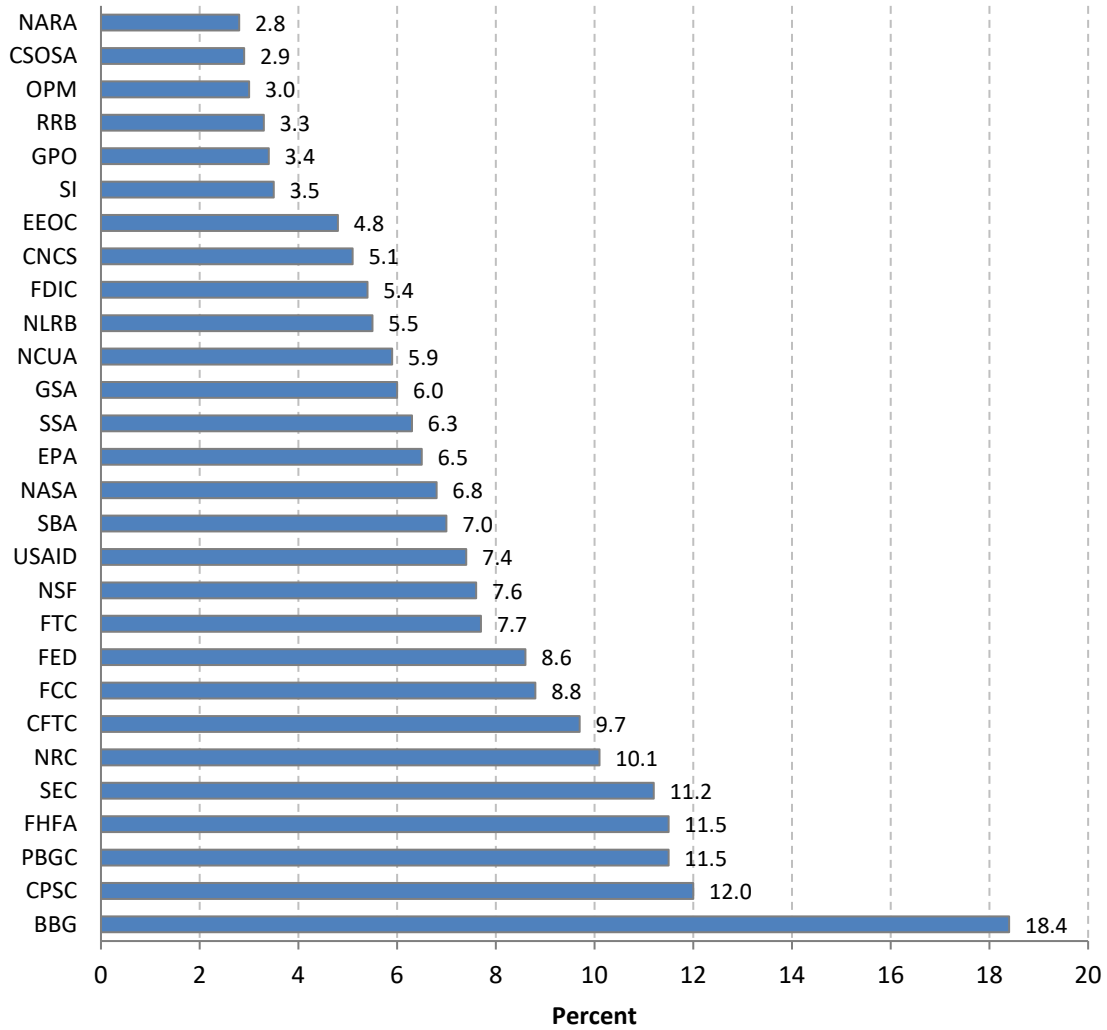


**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
Asian**

| Executive Departments                       | 2016<br>Percent | 2017<br>Percent |
|---|-----------------|-----------------|
| DEPARTMENT OF THE AIR FORCE                 | 3.4             | 3.5             |
| DEPARTMENT OF AGRICULTURE                   | 3.0             | 3.1             |
| DEPARTMENT OF THE ARMY                      | 3.7             | 3.8             |
| DEPARTMENT OF COMMERCE                      | 12.2            | 12.5            |
| DEPARTMENT OF DEFENSE                       | 5.4             | 5.5             |
| DEPARTMENT OF JUSTICE                       | 3.5             | 3.5             |
| DEPARTMENT OF LABOR                         | 6.3             | 6.4             |
| DEPARTMENT OF ENERGY                        | 5.1             | 5.2             |
| DEPARTMENT OF EDUCATION                     | 6.2             | 6.2             |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES     | 9.8             | 10.1            |
| DEPARTMENT OF HOMELAND SECURITY             | 5.1             | 5.1             |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 5.9             | 6.0             |
| DEPARTMENT OF THE INTERIOR                  | 2.3             | 2.3             |
| DEPARTMENT OF THE NAVY                      | 9.1             | 9.2             |
| DEPARTMENT OF STATE                         | 6.2             | 6.3             |
| DEPARTMENT OF TRANSPORTATION                | 4.6             | 4.7             |
| DEPARTMENT OF THE TREASURY                  | 5.7             | 5.9             |
| DEPARTMENT OF VETERANS AFFAIRS              | 7.2             | 7.4             |
| GOVERNMENT-WIDE                             | 5.8             | 5.9             |

## ASIAN REPRESENTATION IN INDEPENDENT AGENCIES

### Asian Representation in Independent Agencies September 2017

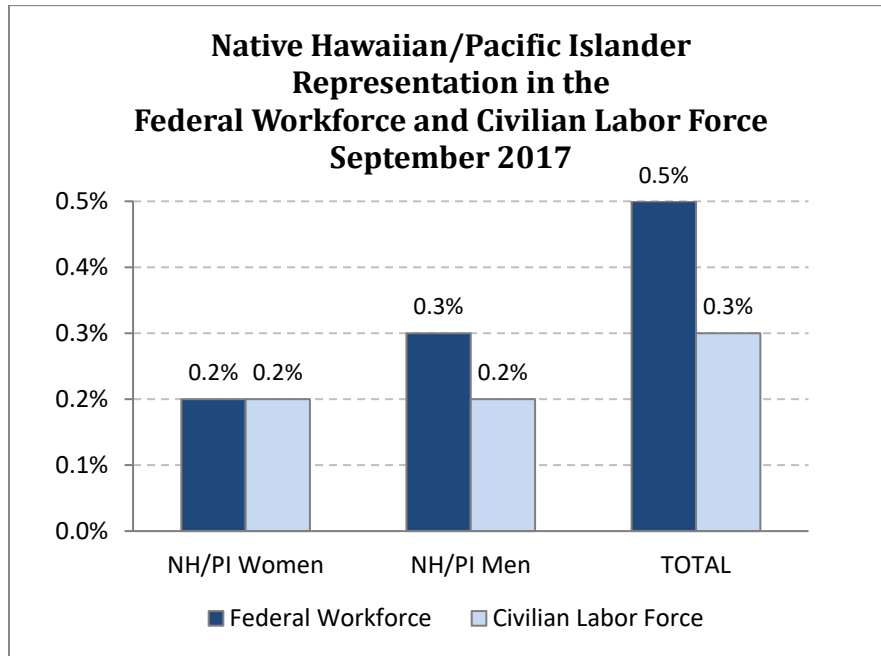


**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
Asian**

| Independent Agencies                           | 2016<br>Percent | 2017<br>Percent |
|--|-----------------|-----------------|
| U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT      | 7.2             | 7.4             |
| PENSION BENEFIT GUARANTY CORPORATION           | 10.8            | 11.5            |
| COMMODITY FUTURES TRADING COMMISSION           | 9.6             | 9.7             |
| NATIONAL CREDIT UNION ADMINISTRATION           | 5.8             | 5.9             |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION        | 5.1             | 4.8             |
| ENVIRONMENTAL PROTECTION AGENCY                | 6.4             | 6.5             |
| FEDERAL COMMUNICATIONS COMMISSION              | 8.1             | 8.8             |
| FEDERAL DEPOSIT INSURANCE CORPORATION          | 4.9             | 5.4             |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 2.8             | 2.9             |
| FEDERAL RESERVE SYSTEM                         | 8.7             | 8.6             |
| FEDERAL TRADE COMMISSION                       | 7.5             | 7.7             |
| GENERAL SERVICES ADMINISTRATION                | 5.9             | 6.0             |
| FEDERAL HOUSING FINANCE AGENCY                 | 11.5            | 11.5            |
| BROADCASTING BOARD OF GOVERNORS                | 17.9            | 18.4            |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 4.2             | 5.1             |
| GOVERNMENT PRINTING OFFICE                     | 3.6             | 3.4             |
| NATIONAL SCIENCE FOUNDATION                    | 7.4             | 7.6             |
| NATIONAL LABOR RELATIONS BOARD                 | 5.0             | 5.5             |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION  | 6.7             | 6.8             |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION   | 2.7             | 2.8             |
| NUCLEAR REGULATORY COMMISSION                  | 10.0            | 10.1            |
| OFFICE OF PERSONNEL MANAGEMENT                 | 3.1             | 3.0             |
| RAILROAD RETIREMENT BOARD                      | 3.4             | 3.3             |
| SMALL BUSINESS ADMINISTRATION                  | 7.0             | 7.0             |
| SECURITIES AND EXCHANGE COMMISSION             | 11.0            | 11.2            |
| CONSUMER PRODUCT SAFETY COMMISSION             | 11.9            | 12.0            |
| SMITHSONIAN INSTITUTION                        | 3.4             | 3.5             |
| SOCIAL SECURITY ADMINISTRATION                 | 6.1             | 6.3             |
| GOVERNMENT-WIDE                                | 5.8             | 5.9             |

**NATIVE HAWAIIAN/PACIFIC ISLANDER  
EMPLOYMENT IN THE FEDERAL  
WORKFORCE**

## NATIVE HAWAIIAN/PACIFIC ISLANDER EMPLOYMENT



Native Hawaiian/Pacific Islander employees represent 0.5 percent (9,799) of the permanent Federal workforce in FY 2017, the same as in FY 2016.

Native Hawaiian/Pacific Islander men represent 0.3 percent of the permanent Federal workforce in FY 2017, the same as in in FY 2016.

Native Hawaiian/Pacific Islander women represent 0.2 percent of the Federal Workforce in FY 2017, the same as in in FY 2016.

## NATIVE HAWAIIAN/PACIFIC ISLANDER EMPLOYMENT BY OCCUPATIONAL CATEGORY

### Native Hawaiian/Pacific Islander Employment

Percentages based on all employment in each Occupational Category

| 2017                            | Count | Percent |
|---------------------------------|-------|---------|
| <b>White Collar</b>             | 7,744 | 0.4%    |
| <b>Professional</b>             | 1,376 | 0.3%    |
| <b>Administrative</b>           | 3,106 | 0.4%    |
| <b>Technical</b>                | 2,000 | 0.6%    |
| <b>Clerical</b>                 | 762   | 0.8%    |
| <b>Other White Collar</b>       | 500   | 0.7%    |
| <b>Unspecified White Collar</b> | 0     | 0.0%    |
| <b>Blue Collar</b>              | 2,055 | 1.1%    |
| <b>Unspecified</b>              | 0     | 0.0%    |
| <b>TOTAL</b>                    | 9,799 | 0.5%    |

Native Hawaiian/Pacific Islander employment in professional occupations increased by 76 to 1,376 in FY 2017, from 1,300 in FY 2016. Native Hawaiian/Pacific Islander employment represents 0.3 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

Native Hawaiian/Pacific Islander employment in administrative occupations increased by 116 to 3,106 in FY 2017, from 2,990 in FY 2016. Native Hawaiian/Pacific Islander employment represents 0.4 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

Native Hawaiian/Pacific Islander employment in technical occupations increased by 107 to 2,000 in FY 2017, from 1,893 in FY 2016. Native Hawaiian/Pacific Islander employment represents 0.6 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

Native Hawaiian/Pacific Islander employment in clerical occupations increased by 12 to 762 in FY 2017, from 750 in FY 2016. Native Hawaiian/Pacific Islander employment represents 0.8 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

Native Hawaiian/Pacific Islander employment in "other" white collar occupations decreased by 3 to 500 in FY 2017, from 503 in FY 2016. Native Hawaiian/Pacific Islander employment represents 0.7 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

Native Hawaiian/Pacific Islander employment in white collar occupations increased by 308 to 7,744 in FY 2017, from 7,436 in FY 2016. Native Hawaiian/Pacific Islander employment represents 0.4 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

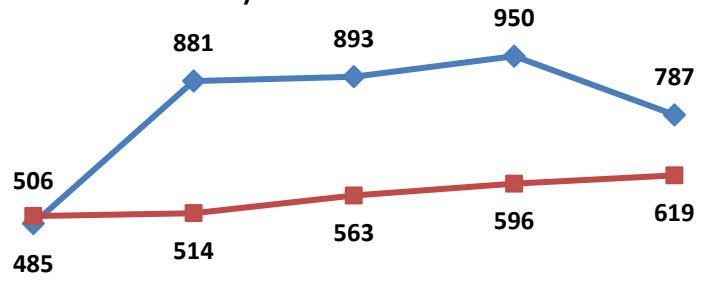


Native Hawaiian/Pacific Islander employment in blue collar occupations increased by 63 to 2,013 in FY 2017, from 1,950 in FY 2016. Native Hawaiian/Pacific Islander employment represents 1.1 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

## NATIVE HAWAIIAN/PACIFIC ISLANDER EMPLOYMENT TRENDS

### New Hires and Separations

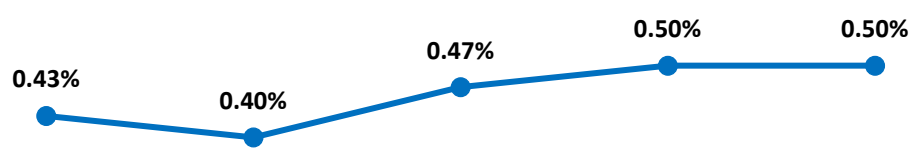
#### Native Hawaiian/Pacific Islander



|               | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
|---------------|---------|---------|---------|---------|---------|
| ◆ New Hires   | 485     | 881     | 893     | 950     | 787     |
| ■ Separations | 506     | 514     | 563     | 596     | 619     |

### Representation in the Federal Workforce over a 5-year Period

#### Native Hawaiian/Pacific Islander



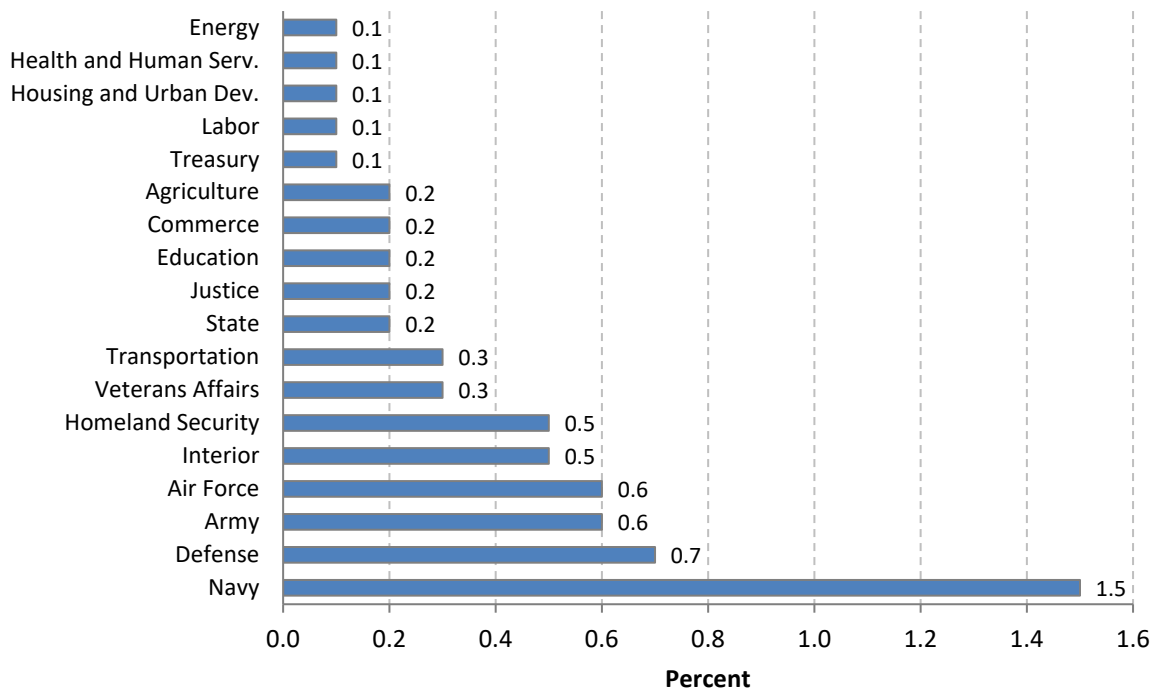
2013                      2014                      2015                      2016                      2017

## NATIVE HAWAIIAN/PACIFIC ISLANDER SALARY TRENDS

| Occupational Category /<br>Pay System | September 2016 |             | September 2017 |             | Difference<br>2016 to 2017 |                |
|---------------------------------------|----------------|-------------|----------------|-------------|----------------------------|----------------|
|                                       | Count          | Percent     | Count          | Percent     | Count                      | Percent        |
| <b>White Collar</b>                   |                |             |                |             |                            |                |
| <b>Pay Plans GS, GM, GL</b>           |                |             |                |             |                            |                |
| Less than \$20,000                    | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA             |
| \$20,000 - \$39,999                   | 902            | 0.1%        | 818            | 0.1%        | -84                        | -9.3%          |
| \$40,000 - \$59,999                   | 1,864          | 0.1%        | 1,910          | 0.1%        | 46                         | 2.5%           |
| \$60,000 - \$79,999                   | 1,394          | 0.1%        | 1,422          | 0.1%        | 28                         | 2.0%           |
| \$80,000 - \$99,999                   | 1,132          | 0.1%        | 1,243          | 0.1%        | 111                        | 9.8%           |
| \$100,000 - \$119,999                 | 467            | 0.0%        | 506            | 0.0%        | 39                         | 8.4%           |
| \$120,000 - \$139,999                 | 120            | 0.0%        | 184            | 0.0%        | 64                         | 53.3%          |
| \$140,000 - \$159,999                 | 71             | 0.0%        | 78             | 0.0%        | 7                          | 9.9%           |
| \$160,000 and Greater                 | 15             | 0.0%        | 20             | 0.0%        | 5                          | 33.3%          |
| Unspecified                           | 3              | 0.0%        | 7              | 0.0%        | 4                          | 133.3%         |
| <b>TOTAL</b>                          | <b>5,968</b>   | <b>0.4%</b> | <b>6,188</b>   | <b>0.5%</b> | <b>220</b>                 | <b>3.7%</b>    |
| <b>Senior Executive Service</b>       |                |             |                |             |                            |                |
| Less than \$20,000                    | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA             |
| \$20,000 - \$39,999                   | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA             |
| \$40,000 - \$59,999                   | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA             |
| \$60,000 - \$79,999                   | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA             |
| \$80,000 - \$99,999                   | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA             |
| \$100,000 - \$119,999                 | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA             |
| \$120,000 - \$139,999                 | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA             |
| \$140,000 - \$159,999                 | 3              | 0.0%        | 1              | 0.0%        | -2                         | -66.7%         |
| \$160,000 and Greater                 | 15             | 0.2%        | 18             | 0.2%        | 3                          | 20.0%          |
| Unspecified                           | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA             |
| <b>TOTAL</b>                          | <b>18</b>      | <b>0.2%</b> | <b>19</b>      | <b>0.2%</b> | <b>1</b>                   | <b>5.6%</b>    |
| <b>Other White Collar</b>             |                |             |                |             |                            |                |
| Less than \$20,000                    | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA             |
| \$20,000 - \$39,999                   | 319            | 0.1%        | 313            | 0.1%        | -6                         | -1.9%          |
| \$40,000 - \$59,999                   | 233            | 0.1%        | 253            | 0.1%        | 20                         | 8.6%           |
| \$60,000 - \$79,999                   | 222            | 0.1%        | 207            | 0.1%        | -15                        | -6.8%          |
| \$80,000 - \$99,999                   | 232            | 0.1%        | 264            | 0.1%        | 32                         | 13.8%          |
| \$100,000 - \$119,999                 | 212            | 0.1%        | 222            | 0.1%        | 10                         | 4.7%           |
| \$120,000 - \$139,999                 | 89             | 0.0%        | 132            | 0.0%        | 43                         | 48.3%          |
| \$140,000 - \$159,999                 | 36             | 0.0%        | 37             | 0.0%        | 1                          | 2.8%           |
| \$160,000 and Greater                 | 107            | 0.0%        | 109            | 0.0%        | 2                          | 1.9%           |
| Unspecified                           | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA             |
| <b>TOTAL</b>                          | <b>1,450</b>   | <b>0.4%</b> | <b>1,537</b>   | <b>0.4%</b> | <b>87</b>                  | <b>6.0%</b>    |
| <b>White Collar TOTAL</b>             | <b>7,436</b>   | <b>0.4%</b> | <b>7,744</b>   | <b>0.4%</b> | <b>308</b>                 | <b>4.1%</b>    |
| <b>Blue Collar</b>                    | <b>2,013</b>   | <b>1.1%</b> | <b>2,055</b>   | <b>1.1%</b> | <b>42</b>                  | <b>2.1%</b>    |
| <b>Unspecified</b>                    | <b>2</b>       | <b>2.2%</b> | <b>0</b>       | <b>0.0%</b> | <b>-2</b>                  | <b>-100.0%</b> |
| <b>TOTAL</b>                          | <b>9,451</b>   | <b>0.5%</b> | <b>9,799</b>   | <b>0.5%</b> | <b>348</b>                 | <b>3.7%</b>    |

## NATIVE HAWAIIAN/PACIFIC ISLANDER REPRESENTATION IN EXECUTIVE DEPARTMENTS

### Native Hawaiian / Pacific Islander Representation in Executive Departments September 2017

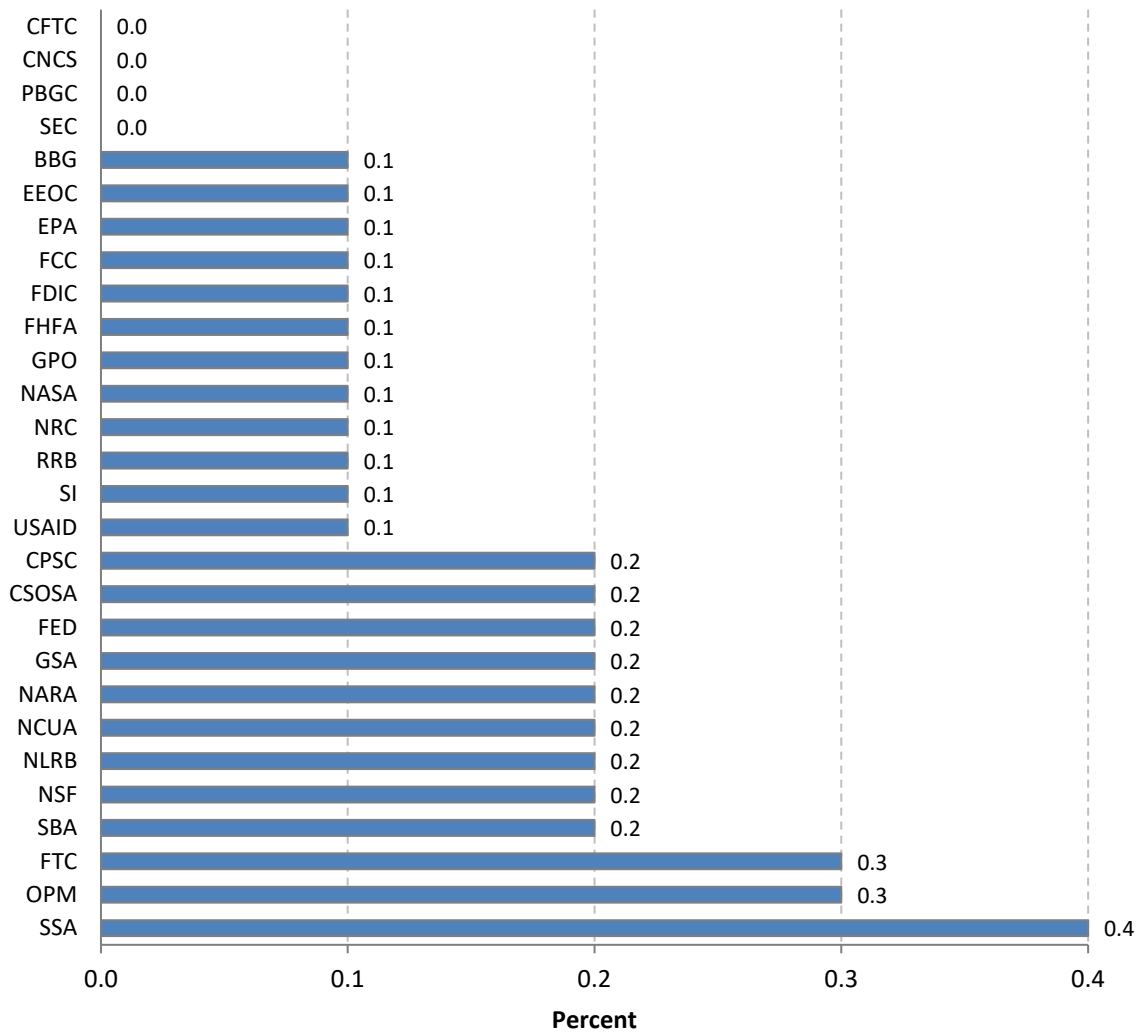


**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
Native Hawaiian/Pacific Islander**

| Executive Departments                       | 2016<br>Percent | 2017<br>Percent |
|---|-----------------|-----------------|
| DEPARTMENT OF THE AIR FORCE                 | 0.5             | 0.6             |
| DEPARTMENT OF AGRICULTURE                   | 0.2             | 0.2             |
| DEPARTMENT OF THE ARMY                      | 0.6             | 0.6             |
| DEPARTMENT OF COMMERCE                      | 0.2             | 0.2             |
| DEPARTMENT OF DEFENSE                       | 0.7             | 0.7             |
| DEPARTMENT OF JUSTICE                       | 0.2             | 0.2             |
| DEPARTMENT OF LABOR                         | 0.1             | 0.1             |
| DEPARTMENT OF ENERGY                        | 0.1             | 0.1             |
| DEPARTMENT OF EDUCATION                     | 0.1             | 0.2             |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES     | 0.1             | 0.1             |
| DEPARTMENT OF HOMELAND SECURITY             | 0.5             | 0.5             |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 0.1             | 0.1             |
| DEPARTMENT OF THE INTERIOR                  | 0.5             | 0.5             |
| DEPARTMENT OF THE NAVY                      | 1.5             | 1.5             |
| DEPARTMENT OF STATE                         | 0.2             | 0.2             |
| DEPARTMENT OF TRANSPORTATION                | 0.3             | 0.3             |
| DEPARTMENT OF THE TREASURY                  | 0.1             | 0.1             |
| DEPARTMENT OF VETERANS AFFAIRS              | 0.3             | 0.3             |
| GOVERNMENT-WIDE                             | 0.5             | 0.5             |

# NATIVE HAWAIIAN/PACIFIC ISLANDER REPRESENTATION IN INDEPENDENT AGENCIES

## Native Hawaiian/Pacific Islander Representation in Independent Agencies September 2017



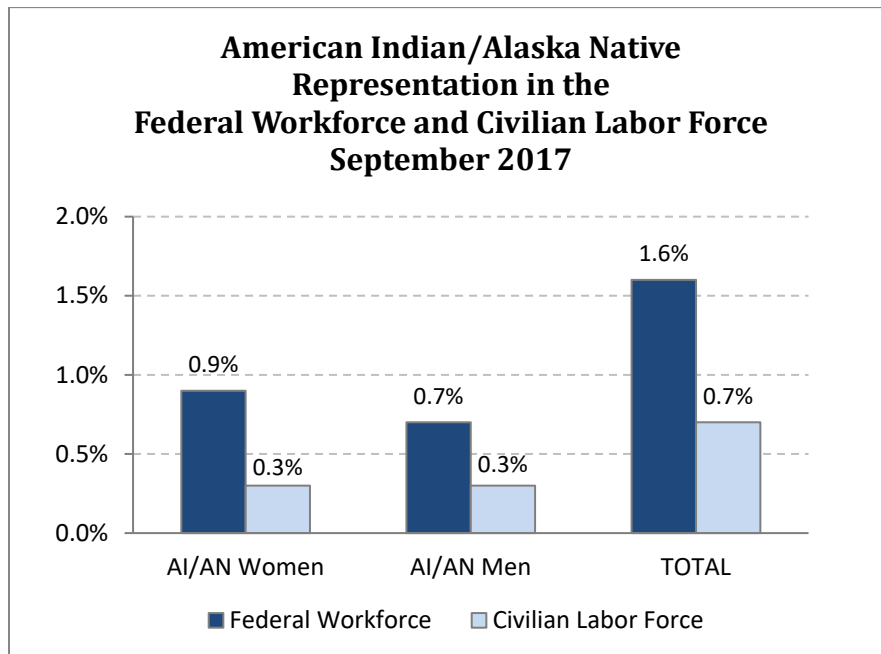
**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
Native Hawaiian/Pacific Islander**

| Independent Agencies                           | 2016<br>Percent | 2017<br>Percent |
|--|-----------------|-----------------|
| U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT      | 0.0             | 0.1             |
| PENSION BENEFIT GUARANTY CORPORATION           | 0.0             | 0.0             |
| COMMODITY FUTURES TRADING COMMISSION           | 0.0             | 0.0             |
| NATIONAL CREDIT UNION ADMINISTRATION           | 0.2             | 0.2             |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION        | 0.1             | 0.1             |
| ENVIRONMENTAL PROTECTION AGENCY                | 0.1             | 0.1             |
| FEDERAL COMMUNICATIONS COMMISSION              | 0.0             | 0.1             |
| FEDERAL DEPOSIT INSURANCE CORPORATION          | 0.1             | 0.1             |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 0.1             | 0.2             |
| FEDERAL RESERVE SYSTEM                         | 0.2             | 0.2             |
| FEDERAL TRADE COMMISSION                       | 0.3             | 0.3             |
| GENERAL SERVICES ADMINISTRATION                | 0.2             | 0.2             |
| FEDERAL HOUSING FINANCE AGENCY                 | 0.1             | 0.1             |
| BROADCASTING BOARD OF GOVERNORS                | 0.1             | 0.1             |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 0.0             | 0.0             |
| GOVERNMENT PRINTING OFFICE                     | 0.1             | 0.1             |
| NATIONAL SCIENCE FOUNDATION                    | 0.2             | 0.2             |
| NATIONAL LABOR RELATIONS BOARD                 | 0.2             | 0.2             |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION  | 0.1             | 0.1             |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION   | 0.2             | 0.2             |
| NUCLEAR REGULATORY COMMISSION                  | 0.1             | 0.1             |
| OFFICE OF PERSONNEL MANAGEMENT                 | 0.4             | 0.3             |
| RAILROAD RETIREMENT BOARD                      | 0.0             | 0.1             |
| SMALL BUSINESS ADMINISTRATION                  | 0.2             | 0.2             |
| SECURITIES AND EXCHANGE COMMISSION             | 0.1             | 0.0             |
| CONSUMER PRODUCT SAFETY COMMISSION             | 0.2             | 0.2             |
| SMITHSONIAN INSTITUTION                        | 0.1             | 0.1             |
| SOCIAL SECURITY ADMINISTRATION                 | 0.4             | 0.4             |
| GOVERNMENT-WIDE                                | 0.5             | 0.5             |

**AMERICAN INDIAN/ALASKA NATIVE  
EMPLOYMENT IN THE FEDERAL  
WORKFORCE**



## AMERICAN INDIAN/ALASKA NATIVE EMPLOYMENT



American Indian/Alaska Native employees represent 1.6 percent (31,067) of the permanent Federal workforce in FY 2017, the same as in FY 2016.

American Indian/Alaska Native men represent 0.7 percent of the permanent Federal workforce in FY 2017, the same as in in FY 2016.

American Indian/Alaska Native women represent 0.9 percent of the Federal Workforce in FY 2017, the same as in in FY 2016.

## AMERICAN INDIAN/ALASKA NATIVE EMPLOYMENT BY OCCUPATIONAL CATEGORY

### American Indian/Alaska Native Employment

Percentages based on all employment in each Occupational Category

| 2017                            | Count  | Percent |
|---------------------------------|--------|---------|
| <b>White Collar</b>             | 27,311 | 1.5%    |
| <b>Professional</b>             | 5,921  | 1.1%    |
| <b>Administrative</b>           | 8,714  | 1.2%    |
| <b>Technical</b>                | 8,776  | 2.7%    |
| <b>Clerical</b>                 | 2,795  | 2.9%    |
| <b>Other White Collar</b>       | 1,104  | 1.5%    |
| <b>Unspecified White Collar</b> | 1      | 4.8%    |
| <b>Blue Collar</b>              | 3,752  | 2.1%    |
| <b>Unspecified</b>              | 4      | 3.3%    |
| <b>TOTAL</b>                    | 31,067 | 1.6%    |

American Indian/Alaska Native employment in professional occupations decreased by 46 to 5,921 in FY 2017, from 5,967 in FY 2016. American Indian/Alaska Native employment represents 1.1 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

American Indian/Alaska Native employment in administrative occupations decreased by 105 to 8,714 in FY 2017, from 8,819 in FY 2016. American Indian/Alaska Native employment represents 1.2 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

American Indian/Alaska Native employment in technical occupations decreased by 93 to 8,776 in FY 2017, from 8,869 in FY 2016. American Indian/Alaska Native employment represents 2.7 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

American Indian/Alaska Native employment in clerical occupations decreased by 50 to 2,795 in FY 2017, from 2,845 in FY 2016. American Indian/Alaska Native employment represents 2.9 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

American Indian/Alaska Native employment in "other" white collar occupations decreased by 32 to 1,104 in FY 2017, from 1,136 in FY 2016. American Indian/Alaska Native employment represents 1.5 percent of all Federal employees in this occupational category in FY 2017, compared to 1.6 percent in FY 2016.

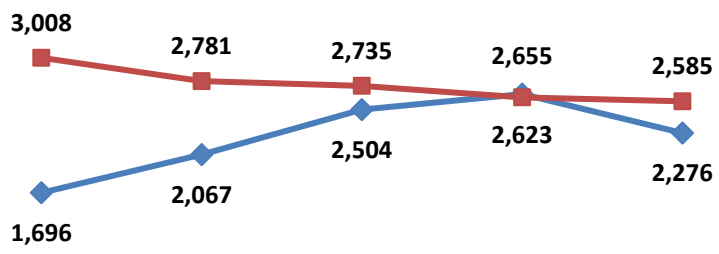
American Indian/Alaska Native employment in white collar occupations decreased by 325 to 27,311 in FY 2017, from 27,636 in FY 2016. American Indian/Alaska Native employment represents 1.5 percent of all Federal employees in this occupational category in FY 2017, compared to 1.6 percent in FY 2016.

American Indian/Alaska Native employment in blue collar occupations decreased by 80 to 3,752 in FY 2017, from 3,832 in FY 2016. American Indian/Alaska Native employment represents 2.1 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

# AMERICAN INDIAN/ALASKA NATIVE EMPLOYMENT TRENDS

## New Hires and Separations

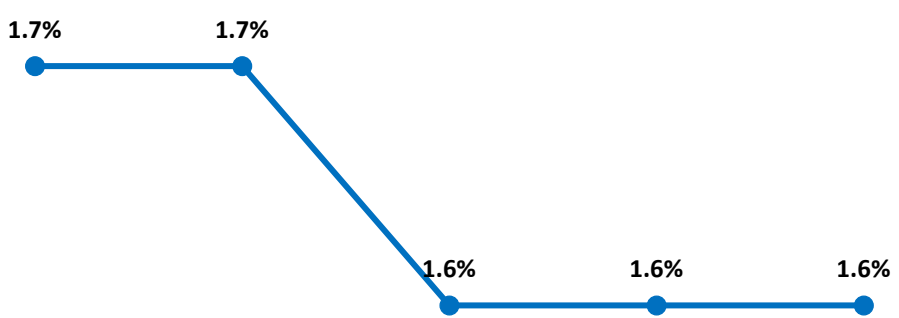
### American Indian/Alaska Native



|               | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
|---------------|---------|---------|---------|---------|---------|
| ◆ New Hires   | 1,696   | 2,067   | 2,504   | 2,655   | 2,276   |
| ■ Separations | 3,008   | 2,781   | 2,735   | 2,623   | 2,585   |

## Representation in the Federal Workforce over a 5-year Period

### American Indian/Alaska Native



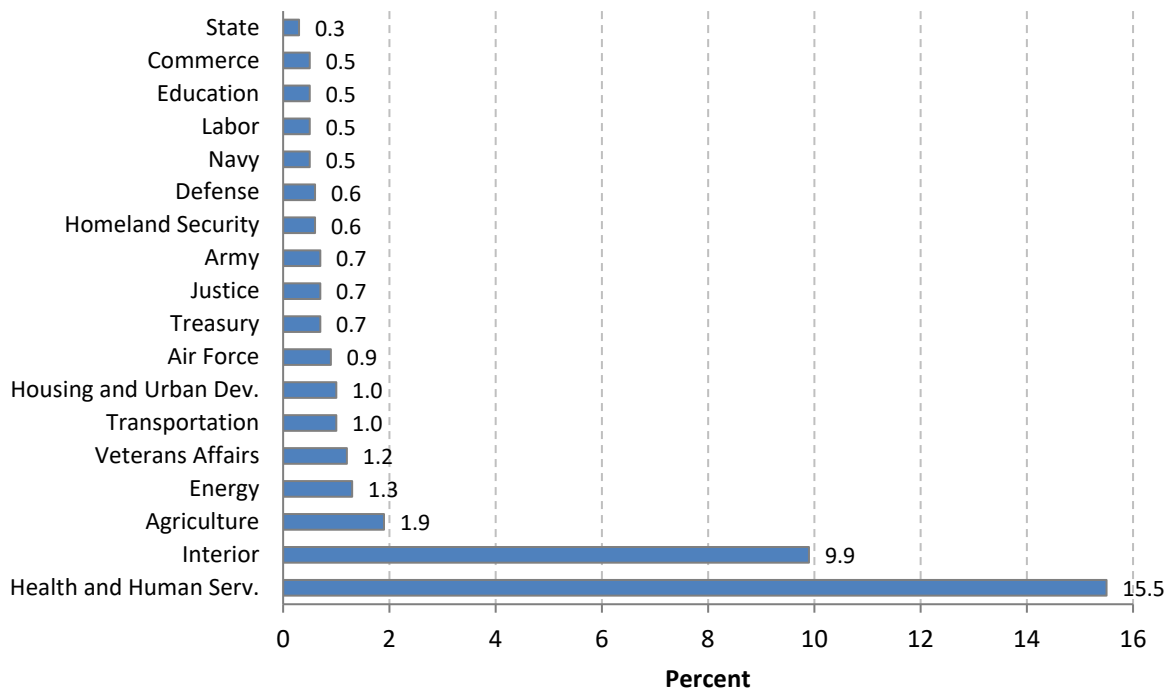
2013                      2014                      2015                      2016                      2017

## AMERICAN INDIAN/ALASKA NATIVE SALARY TRENDS

| Occupational Category /<br>Pay System | September 2016 |              | September 2017 |             | Difference<br>2016 to 2017 |               |
|---------------------------------------|----------------|--------------|----------------|-------------|----------------------------|---------------|
|                                       | Count          | Percent      | Count          | Percent     | Count                      | Percent       |
| <b>White Collar</b>                   |                |              |                |             |                            |               |
| <b>Pay Plans GS, GM, GL</b>           |                |              |                |             |                            |               |
| Less than \$20,000                    | 0              | 0.0%         | 0              | 0.0%        | 0                          | NA            |
| \$20,000 - \$39,999                   | 4,701          | 0.3%         | 4,017          | 0.3%        | -684                       | -14.6%        |
| \$40,000 - \$59,999                   | 8,513          | 0.6%         | 8,595          | 0.6%        | 82                         | 1.0%          |
| \$60,000 - \$79,999                   | 5,136          | 0.4%         | 5,278          | 0.4%        | 142                        | 2.8%          |
| \$80,000 - \$99,999                   | 3,338          | 0.2%         | 3,181          | 0.2%        | -157                       | -4.7%         |
| \$100,000 - \$119,999                 | 1,732          | 0.1%         | 1,828          | 0.1%        | 96                         | 5.5%          |
| \$120,000 - \$139,999                 | 644            | 0.0%         | 825            | 0.1%        | 181                        | 28.1%         |
| \$140,000 - \$159,999                 | 288            | 0.0%         | 311            | 0.0%        | 23                         | 8.0%          |
| \$160,000 and Greater                 | 70             | 0.0%         | 96             | 0.0%        | 26                         | 37.1%         |
| Unspecified                           | 11             | 0.0%         | 18             | 0.0%        | 7                          | 63.6%         |
| <b>TOTAL</b>                          | <b>24,433</b>  | <b>1.8%</b>  | <b>24,149</b>  | <b>1.8%</b> | <b>-284</b>                | <b>-1.2%</b>  |
| <b>Senior Executive Service</b>       |                |              |                |             |                            |               |
| Less than \$20,000                    | 0              | 0.0%         | 0              | 0.0%        | 0                          | NA            |
| \$20,000 - \$39,999                   | 0              | 0.0%         | 0              | 0.0%        | 0                          | NA            |
| \$40,000 - \$59,999                   | 0              | 0.0%         | 0              | 0.0%        | 0                          | NA            |
| \$60,000 - \$79,999                   | 0              | 0.0%         | 0              | 0.0%        | 0                          | NA            |
| \$80,000 - \$99,999                   | 0              | 0.0%         | 0              | 0.0%        | 0                          | NA            |
| \$100,000 - \$119,999                 | 0              | 0.0%         | 0              | 0.0%        | 0                          | NA            |
| \$120,000 - \$139,999                 | 4              | 0.0%         | 2              | 0.0%        | -2                         | -50.0%        |
| \$140,000 - \$159,999                 | 18             | 0.2%         | 9              | 0.1%        | -9                         | -50.0%        |
| \$160,000 and Greater                 | 68             | 0.8%         | 80             | 1.0%        | 12                         | 17.6%         |
| Unspecified                           | 0              | 0.0%         | 0              | 0.0%        | 0                          | NA            |
| <b>TOTAL</b>                          | <b>90</b>      | <b>1.1%</b>  | <b>91</b>      | <b>1.2%</b> | <b>1</b>                   | <b>1.1%</b>   |
| <b>Other White Collar</b>             |                |              |                |             |                            |               |
| Less than \$20,000                    | 2              | 0.0%         | 2              | 0.0%        | 0                          | 0.0%          |
| \$20,000 - \$39,999                   | 166            | 0.0%         | 144            | 0.0%        | -22                        | -13.3%        |
| \$40,000 - \$59,999                   | 338            | 0.1%         | 319            | 0.1%        | -19                        | -5.6%         |
| \$60,000 - \$79,999                   | 538            | 0.1%         | 490            | 0.1%        | -48                        | -8.9%         |
| \$80,000 - \$99,999                   | 601            | 0.2%         | 586            | 0.2%        | -15                        | -2.5%         |
| \$100,000 - \$119,999                 | 474            | 0.1%         | 493            | 0.1%        | 19                         | 4.0%          |
| \$120,000 - \$139,999                 | 223            | 0.1%         | 264            | 0.1%        | 41                         | 18.4%         |
| \$140,000 - \$159,999                 | 186            | 0.0%         | 179            | 0.0%        | -7                         | -3.8%         |
| \$160,000 and Greater                 | 583            | 0.2%         | 594            | 0.2%        | 11                         | 1.9%          |
| Unspecified                           | 2              | 0.0%         | 0              | 0.0%        | -2                         | -100.0%       |
| <b>TOTAL</b>                          | <b>3,113</b>   | <b>0.8%</b>  | <b>3,071</b>   | <b>0.8%</b> | <b>-42</b>                 | <b>-1.3%</b>  |
| <b>White Collar TOTAL</b>             | <b>27,636</b>  | <b>1.6%</b>  | <b>27,311</b>  | <b>1.5%</b> | <b>-325</b>                | <b>-1.2%</b>  |
| <b>Blue Collar</b>                    | <b>3,832</b>   | <b>2.1%</b>  | <b>3,752</b>   | <b>2.1%</b> | <b>-80</b>                 | <b>-2.1%</b>  |
| <b>Unspecified</b>                    | <b>9</b>       | <b>10.0%</b> | <b>4</b>       | <b>3.3%</b> | <b>-5</b>                  | <b>-55.6%</b> |
| <b>TOTAL</b>                          | <b>31,477</b>  | <b>1.6%</b>  | <b>31,067</b>  | <b>1.6%</b> | <b>-410</b>                | <b>-1.3%</b>  |

# AMERICAN INDIAN/ALASKA NATIVE REPRESENTATION IN EXECUTIVE DEPARTMENTS

## American Indian / Alaska Native Representation in Executive Departments September 2017

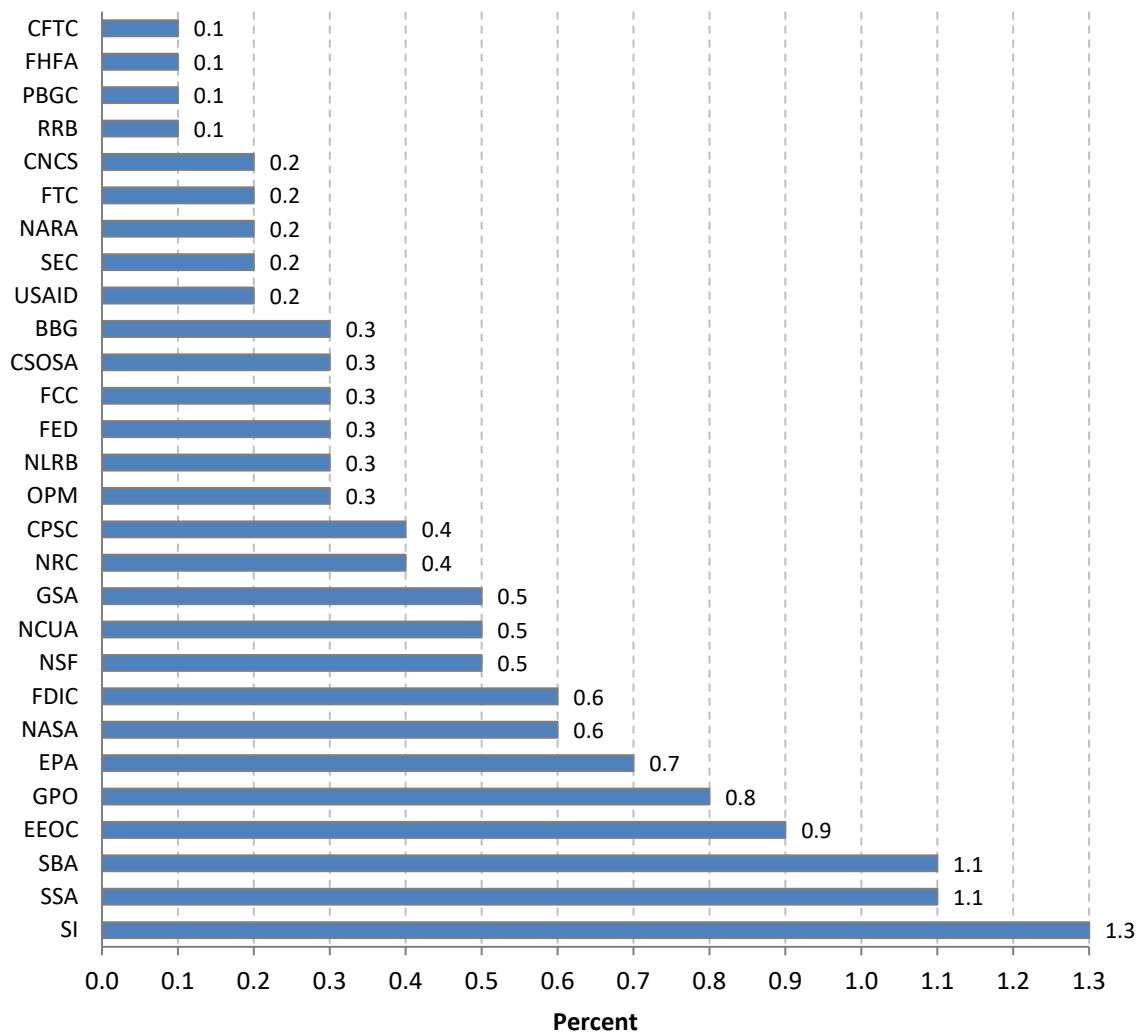


**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
American Indian/Alaska Native**

| Executive Departments                       | 2016<br>Percent | 2017<br>Percent |
|---|-----------------|-----------------|
| DEPARTMENT OF THE AIR FORCE                 | 0.9             | 0.9             |
| DEPARTMENT OF AGRICULTURE                   | 2.0             | 1.9             |
| DEPARTMENT OF THE ARMY                      | 0.7             | 0.7             |
| DEPARTMENT OF COMMERCE                      | 0.5             | 0.5             |
| DEPARTMENT OF DEFENSE                       | 0.6             | 0.6             |
| DEPARTMENT OF JUSTICE                       | 0.7             | 0.7             |
| DEPARTMENT OF LABOR                         | 0.5             | 0.5             |
| DEPARTMENT OF ENERGY                        | 1.3             | 1.3             |
| DEPARTMENT OF EDUCATION                     | 0.6             | 0.5             |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES     | 15.8            | 15.5            |
| DEPARTMENT OF HOMELAND SECURITY             | 0.6             | 0.6             |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 1.1             | 1.0             |
| DEPARTMENT OF THE INTERIOR                  | 10.1            | 9.9             |
| DEPARTMENT OF THE NAVY                      | 0.5             | 0.5             |
| DEPARTMENT OF STATE                         | 0.3             | 0.3             |
| DEPARTMENT OF TRANSPORTATION                | 1.0             | 1.0             |
| DEPARTMENT OF THE TREASURY                  | 0.7             | 0.7             |
| DEPARTMENT OF VETERANS AFFAIRS              | 1.2             | 1.2             |
| GOVERNMENT-WIDE                             | 1.6             | 1.6             |

## AMERICAN INDIAN/ALASKA NATIVE REPRESENTATION IN INDEPENDENT AGENCIES

### American Indian/Alaska Native Representation in Independent Agencies September 2017



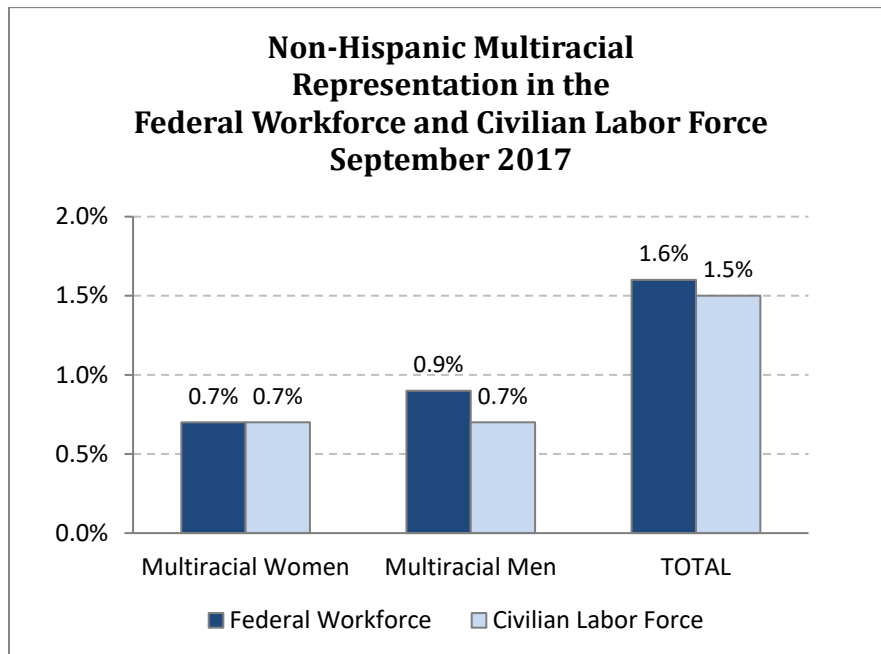


**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
American Indian/Alaska Native**

| Independent Agencies                           | 2016<br>Percent | 2017<br>Percent |
|--|-----------------|-----------------|
| U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT      | 0.3             | 0.2             |
| PENSION BENEFIT GUARANTY CORPORATION           | 0.1             | 0.1             |
| COMMODITY FUTURES TRADING COMMISSION           | 0.1             | 0.1             |
| NATIONAL CREDIT UNION ADMINISTRATION           | 0.6             | 0.5             |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION        | 0.9             | 0.9             |
| ENVIRONMENTAL PROTECTION AGENCY                | 0.7             | 0.7             |
| FEDERAL COMMUNICATIONS COMMISSION              | 0.2             | 0.3             |
| FEDERAL DEPOSIT INSURANCE CORPORATION          | 0.6             | 0.6             |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 0.3             | 0.3             |
| FEDERAL RESERVE SYSTEM                         | 0.3             | 0.3             |
| FEDERAL TRADE COMMISSION                       | 0.3             | 0.2             |
| GENERAL SERVICES ADMINISTRATION                | 0.5             | 0.5             |
| FEDERAL HOUSING FINANCE AGENCY                 | 0.1             | 0.1             |
| BROADCASTING BOARD OF GOVERNORS                | 0.3             | 0.3             |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 0.2             | 0.2             |
| GOVERNMENT PRINTING OFFICE                     | 0.6             | 0.8             |
| NATIONAL SCIENCE FOUNDATION                    | 0.3             | 0.5             |
| NATIONAL LABOR RELATIONS BOARD                 | 0.3             | 0.3             |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION  | 0.7             | 0.6             |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION   | 0.2             | 0.2             |
| NUCLEAR REGULATORY COMMISSION                  | 0.4             | 0.4             |
| OFFICE OF PERSONNEL MANAGEMENT                 | 0.4             | 0.3             |
| RAILROAD RETIREMENT BOARD                      | 0.1             | 0.1             |
| SMALL BUSINESS ADMINISTRATION                  | 0.9             | 1.1             |
| SECURITIES AND EXCHANGE COMMISSION             | 0.2             | 0.2             |
| CONSUMER PRODUCT SAFETY COMMISSION             | 0.4             | 0.4             |
| SMITHSONIAN INSTITUTION                        | 1.5             | 1.3             |
| SOCIAL SECURITY ADMINISTRATION                 | 1.1             | 1.1             |
| GOVERNMENT-WIDE                                | 1.6             | 1.6             |

**NON-HISPANIC MULTIRACIAL  
EMPLOYMENT IN THE FEDERAL  
WORKFORCE**

## NON-HISPANIC MULTIRACIAL EMPLOYMENT<sup>6</sup>



Non-Hispanic Multiracial employees represent 1.6 percent (30,604) of the permanent Federal workforce in FY 2017, compared to 1.4 percent in FY 2016.

Non-Hispanic Multiracial men represent 0.9 percent of the permanent Federal workforce in FY 2017, compared to 0.8 percent in FY 2016.

Non-Hispanic Multiracial women represent 0.7 percent of the Federal Workforce in FY 2017, compared to 0.6 percent in FY 2016.

<sup>6</sup> Although this category is not a minority group as determined under 5 U.S.C. § 7201, collection and representation of this data is consistent with the Racial/National Origin structure required by the Office of Management and Budget. OPM guidance to agencies required use of the new codes for all accessions occurring on or after January 1, 2006. However, while agencies were not required to resurvey their workforce, they had the option to do so. As a result, the Federal civilian employees in this category do not reflect total numbers in the Federal Workforce; they reflect only those who completed the new Standard Form 181, Ethnicity and Race Identification (dated July 2005).

## NON-HISPANIC MULTIRACIAL EMPLOYMENT BY OCCUPATIONAL CATEGORY

### Non-Hispanic Multiracial Employment

Percentages based on all employment in each Occupational Category

| 2017                            | Count  | Percent |
|---------------------------------|--------|---------|
| <b>White Collar</b>             | 27,526 | 1.6%    |
| <b>Professional</b>             | 7,009  | 1.3%    |
| <b>Administrative</b>           | 12,412 | 1.7%    |
| <b>Technical</b>                | 5,118  | 1.6%    |
| <b>Clerical</b>                 | 1,910  | 2.0%    |
| <b>Other White Collar</b>       | 1,077  | 1.5%    |
| <b>Unspecified White Collar</b> | 0      | 0.0%    |
| <b>Blue Collar</b>              | 3,077  | 1.7%    |
| <b>Unspecified</b>              | 1      | 0.8%    |
| <b>TOTAL</b>                    | 30,604 | 1.6%    |

Non-Hispanic Multiracial employment in professional occupations increased by 695 to 7,009 in FY 2017, from 6,314 in FY 2016. Non-Hispanic Multiracial employment represents 1.3 percent of all Federal employees in this occupational category in FY 2017, compared to 1.2 percent in FY 2016.

Non-Hispanic Multiracial employment in administrative occupations increased by 1,112 to 12,412 in FY 2017, from 11,300 in FY 2016. Non-Hispanic Multiracial employment represents 1.7 percent of all Federal employees in this occupational category in FY 2017, compared to 1.5 percent in FY 2016.

Non-Hispanic Multiracial employment in technical occupations increased by 463 to 5,118 in FY 2017, from 4,655 in FY 2016. Non-Hispanic Multiracial employment represents 1.6 percent of all Federal employees in this occupational category in FY 2017, compared to 1.4 percent in FY 2016.

Non-Hispanic Multiracial employment in clerical occupations decreased by 25 to 1,910 in FY 2017, from 1,935 in FY 2016. Non-Hispanic Multiracial employment represents 2.0 percent of all Federal employees in this occupational category in FY 2017, compared to 1.9 percent in FY 2016.

Non-Hispanic Multiracial employment in "other" white collar occupations increased by 62 to 1,077 in FY 2017, from 1,015 in FY 2016. Non-Hispanic Multiracial employment represents 1.5 percent of all Federal employees in this occupational category in FY 2017, compared to 1.4 percent in FY 2016.

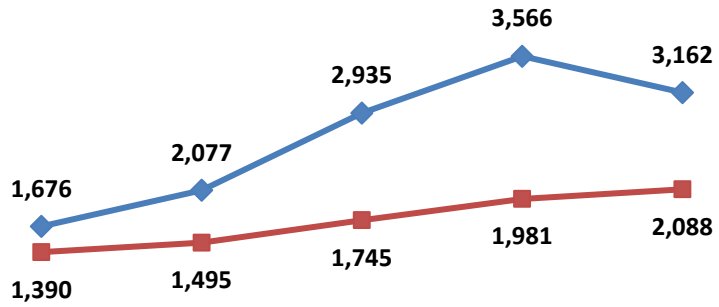
Non-Hispanic Multiracial employment in white collar occupations increased by 2,307 to 27,526 in FY 2017, from 25,219 in FY 2016. Non-Hispanic Multiracial employment represents 1.6 percent of all Federal employees in this occupational category in FY 2017, compared to 1.4 percent in FY 2016.

Non-Hispanic Multiracial employment in blue collar occupations increased by 308 to 3,077 in FY 2017, from 2,769 in FY 2016. Non-Hispanic Multiracial employment represents 1.7 percent of all Federal employees in this occupational category in FY 2017, compared to 1.5 percent in FY 2016.

## NON-HISPANIC MULTIRACIAL EMPLOYMENT TRENDS

### New Hires and Separations

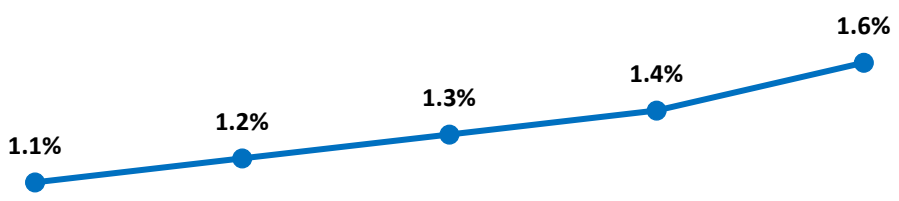
#### Non-Hispanic Multiracial



|               | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
|---------------|---------|---------|---------|---------|---------|
| ◆ New Hires   | 1,676   | 2,077   | 2,935   | 3,566   | 3,162   |
| ■ Separations | 1,390   | 1,495   | 1,745   | 1,981   | 2,088   |

### Representation in the Federal Workforce over a 5-year Period

#### Non-Hispanic Multiracial

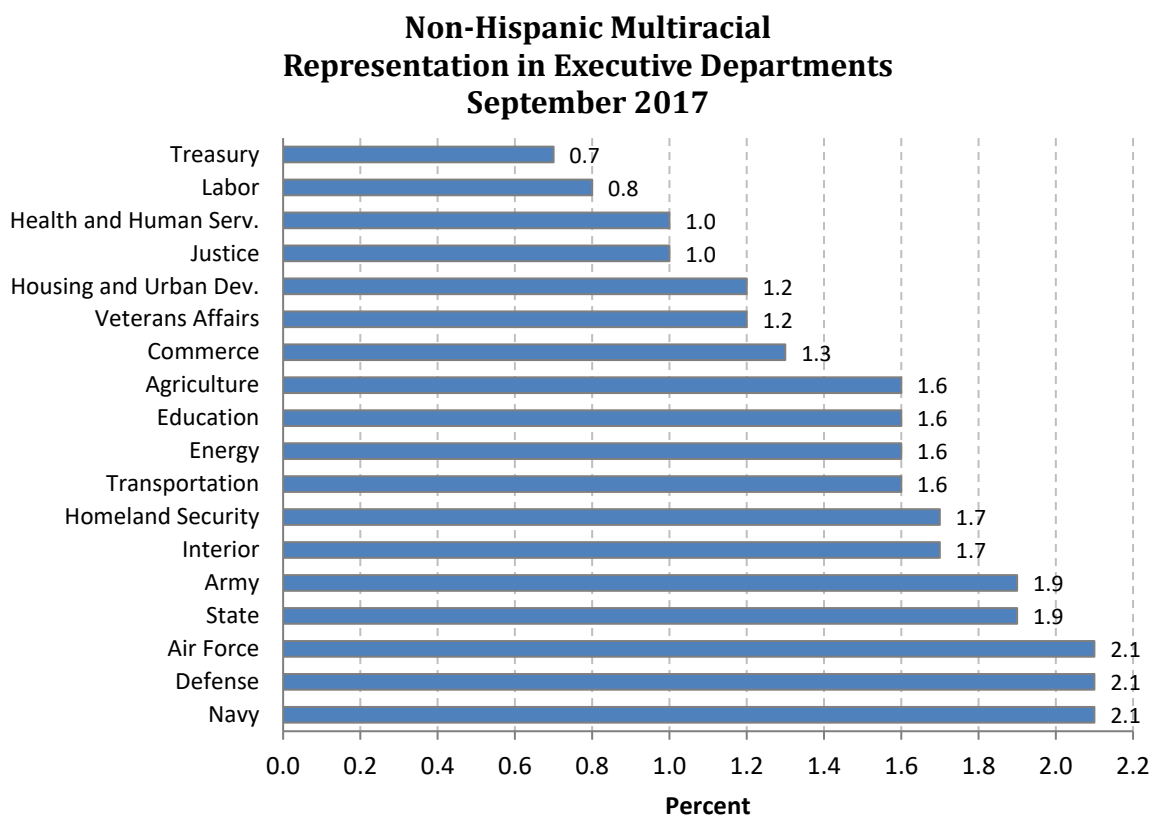


2013                      2014                      2015                      2016                      2017

## NON-HISPANIC MULTIRACIAL SALARY TRENDS

| Occupational Category /<br>Pay System | September 2016 |             | September 2017 |             | Difference<br>2016 to 2017 |              |
|---------------------------------------|----------------|-------------|----------------|-------------|----------------------------|--------------|
|                                       | Count          | Percent     | Count          | Percent     | Count                      | Percent      |
| <b>White Collar</b>                   |                |             |                |             |                            |              |
| <b>Pay Plans GS, GM, GL</b>           |                |             |                |             |                            |              |
| Less than \$20,000                    | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA           |
| \$20,000 - \$39,999                   | 2,321          | 0.2%        | 1,999          | 0.1%        | -322                       | -13.9%       |
| \$40,000 - \$59,999                   | 5,491          | 0.4%        | 5,829          | 0.4%        | 338                        | 6.2%         |
| \$60,000 - \$79,999                   | 4,562          | 0.3%        | 5,155          | 0.4%        | 593                        | 13.0%        |
| \$80,000 - \$99,999                   | 4,270          | 0.3%        | 4,407          | 0.3%        | 137                        | 3.2%         |
| \$100,000 - \$119,999                 | 2,300          | 0.2%        | 2,722          | 0.2%        | 422                        | 18.3%        |
| \$120,000 - \$139,999                 | 776            | 0.1%        | 1,147          | 0.1%        | 371                        | 47.8%        |
| \$140,000 - \$159,999                 | 378            | 0.0%        | 473            | 0.0%        | 95                         | 25.1%        |
| \$160,000 and Greater                 | 108            | 0.0%        | 179            | 0.0%        | 71                         | 65.7%        |
| Unspecified                           | 14             | 0.0%        | 29             | 0.0%        | 15                         | 107.1%       |
| <b>TOTAL</b>                          | <b>20,220</b>  | <b>1.5%</b> | <b>21,940</b>  | <b>1.6%</b> | <b>1,720</b>               | <b>8.5%</b>  |
| <b>Senior Executive Service</b>       |                |             |                |             |                            |              |
| Less than \$20,000                    | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA           |
| \$20,000 - \$39,999                   | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA           |
| \$40,000 - \$59,999                   | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA           |
| \$60,000 - \$79,999                   | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA           |
| \$80,000 - \$99,999                   | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA           |
| \$100,000 - \$119,999                 | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA           |
| \$120,000 - \$139,999                 | 3              | 0.0%        | 1              | 0.0%        | -2                         | -66.7%       |
| \$140,000 - \$159,999                 | 9              | 0.1%        | 8              | 0.1%        | -1                         | -11.1%       |
| \$160,000 and Greater                 | 49             | 0.6%        | 57             | 0.7%        | 8                          | 16.3%        |
| Unspecified                           | 0              | 0.0%        | 0              | 0.0%        | 0                          | NA           |
| <b>TOTAL</b>                          | <b>61</b>      | <b>0.8%</b> | <b>66</b>      | <b>0.8%</b> | <b>5</b>                   | <b>8.2%</b>  |
| <b>Other White Collar</b>             |                |             |                |             |                            |              |
| Less than \$20,000                    | 2              | 0.0%        | 1              | 0.0%        | -1                         | -50.0%       |
| \$20,000 - \$39,999                   | 653            | 0.2%        | 595            | 0.2%        | -58                        | -8.9%        |
| \$40,000 - \$59,999                   | 549            | 0.1%        | 697            | 0.2%        | 148                        | 27.0%        |
| \$60,000 - \$79,999                   | 883            | 0.2%        | 917            | 0.2%        | 34                         | 3.9%         |
| \$80,000 - \$99,999                   | 1,010          | 0.3%        | 1,113          | 0.3%        | 103                        | 10.2%        |
| \$100,000 - \$119,999                 | 795            | 0.2%        | 854            | 0.2%        | 59                         | 7.4%         |
| \$120,000 - \$139,999                 | 379            | 0.1%        | 537            | 0.1%        | 158                        | 41.7%        |
| \$140,000 - \$159,999                 | 252            | 0.1%        | 309            | 0.1%        | 57                         | 22.6%        |
| \$160,000 and Greater                 | 415            | 0.1%        | 495            | 0.1%        | 80                         | 19.3%        |
| Unspecified                           | 0              | 0.0%        | 2              | 0.0%        | 2                          | NA           |
| <b>TOTAL</b>                          | <b>4,938</b>   | <b>1.3%</b> | <b>5,520</b>   | <b>1.4%</b> | <b>582</b>                 | <b>11.8%</b> |
| <b>White Collar TOTAL</b>             | <b>25,219</b>  | <b>1.4%</b> | <b>27,526</b>  | <b>1.6%</b> | <b>2,307</b>               | <b>9.1%</b>  |
| <b>Blue Collar</b>                    | <b>2,769</b>   | <b>1.5%</b> | <b>3,077</b>   | <b>1.7%</b> | <b>308</b>                 | <b>11.1%</b> |
| <b>Unspecified</b>                    | <b>1</b>       | <b>1.1%</b> | <b>1</b>       | <b>0.8%</b> | <b>0</b>                   | <b>0.0%</b>  |
| <b>TOTAL</b>                          | <b>27,989</b>  | <b>1.4%</b> | <b>30,604</b>  | <b>1.6%</b> | <b>2,615</b>               | <b>9.3%</b>  |

## NON-HISPANIC MULTIRACIAL REPRESENTATION IN EXECUTIVE DEPARTMENTS



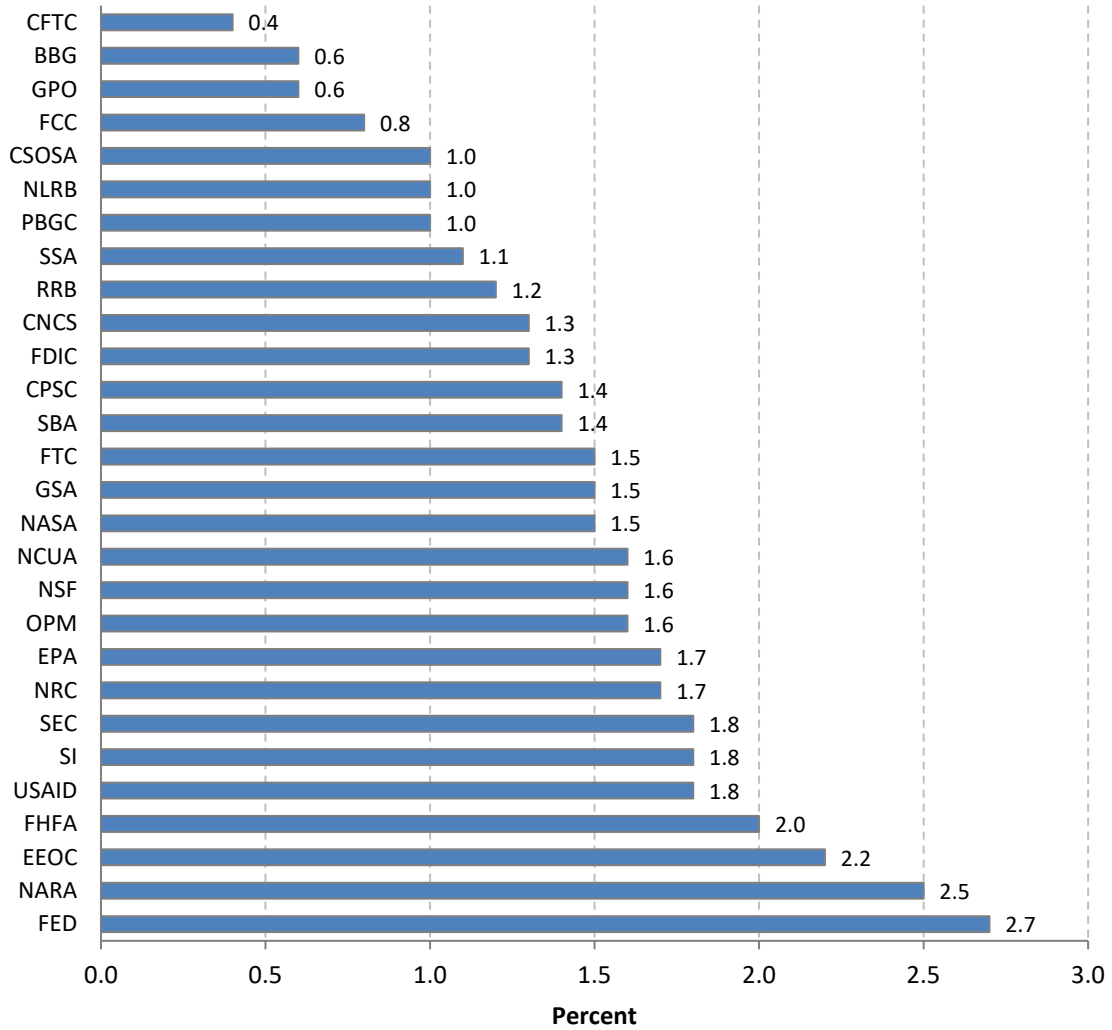
**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
Non-Hispanic Multiracial**

| Executive Departments                       | 2016<br>Percent | 2017<br>Percent |
|---|-----------------|-----------------|
| DEPARTMENT OF THE AIR FORCE                 | 1.9             | 2.1             |
| DEPARTMENT OF AGRICULTURE                   | 1.4             | 1.6             |
| DEPARTMENT OF THE ARMY                      | 1.6             | 1.9             |
| DEPARTMENT OF COMMERCE                      | 1.2             | 1.3             |
| DEPARTMENT OF DEFENSE                       | 1.9             | 2.1             |
| DEPARTMENT OF JUSTICE                       | 0.9             | 1.0             |
| DEPARTMENT OF LABOR                         | 0.8             | 0.8             |
| DEPARTMENT OF ENERGY                        | 1.5             | 1.6             |
| DEPARTMENT OF EDUCATION                     | 1.4             | 1.6             |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES     | 0.7             | 1.0             |
| DEPARTMENT OF HOMELAND SECURITY             | 1.6             | 1.7             |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 1.0             | 1.2             |
| DEPARTMENT OF THE INTERIOR                  | 1.6             | 1.7             |
| DEPARTMENT OF THE NAVY                      | 2.0             | 2.1             |
| DEPARTMENT OF STATE                         | 1.8             | 1.9             |
| DEPARTMENT OF TRANSPORTATION                | 1.4             | 1.6             |
| DEPARTMENT OF THE TREASURY                  | 0.7             | 0.7             |
| DEPARTMENT OF VETERANS AFFAIRS              | 1.2             | 1.2             |
| GOVERNMENT-WIDE                             | 1.4             | 1.6             |



## NON-HISPANIC MULTIRACIAL REPRESENTATION IN INDEPENDENT AGENCIES

### Non-Hispanic Multiracial Representation in Independent Agencies September 2017

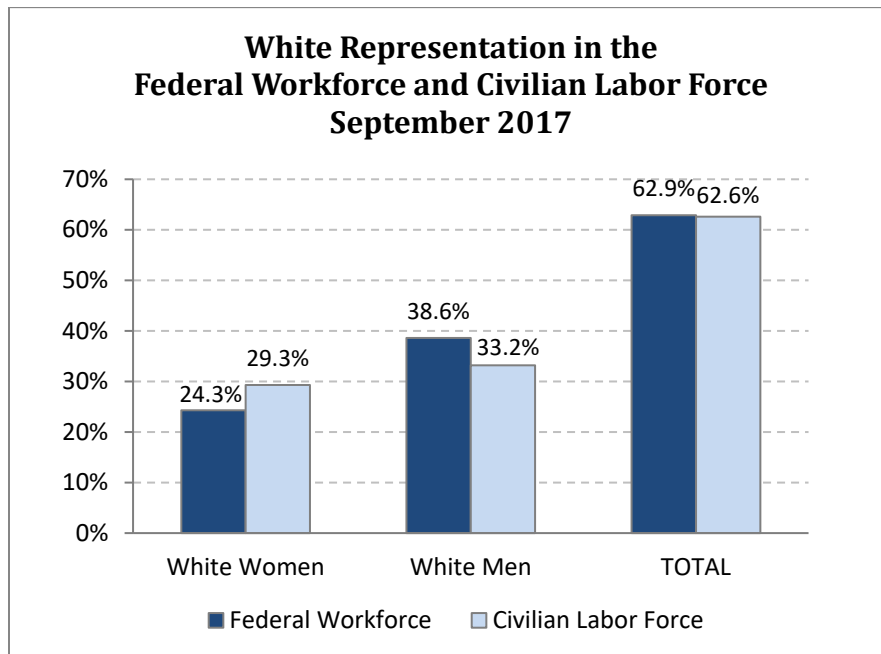


**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
Non-Hispanic Multiracial**

| Independent Agencies                           | 2016<br>Percent | 2017<br>Percent |
|--|-----------------|-----------------|
| U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT      | 1.6             | 1.8             |
| PENSION BENEFIT GUARANTY CORPORATION           | 0.9             | 1.0             |
| COMMODITY FUTURES TRADING COMMISSION           | 0.6             | 0.4             |
| NATIONAL CREDIT UNION ADMINISTRATION           | 1.5             | 1.6             |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION        | 1.9             | 2.2             |
| ENVIRONMENTAL PROTECTION AGENCY                | 1.6             | 1.7             |
| FEDERAL COMMUNICATIONS COMMISSION              | 0.6             | 0.8             |
| FEDERAL DEPOSIT INSURANCE CORPORATION          | 1.0             | 1.3             |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 1.0             | 1.0             |
| FEDERAL RESERVE SYSTEM                         | 2.7             | 2.7             |
| FEDERAL TRADE COMMISSION                       | 1.5             | 1.5             |
| GENERAL SERVICES ADMINISTRATION                | 1.4             | 1.5             |
| FEDERAL HOUSING FINANCE AGENCY                 | 2.1             | 2.0             |
| BROADCASTING BOARD OF GOVERNORS                | 0.5             | 0.6             |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 0.9             | 1.3             |
| GOVERNMENT PRINTING OFFICE                     | 0.4             | 0.6             |
| NATIONAL SCIENCE FOUNDATION                    | 1.4             | 1.6             |
| NATIONAL LABOR RELATIONS BOARD                 | 1.1             | 1.0             |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION  | 1.3             | 1.5             |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION   | 2.1             | 2.5             |
| NUCLEAR REGULATORY COMMISSION                  | 1.6             | 1.7             |
| OFFICE OF PERSONNEL MANAGEMENT                 | 1.4             | 1.6             |
| RAILROAD RETIREMENT BOARD                      | 1.3             | 1.2             |
| SMALL BUSINESS ADMINISTRATION                  | 1.2             | 1.4             |
| SECURITIES AND EXCHANGE COMMISSION             | 1.6             | 1.8             |
| CONSUMER PRODUCT SAFETY COMMISSION             | 1.1             | 1.4             |
| SMITHSONIAN INSTITUTION                        | 1.4             | 1.8             |
| SOCIAL SECURITY ADMINISTRATION                 | 1.1             | 1.1             |
| GOVERNMENT-WIDE                                | 1.4             | 1.6             |

# **WHITE EMPLOYMENT IN THE FEDERAL WORKFORCE**

## WHITE EMPLOYMENT



White employees represent 62.9 percent (1,224,741) of the permanent Federal workforce in FY 2017, compared to 63.6 percent in FY 2016.

White men represent 38.6 percent of the permanent Federal workforce in FY 2017, compared to 39.0 percent in FY 2016.

White women represent 24.3 percent of the Federal Workforce in FY 2017, compared to 24.5 percent in FY 2016.

## WHITE EMPLOYMENT BY OCCUPATIONAL CATEGORY

### White Employment

Percentages based on all employment in each Occupational Category

| 2017                            | Count     | Percent |
|---------------------------------|-----------|---------|
| <b>White Collar</b>             | 1,110,081 | 62.8%   |
| <b>Professional</b>             | 365,772   | 69.8%   |
| <b>Administrative</b>           | 474,315   | 63.6%   |
| <b>Technical</b>                | 179,770   | 54.8%   |
| <b>Clerical</b>                 | 48,154    | 49.4%   |
| <b>Other White Collar</b>       | 42,054    | 58.6%   |
| <b>Unspecified White Collar</b> | 16        | 76.2%   |
| <b>Blue Collar</b>              | 114,585   | 63.7%   |
| <b>Unspecified</b>              | 75        | 61.0%   |
| <b>TOTAL</b>                    | 1,224,741 | 62.9%   |

White employment in professional occupations decreased by 435 to 365,772 in FY 2017, from 366,207 in FY 2016. White employment represents 69.8 percent of all Federal employees in this occupational category in FY 2017, compared to 70.5 percent in FY 2016.

White employment in administrative occupations decreased by 4,315 to 474,315 in FY 2017, from 478,630 in FY 2016. White employment represents 63.6 percent of all Federal employees in this occupational category in FY 2017, compared to 64.3 percent in FY 2016.

White employment in technical occupations decreased by 5,586 to 179,770 in FY 2017, from 185,356 in FY 2016. White employment represents 54.8 percent of all Federal employees in this occupational category in FY 2017, compared to 55.7 percent in FY 2016.

White employment in clerical occupations decreased by 2,107 to 48,154 in FY 2017, from 50,261 in FY 2016. White employment represents 49.4 percent of all Federal employees in this occupational category in FY 2017, compared to 50.6 percent in FY 2016.

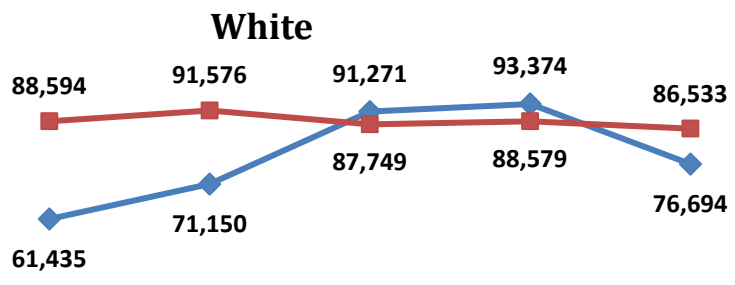
White employment in "other" white collar occupations decreased by 826 to 42,054 in FY 2017 from 42,880 in FY 2016. White employment represents 58.6 percent of all Federal employees in this occupational category in FY 2017, compared to 58.8 percent in FY 2016.

White employment in white collar occupations decreased by 13,290 to 1,110,081 in FY 2017, from 1,123,371 in FY 2016. White employment represents 62.8 percent of all Federal employees in this occupational category in FY 2017, compared to 63.5 percent in FY 2016.

White employment in blue collar occupations decreased by 2,300 to 114,585 in FY 2017, from 116,885 in FY 2016. White employment represents 63.7 percent of all Federal employees in this occupational category in FY 2017, compared to 64.3 percent in FY 2016.

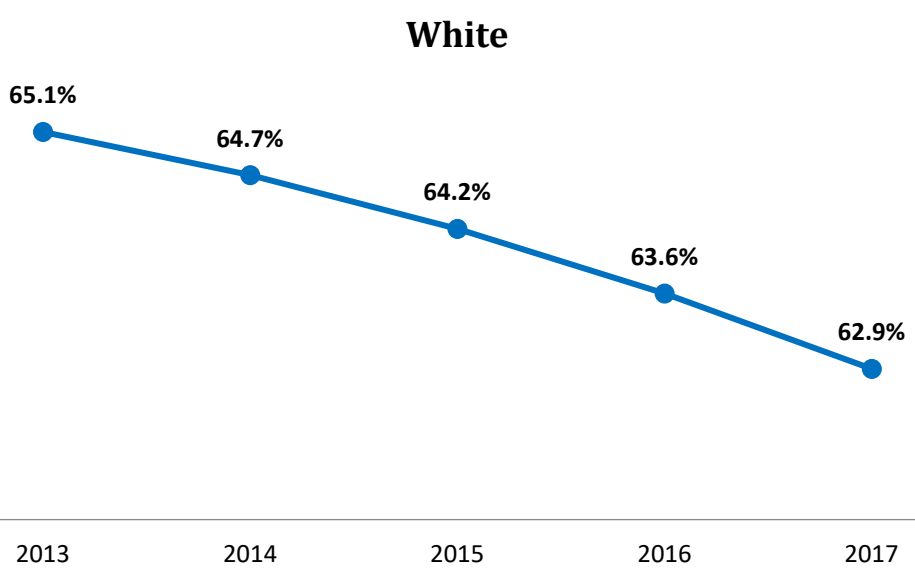
### WHITE EMPLOYMENT TRENDS

#### New Hires and Separations



|               | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
|---------------|---------|---------|---------|---------|---------|
| ◆ New Hires   | 61,435  | 71,150  | 91,271  | 93,374  | 76,694  |
| ■ Separations | 88,594  | 91,576  | 87,749  | 88,579  | 86,533  |

#### Representation in the Federal Workforce over a 5-year Period

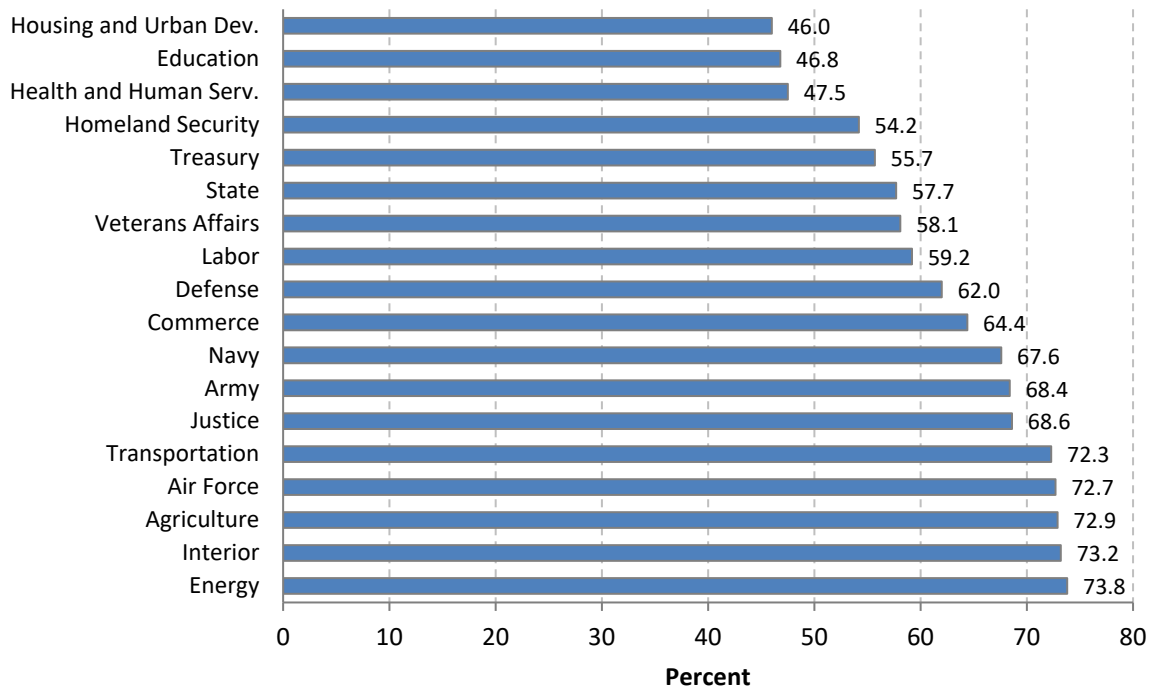


## WHITE SALARY TRENDS

| Occupational Category /<br>Pay System | September 2016   |              | September 2017   |              | Difference<br>2016 to 2017 |              |
|---------------------------------------|------------------|--------------|------------------|--------------|----------------------------|--------------|
|                                       | Count            | Percent      | Count            | Percent      | Count                      | Percent      |
| <b>White Collar</b>                   |                  |              |                  |              |                            |              |
| <b>Pay Plans GS, GM, GL</b>           |                  |              |                  |              |                            |              |
| Less than \$20,000                    | 0                | 0.0%         | 0                | 0.0%         | 0                          | NA           |
| \$20,000 - \$39,999                   | 59,853           | 4.3%         | 48,592           | 3.5%         | -11,261                    | -18.8%       |
| \$40,000 - \$59,999                   | 190,764          | 13.8%        | 178,726          | 13.0%        | -12,038                    | -6.3%        |
| \$60,000 - \$79,999                   | 188,963          | 13.7%        | 189,917          | 13.9%        | 954                        | 0.5%         |
| \$80,000 - \$99,999                   | 186,987          | 13.5%        | 173,364          | 12.6%        | -13,623                    | -7.3%        |
| \$100,000 - \$119,999                 | 133,637          | 9.7%         | 132,810          | 9.7%         | -827                       | -0.6%        |
| \$120,000 - \$139,999                 | 56,122           | 4.1%         | 70,493           | 5.1%         | 14,371                     | 25.6%        |
| \$140,000 - \$159,999                 | 32,273           | 2.3%         | 34,398           | 2.5%         | 2,125                      | 6.6%         |
| \$160,000 and Greater                 | 12,932           | 0.9%         | 16,889           | 1.2%         | 3,957                      | 30.6%        |
| Unspecified                           | 470              | 0.0%         | 715              | 0.1%         | 245                        | 52.1%        |
| <b>TOTAL</b>                          | <b>862,001</b>   | <b>62.4%</b> | <b>845,904</b>   | <b>61.7%</b> | <b>-16,097</b>             | <b>-1.9%</b> |
| <b>Senior Executive Service</b>       |                  |              |                  |              |                            |              |
| Less than \$20,000                    | 0                | 0.0%         | 0                | 0.0%         | 0                          | NA           |
| \$20,000 - \$39,999                   | 0                | 0.0%         | 0                | 0.0%         | 0                          | NA           |
| \$40,000 - \$59,999                   | 0                | 0.0%         | 0                | 0.0%         | 0                          | NA           |
| \$60,000 - \$79,999                   | 0                | 0.0%         | 0                | 0.0%         | 0                          | NA           |
| \$80,000 - \$99,999                   | 0                | 0.0%         | 0                | 0.0%         | 0                          | NA           |
| \$100,000 - \$119,999                 | 0                | 0.0%         | 0                | 0.0%         | 0                          | NA           |
| \$120,000 - \$139,999                 | 47               | 0.6%         | 32               | 0.4%         | -15                        | -31.9%       |
| \$140,000 - \$159,999                 | 627              | 7.8%         | 298              | 3.8%         | -329                       | -52.5%       |
| \$160,000 and Greater                 | 5,674            | 70.2%        | 5,862            | 74.9%        | 188                        | 3.3%         |
| Unspecified                           | 11               | 0.1%         | 7                | 0.1%         | -4                         | -36.4%       |
| <b>TOTAL</b>                          | <b>6,359</b>     | <b>78.7%</b> | <b>6,199</b>     | <b>79.2%</b> | <b>-160</b>                | <b>-2.5%</b> |
| <b>Other White Collar</b>             |                  |              |                  |              |                            |              |
| Less than \$20,000                    | 59               | 0.0%         | 22               | 0.0%         | -37                        | -62.7%       |
| \$20,000 - \$39,999                   | 11,434           | 3.0%         | 9,351            | 2.4%         | -2,083                     | -18.2%       |
| \$40,000 - \$59,999                   | 21,434           | 5.6%         | 21,015           | 5.4%         | -419                       | -2.0%        |
| \$60,000 - \$79,999                   | 41,462           | 10.9%        | 38,792           | 10.0%        | -2,670                     | -6.4%        |
| \$80,000 - \$99,999                   | 47,040           | 12.4%        | 47,089           | 12.1%        | 49                         | 0.1%         |
| \$100,000 - \$119,999                 | 45,044           | 11.9%        | 43,738           | 11.3%        | -1,306                     | -2.9%        |
| \$120,000 - \$139,999                 | 26,327           | 6.9%         | 31,804           | 8.2%         | 5,477                      | 20.8%        |
| \$140,000 - \$159,999                 | 20,819           | 5.5%         | 21,884           | 5.6%         | 1,065                      | 5.1%         |
| \$160,000 and Greater                 | 41,272           | 10.9%        | 44,202           | 11.4%        | 2,930                      | 7.1%         |
| Unspecified                           | 120              | 0.0%         | 81               | 0.0%         | -39                        | -32.5%       |
| <b>TOTAL</b>                          | <b>255,011</b>   | <b>67.1%</b> | <b>257,978</b>   | <b>66.4%</b> | <b>2,967</b>               | <b>1.2%</b>  |
| <b>White Collar TOTAL</b>             | <b>1,123,371</b> | <b>63.5%</b> | <b>1,110,081</b> | <b>62.8%</b> | <b>-13,290</b>             | <b>-1.2%</b> |
| <b>Blue Collar</b>                    | <b>116,885</b>   | <b>64.3%</b> | <b>114,585</b>   | <b>63.7%</b> | <b>-2,300</b>              | <b>-2.0%</b> |
| <b>Unspecified</b>                    | <b>56</b>        | <b>62.2%</b> | <b>75</b>        | <b>61.0%</b> | <b>19</b>                  | <b>33.9%</b> |
| <b>TOTAL</b>                          | <b>1,240,312</b> | <b>63.6%</b> | <b>1,224,741</b> | <b>62.9%</b> | <b>-15,571</b>             | <b>-1.3%</b> |

# WHITE REPRESENTATION IN EXECUTIVE DEPARTMENTS

## White Representation in Executive Departments September 2017



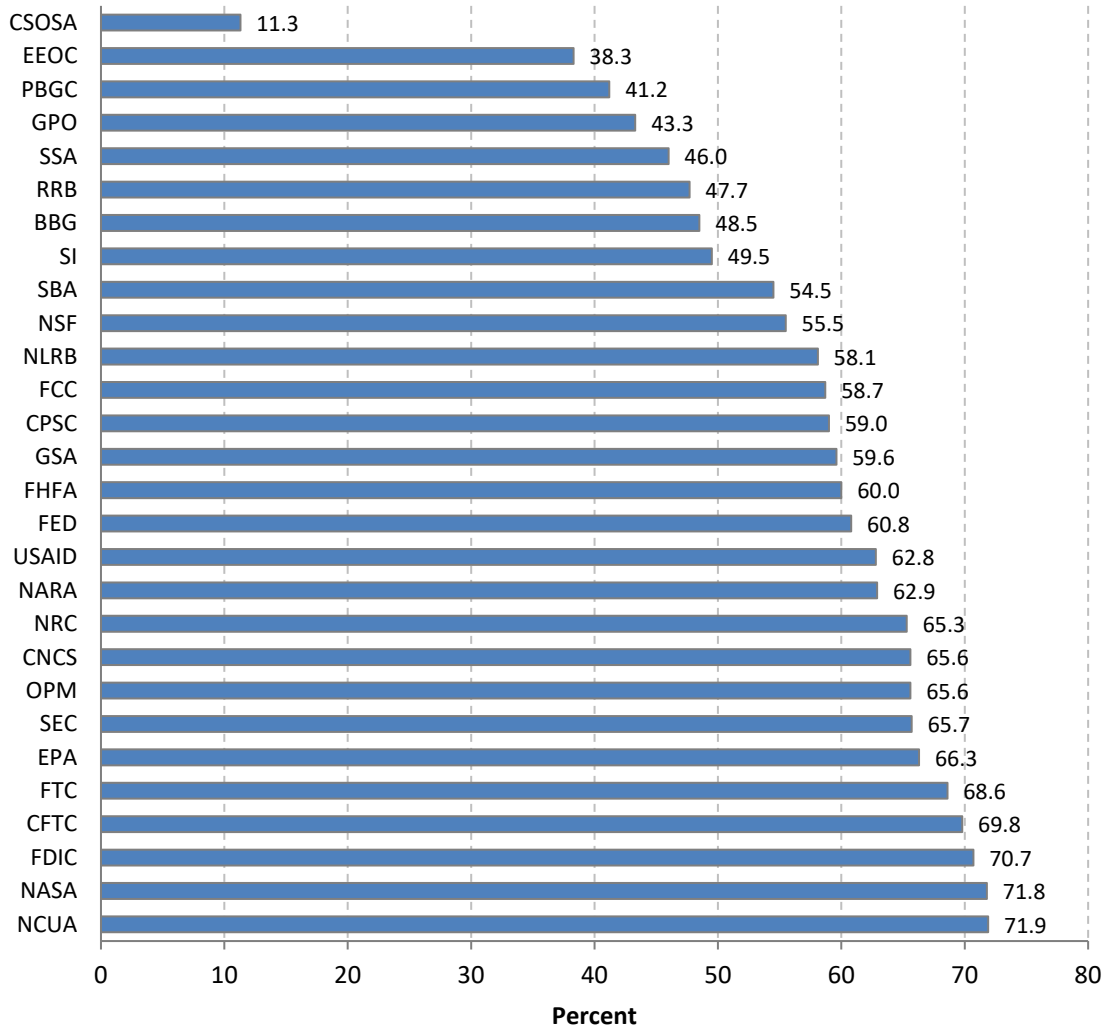


**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
White**

| Executive Departments                       | 2016<br>Percent | 2017<br>Percent |
|---|-----------------|-----------------|
| DEPARTMENT OF THE AIR FORCE                 | 73.6            | 72.7            |
| DEPARTMENT OF AGRICULTURE                   | 73.5            | 72.9            |
| DEPARTMENT OF THE ARMY                      | 69.6            | 68.4            |
| DEPARTMENT OF COMMERCE                      | 64.9            | 64.4            |
| DEPARTMENT OF DEFENSE                       | 63.1            | 62.0            |
| DEPARTMENT OF JUSTICE                       | 68.6            | 68.6            |
| DEPARTMENT OF LABOR                         | 60.2            | 59.2            |
| DEPARTMENT OF ENERGY                        | 74.1            | 73.8            |
| DEPARTMENT OF EDUCATION                     | 48.0            | 46.8            |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES     | 48.2            | 47.5            |
| DEPARTMENT OF HOMELAND SECURITY             | 55.0            | 54.2            |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 46.3            | 46.0            |
| DEPARTMENT OF THE INTERIOR                  | 73.5            | 73.2            |
| DEPARTMENT OF THE NAVY                      | 67.9            | 67.6            |
| DEPARTMENT OF STATE                         | 57.7            | 57.7            |
| DEPARTMENT OF TRANSPORTATION                | 72.9            | 72.3            |
| DEPARTMENT OF THE TREASURY                  | 56.4            | 55.7            |
| DEPARTMENT OF VETERANS AFFAIRS              | 58.6            | 58.1            |
| GOVERNMENT-WIDE                             | 63.6            | 62.9            |

## WHITE REPRESENTATION IN INDEPENDENT AGENCIES

### White Representation in Independent Agencies September 2017

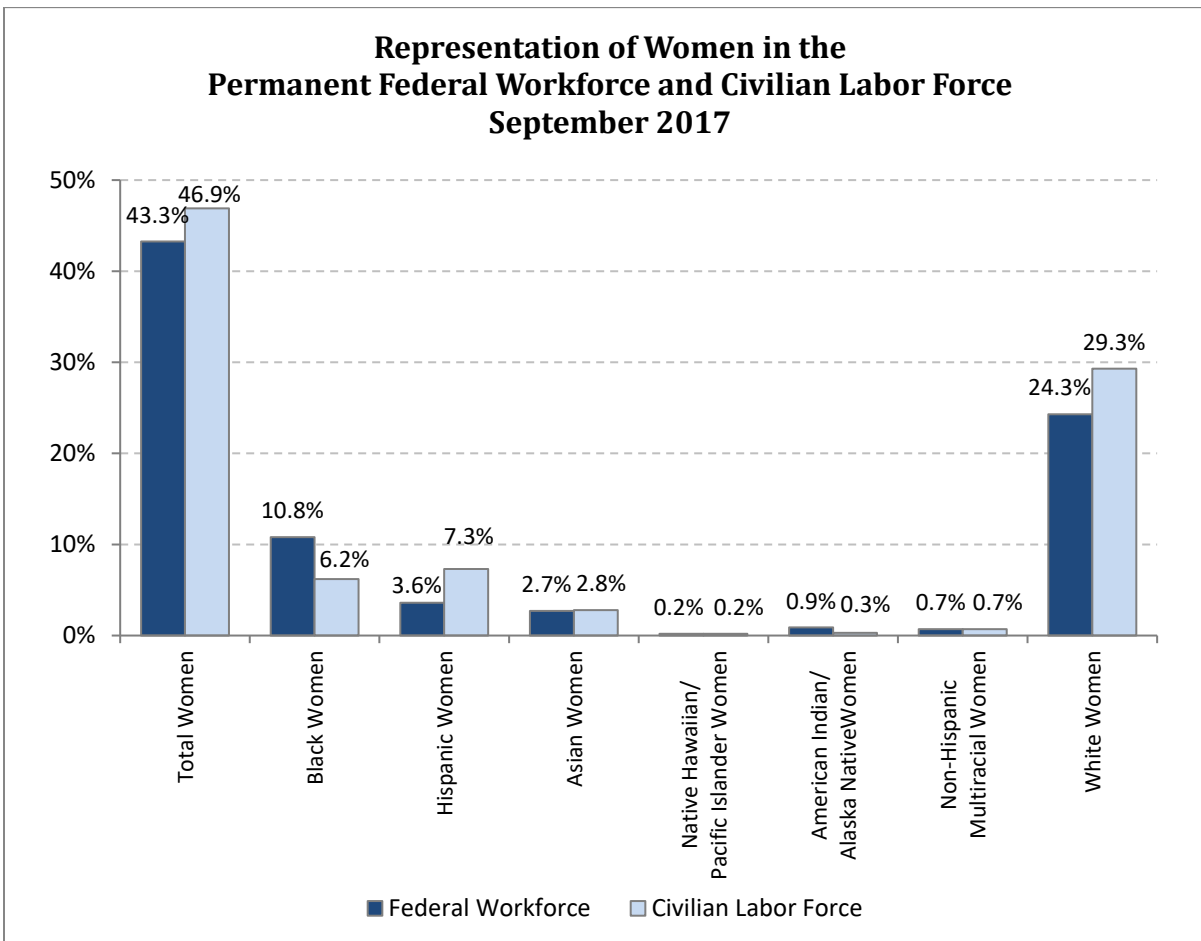


**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
White**

| Independent Agencies                           | 2016<br>Percent | 2017<br>Percent |
|--|-----------------|-----------------|
| U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT      | 62.9            | 62.8            |
| PENSION BENEFIT GUARANTY CORPORATION           | 42.4            | 41.2            |
| COMMODITY FUTURES TRADING COMMISSION           | 69.8            | 69.8            |
| NATIONAL CREDIT UNION ADMINISTRATION           | 72.5            | 71.9            |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION        | 38.4            | 38.3            |
| ENVIRONMENTAL PROTECTION AGENCY                | 66.5            | 66.3            |
| FEDERAL COMMUNICATIONS COMMISSION              | 58.9            | 58.7            |
| FEDERAL DEPOSIT INSURANCE CORPORATION          | 71.8            | 70.7            |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 11.5            | 11.3            |
| FEDERAL RESERVE SYSTEM                         | 62.4            | 60.8            |
| FEDERAL TRADE COMMISSION                       | 69.2            | 68.6            |
| GENERAL SERVICES ADMINISTRATION                | 59.6            | 59.6            |
| FEDERAL HOUSING FINANCE AGENCY                 | 60.3            | 60.0            |
| BROADCASTING BOARD OF GOVERNORS                | 49.2            | 48.5            |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 65.6            | 65.6            |
| GOVERNMENT PRINTING OFFICE                     | 42.5            | 43.3            |
| NATIONAL SCIENCE FOUNDATION                    | 55.7            | 55.5            |
| NATIONAL LABOR RELATIONS BOARD                 | 60.0            | 58.1            |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION  | 72.2            | 71.8            |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION   | 63.4            | 62.9            |
| NUCLEAR REGULATORY COMMISSION                  | 65.5            | 65.3            |
| OFFICE OF PERSONNEL MANAGEMENT                 | 65.9            | 65.6            |
| RAILROAD RETIREMENT BOARD                      | 48.0            | 47.7            |
| SMALL BUSINESS ADMINISTRATION                  | 54.3            | 54.5            |
| SECURITIES AND EXCHANGE COMMISSION             | 66.1            | 65.7            |
| CONSUMER PRODUCT SAFETY COMMISSION             | 60.1            | 59.0            |
| SMITHSONIAN INSTITUTION                        | 50.0            | 49.5            |
| SOCIAL SECURITY ADMINISTRATION                 | 46.6            | 46.0            |
| GOVERNMENT-WIDE                                | 63.6            | 62.9            |

# **WOMEN IN THE FEDERAL WORKFORCE**

## EMPLOYMENT OF WOMEN



Women represent 43.3 percent (842,219) of the permanent Federal workforce in FY 2017, compared to 43.2 percent in FY 2016.

Black women represent 10.8 percent of the Federal Workforce in FY 2017, the same as in FY 2016.

Hispanic women represent 3.6 percent of the Federal Workforce in FY 2017, compared to 3.5 percent in FY 2016.

Asian women represent 2.7 percent of the Federal Workforce in FY 2017, the same as in FY 2016.

Native Hawaiian/Pacific Islander women represent 0.2 percent of the Federal Workforce in FY 2017, the same as in in FY 2016.

American Indian/Alaska Native women represent 0.9 percent of the Federal Workforce in FY 2017, the same as in in FY 2016.

Non-Hispanic Multiracial women represent 0.7 percent of the Federal Workforce in FY 2017, compared to 0.6 percent in FY 2016.

White women represent 24.3 percent of the Federal Workforce in FY 2017, compared to 24.5 percent in FY 2016.

## EMPLOYMENT OF WOMEN BY OCCUPATIONAL CATEGORY

### Women Employment

Percentages based on all employment in each Occupational Category

| 2017                            | Count   | Percent |
|---------------------------------|---------|---------|
| <b>White Collar</b>             | 823,885 | 46.6%   |
| <b>Professional</b>             | 252,522 | 48.2%   |
| <b>Administrative</b>           | 314,240 | 42.1%   |
| <b>Technical</b>                | 182,118 | 55.5%   |
| <b>Clerical</b>                 | 66,816  | 68.6%   |
| <b>Other White Collar</b>       | 8,181   | 11.4%   |
| <b>Unspecified White Collar</b> | 8       | 38.1%   |
| <b>Blue Collar</b>              | 18,278  | 10.2%   |
| <b>Unspecified</b>              | 56      | 45.5%   |
| <b>TOTAL</b>                    | 842,219 | 43.3%   |

Employment of women in professional occupations increased by 4,173 to 252,522 in FY 2017, from 248,349 in FY 2016. Women represent 48.2 percent of all Federal employees in this occupational category in FY 2017, compared to 47.8 percent in FY 2016.

Employment of women in administrative occupations decreased by 805 to 314,240 in FY 2017, from 315,045 in FY 2016. Women represent 42.1 percent of all Federal employees in this occupational category in FY 2017, compared to 42.3 percent in FY 2016.

Employment of women in technical occupations decreased by 3,340 to 182,118 in FY 2017, from 185,458 in FY 2016. Women represent 55.5 percent of all Federal employees in this occupational category in FY 2017, compared to 55.7 percent in FY 2016.

Employment of women in clerical occupations decreased by 1,291 to 66,816 in FY 2017, from 68,107 in FY 2016. Women represent 68.6 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

Employment of women in "other" white collar occupations decreased by 114 to 8,181 in FY 2017 from 8,295 in FY 2016. Women represent 11.4 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

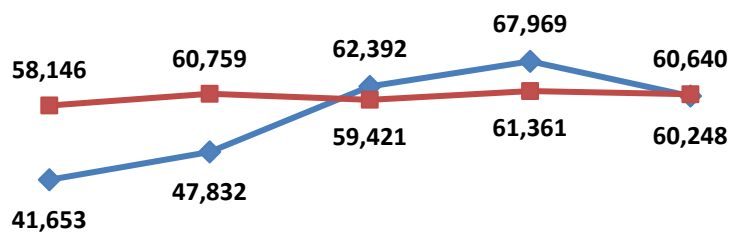
Employment of women in white collar occupations decreased by 1,387 to 823,885 in FY 2017, from 825,272 in FY 2016. Women represent 46.6 percent of all Federal employees in this occupational category in FY 2017, the same as in FY 2016.

Employment of women in blue collar occupations decreased by 4 to 18,278 in FY 2017, from 18,282 in FY 2016. Women represent 10.2 percent of all Federal employees in this occupational category in FY 2017, compared to 10.1 percent in FY 2016.

## WOMEN EMPLOYMENT TRENDS

### New Hires and Separations

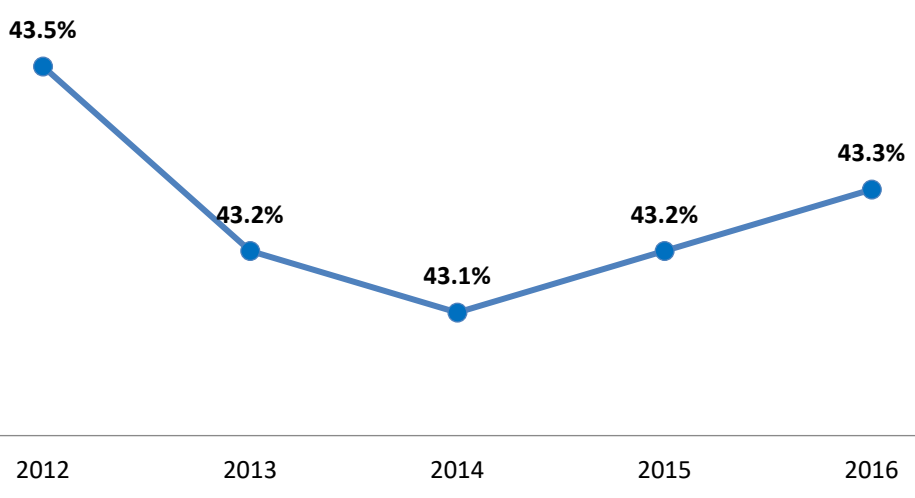
#### Women



|               | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 |
|---------------|---------|---------|---------|---------|---------|
| ◆ New Hires   | 41,653  | 47,832  | 62,392  | 67,969  | 60,248  |
| ■ Separations | 58,146  | 60,759  | 59,421  | 61,361  | 60,640  |

### Representation in the Federal Workforce over a 5-year Period

#### Women



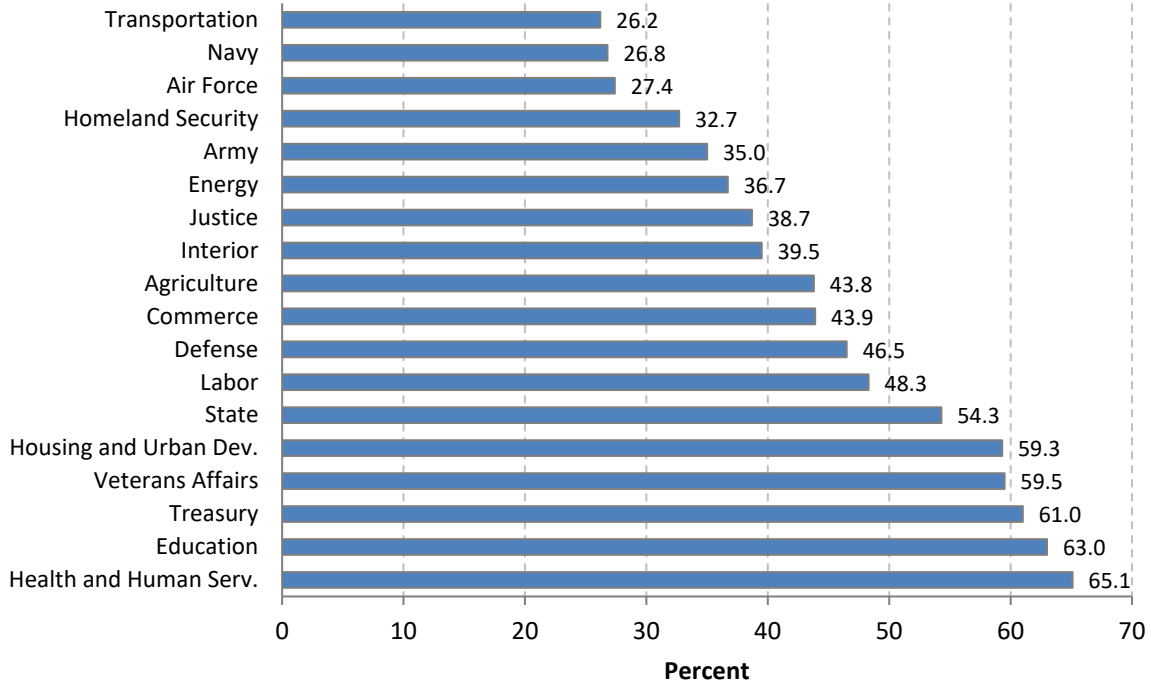


## WOMEN SALARY TRENDS

| Occupational Category /<br>Pay System | September 2016 |              | September 2017 |              | Difference<br>2016 to 2017 |              |
|---------------------------------------|----------------|--------------|----------------|--------------|----------------------------|--------------|
|                                       | Count          | Percent      | Count          | Percent      | Count                      | Percent      |
| <b>White Collar</b>                   |                |              |                |              |                            |              |
| <b>Pay Plans GS, GM, GL</b>           |                |              |                |              |                            |              |
| Less than \$20,000                    | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$20,000 - \$39,999                   | 69,749         | 5.0%         | 58,753         | 4.3%         | -10,996                    | -15.8%       |
| \$40,000 - \$59,999                   | 186,979        | 13.5%        | 180,932        | 13.2%        | -6,047                     | -3.2%        |
| \$60,000 - \$79,999                   | 139,134        | 10.1%        | 141,781        | 10.3%        | 2,647                      | 1.9%         |
| \$80,000 - \$99,999                   | 121,621        | 8.8%         | 115,204        | 8.4%         | -6,417                     | -5.3%        |
| \$100,000 - \$119,999                 | 83,149         | 6.0%         | 83,409         | 6.1%         | 260                        | 0.3%         |
| \$120,000 - \$139,999                 | 33,530         | 2.4%         | 43,984         | 3.2%         | 10,454                     | 31.2%        |
| \$140,000 - \$159,999                 | 17,200         | 1.2%         | 19,377         | 1.4%         | 2,177                      | 12.7%        |
| \$160,000 and Greater                 | 5,773          | 0.4%         | 8,113          | 0.6%         | 2,340                      | 40.5%        |
| Unspecified                           | 385            | 0.0%         | 684            | 0.0%         | 299                        | 77.7%        |
| <b>Salary Level - All</b>             | <b>657,520</b> | <b>47.6%</b> | <b>652,237</b> | <b>47.6%</b> | <b>-5,283</b>              | <b>-0.8%</b> |
| <b>Senior Executive Service</b>       |                |              |                |              |                            |              |
| Less than \$20,000                    | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$20,000 - \$39,999                   | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$40,000 - \$59,999                   | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$60,000 - \$79,999                   | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$80,000 - \$99,999                   | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$100,000 - \$119,999                 | 0              | 0.0%         | 0              | 0.0%         | 0                          | NA           |
| \$120,000 - \$139,999                 | 31             | 0.4%         | 19             | 0.2%         | -12                        | -38.7%       |
| \$140,000 - \$159,999                 | 347            | 4.3%         | 159            | 2.0%         | -188                       | -54.2%       |
| \$160,000 and Greater                 | 2,471          | 30.6%        | 2,479          | 31.7%        | 8                          | 0.3%         |
| Unspecified                           | 3              | 0.0%         | 2              | 0.0%         | -1                         | -33.3%       |
| <b>Salary Level - All</b>             | <b>2,852</b>   | <b>35.3%</b> | <b>2,659</b>   | <b>34.0%</b> | <b>-193</b>                | <b>-6.8%</b> |
| <b>Other White Collar</b>             |                |              |                |              |                            |              |
| Less than \$20,000                    | 112            | 0.0%         | 62             | 0.0%         | -50                        | -44.6%       |
| \$20,000 - \$39,999                   | 11,819         | 3.1%         | 10,244         | 2.6%         | -1,575                     | -13.3%       |
| \$40,000 - \$59,999                   | 19,588         | 5.2%         | 20,008         | 5.2%         | 420                        | 2.1%         |
| \$60,000 - \$79,999                   | 35,447         | 9.3%         | 33,327         | 8.6%         | -2,120                     | -6.0%        |
| \$80,000 - \$99,999                   | 34,176         | 9.0%         | 35,235         | 9.1%         | 1,059                      | 3.1%         |
| \$100,000 - \$119,999                 | 24,539         | 6.5%         | 25,560         | 6.6%         | 1,021                      | 4.2%         |
| \$120,000 - \$139,999                 | 11,891         | 3.1%         | 14,659         | 3.8%         | 2,768                      | 23.3%        |
| \$140,000 - \$159,999                 | 7,982          | 2.1%         | 8,535          | 2.2%         | 553                        | 6.9%         |
| \$160,000 and Greater                 | 19,268         | 5.1%         | 21,312         | 5.5%         | 2,044                      | 10.6%        |
| Unspecified                           | 78             | 0.0%         | 47             | 0.0%         | -31                        | -39.7%       |
| <b>Salary Level - All</b>             | <b>164,900</b> | <b>43.4%</b> | <b>168,989</b> | <b>43.5%</b> | <b>4,089</b>               | <b>2.5%</b>  |
| <b>White Collar TOTAL</b>             | <b>825,272</b> | <b>46.6%</b> | <b>823,885</b> | <b>46.6%</b> | <b>-1,387</b>              | <b>-0.2%</b> |
| <b>Blue Collar</b>                    | <b>18,282</b>  | <b>10.1%</b> | <b>18,278</b>  | <b>10.2%</b> | <b>-4</b>                  | <b>0.0%</b>  |
| <b>Unspecified</b>                    | <b>42</b>      | <b>46.7%</b> | <b>56</b>      | <b>45.5%</b> | <b>14</b>                  | <b>33.3%</b> |
| <b>TOTAL</b>                          | <b>843,596</b> | <b>43.2%</b> | <b>842,219</b> | <b>43.3%</b> | <b>-1,377</b>              | <b>-0.2%</b> |

## REPRESENTATION OF WOMEN IN EXECUTIVE DEPARTMENTS

### Representation of Women in Executive Departments September 2017

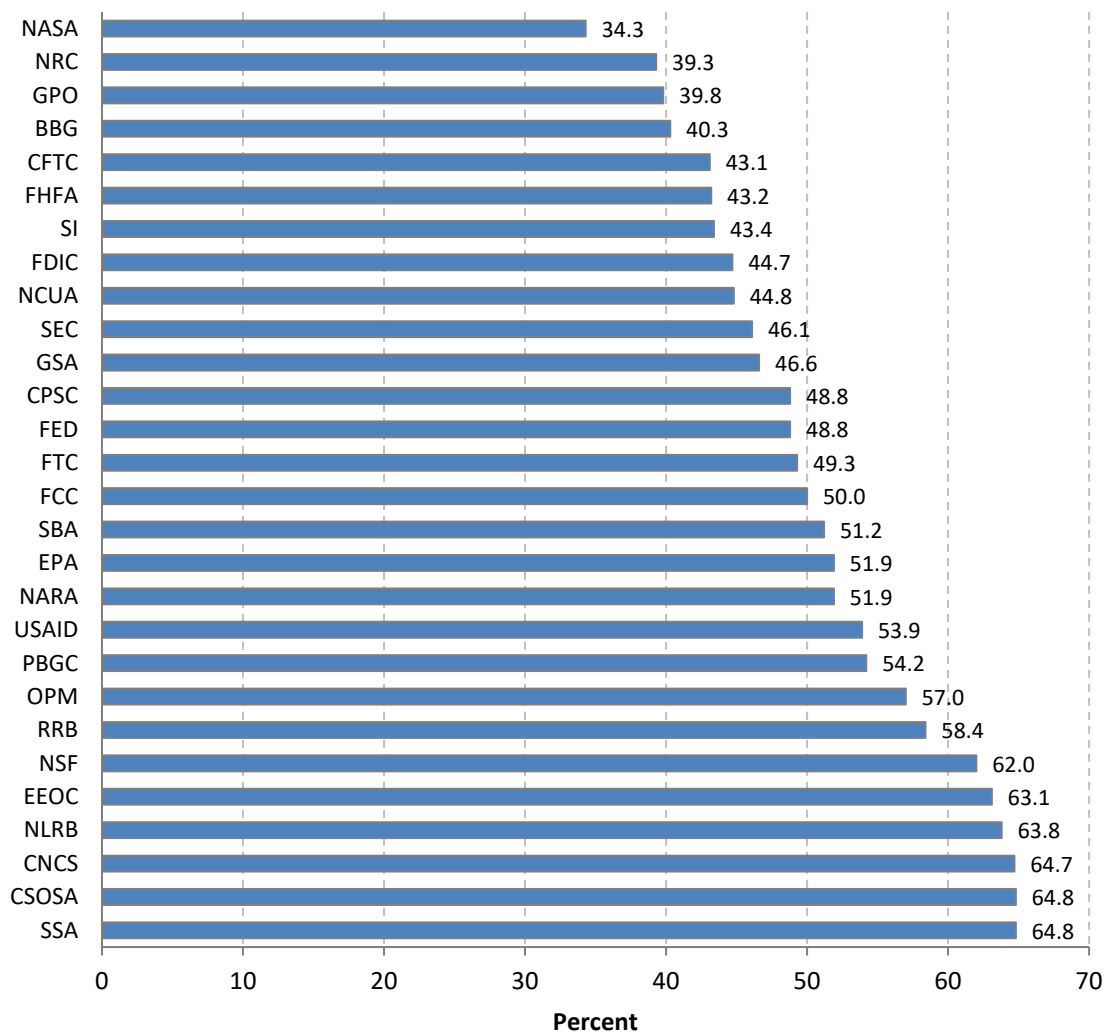


**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
Women**

| Executive Departments                       | 2016<br>Percent | 2017<br>Percent |
|---|-----------------|-----------------|
| DEPARTMENT OF THE AIR FORCE                 | 27.5            | 27.4            |
| DEPARTMENT OF AGRICULTURE                   | 43.9            | 43.8            |
| DEPARTMENT OF THE ARMY                      | 35.3            | 35.0            |
| DEPARTMENT OF COMMERCE                      | 44.2            | 43.9            |
| DEPARTMENT OF DEFENSE                       | 46.6            | 46.5            |
| DEPARTMENT OF JUSTICE                       | 38.3            | 38.7            |
| DEPARTMENT OF LABOR                         | 48.3            | 48.3            |
| DEPARTMENT OF ENERGY                        | 36.8            | 36.7            |
| DEPARTMENT OF EDUCATION                     | 62.8            | 63.0            |
| DEPARTMENT OF HEALTH AND HUMAN SERVICES     | 65.0            | 65.1            |
| DEPARTMENT OF HOMELAND SECURITY             | 32.4            | 32.7            |
| DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT | 59.2            | 59.3            |
| DEPARTMENT OF THE INTERIOR                  | 39.6            | 39.5            |
| DEPARTMENT OF THE NAVY                      | 26.9            | 26.8            |
| DEPARTMENT OF STATE                         | 54.4            | 54.3            |
| DEPARTMENT OF TRANSPORTATION                | 26.2            | 26.2            |
| DEPARTMENT OF THE TREASURY                  | 61.5            | 61.0            |
| DEPARTMENT OF VETERANS AFFAIRS              | 59.2            | 59.5            |
| GOVERNMENT-WIDE                             | 43.2            | 43.3            |

## REPRESENTATION OF WOMEN IN INDEPENDENT AGENCIES

### Representation of Women in Independent Agencies September 2017



**Representation in Permanent Federal Workforce  
September 2016 and September 2017  
Women**

| Independent Agencies                           | 2016<br>Percent | 2017<br>Percent |
|--|-----------------|-----------------|
| U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT      | 53.9            | 53.9            |
| PENSION BENEFIT GUARANTY CORPORATION           | 55.0            | 54.2            |
| COMMODITY FUTURES TRADING COMMISSION           | 43.8            | 43.1            |
| NATIONAL CREDIT UNION ADMINISTRATION           | 44.3            | 44.8            |
| EQUAL EMPLOYMENT OPPORTUNITY COMMISSION        | 63.3            | 63.1            |
| ENVIRONMENTAL PROTECTION AGENCY                | 52.0            | 51.9            |
| FEDERAL COMMUNICATIONS COMMISSION              | 50.4            | 50.0            |
| FEDERAL DEPOSIT INSURANCE CORPORATION          | 44.7            | 44.7            |
| COURT SERVICES AND OFFENDER SUPERVISION AGENCY | 65.1            | 64.8            |
| FEDERAL RESERVE SYSTEM                         | 48.7            | 48.8            |
| FEDERAL TRADE COMMISSION                       | 49.2            | 49.3            |
| GENERAL SERVICES ADMINISTRATION                | 47.0            | 46.6            |
| FEDERAL HOUSING FINANCE AGENCY                 | 44.3            | 43.2            |
| BROADCASTING BOARD OF GOVERNORS                | 39.8            | 40.3            |
| CORPORATION FOR NATIONAL AND COMMUNITY SERVICE | 65.4            | 64.7            |
| GOVERNMENT PRINTING OFFICE                     | 40.1            | 39.8            |
| NATIONAL SCIENCE FOUNDATION                    | 63.2            | 62.0            |
| NATIONAL LABOR RELATIONS BOARD                 | 63.5            | 63.8            |
| NATIONAL AERONAUTICS AND SPACE ADMINISTRATION  | 34.7            | 34.3            |
| NATIONAL ARCHIVES AND RECORDS ADMINISTRATION   | 51.0            | 51.9            |
| NUCLEAR REGULATORY COMMISSION                  | 39.4            | 39.3            |
| OFFICE OF PERSONNEL MANAGEMENT                 | 57.7            | 57.0            |
| RAILROAD RETIREMENT BOARD                      | 58.3            | 58.4            |
| SMALL BUSINESS ADMINISTRATION                  | 51.9            | 51.2            |
| SECURITIES AND EXCHANGE COMMISSION             | 46.0            | 46.1            |
| CONSUMER PRODUCT SAFETY COMMISSION             | 49.1            | 48.8            |
| SMITHSONIAN INSTITUTION                        | 42.5            | 43.4            |
| SOCIAL SECURITY ADMINISTRATION                 | 64.9            | 64.8            |
| GOVERNMENT-WIDE                                | 43.2            | 43.3            |

# **AGENCY SUCCESSFUL/PROMISING PRACTICES**

## **Agency Successful/Promising Practices**

Federal Departments and Agencies continue to develop and introduce innovative strategies to sustain workforce diversity and workplace inclusion. Agencies are reaching out to high schools, colleges, and universities to encourage students to intern with Federal agencies and to consider Federal service as a career. Following are successful or promising practices that Agencies are implementing to strengthen their recruitment and retention efforts. This information was provided as a component of FY 2017 agency FEORP submissions.

### **Consumer Financial Protection Bureau (CFPB)**

Diversity and Inclusion Council of Employees (DICE) promotes CFPB's efforts in maintaining a diverse, inclusive, and engaged environment. Diversity and Inclusion information and training is provided during new employee orientation/onboarding to introduce them to CFPB's culture and to provide networking opportunities.

### **Consumer Product Safety Commission (CPSC)**

CPSC issues an Annual Diversity Award to a Senior Manager to promote accountability and recognition for managers and executives who actively utilize various hiring tools.

### **Court Services and Offender Supervision Agency (CSOSA)**

CSOSA hosts Quarterly Leadership Effectiveness Exchanges to offer opportunity for leaders to share ideas and experiences and increase their leadership skills. Workshops served to assist the Agency in building a stronger leadership pipeline, and helps the Agency in better concentrating resources on appropriate employee training and development activities.

### **U.S. Department of Agriculture (USDA)**

USDA implemented Memorandums of Understanding (MOU) with national organizations/non-profits/coalitions and the Department's Disability Program. The agency developed and posted an online Mentoring Toolkit for public use. USDA improved their connection with applicants across the United States; improved inclusion in the variety of community's and organization's served, and employed advanced individuals with disabilities.

The E. Kika De La Graza Fellowship Program offers faculty and staff from Hispanic-Serving Institutions the opportunity to work collaboratively with USDA to gain insight and understanding of the Federal Government. Participants learn about opportunities that are available with USDA and other Federal Agencies for their respective institutions and their students.

### **U.S. Department of the Air Force**

The Air Force launched an enterprise-wide on-line mentoring tool called MyVector. This dynamic mentoring and development IT platform delivers diverse mentoring opportunities to all Airmen military and civilian, to include disabled veterans. The MyVector system allows for unique matching preferences for a mentee to seek a mentor using specific qualities such as "civilian with prior military service" and/or self-identified "disabled," allowing individualized mentor matching. Additionally, the MyVector platform facilitates one-on-one mentor interaction, functional guidance delivery and development team execution, thereby, expanding developmental opportunities across the total force. The Air Force has established over 600 mentor to mentee pairings of individuals with disabilities.

**U.S. Department of Army**

Army utilizes the Army Career Tracker (ACT) Portal. The ACT Portal allows employees to search multiple education and training resources, monitor their career development, and view career field occupational series professional development models/career maps and community information.

**U.S. Department of Commerce (DOC)**

DOC implemented an "Inclusion is on Us" Campaign which offers a series of workshops designed to provide employees with tools for fostering a diverse and inclusive work environment. Promotes an organizational culture that respects, values, and engages all employees.

**U.S. Department of Commerce-US Patent and Trademark Office (USPTO)**

USPTO implemented Executive Information Sessions to increase the applicant pool for Senior Executive Service positions. As a result of the information sessions, the applicant pool for SES vacancies significantly increased.

**U.S. Department of Defense Commissary Agency (DeCA)**

DeCA hires military spouses throughout the Agency. Military spouses were given priority consideration for vacancies in accordance with DoD policy. In addition, they were considered non-competitively for reassignments and under the provisions of other non-competitive appointment authorities. These authorities provided quick, easy methods for managers to fill positions. Since many candidates have prior commissary experience, these programs enabled DeCA to reduce recruitment time and training costs, and retain valuable employees as they relocate.

DeCA implemented the Civil Treatment for Leaders and Employees civility course for managers and employees, which educates and emphasizes proper treatment and respect for all with the ultimate goal of creating and enhancing an inclusive and diverse workforce.

**U.S. Department of Defense Finance and Accounting Services (DFAS)**

DFAS hosts a formal management internship program for Disabled Veterans named *Hire a Hero* Internship Program. It also offers internship opportunities through "on-the-job" Financial Management experiences at DMPO locations to outpatients assigned to Warrior Transition Units (WTUs). Participants have the opportunity to enhance their career readiness and prepare for a future with DFAS or another organization.

DFAS created a new Inclusion Index by cross-walking the FEVS Inclusion Index questions to the DFAS Organizational Assessment Survey questions to enhance visibility of the impact of Human Capital initiatives on diversity and inclusion.

**U.S. Department Defense of Washington Headquarters Service (WHS)**

WHS provides an American Sign Language class for employees who wish to learn basic sign language to communicate with colleagues. The nine session course included an overview of deaf culture, helpful tips for communication, tools deaf people use, how to work effectively with sign language interpreters, and more.

The Disability Employment Newsletter "Vantage Point" serves as the platform for education and awareness on issues surrounding disability employment in the Agency. The newsletter also includes content on diversity, inclusion, and equal opportunity.



The Senior Executive Diversity Seminar is a mandatory two-day course for senior executives that incorporates tools and strategies for measuring progress and a panel discussion on the roles and importance of senior executive involvement in EEO and Diversity and Inclusion.

### **U.S. Department of Education (ED)**

ED's Diversity Working Group is composed of senior leaders who advise the Secretary of Education on strategies to address any barriers to a diverse and inclusive work environment. The Working Group currently leads ED-wide Fellowship for Race and Equity in Education (FREE) sessions, and also has hosted Native American Employee Listening Sessions during which Native American employees shared their experiences at ED. The Working Group also has provided ED employees with tools to help them advocate for themselves and others and to engage in thought-provoking and meaningful conversations around bias. The feedback from these sessions has informed our ED-wide strategic planning process and yielded recommendations on how all leaders and supervisors can continue to support ED employees.

### **U.S. Department of Energy (DOE)**

OneDOE Initiative is designed to serve as a platform to create intentional opportunities for dialogue to address workforce challenges and identify areas for improvement. Since the introduction of OneDOE, the Department has pursued a strategy of gathering input from across the complex and evaluating the needs of the workforce and most effective practices for moving OneDOE forward. The OneDOE Initiative provides employees with a roadmap, resources and tools on how to be more inclusive within the workplace.

### **U.S. Department of Health and Human Services (HHS)**

HHS established the Volunteer Recruiter Program to engage members of Employee Resource Groups and solicit individuals from across the Department who expressed an interest in representing HHS as volunteer recruiters. Successful applicants completed a rigorous, mandatory one-day training program in which they were given the tools to become HHS brand ambassadors, and were then matched to events based on their expertise, backgrounds, interests, memberships, and Departmental need.

HHS hosts the Annual HHS ERG Forum, Lunch Break Learning Series (with 5,000+ employees), quarterly meetings, and ERG charter development workshops. HHS also supports ERG efforts, collaboration, enhance employee engagement, and exchange best/promising practices related to their constituencies.

HHS provided Engagement/Leading Practices Roundtables to facilitate information-sharing, networking, mentoring, barrier analysis, strategic planning, and other activities to enhance employee engagement and exchange best/promising practices.

### **U.S. Department of Homeland Security (DHS)**

DHS implemented a Recruiting, Outreach, and Marketing Matrix (ROMM). DHS attends thousands of recruiting and outreach events each year and focuses funds on marketing and advertising to attract a diverse and talented applicant pool. Tracking those events, marketing campaigns and associated costs at the department level proved to be unwieldy. DHS created a standardized way to collect and analyze this data, allowing for real-time reports and dashboards to inform recruiting and outreach plans. ROMM tracks attendance, recruiting costs, target audience, and marketing focus, helping to maximize recruiting return on investment. DHS is now able to see where funds are being spent and ensure that those funds align with departmental priorities.

In response to the January 2017 OPM and EEOC joint “[Memorandum for Heads of Executive Departments and Agencies](#),” DHS formed a Hispanic Barrier Analysis Team made up of EEO and Diversity and Inclusion staff to conduct a Department-wide Hispanic employment barrier analysis and subsequent report. Due to the importance of the analysis and findings, the Department opted to develop a standalone report versus integrating key points into the Management Directive 715 report. This allowed DHS to more easily review the root cause analysis, data visualization, solution development, and best practices for addressing barriers.

Over the last two years, DHS has taken an innovative approach to recruitment by rethinking traditional methods for filling mission critical vacancies. The agency created a unique and collaborative recruiting and hiring experience known as “DHS Joint Recruiting and Hiring Events.” At these events, attendees gain an understanding of DHS’s critical missions. In many cases they were able to be interviewed and receive tentative job offers (TJO) on-the-spot, and the agency initiated the background investigation, thereby, reducing the time required to hire candidates. The first event took place in FY16 with a focus on hiring top technology and cybersecurity talent. This event resulted in over 400 TJOs. In FY17, the Department focused on recruiting and hiring veterans as well as students and recent graduates. As a result of these two events, the Department conducted over 1,000 interviews and issued over 350 TJOs. One of DHS’ best practices and a key factor to the success of these events has been their robust outreach and marketing campaigns. In addition to social media posts, DHS hosted webinars providing information on “A Day in the Life of DHS” and answering questions on the hiring process. A total of 24 webinars were hosted with over 11,000 participants. The success of these events has led to the Department planning an event in FY18 focusing on recruiting and hiring more women into our critical law enforcement positions with plans to continue to conduct these types of events moving forward.

#### **U.S. Department of Housing and Urban Development (HUD)**

HUD partnered with the Division for Rehabilitative Services and the Department for the Blind and Vision Impaired for future hires of persons with targeted disabilities.

The Office of Departmental Equal Employment Opportunity and affinity groups partnered to host a government wide “Building an Inclusive Workplace” Conference. They provided education on a variety of topics to include Micro-inequities/Micro-triggers, panel discussion on EEO and Inclusion best practices, Affirmative Action for People with Disabilities, etc. This conference also provided participants with an opportunity to obtain information and resources to support their professional development and network.

The agency identified and implemented enhancements to their employee onboarding. Video Teleconference (VTC) is used during New Employee Orientation to include new employees in HUD’s field office locations. VTC is in real time and allows employees an opportunity to participate and interact with the employees in Headquarters (HQ). Also, it allows field employees to receive the same briefing that is provided to HQ employees.

#### **U.S. Department of the Interior (DOI)**

DOI implemented the Diversity Change Agents to serve as role models and lead efforts to educate the workforce and support diversity actions and initiatives.

#### **U.S. Department of Justice (DOJ)**

DOJ implemented the Leadership Excellence and Achievement Program (LEAP) to prepare mid-career employees with leadership potential for their next step in leadership.

DOJ provided the Diversity and Inclusion Dialogue Program (DIDP). It is a facilitated dialogue program in which employees come together to discuss topics related to many dimensions of diversity and inclusion. The DIDP enhances employees' personal growth and professional effectiveness through building acceptance for differing perspectives.

### **U.S. Department of Labor (DOL)**

DOL launched the Repository of Opportunities, Assignments & Details (ROAD) Program to provide assignments to employees that expose them to other types of work and other organizations for up to 120 days. DOL leadership encourages use of the ROAD program for regional, short-term, part-time, and telework-based opportunities. The program promotes cross-training between offices and agencies, improves employee engagement by supporting employee career development, and helps widen DOL's internal candidate pool for vacancies.

DOL provides Mentoring@Labor to offer employees at the GS-9 and below grade levels opportunities for career advice, learning, and development, one-on-one guidance, networking, and expanded professional relationships.

DOL provided Leading@Labor to improve supervisory effectiveness through a shared vision of management success, a standard set of tools, skills, language, and knowledge. The session covers communicating effectively, developing employees, and building trust with employees, and recognizing employees.

### **U.S. Department of Navy (DoN)**

DoN expanded efforts to formalize Employee Resource Groups (ERG) to serve as strategic partners. ERGs have proven to be an effective tool for advancing the DoN D&I mission as well as enhancing opportunities to cultivate diversity of ideas, perspectives, and values. Each ERG is comprised of a Flag Officer, a Senior Executive Service (SES) champion, and a leader charged with keeping the group running and scheduling events. Having both a Flag Officer and SES on each ERG assures that participating employees have the opportunity to interact directly with senior leaders.

### **U.S. Department of State**

Department leadership has regularly engaged Employee Affinity Groups (EAGs) on significant issues, such as revising regulations that place restrictions on certain employees' security clearances, diplomatic accreditation for same-sex spouses, and promoting awareness of affirmative hiring for people with disabilities, among others. State has hosted quarterly "Diversity Forum" meetings to facilitate communication between management and diverse employee constituencies represented by EAG leaders. EAGs have been utilized to provide feedback on Unconscious Bias course materials that have been developed for various Foreign Service Institute courses.

The agency fostered relationships with Latino-based fraternities to increase outreach and establish new partnerships to communicate opportunities.

The Department of State's Video Captioning Program was selected as an innovative practice by the Zero Project, an international committee which disseminates and promotes replicable and innovative solutions to remove barriers for individuals with disabilities around the world by raising public awareness and stimulating reform.

### **U.S. Department of the Treasury**

Department of Treasury implemented a video, "Be a Coach", to train hiring managers on the benefits of hiring veterans and people with disabilities, including the non-competitive hire request

process for veterans and candidates for the Schedule A hiring authority for individuals with certain disabilities. The video has been shared via the intranet and targeted communication campaigns.

The Veterans ERG (VERG) launched a three-year strategic plan in partnership with the Veterans Employment Program Office. VERG hosted Lunch and Learn sessions for employees on the Montgomery and Post 9-11 GI bill, veteran identification cards, and other key topics raised by veterans at Treasury.

#### **U.S. Department of Veterans Affairs (VA)**

VA implemented the Student Outreach and Recruitment (SOAR) Program. It also signed two new Memorandums of Understanding with Institutions of Higher Education to expand recruitment outreach to diverse groups to include Minority Serving Institutions and educational institutions with high Veteran and military student populations.

#### **Environmental Protection Agency (EPA)**

EPA implemented the Diversity and Inclusion Advisory Committee managed by the agency's senior leadership. Committee members include leadership from headquarter and regional offices. In addition, there is representation from the special emphasis program managers, employee resources groups, and the unions. The DIAC meets on a quarterly basis to discuss diversity and inclusion initiatives at EPA and to monitor the agency's progress on the action items in the EPA's Diversity and Inclusion Strategic Plan (2017 - 2021). The agency's leadership encourages its managers to create diversity councils in their local and regional offices.

#### **Federal Deposit Insurance Corporation (FDIC)**

The FDIC Chairman announced the FDIC's first Disability Employment Program Strategic Plan which was issued in March 2017. The Chairman advised all employees of increased efforts to hire and retain people with disabilities and people with targeted disabilities. In addition, the updated goals were provided to all employees by the Chairman in a September 2017 global e-mail message encouraging employees to update their self-identification of disabilities.

#### **Federal Housing Finance Agency (FHFA)**

FHFA adjusted its job performance plan competency for all executives, managers, and supervisors to include diversity, inclusion, and EEO performance expectations: The new competencies require executives, managers, and supervisors to: (1) Support EEO principles, policies, and programs; (2) Recruit, retain, and develop the talent needed to achieve a high-quality, diverse workforce; and (3) Provide and model values of an inclusive workplace that fosters the development of others to their full potential, facilitates collaboration, and supports constructive resolution of conflicts. FHFA implemented the Diversity and Inclusion Professionals Certification Program and provided funding for five employees to attend training to develop and increase their D&I knowledge, skills, and abilities in order to link D&I to the agency's mission and help to create a culture of inclusion.

FHFA provided a manager's conference including a presentation on the topic of courageous conversations about race, culture, gender and sexual orientation, gender identity, and how to address individual unconscious bias.

#### **Federal Retirement Thrift Investment Board (FRTIB)**

In FY 2017 FRTIB launched the Workforce Planning talent tool and conducted a competency assessment that identifies skill gaps and facilitates employee development at all levels of the organization.

### **General Services Administration (GSA)**

GSA Utilization of Ready to Cert tools refers to a number of human resource strategies and methods for getting lists of qualified applicants to hiring managers quickly. It promotes hiring of individuals eligible under non-competitive hiring authorities

GSA's Disability Employment Program Manager participated in new employee orientation to educate new employees on the ADA and its provisions. This effort is also being used to encourage new employees to self-identify as having a disability.

Training Managers and Supervisors: Managers and supervisors must take a course, titled "Hiring, Retaining, and Including People with Disabilities," every two years. Identifying possible "attitudinal barriers" among selecting officials, GSA has established an Unconscious Bias Training program to dispel the belief that employees with disabilities are not able to perform the essential functions of the occupations. The training addresses negative stereotypes of persons with disabilities and persons with targeted disabilities, and provides strategies to "interrupt" unconscious biases. GSA identified a possible attitudinal barrier among selection officials as well as institutional barriers due to the lack of training and promotion of special hiring authorities. To address the barriers, the Office of Human Resource Management (OHRM) ensures that the certificates of qualified persons with disabilities are provided separately and prominently to the selecting officials.

### **National Aeronautics and Space Administration (NASA)**

NASA implemented a diversity and inclusion reporting template used by senior management to capture diversity and inclusion accomplishments throughout the fiscal year. At the beginning of the fiscal year, each organization selected diversity and inclusion principles and strategies that could be successfully accomplished during the year. The organizations reported their accomplishments on a quarterly basis and provided an impact statement at the end of the year. A consistent focus and sharing of best practices has engaged more employees, as individuals and as teams, in thinking about how diversity and inclusion experiences translate to their everyday work and provide creative ways of learning from one another.

NASA developed The Unified Message, a quarterly communication forum to disseminate information on topics which will increase awareness, ensure compliance, and promote a collaborative, open, and innovative work environment that enhances employee work life and assists with retention efforts.

The New Employee Orientation Flash Mentoring Program provides new employees an opportunity to meet and get to know some of the senior leaders of Kennedy Space Center (KSC). New employees are able to integrate some of the curriculum they learned about different organizations, KSC challenges, or general KSC information and ask questions of the senior leaders. This allows employees to understand the culture and network at KSC.

### **National Labor Relations Board (NLRB)**

NLRB implemented the Strategic Recruitment and Retention Plan (SRRP) and tasked their Agency leadership with incorporating retention in their recruitment plans. The SRRP includes a guide for comprehensive employee development for internal recruitment/promotion and recommendations on using non-traditional sources to attract a diverse applicant pool and training strategies for hiring managers.

### **National Nuclear Security Administration (NNSA)**

NNSA awarded a new Hispanic-Serving Institution (HSI) Consortium Grant to create a sustainable pipeline for students focused in the STEM (Science, Technology, Engineering, and Math) topical areas of Energy Systems.

### **National Science Foundation (NSF)**

NSF implemented the Workforce Inclusiveness Assessment (WIA) to identify impacts of change, the inclusiveness of NSF's environment, and best practices for improving workforce inclusiveness.

NSF also implemented the World Café Initiative to foster constructive conversations around issues that affect the workplace and build a strong sense of community and mutual respect.

### **Peace Corps**

Peace Corps has implemented Standard Operating Procedures (SOPs) for the ERG Program to provide a more formalized structure for how the agency leverages the experience and expertise of ERG members to help advance diversity and inclusion objectives. Implementing structure and processes for the ERG Program has helped to formalize and professionalize the ERGs such that senior staff, supervisors, and managers have a better understanding of the role of ERGs in the agency's intercultural competence, diversity, and inclusion ecosystem.

### **Pension Benefit Guaranty Corporation (PBGC)**

PBGC provided a Newsletter: The S.T.E.W. (Standing Together Everyone Wins). The S.T.E.W. is designed to provide the PBGC community with practical, research-based tips and suggestions for enhancing collaboration, productivity and problem solving.

PBGC provided a newly designed training curriculum for new Supervisors "Leaders Building Community." Training in fundamental leadership competencies such as leveraging diversity, creativity and innovation, and team building. The program spans over nine months, provides multiple learning activities (classroom instruction, roundtable discussions, articles on leadership best practices, etc.), and has a Senior Level Executive Sponsor who meets regularly with the group to discuss topics of interest and answer questions. LBC's long term goal is to break down silos by building a community of supervisors who provide ongoing support for each other while they deepen their supervisory knowledge and commitment to effective leadership.

### **Social Security Administration (SSA)**

SSA offers employees a one-stop-shop for career-related resources and developmental opportunities. The Career Paths website ensures employees are aware of a full array of potential career paths within the agency. It allows employees to identify the competencies, skills, and experiences that facilitate growth, career advancement, and achievement of their career goals. By accessing the website, employees are able to focus on acquiring the right competencies and design a personalized career path plan to best serve the agency's mission.

The Employer of Choice for Employees with Disabilities Initiative at SSA trains employees and managers on:

- SSA's Reasonable Accommodation Program (managers and employees);
- Disability Awareness (managers and employees);
- Mentoring Employees with Disabilities (managers);
- Communications and Supporting Employees with Disabilities (managers); and
- Schedule A Recruiting, Interviewing, and Hiring IWDs (HR Specialists and hiring managers).

SSA provides targeted training and development for SSA's bilingual workforce with workshops conducted in Spanish and Portuguese to enhance employees' ability to serve the public in their preferred language. The courses help representatives communicate selected medical terminology in a foreign language. Participants also learned from other employees about cultural norms and standards that are important for developing rapport and communicating complex cultural issues in the local community.

**U.S. Agency for International Development (USAID)**

USAID maintains a relationship with a School for the Deaf by inviting students to participate in Agency events to educate students on the Agency's mission and dedication to a diverse and inclusive staff and for the students to view the Agency as a future potential place of employment.

The "Tips of the Day" Campaign was launched on USAID intranet to inform employees about EEO, harassment, and diversity and inclusion resources.

## FY 2017 Federal Equal Opportunity Recruitment Program (FEORP) Report Fact Sheet

Each year, the Office of Personnel Management (OPM) prepares the Federal Equal Opportunity Recruitment Program (FEORP) Report to Congress. Prepared in accordance with the requirements of Title 5, United States Code, section 7201, this report provides statistical data on employment in the Federal workforce (FW) and highlights some human capital practices Federal agencies are using to recruit, develop, and retain talent.

|                                    | Representation in Federal Workforce |         | Representation in Senior Executive Service |         |
|------------------------------------|-------------------------------------|---------|--|---------|
|                                    | FY 2016                             | FY 2017 | FY 2016                                    | FY 2017 |
| Men                                | 56.8                                | 56.7    | 64.7                                       | 66.0    |
| Women                              | 43.2                                | 43.3    | 35.3                                       | 34.0    |
| Black                              | 18.4                                | 18.6    | 11.0                                       | 10.4    |
| Hispanic                           | 8.6                                 | 8.9     | 4.6  | 4.6     |
| Asian                              | 5.8                                 | 5.9     | 3.5  | 3.5     |
| Native Hawaiian / Pacific Islander | 0.5                                 | 0.5     | 0.2  | 0.2     |
| American Indian / Alaska Native    | 1.6                                 | 1.6     | 1.1  | 1.2     |
| Non-Hispanic Multiracial           | 1.4                                 | 1.6     | 0.8  | 0.8     |
| White                              | 63.6                                | 62.9    | 78.7                                       | 79.2    |

### Major findings in the FY 2017 FEORP Report:

- The Federal workforce is 18.6 percent Black, 8.9 percent Hispanic, 5.9 percent Asian, 0.5 percent Native Hawaiian/Pacific Islander, 1.6 percent American Indian/Alaska Native, 1.6 percent Non-Hispanic Multiracial, and 62.9 percent White. Minorities as a whole constituted 37.1 percent of the Federal workforce. The comparable percentage for minorities as a percentage of the Civilian Labor Force (CLF) is 37.4 percent.
- The percentage of the Federal workforce encompassed by minorities rose by 0.7 percentage points to 37.1 percent in FY 2017 from 36.4 percent in FY 2016.
- Black employees represent 18.6 percent (361,287) of the permanent Federal workforce as of September 30, 2017, compared to 18.4 percent in FY 2016.
- Hispanic employees represent 8.9 percent (173,234) of the permanent Federal workforce as of September 30, 2017, compared to 8.6 percent in FY 2016.
- Asian employees represent 5.9 percent (115,597) of the permanent Federal workforce as of September 30, 2017, compared to 5.8 percent in FY 2016.
- Native Hawaiian/Pacific Islander employees represent 0.5 percent (9,799) of the permanent Federal workforce as of September 30, 2017, the same as in FY 2016.
- American Indian/Alaska Native employees represent 1.6 percent (31,067) of the permanent Federal workforce as of September 30, 2017, the same as in FY 2016.
- Non-Hispanic Multiracial employees represent 1.6 percent (30,604) of the permanent Federal workforce as of September 30, 2017, compared to 1.4 percent in FY 2016.
- White employees represent 62.9 percent (1,224,741) of the permanent Federal workforce as of September 30, 2017, compared to 63.6 percent in FY 2016.



- Women comprise 43.3 percent (842,219) of the permanent Federal workforce as of September 30, 2017, compared to 43.2 percent in FY 2016.
- Men comprise 56.7 percent (1,104,555) of the permanent Federal workforce as of September 30, 2017, compared to 56.8 percent in FY 2016.
- The percentage of minorities in the Senior Executive Service (SES) decreased from 21.3% in FY 2016 to 20.7% in FY 2017. The SES is 10.4 percent Black, 4.6 percent Hispanic, 3.5 percent Asian, 0.2 percent Native Hawaiian/Pacific Islander, 1.2 percent American Indian/Alaska Native, and 0.8 percent Non-Hispanic Multiracial.
- The percentage of women in the Senior Executive Service (SES) decreased by 1.3 percentage point from 35.3 percent in FY 2016 to 34.0 percent in FY 2017.

## **FY 2017 Federal Equal Opportunity Recruitment Program (FEORP) Report Frequently Asked Questions (FAQs)**

### **1. What does FEORP stand for and what exactly is it?**

FEORP stands for the Federal Equal Opportunity Recruitment Program (FEORP). This report provides statistical data on employment in the Federal workforce with a focus on women and minorities and highlights some human capital practices Federal agencies are using to recruit, develop, and retain talent.

Each year, agencies are asked to certify that they have a FEORP Plan to support the Program. This year, we asked agencies to submit their Plans along with their Reports.

### **2. What is the purpose of the FEORP?**

The purpose of the FEORP is to promote efforts among Executive agencies to generate diverse applicant pools for Federal government positions and to obtain feedback concerning these efforts in terms of the race and sex percentages in the civilian labor force. Each Federal agency prepares FEORP Plans for generating diverse applicant pools and addressing any underrepresentation.

Each year, the Office of Personnel Management (OPM) prepares the FEORP Report to Congress. The FEORP is prepared in accordance with the requirements of Title 5, United States Code, section 7201.

### **3. When is the FEORP due or submitted to Congress?**

The FEORP is supposed to be submitted to Congress on January 31<sup>st</sup> of every year.

### **4. Who reviews the FEORP?**

In addition to Congress, OPM monitors and evaluates agency programs to determine their effectiveness in addressing underrepresentation, works with agencies to develop effective mechanisms for providing information on Federal job opportunities targeted to reach candidates from any underrepresented groups, as part of their overall recruiting programs, and conducts a continuing program of guidance and instruction to supplement these regulations. In addition, under the Executive Order 13583, *Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*, OPM coordinates diversity and inclusion efforts through the Government-Wide Diversity and Inclusion Strategic Plan.

### **5. What are trends found in the FEORP reports?**

The percentage of women in the Senior Executive Service (SES) decreased by 1.3 percentage point from 35.3 percent in FY 2016 to 34.0 percent in FY 2017.

The percentage of minorities in the Federal workforce increased by 0.7 percentage points to 37.1 percent in FY 2017 from 36.4 percent in FY 2016. The comparable figure in the Civilian Labor Force (CLF) is 37.4 percent.

The Federal workforce is 18.6 percent Black, 8.9 percent Hispanic, 5.9 percent Asian, 0.5 percent Native Hawaiian/Pacific Islander, 1.6 percent American Indian/Alaska Native, 1.6 percent Non-Hispanic Multiracial, and 62.9 percent White.

Representation of Hispanics showed a minor increase of 0.3 of a percentage point in FY 2017. However, Hispanics are still underrepresented in the Federal workforce compared to their representation in the civilian labor force. We included data showing underrepresentation is significantly less pronounced when citizenship (a requirement for most Federal positions) is taken into account.

#### **6. What are Barrier Analyses?**

Barrier Analyses are found in an agency's Management Directive 715 (MD-715) report and are addressed in the FEORP. It is an inquiry of anomalies found in workplace policies, procedures, and practices with an eye towards identifying their root causes, and, if those root causes are potential barriers, devising plans to eliminate them.

#### **7. Why is OPM reporting Federal employee salaries rather than General Schedule (GS) grade levels?**

In an effort to capture the entire Federal workforce, the General Schedule and Related Pay Plans, Non-General Schedule and Related Pay Plans and Senior Pay Levels are now reported by salaries in the occupational categories/pay plan. General Schedule and related pay plans will no longer be reported using grades 1-15.



**U.S. Office of Personnel Management**

Diversity and Inclusion

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