

Federal Equal Opportunity Recruitment Program (FEORP) Report

Fiscal Year 2022



This report is prepared in compliance with the law (5 U.S.C. 7201 and 5 CFR Part 720, Subpart B) and contains information on the representation of minorities within the Federal Government and best practices of Federal agencies.

A Message from the Acting 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) 2022. 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 that Federal agencies use to recruit, develop, and retain talented Federal employees while advancing effective government on behalf of the American people.

Findings for FY 2022

The share of minorities in the Federal workforce is 39.2 percent in FY 2022, compared with 38.6 percent in FY 2021. The share of minorities in the Civilian Labor Force in FY 2022 is 39.9 percent, compared with 39.3 percent in FY 2021.

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

- 18.6%: Black or African American,
- 9.7%: Hispanic or Latino,
- 6.7%: Asian,
- 0.6%: Native Hawaiian/Pacific Islander,
- 1.5%: American Indian/Alaska Native,
- 2.1%: Non-Hispanic Multiracial, and
- 60.4%: White.

The overall distribution of Federal employees is 55.3 percent male and 44.7 percent female.

Minority representation in the Senior Executive Service (SES) increased from 24.3 percent in FY 2021 to 25.6 percent in FY 2022. The percentages in the SES for each group for which data is collected are as follows:

- 12.0%: Black or African American,
- 5.6%: Hispanic or Latino,

- 5.1%: Asian,
- 0.2%: Native Hawaiian/Pacific Islander,
- 1.3%: American Indian/Alaska Native,
- 1.4%: Non-Hispanic Multiracial, and
- 74.0%: White.

The overall distribution of the SES is 60.6 percent male and 39.4 percent female. Female representation in the SES increased from 37.8 percent in FY 2021 to 39.4 percent in FY 2022.

OPM Initiatives

On June 25, 2021, President Biden signed Executive Order (EO) 14035 titled “[Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce](#).” This Executive Order launched a whole-of-government initiative to cultivate a Federal workforce that draws from the full diversity of the Nation and that advances equitable employment opportunities. The Executive Order reaffirms that the United States (U.S.) is at its strongest when our Nation’s workforce reflects the communities it serves, and when our public servants are fully equipped to advance equitable outcomes for all American communities.

Even with decades of progress building a Federal workforce that draws from the full diversity of the Nation, many underserved communities remain underrepresented in the Federal workforce, especially in positions of leadership. As the Nation’s largest employer, the Federal Government must be our country’s model of excellence for diversity, equity, inclusion, and accessibility (DEIA).

The Executive Order established a DEIA Initiative led by the Director of the Office of Personnel Management (OPM) and the Deputy Director for Management of the Office of Management and Budget (OMB) – in coordination with the Chair of the Equal Employment Opportunity Commission (EEOC) and in consultation with the Assistant to the President for Domestic Policy, Secretary of Labor, Director of the Office of Science and Technology Policy (OSTP), Assistant to the President for National Security Affairs (NSA), Director of the National Economic Council (NEC), and the Co-Chairs of the Gender Policy Council (GPC). The DEIA Initiative provides leadership, technical assistance, and guidance to agencies as they work to achieve the directives in the Executive Order and advance DEIA policies and practices.

On November 23, 2021, the DEIA Initiative issued the [Government-wide Strategic Plan to Advance DEIA in the Federal Workforce](#), which provided a roadmap for implementing the Executive Order and laid out key steps that agencies can take to strengthen DEIA in their workforce policies, practices, and culture. The Executive Order charged all agencies with analyzing the current state of DEIA across their workforce by reviewing their agency data to assess whether employees, including members of underserved communities, face barriers in accessing employment opportunities. Building on these findings, all agencies were charged with developing an Agency DEIA Strategic Plan to advance DEIA within their workforce and address any barriers to equal employment opportunities by March 23, 2022.

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 American and Native American Pacific Islander-Serving Institutions (AANAPISIs); students with disabilities; and other minority-serving organizations. OPM leads Government-wide and Nation-wide outreach initiatives to promote Federal career opportunities in mission-critical occupations such as cybersecurity and science, technology, engineering, and mathematics (STEM) fields, and Pathways Programs for students and recent graduates.

OPM encourages agencies to engage in efforts to improve the recruitment of diverse talent through workforce planning, recruitment, and employment branding by embedding fairness and opportunity into enterprise recruitment and outreach strategies. Workforce data analysis is critical to the Federal Government's efforts to advance racial justice, and equal opportunity while building and sustaining a 21st-century Federal workforce that is drawn from all segments of society.

Sincerely,



Rob Shriver
Acting 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 guide competition for civil service positions.

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

Background

In alignment with the charge set forth in EO 14035 to reestablish a coordinated Government-wide initiative to promote diversity and inclusion in the Federal workforce, agencies are working to develop and implement a more comprehensive, integrated, and strategic focus on diversity and inclusion as key components of their human resources strategies.

Creating and maintaining a diverse Federal workforce requires sustained commitment to providing a level playing field upon which applicants and employees may compete for opportunities within Government.

OPM asked agencies to identify and adopt 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 submitted practices from the agency-specific DEIA Strategic Plans. This report highlights many of those practices.

FEORP Composition of Federal Workforce at a Glance

Representation in Federal Workforce (Percent)

Workforce Category	FY 2021 ¹	FY 2022 ²
Black or African American	18.5	18.6
Hispanic or Latino	9.5	9.7
Asian	6.5	6.7
Native Hawaiian/Pacific Islander	0.6	0.6
American Indian/Alaska Native	1.5	1.5
Non-Hispanic Multiracial	2.0	2.1
White	61.1	60.4
Women	44.2	44.7
Men	55.8	55.3

Representation in Senior Executive Service (Percent)

Workforce Category	FY 2021 ³	FY 2022 ⁴
Black or African American	11.8	12.0
Hispanic or Latino	5.1	5.6
Asian	4.7	5.1
Native Hawaiian/Pacific Islander	0.2	0.2
American Indian/Alaska Native	1.2	1.3
Non-Hispanic Multiracial	1.3	1.4
White	75.6	74.0
Women	37.8	39.4
Men	62.2	60.6

¹ In FY 2021, 0.3% of respondents were unspecified.

² In FY 2022, 0.4% of respondents were unspecified.

³ In FY 2021, 0.3% of respondents were unspecified.

⁴ In FY 2022, 0.4% of respondents were unspecified.

Major findings in the FY 2022 FEORP Report:

- Minorities represent 39.2 of the Federal workforce in FY 2022, compared with 38.6 percent in FY 2021. Minorities represent 39.9 percent of the Civilian Labor Force in FY 2022, compared with 39.3 percent in FY 2021.
- Black or African American employees represent 18.6 percent (378,196) of the permanent Federal workforce as of September 30, 2022, compared with 18.5 percent in FY 2021.
- Hispanic or Latino employees represent 9.7 percent (197,796) of the permanent Federal workforce as of September 30, 2022, compared with 9.5 percent in FY 2021.
- Asian employees represent 6.7 percent (135,222) of the permanent Federal workforce as of September 30, 2022, compared with 6.5 percent in FY 2021.
- Native Hawaiian/Pacific Islander employees represent 0.6 percent (11,793) of the permanent Federal workforce as of September 30, 2022, roughly the same percentage as in FY 2021.
- American Indian/Alaska Native employees represent 1.5 percent (31,043) of the permanent Federal workforce as of September 30, 2022, roughly the same percentage as in FY 2021.
- Non-Hispanic Multiracial employees represent 2.1 percent (42,809) of the permanent Federal workforce as of September 30, 2022, compared with 2.0 percent in FY 2021.
- White employees represent 60.4 percent (1,228,688) of the permanent Federal workforce as of September 30, 2022, compared with 61.1 percent in FY 2021.
- Women make up 44.7 percent (908,983) of the permanent Federal workforce as of September 30, 2022, compared with 44.2 percent in FY 2021.
- Men make up 55.3 percent (1,123,744) of the permanent Federal workforce as of September 30, 2022, compared with 55.8 percent in FY 2021.
- Minorities represent 25.6 of the Senior Executive Service (SES) in FY 2022, an increase from 24.3 in FY 2021. The SES is 12.0 percent Black or African American, 5.6 percent Hispanic or Latino, 5.1 percent Asian, 0.2 percent Native

Hawaiian/Pacific Islander, 1.3 percent American Indian/Alaska Native, and 1.4 percent Non-Hispanic Multiracial.

- Women make up 39.4 percent of the SES in FY 2022, an increase from 37.8 percent in FY 2021. Men make up 60.6 percent of the SES, a decrease from 62.2 percent in FY 2021.

Data Coverage and Definitions

Onboard Federal employment statistics used in this report are as of September 30, 2022. 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 (GS) 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 2022 are displayed in this report.

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

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

Employment records with unspecified gender (count: 18) represent 0.0 percent of the permanent workforce in September 2022. Employment records with unspecified race or national origin (count: 7,158) represent 0.4 percent of the permanent workforce in September 2022.

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 data from the CPS, 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.”

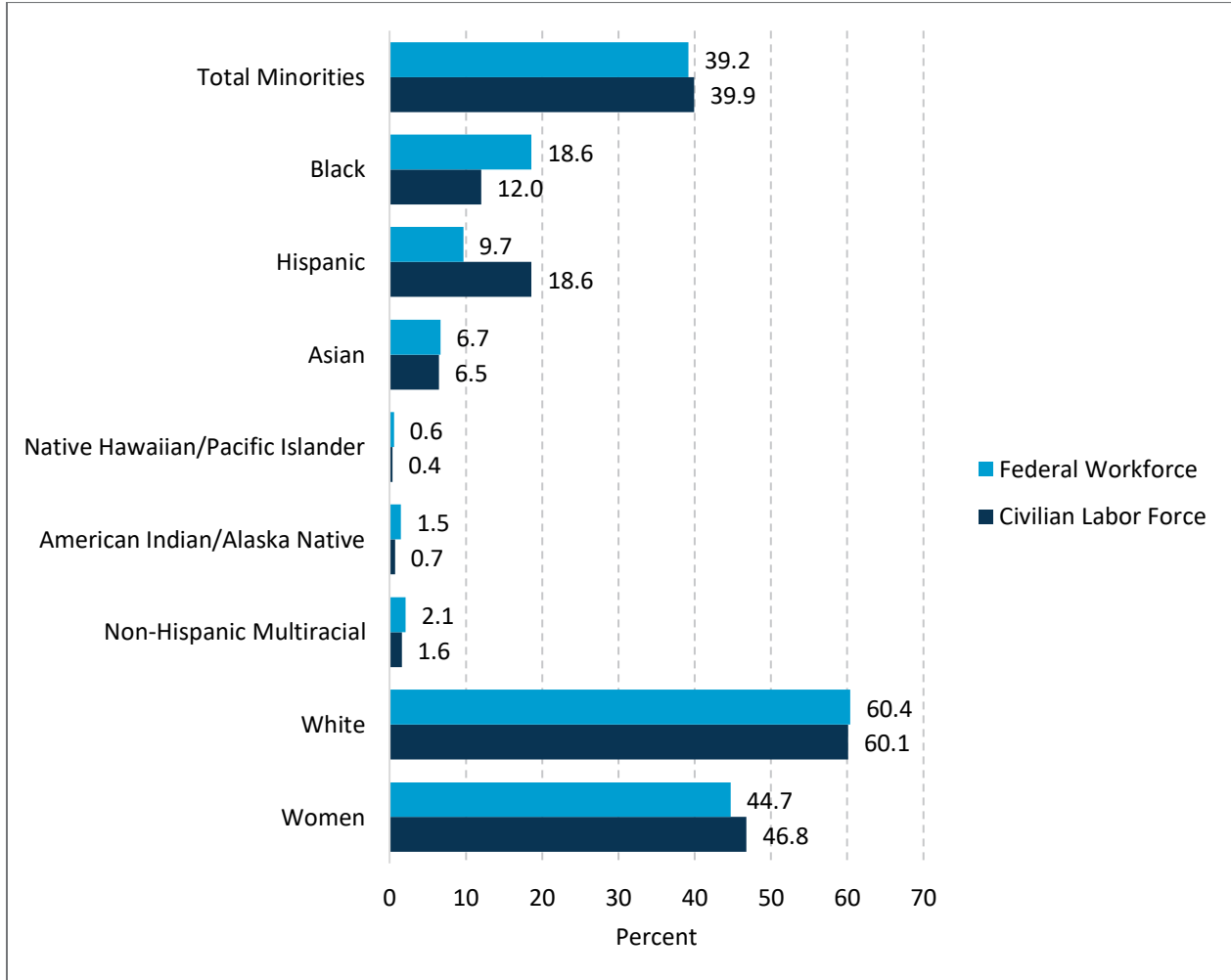
Occupational categories discussed in this report are White-Collar and Blue-Collar. The White-Collar category contains Professional, Administrative, Technical, Clerical, and Other White-Collar occupations. Professional and Administrative occupations are the usual sources for selections to senior management 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: Data in this report may vary slightly from data in other FEORP reports for a variety of reasons. For example, agencies may remediate errors or process individual employment actions for past years after that year's data has already been reported.

Federal Workforce

Total Federal Workforce Employment⁵

Comparison of Permanent Federal Workforce and Total Civilian Labor Force – September 2022



In FY 2022, the share of minorities in the permanent Federal workforce is 39.2 percent, compared with 39.9 in the CLF, a difference of 0.7 percentage points.

Black or African American employees represent 18.6 percent (378,196) of the permanent Federal workforce in FY 2022, compared with 12.0 percent in the CLF, a difference of 6.6 percentage points.

⁵ Detail percentages may not sum to total due to independent rounding.

Hispanic or Latino employees represent 9.7 percent (197,796) of the permanent Federal workforce in FY 2022, compared with 18.6 percent in the CLF, a difference of 8.9 percentage points.⁶

Asian employees represent 6.7 percent (135,222) of the permanent Federal workforce in FY 2022, compared with 6.5 percent in the CLF, a difference of 0.2 percentage points.⁷

Native Hawaiian/Pacific Islander employees represent 0.6 percent (11,793) of the permanent Federal workforce in FY 2022, compared with 0.4 percent in the CLF, a difference of 0.2 percentage points.

American Indian/Alaska Native employees represent 1.5 percent (31,043) of the permanent Federal workforce in FY 2022, compared with 0.7 percent in the CLF, a difference of 0.8 percentage points.

Non-Hispanic Multiracial employees represent 2.1 percent (42,809) of the permanent Federal workforce in FY 2022, compared with 1.6 percent in the CLF, a difference of 0.5 percentage points.

White employees represent 60.4 percent (1,228,688) of the permanent Federal workforce in FY 2022, compared with 60.7 percent in the CLF, a difference of 0.3 percentage points.

Women represent 44.7 percent (908,983) of the permanent Federal workforce in FY 2022, compared with 46.8 percent in the CLF, a difference of 2.1 percentage points.

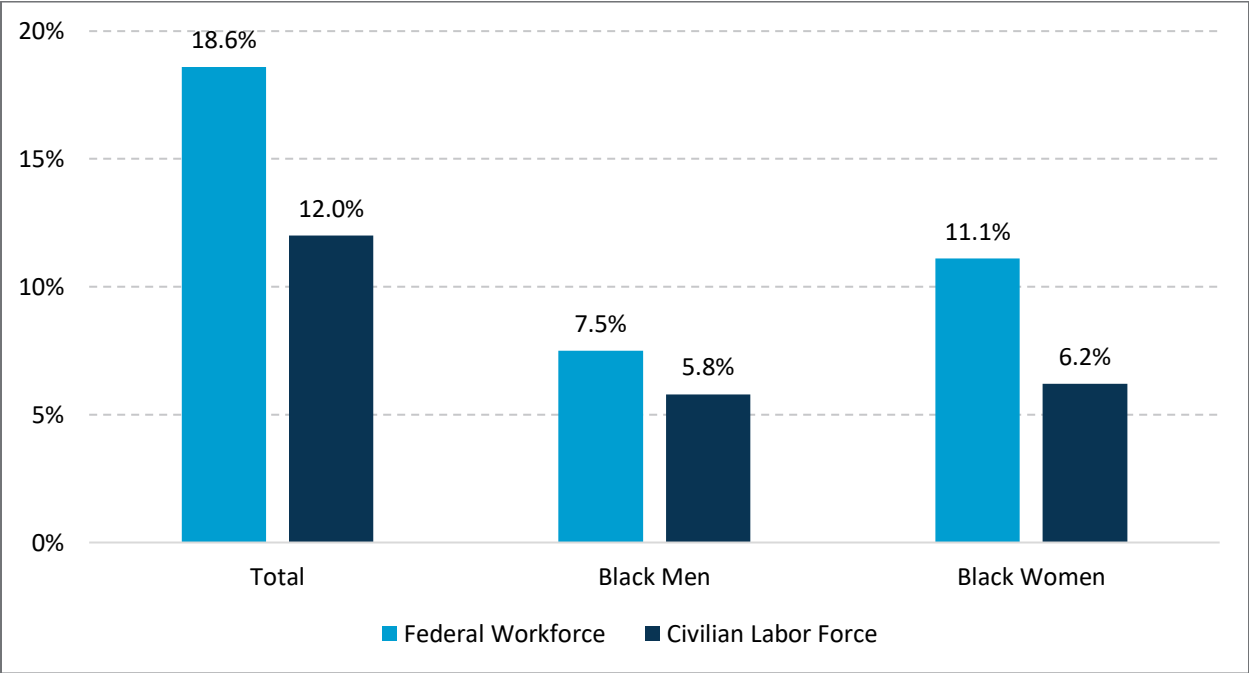
⁶ According to the Bureau of Labor Statistics (BLS), in 2022 Hispanics in the U.S. made up 18.6 percent of the Civilian Labor Force (CLF). According to the Equal Employment Opportunity (EEO) Tabulation 2014-2018 (5-year ACS Data), Hispanics in the U.S. made up 12.8 percent of the CLF when taking into account citizenship, which is required for most Federal positions.

⁷ According to the Bureau of Labor Statistics (BLS), in 2022 Asians in the U.S. made up 6.5 percent of the Civilian Labor Force (CLF). According to the Equal Employment Opportunity (EEO) Tabulation 2014-2018 (5-year ACS Data), Asians in the U.S. made up 4.4 percent of the CLF when taking into account citizenship, which is required for most Federal positions.

Black or African American Employment in the Federal Workforce

Black or African American Employment

Black or African American Representation in the Federal Workforce and Civilian Labor Force – September 2022



Black or African American employees represent 18.6 percent (378,196) of the permanent Federal workforce in FY 2022, compared with 12.0 percent in the CLF, a difference of 6.6 percentage points.

Black or African American men represent 7.5 percent (152,665) of the permanent Federal workforce in FY 2022, compared with 5.8 percent in in the CLF, a difference of 1.7 percentage points.

Black or African American women represent 11.1 percent (225,531) of the permanent Federal workforce in FY 2022, compared with 6.2 percent in the CLF, a difference of 4.9 percentage points.

Black or African American Employment by Occupational Category

Black or African American Employment – 2022⁸

Occupational Category	Individuals	Percent
White-Collar	346,635	18.6
Blue-Collar	31,448	18.4
Unspecified	113	8.1
Total	378,196	18.6

Black or African American employment in White-Collar occupations increased by 3,676 individuals, to 346,635 in FY 2022, from 342,959 in FY 2021. Black or African American employment represents 18.6 percent of all Federal employees in this occupational category in FY 2022, compared with 18.5 percent in FY 2021.

Black or African American employment in Blue-Collar occupations decreased by 646 individuals to 31,448 in FY 2022, from 32,094 in FY 2021. Black or African American employment represents 18.4 percent of all Federal employees in this occupational category in FY 2022, compared with 18.3 percent in FY 2021.

Black or African American White-Collar Employment – 2022⁹

White-Collar Occupational Category	Individuals	Percent
Professional	67,910	12.0
Administrative	159,670	19.8
Technical	81,108	25.2
Clerical	29,227	29.9
Other White-Collar	8,720	12.9
Total	346,635	18.6

Black or African American employment in professional occupations increased by 1,385 individuals to 67,910 in FY 2022, from 66,525 in FY 2021. Black or African American employment represents 12.0 percent of all Federal employees in this occupational category in FY 2022, compared with 11.9 percent in FY 2021.

⁸ Percentages based on all employment in each Occupational Category

⁹ Percentages based on all employment in each Occupational Category

Black or African American employment in administrative occupations increased by 2,566 individuals to 159,670 in FY 2022, from 157,104 in FY 2021. Black or African American employment represents 19.8 percent of all Federal employees in this occupational category in FY 2022, compared with 19.7 percent in FY 2021.

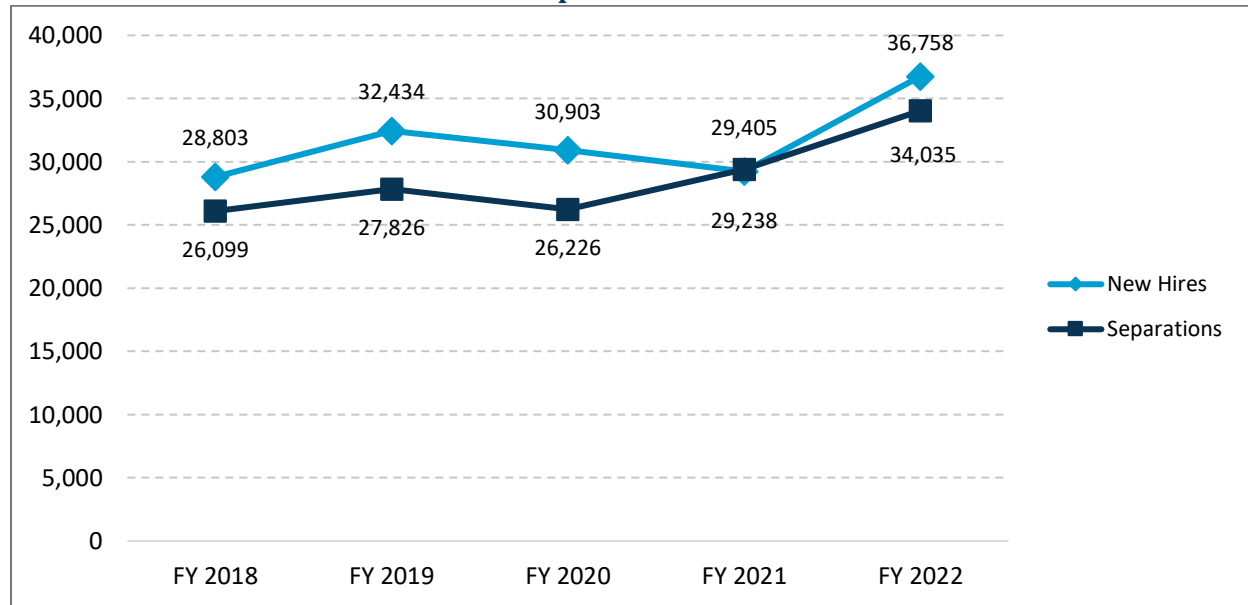
Black or African American employment in technical occupations decreased by 1,097 individuals to 81,108 in FY 2022, from 82,205 in FY 2021. Black or African American employment represents 25.2 percent of all Federal employees in this occupational category in FY 2022, compared with 24.9 percent in FY 2021.

Black or African American employment in clerical occupations increased by 1,249 individuals to 29,227 in FY 2022, from 27,978 in FY 2021. Black or African American employment represents 29.9 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

Black or African American employment in Other White-Collar occupations decreased by 427 individuals to 8,720 in FY 2022, from 9,147 in FY 2021. Black or African American employment represents 12.9 percent of all Federal employees in this occupational category in FY 2022, compared with 13.1 percent in FY 2021.

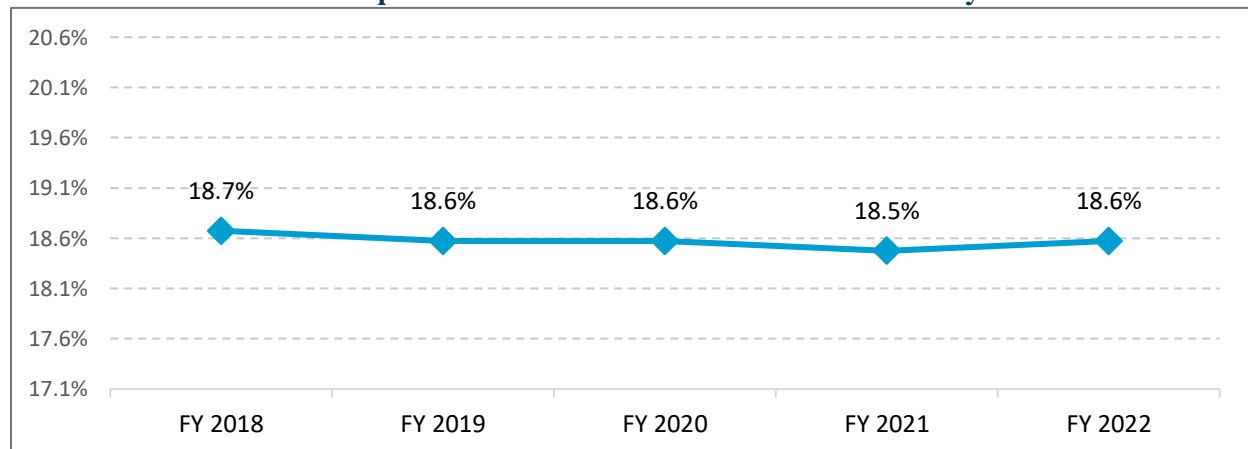
Black or African American Employment Trends

Black or African American New Hires and Separations



Employment Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
New Hires	28,803	32,434	30,903	29,238	36,758
Separations	26,099	27,826	26,226	29,405	34,035

Black or African American Representation in the Federal Workforce Over a 5-year Period



The overall trend of Black or African American representation in the Federal workforce over the past five years is neutral/ slightly downward, ranging from 18.5 percent to 18.7 percent. Black or African American representation increased from 18.5 percent (374,222) in FY 2021 to 18.6 percent (377,206) in FY 2022, an increase of 0.1 percentage point (and an increase of 2,984 individuals).

Black or African American White-Collar Employment Salary Trends

Black or African American Salary Trends – Pay Plans GS, GM, GL

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	0	0.0	0	0.0
\$20,000 - \$39,999	16,015	1.1	12,112	0.9
\$40,000 - \$59,999	75,979	5.4	73,325	5.2
\$60,000 - \$79,999	57,628	4.1	59,874	4.2
\$80,000 - \$99,999	48,106	3.4	47,776	3.4
\$100,000 - \$119,999	38,256	2.7	39,260	2.8
\$120,000 - \$139,999	25,672	1.8	28,090	2.0
\$140,000 - \$159,999	12,763	0.9	12,930	0.9
\$160,000 and Greater	5,438	0.4	8,724	0.6
Unspecified	250	0.0	213	0.0
Total	280,107	19.8	282,304	20.0

Black or African American Salary Trends – Other White-Collar

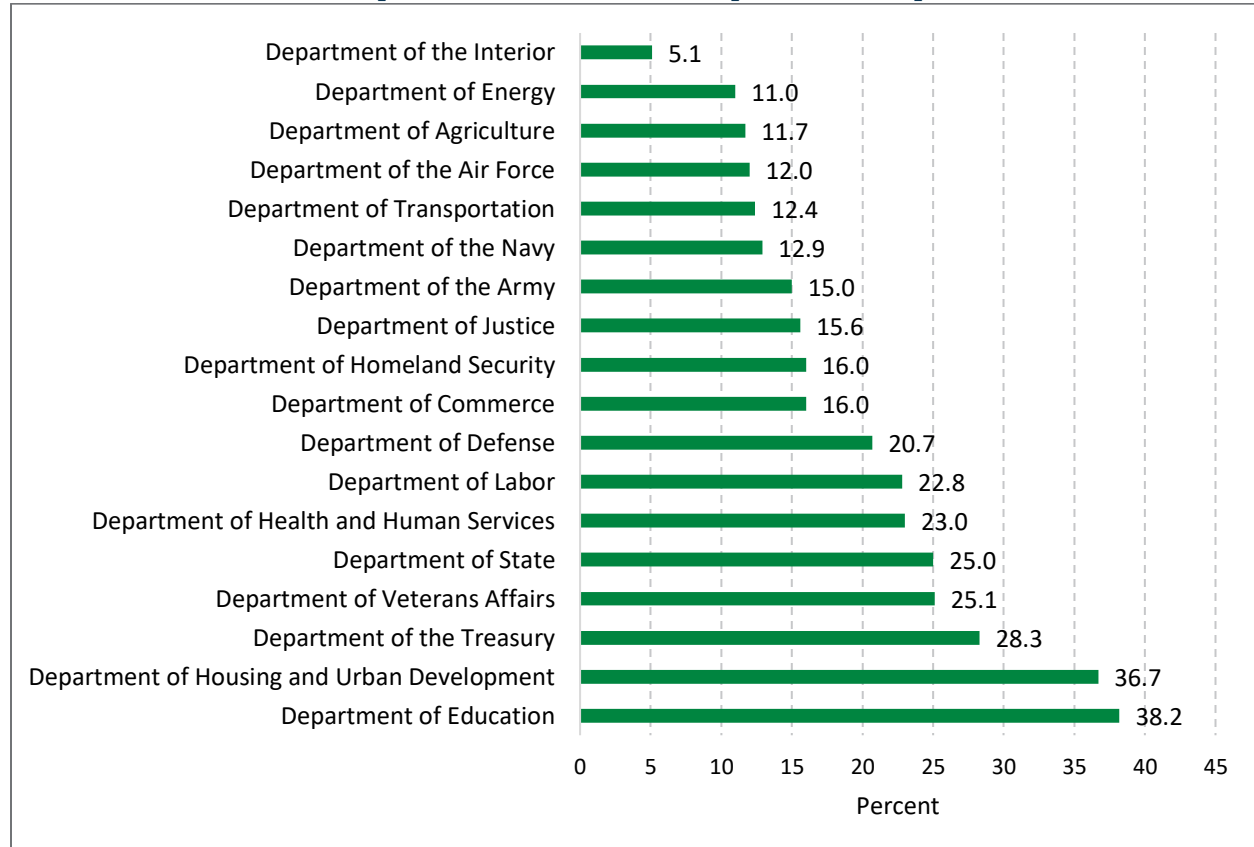
Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	5	0.0	1	0.0
\$20,000 - \$39,999	2,067	0.5	2,126	0.5
\$40,000 - \$59,999	11,198	2.6	10,720	2.4
\$60,000 - \$79,999	7,527	1.7	6,229	1.4
\$80,000 - \$99,999	12,733	3.0	11,623	2.6
\$100,000 - \$119,999	10,443	2.4	11,495	2.6
\$120,000 - \$139,999	7,246	1.7	8,412	1.9
\$140,000 - \$159,999	3,808	0.9	4,446	1.0
\$160,000 and Greater	6,634	1.5	8,035	1.8
Unspecified	244	0.1	254	0.1
Total	61,905	14.4	63,341	14.4

Black or African American Salary Trends – Senior Executive Service

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
\$120,000 - \$139,999	0	0.0	0	0.0
\$140,000 - \$159,999	15	0.2	10	0.1
\$160,000 and Greater	930	11.5	980	11.9
Unspecified	2	0.0	0	0.0
Total	947	11.8	990	12.0

Black or African American Representation in Executive Departments

Black or African American Representation in Executive Departments – September 2022

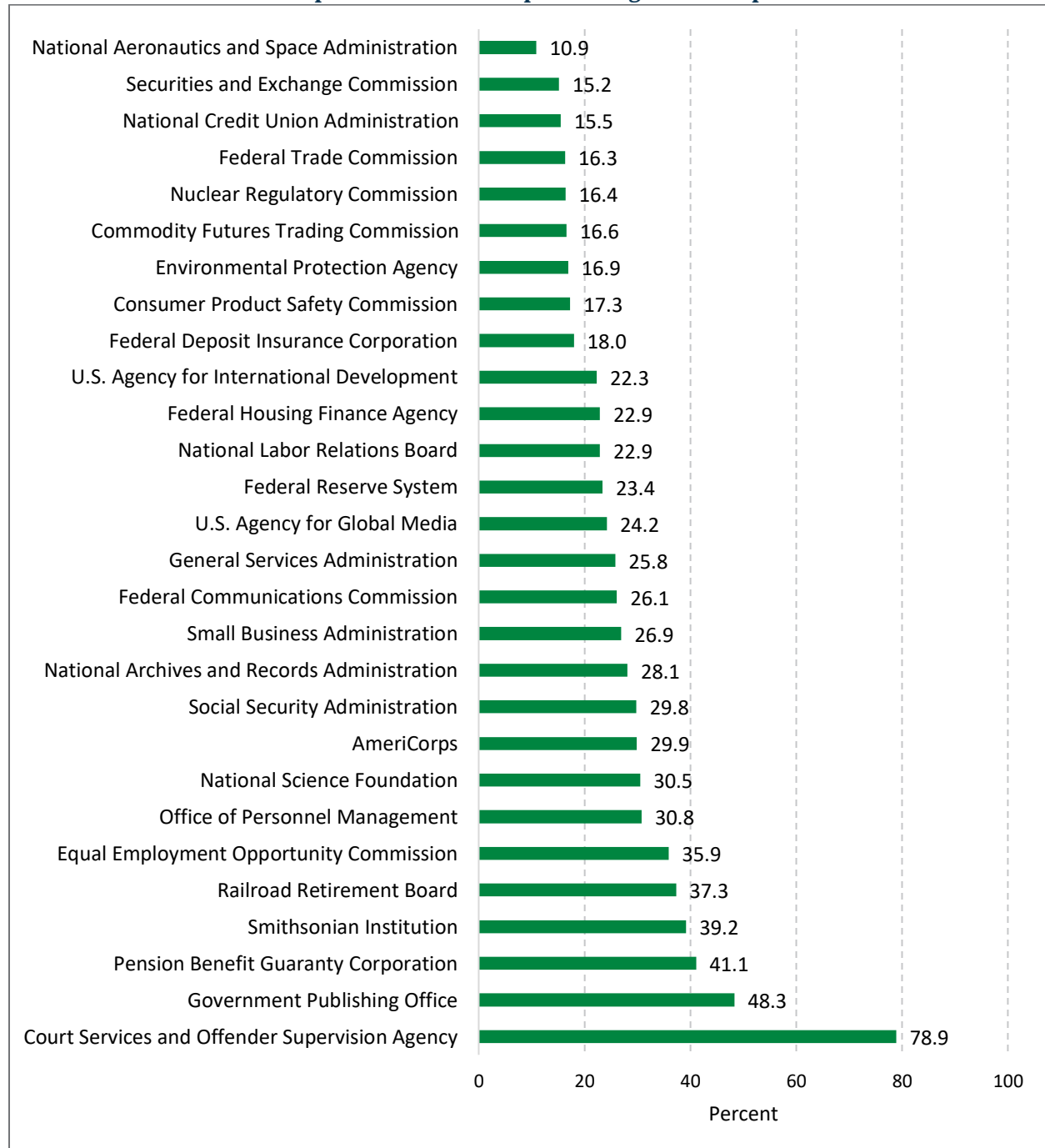


**Black or African American Representation in the Permanent Federal Workforce –
Executive Departments, September 2021 and September 2022**

Executive Department	2021 Percent in Workforce	2022 Percent in Workforce
Department of Agriculture	11.7	11.7
Department of the Air Force	12.3	12.0
Department of the Army	15.5	15.0
Department of Commerce	15.9	16.0
Department of Defense	22.0	20.7
Department of Education	38.9	38.2
Department of Energy	11.1	11.0
Department of Health and Human Services	23.0	23.0
Department of Homeland Security	15.8	16.0
Department of Housing and Urban Development	37.1	36.7
Department of the Interior	5.2	5.1
Department of Justice	15.8	15.6
Department of Labor	23.0	22.8
Department of the Navy	13.1	12.9
Department of State	25.3	25.0
Department of Transportation	12.2	12.4
Department of the Treasury	27.3	28.3
Department of Veterans Affairs	25.0	25.1
Government-wide	18.5	18.6

Black or African American Representation in Independent Agencies

Black or African American Representation in Independent Agencies – September 2022



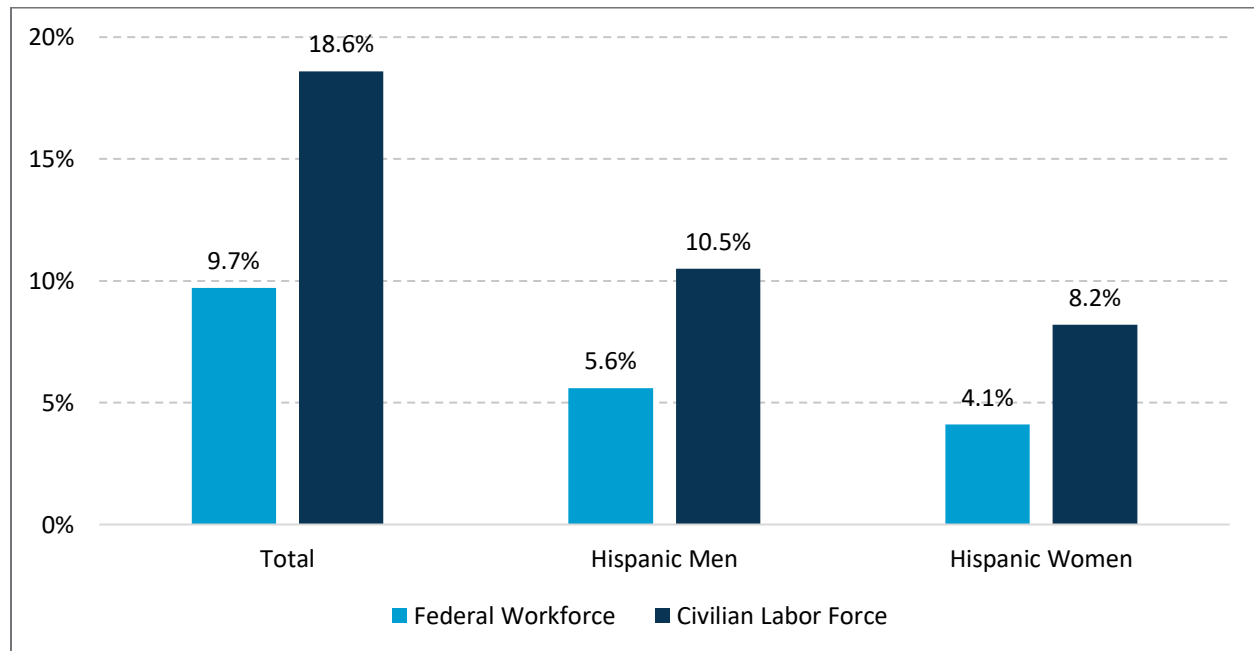
**Black or African American Representation in the Permanent Federal Workforce –
Independent Agencies, September 2021 and September 2022**

Independent Agency	2021 Percent	2022 Percent
AmeriCorps	28.2	29.9
Commodity Futures Trading Commission	17.3	16.6
Consumer Product Safety Commission	17.4	17.3
Court Services and Offender Supervision Agency	78.9	78.9
Environmental Protection Agency	16.9	16.9
Equal Employment Opportunity Commission	36.2	35.9
Federal Communications Commission	26.0	26.1
Federal Deposit Insurance Corporation	17.7	18.0
Federal Housing Finance Agency	22.4	22.9
Federal Reserve System	23.6	23.4
Federal Trade Commission	16.5	16.3
General Services Administration	26.0	25.8
Government Publishing Office	49.4	48.3
National Aeronautics and Space Administration	11.1	10.9
National Archives and Records Administration	28.6	28.1
National Credit Union Administration	15.2	15.5
National Labor Relations Board	23.4	22.9
National Science Foundation	29.4	30.5
Nuclear Regulatory Commission	16.4	16.4
Office of Personnel Management	31.5	30.8
Pension Benefit Guaranty Corporation	41.0	41.1
Railroad Retirement Board	39.2	37.3
Securities and Exchange Commission	14.8	15.2
Small Business Administration	26.5	26.9
Smithsonian Institution	39.2	39.2
Social Security Administration	30.1	29.8
U.S. Agency for Global Media	23.7	24.2
U.S. Agency for International Development	22.3	22.3
Government-wide	18.5	18.6

Hispanic or Latino Employment in the Federal Workforce¹⁰

Hispanic or Latino Employment

Hispanic or Latino Representation in the Federal Workforce and Civilian Labor Force – September 2022



Hispanic or Latino employees represent 9.7 percent (197,796) of the permanent Federal workforce in FY 2022, compared with 18.6 percent in the CLF, a difference of 8.9 percentage points.

Hispanic or Latino men represent 5.6 percent (113,809) of the permanent Federal workforce in FY 2022, compared with 10.5 percent in the CLF, a difference of 4.9 percentage points.

Hispanic or Latino women represent 4.1 percent (83,987) of the permanent Federal workforce in FY 2022, compared with 8.2 percent in the CLF, a difference of 4.1 percentage points.

¹⁰ According to the Bureau of Labor Statistics (BLS), in 2022 Hispanics in the U.S. made up 18.6 percent of the Civilian Labor Force (CLF). According to the Equal Employment Opportunity (EEO) Tabulation 2014-2018 (5-year ACS Data), Hispanic or Latinos in the U.S. made up 12.8 percent of the CLF when taking into account citizenship, which is required for most Federal positions.

Hispanic or Latino Employment by Occupational Category

Hispanic or Latino Employment – 2022¹¹

Occupational Category	Individuals	Percent
White-Collar	183,531	9.9
Blue-Collar	14,152	8.3
Unspecified	113	8.1
Total	197,796	9.7

Hispanic or Latino employment in White-Collar occupations increased by 5,201 individuals to 183,531 in FY 2022, from 178,330 in FY 2021. Hispanic or Latino employment represents 9.9 percent of all Federal employees in this occupational category in FY 2022, compared with 9.6 percent in FY 2021.

Hispanic or Latino employment in Blue-Collar occupations decreased by 318 individuals to 14,152 in FY 2022, from 14,470 in FY 2021. Hispanic or Latino employment represents 8.3 percent of all Federal employees in this occupational category in FY 2022, compared with 8.1 percent in FY 2021.

Hispanic or Latino White-Collar Employment - 2022¹²

White-Collar Occupational Category	Individuals	Percent
Professional	36,433	6.4
Administrative	78,926	9.8
Technical	40,941	12.7
Clerical	12,395	12.7
Other White-Collar	14,836	21.9
Total	183,531	9.9

Hispanic or Latino employment in professional occupations increased by 925 individuals to 36,433 in FY 2022, from 35,508 in FY 2021. Hispanic or Latino employment represents 6.4 percent of all Federal employees in this occupational category in FY 2022, compared with 6.3 percent in FY 2021.

¹¹ Percentages based on all employment in each Occupational Category

¹² Percentages based on all employment in each Occupational Category

Hispanic or Latino employment in administrative occupations increased by 2,431 individuals to 78,926 in FY 2022, from 76,495 in FY 2021. Hispanic or Latino employment represents 9.8 percent of all Federal employees in this occupational category in FY 2022, compared with 9.6 percent in FY 2021.

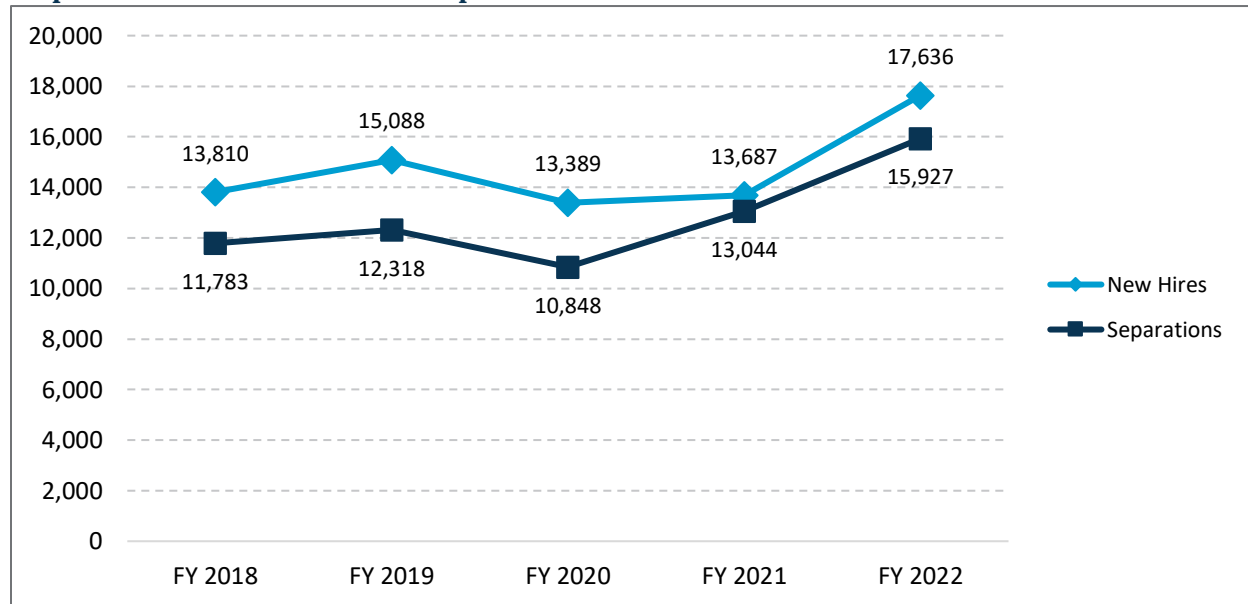
Hispanic or Latino employment in technical occupations increased by 370 individuals to 40,941 in FY 2022, from 40,571 in FY 2021. Hispanic or Latino employment represents 12.7 percent of all Federal employees in this occupational category in FY 2022, compared with 12.3 percent in FY 2021.

Hispanic or Latino employment in clerical occupations increased by 1,801 individuals to 12,395 in FY 2022, from 10,594 in FY 2021. Hispanic or Latino employment represents 12.7 percent of all Federal employees in this occupational category in FY 2022, compared with 11.3 percent in FY 2021.

Hispanic or Latino employment in Other White-Collar occupations decreased by 326 individuals to 14,836 in FY 2022, from 15,162 in FY 2021. Hispanic or Latino employment represents 21.9 percent of all Federal employees in this occupational category in FY 2022, compared with 21.7 percent in FY 2021.

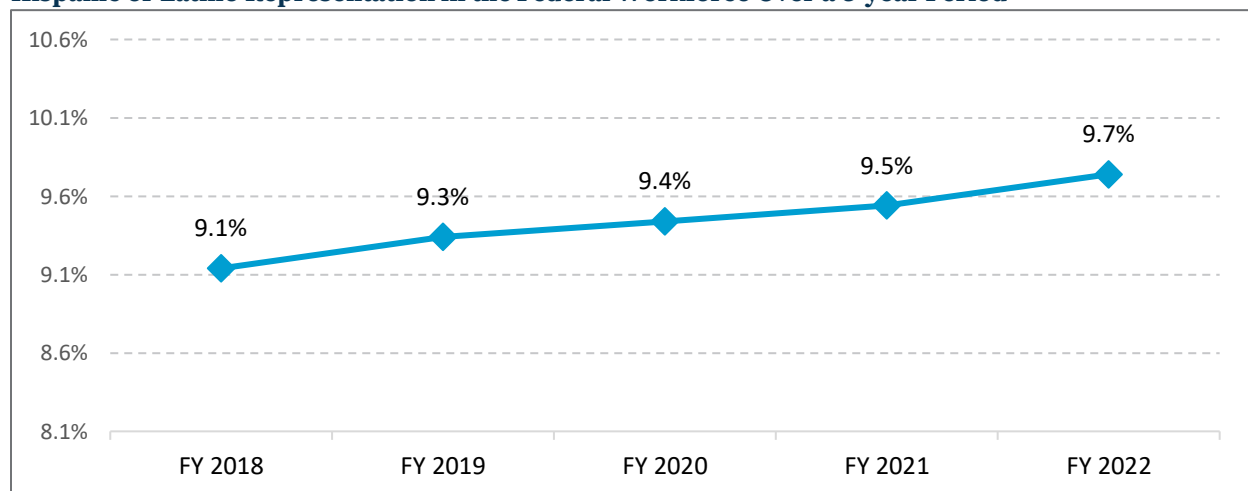
Hispanic or Latino Employment Trends

Hispanic or Latino New Hires and Separations



Employment Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
New Hires	13,810	15,088	13,389	13,687	17,636
Separations	11,783	12,318	10,848	13,044	15,927

Hispanic or Latino Representation in the Federal Workforce Over a 5-year Period



The overall trend of Hispanic or Latino representation in the Federal workforce over the past five years is upward, ranging from 9.1 percent to 9.7 percent. Hispanic or Latino representation increased from 9.5 percent (192,504) in FY 2021 to 9.7 percent (197,331) in FY 2022, an increase of 0.2 percentage points (4,827 individuals).

Hispanic or Latino White-Collar Employment Salary Trends

Hispanic or Latino Salary Trends – Pay Plans GS, GM, GL

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	0	0.0	0	0.0
\$20,000 - \$39,999	7,228	0.5	6,329	0.4
\$40,000 - \$59,999	31,370	2.2	30,208	2.1
\$60,000 - \$79,999	28,166	2.0	29,424	2.1
\$80,000 - \$99,999	33,323	2.4	32,506	2.3
\$100,000 - \$119,999	22,753	1.6	24,704	1.7
\$120,000 - \$139,999	10,040	0.7	11,429	0.8
\$140,000 - \$159,999	4,232	0.3	4,970	0.4
\$160,000 and Greater	1,979	0.1	2,857	0.2
Unspecified	94	0.0	70	0.0
Total	139,185	9.9	142,497	10.1

Hispanic or Latino Salary Trends – Other White-Collar

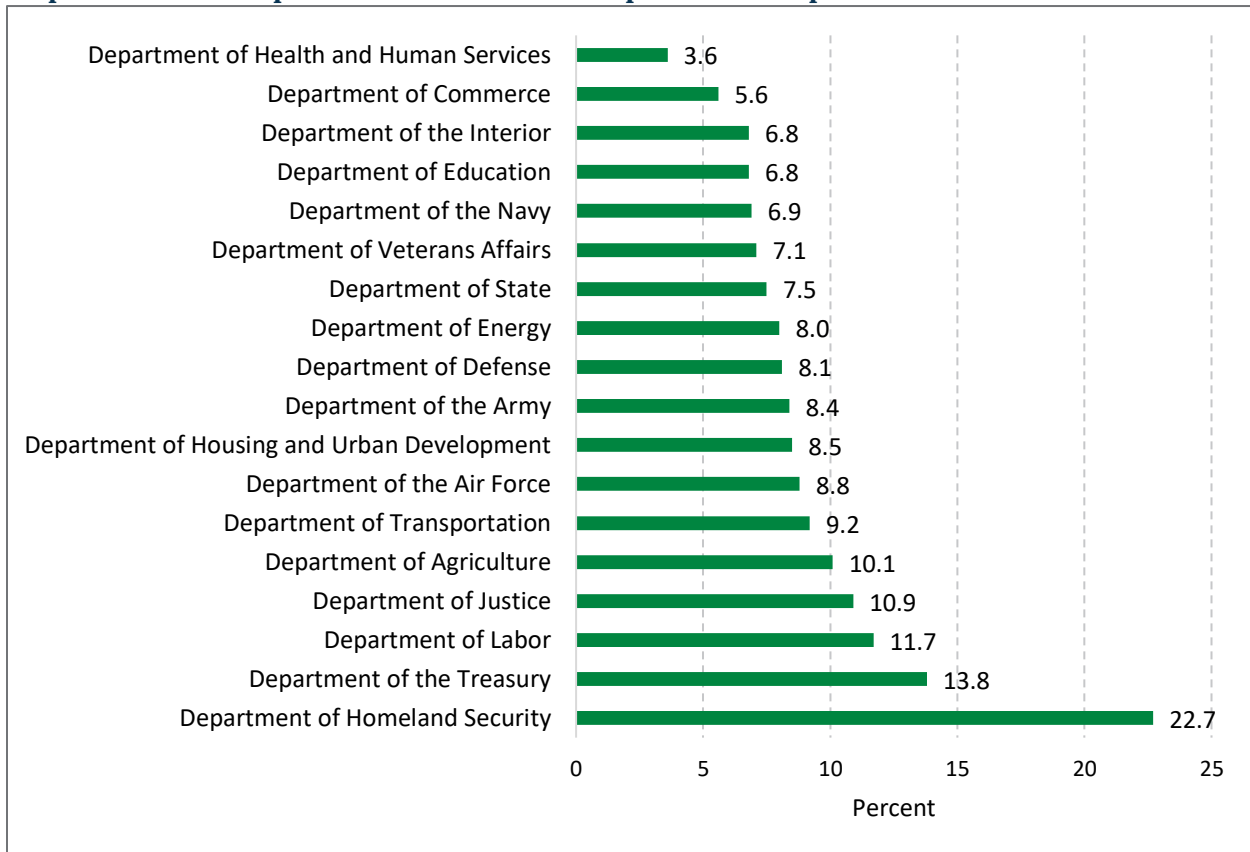
Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	3	0.0	2	0.0
\$20,000 - \$39,999	2,079	0.5	2,233	0.5
\$40,000 - \$59,999	10,662	2.5	10,825	2.5
\$60,000 - \$79,999	4,506	1.0	4,271	1.0
\$80,000 - \$99,999	6,192	1.4	6,025	1.4
\$100,000 - \$119,999	5,008	1.2	5,514	1.3
\$120,000 - \$139,999	3,687	0.9	4,197	1.0
\$140,000 - \$159,999	2,054	0.5	2,299	0.5
\$160,000 and Greater	4,460	1.0	5,109	1.2
Unspecified	83	0.0	94	0.0
Total	38,734	9.0	40,569	9.2

Hispanic or Latino Salary Trends – Senior Executive Service

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
\$120,000 - \$139,999	0	0.0	1	0.0
\$140,000 - \$159,999	10	0.1	9	0.1
\$160,000 and Greater	401	5.0	455	5.5
Total	411	5.1	465	5.6

Hispanic or Latino Representation in Executive Departments

Hispanic or Latino Representation in Executive Departments – September 2022

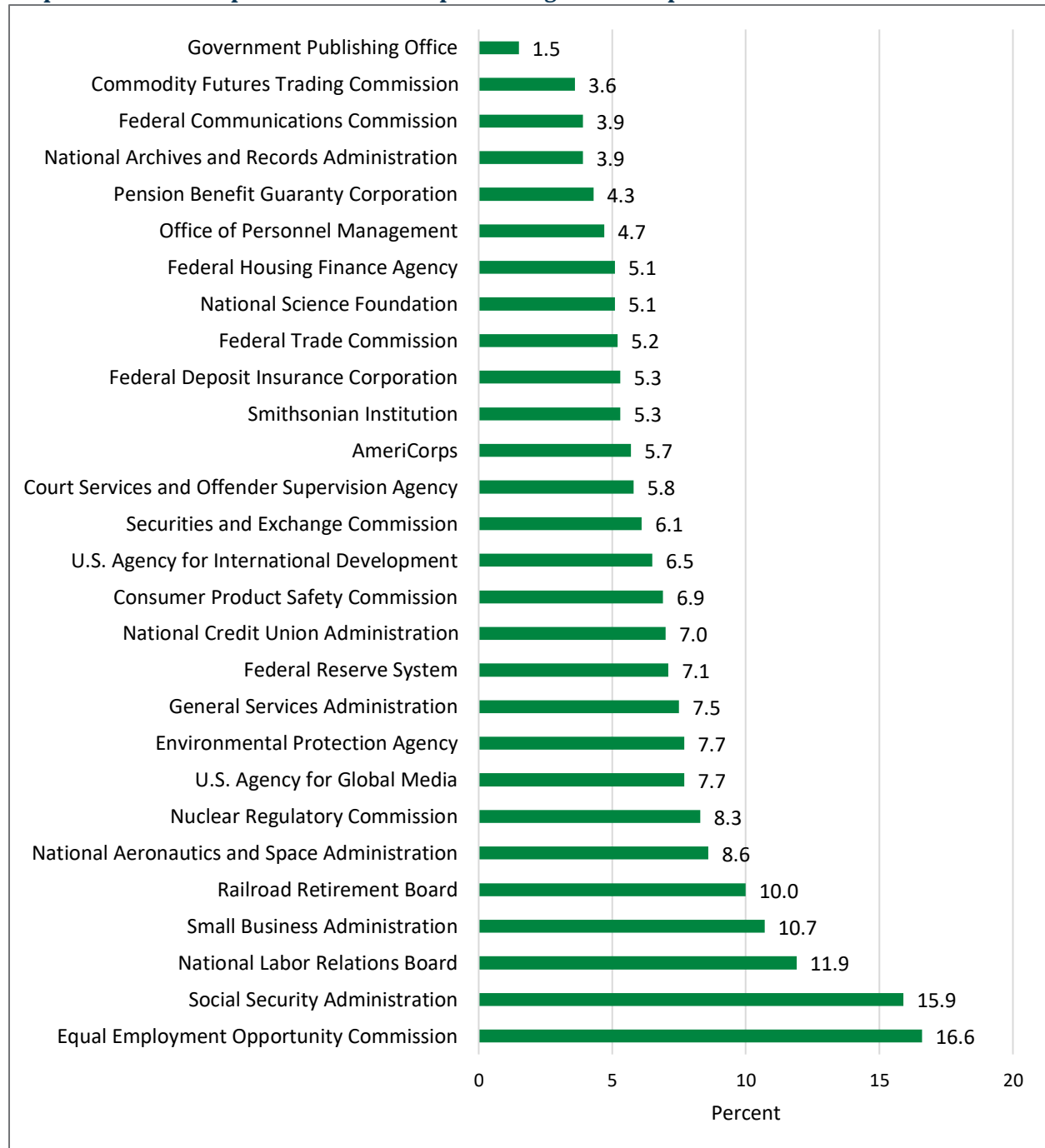


**Hispanic or Latino Representation in the Permanent Federal Workforce –
Executive Departments, September 2021 and September 2022**

Executive Department	2021 Percent in Workforce	2022 Percent in Workforce
Department of Agriculture	9.1	10.1
Department of the Air Force	8.7	8.8
Department of the Army	8.6	8.4
Department of Commerce	5.4	5.7
Department of Defense	7.1	8.1
Department of Education	6.7	6.9
Department of Energy	7.7	8.0
Department of Health and Human Services	3.5	3.6
Department of Homeland Security	22.4	22.7
Department of Housing and Urban Development	8.1	8.5
Department of the Interior	6.8	6.8
Department of Justice	10.6	10.9
Department of Labor	11.1	11.7
Department of the Navy	6.8	6.9
Department of State	7.2	7.5
Department of Transportation	9.0	9.2
Department of the Treasury	12.7	13.8
Department of Veterans Affairs	7.0	7.1
Government-wide	9.5	9.7

Hispanic or Latino Representation in Independent Agencies

Hispanic or Latino Representation in Independent Agencies – September 2022



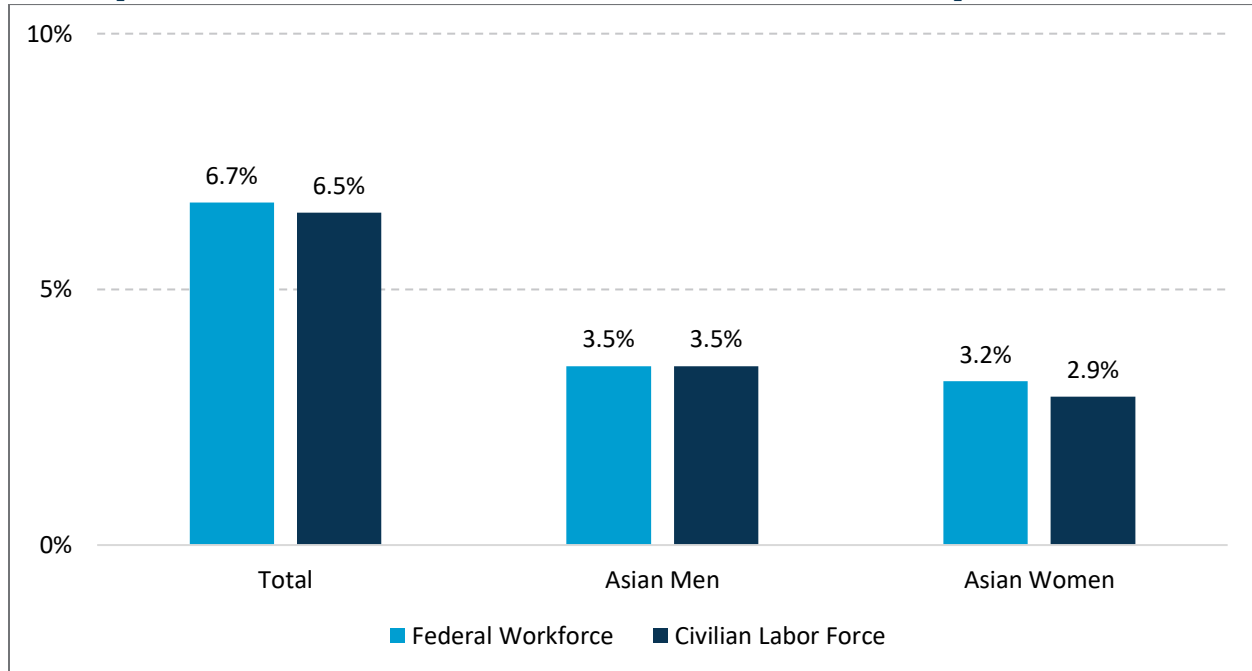
**Hispanic or Latino Representation in the Permanent Federal Workforce –
Independent Agencies, September 2021 and September 2022**

Independent Agency	2021 Percent	2022 Percent
AmeriCorps	3.8	5.7
Commodity Futures Trading Commission	3.6	3.6
Consumer Product Safety Commission	6.8	6.9
Court Services and Offender Supervision Agency	5.7	5.8
Environmental Protection Agency	7.7	7.7
Equal Employment Opportunity Commission	16.9	16.6
Federal Communications Commission	3.9	3.9
Federal Deposit Insurance Corporation	4.9	5.3
Federal Housing Finance Agency	5.0	5.1
Federal Reserve System	7.1	7.1
Federal Trade Commission	5.1	5.2
General Services Administration	7.0	7.5
Government Publishing Office	1.7	1.5
National Aeronautics and Space Administration	8.5	8.6
National Archives and Records Administration	3.1	3.9
National Credit Union Administration	6.6	7.0
National Labor Relations Board	13.1	11.9
National Science Foundation	5.7	5.1
Nuclear Regulatory Commission	8.0	8.3
Office of Personnel Management	4.6	4.7
Pension Benefit Guaranty Corporation	4.0	4.3
Railroad Retirement Board	9.3	10.0
Securities and Exchange Commission	6.0	6.1
Small Business Administration	10.7	10.7
Smithsonian Institution	5.4	5.3
Social Security Administration	15.7	15.9
U.S. Agency for Global Media	8.2	7.7
U.S. Agency for International Development	6.6	6.5
Government-wide	9.5	9.7

Asian Employment in the Federal Workforce¹³

Asian Employment

Asian Representation in the Federal Workforce and Civilian Labor Force – September 2022



Asian employees represent 6.7 percent (135,222) of the permanent Federal workforce in FY 2022, compared with 6.5 percent in the CLF, a difference of 0.2 percentage points.

Asian men represent 3.5 percent (70,606) of the permanent Federal workforce in FY 2022, compared with 3.5 percent in the CLF, roughly the same percentage.

Asian women represent 3.2 percent (64,615) of the permanent Federal workforce in FY 2022, compared with 2.9 percent in the CLF, a difference of 0.3 percentage points.

¹³ According to the Bureau of Labor Statistics (BLS), in 2022 Asians in the U.S. made up 6.5 percent of the Civilian Labor Force (CLF). According to the Equal Employment Opportunity (EEO) Tabulation 2014-2018 (5-year ACS Data), Asians in the U.S. made up 4.4 percent of the CLF when taking into account citizenship, which is required for most Federal positions.

Asian Employment by Occupational Category

Asian Employment – 2022¹⁴

Occupational Category	Individuals	Percent
White-Collar	126,701	6.8
Blue-Collar	8,405	4.9
Unspecified	116	8.3
Total	135,222	6.7

Asian employment in White-Collar occupations increased by 4,073 individuals to 126,701 in FY 2022, from 122,628 in FY 2021. Asian employment represents 6.8 percent of all Federal employees in this occupational category in FY 2022, compared with 6.6 percent in FY 2021.

Asian employment in Blue-Collar occupations increased by 31 individuals to 8,405 in FY 2022, from 8,374 in FY 2021. Asian employment represents 4.9 percent of all Federal employees in this occupational category in FY 2022, compared with 4.8 percent in FY 2021.

Asian White-Collar Employment – 2022¹⁵

White-Collar Occupational Category	Individuals	Percent
Professional	62,419	11.0
Administrative	42,004	5.2
Technical	16,206	5.0
Clerical	4,710	4.8
Other White-Collar	1,362	2.0
Total	126,701	6.8

Asian employment in professional occupations increased by 1,926 individuals to 62,419 in FY 2022, from 60,493 in FY 2021. Asian employment represents 11.0 percent of all Federal employees in this occupational category in FY 2022, compared with 10.8 percent in FY 2021.

¹⁴ Percentages based on all employment in each Occupational Category

¹⁵ Percentages based on all employment in each Occupational Category

Asian employment in administrative occupations increased by 1,523 individuals to 42,004 in FY 2022, from 40,481 in FY 2021. Asian employment represents 5.2 percent of all Federal employees in this occupational category in FY 2022, compared with 5.1 percent in FY 2021.

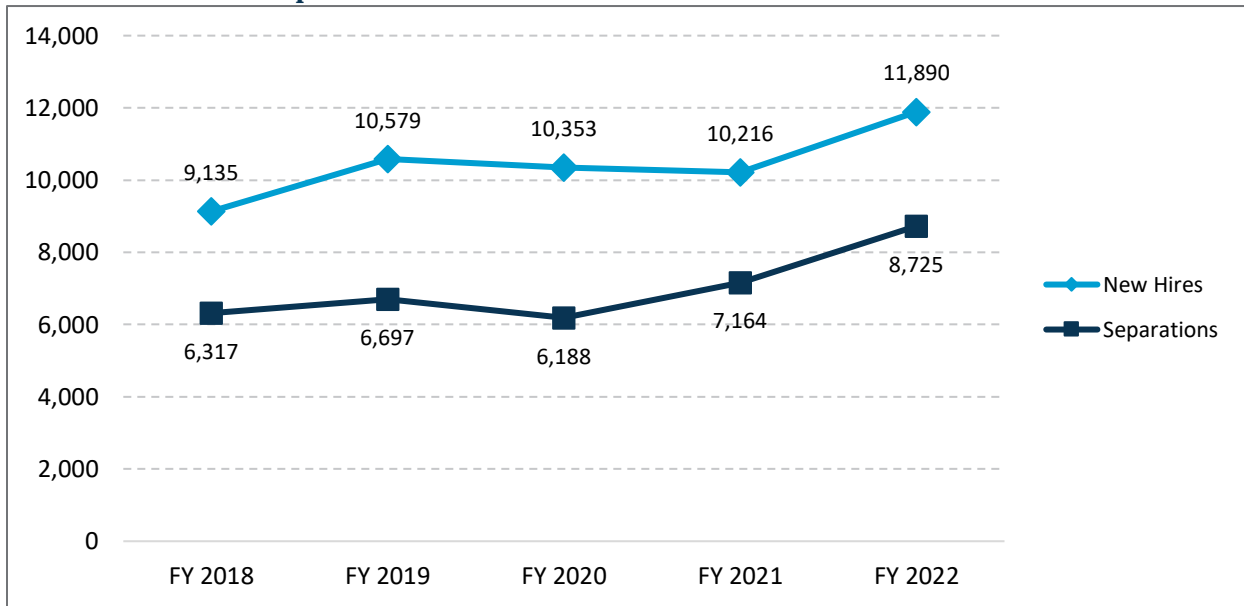
Asian employment in technical occupations increased by 272 individuals to 16,206 in FY 2022, from 15,934 in FY 2021. Asian employment represents 5.0 percent of all Federal employees in this occupational category in FY 2022, compared with 4.8 percent in FY 2021.

Asian employment in clerical occupations increased by 420 individuals to 4,710 in FY 2022, from 4,290 in FY 2021. Asian employment represents 4.8 percent of all Federal employees in this occupational category in FY 2022, compared with 4.6 percent in FY 2021.

Asian employment in Other White-Collar occupations decreased by 68 individuals to 1,362 in FY 2022, from 1,430 in FY 2021. Asian employment represents 2.0 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

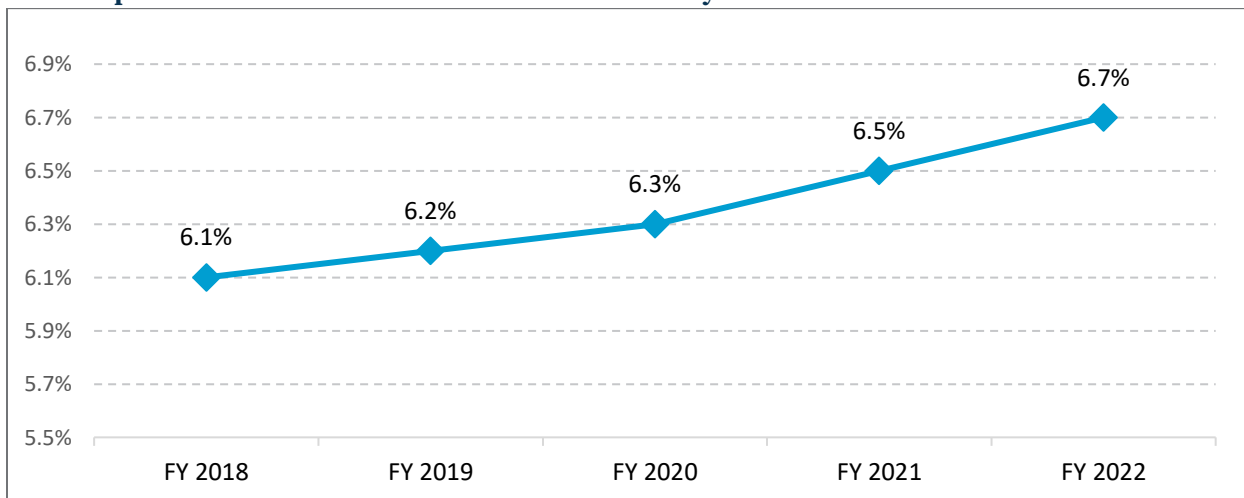
Asian Employment Trends

Asian New Hires and Separations



Employment Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
New Hires	9,135	10,579	10,353	10,216	11,890
Separations	6,317	6,697	6,188	7,164	8,725

Asian Representation in the Federal Workforce Over a 5-year Period



The overall trend of Asian representation in the Federal workforce over the past five years is upward, ranging from 6.1 percent to 6.7 percent. Asian representation increased from 6.5 percent (130,733) in FY 2021 to 6.7 percent (134,801) in FY 2022, an increase of 0.2 percentage points (4,068 individuals).

Asian White-Collar Employment Salary Trends

Asian Salary Trends – Pay Plans GS, GM, GL

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	0	0.0	0	0.0
\$20,000 - \$39,999	2,567	0.2	2,011	0.1
\$40,000 - \$59,999	12,511	0.9	11,895	0.8
\$60,000 - \$79,999	13,212	0.9	13,683	1.0
\$80,000 - \$99,999	14,029	1.0	13,831	1.0
\$100,000 - \$119,999	15,913	1.1	15,992	1.1
\$120,000 - \$139,999	13,016	0.9	13,086	0.9
\$140,000 - \$159,999	8,365	0.6	8,500	0.6
\$160,000 and Greater	3,797	0.3	6,173	0.4
Unspecified	58	0.0	41	0.0
Total	83,468	5.9	85,212	6.0

Asian Salary Trends – Other White-Collar

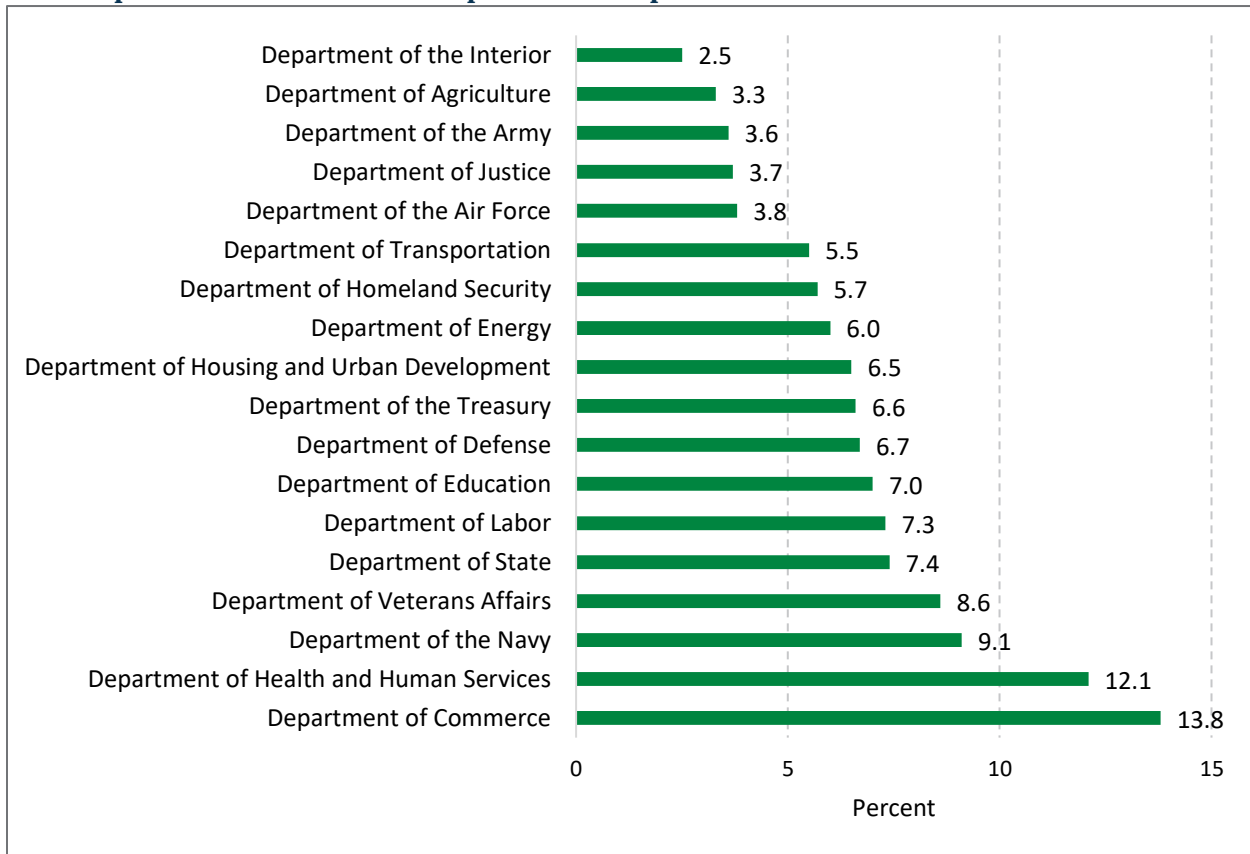
Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	0	0.0	0	0.0
\$20,000 - \$39,999	445	0.1	458	0.1
\$40,000 - \$59,999	2,854	0.7	2,884	0.7
\$60,000 - \$79,999	2,537	0.6	1,997	0.5
\$80,000 - \$99,999	5,704	1.3	4,930	1.1
\$100,000 - \$119,999	6,730	1.6	6,857	1.6
\$120,000 - \$139,999	5,582	1.3	6,503	1.5
\$140,000 - \$159,999	2,924	0.7	3,671	0.8
\$160,000 and Greater	11,824	2.7	13,557	3.1
Unspecified	185	0.0	211	0.0
Total	38,785	9.0	41,068	9.3

Asian Salary Trends – Senior Executive Service

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
\$120,000 - \$139,999	1	0.0	1	0.0
\$140,000 - \$159,999	6	0.1	3	0.0
\$160,000 and Greater	367	4.6	416	5.1
Unspecified	1	0.0	1	0.0
Total	375	4.7	421	5.1

Asian Representation in Executive Departments

Asian Representation in Executive Departments – September 2022

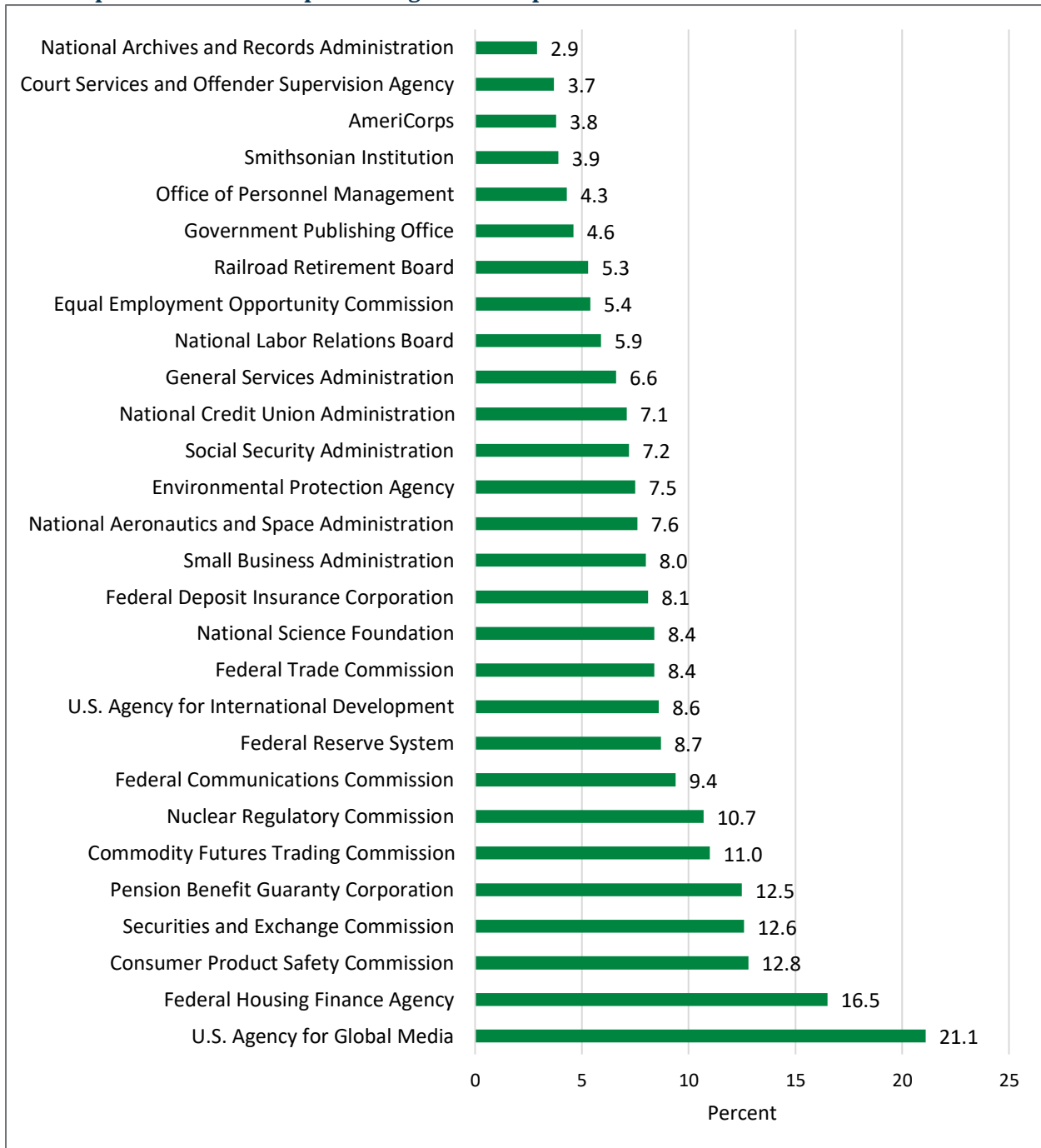


**Asian Representation in the Permanent Federal Workforce –
Executive Departments, September 2021 and September 2022**

Executive Department	2021 Percent in Workforce	2022 Percent in Workforce
Department of Agriculture	3.2	3.3
Department of the Air Force	3.7	3.8
Department of the Army	3.9	3.6
Department of Commerce	13.5	13.8
Department of Defense	5.7	6.7
Department of Education	6.9	7.0
Department of Energy	5.7	6.0
Department of Health and Human Services	11.7	12.1
Department of Homeland Security	5.5	5.7
Department of Housing and Urban Development	6.7	6.5
Department of the Interior	2.4	2.5
Department of Justice	3.7	3.7
Department of Labor	7.1	7.3
Department of the Navy	9.3	9.1
Department of State	7.1	7.4
Department of Transportation	5.4	5.5
Department of the Treasury	6.6	6.6
Department of Veterans Affairs	8.3	8.6
Government-wide	6.5	6.7

Asian Representation in Independent Agencies

Asian Representation in Independent Agencies – September 2022



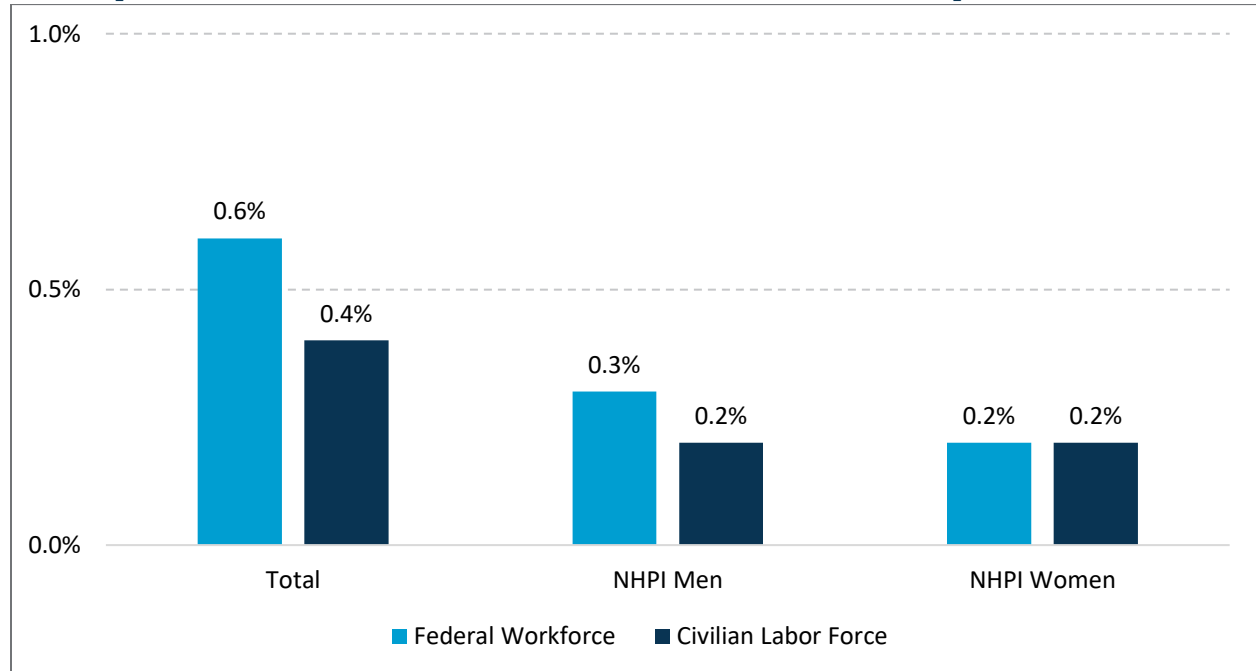
**Asian Representation in the Permanent Federal Workforce –
Independent Agencies, September 2021 and September 2022**

Independent Agency	2021 Percent	2022 Percent
AmeriCorps	4.0	3.8
Commodity Futures Trading Commission	10.3	11.0
Consumer Product Safety Commission	13.1	12.8
Court Services and Offender Supervision Agency	3.6	3.7
Environmental Protection Agency	7.3	7.5
Equal Employment Opportunity Commission	5.4	5.4
Federal Communications Commission	9.1	9.4
Federal Deposit Insurance Corporation	7.3	8.1
Federal Housing Finance Agency	14.8	16.5
Federal Reserve System	8.9	8.7
Federal Trade Commission	8.0	8.4
General Services Administration	6.5	6.6
Government Publishing Office	4.0	4.6
National Aeronautics and Space Administration	7.5	7.6
National Archives and Records Administration	2.7	2.9
National Credit Union Administration	6.3	7.1
National Labor Relations Board	5.6	5.9
National Science Foundation	8.1	8.4
Nuclear Regulatory Commission	10.4	10.7
Office of Personnel Management	3.8	4.3
Pension Benefit Guaranty Corporation	12.3	12.5
Railroad Retirement Board	4.5	5.3
Securities and Exchange Commission	12.2	12.6
Small Business Administration	7.7	8.0
Smithsonian Institution	3.8	3.9
Social Security Administration	6.9	7.2
U.S. Agency for Global Media	20.5	21.1
U.S. Agency for International Development	8.3	8.6
Government-wide	6.5	6.7

Native Hawaiian/Pacific Islander (NHPI) Employment in the Federal Workforce

Native Hawaiian/Pacific Islander Employment

NHPI Representation in the Federal Workforce and Civilian Labor Force – September 2022



Native Hawaiian/Pacific Islander employees represent 0.6 percent (11,793) of the permanent Federal workforce in FY 2022, compared with 0.4 percent in the CLF, a difference of 0.2 percentage points.

Native Hawaiian/Pacific Islander men represent 0.3 percent (7,008) of the permanent Federal workforce in FY 2022, compared with 0.2 percent in the CLF, a difference of 0.1 percentage points.

Native Hawaiian/Pacific Islander women represent 0.2 percent (4,785) of the permanent Federal workforce in FY 2022, compared with 0.2 percent in the CLF, roughly the same percentage.

Native Hawaiian/Pacific Islander Employment by Occupational Category

Native Hawaiian/Pacific Islander Employment – 2022¹⁶

Occupational Category	Individuals	Percent
White-Collar	9,366	0.5
Blue-Collar	2,420	1.4
Unspecified	7	0.5
Total	11,793	0.6

Native Hawaiian/Pacific Islander employment in White-Collar occupations increased by 317 individuals to 9,366 in FY 2022, from 9,049 in FY 2021. Native Hawaiian/Pacific Islander employment represents 0.5 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

Native Hawaiian/Pacific Islander employment in Blue-Collar occupations increased by 22 individuals to 2,420 in FY 2022, from 2,398 in FY 2021. Native Hawaiian/Pacific Islander employment represents 1.4 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

Native Hawaiian/Pacific Islander White-Collar Employment - 2022¹⁷

White-Collar Occupational Category	Individuals	Percent
Professional	1,738	0.3
Administrative	3,953	0.5
Technical	2,219	0.7
Clerical	903	0.9
Other White-Collar	553	0.8
Total	9,366	0.5

Native Hawaiian/Pacific Islander employment in professional occupations increased by 66 individuals to 1,738 in FY 2022, from 1,672 in FY 2021. Native Hawaiian/Pacific Islander employment represents 0.3 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

¹⁶ Percentages based on all employment in each Occupational Category

¹⁷ Percentages based on all employment in each Occupational Category

Native Hawaiian/Pacific Islander employment in administrative occupations increased by 128 individuals to 3,953 in FY 2022, from 3,825 in FY 2021. Native Hawaiian/Pacific Islander employment represents 0.5 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

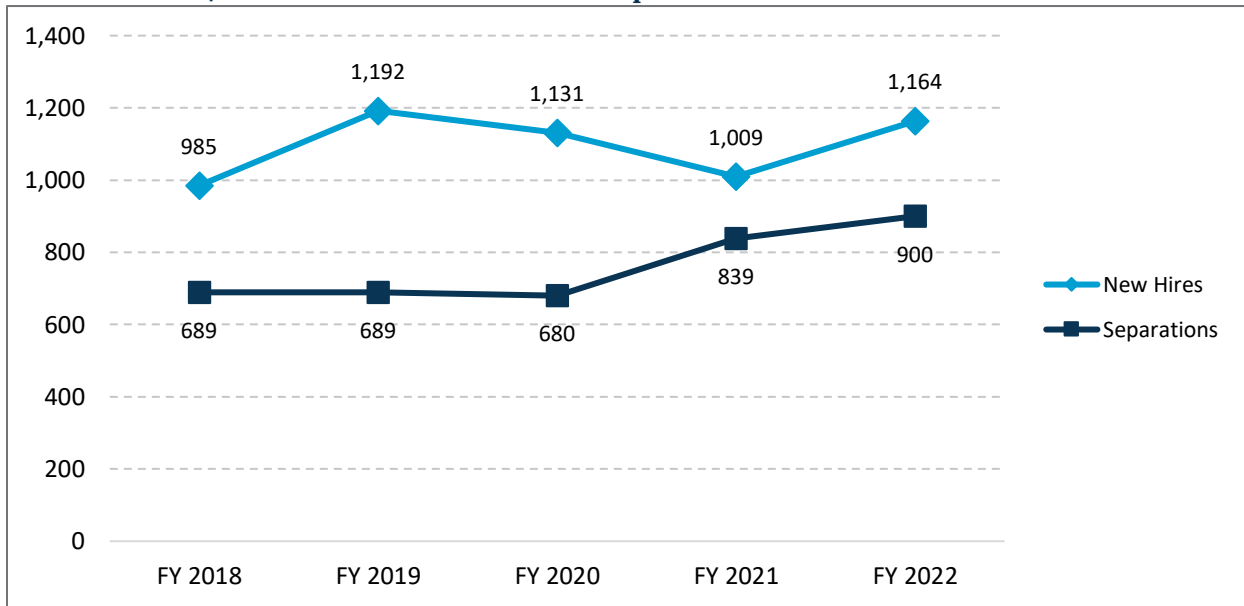
Native Hawaiian/Pacific Islander employment in technical occupations increased by 22 individuals to 2,219 in FY 2022, from 2,197 in FY 2021. Native Hawaiian/Pacific Islander employment represents 0.7 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

Native Hawaiian/Pacific Islander employment in clerical occupations increased by 103 individuals to 903 in FY 2022, from 800 in FY 2021. Native Hawaiian/Pacific Islander employment represents 0.9 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

Native Hawaiian/Pacific Islander employment in Other White-Collar occupations decreased by 2 individuals to 553 in FY 2022, from 555 in FY 2021. Native Hawaiian/Pacific Islander employment represents 0.8 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

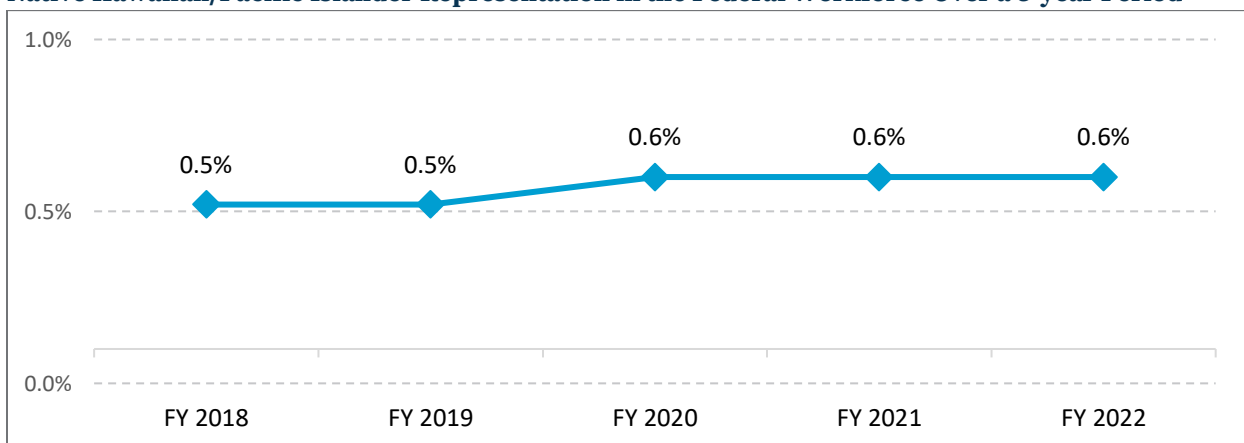
Native Hawaiian/Pacific Islander Employment Trends

Native Hawaiian/Pacific Islander New Hires and Separations



Employment Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
New Hires	985	1,192	1,131	1,009	1,164
Separations	689	689	680	839	900

Native Hawaiian/Pacific Islander Representation in the Federal Workforce Over a 5-year Period



The overall trend of Native Hawaiian/Pacific Islander representation in the Federal workforce over the past five years is neutral/ slightly upward, ranging from 0.5 percent to 0.6 percent. Native Hawaiian/Pacific Islander representation stayed roughly the same from FY 2021 (11,441) to FY 2022 (11,779) at 0.6 percent, an increase of 338 individuals.

Native Hawaiian/Pacific Islander White-Collar Employment Salary Trends

Native Hawaiian/Pacific Islander Salary Trends – Pay Plans GS, GM, GL

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	0	0.0	0	0.0%
\$20,000 - \$39,999	442	0.0	335	0.0
\$40,000 - \$59,999	2,116	0.1	2,088	0.1
\$60,000 - \$79,999	1,625	0.1	1,652	0.1
\$80,000 - \$99,999	1,399	0.1	1,459	0.1
\$100,000 - \$119,999	927	0.1	1,002	0.1
\$120,000 - \$139,999	372	0.0	467	0.0
\$140,000 - \$159,999	143	0.0	153	0.0
\$160,000 and Greater	70	0.0	106	0.0
Unspecified	8	0.0	3	0.0
Total	7,102	0.5	7,265	0.5

Native Hawaiian/Pacific Islander Salary Trends – Other White-Collar

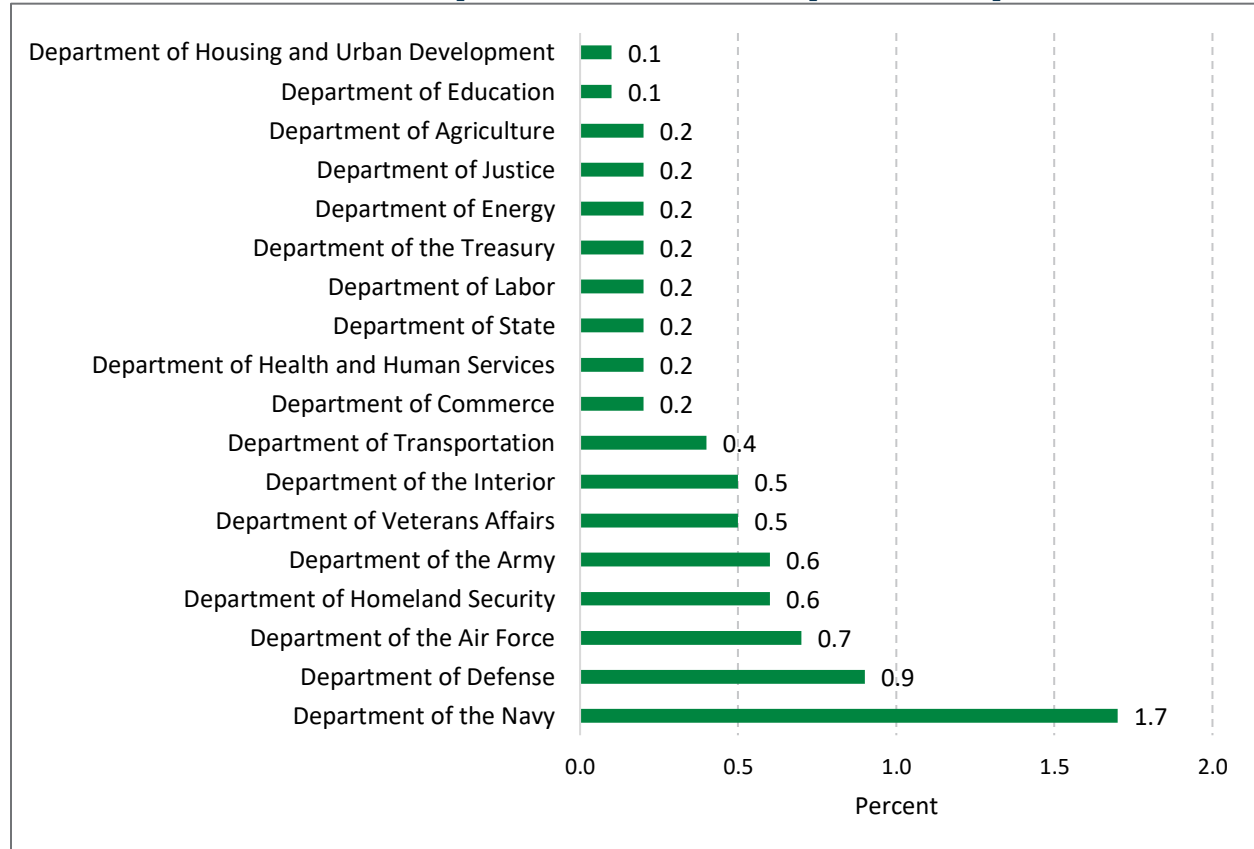
Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	0	0.0	0	0.0
\$20,000 - \$39,999	89	0.0	141	0.0
\$40,000 - \$59,999	482	0.1	478	0.1
\$60,000 - \$79,999	215	0.0	199	0.0
\$80,000 - \$99,999	317	0.1	314	0.1
\$100,000 - \$119,999	330	0.1	344	0.1
\$120,000 - \$139,999	224	0.1	269	0.1
\$140,000 - \$159,999	86	0.0	114	0.0
\$160,000 and Greater	185	0.0	218	0.0
Unspecified	6	0.0	10	0.0
Total	1,934	0.4	2,087	0.5

Native Hawaiian/Pacific Islander Salary Trends – Senior Executive Service

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
\$120,000 - \$139,999	0	0.0	0	0.0
\$140,000 - \$159,999	0	0.0	0	0.0
\$160,000 and Greater	13	0.2	14	0.2
Unspecified	0	0.0	0	0.0
Total	13	0.2	14	0.2

Native Hawaiian/Pacific Islander Representation in Executive Departments

Native Hawaiian/Pacific Islander Representation in Executive Departments – September 2022

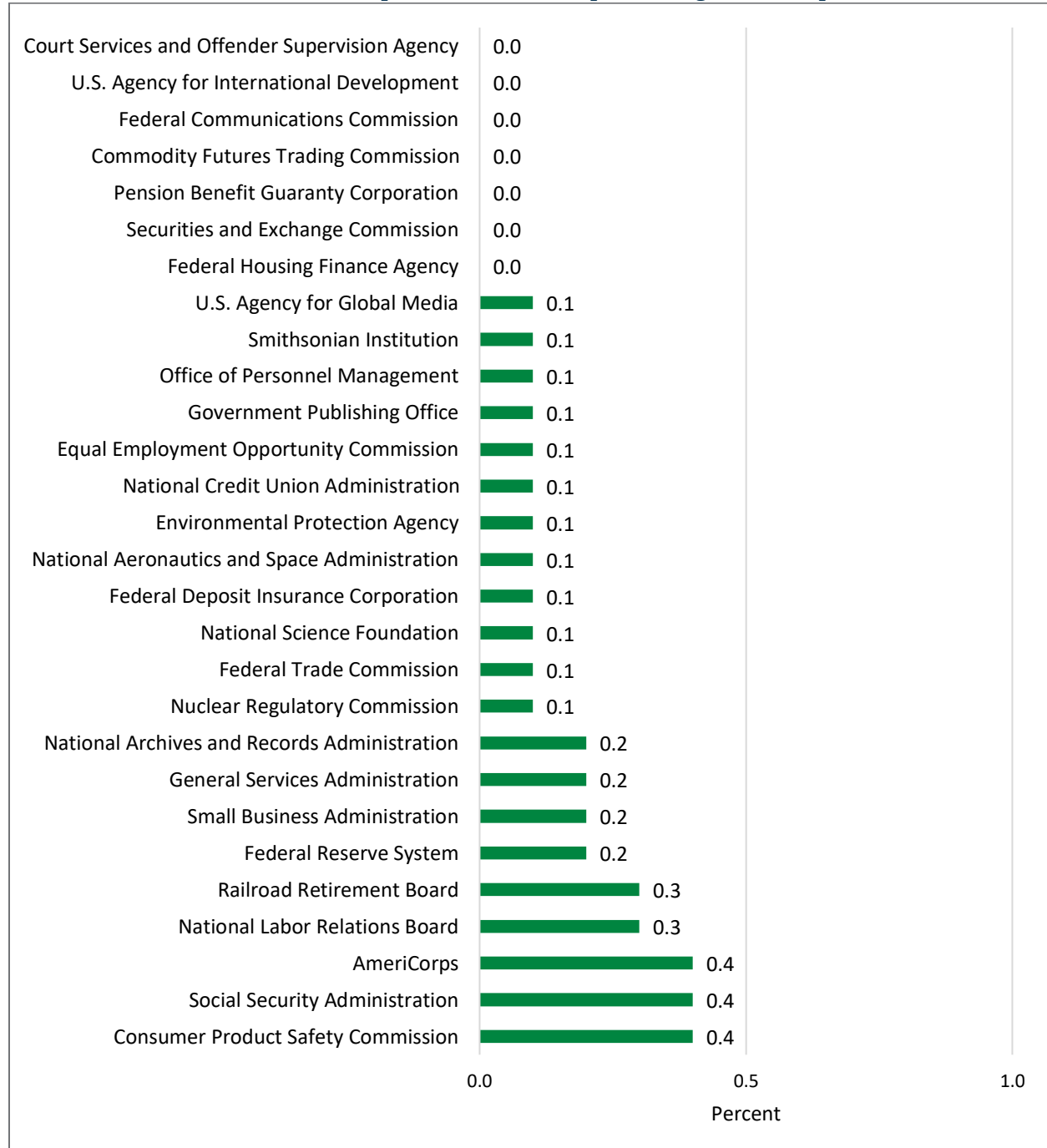


Native Hawaiian/Pacific Islander Representation in the Permanent Federal Workforce – Executive Departments, September 2021 and September 2022

Executive Department	2021 Percent in Workforce	2022 Percent in Workforce
Department of Agriculture	0.2	0.2
Department of the Air Force	0.7	0.7
Department of the Army	0.7	0.6
Department of Commerce	0.2	0.2
Department of Defense	0.7	0.9
Department of Education	0.1	0.1
Department of Energy	0.1	0.2
Department of Health and Human Services	0.2	0.2
Department of Homeland Security	0.5	0.6
Department of Housing and Urban Development	0.1	0.1
Department of the Interior	0.5	0.5
Department of Justice	0.2	0.2
Department of Labor	0.2	0.2
Department of the Navy	1.6	1.7
Department of State	0.2	0.2
Department of Transportation	0.4	0.4
Department of the Treasury	0.1	0.2
Department of Veterans Affairs	0.4	0.5
Government-wide	0.6	0.6

Native Hawaiian/Pacific Islander Representation in Independent Agencies

Native Hawaiian/Pacific Islander Representation in Independent Agencies – September 2022



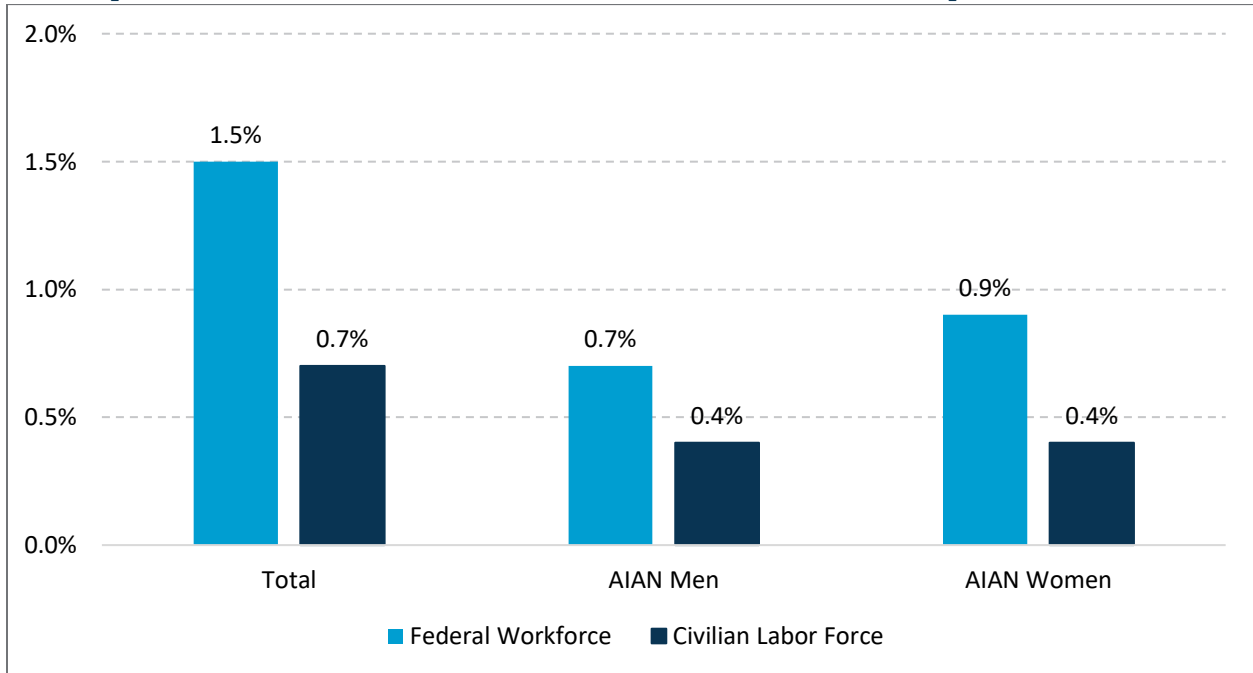
Native Hawaiian/Pacific Islander Representation in the Permanent Federal Workforce – Independent Agencies, September 2021 and September 2022

Independent Agency	2021 Percent in Workforce	2022 Percent in Workforce
AmeriCorps	0.2	0.4
Commodity Futures Trading Commission	0.0	0.0
Consumer Product Safety Commission	0.4	0.4
Court Services and Offender Supervision Agency	0.0	0.0
Environmental Protection Agency	0.1	0.1
Equal Employment Opportunity Commission	0.2	0.1
Federal Communications Commission	0.1	0.0
Federal Deposit Insurance Corporation	0.1	0.1
Federal Housing Finance Agency	0.0	0.0
Federal Reserve System	0.2	0.2
Federal Trade Commission	0.1	0.1
General Services Administration	0.2	0.2
Government Publishing Office	0.1	0.1
National Aeronautics and Space Administration	0.1	0.1
National Archives and Records Administration	0.2	0.2
National Credit Union Administration	0.1	0.1
National Labor Relations Board	0.3	0.3
National Science Foundation	0.2	0.1
Nuclear Regulatory Commission	0.1	0.1
Office of Personnel Management	0.2	0.1
Pension Benefit Guaranty Corporation	0.0	0.0
Railroad Retirement Board	0.2	0.3
Securities and Exchange Commission	0.0	0.0
Small Business Administration	0.2	0.2
Smithsonian Institution	0.1	0.1
Social Security Administration	0.4	0.4
U.S. Agency for Global Media	0.1	0.1
U.S. Agency for International Development	0.0	0.0
Government-wide	0.6	0.6

American Indian/Alaska Native (AIAN) Employment in the Federal Workforce

American Indian/Alaska Native Employment

AIAN Representation in the Federal Workforce and Civilian Labor Force – September 2022



American Indian/Alaska Native employees represent 1.5 percent (31,043) of the permanent Federal workforce in FY 2022, compared with 0.7 percent in the CLF, a difference of 0.8 percentage points.

American Indian/Alaska Native men represent 0.7 percent (13,394) of the permanent Federal workforce in FY 2022, compared with 0.4 percent in the CLF, a difference of 0.3 percentage points.

American Indian/Alaska Native women represent 0.9 percent (17,649) of the permanent Federal workforce in FY 2022, compared with 0.4 percent in the CLF, a difference of 0.5 percentage points.

American Indian/Alaska Native Employment by Occupational Category

American Indian/Alaska Native Employment – 2022¹⁸

Occupational Category	Individuals	Percent
White-Collar	27,186	1.5
Blue-Collar	3,830	2.2
Unspecified	27	1.9
Total	31,043	1.5

American Indian/Alaska Native employment in White-Collar occupations decreased by 113 individuals to 27,186 in FY 2022, from 27,299 in FY 2021. American Indian/Alaska Native employment represents 1.5 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

American Indian/Alaska Native employment in Blue-Collar occupations decreased by 13 individuals to 3,830 in FY 2022, from 3,843 in FY 2021. American Indian/Alaska Native employment represents 2.2 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

American Indian/Alaska Native White-Collar Employment – 2022¹⁹

White-Collar Occupational Category	Individuals	Percent
Professional	6,125	1.1
Administrative	9,201	1.1
Technical	8,095	2.5
Clerical	2,696	2.8
Other White-Collar	1,069	1.6
Total	27,186	1.5

American Indian/Alaska Native employment in professional occupations increased by 19 individuals to 6,125 in FY 2022, from 6,106 in FY 2021. American Indian/Alaska Native employment represents 1.1 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

¹⁸ Percentages based on all employment in each Occupational Category

¹⁹ Percentages based on all employment in each Occupational Category

American Indian/Alaska Native employment in administrative occupations increased by 61 individuals to 9,201 in FY 2022, from 9,140 in FY 2021. American Indian/Alaska Native employment represents 1.1 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

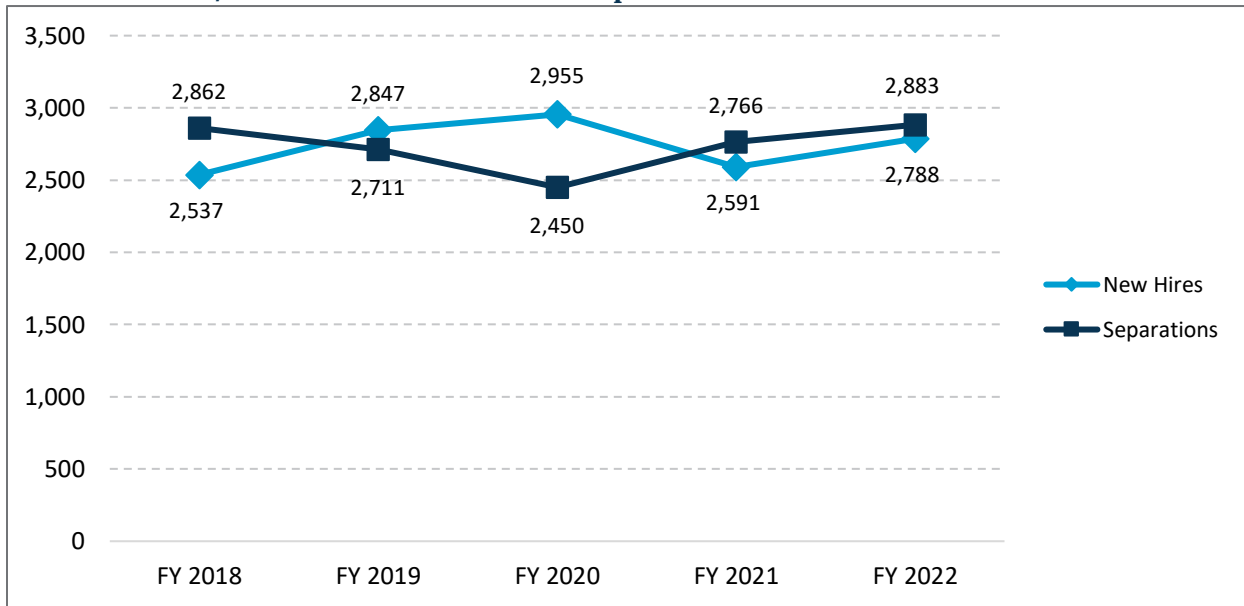
American Indian/Alaska Native employment in technical occupations decreased by 188 individuals to 8,095 in FY 2022, from 8,283 in FY 2021. American Indian/Alaska Native employment represents 2.5 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

American Indian/Alaska Native employment in clerical occupations increased by 18 individuals to 2,696 in FY 2022, from 2,678 in FY 2021. American Indian/Alaska Native employment represents 2.8 percent of all Federal employees in this occupational category in FY 2022, compared with 2.9 percent in FY 2021.

American Indian/Alaska Native employment in Other White-Collar occupations decreased by 23 individuals to 1,069 in FY 2022, from 1,092 in FY 2021. American Indian/Alaska Native employment represents 1.6 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

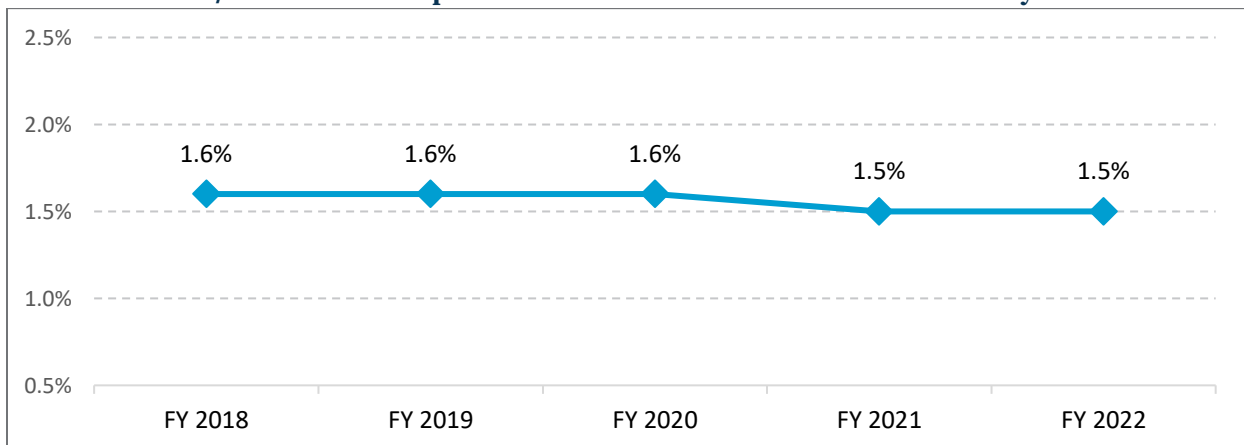
American Indian/Alaska Native Employment Trends

American Indian/Alaska Native New Hires and Separations



Employment Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
New Hires	2,537	2,847	2,955	2,591	2,788
Separations	2,862	2,711	2,450	2,766	2,883

American Indian/Alaska Native Representation in the Federal Workforce Over a 5-year Period



The overall trend of American Indian/Alaska Native representation in the Federal workforce over the past five years is neutral/slightly downward, ranging from 1.5 percent to 1.6 percent. American Indian/Alaska Native representation stayed roughly the same from FY 2021 (31,062) to FY 2022 (30,936) at 1.5 percent, a decrease of 126 individuals.

American Indian/Alaska Native White-Collar Employment Salary Trends

American Indian/Alaska Native Salary Trends – Pay Plans GS, GM, GL

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	0	0.0	0	0.0
\$20,000 - \$39,999	2,427	0.2	1,832	0.1
\$40,000 - \$59,999	8,344	0.6	8,125	0.6
\$60,000 - \$79,999	5,059	0.4	4,902	0.3
\$80,000 - \$99,999	3,740	0.3	3,852	0.3
\$100,000 - \$119,999	2,379	0.2	2,743	0.2
\$120,000 - \$139,999	1,186	0.1	1,424	0.1
\$140,000 - \$159,999	532	0.0	561	0.0
\$160,000 and Greater	225	0.0	319	0.0
Unspecified	12	0.0	13	0.0
Total	23,904	1.7	23,771	1.7

American Indian/Alaska Native Salary Trends – Other White-Collar

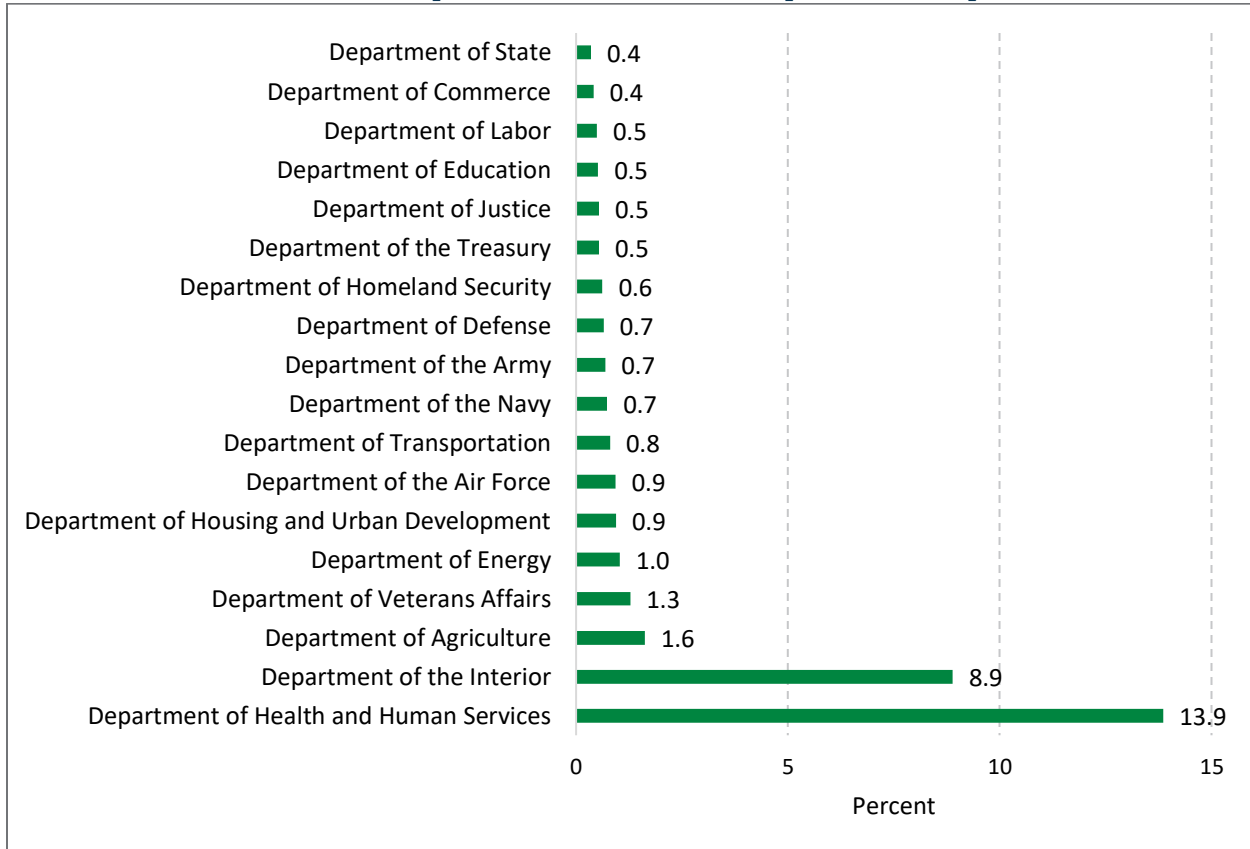
Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	0	0.0	0	0.0
\$20,000 - \$39,999	49	0.0	53	0.0
\$40,000 - \$59,999	322	0.1	291	0.1
\$60,000 - \$79,999	376	0.1	278	0.1
\$80,000 - \$99,999	673	0.2	616	0.1
\$100,000 - \$119,999	605	0.1	608	0.1
\$120,000 - \$139,999	338	0.1	447	0.1
\$140,000 - \$159,999	179	0.0	219	0.0
\$160,000 and Greater	729	0.2	773	0.2
Unspecified	24	0.0	23	0.0
Total	3,295	0.8	3,308	0.8

American Indian/Alaska Native Salary Trends – Senior Executive Service

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
\$120,000 - \$139,999	0	0.0	0	0.0
\$140,000 - \$159,999	5	0.1	4	0.0
\$160,000 and Greater	95	1.2	103	1.3
Unspecified	0	0.0	0	0.0
Total	100	1.2	107	1.3

American Indian/Alaska Native Representation in Executive Departments

American Indian/Alaska Native Representation in Executive Departments – September 2022

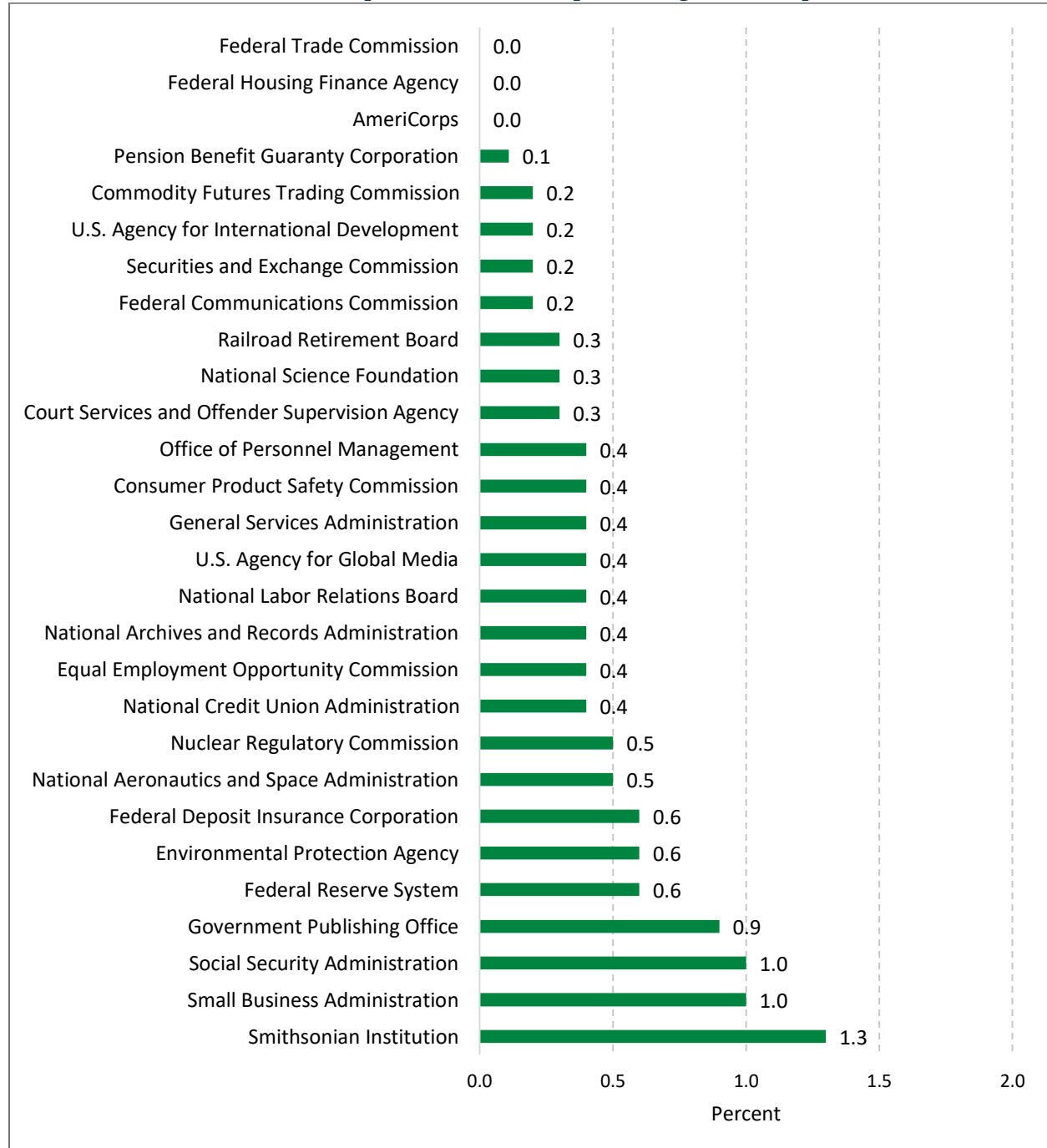


**American Indian/Alaska Native Representation in the Permanent Federal Workforce –
Executive Departments, September 2021 and September 2022**

Executive Department	2021 Percent in Workforce	2022 Percent in Workforce
Department of Agriculture	1.7	1.6
Department of the Air Force	0.9	0.9
Department of the Army	0.7	0.7
Department of Commerce	0.4	0.4
Department of Defense	0.6	0.6
Department of Education	0.5	0.5
Department of Energy	1.1	1.0
Department of Health and Human Services	14.3	13.9
Department of Homeland Security	0.6	0.6
Department of Housing and Urban Development	0.9	0.9
Department of the Interior	9.2	8.9
Department of Justice	0.6	0.5
Department of Labor	0.5	0.5
Department of the Navy	0.7	0.7
Department of State	0.3	0.4
Department of Transportation	0.8	0.8
Department of the Treasury	0.6	0.5
Department of Veterans Affairs	1.2	1.3
Government-wide	1.5	1.5

American Indian/Alaska Native Representation in Independent Agencies

American Indian/Alaska Native Representation in Independent Agencies – September 2022



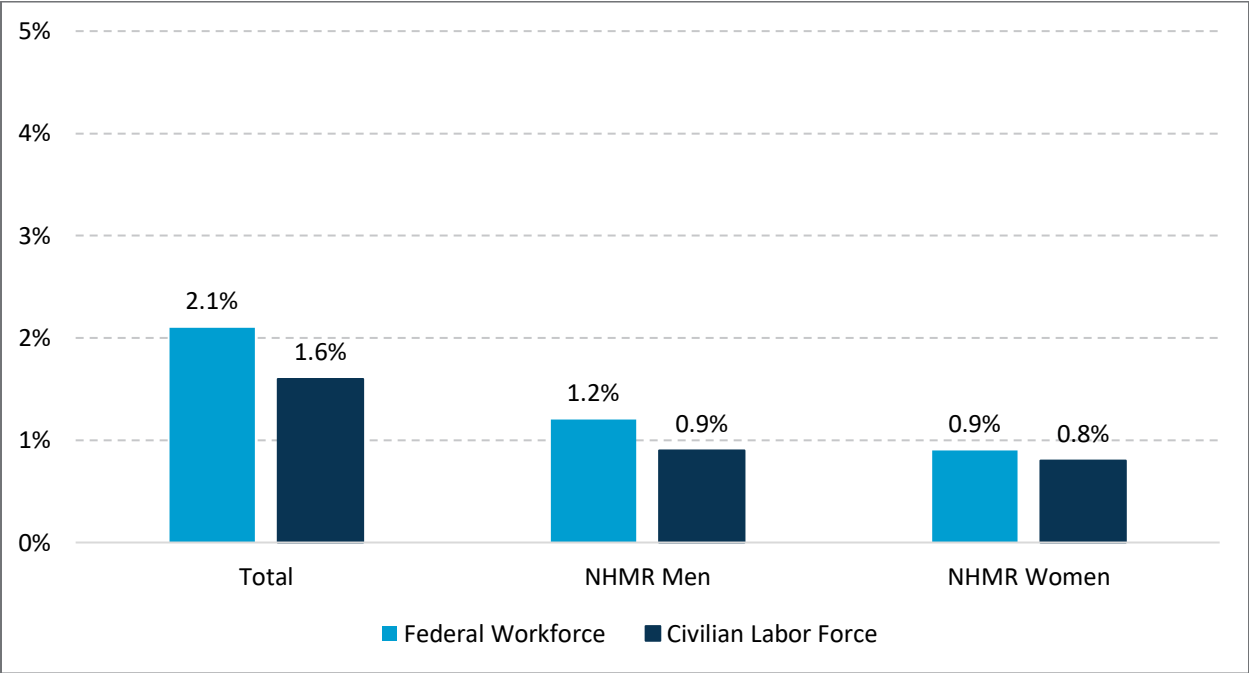
**American Indian/Alaska Native Representation in the Permanent Federal Workforce –
Independent Agencies, September 2021 and September 2022**

Independent Agency	2021 Percent in Workforce	2022 Percent in Workforce
AmeriCorps	0.0	0.0
Commodity Futures Trading Commission	0.3	0.2
Consumer Product Safety Commission	0.4	0.4
Court Services and Offender Supervision Agency	0.3	0.3
Environmental Protection Agency	0.6	0.6
Equal Employment Opportunity Commission	0.6	0.4
Federal Communications Commission	0.2	0.2
Federal Deposit Insurance Corporation	0.7	0.6
Federal Housing Finance Agency	0.0	0.0
Federal Reserve System	0.5	0.6
Federal Trade Commission	0.0	0.0
General Services Administration	0.4	0.4
Government Publishing Office	0.8	0.9
National Aeronautics and Space Administration	0.5	0.5
National Archives and Records Administration	0.4	0.4
National Credit Union Administration	0.5	0.4
National Labor Relations Board	0.3	0.4
National Science Foundation	0.4	0.3
Nuclear Regulatory Commission	0.5	0.5
Office of Personnel Management	0.3	0.4
Pension Benefit Guaranty Corporation	0.1	0.1
Railroad Retirement Board	0.2	0.3
Securities and Exchange Commission	0.2	0.2
Small Business Administration	1.0	1.0
Smithsonian Institution	1.2	1.3
Social Security Administration	1.0	1.0
U.S. Agency for Global Media	0.3	0.4
U.S. Agency for International Development	0.2	0.2
Government-wide	1.5	1.5

Non-Hispanic Multiracial (NHMR) Employment in the Federal Workforce

Non-Hispanic Multiracial Employment

Non-Hispanic Multiracial Representation in the Federal Workforce and Civilian Labor Force – September 2022



Non-Hispanic Multiracial employees represent 2.1 percent (42,809) of the permanent Federal workforce in FY 2022, compared with 1.6 percent in the CLF, a difference of 0.5 percentage points.

Non-Hispanic Multiracial men represent 1.2 percent (23,635) of the permanent Federal workforce in FY 2022, compared with 0.9 percent in the CLF, a difference of 0.3 percentage points.

Non-Hispanic Multiracial women represent 0.9 percent (19,174) of the permanent Federal workforce in FY 2022, compared with 0.8 percent in the CLF, a difference of 0.1 percentage points.

Non-Hispanic Multiracial Employment by Occupational Category

Non-Hispanic Multiracial Employment – 2022²⁰

Occupational Category	Individuals	Percent
White-Collar	38,496	2.1
Blue-Collar	4,300	2.5
Unspecified	13	0.9
Total	42,809	2.1

Non-Hispanic Multiracial employment in White-Collar occupations increased by 1,894 individuals to 38,496 in FY 2022, from 36,602 in FY 2021. Non-Hispanic Multiracial employment represents 2.1 percent of all Federal employees in this occupational category in FY 2022, compared with 2.0 percent in FY 2021.

Non-Hispanic Multiracial employment in Blue-Collar occupations increased by 224 individuals to 4,300 in FY 2022, from 4,076 in FY 2021. Non-Hispanic Multiracial employment represents 2.5 percent of all Federal employees in this occupational category in FY 2022, compared with 2.3 percent in FY 2021.

Non-Hispanic Multiracial White-Collar Employment - 2022²¹

White-Collar Occupational Category	Individuals	Percent
Professional	9,799	1.7
Administrative	18,806	2.3
Technical	6,298	2.0
Clerical	2,300	2.4
Other White-Collar	1,293	1.9
Total	38,496	2.1

Non-Hispanic Multiracial employment in professional occupations increased by 448 individuals to 9,799 in FY 2022, from 9,351 in FY 2021. Non-Hispanic Multiracial employment represents 1.7 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

²⁰ Percentages based on all employment in each Occupational Category

²¹ Percentages based on all employment in each Occupational Category

Non-Hispanic Multiracial employment in administrative occupations increased by 1,300 individuals to 18,806 in FY 2022, from 17,506 in FY 2021. Non-Hispanic Multiracial employment represents 2.3 percent of all Federal employees in this occupational category in FY 2022, compared with 2.2 percent in FY 2021.

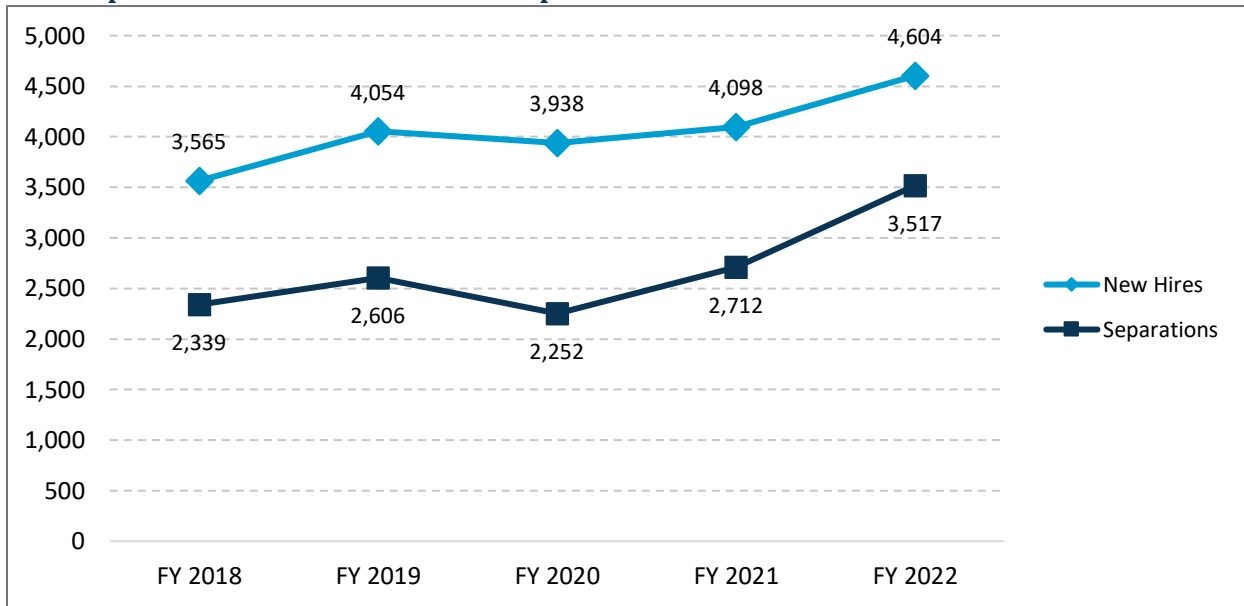
Non-Hispanic Multiracial employment in technical occupations decreased by 166 individuals to 6,298 in FY 2022, from 6,464 in FY 2021. Non-Hispanic Multiracial employment represents 2.0 percent of all Federal employees in this occupational category in FY 2022, the same as in 2021.

Non-Hispanic Multiracial employment in clerical occupations increased by 298 individuals to 2,300 in FY 2022, from 2,002 in FY 2021. Non-Hispanic Multiracial employment represents 2.4 percent of all Federal employees in this occupational category in FY 2022, compared with 2.1 percent in FY 2021.

Non-Hispanic Multiracial employment in Other White-Collar occupations increased by 14 individuals to 1,293 in FY 2022, from 1,279 in FY 2021. Non-Hispanic Multiracial employment represents 1.9 percent of all Federal employees in this occupational category in FY 2022, compared with 1.8 percent in FY 2021.

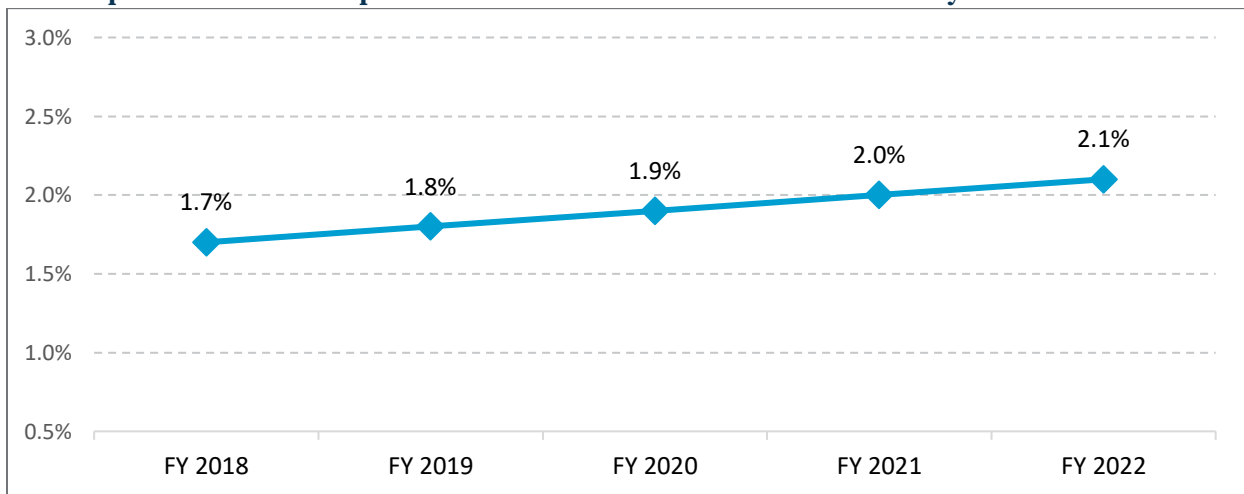
Non-Hispanic Multiracial Employment Trends

Non-Hispanic Multiracial New Hires and Separations



Employment Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
New Hires	3,565	4,054	3,938	4,098	4,604
Separations	2,339	2,606	2,252	2,712	3,517

Non-Hispanic Multiracial Representation in the Federal Workforce Over a 5-year Period



The overall trend of Non-Hispanic Multiracial representation in the Federal workforce over the past five years is upward, ranging from 1.7 percent to 2.1 percent. Non-Hispanic Multiracial representation increased from 2.0 percent (40,583) in FY 2021 to 2.1 percent (42,690) in FY 2022, an increase of 0.1 percentage points (2,107 individuals).

Non-Hispanic Multiracial White-Collar Employment Salary Trends

Non-Hispanic Multiracial Salary Trends – Pay Plans GS, GM, GL

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	0	0.0	0	0.0
\$20,000 - \$39,999	1,418	0.1	1,116	0.1
\$40,000 - \$59,999	6,265	0.4	5,866	0.4
\$60,000 - \$79,999	6,100	0.4	6,412	0.5
\$80,000 - \$99,999	6,033	0.4	6,235	0.4
\$100,000 - \$119,999	4,435	0.3	4,874	0.3
\$120,000 - \$139,999	2,461	0.2	2,876	0.2
\$140,000 - \$159,999	1,128	0.1	1,266	0.1
\$160,000 and Greater	538	0.0	842	0.1
Unspecified	15	0.0	14	0.0
Total	28,393	2.0	29,501	2.1

Non-Hispanic Multiracial Salary Trends – Other White-Collar

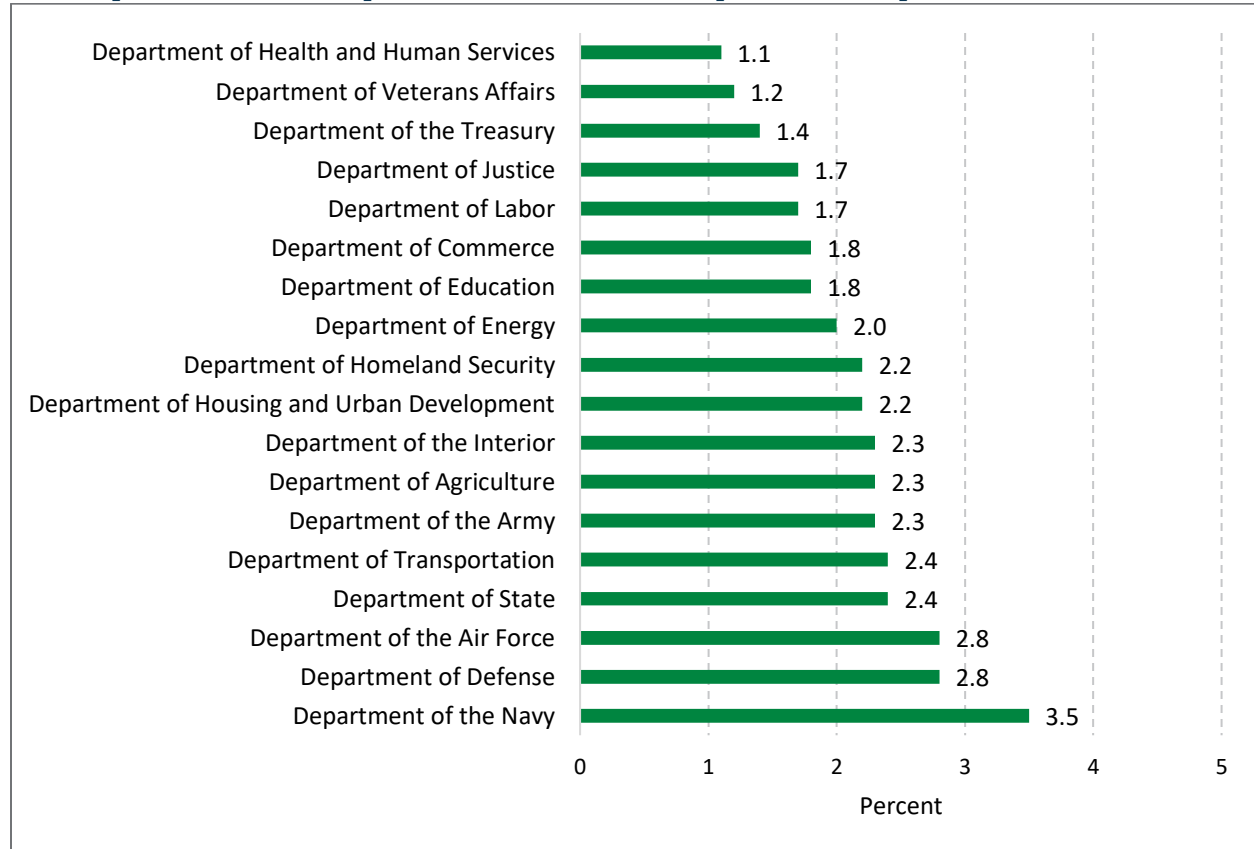
Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	0	0.0	0	0.0%
\$20,000 - \$39,999	344	0.1	442	0.1
\$40,000 - \$59,999	1,221	0.3	1,238	0.3
\$60,000 - \$79,999	1,034	0.2	900	0.2
\$80,000 - \$99,999	1,538	0.4	1,594	0.4
\$100,000 - \$119,999	1,425	0.3	1,574	0.4
\$120,000 - \$139,999	1,004	0.2	1,269	0.3
\$140,000 - \$159,999	570	0.1	678	0.2
\$160,000 and Greater	926	0.2	1,140	0.3
Unspecified	39	0.0	41	0.0
Total	8,101	1.9	8,876	2.0

Non-Hispanic Multiracial Salary Trends – Senior Executive Service

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
\$120,000 - \$139,999	1	0.0	1	0.0
\$140,000 - \$159,999	3	0.0	2	0.0
\$160,000 and Greater	104	1.3	116	1.4
Unspecified	0	0.0	0	0.0
Total	108	1.3	119	1.4

Non-Hispanic Multiracial Representation in Executive Departments

Non-Hispanic Multiracial Representation in Executive Departments – September 2022

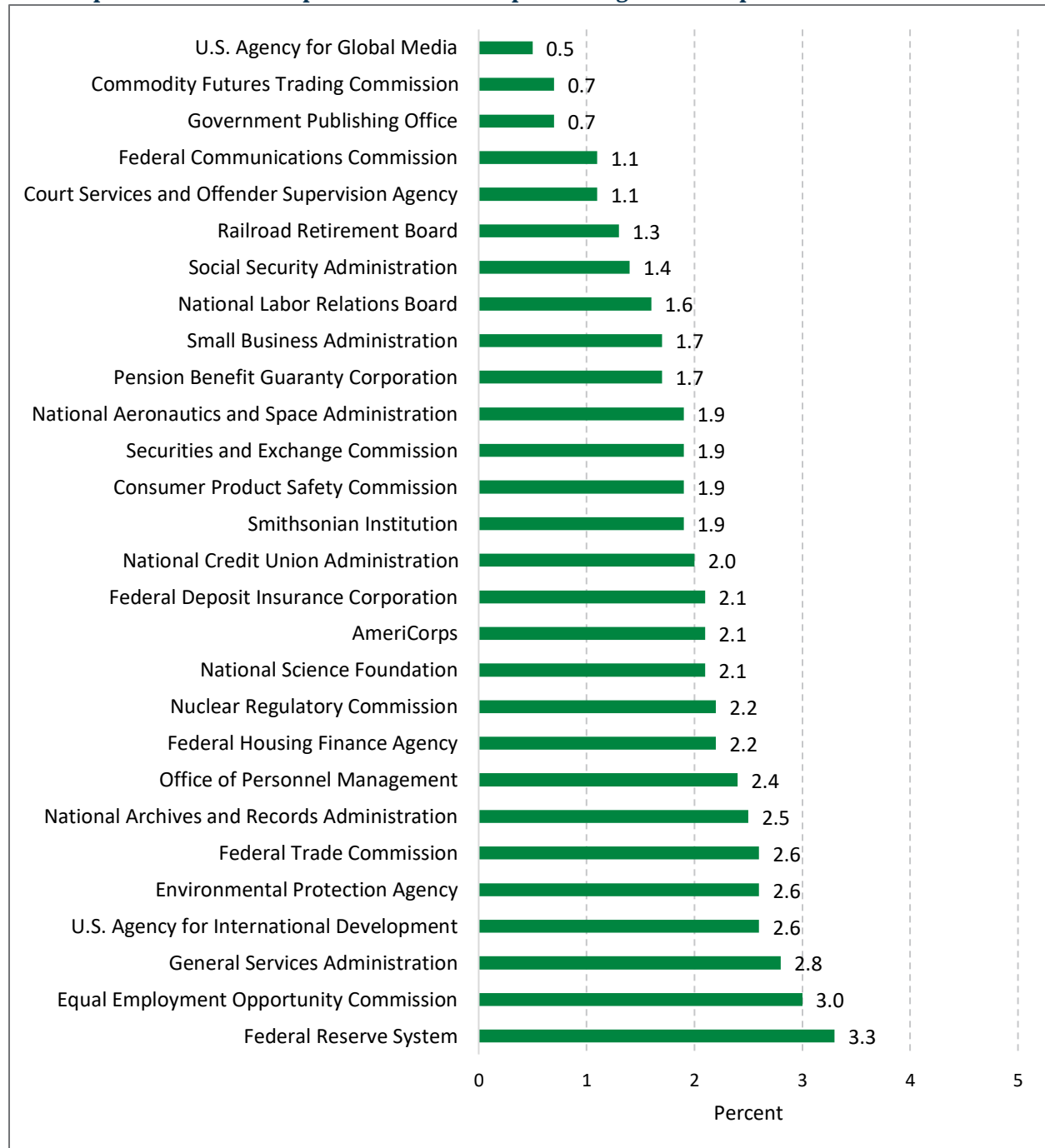


**Non-Hispanic Multiracial Representation in the Permanent Federal Workforce –
Executive Departments, September 2021 and September 2022**

Executive Department	2021 Percent in Workforce	2022 Percent in Workforce
Department of Agriculture	2.1	2.3
Department of the Air Force	2.7	2.8
Department of the Army	2.3	2.3
Department of Commerce	1.8	1.8
Department of Defense	2.5	2.8
Department of Education	1.9	1.8
Department of Energy	2.0	2.0
Department of Health and Human Services	1.1	1.1
Department of Homeland Security	2.1	2.2
Department of Housing and Urban Development	2.2	2.2
Department of the Interior	2.2	2.3
Department of Justice	1.6	1.7
Department of Labor	1.4	1.7
Department of the Navy	3.2	3.5
Department of State	2.3	2.4
Department of Transportation	2.2	2.4
Department of the Treasury	1.3	1.4
Department of Veterans Affairs	1.2	1.2
Government-wide	2.0	2.1

Non-Hispanic Multiracial Representation in Independent Agencies

Non-Hispanic Multiracial Representation in Independent Agencies – September 2022



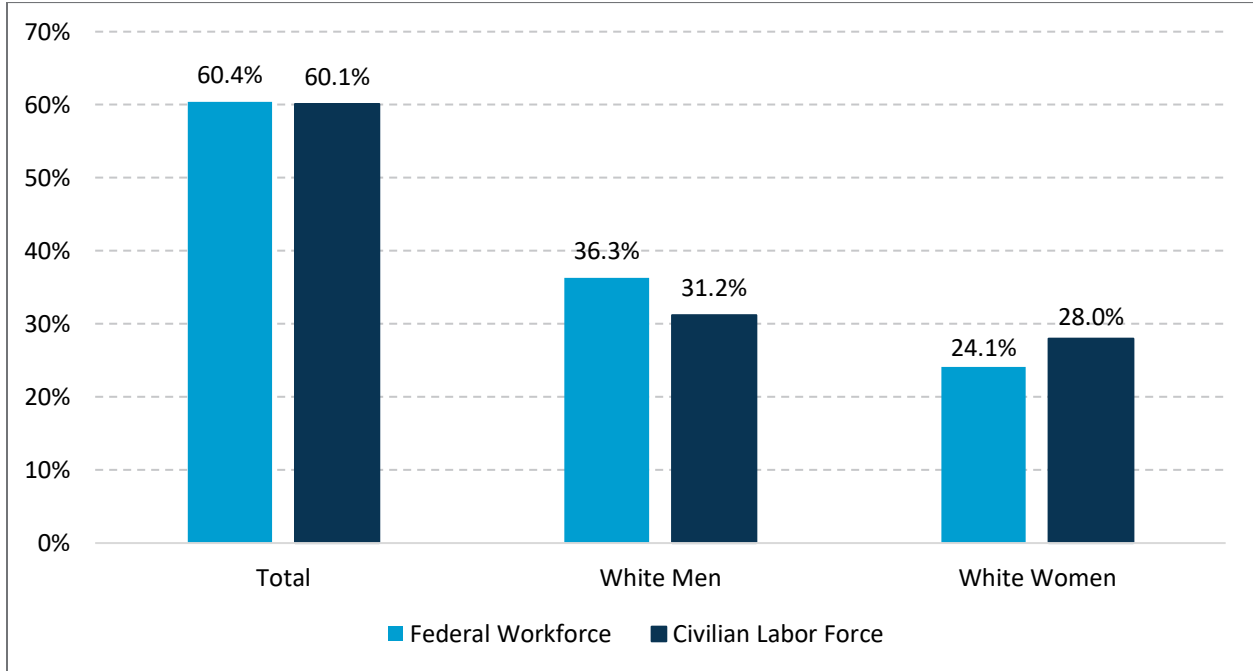
**Non-Hispanic Multiracial Representation in the Permanent Federal Workforce –
Independent Agencies, September 2021 and September 2022**

Independent Agency	2021 Percent in Workforce	2022 Percent in Workforce
AmeriCorps	1.7	2.1
Commodity Futures Trading Commission	0.3	0.7
Consumer Product Safety Commission	1.7	1.9
Court Services and Offender Supervision Agency	1.1	1.1
Environmental Protection Agency	2.4	2.6
Equal Employment Opportunity Commission	2.7	3.0
Federal Communications Commission	1.0	1.1
Federal Deposit Insurance Corporation	2.0	2.1
Federal Housing Finance Agency	2.5	2.2
Federal Reserve System	2.9	3.3
Federal Trade Commission	2.1	2.6
General Services Administration	2.6	2.8
Government Publishing Office	0.7	0.7
National Aeronautics and Space Administration	1.9	1.9
National Archives and Records Administration	2.3	2.5
National Credit Union Administration	2.4	2.0
National Labor Relations Board	1.3	1.6
National Science Foundation	2.0	2.1
Nuclear Regulatory Commission	2.2	2.2
Office of Personnel Management	2.3	2.4
Pension Benefit Guaranty Corporation	1.7	1.7
Railroad Retirement Board	1.1	1.3
Securities and Exchange Commission	1.9	1.9
Small Business Administration	1.8	1.7
Smithsonian Institution	1.9	1.9
Social Security Administration	1.4	1.4
U.S. Agency for Global Media	0.5	0.5
U.S. Agency for International Development	2.4	2.6
Government-wide	2.0	2.1

White Employment in the Federal Workforce

White Employment

White Representation in the Federal Workforce and Civilian Labor Force – September 2022



White employees represent 60.4 percent (1,228,688) of the permanent Federal workforce in FY 2022, compared with 60.1 percent in the CLF, a difference of 0.3 percentage points.

White men represent 36.3 percent (738,125) of the permanent Federal workforce in FY 2022, compared with 31.2 percent in the CLF, a difference of 5.1 percentage points.

White women represent 24.1 percent (490,563) of the permanent Federal workforce in FY 2022, compared with 28.0 percent in the CLF, a difference of 3.9 percentage points.

White Employment by Occupational Category

White Employment – 2022²²

Occupational Category	Individuals	Percent
White-Collar	1,122,843	60.3
Blue-Collar	104,841	61.5
Unspecified	1,004	71.9
Total	1,228,688	60.4

White employment in White-Collar occupations decreased by 6,725 individuals to 1,122,843 in FY 2022, from 1,129,568 in FY 2021. White employment represents 60.3 percent of all Federal employees in this occupational category in FY 2022, compared with 61.0 percent in FY 2021.

White employment in Blue-Collar occupations decreased by 4,701 individuals to 104,841 in FY 2022, from 109,542 in FY 2021. White employment represents 61.5 percent of all Federal employees in this occupational category in FY 2022, compared with 62.3 percent in FY 2021.

White White-Collar Employment - 2022²³

White-Collar Occupational Category	Individuals	Percent
Professional	379,606	67.1
Administrative	492,107	61.0
Technical	166,424	51.6
Clerical	45,088	46.2
Other White-Collar	39,618	58.5
Total	1,122,843	60.3

White employment in professional occupations increased by 368 individuals to 379,606 in FY 2022, from 379,238 in FY 2021. White employment represents 67.1 percent of all Federal employees in this occupational category in FY 2022, compared with 67.7 percent in FY 2021.

²² Percentages based on all employment in each Occupational Category

²³ Percentages based on all employment in each Occupational Category

White employment in administrative occupations increased by 598 individuals to 492,107 in FY 2022, from 491,509 in FY 2021. White employment represents 61.0 percent of all Federal employees in this occupational category in FY 2022, compared with 61.6 percent in FY 2021.

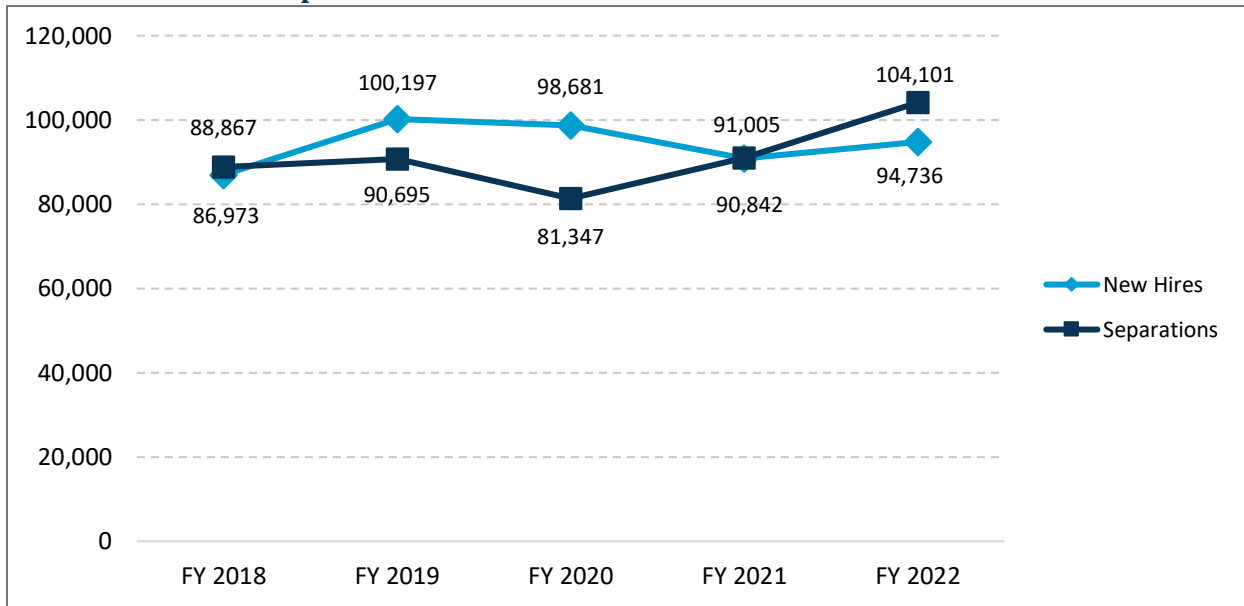
White employment in technical occupations decreased by 6,419 individuals to 166,424 in FY 2022, from 172,843 in FY 2021. White employment represents 51.6 percent of all Federal employees in this occupational category in FY 2022, compared with 52.4 percent in FY 2021.

White employment in clerical occupations increased by 242 individuals to 45,088 in FY 2022, from 44,846 in FY 2021. White employment represents 46.2 percent of all Federal employees in this occupational category in FY 2022, compared with 47.9 percent in FY 2021.

White employment in Other White-Collar occupations decreased by 1,514 individuals to 39,618 in FY 2022, from 41,132 in FY 2021. White employment represents 58.5 percent of all Federal employees in this occupational category in FY 2022, compared with 58.8 in FY 2021.

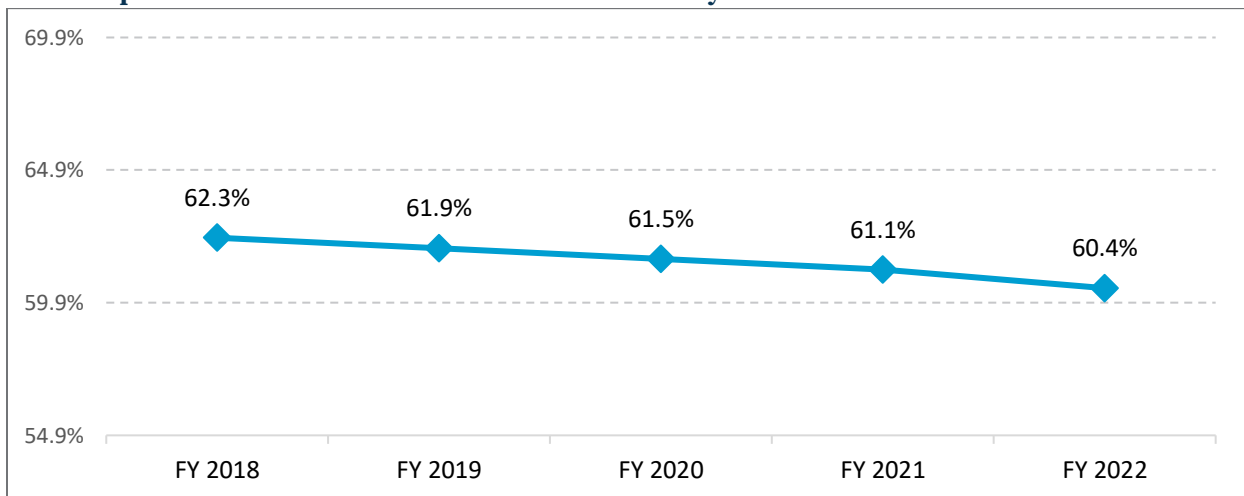
White Employment Trends

White New Hires and Separations



Employment Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
New Hires	86,973	100,197	98,681	90,842	94,736
Separations	88,867	90,695	81,347	91,005	104,101

White Representation in the Federal Workforce Over a 5-year Period



The overall trend of White representation in the Federal workforce over the past five years is downward, ranging from 60.4 percent to 62.3 percent. White representation decreased from 61.1 percent (1,234,009) in FY 2021 to 60.4 percent (1,222,596) in FY 2022, a decrease of 0.7 percentage points (a decrease of 11,413 individuals).

White White-Collar Employment Salary Trends

White Salary Trends – Pay Plans GS, GM, GL

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	0	0.0	0	0.0
\$20,000 - \$39,999	31,823	2.3	21,741	1.5
\$40,000 - \$59,999	155,754	11.0	142,808	10.1
\$60,000 - \$79,999	162,952	11.5	162,948	11.5
\$80,000 - \$99,999	171,834	12.2	165,802	11.7
\$100,000 - \$119,999	146,647	10.4	147,442	10.4
\$120,000 - \$139,999	94,098	6.7	100,771	7.1
\$140,000 - \$159,999	51,068	3.6	51,310	3.6
\$160,000 and Greater	31,766	2.2	44,165	3.1
Unspecified	582	0.0	455	0.0
Total	846,524	59.9	837,442	59.3

White Salary Trends – Other White-Collar

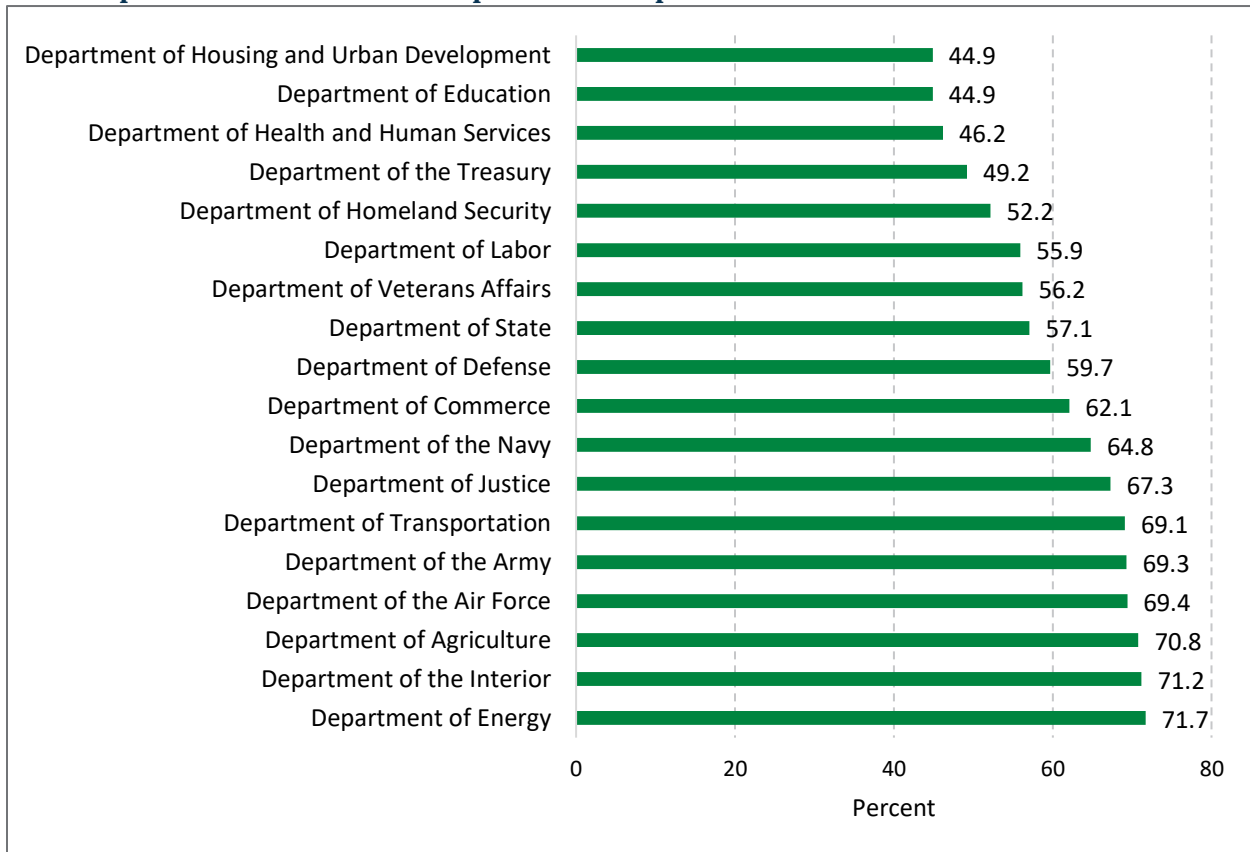
Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	22	0.0	22	0.0
\$20,000 - \$39,999	3,535	0.8	3,121	0.7
\$40,000 - \$59,999	20,356	4.7	18,493	4.2
\$60,000 - \$79,999	29,001	6.7	22,632	5.1
\$80,000 - \$99,999	50,839	11.8	49,359	11.2
\$100,000 - \$119,999	48,128	11.2	48,066	10.9
\$120,000 - \$139,999	39,316	9.1	43,808	10.0
\$140,000 - \$159,999	25,301	5.9	25,833	5.9
\$160,000 and Greater	58,573	13.6	65,834	15.0
Unspecified	1,882	0.4	2,141	0.5
Total	276,953	64.3	279,309	63.5

White Salary Trends – Senior Executive Service

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
\$120,000 - \$139,999	4	0.0	6	0.1
\$140,000 - \$159,999	56	0.7	36	0.4
\$160,000 and Greater	6,028	74.8	6,048	73.5
Unspecified	3	0.0	2	0.0
Total	6,091	75.6	6,092	74.0

White Representation in Executive Departments

White Representation in Executive Departments – September 2022



**White Representation in the Permanent Federal Workforce –
Executive Departments, September 2021 and September 2022**

Executive Department	2021 Percent in Workforce	2022 Percent in Workforce
Department of Agriculture	72.0	70.8
Department of the Air Force	69.8	69.4
Department of the Army	68.3	69.3
Department of Commerce	62.8	62.1
Department of Defense	61.0	59.7
Department of Education	44.5	44.9
Department of Energy	72.0	71.7
Department of Health and Human Services	46.3	46.2
Department of Homeland Security	53.0	52.2
Department of Housing and Urban Development	45.0	44.9
Department of the Interior	71.8	71.2
Department of Justice	67.5	67.3
Department of Labor	56.7	55.9
Department of the Navy	65.0	64.8
Department of State	57.6	57.1
Department of Transportation	69.9	69.1
Department of the Treasury	51.4	49.2
Department of Veterans Affairs	56.5	56.2
Government-wide	61.1	60.5

White Representation in Independent Agencies

White Representation in Independent Agencies – September 2022



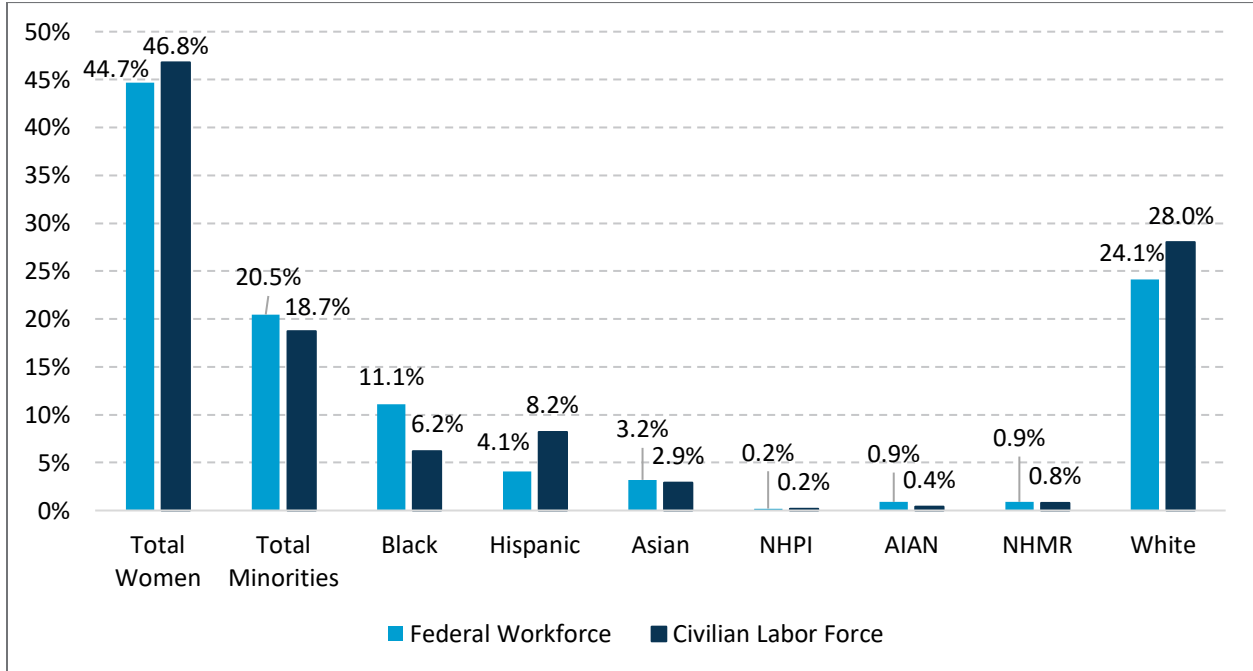
**White Representation in the Permanent Federal Workforce –
Independent Agencies, September 2021 and September 2022**

Independent Agency	2021 Percent in Workforce	2022 Percent in Workforce
AmeriCorps	62.1	58.1
Commodity Futures Trading Commission	68.2	68.0
Consumer Product Safety Commission	60.0	60.5
Court Services and Offender Supervision Agency	10.4	10.3
Environmental Protection Agency	64.7	64.1
Equal Employment Opportunity Commission	37.7	38.1
Federal Communications Commission	59.7	59.2
Federal Deposit Insurance Corporation	67.3	65.8
Federal Housing Finance Agency	54.9	52.8
Federal Reserve System	56.7	56.6
Federal Trade Commission	68.1	67.3
General Services Administration	57.0	56.0
Government Publishing Office	43.3	43.9
National Aeronautics and Space Administration	70.2	69.8
National Archives and Records Administration	62.2	61.9
National Credit Union Administration	69.0	67.9
National Labor Relations Board	56.0	56.6
National Science Foundation	53.7	53.2
Nuclear Regulatory Commission	62.4	61.8
Office of Personnel Management	57.4	57.3
Pension Benefit Guaranty Corporation	40.5	39.8
Railroad Retirement Board	45.4	45.5
Securities and Exchange Commission	64.4	63.5
Small Business Administration	52.0	51.5
Smithsonian Institution	48.3	48.4
Social Security Administration	44.0	43.5
U.S. Agency for Global Media	46.4	45.8
U.S. Agency for International Development	60.2	59.8
Government-wide	61.1	60.5

Women Employment in the Federal Workforce

Women Employment

Women Representation in the Federal Workforce and Civilian Labor Force – September 2022



Women represent 44.7 percent (908,983) of the permanent Federal workforce in FY 2022, compared with 46.8 percent in the CLF, a difference of 2.1 percentage points.

Minority Women represent 20.5 percent (415,741) of the permanent Federal workforce in FY 2022, compared with 18.7 percent in the CLF, a difference of 1.8 percentage points.

Black or African American Women represent 11.1 percent (225,531) of the permanent Federal workforce in FY 2022, compared with 6.2 percent in the CLF, a difference of 4.9 percentage points.

Hispanic or Latino Women represent 4.1 percent (83,987) of the permanent Federal workforce in FY 2022, compared with 8.2 percent in the CLF, a difference of 4.1 percentage points.

Asian Women represent 3.2 percent (64,615) of the permanent Federal workforce in FY 2022, compared with 2.9 percent in the CLF, a difference of 0.3 percentage points.

Native Hawaiian/Pacific Islander (NHPI) Women represent 0.2 percent (4,785) of the permanent Federal workforce in FY 2022, compared with 0.2 percent in in the CLF, roughly the same percentage.

American Indian/Alaska Native (AIAN) Women represent 0.9 percent (17,649) of the permanent Federal workforce in FY 2022, compared with 0.4 percent in in the CLF, a difference of 0.5 percentage points.

Non-Hispanic Multiracial (NHMR) Women represent 0.9 percent (19,174) of the permanent Federal workforce in FY 2022, compared with 0.8 percent in in the CLF, a difference of 0.1 percentage points.

White Women represent 24.1 percent (490,563) of the permanent Federal workforce in FY 2022, compared with 28.0 percent in in the CLF, a difference of 3.9 percentage points.

Women Employment by Occupational Category

Women Employment – 2022²⁴

Occupational Category	Individuals	Percent
White-Collar	888,221	47.7
Blue-Collar	20,063	11.8
Unspecified	699	50.1
Total	908,983	44.7

Women employment in White-Collar occupations increased by 13,002 individuals to 888,221 in FY 2022, from 875,219 in FY 2021. Women employment represents 47.7 percent of all Federal employees in this occupational category in FY 2022, compared with 47.3 percent in FY 2021.

Women employment in Blue-Collar occupations increased by 73 individuals to 20,063 in FY 2022, from 19,990 in FY 2021. Women employment represents 11.8 percent of all Federal employees in this occupational category in FY 2022, compared with 11.4 percent in FY 2021.

Women White-Collar Employment - 2022²⁵

White-Collar Occupational Category	Individuals	Percent
Professional	285,236	50.4
Administrative	344,770	42.7
Technical	181,817	56.4
Clerical	68,572	70.3
Other White-Collar	7,826	11.6
Total	888,221	47.7

Women employment in professional occupations increased by 6,756 individuals to 285,236 in FY 2022, from 278,480 in FY 2021. Women employment represents 50.4 percent of all Federal employees in this occupational category in FY 2022, compared with 49.7 percent in FY 2021.

²⁴ Percentages based on all employment in each Occupational Category

²⁵ Percentages based on all employment in each Occupational Category

Women employment in administrative occupations increased by 7,196 individuals to 344,770 in FY 2022, from 337,574 in FY 2021. Women employment represents 42.7 percent of all Federal employees in this occupational category in FY 2022, compared with 42.3 percent in FY 2021.

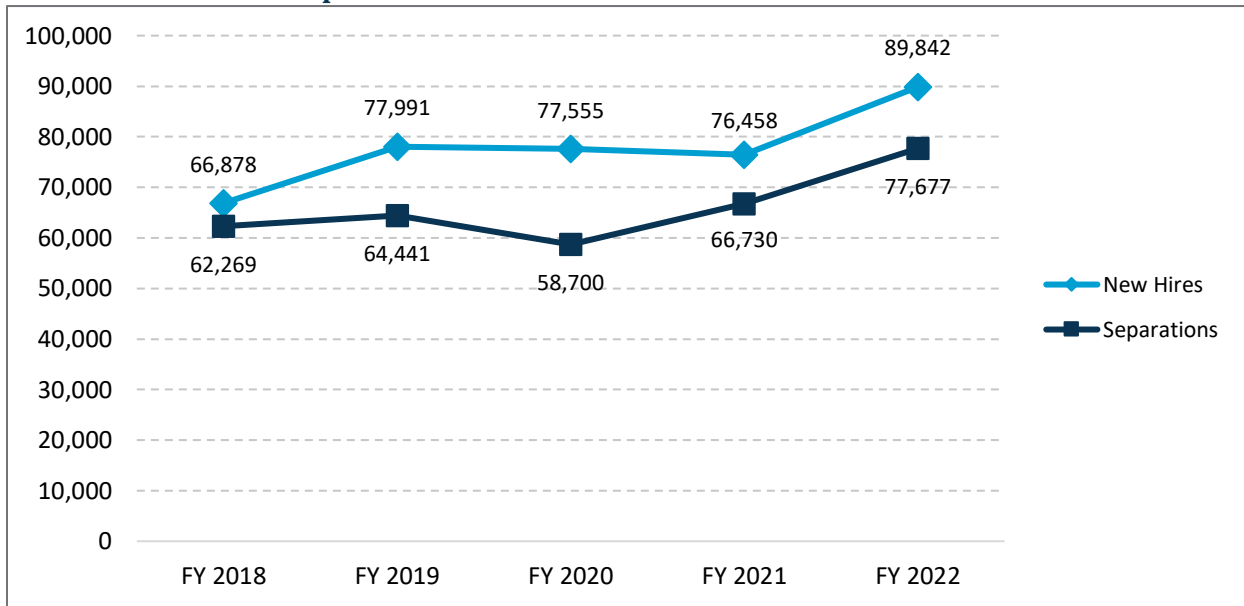
Women employment in technical occupations decreased by 2,539 individuals to 181,817 in FY 2022, from 184,356 in FY 2021. Women employment represents 56.4 percent of all Federal employees in this occupational category in FY 2022, compared with 55.9 percent in FY 2021.

Women employment in clerical occupations increased by 1,915 individuals to 68,572 in FY 2022, from 66,657 in FY 2021. Women employment represents 70.3 percent of all Federal employees in this occupational category in FY 2022, compared with 71.2 percent in FY 2021.

Women employment in Other White-Collar occupations decreased by 326 individuals to 7,826 in FY 2022, from 8,152 in FY 2021. Women employment represents 11.6 percent of all Federal employees in this occupational category in FY 2022, the same as in FY 2021.

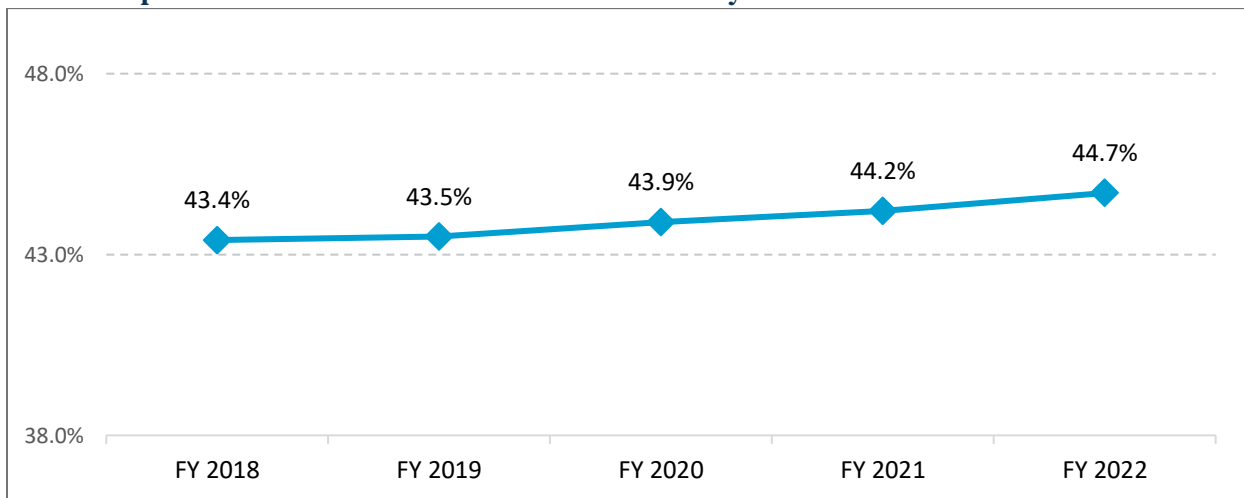
Women Employment Trends

Women New Hires and Separations



Employment Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
New Hires	66,878	77,991	77,555	76,458	89,842
Separations	62,269	64,441	58,700	66,730	77,677

Women Representation in the Federal Workforce Over a 5-year Period



The overall trend of Women representation in the Federal workforce over the past five years is upward, ranging from 43.4 percent to 44.7 percent. Women representation increased from 44.2 percent (892,849) in FY 2021 to 44.7 percent (905,741) in FY 2022, an increase of 0.5 percentage points (12,892 individuals).

Women White-Collar Employment Salary Trends

Women Salary Trends – Pay Plans GS, GM, GL

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	0	0.0	0	0.0
\$20,000 - \$39,999	41,394	2.9	30,268	2.1
\$40,000 - \$59,999	174,101	12.3	171,246	12.1
\$60,000 - \$79,999	131,496	9.3	135,764	9.6
\$80,000 - \$99,999	120,123	8.5	118,965	8.4
\$100,000 - \$119,999	97,071	6.9	100,649	7.1
\$120,000 - \$139,999	64,399	4.6	69,686	4.9
\$140,000 - \$159,999	34,316	2.4	35,322	2.5
\$160,000 and Greater	17,959	1.3	26,947	1.9
Unspecified	535	0.0	410	0.0
Total	681,394	48.2	689,257	48.8

Women Salary Trends – Other White-Collar

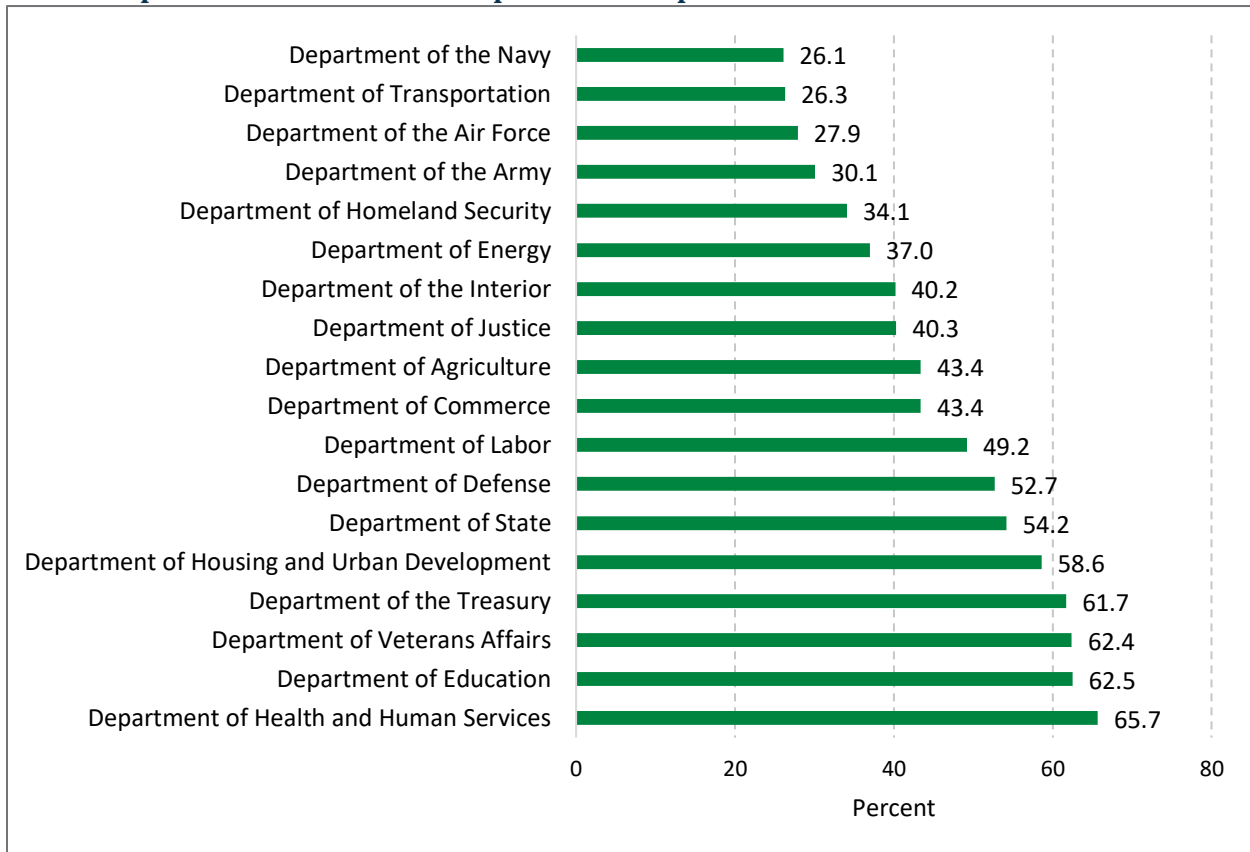
Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
Less than \$20,000	16	0.0	13	0.0
\$20,000 - \$39,999	4,217	1.0	4,003	0.9
\$40,000 - \$59,999	22,290	5.2	20,916	4.8
\$60,000 - \$79,999	25,057	5.8	19,427	4.4
\$80,000 - \$99,999	41,231	9.6	39,096	8.9
\$100,000 - \$119,999	32,181	7.5	35,457	8.1
\$120,000 - \$139,999	22,068	5.1	25,679	5.8
\$140,000 - \$159,999	12,457	2.9	14,756	3.4
\$160,000 and Greater	29,841	6.9	34,783	7.9
Unspecified	1,420	0.3	1,592	0.4
Total	190,778	44.3	195,722	44.5

Women Salary Trends – Senior Executive Service

Salary Range	September 2021 Individuals	September 2021 Percent of Workforce	September 2022 Individuals	September 2022 Percent of Workforce
\$120,000 - \$139,999	3	0.0	3	0.0
\$140,000 - \$159,999	44	0.5	33	0.4
\$160,000 and Greater	2,999	37.2	3,205	38.9
Unspecified	1	0.0	1	0.0
Total	3,047	37.8	3,242	39.4

Women Representation in Executive Departments

Women Representation in Executive Departments – September 2022

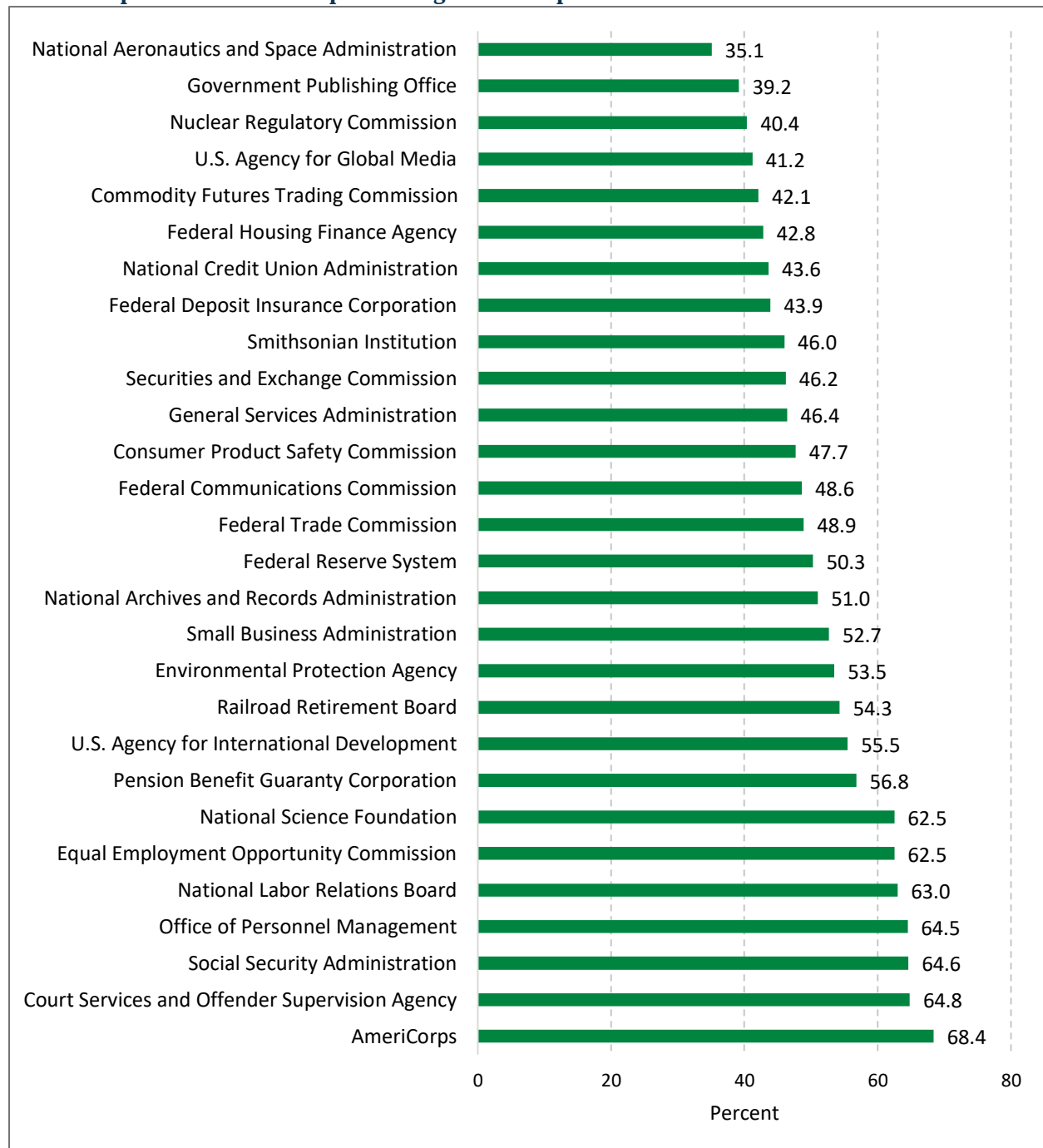


**Women Representation in the Permanent Federal Workforce –
Executive Departments, September 2021 and September 2022**

Executive Department	2021 Percent in Workforce	2022 Percent in Workforce
Department of Agriculture	43.2	43.4
Department of the Air Force	28.9	27.9
Department of the Army	34.2	30.1
Department of Commerce	43.2	43.4
Department of Defense	47.5	52.7
Department of Education	62.2	62.5
Department of Energy	36.6	37.0
Department of Health and Human Services	65.5	65.7
Department of Homeland Security	33.8	34.1
Department of Housing and Urban Development	58.7	58.6
Department of the Interior	39.8	40.2
Department of Justice	39.9	40.3
Department of Labor	48.8	49.2
Department of the Navy	27.4	26.1
Department of State	54.4	54.2
Department of Transportation	25.9	26.3
Department of the Treasury	61.3	61.7
Department of Veterans Affairs	61.6	62.4
Government-wide	44.2	44.7

Women Representation in Independent Agencies

Women Representation in Independent Agencies – September 2022



**Women Representation in the Permanent Federal Workforce –
Independent Agencies, September 2021 and September 2022**

Independent Agency	2021 Percent in Workforce	2022 Percent in Workforce
AmeriCorps	66.8	68.4
Commodity Futures Trading Commission	42.0	42.1
Consumer Product Safety Commission	46.9	47.7
Court Services and Offender Supervision Agency	64.5	64.8
Environmental Protection Agency	53.1	53.5
Equal Employment Opportunity Commission	62.1	62.5
Federal Communications Commission	49.2	48.6
Federal Deposit Insurance Corporation	44.3	43.9
Federal Housing Finance Agency	42.6	42.8
Federal Reserve System	50.2	50.3
Federal Trade Commission	47.9	48.9
General Services Administration	46.3	46.4
Government Publishing Office	40.3	39.2
National Aeronautics and Space Administration	34.7	35.1
National Archives and Records Administration	50.0	51.0
National Credit Union Administration	43.9	43.6
National Labor Relations Board	63.2	63.0
National Science Foundation	62.1	62.5
Nuclear Regulatory Commission	40.4	40.4
Office of Personnel Management	65.2	64.5
Pension Benefit Guaranty Corporation	56.3	56.8
Railroad Retirement Board	56.8	54.3
Securities and Exchange Commission	46.2	46.2
Small Business Administration	52.8	52.7
Smithsonian Institution	45.0	46.0
Social Security Administration	64.7	64.6
U.S. Agency for Global Media	40.8	41.2
U.S. Agency for International Development	55.0	55.5
Government-wide	44.2	44.7

Agency Practices

Federal departments and agencies continue to develop and introduce innovative strategies to sustain workforce DEIA. Agencies conduct outreach activities with high schools, colleges, universities, affinity groups, and career service centers to encourage individuals to seek out internships as well as other opportunities with Federal agencies and to consider Federal service as a career. The following are practices that agencies are implementing to enhance their recruitment and retention efforts. Agencies provided the following information as a component of FY 2022 FEORP submissions.

Executive Departments

Department of Agriculture (USDA)

The United States Department of Agriculture (USDA) is committed to recognizing the role of a healthy and inclusive organizational culture and the need to build an organization that reflects the communities it serves. As such, USDA is looking inward to understand what it will take to build an organization that embeds DEIA in all it does. The USDA 2022-2026 Strategic Plan, Objective 6.2, Establish a Customer-Centric, Inclusive, High-Performing Workforce that is Representative of America and the Communities We Serve, outlines the outcome we expect all USDA mission areas and agency leaders to drive toward and achieve.

Agriculture Marketing Services (AMS)

USDA's Agriculture Marketing Services (AMS) promoted in its newsletter influential Hispanic Americans during Hispanic Heritage Month. The article recognized the contributions that Hispanics have made in the United States and throughout the world. The article stressed the importance of showing support and appreciation for the hard work, sacrifices, and influence of Hispanic Americans. AMS also provided outreach materials, focused on meat and poultry assistance opportunities, to farmers and ranchers.

Forest Service (FS)

For FY22, USDA's Forest Service (FS) began to implement a strategic action plan to increase workforce capacity and recruit and hire a diverse workforce that represents the American public we serve. An initial series of 10 meetings was held with stakeholders across the agency, including representatives from Employee Resource Groups (ERGs), Selective Placement Program Coordinators (SPPCs), and Special Emphasis Program Managers (SEPMs), to collect feedback on recruitment and outreach activities and recommendations. Moreover, a recruitment team, sponsored by Human Resources Management (HRM), has utilized programs to aid in minority

recruitment through the following networks: The Corps Network, Workforce Recruitment Program, urban minority organizations, and veteran organizations (military recruitment). The recruitment team also partners with offices to connect with minority communities such as the Office of Civil Rights, the USDA Veterans Office, USDA Military Spouses, USDA Office of Partnerships and Public Engagement, and the Job Corps National Office.

Farm Production and Conservation (FPAC)

USDA's Farm Production and Conservation (FPAC) uses the Pathways Programs as seeds to acquire new Federal talent and to supplement its competitive hiring drive. FPAC participates in the USDA 1890 National Scholars Program, a partnership between USDA and 1890 Historically Black Land-Grant Universities, and the 1994 Tribal Scholars Program. These programs award scholarships to students who attend one of the 1890 Historically Black Land-Grant Universities or 1994 Tribal Colleges and Universities, respectively. For FYs 2022-2026, FPAC's vision is to create practical career paths for veterans, students, and a diverse set of skilled job seekers to integrate into the USDA workforce.

Rural Development (RD)

Rural Development (RD) utilized data from the National Finance Center to report on recruitment efforts, workforce demographics, and succession trends. In addition, RD conducted biweekly meetings for reporting of metrics to agency leadership, resulting in increased awareness by agency leaders on the status of recruitment and workforce trends. RD's Human Resources Office provided agency leaders with biweekly head count data, including pay period gains and losses within the agency, for awareness and agency decision-making.

Department of Commerce (DOC)

In direct response to Executive Order 14035, Department of Commerce (DOC) developed the DEIA Strategic Plan 2022-2024 in alignment with the DEIA Plan created by OPM. The DOC DEIA Strategic Plan is a multiyear plan with 204 DEIA-related actions spread across six goal areas. Though FY 2022 was the plan's inaugural year, DOC teams were able to assemble work groups and delegate workstream priorities in a way that enabled 83 percent completion of the planned actions for the year. The DOC DEIA Strategic Plan also tracks 84 key DEIA metrics across the six goal areas and 24 DEIA maturity model criteria.

Bureau of Economic Analysis (BEA)

The Bureau of Economic Analysis (BEA) Diversity and Inclusion Council established several subgroups: External Community Initiatives (ECI), Internal Community

Initiatives (ICI), Bureau Communications (Bureau Comms), and Training and Research. These subgroups have increased the number of people responsible for advancing bureau DEIA initiatives. The Council hosted two Community Connections events in 2022, and one of the events centered on the voices of several BEA first-generation professionals.

National Oceanic and Atmospheric Administration (NOAA)

National Oceanic and Atmospheric Administration (NOAA) utilized its email platform to distribute various communications to address DEIA, Special Emphasis events, Listening Sessions, etc. Each NOAA ERG has a sponsor from NOAA's Leadership Team, and members can provide quarterly updates to them. This process has resulted in a 15 percent increase in membership in Accommodating Differently Abled People Team (ADAPT), NOAA's ERG for individuals with disabilities. Moreover, there has been a 95 percent increase in requests for group members to present at NOAA events. Several regional offices have established DEIA working groups to address related topics throughout the region.

Office of Civil Rights (OCR)

Office of Civil Rights (OCR) onboarded the first Chief Diversity Officer (CDO) and stood up the DEIA division; developed an operational plan and interim staffing model with staff augmentation contract, detail, and interns; and conducted assessment feedback sessions with three large bureaus' DEIA plans [U.S. Patent and Trademark Office (USPTO), National Institute of Standards and Technology (NIST), and the Census Bureau (Census)] to assure alignment within the DOC DEIA Strategic Plan, to highlight bureau organizational DEIA promising practices, and to consult with bureaus on their DEIA approach, integration, and challenges.

Census Bureau (Census)

In FY 2022, the Census Bureau (Census) increased its focus on developing its internal talent to meet evolving industry needs by creating multiple professional development programs focused on the needs of its workforce. These new programs were massively successful for the bureau, with 655 employees submitting applications to participate in various mentoring and career development programs. Census was able to grant participation to 637 of those applicants, which was a 97.1 percent conversion rate in the program's inaugural year.

Department of Defense (DOD)

The Department of Defense (DOD) is committed to recruiting, retaining, and developing a highly qualified workforce with diverse skills, backgrounds, and experiences reflective of the nation we serve, and continues to target widely diverse

communities through robust and innovative outreach and recruitment programs. As an employer of choice, the DOD is dedicated to establishing an environment that values and respects all differences. To compete for talent with the critical skills needed to support the security challenges of the 21st century, the DOD must continue to use available hiring authorities and flexibilities to ensure that pathways are open to source and recruit employees from all segments of society.

In May 2022, the DOD rechartered the Defense Equity Team (DET), established in April 2021 as the DOD's 2040 Task Force (D2T) to serve as a high-level DEIA governance structure to advance DEIA as a critical tool in operational readiness and mission success. Congruent with EO 13985, Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, the Department conducted a 200-day DOD Equity Assessment that identified potential barriers that underserved communities may face in participating in DOD programs. Additionally, the Department conducted a self-assessment of the current state of DOD's DEIA civilian human resources (HR) practices and internal workforce composition in accordance with EO 14035, DEIA in the Federal Workforce.

DOD has several initiatives underway to strengthen Diversity and Inclusion (D&I) at all levels of the DOD workforce. These initiatives relate to race and gender as well as thought, education, and backgrounds to bring an infusion of new and diverse views in accomplishing DOD's mission. Components continue to foster the career development of Senior Executives by offering 360-degree assessments and coaching through numerous executive-level programs, which provide executives with the opportunity to compare their own perceptions with feedback from others. The DOD's executive performance appraisal system also features a "Leading People" performance objective. These objectives measure executives' efforts to support workforce diversity, workplace inclusion, and equal employment policies and programs. All DOD SES members are evaluated on this effort as part of their annual performance appraisal.

Department of Defense Office of Inspector General (DOD OIG)

The Department of Defense Office of Inspector General (DOD OIG) is committed to recruiting, developing, and retaining a fully engaged, diverse, agile, and highly skilled workforce with the competencies needed to meet current and future mission requirements. The DOD OIG holds leaders accountable for creating and maintaining a work environment where employees have access to opportunities to fairly compete and reach their full potential within the DOD OIG.

Special Emphasis Programs (SEPs) focused on compliance with the legal requirements of the EEO program. They primarily work on nondiscrimination and equal opportunity in the agency's policies, practices, and personnel actions, and function as a conduit

between underrepresented groups and DOD OIG leadership. This year, these groups focused on employment-related concerns to address issues related to the underrepresented groups' employment, advancement, and retention issues and collaborated with Diversity and Inclusion (D&I) to commemorate the heritage of the underrepresented groups by hosting events during special observance months.

Department of the Army (DA)

In FY 2022, the Deputy Assistant Secretary of the Army, Equity, and Inclusion (DASA-EI) team conducted listening sessions at eight military installations, held 59 listening sessions, and heard from over 2,990 Soldiers and DA Civilians during FY 2022. These sessions provided atmospherics that may present barriers to quality of life, culture, spectrums of talent or disparately affect personnel readiness; determined local and Army-wide diversity and inclusion policy requirements or practices; and demonstrated care and commitment to the well-being of our military and civilian personnel.

The Army relies on several tools to assist in making the Army an employer of choice. ERGs are defined by OPM as “voluntary, employee-led groups that serve as a resource for its members, constituency, and the Army Enterprise.” To support Army Commands and personnel wishing to form ERGs, in FY 2022 the DASA-EI researched, developed, and staffed a resource guide titled “Supporting Equity & Inclusion Through Special Emphasis Programs and Employee Resource Groups.”

Headquarters United States Army Corps of Engineers established a DEIA Strategic Plan. This strategic plan includes goals, objectives, and initiatives targeted to improve and advance data collection, recruitment, retention, hiring, internships, professional development, internal and external partnerships, and equity for underrepresented groups throughout the Army Enterprise.

Department of the Air Force (DAF)

During FY 2022, the Department of the Air Force (DAF) continued its commitment toward modernizing policies and practices to promote a more inclusive culture, respectful of all facets of a diverse workforce. This includes providing adequate resourcing to effectively execute DEIA programs and policies across the enterprise.

In addition, DAF created the Workforce Analytics Dashboard, which contains detailed demographic information and visualizations to rapidly and efficiently access data based on specific interest areas or inquiries. Demographic information includes sex, race/ethnicity, education level, age, years of service, grade/rank, civilian disability, and career field. End-users can view and export data visualizations to support and enhance briefs, reports, and studies or get a snapshot of the demographic health of their organization. The DAF has historically needed a way to allow data users and analysts at

all levels a way to access accurate, up-to-date information about the diversity of the force.

Department of the Navy (DON)

The Department of the Navy (DON) consists of two uniformed services: The United States Navy and the United States Marine Corps. Over 214,000 appropriated and 41,000 non-appropriated fund employees support the warfighter through Commands located across the globe. The DON continues to develop an implementation plan for the FEORP that is completed, in part, by the barrier analyses conducted pursuant to the EEOC Management Directive (MD) 715.

In FY 2022, the DON initiated four barrier analysis investigations that focused on the low participation rates of Hispanic males, Hispanic females, and females overall, the impact of Deployment Health Assessments (DHAs) on workforce diversity, and the low utilization of Schedule A(u) and the conversion of Schedule A(u) appointments to competitive positions. Teams analyzed data over several years to identify trends and potential barriers to equal employment opportunity.

The DON's recruitment efforts include external and internal job announcements that include hiring authorities that take disability into account, i.e., Schedule A(u), 30% or more Disabled Veteran, Veterans Employment Opportunity Act of 1998, etc. In addition, all announcements on USAJOBS include information regarding requesting reasonable accommodation for the application process so that individuals with disabilities who need an accommodation can request one to participate in the application process.

Defense Contract Audit Agency (DCAA)

The Defense Contract Audit Agency's (DCAA's) Recruitment Team continued broad recruitment and hiring efforts by utilizing the following authorities: Pathways intern program, direct hire authority for post-secondary students, and direct hire authority for financial management professionals. Use of these authorities provided a wide range of recruitment options and increased our opportunities to reach a diverse applicant pool and underrepresented populations.

In FY 2022, DCAA attended 210 outreach events, increased from 29 in FY 2021. At many of these events, DCAA's recruiters conducted informational sessions with students to promote careers with DCAA. In addition, we recruited at several college career fairs.

Defense Contract Management Agency (DCMA)

In FY 2022, the Diversity, Equity, and Inclusion Program Manager for the Defense Contract Management Agency (DCMA) conducted numerous trainings across the

agency, as well as externally for U.S Army Intelligence and Security Command (INSCOM) on various DEIA topics, including Inclusive Leadership, Unconscious Bias, Psychological Safety, Privilege and Salient Identities, and Creating an Inclusive Environment. Over 500 employees, military personnel, and supervisors participated in interactive DEIA training, and 100 personnel from INSCOM participated in interactive training.

Defense Counterintelligence and Security Agency (DCSA)

The Defense Counterintelligence and Security Agency's (DCSA's) Office of Diversity and Equal Opportunity (DEO), in collaboration with the Human Capital Management Office (HCMO), worked to remove barriers to accessibility for applicants with disabilities during the recruiting and hiring process, which included an expedited placement of current resumes in DCSA's repository. Additionally, DEO started a self-identify campaign to remind current employees with disabilities of the process and benefits of self-identifying their disability.

To meet DCSA's hiring needs and continue to attract talent with the skill sets to support our mission, HCMO hosted multiple Virtual Hiring Events (VHEs) targeting thousands of applicants from diverse educational institutions, multicultural professional groups, and veteran and military spouses' organizations.

Defense Finance and Accounting Service (DFAS)

The Hispanic Asian Barrier Inclusion Team (HABIT), an initiative developed as a part of the Defense Finance and Accounting Service (DFAS) Diversity and Inclusion Operating Plan (DIOP), continues to partner with targeted colleges, universities, and affinity organizations to enhance the applicant pool of Hispanics and Asians. HABIT HR and Site Support Offices collaborated to enhance recruitment efforts. HABIT members participated at job fairs and facilitated two outreach events to provide information about agency career opportunities, diversity initiatives, and resume writing/interviewing techniques. HABIT translated career opportunity material into Spanish for use at targeted recruitment events. SEPMs participated in job fairs and outreach events dedicated to informing veterans about career opportunities at DFAS.

Defense Health Agency (DHA)

The Defense Health Agency's (DHA's) Equal Opportunity and Diversity Management Office continues to participate in career fairs and promote the hiring of veterans, individuals with disabilities, and Hispanics. DHA continues to use diverse methods to recruit individuals, including Direct Hire Authorities (i.e., Acquisition, Cyber, and Medical), Expedited Hire Authorities [i.e., Veterans Readjustment Appointment (VRA), Financial Management), Schedule A, Recent Graduates, Workforce Recruitment

Program (WRP) for College Students with Disabilities, Pathways, Delegated Examining Unit (DEU), and implementation of a DHA resume bank]. DHA continues to sponsor and promote Special Observances programs to educate the workforce on cultural differences to promote diversity and inclusion in the work environment.

Defense Information Systems Agency (DISA)

The Defense Information Systems Agency's (DISA's) Office of Strategic Outreach and Talent Acquisition (OSOTA) continued to establish talent pipelines of diverse, high-caliber candidates to feed the DOD's next-generation cyber workforce by participating in nine virtual and in-person job fairs. OSOTA engaged with 488 individuals from underrepresented minority groups, including Hispanic, Asian, disabled individuals, and veterans, to attract and recruit candidates. The office shares the responsibility of ensuring diversity of talent within DISA's workforce by assisting in training hiring managers on various hiring authorities, recruitment strategies, and accommodation options.

Defense Intelligence Agency (DIA)

The Defense Intelligence Agency's (DIA's) Office of Human Resources (OHR) completed 45 diversity-focused recruitment and outreach opportunities at 20 college fairs and 25 recruitment events that included MSIs and professional organizations focused on African American, Women, Asian, and Latino/Hispanic communities. These events also included recruitment programs for veterans (7%), DIA's Intelligence Community Center for Academic Excellence (ICCAE) Program (12%), STEM (42%), and other historically excluded minorities (39%).

Defense Logistics Agency (DLA)

The Defense Logistics Agency (DLA) recruited at a virtual event sponsored by an Asian Pacific American organization in conjunction with a college in Maryland, with six recruiters from the DLA Recruitment Cadre in September 2022.

Defense Threat Reduction Agency (DTRA)

The Defense Threat Reduction Agency (DTRA) continues to bolster Academic Institution and Association strategic partnerships while building new relationships and partnerships for recruitment opportunities. DTRA works with hundreds of schools/universities, targeting career services, faculty members, student organizations, and clubs, etc., to facilitate targeted recruiting and outreach efforts. Additionally, DTRA provides opportunities for students, Career Services staff, and faculty members to visit DTRA work sites to observe firsthand the exciting mission tasks being accomplished by the agency.

The DTRA Equity, Diversity, and Inclusion Office (EI) and HR Directorate attended two recruitment and outreach events attended by 3,000 participants with a wide range of diverse backgrounds, including minorities, individuals with disabilities, veterans, and women, with a specific focus on STEM occupations.

Uniformed Services University of the Health Sciences (USU)

The Uniformed Services University of the Health Sciences (USU) incorporated a partnership with five area colleges/universities with substantial minority enrollment to attract a wider range of diverse applicants.

In FY 2022, the agency continued to provide employment development opportunities to its employees. USU established a formalized mentorship program to offer low-mid graded employees an opportunity to be formally mentored by USU senior management officials to provide them with additional knowledge, skills, and abilities (KSAs) to compete for higher graded positions. This program also provided participants with paid outside training courses.

Washington Headquarters Services (WHS)

The Workforce Recruitment Plan, developed by the Washington Headquarter Services (WHS) Human Resources Directorate (HRD), continues to serve as a strategic recruitment guide for SEPMs, Customer Service Account Managers (CAMs), and Administrative Officers (AOs). This plan aims to foster a diverse workforce and an inclusive environment that ensures equal opportunity, leveraging Critical Success Factors (CSFs) in which WHS must excel to succeed.

In FY 2022, in coordination with the Recruiting Division (RD), the DEIA Working Group (WG) began a deep dive into additional recruiting options, networking with other law enforcement agencies on best practices to target efforts toward our underrepresented communities. The RD and WG also reestablished to plan for a pending hiring surge of law enforcement personnel.

Department of Energy (DOE)

In FY 2022, Department of Energy (DOE) participated in 20 recruitment and outreach events, including virtual job fairs, which specifically targeted persons with disabilities and persons with targeted disabilities (including disabled veterans). Partnerships, including one that the Office of Recruitment and Advisory Services (ORAS) established with the DOD Operation Warfighter (OWF) Program, have facilitated wounded warrior placements. Job opportunities were disseminated widely through USAJOBS, the DOE careers website, job boards on virtual platforms, and external recruitment channels or email lists that targeted organizations offering employment assistance to persons with disabilities (PWD).

DOE invested over \$164 million in HSIs in FY 2020-2022, which included the National Nuclear Security Administration (NNSA) Minority Serving Institution Partnership Program (MSIPP) at 19 HSIs. These funds enhanced and supported opportunities for new and existing consortia, advanced joint research with the National Laboratories (NLs), expanded internship and scholarship opportunities for students, and sustained the framework for training a diverse, highly skilled, and agile workforce.

National Nuclear Security Administration (NNSA)

NNSA continued its outreach and recruitment strategies through participation at numerous external career fairs, including several events at MSIs, and NNSA hosted two virtual job fairs during FY 2022.

NNSA's MSIPP started FY 2022 with 24 active consortia and at the end of FY 2022 had 32 active consortia, including 54 university partners from HBCUs, HSIs, and TCUs. Through a competitive funding opportunity announcement for FY 2022, two new TCUs were added in March 2022 under the Tribal Education Partnership Program (TEPP). NNSA's MSIPP also funded an additional six new consortia in FY 2022.

Regarding the agency's efforts toward recruitment of military veterans during FY 2022, NNSA worked closely with over 50 organizations and military installations to provide job opportunities to veterans. NNSA focused on external hiring efforts to maximize succession-planning endeavors; this focus on external hiring has allowed the agency to promote more employment opportunities to veterans as well as veterans with disabilities by increasing job announcements to the public (for which veterans hiring preference applies).

Department of the Interior (DOI)

The U.S. Department of the Interior's (DOI's) D&I Strategic Plan continues to offer a formal and effective process map for DOI's leadership, helping to identify and implement effective approaches in recruiting and retaining diverse individuals with specialized skill sets that are critical to Interior's mission. Regular and recurring collaboration between Interior's stakeholders, championed by agency leadership, has aided in creating talent pipelines, partnerships, interagency working groups, and stakeholders, and contributes to the D&I Strategic Plan by highlighting contemporary practices with measurable results, as indicated below.

Bureau of Indian Affairs (BIA)

The Bureau of Indian Affairs (BIA) continues to partner with hiring managers to exercise all hiring flexibilities that are available to recruit and retain as diverse a workforce as possible within the provisions of Indian Preference (IP) laws. BIA's Pathways Program encourages college students from across the country and many

different Tribes to join the BIA for internship opportunities for career development. Once in the Pathways Program, these students are later converted to a permanent position after the program requirements are satisfied. This allows the BIA to create a pool of talent of Native American/Alaska Native individuals from various Tribes and Alaska Native villages.

Bureau of Land Management (BLM)

The Bureau of Land Management (BLM) continues to progress its efforts to diversify the agency in alignment with the Inclusion, Diversity, Equity, and Accessibility (IDEA) Strategic Plan. Promising practices include the development of State and Directorate specific diversity plans to outline strategies to recruit and retain a workforce that represents America. States and Directorates have taken a multipronged recruitment approach in outreach to minority-serving career conferences such as Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) as well as their local MSIs.

Interior Business Center (IBC)

In early FY 2022, the Interior Business Center's (IBC's) Executive Leadership Team made the decision to support hiring a full-time dedicated resource to manage and grow DEIA at IBC. This resource will lead completion of DEIA/EEO-related reports, support diversity recruitment efforts, and identify initiatives and programs, in collaboration with the Human Capital Strategy Office (HCSO) and the Human Resources Operations Division (HROD), to increase DEIA at IBC. By the end of FY 2022, a recruitment had been completed and a selection made, with an early FY 2023 start date identified for IBC's new DEIA Program Officer.

National Park Service (NPS)

The National Park Service (NPS) is a leader for the Resource Assistant Internship-Alaska Native Science and Engineering Program (RAI-ANSEP) direct hiring authority (DHA). Our Alaska Region (AKR) informed efforts by the Senior Adviser to the Secretary for Alaska Affairs and the Alaska Coordination Planning Group on collaboration efforts to adopt the NPS ANSEP Direct Hire Authority (DHA) model for DOI so that all DOI agencies can use the NPS format, which resulted in NPS AKR RAI-ANSEP being used as the blueprint for DOI-RAI-ANSEP. Additionally, the Alaska National Interest Lands Conservation Act (ANILCA) local-hire program remained a vital recruitment tool. This hiring mechanism is intended to recruit local Alaska residents who understand natural and cultural resources that contribute to park management, resulting in 158 local hire appointments completed in FY 2022.

Office of Surface Mining Reclamation and Enforcement (OSMRE)

Hiring managers at the Office of Surface Mining Reclamation and Enforcement (OSMRE) are engaged in a required D&I Recruitment strategy discussion to explore all avenues for filling positions to allow a diverse candidate pool and streamline the hiring process—a mandatory requirement for OSMRE. In addition, hiring managers were provided training on the use of hiring flexibilities for veterans and individuals with disabilities in FY 2022 through brown bag lunch sessions. OHR hosted sessions that focused on DEIA trends and the impact of DEIA on hiring.

U.S. Geological Survey (USGS)

The U.S Geological Survey (USGS) STEM Educational Partnership with MSIs provides fellowship opportunities at the USGS to help with professional growth and to increase the diversity of the USGS workforce. The USGS is working to address diversity priorities in STEM fields by developing strong collaborative partnerships with MSIs by investing resources, training, and potential program development through STEM Educational Partnerships.

Department of Justice (DOJ)

During FY 2022, The Department of Justice (DOJ) conducted its ninth consecutive Diversity and Inclusion Dialogue Program (DIDP). The DIDP is an integral part of the Department's work to engage employees in fostering a workplace that embraces the many dimensions of diversity that are represented in the DOJ workforce. The DIDP affords employees a safe space to have meaningful discussions about relevant issues of diversity, equity, inclusion, and accessibility.

The Department and its Components engaged in a variety of outreach and recruiting efforts to increase awareness of its mission and to develop talented and diverse applicant pools for mission critical occupations. The Department issued its DEIA Strategic Plan and implemented the Attorney General's DEIA Advisory Council. These actions prioritize incorporating DEIA into the Department's recruitment and outreach efforts and engage leadership at all levels in furthering these efforts.

The Department engaged in a focused effort to increase the number of hires made under Schedule A(u) authority. To support this effort, several Components provided training on interviewing and Schedule A(u) hiring authority for individuals involved in the hiring process.

Department of Labor (DOL)

The Department of Labor (DOL) established and appointed the first Chief Diversity and Equity Officer (CDEO) in the Department. This position is a senior-level appointed

position that reports directly to the Secretary of Labor. The CDEO serves as a senior adviser to the Secretary in all areas of internal DEIA initiatives and DOL's external equity work. The CDEO integrates DEIA into the systems and processes that guide the Department, including the Equity Action Plan, Agency Priority Goal, and Agency Management Plans, and consults with agency leadership on implementation of President Biden's equity-focused executive orders and Department-wide DEIA plans.

DOL established two Department-wide councils aimed to advance equity, an internal-facing body named Equity@DOL and an external-facing body named the Equity Board (operating as the Agency Equity Committee (EO 14091)). These councils build on previous efforts, meet the Department's current needs, and strengthen the Department's commitment to DEIA.

DOL's Office of Human Resources (OHR) established a Diversity Recruitment and Outreach (DR&O) Branch that strengthens the Department's recruitment of and outreach to underserved communities. Established in the second half of FY 2022, the DR&O Branch participated in approximately 123 events. Many of the events targeted people of color and persons with disabilities.

In support of EO 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce, DOL launched a partnership with a university in New York to offer five expert-led online courses to strengthen our collective DEIA knowledge and skills. All DOL managers, supervisors, DEIA officers, and training liaisons are required to complete at least one course focused on DEIA within a year's time. The course topics ranged from building diverse talent pools and adopting inclusive hiring practices to counteracting unconscious bias, fostering an inclusive climate, and promoting inclusive onboarding and employee success.

Department of State (DOS)

The Department of State (DOS) has engaged in many activities since 2021 to recruit and retain a diverse workforce, improve equity in career advancement, and improve inclusion in workplace culture. Minority representation in the Department has increased among Civil Service (CS) employees throughout FY 2022.

To increase the quantity and diversity of applicants from each CS hiring certificate, the Department established a Department-wide Shared Certificate Unit to promote and increase the Department's overall use of agency and Federal-wide shared hiring certificates. Where practical, consideration is given to looking at more skills-based hiring assessments and a move away from over-reliance on academic degrees and occupational questionnaires. For occupational series with larger vacancy gaps, consideration is being given to announce with more developmental levels to optimize

outreach and increase diverse representation of candidates who reach the hiring managers for selection opportunities.

The Department has also enhanced data collection methods by carefully analyzing representation levels based on sex, race, ethnicity, and disability at every stage of the recruitment and onboarding process. This includes tracking applications and hiring offers for CS employees. These improvements aim to measure the effectiveness of specific recruitment efforts and ensure a more inclusive and equitable hiring process.

As a promising practice, the Department has analyzed recruitment source data for CS applicants over a one-year period to evaluate effectiveness of automatic notifications to diverse organizations for CS announcements. There is not a way to confirm whether applicants learned about opportunities through notices received by/through the automatic notices; however, there has been an increase in applicants reporting that they heard about opportunities through sources outside of USAJOBS site/alerts, which could be an indicator that the notifications are aiding in outreach. The Department will continue utilizing the automatic notification feature.

Department of the Treasury (Treasury)

In FY 2022, consistent with EO 13985, the Department of the Treasury (Treasury) established the Office of Diversity, Equity, Inclusion, and Accessibility (ODEIA). The ODEIA will serve as a center of excellence to modernize the Department's cohesive DEIA strategy and drive cohesive implementation and accountability across Treasury. The new structure allows for a more dedicated focus on civil rights compliance and mitigation, as well as DEIA accountability, competencies, and transparency. The ODEIA supports Treasury's many diverse segments, including employees of color, women, people with disabilities, military and veterans, members of the lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual (LGBTQIA+) community, and others.

Treasury's Office of Minority and Women Inclusion (OMWI) targeted recruitment opportunities at conferences for HBCUs (7,000 in person, 1,200 virtual attendees), Latin American citizens (10,000 attendees), the Hispanic program managers (800 members), and an Asian Pacific American career fair at a Maryland college (500 attendees). In addition, the Department and its bureaus attended career fairs hosted by Federal agencies and universities and veteran-only events across the country, participating in 36 hiring events in FY 2022.

Treasury has five Treasury-wide ERGs, which include Adelante (Hispanic), Law Enforcement Officers ERG (LEO), Treasury Asian Pacific American (TAPA), PRISM (LGBTQ+), and Veterans Employee Resource Group (VERG).

Alcohol and Tobacco Tax and Trade Bureau (TTB)

In FY 2022, the Alcohol and Tobacco Tax and Trade Bureau (TTB) hired a new Director in the Office of Diversity, Equity, and Inclusion. TTB updated the EEO and DEIA policies. It also redesigned the EEO/DEIA onboarding trainings for new hires, developed and presented DEIA hiring strategies with leaders, and conducted multiple unconscious bias and EEO/DEIA training sessions. To foster an inclusive culture, TTB partnered with Treasury and other bureaus to coordinate special observances to foster respect, open-mindedness, and multiple viewpoints that increase creativity and performance. TTB partnered with the Federal Asian Pacific American Council (FAPAC) National Leadership Training Program, Cincinnati Federal Executive Board, Federally Employed Women Virtual STEM Day, and the Howard University Career Fair.

Financial Crimes Enforcement Network (FinCEN)

In FY 2022, the Financial Crimes Enforcement Network (FinCEN) continued to leverage partnerships with the ERGs and SEPMS to reach and connect with the employee population to increase workplace inclusion. FinCEN supported and developed new FinCEN ERGs to help employee engagement and utilized the inherent talent of the agency's workforce. FinCEN supported the Women's Program through the Women's Leadership Series (WLS), a strategic initiative in FinCEN's Human Capital Operating Plan (HCOP). The HCOP provides FinCEN with a roadmap for efforts to underpin the bureau's current mission strategies and related workforce needs. In FY 2022, FinCEN participated in a career fair focused on HBCU students, alumni, and the public, where FinCEN briefed its mission and discussed career opportunities with 1,200 attendees.

Internal Revenue Service (IRS)

In FY 2022, the Internal Revenue Service (IRS) collaborated with the Department to develop Treasury's DEIA Strategic Plan. In FY 2022, the IRS implemented the Gender-Neutral Language Policy Guide to outline best practices for using gender-inclusive language in IRS written work products, guidance, and policy documents. Additionally, the IRS implemented the Equity, Diversity, Inclusion, and Accessibility (EDIA) Strategy and Roadmap (S&R), which provides guidance for increasing diversity in the workplace and strengthening an inclusive culture agency-wide.

The United States Mint (Mint)

The United States Mint (Mint) continued to utilize the MD 715 Working Group to identify and eliminate identified barriers. This group consists of individuals from multiple divisions and offices across the Mint. The Mint established a new Office of Equity and Inclusion, led by the Chief Equity and Inclusion Officer, as a resource for all employees.

Office of the Comptroller of the Currency (OCC)

In FY 2022, the Office of the Comptroller of the Currency (OCC) maximized the Entry-Level Bank Examiner Recruitment Program by hiring 55 entry-level bank examiners, of which 21.8% were female, 5.5% Asian, 12.7% Hispanic, 3.6% persons with disabilities, and 3.6% veterans. The OCC continued to greatly benefit from its eight employee network groups (ENG), which developed programs and activities to assist in the agency's recruitment, career development, and retention efforts. All ENGs are active and an integral component of the OCC's D&I initiatives.

Treasury Inspector General for Tax Administration (TIGTA)

In FY 2022, the Treasury Inspector General for Tax Administration (TIGTA) worked to ensure that employees had equal opportunities to excel professionally. In FY 2022, TIGTA committed to developing its workforce to enhance employee engagement while increasing inclusion and accessibility. It worked to ensure that employees had equal opportunities to excel professionally. TIGTA also committed to developing its workforce to enhance employee engagement while increasing inclusion and accessibility. TIGTA's EEO Office conducted quarterly DEIA assessments to support recruitment, hiring, promotion, and retention of staff.

Independent Agencies

Consumer Product Safety Commission (CPSC)

In FY 2022, the Consumer Product Safety Commission (CPSC) continued to work toward ensuring its commitment to diversity and inclusion. It recruited and conducted outreach at colleges and universities to attract top talent. CPSC provided diversity training for employees and conducted a Diversity Summit. The topics covered during this summit were: "First Generation Professionals: Is There a Class Ceiling" and "Redefining Neurodiversity in the Workplace." The agency met with officials from a university for persons with certain disabilities to discuss internship and job opportunities at CPSC to promote DEIA in its workforce.

The Office of Equal Employment Opportunity & Minority Enterprise was rebranded to the Office of Equal Opportunity, Diversity, and Inclusion. CPSC developed a new Diversity, Equity, Inclusion, Accessibility, and Safety Plan in response to Executive Order 14035. CPSC will continue the agency's commitment to the hiring and advancement of people with disabilities whenever possible, and all managers and supervisors are expected to support employment of individuals with disabilities. Accessibility was improved at the Headquarters and Research buildings by installing accessible door openers as part of our commitment to DEIA.

Court Services and Offender Supervision Agency (CSOSA)

The Court Services and Offender Supervision Agency (CSOSA) continues to advance its FEORP initiatives as part of its ongoing efforts to recruit and maintain a high-quality and diverse workforce.

In FY 2022, the agency continued its efforts to recruit Hispanic employees, including using the Hispanic Employment Program Committee's (HEPC's) network as well as social media to publicize vacancies. The agency also continued its efforts to provide career development opportunities to develop and retain Hispanic employees.

In FY 2022, the agency continued its initiative to encourage employees to update their disability status. As part of this initiative, the agency shared with employees the reasons the agency needed that information and the benefits of providing it. The agency also provided employees with Standard Form 256, which sets forth the list of conditions that are considered disabilities, on which employees could update their disability status.

Even with limited resources, the agency continued to utilize a variety of recruitment strategies designed to increase the number of qualified applicants with disabilities and with targeted disabilities over the last year.

Equal Opportunity Employment Commission (EEOC)

In FY 2022, in response to Executive Order 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce, the Equal Opportunity Employment Commission (EEOC) created a new Office for Civil Rights, Diversity, and Inclusion (OCRDI). The OCRDI leads the EEOC's internal equal employment opportunity and civil rights programs, including investigations, compliance, and affirmative employment activities; DEIA efforts; and reasonable accommodation (medical, religious, and interpreter services, etc.) programs. Creation of the OCRDI includes a new DEIA Division that elevates attention to critical DEIA issues and supports the Commission's ongoing work to create more respectful and inclusive workplaces and programs.

The agency's high level of diversity results from deploying a variety of DEIA initiatives and continually monitoring its progress toward its principal organizational goal of becoming a model EEO employer. The agency's Affirmative Employment Program (AEP) routinely compiles workforce data and analyzes information set forth in a variety of reports and plans to ensure early detection and resolution of any triggers or barriers to equal opportunity in the EEOC workplace. For example, AEP utilizes the data set

forth in the MD 715 report and the agency's own Notification and Federal Employee Antidiscrimination and Retaliation Act (No Fear Act) reports. AEP also reviews the agency's FEORP Plan, the Disabled Veterans Affirmative Action Plan, and the annual Federal Employee Viewpoint Survey (FEVS), along with the agency's internal personnel data for promotions, awards, and retention rates. By employing a data-driven "root cause" analysis, AEP has assumed a principal role in helping the agency promote equal opportunity through DEIA in the EEOC workplace.

Importantly, the EEOC plays a unique and important role in leading and coordinating equal employment opportunity efforts across the Federal Government. For example, the agency conducts administrative hearings and issues appellate decisions on complaints of discrimination filed by Federal employees and applicants for Federal employment. It also assists other agencies by reviewing and evaluating the operation of their equal employment opportunity programs, assisting them in identifying barriers to equal employment opportunity, and providing technical assistance and training to eliminate these barriers where found.

Federal Communications Commission (FCC)

The Federal Communications Commission's (FCC's) efforts to complete a final FCC D&I Strategic Plan remains ongoing. The draft plan provides for a comprehensive, integrated, and strategic focus on DEIA to enable the agency to recruit, hire, promote, educate, and retain a diverse workforce; foster an environment in which diversity is valued, understood, and sought; and encourage collaboration, flexibility, and fairness. In this connection, the plan incorporates specific actions that the FCC will undertake for the plan's duration. While the draft D&I Plan is being finalized for review and consideration, the agency's D&I efforts are informed by the three goals from the 2016 Government-wide Inclusive Diversity Strategic Plan: diversifying the Federal workforce through active engagement of leadership; including and engaging everyone in the workplace; and optimizing inclusive diversity efforts using data-driven approaches.

The FCC began exploring additional measures that could be taken to bolster its ongoing efforts on this front. To this end, as of November 23, 2022, all active FCC job advertisements posted on USAJOBS are also being advertised on the DiversityJobs website. DiversityJobs was launched as a one-year pilot program to expand recruitment efforts beyond USAJOBS. Candidates who are looking for FCC job opportunities can enter the term "Federal Communications Commission" in the search box, and they will be able to view all live FCC job postings.

A key component of the FCC's strategy in addressing underrepresentation, career development, and retention of Hispanics is its interactions and collaboration with the FCC Latino Affinity Group. Affinity Groups (AGs) are employee-led groups consisting of employees with a common set of interests and goals that serve in an advisory capacity to the FCC.

The FCC continued its routine practice of including information regarding special hiring authorities to recruit persons with disabilities (PWD) and persons with targeted disabilities (PWTD) into strategic recruitment discussions with FCC hiring managers. The strategic recruitment discussions occur at the beginning of each hiring request. All external vacancy announcements are open to PWD by accepting noncompetitive, Schedule A (disability) candidates for consideration. The FCC sends its hiring announcements to PWD organizations through career-connector, the FCC's hiring system. Also, the agency's HR Disabled Veterans Affirmative Action Program (DVAAP) Coordinator provided continuing education to hiring officials and others on such issues as: working with local vocational rehabilitation offices, partnering with nongovernmental organizations that represent PWD, partnering with post-secondary institutions, contacting Veterans Affairs (VA) and Veterans groups, and using databases and resources such as the OPM Shared List of People with Disabilities and the Workplace Recruitment Program.

Federal Housing Finance Agency (FHFA)

The Federal Housing Finance Agency (FHFA) People Plan for Fiscal Years 2023-2026 (People Plan) provides a holistic strategy for advancing the FHFA workforce to drive continued organizational performance. The People Plan focuses on Human Capital Strategic Planning while aligning planning with the FHFA Values-Based Culture Initiative; Fairness, Accountability, Integrity, and Respect (FAIR) values; and the agency's strategic approach to DEIA. It brings together and connects related issues from the Office of Human Resources Management (OHRM), the OMWI, and the Office of Equal Opportunity and Fairness (OEOF), as well as overall agency goals. The People Plan serves as the roadmap for how FHFA will evolve the employee experience and further engage the agency's talented and motivated people.

OMWI is responsible for leading FHFA's inclusion efforts, an important component of which is the agency's SEP. To foster awareness among employees and promote inclusion within the agency, OMWI collaborates with the SEP Working Group to develop and organize educational and culturally competent events throughout the

year, including three specific areas required by regulation: the Hispanic Employment Program, Federal Women’s Program, and Program for Persons with Disabilities.

In harmony with EEOC’s Management Directive 715 guidance to identify and remove barriers, OEOF reviewed analyses and recommendations in a Barrier Analysis report provided by OPM. The report considered previous data and current practices and procedures to recommend actions for implementation. The recommendations were presented to the senior staff, who determined that all recommendations could be implemented in partnership with OHRM.

Federal Maritime Commission (FMC)

The Federal Maritime Commission (FMC) aims to become a model workplace in the Federal Government by creating a work environment that cultivates inclusion, encourages collaboration, and empowers employees to pursue excellence through all levels of the organization. Through its D&I Strategic Plan, the FMC strives to achieve its goal to recruit, hire, and develop a diverse workforce that values equal opportunity, diversity, and inclusion, and is drawn from our Nation's society.

Staffing and recruitment services are conducted in-house, which allows the FMC to maintain a system that tracks applicant flow data. This enables the FMC to review the yield of applicants and reassess its recruitment efforts to reach all segments of the American workforce. The FMC continued to advertise its interest in considering disabled veterans, as well as individuals eligible for appointment under the Veterans Employment Opportunities Act of 1998, as amended (VEOA), Schedule A, and/or VRA.

The FMC continued to strengthen organizational effectiveness by utilizing its DEIA Council, which helped to develop a greater appreciation for the value and positive impacts made by diverse groups in meeting the mission of the agency. The program promotes diversity and inclusion awareness by providing a forum to discuss diversity topics in an open environment.

Federal Trade Commission (FTC)

The Office of Equal Employment Opportunity and Workplace Inclusion (EEOWI) collaborated with the Federal Trade Commission (FTC) Diversity Council and with the Human Capital Management Office (HCMO) to address concerns involving targeted employment outreach and recruitment, retention, workplace inclusion, and other relevant topics. Throughout FY 2022, the Acting EEOWI Director on numerous

occasions met with the Diversity Council's Executive Committee (i.e., its Chair, Vice Chair, and Secretary) and discussed best practices and strategies for diversity and inclusion in the workplace, and ideas to address underrepresented groups in the FTC's workforce.

In addition to the work of the Diversity Council, the Acting EEOWI Director met with FTC Bureau and Office Directors, and their managers and supervisors, to discuss important EEO and workplace inclusion topics, including targeted employment outreach and recruitment, strategies to diversify applicant pools, appropriate interview questions, retention of the agency's talent, and explanation of what is permissible under EEO laws. By building professional relationships across the FTC, the Office of EEOWI raised awareness of certain issues and concerns that could be communicated through FTC Bureau and Office Directors to their respective organizations.

In FY 2022, the FTC continued past efforts at addressing the underrepresentation of Hispanic and Latino Americans in its workforce. Specifically, the FTC maintained and further cultivated effective partnerships by sponsoring employees to attend the 2022 convention for Hispanic bar association members. The FTC, through its Office of EEOWI, sponsored attorneys to attend the convention. One of the main goals of the attorneys who attended was to recruit Hispanic attorneys and to introduce the agency as a prospective employer for those in attendance. Additionally, the Office of EEOWI continued to seek strategies to improve outreach to and recruitment of Hispanics and Latinos.

National Archives and Records Administration (NARA)

The National Archives and Records Administration's (NARA's) new 2022-2026 Strategic Plan establishes a goal to increase diversity in mission critical occupations for GS-12 and above positions. To effect this change, we will expand our use of hiring flexibilities, including Pathways, to increase the diversity of candidate pools. We will also provide training and support to hiring managers to increase the diversity of the NARA workforce. We also intend to increase the number of employees who agree that the agency provides career advancement opportunities through efforts to ensure that our processes and advancement methods are equitable in providing a pipeline for critical and leadership positions.

In FY 2022, NARA successfully executed a hiring initiative to maximize the use of the Schedule A and 30% Disabled Veterans Hiring Authority, recruiting and retaining a

more diverse workforce. The use of these hiring authorities was part of the initial “Strategic Recruitment Discussion” between the hiring manager and the HR Staffing Specialist for all new recruitments. The Schedule A hiring authority was listed as an available referral means for candidates under Merit Promotion, Government-wide vacancy announcements. We launched the NARA Schedule A and 30% Disabled Veterans Resume Repository in early 2022. We are collecting resumes from interested applicants and encouraging hiring managers to look for potential candidates using the repository first when they have a vacancy. During FY 2022, we collected 144 application packages and effectively onboarded 13 candidates.

The disability program received 142 reasonable accommodation requests. Reasonable accommodation training was revised and released as a yearly requirement for all managers and supervisors. The Equal Employment Opportunity (NEEO) office created new standard processing guidance for reasonable accommodation requests. As a result, in FY 2022, average processing time was 38.13 days. During FY 2022, NARA greatly enhanced its policy guidance related to personal assistance services (PAS) to include a detailed procedure for requesting personal assistance services.

National Aeronautics and Space Administration (NASA)

Pursuant to Executive Order 14035, the National Aeronautics and Space Administration’s (NASA’s) 2022-2026 DEIA Strategic Plan is an agency-wide roadmap with focus on four strategic goals: workforce diversity; workforce equity and inclusion (employee experience); accessibility and accommodation; and DEIA integration into the NASA mission. The plan includes performance measures that will guide how the agency will recruit, hire, develop, maintain, and retain a workforce composed of diverse cultures, talents, skills, and experiences. NASA will continue implementation of the plan’s workforce diversity strategies intended to achieve greater employee diversity.

NASA identified workforce triggers for Women and Asian Americans and Pacific Islanders (AAPIs) within physical science occupations, compared with the Relevant Civilian Labor Force (RCLF). As a result, in FY 2022, the agency began a multiphase barrier analysis process to systematically assess and further explore potential underlying causes of these discrepancies to determine the root cause.

NASA partners regularly with numerous Federal, state, and local disability employment organizations to identify potential employees and interns with disabilities, such as: American Job Centers, Veterans’ Vocational Rehabilitation and Employment Program, Centers for Independent Living, other organizations serving

veterans, and multiple colleges and universities. NASA also works with the DOL's WRP and Veterans Administration recruitment and outreach. NASA continues to identify and implement innovative methods to recruit and employ Hispanic and Latino employees, Pathways interns, and summer student interns.

National Credit Union Administration (NCUA)

The accomplishments the National Credit Union Administration (NCUA) achieved during FY 2022 were the result of an agency-wide collaborative effort. FY 2022 is the last year implementing the goals set forth in the NCUA's 2018–2022 D&I Strategic Plan. The plan includes five agency-wide goals, three of which relate to the agency's Federal workforce.

The NCUA launched two DEIA training modules: "Workplace Diversity, Equity, and Inclusion in Action and Recognizing" and "Addressing Micro-behaviors in the Workplace," both of which were available to staff in the agency's learning management system.

In FY 2022, the NCUA continued building on the previous year's recruitment outreach success. The agency identified and participated in recruitment outreach events including those that target diverse candidates with finance, accounting, management, and human resources skills to ensure a continual increase in talented and diverse applicants. The NCUA continued to work with a leading diversity outreach vendor to expand access to a diverse, qualified candidate pool that includes candidates with disabilities, underrepresented groups, women, and veterans.

The NCUA has multiyear contracts with six intern-sponsoring organizations that serve underrepresented students. Through these contracts, the agency provides summer intern opportunities to college and university students in undergraduate, graduate, doctoral, and Juris Doctor programs. These interns work at the NCUA for 8–15 weeks. In 2022, the NCUA hosted five summer interns from a variety of programs serving students of color.

The NCUA attended recruitment events with organizations that support people/persons with disabilities. These events were hosted on a virtual platform that allowed interaction with participants who showed interest in the NCUA—for example, CareerEco's CAREERS & the disABLED Virtual Career Fair.

National Labor Relations Board (NLRB)

In FY 2022, National Labor Relations Board (NLRB) leadership fully supported advancing DEIA agency-wide and embedding DEIA principles into recruitment and hiring, employee development and promotion, and accessibility, all of which will

support long-term retention. The Division of Administration, which houses the CDO, began collaborating with the Office of Equal Employment Opportunity (OEEEO) in FY 2022. These offices convened routine meetings to discuss DEIA and EEO goals, demographic data, and strategies to address barriers.

During FY 2022, OHR participated in 30 recruitment events, with 14 events focusing on diversity recruitment, including recruiting activities with HSIs, HBCUs, Women's Colleges and Universities, Predominantly Black Institutions (PBIs), AANAPISIs, and Disability Serving institutions.

Regarding outreach at HSIs, NLRB attended three HSI outreach events in FY 2022. The agency continues to recognize the importance of applicant data as an important tool for assessing the effectiveness of its recruitment and hiring efforts. The agency currently uses USAJOBS for recruitment and OPM's applicant flow data when conducting workforce profile assessments for equal opportunity program reporting, technical assistance visits, and examination of the effectiveness of its inclusion efforts.

The agency has a dedicated Disability Program Manager (DPM), who also serves as the agency's SPPC. The DPM/ SPPC is housed in OHR and oversees all activities and management of the Schedule A program and the VRA when recruiting veterans who are 30 percent or more disabled. The agency's Disability Program is centralized and housed in OHR, and the DPM reviews and uploads resumes to the central site and advocates for individuals with disabilities seeking employment opportunities with the NLRB.

National Science Foundation (NSF)

The National Science Foundation's (NSF's) CDIO will champion initiatives and programs to enhance NSF's cultural intelligence and lead the agency's efforts to embed DEIA into our organizational culture. Integrating DEIA into culture means proactively reviewing, strategizing, and structuring all parts of the employee lifecycle, from recruitment and hiring to inspiring and retaining to employee separations and retirement, through a lens of DEIA.

The NSF Under-representation and Barrier Analysis Tool is complementary to our MD 715 report. It will serve as an analytical framework intended to ensure that NSF remains competitive with industry and other sectors by leveraging data from authoritative data sources, such as Census and BLS, to assess whether the full spectrum of diverse talent is fairly represented in our workforce. It will ultimately give us a data-informed foundation for ensuring that diversity and merit work in harmony without compromising one for the other regarding employment decisions.

NSF has also taken measures on Performance Management Modernization. The Federal Government emphasized DEIA efforts as a top priority for Federal agencies over the last few years. In alignment with NSF's mission and values, the agency has developed a strategic approach to DEIA that touches on various processes and practices across the Foundation. To this end, our General Workforce (GWF) Generic Performance Elements and Standards were revised to include a uniform structure for grading levels under each Performance Element, and distinctions between the behaviors were demonstrated at each level; clarified language to reflect descriptions of quality and quantity of performance behaviors more accurately at each level; and included specific DEIA-related behaviors to expand accountability for DEIA outcomes across all GWF position types and levels.

Nuclear Regulatory Commission (NRC)

The U.S. Nuclear Regulatory Commission (NRC) is committed to maintaining a diverse workforce to achieve the NRC's mission. To demonstrate our commitment, the agency has developed an Inclusive Diversity Strategic Plan (IDSP).

The Chair and Commissioners issued policies, approved cultural celebrations, supported EEO and DEIA activities, and reaffirmed their commitment during Human Capital and EEO briefings.

The Executive Director for Operations (EDO) issued NRC's Strategic Plan for FYs 2022-2026 and the FY 2023 Annual Performance Plan. Both plans integrate EEO and DEIA principles into the agency's mission objectives. The EDO communicated NRC's organizational health goals and efforts to ensure that senior leadership decisions and actions build trust so that employees feel welcomed, valued, respected, and heard, consistent with our leadership model and organizational values.

The Office of Small Business and Civil Rights provided training sessions utilizing data analytics to influence decision-making and how to incorporate data analysis into action planning by using the FEVS and the NRC's Safety Culture and Climate Survey results, along with other sources of feedback (e.g., trends). Emphasis is placed on analysis of the five inclusive habits (fairness, openness, cooperativeness, supportiveness, and empowerment) and recognizing and addressing implicit and unconscious bias.

Office of Personnel Management (OPM)

During FY 2022, the Office of Personnel Management (OPM) is pleased to report the hiring of an experienced strategic recruiting professional committed to improving outreach and recruitment of highly qualified candidates for OPM and other Federal employment. As a result, OPM substantially increased liaison activities with HBCUs, HSIs, and Native Communities and connected with over 180 MSIs.

To increase outreach initiatives for recruitment in FY 2022, OPM began planning an Ambassador Recruitment Policy and Program to leverage the diversity of OPM employees, including leaders and members of ERGs, to engage with OPM job seekers. OPM utilized the Agency Talent Portal to connect with candidates with noncompetitive hiring authorities, such as veterans, military spouses, and individuals with disabilities. OPM also planned additional recruitment sources for diverse candidate pools such as reaching out to begin the partnership process with the Military Spouse Employment Partnership. OPM HR worked with hiring managers to source candidates through the Workforce Recruitment Program to connect with early career talent and individuals with disabilities.

OPM increased Pathways intern hires from previous years and brought on 24 Pathways interns in FY 2022. Outreach for the intern opportunities included targeting 16 HBCUs. This hiring effort is leading to OPM initiating the hiring of additional interns across the agency in FY 2023. Further, OPM is implementing a cohort system approach to provide networking and professional development opportunities to interns.

Securities and Exchange Commission (SEC)

The Securities and Exchange Commission (SEC) coordinated, participated, sponsored, or facilitated over 60 events, conferences, and career fairs to attract and recruit a diverse population. Additionally, the SEC distributed approximately 174 targeted job advertisements to educational organizations, institutions, and job boards to inform diverse professionals and students about job vacancies and internships. The SEC continued to maintain partnerships with minority- and women-focused associations and education organizations to help further its diversity objectives.

Recognizing the importance of fostering a workplace culture that allows employees to be authentic, the SEC formed the UnCovering Task Force. The UnCovering Task Force is an agency-wide cultural change effort designed to encourage employees to bring their authentic, whole selves to work. In FY 2022, the UnCovering Task Force provided training on “Bringing Your Authentic Self to Work to Foster a Connected Culture.” The training consisted of engaging sessions that discussed strategies for being more authentic at work, increasing job satisfaction, and improving productivity and mission effectiveness.

The SEC’s Diversity Council supports fulfilling the agency’s mission through a workplace environment that attracts, employs, retains, and promotes highly talented individuals with a diversity of backgrounds, cultures, identities, experiences, and perspectives that are drawn from our country’s demographics. In FY 2022, the Diversity Council had approximately 60 total members and included the nine SEC

EAGs. The Diversity Council met bimonthly and received presentations and updates on initiatives related to DEIA.

Social Security Administration (SSA)

The Social Security Administration (SSA) implemented SSA's Policy and Practices on Prohibiting Discrimination, Including Harassment, Based on Sexual Orientation, Gender Identity, or Gender Expression. In addition to prohibiting such discrimination, the policy establishes a safe and inclusive workplace where the agency evaluates all employees and applicants based on their contributions, knowledge, performance, and skills rather than sexual orientation, gender identity, or societal gender stereotypes.

The agency introduced specific DEIA performance requirements in the appraisal system for all SES and Senior Professional (ST/SL) individuals to embed DEIA into the agency culture.

In May 2022, the agency began the EEO Broadcast, released on a recurring basis. These EEO Broadcasts inform employees of DEIA activities. The agency also provided Unconscious Bias training, and we will continue our practice of providing mandatory DEIA training, consistent with the Administration's EO on DEIA.

Agency staff attended 202 outreach and recruitment events during FY 2022. The agency participated in career fairs targeting individuals with disabilities (IWD) and veterans with disabilities. These fairs connect IWD and disabled veterans with SPPCs, recruiters, and human resources staff to increase awareness of career opportunities with the agency. SSA has a designated SPPC in each region and a major component to lead and maintain the agency's recruitment efforts for IWDs and to promote the use of the Schedule A hiring authority. Agency recruitment strategies for recruiting IWDs included attending veteran-focused career and job fairs and engaging in activities with other Federal agencies as well as state, local, and nonprofit organizations that work with and provide services to disabled veterans.



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