

# **Fiscal Year 2006**

## **Annual Report**



Office of Equal Opportunity and Diversity Management

National Institutes of Health

# **National Institutes of Health**

## **Office of Equal Opportunity and Diversity Management Commitment to Excellence Outcomes Report**

### Executive Summary

The Office of Equal Opportunity and Diversity Management (OEODM) serves as the focal point for NIH-wide policy formulation, implementation, coordination, and management of civil rights, equal opportunity, affirmative employment, and workforce diversity programs of the National Institutes of Health (NIH).

In line with the emphasis on government accountability and performance, the OEODM has outlined the Fiscal Year (FY) 2006 services provided in support of the NIH mission. This report summarizes the FY 2006 activities of the OEODM.

First, this report highlights the FY 2006 OEODM outcomes supporting the tenets of a model EEO Program. Second, the report quantifies the services provided to the NIH by the OEODM. Finally, this report provides an overview of the NIH workforce. A summary of the workforce is provided by race/national origin, gender and disability status.

The six tenets of a Model EEO Program as outlined by the Equal Employment Opportunity Commission (EEOC) are as follows:

- Demonstrated Commitment from Agency Leadership;
- Integration of EEO into the Agency's Strategic Mission;
- Management and Program Accountability;
- Proactive Prevention of Unlawful Discrimination;
- Efficiency; and
- Responsiveness and Legal Compliance.

# **Office of Equal Opportunity and Diversity Management**

## **Mission Statement**

The OEODM, a staff office in the Office of the Director, National Institutes of Health, is responsible for policy formulation, implementation, coordination, and management of civil rights, equal opportunity, affirmative employment, and workforce diversity management programs of the NIH.

In this role, the OEODM serves as the NIH-wide focal point for:

- Developing EEO and Diversity Management policies and programs for the NIH;
- Providing leadership and guidance to the Institutes and Centers on EEO and Diversity Management;
- Assisting in assuring that all NIH policies, programs, functions, and activities are in compliance with Federal EEO statutes, laws, and regulations;
- Developing and managing EEO, affirmative employment, and workforce diversity management programs;
- Fostering an environment that respects the diversity of the entire workforce and provides opportunities for employees to contribute to fulfilling the NIH mission; and
- Improving the outreach, recruitment, and retention of minorities, women, and persons with disabilities.

## **Vision Statement**

Our vision is to promote EEO, to protect the integrity of the EEO process and champion diversity within the NIH.

## **A Message from the Director**

I am pleased to present the OEODM's Commitment to Excellence Outcomes Report. The OEODM staff is committed to providing the highest quality EEO and Diversity services to the NIH.

We have learned to do more with less in a climate of smaller government, yet we have maintained the highest quality standards. We are committed in our resolve to help the NIH attain a workforce that is reflective of the population of the United States. The NIH has made strides in its efforts to recruit and retain a diverse workforce; we will continue to under-gird these efforts through targeted outreach and recruitment.

We support the NIH's efforts toward achieving a discrimination-free work environment through EEO and Diversity training as well as on-going advice and guidance. The number of pre-complaints and formal complaints has consistently decreased over the last three fiscal years. Moreover, there were no findings of discrimination against the NIH in FY 2006.

The OEODM strives to achieve the highest quality standards for equal employment opportunity, customer service, and internal efficiency. This report quantifies the EEO and Diversity services provided to the NIH and highlights the outcomes. The OEODM will continue to provide expert advice and guidance in the quest to become a Model EEO Program.

Lawrence N. Self  
Director, Office of Equal Opportunity and Diversity Management

## Introduction

In April 2003, Dr. Elias A. Zerhouni, Director of NIH, established the Administrative Restructuring Advisory Committee (ARAC) to support the President's Management Agenda and the Department of Health and Human Services Secretary's goal for a "Singular Department." The ARAC utilized eight working groups to consider methods to streamline and improve critical business functions at the NIH. One of its mandates was to consolidate NIH's EEO program into one central organization.

The purpose for centralizing the EEO function was to gain efficiency and to promote consistency in the services provided to the NIH community. Consolidating EEO personnel and services facilitates gains in efficiency by reducing overlaps and duplication of effort while allowing for more effective spans of control and better utilization of staff. Also, centralizing provides the opportunity for increased consistency by establishing a cohesive environment conducive to more uniform staff development and training and one in which standard operating procedures are more easily developed and readily deployed across a single organization.

Maintaining customer service levels during the transition, and thereafter was a core issue and integral part of OEODM's strategy for centralizing the NIH EEO program while concurrently developing and maintaining a Model EEO Program.

Effective October 4, 2004, the newly restructured OEODM was established. It initially consisted of an Office of the Director and four Divisions; however, one of the Divisions was abolished in mid 2005 to improve efficiencies and staff members were reassigned.

Currently the OEODM has three Divisions with the following functional responsibilities:

- **Division of Complaints Management and Resolution** – manages the EEO discrimination complaint processing system from pre-complaint to resolution.
- **Institute and Center Services Division** – provides day to day support to the Institutes and Centers regarding their EEO and Diversity programs, including management of Special Emphasis Programs.
- **Division of Program Evaluation** – evaluates NIH compliance with EEO requirements, evaluates the NIH EEO and Diversity programs, provides guidance on regulations and policies, and provides EEO and diversity management training.

In an effort to provide the highest quality EEO services, the OEODM implemented the MD 715 Plan. Management Directive 715 is the policy guidance which the EEOC provides to federal agencies for use in establishing and maintaining effective EEO programs. This Directive requires agencies to:

- Develop and maintain a Model EEO Program;
- Ensure all employment decisions are free from discrimination;
- Examine employment policies, procedures and practices to identify and remove barriers to equal opportunity;
- Develop plans to correct identified barriers; and
- Report plans and progress to EEOC.

There are six tenets of a Model EEO Program.

#### I. Demonstrated Commitment from Agency Leadership

- Demonstrate a firm commitment to EEO for all employees and applicants for employment
- Translate EEO into everyday practice
- Make EEO a fundamental part of the agency's culture

#### I. Integration of EEO into the Agency's Strategic Mission

- Equality of opportunity is essential to attracting, developing and retaining the most qualified workforce to support the agency's achievement mission

#### II. Management and Program Accountability

- Hold managers, supervisors, EEO officials and Human Resources officials accountable for the effective implementation and management of the agency's program

#### III. Proactive Prevention of Unlawful Discrimination

- Prevent discrimination on the bases of race, color, national origin, religion, sex, age, reprisal and disability, and eliminate barriers that impede free and open competition in the workplace
- Conduct self-assessments and develop strategic plans to eliminate identified barriers

#### IV. Efficiency

- Implement an efficient and fair dispute resolution process
- Develop an effective system for evaluating the impact and effectiveness of the agency's EEO program

#### V. Responsiveness and Legal Compliance

- Ensure full compliance with the law, including EEOC regulation, Executive orders and other written instructions
- Report agency program efforts and accomplishments to EEOC

During FY 2006, a number of significant actions and outcomes directly supporting the tenets of a Model EEO Program occurred. This report outlines these efforts.

## **OEODM FY 2006 OUTCOMES SUPPORTING THE SIX TENETS OF A MODEL EEO PROGRAM**

### Demonstrated Commitment from Agency Leadership

- Facilitated the Issuance of the Agency's Policy on Equal Opportunity and Diversity Management
- Facilitated the Re-Issuance of the Agency's Policy on the Prevention of Sexual Harassment
- Published 3 Issues of EEO News & Notes On-Line Newsletter which Translates EEO into Everyday Practice
- Sponsored 8 Special Emphasis Programs which Educates the Workforce about the Culture and Contributions of Minority Groups

### Integration of EEO into the Agency's Strategic Mission

- Conducted EEO and Diversity Orientations for 2,164 New NIH Employees
- Facilitated the Recruitment of 5 Racial/Ethnic Minority and/or Individuals with Disabilities to the NIH
- Facilitated the Recruitment of 4 Racial/Ethnic Minority Individuals into NIH Training Programs
- Provided EEO Guidance on 411 Search Committees, Quality Review Boards, and Tenure/Promotion Review Panels
- Secured Positions for 4 Individuals with Disabilities from the Workforce Recruitment Program; a Federal Program Designed to Provide Work Experience for Students with Disabilities

### Management and Program Accountability

- Sponsored a Session on EEO Policies and Law Updates for 61 NIH Supervisors to Educate them about Current EEO Laws and Policies
- Issued 4 Quarterly Reports to Keep Management Apprised of Trends in the Workforce
- Provided Reasonable Accommodations Training for 85 NIH Managers and Supervisors to Educate them about the Purpose and Process for Reasonable Accommodations
- Provided 221 Management Consultations to Aid Managers in Making Decisions in Compliance with EEO and Diversity Principles

### Proactive Prevention of Unlawful Discrimination

- Conducted 52 Training Sessions which Resulted in Training 1,780 NIH Employees on a Variety of EEO and Diversity Related Topics



- Coordinated 2 Diversity Grand Rounds Sessions which Educates the NIH Workforce about Succeeding in a Diverse Environment
- Facilitated Section 508 On-Line Training which Resulted in the Training of 10,000 NIH Employees about Accessibility Requirements for Electronics and Information Technology
- Developed 2 EEO and Diversity Policies to Eliminate Barriers in Employment Competition and to Conduct Self Assessments
- Provided 281 Employee Consultations to Prevent Discrimination and Eliminate Barriers in the Workplace
- Presented or Co-hosted 5 Workshops Designed to Recruit or Enhance the Skills of Racial/Ethnic Minorities, Women and/or Individuals with Disabilities

### Efficiency

- Conducted 15 Evaluations of EEO and Diversity Programs and Trainings
- Implemented the *iComplaints* Complaints Tracking System which Reviews, Monitors, Tracks and Reports on NIH's Pre-Complaint and Formal Complaint Activities
- Implemented Monthly Complaint Activity Status Reports for IC Executive Officers

### Responsiveness and Legal Compliance

- Facilitated the No Fear Act On-Line Training which Resulted in the Training of 18,000 NIH Employees on the Tenets of this Regulation which Holds Federal Agencies Accountable for Violations in Anti-discrimination and Whistleblower Protection Laws
- Developed the Fiscal Year 2006 Management Directive 715 Report which Identifies Action Items to Address in the Quest to Become A Model EEO Program
- Implemented an 8-hour EEO Counselor Refresher Training for Collateral-Duty EEO Counselors and OEODM Staff to Ensure Compliance with EEO Regulations
- Posted NIH Statistical Data regarding Complaints Activity on the OEODM Website
- in Compliance with the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002

## DIVISION OF COMPLAINTS MANAGEMENT AND RESOLUTION

The Division of Complaints Management and Resolution is responsible for managing all aspects of the equal employment opportunity (EEO) complaints process. This includes pre-complaints and formal complaints.

### Pre-complaints

A total of 93 pre-complaints were filed in FY 2006 (table 1). Thirty percent of all pre-complaints on hand in FY 2006 were resolved or closed. The majority of individuals filing pre-complaints in fiscal year 2006 elected EEO counseling (figure 10).

<b>Pre-complaints Fiscal Year 2006</b>	
Number of Cases Transferred from Fiscal Year 2005	15
Number of Cases Filed in Fiscal Year 2006	93
Number of Individuals Electing EEO Counseling	54
Number of Individuals Electing Alternative Dispute Resolution	39
Number of Cases Resolved	26
Number of Cases Closed	6
Number of Cases Pending	17

**Table 1**

Note: some cases were consolidated or amended

### Pre-Complaint Elections Fiscal Year 2006

Figure 3



The maximum allowable time for processing pre-complaints with no extension is 30 days and the allowable timeframe for processing complaints with extensions or the election of Alternative Dispute Resolution is 90 days. The OEODM was in compliance with both of these standards during FY 2006 (table 2).

<b>Average Processing Time for Pre-complaints Filed in Fiscal Year 2006</b>	
Average Processing Time with No Extension	23 days
Average Processing Time with Extension or ADR	74 days

**Table 2**

## Formal Complaints

A total of 48 formal complaints were filed in FY 2006 (table 3). Twenty-five percent of the formal complaints on hand in FY 2006 were dismissed or withdrawn and 17% were settled. Of the pending cases on hand at the conclusion of FY 2006, 43% are pending hearings, 32% are pending investigations, and 25% are pending final agency decisions. There were no findings of discrimination in FY 2006 (table 3).

Formal Complaints Fiscal Year 2006	
Number of Cases Transferred from Fiscal Year 2005	58
Number of Cases Filed in Fiscal Year 2006	48
Number of Findings of Discrimination	0
Number of Cases Resolved (settlements)	18
Number of Cases Dismissed	10
Number of Cases Pending	44
Number of Voluntary Withdrawals	17

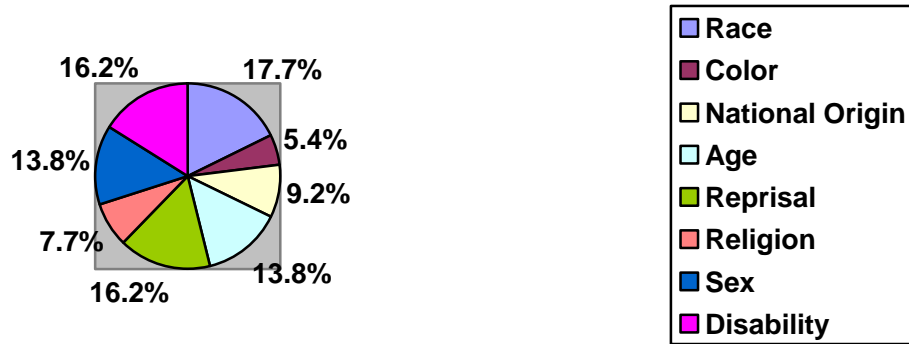
**Table 3**

Note: some cases were consolidated, amended or remanded

The basis for the majority of formal complaints was race followed closely by disability and reprisal (figure 4, table 4). Non-sexual harassment comprised the largest formal complaint issue (figure 4, table 4).

### Basis of Formal Complaints Fiscal Year 2006

Figure 4



Formal Complaints By Issues Fiscal Year 2006			
Non-Sexual Harassment	23	Termination	6
Assignment of Duties	16	Appointment/Hire	4
Time/Attendance	15	Suspension	4
Reassignment	11	Removal	3
Employment Terms/Conditions	11	Training	3
Promotion/Non-Selection	10	Reinstatement	3
Evaluation/Appraisal	9	Sexual Harassment	2
Duty Hours	9	Demotion	2
Awards	8	Examination/Test	2
Pay/Overtime	7	Reasonable Accommodation	1
Reprimand	7	Retirement	1

Table 4

The allowable timeframe for completing investigations with no amendments is 180 days and the allowable timeframe for completing investigations with amendments is 360. Two complaints with no-amendments were completed un-timely, increasing the overall processing time for investigations with no amendments from an average of 144 days to 181 days. All investigations with amendments were completed timely (table 5).

Average Processing Time for Formal Complaints Filed in Fiscal Year 2006	
Investigations, no Amendments	181 days
Investigations with Amendments	335 days

Table 5

A total of \$1,020,177.91 was expended to settle complaints. Over half of these costs were attributed to attorneys' fees (figure 5).

### Complaint Costs Fiscal Year 2006

Figure 5



## INSTITUTE AND CENTER SERVICES DIVISION

The Institute and Center Services Division is responsible for providing the day-to-day operations and support to the NIH Institute and Centers in the overall management of the EEO and Diversity Programs. Additionally, this Division manages the Special Emphasis Programs and conducts Targeted Outreach and Recruitment.

### Committees and Consultations

The Institute and Center Services Division (ICSD) provided support and guidance to the NIH Institutes and Centers by participating as ex-officio members on Search Committees, Qualification Review Boards, Promotion Review Panels, and Tenure Track Committees (table 6). The ICSD also provided management consultations on a wide range of EEO and Diversity related issues as well as provided employee consultations (table 6). Sixty percent of the employee consultations provided resolved employees issues/concerns thereby preventing EEO complaints.

<b>Committees &amp; Consultations Fiscal Year 2006</b>	
Search Committees	411
Qualification Review Boards	
Tenure/Tenure Track Committees	
Promotion Review Panels	
Management Consultations	221
Employee Consultations	281

**Table 6**

The ICSD also participated in Employee Advisory Committees, MD -715 Focus Groups, Executive and Senior Staff meetings, All Hands/Town Meetings, Intramural Lab/Branch Chief Meetings, IC Advisory Councils, and New Employee Orientations. ICSD staff provided the ICs with quarterly workforce statistics and ad hoc data as requested.

### Special Emphasis Programs

The ICSD hosted eight Special Emphasis Observances to educate NIH employees about the scientific, programmatic and cultural contributions of racial/ethnic minorities, women, and individuals with disabilities to society (table 7).

<b>Special Emphasis Observances Fiscal Year 2006</b>	
Martin Luther King Jr. Observance	January 17, 2006
Black History Month Observance	February 23, 2006
Women's History Month Observance	March 1, 2006
Asian/Pacific Islander Heritage Month Observance	May 26, 2006
Gay and Lesbian Awareness Observance	June 12 & 16, 2006
Hispanic Heritage Month Observance	September 21, 2005 & October 12, 2006
Disability Employment Awareness Observance	October 27, 2005
Native American Heritage Month Observance	November 9, 2005

**Table 7**

### Federal Women's Program

To foster collaboration on issues affecting women in the DHHS workforce, the OEODM:

- Co-sponsored and coordinated a forum entitled "Tools to Use for Career Advancement in the Federal Government" at the Annual Federal Women's Program National Training Conference.

### Disability Employment Program

To improve the representation and retention of individuals with disabilities in the workforce the OEODM:

- Facilitated the NIH selection of four students with disabilities from the Department of Labor Workforce Recruitment Program.
- Participated in the Intertribal Deaf Conference and referred a Native American deaf amputee for an NIH position.
- Provided reasonable accommodations training for 85 NIH managers and supervisors.

### Hispanic Employment Program

To improve the recruitment and retention rates of Hispanics in the NIH workforce, the OEODM:

- Presented a series of workshops open to all employees entitled "Tips for Improving Your Success in the Federal Government." Over 200 employees attended this workshop.
- Participated on a Federal panel entitled "Best Practices in Recruitment and Outreach" at the League of United Latin American Citizens National Convention.

### Black Employment Program

To recruit African American and other minorities to the NIH, the OEODM:

- Provided a training session on how to compete for Federal jobs which resulted in 20 applications for the Division of Extramural Activities Support vacancies.
- Presented at the 3<sup>rd</sup> Annual Edward A. Bouchet Conference in Graduate Education at Yale University resulting in two postdoctoral fellowship applications from African American doctoral students.
- Hosted the John W. Diggs Lecture and Scientific Poster Session which was attended by over 250 individuals including representatives from Historically Black Colleges and Universities and Hispanic Serving Institutions.
- Established a relationship with the new National Medical Association's President to establish strategies for increasing the numbers of African American physicians involved in clinical research and/or employed at the NIH.

- Hosted a visit for 40 Intercultural Cancer Center students to the NIH to learn about NIH research and training opportunities.

Asian Pacific Islander Employment Program

To address the issue of the advancement of Asian/Pacific Islanders in Federal service the OEODM:

- Presented a workshop entitled “Federal Senior Executive Service: The Formula for Success” at the Federal Asian/Pacific Islander Annual Training Conference.
- Secured resumes from Asian/Pacific Islanders which are stored in a repository awaiting senior level NIH vacancies.

Native American Employment Program

To improve the representation of Native Americans in the sciences, the OEODM:

- Sponsored 2 Native American students for summer internships.
- Identified and facilitated the successful recruitment of a Native American individual for a post-baccalaureate position.

NIH Diversity Initiative

To enhance respect in the workplace and an appreciation for differences, the OEODM:

- Hired a Diversity Program Manager to revitalize the NIH Workplace Diversity Initiative.
- Customized diversity training for IC managers and supervisors.
- Published 3 issues of EEO News & Notes on-line newsletter to share EEO and diversity information with the NIH workforce.

**Outreach and Recruitment**

The ICSD maintains an active Recruitment and Outreach initiative designed to improve the representation of racial/ethnic minorities, women and individuals with disabilities at the NIH. This is achieved by educating and informing the target population about opportunities at the NIH. ICSD staff attended 15 conferences and other venues to recruit for the NIH.

Approximately 130 racial/ethnic minorities, women and individuals with disabilities were referred by ICSD staff for NIH vacancies (table 8). Approximately 11% of those individuals were interviewed for NIH positions and approximately 4% were hired.

<b>Outreach &amp; Recruitment Outcomes for NIH Vacancies Fiscal Year 2006</b>			
	# Referred	# Interviewed	# Hired
Disability Employment Program*	48	4	2
Black Employment Program	49	7	0

Hispanic Employment Program	33	3	3
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**Table 8**

\* Does not include Workforce Recruitment Program

Additionally approximately 536 racial/ethnic minorities, women and individuals with disabilities were referred by the ICSD for NIH training opportunities (table 9). Approximately 2% of those individuals were interviewed and approximately 1% was awarded training opportunities. NIH training opportunities include programs such as Summer Internships, NIH Academy, Undergraduate Scholarship Program, Graduate Partnership Program, Loan Repayment Program etc.

<b>Outreach &amp; Recruitment Outcomes for NIH Training Programs Fiscal Year 2006</b>			
	# Referred	# Interviewed	# Hired
Black Employment Program	448	9	4
Hispanic Employment Program	88	3	0

**Table 9**



## **DIVISION OF PROGRAM EVALUATION**

The Division of Program Evaluation is responsible for the overall management and evaluation of the NIH EEO and Diversity Programs; assessment of NIH compliance with all EEO statutory, regulatory and public requirements; EEO policy development; and EEO and Diversity training.

### **Reports**

The Division of Program Evaluation (DPE) issued four quarterly reports updating the NIH senior leadership on race/ethnicity, gender, and disability status trends in the NIH workforce.

The DPE also issued the Management Directive 715 Report which furthers the NIH's goal of becoming a model EEO program. This report outlines 12 focused areas designed to eliminate barriers to equal employment opportunities for all.

The DPE developed 3 briefings for DHHS and NIH senior staff regarding the State of the Agency, 10% Reduction in Less than Expected Representation, and Minority Representation in Scientific occupations.

A number of ad hoc workforce analyses were provided to NIH Institute and Center senior leadership.

### **Policies**

The DPE issued three policies, one revising the Roles and Responsibilities of EEO Specialists on Search Committees, second was the Policy on EEO and Diversity Management, and the other on Standard Operating Procedures for Program Evaluations.

### **Evaluations**

The DPE conducted evaluations of five Special Emphasis Programs, three Diversity Programs and seven training sessions. The programs were evaluated using Likert scaled instruments which also solicited narrative feedback. Overall, these evaluations indicated a high degree of satisfaction with the OEODM sponsored programs and training sessions. Input from these evaluations was used to identify areas where enhancements could be made to future programs and trainings.

The DPE also monitored the customer satisfaction survey. Overall, NIH employees are very pleased with the services provided by the OEODM as evidenced by the customer service ratings below (table 10). Please note that all ratings are based on a four point scale: 4 = Excellent, 3 = Good, 2 = Fair, and 1 = Poor.

<b>Cumulative Customer Service Survey Results Fiscal Year 2006</b>	
Responsiveness (timeliness of service)	3.5
Courtesy of OEODM Employee Providing the Service	3.5
Follow Through/Follow Up	3.5
Knowledge of the OEODM Employee Providing the Service	3.6

Table 10

## Diversity Grand Rounds

The DPE hosted two Diversity Grand Rounds in FY 2006 designed to provide tangible tools, information and resources for employees to be successful in a diverse workforce as well as to assist managers and supervisors in meeting their diversity and EEO performance standards (table 11). A total of 152 individuals attended these events, while others viewed via web cast.

<b>Diversity Grand Rounds Fiscal Year 2006</b>	
<b>Title</b>	<b>Attendance</b>
How Emotional Intelligence Can Drive Results in Your Diversity Efforts	87
Diversity in Human Interactions: The Tapestry of America	65

Table 11

## Orientation

The DPE coordinated EEO presentations at 23 new employee orientations in FY 2006. OEODM staff provided orientations for a total of 2,164 new employees.

## Training

### External

OEODM conducted training for NIH employees on a variety of EEO and Diversity related topics (table 12).

<b>Training Conducted By OEODM in Fiscal Year 2006</b>	
<b>Title</b>	<b>Attendance</b>
Disability and Reasonable Accommodation for Supervisors	37
Dimensions of Diversity for Employees	26
Dimensions of Diversity for Supervisors and Managers	58
Prevention of Sexual Harassment for Managers and Supervisors	13
Section 508 Level II for Employees	15
Section 508 Level II for Managers, Supervisors and Executives	1631

Table 12

The DPE facilitated on-line training for NIH employees on a variety of EEO and Diversity related topics (table 13).

<b>On-Line Training Facilitated by OEODM in Fiscal Year 2006</b>	
<b>Title</b>	<b>Participants</b>
No Fear Act	18,000
Section 508 Level 1 for Employees	10,000

Table 13

**Internal**

OEODM staff attended a number of group training sessions designed to enhance skills and learn about new governmental policies (table 14).

<b>Training For OEODM in Fiscal Year 2006</b>
<b>Title</b>
New Performance Plan
Privacy Act
Management Directive 715 Barrier Analysis
TTY Use
EEO Counselor Refresher Course
Terminating a Federal Employee
How to Conduct Effective Performance Evaluations
After the Morgan Case
Expert Advice on Religious Accommodations
National Origin Discrimination
Respect in the Workplace

Table 14

**Programs**

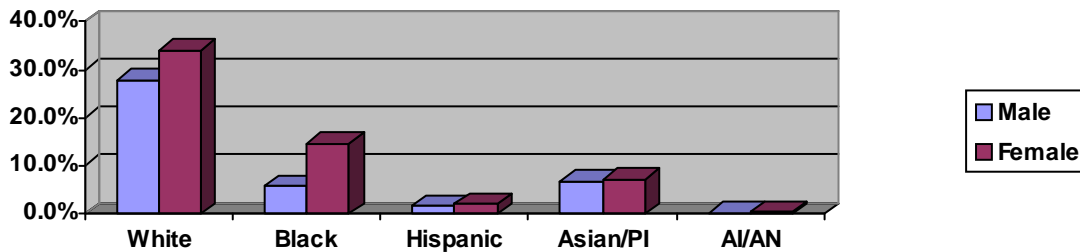
The OEODM hosted the FY 2006 Annual Take Your Child to Work Day Observance. This event provided an opportunity for over 1,500 children to learn about the world of biomedical research by experiencing the careers represented in the NIH community.

## NIH Workforce Profile

There were 18,180 individuals in the NIH workforce as of September 30, 2006 according to the NIH Data Warehouse. White employees by far comprise the largest percentage of the NIH workforce (figure1). There are more females than males in the workforce. White females comprise the largest group in the workforce followed by White males and Black females. The NIH workforce exceeds the representation of White females, Black females and Asian males and females in the Civilian Labor Force (CLF). The representation of American/Indian Alaskan Native females in the NIH workforce equals that of the CLF. The representation of all other racial/ethnic groups (i.e. White males, Black males, Hispanic males and females and American Indian Alaskan Native males) in the NIH workforce lags behind the CLF.

**NIH Workforce by RNO & Gender Fiscal Year 2006**

Figure 1



Approximately 4.7% of the NIH workforce self identifies as having a disability (figure 2). Individuals with targeted disabilities make up 1.1% of the NIH workforce. Targeted disabilities are defined as blindness, missing extremities, partial paralysis, complete paralysis, convulsive disorder, mental retardation, mental illness, and genetic or physical conditions affecting the limbs and/or spine.

**NIH Workforce by Disability Status Fiscal Year 2006**

Figure 2

