



*Office of Equal Opportunity and  
Diversity Management*

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*Quarterly Report  
Second Quarter FY 2006  
January through March*

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# Introduction



**As part of the Office of Equal Opportunity and Diversity Management's (OEODM) efforts to keep NIH Senior Management informed about recent changes and updates in NIH's EEO policies, programs, activities and complaint statistics, we have initiated Quarterly Reports. These reports highlight the past quarter's significant EEO and Diversity activities and provide current data on NIH's EEO complaints.**

**Lawrence N. Self, Director, OEODM**

# OEODM Staff Retreat



**During the week of March 13, 2006, the OEODM staff attended a 2-day, off-site retreat designed to focus on maximizing respect in the workplace, improving communication, building effective work groups, and enhancing job performance and customer service. Led by professional facilitators, the retreat featured classroom instruction combined with group discussion and interaction. A formal report has been provided to management from the facilitators and their recommendations which include suggested small group follow-up sessions are under consideration.**

# OEODM CUSTOMER SERVICE SURVEY

Since its inception on February 14, 2005, users of OEODM services have continued to use the on-line OEODM Customer Service Survey to report their level of customer satisfaction with the treatment and quality of service they have received from OEODM staff members. During the 2nd quarter, responses to the questionnaire from NIH staff as well as from members of the public reflect a high degree of overall satisfaction with the level of OEODM services.

## Service Dimension Description

## Average Rating

- |                         |  |     |
|-------------------------|--|-----|
| • Responsiveness        | (1 = poor, 4 = excellent)                      | 3.0 |
| • Courtesy              | (1 = poor, 4 = excellent)                      | 3.0 |
| • Follow-Up             | (1 = poor, 4 = excellent)                      | 3.0 |
| • Knowledge/Helpfulness | (1 = poor, 4 = excellent)                      | 3.0 |
| • Overall Satisfaction  | 1 = very unsatisfied, 6 = extremely satisfied) | 4.3 |

# Complaint Activity

## Pre-complaints

	FY 2005 1 <sup>st</sup> & 2 <sup>nd</sup> Qtr	FY 2006 1 <sup>st</sup> & 2 <sup>nd</sup> Qtr	Difference /Percent Change
As of March 31st			
<b>Total pre-complaints closed</b>	<b>46</b>	<b>43</b>	<b>-3</b>
<b>Election of Counseling</b>	<b>28 (61%)</b>	<b>27 (63%)</b>	<b>-2 (-4%)</b>
<b>Election of ADR</b>	<b>18 (48%)</b>	<b>16 (37%)</b>	<b>-2 (-11%)</b>

## Formal Complaints

	FY 2005 1 <sup>st</sup> & 2 <sup>nd</sup> Qtr	FY 2006 1 <sup>st</sup> & 2 <sup>nd</sup> Qtr	Change
As of March 31st			
<b>Total number of cases filed</b>	<b>25</b>	<b>19</b>	<b>-6</b>
<b>Total inventory of cases at the end of the year.</b>	<b>66</b>	<b>59</b>	<b>-7</b>
<b>Findings of discrimination</b>	<b>3</b>	<b>0</b>	<b>-2</b>

# Complaint Activity

## Most Frequently Raised Bases \*

FY 2005 1 <sup>st</sup> & 2 <sup>nd</sup> Qtr	%	FY 2006 1 <sup>st</sup> & 2 <sup>nd</sup> Qtr	%
<b>Race</b>	<b>88</b>	<b>Race</b>	<b>100</b>
<b>Reprisal</b>	<b>48</b>	<b>Reprisal</b>	<b>53</b>
<b>Age</b>	<b>28</b>	<b>Sex</b>	<b>48</b>
<b>Sex</b>	<b>20</b>	<b>Age</b>	<b>48</b>

\* A basis is the prohibited factor (e.g. race, sex, etc.) alleged in the complaint. Percentages exceed 100% due to the filing on multiple bases.

# Complaint Activity

## Most Frequently Raised Issues\*

FY 2005 1 <sup>st</sup> & 2 <sup>ND</sup> Qtr	%	FY 2006 1 <sup>st</sup> & 2 <sup>nd</sup> Qtr	%
<b>Harassment (non-sexual)</b>	<b>36</b>	<b>Harassment (non-sexual)</b>	<b>74</b>
<b>Evaluation/Appraisal</b>	<b>20</b>	<b>Assignment of Duties</b>	<b>53</b>
<b>Terms/Conditions of Employment</b>	<b>20</b>	<b>Time and Attendance</b>	<b>37</b>
<b>Promotion</b>	<b>16</b>	<b>Awards</b>	<b>32</b>

\* An issue is the employment matter (e.g. non-selection, etc.) alleged in the complaint. Percentages exceed 100% due to the filing on multiple bases.



# Complaint Activity

## Performance Progress

Measures	FY 05 1 <sup>st</sup> & 2 <sup>nd</sup> Qtr	FY 06 1 <sup>st</sup> & 2 <sup>nd</sup> Qtr	Difference
Percentage of the number of precomplaints v. the work force	0.3% (46/18,029)	0.2% (43/18,083)	-0.1%
The % of pre-complaints processed beyond 90 time period (#/completed counseling)	15% (7/46 cases)	5% (2/43 cases)	-10%
The election of ADR during the pre-complaint stage	39% (18/46 cases)	37% (16/43 cases)	-2%
The ADR settlement rate (includes settlements and withdrawals) during the precomplaint stage	22% (4/18 cases)	19% (3/16 cases)	-3%
The Counseling resolution rate (including settlements and withdrawal)	50% (14/28 cases)	40% (11/29 cases)	-10%
Average processing days for ADR	80	69	-11
Average processing days for counseling	56	36	-20
Monetary Settlement Cost (including Lump Sum Payment and Attorney fees)	\$65,000 (1 case)	\$577,062 (4 cases)	+\$512,062



# Significant Programmatic/Administrative Matters

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## **CONSULTATION AND COORDINATION WITH THE ICS**

- OEODM IC EEO Specialists, Branch Chiefs and Division Directors have served on 120 search committees, QRBs, tenure and/or promotion review panels and provided 78 other consultations. These ranged from providing advice during IC program office meetings, attending IC Senior Staff meetings and briefings to addressing IC training needs.
- The IC EEO Specialists addressed 81 employee issues/concerns, of which 52 were resolved without becoming EEO complaints. The issues presented ranged from concerns about training and time/attendance to complaints of hostile work environment and harassment.

## **OUTREACH AND RECRUITMENT ACTIVITIES**

- To further the OEODM's Target of Opportunities Program, OEODM staff members and the Assistant Director for Referral and Liaison, National Institute of General Medical Sciences, gave a presentation to students and faculty at Baltimore Polytechnic Institute on opportunities for conducting research with NIH-funded investigators at laboratories within local colleges/universities. Information was also provided on the Research Supplements to Promote Diversity of the research workforce for the purpose of recruiting students at various levels from underrepresented and disadvantaged backgrounds.



# Significant Programmatic/Administrative Matters

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- OEODM staff also followed-up with the Science Coordinator for Puerto Rico's Department of Education to discuss ways to generate more interest for NIH-funded investigators at surrounding colleges/universities. To enhance the level of program participation, OEODM staff will continue to build on strategies for promoting diversity in health related research.
- The Hispanic Employment Program Manager conducted outreach and recruitment at the National Hispanic Medical Association by referring persons for 25 NIH vacancies. Additionally the availability of internships offered by the NIH Summer Internship Program, the Hispanic Association of Colleges and Universities, and the Washington Internships for Native American Students were also discussed.
- The Black Employment Program Manager exhibited at the American College of Nurse Practitioners Conference by distributing information on current employment opportunities, as well as talking to candidates about grant and training opportunities, resulting in the referral of 8 candidates for possible NIH employment.



# Significant Programmatic/Administrative Matters

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## **SPECIAL EMPHASIS PROGRAM ACTIVITIES**

- The NIH annual observances of the Martin Luther King Jr. Commemorative Program, the Black History Month Program, and the Women's History Month Program were successfully conducted during the quarter.
- All Special Emphasis Program Advisory Groups have been briefed on the provisions and requirements of the NIH MD-715 Report.
- The Chief of the OEODM Outreach and Recruitment Branch and the Black Employment Program Manager received a significant recognition award from the International Public Management Association for Human Resources, Montgomery County Maryland Chapter for outstanding commitment and achievement in working closely with the NIH to promote public service.



# Significant Programmatic/Administrative Matters

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## **TRAINING FOR MANAGERS, SUPERVISORS AND EMPLOYEES**

During the quarter, OEODM provided several training sessions for NIH employees. These included:

- **Section 508 Training**  
HHS required training for supervisors regarding accessibility of electronic and information technology for people with disabilities, employees and members of the public alike.
- **Review and Update in EEO Laws and Policies**  
EEOC required training for all NIH managers and supervisors that focuses on the laws, policies and regulations governing the EEO Program.
- **Barrier Analysis**  
Training in identifying barriers in agency policies, procedures and practices that limit employment opportunities for members of a particular race, gender, ethnic background, or disability status.
- **EEO Counselor Training**  
A refresher course for all OEODM staff and designated EEO Counselors.



# Significant Programmatic/Administrative Matters

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- **Diversity Awareness**

Two separate modules on diversity management principles and practices were provided to all NIBIB staff.

- **Personnel Regulations**

Training for OEODM staff in policy, rules and regulations relating to conduct and leave for NIH employees.



# Significant Programmatic/Administrative Matters

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## **DEVELOPMENT OF DRAFT POLICY REGARDING THE CODING OF NEW EMPLOYEES FOR OFFICIAL DATA COLLECTION PURPOSES**

### **Background**

Federal employees are requested to voluntarily identify their race, national origin and disability status by selecting a code that best describes them. Their selections are then entered into the agency's database with restrictions governing reliability. Occasionally, new employees may refuse to complete the data collection forms and selection of data codes may be made in their behalf, based on a visual observation. This process raises the question of data accuracy.

### **Resolution**

A policy statement is under development that will allow the Director, OEODM or designee, to meet and discuss the data collection process, its value for affirmative employment planning purposes, etc., directly with the employee to try to obtain his/her selection of data codes rather than continuing to rely solely on visual observation.

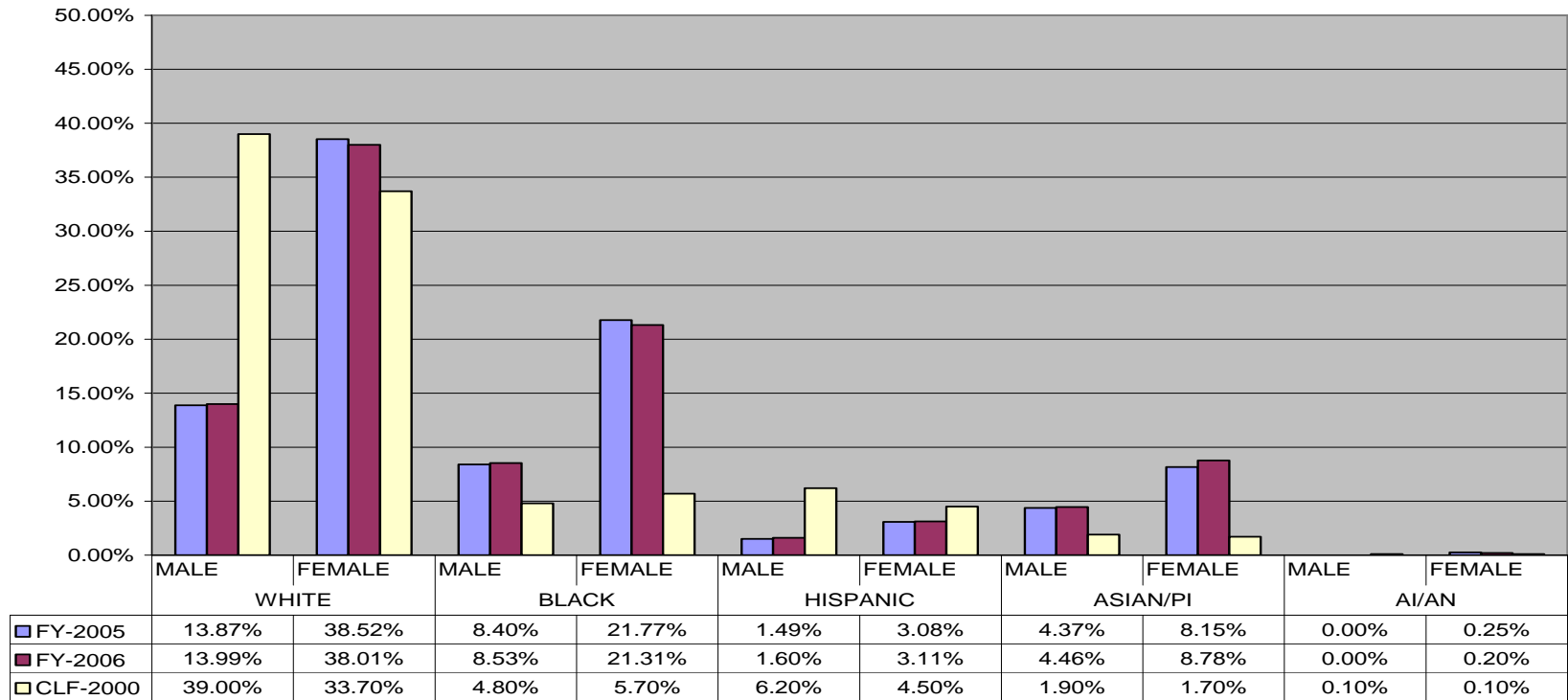


## NIH Workforce Compared to the CLF

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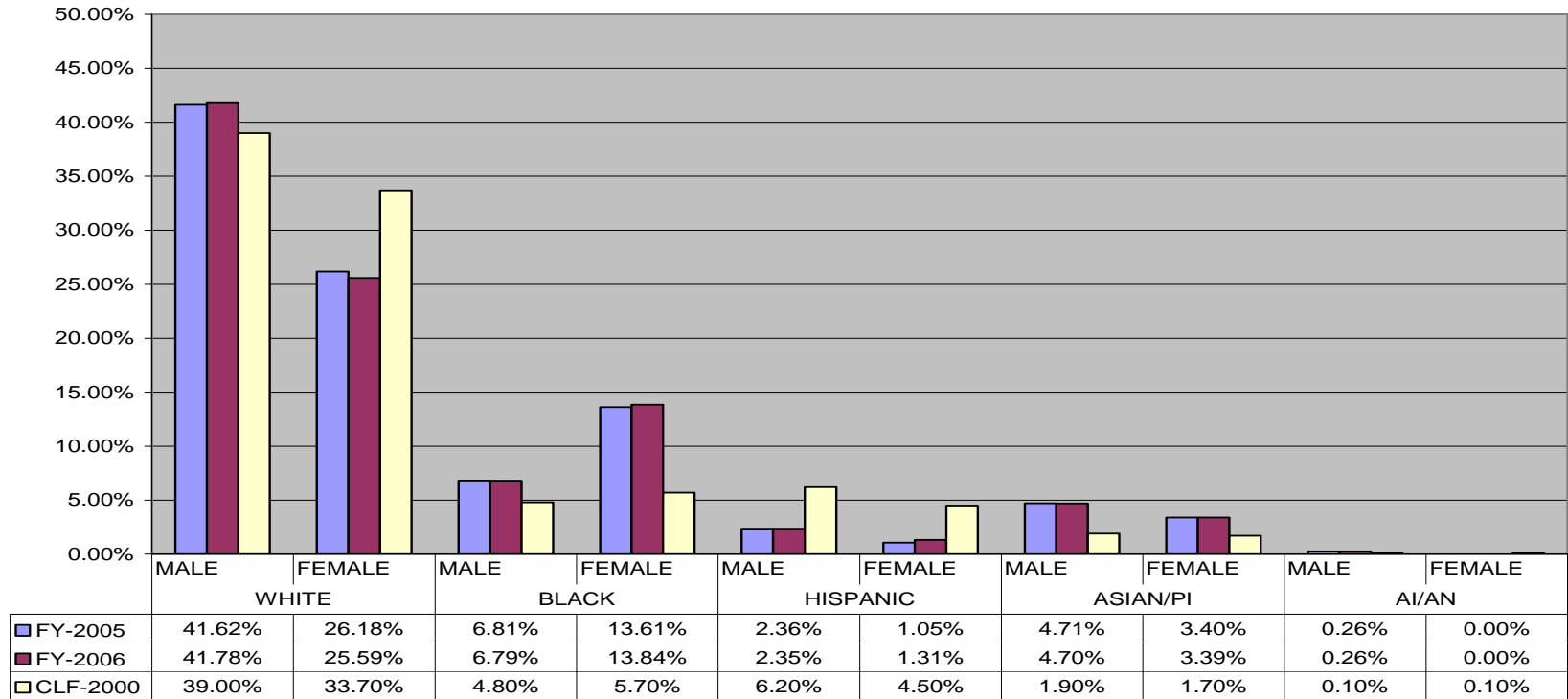
**CC Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the CC workforce remained relatively stable. White females far exceed all other groups in the workforce followed by Black females and White males. The percentage of White and Hispanic males in the CC workforce falls well below their respective percentages in the CLF. Black males and females in the CC workforce far exceed their representation in the CLF. AI/AN males remain absent from the CC workforce while the percentage of AI/AN females is two times greater than their respective percentage in the CLF.

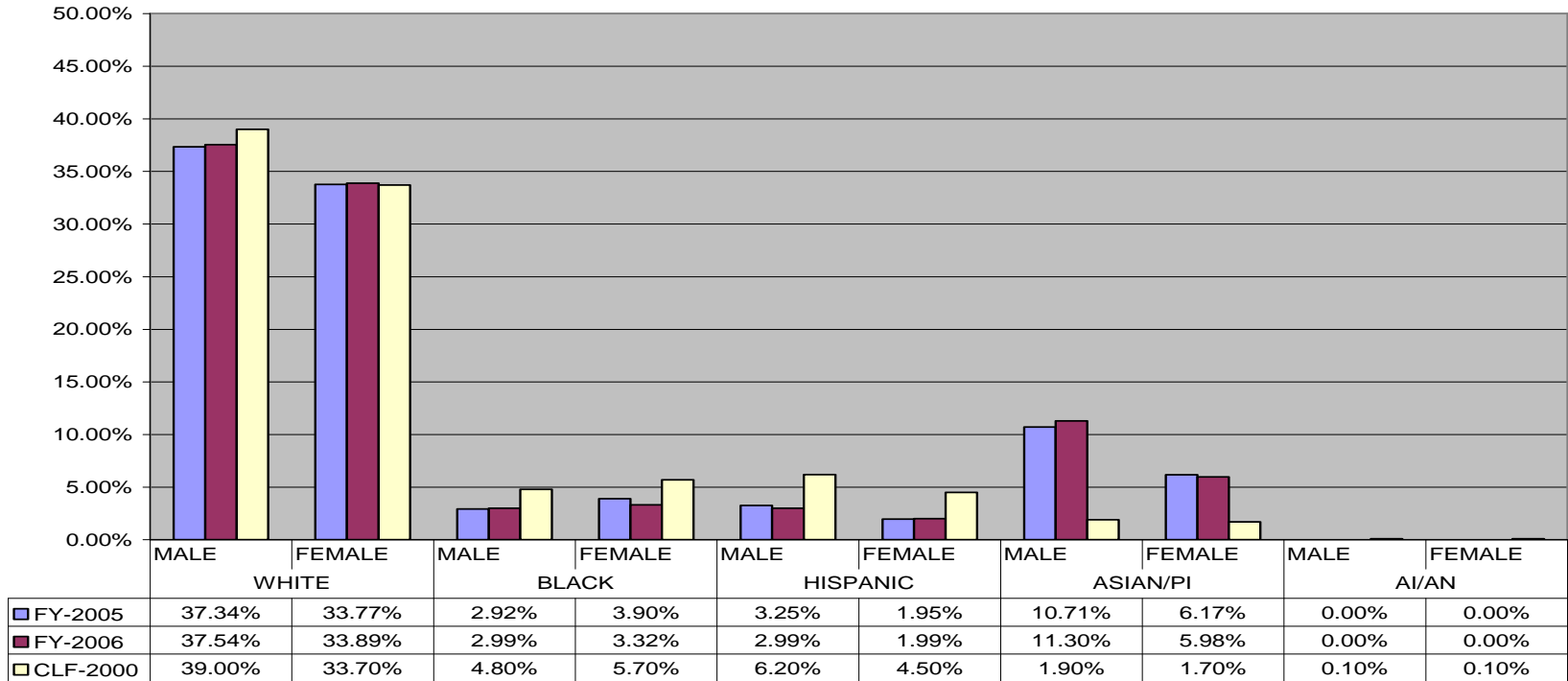
**CIT Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the CIT workforce remained relatively stable. White males by far represent the largest group in the workforce followed by White females and Black females. The percentage of Black females in the CIT workforce far exceeds their percentage in the CLF. The percentage of Hispanics in the CLF is more than two times greater than their percentage in the CIT workforce. AI/AN females remain absent from the workforce.

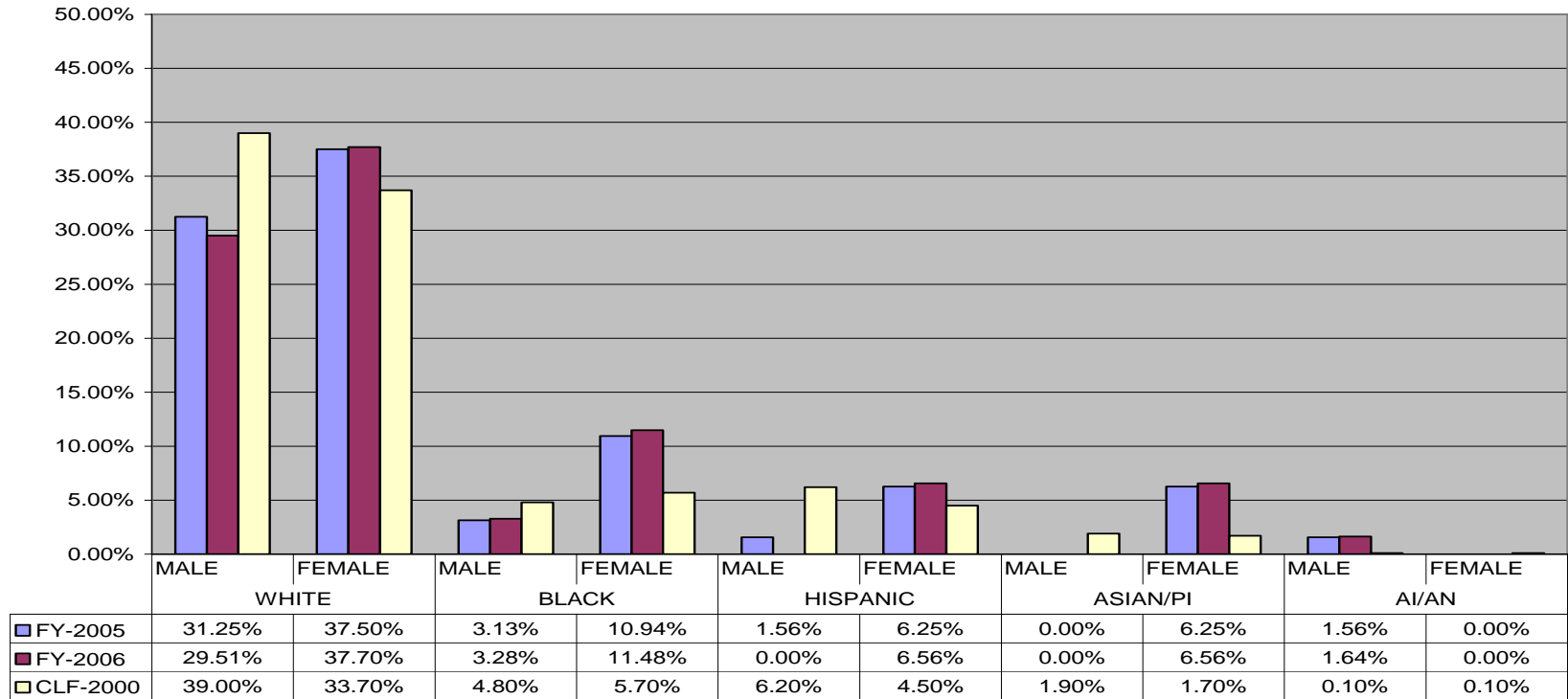
**CSR Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the CSR workforce remained relatively stable. White males and females by far represent the largest groups in the workforce followed by Asian males. The percentage of Hispanic males and females in the CLF is more than two times greater than their percentages in the CSR workforce. AI/AN males and females remain absent from the workforce.

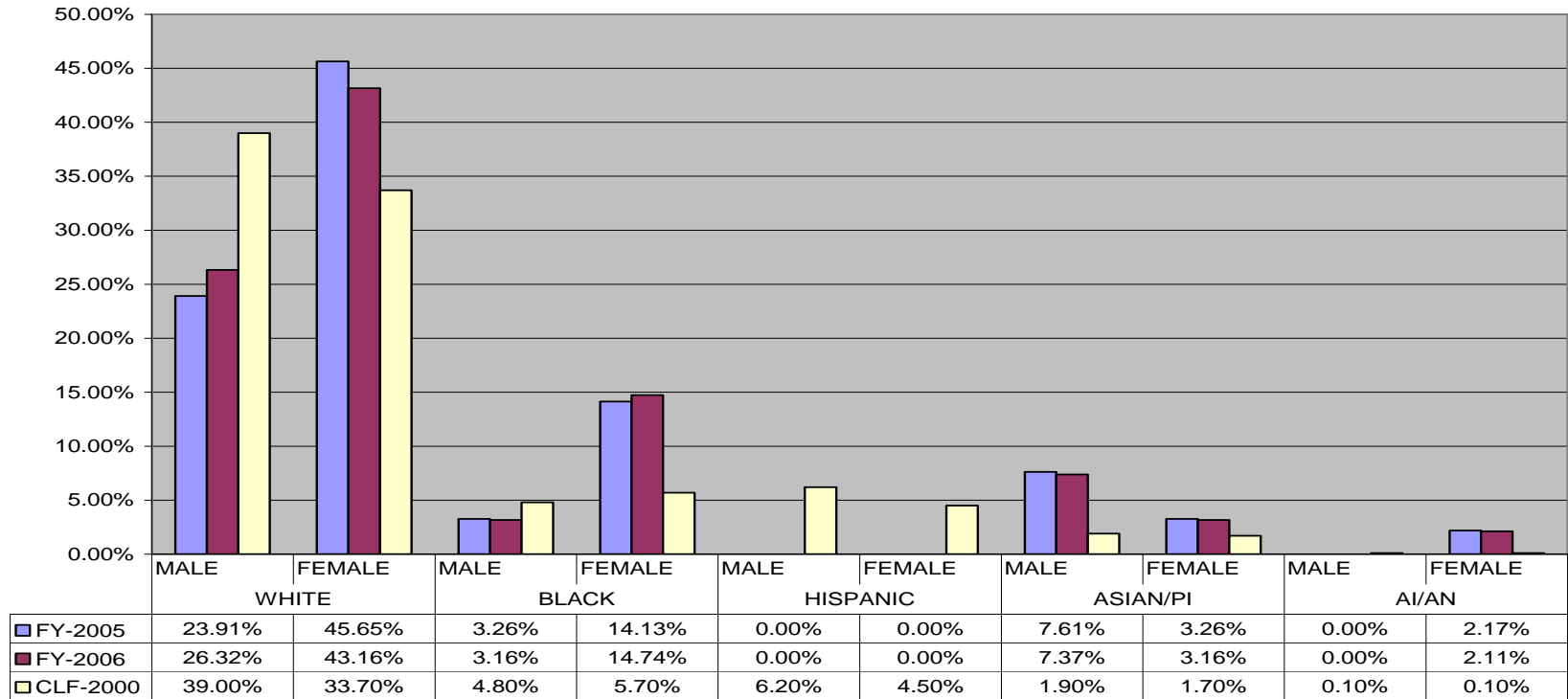
**FIC Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the FIC workforce remained relatively stable. White females by far represent the largest group in the workforce followed by White males and Black females. Hispanic males are now absent from the workforce in addition to Asian/PI males and AI/AN females. The percentage of Black females in the FIC workforce is two times greater than their respective percentage in the CLF. The percentage of Asian/PI females in the FIC workforce is more than three times greater their percentage in the CLF. The percentage of AI/PI males in the FIC workforce is well above their respective percentage in the CLF.

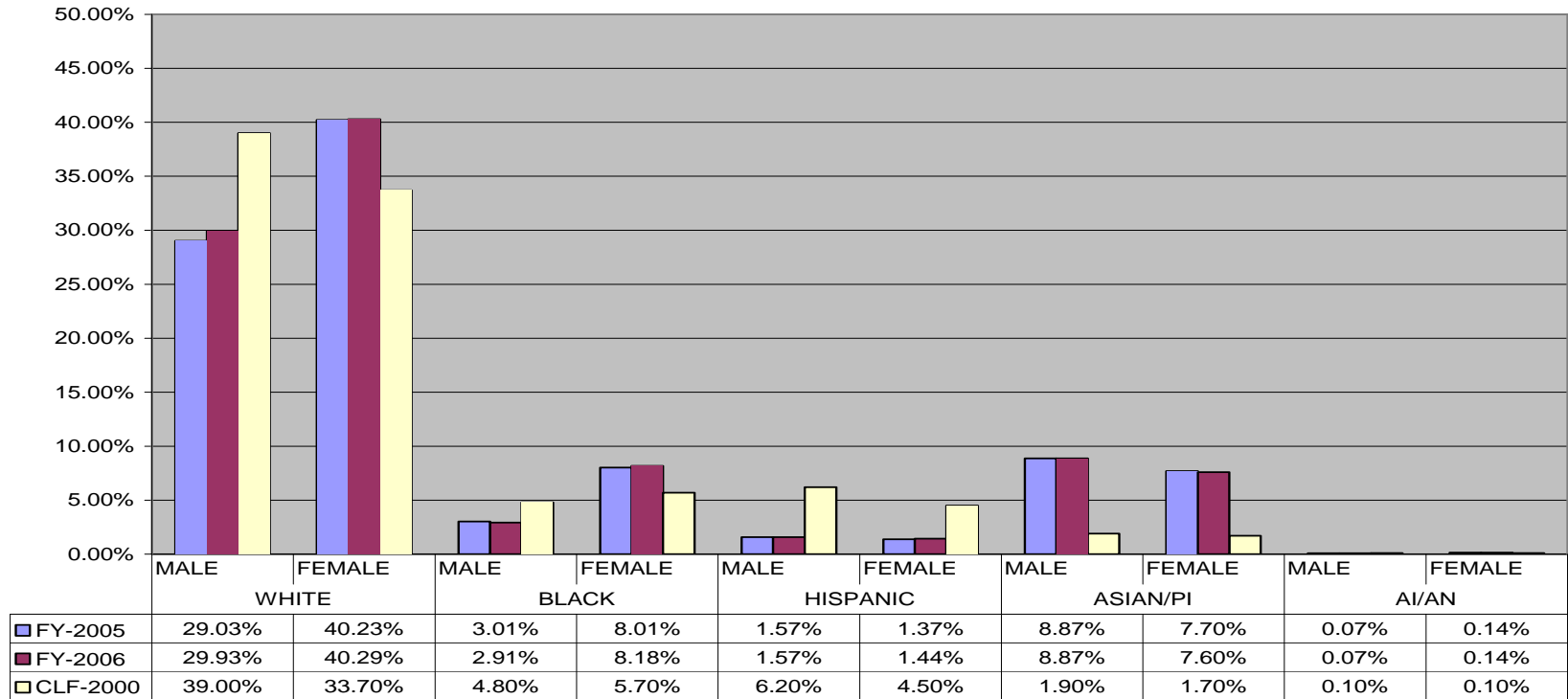
**NCCAM Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NCCAM workforce remained relatively stable with a notable upward trend in the percentage of White males and downward trend in White females. White females by far represent the largest group in the workforce followed by White males and Black females. Hispanic males and females and AI/AN males remain absent from the workforce. The percentage of Black females, Asian/PI males and females, and AI/AN females in the NCCAM workforce exceed their respective percentages in the CLF.

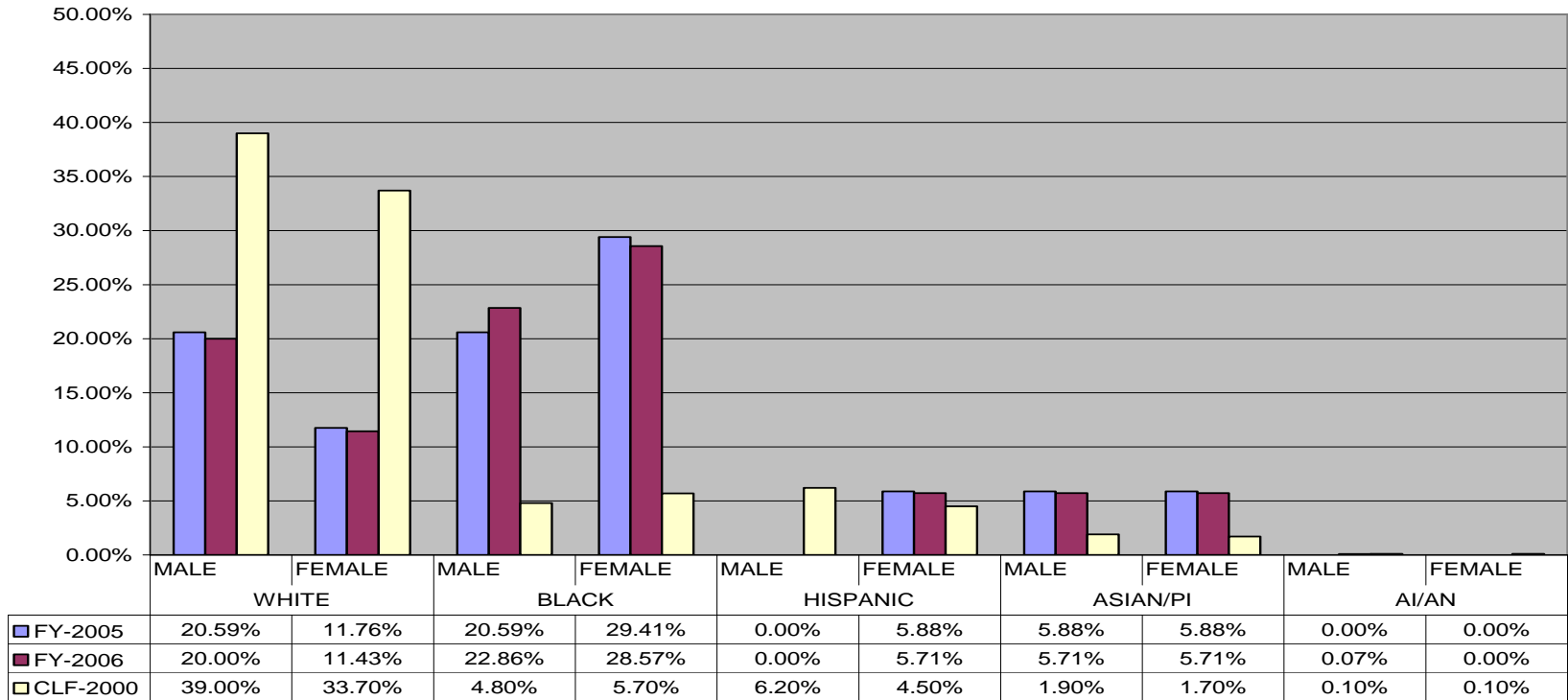
**NCI Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NCI workforce remained relatively stable. White females comprise the largest group in the workforce followed by White males and Asian/PI males. The percentage of Hispanic employees in the CLF is at least three times greater for males and two times greater for females than their respective percentages in the NCI workforce. The percentage of Asian/PI employees in the NCI workforce far exceeds their respective percentages in the CLF.

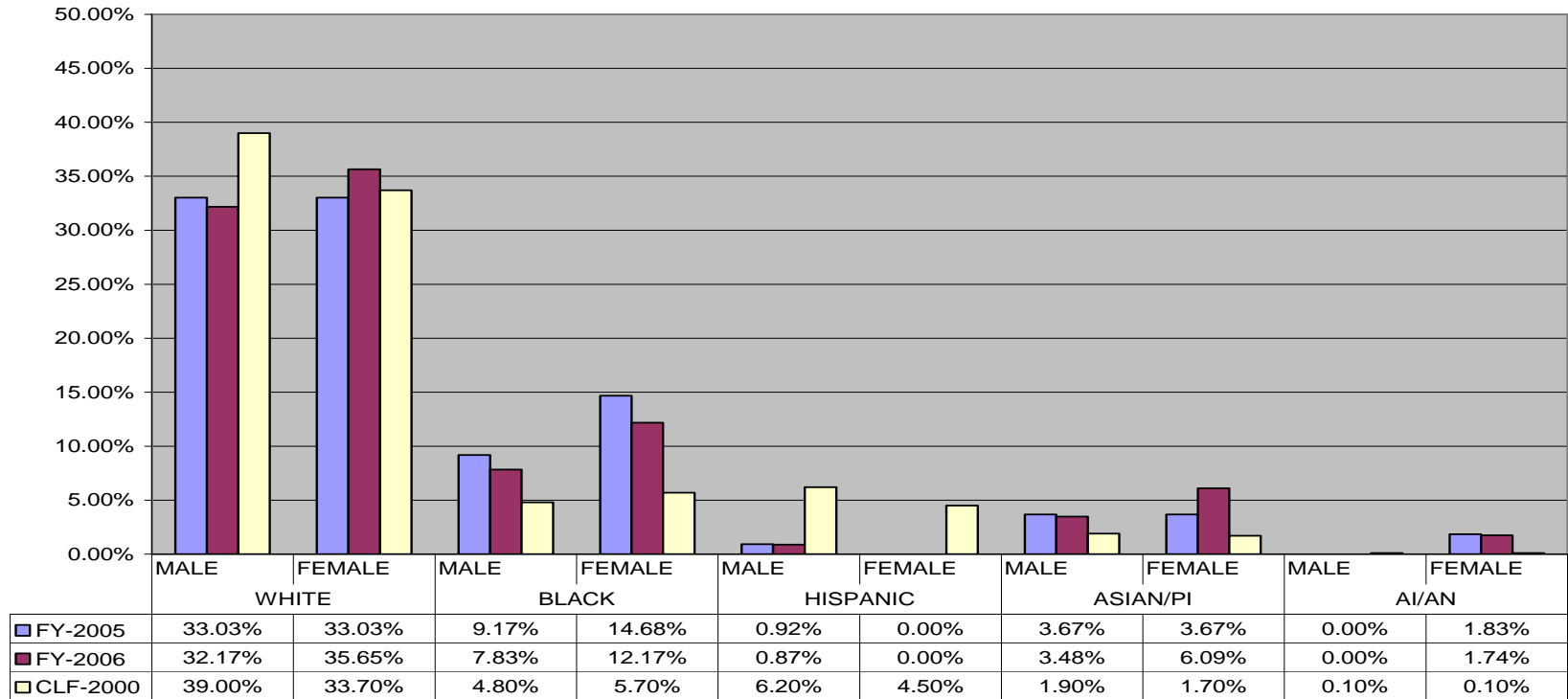
**NCMHD Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NCMHD workforce remained relatively stable with an upward trend in the percentage of Black males. Black females comprise the largest group in the workforce followed by Black males and White males. The percentage of Black and Asian employees in the NCMHD workforce far exceeds their respective percentages in the CLF. Hispanic males and AI/AN females remain absent from the workforce. AI/AN males are now represented in the workforce.

**NCRR Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**

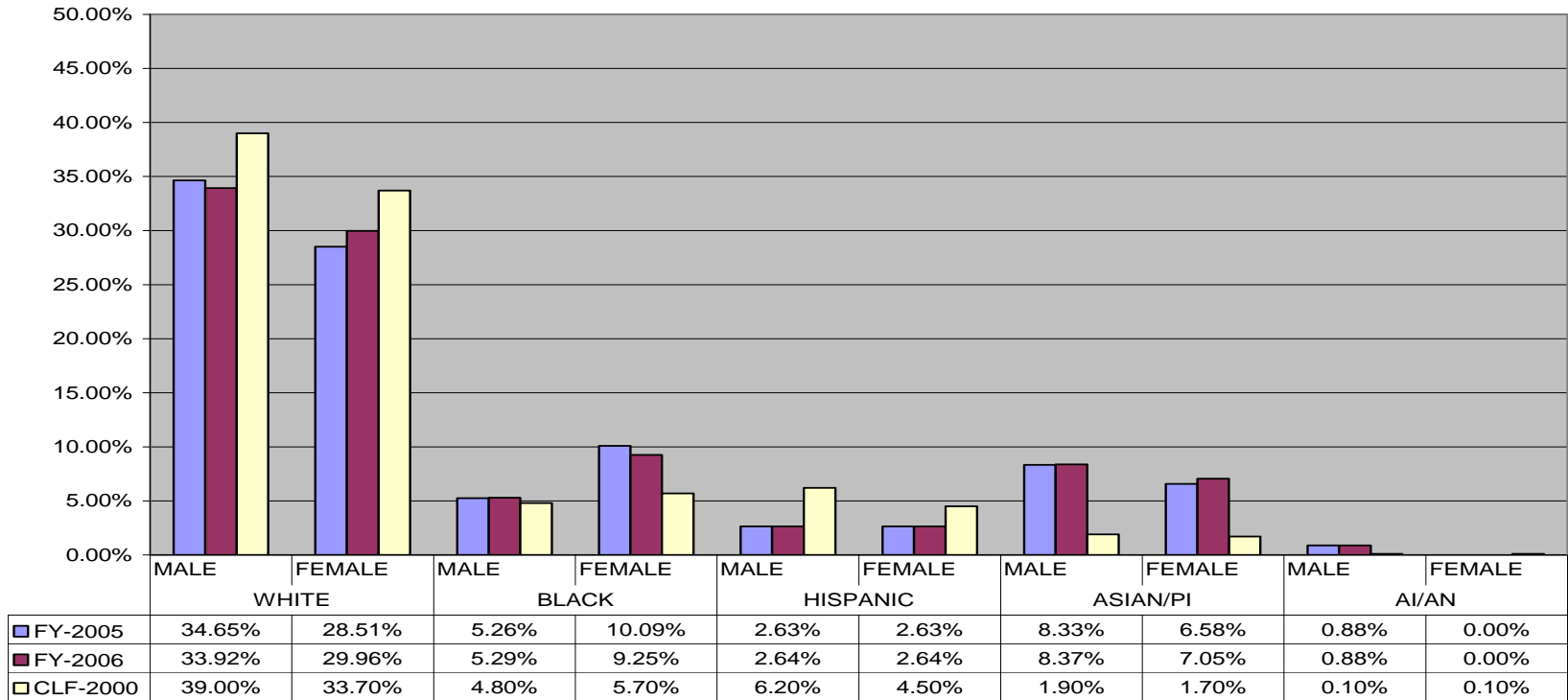


Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NCRR workforce remained relatively stable with a notable upward trend in the percentage of White and Asian/PI females and a downward trend in the percentage of Black females. The percentage of Hispanic employees in the NCRR workforce is well below their percentage in the CLF. Hispanic females and AI/AN males remain absent from the workforce. The percentage of Asian/PI males in the NCRR workforce is more than three times greater than their respective percentage in the CLF. The percentage of AI/AN females in the NCRR workforce is well above their respective percentage in the CLF.



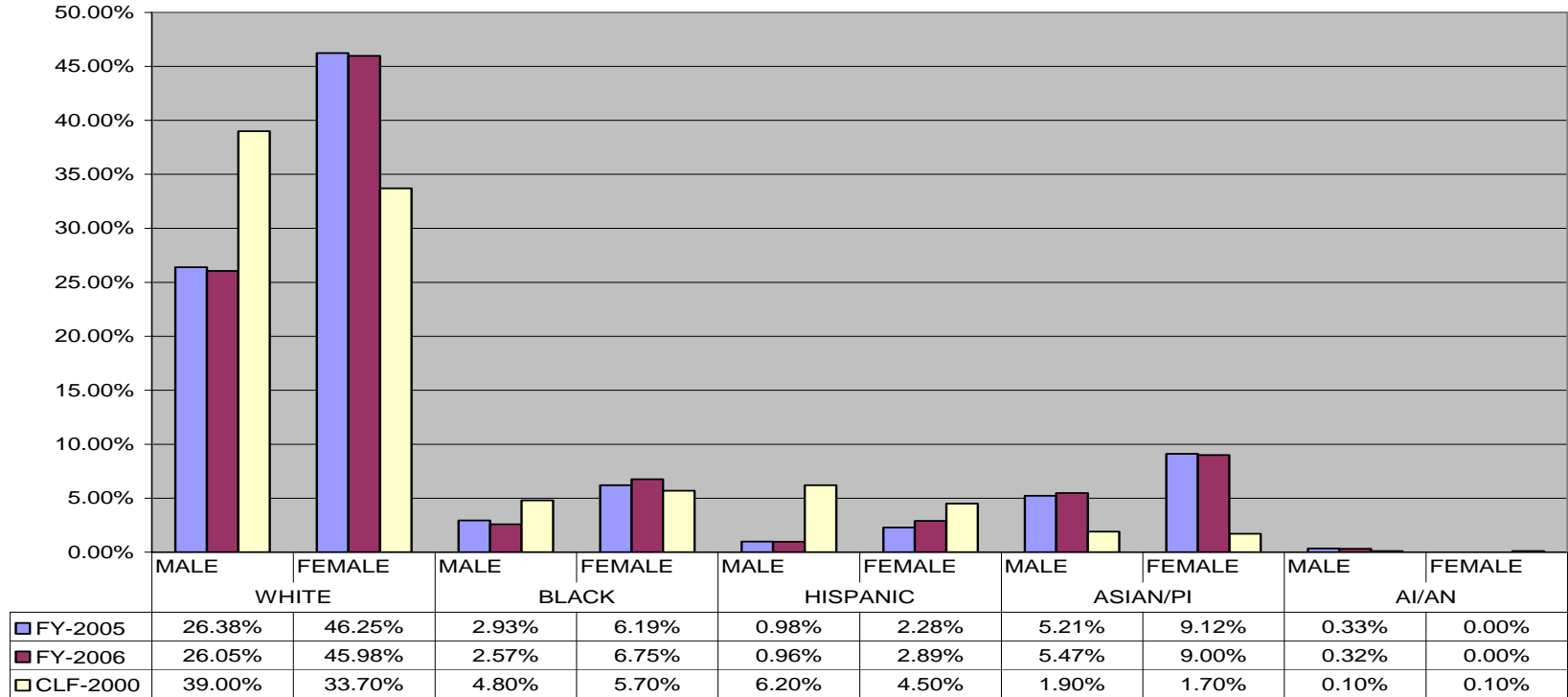
**NEI Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NEI workforce remained relatively stable. White males represent the largest group in the workforce followed by White females and Black females. The percentage of Hispanic males in the CLF is more than two times greater than their percentage in the NEI workforce. The percentage of Asian/PI males and females and AI/AN males is more than four times greater than their respective percentages in the CLF. AI/AN females remain absent from the workforce.

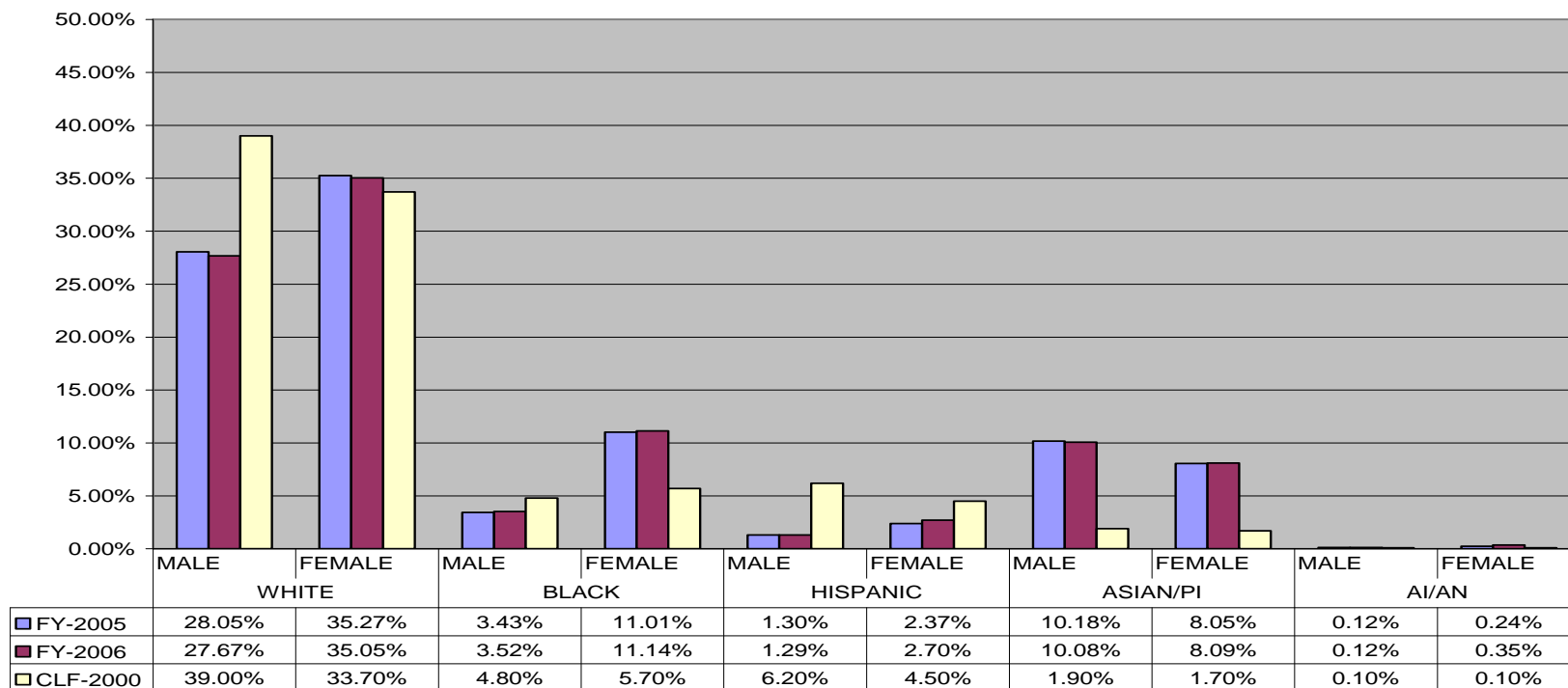
**NHGRI Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NHGRI workforce remained relatively stable. White females by far represent the largest group in the NHGRI workforce followed by White males and Asian/PI females. The percentage of Hispanic males in the CLF is more than six times greater than their percentage in the NHGRI workforce. The percentage of Asian/PI employees in the NHGRI workforce far exceeds their respective percentage in the CLF. The percentage of AI/AN males in the NHGRI workforce is three times greater than their percentage in the CLF. AI/AN females remain absent from the workforce.

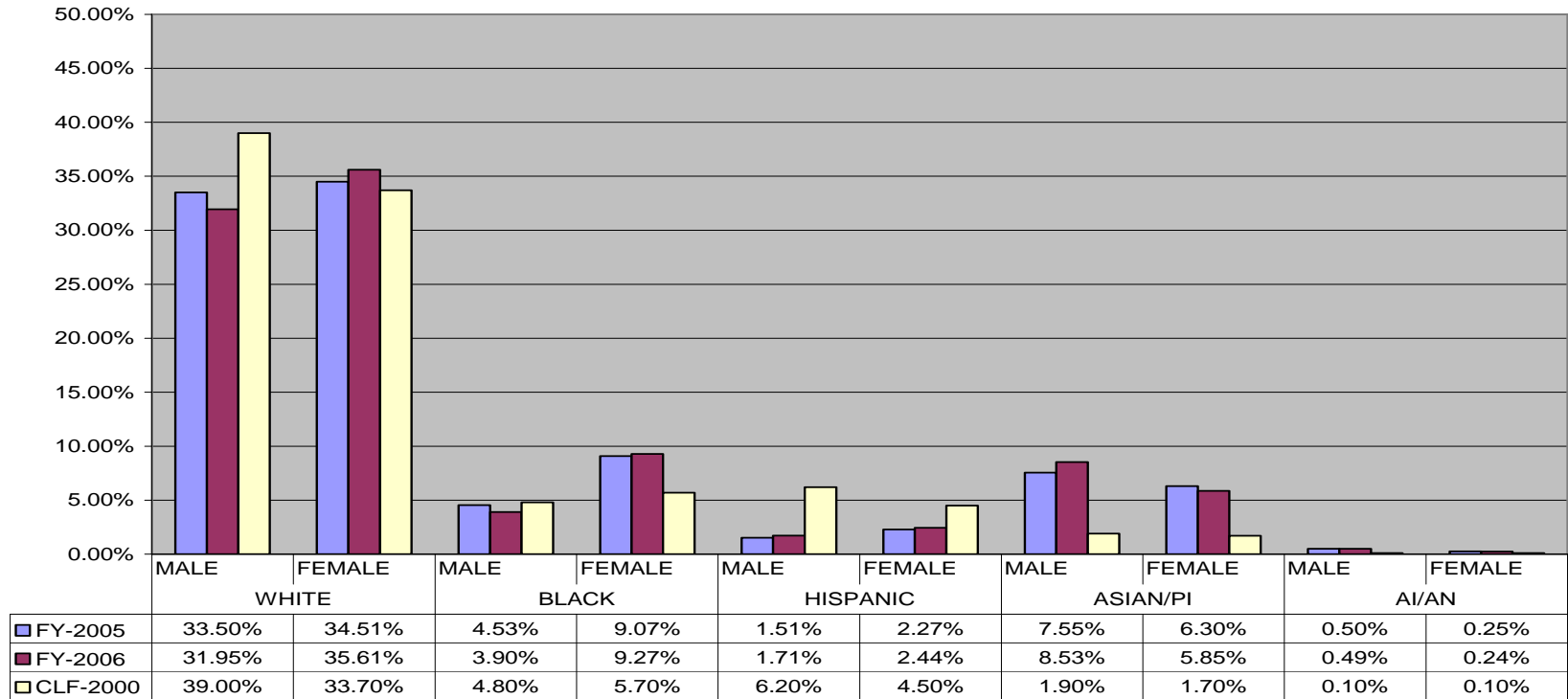
**NHLBI Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NHLBI workforce remained relatively stable. White females comprise the largest group in the workforce followed by White males and Black females. The percentage of Hispanic males in the CLF is four times greater than their percentage in the NHLBI workforce. The percentage of Black females and Asian/PI males and females in the NHLBI workforce is well above their respective percentages in the CLF. The percentage of AI/AN employees in the NHLBI workforce also exceeds their percentages in the CLF.

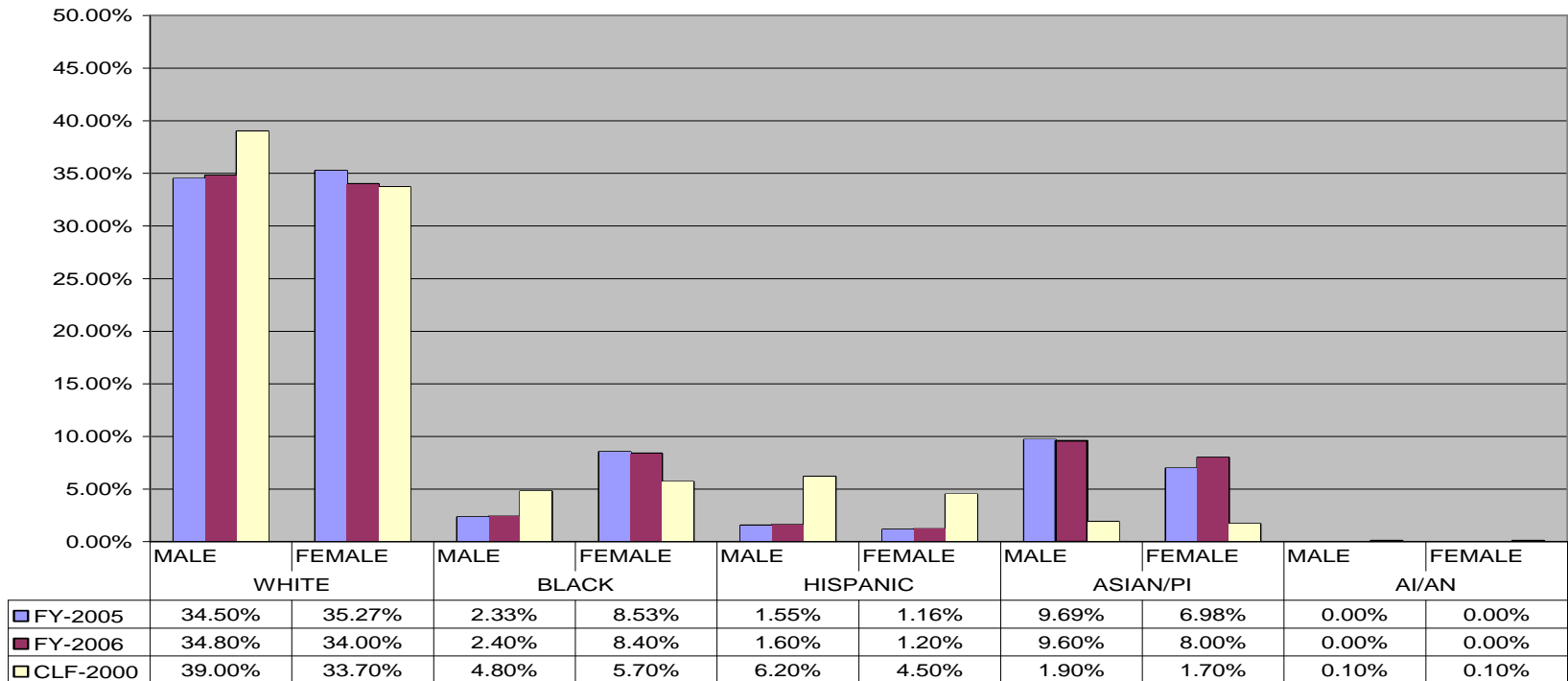
**NIA Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NIA workforce remained relatively stable. White females comprise the largest group in the workforce followed by White males and Black females. The percentage of Hispanic males in the CLF is four times greater than their percentage in the NIA workforce. Asian/PI and AI/AN employees are well represented in the NIA workforce compared with the CLF.

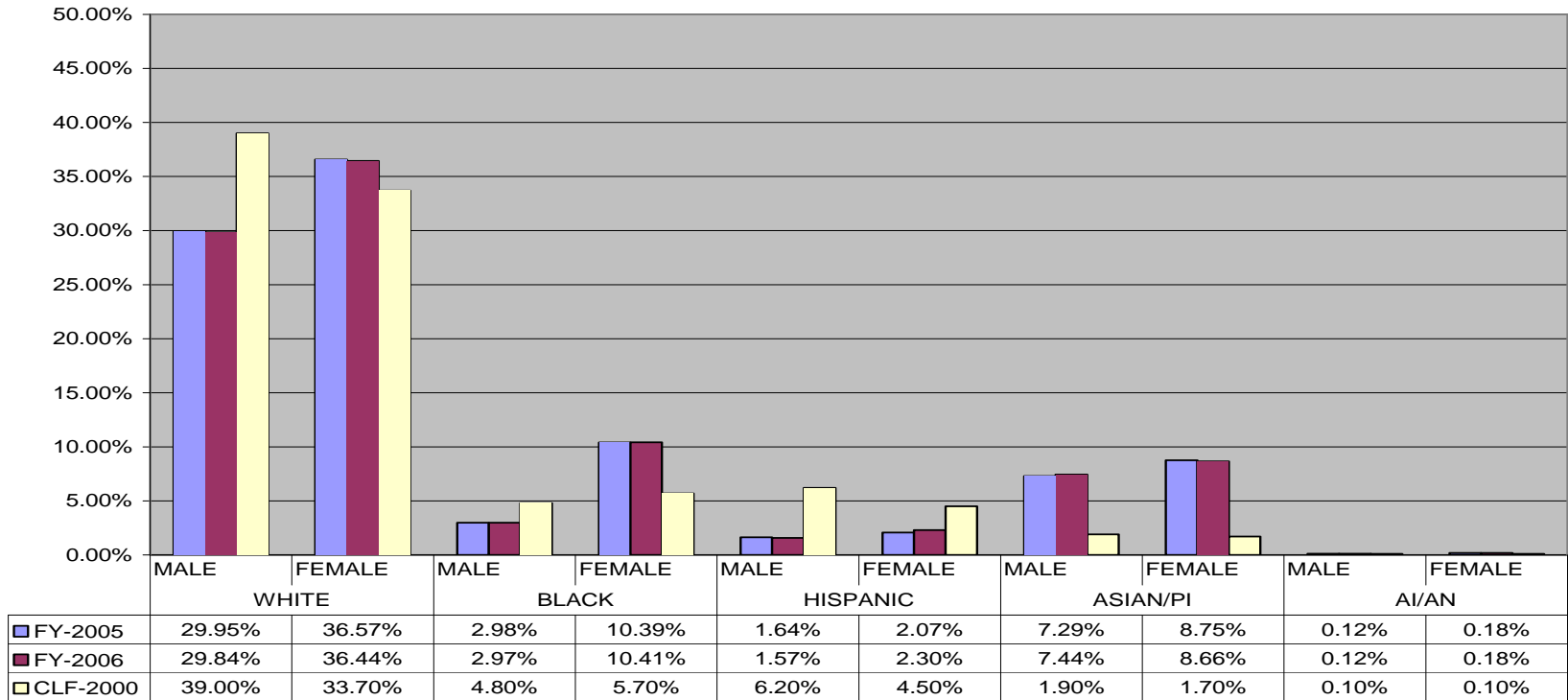
**NIAAA Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NIAAA workforce remained relatively stable. White males comprise the largest group in the workforce followed by White females and Asian/PI males. The percentage of Hispanic males and females in the CLF is at least three times greater than their respective percentages in the NIAAA workforce. The percentage of Asian/PI employees in the NIAAA workforce is at least four times greater than their respective in the CLF. AI/AN employees remain absent from the workforce.

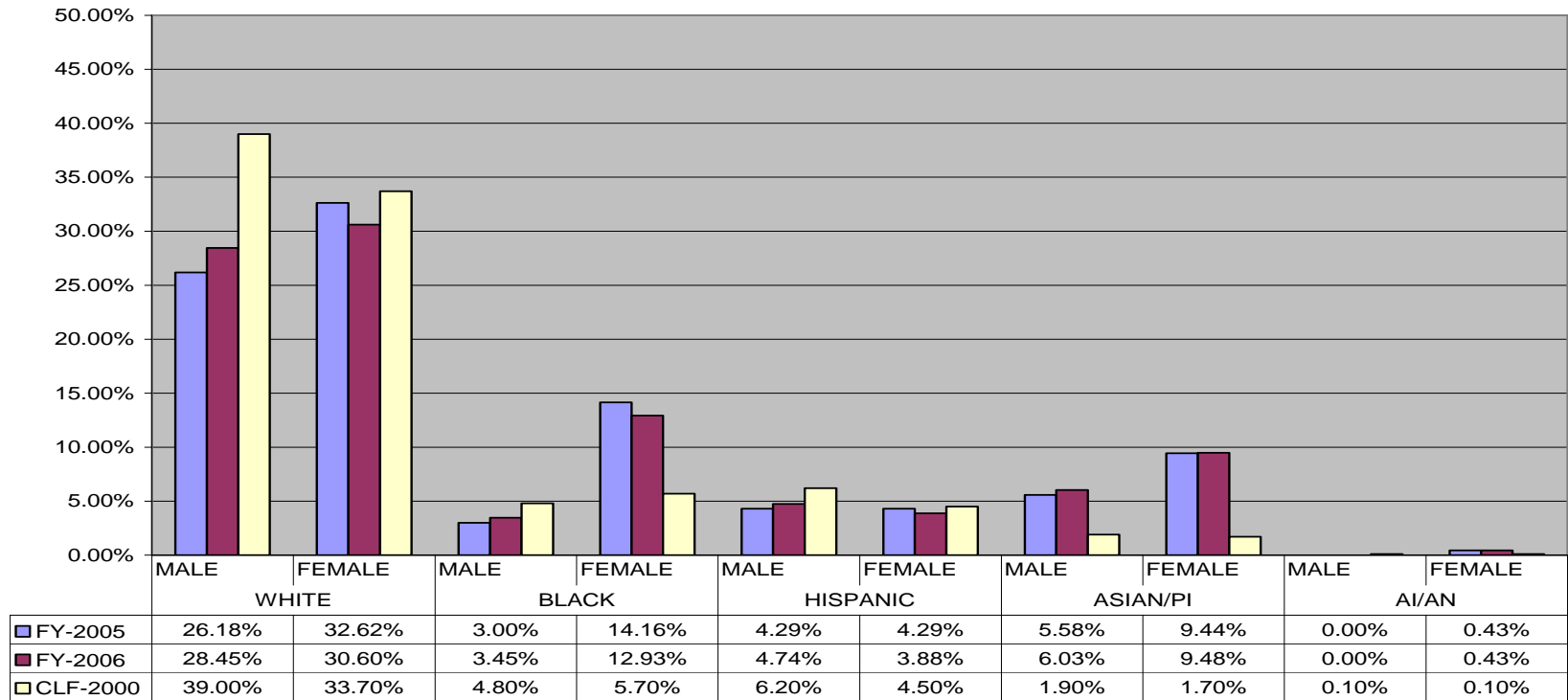
**NIAID Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NIAID workforce remained relatively stable. White females comprise the largest group in the workforce followed by White males and Black females. The percentage of Black females and Asian/PI males and females in the NIAID workforce far exceed their respective percentages in the CLF. The percentage of Hispanic males in the CLF is more than three times greater than their respective percentage in the NIAID workforce.

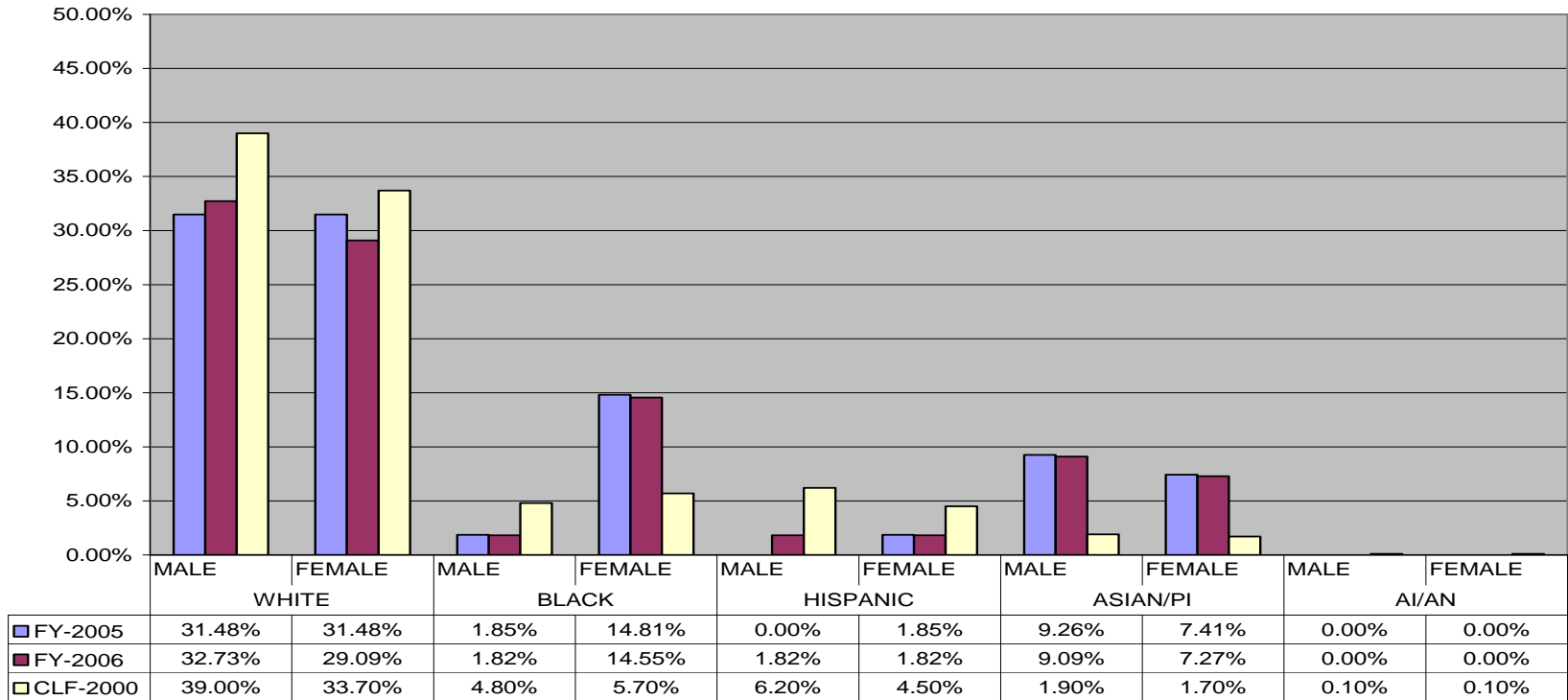
**NIAMS Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NIAMS workforce remained relatively stable with a notable downward trend in the percentage of White females. White females comprise the largest group in the workforce followed by White males and Black females. The percentage of Black females, Asian/PI males and females, and AI/AN females in the NIAMS workforce far exceed their respective percentages in the CLF. AI/AN males remain absent from the workforce.

**NIBIB Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**

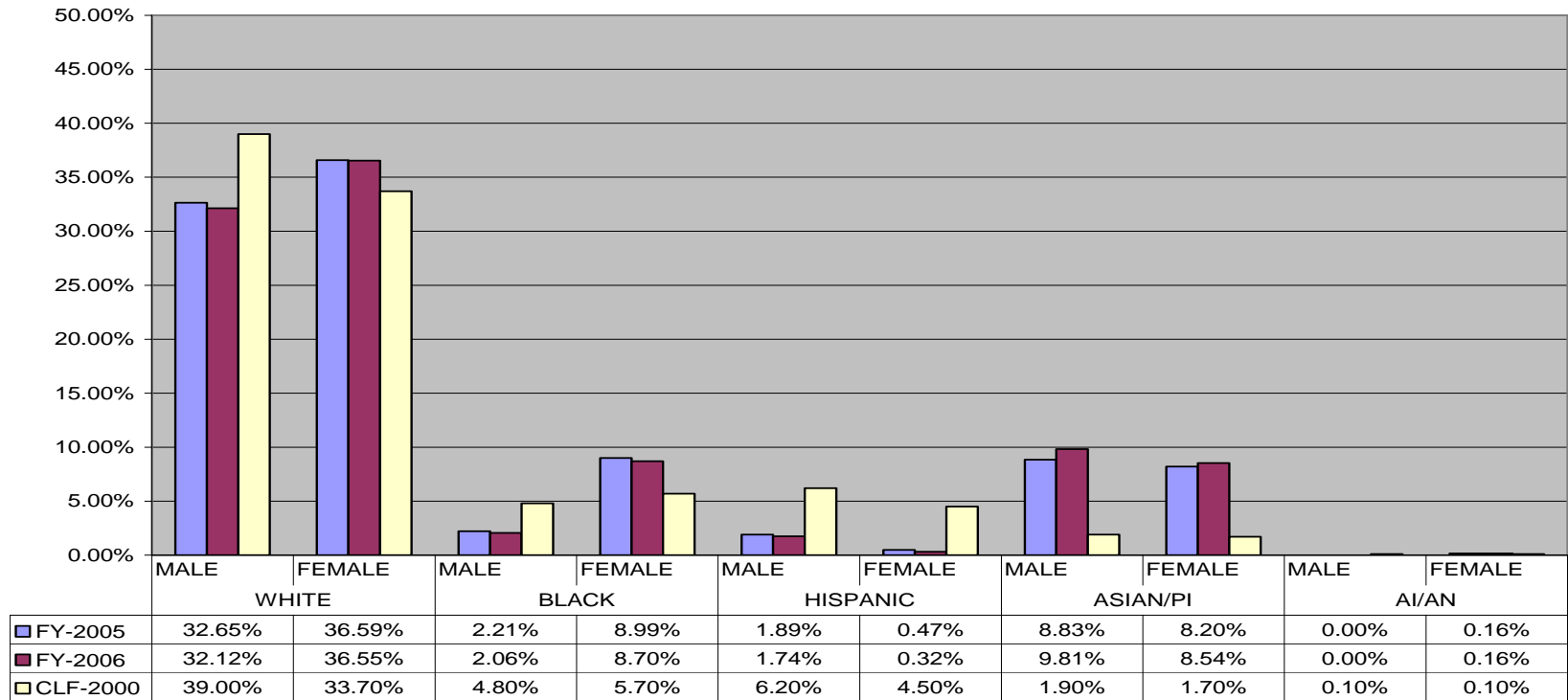


Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NIBIB workforce remained relatively stable with a notable downward trend in the percentage of White females. White males comprise the largest group in the workforce followed by White females and Black females. Black females and Asian/PI males and females in the NIBIB workforce far exceed their respective percentages in the CLF. Hispanic males are now represented in the workforce. The percentage of Hispanic employees in the CLF is at least two times greater than their respective percentage in the NIBIB workforce. AI/AN employees remain absent from the workforce.



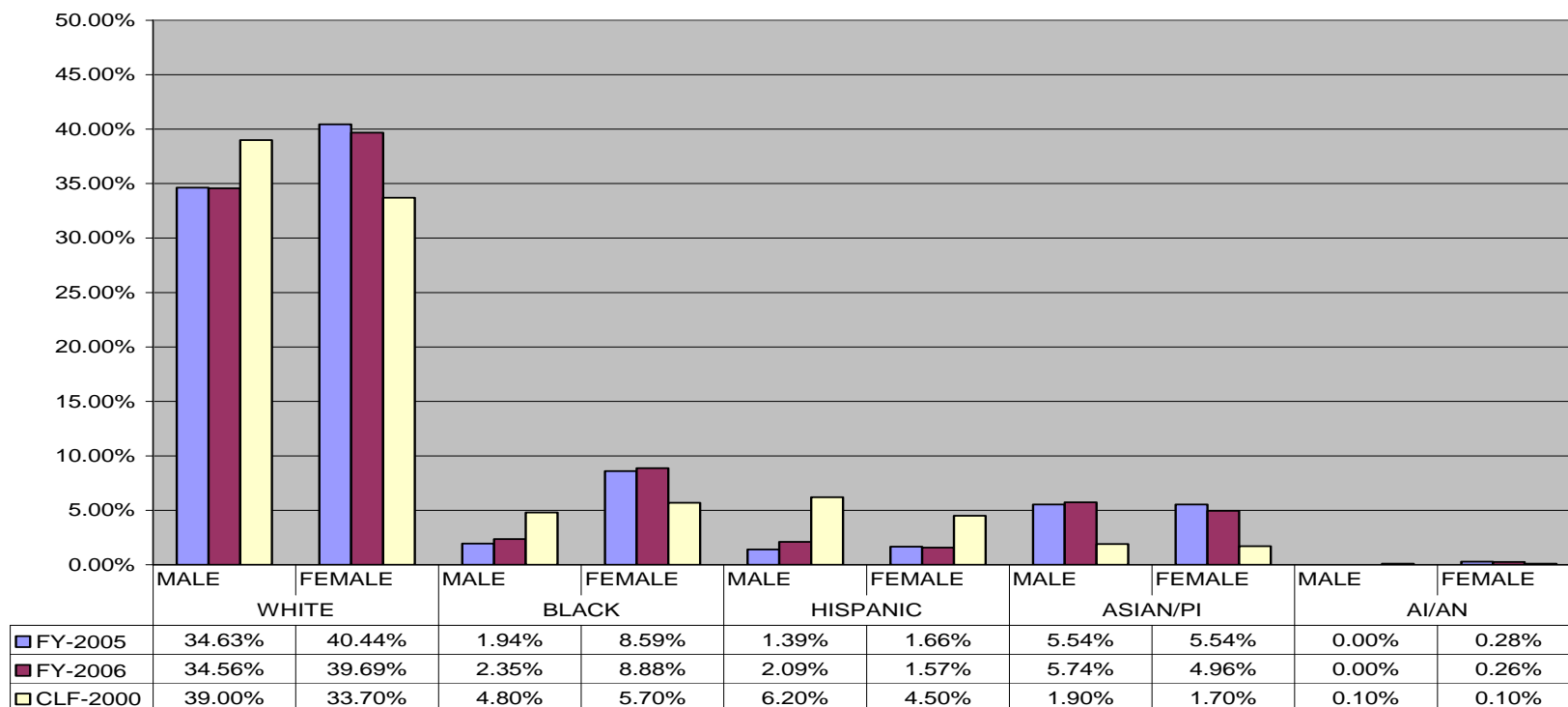
**NICHD Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NICHD workforce remained relatively stable. White females comprise the largest group in the workforce followed by White males and Asian/PI males. Hispanic males and females in the NICHD workforce fall well below their respective percentages in the CLF. The percentage of Asian/PI males and females in the NICHD workforce far exceed their respective percentages in the CLF. AI/AN males remain absent from the NICHD workforce.

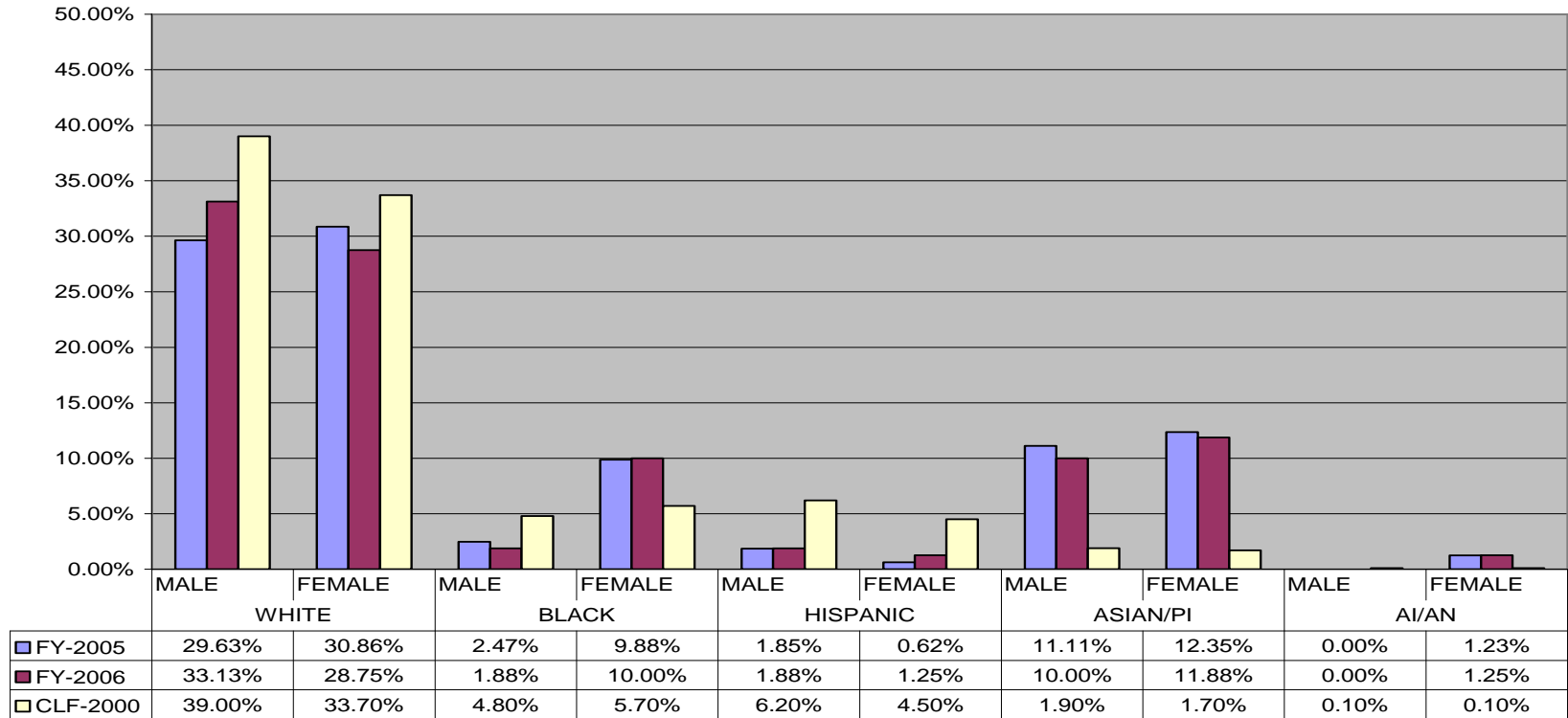
**NIDA Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NIDA workforce remained relatively stable. White females comprise the largest group in the workforce followed by White males and Black females. The percentage of Black females and Asian/PI males and females in the NIDA workforce far exceed their respective percentages in the CLF. The percentage of Hispanic employees in the NIDA workforce falls well below their respective percentage in the CLF. The percentage of AI/AN females in the NIDA workforce is two times greater than their percentage in the CLF. AI/AN males remain absent from the workforce.

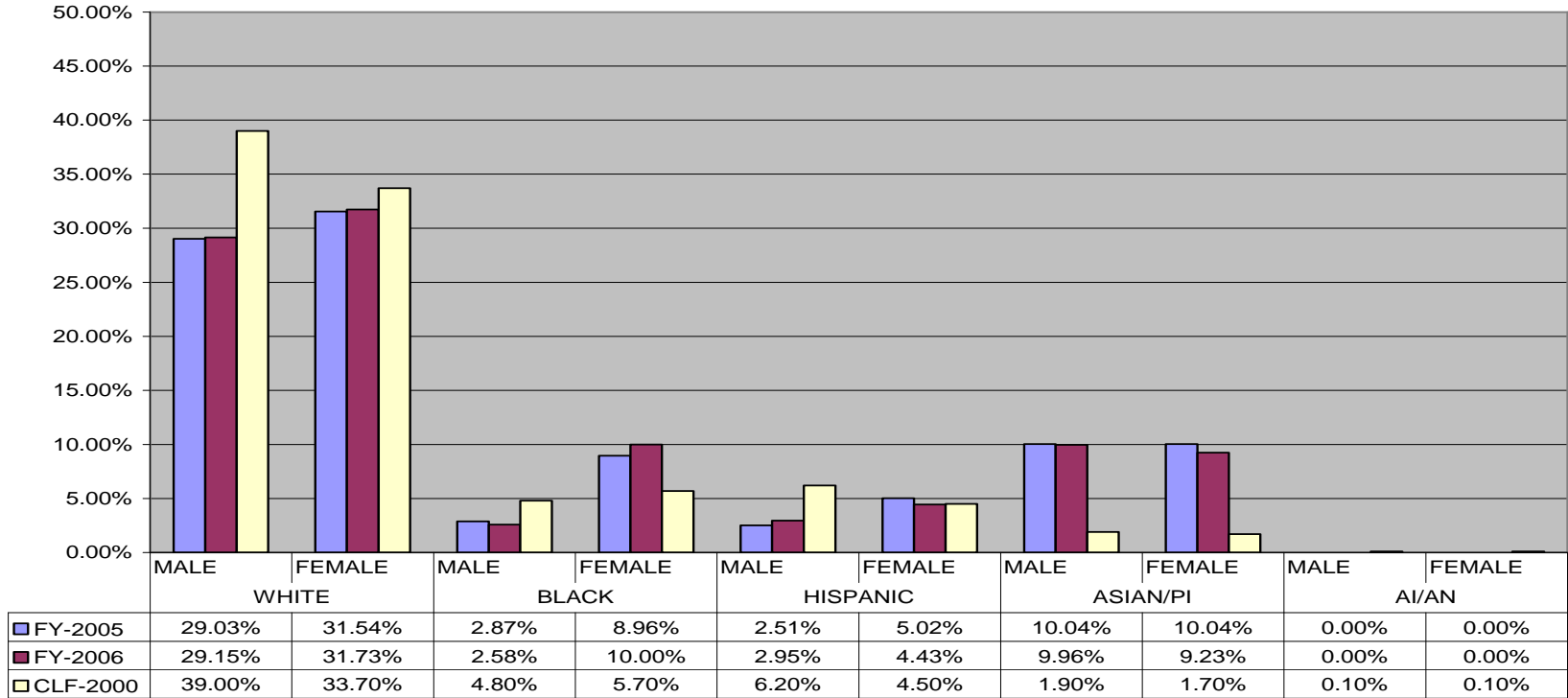
**NIDCD Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of White males in the NIDCD workforce increased by 3.50% while the percentage of White females experienced a downward trend. White males comprise the largest group in the workforce followed by White females and Asian/PI males. The percentage of Black females and Asian/PI males and females in the NIDCD workforce far exceed their respective percentages in the CLF. The percentage of Hispanic employees in the NIDCD workforce falls well below their respective percentages in the CLF. The percentage of AI/AN females in the NIDCD workforce far exceeds their percentage in the CLF. AI/AN males remain absent from the workforce.

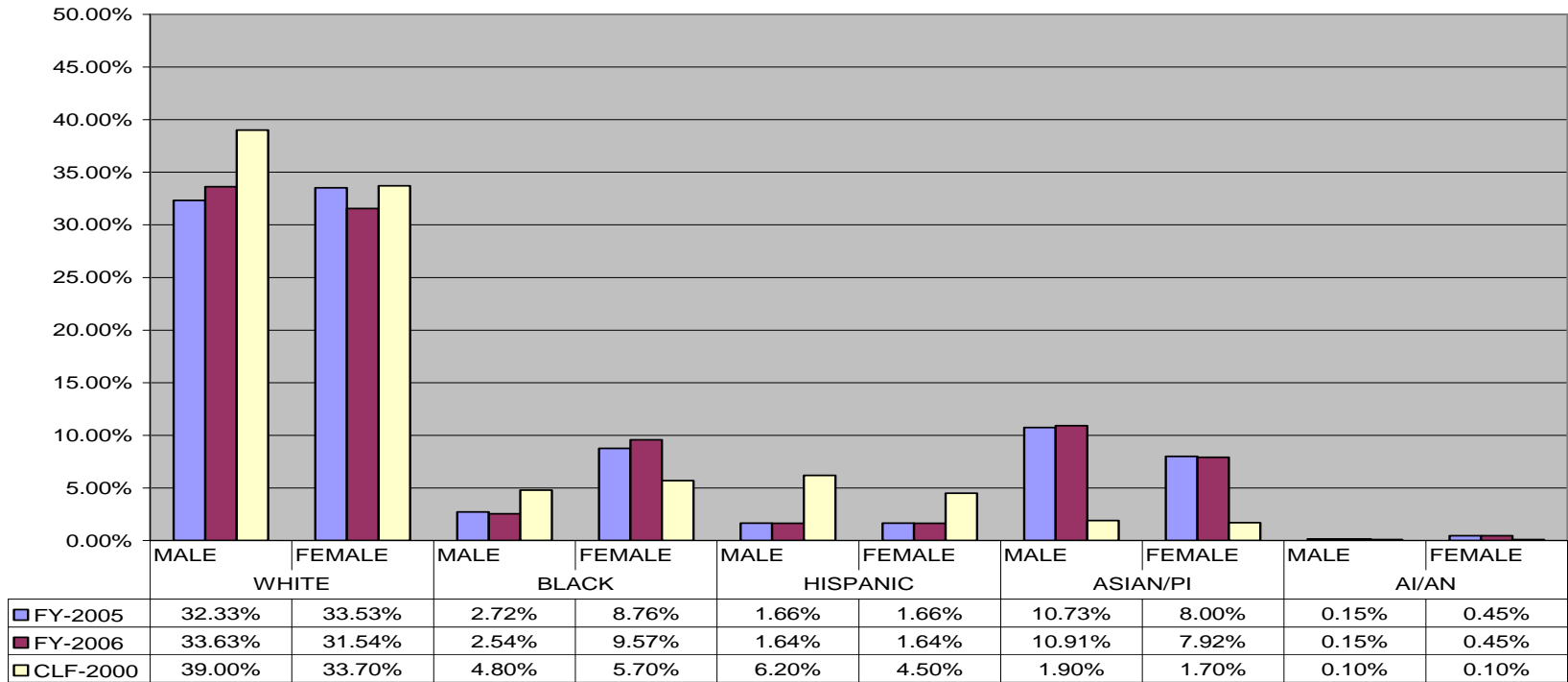
**NIDCR Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NIDCR workforce remained relatively stable. White females comprise the largest group in the workforce followed by White males and Black females. The percentage of Black females and Asian/PI males and females in the NIDCR workforce far exceeds their respective percentages in the CLF. The percentage of Hispanic males in the NIDCR workforce falls well below their respective percentage in the CLF. AI/AN employees remain absent from the workforce.

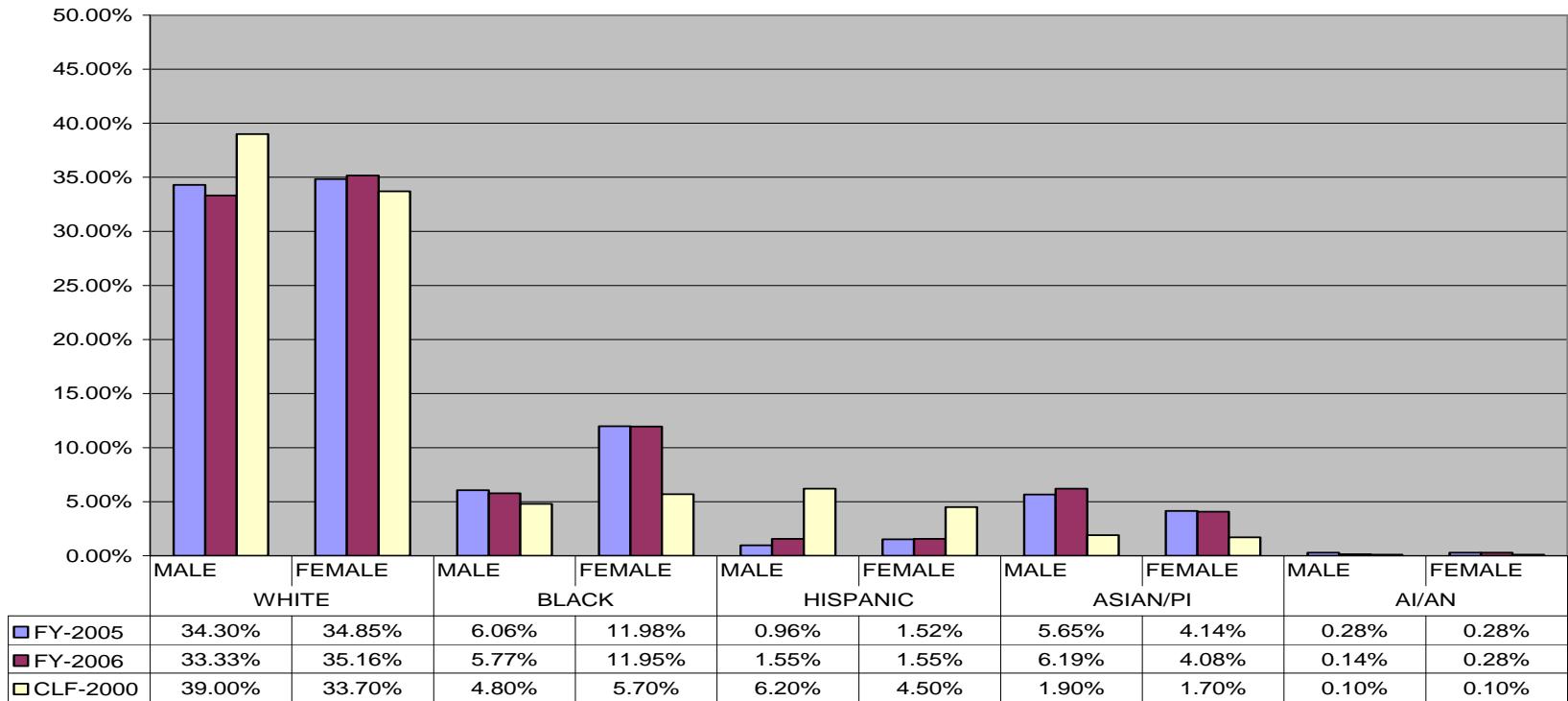
**NIDDK Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NIDDK workforce remained relatively stable. White males comprise the largest group in the workforce followed by White females and Asian/PI males. The percentage of Black females and Asian/PI males and females in the NIDDK workforce exceeds their respective percentages in the CLF. The percentage of Hispanic employees in the NIDDK workforce falls well below their respective percentages in the CLF. The percentage of AI/AN females in the NIDDK workforce is more than four times greater than their percentage in the CLF.

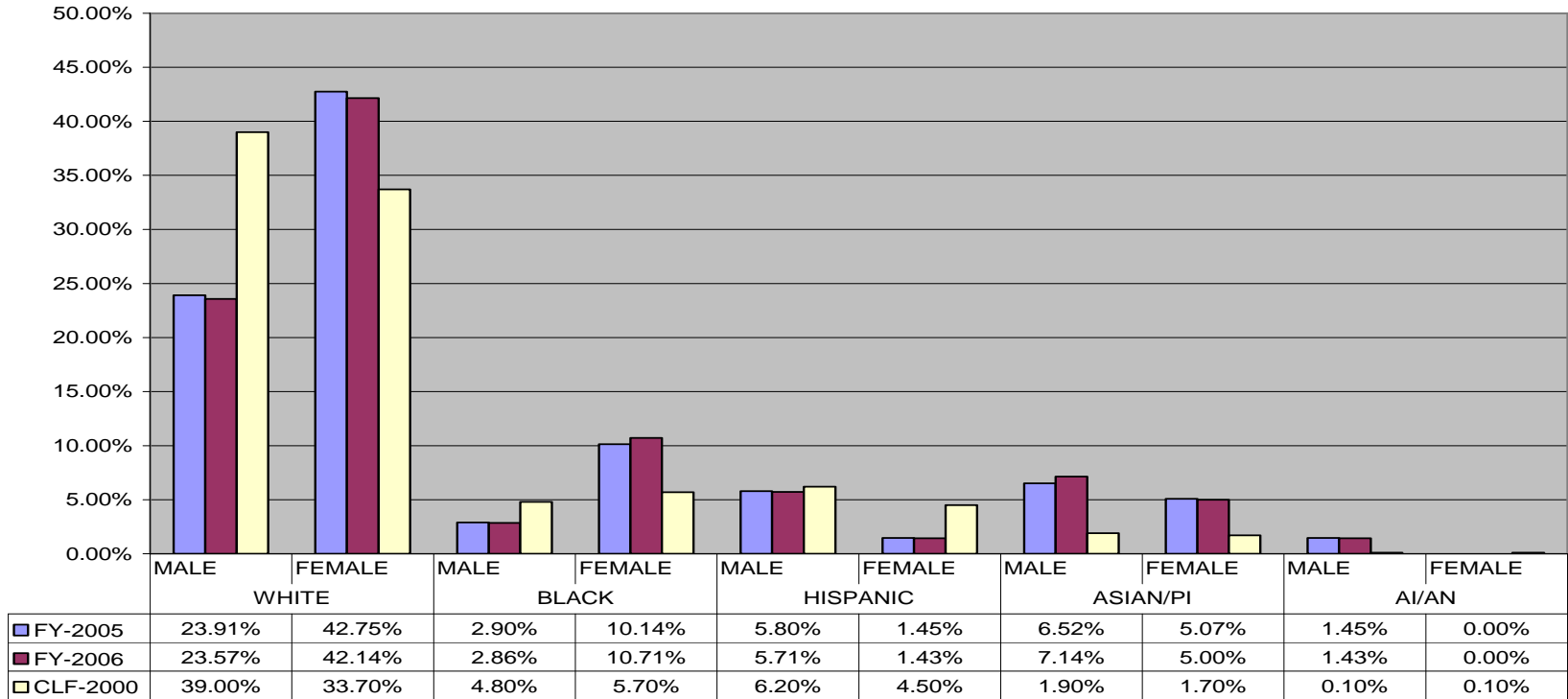
**NIEHS Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NIEHS workforce remained relatively stable. White females comprise the largest group in the workforce followed by White males and Black females. The percentage of Black females and Asian/PI males and females in the NIEHS workforce far exceed their respective percentages in the CLF. The percentage of Hispanic employees in the NIEHS workforce falls well below their respective percentages in the CLF. The percentage of AI/AN females in the NIEHS workforce is twice their percentage in the CLF.

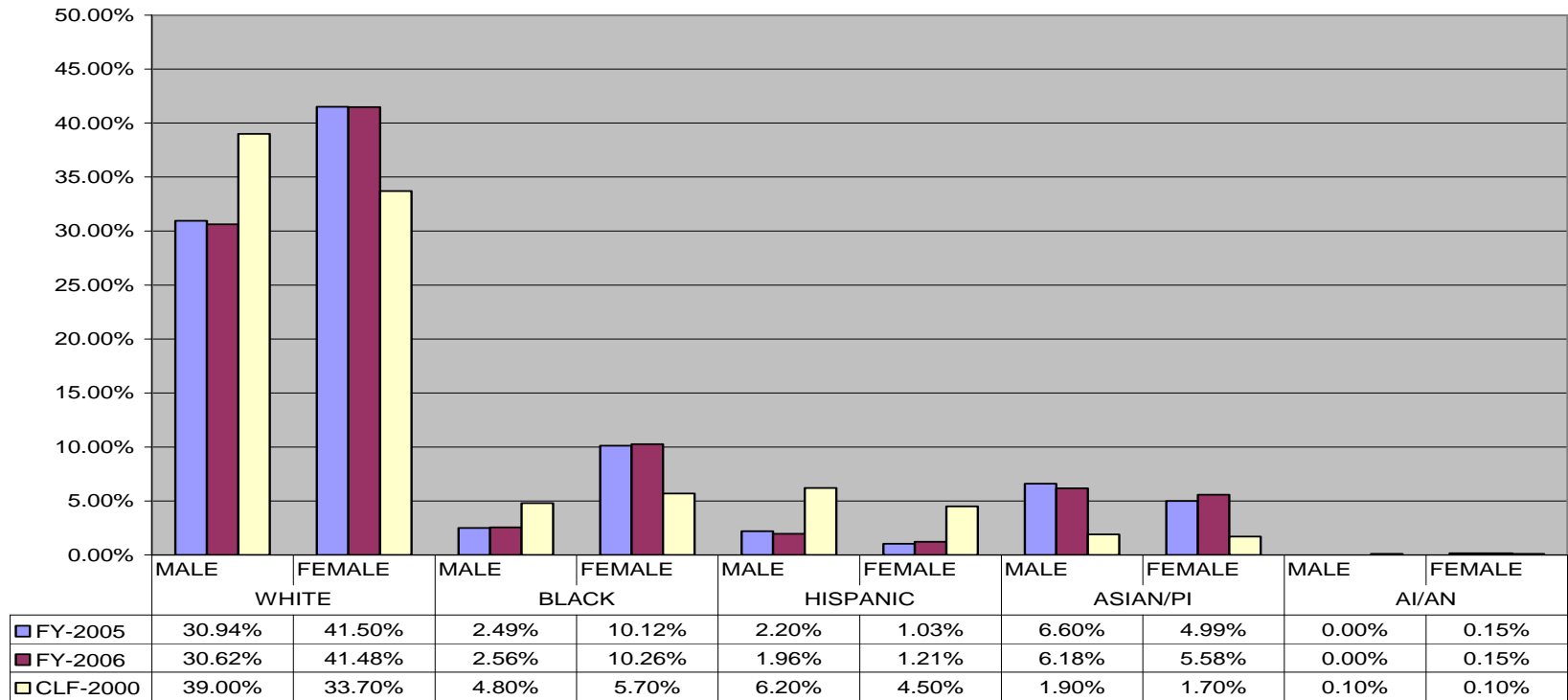
**NIGMS Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NIGMS workforce remained relatively stable. White females by far comprise the largest group in the workforce followed by White males and Black females. The percentage of Black females and Asian/PI males and females in the NIGMS workforce far exceeds their respective percentages in the CLF. The percentage of Hispanic females in the CLF is three times greater than their respective percentage in the NIGMS workforce. The percentage of AI/AN males in the NIGMS workforce far exceeds their percentage in the CLF. AI/AN females remain absent from the workforce.

**NIMH Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**

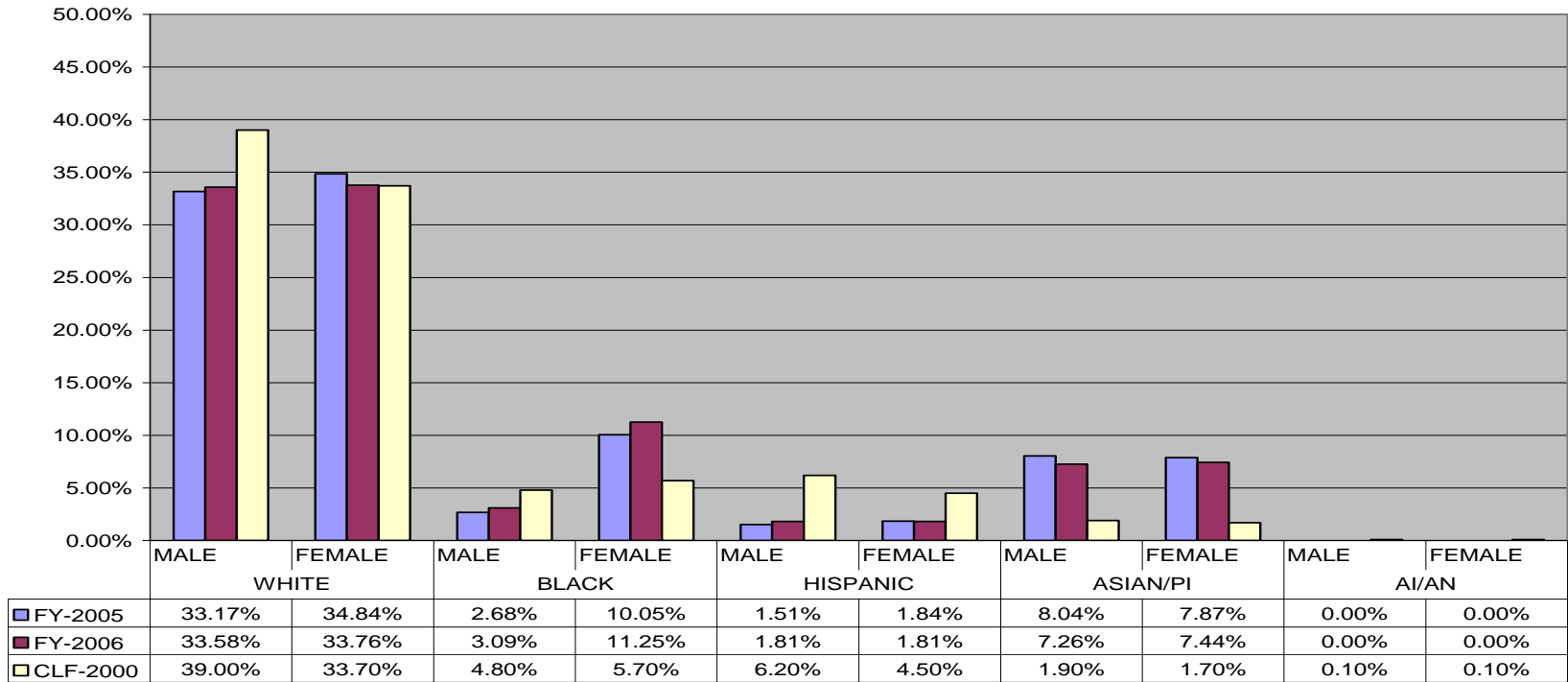


Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NIMH workforce remained relatively stable. White females comprise the largest group in the workforce followed by White males and Black females. The percentage of Black females and Asian/PI males and females in the NIMH workforce far exceeds their respective percentages in the CLF. The percentage of Hispanic employees in the NIMH workforce falls well below their respective percentages in the CLF. AI/AN males remain absent from the workforce.



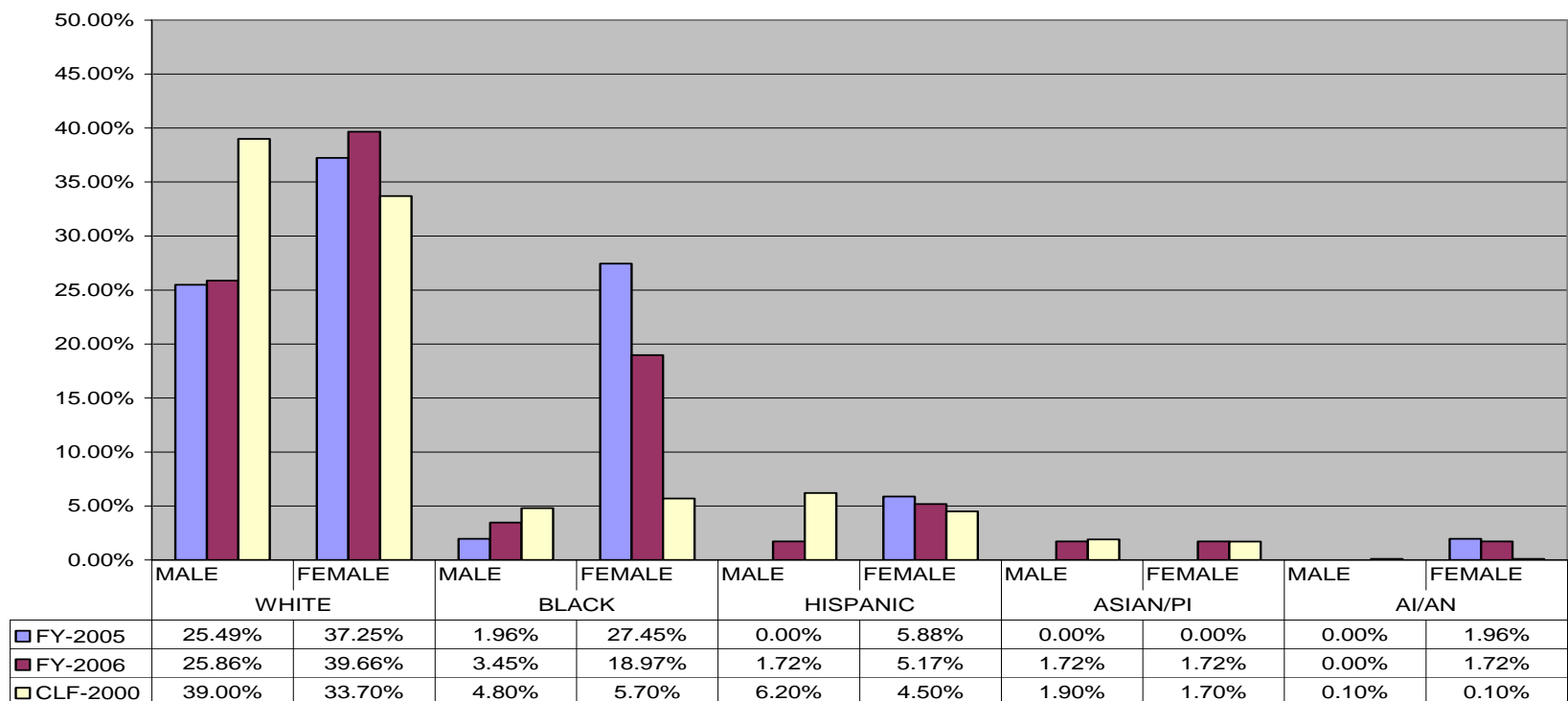
**NINDS Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NINDS workforce remained relatively stable. White females comprise the largest group in the workforce followed by White males and Black females. The percentage of Black females and Asian/PI males and females in the NINDS workforce far exceeds their respective percentages in the CLF. The percentage of Hispanic employees in the NINDS workforce falls well below their respective percentages in the CLF. AI/AN employees remain absent from the workforce.

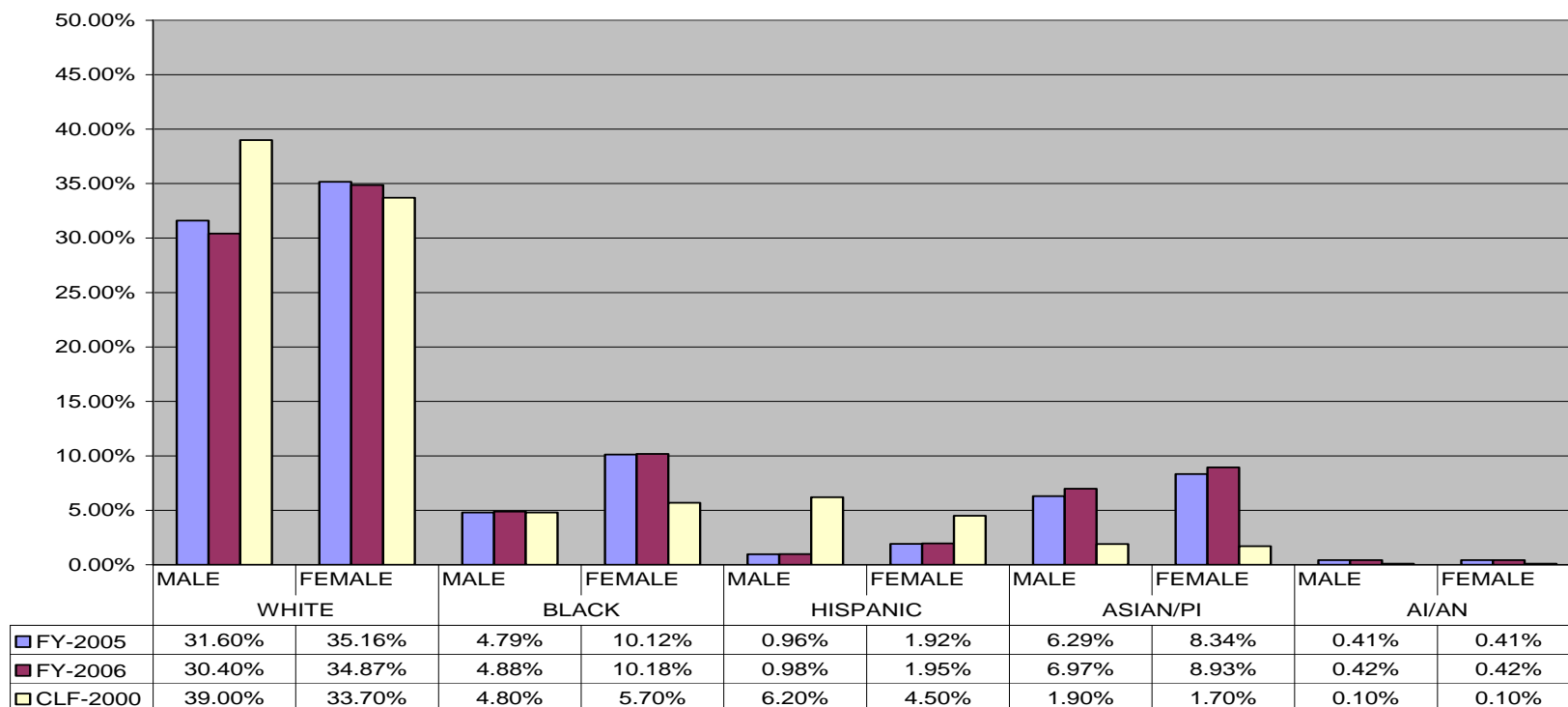
**NINR Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NINR workforce experienced an 8.48% decrease in the percentage of Black females. White females by far comprise the largest group in the workforce followed by White males and Black females. The percentage of Black females in the NINR workforce far exceeds their respective percentage in the CLF. Hispanic males and Asian/PI males and females are now represented in the NINR workforce. The percentage of AI/AN females far exceed their percentage in the CLF. AI/AN males remain absent from the workforce.

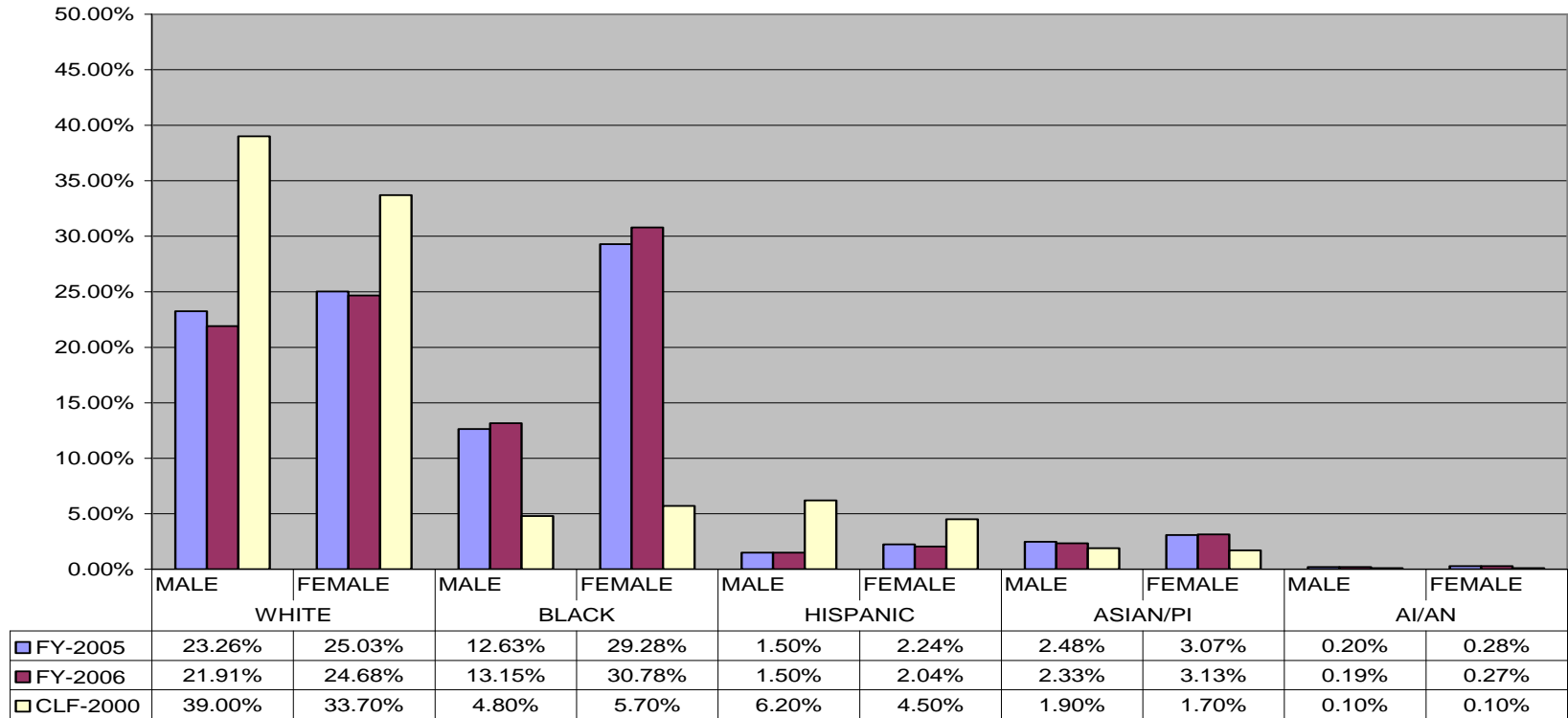
**NLM Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the NLM workforce remained relatively stable. White females comprise the largest group in the workforce followed by White males and Black females. The percentage of Black females and Asian/PI males and females in the NLM workforce far exceed their respective percentages in the CLF. The percentage of Hispanic employees in the NLM workforce falls well below their respective percentages in the CLF. The percentage of AI/AN employees in the NLM workforce is well above their percentage in the CLF.

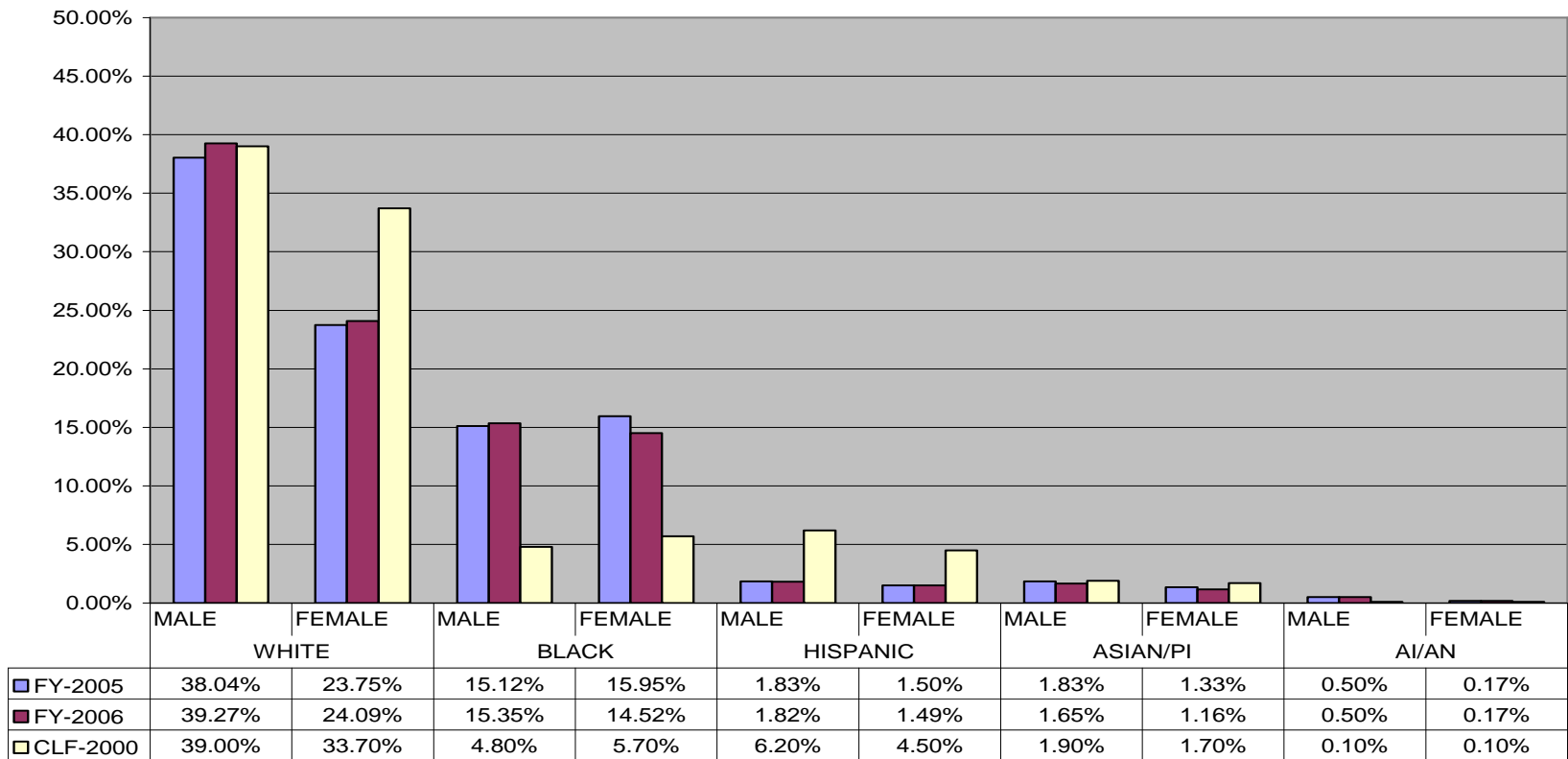
**OD Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the OD workforce remained relatively stable. Black females comprise the largest group in the workforce followed by White females and White males. The percentage of Black employees in the OD workforce far exceeds their percentage in the CLF. The percentage of Hispanic employees in the CLF is at least two times greater than their percentage in the OD workforce. The percentage of AI/AN females in the OD workforce is two times greater than their percentage in the CLF.

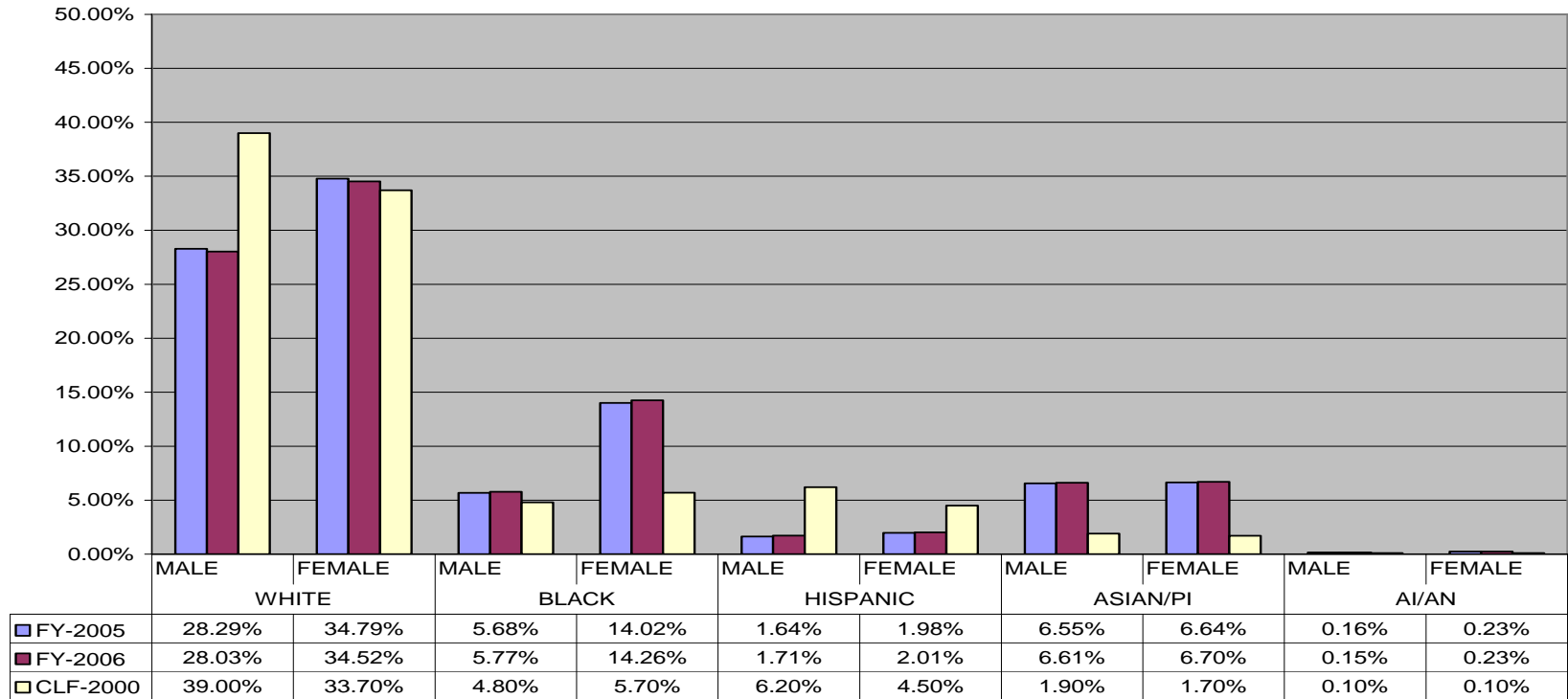
**ORS Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

Between the second quarter of FY 2005 and the second quarter of FY 2006 the ORS workforce remained relatively stable. White males by far comprise the largest group in the ORS workforce followed by White females and Black males. The percentage of Black employees in the ORS workforce far exceeds their percentage in the CLF. The percentage of Hispanic employees in the CLF is at least three times greater than their respective percentage in the ORS workforce. The percentage of AI/AN males in the ORS workforce is five times greater than their percentage in the CLF.

**NIH Workforce 2nd Quarter 2005 Compared to  
2nd Quarter 2006 and the CLF**



Source: NIH Data Warehouse (As of 3/14/2006) CLF = 2000 Civilian Labor Force

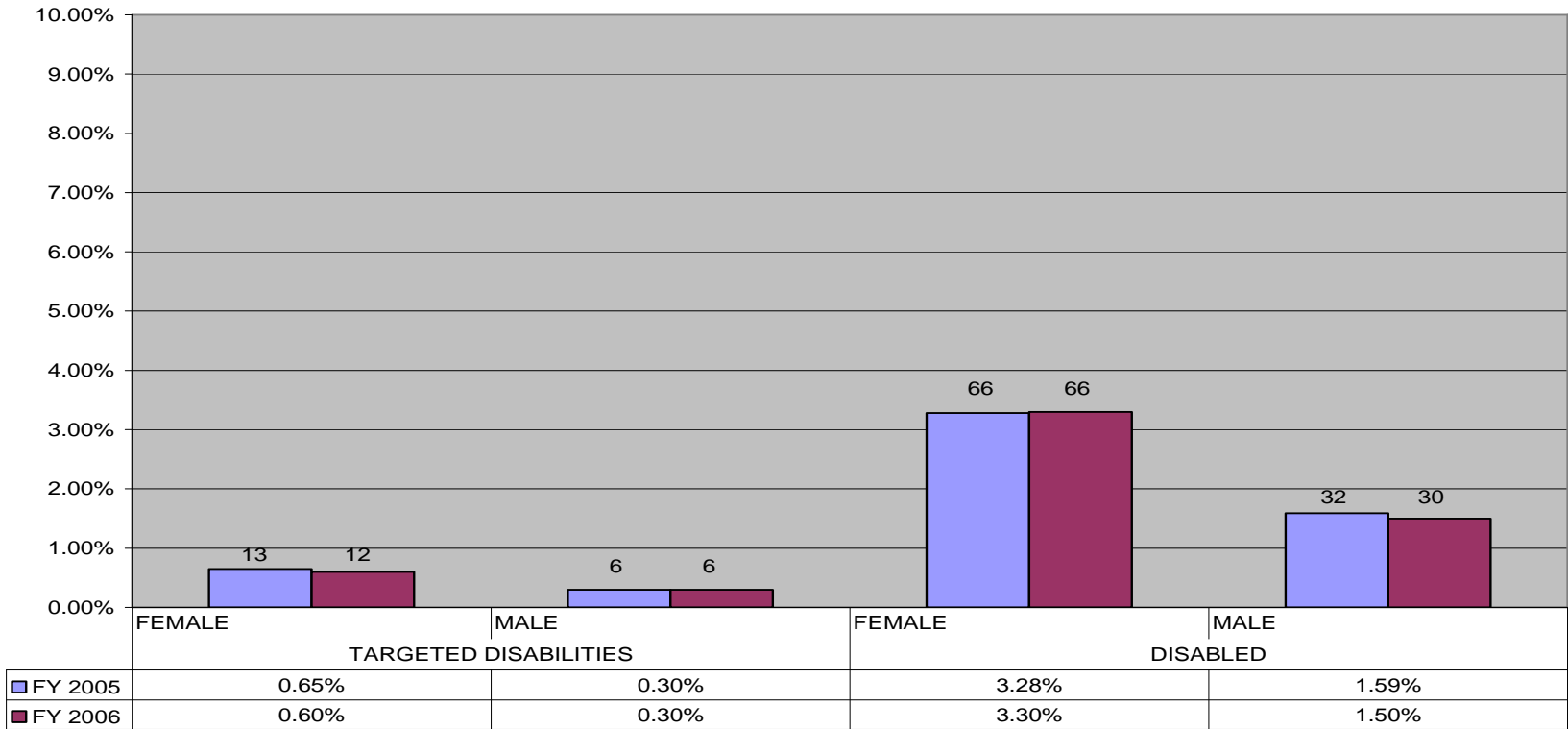
Between the second quarter of FY 2005 and the second quarter of FY 2006 the NIH workforce remained relatively stable. White females comprise the largest group in the workforce followed by White males and Black females. The percentage of Black females in the NIH workforce is two times greater than their percentage in the CLF. The percentage of Asian/PI males and females in the NIH workforce is three times greater than their respective percentages in the CLF. The percentage of Hispanic employees in the CLF is three times greater for males and two times greater for females than their respective percentages in the NIH workforce. The percentage of AI/AN females in the NIH workforce is two times greater than their percentage in the CLF.



## Persons with Disabilities in the NIH Workforce

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**Persons with Disabilities in the CC Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**



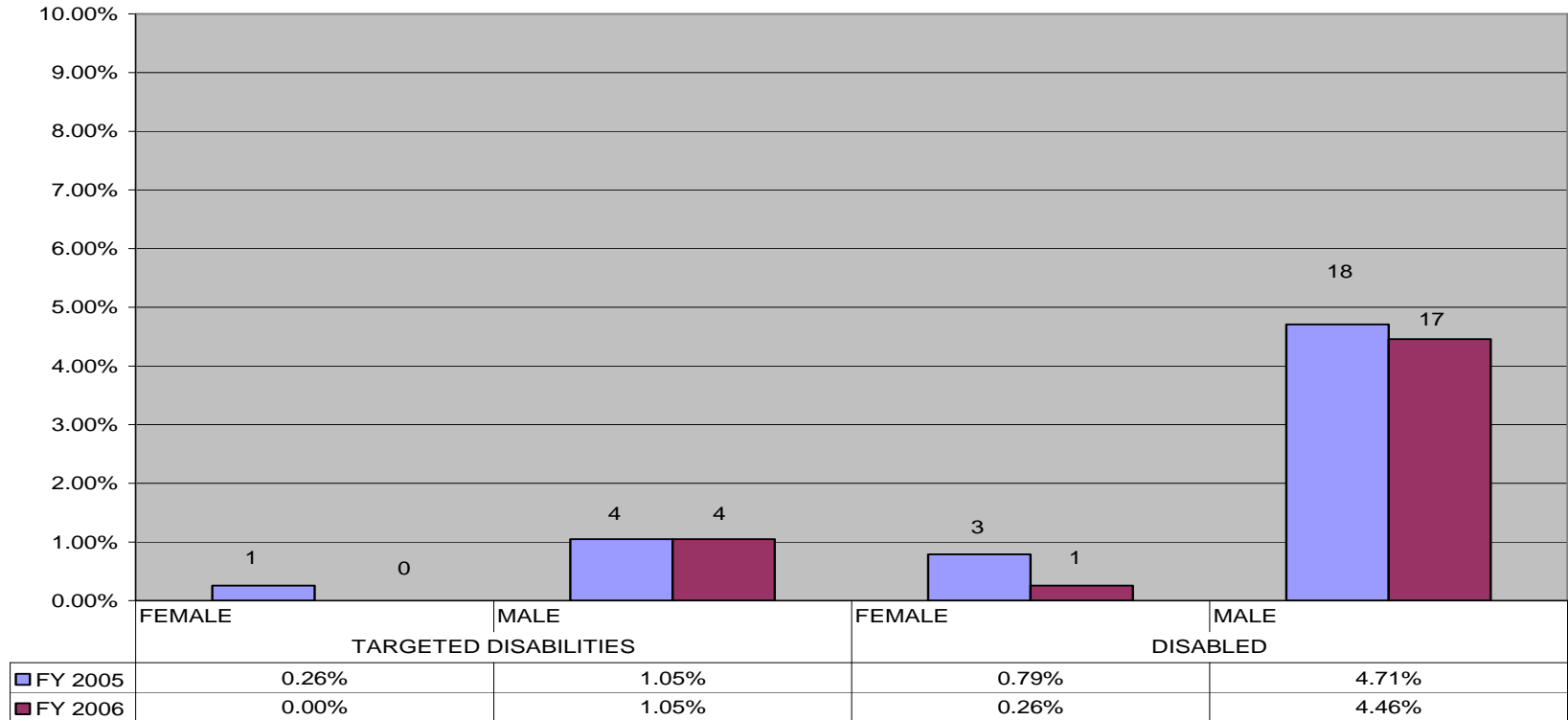
Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* in the CC workforce remained relatively stable.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.



**Persons with Disabilities in the CIT Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**

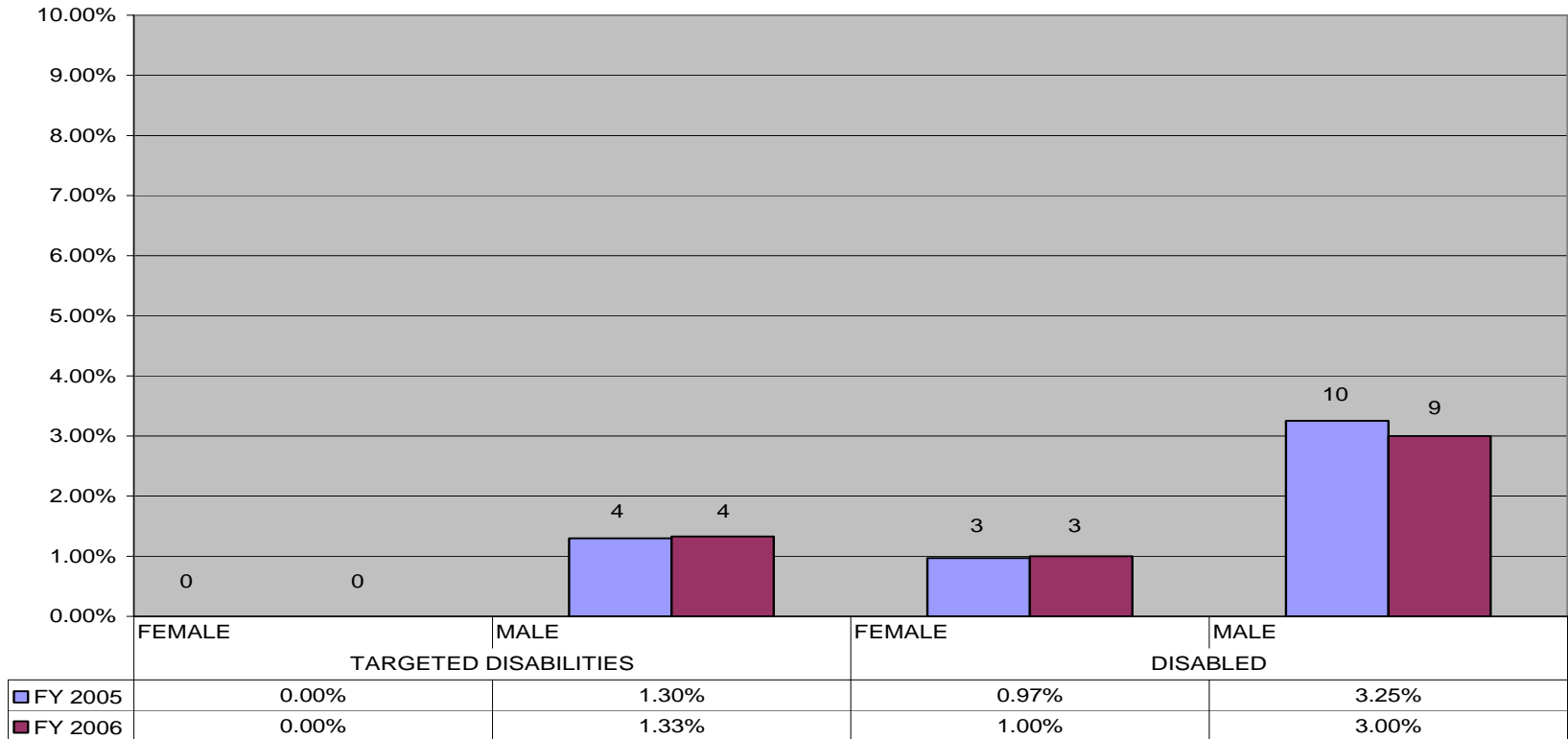


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities in the CIT workforce remained relatively stable with a modest overall decrease. The percentage of males with targeted disabilities\* remained stable while females with targeted disabilities are no longer represented in the workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the CSR Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**

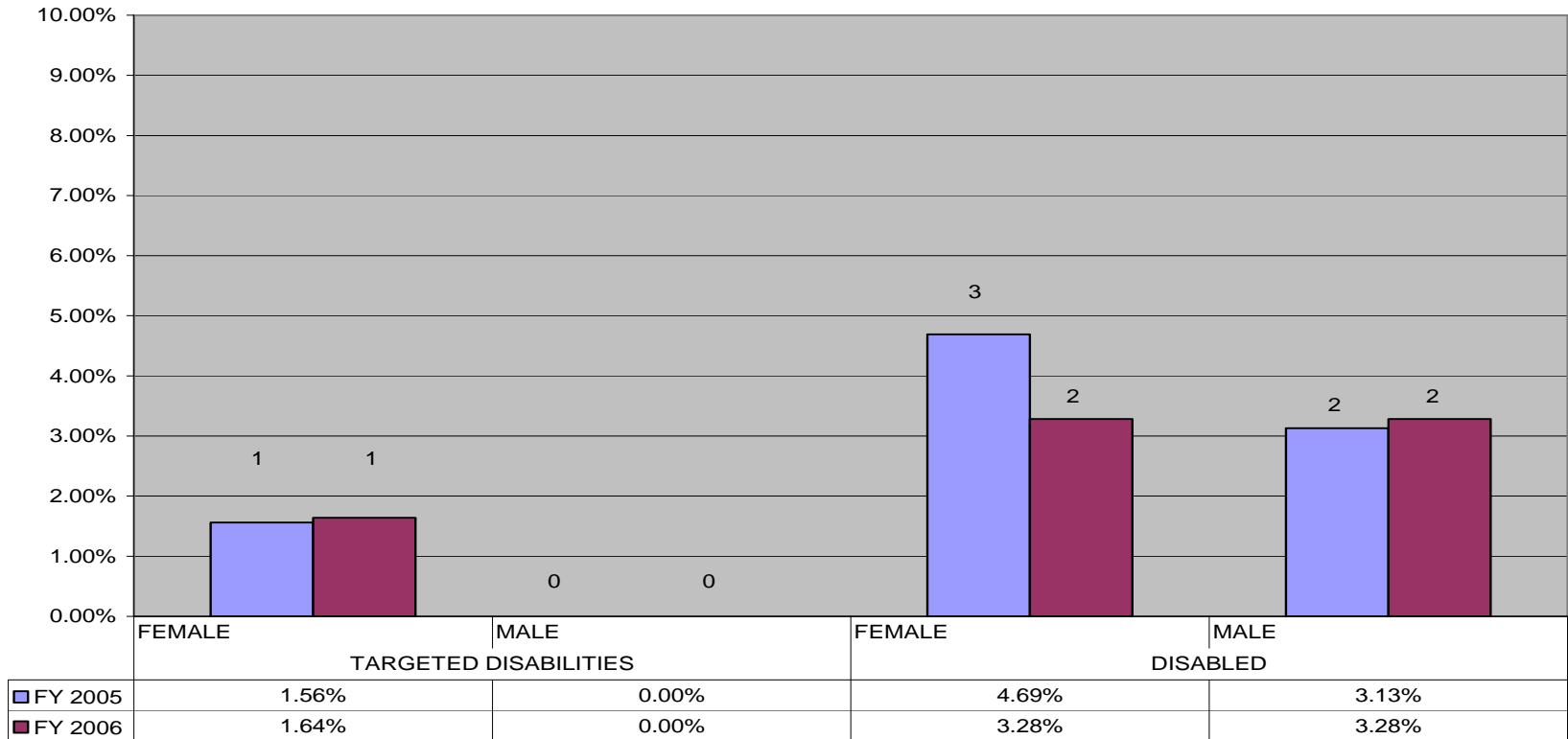


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* in the CSR workforce remained relatively stable. Females with targeted disabilities remain absent from the workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the FIC Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**

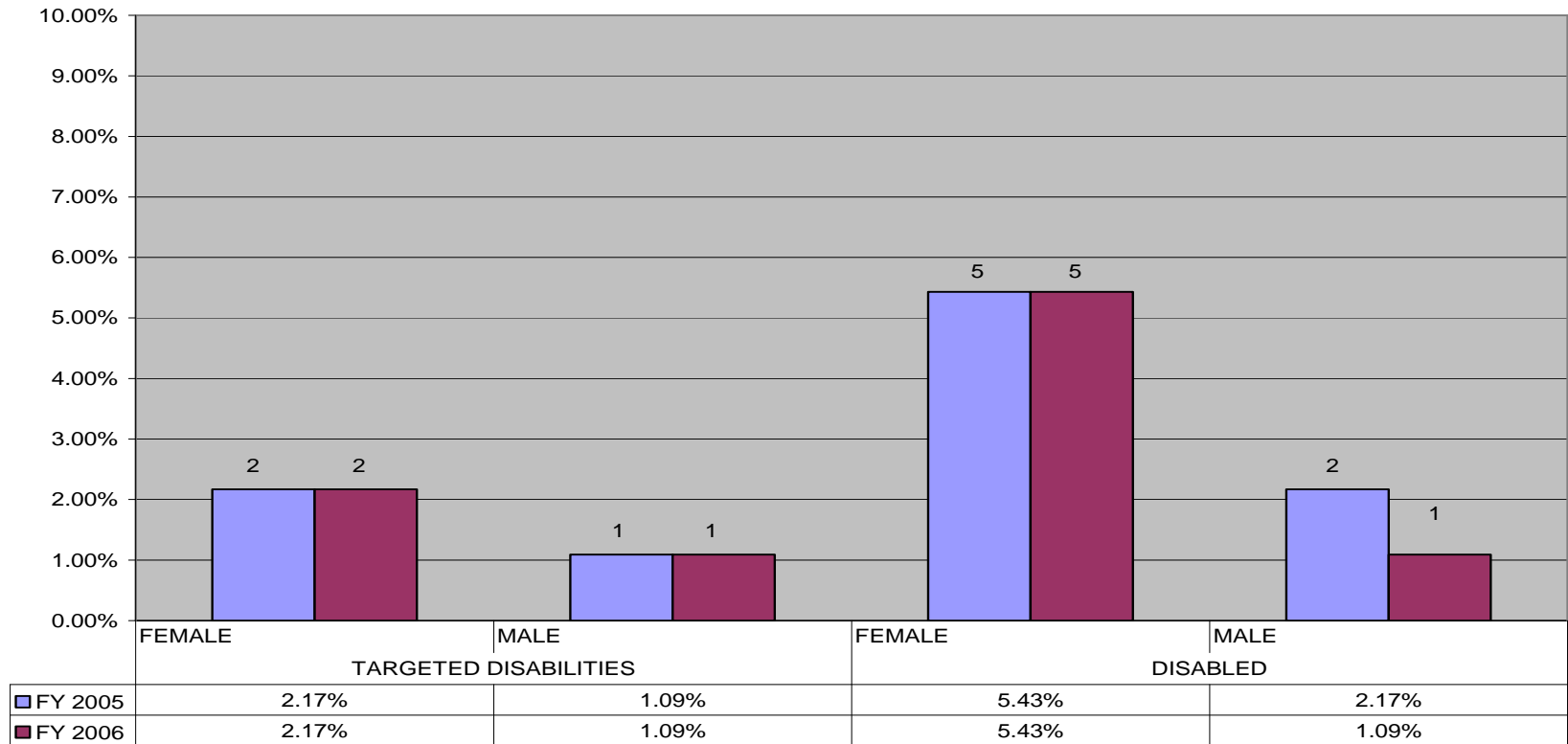


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* remained relatively stable in the FIC workforce. Males with targeted disabilities remain absent from the workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NCCAM Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**

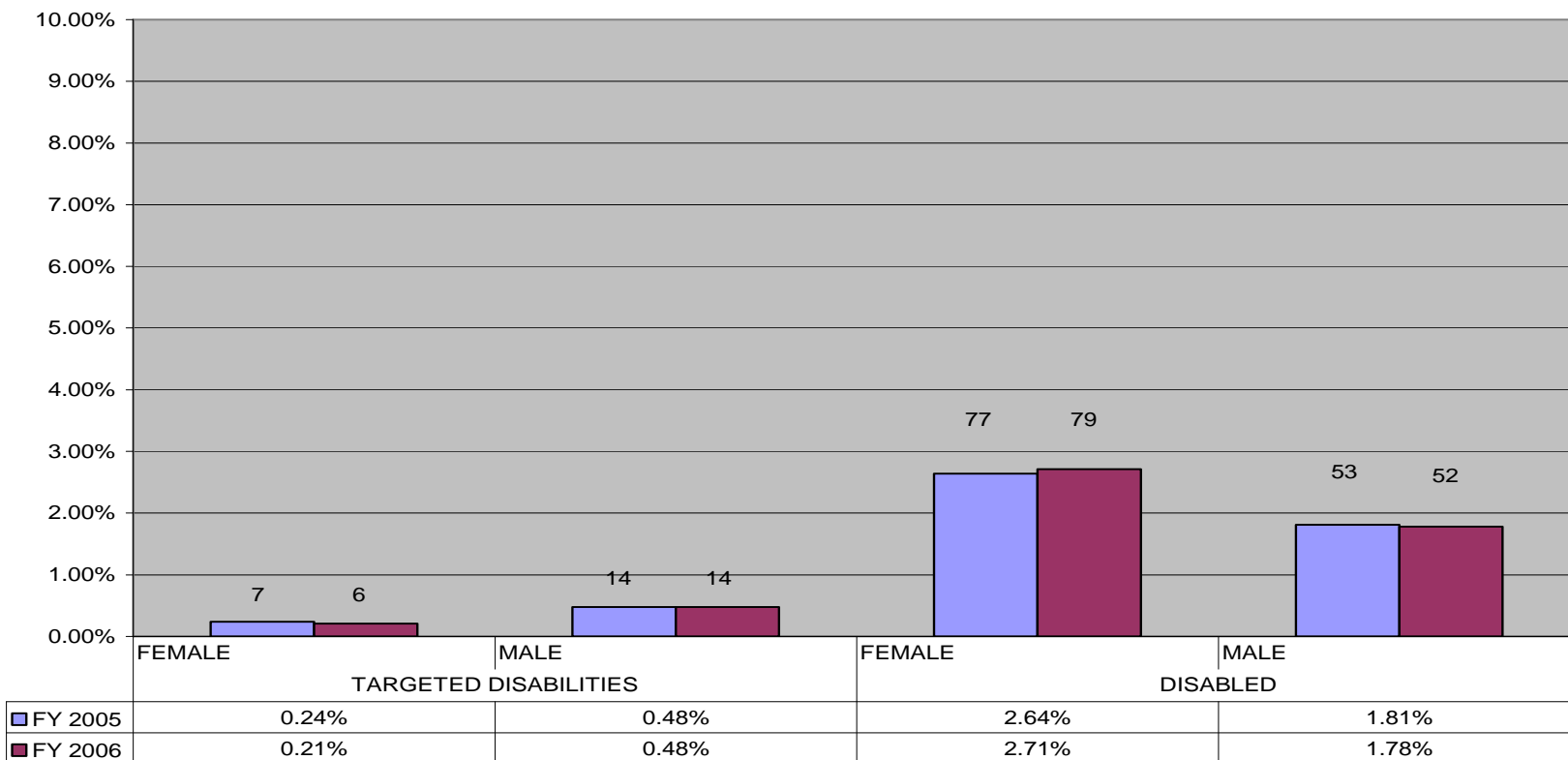


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities in the NCCAM workforce remained relatively stable with a modest decrease in males. The percentage of employees with targeted disabilities\* remained stable

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NCI Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**

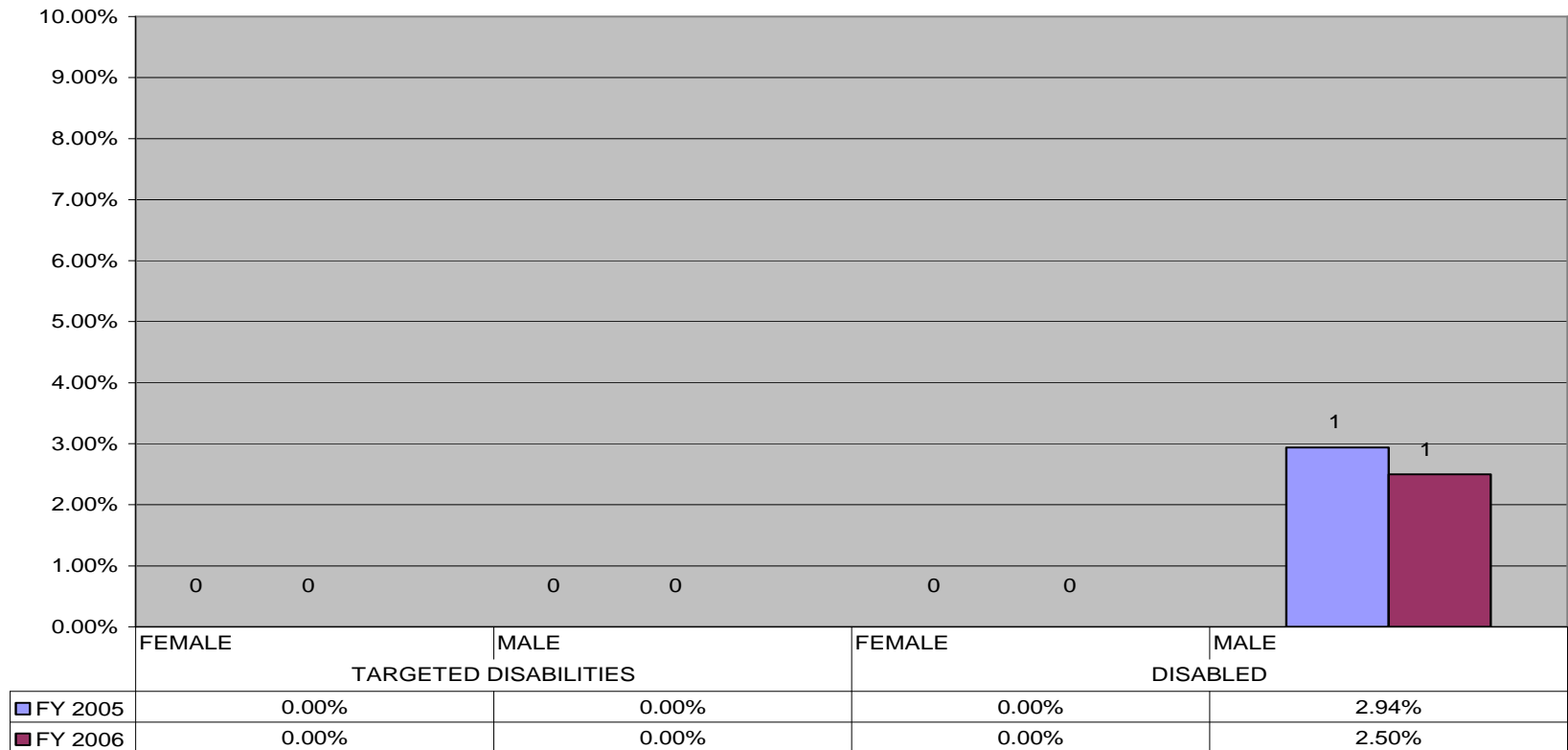


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* remained relatively stable in the NCI workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NCMHD Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**

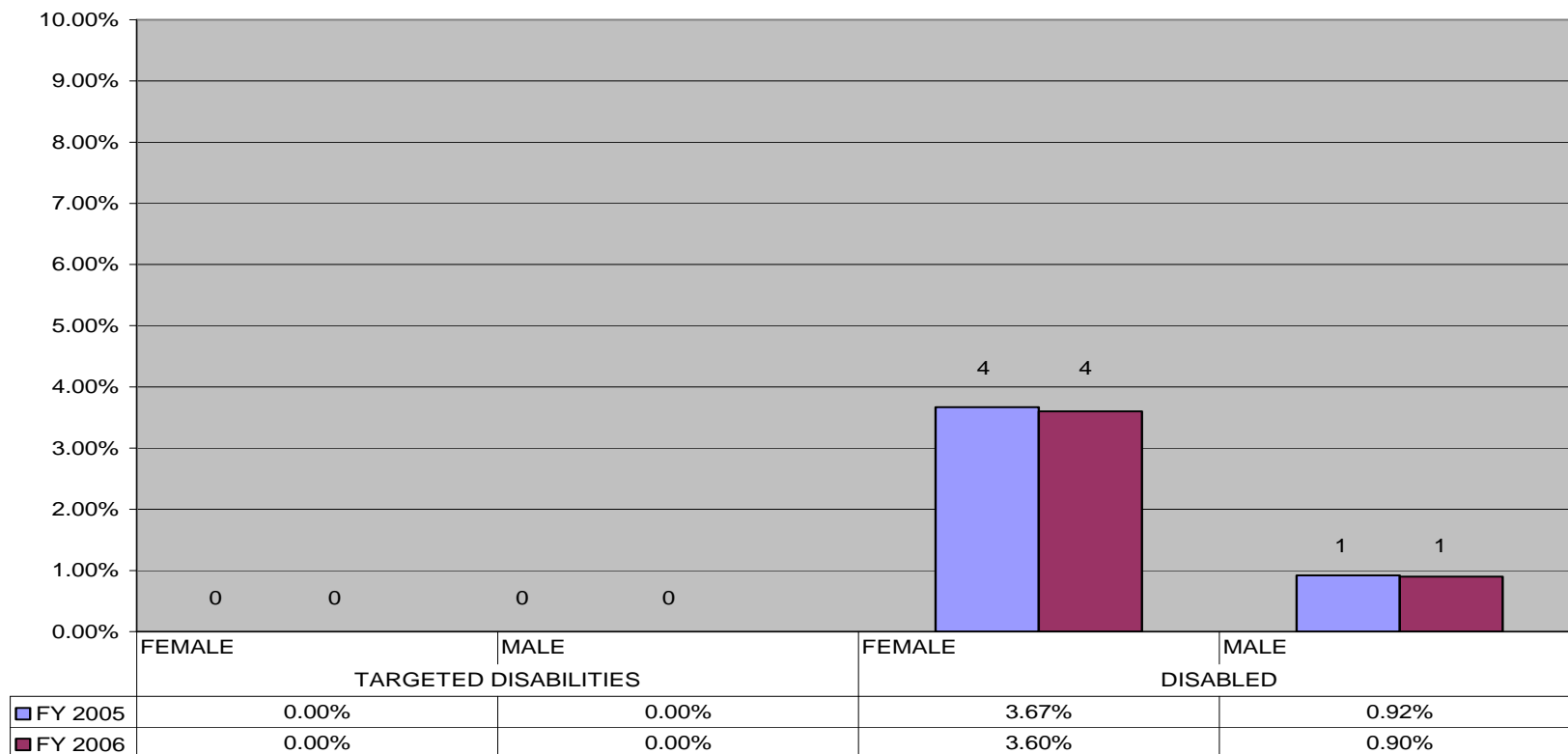


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities remained stable in the NCMHD workforce with its one male employee. There are no employees with targeted disabilities\* in the workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NCRR Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**

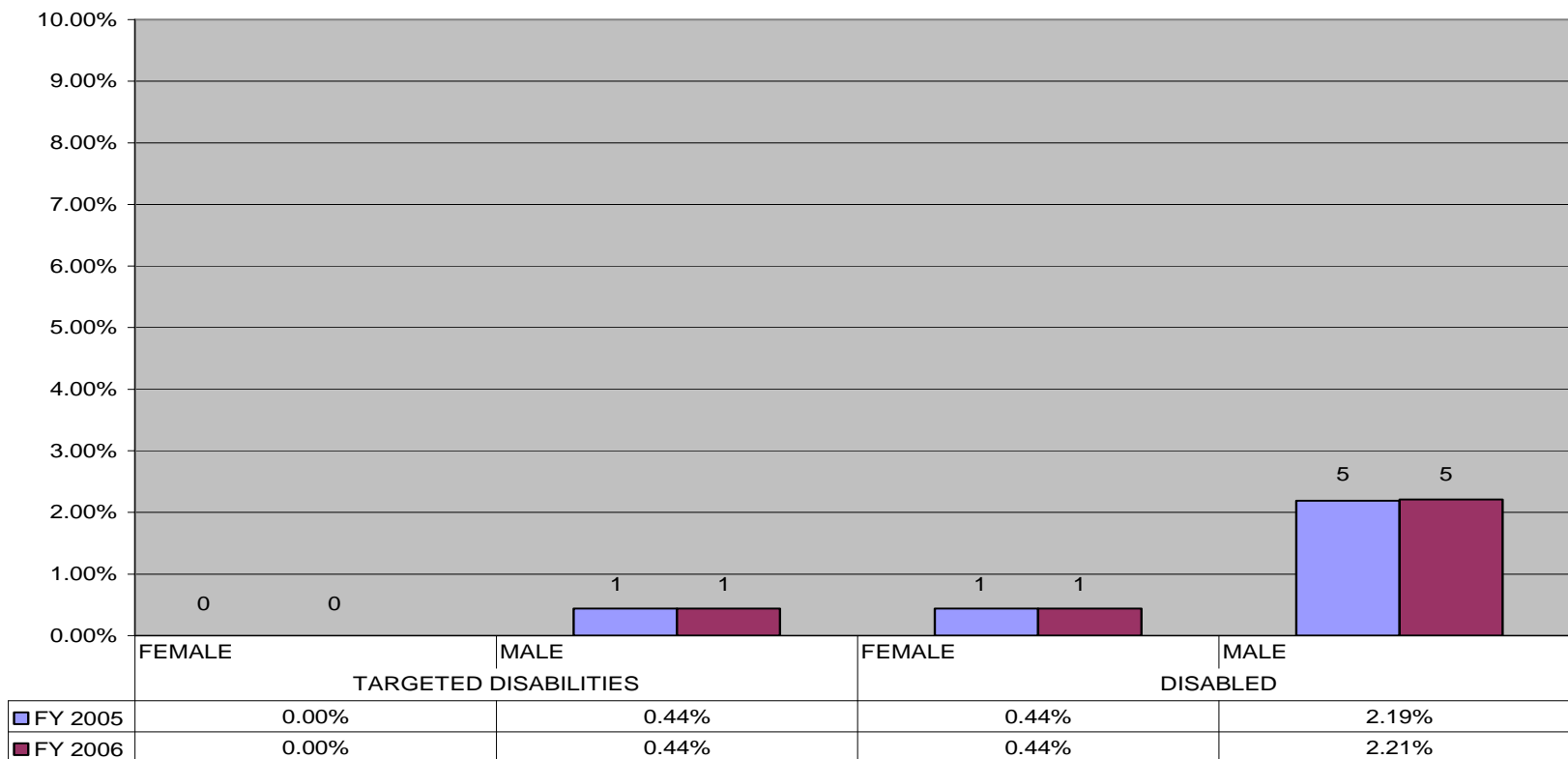


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* in the NCRR workforce remained stable. Employees with targeted disabilities remain absent from the workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NEI Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**



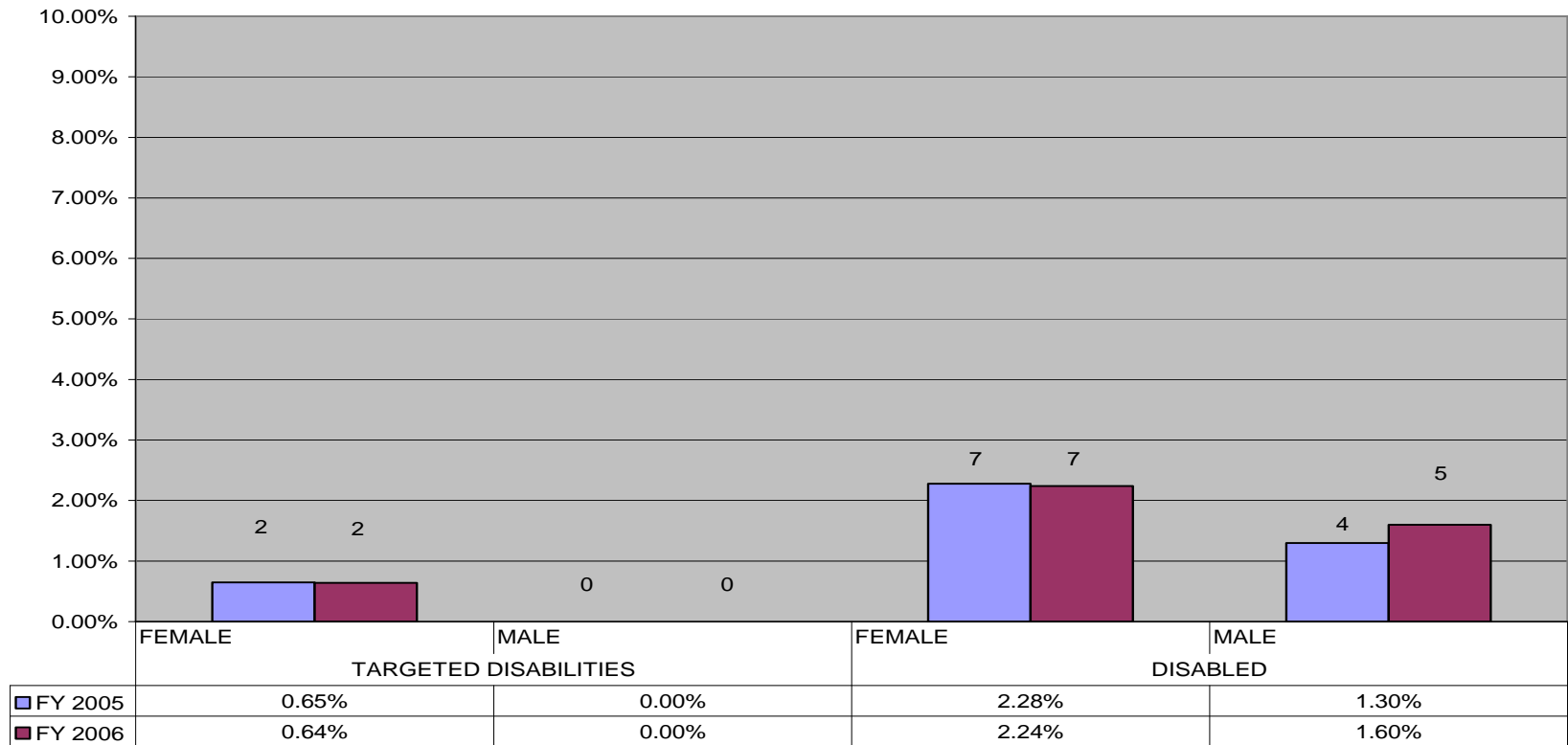
Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* in the NEI workforce remained stable. Females with targeted disabilities remain absent from the workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.



**Persons with Disabilities in the NHGRI Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**

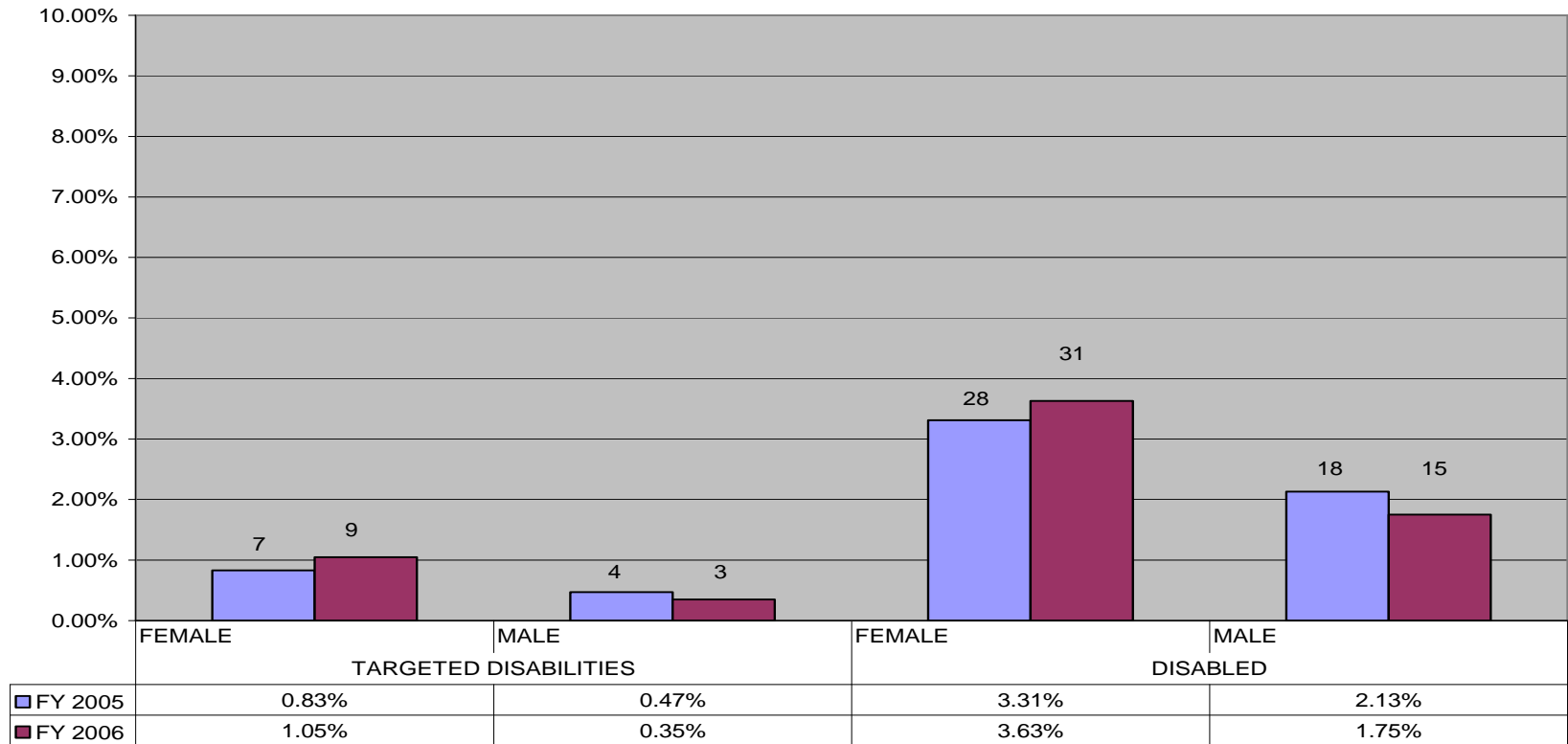


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* remained relatively stable in the NHGRI workforce. Males with targeted disabilities remain absent from the workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NHLBI Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**

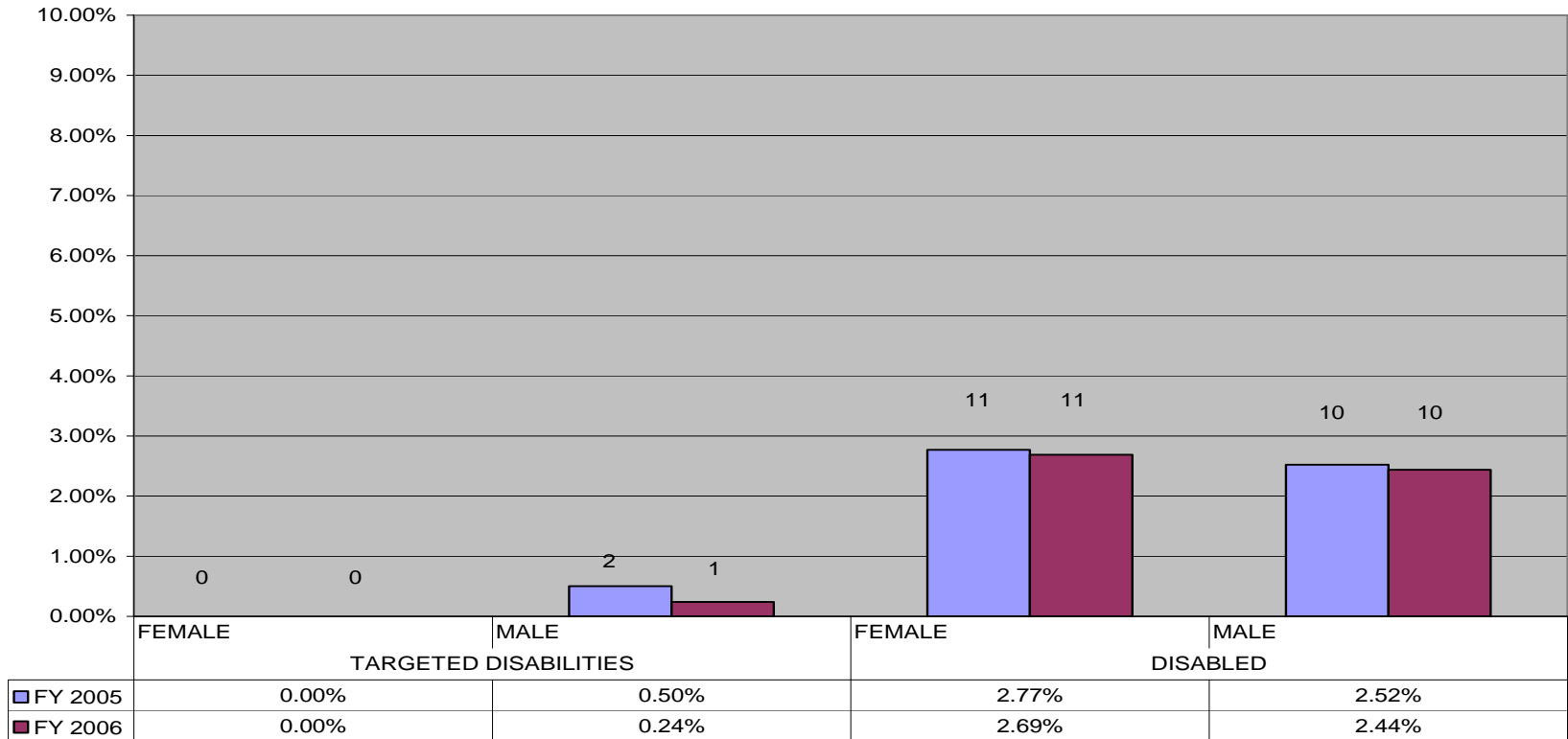


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* in the NHLBI workforce remained relatively stable.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NIA Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**

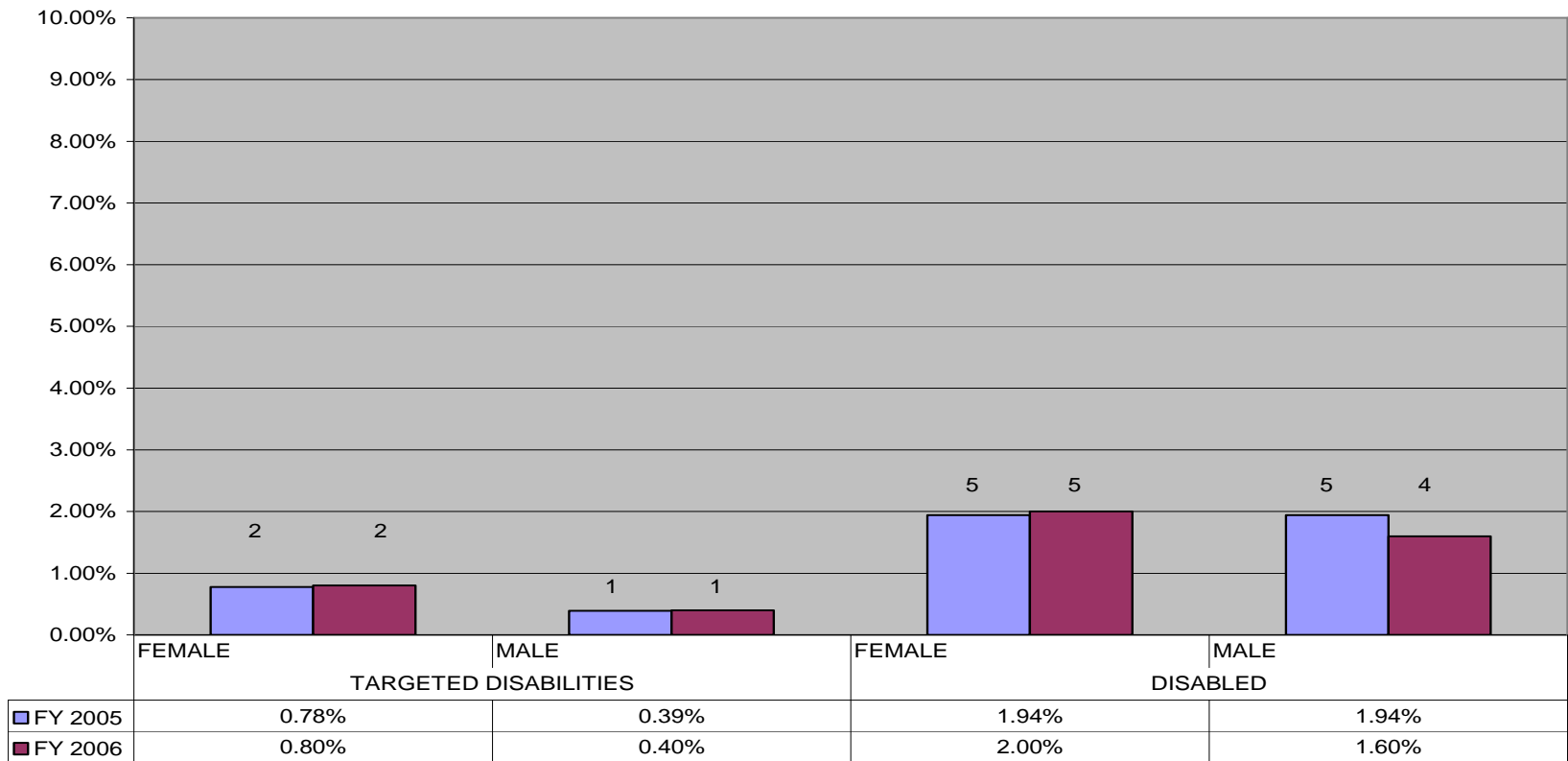


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities in the NIA workforce remained stable. The percentage of males with targeted disabilities\* decreased modestly while females with targeted disabilities remain absent in the workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NIAAA Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**

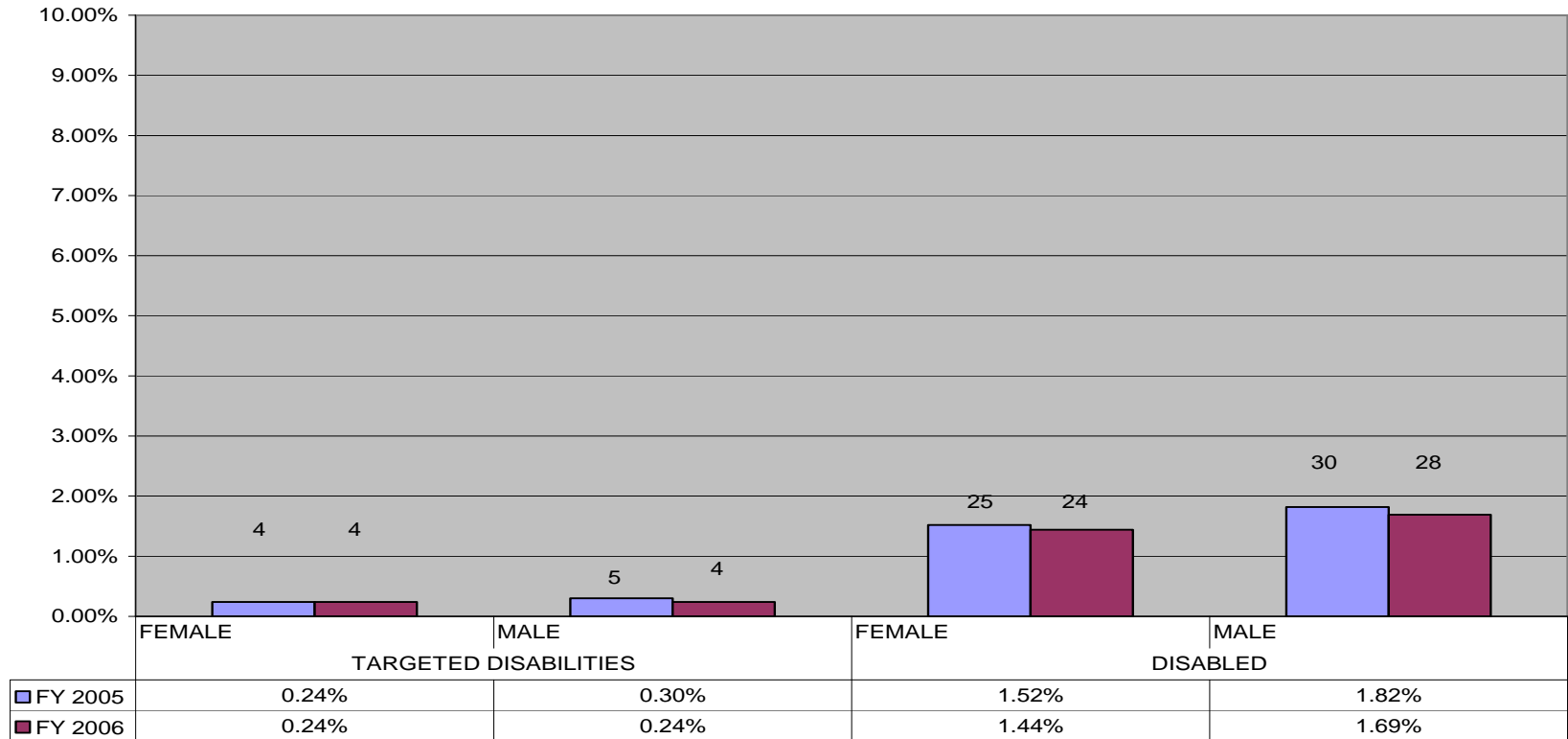


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities in the NIAAA workforce remained relatively stable with a modest decrease for males. The percentage of employees with targeted disabilities\* remained stable.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NIAID Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**

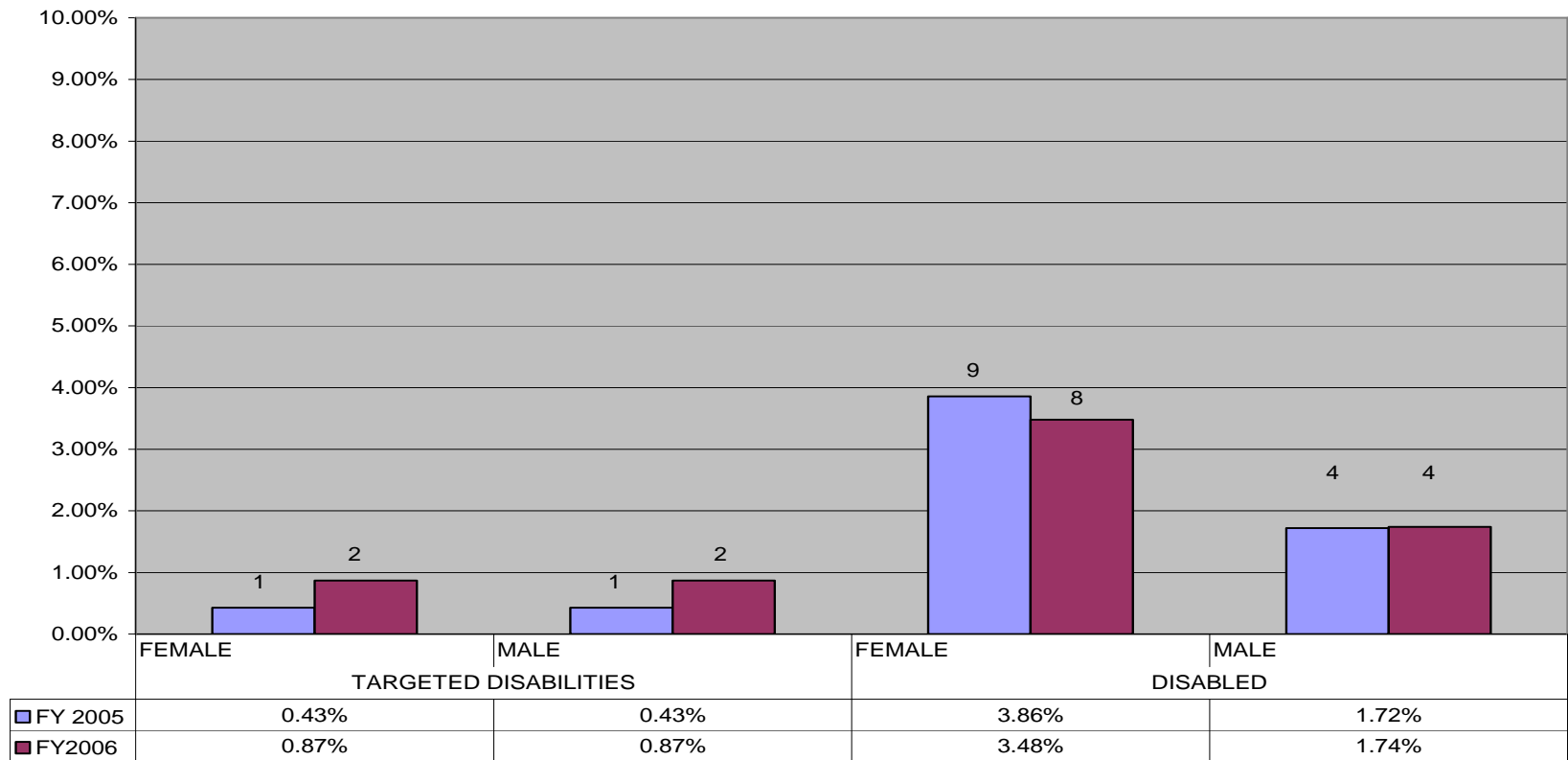


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* remained relatively stable in the NIAID workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NIAMS Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**

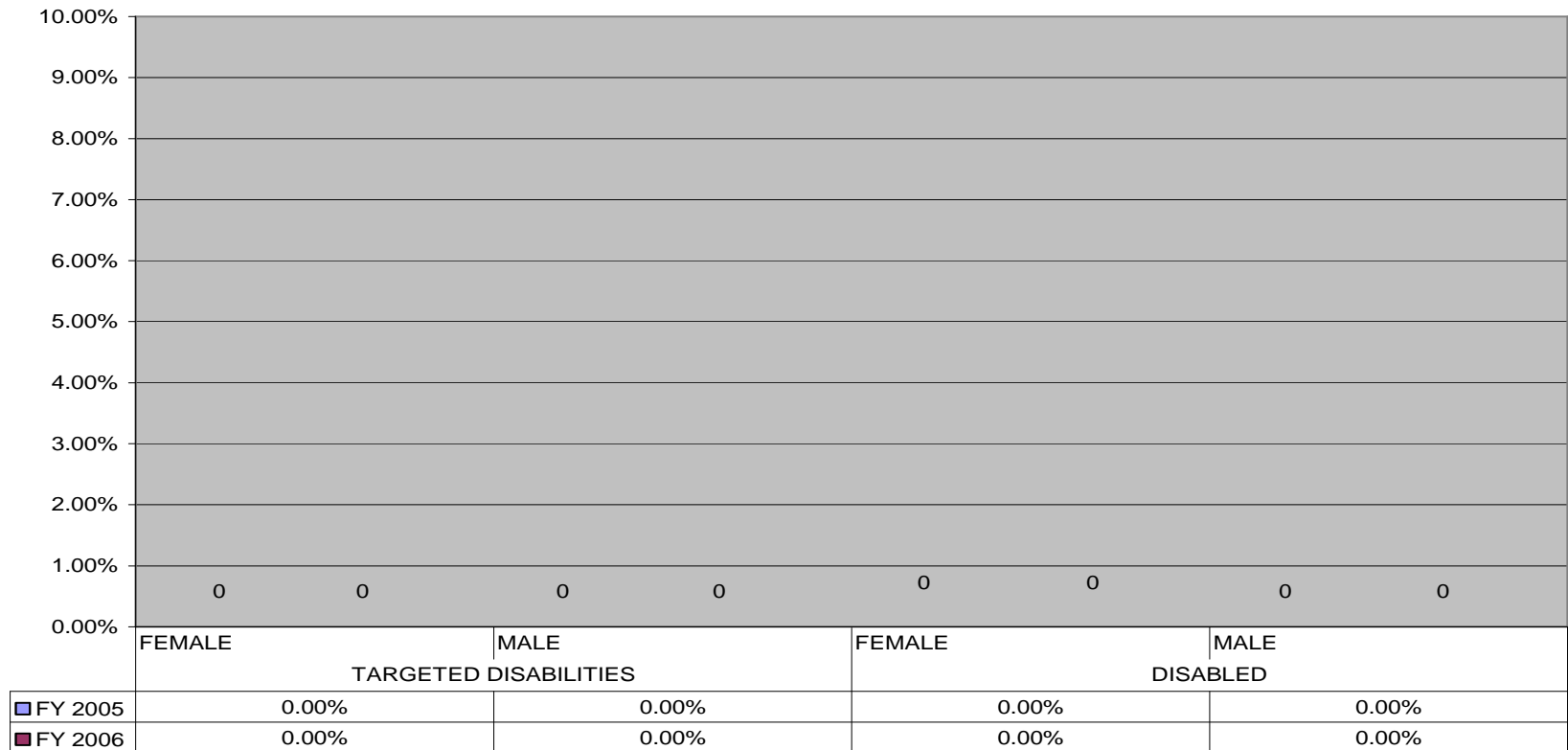


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities remained relatively stable in the NIAMS workforce. The percentage of employees with targeted disabilities\* experienced a modest increase.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

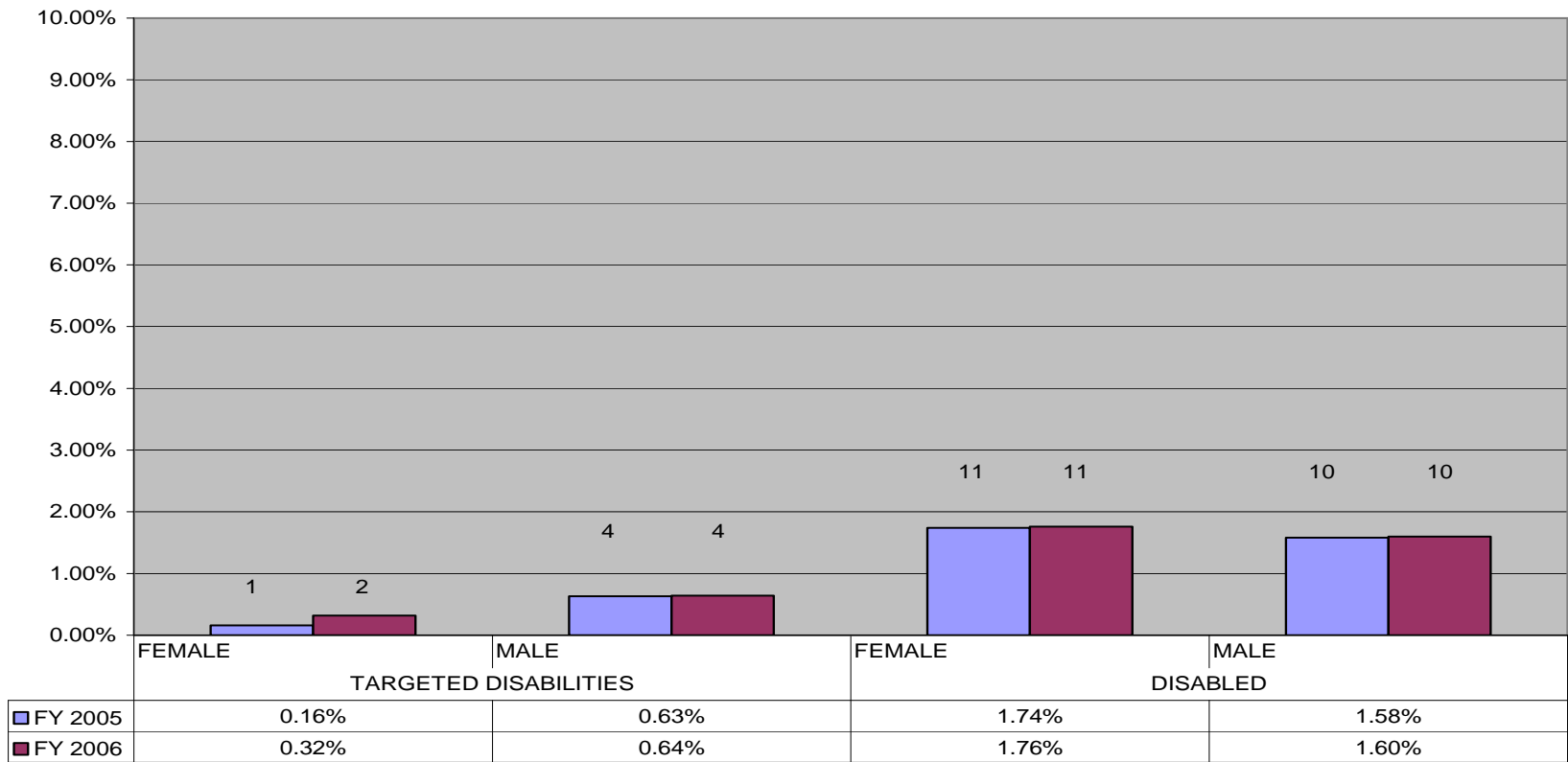
**Persons with Disabilities in the NIBIB Workforce  
2nd Quarter 2005 Compared to 2nd Quarter 2006**



Source: NIH Data Warehouse (As of 3/14/2006)  
NIBIB does not employ any persons with disabilities.

Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NICHD Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**



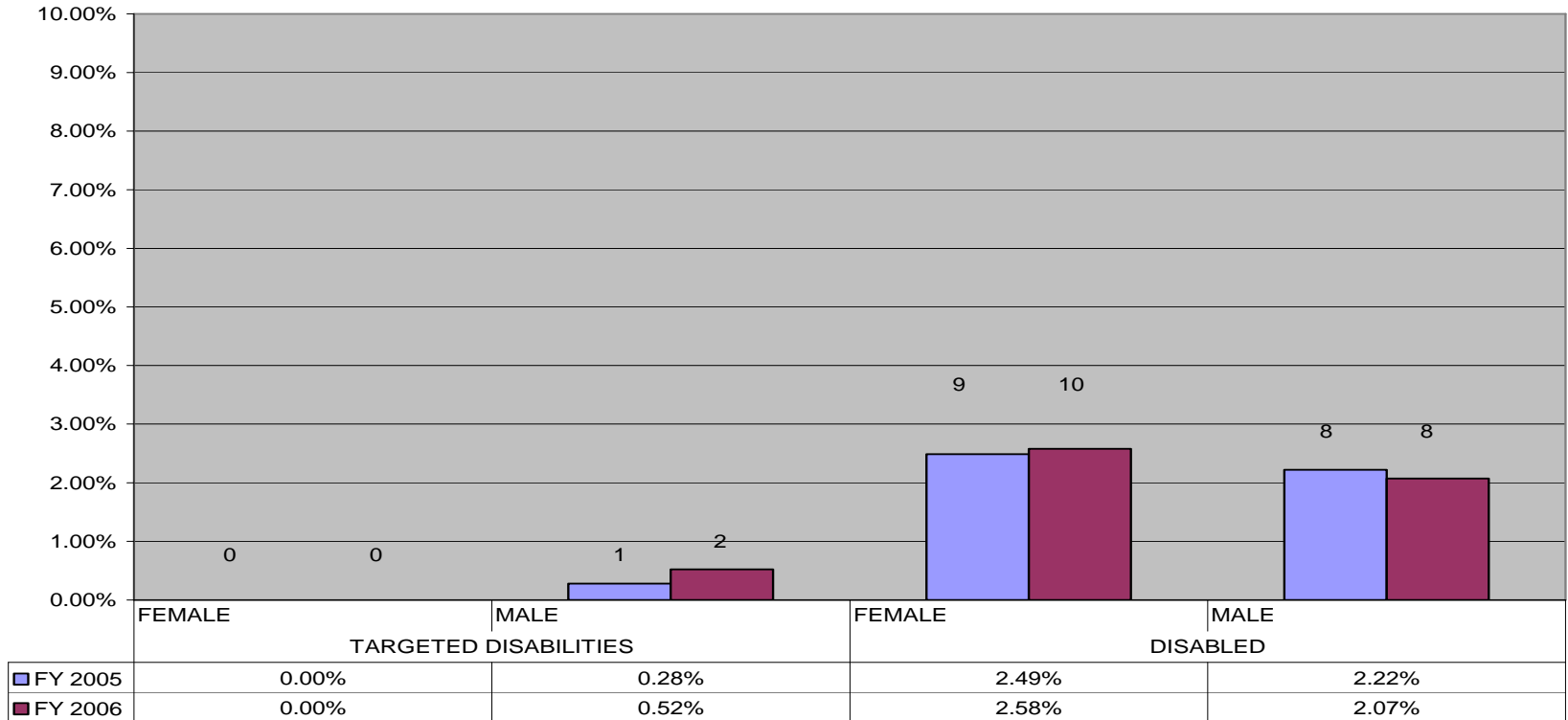
Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities in the NICHD workforce remained stable. The percentage of females with targeted disabilities\* increased modestly while males remained stable.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.



**Persons with Disabilities in the NIDA Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**

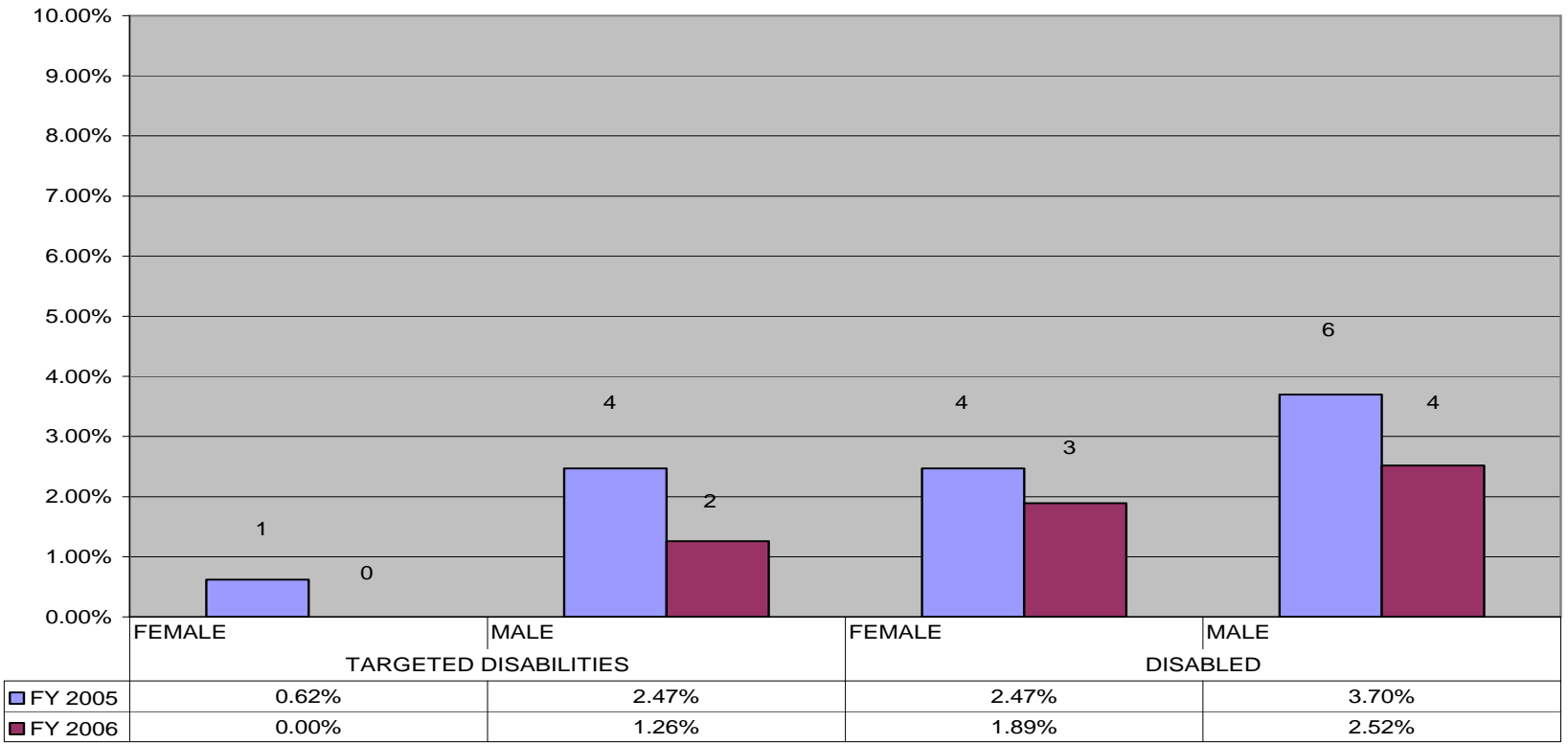


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities in the NIDA workforce remained relatively stable. The percentage of males with targeted disabilities\* increased modestly while females with targeted disabilities remain absent from the workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NIDCD Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**

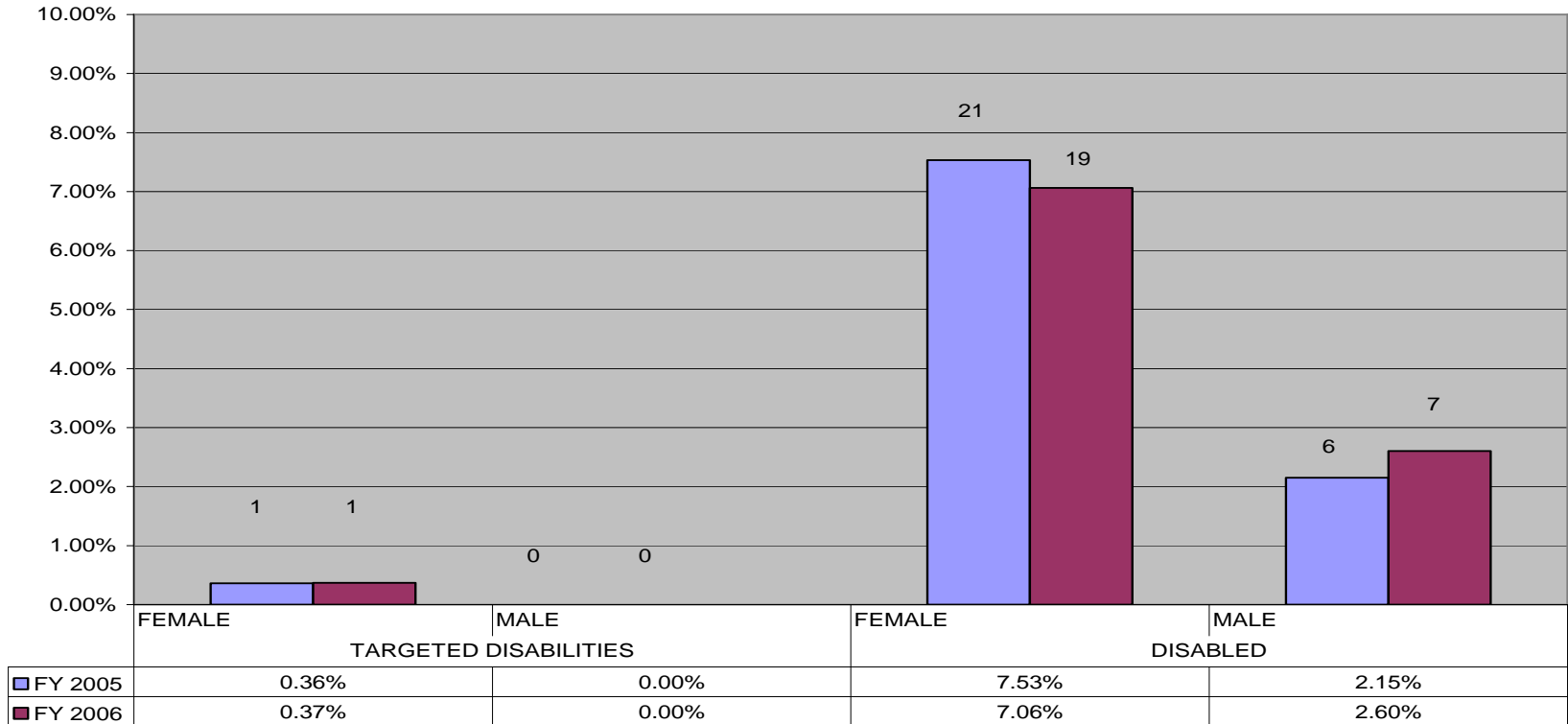


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* decreased in the NIDCD workforce. Females with targeted disabilities are now absent in the workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NIDCR Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**

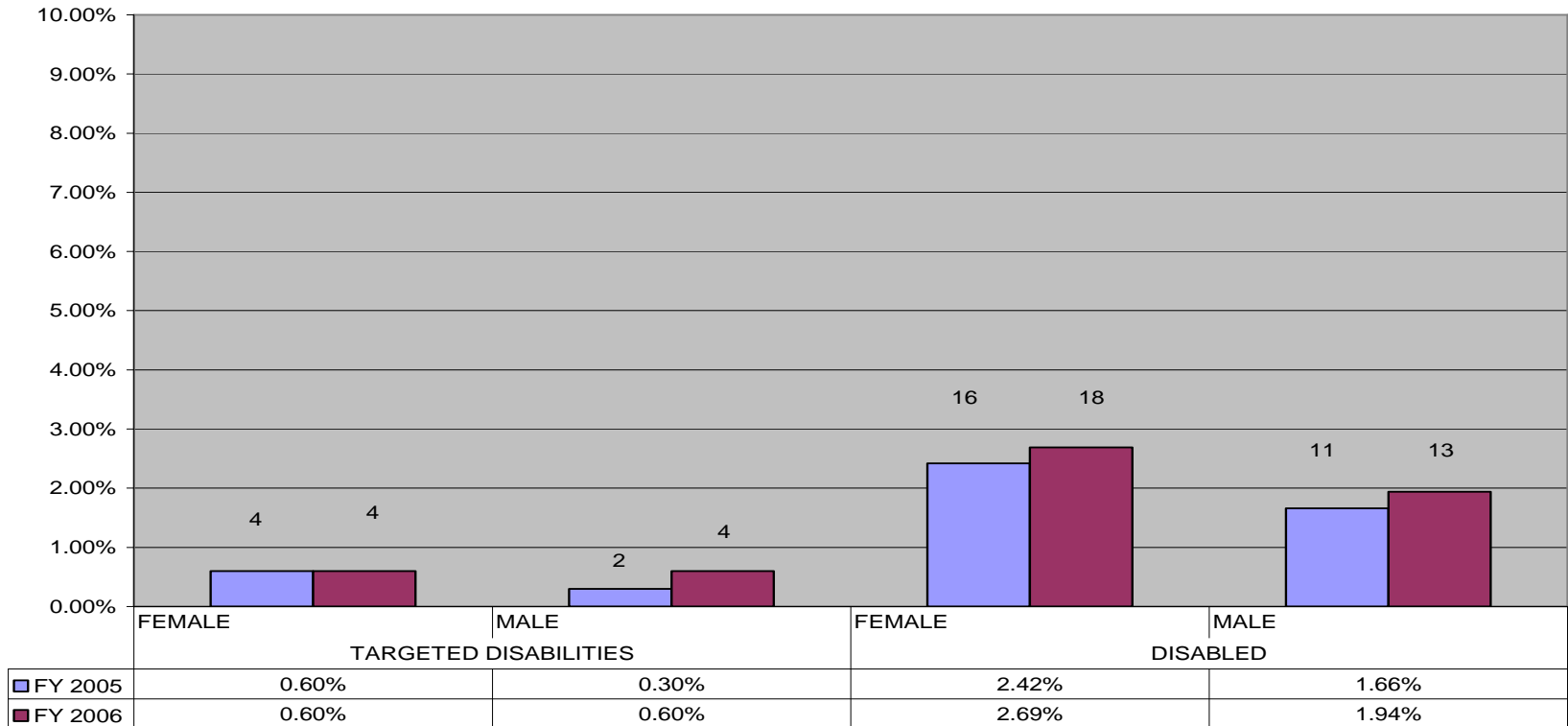


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* in the NIDCR workforce remained relatively stable. Males with targeted disabilities remain absent from the workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NIDDK Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**

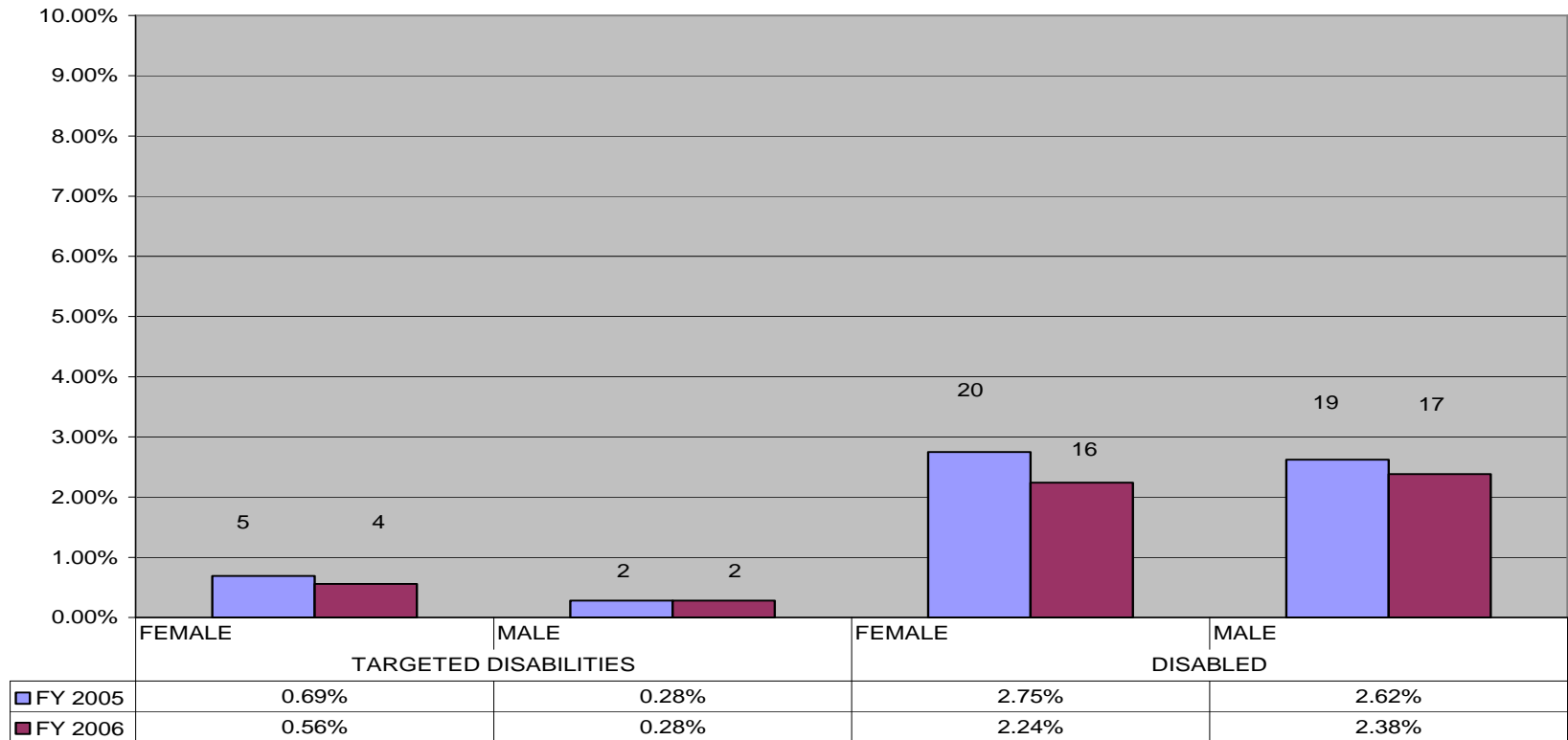


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities in the NIDDK workforce remained relatively stable with a modest overall increase. The percentage of females with targeted disabilities\* remained stable while the percentage of males increased.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NIEHS Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**

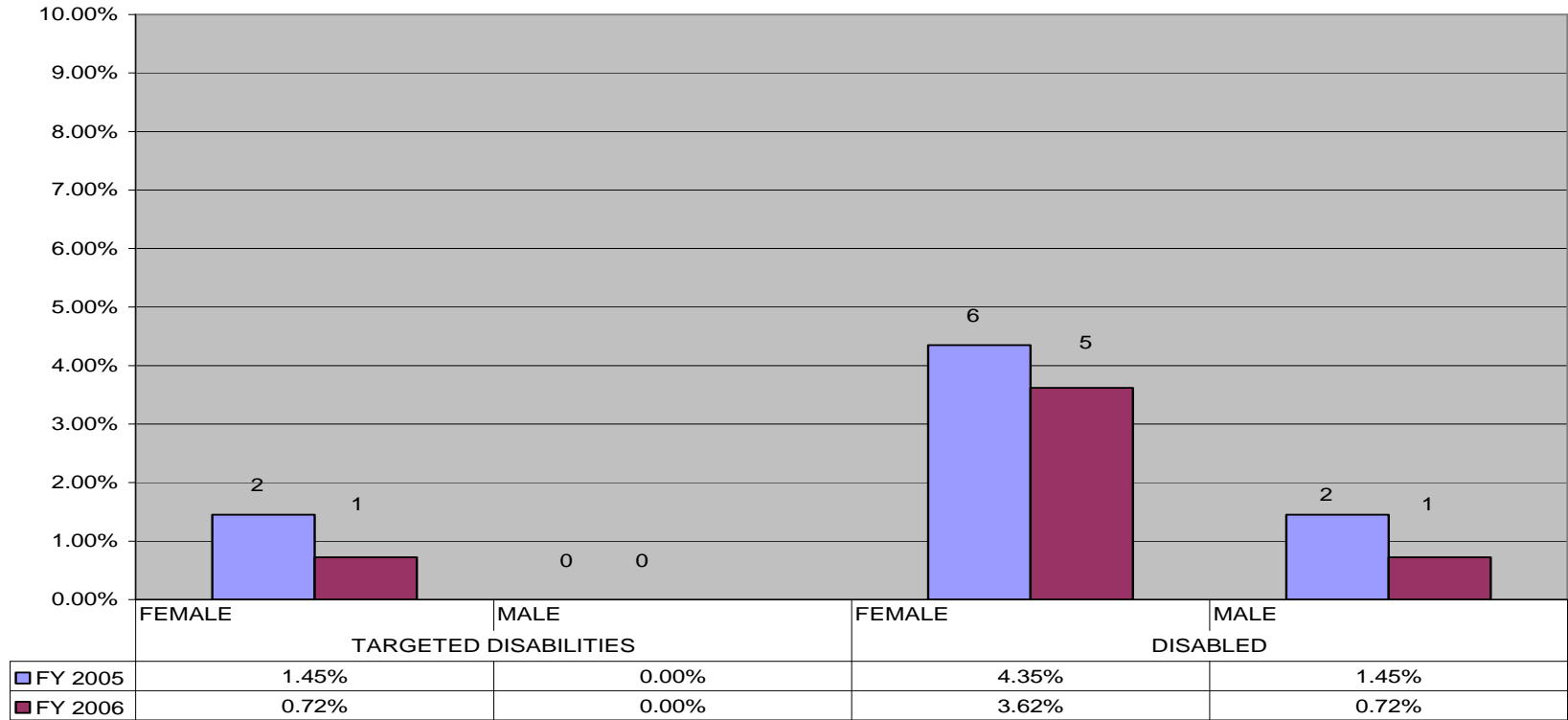


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities in the NIEHS workforce decreased. The percentage of employees with targeted disabilities\* remained relatively stable.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NIGMS Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**

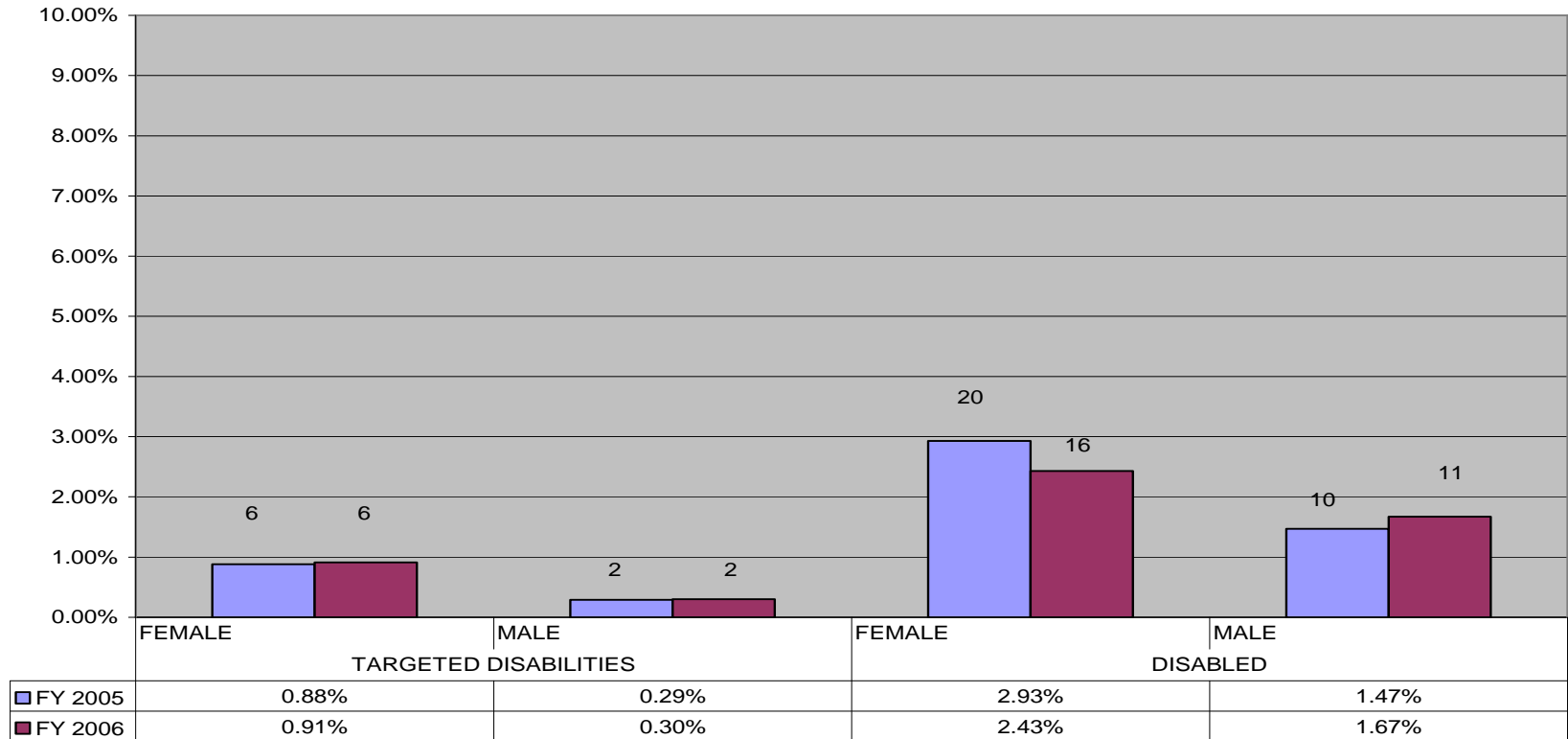


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities in the NIGMS workforce experienced a modest overall decrease. Females with targeted disabilities\* decreased modestly while males with targeted disabilities remain absent from the workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NIMH Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**

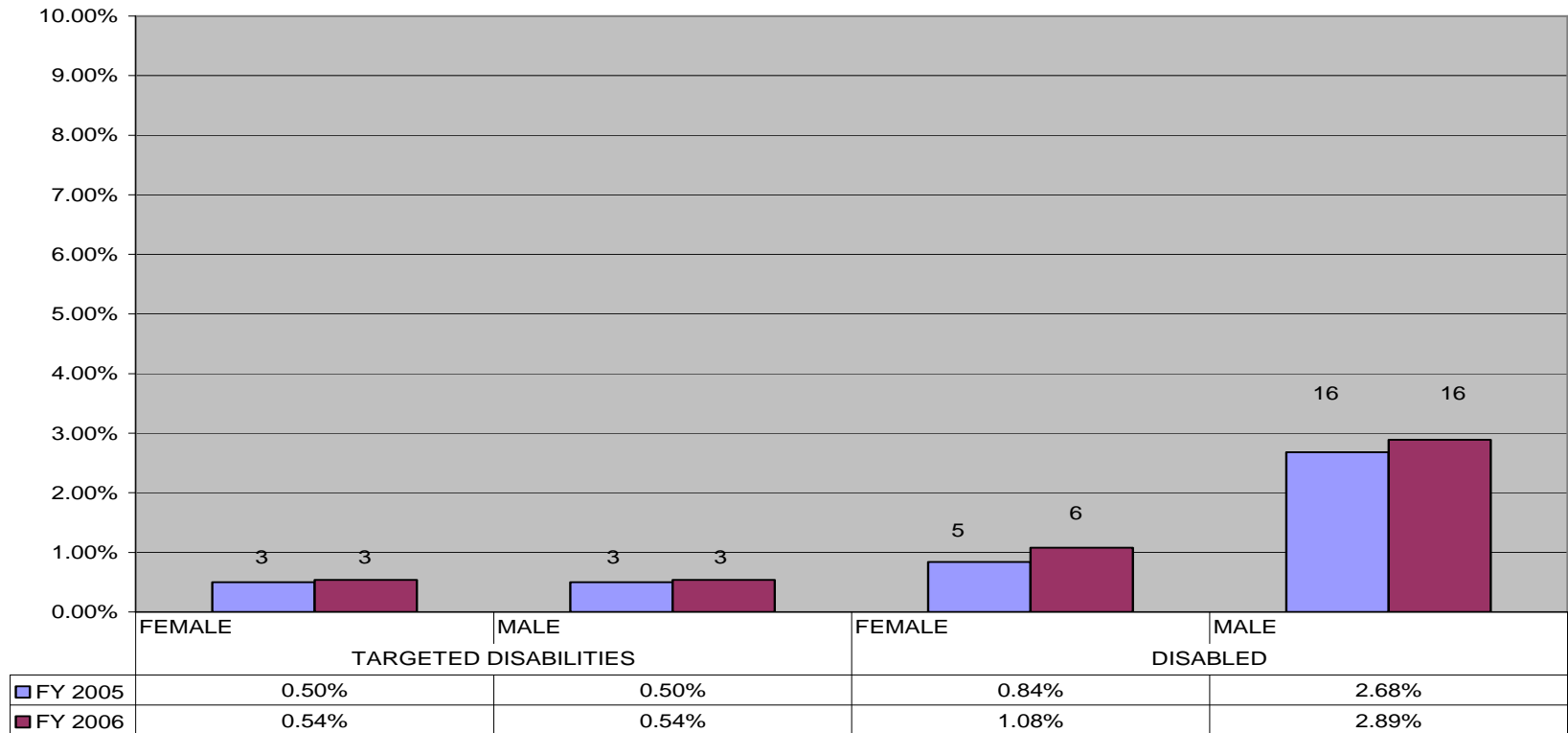


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* in the NIMH workforce remained relatively stable.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NINDS Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**



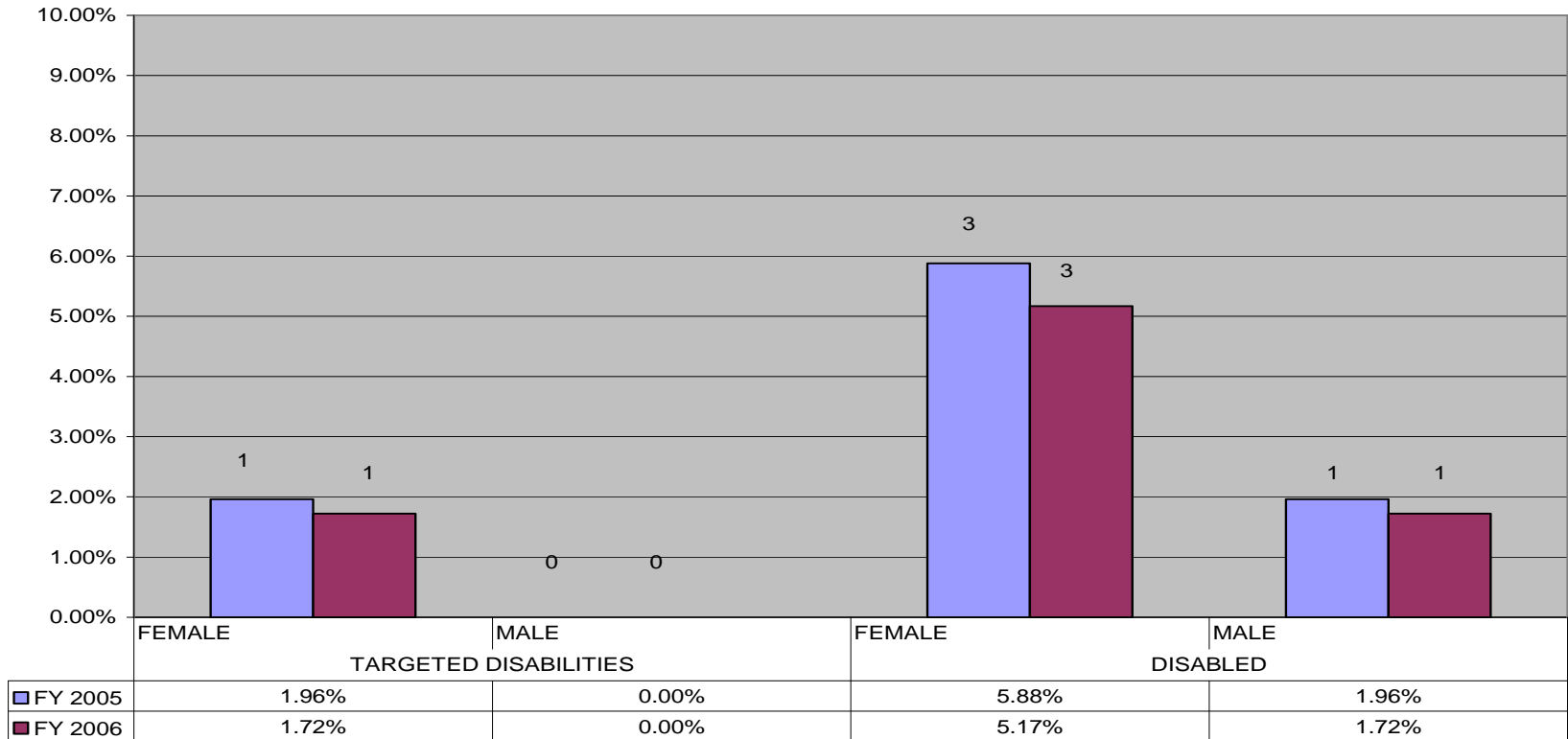
Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* in the NINDS workforce remained relatively stable.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.



**Persons with Disabilities in the NINR Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**

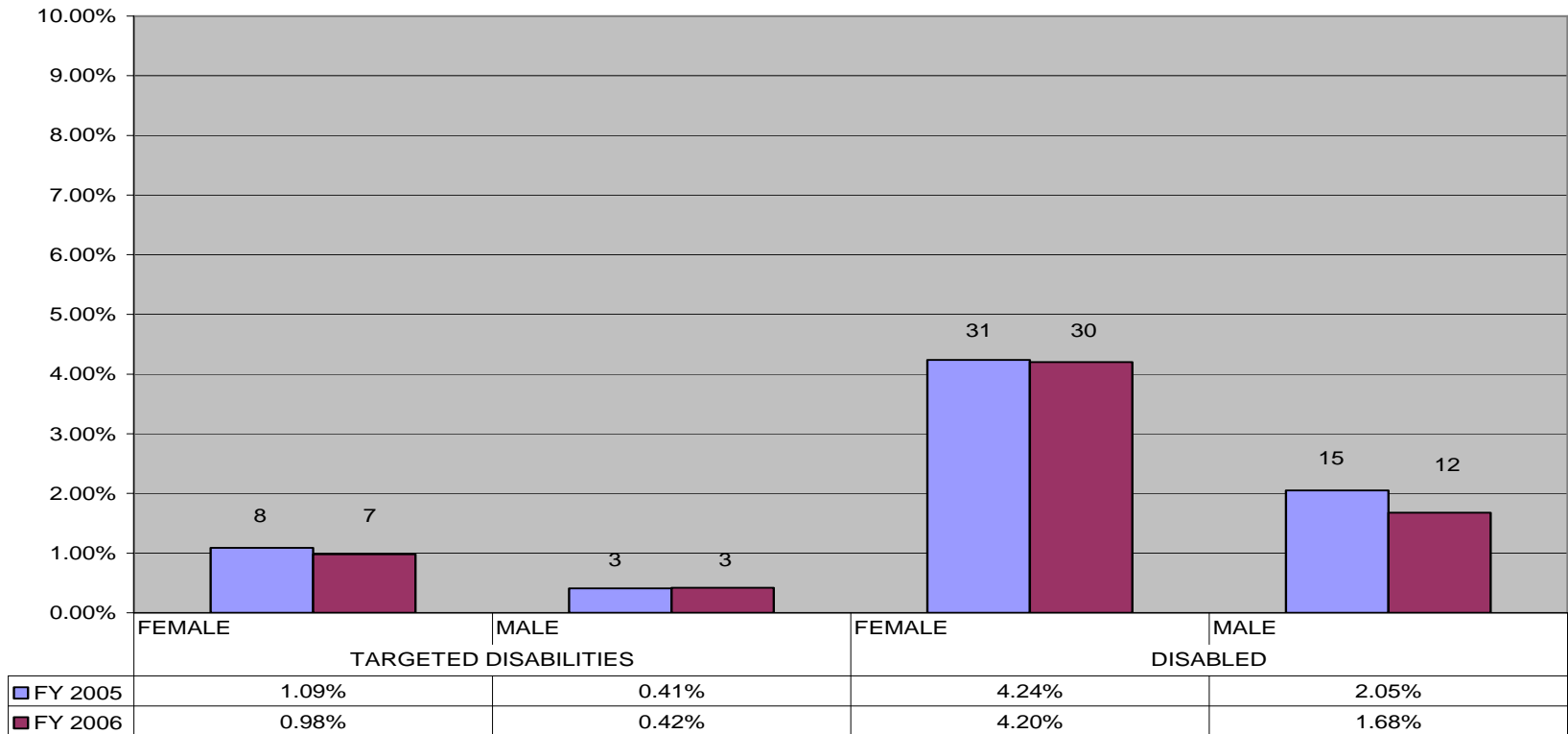


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* in the NINR workforce remained stable. Males with targeted disabilities remain absent from the workforce.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NLM Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**

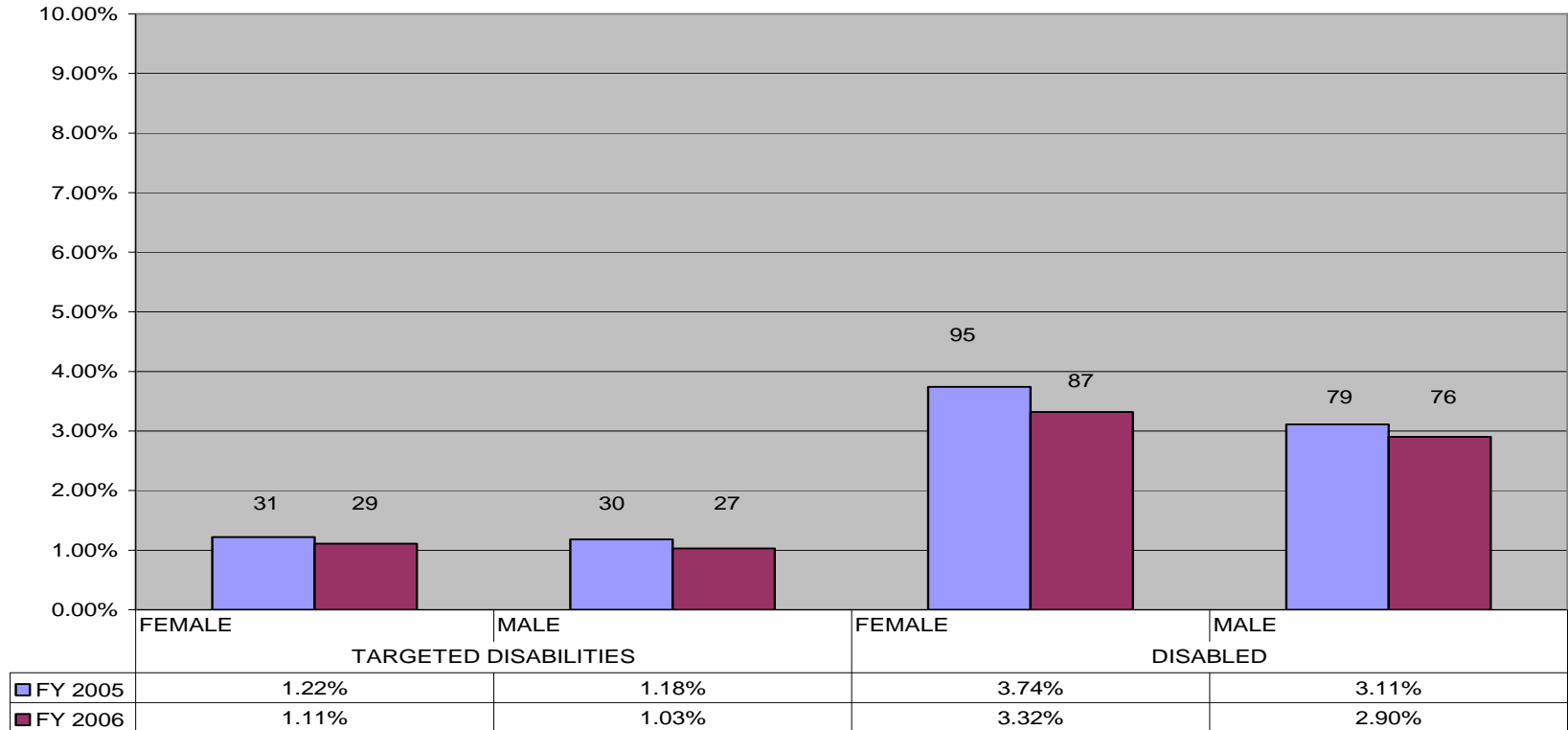


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities in the NLM workforce experienced a modest overall decrease. The percentage of females with targeted disabilities\* decreased modestly while males with targeted disabilities remained stable.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the OD Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**

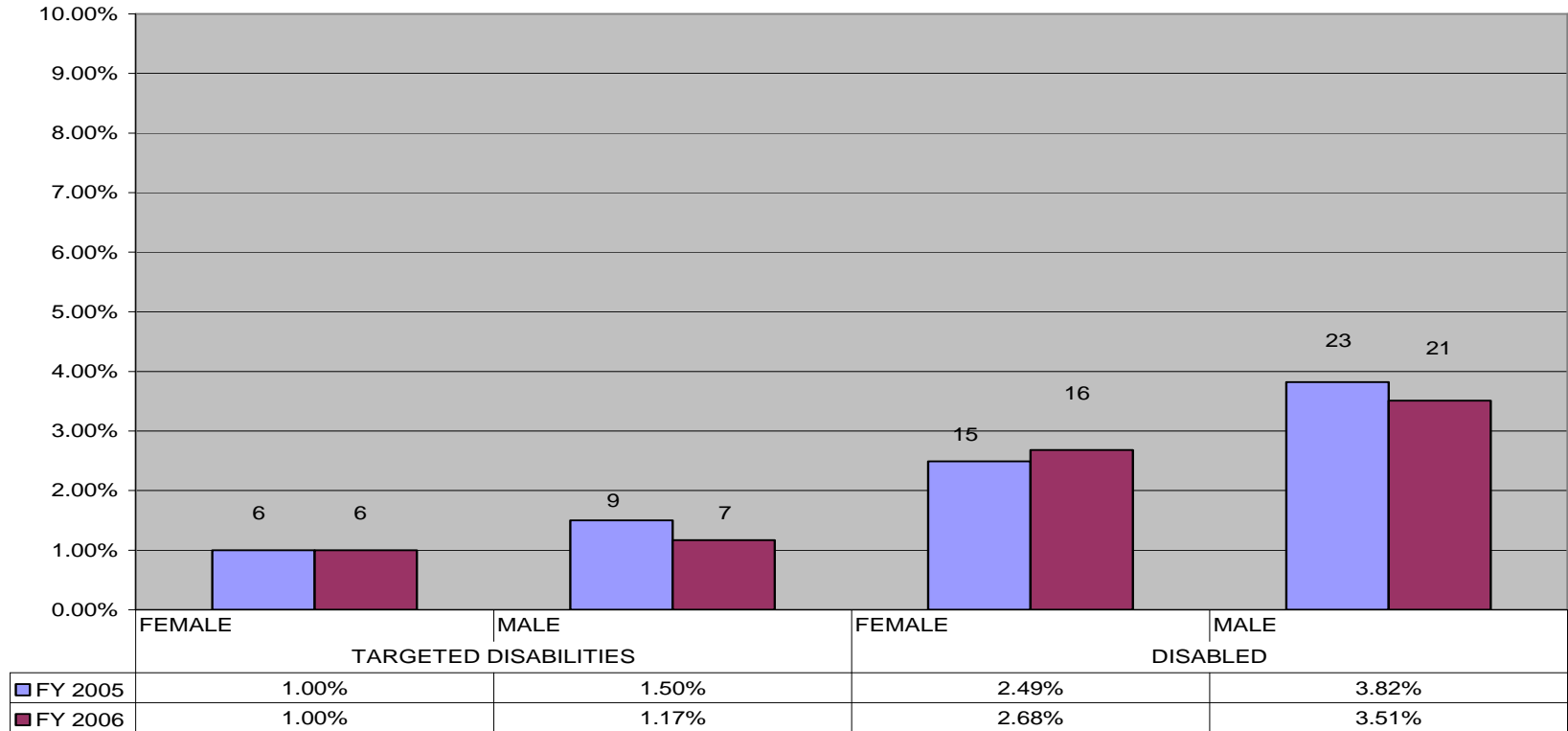


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* in the OD workforce experienced a modest overall decrease.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the ORS Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**

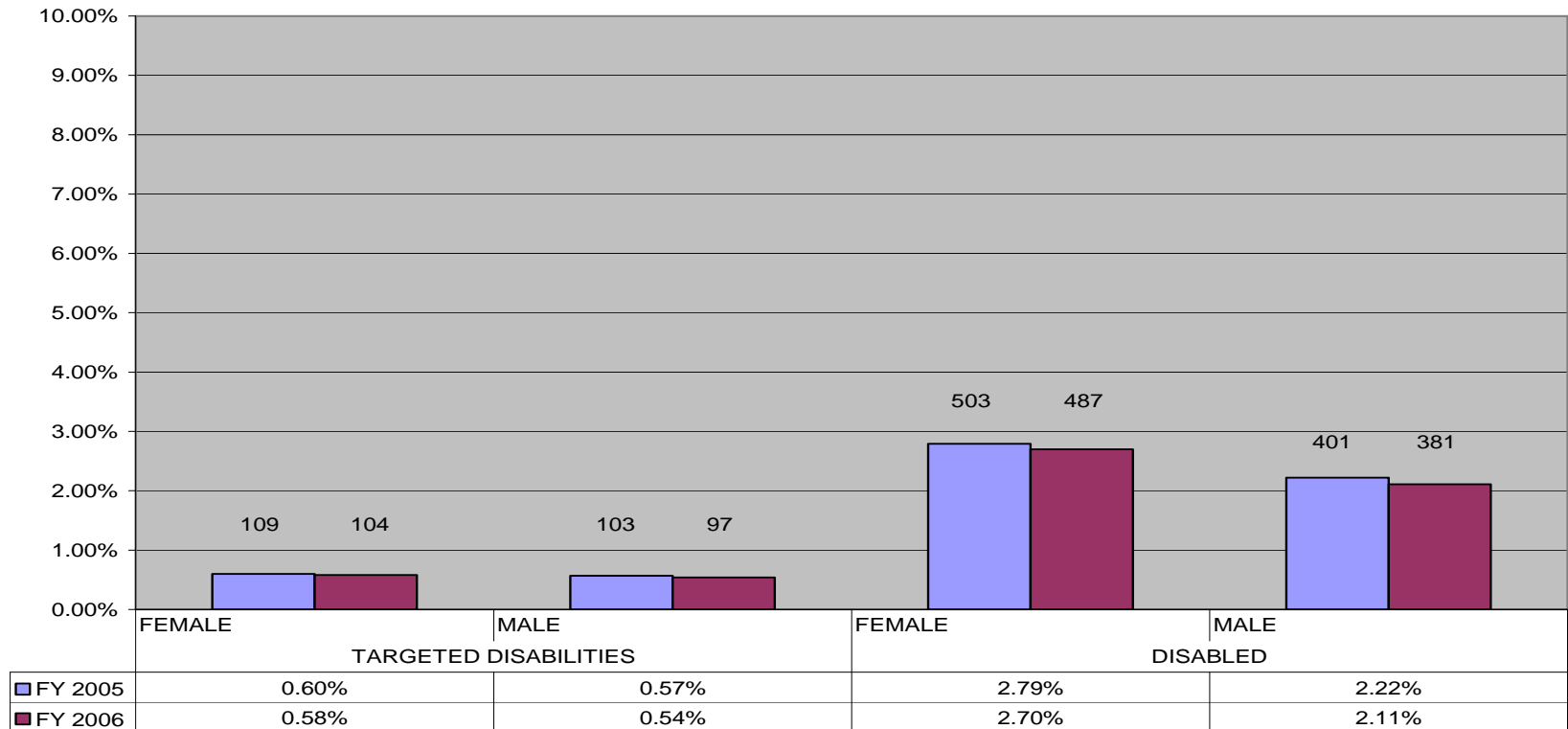


Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* in the ORS workforce remained relatively stable.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.

**Persons with Disabilities in the NIH Workforce 2nd Quarter 2005  
Compared to 2nd Quarter 2006**



Source: NIH Data Warehouse (As of 3/14/2006)

Between the second quarter of FY 2005 and the second quarter of FY 2006 the percentage of employees with disabilities and targeted disabilities\* in the NIH workforce experienced a modest overall decrease.

\* Targeted disabilities are defined by the EEOC as blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness, and genetic or physical conditions affecting limbs and/or spine.



## NIH Scientific Mission Critical Occupations Compared to the RLF

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**OD Mission Critical Occupations Compared to  
the Relevant Civilian Labor Force**

**General Biological Scientist (401)**

	WHITE		BLACK		HISPANIC		ASIAN/PI		AI/AN	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Head Count	10	4	0	4	0	0	1	0	0	0
%	52.63%	21.05%	0.00%	21.05%	0.00%	0.00%	5.26%	0.00%	0.00%	0.00%
RLF	47.30%	35.00%	1.20%	1.80%	1.90%	2.10%	4.10%	4.30%	0.40%	0.20%

**Biological Technician (404)**

	WHITE		BLACK		HISPANIC		ASIAN/PI		AI/AN	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Head Count	0	0	0	0	0	0	0	0	0	0
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RLF	35.80%	34.00%	3.70%	4.50%	2.80%	4.80%	4.80%	6.40%	0.70%	0.40%

**Pharmacology (405)**

	WHITE		BLACK		HISPANIC		ASIAN/PI		AI/AN	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Head Count	3	0	0	0	0	0	2	1	0	0
%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	16.67%	0.00%	0.00%
RLF	33.30%	29.50%	1.60%	1.80%	2.00%	1.80%	16.40%	11.70%	0.10%	0.10%

**MALE**

**Physiology (413)**

	WHITE		BLACK		HISPANIC		ASIAN/PI		AI/AN	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Head Count	0	0	0	0	0	0	0	0	0	0
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RLF	47.30%	35.00%	1.20%	1.80%	1.90%	2.10%	4.10%	4.30%	0.40%	0.20%

**OD Mission Critical Occupations Compared to  
the Relevant Civilian Labor Force**

		<b>General Health Science(601)</b>									
		<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>ASIAN/PI</b>		<b>AI/AN</b>	
		<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
<b>Head Count</b>		67	58	5	14	7	7	7	7	0	0
<b>%</b>		38.95%	33.72%	2.91%	8.14%	4.07%	4.07%	4.07%	4.07%	0.00%	0.00%
<b>RLF</b>		21.00%	42.30%	1.20%	1.50%	1.80%	2.50%	14.70%	11.30%	0.70%	0.30%

		<b>Medical Officer(602)</b>									
		<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>ASIAN/PI</b>		<b>AI/AN</b>	
		<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
<b>Head Count</b>		12	10	1	6	1	4	0	0	0	0
<b>%</b>		35.29%	29.41%	2.94%	17.65%	2.94%	11.76%	0.00%	0.00%	0.00%	0.00%
<b>RLF</b>		55.90%	17.80%	2.60%	1.80%	3.70%	1.40%	9.80%	5.20%	0.10%	0.10%

		<b>Nurses(610)</b>									
		<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>ASIAN/PI</b>		<b>AI/AN</b>	
		<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
<b>Head Count</b>		0	0	0	0	0	0	0	0	0	0
<b>%</b>		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>RLF</b>		5.80%	74.70%	0.60%	8.10%	0.40%	2.90%	0.60%	5.20%	0.00%	0.40%

		<b>Health Aid &amp; Technician(640)</b>									
		<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>ASIAN/PI</b>		<b>AI/AN</b>	
		<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
<b>Head Count</b>		0	0	0	0	0	0	0	0	0	0
<b>%</b>		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>RLF</b>		7.10%	63.30%	2.30%	11.10%	1.50%	9.10%	0.70%	2.40%	0.10%	0.50%



**OD Mission Critical Occupations Compared to  
the Relevant Civilian Labor Force**

<b>Medical Technologist(644)</b>										
	<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>ASIAN/PI</b>		<b>AI/AN</b>	
	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
<b>Head Count</b>	0	0	0	0	0	0	0	0	0	0
<b>%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>RLF</b>	17.00%	53.80%	2.80%	8.20%	2.10%	3.70%	3.40%	6.80%	0.10%	0.30%

<b>Pharmacist(660)</b>										
	<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>ASIAN/PI</b>		<b>AI/AN</b>	
	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
<b>Head Count</b>	0	0	0	0	0	0	0	0	0	0
<b>%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>RLF</b>	44.60%	34.40%	2.10%	3.00%	1.40%	1.80%	4.60%	6.60%	0.10%	0.10%

<b>Veterinary Medical Science(701)</b>										
	<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>ASIAN/PI</b>		<b>AI/AN</b>	
	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
<b>Head Count</b>	2	2	0	2	0	0	0	0	0	0
<b>%</b>	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>RLF</b>	56.10%	36.40%	0.70%	0.80%	1.30%	0.90%	1.50%	0.80%	0.10%	0.10%

<b>Physics(1310)</b>										
	<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>ASIAN/PI</b>		<b>AI/AN</b>	
	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
<b>Head Count</b>	0	0	0	0	0	0	0	0	0	0
<b>%</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>RLF</b>	74.60%	10.70%	1.10%	0.50%	1.90%	0.40%	7.20%	2.20%	0.10%	0.00%

**OD Mission Critical Occupations Compared to  
the Relevant Civilian Labor Force**

		<b>Chemist(1320)</b>									
		<b>WHITE</b>		<b>BLACK</b>		<b>HISPANIC</b>		<b>ASIAN/PI</b>		<b>AI/AN</b>	
		<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>	<b>MALE</b>	<b>FEMALE</b>
<b>Head Count</b>		5	1	0	1	0	0	0	1	0	0
<b>%</b>		62.50%	12.50%	0.00%	12.50%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%
<b>RLF</b>		52.40%	21.50%	4.20%	2.20%	2.30%	1.60%	7.90%	6.30%	0.20%	0.00%