



National Aeronautics and Space Administration

Office of Diversity and Equal Opportunity

**NASA FY 12-13
MODEL EEO AGENCY
PLAN UPDATE**

AND

**FY 11 ANNUAL EEO PROGRAM
STATUS REPORT
(EEOC MD-715)**



***NASA FY 12-13 Model EEO Agency Plan Update
and
FY 11 Annual EEO Program Status Report***

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EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
FY 10 Report and FY 11-13 Plan Update				
PART A Department or Agency Identifying Information	1. Agency		1. National Aeronautics and Space Administration	
	1.a. 2 nd level reporting component		(see Part D)	
	1.b. 3 rd level reporting component		Non-applicable	
	1.c. 4 th level reporting component		Non-applicable	
	2. Address		2. 300 E St., SW	
	3. City, State, Zip Code		3. Washington DC 20546	
	4. CPDF Code	5. FIPS code(s)	4. NN00	5. see Part D
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		1. 18,217	
	2. Enter total number of temporary employees		2. 704	
	3. Enter total number employees paid from non-appropriated funds		3. 0	
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		4. 18,921	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Charles F. Bolden, Jr., Administrator	
	2. Agency Head Designee		2. Brenda R. Manuel, Associate Administrator for Diversity and Equal Opportunity	
	3. Principal EEO Director/Official Title/series/grade		3. Brenda R. Manuel, Associate Administrator for Diversity and Equal Opportunity, Series 0260, ES-6	
	4. Title VII Affirmative EEO Program Official and Section 501 Affirmative Action Program Official		4. Miguel A. Torres, Director, Program Planning and Evaluation Division (PPE)	
	5. Complaint Processing Program Manager		5. Linda Jackson, Director, Complaints Management Division	
	6. Other Responsible EEO Staff		6. Sharon Wagner, Assistant Director, PPE	

EEOC FORM 715-01 PART A - D	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes		
	Ames Research Center (ARC), Moffett Field, California	NN21	06001, 06003, 06005 06013, 06085, 06087	
	Dryden Flight Research Center (DFRC), Edwards, California	NN24	06029, 06037	
	Glenn Research Center (GRC), Cleveland, Ohio	NN22	39035, 39055, 39143, 39153, 39085, 39093	
	Goddard Space Flight Center (GSFC), Greenbelt, Maryland	NN51	24033, 24031, 24027, 24003, 11001, 51001	
	Headquarters (HQ), Washington, DC	NN10	11001, 24033, 24031, 51013, 51059, 51107	
	Johnson Space Center (JSC), Houston, Texas	NN72	48157, 48167, 48291, 48473, 48071	
	Kennedy Space Center (KSC), Florida	NN76	12009, 12095	
	Langley Research Center (LaRC), Hampton, Virginia	NN23	51115, 51650, 51700	
	Marshall Space Flight Center (MSFC), Huntsville, Alabama	NN62	01089	
	Stennis Space Center (SSC), Stennis, Mississippi	NN64	28045, 28047, 28059	
	NASA Shared Services Center (NSSC), Stennis, Mississippi	NN10	28045, 28047, 28059	
EEOC FORMS and Documents Included With This Report				
Executive Summary [FORM 715-01 PART E], that includes:	X	Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]		
Brief paragraph describing the Agency's mission and mission-related functions	X	EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X	
Summary of results of Agency's annual self-assessment against MD-715 "Essential Elements"	X	EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X	
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X	
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	X	
Summary of EEO Plan action items implemented or accomplished	X	Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues	X	
Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	X	
EEO Policy Statement(s)	X	Organizational Chart	X	

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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National Aeronautics and Space Administration	For period covering October 1, 2010, to September 30, 2011.
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EXECUTIVE SUMMARY

NASA is the Federal agency mandated to implement the U.S. space program. As such, it is the organization that has kept our Nation on the cutting edge of aeronautics and space exploration for over half a century. NASA's work drives advances in science, technology, exploration, and discovery to enhance knowledge, innovation, economic vitality, stewardship of the Earth's resources, and solutions to national and global challenges.

In 2011, the Agency continued an ambitious new mission. Under the NASA Authorization Act of 2010, the Agency started work on a heavy-lift architecture designed to take astronauts beyond low-Earth orbit for the first time since the Apollo Program of the 1960s and '70s. The Agency is developing a multipurpose crew vehicle for use with new space launch systems. The Act also directed NASA to foster the growing commercial space transportation industry, extended the life of the International Space Station at least through 2020, and provided more funding for the development of path-breaking technologies.

To assist in accomplishing these objectives, the Agency's Office of Diversity and Equal Opportunity (ODEO) leads the annual effort, pursuant to EEOC Management Directive (MD) 715, to evaluate NASA's management infrastructure, including policies, procedures, and practices and to identify deficiencies and barriers to equal employment opportunity (EEO). The following updated plan, the NASA Model EEO Agency Plan for FY 12-13 (the Plan), was a joint effort of ODEO, Center EO offices, and partner organizations within the Agency. The Plan lays out a number of strategies and actions to advance EEO at NASA and also reports on progress made on actions developed for the prior year, fiscal year 2011 (FY 11). Success in completing these important actions will be achieved through a collaborative effort between ODEO and senior management across the Agency, all working together to make NASA a model EEO Agency.

I. A Model EEO Agency: The Six Essential Elements

The U.S. Equal Employment Opportunity Commission (EEOC) in Management Directive 715 (effective October 1, 2003) calls on Federal agencies to develop and implement a "Model EEO Agency" infrastructure based on Six Essential Elements:

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

II. NASA FY 11 EEO Accomplishments

NASA's FY 11 EEO accomplishments pertaining to the Six Essential Elements are summarized below. Detailed descriptions of the analysis, deficiencies, barriers, and actions that guided these accomplishments are provided in Parts H and I of this plan (pages 11-46).

Demonstrated Commitment of Agency Leadership

During his tenure, the NASA Administrator has consistently demonstrated his commitment to diversity and EO in a variety of ways such as changing the management structure to make the Associate Administrator (AA), ODEO one of his direct reports, assuming the role of Agency Diversity Champion, and issuing annual EEO and Anti-Harassment policy statements. In September 2011, the NASA Administrator convened a two-day EEO and Diversity Senior Management Forum, attended by

approximately 60 top NASA leaders, including the NASA Administrator, Deputy Administrator, Associate Administrator, Associate Deputy Administrator, Associate Deputy Administrator for Policy Integration, Chief of Staff, AAs for Mission Directorates and Mission Support, ODEO, Education, Small Business, Office of Human Capital Management (OHCM), the Office of General Counsel, Center Directors, Center Human Resource (HR) and Equal Opportunity (EO) Directors, and Labor representatives. The forum achieved its goals of clarifying the Agency challenges regarding EEO, diversity and inclusion, sharing best practices and lessons learned, and initiating an ongoing, frank dialogue regarding management accountability for change (see page 15 for additional details).

Integration of EEO into Strategic Management

- Inclusion of EO, Diversity, and Inclusion in the NASA Draft Strategic Plan

The NASA Strategic Plan was issued by the NASA Administrator in February 2011. As a result of extensive collaboration between ODEO and the Office of the Chief Financial Officer (OCFO) in late FY 10 and early FY 11, the plan for the first time contains specific annual performance goals for EEO, diversity, and inclusion. In its draft guidance for the new Executive Order on Diversity and Inclusion, NASA's Strategic Plan was cited by the U.S. Office of Personnel Management (OPM) as a model practice for its insertion of EEO, diversity, and inclusion goals.

- Allocation of Sufficient Resources to the EEO Program

ODEO continued to make the case for sufficient resources for an effective, Agency-wide EEO and diversity program. During FY 11, ODEO did not add any permanent employees but augmented its staff through contractor support and a student intern. Resources were provided that enabled ODEO to host one EO Directors' meeting and for ODEO and OHCM to co-host a meeting of all Center EO Directors and HR Directors. In addition, a Senior Management Forum on EEO and Diversity was co-hosted by ODEO and OHCM on behalf of the NASA Administrator.

- Inclusion of EEO Officials in Agency Deliberations and Strategic Planning

During FY 11, ODEO continued its presence in the senior leadership of the Agency. The AA, ODEO is a member of the NASA Strategic Management Council and the senior leadership team that convenes three times per week. In addition, the AA, ODEO, has one-on-one monthly meetings with the NASA Administrator to brief him on current and emerging EEO and diversity issues.

ODEO also has representation on NASA's Executive Resources Board (ERB), Employee Development Advisory Board (EDAB), Performance Review Board (PRB), Baseline Performance Review (BPR), Education Coordinating Committee (ECC), Office of Education's One-Stop Shopping Initiative (OSS), Space Flight Awareness Award Panel, Silver Snoopy Award Panel, NASA Student Ambassador Virtual Community Selection Panel, and the Construction of Facilities Prioritization Board, among many others (see page 14 for details).

- EEO and Human Capital Collaboration

During FY 11, ODEO and OHCM initiated an Implementation Partnership Team (IPT) to strengthen their collaboration and mutual effectiveness. Together, the two offices conducted a comprehensive review of the Agency's Employee Performance Management System (EPCS) which included a systematic Center review of all "Needs Improvement" (Level 2) performance ratings to ensure compliance with NASA EPCS procedures. As a result of the review, OHCM established a process improvement team that is implementing changes to improve the EPCS.

The two offices co-hosted a two and a half-day meeting of all NASA Center EO and HR Directors in June 2011. The core of the meeting was the dialogue between participants and the work of several teams that developed several specific recommendations for the Agency to improve EEO and diversity efforts. The two offices also planned and facilitated the Administrator's Senior Management Forum described above (see page 15 for details).

Management and Program Accountability

- Managerial and Supervisory EEO Performance Appraisal

NASA continued its efforts to ensure that managers and supervisors are effectively evaluated with regard to performance of their diversity and EEO responsibilities. Center EO Offices advised managers through a variety of means on the appropriate measurement of EEO and diversity performance, providing examples of well-written documentation, reviewing samples of ratings, and giving input on individual performance ratings (see pages 19-21 for details).

- Functional Review Program (FRP)

During FY 11, ODEO conducted onsite functional reviews of the Dryden Flight Research Center (DFRC) and the Ames Research Center (ARC). The reviews fulfill ODEO's responsibilities pursuant to 29 CFR 1614.102(a)11, EEOC MD-715, and various executive orders (see page 21 for details). ODEO has seen many improvements in Center EO and EEO efforts as a result of its Functional Review Program. For example, EO policies and communication materials are often updated and/or disseminated after the onsite has been scheduled; facility accessibility barriers have been removed during the facilities tour of the onsite reviews; language assistance plans are drafted or updated in combination with the reviews; and counseling files have been organized and "cleaned up" as a result of the reviews.

Proactive Prevention of Illegal Discrimination

- Conflict Management Program (CMP)

During FY 11, the ODEO Conflict Management Program continued to provide individual conflict resolution consultation sessions in response to Center requests. The program commits to providing up to four sessions for each employee. Requests were received from three Centers (HQ, GRC, and LaRC), and consultation sessions were conducted for 10 employees. Classroom training was delivered at four Centers (ARC, JSC, KSC, and LaRC) where it was requested. The majority rating for the training at each Center was excellent. In addition, a pilot for the revised High Performing Team training was delivered at LaRC and received a very good rating from the majority of participants. Four Agency-wide Webinars were conducted for employees, supervisors, and managers at DFRC, GRC, GSFC, MSFC, NSSC, and SSC. A total of 39 employees participated in the Webinars (participation in each Webinar was restricted in order to allow for fuller interaction between participants and the facilitator). Overall, the Webinars received very good ratings.

- Anti-Harassment Procedures

NASA finalized its Agency Anti-Harassment Procedures (NPR 3713.3) on October 11, 2009, accessible at <http://nodis3.gsfc.nasa.gov/displayDir.cfm?t=NPR&c=3713&s=3>). Consistent with EEOC guidance, these procedures are separate and apart from the Agency's EEO complaints process and are based on NASA's Anti-Harassment Policy (as opposed to its EEO complaints policy). During FY 11, NASA delivered a classroom training module to supervisors and managers. The module was developed through collaboration between ODEO and the OGC. In addition to classroom training, ODEO published online and printed copies of an anti-harassment brochure, delivering 5,000 copies across the Agency during FY 11 (see page 24 for details).

ODEO reported to NASA senior management on the statistics for the second year of the program, which showed that:

- Of 60 harassment allegations raised in the first year, all but five were resolved;
- Of the 60, 16 were completed in less than 60 days, 24 in less than 30 days, and 14 in less than two weeks; and
- Only six of the 60 have resulted in the filing of formal EEO complaints.

- Diversity and Inclusion

Results from NASA's first Agency-wide Diversity and Inclusion (D&I) Assessment Survey, deployed in September 2010, were compiled and disseminated to Agency and Center Officials-in-Charge (OICs) during FY 11. Survey results are intended to serve as Agency and Center benchmarks for D&I

efforts and to help guide the Centers in the development of their Center D&I strategies. Also, in December 2010, NASA held its first meeting of the Agency Diversity and Inclusion Strategic Partnership (DISP), which began development of the first-ever NASA Diversity and Inclusion Strategic Implementation Plan. The draft plan is currently being reviewed for alignment with the recently issued, "Government-wide Diversity and Inclusion Strategic Plan."

- Development and Dissemination of EEO Information

During FY 11, ODEO continued to enhance its communications efforts through the development and dissemination of both electronic and print media. In addition to the Endeavor newsletter, which is accessible from the main Headquarters Web site and is disseminated Agency wide by the NASA Center EO offices to reach the widest possible audience of NASA employees, ODEO continued to update and disseminate EEO information via its Web site (<http://odeo.hq.nasa.gov/>). ODEO also developed and disseminated 5,000 copies of an anti-harassment brochure (see page 24 for details).

The Centers continued to use a myriad of communication media, including EO and diversity Web sites, memoranda, Agency and Center newsletters, bulletin boards, workshops, meetings, briefings, Lunch and Learn sessions, e-mails, posters, brochures, and pamphlets.

Efficiency

- EEO Administrative Complaints Processing

The Complaints Management Division (CMD) continued improvements in efficient complaints processing, completing 92.3 percent of all investigations within regulatory timeframes, and further reducing the average processing time to complete an investigation by 5.9 percent, to an average of 172 days (down from 183 in FY 10). Finally, the average processing days for all final Agency actions was 493, a 9.9 percent reduction from FY 10 (see page 27 for details). Additionally, all Center EO offices continued to send timely counseling reports to ODEO. In FY 11, the average time it took to receive a counseling report was about three days, and the quality of the reports was generally good.

- Effective Implementation of Alternative Dispute Resolution (ADR) Procedures

In FY 11, NASA fully implemented ADR procedures Agency wide (see pages 27-28 for details). ODEO developed an ADR e-learning module to encourage and advocate the utilization of ADR at the informal and formal stages of the EO process. The module was made available on SATERN, the Agency's online training system, during FY 11, and will be formally announced as part of ODEO's Diversity and EO eLearning Institute in FY 12.

Responsiveness and Legal Compliance

- Civil Rights Legislation

During FY 11, 18,935 employees completed the Notification and Federal Employee Antidiscrimination and Non-Retaliation (No FEAR) Act training module, for a 100 percent completion rate. Centers continued to notify all new employees of the training requirement as part of their orientation process and provide desk-side assistance to employees who failed to complete the online module. At both the Agency and Center levels, NASA continued to inform employees about, and ensure compliance with, the EO requirements set forth under new laws such as the Americans with Disabilities Act Amendments Act (ADAAA) of 2008, and to ensure that NASA policies and procedures, such as its reasonable accommodations procedures are consistent with law and regulation.

- Increasing Representation of Individuals with Targeted Disabilities (IWTD) in the NASA Workforce

During FY 11, NASA implemented several actions designed to increase the participation of individuals with disabilities (IWD) in the workforce. In February 2011, OHCM posted NASA-wide vacancy announcements for grades GS 1-15, open only to "U.S. citizens with disabilities," to increase the number of applications from, and selections of, IWDs through Schedule A appointments. Center EO Offices established relationships with state vocational rehabilitation and university officials to enhance recruitment efforts. During the summer of 2011, the NASA Office of Education (OE) and Center EO offices worked with the American Association for the Advancement of Science (AAAS) to

place 19 science and engineering students with disabilities at ten NASA Centers, through the Achieving Competence in Computing, Engineering, and Space Science program (Project ACCESS) (see pages 35-39 for details on other Agency and Center accomplishments).

- Full Utilization of the NASA Workforce

NASA continued efforts to ensure full utilization of its workforce through leadership development programs, mentoring, and examination of procedures and practices for awards, promotions, and hires. The Agency continued its NASA Foundations of Influence, Relationships, Success, and Teamwork (FIRST) program, with 40 participants during FY 11, including 17 female (43 percent), four Hispanic (10 percent), seven African American (18 percent), and two Asian American (5 percent) employees. Twenty-nine NASA employees participated in the Agency's Mid-Level Leadership Program (MLLP) class, including 12 female (48 percent), one Hispanic (4 percent), and five African American (20 percent) employees. Twenty-seven employees participated in the NASA Fellowship Program, including 13 females (48 percent), three African Americans (11 percent), and two Asian Americans (7.4 percent). Information regarding career opportunities was widely disseminated through such vehicles as Center-wide announcements and newsletters and e-mails to all employees. All Centers reported using mentoring programs to help employees perform more effectively (see pages 44-46 for details).

III. Agency's Workforce Profile

NASA's total permanent workforce increased from 17,594 at the end of FY 10 to 18,217 at the end of FY 11, a net increase of 623 permanent employees. Reflecting the overall increase in permanent employees, there was a net increase in the number of all race/national origin/gender groups in the NASA workforce, with the exception of American Indian males (no change) and females (-5). In terms of proportional representation of women and minorities, the largest net change was the increase of Native Hawaiian and Other Pacific Islander (NHOPI) males (+50 percent) and females (+20 percent), followed by More Than One Race males (+34 percent) and females (+32 percent), and Hispanic males (+9 percent) and females (+8 percent). The largest net decrease was American Indian females (-11 percent) (See Part K for workforce demographic details, including comparisons of mission critical occupations with the relevant civilian labor force).

As noted above, ODEO continued to advocate for the recruitment, hiring, and retention of qualified IWTD as an Agency priority. However, during FY 11, the representation of IWTD in NASA's permanent workforce increased by only one, from 206 to 207, a 0.5 percent net increase. GSFC again led the NASA Centers with a net gain of 7 permanent IWTD for a total of 64, becoming the first and only NASA Center to reach the Government-wide goal of 2 percent of its workforce.

In a reversal of FY 09 and FY 10 data, the separation rate for permanent IWTD at NASA (7.3 percent) was more than twice as high as the separation rate for employees without a disability (3.4 percent). The high separation rate for IWTD mirrors the long-term trend for the NASA workforce prior to FY 09. ODEO examined exit survey data of separated employees from FY 08 through FY 11 to try and determine reasons for the higher rate of separations for IWTD. However, over the four year period, only five IWTD opted to complete the voluntary online exit survey, making it impossible to reach meaningful conclusions. Of the five who responded, two were voluntary retirements and the other three left for other than retirement reasons.

Despite hires of IWTD at about half the NASA Centers, the high separation rate of IWTD resulted in the overall percentage of IWTD in the permanent NASA workforce remaining at 1.1 percent, the same as in FY 10, and well below the Government-wide goal of 2 percent. Strategies to increase the representation of IWTD at NASA must continue to be implemented and prioritized (see Part I-1, pages 32-36) and Agency-wide commitment and collaboration for this objective must be strengthened.

IV. Elimination of Deficiencies and Barriers to a Model EEO Agency

MD-715 requires agencies to establish a plan for the elimination of deficiencies and barriers to a Model EEO Agency. A deficiency in any of the essential elements creates a weakness of the organizational infrastructure, which undermines the attainment of a Model EEO Agency. A barrier is defined by EEOC as an institutionalized policy, principle, practice, or condition that limits or tends to

limit employment opportunities.

Deficiencies

In its FY 12-13 Plan update, ODEO has developed action plans to eliminate deficiencies identified in five of the six essential elements, as summarized below.

Integration of EEO Into the Agency's Strategic Mission – ODEO will continue to partner with Officials-in-Charge of NASA organizations to ensure that EO and diversity are appropriately reflected in all Agency policies, procedures, and practices (see Part H-1, pages 11-13).

Management and Program Accountability – The performance appraisal system for nonSES supervisors will be strengthened to ensure that “diversity/inclusion” is factored into the management competencies of supervisors. ODEO will conduct EO functional reviews of NASA Centers to ensure effective and efficient management of EEO Program requirements (see Part H-2, pages 18-19).

Proactive Prevention of Discrimination – ODEO will continue several Agency-wide proactive initiatives, including the Conflict Management Program, Anti-Harassment Program, and Diversity and Inclusion Strategic Partnership, to ensure equal opportunity, diversity, and inclusion in the NASA workforce (see Part H-3, pages 22-23).

Efficiency – NASA will continue to advocate for increased utilization of alternative dispute resolution (ADR) and improvement in settlement rates. ODEO will streamline its EEO complaint processes (see Part H-4, pages 26-27).



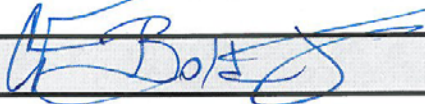
Responsiveness and Legal Compliance – NASA will continue to review reasonable accommodations for qualified IWD to ensure compliance with Agency procedures. The Agency will ensure that it is in compliance with new legal requirements of ADAAA and the Genetic Information Nondiscrimination Act (GINA) (see Part H-5, pages 29-30).

Barriers to Equal Employment Opportunity

In its FY 12-13 Plan update, ODEO has also developed action plans to eliminate barriers in two areas, as summarized below.

Individuals with Disabilities – NASA will continue efforts to increase the number of qualified IWD in its workforce, through strategic recruitment, better utilization of Schedule A hiring, education and awareness activities, improved retention of IWD, and elimination of architectural barriers (see Part I-1, pages 32-35).

Asian Americans, African Americans, Hispanics, and Women – NASA will establish a strategic, Agency-wide approach to achieve full utilization of its workforce in all occupations, at all levels, that will include a thorough review of outreach, recruitment, hiring promotions, awards, developmental programs, and mentoring programs and practices (see Part I-2, pages 40-43).

EOC FORM 715-01 PART F	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS		
I, 	Brenda R. Manuel, Associate Administrator for Diversity and Equal Opportunity/0260/SES	am the
Principal EEO Director/Official	(Insert name, official title/series/grade above)	
for:	National Aeronautics and Space Administration	
	(Insert Agency/Component Name)	
<p>The Agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with this Federal Agency Annual EEO Program Status Report.</p> <p>The Agency has also analyzed its workforce profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure, or practice is operating to disadvantage any group based on race, national origin, gender, or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.</p> <p>I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.</p>		
	2/27/12	
Signature of Principal EEO Director/Official Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.	Date	
	3/9/2012	
Signature of Agency Head or Agency Head Designee	Date	

EEOC FORM 715-01 PART H-1	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
National Aeronautics and Space Administration	FY 11 Report and FY 12-13 Plan Update	
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Essential Element B: Integration of EEO into the Agency's Strategic Mission</p> <p>Element B requires the Agency's EEO programs to be organized and structured to maintain a workplace that is free from discrimination in any of the Agency's policies, procedures, or practices and supports the Agency's strategic mission.</p> <p>EO, Diversity, and Inclusion in the NASA Strategic Plan</p> <p>Prior to FY 11, the principles of EO, diversity, and inclusion were not clearly identified as Agency values or goals in the NASA Strategic Plan. This omission not only conveyed a lack of commitment by NASA leadership to EO and diversity, but it was difficult to effectively align EO and diversity initiatives with the NASA mission and measures of mission success. EO and diversity were often seen as separate and apart from the NASA mission, i.e., something "extra" to work, if and when time was available, rather than as a fully integrated aspect of the Agency's workforce decision making and operations.</p> <p>Inclusion of EEO Officials in Human Capital Planning</p> <p>Essential Element B also requires that EEO officials are involved with, and consulted on, human capital planning. This is particularly critical in decisions that pertain to recruitment strategies, succession planning, and developmental opportunities. In this regard, there is a deficiency in the communication and collaboration between EO and HR officials.</p> <p>EO offices are generally not involved in identifying Center recruitment sites or the monitoring of recruitment effectiveness, in terms of addressing underrepresentation identified in model EEO Center plans and Center Federal Equal Opportunity Recruitment Program (FEORP) plans. This deficiency is compounded due to inconsistencies between the goals and objectives of the two plans.</p> <p>Similarly, EEO officials are not included in decision making regarding leadership development programs. This deficiency begins with a lack of sharing and tracking of developmental program data, particularly at the Center level. Data for Agency developmental programs (e.g., NASA FIRST, MLLP, Senior Executive Service Candidate Development Program (SESCDP), and NASA Fellowship Program) are not entered into an automated Agency-wide database. OHCM provides data for program selections to ODEO but does not have complete data for the programs, i.e., OHCM has data only for nomination packages that are forwarded by the Center Director. Center EO offices have not always been able to obtain Center-level data from their HR offices.</p> <p>The lack of complete applicant data for the leadership development programs undermines Center EO office efforts to conduct effective barrier analysis. It also hinders the development of effective action plans to improve employee participation in the programs, since it is not always clear whether employees are applying but are not submitting good application packages, are applying but are not meeting eligibility requirements, or are not applying at all.</p> <p>Stronger Partnership Between EO and HR Offices</p> <p>As ODEO oversees EO efforts and OHCM oversees HR efforts, there has not historically been a structure in place to consistently guide the collaborative efforts</p>	

	<p>of the two communities or to evaluate the effectiveness of their collaborations. Such a structure would serve to strengthen the partnership between the Agency and Center EO and HR Offices. The partnership is ever more critical as EEOC and OPM roll out implementing guidance on several recent executive orders that impact both communities (e.g., Joint Memorandum Regarding Applicant Flow Data, March 3, 2010); Executive Order 13548, Increasing Federal Employment of Individuals with Disabilities; Executive Order 13515, Increasing Participation of Asian Americans and Pacific Islanders in Federal Programs; Executive Order 13506, establishing the White House Council on Women and Girls; Executive Order 13518, Employment of Veterans in the Federal Government; Executive Order 13562, Recruiting and Hiring Students and Recent Graduates, and Executive Order 13583, Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce.</p> <p>Allocation of Sufficient Resources to the EEO Program</p> <p>EO offices must have sufficient personnel resources allocated to the EEO program to ensure that required self-assessments and barrier analyses prescribed by EEOC MD-715 are conducted annually and to ensure that Special Emphasis Programs are adequately staffed. The Baseline Service Level (BSL) analysis conducted during FY 10 revealed the need for additional staff at some NASA Centers. Functional reviews of Center EO efforts conducted by ODEO have confirmed the insufficiency of resources at some NASA Centers. At the Agency level, ODEO resources permit an average of only two onsite functional reviews per year, meaning that it takes five to six years to conduct onsite reviews of all 10 NASA Centers, HQ, and the NASA Shared Services Center (NSSC).</p>
OBJECTIVE:	<p>NASA will incorporate the principles of EO, diversity, and inclusion into the NASA Strategic Plan in an explicit manner, to convey NASA leadership's commitment to and recognition of the value of EO and diversity, and to integrate these principles with the Agency's measures of mission success.</p> <p>The NASA EO and HR communities will form stronger and more effective partnerships Agency wide. EO Directors will be included in Center decision-making meetings pertaining to EO-related matters, such as recruitment, succession planning, and selections for leadership development programs.</p> <p>The Agency will allocate sufficient resources to the Agency and Center EO programs to ensure the required staff expertise and effective execution of program requirements.</p>
RESPONSIBLE OFFICIALS:	Office of the Chief Financial Officer (OCFO); AA, ODEO; AA, Mission Support; AA, OHCM; Center Directors, HR Directors, and EO Directors
DATE OBJECTIVE INITIATED:	10/1/10
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/12
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE H-1:	TARGET DATE (Must be specific)
1. NASA Strategic Plan: ODEO will continue to work with the OCFO to ensure that EO, diversity, and inclusion are appropriately integrated into the NASA FY 11 Strategic Plan.	9/30/11 Completed
2. Sharing of Barrier Analysis: Center EO staff will meet with the Center FEORP Manager, Co-op Manager, and Center Recruiter(s) to share results of barrier	9/30/11 Completed

analysis, particularly the identification of underrepresented groups in the Center's major occupations.	
3. Selecting Recruitment Sites: EO and HR offices will collaborate in the selection of recruitment sites that address underrepresented groups, as identified in the Center FEORP plan and the EO office's barrier analysis, including individuals with targeted disabilities.	9/30/11 Completed
4. Evaluating Recruitment Strategies: Center EO and HR officials will meet annually to evaluate the effectiveness of their recruitment strategies in addressing identified areas of underrepresentation (e.g., examine applicant data, hiring data, Co-op data, etc.).	9/30/12 Partially Completed
5. Leadership Development Data: Center EO offices will obtain Center-level data from HR on applications/ nominations for leadership developmental programs (e.g., NASA FIRST, MLLP, SESCDP, NASA Fellowship Program, and Center programs) to include all applicants, not only those forwarded to the Agency panel. EO offices will use this data in their barrier analysis.	9/30/11 Completed
6. Leadership Development Nominations: Center HR Directors will collaborate with EO Directors in the nomination process for leadership development programs (e.g., NASA FIRST, MLLP, SESCDP, NASA Fellowship Programs, Center programs, etc.), e.g., disseminating information to employees, nomination panels, application workshops, etc.	9/30/11 Completed
7. Succession Planning: EO Directors will collaborate with Center succession planning teams to highlight demographic diversity (or lack thereof) in needed competencies, particularly at high grade levels, and recommend strategies for increasing diversity.	9/30/13 Partially Completed
8. ODEO and OHCM Partnership: ODEO will meet with OHCM to form an IPT comprised of high-level ODEO and OHCM staff members (i.e., Division Directors and Program Managers). The IPT will develop a strategy for effective oversight and evaluation of the collaborative efforts contained in this plan.	9/30/11 Completed
9. Resources: ODEO and Center EO offices will continue to augment permanent staff through contractor support, temporary hires, and detailees and will continue to make the case to senior NASA leadership to allocate sufficient resources for effective and efficient EO and diversity efforts.	9/30/13 Partially Completed

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE H-1

Note: This deficiency was identified as H-2 in last year's plan. Last year's H-1 has been rolled into the new H-2. Actions 1, 2, 5, 6, and 8 were completed during FY 11 and will not be reported in next year's Part H. Action 4 was partially completed, and the completion date was extended.

EO, Diversity, and Inclusion in the NASA Strategic Plan

The NASA Strategic Plan was issued by the NASA Administrator in February 2011. As a result of extensive collaboration between ODEO and the Office of the Chief Financial Officer (OCFO), OHCM, and the Office of Education (OE) in late FY 10 and early FY 11, the plan, for the first time, contains specific annual performance goals for EEO, diversity, and inclusion. In its draft guidance for the new Executive Order on Diversity and Inclusion, NASA's Strategic Plan was cited by the OPM as a model for its addition of EEO, diversity, and inclusion goals.

ODEO worked closely with OHCM in ensuring that Goal 5.1 explicitly reflects the role of EO and diversity in the Agency's efforts to enable program and institutional capabilities. Goal 5.1 states that

the Agency will “identify, cultivate, and sustain a diverse workforce and inclusive work environment that is needed to conduct NASA missions.”

EO is also integrated into the Strategic Framework in Goal 6. Goal 6.1 states that NASA will “improve retention of students in STEM disciplines by providing opportunities and activities along the full length of the education pipeline.” Under Goal 6.1, ODEO will provide a strategic objective on its efforts to assist NASA grant recipients to better ensure equal opportunities for students in these programs, regardless of race, color, gender, national origin, disability, or age.

Inclusion of EEO Officials in Agency Deliberations and Strategic Planning

The AA, ODEO, reports directly to the NASA Administrator and is a member of his senior leadership team. The senior leadership team meets three times per week, providing a regular opportunity for all senior staff to report to the Administrator, Deputy Administrator, and each other on mission critical issues. In addition, all members of the senior staff are provided the opportunity to hear directly from the Administrator and Deputy Administrator on high-level matters affecting the Agency, such as public policy emanating from Congress or the Administration.

The AA, ODEO, participates on the following top-level Agency deliberating bodies:

- Executive Resources Board (ERB) – required by law to conduct the SES merit staffing process. The ERB also functions as an advisory board to the Administrator in executive personnel planning, utilization of executive resources, diversity and equal opportunity, and executive development.
- Employee Development Advisory Board (EDAB) – reviews nomination packages and ranks applicants for NASA’s highly competitive, top-level management development programs, including the SES Candidate Development Program, the Agency Mid-Level Leadership Program, and the NASA Fellowship Program.
- The Performance Review Board (PRB) – provides input and recommendations for consideration by the Administrator relating to the performance of executives, including performance ratings and awards.
- Baseline Performance Review (BPR) – a monthly meeting of top-level NASA officials that provides an assessment to senior management of program execution, enabling clear lines of accountability and open discussion of performance management. ODEO provides an EO status briefing at the BPR on a quarterly basis, covering Model EEO Agency Plan actions such as increasing the representation of individuals with targeted disabilities and other NASA hiring initiatives.
- White House Council on Women and Girls – a Council established during FY 09 by Executive Order 13506 to address issues of particular concern to women and girls. NASA’s participation on the Council is key to helping address the underrepresentation of women and girls in science, technology, engineering, and math (STEM) fields.

The AA, ODEO, was designated by the NASA Administrator to serve as the senior official responsible for development and implementation of the Agency’s Disability Plan, pursuant to Executive Order 13548. In addition, ODEO has representatives on several other internal and external committees, councils, and panels, including: the NASA Office of Education’s One-Stop Shopping Initiative and Education Coordinating Committee, the Space Flight Awareness Award Panel, the Silver Snoopy Award Panel, the NASA Student Ambassador Virtual Community Selection Panel, the Construction of Facilities Prioritization Board, the Federal Inter-Agency Holocaust Council, the NASA Section 508 Interest Group, the Council of Federal EEO Civil Rights Executives, the Federal Inter-Agency Personnel Research Advisory Group, the Federal Interagency Working Group on Title VI, the Performance Evaluation Board for the Jet Propulsion Laboratory, and the Inter-Agency Committee on Disability Research.

EO and Human Capital Collaboration

Much work has been done to strengthen this collaboration over the last year. During FY 11, senior staff from ODEO and OHCM formed an Implementation Partnership Team (IPT) to improve and monitor collaborative efforts of the two offices. A major collaborative effort undertaken early in FY 11 was a comprehensive review of NASA’s EPCS, NASA’s performance appraisal system for GS employees. The

review included a disparate treatment/disparate impact analysis of numerical ratings by race, gender, and disability status, with particular emphasis placed on employees who received a "Needs Improvement" (Level 2) rating. In addition to reviewing the data, HR and EO Directors reviewed individual rating records to ensure compliance with NASA Procedural Requirement (NPR) 3430.1C. Rating officials were interviewed to explain Level 2 ratings.

ODEO found the sample size of those receiving a Level 2 rating, even when combining three years of data, too small to find statistical differences on the basis of race, gender, or disability. The biggest differential found in the ratings was between supervisors and non-supervisors, with supervisors more likely to receive a "Distinguished" (Level 5) rating than non-supervisors. In addition, the review indicated isolated instances of noncompliance with NASA procedure, e.g., lack of a written mid-year performance review and the need for additional supervisory training on writing consistent performance standards. As a result of the review, OHCM established an ongoing HR/Labor Team to monitor and implement improvements to the EPCS.

In June 2011, the IPT planned and hosted a facilitated two and a half day meeting of all the NASA Center EO and HR Directors. The purpose of the meeting was to explore workforce data and HR and EO processes, share best practices, identify areas for improvement, and discuss emerging EEO issues and concerns. The meeting included speakers and presentations regarding MD-715 and the EPCS. Two significant outcomes of the meeting were the team building between the two communities and the development of approximately 30 preliminary EEO and diversity recommendations to take to the NASA Administrator. A top recommendation was for the NASA Administrator to convene a Senior Management Forum of his direct reports to convey and reinforce the importance of EEO and diversity and the role of senior management to lead, monitor, and be accountable for EEO and diversity results.

Following the June meeting, the IPT refined the recommendations of the joint group, and the AA, ODEO, presented them to the NASA Administrator, including a strong recommendation for an EEO/diversity forum of his direct reports. With the Administrator's approval, ODEO and OHCM planned and hosted a two-day EEO/Diversity Senior Management Forum, on his behalf, in September 2011.

The Senior Management Forum was attended by approximately 60 top NASA leaders, including the NASA Administrator, Deputy Administrator, Associate Administrator, Associate Deputy Administrator, Associate Deputy Administrator for Policy Integration, Chief of Staff, AAs for Mission Directorates and Mission Support, ODEO, Education, Small Business, OHCM, the Office of General Counsel, Center Directors, Center HR and EO Directors, and Labor representatives. The Forum achieved its goals of illuminating Agency challenges around EEO, diversity and inclusion, sharing best practices and lessons learned, and initiating a frank dialogue regarding management accountability for change.

Immediately following the forum, the Administrator sent an e-mail to all NASA employees describing the forum and reiterating his commitment to creating a diverse and inclusive work environment for everyone. He also encouraged every employee to be a "part of the conversation" and stated that he would be convening his senior leadership regularly to ensure that diversity and inclusion remain a top priority (see copy of email in Appendix K.8).

The IPT continued to meet throughout FY 11 to monitor the implementation of collaborative actions included in this plan and to update or modify actions as appropriate.

Center EO and HR Collaboration:

Center EO Directors continued to work with their HR counterparts to share results of MD-715 barrier analysis, develop targeted outreach and recruitment and retention strategies and evaluate their effectiveness, and ensure inclusive leadership development, succession planning, and mentoring practices and programs. Specific Center efforts in this regard are listed below.

ARC: The EO Director shared results of barrier analysis at the quarterly meetings of the Diversity and EO Board (DEOB), as well as during individual meetings with HR staff and senior managers. EO and HR staff initiated regular meetings to discuss recruitment and partnered in the selection of possible recruitment sites. In addition, HR and EO have attended shared outreach responsibilities at sites that have a high number of underrepresented groups, as requested by HR staff. ODEO staff members review leadership development program data and are actively involved in the nomination process for leadership programs on an ongoing basis.

DFRC: EO and HR regularly coordinated strategic recruitment meetings. The EO Office participated in a STEM Diversity Job Fair in Los Angeles in February 2011 that also targeted persons with disabilities. EO and HR evaluated the effectiveness of recruitment strategies during strategic recruitment meetings. For example, the strategy of hiring student interns was evaluated during FY 11, and the pipeline was found to be more diverse due to NASA's "One-Stop-Shopping Initiative" (OSSI). EO also collaborated with HR on applications and nominations for developmental programs. The EO Officer is now a member of the Dryden Employee Development Panel (DEDP) with the HR Director. This panel is the recommending body on applications/nominations for leadership development programs.

GRC: The EO Director has ongoing monthly meetings with the Director of Center Operations, HC Officer, and Chief of HC Development Branch. An MD-715 briefing is given for HCM representatives annually to provide additional information and allow for questions and answers. EO staff meet with the Center Recruiter to strategize on the selection of recruitment sites. For example, a special GRC recruitment trip was conducted for individuals with disabilities at Wright State University by EO, HCM, and Education during its Information Session and STEM Recruiting Day.

The EO Director obtains all applications on leadership developmental programs from HR and reviews them to ensure that management provides requested feedback. In FY 11, the EO Director was a member of the Management Support Team (MST), various selection panels for GRC leadership development programs (on as needed basis), and the Human Resources Panel (HRP). She is a permanent voting member of the HRP, a Human Capital panel comprised of senior managers that reviews all GRC leadership development programs.

GSFC: The EO Office worked with HR and the recruitment manager to target and visit recruitment sites, focused on IWD and Asian/Pacific Islanders. Outreach efforts are currently under way with the University of Maryland-College Park (UMCP) to offer training on NASA internships to students with disabilities. EO, the Diversity and Inclusion office, and the Center's Advisory Committees formed a combined recruitment team to support the Center's recruitment strategy. A comprehensive recruitment strategy designed to support the Center's needs was developed and approved by the Center Director, along with a consolidated schedule of all Center recruiting activity, whether through HR or individual directorates.

EO, Diversity and Inclusion, and HR Directors serve on the Executive Development Advisory Panel (EDAP), a Center-wide team that is responsible for the review of nominations and applications, and selection of participants in Center and Agency-level leadership and developmental opportunities. In addition, EEO and HR collaboratively participate in briefings with each of the Center's Employee Advisory Committees to share and discuss data about minority participation in leadership development and career-enhancing training opportunities, as well as to identify any potential barriers.

HQ: EO meets regularly with HR staff, including the FEORP Manager, to discuss the results of the MD-715 barrier analysis. The two offices continue to collaborate in the selection of recruitment sites that address underrepresented groups and in selecting job recruitment Web sites to advertise vacancies. The EO office provided names of professional organizations representing specific minority groups and identified sources for the recruitment of individuals with targeted disabilities, i.e., the Veterans Administration and the Workforce Recruitment Program for College Students with Disabilities sponsored by the Department of Labor. In addition, HR targeted Hispanics in advertisements placed online and in a Hispanic journal.

EO receives a list from HR of all applicants and selectees for each of the leadership development programs. EO analyzes the data to determine whether all groups are equitably represented in the applicant pools and in the final selections.

JSC: The EO Director briefed HR, Legal, and others in the MD-715 working group on JSC barrier analysis and four areas of Agency emphasis in the FY11-13 Model EEO Agency Plan. HR, EO, and the JSC Education Office partnered to form the JSC Recruiting Working Group. This group met quarterly to discuss the progress and effectiveness of the recruiting pipeline for underrepresented groups. JSC's Recruitment strategy is to build relationships with schools that have underrepresented populations such as Hispanic, Black, and Native American. This strategy appears to be effective. For example, the participation of underrepresented minority groups in the Center's Co-op program increased from approximately 30 percent to approximately 40 percent, over the past two years. EO is working with the Innovation and Inclusion (I&I) Council and HR to include employee resource groups (ERGs) in

recruitment activities. EO and HR also increased emphasis on recruiting minorities from current non-minority sites.

The OEOD Director serves on the interview and selection panels for the JSC Leadership Development Programs. In this capacity, she facilitates the assessment of diversity among the applicants for each program. Also, the EO and HR Directors meet before the final selection of JSC Leadership Development Programs to promote diversity in the final applicant pool.

LaRC: A member of the MD-715 Team met with HR staff to review barrier analysis and discuss incorporating results of the analysis into the Center's recruitment strategy to address areas of concern. HR and EO initiated a review of vacancy announcements to determine whether the method/location of the advertisement correlates with the diversity of the applicant pool. Based upon this information, the OHCM staffing chief, recruitment POC, and EEO will work together to identify successful and diverse recruitment methods. The EO and HR Directors meet regularly and have discussed the nomination process for leadership development programs. In addition, both directors are members of the committee that considers leadership development applications.

MSFC: EO, HR, and selecting officials continue to collaborate in the selection of recruitment sites that address underrepresented groups and individuals with targeted disabilities, with the primary focus on student programs and the NASA education pipeline. Specific recruitment strategies included notifying institutions of vacancies by e-mail and posting job openings with non-profit organizations in the recruitment region. MSFC provided opportunities for 17 Hispanic students to participate in various student programs during FY 11. Although hiring was extremely limited during FY 11, the effectiveness of recruitment strategies was illustrated by the diversity of the selections. The seven permanent hires included three White males, one Hispanic male, one Asian male, one White female, and one Black female. The EO Director collaborates in the nomination process for leadership development programs through her participation in the Personnel Management Advisory Council (PMAC). Through the PMAC, nomination and selection data were reviewed for the NASA Fellowship Program, NASA FIRST, and the MLLP.

NSSC: The EO Director met with HR to discuss results of MD-715 barrier analysis in March 2011. She also shared underrepresentation data during several senior leadership meetings, and the HR Director shared a presentation on hiring authorities, including Schedule A hiring. The EO Director was included in the nomination and panel selection process for the Center's leadership development programs.

SSC: The EO Manager annually briefs the HR Director on the results of barrier analysis in October at the FEORP plan meeting. The EO Manager also met with SSC's Co-op Coordinator and Education Officer to discuss Fall 2011 recruitment initiatives. The EO Manager serves on the Employee Resource Panel (ERP). The ERP meets quarterly or as requirements are generated from NASA HQ. The ERP evaluates the Awards Program, Leadership and Developmental Programs, and Position Management.

Allocation of Sufficient Resources to the EEO Program

ODEO continued to advise senior NASA leadership to allocate sufficient resources for effective and efficient EO and diversity efforts. However, due to severe budget constraints, resources were reduced across the Agency. ODEO was only able to replace one of two vacancies that arose during FY 11. The office continued to augment its permanent staff with contractor support, particularly in the areas of conflict management, anti-harassment training, functional reviews, diversity and inclusion survey, and compliance reviews of grant recipients. ODEO also utilized a summer intern.

Center EO and Diversity offices continued to augment permanent staffing through contractor support, rotations, ERGs, and student interns.

EEOC FORM 715-01 PART H-2	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
National Aeronautics and Space Administration		FY 11 Report and FY 12-13 Plan Update
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Essential Element C: Management and Program Accountability</p> <p>This essential element requires managers and supervisors to be evaluated on their commitment to Agency EEO policies and principles. It also requires that all managers, supervisors, and EEO officials are held responsible for the effective implementation of the Agency's EEO Program and plan.</p> <p><i>Accountability of Managers and Supervisors in their EEO and Diversity Performance</i></p> <p>NASA supervisors are evaluated on their EO performance through either the NASA Performance Management Plan for the SES or the NASA EPCS for nonSES supervisors. Both systems require measures of performance that are specific, measurable, aggressive, achievable, results oriented, and time based (SMART).</p> <p>In August 2010, the NASA SES performance appraisal system was changed to create a separate EO and diversity competency for SES managers. EO and diversity performance had previously been a part of the Leading and Managing People competency. However, the performance appraisal system for nonSES supervisors did not change consistent with the change made to the SES appraisal system. For nonSES supervisors, EO and diversity performance is a part of their performance plan, but it is one of many areas under the Leading and Managing People competency.</p> <p>EEO Program Evaluation</p> <p>Beginning in FY 08, ODEO began conducting onsite functional reviews of Center EO offices to evaluate implementation of EEO laws, regulations, and executive orders and to validate the Centers' annual self-assessments pursuant to EEOC MD-715. Due to limited resources, however, ODEO has conducted only two Center functional reviews per year, meaning that four NASA Centers have not had onsite EO functional reviews in over 15 years. In addition, ODEO needs to develop a systematic plan for following up on recommendations that have been made as a result of the functional reviews.</p>	
OBJECTIVE:	NASA will make EO and diversity performance appraisal for nonSES supervisors consistent with the appraisal system for SES supervisors by making EEO and Diversity a separate competency from Leading and Managing People. NASA will ensure that managers, supervisors, and EEO officials are held accountable for the effective implementation of the Agency's EEO Program and plan.	
RESPONSIBLE OFFICIAL:	AA,OHCM; AA, ODEO; Center Directors; Center HR Directors; and Center EO Directors	
DATE OBJECTIVE INITIATED:	10/1/10	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/13	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE H-2		TARGET DATE (Must be specific)

1. Non-SES Performance Appraisal: ODEO will meet with OHCM to discuss the nonSES supervisory appraisal system and NF 1726.	6/30/11 Completed
2. EEO Performance Element for Supervisors: OHCM will review the Agency's performance management process, and in collaboration with ODEO, will ensure that "diversity/inclusion" is factored into the management competencies for supervisors.	9/30/13 Extended
3. Educating Senior Managers on Changes: Center EO Directors will brief senior managers regarding the changes to the SES and nonSES EO and diversity performance competency and post the written ODEO technical assistance on appropriate Center Web sites.	9/30/11 Completed
4. Input on Senior Managers' Performance Appraisals: Center EO Directors will provide feedback to the Center Director to be used in the performance appraisal of Directorate Heads, including the extent to which the supervisor assisted in the development and implementation of the Model Center Plan.	9/30/2011 Completed
5. Performance Review Boards: Center EO Directors will be members of their Center PRBs to determine whether EO performance is being evaluated objectively and consistently. Center EO Directors will then provide feedback, i.e., concerns regarding the procedures, to the AA, ODEO, who is a member of the Agency PRB. If the EO Director is not on the PRB, status updates should provide an explanation.	9/30/2011 Completed
6. EO Functional Reviews: ODEO will continue to conduct onsite functional reviews of at least two Centers per year to ensure effective and efficient management of EEO Program requirements and resources and to validate the Center's annual self-assessments.	9/30/13 Partially Completed
7. Functional Review Tracking System: ODEO will develop a tracking system to ensure timely implementation of corrective actions recommended in the functional review reports.	6/30/11 Completed

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE H-2

Note: This deficiency was identified as H-3 in last year's plan. It now includes last year's H-1. Actions 1, 3, 4, 5, and 7 were completed and will not be reported in next year's Part H. The target date for Action 2 was extended.

Managerial and Supervisory EEO Performance Appraisal

NASA continued its efforts to ensure that managers and supervisors are effectively evaluated with regard to performance of their diversity and EEO responsibilities. OHCM and ODEO met and discussed the nonSES supervisory appraisal system and form. Initially, the offices agreed that the non-SES performance appraisal needed to mirror the SES performance appraisal, in terms of EEO and diversity, i.e., it needed to be a separate management competency (independent of Leading and Managing People). However, following an extensive review of its entire performance management system during FY 11, and because of the piloting of an automated performance management system and a Government-wide performance management system under consideration by OPM, NASA suspended changing the non-SES supervisory appraisal system until FY 12-13.

In September 2011, the NASA Administrator convened a two-day Senior Management Forum for most of NASA's top leadership, including the NASA Administrator, Deputy Administrator, Associate Administrator, Associate Deputy Administrator, Associate Deputy Administrator for Policy Integration, Chief of Staff, AAs for Mission Directorates and Mission Support, ODEO, Education, Small Business, OHCM, the Office of General Counsel, Center Directors, and the Executive Directors of Headquarters Operations and the NASA Shared Services Center (NSSC). The forum was also attended by all Center HR and EO Directors and Labor representatives for a total of approximately 60 participants. One of the purposes and outcomes of the forum was a frank dialogue regarding management accountability for

EEO and diversity efforts. A panel of four Center Directors shared issues being addressed at their Centers, including challenges, successes, and future plans. The forum, the first meeting of its kind at NASA in many years, signaled the commitment of NASA leadership to engage in honest dialogue about how to improve EEO and diversity efforts.

The AA, ODEO, continues to participate on the Agency PRB, which provides advice, counsel, and recommendations for consideration by the Administrator relating to the performance of senior executives (performance ratings and awards). Through her membership on this Board, the AA is able to have input on the standards for senior executive performance, as well as input on specific appraisals. The AA, ODEO, also provides advice when there is insufficient diversity in the selection of candidates for awards.

Center Accomplishments:

ARC: During FY 11, the EO Director briefed senior management regarding the EEO and Diversity performance element in their performance plans during Executive Council meetings, the Diversity and Equal Opportunity Board (DEOB), and quarterly EO/Diversity briefings. The EO Director highlighted noteworthy accomplishments of directorate heads regularly during her monthly meetings with the Center Director. ODEO staff members serve on Center PRBs annually to ensure objective and consistent evaluation throughout the Center.

DFRC: The Center drafted evaluation criteria for EEO and diversity that will be included in next year's performance rating cycle. EO and HR plan to brief all supervisors on the new performance criteria. The EO Director is a member of the PRB and provided input regarding current performance ratings.

GRC: The GRC ODEO Director reports and provides advice regarding EEO and diversity performance elements directly to the Center Director and senior management at senior management meetings and Center Director staff meetings. She provides the Center Director with a summary EEO assessment of each directorate for SES performance evaluations.

GSFC: As an annual practice, the Center briefs its managers on performance criteria, including EEO and diversity criteria. The EEO Director provided feedback to the Center Director regarding the performance of Directorate Heads at the end of the performance cycle. In addition, she and the Special Assistant for Diversity conduct annual reviews of all appraisals receiving a "Distinguished" (Level 5) rating.

HQ: The EEO Director briefed the Diversity Management Group (DMG), comprised of senior officials from the majority of the Headquarters organizations, on the new EO and diversity performance element and provided performance indicators as the types of activities/actions that senior managers could engage in to support the new performance element. The EO Director will participate as a non-voting member in the HQ PRB beginning in FY 2012.

JSC: The EO Director briefed senior staff on the SES and non-SES EO and diversity performance elements. She also provided a list of EO accomplishments of senior managers to the Center Director's office in July 2011 to be used for their performance appraisals. The Center Director scheduled diversity and management accountability discussions with each of his direct reports prior to performance appraisals.

KSC: The Acting EO Manager presented the Diversity and EEO Performance indices to the Center Director and leadership team at a quarterly briefing. The guidance was presented to the Center Management Team at the rollout presentation of the Standard Performance Appraisal Communication Environment (SPACE) during a Center Management Council meeting. Non-SES Diversity performance was also specified at this time. A recommendation for SES Diversity performance to be targeted for process and accountability improvements was included. The Acting Manager participates as a voting member of the Human Resources Advisory Board (HRAB), which serves as a senior management oversight board to recommend enhancements to KSC's HR programs.

LaRC: In collaboration with the SES Coordinator, the EO Director provided information regarding the EEO/Diversity performance indicators in September 2010. As a followup in March 2011, briefings were provided to the Center leadership and several branch heads, which included guidance on writing substantive performance appraisal narratives using the supervisory performance indicators. The EO

Director provided feedback to the Center Director and the SES Coordinator on a randomly selected group of Directorate Heads prior to midterms in March 2011.

MSFC: The Center's EO Director and the HC Director briefed managers regarding the changes to SES and non-SES diversity performance indicators in staff meetings and special SES meetings. Additionally, all managers were provided the EO and Diversity performance indicators and sample write-ups. In lieu of sitting on the PRB, the EO Director provides feedback to the Center Director, Deputy Director, and Associate Director for the performance appraisals of their direct reports.

NSSC: The EO Director briefed and distributed copies of changes to the SES EO and Diversity performance requirements during a senior leadership team meeting and advised that the non-SES EO and Diversity performance requirements will also be similarly revised. NSSC established a process in 2010 by which the EO Director provides feedback to the NSSC Executive Director to be used in the performance appraisal of Directorate Heads. The EO Director is included in PRB process discussions but is not included in ratings meetings.

SSC: The EO Manager developed a model format that she and Office of Human Capital (OHC) Manager presented to the senior executives explaining the process for tracking and reporting their EO and Diversity accomplishments throughout the year. The Center also instituted midyear reviews with the Center Director, which will include a discussion around their EO and Diversity accomplishments. The EO Director provided feedback to an Associate Director for GS-15 direct reports. The EO Manager was added as a member to the PRB and will serve her first term in FY 12.

Functional Review Program

ODEO continued its on-site Functional Review Program of the NASA Centers. The purpose of the reviews is to assess the effectiveness of efforts regarding EEO for the NASA workforce and EO in NASA-conducted programs at the operational level, fulfilling ODEO's responsibilities pursuant to 29 CFR 1614.102(a)11, and various executive orders. The reviews include an extensive information request, one-on-one interviews of all Center EO staff, interviews of senior Center officials (e.g., Center Director, Deputy Center Director, Chief Counsel, and HR Director), review of EEO counseling and reasonable accommodation files, an Employee Satisfaction Survey e-mailed to all Center employees, and a tour of Center facilities to evaluate accessibility.

ODEO has seen improvements in several areas at Centers where onsite reviews have been conducted. For example, EO policies and communication materials are often updated and/or disseminated after the onsite has been scheduled; ODEO has seen language assistance plans drafted or updated in combination with the review, the organization and "clean up" of counseling files, and the removal of physical barriers to facility accessibility.

During FY 11, functional reviews were conducted at DFRC in March 2011 and ARC in August 2011. Reports have been drafted for both reviews and will be finalized during FY 12.

Also during FY 11, ODEO developed a tracking system using an Excel spreadsheet to track the timely implementation of corrective actions recommended in its functional review reports. ODEO received followup reports from KSC and SSC with regard to implementation of actions recommended in prior reviews. Their completion of actions was entered into the new tracking system.

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STATEMENT OF
MODEL PROGRAM
ESSENTIAL
ELEMENT
DEFICIENCY:

Essential Element D: Proactive Prevention of Discriminatory Actions

The Essential Element of Proactive Prevention requires agencies to take early efforts to prevent discriminatory actions. In order to assist in the prevention of such actions, NASA has proactively focused on areas where there exists the potential for illegal discrimination to arise, e.g., workplace conflict situations and harassing conduct.

Tools Needed to Effectively Address Workplace Conflict

NASA managers, supervisors, and employees continue to need effective tools to address workplace conflict. CMP efforts are also needed to help reduce employee reliance on formal processes such as the EEO complaints process. CMP continues to develop new approaches to help managers, supervisors, and employees strategically address workplace conflicts and resolve them at the earliest stage.

Implementation of Anti-Harassment Procedures

During early FY 10, NASA issued Agency-wide Anti-Harassment Procedures (NPR 3713.3) to ensure that allegations of harassing conduct are promptly and efficiently addressed before they can rise to the level of illegal discrimination. Consistent with EEOC guidance, these procedures are separate and apart from the Agency's EEO complaints process. ODEO needs to provide technical guidance and training for NASA managers, supervisors, and employees as the new procedures continue to be implemented across the NASA Centers. ODEO also needs to monitor the process regularly, conducting trend analyses on the number and type of allegations raised and the average amount of time taken to complete the process at each Center.

Trend Analyses of Performance Ratings and Awards Data

NASA has not sufficiently monitored performance ratings and awards data to look for potential biases in the processes. Performance ratings are a key factor in determining monetary performance awards. Performance ratings and awards (including honor awards) are also used in promotion considerations, and low performance ratings may serve as the basis for the termination of employees. For these reasons, it is important for ODEO to proactively conduct trend analyses of employee ratings and awards to safeguard against illegal discrimination in the processes.

Diversity and Inclusion

For many years, NASA has lacked sufficient data regarding employee attitudes about diversity and inclusion. For example, what are employee perceptions (both overall and by demographic characteristics) on whether, and to what extent, NASA policies promote fair treatment for all, equitable access to professional development and career enhancing opportunities is afforded, and having employees with diverse backgrounds is considered valuable to organizational success. The lack of data has hindered the development of consistent goals, objectives, and actions to effectively advance diversity and inclusion across the Agency. As part of its Diversity and Inclusion Framework developed in FY 09, NASA conducted a Diversity and Inclusion Assessment Survey at the end of FY 10. ODEO has formed an Agency DISP comprised of Agency and other senior leadership to utilize the survey results, along with other sources of data, to better understand where the Agency stands with

	<p>regard to diversity and inclusion.</p> <p>Dissemination of EO and Diversity Information</p> <p>ODEO needs to continue to explore and update methods for effectively disseminating EO and diversity information to the NASA workforce, applicants for employment, and the general public.</p>
OBJECTIVE:	NASA managers and EO officials will take positive, proactive actions to prohibit illegal discrimination and harassment and to encourage diversity and inclusion for all Agency employees.
RESPONSIBLE OFFICIAL:	ODEO; NASA Senior Managers; Center Directors; Center EO Directors
DATE OBJECTIVE INITIATED:	10/1/10
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/13
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE H-3	
	TARGET DATE (Must be specific)
1. Conflict Management Program: ODEO will continue to expand the Agency-wide CMP by deploying Individual Conflict Consultation sessions, CMP classroom training sessions, and Agency-wide Webinars.	9/30/13 <i>Partially Completed</i> <i>Extended</i>
2. Anti-Harassment Training: ODEO will finish development of classroom training regarding the new anti-harassment procedures and deploy it to managers and supervisors at each Center. ODEO will deploy an eLearning tool on NASA's new anti-harassment procedures by means of its Web site and the Agency's training portal, SATERN.	9/30/12 <i>Partially Completed</i>
3. Anti-Harassment Trends: ODEO will monitor the anti-harassment procedures regularly by conducting trend analyses on the number and type of allegations raised and the average amount of time taken to complete the process at each Center.	9/30/13 <i>Partially Completed</i>
4. Performance Ratings and Awards: ODEO will conduct an in-depth trend analysis of performance ratings and performance awards to assess whether the processes afford equal opportunities for all NASA employees.	9/30/11 <i>Completed</i>
5. Diversity and Inclusion: NASA, utilizing results of the Diversity and Inclusion Assessment Survey, input provided by the DISP, and guidance from OPM, will develop a Diversity and Inclusion Strategic Plan.	9/30/12 <i>Partially Completed</i> <i>Extended</i>
6. Dissemination of EO and Diversity Information: ODEO and Center EO Offices will continue to design and update communication media to disseminate EO and diversity information, including: online information; displays, posters, newsletters; briefings, e-brochures, video teleconferences; Webinars; and eLearning tools.	9/30/13 <i>Partially Completed</i> <i>Extended</i>
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE H-3	
<p>Note: This deficiency was identified as H-4 in last year's plan. Action 4 was completed and will not be reported in next year's Part H. Previous Actions 2 and 3 were combined into Action 2. Target</p>	

dates for Actions 1, 3, 5, and 6 were extended.

Conflict Management Program (CMP)

The ODEO CMP continued to provide individual conflict resolution consultation sessions in response to Center requests. The program commits to providing up to four sessions for each employee. Requests were received from three Centers (HQ, GRC, and LaRC), and consultation sessions were conducted for 10 employees.

Classroom training was delivered at four Centers (ARC, JSC, KSC, and LaRC) where it was requested. The majority rating for the training at each Center was excellent. In addition, a pilot for the revised High Performing Team training was delivered at LaRC and received a very good rating from the majority of participants.

Four Agency-wide Webinars were conducted for employees, supervisors, and managers at DFRC, GRC, GSFC, MSFC, NSSC, and SSC. A total of 39 employees participated in the Webinars. Participation in each Webinar was restricted in order to allow for fuller interaction between participants and the facilitator. Overall, the Webinars received very good ratings.

Anti-Harassment Training and Technical Assistance

NASA finalized its Agency Anti-Harassment Procedures (NPR 3713.3) on October 11, 2009, accessible at <http://nodis3.gsfc.nasa.gov/displayDir.cfm?t=NPR&c=3713&s=3>. Consistent with EEOC guidance, these procedures are separate and apart from the Agency's EEO complaints process and are based on NASA's Anti-Harassment Policy (as opposed to its EEO complaints policy).

During FY 11, NASA developed a classroom training module on anti-harassment procedures that was delivered at all nine NASA Centers, HQ, and the NSSC. The larger Centers held 2-3 sessions. Each session was attended by approximately 30 participants. ODEO and the OGC collaborated in the design and implementation of the training. Senior officials from both offices were available in person or by phone to help answer technical and legal questions at the end of all sessions.

ODEO also developed an eLearning module on the Anti-Harassment Procedures for deployment on its Web site and the Agency's training portal, SATERN. The Anti-Harassment module will be deployed in FY 12 as part of a strategic roll out of ODEO's soon-to-be-launched "Diversity and EO eLearning Institute."

During FY 11, ODEO published online and printed copies of an Anti-Harassment Brochure, delivering 5,000 across the Agency.

ODEO also provided further written policy guidance to the Centers on matters, including ensuring the appropriate firewall between the EEO complaints and the Anti-Harassment Process, promptness and timeframes in the process, and appropriate dissemination of notice and communications materials. ODEO conducted a two hour Webinar to provide technical assistance to the NASA Centers and also provided technical assistance to several other agencies on the NASA process at their request.

In addition, ODEO reported to NASA senior management on the statistics for the first year of the program, which showed that:

- Of 60 harassment allegations raised in the first year, all but 5 were resolved;
- Of the 60, 16 were completed in less than 60 days, 24 in less than 30 days, and 14 in less than 2 weeks; and
- Only 6 of the 60 have resulted in the filing of formal EEO complaints.

Analysis of Performance Ratings and Performance Awards

In early FY 11, ODEO conducted an independent assessment of NASA's EPCS to determine whether the system was affording equal opportunities for all employees. Subsequently, OHCM conducted a comprehensive review of the EPCS, including a systematic Center review of all "Needs Improvement" (Level 2) ratings to ensure compliance with NASA EPCS procedures. As a result of the review, OHCM

established a process improvement team that is implementing changes to improve the EPCS (for further discussion of the analysis see Section I-2, pages 40-41).

ODEO also conducted an analysis of four years of performance awards data, including QSIs and SES awards. There was no indication of a potential barrier for GS performance awards. However, concerns were identified with regard to QSIs and SES performance awards. This analysis is included in Barrier I-2 (pages 41-42), with a corresponding action, I-2.5.

Diversity and Inclusion Survey and Plan

ODEO worked extensively during late FY 10 with a vendor to develop and deploy the first Agency-wide Diversity and Inclusion Assessment Survey. The survey was deployed in September 2010. Results of the survey were analyzed and used to help shape the Agency-wide Diversity and Inclusion Strategic Plan, drafted in FY 11. Several briefings were conducted with senior Agency leadership to share the results of the D&I Assessment Survey. In addition, survey results for each Center were shared with the Center Directors and Center EO Director, to enhance their diversity and inclusion efforts.

In December 2010, NASA held its first meeting of the Agency Diversity and Inclusion Strategic Partnership (DISP), which began development of the first ever NASA Diversity and Inclusion Strategic Implementation Plan. The draft Plan is currently being reviewed for alignment with the Government-wide Diversity and Inclusion Executive Order and OPM Guidance.

Development and Dissemination of EO Information

During FY 11, ODEO continued to enhance its communications efforts through the development and dissemination of both electronic and print media. ODEO issued the seventh edition of its EO/diversity newsletter, Endeavor, featuring the first meeting of the Agency Diversity and Inclusion Strategic Partnership, Agency results of the Diversity and Inclusion Assessment Survey, the Model EEO Agency Plan and related executive orders, the Disability Program of GSFC, GINA regulations, and a Center spotlight article on MSFC's diversity and inclusion initiative. In addition to its placement on the ODEO Web site, Endeavor is also accessible from the main Headquarters Web site and is disseminated Agency wide by the NASA Center EO offices to reach the widest possible audience of NASA employees.

In addition to the Endeavor newsletter, ODEO disseminates EEO information via its Web site (<http://odeo.hq.nasa.gov/>). The Web site was updated during FY 11 to include the Agency's 2011 EEO Policy Statement, "quick links" to EEO and diversity regulations, management directives, procedures, facts, policy statements, etc. ODEO also disseminates information through Webinars, video teleconferences, briefings to senior management, and face-to-face meetings with Agency officials.

The Centers use a myriad of communication media, including EO and diversity Web sites, memoranda, Agency and Center newsletters, bulletin boards, displays, workshops, meetings, briefings, "Lunch and Learns," e-mails, posters, brochures, and pamphlets.

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STATEMENT OF
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

Essential Element E: Efficiency

The Essential Element of Efficiency requires agencies to have efficient systems in place to assess the impact and effectiveness of the Agency's EEO Programs, including the management and processing of discrimination complaints. This element evaluates NASA's success at meeting regulatory timeframes, e.g., in the investigation of formal discrimination complaints and the issuance of FADs, and requires agencies to develop more efficient systems to improve timeliness, if regulatory timeframes are not being met.

EEO Complaints Processing and ADR

It is NASA policy to maintain a productive work environment in which disputes can be settled quickly by voluntary use of ADR. NASA must efficiently manage complaints processing and ADR to resolve complaints at the lowest possible level and within required timeframes. However, NASA has not been meeting regulatory timeframes in completing investigations or in issuing FADs. Nor has the Agency had a great deal of success in increasing its ADR utilization rates. The Agency's pre-complaint ADR program participation continues to be far below EEOC's target participation rate of 50 percent.

At the informal (pre-complaint) stage, the Centers need to further examine their ADR programs for ways to increase employee participation and improve settlement rates. ODEO and Center Directors need to remind management officials that their participation in ADR is required when Center management has agreed to offer ADR to an aggrieved individual. At the formal stage, ODEO will continue to work on improving the timeliness of investigations and Final Agency Decisions (FADs). In addition, ODEO continues to upgrade its automated complaints and ADR tracking system, iComplaints, and oversee its use at the Centers.

OBJECTIVE:

NASA will improve the efficiency of its EEO complaints management and reporting systems to maximize resources, ensure timeliness of NASA EEO reporting and complaints processing, and increase program effectiveness.

RESPONSIBLE
OFFICIALS:

AA, ODEO; Center Directors; Center EO Directors

DATE OBJECTIVE
INITIATED:

10/1/10

TARGET DATE FOR
COMPLETION OF
OBJECTIVE:

9/30/12

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE H-4

TARGET DATE
(Must be specific)

1. **ADR Participation:** ODEO and Center EO offices will continue to examine their ADR programs for ways to increase participation and improve settlement rates.

9/30/12

2. **ADR Training:** ODEO will deploy an ADR e-learning module in SATERN, NASA's online training system.

**6/30/11
Completed**

<p>3. Streamline Complaints Processing: To effectively and timely implement EEO requirements regarding complaints processing timeframes, ODEO will continue to ensure that complaints are investigated and FADs are issued in accordance with 29 C.F.R. Part 1614 (e.g., 180 days for investigations). Processes will continue to be streamlined and, in the case of FADs, ODEO will place greater emphasis on triage of cases (prioritizing assignment of cases).</p>	<p>9/30/13 Partially Completed</p>
<p>4. Communicate to Center Directors: The AA, ODEO, will communicate to Center Directors that they are responsible for ensuring the effective functioning of the EEO ADR Program at the informal stage of the discrimination complaint process and that instances where ADR is inappropriate are limited by NASA's ADR Procedures (NPR 3713.2, Sec 2.7).</p>	<p>9/30/12 Extended</p>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE H-4

Note: This deficiency was identified as H-5 in last year's plan. Action 2 was completed and will not be reported in next year's Part H. The due date for Action 4 was extended.

EEO Administrative Complaints Processing

The iComplaints complaint tracking system has undergone several upgrades to improve accuracy, efficiency, and utility for both the Centers and ODEO. CMD continues to work with the Centers to ensure that data entry into iComplaints is thorough and accurate, and that Centers are effectively using the system to track complaints.

CMD continued its improvements in efficient complaints processing by more carefully tracking cases through the system and placing deadlines on processing steps and making adherence a part of employees' performance. As a result of these efforts, CMD completed 92.3 percent of all investigations within regulatory timeframes, and further reduced the average processing time to complete an investigation by 5.9 percent, to an average of 171.9 days (down from 183.4 in FY 10). Finally, the average processing days for all final Agency actions was 493, a 9.9 percent reduction from FY 10.

During FY 11, CMD conducted onsite reviews of the informal complaint phase of two NASA Centers as part of ODEO's functional reviews of ARC and DFRC. In addition, CMD conducted quarterly one-on-one discussions with all Centers to discuss informal complaint processing issues. CMD also completed the Contingent Worker Desk Guide, which assures Agency-wide standard processing of informal complaints raised by aggrieved contingent or contract workers.

ODEO was timely in its FY 11 submission of its Annual Report to EEOC (EEOC Form 462) and in posting quarterly No FEAR Act data to the NASA Web site.

All Center EO offices continued to send timely counseling reports to ODEO. In FY 11, the average time it took to receive a counseling report was about three days, and the quality of the reports was generally good.

Effective Implementation of ADR Procedures

During FY 11, ODEO fully implemented ADR procedures Agency wide. These procedures are accessible both in print and online (see <http://nodis3.gsfc.nasa.gov/displayDir.cfm?t=NPR&c=3713&s=2>).

In its efforts to promote, encourage, and increase ADR utilization, particularly at the informal stage, CMD continues to hold quarterly teleconferences with the Centers. These teleconferences provide a forum for informal discussions and guidance to address specific needs of each Center.

To ensure compliance with the terms of settlement agreements, CMD increased its monitoring activities. Centers are now required to submit to CMD a report with supporting documentation for full compliance, reasons for partial compliance, and expected date of full compliance.

An ADR e-learning module featuring an ADR video was developed during FY 11 and is currently available in SATERN. It will be "officially" announced as part of a strategic roll out of ODEO's soon-to-be-launched

"Diversity and EO eLearning Institute" during the first quarter of FY 12, when it will also be added to the ODEO Website. This resource will help to sustain an awareness program that will encourage and advocate the utilization of ADR at the informal and formal stages of the EO process.

Center ADR Accomplishments:

ARC: ODEO staff developed an informational handout for the EO intake folder which is presented to the aggrieved party. ADR pamphlets were distributed to all division directors and branch managers. Additionally, ADR information continued to be posted on ARC's EO Website. EO staff members have discussed advantages of participating in ADR during EO briefings with supervisors.

DFRC: The ADR program was highlighted in EEO assessment briefings given to senior management.

GRC: NASA ADR handbooks entitled, "ADR for EEO: A Far-Reaching Effect" were disseminated at all GRC New Employee Orientations and counselings, and copies were made available at the Human Capital Employee Services building at the Center. A Pre-ADR Team continued to work with the designated Settlement Official before ADR mediation to prepare both parties for a positive mediation. Each EO specialist is assigned to a directorate and staff office and during their quarterly meetings, they provide ADR information.

GSFC: An extremely productive relationship continued between the EO and the ADR Program Office, with an increasing number of informal EEO complaints entering the ADR process. The two offices meet on a regular basis to discuss cases and encourage complainants to consider ADR as a way to quickly address their concerns and potentially resolve their complaints. ADR is offered in all informal cases, and most people participate. EEO Counselors continue to be trained to better market the Center's ADR program in the informal complaints process.

HQ: Where applicable, the EO Office continued to promote the use of ADR to all complainants. In FY 11, three informal complaints were filed and each complainant requested ADR.

JSC: ADR is discussed as a practice in every training session the EO Office provides for employees and managers. The EO Office provided two one-week mediation training opportunities for approximately 50 managers and staff to help promote skills, buy-in, and use of ADR.

KSC: KSC maintained a high utilization rate for ADR on Title VII actions. ADR information was provided to all complainants and has been an effective means for early resolution with very good senior management support.

MSFC: MSFC continued to offer ADR to EEO complainants, when appropriate, and continued to seek early resolution. During FY 11, ADR was offered in three of four informal EEO complaints (it was not offered in a complaint received from a contract employee).

NSSC: The Center continued to offer ADR in all appropriate informal complaints. NSSC managers and supervisors participate in ADR if it is accepted by the aggrieved.

SSC: ODEO continued to promote the ADR process, e.g., through articles in the Center newsletter; information and handouts displayed on ODEO bulletin board/tables in high traffic areas; and a link to ADR program/procedures on the EO Web site. During FY 11, SSC's Center Director appointed four GS-15 senior management employees as Settlement Officials. Each participated in an ADR Webinar training session.

EEOC FORM 715-01 PART H-5	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
National Aeronautics and Space Administration		FY 11 Report and FY 12-13 Plan Update
STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Essential Element F: Responsiveness and Legal Compliance</p> <p>This essential element requires Federal agencies to be in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions. Given that significant new civil rights legislation has been passed in recent years, NASA must ensure that it is in full compliance with new laws and regulations.</p> <p>Reasonable Accommodation Procedures</p> <p>EEOC issued its regulations implementing the ADAAA on March 25, 2011, and they became effective on May 24, 2011. ODEO must determine whether there is a need to revise the Agency's own reasonable accommodation procedures (NPR 3713.1A) and/or provide additional guidance to Center EO Offices, in light of the ADAAA and its new regulations. In addition, ODEO and Center EO Offices must ensure compliance with timeliness and record-keeping requirements of NASA's reasonable accommodations procedures.</p> <p>Other Actions Regarding New Civil Rights Legislation</p> <p>EEOC issued implementing regulations for GINA on November 9, 2010, and these became effective on January 10, 2011. NASA must ensure compliance with requirements of GINA of 2008 and continue to provide appropriate guidance, information, and technical assistance to managers, supervisors, and employees regarding both GINA and the ADAAA.</p> <p>Timely Submission of Model EEO Agency Plan and Report (New)</p> <p>NASA was not timely in the submission of its FY 09-10 Model EEO Agency Plan and Report (Plan) to EEOC. ODEO shall develop and adhere to milestones that facilitate a more timely completion of the draft plan, with sufficient time for obtaining the necessary concurrences, to ensure timely submission to EEOC.</p>	
OBJECTIVE:	NASA will be in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.	
RESPONSIBLE OFFICIAL:	ODEO; Office of the General Counsel (OGC); and Center EO Directors	
DATE OBJECTIVE INITIATED:	10/1/10	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/12	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE H-5		TARGET DATE (Must be specific)
1. Reasonable Accommodations: ODEO and Center EO Offices will continue to review reasonable accommodation decisions and actions to ensure compliance with NPR 3713.1A, including timeliness, record-keeping, and reporting requirements, and to monitor trends. Centers will report any problems with providing reasonable accommodations to ODEO and their Center Directors for early intervention and resolution.		9/30/11 Completed

2. ADAAA and GINA: ODEO and Center EO Offices, in consultation with the OGC, will continue to provide appropriate guidance, information, and technical assistance to managers, supervisors, and employees regarding ADAAA and GINA to ensure that the Agency complies with the requirements of the new laws.	9/30/11 Completed
3. Timely Submission of Model EEO Agency Plan: ODEO will develop and adhere to milestones that lead to timely concurrence on the Model EEO Agency Plan by management officials and timely submission to EEOC.	9/30/13 Partially Completed
4. Reasonable Accommodations: Center EO offices will continue to use diverse approaches to provide reasonable accommodations, including: <ul style="list-style-type: none"> - increasing awareness and utilization of the Department of Defense Computer/Electronic Accommodations Program; - consulting with the Job Accommodation Network (JAN) for Accommodation Information; and - determining the feasibility and advantages of centralizing funding to provide non-architectural reasonable accommodations. 	9/30/13 New
5. ADAAA and GINA: Now that EEOC has issued implementing regulations for ADAAA and GINA, ODEO will determine whether changes to its reasonable accommodations and other relevant policies and processes and/or additional guidance are needed to ensure compliance with the regulations.	9/30/13 New

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE H-5

Note: This deficiency was identified as H-6 in last year's plan. Actions 1 and 2 were completed and will not be reported in next year's Part H. Actions 4 and 5 are new.

Monitoring Requests for Reasonable Accommodation and Ensuring Compliance With the ADAAA and GINA

In January 2011, NASA issued detailed guidance to its field Centers regarding the "safe harbor" and other key provisions of the GINA regulations. The guidance was intended to alert the NASA EO community to GINA requirements that may have had an immediate impact on the reasonable accommodations work being performed across the Agency. In addition, NASA provided briefings to its EO community on the ADAAA and GINA regulations, again focusing on those provisions that have an impact on the work of our EO Offices, such as the nine rules of construction set forth under the ADAAA regulations and the GINA safe harbor provision.

The Agency-wide Reasonable Accommodation Management System (RAMS) continued to serve as an effective tracking mechanism for monitoring and analyzing reasonable accommodation requests, dispositions, and timeliness. By the end of FY 11, NASA Centers and Headquarters Operations had entered over 65 reasonable accommodation requests into RAMS (for FY 11 and prior years). Over 90 percent of the requests (or options) were approved.

Specific Center efforts with regard to providing reasonable accommodations and ensuring compliance with ADAAA and GINA include:

ARC: The EO Office disseminated information to employees regarding reasonable accommodations, ADAAA, and GINA through Center-wide announcements, the ARC EO Web site, and quarterly meetings with supervisors.

GRC: The EO and HR Offices collaborated to host forums and briefings on all new policies.

GSFC: A Reasonable Accommodation Working Group comprised of EO, HR, and Legal, met regularly to ensure compliance with NPR 3713.1A. Draft documents of medical documentation request forms are being developed in order to assist physicians in clearly articulating when an employee has met the requirements of a disability. In addition, follow-up questions relating to teleworking are being reviewed by the medical community to determine suitability for inclusion in requests for medical documentation letters.

With regard to ADA, the EO Office reviewed Center processes to ensure they are in compliance. A canvas of the Center's restrooms and entrances was conducted and documented. This information is currently under review with facilities management to address any issues where the restrooms or automatic door openers are in need of repair or replacement.

HQ: The EO Office held a Reasonable Accommodation Brown Bag session focusing on the HQ process for providing reasonable accommodations to IWTD and on updates to the legal requirements contained in the ADA and GINA.

JSC: Training, meetings, and benchmarking were conducted to ensure compliance with NPR 3713.1A, ADA, and GINA.

KSC: The DPM worked with CFO staff to create a centralized fund for providing reasonable accommodations for IWDs. The fund is managed by the KSC EO Office. Both ADA and GINA are part of the Center's New Employee Orientation, New Manager Orientation, and LEAP VI Module 7 training.

NSSC: The EO Director developed a talking points document regarding the process for handling requests for reasonable accommodations, including proper disposition of medical documentation. This document was shared with all NSSC supervisors. The EO Director shared information regarding ADA and GINA requirements during senior staff meetings and ensured NSSC is complying with all requirements.

SSC: During FY 11, the EO Office continued to educate management and employees on its availability to be a part of the evaluation of reasonable accommodations. The EO Office disseminated information regarding ADA and GINA to management and employees through quarterly staff meeting visits, newsletter articles, and senior staff retreats.

Timely Reporting to EEOC

NASA submitted its FY 11 Model EEO Agency Plan and Status Report to EEOC before the January 31, 2011, deadline. ODEO accomplished this by beginning the process a month earlier (June). The first step in the process (compiling Part G from the Centers) was completed by the end of July. In addition, ODEO developed an aggressive timeline for development of the plan, with the goal of obtaining the first round of concurrences by the end of November, and submission to the Executive Secretariat for the Administrator's signature by the third week in December.

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STATEMENT OF
CONDITION THAT
WAS A TRIGGER FOR
A POTENTIAL
BARRIER:

Provide a brief
narrative describing
the condition at issue.

How was the condition
recognized as a
potential barrier?

Recruitment and Retention

The percentage of qualified IWTD in the NASA workforce remained at 1.1 percent, the same as at the end of FY 10. The representation of individuals with targeted disabilities has been at or around 1 percent of the NASA workforce for the past 20 years, despite a Government-wide goal of 2 percent.

In July 2010, the President issued Executive Order 13548, "Increasing Federal Employment of Individuals With Disabilities." The Executive Order observes that IWTD remain underrepresented in the Federal workforce, stating that IWD currently represent just over 5 percent of the nearly 2.5 million people in the Federal workforce, and IWTD currently represent less than 1 percent of that workforce. The Executive Order requires Federal agencies to develop plans for promoting employment opportunities for IWD and other specific requirements (e.g., designation of a "senior-level agency official to be accountable for enhancing employment opportunities for individuals with disabilities and IWTD within the agency..." and increased use of Schedule A excepted service hiring authority for persons with disabilities).

In October 2010, the General Accountability Office (GAO) published "Highlights of a Forum: Participant-Identified Leading Practices That Could Increase the Employment of Individuals With Disabilities in the Federal Workforce." GAO selected participants for the forum based on a survey of knowledgeable individuals. The survey results also formed the basis for the agenda of the forum and were refined by participants to focus on actions they deemed most important.

Executive Order 13548 and the GAO Forum further confirm the need for increased efforts Government-wide to address barriers to EO faced by IWTD.

Architectural Accessibility

According to NASA's annual Accessibility Summary Report (ASR), there are numerous NASA sites where architectural barriers exist.

NASA conducts facility surveys in accordance with U.S. Architectural Barriers Access Board regulations. A review of the FY 11 ASR revealed that of 1,093 NASA facilities across the country required to be accessible, 508 buildings do not meet Uniform Federal Accessibility Standards (UFAS) (codified at 36 C.F.R. Part 1190).

BARRIER ANALYSIS:

Provide a description
of the steps taken and
data analyzed to
determine the cause
of the condition.

Recruitment and Retention

In FY 10, ODEO conducted an in-depth analysis into employment of IWTD at NASA, focusing on hiring and separations. This analysis revealed that IWTD separate at higher rates than those without disabilities (7.4 percent loss rate for IWTD vs. 6.0 percent loss rate for employees with no disabilities between FY 06 and FY 10). FY 11 data indicate the continuation of the separation trend, with a 7.3 percent loss rate for IWTD (vs. 3.4 percent loss rate for employees with no disabilities). The analysis also revealed the low participation of IWTD in NASA's Student Career Experience Program (SCEP), a concern because SCEP has traditionally been a major entry point to NASA for recent graduates. Only six of the SCEP students hired between October 2005 and May 2010 had a targeted disability, out of 813 total SCEP hires (.7 percent). SCEP hires of students with targeted disabilities improved slightly to 1.1 percent of the total program hires during FY 11, but is still too low to help NASA achieve the Government-wide goal for IWTD in the workforce.

	<p>Architectural Accessibility</p> <p>An undue hardship analysis was conducted on the 508 facilities not meeting the UFAS, and 57 were identified as meeting the undue hardship standard, meaning 451 NASA facilities need modifications to be considered accessible.</p> <p>The Facilities Engineering and Real Property Division (FERPD), ODEO, NASA Headquarters' Functional Offices, Program Offices, and NASA Centers perform a yearly prioritization of Capital Improvement Projects (CIP) in order to meet mission objectives and comply with applicable laws, regulations, and building codes because there are insufficient funds to immediately meet all requirements. Slow, but steady progress has been made to reduce the number of facilities that do not meet accessibility standards.</p> <p>There is a need for EO officials to work more closely with the HQ FERPD and Center facilities organizations to implement current plans to remove such barriers as quickly as resources allow.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>NASA's recruitment, retention, and student pipeline programs have been inadequate to increase the representation of IWTD above 1 percent of the Agency's workforce. The Agency is not strategically recruiting from sources with large numbers of IWTD with the skills and qualifications needed by NASA; selecting officials are underutilizing special hiring authorities; hiring budgets are not being used to place IWTD into summer internships; and NASA managers are not creating a workplace climate that is conducive to retaining IWTD (e.g., lack of onboarding efforts, low awareness of disability issues generally, and specifically with regard to Section 508 and the provision of reasonable accommodations).</p> <p>In addition, architectural barriers exist at most NASA sites. Insufficient funds for the CIP have resulted in the barriers continuing to exist despite past surveys to identify and eliminate such barriers and despite yearly coordination among the FERPD, NASA Functional Offices, ODEO, and the NASA Centers. NASA must also ensure that its recruitment sites are accessible to individuals with disabilities.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>NASA will increase the number of qualified individuals with targeted disabilities in the NASA workforce to reach the Government-wide goal of 2 percent by strategically recruiting, developing more effective community outreach and student programs, and through improved retention efforts.</p> <p>NASA will continue to identify and eliminate existing architectural barriers at its sites, where appropriate, except in instances where such barrier removal would create an undue hardship on the Agency. Centers will identify facilities that are a priority for modification, based on employee and public usage, thereby minimizing risk to the Agency of a costly discrimination complaint.</p>
<p>RESPONSIBLE OFFICIALS:</p>	<p>Center Directors; AA, ODEO; Assistant Administrator, OHCM; AA, Education; Center EO Directors and Disability Program Managers (DPMs); Center HR Directors and Selective Placement Coordinators; Center Education Directors and Student Program Coordinators; Head of NASA Headquarters FERPD; and Center Facilities Managers.</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>10/1/10</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>9/30/13</p>

EEOC FORM 715-01 PART I-1	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1.	Executive Order 13548: The AA, ODEO, will issue a memorandum to Center Directors and Officials-in-Charge of Headquarters (HQ) Offices that transmits and explains the Agency's Individuals With Disabilities Action Plan, developed pursuant to Executive Order 13548.	9/30/12 <i>Extended</i>
2.	Updating Disability Self-Identification: ODEO and OHCM will issue an e-mail to all employees inviting them to update their SF 256. The communication will remind employees that the information can be updated on a secure Web site (Employee Express), thus ensuring confidentiality to the maximum extent possible.	9/30/12 <i>Extended</i>
3.	Technical Assistance: ODEO and OHCM will conduct periodic technical assistance for Center Disability Program Managers and Selective Placement Coordinators to ensure that they have subject matter expertise and a working knowledge of applicable laws, Executive Orders, policies, reasonable accommodations procedures, Schedule A hiring procedures, etc.	9/30/13 <i>Partially Completed</i> <i>Extended</i>
4.	Exit Survey Data: OHCM will compile exit survey information by disability status for FY 08-10 and provide the data to ODEO.	1/31/11 <i>Completed</i>
5.	On-Line Training: ODEO will deploy an e-Learning tool on its Web site providing disabilities training to NASA supervisors, managers, and employees designed to familiarize them with the requirements of disability laws, including the provision of reasonable accommodations, and recent changes to the law based on the ADAAA.	9/30/12 <i>Partially Completed</i> <i>Extended</i>
6.	Agency-wide IWD Advisory Group: ODEO will continue to coordinate and facilitate an Agency-wide employee group that meets regularly to allow IWTD to share issues, concerns, solutions, and best practices.	9/30/13 <i>Partially Completed</i> <i>Extended</i>
7.	<p>Outreach, Recruiting, and Hiring: Center EO Staff, Selective Placement Coordinators (SPCs), and other HR staff will meet quarterly to develop and implement strategic approaches for outreach, recruiting, and hiring qualified IWTD. Center EO staff will report to ODEO on outcomes, including efforts to:</p> <ul style="list-style-type: none"> - Identify recruitment sites and events with large numbers of qualified IWTD for inclusion in Center recruitment plans. - Utilize social media to help recruit IWD. - Consult with State Voc Rehab and other state services for Schedule A referrals. - Establish collaborative relationships with community groups, universities, professional organizations, and publications to improve outreach and recruitment opportunities and communicate with them in advance of recruitment events to ensure that IWTD are aware of NASA's visit and interest. - Ensure that selecting officials are aware of Schedule A hiring authority and know how to use it. - Utilize the OPM Shared Register of Applicants With Disabilities. - Utilize SCEP, internships, fellowships, and other pipelines to recruit IWTD, e.g., NASA Motivating Undergraduates in Science and Technology (MUST) Scholarship Project, Project ACCESS, Workforce Recruitment Program (WRP), etc. - Recommend at each Center the placement of at least two students through Project ACCESS, with an emphasis on placing students with targeted disabilities. - Follow up with former and current interns with targeted disabilities to encourage their participation in the NASA Co-operative Education Program and provide 	9/30/13 <i>Partially Completed</i>

<ul style="list-style-type: none"> - information about NASA employment opportunities. - Ensure outreach and recruitment materials, including those for the Co-operative Education Program and internship programs, are accessible by IWTD. - Develop an electronic mailing list of disability advocacy groups in the local area and send regular e-mail notices re job openings and Schedule A information. 	
<p>8. Retention: Center EO staff, SPCs, and other HR staff will meet quarterly to improve retention rates of IWTD. Center EO staff will report twice a year to ODEO on outcomes, including efforts such as:</p> <ul style="list-style-type: none"> - Trend analyses of IWTD separation rates. - Trend analysis of HR exit survey data. - Focus groups with IWTD (employees and/or community organizations) to identify issues that may result in IWTD leaving the Agency and to share ideas and best practices for improving retention. - Timely provision of reasonable accommodations. - Onboarding efforts to improve initial experiences of IWTD. - Improvements in 508 compliance and facilities accessibility. - Provision of workshops and mentoring for IWTD to provide information regarding career development and career navigation. 	<p>9/30/13</p> <p><i>Partially Completed</i></p>
<p>9. Education and Awareness: Center Disability Program Managers (DPMs) will coordinate disability awareness and education events designed to inform the workforce and eliminate negative stereotypes and bias regarding IWTD, particularly by showcasing success stories.</p>	<p>9/30/13</p> <p><i>Partially Completed Extended</i></p>
<p>10. Removing Architectural Barriers: ODEO, in partnership with NASA Headquarters FERPD and NASA Centers, will continue to review progress on and prioritize with timelines the removal of architectural barriers identified in annual facilities surveys. NASA will prepare an annual assessment to recognize progress made and reiterate areas still needing improvement. ODEO will continue to participate in a consulting role at the FERPD meetings to provide input to decision making.</p>	<p>9/30/13</p> <p><i>Partially Completed</i></p>
<p>11. EO and Facilities Collaboration: Center EO staff will continue to meet with Center facilities staff to discuss the modifications to be made with Center funds (modifications costing less than \$500K), including:</p> <ul style="list-style-type: none"> - Jointly assess facilities to identify accessibility concerns; - Develop, implement, and monitor plan for annual modifications to be made; and - Evaluate requests for reasonable accommodations that involve facility modifications and respond appropriately. 	<p>9/30/13</p> <p><i>Partially Completed</i></p>
<p>12. Emergency Evacuation Plans: Center EO Directors will ensure that IWD accommodation issues are included in Center emergency evacuation plans for all facilities (owned and leased), including transportation assets.</p>	<p>9/30/12</p> <p><i>New</i></p>
<p>REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE I-1</p>	
<p>Note: This barrier combines last year's Part I-1 and I-4. Action 4 was completed and will not be reported in next year's Part I. Due dates for Actions 1, 2, 3, 5, 6, and 9 were extended to reflect more realistic timeframes. Action 12 is new.</p> <p>Vacancy Announcements for Individuals With Disabilities</p> <p>NASA continued to advocate for the recruitment, hiring, and retention of qualified IWTD as an Agency priority. Notably, in February 2011, OHCM announced, through USAJOBS, several "Opportunities for Individuals with Disabilities." These were NASA-wide vacancy announcements for grades GS 1-15, open only to "U.S. citizens with disabilities," with a closing date of January 31, 2012. A NASA-wide announcement remains on USAJOBS, with the closing date extended to October 2, 2012 (see http://nasai.usajobs.gov/GetJob/ViewDetails/2166834). The announcement is intended to increase the</p>	

number of applications from and selection of IWDs through Schedule A appointments. To date, the open announcements have generated a high level of interest from Schedule A applicants but have not yet been used to make a selection. Center HR staff members continue to actively market these applicants to hiring managers.

Other actions taken by OHCM during FY 11 include: establishing monthly selective placement coordinator community calls to share best practices and tackle common problems; providing IWD program information at monthly staffing community calls, to reach a wider audience; conducting an HR University Session that discussed Schedule A Hiring; and adding a link on NASA's hiring tool kit to OPM's "bite-size training" that includes a session on Schedule A Hiring.

Section 508 Interest Group

During FY 11, ODEO continued to coordinate and facilitate an Agency-wide employee group comprised of DPMs, IWDs, and other interested employees. The group, known as the NASA Section 508 Interest Group, holds monthly telecons to share IWD issues, concerns, solutions, and best practices. Concerns addressed include: document accessibility, Web application accessibility, technical support and training for users of screen readers and screen magnifiers, and transportation. The Interest Group has provided feedback to NASA's Office of the Chief Information Officer (OCIO), as well as Center CIOs on NASA's Section 508 policies and procedures and their implementation. They have identified documents, e.g., portable document format files (PDFs), and software, e.g., SATERN and Informed Filler that are not accessible, and informed the appropriate NASA officials. The Interest Group has made several recommendations to NASA's IT support contractor with regard to establishing expertise to service clients using adaptive software.

E-Learning Tool

ODEO also developed an e-Learning tool that will provide disabilities training to NASA supervisors, managers, and employees, designed to familiarize them with the requirements of disability laws, including the provision of reasonable accommodations, and recent changes to the law based on the ADA. The tool is in the final phase of development; it will be deployed in FY 12 as part of ODEO's new eLearning Institute.

Project ACCESS

In the summer of 2011, the OE continued a partnership with the AAAS to place 19 students with disabilities at 10 NASA Centers, including the Jet Propulsion Laboratory (JPL) and HQ, through the Achieving Competence in Computing, Engineering, and Space Science Program (Project ACCESS). Project ACCESS students earn bachelor and graduate degrees in science, technology, engineering, and math (STEM) fields. The students are diverse in culture, disability, gender, geography, and academic majors.

The Challenge Remains

Despite the Agency-wide efforts described above and Center-specific efforts described below, the representation of IWTD in NASA's permanent workforce saw a net increase of only one in FY 11 (from 206 to 207) and remained at 1.1 percent of the workforce. The low increase is attributable, in part, to the high separation rate of IWD.

In a reversal of FY 09 and FY 10 data, the separation rate for permanent IWTD at NASA (7.3 percent) was more than twice as high as the separation rate for employees without a disability (3.4 percent). The high separation rate for IWTD mirrors the long-term trend for the NASA workforce prior to FY 09. ODEO examined exit survey data of separated employees from FY 08 through FY 11 to identify prevailing reasons for the higher rate of separations for IWTD. However, over the four year period, only five IWTD opted to complete the voluntary online exit survey, making it impossible to draw meaningful conclusions. Of the five IWD who responded, two were voluntary retirements and the other three left for other than retirement reasons.

Increasing the representation of IWD in the NASA workforce is a long-term challenge; Agency-wide commitment and collaboration must continue to be strengthened, with increased emphasis on retention.

Center Accomplishments on Recruiting and Retaining IWDs:

ARC: EO and HR work very closely with the Employees with Disabilities Advisory Group to develop strategies for improving recruitment and retention of IWD. One outcome of the collaboration during FY 11 was to inform all supervisors on the nuances of Schedule A hiring. ARC continued to improve the workplace environment for IWD by educating the workforce to eliminate negative stereotypes about IWDs and creating a more inclusive culture through diversity initiatives. ARC placed two Project ACCESS summer interns.

DFRC: The DPM and SPC met regularly to improve recruitment, hiring, and retention of IWD. As a result of their efforts, the Center hired one IWTG during FY 11. A plan to improve retention is under development. The DPM developed a "road show" for disability awareness and delivered it to DFRC employees. The Center placed two Project ACCESS summer interns.

GRC: The EO Office scheduled recruitment visits at universities and other organizations with large populations of IWTG students. The DPM sent out e-mail blasts to directors of university disability services offices and staff prior to recruitment visits to let them know about opportunities in the Center's student programs. A special GRC recruitment trip was conducted for IWDs at Wright State University by EO, HCM, and Education during its information session and STEM Recruiting Day. The EO Office examined separation rates at GRC and found that 91 percent of the separations were due to retirements. The Center placed one Project ACCESS summer intern during FY 11. The DPM and Disability Awareness Action Working Group (DAAWG) continued to meet monthly to plan and deliver Disability Awareness events.

GSFC: Monthly meetings were held by the DPM and the SPC to discuss topics related to IWD recruitment and outreach. Major topics included Center hiring readjustments for FY 11, job shadowing for vocational rehabilitation clients going through career exploration, and 2011 Disability Mentoring Day. GSFC again led the NASA Centers with a net gain of 7 permanent IWTG for a total of 64, reaching the Government-wide goal of 2 percent in its permanent workforce. The Center placed two Project ACCESS interns during FY 11.

EO and HR meet quarterly to discuss improving IWD retention rates. One outcome of these meetings was to identify best practices learned from a benchmarking trip to the University of Illinois. Additional efforts have included making transportation available to IWD for Goddard-sponsored events and working to ensure that accessibility is required in future training contracts.

The Center launched the "Power & Privilege: Disability" workshop series during FY 11, which is required for all managers and leaders of influence. Three sessions of Power & Privilege Disability have been held so far with approximately 30 participants each session.

HQ: The EO Office met with the Veterans Administration (VA) to explore ways to hire veterans with disabilities under the Schedule A Hiring Authority. EO is also coordinating with HR to develop strategies to increase hiring in general, not just from the VA, of IWTG using the Schedule A Authority. In addition, HQ is again bringing in high school students from the Maryland School for the Blind as part of its Disability Mentoring Day program. HQ initiated a lunchtime class, Introduction to American Sign Language, taught by a deaf employee. Twenty-three people signed up for the classes which run weekly for four weeks. More classes have been scheduled since participant interest exceeded expectations. HQ placed two Project ACCESS summer interns during FY 11.

JSC: The SPC participated in JSC Disability Advisory Group (DAG) meetings and contacted universities in advance of recruiting activities to encourage employment of IWTG for fall 2011. Targeted outreach and recruitment events were identified. The Center placed two Project ACCESS summer interns during FY 11. The Center conducted several disability awareness events in FY 11 to help improve the working environment for IWDs (e.g., announcements in JSC Today, posters displayed in Center buildings, a DAG booth at JSC's Safety and Total Health Day fair). Other efforts to improve retention of IWD included: improving and facilitating the process for more satisfactory reasonable accommodations; establishing the DAG as an Employee Resource Group; and conducting a focus group and drafting an assistive technology policy for the Center. An analysis of separation data for JSC indicates that most IWD left the Center due to retirement.

KSC: A co-op student, recruited in FY 10 from Gallaudet, returned and is being trained and evaluated for a role in the EO Office. During FY 11, she taught American Sign Language courses to employees, maintained the KeyNotes newsletter, and began learning the correspondence system and other high demand services

for the benefit of the organization. HR began researching disability populations of Florida schools to determine appropriate recruitment events. The Center placed one Project ACCESS summer intern during FY 11. The Center conducted nine disability awareness/educational events during the year, with the goal of improving the working environment for IWD.

LaRC: EO and HR established a schedule for regular recruitment meetings. Initiatives targeted at IWTG will be incorporated into the larger Center recruitment plan. The Center placed three Project ACCESS summer interns during FY 11.

MSFC: The DPM and the DAAWG met monthly to implement approaches for outreach to IWD. However, because the Center will decrease the number of civil servants in the workforce in FY 12 and FY13, it does not anticipate hiring during this period. The Center placed two Project ACCESS summer interns during FY 11. The Center established an ExplorNet page for DAAWG to post relevant information that is easily accessible to all employees. Several disability awareness events were held to help eliminate stereotypes and biases regarding IWD to help improve the climate for IWD (e.g., keynote speaker Kevin Saunders, the first person with a disability to be appointed to the President's Council on Physical Fitness & Sports; a Lunch & Learn on the debilitating effects of arthritis; and as an outreach activity with the Huntsville Special Olympics. A DAAWG committee member participated on the Agency-wide 508 Compliance Committee.

NSSC: The EO Director and HR staff met quarterly during FY 11 to discuss strategic approaches for outreach, recruitment, and hiring of IWD. The EO Director added links from the NSSC Diversity and EO public Web site to the NASA USAJobs Announcement for Individuals with Disabilities and the OSSI (One Stop Shopping Initiative) LaunchPad. The EO Director participated in the monthly Agency 508 Compliance Working Group telecons. The EO Director, HR Director, supervisors, and facilities personnel collaborated regarding onboarding efforts to ensure IWTG needs were met. The EO Director partnered with Facilities in setting up large displays to showcase the success stories of individuals with disabilities. A separate display showcasing the accomplishments of IWD was set up on each of the three floors of the NSSC building.

SSC: The EO Officer met with the SPC and discussed recruitment of IWTGs. Hiring opportunities are limited, but where possible, outreach and recruiting are planned. Currently, SSC has three IWTGs. The EO Officer and the SPC continued to meet to ensure these employees receive necessary assistance. Annual Disability Awareness Month events were conducted to educate the workforce and make the workplace more inclusive. The Stennis Diversity Council recognized IWTGs at the Center who performed well.

Architectural/Facilities Accessibility

A review of the FY 11 Accessibility Summary Report indicates that NASA's total number of facilities had a net increase of 46 from 4,217 to 4,263 primarily due to a large gain of facilities at SSC (+105). MSFC also had a net gain of facilities (+4). There were decreases in the number of facilities at several Centers, including ARC (-5 facilities), GRC's Plum Brook Station (-23 facilities), KSC (-16 facilities), and LaRC (-19 facilities). The number of facilities that are required to be in compliance decreased by 5, from 1,098 to 1,093, primarily because of a decrease in such facilities at KSC (-6). Of the 1,093 facilities that require accessibility, 585 are in compliance (four fewer than in FY 10). Conversely, 508 of the 1,093 facilities that require accessibility are not in compliance (1 fewer than at the end of FY 10).

Centers with the most facilities not in compliance (where it is required and would not create an undue hardship) include ARC (70), JSC (58), and KSC (46). The number of facilities where compliance is considered to be an "undue hardship" decreased by 2 (from 59 to 57).

Centers reported taking the following actions to better ensure facilities accessibility:

ARC: The facilities staff developed, prioritized, and designed projects in coordination with Ames Employees with Disability Advisory Group (EDAG) and the EO Office. The majority of the accessibility projects are funded through proposed construction of facilities, Recap, and Renewal by Replacement projects. Center Management and Operations funds are not specifically budgeted for accessibility improvements, but are used for specific real-time needs.

DFRC: The local facilities office is very responsive to any modification requests for accommodations. For example, additional handicapped parking spaces were designated very quickly when requested by employees. Also, a bathroom was reviewed for accessibility prior to the arrival of a student intern with a disability, and modifications were made before his arrival (plumbing pipes were covered and the soap

dispenser was lowered).

GRC: The DPM and Team Lead worked closely to remedy facilities issues and concerns on a timely basis. GRC's Disability Awareness Advisory Group (DAAG) also brings forward any concerns about access to buildings where meetings are located. For example, the DAAG raised a concern regarding whether the shower in the renovated guard shack at the Plum Brook station needed to be accessible and meet Americans with Disabilities Act (ADA) requirements. This led to a discussion by EO, HR, Legal, and the Facilities Division (along with NASA HQs) regarding the job requirements of employees using the guard shack and accessible facilities at Plum Brook. It also began a discussion regarding an effective process to evaluate requests for exceptions to ADA building requirements. That process is currently being developed.

GSFC: The DPM worked with the Accessibility Architect to identify and prioritize selected projects. A canvas of the Center's restrooms and entrances was conducted and documented. This information is currently under review with facilities management to address any issues where the restrooms or automatic door openers are in need of repair or replacement. The Center has a multi-year accessibility allotment of approximately \$100K each year. The Directorate Resource Analyst is currently investigating the possibility of modifying the current accommodations budget to consider non-severable funds which would allow carry-over into the following fiscal year.

HQ: The HQ building began undergoing major modifications to workspace in FY 11 that will continue into FY 13. As part of building modification, building management has provided swing-space in a different building while renovations are being made to the HQ building. The EO Director participated in a walk-through of the space and recommended changes to ensure that the space meets the requirements for persons with disabilities. The EO Director will meet quarterly with the Director of Facilities to ensure that the building modifications are consistent with ADA requirements.

JSC: Modifications to facilities requested and completed during FY 11 included: installation of an accessible ramp, adding handrails to a pre-existing ramp, a new sidewalk, an accessible door to the JSC EO Office, and modification of a restroom.

KSC: The facilities staff and DAAWG members work closely to address and remedy facility issues. The DPM met with Center facilities staff regarding FY 11 projects. Facilities replaced a curb with a ramp at the Operations Support Building. Four additional parking spaces were provided, which included additional signage at the Logistics Facility. A unisex restroom in the Converter/Compressor Building was assessed and modified. Facilities provided ramps for exterior discharge path at the Headquarters building. Two additional projects await funding: installation of voice enunciators in (19) elevators in various KSC facilities and additional notification devices in the Operations Support Building. KSC new construction and renovations meet ADA standards.

LaRC: The OEO Director, the Center Operations Director, and the Center Master Planner meet, at a minimum, annually to discuss modifications and continue to look at ways to utilize Center funds in an efficient manner. This topic will be included at bimonthly EO Board meetings with senior members of the EO Board.

MSFC: EO and HR work with Center Operations for facility modifications as required under ADA. The DPM works with DAAWG to funnel any of their concerns/issues to facilities. As necessary, EO reviews drawings and conducts site visits with the Center's facilities point of contact. During FY 11, new handicap parking spaces, employee transient spaces, and appropriate signage were added at various locations throughout the Center.

NSSC: The EO Director and the Facilities team met to discuss reasonable accommodations. There are no unresolved issues. A concern raised by the EO Director that cars/delivery trucks sometimes blocked the accessible ramp from the NSSC building to the rear parking lot was quickly resolved.

National Aeronautics and Space Administration

FY 11 Report and FY 12-13 Plan Update

STATEMENT OF
CONDITION THAT
WAS A TRIGGER FOR
A POTENTIAL
BARRIER:

Provide a brief
narrative describing
the condition at issue.

How was the condition
recognized as a
potential barrier?

Triggers of Potential Barriers

Several triggers regarding various EEO groups at NASA were identified during FY 11.

The first of these, relating to Asian Americans, was identified through ongoing comparisons of the NASA workforce with relevant civilian labor force (RCLF) data. As of July 31, 2011, the comparisons continued to indicate a lower than expected representation of Asian Americans in NASA's major occupational category, Aerospace Technology (AST) engineers in comparison to their RCLF benchmark (8.0 percent vs. RCLF of 9.8 percent). This raises concerns regarding potential problems in the recruitment, selection, and/or retention of Asian Americans at NASA.

Further analysis of NASA workforce data also indicated a lower than expected representation of Asian Americans, African Americans, Hispanics, and women in the higher grade levels (GS 14, GS 15, and SES/ST/SL) of AST occupations, in comparisons with the RCLF.

During the summer of FY 11, ODEO was notified that African Americans at a NASA Center had raised concerns with the NASA Administrator regarding possible inequities in promotions to senior grade levels, recognition, meaningful job assignments, and developmental opportunities. These concerns were echoed by African American employees from some of the other NASA Centers, as confirmed by dialogue at a joint meeting of the EO and HR communities in June 2011.

In addition, in early FY 11, NASA labor representatives raised concerns regarding NASA's Employee Performance Communication System (EPCS). Specifically, the issue raised was that African American employees were receiving a disproportionate number of the "Needs Improvement" (Level 2) ratings, in comparison to their representation in the NASA workforce.

BARRIER ANALYSIS:

Provide a description
of the steps taken and
data analyzed to
determine the cause
of the condition.

AST Hires and Promotions

An analysis of FY 11 applicant and hire data indicate no permanent hires of Hispanic females and only one selection of an Asian American female in general engineering, out of 119 selections. The applicant flow data show that 16 of the 74 Hispanic women who applied for general engineering vacancies were qualified, and 20 of the 79 Asian American women were qualified.

No Hispanic females were selected during FY 11 for permanent computer engineer positions, out of 35 selections, although 19 applied for vacancies and four were qualified. Three Asian American males were hired in computer engineering, for 8.6 percent of the total selections, but the RCLF for Asian American male computer engineers is 13.7 percent. The 1,343 applicants for computer engineering vacancies included 204 Asian American males, of which 25 were rated as qualified.

No African Americans were selected as physical or space scientists (series 1301 or 1330) out of 21 selections, although five were qualified. Only one American Indian was selected in six AST mission critical occupations combined (318 selections), although 66 applied and 16 were qualified.

Similarly, an analysis of four years of AST promotion data indicated promotion rates lower than internal availability rates for Asian Americans at nine of 10 NASA Centers, for African American employees at four NASA Centers, and for Hispanics at three NASA Centers. A review of applicant data indicated that employees from these groups are applying and are qualified at rates higher than their selection rates. For

example, during FY 11, 85 employees received promotions to the GS 14 or GS 15 level in the general engineering series. Of that number, two (2.4 percent) were Asian American males, compared to their eligibility rate of 4.2 percent. Of the 1,009 applications received for the 85 selections, 70 (6.9 percent) were from Asian American males and 34 of that number (6.2 percent) were found to be qualified.

Student Career Enrichment Program (SCEP)

In June FY 10, NASA examined the demographics of one of its key entry-level programs, the SCEP. A critical finding of this analysis was the under-participation of Asian Americans in the program. From the beginning of FY 06 through May 2010, 44 of 578 SCEP science and engineering students participating in the program were Asian American (7.6 percent), and 19 of 328 SCEP science and engineering students converted (hired) by NASA were Asian American (5.8 percent). Since data are not compiled for the number of offers for permanent employment made to SCEP students or how many offers are turned down, one should not conclude that the lower conversion rate necessarily means that NASA is denying employment opportunities to Asian American students. However, since 15.6 percent of science and engineering degrees awarded to U.S. citizens in FY 07 were earned by Asian American students, their much lower participation rate in SCEP is cause for concern and warrants attention.

Career Development

An analysis of NASA career development data relating to Asian Americans indicated potential disparities in high-level developmental programs (e.g., the SESCDP through FY 08 and the NASA Fellowship Program in FY 09).¹ An examination of historical data for NASA's SESCDP data from 1993 through 2006 indicated a low rate of Asian Americans who had been appointed to SES following completion of the program, even among those who were certified for the SES. The 2008 SESCDP class included no Asian American females out of 23 NASA participants. In addition, no Asian American female (or any other minority female) nominations were received for the FY 09-10 NASA Fellowship Program, out of 38 nominations forwarded by the Centers. FY 11 data indicate that 5 of 109 nominees for the MLLP were Asian Americans (4.6 percent) and 1 Asian American (male) employee was selected out of 25 selectees (4 percent). For the NASA Fellowship Program, two Asian Americans (1 male and 1 female) were nominated, out of 34 nominees (5.9 percent) and both were selected, out of 27 selectees (7.4 percent).

Performance Management System

During FY 11, ODEO conducted an independent assessment of NASA's EPCS to determine whether the system was affording equal opportunities for employees. The analysis was initially limited to employees receiving "Needs Improvement" (Level 2 ratings) and was later expanded to include all five rating levels. Based on this analysis, ODEO determined that the number of Level 2 ratings was too small to draw conclusions of significant differences affecting any EEO group. As to the other rating levels, ODEO's analysis showed that the higher the grade level, the higher the probability of an employee receiving a Level 4 or Level 5 rating. This trend was also seen with supervisors and non-supervisors, i.e., supervisors had a higher probability of receiving a higher rating than non-supervisors.

Quality Step Increases and Honor Awards

Further analysis of four years of monetary and honor awards data indicated that African Americans received the lowest percentage of QSIs and Agency Honor Awards in comparison to their representation in the workforce, as well as the lowest percentage of SES performance awards in comparison to their representation in the SES workforce. Asian American and Hispanic employees also received a lower

¹ NASA has not conducted the SESCDP since the 2008 class.

	<p>percentage of Agency Honor Awards than their representation in the workforce. At four NASA Centers, all minority employees received a lower percentage of Agency Honor Awards than their representation at the Center.</p> <p>With regard to Agency Honor Awards, NASA's AST employees received a higher percentage of awards than their representation in the workforce. Since many minority groups, African Americans in particular, are concentrated in non-AST positions, the result is a lower than expected number of minority group honor award recipients.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>NASA employment related programs such as the SCEP, Center recruitment activities, employee rating and recognition, leadership development initiatives, selection and promotion boards, and employee mentoring have not yielded results comparable with relevant national comparators for some EEO Groups at some NASA Centers. While analysis has not revealed discriminatory policies or procedures, continued examination of NASA employment practices is needed to determine whether subtle cultural biases or other differences may exist and result in unintended barriers.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>NASA will establish a strategic Agency-wide approach to achieve full utilization of its workforce at all levels. This approach will be based on an open dialogue among senior NASA management, with a thorough review of practices with regard to outreach, recruitment, hiring, promotions, awards, developmental assignments, and formal and informal mentoring. The Agency will continue to examine the reasons for low participation of certain EEO groups in developmental programs and eliminate potential barriers at all steps along career paths. It is expected that this approach will result in, at a minimum, more visible and readily accessible career developmental opportunities; wider dissemination of information regarding career development opportunities and promotions; development and strengthening of succession management pipelines; and greater consistency and equity in employment practices.</p>
<p>RESPONSIBLE OFFICIALS:</p>	<p>AA, ODEO; AA, OHCM; Director, Program Planning and Program Division, ODEO; Director, Workforce Management and Development Division, OHCM; Center EO Directors; Center HR Directors</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>10/1/10</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>9/30/13</p>
<p>EEOC FORM 715-01 PART I-2</p>	<p>EEO Plan To Eliminate Identified Barrier</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	
<p>TARGET DATE (Must be specific)</p>	<p>9/30/13 Partially Completed</p>
<p>1. SES Analysis: ODEO, in collaboration with OHCM, will:</p> <ul style="list-style-type: none"> a. Examine SES selection demographics to monitor the diversity of the SES workforce and take appropriate action as determined by the analyses. b. Conduct demographic analyses of past SESCDP classes, to include data reflecting selections, graduations, SES certifications, and SES appointments. <p>Findings will be reported to the Agency's senior-level policy making panel regarding the SES, the Executive Resources Board (ERB), and other senior-level councils.</p>	

<p>2. Developmental Programs and Mentoring: OHCM, in collaboration with ODEO and NASA Center EO and HR offices, will:</p> <p>a. Analyze nomination and selection data for the NASA FIRST, NASA Mid-Level Leadership, and Fellowship Programs to identify EEO groups that are under-participating.</p> <p>b. Explore reasons for low participation of underrepresented groups in development programs and mentoring (e.g., through surveys, focus groups, and other mechanisms) and address, as appropriate.</p>	<p>9/30/12 <i>Partially Completed</i></p>
<p>3. Embed Diversity in Developmental Programs: OHCM and Center HR Offices will embed the value of diversity into the processes of long-term development programs and rotational developmental assignments to encourage greater participation from all underrepresented groups.</p>	<p>9/30/12 <i>Extended</i></p>
<p>4. Student Opportunities: OHCM, in collaboration with ODEO and Center HR and EO Offices, will improve participation of all underrepresented groups in student opportunities and career development programs through improved communications, marketing, rotational and short-term developmental assignments, and examination of factors impacting student conversions.</p>	<p>9/30/12 <i>Extended</i></p>
<p>5. Awards: OHCM, in collaboration with ODEO, HR Directors, and EO Directors, will examine the nomination processes for Center and Agency QSIs, Honor Awards, and SES Awards and take appropriate actions to ensure employees at all grade levels in all occupations have equal opportunities to be nominated and selected for awards.</p>	<p>9/30/13 <i>(New)</i></p>
<p>6. Promotions: OHCM, in collaboration with ODEO, Center EO Offices, and Center HR Offices, will conduct a review of policies and practices with regard to promotions, with an emphasis on noncompetitive promotions in AST positions, and take appropriate actions to ensure policies are applied fairly and equitably.</p>	<p>9/30/13 <i>Partially Completed</i> <i>Extended</i></p>
<p>7. Informal Education and Awareness Opportunities: Center Special Emphasis Program Managers (SEPMs) will coordinate education and awareness events designed to better inform the workforce and help to eliminate possible negative stereotypes and bias, particularly by showcasing success stories of NASA employees.</p>	<p>9/30/12 <i>New</i></p>
<p>8. Information Dissemination: ODEO, in collaboration with OHCM, NASA Center EO Offices, and Center HR Offices, will identify the formal and informal mechanisms used at NASA Centers to advertise/disseminate information regarding details, key job assignments, committees, panels, and "acting" supervisory positions.</p>	<p>9/30/11 <i>Completed</i></p>
<p>9. Mentoring: ODEO, in collaboration with Center EO Offices and Center HR Offices, will identify how formal and informal mentoring takes place at Centers.</p>	<p>9/30/11 <i>Completed</i></p>

REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE I-2

Note: This barrier combines I-2 and I-3 from last year's plan. Action 1 was expanded to examine all SES selections. Action 2 combines previous Actions 2, 3, and 12. Action 3 combines previous Actions 4 and 5. Action 4 combines previous Actions 6 through 10. Action 5 is new. Action 6 is an update of the previous Action 14 with an extended due date. Actions 8 and 9 (previously Actions 11 and 13) were completed and will not be reported in next year's Part I.

Leadership Development Programs

NASA continued efforts to ensure full utilization of its workforce through leadership development programs. The Agency continued its NASA Foundations of Influence, Relationships, Success, and Teamwork (FIRST) program, with 40 participants during FY 11, including 17 female (42 percent), four Hispanic (10 percent), seven African American (17 percent), and two Asian American (5 percent) employees. Twenty-five NASA

employees participated in the Agency's Mid-Level Leadership Program (MLLP) class, including 12 female (48 percent), five African American (20 percent), and one Asian American (4 percent). The Agency had 27 participants in its NASA Fellowships Program, including 13 female (48 percent), three African American (11.1 percent), and two Asian Americans (7.4 percent).

Mechanisms Used by Centers to Disseminate Information Regarding Developmental Opportunities

ARC: The primary mechanisms used at ARC to disseminate information are Center-wide announcements, the Heads Up Bulletin, and the Astrogram newsletter, which are sent from Center management, and the Inside Ames intranet Web site.

DFRC: Some organizations have an informal process for canvassing their employees by e-mail to find those who are interested in details and key job assignments, but there is no consistent process used throughout the Center for this purpose.

GRC: Advertisements and information are disseminated by an internal newsletter, Today@Glenn. Also, the EO Director sends separate e-mails with this type of information to the EO Committee, which is comprised of seven employee advisory groups.

GSFC: Center opportunities are announced weekly via the Goddard Opportunity Bulletin Board (GOBBS). In addition, advisory committees independently encourage employee participation in these types of opportunities.

HQ: The primary mechanism used at Headquarters is the Project Announcement Visibility Effort (PAVE), a tool used to advertise special project opportunities to HQ and Center employees. PAVE is a resource for both supervisor and employees designed to openly solicit volunteers for high-profile assignments or special projects, which may lead to greater visibility and career enhancement for the volunteer.

JSC: The Center has been utilizing a Job Opportunities Bank (JOB) tool to advertise both reassignments and rotations/details. JOB promotes transparency in the reassignment and rotation arena by providing one consistent location for both management and employees to post and/or apply for opportunities.

MSFC: MSFC continues to use mechanisms such as the Workforce Transition Tool, Inside Marshall, Heads Up, Explornet, and weekly staff meetings to disseminate information regarding details, key job assignments, committees, panels, and "acting" supervisory positions.

NSSC: The Training Officer disseminates information to all employees regarding formal developmental opportunities. The Training Officer also sends out e-mail messages regarding some of the available detail assignments and information regarding detail opportunities is shared during functional meetings.

SSC: The Center's policy is available on the HR Web site, which all employees can access; OHCM provides employees with this information.

Mentoring Programs

ARC: The Center has a mentoring program called Mentor Match. Mentor Match is designed to build mentor/protégé relationships that focus on enhancing an individual's career by supporting employees with Web-based tools, trainings, and consultations with qualified individuals.

DFRC: HR runs an annual formal mentoring program open to all employees. Informal mentoring is available to all employees who ask for it.

GRC: Center has a formal mentoring program "Advancing Careers through Employee Success (ACES). The program is announced annually via Today@Glenn for mentors and mentees. Senior managers are very supportive of this program, as demonstrated by the time they volunteer to become mentors. Informal mentoring takes place as GRC employees develop relationships on their own, meeting one-on-one with their respective mentors on an "as needed basis."

GSFC: The Center has a dedicated Mentoring Program Manager who promotes formal mentoring across the Center. Additionally, there are multiple informal mentoring programs available at the Center, including situational, group, and directorate/function-specific programs. Informal mentoring also occurs within the Employee Advisory Committees.

HQ: Formal mentoring takes place through the newly activated, HR-sponsored eMerge Program. Application dates for both mentors and mentees have been extended until late September. Therefore substantive reporting on the program will be reflected in next year's accomplishments.

In an effort to increase the level of informal mentoring, EO and HR collaborated to offer, as part of Women's History Month, a Flash Mentoring Session open to all Headquarters employees. The concept was to have one-time meetings between successful executives and mid-career employees enabling employees to discuss career development and personal growth opportunities. Thirty-seven employees participated in the Flash Mentoring Session, along with 12 executive mentors. Based on the success of the Flash Mentoring Session, EO is planning a second session for veterans that will be held early in FY 12.

JSC: The Center has a formal mentoring program called "Your Opportunity to Develop Another (YODA)." The program operates on a one-year cycle. In 2011, 483 individuals participated as mentors and protégés, a 25 percent increase over the previous year. HR and EO worked together to ensure diverse partnering of mentors and protégés. An informal mentoring program focused on Center-wide events to support the Shuttle and Constellation transition. These informal events promoted networking and were open to all civil servants and contractors.

MSFC: Formal programs such as the Co-op Program, Internship Programs, NASA FIRST, and the MLLP all include a mentoring component for participants. The mentors' duties are to coach/counsel, support progress, suggest training and development opportunities, provide specific feedback, develop challenging and enlightening projects, and foster the participants' inclusion into the workplace culture. Formal mentoring also exists in the Engineering Directorate. Newly hired engineers are assigned a mentor when they come on board. An example of informal mentoring is an initiative of the Associate Director called "Connecting with Women." This initiative consists of open group discussions with women that allow networking and mentoring to take place.

NSSC: NSSC contracted with Talent Plus to provide talent assessments for all GS 14/15 employees during the next three years. As part of this program, Talent Plus analysts will conduct individual meetings with employees and supervisors, and then facilitate a joint employee/supervisor meeting where strengths of the employee are highlighted along with exploring how the employee's performance can be further strengthened. Center employees receive informal mentoring from supervisors, senior employees in their group, employees at other NASA Centers, and friends and community leaders outside of NASA.

SSC: A formal mentoring program is offered. The formal mentoring process is based on a call sent out to all GS levels. Once the employees have been placed with their mentors, a kick-off meeting is held, a mid-year meeting, and a final meeting at graduation. Upon graduation, the formal process ends. Employees typically will continue an informal relationship with their mentors. In addition, there are many informal relationships that are not tracked, where senior employees provide guidance to newer employees and/or peers across the Center. This is done from a knowledge sharing perspective.

Review of Promotions, Awards, and Developmental Programs

DFRC: Both HR and EO serve on the PRB, where non-competitive promotions are presented for approval, and on the awards panel. The EO Officer also serves on a panel for developmental programs with the HR Director, which will enable a better review of these programs.

GSFC: EO, Diversity, and HR meet regularly to discuss practices related to promotions, awards, and developmental programs. Meeting outcomes are reported to senior management via the Executive Council, EEO Council, and Diversity Council. The Center is currently in the process of developing and implementing a new non-competitive promotion process.

HQ: The EO Office conducted an extensive review of awards data, including both time off and monetary awards, as well as a review of developmental programs. These reviews indicated that both awards and selections for developmental programs were equitably distributed. A data review of non-competitive promotions, likewise, did not indicate any potential EEO barriers.

JSC: The Center implemented several steps in a review of non-competitive promotions, including: analysis of the current process; educating supervisors and employees; hosting focus groups to clarify what was understood and misunderstood about the process; development of an educational brochure explaining the process; and formation of a Center-wide team to continue analyzing the overall process.

In terms of developmental programs, the Center promotes diversity in the selection process by: appointing diverse panels; providing constructive feedback and developmental support for those not selected; encouraging use of the Center mentoring program to support growth; offering informal coaching prior to interviews; and training to ensure consistency and transparency of the programs to all employees.

MSFC: The PMAC reviews all applications for fellowships and Agency and Center-level developmental programs and Center/Agency award nominations. The PMAC decides which candidates go forward for consideration. The policies and practices of the PMAC were reviewed by the PMAC membership, including the Directors of HR and EO to ensure equal opportunities.

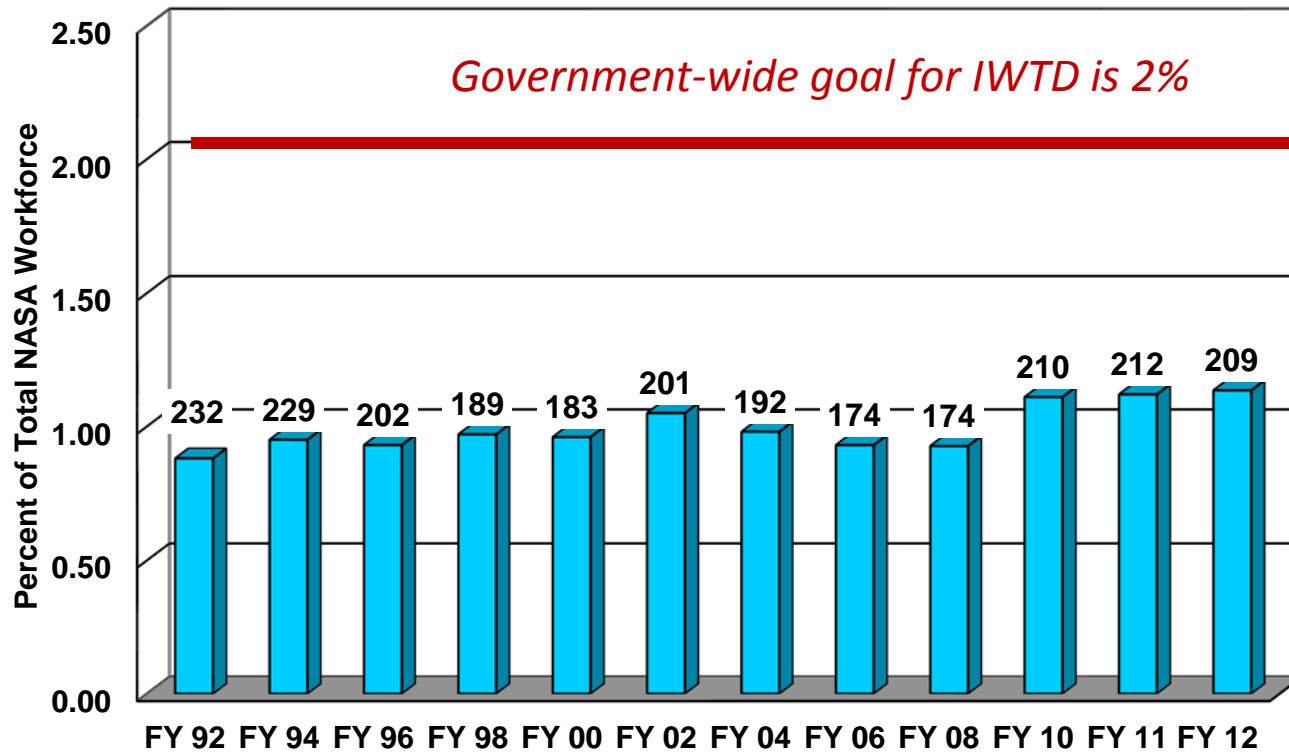
NSSC: During FY 11, NSSC reviewed its policies and practices on non-competitive promotions, awards and developmental programs. The non-competitive promotion process has been significantly revised to shift responsibility and accountability from the Center level to the division level. Awards and developmental programs are in the process of being addressed based on findings of the review.

SSC: HR and EO review these programs and policies annually. HR does an internal review every six months.

EEOC FORM 715-01 PART J	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT								
Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities									
PART I Department or Agency Information	1. Agency		1. National Aeronautics and Space Administration						
	1.a. 2 nd Level Comp.		1.a. Not Applicable						
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change			
		Number	%	Number	%	Number	Rate of Change		
	Perm. Work Force	17,594	100%	18,217	100%	+623	+3.54%		
	Reportable Disability	1,022	5.8%	1,083	5.9%	+61	+5.97%		
	Targeted Disability*	206	1.17%	207	1.14%	+1	+.49%		
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).								
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						Not Available (NA)			
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						10			
PART III Participation Rates In Agency Employment Programs (Permanent Employees)									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. All Promotions	1414	77	5.4%	8	0.6%	72	5.1%	1,265	89.5%
4. Non-Competitive Promotions	688	41	5.9%	6	.9%	48	7.0%	599	87.1%
5. Employee Career Development Programs	92	0	0%	0	0%	NA	NA	92	100%
5.a. Grades 11 - 12	40	0	0%	0	0%	NA	NA	40	100%
5.b. Grades 13 - 14	25	0	0%	0	0%	NA	NA	25	100%
5.c. Grade 13-15 and SES	27	0	0%	0	0%	NA	NA	27	100%
6.a. Time-Off Awards, 1-9 hours (Total hrs. awarded)	21,621	1,385	6.5%	307	1.5%	750	3.5%	19,486	90.1%
6.b. Time-Off Awards, 9+ hours (Total hrs. awarded)	117,363	6,981	6.1%	1,488	1.3%	3,489	3.0%	106,893	90.8%
6.b. Cash Awards (\$501+)	\$26,549,986	1,304,224	5.6%	209,390	0.9%	690,396	2.9%	24,555,366	91.5%
6.c. Quality-Step Increases	416	23	5.5%	0	0%	11	2.6%	382	91.8%

<p>EEOC FORM 715-01 PART J</p>	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p> <p align="center">Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p>Part IV Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p> <p>See Parts I-1 and I-4 for identification of barriers to Individuals with Targeted Disabilities.</p>
<p>Part V Goals and Strategies for Targeted Disabilities Program</p>	<p>Agency goals should be set and accomplished in a manner that will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of qualified individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives, and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify qualified individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p> <p>Goal: The Federal Government-wide goal is for two percent of its workforce to be comprised of qualified IWTDs. At the end of FY 11, 211 IWTDs represented 1.1 percent of the total NASA workforce. ODEO will use the strategies described in Parts I-1 and I-3) to strengthen Agency efforts to achieve the two percent goal.</p> <p>Agency strategies and FY 11 Accomplishments are described in Part I-1 (Increasing Representation of IWTDs in the NASA Workforce) and I-3 (Improving Facilities Accessibility).</p>

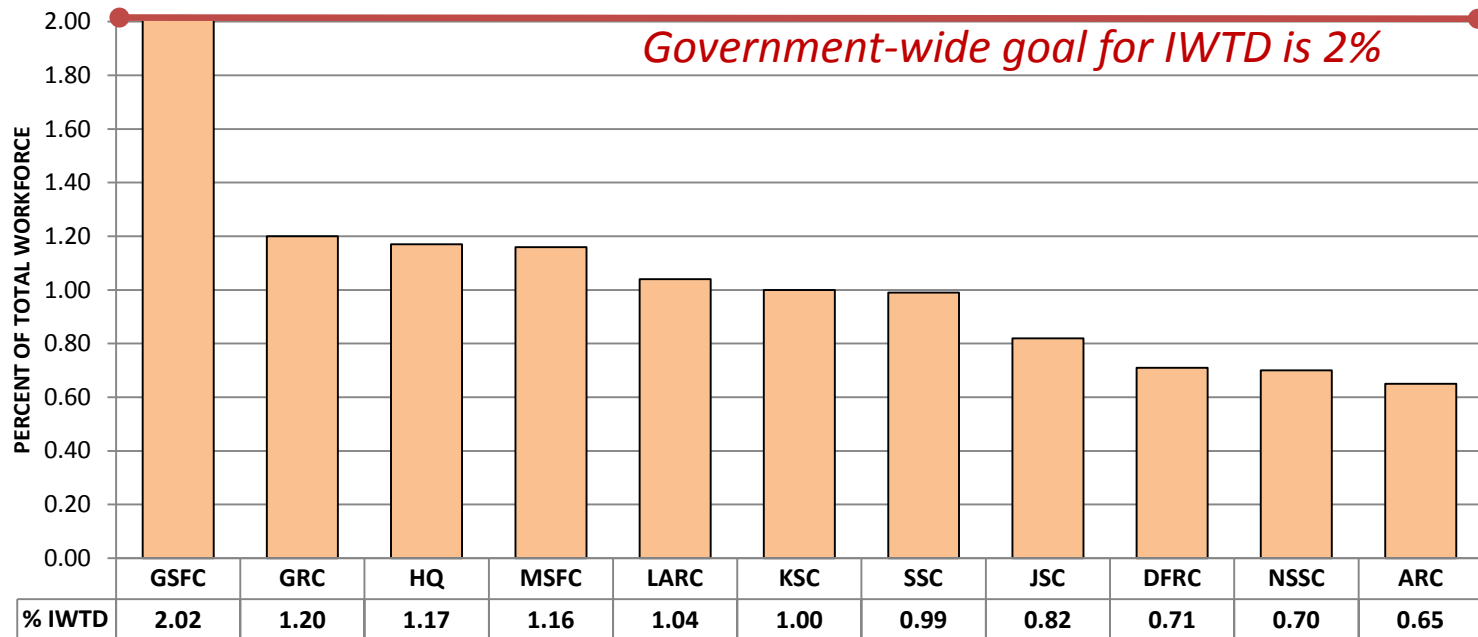
INDIVIDUALS WITH TARGETED DISABILITIES IN THE NASA WORKFORCE SINCE FY 92*



- Net decrease in numbers of IWTD since end of FY 11, but essentially unchanged percentage.

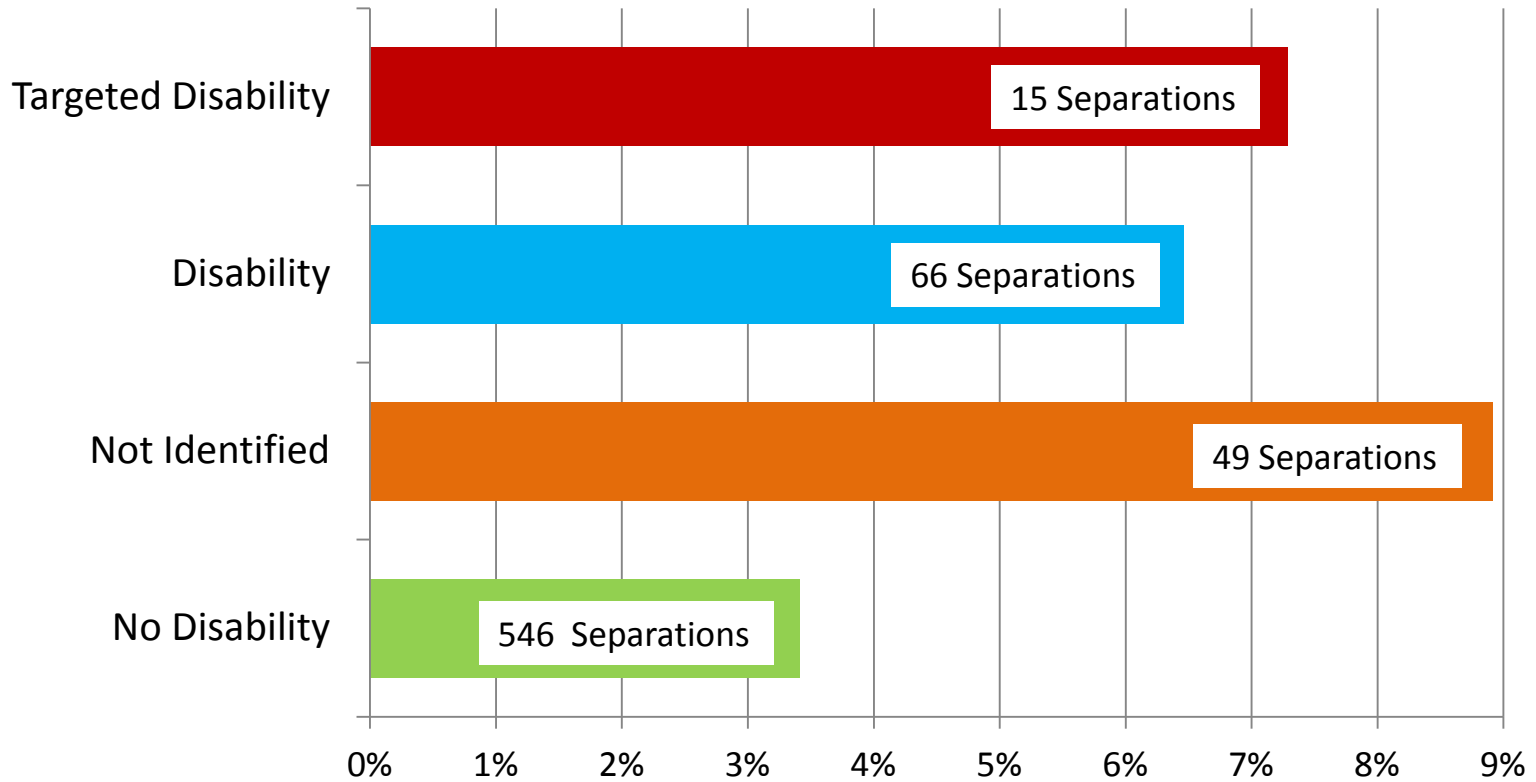
*Includes permanent and temporary employees; FY 12 as of 2/11/2011.

INDIVIDUALS WITH TARGETED DISABILITIES BY NASA CENTER FY 2011 (as of Feb. 12, 2011)



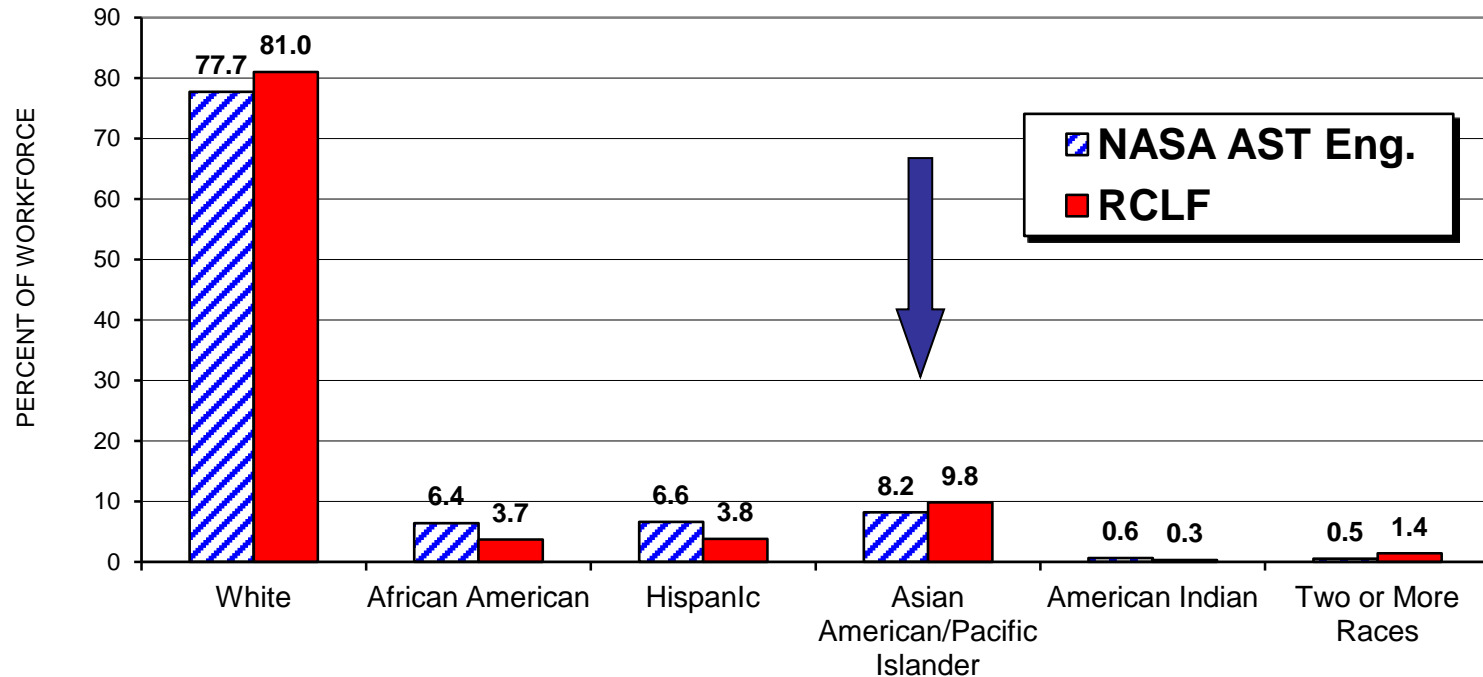
- **GSFC has achieved the 2% goal.**
- **Centers with net gains since February 2011 are KSC (+2), LaRC (+1), and SSC (+1).**
- **Centers with largest net losses are JSC (-4) and MSFC (-3).**

FY 11 SEPARATION RATES BY DISABILITY STATUS (PERMANENT WORKFORCE)



Note: 97% of separations were voluntary.

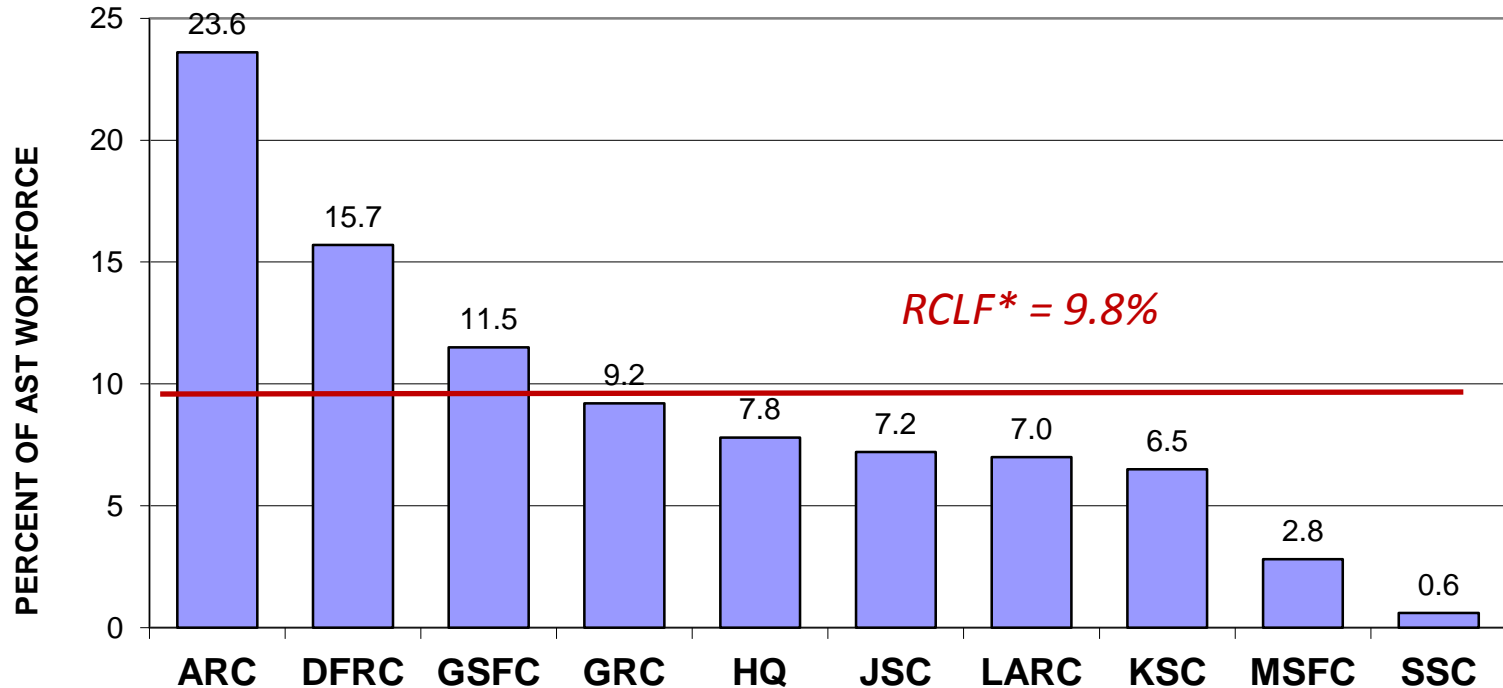
ASIAN AMERICAN/PACIFIC ISLANDER AMERICANS IN AST ENGINEERING WORKFORCE BY CENTER (as of Feb. 11, 2012)



Asian American/Pacific Islanders (AAPIs) are underrepresented in the NASA AST workforce in comparison with the RCLF.

*AST and RCLF engineers include: General (0801), Electrical (0855), Computer (0854), Electronic (0855), and Aerospace (0861) Engineers.

ASIAN AMERICAN/PACIFIC ISLANDER AMERICANS IN THE AST ENGINEERING WORKFORCE BY CENTER (as of Feb. 11, 2012)

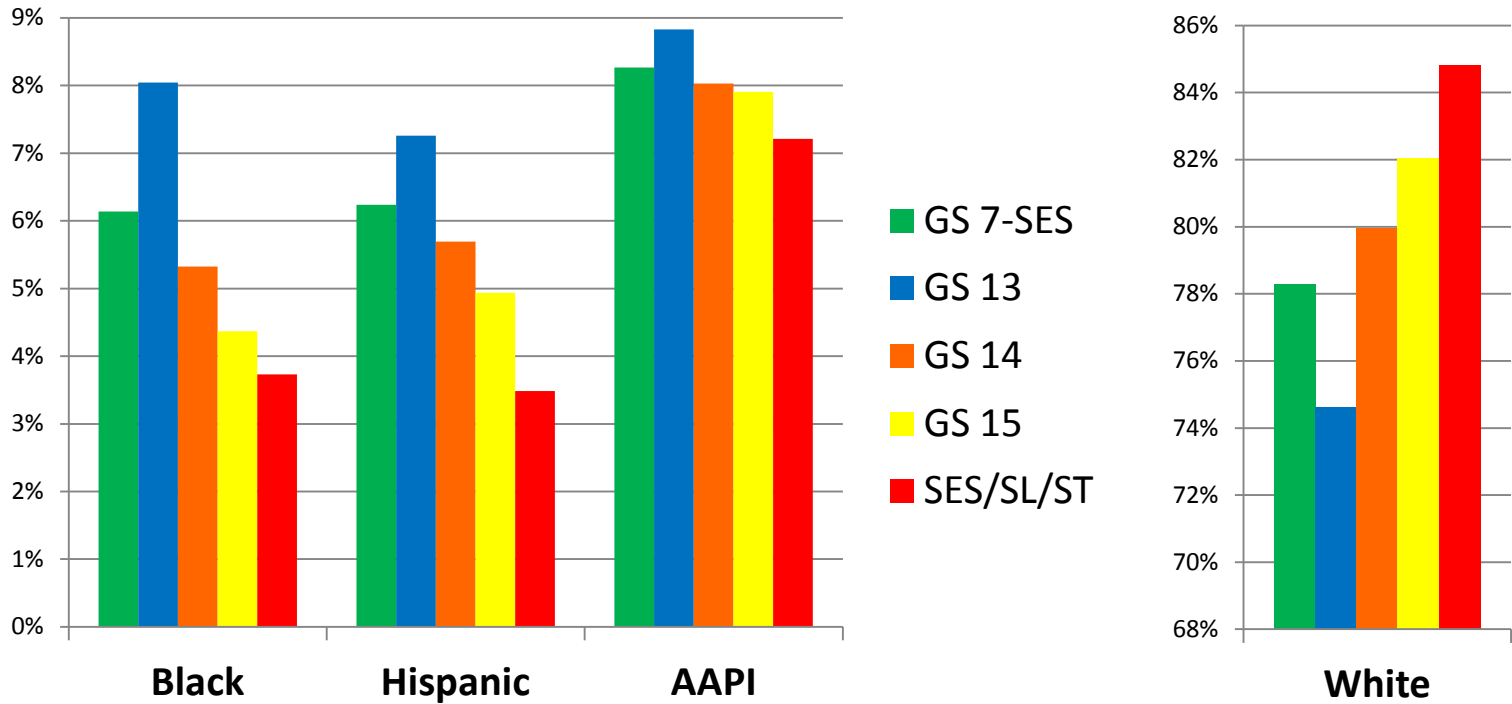


**Three Centers are above the RCLF in representation of
AAPIs in their AST engineering workforce**

*RCLF includes General (0801), Electrical (0855), Computer (0854), Electronic (0855), and Aerospace (0861) Engineers.

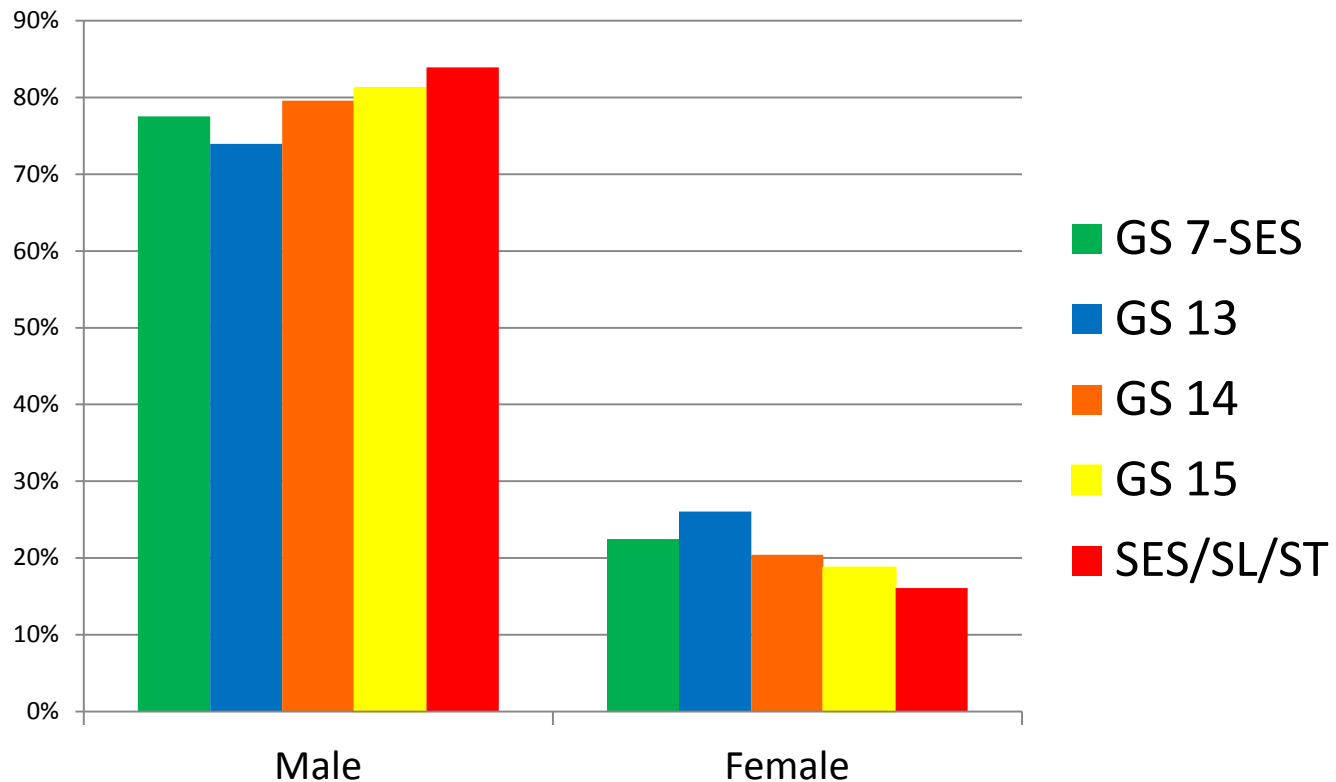
AST WORKFORCE BY GRADE LEVEL AND RACE/ETHNICITY

(as of Feb. 11, 2012)



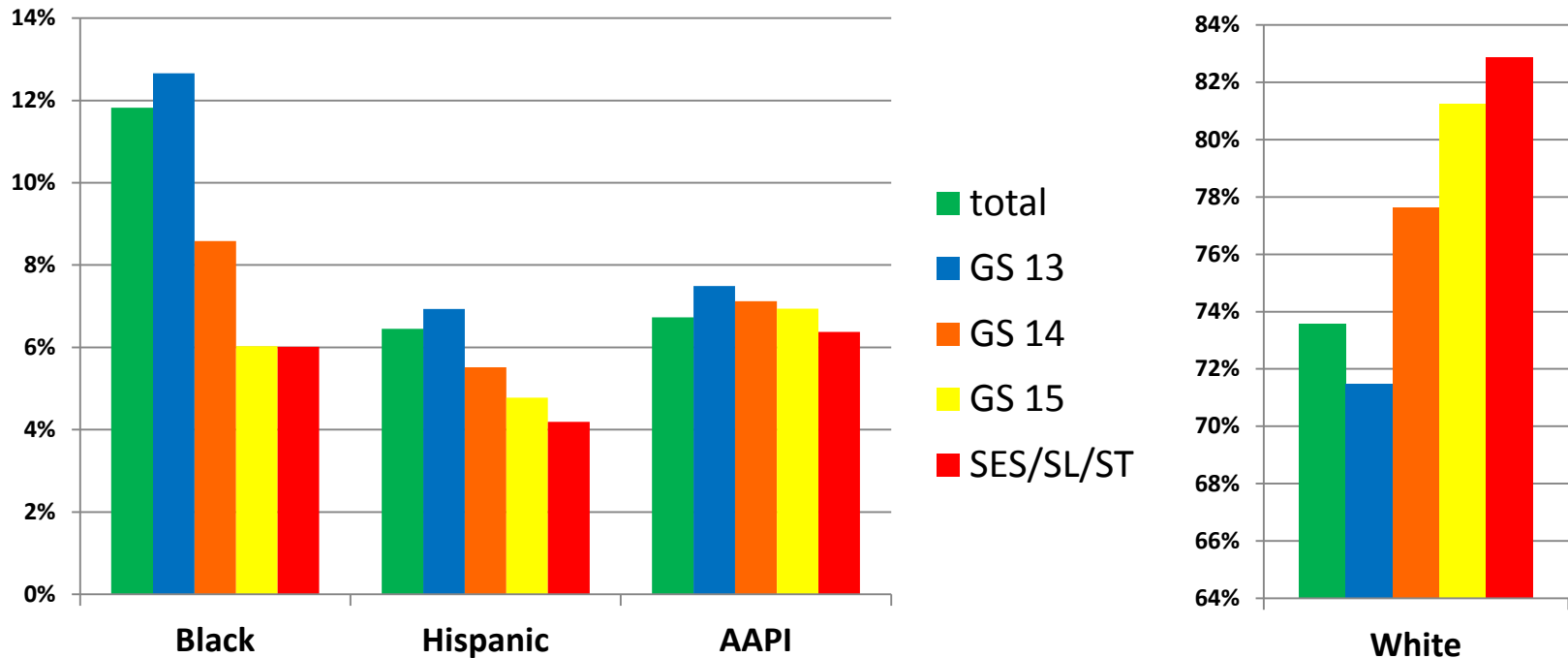
Representation of Black, Hispanic, and AAPI employees declines steadily above the GS 13 level.

AST WORKFORCE BY GRADE LEVEL AND GENDER (as of Feb. 11, 2012)



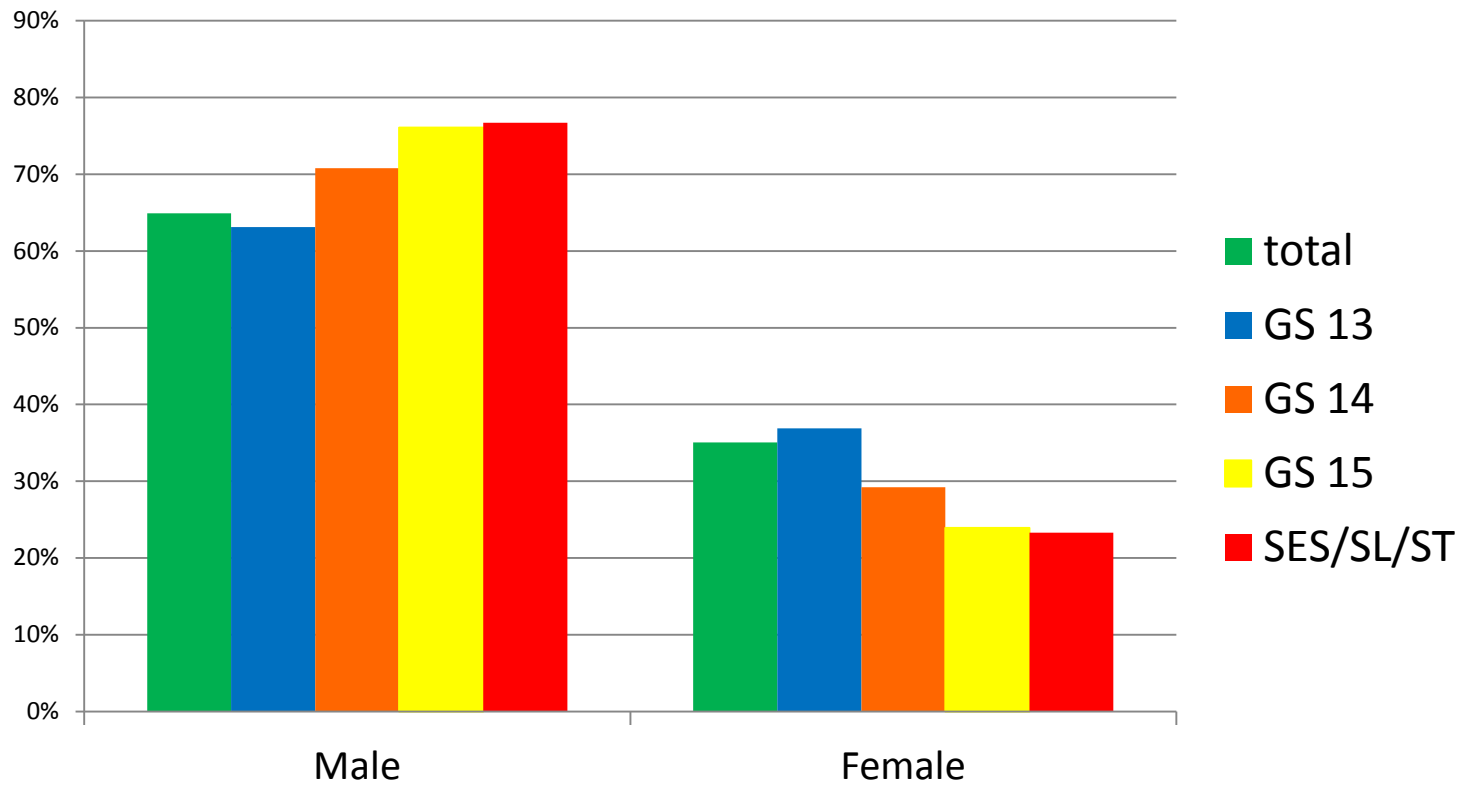
Representation of female employees declines steadily above the GS 13 level.

TOTAL WORKFORCE BY GRADE LEVEL AND RACE/ETHNICITY (as of Feb. 11, 2012)



Representation of Black, Hispanic, and AAPI employees declines steadily above the GS 13 level.

TOTAL WORKFORCE BY GRADE LEVEL AND GENDER (as of Feb. 11, 2012)



Representation of female employees declines steadily above the GS 13 level.

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex -- FY 11

	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL WORKFORCE - Permanent and Temporary																		
Prior FY	#	18955	12270	6685	720	419	9668	4482	871	1323	839	360	11	5	88	49	73	47
	%	100%	64.73%	35.27%	3.8	2.2	51.0	23.7	4.6	7.0	4.4	1.9	0.1	0.03	0.5	0.3	0.4	0.3
Current FY	#	18921	12256	6665	750	432	9607	4441	861	1323	854	364	12	6	86	42	86	57
	%	100%	64.8%	35.2%	4.0	2.3	50.8	23.5	4.6	7.0	4.5	1.9	0.1	0.03	0.5	0.2	0.5	0.3
Nat 2k CLF	%	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.9%	0.8%
Difference	#	-34	-14	-20	30	13	-61	-41	-10	0	15	4	1	1	-2	-7	13	10
Ratio Change	%	0.0%	0.0%	0.0%	0.2%	0.1%	-0.2%	-0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
Net Change	%	-0.2%	-0.1%	-0.3%	4.2%	3.1%	-0.6%	-0.9%	-1.2%	0.0%	1.8%	1.1%	9.1%	20.0%	-2.3%	-14.3%	17.8%	21.3%
PERMANENT WORKFORCE																		
Prior FY	#	17594	11342	6252	666	393	8935	4175	816	1263	772	328	8	5	86	47	59	41
	%	100%	64.5%	35.5%	3.8%	2.2%	50.8%	23.7%	4.6%	7.2%	4.4%	1.9%	0.1%	0.03%	0.5%	0.3%	0.3%	0.2%
Current FY	#	18217	11745	6472	726	424	9196	4308	826	1287	820	351	12	6	86	42	79	54
	%	100%	64.5%	35.5%	4.0%	2.3%	50.5%	23.7%	4.5%	7.1%	4.5%	1.9%	0.1%	0.0%	0.5%	0.2%	0.4%	0.3%
Difference	#	623	403	220	60	31	261	133	10	24	48	23	4	1	0	-5	20	13
Ratio Change	%	0%	0.01%	-0.01%	0.20%	0.09%	-0.30%	-0.08%	-0.10%	-0.11%	0.11%	0.06%	0.02%	0.00%	-0.02%	-0.04%	0.10%	0.06%
Net Change	%	3.5%	3.6%	3.5%	9.0%	7.9%	2.9%	3.2%	1.2%	1.9%	6.2%	7.0%	50.0%	20.0%	0.0%	-10.6%	33.9%	31.7%
TEMPORARY WORKFORCE																		
Prior FY	#	1361	928	433	54	26	733	307	55	60	67	32	3	0	2	2	14	6
	%	100%	68.19%	31.81%	3.97	1.91	53.86	22.56	4.04	4.41	4.92	2.35	0.22	0	0.15	0.15	1.03	0.44
Current FY	#	704	511	193	24	8	411	133	35	36	34	13	0	0	0	0	7	3
	%	100%	72.6%	27.4%	3.4	1.1	58.4	18.9	5.0	5.1	4.8	1.9	0	0	0	0	1.0	0.4
Difference	#	-657	-417	-240	-30	-18	-322	-174	-20	-24	-33	-19	-3	0	-2	-2	-7	-3
Ratio Change	%	0%	4.4%	-4.4%	-0.6%	-0.8%	4.5%	-3.7%	0.9%	0.7%	-0.1%	-0.5%	-0.2%	0.0%	-0.2%	-0.2%	0.0%	0.0%
Net Change	%	-48.3%	-44.9%	-55.4%	-55.6%	-69.2%	-43.9%	-56.7%	-36.4%	-40.0%	-49.3%	-59.4%	-100%	0%	-100%	-100%	-50%	-50%

Table A2 - Permanent Workforce By Component - Distribution by Race/Ethnicity and Sex - FY 11

Organizational Component		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
National CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.90%	0.80%
AMES RESEARCH CENTER	#	1224	824	400	58	53	566	212	30	33	151	91	2	1	7	4	10	6
	%	100%	67.32%	32.68%	4.74%	4.33%	46.24%	17.32%	2.45%	2.70%	12.34%	7.43%	0.16%	0.08%	0.57%	0.33%	0.82%	0.49%
DRYDEN FLIGHT RESEARCH CENTER	#	549	416	133	36	16	309	83	12	16	45	9	3	2	9	1	2	6
	%	100%	75.77%	24.23%	6.56%	2.91%	56.28%	15.12%	2.19%	2.91%	8.20%	1.64%	0.55%	0.36%	1.64%	0.18%	0.36%	1.09%
GLENN RESEARCH CENTER	#	1663	1160	503	51	33	924	365	88	80	84	22	1	0	5	2	7	1
	%	100%	69.75%	30.25%	3.07%	1.98%	55.56%	21.95%	5.29%	4.81%	5.05%	1.32%	0.06%	0.00%	0.30%	0.12%	0.42%	0.06%
GODDARD SPACE FLIGHT CENTER	#	3211	1968	1243	113	58	1475	769	196	328	166	79	3	1	6	3	9	5
	%	100%	61.29%	38.71%	3.52%	1.81%	45.94%	23.95%	6.10%	10.21%	5.17%	2.46%	0.09%	0.03%	0.19%	0.09%	0.28%	0.16%
HEADQUARTERS	#	1379	699	680	23	29	561	353	74	251	38	36	0	0	1	2	2	9
	%	100%	50.69%	49.31%	1.67%	2.10%	40.68%	25.60%	5.37%	18.20%	2.76%	2.61%	0.00%	0.00%	0.07%	0.15%	0.15%	0.65%
JOHNSON SPACE CENTER	#	3309	2117	1192	193	132	1632	815	129	168	135	63	0	0	13	9	15	5
	%	100%	63.98%	36.02%	5.83%	3.99%	49.32%	24.63%	3.90%	5.08%	4.08%	1.90%	0.00%	0.00%	0.39%	0.27%	0.45%	0.15%
KENNEDY SPACE CENTER	#	2161	1446	715	162	66	1115	530	77	81	70	22	1	1	11	7	10	8
	%	100%	66.91%	33.09%	7.50%	3.05%	51.60%	24.53%	3.56%	3.75%	3.24%	1.02%	0.05%	0.05%	0.51%	0.32%	0.46%	0.37%
LANGLEY RESEARCH CENTER	#	1758	1225	533	40	14	1007	385	86	110	74	16	0	1	11	4	7	3
	%	100%	69.68%	30.32%	2.28%	0.80%	57.28%	21.90%	4.89%	6.26%	4.21%	0.91%	0.00%	0.06%	0.63%	0.23%	0.40%	0.17%
MARSHALL SPACE CENTER	#	2521	1651	870	45	13	1406	657	109	171	53	11	2	0	22	8	14	10
	%	100%	65.49%	34.51%	1.79%	0.52%	55.77%	26.06%	4.32%	6.78%	2.10%	0.44%	0.08%	0.00%	0.87%	0.32%	0.56%	0.40%
NASA SHARED SERVICES CENTER	#	135	54	81	0	4	47	56	5	19	1	1	0	0	0	1	1	0
	%	100%	40.00%	60.00%	0.00%	2.96%	34.81%	41.48%	3.70%	14.07%	0.74%	0.74%	0.00%	0.00%	0.00%	0.74%	0.74%	0.00%
STENNIS SPACE CENTER	#	283	175	108	4	5	149	81	16	20	3	1	0	0	1	1	2	0
	%	100%	61.84%	38.16%	1.41%	1.77%	52.65%	28.62%	5.65%	7.07%	1.06%	0.35%	0.00%	0.00%	0.35%	0.35%	0.71%	0.00%
Total	#	18193	11735	6458	725	423	9191	4306	822	1277	820	351	12	6	86	42	79	53
	%	100%	64.50%	35.50%	3.99%	2.33%	50.52%	23.67%	4.52%	7.02%	4.51%	1.93%	0.07%	0.03%	0.47%	0.23%	0.43%	0.29%

Table A4-1: Participation Rates for General Schedule Grades - Distribution by Race/Ethnicity and Sex - Permanent Workforce -- FY 11

		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
#	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
GS-03	#	8	3	5	0	2	3	1	0	2	0	0	0	0	0	0	0	0
	%	100%	37.50%	62.50%	0.00%	25.00%	37.50%	12.50%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	29	15	14	1	3	11	8	3	3	0	0	0	0	0	0	0	0
	%	100%	51.72%	48.28%	3.45%	10.34%	37.93%	27.59%	10.34%	10.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	93	58	35	5	3	38	21	7	6	6	2	0	0	0	0	2	3
	%	100%	62.37%	37.63%	5.38%	3.23%	40.86%	22.58%	7.53%	6.45%	6.45%	2.15%	0.00%	0.00%	0.00%	0.00%	2.15%	3.23%
GS-06	#	269	123	146	14	5	82	90	16	45	7	4	0	1	0	0	4	1
	%	100%	45.72%	54.28%	5.20%	1.86%	30.48%	33.46%	5.95%	16.73%	2.60%	1.49%	0.00%	0.37%	0.00%	0.00%	1.49%	0.37%
GS-07	#	355	103	252	12	32	67	150	8	59	12	10	0	0	2	1	2	0
	%	100%	29.01%	70.99%	3.38%	9.01%	18.87%	42.25%	2.25%	16.62%	3.38%	2.82%	0.00%	0.00%	0.56%	0.28%	0.56%	0.00%
GS-08	#	156	4	152	0	14	4	82	0	51	0	2	0	1	0	1	0	1
	%	100%	2.56%	97.44%	0.00%	8.97%	2.56%	52.56%	0.00%	32.69%	0.00%	1.28%	0.00%	0.64%	0.00%	0.64%	0.00%	0.64%
GS-09	#	425	153	272	19	23	91	146	24	87	13	12	0	0	0	2	6	2
	%	100%	36.00%	64.00%	4.47%	5.41%	21.41%	34.35%	5.65%	20.47%	3.06%	2.82%	0.00%	0.00%	0.00%	0.47%	1.41%	0.47%
GS-10	#	46	2	44	0	3	1	18	0	18	0	3	0	0	0	1	1	1
	%	100%	4.35%	95.65%	0.00%	6.52%	2.17%	39.13%	0.00%	39.13%	0.00%	6.52%	0.00%	0.00%	0.00%	2.17%	2.17%	2.17%
GS-11	#	793	375	418	32	48	254	255	59	90	19	15	0	1	3	2	8	7
	%	100%	47.29%	52.71%	4.04%	6.05%	32.03%	32.16%	7.44%	11.35%	2.40%	1.89%	0.00%	0.13%	0.38%	0.25%	1.01%	0.88%
GS-12	#	1666	840	826	63	50	611	501	101	226	44	30	2	1	13	10	6	8
	%	100%	50.42%	49.58%	3.78%	3.00%	36.67%	30.07%	6.06%	13.57%	2.64%	1.80%	0.12%	0.06%	0.78%	0.60%	0.36%	0.48%
GS-13	#	4889	3071	1818	216	125	2308	1186	267	353	231	129	4	1	27	13	18	11
	%	100%	62.81%	37.19%	4.42%	2.56%	47.21%	24.26%	5.46%	7.22%	4.72%	2.64%	0.08%	0.02%	0.55%	0.27%	0.37%	0.22%
GS-14	#	4491	3179	1312	182	63	2553	944	173	209	228	76	6	0	20	5	17	15
	%	100%	70.79%	29.21%	4.05%	1.40%	56.85%	21.02%	3.85%	4.65%	5.08%	1.69%	0.13%	0.00%	0.45%	0.11%	0.38%	0.33%
GS-15	#	4408	3360	1048	160	48	2788	807	143	125	235	58	0	1	20	6	14	3
	%	100%	76.23%	23.77%	3.63%	1.09%	63.25%	18.31%	3.24%	2.84%	5.33%	1.32%	0.00%	0.02%	0.45%	0.14%	0.32%	0.07%
All other (unspecified)	#	141	126	15	7	0	103	14	3	0	11	1	0	0	1	0	1	0
	%	100%	89.36%	10.64%	4.96%	0.00%	73.05%	9.93%	2.13%	0.00%	7.80%	0.71%	0.00%	0.00%	0.71%	0.00%	0.71%	0.00%
SES	#	432	317	115	15	5	275	85	15	13	12	9	0	0	0	1	0	2
	%	100%	73.38%	26.62%	3.47%	1.16%	63.66%	19.68%	3.47%	3.01%	2.78%	2.08%	0.00%	0.00%	0.00%	0.23%	0.00%	0.46%

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce -- FY 11

		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
#	%																	
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301)	#	1014	357	657	18	48	288	435	35	142	8	22	1	1	6	4	1	5
	%	100%	35.21%	64.79%	1.78%	4.73%	28.40%	42.90%	3.45%	14.00%	0.79%	2.17%	0.10%	0.10%	0.59%	0.39%	0.10%	0.49%
Occupational CLF	#	100%	43.42%	56.05%	4.74%	5.27%	30.24%	39.74%	4.89%	7.79%	2.57%	2.34%	0.07%	0.08%	0.24%	0.40%	0.67%	0.94%
MANAGEMENT PROGRAM ANALYSIS (0343)	#	802	279	523	19	33	211	330	32	123	12	24	0	0	4	6	1	7
	%	100%	34.79%	65.21%	2.37%	4.11%	26.31%	41.15%	3.99%	15.34%	1.50%	2.99%	0.00%	0.00%	0.50%	0.75%	0.12%	0.87%
Occupational CLF	#	100%	61.35%	38.32%	1.97%	1.62%	52.50%	31.11%	2.52%	3.28%	3.40%	1.89%	0.03%	0.03%	0.15%	0.14%	0.82%	0.55%
GENERAL ENGINEERING (0801)	#	3088	2342	746	177	52	1901	582	112	65	122	37	0	0	18	7	12	3
	%	100%	75.84%	24.16%	5.73%	1.68%	61.56%	18.85%	3.63%	2.10%	3.95%	1.20%	0.00%	0.00%	0.58%	0.23%	0.39%	0.10%
Occupational CLF	#	100%	89.58%	10.30%	3.19%	0.60%	71.83%	7.15%	3.04%	0.77%	9.92%	1.63%	0.09%	0.01%	0.21%	0.05%	1.32%	0.18%
COMPUTER ENGINEERING (0854)	#	867	608	259	29	9	450	171	55	42	68	36	0	0	2	0	4	1
	%	100%	70.13%	29.87%	3.34%	1.04%	51.90%	19.72%	6.34%	4.84%	7.84%	4.15%	0.00%	0.00%	0.23%	0.00%	0.46%	0.12%
Occupational CLF	#	100%	83.62%	16.14%	4.24%	0.97%	59.05%	10.60%	4.49%	1.21%	13.71%	3.10%	0.04%	0.02%	0.20%	0.01%	1.93%	0.42%
ELECTRONICS ENGINEERING (0855)	#	802	684	118	50	10	500	69	43	14	86	24	2	0	2	1	1	0
	%	100%	85.29%	14.71%	6.23%	1.25%	62.34%	8.60%	5.36%	1.75%	10.72%	2.99%	0.25%	0.00%	0.25%	0.12%	0.12%	0.00%
Occupational CLF	#	100%	91.28%	8.60%	3.63%	0.45%	72.08%	5.51%	3.55%	0.92%	10.47%	1.62%	0.05%	0.01%	0.23%	0.03%	1.31%	0.16%
AEROSPACE ENGINEERING (0861)	#	4307	3429	878	198	53	2748	673	162	78	281	61	1	0	18	7	21	6
	%	100%	79.61%	20.39%	4.60%	1.23%	63.80%	15.63%	3.76%	1.81%	6.52%	1.42%	0.02%	0.00%	0.42%	0.16%	0.49%	0.14%
Occupational CLF	#	100%	90.92%	8.97%	4.10%	0.54%	74.25%	6.47%	2.56%	0.66%	8.25%	1.20%	0.15%	0.00%	0.24%	0.03%	1.39%	0.16%
CONTRACTING (1102)	#	735	295	440	21	37	217	246	46	140	10	10	0	1	1	3	0	3
	%	100%	40.14%	59.86%	2.86%	5.03%	29.52%	33.47%	6.26%	19.05%	1.36%	1.36%	0.00%	0.14%	0.14%	0.41%	0.00%	0.41%
Occupational CLF	#	100%	46.95%	52.60%	2.86%	3.16%	39.80%	42.73%	2.55%	4.70%	1.03%	1.27%	0.05%	0.06%	0.18%	0.30%	0.49%	0.84%
GENERAL PHYSICAL SCIENCE (1301)	#	417	304	113	12	5	250	95	6	2	33	11	0	0	1	0	2	0
	%	100%	72.90%	27.10%	2.88%	1.20%	59.95%	22.78%	1.44%	0.48%	7.91%	2.64%	0.00%	0.00%	0.24%	0.00%	0.48%	0.00%
Occupational CLF	#	100%	65.56%	34.14%	2.18%	1.66%	45.39%	22.91%	1.64%	1.35%	15.26%	7.81%	0.04%	0.03%	0.10%	0.07%	0.95%	0.60%
ASTRONOMY & SPACE SCIENCE (1330)	#	266	215	51	4	0	200	46	2	0	8	5	0	0	0	0	1	0
	%	100%	80.83%	19.17%	1.50%	0.00%	75.19%	17.29%	0.75%	0.00%	3.01%	1.88%	0.00%	0.00%	0.00%	0.00%	0.38%	0.00%
Occupational CLF	#	100%	85.98%	13.84%	1.87%	0.44%	74.60%	10.67%	1.13%	0.47%	7.16%	2.16%	0.00%	0.00%	0.07%	0.02%	1.28%	0.11%

Table A7: HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex -- FY 11

0301/MISCELLANEOUS ADMIN & PROGRAM

PERMANENT

		Total Workforce			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
					Male	Female	White		Black/African-American		Asian American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	All	Male	Female															
Total Received	#	5,819	2,885	2,934	270	190	1,825	1,299	573	1,256	116	91	2	4	7	13	92	81
Voluntarily Identified	#	5,819	2,885	2,934	270	190	1,825	1,299	573	1,256	116	91	2	4	7	13	92	81
	%	100%	49.6%	50.4%	4.6%	3.3%	31.4%	22.3%	9.8%	21.6%	2.0%	1.6%	0.0%	0.1%	0.1%	0.2%	1.6%	1.4%
Qualified of those Identified	#	1,172	591	581	49	40	354	291	131	214	36	22	0	0	1	1	20	13
	%	100%	50.4%	49.6%	4.2%	3.4%	30.2%	24.8%	11.2%	18.3%	3.1%	1.9%	0.0%	0.0%	0.1%	0.1%	1.7%	1.1%
Selected of those Qualified	#	97	32	65	1	4	26	48	3	9	1	3	0	0	0	0	1	1
	%	100%	33.0%	67.0%	1.0%	4.1%	26.8%	49.5%	3.1%	9.3%	1.0%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0103	0.01031
CLF	%	100%	43.4%	56.6%	4.7%	5.3%	30.2%	39.7%	4.9%	7.8%	2.6%	2.3%	0.1%	0.1%	0.2%	0.4%	0.7%	0.9%

0343/MANAGEMENT AND PROGRAM ANALYSIS

PERMANENT

		Total Workforce			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
					Male	Female	White		Black or African-American		Asian American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	All	Male	Female																
Total Received	#	2,964	1,650	1,314	172	74	1,008	543	325	590	74	48	1	0	9	6	61	53	
Voluntarily Identified	#	2,964	1,650	1,314	172	74	1,008	543	325	590	74	48	1	0	9	6	61	53	
	%	100%	55.7%	44.3%	5.8%	2.5%	34.0%	18.3%	11.0%	19.9%	2.5%	1.6%	0.0%	0.0%	0.3%	0.2%	2.1%	1.8%	
Qualified of those Identified	#	705	336	369	38	22	208	176	68	147	15	9	0	0	1	2	6	13	
	%	100%	47.7%	52.3%	5.4%	3.1%	29.5%	25.0%	9.6%	20.9%	2.1%	1.3%	0.0%	0.0%	0.1%	0.3%	0.9%	1.8%	
Selected of those Qualified	#	69	24	45	2	2	19	27	2	11	1	3	0	0	0	0	0	2	
	%	100%	34.8%	65.2%	2.9%	2.9%	27.5%	39.1%	2.9%	15.9%	0.0145	0.04348	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	
CLF	%	100%	61.4%	38.6%	2.0%	1.6%	52.5%	31.1%	2.5%	3.3%	3.4%	1.9%	0.0%	0.0%	0.1%	0.1%	0.8%	0.6%	

Table A7: HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex -- FY 11

0801/GENERAL ENGINEERING

PERMANENT																			
		Total Workforce			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
					Male	Female	White		Black or African-American		Asian American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Received	#	4,321	3,580	741	398	74	2,382	443	316	119	392	78	7	0	15	7	70	20	
Voluntarily Identified	#	4,320	3,580	740	398	74	2,382	443	316	119	392	77	7	0	15	7	70	20	
	%	100%	82.9%	17.1%	9.2%	1.7%	55.1%	10.3%	7.3%	2.8%	9.1%	1.8%	0.2%	0.0%	0.3%	0.00162	1.6%	0.5%	
Qualified of those Identified	#	1,229	991	238	99	16	718	172	61	23	89	20	2	0	5	3	17	4	
	%	100%	80.6%	19.4%	8.1%	1.3%	58.4%	14.0%	5.0%	1.9%	7.2%	1.6%	0.2%	0.0%	0.4%	0.00244	1.4%	0.00325	
Selected of those Qualified	#	119	91	28	5	0	75	24	4	3	5	1	0	0	1	0	1	0	
	%	100%	76.5%	23.5%	4.2%	0.0%	63.0%	20.2%	3.4%	2.5%	4.2%	0.8%	0.0%	0.0%	0.008403	0.0%	0.8%	0.0%	
CLF	%	100%	89.6%	10.4%	3.2%	0.6%	71.8%	7.1%	3.0%	0.8%	9.9%	1.6%	0.1%	0.0%	0.2%	0.0%	1.3%	0.2%	

0802/ENGINEERING TECHNICAL

PERMANENT																			
		Total Workforce			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
					Male	Female	White		Black or African-American		Asian American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races		
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Received	#	263	229	34	15	2	159	26	34	5	16	1	0	0	3	0	2	0	
Voluntarily Identified	#	263	229	34	15	2	159	26	34	5	16	1	0	0	3	0	2	0	
	%	100%	87.1%	12.9%	5.7%	0.8%	60.5%	9.9%	12.9%	1.9%	6.1%	0.4%	0.0%	0.0%	1.1%	0.0%	0.8%	0.0%	
Qualified of those Identified	#	132	111	21	7	0	78	16	14	5	9	0	0	0	2	0	1	0	
	%	100%	84.1%	15.9%	5.3%	0.0%	59.1%	12.1%	10.6%	3.8%	6.8%	0.0%	0.0%	0.0%	1.5%	0.0%	0.8%	0.0%	
Selected of those Qualified	#	33	26	7	3	0	18	5	3	2	1	0	0	0	0	0	1	0	
	%	100%	78.8%	21.2%	9.1%	0.0%	54.5%	15.2%	9.1%	6.1%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%	
CLF	%	100%	81.3%	18.7%	6.1%	1.6%	62.6%	13.1%	5.8%	2.2%	5.1%	1.8%	0.0%	0.0%	0.4%	0.0%	1.3%	0.0%	

Table A7: HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex -- FY 11

0854/COMPUTER ENGINEERING

PERMANENT

		Total Workforce			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
					Male	Female	White		Black or African-American		Asian American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	All	Male	Female															
Total Received	#	1,343	1,106	237	89	19	669	108	109	44	204	49	2	0	4	1	29	16
Voluntarily Identified	#	1,343	1,106	237	89	19	669	108	109	44	204	49	2	0	4	1	29	16
	%	100%	82.4%	17.6%	6.6%	1.4%	49.8%	8.0%	8.1%	3.3%	15.2%	3.6%	0.1%	0.0%	0.002978	0.00074	2.2%	1.2%
Qualified of those Identified	#	205	141	64	9	4	91	36	13	14	25	7	0	0	1	0	2	3
	%	100%	68.8%	31.2%	4.4%	2.0%	44.4%	17.6%	6.3%	6.8%	12.2%	3.4%	0.0%	0.0%	0.004878	0.0%	0.0098	1.5%
Selected of those Qualified	#	35	26	9	2	0	19	7	2	1	3	1	0	0	0	0	0	0
	%	100%	74.3%	25.7%	5.7%	0.0%	54.3%	20.0%	5.7%	2.9%	0.0857	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CLF	%	100%	83.7%	16.3%	4.2%	1.0%	59.1%	10.6%	4.5%	1.2%	13.7%	3.1%	0.0%	0.0%	0.2%	0.0%	1.9%	0.4%

0855/ELECTRONICS ENGINEERING

PERMANENT

		Total Workforce			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
					Male	Female	White		Black or African-American		Asian American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	All	Male	Female															
Total Received	#	625	562	63	74	6	323	18	67	20	80	16	2	0	3	0	13	3
Voluntarily Identified	#	625	562	63	74	6	323	18	67	20	80	16	2	0	3	0	13	3
	%	100%	89.9%	10.1%	11.8%	1.0%	51.7%	2.9%	10.7%	3.2%	12.8%	2.6%	0.0032	0.0%	0.5%	0.0%	2.1%	0.5%
Qualified of those Identified	#	95	87	8	6	0	59	3	4	1	16	4	0	0	0	0	2	0
	%	100%	91.6%	8.4%	6.3%	0.0%	62.1%	3.2%	4.2%	1.1%	16.8%	4.2%	0.0%	0.0%	0.0%	0.0%	2.1%	0.0%
Selected of those Qualified	#	18	15	3	0	0	11	1	1	1	3	1	0	0	0	0	0	0
	%	100%	83.3%	16.7%	0.0%	0.0%	61.1%	5.6%	5.6%	5.6%	16.7%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CLF	%	100%	91.3%	8.7%	3.6%	0.4%	72.1%	5.5%	3.5%	0.9%	10.5%	1.6%	0.1%	0.0%	0.2%	0.0%	1.3%	0.2%

Table A7: HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex -- FY 11

0861/AEROSPACE ENGINEERING

PERMANENT

		Total Workforce			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
					Male	Female	White		Black or African-American		Asian American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	All	Male	Female															
Total	#	4,055	3,440	615	370	47	2,285	378	261	93	431	67	7	1	22	4	64	25
Voluntarily Identified	#	4,055	3,440	615	370	47	2,285	378	261	93	431	67	7	1	22	4	64	25
	%	100%	84.8%	15.2%	9.1%	1.2%	56.4%	9.3%	6.4%	2.3%	10.6%	1.7%	0.2%	0.0%	0.5%	0.00099	1.6%	0.6%
Qualified of those Identified	#	550	448	102	28	2	329	79	30	12	57	8	0	0	1	1	3	0
	%	100%	81.5%	18.5%	5.1%	0.4%	59.8%	14.4%	5.5%	2.2%	10.4%	1.5%	0.0%	0.0%	0.2%	0.00182	0.5%	0.0%
Selected of those Qualified	#	105	83	22	5	0	65	17	8	3	5	2	0	0	0	0	0	0
	%	100%	79.0%	21.0%	4.8%	0.0%	61.9%	16.2%	7.6%	2.9%	4.8%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CLF	%	100%	90.9%	9.1%	4.1%	0.5%	74.2%	6.5%	2.6%	0.7%	8.3%	1.2%	0.1%	0.0%	0.2%	0.0%	1.4%	0.2%

1102/CONTRACTING

PERMANENT

		Total Workforce			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
					Male	Female	White		Black or African-American		Asian American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	All	Male	Female															
Total	#	2,083	1,165	918	74	37	790	461	218	357	45	23	4	2	4	7	30	31
Voluntarily Identified	#	2,083	1,165	918	74	37	790	461	218	357	45	23	4	2	4	7	30	31
	%	100%	55.9%	44.1%	3.6%	1.8%	37.9%	22.1%	10.5%	17.1%	2.2%	1.1%	0.2%	0.1%	0.2%	0.3%	1.4%	1.5%
Qualified of those Identified	#	679	323	356	22	16	225	177	55	145	12	5	0	2	0	3	9	8
	%	100%	47.6%	52.4%	3.2%	2.4%	33.1%	26.1%	8.1%	21.4%	1.8%	0.7%	0.0%	0.3%	0.0%	0.4%	1.3%	1.2%
Selected of those Qualified	#	79	28	51	1	6	19	25	6	20	2	0	0	0	0	0	0	0
	%	100%	35.4%	64.6%	1.3%	7.6%	24.1%	31.6%	7.6%	25.3%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CLF	%	100%	47.0%	53.0%	2.9%	3.2%	39.8%	42.7%	2.5%	4.7%	1.0%	1.3%	0.0%	0.1%	0.2%	0.3%	0.5%	0.8%

Table A7: HIRES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex -- FY 11

1301/GENERAL PHYSICAL SCIENCE

PERMANENT

		Total Workforce			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
					Male	Female	White		Black or African-American		Asian American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	All	Male	Female															
Total	#	736	558	178	51	17	387	100	30	19	73	33	2	0	4	3	11	6
Voluntarily Identified	#	736	558	178	51	17	387	100	30	19	73	33	2	0	4	3	11	6
	%	100%	75.8%	24.2%	6.9%	2.3%	52.6%	13.6%	4.1%	2.6%	9.9%	4.5%	0.3%	0.0%	0.5%	0.4%	1.5%	0.8%
Qualified of those Identified	#	128	98	30	3	0	76	24	3	1	13	4	0	0	1	1	2	0
	%	100%	76.6%	23.4%	2.3%	0.0%	59.4%	18.8%	2.3%	0.0078	10.2%	3.1%	0.0%	0.0%	0.8%	0.00781	1.6%	0.0%
Selected of those Qualified	#	12	9	3	0	0	6	3	0	0	2	0	0	0	0	0	1	0
	%	100%	75.0%	25.0%	0.0%	0.0%	50.0%	25.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0833	0.0%
CLF	%	100%	65.6%	34.4%	2.2%	1.7%	45.4%	22.9%	1.6%	1.4%	15.3%	7.8%	0.0%	0.0%	0.1%	0.1%	1.0%	0.6%

1330/ASTRONOMY AND SPACE SCIENCE

PERMANENT

		Total Workforce			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
					Male	Female	White		Black or African-American		Asian American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	All	Male	Female															
Total	#	172	133	39	23	4	99	22	3	7	7	5	0	0	0	0	1	1
Voluntarily Identified	#	172	133	39	23	4	99	22	3	7	7	5	0	0	0	0	1	1
	%	100%	77.3%	22.7%	13.4%	2.3%	57.6%	12.8%	1.7%	4.1%	4.1%	2.9%	0.0%	0.0%	0.0%	0.0%	0.6%	0.6%
Qualified of those Identified	#	36	24	12	0	0	23	12	1	0	0	0	0	0	0	0	0	0
	%	100%	66.7%	33.3%	0.0%	0.0%	63.9%	33.3%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Selected of those Qualified	#	9	6	3	0	0	6	3	0	0	0	0	0	0	0	0	0	0
	%	100%	66.7%	33.3%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CLF	%	100%	86.1%	13.9%	1.9%	0.4%	74.7%	10.7%	1.1%	0.5%	7.2%	2.2%	0.0%	0.0%	0.0%	0.0%	1.3%	0.1%

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex -- FY 11

Employment Tenure	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African		Asian		Native Hawaiian or Other Pacific Islander		American Indian Alaska Native		Two or more races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Permanent	#	527	310	217	37	25	209	126	27	46	31	14	0	1	0	1	6	4
	%	100%	58.82%	41.18%	7.02%	4.74%	39.66%	23.91%	5.12%	8.73%	5.88%	2.66%	0.00%	0.19%	0.00%	0.19%	1.14%	0.76%
Temporary	#	167	108	59	3	3	86	41	12	10	6	4	0	0	0	0	1	1
	%	100%	64.67%	35.33%	1.80%	1.80%	51.50%	24.55%	7.19%	5.99%	3.59%	2.40%	0.00%	0.00%	0.00%	0.00%	0.60%	0.60%
TOTAL	#	694	418	276	40	28	295	167	39	56	37	18	0	1	0	1	7	5
	%	24.06%	15.56%	8.50%	5.76%	4.03%	42.51%	24.06%	5.62%	8.07%	5.33%	2.59%	0.00%	0.14%	0.00%	0.14%	1.01%	0.72%
CLF	%	100%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.90%	0.80%

CLF is based on all workers in all Census Population

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 14 and 15) by Race/Ethnicity and Sex -- FY 11

NASA Total GS 14-15

Permanent Employees		Total Workforce			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
					Male	Female	White		Black or African-American		Asian American		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	All	Male	Female															
Total Received	#	2,891	1,983	908	211	55	1,386	609	176	168	189	57	1	0	12	5	8	14
Qualified	#	1,773	1,174	599	128	38	830	410	97	110	105	27	1	0	7	4	6	10
	%	100.0%	66.2%	33.8%	7.2%	2.1%	46.8%	23.1%	5.5%	6.2%	5.9%	1.5%	0.1%	0.0%	0.4%	0.2%	0.3%	0.6%
Selected	#	331	209	122	8	4	177	87	13	26	9	4	0	0	0	0	2	1
	%	100.0%	63.1%	36.9%	2.4%	1.2%	53.5%	26.3%	3.9%	7.9%	2.7%	1.2%	0.0%	0.0%	0.0%	0.0%	0.006	0.3%

Table A12: PARTICIPATION IN CAREER DEVELOPMENT - Distribution by Race/Ethnicity and Sex -- FY 11

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female

Career Development Programs for GS 11 - 12 (NASA FIRST):

Slots	#	40																
Relevant Pool	%	100%	51.2%	48.8%	3.6%	3.3%	37.4%	29.7%	6.5%	12.6%	2.7%	1.9%	0.0%	0.0%	0.7%	0.6%	0.4%	0.6%
Applied	#	76	45	31	2	4	34	18	4	9	4	0	0	0	1	0	0	0
	%	100%	59.2%	40.8%	2.6%	5.3%	44.7%	23.7%	5.3%	11.8%	5.3%	0.0%	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%
Participants	#	40	23	17	1	3	17	9	2	5	2	0	0	0	1	0	0	0
	%	100%	57.5%	42.5%	2.5%	7.5%	42.5%	22.5%	5.0%	12.5%	5.0%	0.0%	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%

Career Development Programs for GS 13 - 14 (Mid-Level Leadership Program):

Slots	#	25																
Relevant Pool	%	100%	67.3%	32.7%	4.1%	2.0%	52.6%	22.5%	4.7%	5.6%	5.0%	2.2%	0.0%	0.0%	0.5%	0.2%	0.4%	0.3%
Applied	#	109	63	46	5	2	50	32	6	8	2	3	0	0	0	0	0	1
	%	100%	57.8%	42.2%	4.6%	1.8%	45.9%	29.4%	5.5%	7.3%	1.8%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
Participants	#	25	13	12	1	0	7	11	4	1	1	0	0	0	0	0	0	0
	%	100%	52.0%	48.0%	4.0%	0.0%	28.0%	44.0%	16.0%	4.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Career Development Programs for GS 13 - 15 and SES (NASA Fellowships):

Slots	#	27																
Relevant Pool	%	100%	70.6%	29.4%	4.0%	1.7%	56.5%	20.9%	4.2%	4.6%	5.1%	1.9%	0.0%	0.0%	0.5%	0.2%	0.4%	0.2%
Applied	#	34	20	14	0	0	18	11	1	2	1	1	0	0	0	0	0	0
	%	100%	58.8%	41.2%	0.0%	0.0%	52.9%	32.4%	2.9%	5.9%	2.9%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Participants	#	27	14	13	0	0	12	10	1	2	1	1	0	0	0	0	0	0
	%	100%	51.9%	48.1%	0.0%	0.0%	44.4%	37.0%	3.7%	7.4%	3.7%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

"Relevant Pool" includes all employees in pay grades eligible for the career development program.

Table A13 - Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex - Permanent Workforce -- FY 11

Type of Award	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian Alaska Native		Two or more races			
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Time-Off Awards - 1-9 hours																		
Total Time-Off Awards Given	#	2768	1708	1060	116	79	1275	654	149	270	142	39	2	3	12	6	12	9
	%	100%	61.71%	38.29%	4.19%	2.85%	46.06%	23.63%	5.38%	9.75%	5.13%	1.41%	0.07%	0.11%	0.43%	0.22%	0.43%	0.33%
Total Hours		21621	13361	8260	904	600	9954	5100	1166	2120	1129	304	16	24	96	48	96	64
Average Hours		8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	7
Time-Off Awards - 9+ hours																		
Total Time-Off Awards Given	#	5233	3086	2147	202	128	2430	1423	208	427	197	118	4	3	18	19	27	29
	%	100%	58.97%	41.03%	3.86%	2.45%	46.44%	27.19%	3.97%	8.16%	3.76%	2.25%	0.08%	0.06%	0.34%	0.36%	0.52%	0.55%
Total Hours		117363	67833	49530	4510	3001	54057	34075	4326	8858	3924	2527	96	58	343	358	577	653
Average Hours		22	22	23	22	23	22	24	21	21	20	21	24	19	19	19	21	23
Cash Awards - \$100 - \$500																		
Total Cash Awards Given	#	4088	2362	1726	182	160	1781	1058	175	337	177	134	3	2	18	13	26	22
	%	100%	57.78%	42.22%	4.45%	3.91%	43.57%	25.88%	4.28%	8.24%	4.33%	3.28%	0.07%	0.05%	0.44%	0.32%	0.64%	0.54%
Total Amount		\$1,500,485	\$873,176	\$627,309	\$67,063	\$55,814	\$658,947	\$386,486	\$63,992	\$125,526	\$65,797	\$46,102	\$985	\$700	\$6,253	\$4,910	\$10,139	\$7,771
Average Amount		\$367	\$370	\$363	\$368	\$349	\$370	\$365	\$366	\$372	\$372	\$344	\$328	\$350	\$347	\$378	\$390	\$353
Cash Awards - \$501+																		
Total Cash Awards Given	#	15185	9899	5286	591	329	7865	3569	630	1027	669	293	11	3	76	30	57	35
	%	100%	65.19%	34.81%	3.89%	2.17%	51.79%	23.50%	4.15%	6.76%	4.41%	1.93%	0.07%	0.02%	0.50%	0.20%	0.38%	0.23%
Total Amount		\$26,549,986	#####	\$8,581,416	\$1,053,871	\$528,159	#####	\$6,062,319	\$999,095	\$1,463,139	#####	\$431,124	\$20,351	\$3,486	\$129,555	\$48,561	\$83,822	\$44,628
Average Amount		\$1,748	\$1,815	\$1,623	\$1,783	\$1,605	\$1,852	\$1,699	\$1,586	\$1,425	\$1,672	\$1,471	\$1,850	\$1,162	\$1,705	\$1,619	\$1,471	\$1,275
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	275	204	71	8	5	185	49	7	9	4	6	0	1	0	0	0	1
	%	100%	74.18%	25.82%	2.91%	1.82%	67.27%	17.82%	2.55%	3.27%	1.45%	2.18%	0.00%	0.36%	0.00%	0.00%	0.00%	0.36%
Total Amount		\$4,508,496	#####	\$1,193,214	\$129,762	\$93,830	\$3,010,779	\$803,889	\$133,390	\$146,614	\$41,351	\$106,507	\$0	\$7,374	\$0	\$0	\$0	\$35,000
Average Amount		\$16,395	\$16,251	\$16,806	\$16,220	\$18,766	\$16,274	\$16,406	\$19,056	\$16,290	\$10,338	\$17,751	0	\$7,374	0	0	0	\$35,000
Quality Step Increases(QSI)																		
Total QSIs Awarded	#	422	256	166	16	9	202	113	19	34	18	6	0	0	0	1	1	3
	%	100%	60.66%	39.34%	3.79%	2.13%	47.87%	26.78%	4.50%	8.06%	4.27%	1.42%	0.00%	0.00%	0.00%	0.24%	0.24%	0.71%
Total Benefit		\$1,388,580	\$856,057	\$532,523	\$53,028	\$29,200	\$674,877	\$360,750	\$63,080	\$108,806	\$61,219	\$19,431	\$0	\$0	\$0	\$3,791	\$3,853	\$10,545
Average Benefit		\$3,290	\$3,344	\$3,208	\$3,314	\$3,244	\$3,341	\$3,192	\$3,320	\$3,200	\$3,401	\$3,239	0	0	0	\$3,791	\$3,853	\$3,515

Table A14 - Separations by Type of Separation - Distribution by Race/Ethnicity and Sex - Permanent Workforce -- FY 11

Type of Separation	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Voluntary	#	644	390	254	18	20	307	170	45	44	17	11	1	1	2	6	0	2
	%	100%	60.56%	39.44%	2.80%	3.11%	47.67%	26.40%	6.99%	6.83%	2.64%	1.71%	0.16%	0.16%	0.31%	0.93%	0.00%	0.31%
Involuntary	#	18	6	12	0	3	6	5	0	3	0	1	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	16.67%	33.33%	27.78%	0.00%	16.67%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RIF	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total separations	#	662	396	266	18	23	313	175	45	47	17	12	1	1	2	6	0	2
	%	100%	59.82%	40.18%	2.72%	3.47%	47.28%	26.44%	6.80%	7.10%	2.57%	1.81%	0.15%	0.15%	0.30%	0.91%	0.00%	0.30%

Table B1 - Total Workforce - Distribution by Disability -- FY 11

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	(1) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
TOTAL WORKFORCE - Permanent and Temporary															
Prior FY	#	18955	17194	692	1069	211	30	32	14	38	24	21	3	44	5
	%	100%	90.71%	3.65%	5.64%	1.11%	0.16%	0.17%	0.07%	0.20%	0.13%	0.11%	0.02%	0.23%	0.03%
Current FY	#	18921	17129	674	1118	212	33	31	14	38	24	23	3	41	5
	%	100%	90.53%	3.56%	5.91%	1.12%	0.17%	0.16%	0.07%	0.20%	0.13%	0.12%	0.02%	0.22%	0.03%
Difference	#	-34	-65	-18	49	1	3	-1	0	0	0	2	0	-3	0
Ratio Change	%	0.00%	-0.18%	-0.09%	0.27%	0.01%	0.02%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	-0.02%	0.00%
Net Change	%	-0.18%	-0.38%	-2.60%	4.58%	0.47%	10.00%	-3.13%	0.00%	0.00%	0.00%	9.52%	0.00%	-6.82%	0.00%
PERMANENT WORKFORCE															
Prior FY	#	17594	16022	550	1022	206	30	32	14	38	23	19	3	42	5
	%	100%	91.07%	3.13%	5.81%	1.17%	0.17%	0.18%	0.08%	0.22%	0.13%	0.11%	0.02%	0.24%	0.03%
Current FY	#	18217	16527	607	1083	207	33	31	13	38	24	21	3	39	5
	%	100%	90.72%	3.33%	5.94%	1.14%	0.18%	0.17%	0.07%	0.21%	0.13%	0.12%	0.02%	0.21%	0.03%
Difference	#	623	505	57	61	1	3	-1	-1	0	1	2	0	-3	0
Ratio Change	%	0.00%	-0.34%	0.21%	0.14%	-0.03%	0.01%	-0.01%	-0.01%	-0.01%	0.00%	0.01%	0.00%	-0.02%	0.00%
Net Change	%	3.54%	3.15%	10.36%	5.97%	0.49%	10.00%	-3.13%	-7.14%	0.00%	4.35%	10.53%	0.00%	-7.14%	0.00%
TEMPORARY WORKFORCE															
Prior FY	#	1361	1172	142	47	5	0	0	0	0	1	2	0	2	0
	%	100%	86.11%	10.43%	3.45%	0.37%	0.00%	0.00%	0.00%	0.00%	0.07%	0.15%	0.00%	0.15%	0.00%
Current FY	#	704	0	0	0	0	0	0	1	0	0	2	0	2	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.14%	0.00%	0.00%	0.28%	0.00%	0.28%	0.00%
Difference	#	-657	-1172	-142	-47	-5	0	0	1	0	-1	0	0	0	0
Ratio Change	%	0.00%	-86.11%	-10.43%	-3.45%	-0.37%	0.00%	0.00%	0.14%	0.00%	-0.07%	0.14%	0.00%	0.14%	0.00%
Net Change	%	-48.27%	-100.00%	-100.00%	-100.00%	-100.00%	0%	0%	0%	0%	-100.00%	0.00%	0%	0.00%	0%

Table B2 - Permanent Workforce By Component - Distribution by Disability - FY 11

Component	Total	Total by Disability Status					Detail for Targeted Disabilities								
		(04,05) No Disability	(1) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
AMES RESEARCH CENTER	#	1224	1125	36	63	8	0	1	1	1	1	0	0	4	0
	%	100%	91.91%	2.94%	5.15%	0.65%	0.00%	0.08%	0.08%	0.08%	0.08%	0.00%	0.00%	0.33%	0.00%
DRYDEN FLIGHT RESEARCH CENTER	#	549	484	20	45	5	2	0	0	1	0	0	0	1	1
	%	100%	88.16%	3.64%	8.20%	0.91%	0.36%	0.00%	0.00%	0.18%	0.00%	0.00%	0.00%	0.18%	0.18%
GLENN RESEARCH CENTER	#	1663	1494	83	86	20	2	4	1	2	5	4	0	2	0
	%	100%	89.84%	4.99%	5.17%	1.20%	0.12%	0.24%	0.06%	0.12%	0.30%	0.24%	0.00%	0.12%	0.00%
GODDARD SPACE FLIGHT CENTER	#	3211	2877	128	206	64	17	11	1	10	5	2	1	15	2
	%	100%	89.60%	3.99%	6.42%	1.99%	0.53%	0.34%	0.03%	0.31%	0.16%	0.06%	0.03%	0.47%	0.06%
HEADQUARTERS	#	1379	1239	56	84	8	1	1	0	0	1	3	1	1	0
	%	100%	89.85%	4.06%	6.09%	0.58%	0.07%	0.07%	0.00%	0.00%	0.07%	0.22%	0.07%	0.07%	0.00%
JOHNSON SPACE CENTER	#	3309	3098	73	138	30	2	6	5	7	2	5	0	3	0
	%	100%	93.62%	2.21%	4.17%	0.91%	0.06%	0.18%	0.15%	0.21%	0.06%	0.15%	0.00%	0.09%	0.00%
KENNEDY SPACE CENTER	#	2161	1975	57	129	19	4	2	1	5	4	2	0	1	0
	%	100%	91.39%	2.64%	5.97%	0.88%	0.19%	0.09%	0.05%	0.23%	0.19%	0.09%	0.00%	0.05%	0.00%
LANGLEY RESEARCH CENTER	#	1758	1600	39	119	19	2	2	1	6	2	2	0	3	1
	%	100%	91.01%	2.22%	6.77%	1.08%	0.11%	0.11%	0.06%	0.34%	0.11%	0.11%	0.00%	0.17%	0.06%
MARSHALL SPACE CENTER	#	2521	2254	101	166	29	3	4	3	6	4	3	1	4	1
	%	100%	89.41%	4.01%	6.58%	1.15%	0.12%	0.16%	0.12%	0.24%	0.16%	0.12%	0.04%	0.16%	0.04%
NASA SHARED SERVICES CENTER	#	135	113	9	13	1	0	0	0	0	0	0	0	1	0
	%	100%	83.70%	6.67%	9.63%	0.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.74%	0.00%
STENNIS SPACE CENTER	#	283	251	4	28	3	0	0	0	0	0	0	0	3	0
	%	100%	88.69%	1.41%	9.89%	1.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.06%	0.00%
Total	#	18193	16510	606	1077	206	33	31	13	38	24	21	3	38	5
	%	100%	90.75%	3.33%	5.92%	1.13%	0.18%	0.17%	0.07%	0.21%	0.13%	0.12%	0.02%	0.21%	0.03%

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Permanent Workforce -- FY 11

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	(1) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
MISCELLANEOUS ADMINISTRATION & PROGRAM (0301)	#	1014	902	30	82	10	1	1	1	3	0	2	1	1	0
	%	100%	88.95%	2.96%	8.09%	0.99%	0.10%	0.10%	0.10%	0.30%	0.00%	0.20%	0.10%	0.10%	0.00%
MANAGEMENT PROGRAM ANALYSIS (0343)	#	802	730	13	59	6	1	0	0	2	2	0	0	1	0
	%	100%	91.02%	1.62%	7.36%	0.75%	0.12%	0.00%	0.00%	0.25%	0.25%	0.00%	0.00%	0.12%	0.00%
GENERAL ENGINEERING (0801)	#	3088	2898	76	114	13	0	6	2	2	3	0	0	0	0
	%	100%	93.85%	2.46%	3.69%	0.42%	0.00%	0.19%	0.06%	0.06%	0.10%	0.00%	0.00%	0.00%	0.00%
ENGINEERING TECHNICIAN (0802)	#	501	429	16	56	9	0	0	0	3	2	3	0	1	0
	%	100%	85.63%	3.19%	11.18%	1.80%	0.00%	0.00%	0.00%	0.60%	0.40%	0.60%	0.00%	0.20%	0.00%
COMPUTER ENGINEERING (0854)	#	867	806	19	42	6	3	1	0	2	0	0	0	0	0
	%	100%	92.96%	2.19%	4.84%	0.69%	0.35%	0.12%	0.00%	0.23%	0.00%	0.00%	0.00%	0.00%	0.00%
ELECTRONICS ENGINEERING (0855)	#	802	731	33	38	8	2	1	0	2	0	0	0	2	1
	%	100%	91.15%	4.11%	4.74%	1.00%	0.25%	0.12%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.12%
AEROSPACE ENGINEERING (0861)	#	4307	3984	143	180	37	3	7	1	8	5	4	1	8	0
	%	100%	92.50%	3.32%	4.18%	0.86%	0.07%	0.16%	0.02%	0.19%	0.12%	0.09%	0.02%	0.19%	0.00%
CONTRACTING (1102)	#	735	673	17	45	13	0	3	0	2	2	0	0	6	0
	%	100%	91.56%	2.31%	6.12%	1.77%	0.00%	0.41%	0.00%	0.27%	0.27%	0.00%	0.00%	0.82%	0.00%
GENERAL PHYSICAL SCIENCE (1301)	#	417	383	23	11	1	0	0	0	0	0	0	0	1	0
	%	100%	91.85%	5.52%	2.64%	0.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.24%	0.00%
ASTRONOMY & SPACE SCIENCE (1330)	#	266	232	21	13	3	0	0	0	0	0	0	0	3	0
	%	100%	87.22%	7.89%	4.89%	1.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.13%	0.00%

Table B7: APPLICATIONS AND HIRES by Disability -- FY 11

Schedule A														
	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(01) Not Identified	(05) No Disability	(06-94) Disability	Targeted Disability Total	(18) Hearing	(21) Vision	(30) Missing Extremities	(69) Partial Paralysis	(79) Complete Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism
Applicants	2,965	1,488	111	1,366	586	117	38	22	94	15	36	0	175	89
%	100%	50.19%	3.74%	46.07%	19.76%	3.95%	1.28%	0.74%	3.17%	0.51%	1.21%	0.00%	5.90%	3.00%
Hires	26	7	10	9	1	0	0	0	0	1	0	0	0	0
%	100%	26.92%	38.46%	34.62%	3.85%	0.00%	0.00%	0.00%	0.00%	3.85%	0.00%	0.00%	0.00%	0.00%
Voluntarily Identified (Outside of Schedule A Applicants)														
	Total	Total by Disability Status				Detail for Targeted Disabilities								
		(01) Not Identified	(05) No Disability	(06-94) Disability	Targeted Disability Total	(18) Hearing	(21) Vision	(30) Missing Extremities	(69) Partial Paralysis	(79) Complete Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism
Applicants	49,596	42,935	5,916	745	146	16	13	11	61	0	13	0	28	4
%	100%	86.57%	11.93%	1.50%	0.29%	0.03%	0.03%	0.02%	0.12%	0.00%	0.03%	0.00%	0.06%	0.01%
Hires	934	209	693	32	1	0	0	0	1	0	0	0	0	0
%	100%	22.38%	74.20%	3.43%	0.11%	0.00%	0.00%	0.00%	0.0011	0.00%	0.00%	0.00%	0.00%	0.00%

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Disability -- FY 11

Type of Appointment	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	(1) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Permanent	#	527	448	40	31	8	4	1	0	1	1	1	0	0	0
	%	100%	85.01%	7.59%	5.88%	1.52%	0.76%	0.19%	0.00%	0.19%	0.19%	0.19%	0.00%	0.00%	0.00%
Temporary	#	167	142	11	12	2	0	0	1	0	0	0	0	1	0
	%	100%	85.03%	6.59%	7.19%	1.20%	0.00%	0.00%	0.60%	0.00%	0.00%	0.00%	0.00%	0.60%	0.00%
Total	#	694	590	51	43	10	4	1	1	1	1	1	0	1	0
	%	100%	85.01%	7.35%	6.20%	1.44%	0.58%	0.14%	0.14%	0.14%	0.14%	0.14%	0.00%	0.14%	0.00%

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS (GS 9-13) by Disability -- FY 11

NASA Total GS 9-13

Permanent Employees	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability Total	(18) Hearing	(21) Vision	(30) Missing Extremities	(69) Partial Paralysis	(79) Complete Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism	
Applications Received	#	1,772	1,571	46	155	20	8	0	0	1	0	3	0	8	0
	%	100%	88.66%	2.60%	8.75%	1.13%	0.45%	0.00%	0.00%	0.06%	0.00%	0.17%	0.00%	0.45%	0.00%
Qualified Applicants	#	887	789	19	79	8	2	0	0	1	0	0	0	5	0
	%	100%	88.95%	2.14%	8.91%	0.90%	0.23%	0.00%	0.00%	0.11%	0.00%	0.00%	0.00%	0.56%	0.00%
Selected Applicants	#	230	206	5	19	1	0	0	0	1	0	0	0	0	0
	%	100%	89.57%	2.17%	8.26%	0.43%	0.00%	0.00%	0.00%	0.43%	0.00%	0.00%	0.00%	0.00%	0.00%

Table B10 - Non-Competitive Promotions - Time in Grade - By Disability - Permanent Workforce -- FY 11

Employment Tenure		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(04,05) No Disability	(1) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine
Total Employees Eligible for Career Ladder Promotions	#	1298	1126	81	91	33	8	4	0	4	4	5	1	6	1
	%	100%	86.75%	6.24%	7.01%	2.54%	0.62%	0.31%	0.00%	0.31%	0.31%	0.39%	0.08%	0.46%	0.08%
Time in Grade Excess of Minimum															
1-12 Months	#	143	129	5	9	4	2	1	0	1	0	0	0	0	0
	%	100%	90.21%	3.5%	6.29%	2.8%	1.4%	0.7%	0.0%	0.7%	0%	0%	0%	0%	0%
13-24 Months	#	12	11	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	91.7%	0.0%	8.3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
25 + Months	#	5	4	0	1	1	0	0	0	0	0	1	0	0	0
	%	100%	80%	0%	20%	20%	0%	0%	0%	0%	0%	20%	0%	0%	0%

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 14 and GS 15) by Disability -- FY 11

NASA Total

		Total	Total by Disability Status				Detail for Targeted Disabilities								
			(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability Total	(18) Hearing	(21) Vision	(30) Missing Extremities	(69) Partial Paralysis	(79) Complete Paralysis	(82) Epilepsy	(90) Severe Intellectual Disability	(91) Psychiatric Disability	(92) Dwarfism
Applications Received	#	3,061	2,785	74	202	21	2	3	1	6	1	4	0	4	0
	%	100.00%	90.98%	2.42%	6.60%	0.69%	0.07%	0.10%	0.000327	0.20%	0.03%	0.13%	0.00%	0.13%	0.00%
Qualified Applicants	#	1,858	1,690	46	122	12	0	3	0	5	1	1	0	2	0
	%	100.00%	90.96%	2.48%	6.57%	0.65%	0.00%	0.16%	0.00%	0.27%	0.05%	0.0005382	0.00%	0.11%	0.00%
Selected Applicants	#	342	322	8	12	1	0	0	0	0	1	0	0	0	0
	%	100.00%	94.15%	2.34%	3.51%	0.29%	0.00%	0.00%	0.00%	0.00%	0.29%	0.00%	0.00%	0.00%	0.00%

Table B12: PARTICIPATION IN CAREER DEVELOPMENT/TRAINING - Distribution by Disability -- FY 11

		Total by Disability Status					Detail for Targeted Disabilities									
		Total	(05) No Disability	(01) Not Identified	(06-94) Disability	Targeted Disability	(16, 17) Deafness	(23, 25) Blindness	(28, 32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion of Limb/Spine	
Career Development Programs for GS 11-12 (NASA FIRST)																
Slots	#	40														
Relevant Pool	%	100%	87.3%	4.4%	8.3%	2.3%	0.44%	0.26%	0.15%	0.37%	0.30%	0.22%	0.18%	0.18%	0.18%	
Applied	#	76	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
	%	100%	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Participants	#	40	40	NA	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.0%	NA	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Career Development Programs for GS 13-15 (Mid-Level Leadership Program):																
Slots	#	25														
Relevant Pool	%	100%	91.5%	3.0%	5.5%	0.9%	0.09%	0.17%	0.06%	0.20%	0.11%	0.09%	0.05%	0.05%	0.05%	
Applied	#	109	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
	%	100%	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Participants	#	25	30	NA	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.0%	NA	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Career Development Programs for GS 13 - 15 and SES (NASA Fellowships):																
Slots	#	27														
Relevant Pool	%	100%	92.1%	3.1%	4.9%	0.74%	0.06%	0.13%	0.06%	0.15%	0.09%	0.11%	0.03%	0.03%	0.07%	
Applied*	#	34	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
	%	100%	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Participants*	#	27	27	NA	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100%	NA	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
<i>"Relevant Pool" = all employees in the pay grades that qualify them for the program at beginning of FY 2010.</i>																

Table B14 - Separations by Type of Separation - Distribution by Disability - Permanent Workforce -- FY 11

Type of Separation	Total	Total by Disability Status				Detail for Targeted Disabilities									
		(04,05) No Disability	(1) Not Identified	(06-94) Disability	Targeted Disability	(16,17) Deafness	(23,25) Blindness	(28,32-38) Missing Limbs	(64-68) Partial Paralysis	(71-78) Total Paralysis	(82) Convulsive Disorder	(90) Mental Retardation	(91) Mental Illness	(92) Distortion Limb/Spine	
Voluntary	#	643	533	47	63	14	0	2	1	3	0	1	0	7	0
	%	100%	82.89%	7.31%	9.80%	2.18%	0.00%	0.31%	0.16%	0.47%	0.00%	0.16%	0.00%	1.09%	0.00%
Involuntary	#	18	13	2	3	1	0	0	0	0	0	0	0	1	0
	%	%	72.22%	11.11%	16.67%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%	0.00%
RIF	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total Separations	#	661	546	49	66	15	0	2	1	3	0	1	0	8	0
	%	100%	82.60%	7.41%	9.98%	2.27%	0.00%	0.30%	0.15%	0.45%	0.00%	0.15%	0.00%	1.21%	0.00%



National Aeronautics and Space Administration Policy Statement on Equal Employment Opportunity

As we move forward with ever increasing momentum in our shared goal of exploring space, I reaffirm the Agency's commitment to equal opportunity in employment.

Equal opportunity in employment means opportunity not just for some but for all. NASA provides equal opportunity in Federal employment regardless of race, color, gender, national origin, religion, age, disability, genetic information, sexual orientation, status as a parent, or gender identity.

Equal employment opportunity (EEO) covers all human capital and employment programs, management practices, and decisions including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation. NASA supports employee exercise of rights under EEO law. Reprisal against individuals who engage in protected activity will not be tolerated. NASA supports the rights of employees to exercise all available rights under the civil rights statutes.

Preserving these rights in our workplace takes special care and vigilance. Our continued and vigorous adherence to these laws and a focus on the spirit as much as the letter of these laws are fundamental for our success. We must continue to be an organization that seeks the best minds and broadest experience to ensure that every qualified person has an equal chance to compete and contribute.

NASA provides an environment that honors integrity, excellence, teamwork, fairness, and equity. We strive to exemplify in all of our decision making the principle that employees have the freedom to compete on a fair and level playing field. We will continue to provide a workplace that is free from all forms of illegal discrimination, including harassment and retaliation. Upon request and as appropriate, we will continue to provide reasonable accommodations to qualified individuals with disabilities. Above all, we must view our commitment to EEO as a matter of personal integrity and accountability.

I trust that we will all do our part in these efforts.

A handwritten signature in black ink, appearing to read "C. Bolden, Jr.", written over a horizontal line.

Charles F. Bolden, Jr.
Administrator

A handwritten date in black ink, "9 March 2012", written over a horizontal line.

Date



National Aeronautics and Space Administration Policy Statement on Anti-Harassment

NASA remains committed to providing a work environment free from harassment and to preventing harassing conduct as early as possible, before it can become pervasive or severe. Therefore, it is NASA policy to take immediate and appropriate action when the Agency is made aware of allegations of harassment or determines that harassing conduct has occurred.

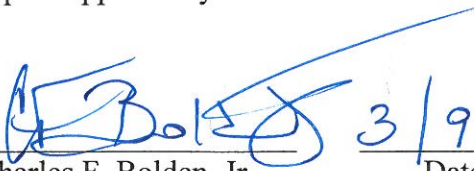
Harassment is defined as any unwelcome verbal or physical conduct, based on an individual's race, color, gender, national origin, religion, age or disability, sexual orientation, status as a parent, or gender identity, which can reasonably be considered to adversely affect the work environment or an employment decision affecting the employee based upon the employee's acceptance or rejection of such conduct.

It is the responsibility of all employees to immediately report possible incidents of harassment to one of the following: management official or supervisor, the Center Anti-Harassment Coordinator, or any other official(s) as designated by the Center Director. Employees who make a good faith report of harassing conduct or who assist in any inquiry regarding such a report are protected from retaliation, which is not tolerated at NASA. Additionally, reports of harassment are confidential to the fullest extent possible without impeding an investigation into such allegations.

Upon receipt of such a report, the appropriate management official will investigate the allegations and will take appropriate corrective or disciplinary action, up to and including removal, to ensure that no further harassing conduct occurs. Management officials have a duty to carry out their responsibilities under this policy and failure to do so can result in disciplinary action.

This policy is separate and apart from any collective bargaining agreement or statutory complaint process that also covers harassment, such as the EEO complaint process. To initiate the EEO complaint process, an employee must contact an EEO counselor within 45-days of the alleged harassment.

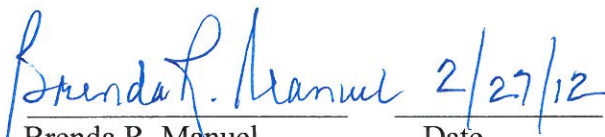
For further information about NASA policy on anti-harassment and for technical assistance, contact the Agency or Center Harassment Coordinator or the Associate Administrator for Diversity and Equal Opportunity.



Charles F. Bolden, Jr.
Administrator

3/9/2012

Date



Brenda R. Manuel
Associate Administrator for
Diversity and Equal Opportunity

2/27/12

Date

AGENCY OR DEPARTMENT: _____ REPORTING PERIOD: FY _____

PART I - PRE-COMPLAINT ACTIVITIES

EEO COUNSELOR		COUNSELINGS	INDIVIDUALS
A. INTENTIONALLY LEFT BLANK			
ADR INTAKE OFFICER		COUNSELINGS	INDIVIDUALS
B. INTENTIONALLY LEFT BLANK			
TOTAL COMPLETED/ENDED COUNSELINGS		COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS			
1. COUNSELED WITHIN 30 DAYS			
2. COUNSELED WITHIN 31 TO 90 DAYS			
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS			
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR			
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY			
3. COUNSELED BEYOND 90 DAYS			
4. COUNSELED DUE TO REMANDS			
D. PRE-COMPLAINT ACTIVITIES		COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD			
2. INITIATED DURING THE REPORTING PERIOD			
3. COMPLETED/ENDED COUNSELINGS			
a. SETTLEMENTS (MONETARY AND NON-MONETARY)			
b. WITHDRAWALS/NO COMPLAINT FILED			
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD			
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD			
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD			

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL			\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FRONTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			\$
6.			\$
7.			\$

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL			\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FRONTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			\$
6.			\$
7.			\$

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: National Aeronautics and Space Administration **REPORTING PERIOD:** FY 2011

PART II - FORMAL COMPLAINT ACTIVITIES

<u>67</u>	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
<u>35</u>	B. COMPLAINTS FILED
<u>2</u>	C. REMANDS (sum of lines C1+C2+C3)
<u>2</u>	C.1. REMANDS (NOT INCLUDED IN A OR B)
<u>0</u>	C.2. REMANDS (INCLUDED IN A OR B)
<u>0</u>	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
<u>0</u>	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
<u>104</u>	D. TOTAL COMPLAINTS (sum of lines A+B+C1)
<u>86</u>	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
<u>41</u>	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
<u>18</u>	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
<u>18</u>	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
<u>45</u>	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
<u>34</u>	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
<u>4</u>	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
1. WORK FORCE				
a. TOTAL WORK FORCE	18921			
b. PERMANENT EMPLOYEES	18217			
2. COUNSELOR				
	22		16	
a. FULL-TIME	10	45.45	7	43.75
b. PART-TIME	4	18.18	9	56.25
c. COLLATERAL DUTY	8	36.36	0	0.00
3. INVESTIGATOR				
			17	
a. FULL-TIME	0	0.00	5	29.41
b. PART-TIME	0	0.00	12	70.59
c. COLLATERAL DUTY	0	0.00	0	0.00
4. COUNSELOR/INVESTIGATOR				
a. FULL-TIME	0	0.00	0	0.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	3	0	0	0	0	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	19	16	0	17	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	1	1	0	1	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1 EEO DIRECTOR'S NAME: **Brenda R. Manuel**

1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
	X	

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
PERSON:

TITLE:

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
PERSON: **Brenda R. Manuel**

TITLE: **Associate Administrator for Diversity and equal Opportunity**

4. WHO DOES THAT PERSON REPORT TO?
PERSON: **Charles F. Bolden, Jr.**

TITLE: **Administrator**

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: National Aeronautics and Space Administration

REPORTING PERIOD: FY 2011

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	2	0	0	1	0	2	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	5	2	2
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	3	0	0	1	0	7	0	0	0
1. DEMOTION	0	0	0	0	0	0	0	0	0	5	2	2
2. REPRIMAND	0	0	0	0	0	0	0	0	2	0	0	0
3. SUSPENSION	0	0	0	2	0	0	0	0	3	0	0	0
4. REMOVAL	0	0	0	1	0	0	1	0	1	5	2	2
5. LETTER OF ADMONISHMENT	0	0	0	0	0	0	0	0	1	0	0	0
6.												
7.												
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	1	0	2	1	0	1	1	3	16	4	4
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	0	0	7	1	0	3	1	6	36	14	13
1. NON-SEXUAL	1	0	0	7	1	0	3	1	6	36	14	13
2. SEXUAL									0	0	2	2
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	1	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	7	4	4
L. PROMOTION/NON-SELECTION	1	1	0	6	1	0	2	1	5	29	10	10
M. REASSIGNMENT	0	0	0	1	0	0	1	0	2	8	3	3
1. DENIED	0	0	0	0	0	0	0	0	1	2	1	1
2. DIRECTED	0	0	0	1	0	0	1	0	1	6	2	2
TOTAL ALL ISSUES BY BASES	2	2	0	23	3	0	10	4	36			
TOTAL ALL COMPLAINTS FILED BY BASES	2	2	0	13	1	0	7	1	21			
TOTAL ALL COMPLAINANTS BY BASES	2	2	0	13	1	0	7	1	19			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: National Aeronautics and Space Administration

REPORTING PERIOD: FY 2011

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
N. REASONABLE ACCOMMODATION								0	3			
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0
Q. TERMINATION	0	0	0	0	0	0	0	0	2	5	2	2
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	1	0	1	1	1
S. TIME AND ATTENDANCE	0	0	0	2	0	0	1	0	5	15	6	6
T. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0
U. OTHER (Please specify below)												
1.												
2. NON EEO - BENEFITS DENIED	0	0	0	0	0	0	0	0	1	2	2	2
3.												
4.												
5.												
TOTAL ALL ISSUES BY BASES	2	2	0	23	3	0	10	4	36			
TOTAL ALL COMPLAINTS FILED BY BASES	2	2	0	13	1	0	7	1	21			
TOTAL ALL COMPLAINANTS BY BASES	2	2	0	13	1	0	7	1	19			

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION													
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	MALE	FEMALE		HISPANIC/LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	0	0	0	0	0			0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	1	0	0	0			0	0	0	0	6	3	3
C. AWARDS	0	0	0	0	0			0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	1	0	1	1			2	3	4	0	23	10	10
1. DEMOTION	0	0	0	0	1			1	0	0	0	2	1	1
2. REPRIMAND	0	0	0	0	0			0	1	1	0	4	2	2
3. SUSPENSION	0	0	0	0	0			0	1	0	0	0	0	0
4. REMOVAL	0	1	0	1	0			0	0	0	0	5	2	2
5. LETTER OF ADMONISHMENT	0	0	0	0	0			0	1	1	0	3	1	1
6.														
7.														
F. DUTY HOURS	0	0	0	0	0			0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	1	2	0	0	1			3	0	0	0	16	4	4
H. EXAMINATION/TEST	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	3	2	1	1	2			4	1	3	0	36	14	13
1. NON-SEXUAL	3	2	1	1	2			4	1	3	0	36	14	13
2. SEXUAL	0	0	0									0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0			0	0	1	0	1	1	1
K. PAY INCLUDING OVERTIME	1	3	0	0	0	1	2	0	0	0	0	7	4	4
L. PROMOTION/NON-SELECTION	2	3	0	0	3			4	0	0	0	29	10	10
M. REASSIGNMENT	0	1	0	0	0			2	1	0	0	8	3	3
1. DENIED	0	0	0	0	0			1	0	0	0	2	1	1
2. DIRECTED	0	1	0	0	0			1	1	0	0	6	2	2
TOTAL ALL ISSUES BY BASES	8	15	1	2	7	1	2	15	14	13	0			
TOTAL ALL COMPLAINTS FILED BY BASES	4	7	1	2	6	1	2	8	5	6	0			
TOTAL ALL COMPLAINANTS BY BASES	4	7	1	2	5	1	2	8	5	6	0			

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA				
	MALE	FEMALE		HISPANIC/LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL					
N. REASONABLE ACCOMMODATION									4	2	0	9	4	4	
O. REINSTATEMENT	0	0	0	0	0			0	0	0	0	0	0	0	
P. RETIREMENT	0	0	0	0	0			0	0	0	0	0	0	0	
Q. TERMINATION	0	0	0	0	0			0	2	1	0	5	2	2	
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0			0	0	0	0	1	1	1	
S. TIME AND ATTENDANCE	0	2	0	0	0			0	3	2	0	15	6	6	
T. TRAINING	0	0	0	0	0			0	0	0	0	0	0	0	
U. OTHER (Please specify below)															
1.											0				
2. NON EEO - BENEFITS DENIED	1	0	0	0	0			0	0	0	0	2	2	2	
3.															
4.															
5.															
TOTAL ALL ISSUES BY BASES	8	15	1	2	7	1	2	15	14	13	0				
TOTAL ALL COMPLAINTS FILED BY BASES	4	7	1	2	6	1	2	8	5	6	0				
TOTAL ALL COMPLAINANTS BY BASES	4	7	1	2	5	1	2	8	5	6	0				

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REPORTING PERIOD: FY 2011

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED BASES IN SETTLEMENTS																			
	RACE						COLOR	RELIGION	REPRISAL	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OTHER PACIFIC ISLANDER	BLACK/AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE		HISPANIC/ LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations	0	0	0	1	1	0	1	0	3	1	3	0	0	2	0	0	1	0	0	0
1a. Number of Counselings Settled	0	0	0	1	1	0	1	0	3	1	3	0	0	2	0	0	1	0	0	0
1b. Number of Counselors Settled With	0	0	0	1	1	0	1	0	3	1	3	0	0	2	0	0	1	0	0	0
2. Complaint Settlement Allegations	1	5	0	9	6	2	7	7	24	11	7	0	4	7	0	0	20	4	5	0
2a. Number of Complaints Settled	1	3	0	6	3	1	6	2	17	6	5	0	2	5	0	0	10	3	2	0
2b. Number of Complainants Settled With	1	1	0	5	3	1	6	2	8	4	5	0	2	2	0	0	8	2	2	0
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL SETTLEMENT ALLEGATIONS	1	5	0	10	7	2	8	7	27	12	10	0	4	9	0	0	21	4	5	0
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PART IVB - ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS																									
	APPOINTMENT/ HIRE	ASSIGNMENT OF DUTIES	AWARDS	CONVERSION TO FULL TIME	DISCIPLINARY ACTION				DUTY HOURS	EVAL/ APPRAISAL	EXAM/ TEST	HARASSMENT		MEDICAL EXAM	PAY/ OVERTIME	PROMOTION/ NON- SELECTION	REASSIGNMENT		REASONABLE ACCOMMODATION	REIN- STATEMENT	RETIREMENT	TERMINATION	TERMS & CONDITIONS			
					DEMOTION	REPRISAL	SUSPENSION	REMOVAL				NON-SEXUAL	SEXUAL				DENIED	DIRECTED					EMPLOYMENT	ATTENDANCE	TRAINING	OTHER
1. Counseling Settlement Allegations	0	1	0	0	0	1	0	0	0	1	0	3	0	0	2	0	0	0	1	0	0	1	1	1	0	
1a. Number of Counselings Settled	0	1	0	0	0	1	0	0	0	1	0	3	0	0	2	0	0	0	1	0	0	1	1	1	0	
1b. Number of Counselors Settled With	0	1	0	0	0	1	0	0	0	1	0	3	0	0	2	0	0	0	1	0	0	1	1	1	0	
2. Complaint Settlement Allegations	0	1	0	0	0	3	1	0	1	9	0	15	0	0	7	0	0	1	0	0	1	0	0	0	0	
2a. Number of Complaints Settled	0	1	0	0	0	3	1	0	1	9	0	15	0	0	6	0	0	1	0	0	1	0	0	0	0	
2b. Number of Complainants Settled With	0	1	0	0	0	3	1	0	1	5	0	10	0	0	5	0	0	1	0	0	1	0	0	0	0	
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL SETTLEMENT ALLEGATIONS	0	2	0	0	0	4	1	0	1	10	0	18	0	0	9	0	0	1	1	0	1	1	1	0		
TOTAL FINAL ACTION FINDINGS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

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PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

57	1. TITLE VII
1	1a. PREGNANCY DISCRIMINATION ACT (PDA)
19	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
11	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)
0	5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)

B. TOTAL BY STATUTES

88 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.
(A1+A1a+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	59	25188	426.92
1. WITHDRAWALS	1	119	119.00
a. NON-ADR WITHDRAWALS	1	119	119.00
b. ADR WITHDRAWALS	0	0	0.00
2. SETTLEMENTS	27	9785	362.41
a. NON-ADR SETTLEMENTS	14	5983	427.36
b. ADR SETTLEMENTS	13	3802	292.46
3. FINAL AGENCY ACTIONS (B+C)	31	15284	493.03
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	27	11456	424.30
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	12	7518	626.50
3. DISMISSAL OF COMPLAINTS	15	3938	262.53
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	4	3828	957.00
1. AJ DECISION FULLY IMPLEMENTED (a+b+c)	4	3828	957.00
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	4	3828	957.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	0	0	0.00
(a) FINDING DISCRIMINATION (i+ii+iii)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)	12	4364	363.67
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	1	186	186.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	1	186	186.00
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	7	2645	377.86
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	7	2645	377.86
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	2	756	378.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	2	756	378.00
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	2	777	388.50
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	2	777	388.50

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	27	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	26	\$ 268,809.35
1. BACK PAY/FRONT PAY	0	\$ 0.00
2. LUMP SUM PAYMENT	17	\$ 222,809.35
3. COMPENSATORY DAMAGES	0	\$ 0.00
4. ATTORNEY FEES AND COSTS	9	\$ 46,000.00
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	26	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
1. HIRES	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTIONS	0	1
a. RETROACTIVE	0	1
b. NON-RETROACTIVE	0	0
3. EXPUNGEMENTS	15	0
4. REASSIGNMENTS	7	3
5. REMOVALS RESCINDED	0	3
a. REINSTATEMENT	0	0
b. VOLUNTARY RESIGNATION	0	3
6. ACCOMMODATIONS	0	3
7. TRAINING	14	0
8. APOLOGY	0	1
9. DISCIPLINARY ACTIONS	0	2
a. RESCINDED	0	0
b. MODIFIED	0	2
10. PERFORMANCE EVALUATION MODIFIED	15	0
11. LEAVE RESTORED	7	0
12		
13		
14		

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+1a+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
	45	21189		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)	0	0	0.00	0
1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	4	121	30.25	55
2. COMPLAINTS PENDING IN INVESTIGATION	8	1172	146.50	266
3. COMPLAINTS PENDING IN HEARINGS	26	17959	690.73	1590
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	7	1937	276.71	444

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	26	4518	173.77
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	0	0	0.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
2. AGENCY INVESTIGATION COSTS	\$ 0.00		\$ 0.00
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	26	4518	173.77
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	20	3095	154.75
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	6	1423	237.17
1. TIMELY COMPLETED INVESTIGATIONS	4	999	249.75
2. UNTIMELY COMPLETED INVESTIGATIONS	2	424	212.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. CONTRACTOR INVESTIGATION COSTS	\$124,158.36		\$ 4775.32

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PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS		
1. ADR OFFERED BY AGENCY	41	37		
2. REJECTED BY INDIVIDUAL (COUNSELEE)	23	21		
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM	18	17		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
1. INHOUSE	1	1		
2. ANOTHER FEDERAL AGENCY	3	3		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	9	8		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	1	1		
6.				
7.				
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. MEDIATION	12	11	401	33.42
2. SETTLEMENT CONFERENCES		0	0	0.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	1	1	35	35.00
6. OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	1	1	62	62.00
9.				
10.				
11.				
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	18	17	787	43.72
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	11	10	581	52.82
b. NO FORMAL COMPLAINT FILED	2	2	51	25.50
c. COMPLAINT FILED				
i. NO RESOLUTION	3	3	94	31.33
ii. NO ADR ATTEMPT (aka Part X.E.1.d)	2	2	61	30.50
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: National Aeronautics and Space Administration REPORTING PERIOD: FY 2011

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
1.	ADR OFFERED BY AGENCY	20	14		
2.	REJECTED BY COMPLAINANT	4	4		
3.	INTENTIONALLY LEFT BLANK				
4.	TOTAL ACCEPTED INTO ADR PROGRAM	16	10		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		16	10		
1.	INHOUSE	0	0		
2.	ANOTHER FEDERAL AGENCY	0	0		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	16	10		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		16	10	789	49.31
1.	MEDIATION	16	10	789	49.31
2.	SETTLEMENT CONFERENCES	0	0	0	0.00
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	0	0	0	0.00
6.	OMBUDSMAN	0	0	0	0.00
7.	MINI-TRIALS	0	0	0	0.00
8.	PEER REVIEW	0	0	0	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.					
11.					
12.					
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	16	10	789	49.31
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	13	7	653	50.23
b.	WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c.	NO RESOLUTION	3	3	136	45.33
d.	NO ADR ATTEMPT	0	0	0	0.00
2.	INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTALS)	11	5	\$ 54,111.08	
a.	COMPENSATORY DAMAGES	0	0	\$ 0.00	
b.	BACKPAY/FRONTPAY	0	0	\$ 0.00	
c.	LUMP SUM	10	4	\$ 52,111.08	
d.	ATTORNEY FEES AND COSTS	1	1	\$ 2,000.00	
e.				\$	
f.				\$	
g.				\$	
2.	NON-MONETARY (INSERT TOTALS)	13	7		
a.	HIRES	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
b.	PROMOTIONS	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
c.	EXPUNGEMENTS	7	1		
d.	REASSIGNMENTS	9	3		
e.	REMOVALS RESCINDED	0	0		
i.	REINSTATEMENT	0	0		
ii.	VOLUNTARY RESIGNATION	0	0		
f.	ACCOMMODATIONS	10	2		
g.	TRAINING	14	2		
h.	APOLOGY	0	0		
i.	DISCIPLINARY ACTIONS	0	0		
i.	RESCINDED	0	0		
ii.	MODIFIED	0	0		
j.	PERFORMANCE EVALUATION MODIFIED	8	2		
k.	LEAVE RESTORED	7	1		
l.		3	3		
m.					

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: National Aeronautics and Space Administration **REPORTING PERIOD:** FY 2011

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED			
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	18921		
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	14		
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0		
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0		
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	14		
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0		
D. EEO ADR FUNDING SPENT	AMOUNT		
	\$ 75,302.31		

E. EEO ADR CONTACT INFORMATION

1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER Andrea De Coteau

2. TITLE Agency ADR Program Manager

3. TELEPHONE NUMBER 202-358-2180 4. EMAIL andrea.m.decoteau@nasa.gov

F. EEO ADR PROGRAM INFORMATION

	YES	NO
1. Does the agency require the alleged responsible management official to participate in EEO ADR?		X
1a. If yes, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2010 through September 30, 2011, is accurate and complete.

NAME AND TITLE OF CERTIFYING OFFICIAL: Brenda R Manuel, Associate Administrator for the Office of Diversity and Equal Opportunity

SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature) 8938

DATE: 10/31/2011 **TELEPHONE NUMBER:** 202-358-2167 **E-MAIL:** brenda.r.manuel@nasa.gov

NAME AND TITLE OF PREPARER: Ann Allen, EO Specialist

DATE: 10/31/2011 **TELEPHONE NUMBER:** 202-358-2180 **E-MAIL:** ann.allen@nasa.gov

The FY 2011 report (with the PIN entered) is due on or before October 31, 2011.

Appendix A - Comments

AGENCY: National Aeronautics and Space Administration - YEAR: 2011

Part 2

NASA - II.A - Settlement for two formal cases were pending, which reflected 69; however, the cases were settled in FY10, but reported after the Agency's submission of the Form 462, which made complaints on hand at the end of the reporting period and complaints on hand for the new fiscal year 67.

NASA - II.B - Counselings completed and complaints filed in FY11 was 33; however, two (2) complaints pending were filed in FY 11 for a total of 34 (one was a repeat filer; Gupta and Thomas #5)

NASA - II.J - Individuals that were counseled in FY11 was 33; however, two (2) complaints pending were filed in FY11 for a total of 34 (one was a repeat filer).

Part 6

NASA - VI.B.3 Ave Days - Three complaints were dismissed at the Final Action stage.

Part 8

NASA - VIII.A.3 Number Pending - Jana Van Horn NCN-07-GRC-042 EEOC No. 532-2008-00065X File Date: 05/24/2007

Part 10

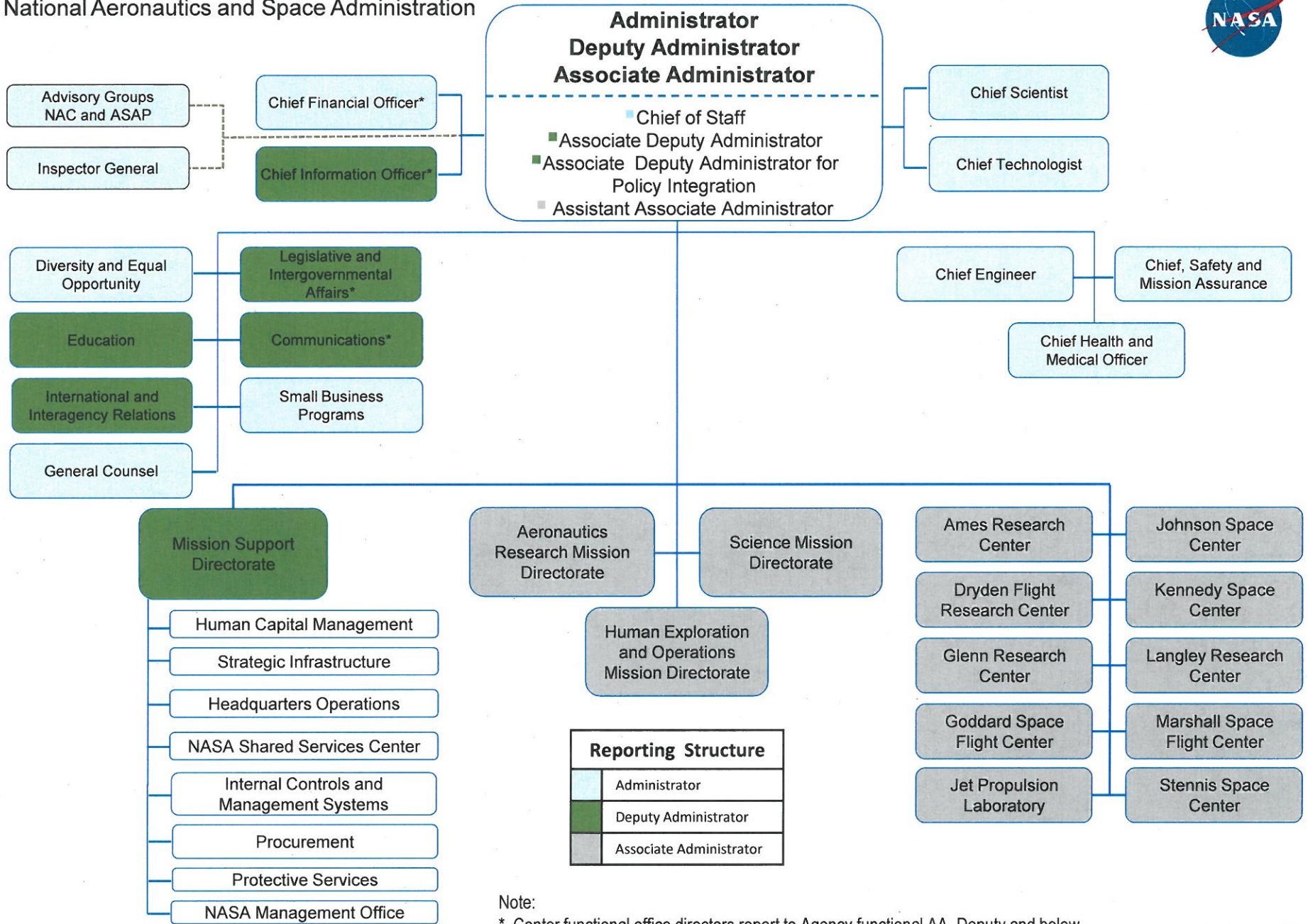
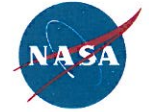
NASA - X.D.8 Counselings - Mediation and settlement conference

Part 12

NASA - XII.C.3 In House Collateral duty - Each EO Director, at each NASA Center, manages the EEO ADR program at his/her Center.

	<u>Total # of Facilities</u>				<u>Facilities that Require Access</u>				<u>Facilities in Column 2 in Compliance</u>					<u>Facilities in Column 2 not in compliance</u>				<u>Compliance would Create Undue Hardship</u>			
	1				2				3					4				5			
Center	FY08	FY09	FY10	FY11	FY08	FY09	FY10	FY11	FY07	FY08	FY09	FY10	FY11	FY08	FY09	FY10	FY11	FY08	FY09	FY10	FY11
ARC	432	436	424	419	111	111	111	111	31	31	31	31	31	80	80	80	80	19	19	19	10
DFRC	199	201	201	201	47	48	48	48	44	45	46	46	46	2	2	2	2	0	0	0	0
GRC	176	173	176	176	71	66	68	68	27	27	32	34	35	44	34	34	33	3	5	3	3
Plum Brook	242	228	234	211	29	28	28	28	4	4	5	5	5	25	23	5	23	2	2	1	1
GSFC	142	127	127	127	36	48	48	48	34	34	40	40	40	2	8	8	8	0	6	7	7
WFF (GSFC)	476	476	476	476	46	47	47	47	22	22	24	24	24	24	23	23	23	0	0	0	0
DSN (JPL)	118	118	118	118	32	32	32	32	7	7	7	7	7	25	25	25	25	0	1	1	1
JPL	200	197	197	197	121	113	113	113	64	64	66	66	66	57	47	47	47	0	0	0	0
JSC	198	198	200	200	93	93	95	95	25	26	28	32	32	67	65	63	63	5	5	5	5
KSC	966	966	958	942	214	214	208	202	136	142	142	144	138	72	72	64	64	16	20	20	18
LaRC	204	204	204	185	136	136	86	86	44	48	48	49	49	88	88	37	37	1	1	1	1
MSFC	255	259	260	264	77	77	78	79	28	28	29	32	33	49	48	46	46	1	1	1	1
MAF (MSFC)	179	179	174	174	7	7	7	7	6	6	6	6	6	1	1	1	1	0	0	0	0
SSC	257	270	273	378	56	65	68	68	54	56	65	67	67	0	0	1	1	10	10	1	10
WSTF (JSC)	169	169	169	169	52	52	52	52	1	1	1	1	1	51	51	51	51	0	0	0	0

National Aeronautics and Space Administration



Note:

* Center functional office directors report to Agency functional AA. Deputy and below report to Center leadership.



September 23, 2011

Senior Management Forum on Diversity

At NASA, we have always been strengthened by our diversity, and we work hard every day to create an open and inclusive workplace environment. However, I believe we can always do better.

That's why earlier this week, Deputy Administrator Lori Garver and I brought together the agency's senior leadership team and representatives from our labor unions for a dialogue around diversity and inclusion. Our collective goal is to keep NASA moving forward and building a workforce that values and reflects the diversity of our great nation.

We are committed to ensuring an inclusive work environment for everyone. After all, inclusion enhances innovation – and innovation is what NASA is all about.

The work you do is important. As leaders, it is our responsibility to ensure a working environment that enables each of you to reach your potential. This makes good business sense, and is critical if we hope to fulfill our very ambitious mission.

I've asked our senior leadership team to partner with their Diversity, Equal Opportunity and Human Capital advisors to develop or modify their action plans to address diversity and inclusion. We will convene as a group regularly to ensure that this is a top priority for our agency.

We want to encourage every employee to be part of this conversation. If you have an idea, please take it to your supervisor or your Human Capital or Diversity/Equal Opportunity representatives.

Together, we can do great things, making history and rewriting textbooks along the way. And one of the reasons we have been so successful is because of our commitment to giving everyone an opportunity to make a contribution.

Let's recommit ourselves to ensuring an inclusive work environment for everyone, because the work you do is so important to our nation's success.

Charlie B.