

A MESSAGE FROM THE DIRECTOR OF THE U.S. OFFICE OF PERSONNEL MANAGEMENT

I am pleased to submit the annual Federal Equal Opportunity Recruitment Program (FEORP) Report for fiscal year (FY) 2010 to Congress. Prepared in accordance with the requirements of title 5, United States Code, section 7201, this report provides statistical data on employment in the Federal workforce (FW) and highlights some human capital practices Federal agencies are using to recruit, develop, and retain talent.

Findings for FY 2010

The Federal workforce is 17.7 percent Black, 8.0 percent Hispanic, 5.6 percent Asian/Pacific Islander, 1.8 percent Native American, 0.7 percent non-Hispanic/Multi-racial, and 66.2 percent White. Minorities as a whole constituted 33.8 percent of the FW. Men comprised 56.1 percent of all Federal permanent employees and women 43.9 percent.

Progress has been made with respect to the representation of women and minorities at higher pay level positions in the FW. The number of women in Senior Pay levels increased by 7.9 percent (from 6,341 to 6,839). Minority employees in Senior Pay levels increased by 9.4 percent (from 3,709 to 4,059).

The Report shows the representation of women and minorities in professional and administrative positions has also increased. The representation rate of minorities in these positions rose by 7.4 percent (from 332,934 to 357,468). The number of women represented in professional and administrative positions increased by 5.1 percent (from 505,111 to 531,062).

OPM Initiatives

The Federal Government remains committed to efforts to fully draw on the talents and energies of Americans at all levels of Government. To this end, on May 11, 2010, the President issued a memorandum entitled "Improving the Federal Recruitment and Hiring Process." The President directed the U.S. Office of Personnel Management (OPM) to develop a plan to recruit top talent and streamline the hiring process, especially for mission critical occupations. Pursuant to the President's commitment, OPM is working to ensure the Federal Government continues to recruit and retain talented citizens from all communities to build America's model workforce for the 21st century.

The President also launched the Veterans Employment Initiative through Executive Order (E.O.) 13518 in November 2009. The goal of the initiative is to increase employment opportunities for qualified veterans in the Federal government. To that end, the EO established an Interagency Council on Veterans Employment. In addition, OPM has established a Veterans Employment Program Office to provide Government-wide leadership in carrying out the Veterans Employment Initiative. The work of this office includes supporting the veterans' employment advocates in each of the 24 Federal agencies identified in the E.O. and educating Federal hiring managers on the use of the various hiring authorities that can be used to employ veterans.

On July 26, 2010, President Obama signed the Executive Order on Employment of People with Disabilities in the Federal Government to mark the historic 20th anniversary of the signing of the Americans with Disabilities Act (ADA). The E.O. recognized that Americans with disabilities have an employment rate far lower than that of Americans without disabilities, and they are

underrepresented in the Federal workforce. Individuals with disabilities currently represent just over 5 percent of the Federal workforce, and individuals with targeted disabilities currently represent less than 1 percent of that workforce. The E.O. requires Federal agencies to increase the hiring of people with disabilities by 100,000 over the next 5 years.

At OPM, we have established three offices specifically designed to build upon our past successes and develop and implement innovative solutions to build and sustain a workforce that represents top talent from all of America. First, the Office of Diversity and Inclusion (ODI) is developing a comprehensive strategy to drive and integrate diversity and inclusion practices throughout the Federal Government and to help build a diverse and inclusive workforce, respecting individual and organizational cultures, while complying with merit principles and applicable Federal laws. ODI is further supporting Deputy Director Christine Griffin's effort to establish strategies and tools for agencies to use as they create an environment that values workforce diversity and leverages diverse talent to achieve results.

Next, the Executive Resources and Employee Development Office is working to increase diversity and leadership in the Senior Executive Service (SES) by, among other things, assisting agencies as they increase the diversity and talent in the SES applicant pools. Lastly, the Student Programs Office is establishing a comprehensive structure to help the Federal Government be more competitive in recruiting and hiring talented individuals who are in school or who have recently received a degree, consistent with President Obama's Executive Order on "Recruiting and Hiring Students and Recent Graduates."

These combined efforts are designed to provide agencies with the foundation and support they need to advance the Federal Government's goals - to recruit, hire, retain, and develop the best candidates for Federal service. OPM will continue to work with agencies to ensure they have the tools required to succeed in meeting the challenges of the 21st Century.

John Berry
Director

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EXECUTIVE SUMMARY

The Fiscal Year (FY) 2010 Federal Equal Opportunity Recruitment Program (FEORP) report to Congress is submitted in accordance with title 5, United States Code, section 7201. This report compares FY 2009 and FY 2010 Federal employment statistics and includes human capital activities agencies reported as effective in recruiting and retaining a diverse Federal workforce.

FEORP Composition of Federal Work Force at a Glance

	Representation of the Federal Workforce		Representation in the Senior Pay Levels	
	FY 2009	FY 2010	FY 2009	FY 2010
Men	55.8	56.1	69.6	68.8
Women	44.2	43.9	30.4	31.2
Hispanic or Latino	8.0	8.0	4.0	4.1
White	66.5	66.2	82.3	81.7
Black or African American	17.8	17.7	6.4	6.7
Asian/Pacific Islander	5.6	5.6	6.1	6.1
American Indian/Alaska Native	1.8	1.8	1.0	.9
Non-Hispanic Multi-Racial	.08	.07	.2	.5

Major findings in the FY 2010 FEORP Report are:

- The number of minorities in the Federal Workforce (FW) increased by 5.0 percent from 616,457 to 647,588 in 2010, or 31,131 employees. The Federal workforce is 17.7 percent Black, 8.0 percent Hispanic, 5.6 percent Asian/Pacific Islander, 1.8 percent American Indian/Alaska Native, 0.7 percent non-Hispanic/Multi-racial, and 66.2 percent White. Minorities as a whole constituted 33.8 percent of the FW.
- Women comprised 43.9 percent of all Federal permanent employees, and Men comprised 56.1 percent. The overall employment of women in the FW experienced a 0.3 percentage point decline from 2009 to 2010.
- Representation of Hispanic men and women, Asian American/Pacific Islander men and women, and American Indian/Alaska Native men and women in the Federal workforce in 2010 remained the same as reported in 2009.
- The number of minorities at the Senior Pay levels increased by 9.4 percent, from 3,709 in 2009 to 4,059 in 2010. Women represented 31.2 percent of the Senior Level positions. The proportion of women and minorities in GS grades 13 through 15 increased by 7.9 percent and 9.4 percent, respectively.¹

¹ Various reasons could account for the increase of minorities and women in GS grades 13 through 15, and OPM is unable to isolate all the factors that contributed. However, some of the increase is due to agencies transitioning from pay-for-performance systems (e.g., the National Security Personnel System in the case of Department of Defense) to the General Schedule System. The agencies transitioned employees from the pay-

- The number of clerical jobs declined by 1.4 percent, from 124,065 in 2009 to 125,784 in 2010. Meanwhile, the number of professional, technical and administrative jobs increased by 4.8 percent.

Federal Agencies' FEORP Report Submissions

In an effort to consolidate reporting requirements that necessitate similar information and provide meaningful guidance to the agencies, the Office of Personnel Management (OPM) asked Federal agencies to submit their Federal Equal Employment Opportunity Recruitment Program (FEORP) Report and include the information necessary for the annual Hispanic Employment Report, as required by Executive Order 13171 of October 12, 2000. Specifically, we requested that FEORP Reports include practices and activities each agency had implemented to improve the recruitment, career development, and retention of Hispanics, as well as women and other minorities.

OPM also asked that agencies submit: (1) FEORP Plans, an approach which differed from previous years when OPM simply requested that agencies certify that they had a FEORP Plan; (2) examples of diversity and inclusion training conducted for agency managers and supervisors, as well as steps taken to hold managers and senior executives accountable for promoting a high quality diverse and inclusive workforce; and (3) barrier analysis from agency Management Directive 715 (MD 715) Reports previously submitted to the Equal Employment Opportunity Commission (EEOC). We requested the submission of MD 715 barrier analysis in an effort to increase coordination between OPM and EEOC, as well as the work conducted under agencies' FEORP and Equal Employment Opportunity (EEO) Programs, an approach which is consistent with FEORP regulations.

Requesting simultaneous submission of the FEORP Report and the Hispanic Employment Report proved efficient because it allowed agencies to report information in one vehicle. However, the quality of the submissions differed greatly from agency to agency, and several agencies failed to submit their FEORP Plans, Hispanic Employment Report, and/or their MD 715 barrier analysis.

Notably, several agencies indicated that they included people with disabilities, as well as the gay, lesbian, bisexual, and transgender community in their FEORP Plans because they wished to create a fully inclusive work environment.

Based upon comments from agencies and our review of this year's reports, OPM's Office of Diversity and Inclusion identified the need for guidance in three areas -- reporting requirements, accountability measures, and diversity and inclusion learning. Moreover, in coordination with EEOC, we plan to bring together a group of HR, EEO and Diversity officials to identify strategies to improve collaboration and streamline reporting requirements, as well as review various options related to the categories used for the reporting of occupations.

for-performance system to the General Schedule system based on duties and responsibilities, which in some cases resulted in positions being classified at the Senior Pay Level.

DATA COVERAGE AND DEFINITIONS

On-board Federal employment statistics used in this report are as of September 30, 2010. All data are produced from OPM's Central Personnel Data File (CPDF). The Federal workforce (FW) referred to in this report is not the entire FW, but rather only permanent employees in those non-postal Federal Executive Branch agencies participating in the CPDF. This report covers workers in all pay plans including General Schedule and Related (GSR) pay plans, non-GSR pay plans, blue-collar pay plans, and employees at Senior Pay levels.

All references made to the General Schedule pay plan in this report are to General Schedule and Related (GSR) pay plans.

Only those agencies with 500 or more permanent employees are displayed in this report.

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

Senior Pay level employment includes employees in the Senior Executive Service (SES), Senior Foreign Service, and other employees earning salaries above grade 15, step 10 of the General Schedule, but excludes those employees under the Executive Schedule (pay plan EX).

The **Civilian Labor Force (CLF)** percentages for each minority group presented in this report are derived from the Bureau of Labor Statistics' (BLS) Current Population Survey (CPS). The CPS data, which is a monthly survey of households that is conducted by the Bureau of the Census for BLS, cover non-institutionalized individuals 16 years of age or older, employed or unemployed, U.S. citizens and non-U.S. citizens. Regarding multi-racial persons, the BLS designation "Two or More Races, Both Sexes" provides the data source for the multi-racial CLF percent.

The **Relevant Civilian Labor Force (RCLF)** is the Civilian Labor Force (CLF) data that are directly comparable (or relevant) to the occupational population being considered in the FW. For example, we would compare Black engineers employed in the Federal workforce with Black engineers reported in the RCLF. In this report, the RCLF varies from agency to agency because of the differing occupational mix within each agency. The RCLF is the benchmark used to measure individual Federal agencies' minority representation relative to the CLF. The RCLF is unique to each agency because it includes civilian labor force employment only for the occupations found within each agency. Unlike the nationwide CLF percentages, which OPM estimates annually using the Bureau of Labor Statistics' Current Population Survey, the RCLF percentages use decennial Census data, the only source of occupation data by race and national origin.

Underrepresentation, as defined in 5 CFR, section 720.202, means a situation in which the number of women or members of a minority group within a category of civil service employment constitutes a lower percentage of the total number of employees within the employment category than the percentage of women or the minority group constitutes within the civilian labor force of the United States.

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

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

FEDERAL WORKFORCE

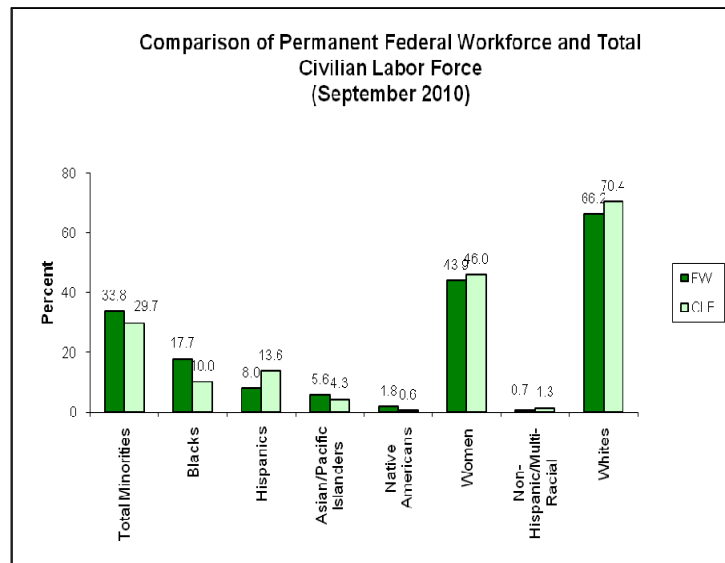
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TOTAL EMPLOYMENT

The representation of minorities in the Federal workforce (FW) increased 5.0 percent to 647,588 in 2010 from 616,457 in 2009.

Blacks represented 17.7 percent (339,876) of the FW in 2010 and 17.8 percent 326,523 of in 2009. Black representation in the Civilian Labor Force (CLF) was 10 percent in 2010, compared to 9.8 percent in 2009.

Hispanics represented 8.0 percent (153,725) of the FW in 2010, compared to 8.0 percent (146,695) in 2009. The representation of Hispanics in the CLF was 13.4 percent in 2010, the same as in 2009.



Detail percentages may not add to total due to rounding.

Asian/Pacific Islanders represented 5.6 percent (106,506) of the FW in 2010, compared to 5.5 percent (100,287) in 2009. The representation of Asians/Pacific Islanders in the CLF was 4.3 percent in 2010, the same as in 2009.

Native Americans represented 1.8 percent (34,136) of the FW in 2010 and 1.8 percent (33,849) in 2009. Native American representation in the CLF was 0.6 percent in 2010, the same as in 2009.

Women represented 43.9 percent (841,968) of the FW in 2010, compared to 44.2 percent (813,334) in 2009. The representation of women in the CLF was 46 percent in 2010, compared to 45.9 percent in 2009.

Non-Hispanic Multi-Racial employees represented 0.7 percent (13,345) of the FW in 2010 compared to 0.5 in 2009. The representation of Non-Hispanic Multi-Racial employees in the CLF was 1.3 percent in 2010, the same as in 2009.

Whites represented 66.2 percent (1,268,402) of the FW in 2010, compared to 66.5 percent in 2009. The representation of Whites in the CLF was 70.4 percent in 2010, compared to 70.7 in 2009.

EMPLOYMENT TOTALS BY RACE AND NATIONAL ORIGIN FOR MAJOR PAY DESIGNATIONS AS A PERCENT OF THE TOTAL FEDERAL WORKFORCE²

Blacks represented 17.7 percent (339,876) of the permanent (1,915,990) Federal workforce (FW) in 2010, compared to 10 percent of the Civilian Labor Force (CLF). Blacks in General Schedule and Related (GSR) pay plans (262,575) were 13.7 percent of the FW. The number of Blacks in non-GSR pay plans (40,947) was 2.1 percent of the total workforce. The respective numbers for Blacks in blue-collar jobs and at Senior Pay levels were 34,877 (1.8 percent) and 1,477 (0.07 percent), respectively.

Hispanics represented 8.0 percent (153,725) of the permanent FW in 2010, compared to 13.6 percent in the CLF. Hispanics in GSR pay plans (117,342) were 6.2 percent of the FW. There were 21,166 Hispanics in non-GSR pay plans, which was 1.1 percent of the FW; 14,317 in blue-collar jobs, which was 0.7 percent of the FW; and 900 for Senior Pay levels, which was 0.04 percent of the FW.

Asian/Pacific Islanders represented 5.6 percent (106,506) of the permanent FW in 2010, compared to 4.3 percent in the CLF. Asian/Pacific Islanders in GSR pay plans (77,619) were 4 percent of the FW. There were 17,116 Asian/Pacific Islanders in non-GSR pay plans, which was 0.8 percent of the FW; 10,365 in blue-collar positions, which was 0.5 percent; and 1406 at Senior Pay levels, which was 0.07 percent of the FW.

Native Americans represented 1.8 percent (34,136) of the permanent FW in 2010, compared to 0.6 percent in the CLF. Native Americans in GSR pay plans (27,018) were 1.4 percent of the FW. There were 2,563 Native Americans in non-GSR pay plans or 0.1 percent of the FW; 4,343 Native Americans were in blue-collar positions, or 0.2 percent; and 212 at Senior Pay levels, which was 0.01 percent of the FW.

Non-Hispanic Multi-Racial employment represented 0.7 percent (13,345) of the permanent FW in 2010, compared to 1.3 percent of the CLF. These multi-racial employees in GSR pay plans (10,579) were 0.5 percent of the FW. There were 1,579 multi-racial employees in non-GSR pay plans or 0.1 percent of the FW; 835 multi-racial employees were in blue-collar positions, or 0.04 percent; and 64 at Senior Pay levels, which was 0.003 percent of the FW.

Women represented 43.9 percent (841,968) of the permanent FW in 2010, compared to 44.2 percent in the CLF. Women in GSR pay plans (690,332) were 36 percent of the FW. There were 126,171 women in non-GSR pay plans, which was 6.5 percent of the FW; 18,626 blue-collar, which was 0.9 percent; and 6,839 at Senior Pay levels, which was 0.03 percent of the FW.

² Detail percentages may not add to total due to rounding.

BLACKS IN THE FEDERAL WORKFORCE

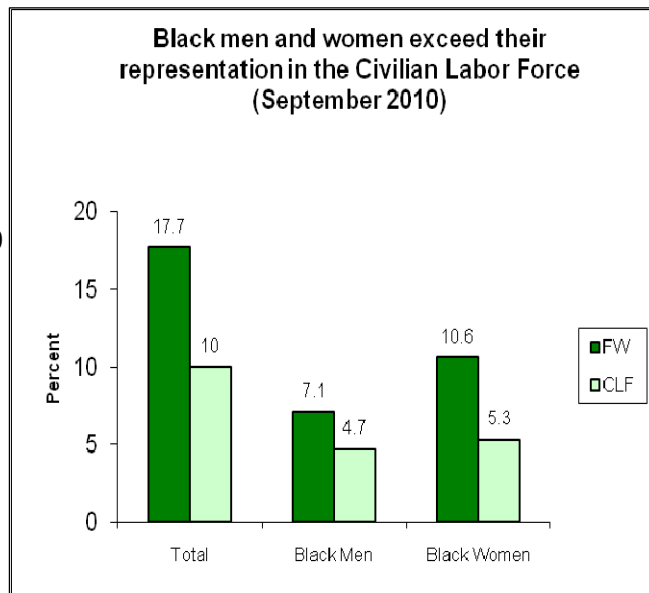
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BLACK EMPLOYMENT

Black employees represented 17.7 percent (339,876) of the permanent Federal workforce (FW) as of September 30, 2010, compared to 10 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2009 were 17.8 and 9.8, respectively.

Black men represented 7.1 percent of the FW, compared to 4.7 percent of the CLF in 2010. In 2009, these percentages were 7.1 and 4.6, respectively.

Black women represented 10.6 percent of the FW in 2010, compared to 5.3 percent of the CLF. In 2009, these percentages were 10.7 and 5.3, respectively.



BLACK EMPLOYMENT BY OCCUPATIONAL CATEGORY

Counts and Percentages of Blacks based on All Employees in Each Occupational Category (September 2010)

Black employment in professional occupations increased by 2,761, to 49,734 in 2010, from 46,973 in 2009. Blacks represented 10.4 percent of all Federal employees in this occupational category in 2010, compared to 10.3 percent in 2009.

Black employment in administrative occupations increased by 8,320 to 129,835 in 2010, from 121,515 in 2009. Blacks represented 18.2 percent of all Federal employees in this occupational category in 2010, compared to 18.0 percent in 2009.

Black employment in technical occupations increased by 1,904 to 80,509 in 2010, from 78,605 in 2009. Blacks represented 23.9 percent of all Federal employees in this occupational category in 2010, compared to 24.1 percent in 2010.

2010	<u>Black Employment</u>	<u>Percent of FW</u>
Professional	49,734	10.4
Administrative	129,835	18.2
Technical	80,509	23.9
Clerical	34,063	27.5
Other	10,858	14.3
White-Collar (WC)	304,999	17.7
Blue-Collar (BC)	34,877	18.5
Total (WC + BC)	339,876	17.7

Black employment in clerical occupations increased by 190, to 34,877 in 2010, from 34,687 in 2009. Nonetheless, Black representation of all Federal employees in clerical occupations declined to 27.5 percent in 2010 from 27.6 percent in 2009.

Black employment in "other" white-collar occupations increased by 568, to 10,858 in 2010 from 10,290 in 2009. Blacks represented 14.3 percent of all Federal employees in "other" occupations in 2010, compared to 14.4 in 2009.

Black employment in white-collar occupations increased by 12,929, to 304,999 in 2010 from 292,070 in 2009. Blacks represented 17.7 percent of all Federal employees in white-collar occupations in 2010, the same as in 2009.

Black employment in blue-collar occupations decreased by 424, to 34,877 in 2010 from 34,453 in 2009. Blacks represented 18.5 percent of all Federal employees in this occupational category in 2010, the same as in 2009.

BLACK EMPLOYMENT BY GENERAL SCHEDULE AND RELATED (GSR) GRADE GROUPS, NON-GSR PAY PLANS, AND SENIOR PAY LEVELS

Blacks represented 24.7 percent (12,029) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2010, including 3,552 Black men and 8,477 Black women.

Blacks represented 25.5 percent (93,139) of all employees in GSR grades 5 through 8 in 2010, including 27,984 Black men and 65,155 Black women.

Blacks represented 17.0 percent (104,082) of all employees in GSR grades 9 through 12 in 2010, including 38,174 Black men and 65,908 Black women.

Blacks represented 12.8 percent (53,325) of all employees in GSR grades 13 through 15 in 2010, including 21,177 Black men and 32,148 Black women.

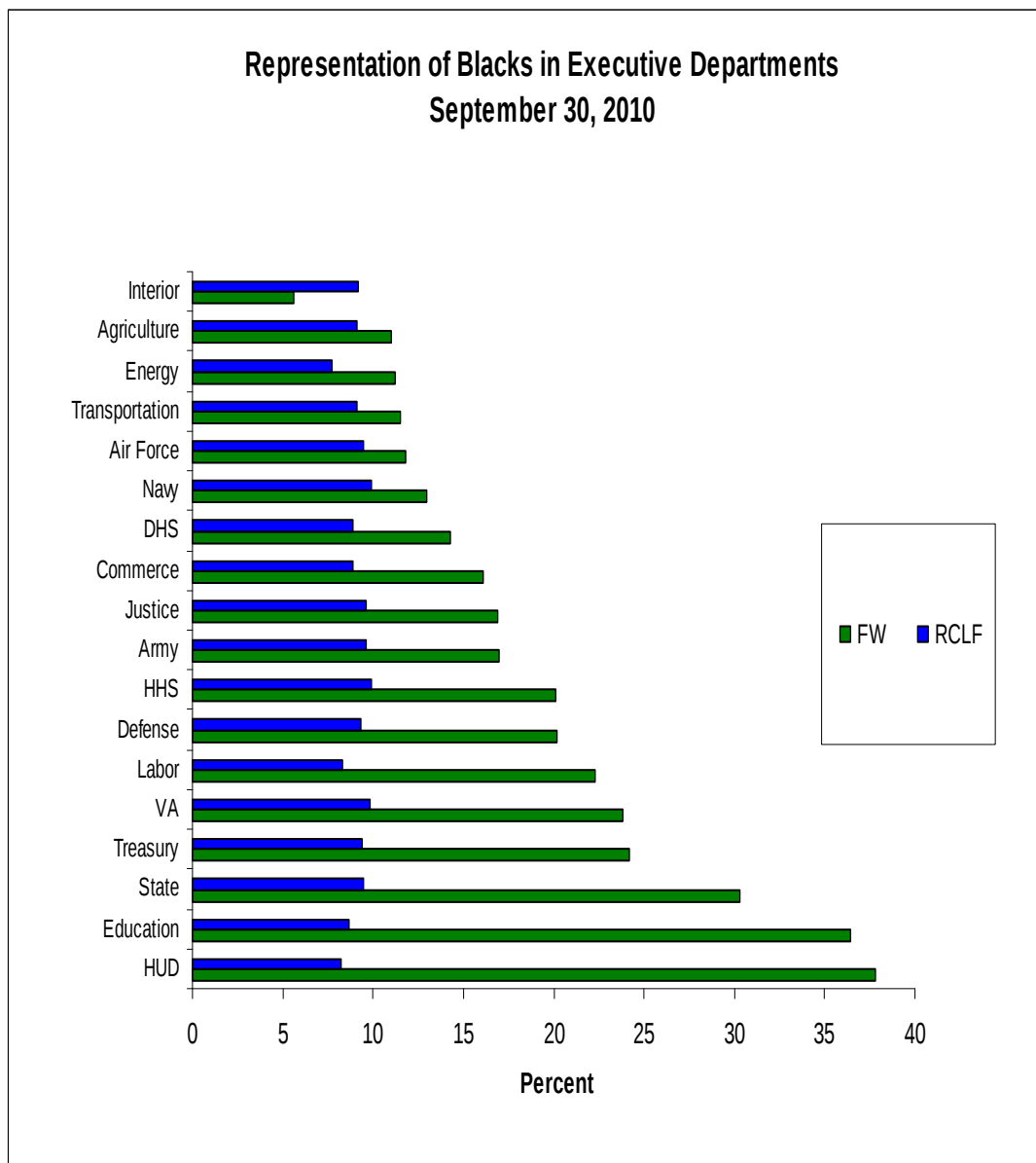
Blacks represented 15.3 percent (40,947) of all employees in non-GSR pay plans in 2010, including 15,600 Black men and 25,347 Black women.

Blacks represented 6.7 percent (1,477) of all employees at the Senior Pay levels in 2010, including 794 Black men and 683 Black women.

OCCUPATIONAL CATEGORY/ GRADE GROUPS	2010		2009		2009 TO 2010 DIFFERENCE
	#	%	#	%	
PROFESSIONAL					
GSR 5 - 8	1,400	0.3	1,570	0.3	-170
GSR 9 - 12	19,582	4.1	16,260	3.6	3322
GSR 13 - 15	14,881	3.1	12,209	2.7	2672
NON-GSR	13,128	2.8	16,211	3.6	-3,083
SENIOR PAY	743	0.2	723	0.2	20
TOTAL	49,734	10.4	46,973	10.3	2,761
ADMINISTRATIVE					
GSR 1 - 4	2	0	1	0	1
GSR 5 - 8	4,659	0.7	4,603	0.7	56
GSR 9 - 12	73,854	10.3	60,136	8.9	13,718
GSR 13 - 15	38,168	5.3	30,560	4.5	7,608
NON-GSR	12,420	1.7	25,600	3.8	-13,180
SENIOR PAY	732	0.1	615	0.1	117
TOTAL	129,835	18.2	121,515	18	8,320
TECHNICAL					
GSR 1 - 4	3,027	0.9	3,003	0.9	24
GSR 5 - 8	61,628	18.3	57,594	17.6	4034
GSR 9 - 12	8,231	2.4	7,510	2.3	721
GSR 13 - 15	214	0.1	176	0.1	38
NON-GSR	7,407	2.2	10,321	3.2	-2,914
SENIOR PAY	2	0	1	0	1
TOTAL	80,509	23.9	78,605	24.1	1,904
CLERICAL					
GSR 1 - 4	8,200	6.6	8,082	6.4	118
GSR 5 - 8	17,685	14.3	16,432	13.1	1253
GSR 9 - 12	1,115	0.9	1,001	0.8	114
GSR 13 - 15	1	0	1	0	0
NON-GSR	7,062	5.7	9,171	7.3	-2,109
SENIOR PAY	0	0	0	0	0
TOTAL	34,063	27.5	34,687	27.6	-624
OTHER					
GSR 1 - 4	800	1.1	549	0.8	251
GSR 5 - 8	7,767	10.2	7,245	10.1	522
GSR 9 - 12	1,300	1.7	1057	1.5	243
GSR 13 - 15	61	0.1	30	0	31
NON-GSR	930	1.2	1,409	2	-479
SENIOR PAY	0	0	0	0	0
TOTAL	10,858	14.3	10,290	14.4	568

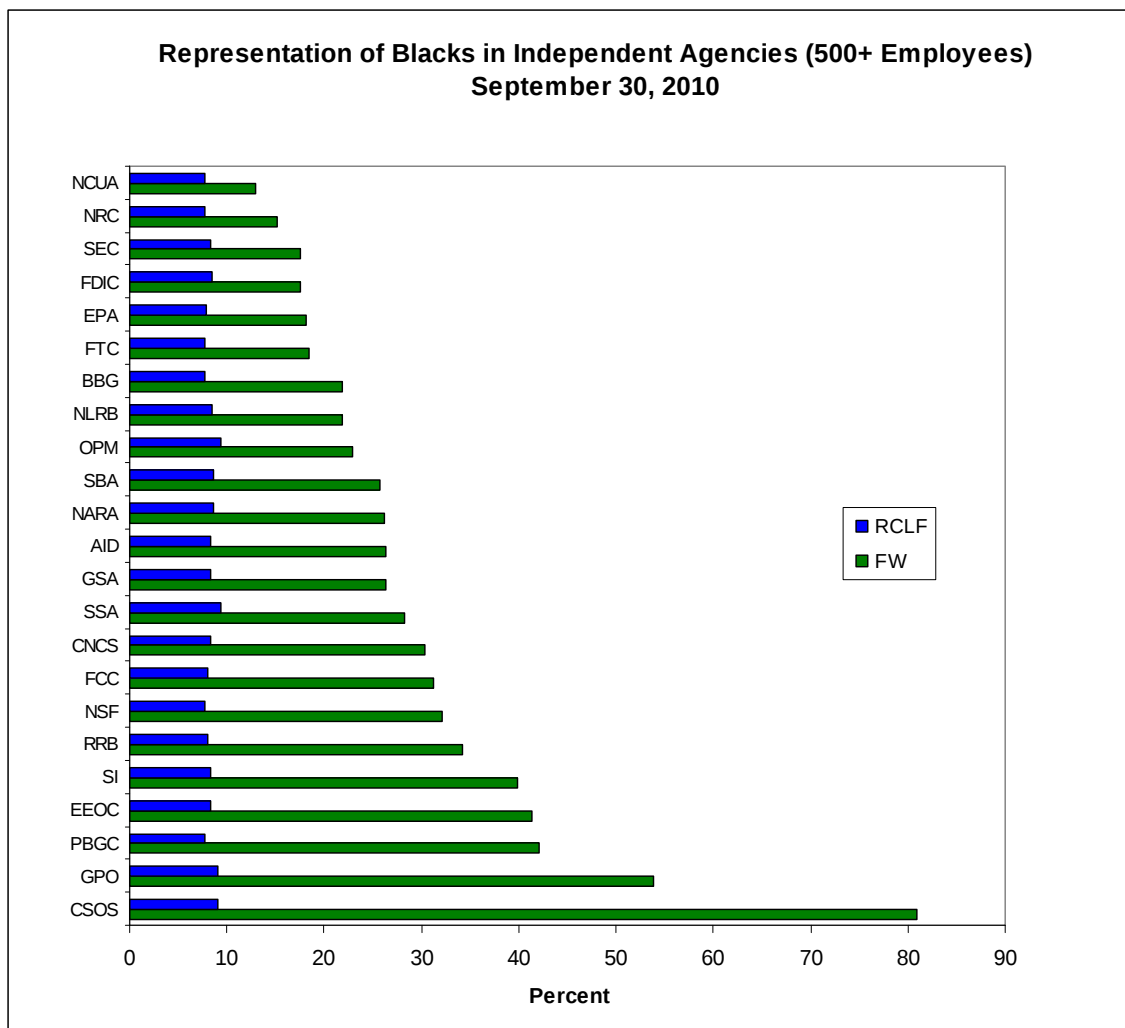
**BLACKS EQUALED OR EXCEEDED THEIR RELEVANT
CIVILIAN LABOR FORCE REPRESENTATION IN 17 OF 18
EXECUTIVE DEPARTMENTS**

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2009 and September 30, 2010 (BLACKS)				
EXECUTIVE DEPARTMENTS	2010 GROUP PCT.	2010 RCLF PCT.	2009 GROUP PCT.	2009 RCLF PCT.
DEPARTMENT OF THE AIR FORCE	11.8	9.5	11.6	9.6
DEPARTMENT OF AGRICULTURE	11	9.1	10.9	9.1
DEPARTMENT OF THE ARMY	17	9.6	17.0	9.6
DEPARTMENT OF COMMERCE	16.1	8.9	16.2	8.9
DEPARTMENT OF DEFENSE	20.2	9.3	20.2	9.4
DEPARTMENT OF JUSTICE	16.9	9.6	17.1	9.6
DEPARTMENT OF LABOR	22.3	8.3	22.0	8.2
DEPARTMENT OF ENERGY	11.2	7.7	11.6	7.7
DEPARTMENT OF EDUCATION	36.4	8.7	36.6	8.5
DEPARTMENT OF HEALTH AND HUMAN SERVICES	20.1	9.9	19.9	9.9
DEPARTMENT OF HOMELAND SECURITY	14.3	8.9	14.1	8.9
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	37.8	8.2	38.4	8.1
DEPARTMENT OF INTERIOR	5.6	9.2	5.6	9.2
DEPARTMENT OF THE NAVY	13	9.9	13.0	9.9
DEPARTMENT OF STATE	30.3	9.5	30.9	9.5
DEPARTMENT OF TRANSPORTATION	11.5	9.1	11.5	8.9
DEPARTMENT OF TREASURY	24.2	9.4	24.4	9.6
DEPARTMENT OF VETERANS AFFAIRS	23.8	9.8	23.9	9.7
GOVERNMENTWIDE	17.7	10	17.8	9.8



BLACKS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN ALL 24 INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2009 and September 30, 2010 (BLACKS)				
INDEPENDENT AGENCIES	2010 GROUP PCT.	2010 RCLF PCT.	2009 GROUP PCT.	2009 RCLF PCT.
AGENCY FOR INTERNATIONAL DEVELOPMENT	26.4	8.3	28.1	8.2
BROADCASTING BOARD OF GOVERNORS	21.8	7.7	21.3	7.7
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	30.4	8.4	31.2	8.4
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	80.9	9.0	81.4	9.0
ENVIRONMENTAL PROTECTION AGENCY	18.2	7.9	18.3	7.7
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	41.4	8.3	42.3	8.5
FEDERAL COMMUNICATIONS COMMISSION	31.2	8.1	32.2	8.1
FEDERAL DEPOSIT INSURANCE CORPORATION	17.6	8.5	17.9	8.5
FEDERAL TRADE COMMISSION	18.5	7.8	19.0	7.8
GENERAL SERVICES ADMINISTRATION	26.4	8.4	26.5	8.4
GOVERNMENT PRINTING OFFICE	53.9	9.1	54.2	9.3
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	11.8	7.8	11.6	7.8
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	26.2	8.6	26.8	8.6
NATIONAL CREDIT UNION ADMINISTRATION	12.9	7.8	14.7	8.1
NATIONAL LABOR RELATIONS BOARD	21.8	8.5	21.8	8.5
NATIONAL SCIENCE FOUNDATION	32.2	7.7	32.2	7.7
NUCLEAR REGULATORY COMMISSION	15.1	7.7	14.8	7.8
OFFICE OF PERSONNEL MANAGEMENT	22.9	9.4	23.4	9.5
PENSION BENEFIT GUARANTY CORPORATION	42.1	7.8	43.4	8.0
RAILROAD RETIREMENT BOARD	34.2	8.1	34.5	7.9
SECURITIES AND EXCHANGE COMMISSION	17.6	8.3	18.3	8.4
SMALL BUSINESS ADMINISTRATION	25.7	8.6	26.5	8.6
SMITHSONIAN INSTITUTION	39.8	8.4	39.8	8.5
SOCIAL SECURITY ADMINISTRATION	28.3	9.3	28.4	9.4
GOVERNMENTWIDE	17.7	10	17.8	9.8



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HISPANICS IN THE FEDERAL WORKFORCE

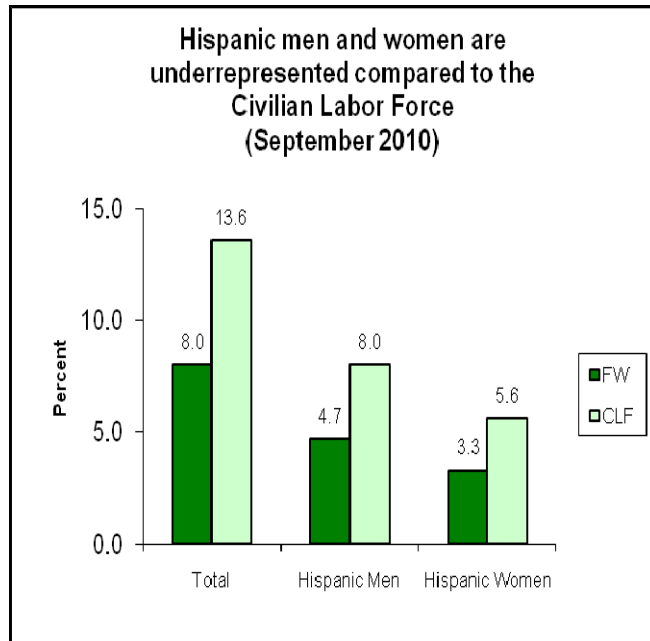
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HISPANIC EMPLOYMENT

Hispanic employment represented 8.0 percent (153,725) of the permanent Federal workforce (FW) as of September 30, 2010, compared to 13.6 percent of the Civilian Labor Force (CLF). The FW and CLF percentages in 2009 were 7.9 and 13.4 percent, respectively.

Hispanic men represented 4.7 percent of the permanent FW in 2010, compared to 8.0 percent of the CLF. In 2009, these percentages were 4.7 and 8.0 percent, respectively.

Hispanic women represented 3.3 percent of the permanent FW in 2010, compared to 5.6 percent of the CLF. In 2009, these percentages were 3.3 and 5.4, respectively.



Detail percentages may not add to total due to rounding.

HISPANIC EMPLOYMENT BY OCCUPATIONAL CATEGORY

Counts and Percentages of Hispanics based on All
Employees in Each Occupational Category
(September 2010)

Hispanic employment in professional occupations increased by 1,284, to 24,143 in 2010, from 22,859 in 2009. Hispanics represented 5.1 percent of all Federal employees in this occupational category in 2010, a small change from 2009.

Hispanic employment in administrative occupations increased by 3,953 to 56,828 in 2010 from 52,875 in 2009. Hispanics represented 8 percent of all Federal employees in this occupational category in 2010, compared to 7.8 percent in 2009.

2010	Hispanic Employment	Percent of FW
Professional	24,143	5.1
Administrative	56,828	8
Technical	29,683	8.8
Clerical	12,907	10.4
Other	15,847	20.8
White-Collar (WC)	139,408	8.1
Blue-Collar (BC)	14,317	7.6
Total (WC + BC)	153,725	8

Hispanic employment in technical occupations increased by 954 to 29,683 in 2010 from 28,729 in 2009. Hispanics represented 8.8 percent of all Federal employees in this occupational category in 2010, the same as in 2009.

Hispanic employment in clerical occupations decreased by 2 to 12,907 in 2010 from 12,909 in 2009. Hispanics represented 10.4 percent of all Federal employees in clerical occupations in 2010, compared to 10.3 percent in 2009.

Hispanic employment in "other" white-collar occupations increased by 676 to 15,847 in 2010 from 15,171 in 2009. Hispanics represented 20.8 percent of all Federal employees in "other" occupations in 2010, compared to 21.2 percent in 2009.

Hispanic employment in white-collar occupations increased by 6,865 to 139,408 in 2010 from 132,543 in 2009. Hispanics represented 8.1 percent of all Federal employees in white-collar occupations in 2010, compared to 8.0 percent in 2009.

Hispanic employment in blue-collar occupations increased by 165 to 14,317 in 2010 from 14,152 in 2009. Hispanics represented 7.6 percent of all Federal employees in this occupational category in 2010, compared to 7.7 percent in 2009.

HISPANIC EMPLOYMENT BY GENERAL SCHEDULE AND RELATED (GSR) GRADE GROUPS, NON-GSR PAY PLANS, AND SENIOR PAY LEVELS

Hispanics represented 9.2 percent (4,506) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2010, including 1,538 Hispanic men and 2,968 Hispanic women.

Hispanics represented 9.2 percent (33,769) of all employees in GSR grades 5 through 8 in 2010, including 14,882 Hispanic men and 18,914 Hispanic women.

Hispanics represented 9.1 percent (55,774) of all employees in GSR grades 9 through 12 in 2010, including 33,242 Hispanic men and 22,532 Hispanic women.

Hispanics represented 5.6 percent (23,266) of all employees in GSR grades 13 through 15 in 2010, including 15,173 Hispanic men and 8,093 Hispanic women.

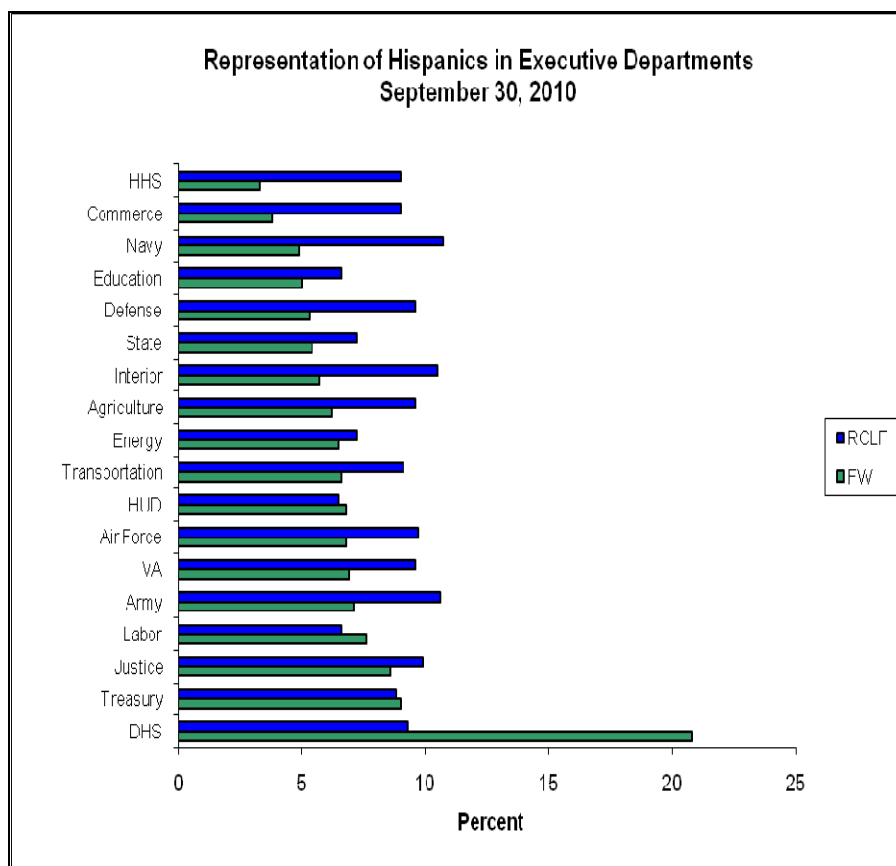
Hispanics represented 7.9 percent (21,166) of all employees in non-GSR pay plans in 2010, including 11,758 Hispanic men and 9,408 Hispanic women.

Hispanics represented 4.1 percent (900) of all employees at the Senior Pay levels in 2010, including 600 Hispanic men and 300 Hispanic women.

OCCUPATIONAL CATEGORY/ GRADE GROUPS	2010		2009		2009 TO 2010 DIFFERENCE
	#	%	#	%	
PROFESSIONAL					
GSR 5 - 8	574	0.1	676	0.1	-102
GSR 9 - 12	9,205	1.9	7,457	1.6	1748
GSR 13 - 15	7,548	1.6	6,182	1.4	1366
NON-GSR	6,179	1.3	7,954	1.8	-1,775
SENIOR PAY	637	0.1	590	0.1	47
TOTAL	24,143	5.1	22,859	5	1,284
ADMINISTRATIVE					
GSR 1 - 4	0	0	1	0	-1
GSR 5 - 8	2,455	0.3	2,884	0.4	-429
GSR 9 - 12	34,287	4.8	28,407	4.2	5,880
GSR 13 - 15	13,844	1.9	10,772	1.6	3,072
NON-GSR	5,984	0.8	10,568	1.6	-4,584
SENIOR PAY	258	0	243	0	15
TOTAL	56,828	8	52,875	7.8	3,953
TECHNICAL					
GSR 1 - 4	880	0.3	835	0.3	45
GSR 5 - 8	20,789	6.2	19,513	6	1276
GSR 9 - 12	3,646	1.1	3,374	1	272
GSR 13 - 15	163	0	126	0	37
NON-GSR	4,203	1.2	4,880	1.5	-677
SENIOR PAY	2	0	1	0	1
TOTAL	29,683	8.8	28,729	8.8	954
CLERICAL					
GSR 1 - 4	3,192	2.6	2,987	2.4	205
GSR 5 - 8	4,982	4	4,659	3.7	323
GSR 9 - 12	192	0.2	155	0.1	37
GSR 13 - 15	0	0	0	0	0
NON-GSR	4,541	3.7	5,108	4.1	-567
SENIOR PAY	0	0	0	0	0
TOTAL	12,907	10.4	12,909	10.3	-2
OTHER					
GSR 1 - 4	434	0.6	278	0.4	156
GSR 5 - 8	4,996	6.6	5,926	8.3	-930
GSR 9 - 12	8,444	11.1	7927	11.1	517
GSR 13 - 15	1711	2.2	492	0.7	1219
NON-GSR	259	0.3	545	0.8	-286
SENIOR PAY	3	0	3	0	0
TOTAL	15,847	20.8	15,171	21.2	676

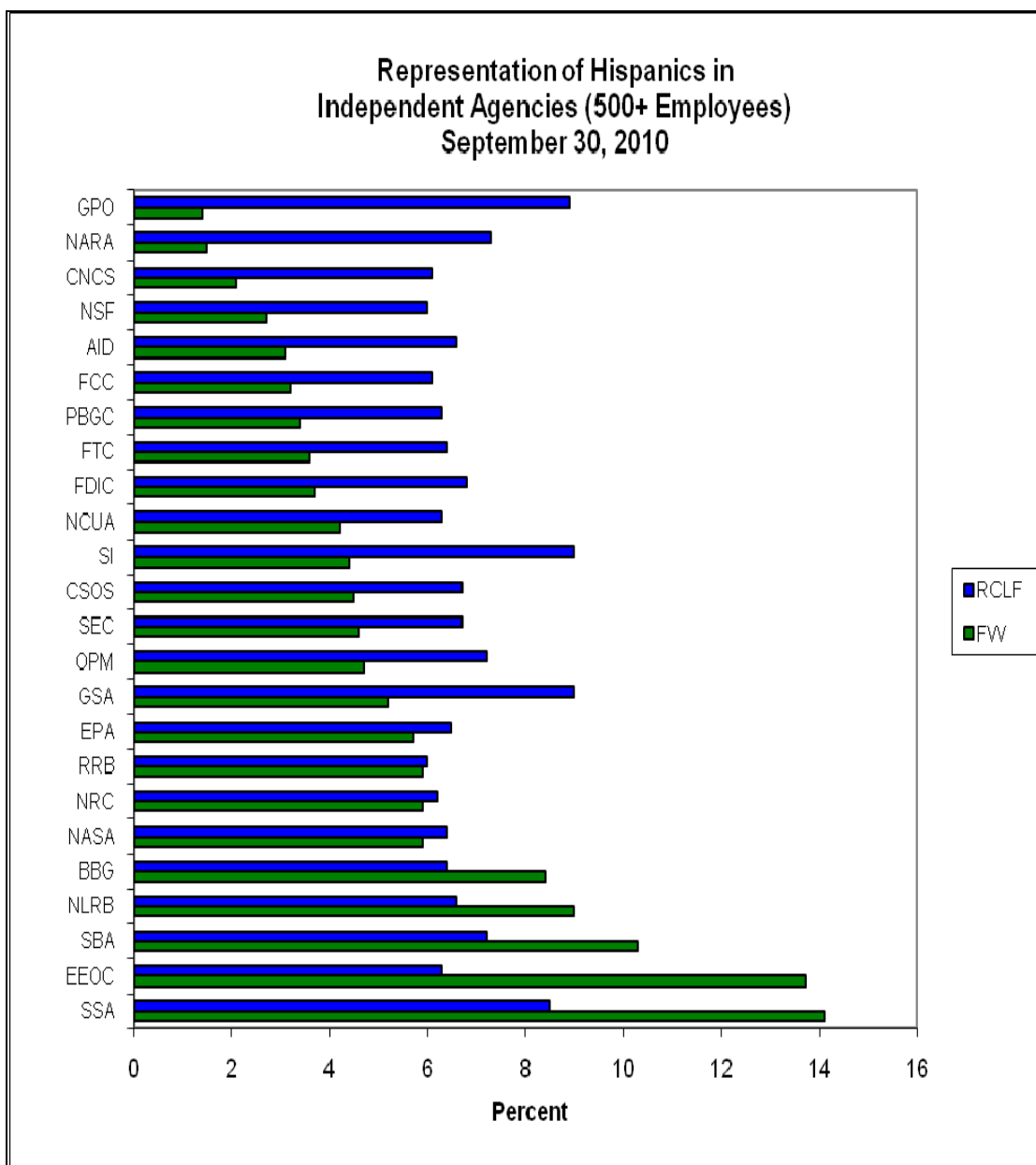
HISPANICS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 3 OF 18 EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2009 and September 30, 2010 (HISPANICS)				
EXECUTIVE DEPARTMENTS	2010 GROUP PCT.	2010 RCLF PCT.	2009 GROUP PCT.	2009 RCLF PCT.
DEPARTMENT OF THE AIR FORCE	6.8	9.7	7.0	9.8
DEPARTMENT OF AGRICULTURE	6.2	9.6	6.3	9.8
DEPARTMENT OF THE ARMY	7.1	10.6	7.1	10.6
DEPARTMENT OF COMMERCE	3.8	9.0	4.0	8.9
DEPARTMENT OF DEFENSE	5.3	9.6	5.5	9.7
DEPARTMENT OF JUSTICE	8.6	9.9	9.1	9.6
DEPARTMENT OF LABOR	7.6	6.6	7.4	6.6
DEPARTMENT OF ENERGY	6.5	7.2	6.5	7.1
DEPARTMENT OF EDUCATION	5.0	6.6	4.5	6.4
DEPARTMENT OF HEALTH AND HUMAN SERVICES	3.3	9.0	3.3	9.0
DEPARTMENT OF HOMELAND SECURITY	20.8	9.3	19.7	9.3
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	6.8	6.5	7.2	6.5
DEPARTMENT OF INTERIOR	5.7	10.5	5.6	10.6
DEPARTMENT OF THE NAVY	4.9	10.7	4.8	10.9
DEPARTMENT OF STATE	5.4	7.2	5.3	7.2
DEPARTMENT OF TRANSPORTATION	6.6	9.1	6.5	8.8
DEPARTMENT OF TREASURY	9.0	8.8	9.0	9.1
DEPARTMENT OF VETERANS AFFAIRS	6.9	9.6	6.9	9.5
GOVERNMENTWIDE	8.0	11.4	8.0	11.4



HISPANICS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 5 OF 24 INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2009 and September 30, 2010 (HISPANICS)				
INDEPENDENT AGENCIES	2010 GROUP PCT.	2010 RCLF PCT.	2009 GROUP PCT.	2009 RCLF PCT.
AGENCY FOR INTERNATIONAL DEVELOPMENT	3.1	6.6	3.6	6.6
BROADCASTING BOARD OF GOVERNORS	8.4	6.4	9.2	6.5
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	2.1	6.1	3.1	6.0
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	4.5	6.7	4.7	6.7
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	13.7	6.3	14.2	6.5
ENVIRONMENTAL PROTECTION AGENCY	5.7	6.5	5.6	6.2
FEDERAL COMMUNICATIONS COMMISSION	3.2	6.1	3.3	6.1
FEDERAL DEPOSIT INSURANCE CORPORATION	3.7	6.8	4.1	6.9
FEDERAL TRADE COMMISSION	3.6	6.4	3.7	6.4
GENERAL SERVICES ADMINISTRATION	5.2	9.0	5.3	9.0
GOVERNMENT PRINTING OFFICE	1.4	8.9	1.4	9.0
NATIONAL CREDIT UNION ADMINISTRATION	4.2	6.3	4.3	6.6
NATIONAL SCIENCE FOUNDATION	2.7	6.0	2.6	6.0
NATIONAL LABOR RELATIONS BOARD	9.0	6.6	8.9	6.6
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	5.9	6.4	5.9	6.4
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	1.5	7.3	1.4	7.3
NUCLEAR REGULATORY COMMISSION	5.9	6.2	6.0	6.3
OFFICE OF PERSONNEL MANAGEMENT	4.7	7.2	4.6	7.3
PENSION BENEFIT GUARANTY CORPORATION	3.4	6.3	3.2	6.5
RAILROAD RETIREMENT BOARD	5.9	6.0	5.5	6.1
SMALL BUSINESS ADMINISTRATION	10.3	7.2	10.7	7.2
SECURITIES AND EXCHANGE COMMISSION	4.6	6.7	4.8	6.8
SMITHSONIAN INSTITUTION	4.4	9.0	4.4	9.1
SOCIAL SECURITY ADMINISTRATION	14.1	8.5	13.7	8.5
GOVERNMENTWIDE	8.0	11.4	8.0	11.4



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ASIAN/PACIFIC ISLANDERS IN THE FEDERAL WORKFORCE

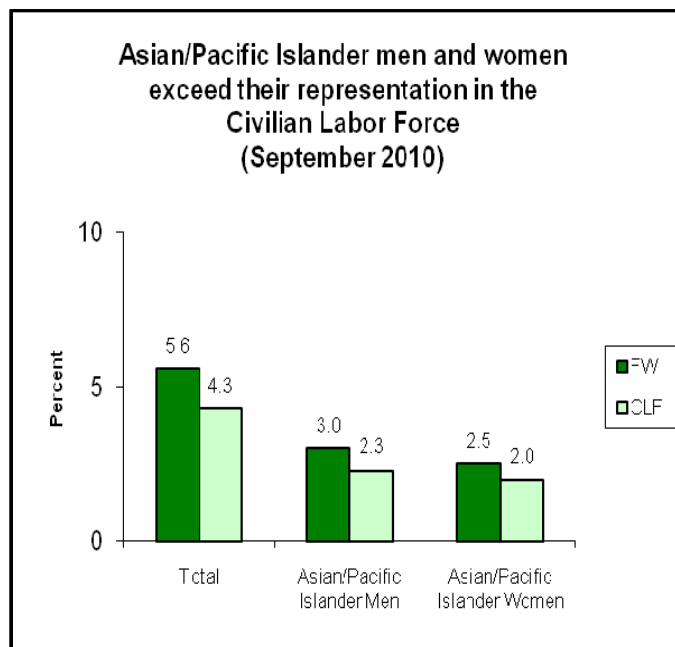
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ASIAN/PACIFIC ISLANDER EMPLOYMENT

Asian/Pacific Islander employees represented 5.6 percent (106,506) of the permanent Federal Workforce (FW) as of September 30, 2010, compared to 4.3 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2009 were 5.5 and 4.3 percent, respectively.

Asian/Pacific Islander men represented 3.0 percent of the FW, compared to 2.3 percent of the CLF in 2010, the same as in 2009.

Asian/Pacific Islander women represented 2.5 percent of the FW compared to 2.0 percent of the CLF in 2010, the same as in 2009.



Detail percentages may not add to total due to rounding.

ASIAN/PACIFIC ISLANDER EMPLOYMENT BY OCCUPATIONAL CATEGORY

Counts and Percentages of Asian/Pacific Islanders based
on All Employees in Each Occupational Category
(September 2010)

Asian/Pacific Islander employment in professional occupations increased by 2,422 to 42,457 in 2010, from 40,035 in 2009. Asian/Pacific Islanders represented 8.9 percent of all Federal employees in this occupational category in 2010, compared to 8.8 percent in 2009.

Asian/Pacific Islander employment in administrative occupations increased by 2,759 to 30,936 in 2010 from 28,177 in 2009. Asian/Pacific Islanders represented 4.3 percent of Federal employees in this occupational category in 2010, compared to 4.2 percent in 2009.

2010	<u>Asian/Pacific Islander Employment</u>	<u>Percent of FW</u>
Professional	42,457	8.9
Administrative	30,936	4.3
Technical	14,675	4.4
Clerical	5,989	4.8
Other	2,084	2.7
White-Collar (WC)	96,141	5.6
Blue-Collar (BC)	10,365	5.5
Total (WC + BC)	106,506	5.6

Asian/Pacific Islander employment in technical occupations increased by 730 to 14,675 in 2010 from 13,945 in 2009. Asian/Pacific Islanders represented 4.4 percent of all Federal employees in this occupational category in 2010, compared to 4.3 percent in 2009.

Asian/Pacific Islander employment in clerical occupations decreased by 104 to 5,989 in 2010 from 6,093 in 2009. Asian/Pacific Islanders represented 4.8 percent of all Federal employees in this occupational category in 2010, the same as in 2009.

Asian/Pacific Islander employment in "other" white-collar occupations increased by 209 to 2,084 in 2010 from 1,875 in 2009. Asian/Pacific Islanders represented 2.7 percent of all Federal employees in this occupational category in 2010, compared to 2.6 percent in 2009.

Asian/Pacific Islander employment in white-collar occupations increased by 6,016 to 96,141 in 2010 from 90,125 in 2009. Asian/Pacific Islanders represented 5.4 percent of all Federal employees in this occupational category in 2010, the same as in 2009.

Asian/Pacific Islander employment in blue-collar occupations increased by 203 to 10,365 in 2010 from 10,162 in 2009. Asian/Pacific Islanders represented 5.5 percent of all Federal employees in this occupational category in 2010, the same as in 2010.

ASIAN/PACIFIC ISLANDER EMPLOYMENT BY GENERAL SCHEDULE AND RELATED (GSR) GRADE GROUPS, NON-GSR PAY PLANS, AND SENIOR PAY LEVELS

Asian/Pacific Islanders represented 6.3 percent (3,082) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2010. There were 823 Asian/Pacific Islander men and 2,259 Asian/Pacific Islander women at these grades in 2010.

Asian/Pacific Islanders represented 4.3 percent (15,949) of all employees in GSR grades 5 through 8 in 2010. There were 6,283 Asian/Pacific Islander men and 9,666 Asian/Pacific Islander women at these grade levels in 2010.

Asian/Pacific Islanders represented 5.2 percent (32,172) of all employees in GSR grades 9 through 12 in 2010. There were 17,072 Asian/Pacific Islander men and 15,100 Asian/Pacific Islander women at these grades in 2010.

Asian/Pacific Islanders represented 6.3 percent (26,416) of all employees in GSR grades 13 through 15 in 2010. There were 15,985 Asian/Pacific Islander men and 10,431 Asian/Pacific Islander women at these grades in 2010.

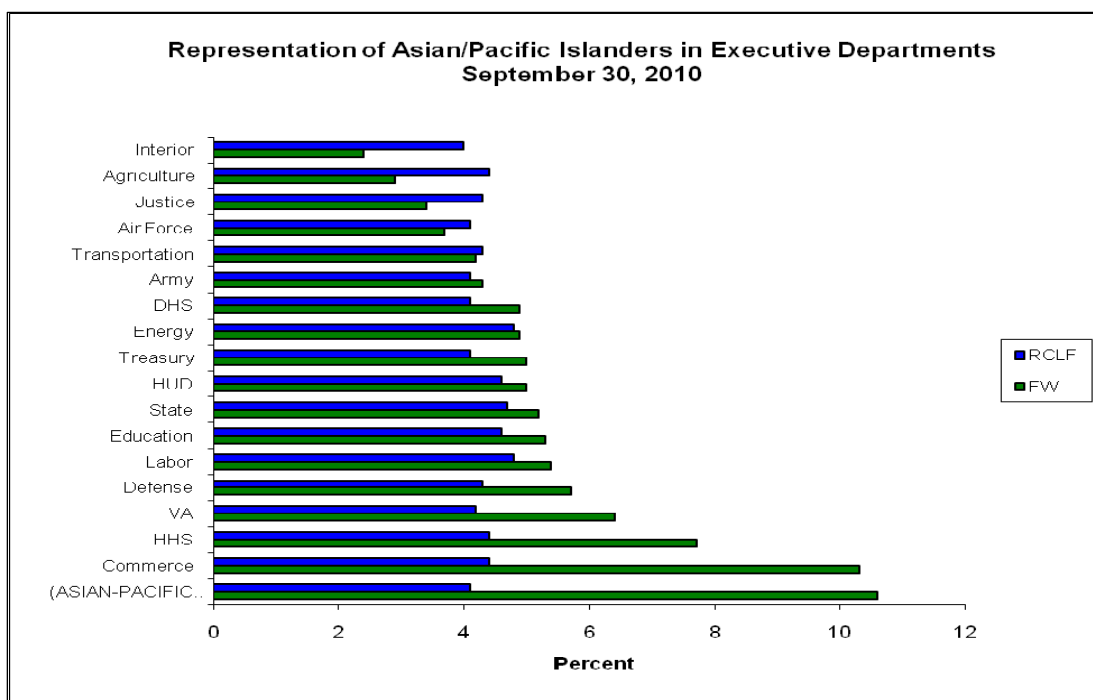
Asian/Pacific Islanders represented 6.4 percent (17,116) of all employees in non-GSR pay plans in 2010, including 7,968 men and 9,148 women.

Asian/Pacific Islanders represented 6.4 percent (1,406) of all employees at the Senior Pay levels. There were 845 Asian/Pacific Islander men and 561 Asian/Pacific Islander women at these pay levels in 2010.

OCCUPATIONAL CATEGORY/ GRADE GROUPS	2010		2009		2009 TO 2010 DIFFERENCE
	#	%	#	%	
PROFESSIONAL					
GSR 5 - 8	739	0.2	991	0.2	-252
GSR 9 - 12	12,946	2.7	10,674	2.4	2272
GSR 13 - 15	17,072	3.6	14,300	3.1	2772
NON-GSR	10,483	2.2	12,950	2.9	-2,467
SENIOR PAY	1217	0.3	1120	0.2	97
TOTAL	42,457	8.9	40,035	8.8	2,422
ADMINISTRATIVE					
GSR 1 - 4	0	0	0	0	0
GSR 5 - 8	1,261	0.2	1,261	0.2	0
GSR 9 - 12	16,840	2.4	12,936	1.9	3,904
GSR 13 - 15	9,222	1.3	6,939	1	2,283
NON-GSR	3,424	0.5	6,879	1	-3,455
SENIOR PAY	189	0	162	0	27
TOTAL	30,936	4.3	28,177	4.2	2,759
TECHNICAL					
GSR 1 - 4	591	0.2	526	0.2	65
GSR 5 - 8	10,051	3	8,879	2.7	1172
GSR 9 - 12	1,984	0.6	1,670	0.5	314
GSR 13 - 15	86	0	57	0	29
NON-GSR	1,963	0.6	2,813	0.9	-850
SENIOR PAY	0	0	0	0	0
TOTAL	14,675	4.4	13,945	4.3	730
CLERICAL					
GSR 1 - 4	2,185	1.8	2,125	1.7	60
GSR 5 - 8	2,559	2.1	2,226	1.8	333
GSR 9 - 12	90	0.1	79	0.1	11
GSR 13 - 15	0	0	0	0	0
NON-GSR	1,155	0.9	1,663	1.3	-508
SENIOR PAY	0	0	0	0	0
TOTAL	5,989	4.8	6,093	4.8	-104
OTHER					
GSR 1 - 4	306	0.4	234	0.3	72
GSR 5 - 8	1,339	1.8	1,170	1.6	169
GSR 9 - 12	312	0.4	250	0.3	62
GSR 13 - 15	36	0	11	0	25
NON-GSR	91	0.1	210	0.3	-119
SENIOR PAY	0	0	0	0	0
TOTAL	2,084	2.7	1,875	2.6	209

ASIAN/PACIFIC ISLANDERS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 12 OF 18 EXECUTIVE DEPARTMENTS

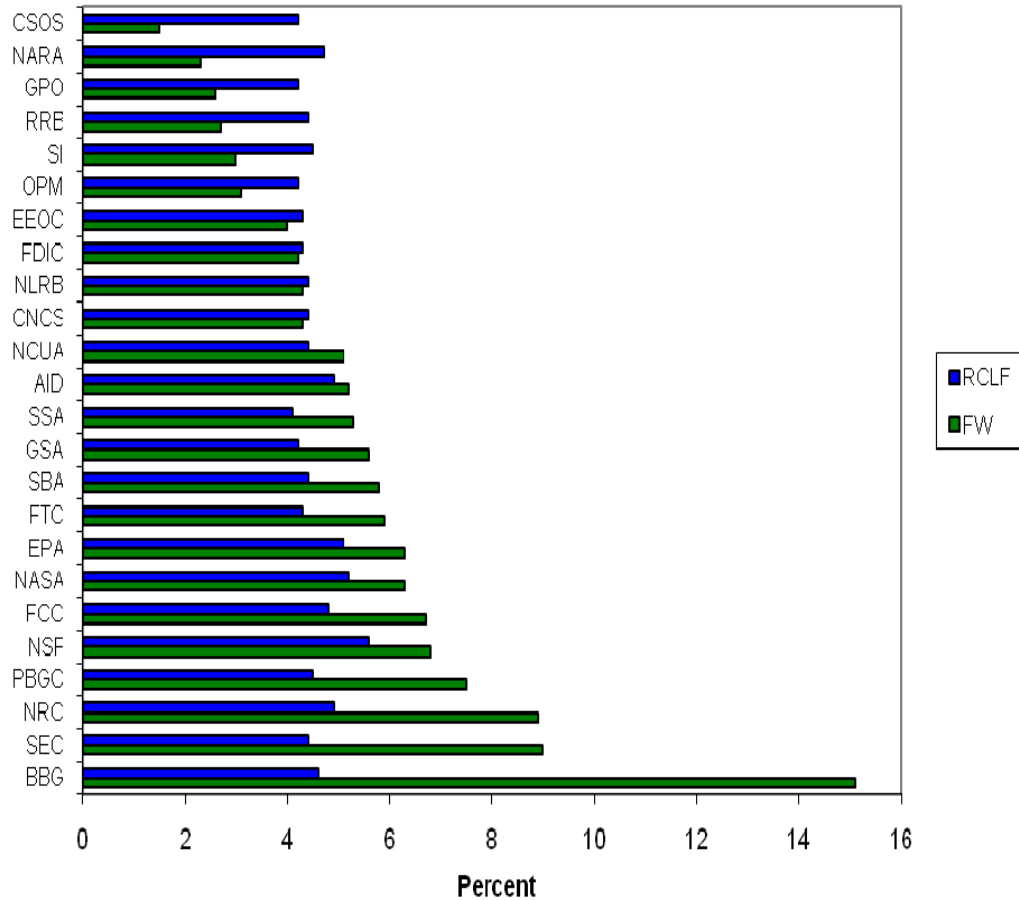
REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2009 and September 30, 2010 (ASIAN-PACIFIC ISLANDERS)				
EXECUTIVE DEPARTMENTS	2010 GROUP PCT.	2010 RCLF PCT.	2009 GROUP PCT.	2009 RCLF PCT.
DEPARTMENT OF THE AIR FORCE	3.7	4.1	3.8	4.1
DEPARTMENT OF AGRICULTURE	2.9	4.4	2.9	4.3
DEPARTMENT OF THE ARMY	4.3	4.1	4.2	4.1
DEPARTMENT OF COMMERCE	10.3	4.4	10.3	4.4
DEPARTMENT OF DEFENSE	5.7	4.3	5.7	4.3
DEPARTMENT OF JUSTICE	3.4	4.3	3.3	4.3
DEPARTMENT OF LABOR	5.4	4.8	4.9	4.8
DEPARTMENT OF ENERGY	4.9	4.8	4.8	4.8
DEPARTMENT OF EDUCATION	5.3	4.6	4.8	4.6
DEPARTMENT OF HEALTH AND HUMAN SERVICES	7.7	4.4	7.3	4.4
DEPARTMENT OF HOMELAND SECURITY	4.9	4.1	4.6	4.1
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	5.0	4.6	4.8	4.7
DEPARTMENT OF INTERIOR	2.4	4.0	2.3	4.0
DEPARTMENT OF THE NAVY	**	**	10.6	4.1
DEPARTMENT OF STATE	5.3	4.7	4.9	4.7
DEPARTMENT OF TRANSPORTATION	4.2	4.3	4.1	4.3
DEPARTMENT OF TREASURY	5.0	4.1	4.8	4.1
DEPARTMENT OF VETERANS AFFAIRS	6.4	4.2	6.3	4.2
GOVERNMENTWIDE	5.6	4.1	5.5	4.0



ASIAN/PACIFIC ISLANDERS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 13 OF 24 INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2009 and September 30, 2010 (ASIAN/PACIFIC ISLANDERS)				
INDEPENDENT AGENCIES	2010 GROUP PCT.	2010 RCLF PCT.	2009 GROUP PCT.	2009 RCLF PCT.
AGENCY FOR INTERNATIONAL DEVELOPMENT	5.2	4.9	5.7	4.9
BROADCASTING BOARD OF GOVERNORS	15.1	4.6	15.2	4.6
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	4.3	4.4	3.7	4.4
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	1.5	4.2	1.4	4.2
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	4.0	4.3	4.0	4.4
ENVIRONMENTAL PROTECTION AGENCY	6.1	5.2	6.1	5.2
FEDERAL COMMUNICATIONS COMMISSION	6.3	5.1	6.4	4.8
FEDERAL DEPOSIT INSURANCE CORPORATION	4.2	4.3	4.1	4.3
FEDERAL TRADE COMMISSION	5.9	4.3	6.2	4.3
GENERAL SERVICES ADMINISTRATION	5.6	4.2	5.5	4.2
GOVERNMENT PRINTING OFFICE	2.6	4.2	2.5	4.1
NATIONAL CREDIT UNION ADMINISTRATION	5.1	4.4	3.9	4.2
NATIONAL SCIENCE FOUNDATION	6.8	5.6	6.4	5.5
NATIONAL LABOR RELATIONS BOARD	4.3	4.4	4.0	4.3
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	6.3	5.2	6.2	5.2
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2.3	4.7	2.2	4.6
NUCLEAR REGULATORY COMMISSION	8.9	4.9	8.9	4.8
OFFICE OF PERSONNEL MANAGEMENT	3.1	4.2	3.0	4.1
PENSION BENEFIT GUARANTY CORPORATION	7.5	4.5	7.3	4.4
RAILROAD RETIREMENT BOARD	2.7	4.4	2.2	4.3
SMALL BUSINESS ADMINISTRATION	5.8	4.4	5.7	4.4
SECURITIES AND EXCHANGE COMMISSION	9.0	4.4	8.7	4.3
SMITHSONIAN INSTITUTION	3.0	4.5	3.0	4.5
SOCIAL SECURITY ADMINISTRATION	5.3	4.1	5.0	4.1
GOVERNMENTWIDE	5.6	4.1	5.5	4.0

**Representation of Asian/Pacific Islanders in Independent Agencies
(500+ Employees)
September 30, 2010**



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NATIVE AMERICANS IN THE FEDERAL WORKFORCE

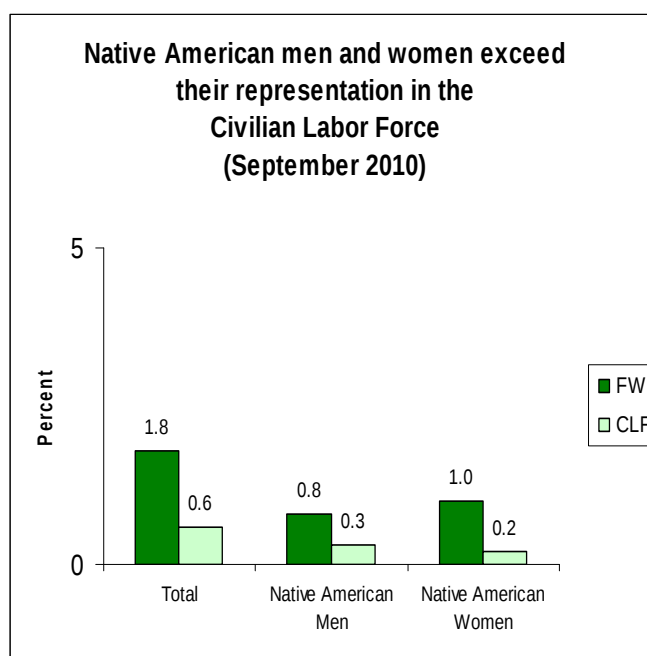
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NATIVE AMERICAN EMPLOYMENT

Native American employment represented 1.8 percent (34,136) of the permanent Federal workforce (FW) as of September 30, 2010, compared to 0.6 percent of the Civilian Labor Force (CLF). The FW and CLF percentages in 2009 were 1.8 and 0.6 percent, respectively.

Native American men represented 0.8 percent of the FW and 0.3 percent of the CLF in 2010. The FW and CLF percentages in 2009 were 0.8 and 0.3, respectively.

Native American women represented 1.0 percent of the FW and 0.2 percent of the CLF in 2010. The FW and CLF were 1.0 and 0.3 percent in 2009.



Detail percentages may not add to total due to rounding.

NATIVE AMERICAN EMPLOYMENT BY OCCUPATIONAL CATEGORY

Counts and Percentages of Native Americans based
on All Employees in Each Occupational Category
(September 2010)

Native American employment in professional occupations increased by 149 to 5,912 in 2010 from 5,763 in 2009. Native Americans represented 1.2 percent of all Federal employees in this occupational category in 2010 and 1.3 percent in 2009.

Native American employment in administrative occupations increased by 142 to 9,328 in 2010 from 9,186 in 2009. Native Americans represented 1.3 percent of all Federal employees in this occupational category in 2010, and 1.4 percent in 2009.

Native American employment in technical occupations increased by 63 to 9,674 in 2010 from 9,611 in 2009. Native Americans represented 2.9

percent of all Federal employees in this occupational category in 2010 and 2009.

Native American employment in clerical occupations decreased by 78 to 3,633 in 2010 from 3,711 in 2009. Native Americans represented 2.9 percent of all employees in this occupational category in 2010, compared to 3.0 percent in 2009.

Native American employment in "other" white-collar occupations decreased by 25 to 1,246 in 2010 from 1,271 in 2009. Native Americans represented 1.6 percent of this occupational category in 2010, compared to 1.8 in 2009.

Native American employment in white-collar occupations increased by 251 to 29,793 in 2010 from 29,542 in 2009. Native Americans represented 1.7 percent of this occupational category in 2010, compared to 1.8 in 2009.

Native American employment in blue-collar occupations increased by 36 to 4,343 in 2010 from 4,307 in 2009. Native Americans represented 2.3 percent of all Federal blue-collar employees in 2010 and 2009.

2010	<u>Native American Employment</u>	<u>Percent of FW</u>
Professional	5,912	1.2
Administrative	9,328	1.3
Technical	9,674	2.9
Clerical	3,633	2.9
Other	1,246	1.6
White-Collar (WC)	29,793	1.7
Blue-Collar (BC)	4,343	2.3
Total (WC + BC)	34,136	1.8

NATIVE AMERICAN EMPLOYMENT BY GENERAL SCHEDULE AND RELATED (GSR) GRADE GROUPS, NON-GSR PAY PLANS, AND SENIOR PAY LEVELS

Native Americans represented 4.7 percent (2,318) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2010. There were 571 Native American men and 1,747 Native American women at these grades in 2010.

Native Americans represented 2.9 percent (10,804) of all employees in GSR grades 5 through 8 in 2010. There were 3,012 Native American men and 7,792 Native American women at these grades in 2010.

Native Americans represented 1.6 percent (9,982) of all employees in GSR grades 9 through 12 in 2010. There were 4,291 Native American men and 5,691 Native American women at these grades in 2010.

Native Americans represented 0.9 percent (3,914) of all employees in GSR grades 13 through 15 in 2010. There were 2,269 Native American men and 1,645 Native American women in this grade group in 2010.

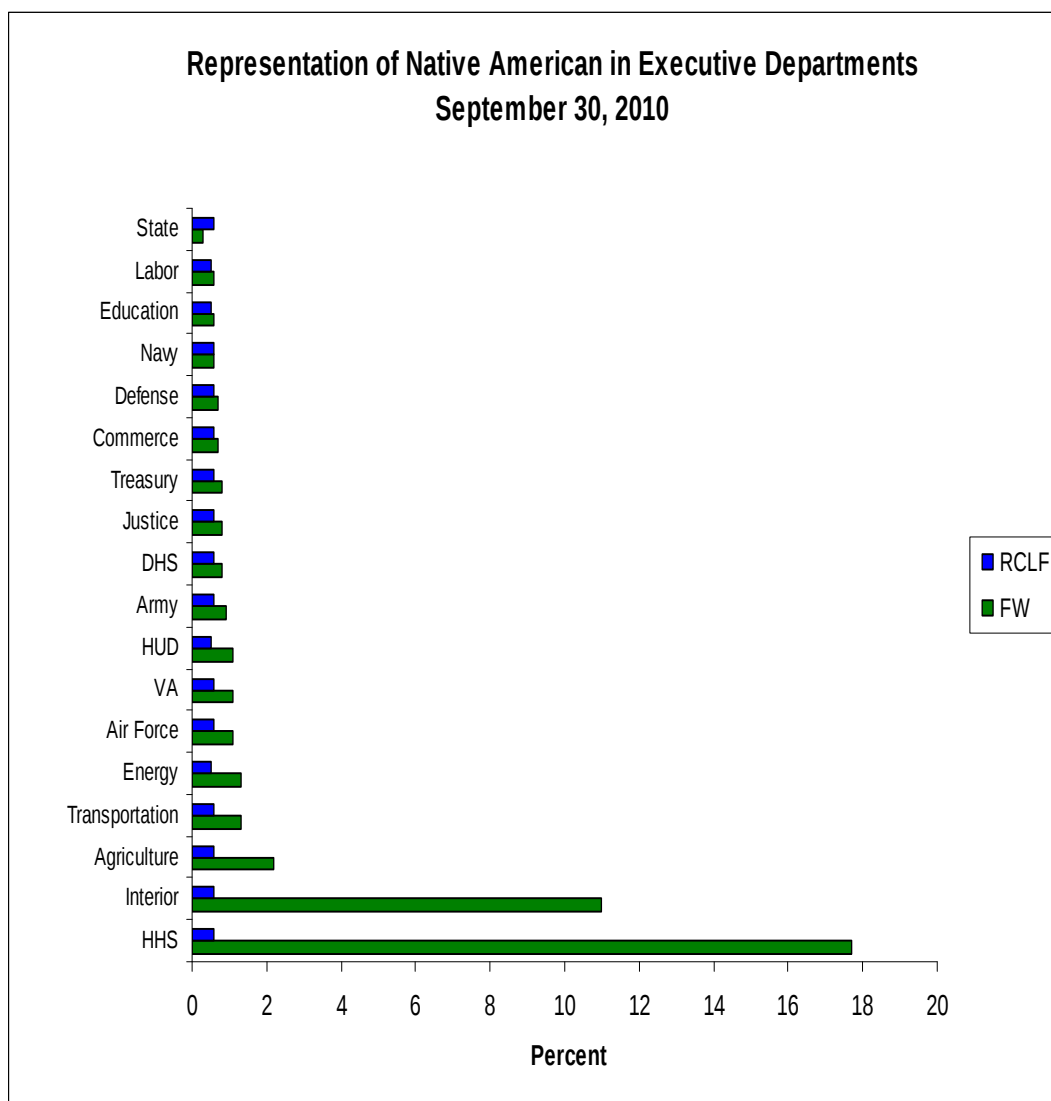
Native Americans represented 0.9 percent (2,563) of all employees in non-GSR pay plans in 2010, including 1,270 Native American men and 1,293 Native American women.

Native Americans represented 0.9 percent (212) of all employees at the Senior Pay levels in 2010. There were 132 Native American men and 80 Native American women at these pay levels in 2010

OCCUPATIONAL CATEGORY/ GRADE GROUPS	2010		2009		2009 TO 2010 DIFFERENCE
	#	%	#	%	
PROFESSIONAL					
GSR 5 - 8	245	0.1	262	0.1	-17
GSR 9 - 12	3,267	0.7	3,077	0.7	190
GSR 13 - 15	1,418	0.3	1,220	0.3	198
NON-GSR	847	0.2	1,076	0.2	-229
SENIOR PAY	135	0	128	0	7
TOTAL	5,912	1.2	5,763	1.3	149
ADMINISTRATIVE					
GSR 1 - 4	0	0	0	0	0
GSR 5 - 8	483	0.1	497	0.1	-14
GSR 9 - 12	5,372	0.8	4,882	0.7	490
GSR 13 - 15	2,438	0.3	2,090	0.3	348
NON-GSR	958	0.1	1,642	0.2	-684
SENIOR PAY	77	0	75	0	2
TOTAL	9,328	1.3	9,186	1.4	142
TECHNICAL					
GSR 1 - 4	1,045	0.3	1,060	0.3	-15
GSR 5 - 8	7,043	2.1	6,892	2.1	151
GSR 9 - 12	1,143	0.3	1,118	0.3	25
GSR 13 - 15	41	0	34	0	7
NON-GSR	402	0.1	507	0.2	-105
SENIOR PAY	0	0	0	0	0
TOTAL	9,674	2.9	9,611	2.9	63
CLERICAL					
GSR 1 - 4	987	0.8	968	0.8	19
GSR 5 - 8	2,278	1.8	2,257	1.8	21
GSR 9 - 12	35	0	31	0	4
GSR 13 - 15	0	0	0	0	0
NON-GSR	333	0.3	455	0.4	-122
SENIOR PAY	0	0	0	0	0
TOTAL	3,633	2.9	3,711	3	-78
OTHER					
GSR 1 - 4	286	0.4	242	0.3	44
GSR 5 - 8	755	1	782	1.1	-27
GSR 9 - 12	165	0.2	171	0.2	-6
GSR 13 - 15	17	0	6	0	11
NON-GSR	23	0	70	0.1	-47
SENIOR PAY	0	0	0	0	0
TOTAL	1,246	1.6	1,271	1.8	-25

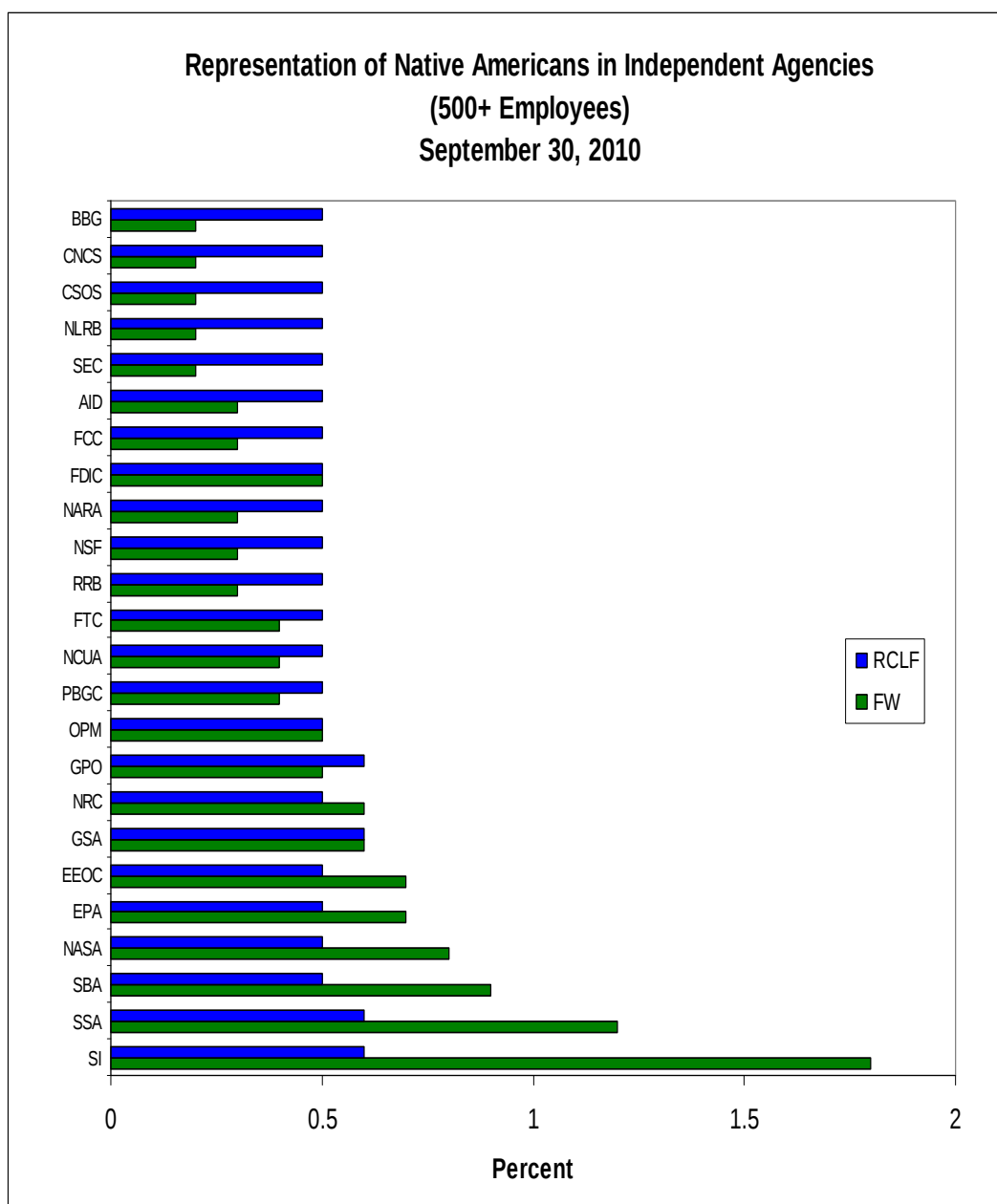
NATIVE AMERICANS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 17 OF 18 EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2009 and September 30, 2010 (NATIVE AMERICANS)				
EXECUTIVE DEPARTMENTS	2010 GROUP PCT.	2010 RCLF PCT.	2009 GROUP PCT.	2009 RCLF PCT.
DEPARTMENT OF THE AIR FORCE	1.1	0.6	1.1	0.6
DEPARTMENT OF AGRICULTURE	2.2	0.6	2.3	0.6
DEPARTMENT OF THE ARMY	0.9	0.6	0.9	0.6
DEPARTMENT OF COMMERCE	0.7	0.6	0.7	0.6
DEPARTMENT OF DEFENSE	0.7	0.6	0.7	0.6
DEPARTMENT OF JUSTICE	0.8	0.6	0.8	0.6
DEPARTMENT OF LABOR	0.6	0.5	0.6	0.5
DEPARTMENT OF ENERGY	1.3	0.5	1.4	0.5
DEPARTMENT OF EDUCATION	0.6	0.5	0.7	0.5
DEPARTMENT OF HEALTH AND HUMAN SERVICES	17.7	0.6	18.2	0.6
DEPARTMENT OF HOMELAND SECURITY	0.8	0.6	0.9	0.6
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1.1	0.5	1.2	0.5
DEPARTMENT OF INTERIOR	11	0.6	11.3	0.6
DEPARTMENT OF THE NAVY	0.6	0.6	0.7	0.6
DEPARTMENT OF STATE	0.3	0.6	0.3	0.6
DEPARTMENT OF TRANSPORTATION	1.3	0.6	1.3	0.6
DEPARTMENT OF TREASURY	0.8	0.6	0.8	0.6
DEPARTMENT OF VETERANS AFFAIRS	1.1	0.6	1.1	0.6
GOVERNMENTWIDE	1.8	0.6	1.8	0.6



NATIVE AMERICANS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 12 OF 24 INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2009 and September 30, 2010 (NATIVE AMERICANS)				
INDEPENDENT AGENCIES	2010 GROUP PCT.	2010 RCLF PCT.	2009 GROUP PCT.	2009 RCLF PCT.
AGENCY FOR INTERNATIONAL DEVELOPMENT	0.3	0.5	0.4	0.5
BROADCASTING BOARD OF GOVERNORS	0.2	0.5	0.2	0.5
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	0.2	0.5	0.2	0.5
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	0.2	0.5	0.2	0.5
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0.7	0.5	0.6	0.5
ENVIRONMENTAL PROTECTION AGENCY	0.7	0.5	0.7	0.5
FEDERAL COMMUNICATIONS COMMISSION	0.3	0.5	0.3	0.5
FEDERAL DEPOSIT INSURANCE CORPORATION	0.5	0.5	0.5	0.5
FEDERAL TRADE COMMISSION	0.4	0.5	0.4	0.5
GENERAL SERVICES ADMINISTRATION	0.6	0.6	0.6	0.6
GOVERNMENT PRINTING OFFICE	0.5	0.6	0.5	0.6
NATIONAL CREDIT UNION ADMINISTRATION	0.4	0.5	0.6	0.5
NATIONAL SCIENCE FOUNDATION	0.3	0.5	0.3	0.5
NATIONAL LABOR RELATIONS BOARD	0.2	0.5	0.2	0.5
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	0.8	0.5	0.8	0.5
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	0.3	0.5	0.3	0.5
NUCLEAR REGULATORY COMMISSION	0.6	0.5	0.6	0.5
OFFICE OF PERSONNEL MANAGEMENT	0.5	0.5	0.6	0.5
PENSION BENEFIT GUARANTY CORPORATION	0.4	0.5	0.5	0.5
RAILROAD RETIREMENT BOARD	0.3	0.5	0.4	0.5
SMALL BUSINESS ADMINISTRATION	0.9	0.5	0.8	0.5
SECURITIES AND EXCHANGE COMMISSION	0.2	0.5	0.3	0.5
SMITHSONIAN INSTITUTION	1.8	0.6	1.8	0.6
SOCIAL SECURITY ADMINISTRATION	1.2	0.6	1.3	0.6
GOVERNMENTWIDE	1.8	0.6	1.8	0.6



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WOMEN IN THE FEDERAL WORKFORCE

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EMPLOYMENT OF WOMEN

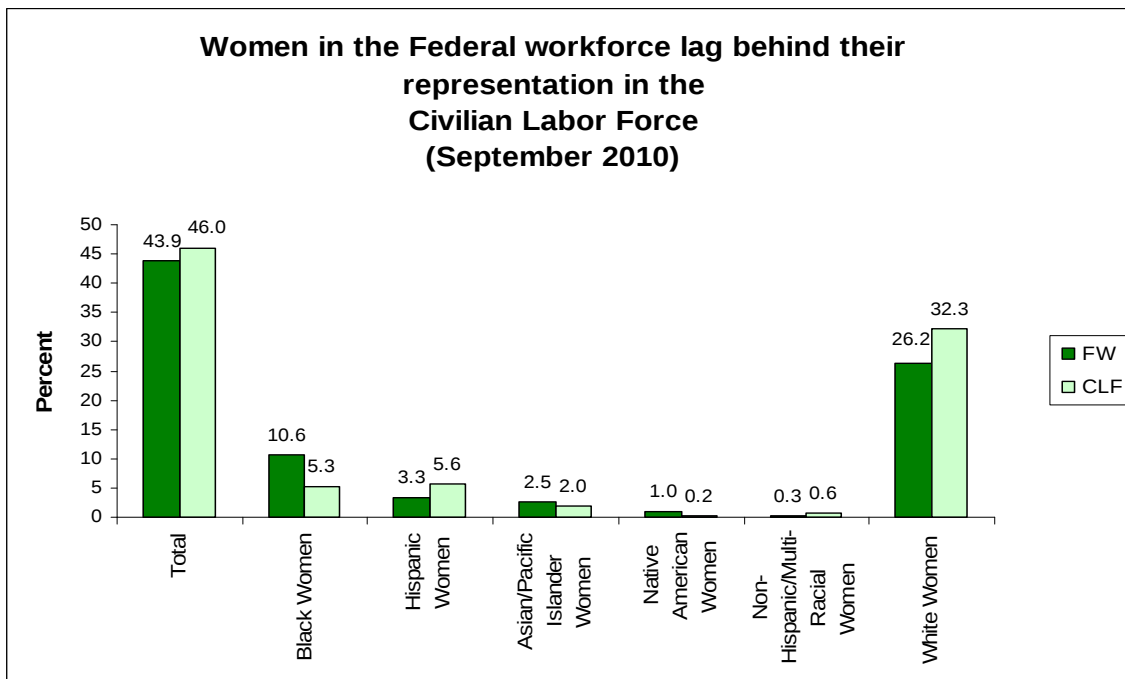
Women represented 43.9 percent (841,968) of the permanent Federal workforce (FW) as of September 30, 2010, compared to 46 percent of the Civilian Labor Force (CLF). Women made up 44.2 percentage of the FW in 2009, compared to 46 percent of the CLF.

Black women represented 10.6 percent of the FW in 2010, and 10.7 in 2009. Black women represented 5.3 percent of the CLF in 2010, unchanged from 2009.

Hispanic women represented 3.3 percent of the FW in both 2010 and 2009. Their representation in the CLF was 5.3 percent in 2010 and in 2009.

Asian/Pacific Islander women represented 2.5 percent of the FW in 2010 and in 2009. Asian/Pacific Islander women represented 2.0 percent of the CLF in both 2010 and 2009.

Native American women represented 1.0 percent of the FW in 2010, unchanged from 2009. Native American women represented 0.2 percent of the CLF in 2010 and 0.3 percent in 2009.



Non-Hispanic Multi-Racial women represented 0.3 percent of the FW in 2010 and 0.3 percent in 2009. Non-Hispanic Multi-Racial women represented 0.6 percent of the CLF in 2010 and 2009.

White women represented 26.2 percent of the FW in 2010, compared to 26.4 percent in 2009. White women represented 32.3 percent of the CLF in 2009, compared to 32.4 percent in 2009.

WOMEN BY OCCUPATIONAL CATEGORY

Counts and Percentages of Women based on
All Employees in Each Occupational Category
(September 2009)

The number of women in professional occupations increased by 12,093 to 215,779 in 2010 from 203,686 in 2009. Women represented 45.3 percent of all professional Federal employees in 2010, compared to 44.9 percent in 2009.

The number of women in administrative occupations increased by 13,858 to 315,283 in 2010 from 301,425 in 2009. Women represented 44.1 percent of all Federal employees in this occupational category in 2010, compared to 44.5 percent in 2009.

The number of women in technical occupations increased by 9,161 to 196,665 in 2010 from 193,009 in 2009. Women represented 58.5 percent of all Federal employees in this occupational category in 2010, and 59.1 percent in 2009.

The number of women in clerical occupations decreased by 1,870 to 85,308 in 2010 from 87,178 in 2009. Women represented 68.8 percent of all Federal employees in this occupational category in 2010, compared to 69.3 percent in 2009.

The number of women in "other" white-collar occupations increased by 967 to 10,307 in 2010 from 9,340 in 2009. Women represented 13.5 percent of all Federal employees in this occupational category in 2010, compared to 13.1 percent in 2009.

The number of women in white-collar occupations increased by 28,704 to 823,342 in 2010 from 794,638 in 2009. Women represented 47.7 percent of all Federal employees in this occupational category in 2010, compared to 48 percent in 2009.

The number of women in blue-collar occupations decreased by 70 to 18,626 in 2010 from 18,696 in 2009. The representation of women in this occupational category was 9.9 percent in 2010, compared to 10.1 percent in 2009.

2010	<u>Employment of Women</u>	<u>Percent of FW</u>
Professional	215,779	45.3
Administrative	315,283	44.1
Technical	196,665	58.5
Clerical	85,308	68.8
Other	10,307	13.5
White-Collar (WC)	823,342	47.7
Blue-Collar (BC)	18,626	9.9
Total (WC + BC)	841,968	43.9

EMPLOYMENT OF WOMEN BY GENERAL SCHEDULE AND RELATED (GSR) GRADE GROUPS, NON-GSR PAY PLANS, AND SENIOR PAY LEVELS

Women represented 66 percent (32,149) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2010.

Women represented 61.2 percent (223,566) of all employees in GSR grades 5 through 8.

Women represented 45.9 percent (280,889) of all employees in GSR grades 9 through 12.

Women represented 37 percent (153,728) of all employees in GSR grades 13 through 15.

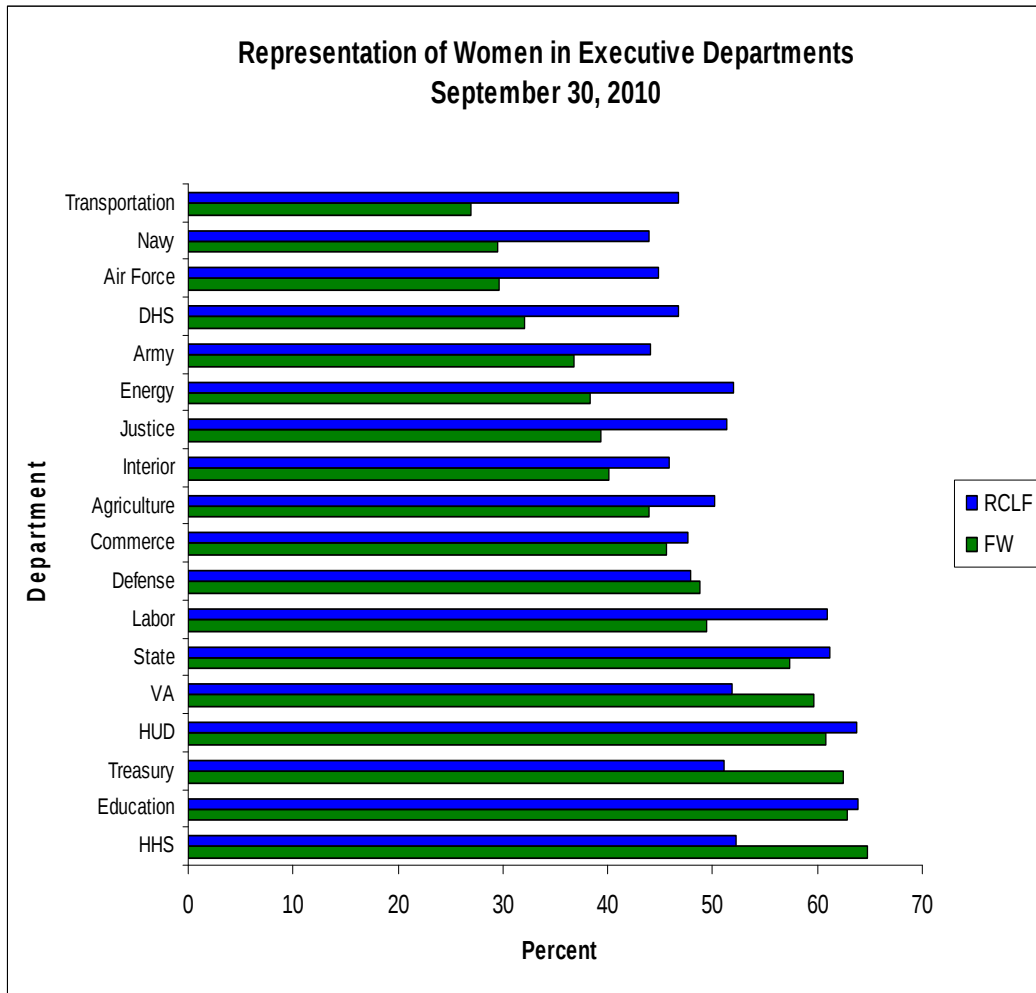
Women represented 47.4 percent (126,171) of all employees in non-GSR pay plans.

Women represented 31.2 percent (6,839) of all employees at the Senior Pay levels.

OCCUPATIONAL CATEGORY/ GRADE GROUPS	2010		2009		2009 TO 2010 DIFFERENCE
	#	%	#	%	
PROFESSIONAL					
GSR 5 - 8	4,490	0.9	4,963	1.1	-473
GSR 9 - 12	79,756	16.7	67,768	14.9	11988
GSR 13 - 15	60,729	12.7	50,052	11	10677
NON-GSR	66,105	13.9	76,494	16.8	-10,389
SENIOR PAY	4699	1	4409	1	290
TOTAL	215,779	45.3	203,686	44.9	12,093
ADMINISTRATIVE					
GSR 1 - 4	3	0	3	0	0
GSR 5 - 8	11,319	1.6	11,533	1.7	-214
GSR 9 - 12	178,842	25	152,105	22.5	26,737
GSR 13 - 15	92,408	12.9	74,734	11	17,674
NON-GSR	30,577	4.3	61,121	9	-30,544
SENIOR PAY	2134	0.3	1929	0.3	205
TOTAL	315,283	44.1	301,425	44.5	13,858
TECHNICAL					
GSR 1 - 4	6,885	2	6,600	2	285
GSR 5 - 8	155,639	46.3	146,678	44.9	8961
GSR 9 - 12	17,881	5.3	16,603	5.1	1278
GSR 13 - 15	390	0.1	341	0.1	49
NON-GSR	15,864	4.7	22,784	7	-6,920
SENIOR PAY	6	0	3	0	3
TOTAL	196,665	58.5	193,009	59.1	3,656
CLERICAL					
GSR 1 - 4	23,149	18.7	22,620	18	529
GSR 5 - 8	46,297	37.3	43,349	34.5	2948
GSR 9 - 12	2,740	2.2	2,416	1.9	324
GSR 13 - 15	0	0	0	0	0
NON-GSR	13,122	10.6	18,793	14.9	-5,671
SENIOR PAY	0	0	0	0	0
TOTAL	85,308	68.8	87,178	69.3	-1,870
OTHER					
GSR 1 - 4	2112	2.8	1567	2.2	545
GSR 5 - 8	5,821	7.6	5,073	7.1	748
GSR 9 - 12	1,670	2.2	1461	2	209
GSR 13 - 15	201	0.3	81	0.1	120
NON-GSR	503	0.7	1,158	1.6	-655
SENIOR PAY	0	0	0	0	0
TOTAL	10,307	13.5	9,340	13.1	967

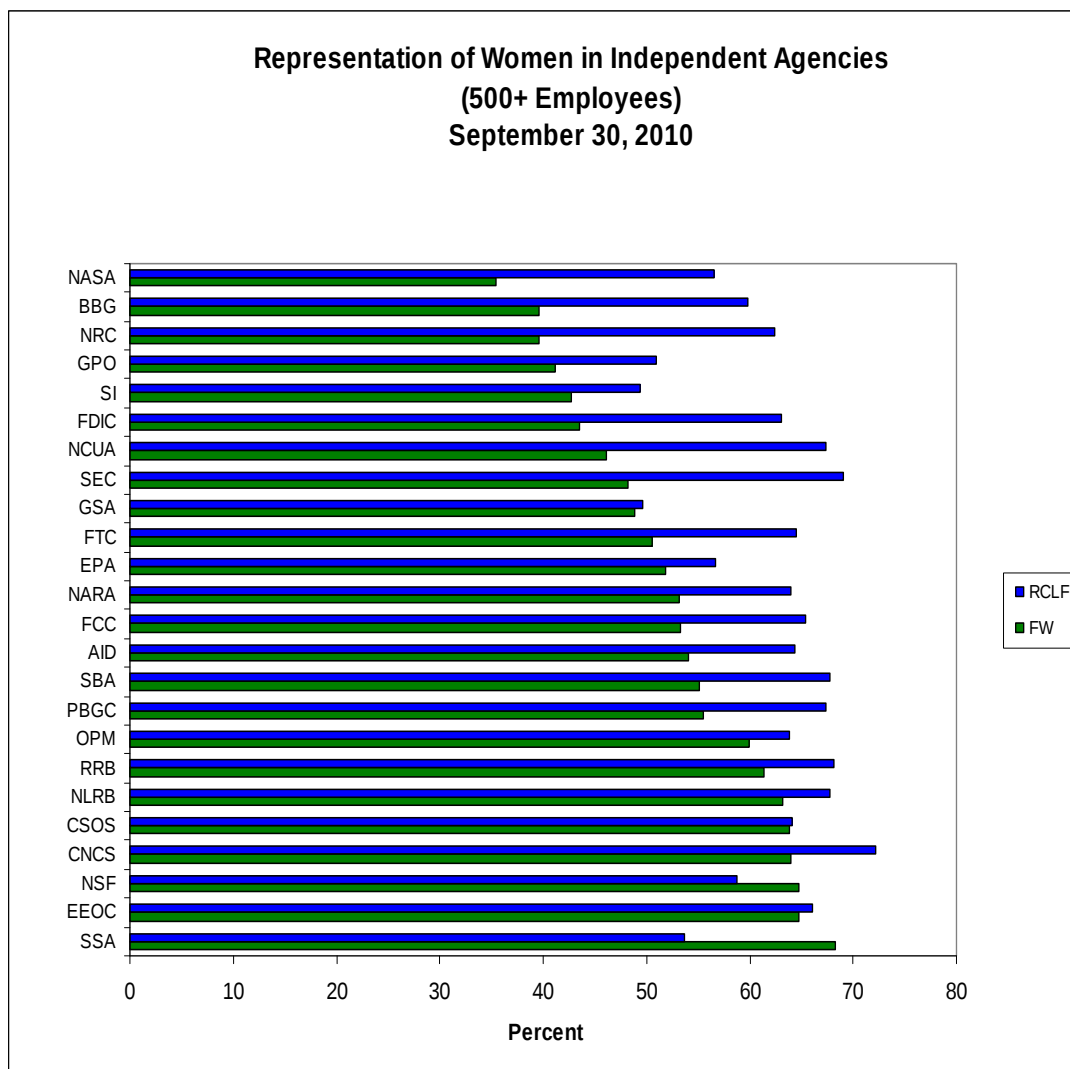
**WOMEN EQUALED OR EXCEEDED THEIR RELEVANT
CIVILIAN LABOR FORCE REPRESENTATION IN 5 OF 18
EXECUTIVE DEPARTMENTS**

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2009 and September 30, 2010 (WOMEN)				
EXECUTIVE DEPARTMENTS	2010 GROUP PCT.	2010 RCLF PCT.	2009 GROUP PCT.	2009 RCLF PCT.
DEPARTMENT OF THE AIR FORCE	29.6	44.8	30.2	45.0
DEPARTMENT OF AGRICULTURE	43.9	50.2	43.9	49.6
DEPARTMENT OF THE ARMY	36.8	44.1	37.1	43.5
DEPARTMENT OF COMMERCE	45.6	47.6	45.6	48.5
DEPARTMENT OF DEFENSE	48.8	47.9	49.6	47.4
DEPARTMENT OF JUSTICE	39.3	51.4	39.5	51.8
DEPARTMENT OF LABOR	49.4	60.9	49.3	60.5
DEPARTMENT OF ENERGY	38.3	52	38.7	51.8
DEPARTMENT OF EDUCATION	62.9	63.9	63.6	61.7
DEPARTMENT OF HEALTH AND HUMAN SERVICES	64.7	52.3	64.8	52.2
DEPARTMENT OF HOMELAND SECURITY	32	46.8	32.2	46.7
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	60.8	63.7	61.5	63.6
DEPARTMENT OF INTERIOR	40.1	45.8	39.9	45.7
DEPARTMENT OF THE NAVY	29.5	43.9	29.6	43.2
DEPARTMENT OF STATE	57.4	61.2	57.7	61.4
DEPARTMENT OF TRANSPORTATION	26.9	46.7	27.0	47.0
DEPARTMENT OF TREASURY	62.4	51.1	62.6	50.1
DEPARTMENT OF VETERANS AFFAIRS	59.6	51.8	59.8	51.6
GOVERNMENTWIDE	43.9	44.2	44.2	42.9



WOMEN EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 2 OF THE 24 INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2009 and September 30, 2010 (WOMEN)				
INDEPENDENT AGENCIES	2010 GROUP PCT.	2010 RCLF PCT.	2009 GROUP PCT.	2009 RCLF PCT.
AGENCY FOR INTERNATIONAL DEVELOPMENT	54.1	64.4	53.3	68.4
BROADCASTING BOARD OF GOVERNORS	39.6	59.8	39.3	59.6
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	64	72.2	64.7	72.0
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	63.8	64.1	63.9	64.2
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	64.8	66	65.4	67.6
ENVIRONMENTAL PROTECTION AGENCY	51.9	56.7	51.8	58.5
FEDERAL COMMUNICATIONS COMMISSION	53.3	65.4	53.8	65.4
FEDERAL DEPOSIT INSURANCE CORPORATION	43.5	63.1	44.2	65.2
FEDERAL TRADE COMMISSION	50.6	64.5	51.0	64.5
GENERAL SERVICES ADMINISTRATION	48.8	49.6	49.0	49.5
GOVERNMENT PRINTING OFFICE	41.2	50.9	41.6	51.0
NATIONAL CREDIT UNION ADMINISTRATION	46.1	67.3	45.6	69.2
NATIONAL SCIENCE FOUNDATION	64.7	58.7	64.7	58.7
NATIONAL LABOR RELATIONS BOARD	63.2	67.8	62.8	69.9
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	35.5	56.6	35.5	56.6
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	53.1	64	52.9	64.6
NUCLEAR REGULATORY COMMISSION	39.6	62.4	39.0	62.7
OFFICE OF PERSONNEL MANAGEMENT	59.9	63.8	60.2	64.0
PENSION BENEFIT GUARANTY CORPORATION	55.5	67.3	55.7	69.7
RAILROAD RETIREMENT BOARD	61.4	68.2	61.3	71.1
SMALL BUSINESS ADMINISTRATION	55.1	67.7	55.7	67.2
SECURITIES AND EXCHANGE COMMISSION	48.2	69.1	48.6	70.3
SMITHSONIAN INSTITUTION	42.7	49.4	42.4	49.1
SOCIAL SECURITY ADMINISTRATION	68.3	53.7	68.8	53.8
GOVERNMENTWIDE	43.9	44.2	44.2	42.9



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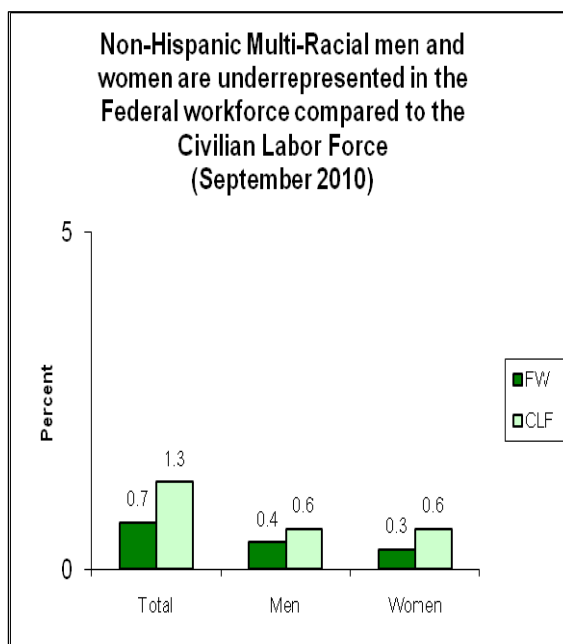
NON-HISPANIC MULTI-RACIAL EMPLOYMENT IN THE FEDERAL WORKFORCE

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Non-Hispanic Multi-Racial employees 0.7 percent (13,345) of the permanent Federal workforce (FW) as of September 30, 2010, compared to 1.3 percent of the Civilian Labor Force (CLF) in 2010.

Non-Hispanic Multi-Racial men comprised 0.4 percent of the FW, compared to 0.6 percent of the CLF.

Non-Hispanic Multi-Racial women comprised 0.3 percent of the FW, compared to 0.6 percent of the CLF.



NON-HISPANIC MULTI-RACIAL³ BY OCCUPATIONAL CATEGORY

Counts and Percentages of Non-Hispanic Multi-racial based
on All Employees in Each Occupational Category
(September 2010)

The number of Non-Hispanic Multi-Racial employees in professional occupations increased by 866 to 2,805 in 2010, compared to 1,939 in 2009. Non-Hispanic Multi-Racial employees represented 0.6 percent of all Federal employees in this occupational category in 2010, compared 0.4 percent in 2009.

The number of Non-Hispanic Multi-Racial employees in administrative occupations increased by 1,878 in 2010. Non-Hispanic Multi-Racial employees represented 0.8 percent of all Federal employees in this occupational category in 2010.

The number of Non-Hispanic Multi-Racial employees in technical occupations increased by 585 to 2,210 in 2010. Non-Hispanic Multi-Racial employees represented 0.7 percent of all Federal employees in this occupational category in 2010.

2010	Non-Hispanic Multi-racial Employment	% of FW
Professional	2,805	0.6
Administrative	5,490	0.8
Technical	2,210	0.7
Clerical	981	0.8
Other	736	1
White-Collar (WC)	12,222	0.7
Blue-Collar (BC)	1,123	0.6
Total (WC + BC)	13,345	0.7

The number of Non-Hispanic Multi-Racial employees in clerical occupations increased by 245 to 981 in 2010. Non-Hispanic Multi-racial employees represented 0.8 percent of all Federal employees in clerical occupations in 2010.

The number of Non-Hispanic Multi-Racial employees in "other" white-collar occupations increased by 380 to 736 in 2010. Non-Hispanic Multi-racial employees represented 1 percent of all Federal employees in "other" occupations in 2010.

The number of Non-Hispanic Multi-Racial employees in white-collar occupations increased by 3,954 to 12,222 in 2010. Non-Hispanic Multi-Racial employees represented 0.7 percent of all Federal employees in white-collar occupations in 2010.

The number of Non-Hispanic Multi-Racial employees in blue-collar occupations increased by 288 to 1,123 in 2010. Non-Hispanic Multi-Racial employees represented 0.6 percent of all Federal employees in this occupational category in 2010.

³ Although this new category is not a minority group as determined under 5 U.S.C. § 7201, collection and representation of this data is consistent with the new Racial/National Origin structure required by the Office of Management and Budget. OPM guidance to agencies required use of the new codes for all accessions occurring on or after January 1, 2006. However, while agencies were not required to resurvey their workforce, they had the option to do so. As a result, the Federal civilian employees in this category do not reflect total numbers in the Federal workforce; they reflect only those who completed the new Standard Form 181, Ethnicity and Race Identification (dated July 2005).

EMPLOYMENT OF NON-HISPANIC MULTI-RACIAL BY GENERAL SCHEDULE AND RELATED (GSR) GRADE GROUPS, NON-GSR PAY PLANS, AND SENIOR PAY LEVELS

Non-Hispanic Multi-Racial employees represented 1 percent (496) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2010, including 186 Non-Hispanic Multi-Racial men and 310 Non-Hispanic Multi-racial women.

Non-Hispanic Multi-Racial employees represented 0.8 percent (3,013) of all employees in GSR grades 5 through 8 in 2010, including 1,140 Non-Hispanic Multi-Racial men and 1,873 Non-Hispanic Multi-Racial women.

Non-Hispanic Multi-Racial employees represented 0.8 percent (4,898) of all employees in GSR grades 9 through 12 in 2010, including 2,711 Non-Hispanic Multi-Racial men and 2,187 Non-Hispanic Multi-Racial women.

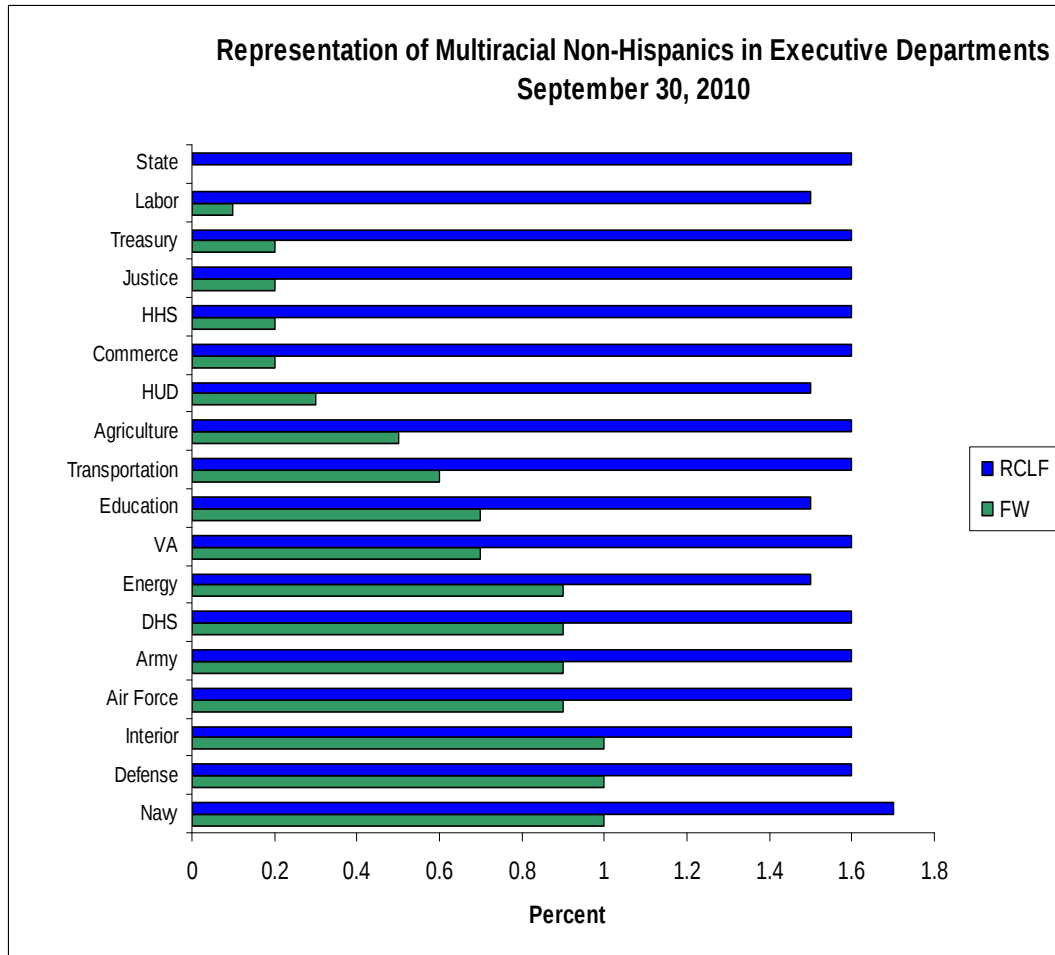
Non-Hispanic Multi-Racial employees represented 0.5 percent (2,172) of all employees in GSR grades 13 through 15 in 2010, including 1,302 Non-Hispanic Multi-Racial men and 870 Non-Hispanic Multi-Racial women.

Non-Hispanic Multi-Racial employees represented 0.5 percent (1,579) of all employees in non-GSR pay plans in 2010, including 844 Non-Hispanic Multi-Racial men and 735 Non-Hispanic Multi-Racial women.

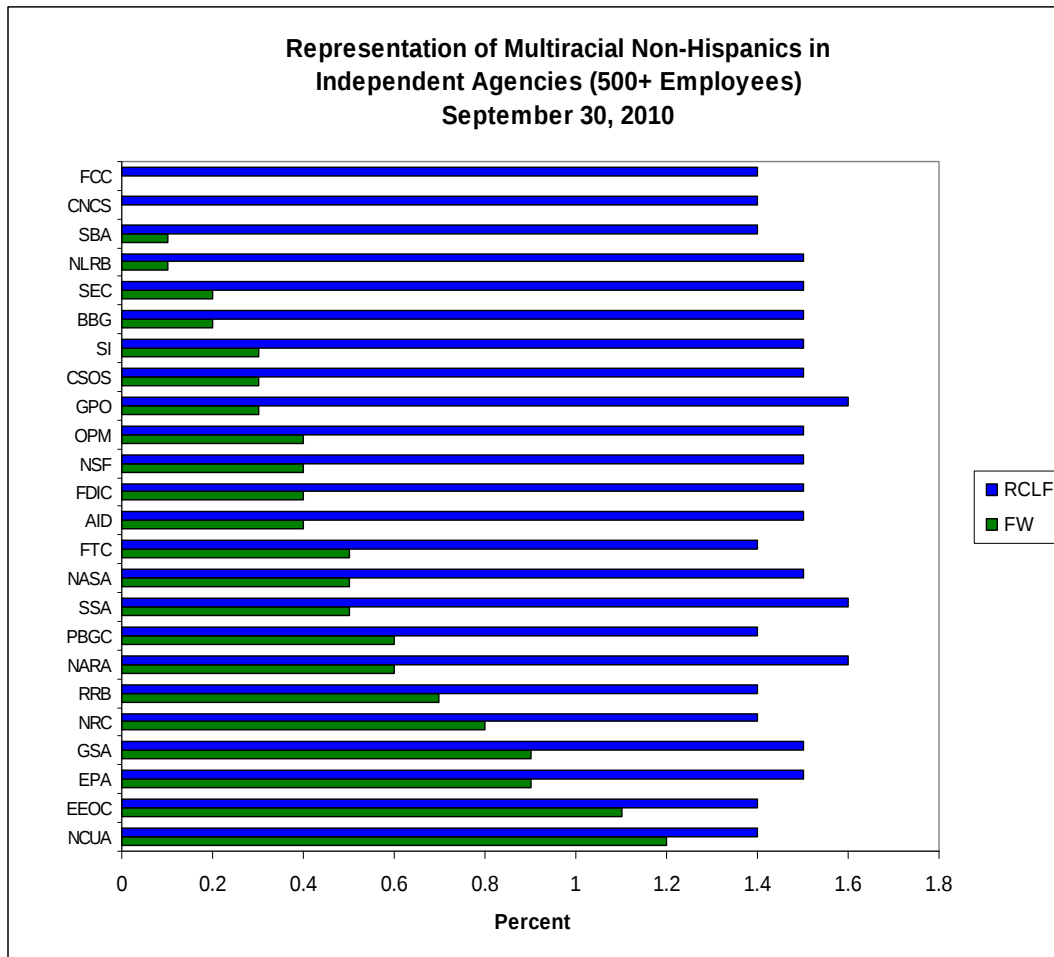
Non-Hispanic Multi-Racial employees represented 0.2 percent (64) of all employees at the Senior Pay levels in 2010, including 45 Non-Hispanic Multi-Racial men and 19 Non-Hispanic Multi-Racial women.

OCCUPATIONAL CATEGORY/ GRADE GROUPS	2010		2009		2009 TO 2010 DIFFERENCE
	#	%	#	%	
PROFESSIONAL					
GSR 5 - 8	145	0	110	0	35
GSR 9 - 12	1,282	0.3	610	0.1	672
GSR 13 - 15	736	0.2	374	0.1	362
NON-GSR	603	0.1	819	0.2	-216
SENIOR PAY	39	0	26	0	13
TOTAL	2,805	0.6	1,939	0.4	866
ADMINISTRATIVE					
GSR 1 - 4	0	0	0	0	0
GSR 5 - 8	319	0	243	0	76
GSR 9 - 12	3,105	0.4	1,380	0.2	1,725
GSR 13 - 15	1,349	0.2	531	0.1	818
NON-GSR	692	0.1	1,436	0.2	-744
SENIOR PAY	25	0	22	0	3
TOTAL	5,490	0.8	3,612	0.5	1,878
TECHNICAL					
GSR 1 - 4	111	0	97	0	14
GSR 5 - 8	1,657	0.5	1,065	0.3	592
GSR 9 - 12	314	0.1	170	0.1	144
GSR 13 - 15	20	0	9	0	11
NON-GSR	108	0	284	0.1	-176
SENIOR PAY	0	0	0	0	0
TOTAL	2,210	0.7	1,625	0.5	585
CLERICAL					
GSR 1 - 4	261	0.2	202	0.2	59
GSR 5 - 8	573	0.5	377	0.3	196
GSR 9 - 12	6	0	9	0	-3
GSR 13 - 15	0	0	0	0	0
NON-GSR	141	0.1	148	0.1	-7
SENIOR PAY	0	0	0	0	0
TOTAL	981	0.8	736	0.6	245
OTHER					
GSR 1 - 4	124	0.2	73	0.1	51
GSR 5 - 8	319	0.4	193	0.3	126
GSR 9 - 12	191	0.3	19	0	172
GSR 13 - 15	67	0.1	0	0	67
NON-GSR	35	0	71	0.1	-36
SENIOR PAY	0	0	0	0	0
TOTAL	736	1	356	0.5	380

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE SEPTEMBER 30, 2010 (Multi-racial)		
EXECUTIVE DEPARTMENTS	2010 GROUP PCT.	2010 RCLF PCT.
DEPARTMENT OF THE AIR FORCE	0.9	1.6
DEPARTMENT OF AGRICULTURE	0.5	1.6
DEPARTMENT OF THE ARMY	0.9	1.6
DEPARTMENT OF COMMERCE	0.2	1.6
DEPARTMENT OF DEFENSE	1	1.6
DEPARTMENT OF JUSTICE	0.2	1.6
DEPARTMENT OF LABOR	0.1	1.5
DEPARTMENT OF ENERGY	0.9	1.5
DEPARTMENT OF EDUCATION	0.7	1.5
DEPARTMENT OF HEALTH AND HUMAN SERVICES	0.2	1.6
DEPARTMENT OF HOMELAND SECURITY	0.9	1.6
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	0.3	1.5
DEPARTMENT OF INTERIOR	1	1.6
DEPARTMENT OF THE NAVY	1	1.7
DEPARTMENT OF STATE	0	1.6
DEPARTMENT OF TRANSPORTATION	0.6	1.6
DEPARTMENT OF TREASURY	0.2	1.6
DEPARTMENT OF VETERANS AFFAIRS	0.7	1.6
GOVERNMENTWIDE	0.7	1.3



REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE (Multi-Racial)		
INDEPENDENT AGENCIES	2010 GROUP PCT.	2010 RCLF PCT.
AGENCY FOR INTERNATIONAL DEVELOPMENT	0.4	1.5
BROADCASTING BOARD OF GOVERNORS	0.2	1.5
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	0	1.4
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	0.3	1.5
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1.1	1.4
ENVIRONMENTAL PROTECTION AGENCY	0.9	1.5
FEDERAL COMMUNICATIONS COMMISSION	0	1.4
FEDERAL DEPOSIT INSURANCE CORPORATION	0.4	1.5
FEDERAL TRADE COMMISSION	0.5	1.4
GENERAL SERVICES ADMINISTRATION	0.9	1.5
GOVERNMENT PRINTING OFFICE	0.3	1.6
NATIONAL CREDIT UNION ADMINISTRATION	1.2	1.4
NATIONAL SCIENCE FOUNDATION	0.4	1.5
NATIONAL LABOR RELATIONS BOARD	0.1	1.5
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	0.5	1.5
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	0.6	1.6
NUCLEAR REGULATORY COMMISSION	0.8	1.4
OFFICE OF PERSONNEL MANAGEMENT	0.4	1.5
PENSION BENEFIT GUARANTY CORPORATION	0.6	1.4
RAILROAD RETIREMENT BOARD	0.7	1.4
SMALL BUSINESS ADMINISTRATION	0.1	1.4
SECURITIES AND EXCHANGE COMMISSION	0.2	1.5
SMITHSONIAN INSTITUTION	0.3	1.5
SOCIAL SECURITY ADMINISTRATION	0.5	1.6
GOVERNMENTWIDE	0.7	1.3



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AGENCY FEORP CURRENT PRACTICES

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AGENCY FEORP INITIATIVES

In FY 2010, agencies reported that they continued their human resources initiatives in support of the Federal Equal Opportunity Recruitment Program (FEORP). Initiatives fell into four categories: workforce planning, recruitment and outreach, mentoring, and career development opportunities.

For the first time, in FY 2010, OPM asked agencies to provide examples of diversity and inclusion training conducted for agency managers and supervisors and of steps taken to hold managers and senior executives accountable for developing and maintaining a high quality diverse and inclusive workforce. Accordingly, we are highlighting leading practices in the areas of diversity and inclusion learning and accountability.

Diversity and Inclusion learning:

U.S. Customs and Border Protection (subcomponent of the Department of Homeland Security)

U.S. Customs and Border Protection took a common sense approach and enhanced its workforce planning and analysis efforts by including a training component to help managers play a role in its diversity improvement activities. By first training managers on the strategies and tools needed to promote a more diverse and inclusive workplace, the agency is able to utilize its managers to recruit, hire, retain and develop its workforce. The agency has developed the following tools and activities:

- **Workforce Planning Training** – The agency trains management and employees on the workforce planning process in order to provide a methodical process that allows managers to examine their current workforce, predict future needs and identify workforce skills and gaps.
- **Workforce profiles** – This quick reference document provides managers with workforce data and analysis to assist the agency with its recruitment, hiring and succession planning activities. The workforce profiles also include diversity data regarding gender, race, national origin, disability and veterans' status.
- **Workforce plans** – These plans identify short- and long-term strategies for building and sustaining a diverse and quality workforce.
- **Supervisor Profiles** – These are at-a-glance views of supervisors' workforce data at the grade 12 and higher, intended to assist the agency with succession management plans and activities.
- **Diversity Reports** – These reports support the Diversity and Inclusion Management Initiative and reflect diversity data of occupations within the agency program offices at all grade levels.

- Results of Workforce Analysis – Based on data trends and in-depth data analysis from the aforementioned reports, workforce strategies are developed for agency program offices.

National Aeronautics and Space Administration (NASA)

NASA Headquarters provides a myriad of career development and career management services and programs to Headquarter employees. Following is a sample listing of areas:

- Work-Life Balance workshops are offered on a variety of topics, including getting organized, courageous conversations, discovering your passion, business etiquette, and stress management.
- Organizational development services are offered and include off-site activities that involve a focus on change management, organizational effectiveness, vision/mission setting, teambuilding, communication, and strategic planning.
- Coaching and mentoring are offered to SES, Supervisors and leaders to improve the efficiency, creativity, and capabilities of employees.

Accountability:

Department of Justice

The Department of Justice, as reported by the Executive Office for the United States Attorneys, developed the Diversity Management Plan designed to improve the effectiveness of DOJ's recruitment, hiring, retention, and professional development efforts. The plan requires all agency components to establish a diversity committee, chaired by a senior leader selected by the component head and responsible for preparing a preliminary diversity management plan for its components. The diversity management plans are designed to be evolving documents used as a critical tool in the components' continuing efforts to identify and analyze trends and implement sustainable practices.

Farm Credit Administration

The Farm Credit Administration created a Human Capital Management Plan (HCMP) that integrates workforce planning and deployment, employee development and recruitment, and retention strategies into the agency's strategic planning process. Specifically, the HCMP is designed to ensure the continued development of a results-oriented workforce aligned with the agency's strategic goals and objects and emphasizes the importance of staff possessing the skills, talents, and knowledge necessary to support the agency's mission. The HCMP embraces the agency's two principle program responsibilities to ensure that: (1) the System fulfills its public mission for agriculture and rural areas, and (2) all agency institutions operate in a safe and sound manner.

Department of Commerce

Based upon analysis of the 2010 Federal Employee Viewpoint Survey (Survey) results for the agency, the Department selected item 34 covering the promotion of diversity in the workplace as one of three items to be addressed in FY 2011. Three bureaus/organizational units were tasked with creating and implementing an action plan to improve employee satisfaction, as it pertains to diversity, within the areas of outreach and recruitment; training and development; and policy, plans, and guidance. All planned actions will be tracked against proposed project schedules, measures, and targets in semiannual reports submitted to the Office of Human Resources.

Notably, the agency continued to provide mandatory training in diversity leadership, thereby providing the necessary messaging and training to managers and supervisors, to improve on its Survey results. For example, the Bureau of Economic Analysis provided management with various diversity courses including, among others: Working with a Diverse Workforce; Designing for Diversity Training; Cross-Cultural Management; Leadership Skills; and the Supervisory Leadership Development Seminar. The Bureau of the Census conducted the following training: Persons with Disabilities; Franklin Covey's Championing Diversity; Managing Generational Differences; Generational Differences for Non-Supervisors; Understanding, Recognizing and Valuing Diversity; Managing the 21st Century Workforce; Managing Forum: Build the Talent Pool/Hiring an Intern; Management Seminar: A Manager's Guide to Hiring People with Disabilities; and Training Session: Blindness in the Workplace. The National Oceanic and Atmospheric Administration conducted sessions on teamwork, communication and valuing differences, fostering a diverse workforce, reframing conflict and EEO: A Focus on Reasonable Communication. Finally the U.S. Patent and Trademark Office offered computer-based EEO training modules and reasonable accommodation training for senior managers.