

***DEFENSE CONTRACT MANAGEMENT AGENCY
FISCAL YEAR 2023 ANNUAL EEO PROGRAM STATUS REPORT
(Management Directive 715)***



***EQUAL EMPLOYMENT OPPORTUNITY OFFICE
3901 ADAMS AVENUE, BLDG 10500
FORT GREGG-ADAMS, VA 23801***

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Part A- Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code (XXXXX)	Agency Code (XXXX)	FIPS Code (XXXX)
Defense Contract Management Agency (DCMA)		3901 Adams Avenue, Bldg. 10500	Fort Gregg-Adams	VA	23801	DD63	24003

Part B- Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	9395	790	10185

Part C.1- Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	Gregory L. Masiello	Lieutenant General, U.S. Marine Corps; DCMA Director
Head of Agency Designee	N/A	

Part C.2- Agency Official(s) Responsible

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	Linda N. Galimore	Equal Employment Director	0260	NH-04	(804) 609-4077	Linda.N.Galimore.civ@mail.mil
Affirmative Employment Program Manager	VACANT	Affirmative Employment Program Manager	0260	NH-04	(xxx) xxx-xxxx	
Complaint Processing Program Manager	Victoria Seabury	Chief, Disputes Resolution Compliance	0260	NH-04	(804) 536-9149	Victoria.A.Seabury.civ@mail.mil
Diversity & Inclusion Officer	Heather Roberts-Wrenn	DEIA Program Manager	0201	NH-03	(804) 536-8093	Heather.C.Roberts-Wrenn.civ@mail.mil

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Hispanic Program Manager (SEPM)	Latarche` Singh	Special Emphasis Program Manager	0260	NH-03	(804) 467-4687	Latarche.M.Singh.civ@mail.mil
Women's Program Manager (SEPM)	Latarche` Singh	Special Emphasis Program Manager	0260	NH-03	(804) 467-4687	Latarche.M.Singh.civ@mail.mil
Disability Program Manager (SEPM)	Kenneth Richmond	Disability Program Manager	0260	NH-03	(689) 290-5306	Kenneth.L.Richmond.civ@mail.mil
Special Placement Program Coordinator (Individuals with Disabilities)	Kenneth Richmond	Disability Program Manager	0260	NH-03	(689) 290-5306	Kenneth.L.Richmond.civ@mail.mil
Reasonable Accommodation Program Manager	Kenneth Richmond	Disability Program Manager	0260	NH-03	(689) 290-5306	Kenneth.L.Richmond.civ@mail.mil
Anti-Harassment Program Manager	Nicole Dandridge	Anti-Harassment Program Manager	0343	NH-04	(804) 609-4165	Nicole.R.Dandridge.civ@mail.mil
ADR Program Manager	Debra Simmon	ADR Program Manager	0260	NH-04	(804) 609-4078	Debra.L.Simmon.civ@mail.mil
Compliance Manager	VACANT	Affirmative Employment Program Manager	0260	NH-04	(xxx) xxx-xxxx	
Principal MD-715 Preparer	Constance Goodwin	Deputy, Equal Employment Director	0260	NH-04	(623) 715-0172	Constance.M.Goodwin.civ@mail.mil
Other EEO Staff	Hilary Bishop	Equal Opportunity Assistant	0361	NK-03	(804) 609-4559	Hilary.N.Bishop.civ@mail.mil

Part D.1- List of Subordinate Components/Supplemental Documents

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

If the agency does not have any subordinate components, please check the box.

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
N/A					

Part D.2– Mandatory and Optional Documents for this Report

In the table below, the agency must submit these documents with its MD-715 report.

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	Yes	
EEO Policy Statement	Yes	
Strategic Plan	Yes	
Anti-Harassment Policy and Procedures	Yes	
Reasonable Accommodation Procedures	Yes	
Personal Assistance Services Procedures	Yes	
Alternative Dispute Resolution Procedures	Yes	

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Federal Equal Opportunity Recruitment Program (FEORP) Report	No	
Disabled Veterans Affirmative Action Program (DVAAP) Report	Yes	

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	No	
Diversity and Inclusion Plan under Executive Order 13583	No	
Diversity Policy Statement	No	
Human Capital Strategic Plan	No	
EEO Strategic Plan	No	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	No	

Part E- Executive Summary

E.1: Mission

Agency Mission and Mission-Related Functions

The Defense Contract Management Agency (DCMA) is the Department of Defense (DoD) component that works directly with Defense suppliers to help ensure that DoD, federal, and allied government supplies and services are delivered on time, at projected cost and meet all performance requirements. The DCMA directly contributes to the military readiness of the United States and its allies and helps preserve the nation's freedom. The Agency professionals serve as "information brokers" and in-plant representatives for military, federal, and allied government buying agencies -- both during the initial stages of the acquisition cycle and throughout the life of the resulting contracts.

The major occupations at DCMA are: Quality Assurance, Contracting, and Engineering. These occupations represent a mission-critical segment of the DCMA workforce. The competencies required and garnered in these positions form the basis of qualifying experience for upward mobility.

MISSION: We are the independent eyes and ears of DoD and its partners, enhancing warfighter lethality by ensuring timely delivery of quality products, and providing relevant acquisition insight supporting affordability and readiness.

VISION: A team of trusted professionals delivering value to our Warfighters throughout the acquisition lifecycle.

VALUES:

- **INTEGRITY** – Committed to the highest standards of ethical and moral behavior at all times.
- **SERVICE** – Working for the benefit of our nation and putting professional responsibilities before self-interest.
- **EXCELLENCE** – Committed to exceptional performance in everything we do.

Location

Currently headquartered at Fort Gregg-Adams, Virginia, DCMA has hundreds of locations worldwide and employs 10,185 civilian employees in highly specialized occupations with emphasis on contracting, quality assurance, and engineering.

EEO Services

A centralized Equal Employment Opportunity (EEO) Office located at DCMA Headquarters, Fort Gregg-Adams, VA, services the DCMA workforce. The office is billeted for 13 full-time equivalents. However, the office experienced significant turnover and was 25 percent understaffed for a greater part of the reporting period. The office is divided into five main functions:

- Disputes Resolution and Compliance (DRC)
- Affirmative Employment Program (AEP)

- Alternative Dispute Resolution (ADR)
- Disability Program (DP)
- Special Emphasis Program (SEP)

The EEO Office embraces the performance-based management approach, which involves setting strategic goals and translating those goals into initiatives and execution plans, which are implemented, monitored, and evaluated for results.

E.2: Essential Element A-F

The six essential elements for a model EEO program, as described in MD-715, are as follows:

- Demonstrated commitment from agency leadership;
- Integration of EEO into the agency's strategic mission;
- Management and program accountability;
- Proactive prevention of unlawful discrimination;
- Efficiency; and
- Responsiveness and legal compliance.

This Report shows that DCMA is meeting or exceeding the majority of expectations assessed by the checklist to include addressing items requiring corrective actions. The Agency components for the six essential elements of a model EEO program where there are opportunities for improvement are:

Element A – Demonstrated Commitment by Agency Leadership Challenges

➤ The 508 Compliance Program was funded in FY2019 with an assigned Program Manager; however, compliance with all ADA information technology requirements were not met this fiscal year.

Element B – Integration of EEO into the Agency's Strategic Mission Challenges

➤ All authorized positions were funded; however, the recruitment process created delays and challenges with filling vacant positions.

➤ The number of authorized positions is insufficient to support the EEO complaints and reasonable accommodation requests processing workloads, which causes employee turnover.

Element C – Management and Program Accountability Challenges

➤ Staffing shortages adversely impacted the execution of EEO program functions resulting in delays in service to the workforce.

Element E – Efficiency Challenges

➤ The Agency was challenged adhering to the complaint processing timelines due to understaffing and increasing workloads.

➤ The Agency was challenged completing investigations in a timely manner; only 17 percent of the investigations were completed in a timely manner. To improve timeliness, the Agency used contract investigators to assist with processing investigations.

E.2.1: Program Accomplishments from Self-Assessment

Based on the Six Essential Elements of a Model EEO Program, DCMA is reporting numerous positive accomplishments for this reporting period. The accomplished activities from the self-assessment checklist include:

Element A – Demonstrated Commitment by Agency Leadership

- Equal Employment Opportunity policies were up-to-date and signed by the Agency Head. These policies were reinforced to the workforce via EEO training.
- Utilized the Workforce Recruitment Program (WRP) to employ Persons With Targeted Disabilities.
- Processed Reasonable Accommodation requests.
- Held virtual Special Emphasis Program events throughout the Agency.
- Reasonable accommodation procedures were up-to-date and approved by EEOC.
- Leadership recognized employee and supervisor contributions to EEO via affinity groups.
- Utilized the DEOCS, SAVs and FEVs to assess workforce perceptions and to proactively identify/garner personnel EEO perceptions.

Element B – Integration of EEO into the Agency's Strategic Mission

- The Director continues to be committed to EEO as an integral part of the Agency's mission. The EEO Director provides the Agency Head and Senior Leaders monthly/quarterly updates.
- EEO officials participated in Agency deliberations prior to decisions impacting Agency personnel.
- EEO staff conducted briefings at the monthly Cultivating an Atmosphere of Resiliency and Respect through Education (CARES) Council meetings.
- Supported Strategic Goal, Line of Effort 4, Objective 4.1: Transform the practices and strategies for the way we hire, develop, and retain the skilled people needed for a diverse, motivated, and talented workforce.
- Maintained an effective, centralized complaints processing program with three EEO office staff members who administratively processed informal and formal complaints.
- The DCMA Instruction "*Maintaining Discipline*" and the Table of Penalties were available on the DCMA intranet.
- The EEO office participated in the Agency's Employment Law Network (ELN), a monthly information exchange network hosted by the General Counsel's Office.
- All DCMA employees attended annual Ethics Training, which included appropriate and inappropriate workplace conduct, discussion of potential penalties, and question and answer sessions.
- The EEO policy statements were published which defined acceptable workplace behavior on conduct related to harassment, bullying, sexual harassment/assault, and discriminatory practices. The policy statements also included information about potential consequences of noncompliance.
- The EEO Policy Statement on EEO was revised to require all DCMA employees to complete EEO and Prevention of Harassment training annually.

- The EEO Office staff conducted mandatory EEO and Prevention of Harassment training classes monthly.
- The EEO Office staff conducted virtual training in monthly DCMA Supervisory Skills Development Courses (DLEAD 201).

Element C – Management and Program Accountability

The EEO program officials updated Agency management officials in regularly scheduled meetings.

- The EEO program plans/initiatives were coordinated with Agency managers through the Senior Leadership Team (SLT).
- The Agency secured a contractor [Bashen Corporation] to conduct a thorough barrier analysis of DCMA workforce demographics, policies, practices, and procedures to identify any triggers/barriers to equal opportunity within the agency; the contract period of performance is July 7, 2023 – July 6, 2024.
- The Agency has a mandatory requirement for supervisors and managers to participate in the ADR process.
- The Agency had effective work collaborations in place between the EEO, Total Force (TF) and Diversity, Equity, Inclusion & Accessibility (DEIA) Program.
- The EEO Office maintained robust relationships with other federal agencies.
- The EEO complaints process effectively used the Micropact iComplaints application/database system to track/monitor all data for complaints administratively processed by the Agency to ensure complete and accurate data entry. The Agency is scheduled to transition to the Entellitrak (ETK) application/database system in FY2024.
- The EEO complaints accepted for investigation were processed in accordance with 29 CFR, Part 1614 and MD-110. The Investigations and Resolutions Case Management System (IRCMS) allowed the Agency to up/download relevant documents for continued efficiency.
- The Agency has established a firewall between EEO and the Anti-harassment Program.
- Mediations were conducted within the required 90-calendar-day period after agreements to participate during the informal process.
- The EEO office is scheduled to incorporate mandatory EEO training into the Agency's Learning Management System (LMS) in FY2024 for employee registration and tracking of training completion.
- Personal Assistance (PAS) Guidance is approved by EEOC and posted on the website.
- EEO has a designated RA official.

Element D – Proactive Prevention of Unlawful Discrimination

The EEO office had 75% of authorized billets filled during the FY; however, had insufficient staffing to comply with timeframes in accordance with Equal Employment Opportunity Commission (EEOC) regulations, and it engaged contractors as necessary to facilitate timely processing of all complaints.

- The Agency provided an opportunity for the Responsible Management Official (RMO) directly involved in the dispute, and/or management official within the chain of command, to participate in the settlement process.
- The Disability Employment Program Manager conducted several virtual trainings on the Reasonable Accommodation (RA) process during Agency-wide Supervisor training sessions, and for the workforce.
- The EEO office continued providing procured American Sign Language (ASL) Interpreter Services for deaf and hard-of-hearing employees.
- The Agency provided equipment for persons with mobility impairments through the use of motorized scooters and wheelchairs.

Element E – Efficiency

- The EEO office employed personnel with adequate training and experience to conduct the analysis required by the MD-715 Report and associated instructions.
- The Agency used a complaint tracking and monitoring system (iComplaints) that allowed identification of the location, status of complaints, and length of time elapsed at each stage of the administrative processing of complaint process.
- Agency leadership ensured cooperation with EEO officials during all stages of the EEO process.
- The Agency has established a clear separation between its EEO complaint program and defensive function.
- The use of ADR is encouraged during all stages of the EEO Complaints process.

Element F – Responsiveness and Legal Compliance

- The Agency complied with the orders of the EEOC Office of Federal Operations (OFO) by submitting monthly compliance reports when required, that reflected the status of cases until final decisions/actions were rendered and/or corrective actions were completed.
- The EEO ADR Manager reviewed all Negotiated Settlement Agreements (NSAs) prior to the parties' signature in order to ensure compliance.
- Separate General Counsel (GC) officials review acceptance/dismissal letters for legal sufficiency and serve as the assigned Agency representative for complaints at the formal stage.
- The Agency's GC hosted monthly Employment Law Network (ELN) meetings with EEO and LER staff members to discuss relevant issues including case law updates, best practices, and changes to employment related policies/procedures.

E.2.8: Diversity, Equity, and Inclusion Program Accomplishments

The Diversity, Equity, and Inclusion (DEI) Program supported efforts throughout the agency, with specific organizational units, and aligned their efforts with Executive Order 14035, OPM, and DoD DEIA Strategic Plan initiatives. The Agency continued making progress in the area of diversity, equity, and inclusion.

E.2.9: Recruiting and Retention Strategies

➤ The TF Business Operations was the division responsible for analyzing feedback from departing employees with an on-line exit survey. The survey data was utilized by regional commanders in reviewing causes of attrition.

➤ The DCMA recruitment is aligned with the agency's strategic plan 2022-2026 Objective 4.1, to transform the practices and strategies for the way we hire, develop, and retain the skilled people needed for a diverse, motivated, and talented workforce. We work collaboratively with our Human Resource (HR) service provider, Public Affairs Office (PAO) and our components to ensure we take the necessary actions to reach this objective through the use of authorized non-competitive hiring authorities, recent graduate programs, marketing the agency, etc.

➤ External recruitment focus on under-represented groups is shaped by MD-715 diversity metrics. Recruiting efforts focused on diverse groups and applicant pools, particularly those who are under-represented in the DCMA workforce. These efforts go beyond ethnicity and gender, to include veterans, persons with disabilities, mid-level career, and other diverse groups. To ensure our success, we targeted diverse universities, educational institutions, groups, and organizations that include the under-represented populations.

E.2.10: Employment of Veterans

Pursuant to Executive Order 13518, *“Employment of Veterans in the Federal Government,”* DCMA continued to recruit and maintain its veteran workforce. Veterans accounted for 46.12 percent (4,697) of the DCMA workforce. Of the 4,697 veteran employees, 84.82 percent were male and 15.18 percent were female. This veteran demographic increased the percentage of males at every level of the Agency and often led to a variance in relation to the Civilian Labor Force (CLF) where veterans are less represented. The Agency is a proud employer of those who served and will continue to comply with both Executive Order 13518 and Executive Order 13583, *“Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce”* to build our team.

E.3: Workforce Analysis

Introduction and Background

This reporting period (FY2023), DCMA continued execution of enterprise initiatives designed to increase efficiency and effectiveness and remove workforce layers that adversely impacted operational efficiencies. In FY 2017, 18 percent of the workforce was transitioned from the General Schedule (GS) pay plan to the DoD Civilian Acquisition Workforce Personnel Demonstration Project (AcqDemo) pay plan. In AcqDemo, broadband pay plans replaced all non-bargaining unit positions. Bargaining unit positions retained their GS grades because the American Federation of Government Employees (AFGE) declined to transition bargaining unit employees to AcqDemo. In FY2023, the AcqDemo workforce represented 19.91 percent of the population (2028 employees). The Agency continued the execution of a targeted recruitment campaign designed to increase the size, diversity, and quality of the applicant pool, focusing on female and Hispanic/Latino Science Technology Engineering Mathematics (STEM) candidates.

Agency Population Summary for FY2023 (Tables A1 & B1)

Total Workforce

At the close of FY2022, DCMA employed a total of 10,171 employees. At the close of FY2023, that population increased to 10,185 employees for a net gain of 14 employees and a 0.14 percent increase in the population. The percentage of the male population increased by 0.57 percent, while the female population decreased by 0.82 percent. Racial/ethnic groups that experienced a net increase in participation rates were Hispanic/Latino Male (6.79%), Hispanic/Latino Female (4.59%), Asian Male (5.69%), Asian Female (3.91%), Two or More Races Male (1.96%), and Two or More Races Female (4.76%). The participation rates for all other groups experienced decreases. Groups with the highest decrease in population percentages were Black/African American Female (3.40%), American Indian or Alaska Native Female (3.45%), and Native Hawaiian or Other Pacific Islander Male (2.63%). In the White population, males decreased by 0.48%, and females decreased by 1.38%. The representation of Black/African American males decreased by 7 employees (0.78%). There was no change in the population for Native Hawaiian or Other Pacific Islander Female and American Indian or Alaska Native Asian Male groups.

Hispanic/Latino

The Hispanic/Latino Male population increased by 42 employees from their representation of 619 employees in FY2022, to 661 employees, which is 0.33 percent below their CLF of 6.82 percent. The Hispanic/Latino female population increased by 15 employees for a ratio change of 0.14 percent. Their participation rate increased from 3.22 percent (327 employees) in FY2022 to 3.36 percent (342 employees) this fiscal year. However, they too continue to be represented below their expected participation rate when compared to their 6.16 percent CLF.

Females

With the exception of a slight increase in FY2018, female representation experienced a steady decline from FY2013 through FY2021. In FY2022 their participation rate experienced a slight increase from 31.11 percent in FY2021 to 31.22 percent in FY2022. However, in FY2023, the female participation rate decreased to 30.92 percent, a net loss of 26 employees which is 17.29 percent below expected representation rate of 48.21 percent. Three female groups experienced an increase in representation in FY2023 compared to FY2022; Hispanic/Latino females increased from 3.22 percent to 3.36 percent, Asian females increased from 2.26 percent to 2.35 percent, and Two or More Races females increased from 0.41 percent to 0.43 percent. The ratio change in the female population declined by 0.30 percent, for a net change decrease of 0.82 percent.

White Females

White females continue to participate in the Agency at a rate lower than expected when compared to their CLF of 31.82 percent. In FY2023, White females experienced a net loss of 1.38 percent while the Agency had a net gain of 0.14% percent. This scenario resulted in a ratio change to White female representation of 0.26 percent from FY2022 to FY2023.

In FY2023, the changes in demographic representation levels are as follows:

CLF and Representation Comparison

The following groups were represented at or above their CLFs:

- Total Male (69.08% vs. CLF of 51.79%);
- White Male (47.15% vs. CLF of 35.64%);
- African American/Black Male (8.75% vs. CLF of 5.70%);
- African American/Black Female (7.42% vs. CLF of 6.61%);
- Asian Male (5.11% vs. CLF of 2.19%);
- Asian Female (2.35% vs. CLF of 2.18%);
- Native Hawaiian or Other Pacific Islander Male (0.36% vs. CLF of 0.31%);
- American Indian or Alaska Native Male (0.72% vs. CLF of 0.08%);
- American Indian or Alaska Native Female (0.27% vs. CLF of 0.08%);

The following groups were represented below their CLFs:

- Total Female: (30.92% vs. CLF of 48.21 %);
- Hispanic/Latino Male (6.49% vs. CLF of 6.82%);
- Hispanic/Latino Female (3.36% vs. CLF of 6.16%);
- White Female (16.87% vs. CLF of 31.82%);
- Native Hawaiian or Other Pacific Islander Female (0.22% vs. CLF of 0.31%);
- Two or More Races Male (0.51% vs. CLF of 1.05%);
- Two or More Races Female (0.43% vs. CLF of 1.05%).

The following groups experienced increases in their representation:

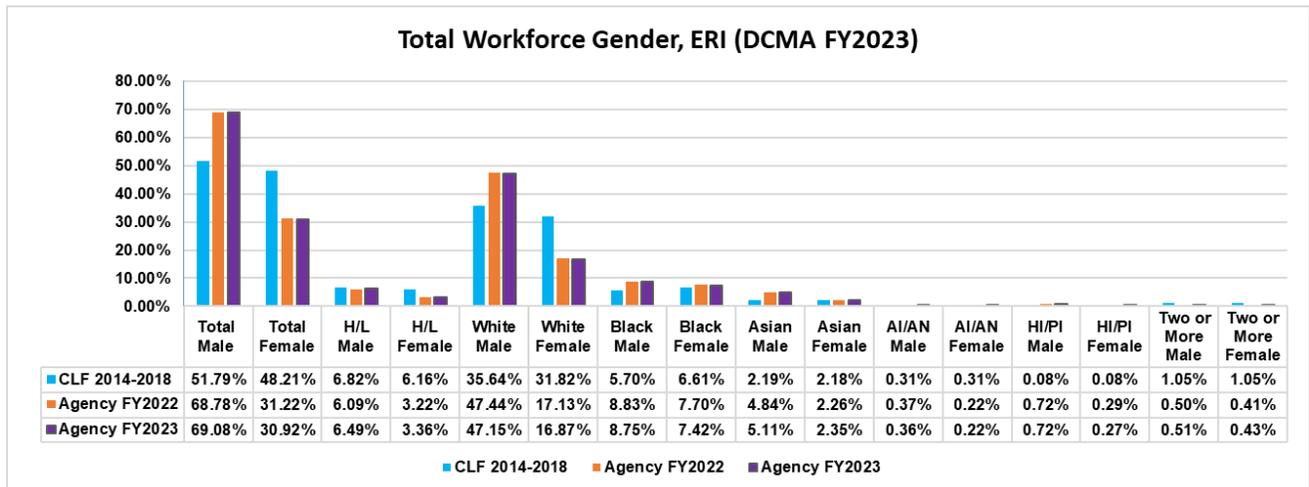
- Total Male (68.78% to 69.08%);
- Hispanic/Latino Male (6.09% to 6.49%);
- Hispanic/Latino Female (3.22% to 3.36%);
- Asian Male (4.84% to 5.11%);
- Asian Female (2.26% to 2.35%);
- Two or More Races Male (0.50% to 0.51%);
- Two or More Races Female (0.41% to 0.43%).

The following groups experienced decreases in their representation:

- Total Female (31.22% to 30.92%);
- White Male (47.44% to 47.15%);
- White female (17.13% to 16.87%);
- African American/Black Male (8.83% to 8.75%);
- African American/Black Female (7.70% to 7.42%);
- Native Hawaiian or Other Pacific Islander Male (0.37% to 0.36%);
- American Indian or Alaska Native Female (0.29% to 0.27%).

The table below compares total workforce representation net changes from FY2022 to FY2023.

Total Workforce Gender, ERI (DCMA FY2023)									
Category	Agency FY2023		Net Change		Agency FY2022		CLF		
	#	%	#	%	#	%	Expected	Deviation from Expected	Change from FY2022
All	10185	100.00%	14	0.14%	10171	100.00%	100.00%	0.00%	0.14%
Total Male	7036	69.08%	40	0.57%	6996	68.78%	51.79%	17.29%	0.30%
Total Female	3149	30.92%	-26	-0.82%	3175	31.22%	48.21%	-17.29%	-0.30%
H/L Male	661	6.49%	42	6.79%	619	6.09%	6.82%	-0.33%	0.40%
H/L Female	342	3.36%	15	4.59%	327	3.22%	6.16%	-2.80%	0.14%
White Male	4802	47.15%	-23	-0.48%	4825	47.44%	35.64%	11.51%	-0.29%
White Female	1718	16.87%	-24	-1.38%	1742	17.13%	31.82%	-14.69%	-0.26%
Black Male	891	8.75%	-7	-0.78%	898	8.83%	5.70%	3.05%	-0.08%
Black Female	756	7.42%	-27	-3.40%	783	7.70%	6.61%	0.81%	-0.28%
Asian Male	520	5.11%	28	5.69%	492	4.84%	2.19%	2.92%	0.27%
Asian Female	239	2.35%	9	3.91%	230	2.26%	2.18%	0.17%	0.09%
NH/PI Male	37	0.36%	-1	-2.63%	38	0.37%	0.31%	0.05%	-0.01%
NH/PI Female	22	0.22%	0	0.00%	22	0.22%	0.31%	0.09%	0.00%
AI/AN Male	73	0.72%	0	0.00%	73	0.72%	0.08%	0.64%	0.00%
AI/AN Female	28	0.27%	-1	-3.45%	29	0.29%	0.08%	0.20%	-0.02%
Two or More Male	52	0.51%	1	1.96%	51	0.50%	1.05%	0.54%	0.01%
Two or More Female	44	0.43%	2	4.76%	42	0.41%	1.05%	0.62%	0.02%



Permanent Workforce

At the end of FY2022, the permanent workforce total was 9,464 employees. That number decreased to 9,395 employees by the end of FY2023, a decrease of 69 personnel or 0.73%. Five groups experienced the decline. Decreases ranged from the lows of 0.93% (White Male) and 2.14% (White Female) to the highs of 14.29% (American Indian or Alaska Native) Two or More Races Female) and 5.56% (Black or African American Female). The decreases on affected representation levels of these groups did not impact the shift in representation of any other group; groups that have

historically exceeded their CLF continued to do so, and groups that have historically been represented below their CLF remained so.

The following groups increased their representation:

- Total Male (68.62% to 69.18%);
- Hispanic/Latino Male (6.09% to 6.34%);
- Hispanic/Latino Female (3.16% to 3.25%);
- African American/Black Male (8.58% to 8.65%);
- Asian Male (4.79% to 5.12%);
- Asian Female (2.22% to 2.24%);
- Native Hawaiian or Other Pacific Islander Female (0.22% to 0.23%);
- Two or More Races Male (0.52% to 0.53%).

The following groups experienced decreases in representation:

- Total Female (31.38% to 30.82%);
- White Male (47.59% to 47.49%);
- White Female (17.27% to 17.02%);
- African American/Black Female (7.80% to 7.42%);
- Native Hawaiian or Other Pacific Islander Male (0.34% to 0.33%);
- American Indian or Alaska Native Male (0.72% to 0.70%);
- American Indian or Alaska Native Female (0.30% to 0.26%).

The table below compares permanent workforce representation net changes from FY2022 to FY2023.

Permanent Workforce Gender, ERI (DCMA FY2022)									
Category	Agency FY2023		Net Change		Agency FY2022		CLF		
	#	%	#	%	#	%	Expected	Deviation from Expected	Change from FY2022
All	9395	100.00%	-69	-0.73%	9464	100.00%	100.00%	0.00%	0.00%
Total Male	6499	69.18%	5	0.08%	6494	68.62%	51.79%	17.39%	0.56%
Total Female	2896	30.82%	-74	-2.49%	2970	31.38%	48.21%	-17.39%	-0.56%
H/L Male	596	6.34%	20	3.47%	576	6.09%	6.82%	-0.48%	0.25%
H/L Female	305	3.25%	6	2.01%	299	3.16%	6.16%	-2.91%	0.09%
White Male	4462	47.49%	-42	-0.93%	4504	47.59%	35.64%	11.85%	-0.10%
White Female	1599	17.02%	-35	-2.14%	1634	17.27%	31.82%	-14.80%	-0.25%
Black Male	813	8.65%	1	0.12%	812	8.58%	5.70%	2.95%	0.07%
Black Female	697	7.42%	-41	-5.56%	738	7.80%	6.61%	0.81%	-0.38%
Asian Male	481	5.12%	28	6.18%	453	4.79%	2.19%	2.93%	0.33%
Asian Female	210	2.24%	0	0.00%	210	2.22%	2.18%	0.06%	0.02%
NH/PI Male	31	0.33%	-1	-3.13%	32	0.34%	0.31%	0.02%	-0.01%
NH/PI Female	22	0.23%	1	4.76%	21	0.22%	0.31%	-0.08%	0.01%
AI/AN Male	66	0.70%	-2	-2.94%	68	0.72%	0.08%	0.62%	-0.02%
AI/AN Female	24	0.26%	-4	-14.29%	28	0.30%	0.08%	0.18%	-0.04%
Two or More Male	50	0.53%	1	2.04%	49	0.52%	1.05%	-0.52%	0.01%
Two or More Female	39	0.42%	-1	-2.50%	40	0.42%	1.05%	-0.63%	0.00%

Temporary Workforce

At the end of FY2022, the temporary workforce total was 707 employees. That number increased significantly to 790 employees by the end of FY2023, an increase of 83 personnel or 11.74%. All groups experienced an increase except Total Male, White Male and Female, Black or African

American Male, Asian Male, Native Hawaiian or Other Pacific Islander Male and Female, and Two or More Races Male. Decreases ranged from a low of 0.03% (Two or More Races Male) and 0.09% (Native Hawaiian or Other Pacific Islander Male), to a high of 2.36% (White Male) and 2.29% (Black or African American Male).

The following groups experienced increases in their representation:

- Total Female (29.00% to 32.03%);
- Hispanic/Latino Male (6.08% to 8.23%);
- Hispanic/Latino Female (3.96% to 4.68%);
- African American/Black Female (6.36% to 7.47%);
- Asian Female (2.83% to 3.67%);
- American Indian or Alaska Native Male: (0.71% to 0.89%).
- American Indian or Alaska Native Female (0.14% to 0.51%);
- Two or More Races Female (0.28% to 0.63%).

The following groups experienced decreases in their representation:

- Total Male (71.00% to 67.97%);
- White Male (45.40% to 43.04%);
- White Female (15.28% to 15.06%);
- African American/Black Male (12.16% to 9.87%);
- Asian Male (5.52% to 4.94%);
- Native Hawaiian or Other Pacific Islander Male: (0.85% to 0.76%);
- Native Hawaiian or Other Pacific Islander Female (0.14% to 0.00%);
- Two or More Races Male (0.28% to 0.25%).

The table below compares temporary workforce representation net changes from FY2022 to FY2023.

Temporary Workforce Gender, ERI (DCMA FY2023)									
Category	Agency FY2023		Net Change		Agency FY2022		CLF		
	#	%	#	%	#	%	Expected	Deviation from Expected	Change from FY2022
All	790	100.00%	83	11.74%	707	100.00%	100.00%	0.00%	0.00%
Total Male	537	67.97%	35	6.97%	502	71.00%	51.79%	16.18%	-3.03%
Total Female	253	32.03%	48	23.41%	205	29.00%	48.21%	-16.18%	3.03%
H/L Male	65	8.23%	22	51.16%	43	6.08%	6.82%	1.41%	2.15%
H/L Female	37	4.68%	9	32.14%	28	3.96%	6.16%	-1.48%	0.72%
White Male	340	43.04%	19	5.92%	321	45.40%	35.64%	7.40%	-2.36%
White Female	119	15.06%	11	10.19%	108	15.28%	31.82%	-16.76%	-0.22%
Black Male	78	9.87%	-8	-9.30%	86	12.16%	5.70%	4.17%	-2.29%
Black Female	59	7.47%	14	31.11%	45	6.36%	6.61%	0.86%	1.11%
Asian Male	39	4.94%	0	0.00%	39	5.52%	2.19%	2.75%	-0.58%
Asian Female	29	3.67%	9	45.00%	20	2.83%	2.18%	1.49%	0.84%
NH/PI Male	6	0.76%	0	0.00%	6	0.85%	0.31%	0.45%	-0.09%
NH/PI Female	0	0.00%	-1	-100.00%	1	0.14%	0.31%	-0.31%	-0.14%
AI/AN Male	7	0.89%	2	40.00%	5	0.71%	0.08%	0.81%	0.18%
AI/AN Female	4	0.51%	3	300.00%	1	0.14%	0.08%	0.43%	0.37%
Two or More Male	2	0.25%	0	0.00%	2	0.28%	1.05%	-0.80%	-0.03%
Two or More Female	5	0.63%	3	150.00%	2	0.28%	1.05%	-0.42%	0.35%

Disability Workforce

Total Disability Workforce

The total workforce consisted of 82.68% of the population (8,421 employees) with no reported disability. Persons with Disabilities made up the remaining 17.32% (1,764 employees), and Persons with Targeted Disabilities were 2.90% (295 employees) of the entire workforce. Employees that did not identify a disability/non-disability status comprised 9.18% (935 employees) of the workforce. The Agency's total workforce was composed of every type of disability, except dwarfism.

Permanent Disability Workforce

A total of 7,734 permanent employees (82.32%) reported no instance of disability. Persons with Disabilities (1,661 employees) were 17.68% of the permanent workforce, while Persons with Targeted Disabilities (273 employees) comprised 2.91% of the permanent workforce.

Temporary Disability Workforce

A total of 687 temporary employees (86.96%) reported no instance of disability. Persons with Disabilities (103 employees) were 13.04% of the temporary workforce, while Persons with Targeted Disabilities (22 employees) comprised 2.78% of the temporary workforce.

The table below depicts distribution of the permanent and temporary workforce by disability in FY2023.

Workforce by Disability (DCMA FY2023)						
Disability Category	Total Workforce		Perm Workforce		Temp Workforce	
	#	%	#	%	#	%
All	10185	100.00%	9395	100.00%	790	100.00%
No Disability (05)	7486	73.50%	6946	73.93%	540	68.35%
Not Identified (01)	935	9.18%	788	8.39%	147	18.61%
Disability (03, 06-99)	1764	17.32%	1661	17.68%	103	13.04%
Persons with Targeted Disability	295	2.90%	273	2.91%	22	2.78%
Developmental Disability (02)	5	0.05%	5	0.05%	0	0.00%
Traumatic Brain Injury (03)	37	0.36%	33	0.35%	4	0.51%
Deaf or Serious Difficulty Hearing (19)	82	0.81%	77	0.82%	5	0.63%
Blind or Serious Difficulty Seeing (20)	22	0.22%	17	0.18%	5	0.63%
Missing Extremities (31)	6	0.06%	5	0.05%	1	0.12%
Significant Mobility Impairment (40)	18	0.18%	18	0.19%	0	0.00%
Partial or Complete Paralysis (60)	16	0.16%	16	0.17%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	16	0.16%	16	0.17%	0	0.00%
Intellectual Disability (90)	3	0.03%	3	0.03%	0	0.00%
Significant Psychiatric Disorder (91)	80	0.79%	73	0.78%	7	0.89%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	10	0.10%	10	0.11%	0	0.00%

Permanent Workforce by Unit Identification (Tables A2 & B2)

Eastern Region [P6]

The Eastern Region population consists of 2,606 employees. Male employees represented 71.41% of the population (1,861 employees), exceeding their 51.79% CLF by 19.62%, while the female representation was 28.59% (745 employees) and below their 48.21% CLF.

The following groups exceeded their expected representation:

- White Male (53.72%) – 18.08% above the 35.64% CLF;
- African American/Black Male (8.71%) – 3.01% above the 5.70% CLF;
- Asian Male (3.11%) – 0.92% above the 2.19% CLF;
- American Indian or Alaska Native Male (0.42%) – 0.34% above the 0.08% CLF;
- American Indian or Alaska Native Female (0.23%) – 0.15% above their 0.08% CLF.

The following groups fell below their expected representation or were not represented:

- Hispanic/Latino Male (5.03%) – 1.79% below the 6.82% CLF;
- Hispanic/Latino Female (2.88%) – 3.28% below the 6.16% CLF;
- White Female (18.04%) – 13.78% below the 31.82% CLF;
- African American/Black Female (5.79%) – 0.82% below the 6.61% CLF;
- Asian Female (1.07%) – 1.11% below the 2.18% CLF;
- Native Hawaiian or Other Pacific Islander Male (0.12%) – 0.19% below the 0.31% CLF;
- Native Hawaiian or Other Pacific Islander Female (0.04%) – 0.27% below the 0.31% CLF;
- Two or More Races Male (0.31%) – 0.74% below the 1.05% CLF;
- Two or More Races Female (0.54%) – 0.51% below the 1.05% CLF.

Central Region [P7]

The Central Region population consists of 1,674 employees. Male employees represented 72.10% of the population (1,207 employees), exceeding their 51.79% CLF by 20.31%, while the female representation was 27.90% (467 employees) and below their 48.21% CLF.

The following groups exceeded their expected representation:

- White Male (54.90%) – 19.26% above the 35.64% CLF;
- African American/Black Male (7.83%) – 2.13% above the 5.70% CLF;
- African American/Black Female (7.95%) – 1.34% above the 6.61% CLF;
- Asian Male (3.05%) – 0.86% above the 2.19% CLF;
- American Indian or Alaska Native Male (0.84%) – 0.76% above the 0.08% CLF;
- American Indian or Alaska Native Female (0.24%) – 0.16% above their 0.08% CLF.

The following groups fell below their expected representation or were not represented:

- Hispanic/Latino Male (4.96%) – 1.86% below the 6.82% CLF;
- Hispanic/Latino Female (1.55%) – 4.61% below the 6.16% CLF;
- White Female (17.03%) – 14.79% below the 31.82% CLF;
- Asian Female (1.08%) – 1.10% below the 2.18% CLF;
- Native Hawaiian or Other Pacific Islander Male (0.12%) – 0.19% below the 0.31% CLF;
- Native Hawaiian or Other Pacific Islander Female (not represented) – CLF 0.31%;
- Two or More Races Male (0.42%) – 0.63% below the 1.05% CLF;
- Two or More Races Female (0.06%) – 0.99% below the 1.05% CLF.

Western Region [P8]

The Western Region population consists of 1,665 employees. Male employees represented 73.63% of the population (1,226 employees), exceeding their 51.79% CLF by 21.84%, while the female representation was 26.37% (439 employees) and below their 48.21% CLF.

The following groups exceeded their expected representation:

- Hispanic/Latino Male (9.55%) – 2.73% above the 6.82% CLF;
- White Male (42.64%) – 7.00% above the 35.64% CLF;
- African American/Black Male (8.05%) – 2.35% above the 5.70% CLF;
- Asian Male (10.51%) – 8.32% above the 2.19% CLF;
- Asian Female (4.14%), 1.96% above the 2.18% CLF;
- Native Hawaiian or Other Pacific Islander Male (0.84%) – 0.53% above the 0.31% CLF;
- Native Hawaiian or Other Pacific Islander Female (0.72%) – 0.41% above the 0.31% CLF;
- American Indian or Alaska Native Male (1.14%) – 1.06% above the 0.08 CLF;
- American Indian or Alaska Native Female (0.30) – 0.22 above their 0.08 CLF.

The following groups fell below their expected representation:

- Hispanic/Latino Female (4.68%) – 1.48% below the 6.16% CLF;
- White Female (12.19%) – 19.63% below the 31.82% CLF;
- African American/Black Female (4.14%) – 2.47% below the 6.61% CLF;
- Two or More Races Male (0.90%) – 0.15% below the 1.05% CLF;
- Two or More Races Female (0.18%) – 0.87% below the 1.05% CLF.

Unit ID - Distribution by Race/Ethnicity (DCMA FY2023) Permanent Workforce							
Category	CLF	P6 - Eastern		P7 - Central		P8 - Western	
		#	%	#	%	#	%
All	100.00%	2606	100.00%	1674	100.00%	1665	100.00%
Total Male	51.79%	1861	71.41%	1207	72.10%	1226	73.63%
Total Female	48.21%	745	28.59%	467	27.90%	439	26.37%
H/L Male	6.82%	131	5.03%	83	4.96%	159	9.55%
H/L Female	6.16%	75	2.88%	26	1.55%	78	4.68%
White Male	35.64%	1400	53.72%	919	54.90%	710	42.64%
White Female	31.82%	470	18.04%	285	17.03%	203	12.19%
Black Male	5.70%	227	8.71%	131	7.83%	134	8.05%
Black Female	6.61%	151	5.79%	133	7.95%	69	4.14%
Asian Male	2.19%	81	3.11%	51	3.05%	175	10.51%
Asian Female	2.18%	28	1.07%	18	1.08%	69	4.14%
NH/PI Male	0.31%	3	0.12%	2	0.12%	14	0.84%
NH/PI Female	0.31%	1	0.04%	0	0.00%	12	0.72%
AI/AN Male	0.08%	11	0.42%	14	0.84%	19	1.14%
AI/AN Female	0.08%	6	0.23%	4	0.24%	5	0.30%
Two or More Male	1.05%	8	0.31%	7	0.42%	15	0.90%
Two or More Female	1.05%	14	0.54%	1	0.06%	3	0.18%

Information Technology [P2]

The Information Technology population consists of 275 employees. Male employees represented 77.45% of the population (213 employees), exceeding their 51.79% CLF by 25.66%, while the female representation was 22.55% (62 employees) and below their 48.21% CLF.

The following groups exceeded their expected representation:

- Hispanic/Latino Male (7.64%) – 0.82% above the 6.82% CLF;
- White Male (45.09%) – 9.45% above the 35.64% CLF;
- African American/Black Male (16.73%) – 11.03% above the 5.70% CLF;
- African American/Black Female (6.91%) – 0.30% above the 6.61% CLF;
- Asian Male (6.91%) – 4.72% above the 2.19% CLF;
- Asian Female (2.55%) – 0.37% above the 2.18% CLF;
- American Indian or Alaska Native Male (0.36%) – 0.28% above the 0.08 CLF.

The following groups fell below their expected representation or were not represented:

- Hispanic/Latino Female (1.09%) – 5.07% below the 6.16% CLF;
- White Female (12.00%) – 19.82% below the 31.82% CLF;
- Native Hawaiian or Other Pacific Islander Male (not represented) – CLF 0.31%;
- Native Hawaiian or Other Pacific Islander Female (not represented) – CLF 0.31%;
- American Indian or Alaska Native Female (not represented) – CLF 0.08%;
- Two or More Races Male (0.73%) – 0.32% below the 1.05% CLF;
- Two or More Races Female (not represented) – CLF 1.05%.

International [P3]

The International Region population consists of 225 employees. Male employees represented 72.89% of the population (164 employees), exceeding their 51.79% CLF by 21.10%, while the female representation was 27.11% (61 employees) and below their 48.21% CLF.

The following groups exceeded their expected representation:

- White Male (44.44%) – 8.8% above the 35.64% CLF;
- African American/Black Male (8.00%) – 2.30% above the 5.70% CLF;
- Asian Male (11.11%) – 8.92% above the 2.19% CLF;
- Asian Female (2.67%) – 0.49% above the 2.18% CLF;
- Native Hawaiian or Other Pacific Islander Male (0.89%) – 0.58% above the 0.31% CLF;
- American Indian or Alaska Native Male (1.78%) – 1.70% above the 0.08% CLF;
- Two or More Races Male (2.22%) – 1.17% above the 1.05% CLF;

The following groups fell below their expected representation or were not represented:

- Hispanic/Latino Male (4.44%) – 2.38% below the 6.82% CLF;
- Hispanic/Latino Female (4.00%) – 2.16% below the 6.16% CLF;
- White Female (13.78%) – 18.04% below the 31.82% CLF;
- African American/Black Female (6.22%) – 0.39% below the 6.61% CLF;
- Native Hawaiian or Other Pacific Islander Female (not represented) – CLF 0.31%;
- American Indian or Alaska Native Female (not represented) – CLF 0.08%;
- Two or More Races Female (0.44%) – 0.61% below the 1.05% CLF.

DCMA Headquarters [PH]

The DCMA Headquarters population consists of 1,340 employees. Male employees represented 58.28% of the population (781 employees), exceeding their 51.79% CLF by 6.49%, while the female representation was 41.72% (559 employees) and below their 48.21% CLF.

The following groups exceeded their expected representation:

- White Male (38.43%) – 2.79% above the 35.64% CLF;
- African American/Black Male (9.85%) – 4.15% above the 5.70% CLF;
- African American/Black Female (15.07%) – 8.46% above the 6.61% CLF;
- Asian Male (3.36%) – 1.17% above the 2.19% CLF;
- Native Hawaiian or Other Pacific Islander Female (0.45%) – 0.14% above the 0.31% CLF;
- American Indian or Alaska Native Male (0.45%) – 0.37% above the 0.08% CLF;
- American Indian or Alaska Native Female (0.30%) – 0.22% above the 0.08% CLF.

The following groups fell below their expected representation:

- Hispanic/Latino Male (5.30%) – 1.52% below the 6.82% CLF;
- Hispanic/Latino Female (4.25%) – 1.91% below the 6.16% CLF;
- White Female (19.10%) – 12.72% below the 31.82% CLF;
- Asian Female (1.72%) – 0.46% below the 2.18% CLF;
- Native Hawaiian or Other Pacific Islander Male (0.30%) – 0.01% below the 0.31% CLF;
- Two or More Races Male (0.60%) – 0.45% below the 1.05% CLF;
- Two or More Races Female (0.82%) – 0.23% below the 1.05% CLF.

Unit ID - Distribution by Race/Ethnicity (DCMA FY2023) Permanent Workforce (Cont'd)							
Category	CLF	P2 - Info. Tech.		P3 - International		PH - Headquarters	
		#	%	#	%	#	%
All	100.00%	275	100.00%	225	100.00%	1340	100.00%
Total Male	51.79%	213	77.45%	164	72.89%	781	58.28%
Total Female	48.21%	62	22.55%	61	27.11%	559	41.72%
H/L Male	6.82%	21	7.64%	10	4.44%	71	5.30%
H/L Female	6.16%	3	1.09%	9	4.00%	57	4.25%
White Male	35.64%	124	45.09%	100	44.44%	515	38.43%
White Female	31.82%	33	12.00%	31	13.78%	256	19.10%
Black Male	5.70%	46	16.73%	18	8.00%	132	9.85%
Black Female	6.61%	19	6.91%	14	6.22%	202	15.07%
Asian Male	2.19%	19	6.91%	25	11.11%	45	3.36%
Asian Female	2.18%	7	2.55%	6	2.67%	23	1.72%
NH/PI Male	0.31%	0	0.00%	2	0.89%	4	0.30%
NH/PI Female	0.31%	0	0.00%	0	0.00%	6	0.45%
AI/AN Male	0.08%	1	0.36%	4	1.78%	6	0.45%
AI/AN Female	0.08%	0	0.00%	0	0.00%	4	0.30%
Two or More Male	1.05%	2	0.73%	5	2.22%	8	0.60%
Two or More Female	1.05%	0	0.00%	1	0.44%	11	0.82%

Special Programs [P4]

The Special Programs population consists of 390 employees. Male employees represented 72.82% of the population (284 employees), exceeding their 51.79% CLF by 21.03%, while the female representation was 27.18% (106 employees) and below their 48.21% CLF.

The following groups exceeded their expected representation:

- White Male (49.49%) – 13.85% above the 35.64% CLF;
- African American/Black Male (8.21%) – 2.51% above the 5.70% CLF;
- Asian Male (6.41%) – 4.22% above the 2.19% CLF;
- Asian Female (2.05%) – 0.13% above the 2.18% CLF;
- American Indian or Alaska Native Male (1.03%) – 0.95% above the 0.08% CLF;
- American Indian or Alaska Native Female (0.51%) – 0.43% above their 0.08% CLF.

The following groups fell below their expected representation or were not represented:

- Hispanic/Latino Male (6.67%) – 0.15% below the 6.82% CLF;
- Hispanic/Latino Female (4.87%) – 1.29% below the 6.16% CLF;
- White Female (13.59%) – 18.23% below the 31.82% CLF;
- African American/Black Female (5.64%) – 0.97% below the 6.61% CLF;
- Native Hawaiian or Other Pacific Islander Male (0.26%) – 0.05% below the to 0.31%;
- Native Hawaiian or Other Pacific Islander Female (not represented) – CLF 0.31%;
- Two or More Races Male (0.77%) – 0.28% below the 1.05% CLF;
- Two or More Races Female (0.51%) – 0.54% below the 1.05% CLF.

Aircraft Integrated Maintenance Operations [P9]

The Aircraft Integrated Maintenance Operations (AIMO) population consists of 402 employees. Male employees represented 74.38% of the population (299 employees), exceeding their 51.79% CLF by 20.47%, while the female representation was 25.62% (103 employees) and below their 48.21% CLF.

The following racial/ethnic groups exceeded their expected representation:

- Hispanic/Latino Male (11.94%) – 5.12% above the 6.82% CLF;
- White Male (46.27%) – 10.63% above the 35.64% CLF;
- African American/Black Male (11.44%) – 5.74% above the 5.70% CLF;
- African American/Black Female (7.21%) – 0.60% above the 6.61% CLF;
- Asian Male (3.23%) – 1.04% above the 2.19% CLF;
- American Indian or Alaska Native Male (0.75%) – 0.67% above the 0.08% CLF;
- American Indian or Alaska Native Female (0.50%) – 0.42% above their 0.08% CLF.

The following racial/ethnic groups fell below their expected representation or not represented:

- Hispanic/Latino Female (1.99%) – 4.17% below the 6.16% CLF;
- White Female (14.18%) – 17.64% below the 31.82% CLF;
- Asian Female (1.49%) – 0.69% below the 2.18% CLF;
- Native Hawaiian or Other Pacific Islander Male (0.25%) – 0.06% below the to 0.31%;
- Native Hawaiian or Other Pacific Islander Female (not represented) – CLF 0.31%;
- Two or More Races Male (0.50%) – 0.55% below the 1.05% CLF;
- Two or More Races Female (0.25%) – 0.80% below the 1.05% CLF.

Cost & Pricing [PC]

The Cost & Pricing population consists of 818 employees. Male employees represented 56.72% of the population (464 employees), exceeding their 51.79% CLF by 4.93%, while the female representation was 43.28% (354 employees) and below their 48.21% CLF.

The following racial/ethnic groups exceeded their expected representation:

- White Male (38.51%) – 2.87% above the 35.64% CLF;
- African American/Black Male (5.75%) – 0.05% above the 5.70% CLF;
- African American/Black Female (7.09%) – 0.48% above the 6.61% CLF;
- Asian Male (5.75%) – 3.56% above the 2.19% CLF;
- Asian Female (5.50%) – 3.32% above the 2.18% CLF;
- Native Hawaiian or Other Pacific Islander Male (0.49%) – 0.18% above the to 0.31%;
- Native Hawaiian or Other Pacific Islander Female (0.37%) – 0.06% above the to 0.31%;
- American Indian or Alaska Native Male (0.49%) – 0.41% above the 0.08 CLF;
- American Indian or Alaska Native Female (0.12%) – 0.04% above their 0.08 CLF.

The following racial/ethnic groups fell below their expected representation or not represented:

- Hispanic/Latino Male (5.75%) – 1.07% below the 6.82% CLF;
- Hispanic/Latino Female (3.67%) – 2.49% below the 6.16% CLF;
- White Female (25.79%) – 6.03% below the 31.82% CLF;
- Two or More Races Male (not represented) – CLF 1.05%;
- Two or More Races Female (0.73%) – 0.32% below the 1.05% CLF.

Unit ID - Distribution by Race/Ethnicity (DCMA FY2023) Permanent Workforce (Cont'd)							
Category	CLF	P4 - Spec. Prgms.		P9 - AIMO		PC - Cost & Pricing	
		#	%	#	%	#	%
All	100.00%	390	100.00%	402	100.00%	818	100.00%
Total Male	51.79%	284	72.82%	299	74.38%	464	56.72%
Total Female	48.21%	106	27.18%	103	25.62%	354	43.28%
H/L Male	6.82%	26	6.67%	48	11.94%	47	5.75%
H/L Female	6.16%	19	4.87%	8	1.99%	30	3.67%
White Male	35.64%	193	49.49%	186	46.27%	315	38.51%
White Female	31.82%	53	13.59%	57	14.18%	211	25.79%
Black Male	5.70%	32	8.21%	46	11.44%	47	5.75%
Black Female	6.61%	22	5.64%	29	7.21%	58	7.09%
Asian Male	2.19%	25	6.41%	13	3.23%	47	5.75%
Asian Female	2.18%	8	2.05%	6	1.49%	45	5.50%
NH/PI Male	0.31%	1	0.26%	1	0.25%	4	0.49%
NH/PI Female	0.31%	0	0.00%	0	0.00%	3	0.37%
AI/AN Male	0.08%	4	1.03%	3	0.75%	4	0.49%
AI/AN Female	0.08%	2	0.51%	2	0.50%	1	0.12%
Two or More Male	1.05%	3	0.77%	2	0.50%	0	0.00%
Two or More Female	1.05%	2	0.51%	1	0.25%	6	0.73%

Unit Identification by Disability – Permanent Workforce

All component regional and program areas exceeded the Federal goal of 12.00% representation for Persons with Disabilities; all regions/program areas except International and Cost & Pricing exceeded the goal for 2.00% representation for Persons with Targeted Disabilities.

Unit ID by Disability (DCMA FY2023) Permanent Workforce						
Disability Category	P6 - Eastern		P7 - Central		P8 - Western	
	#	%	#	%	#	%
All	2606	100.00%	1674	100.00%	1665	100.00%
No Disability (05)	1984	76.13%	1194	71.33%	1235	74.17%
Not Identified (01)	189	7.25%	166	9.92%	129	7.75%
Disability (03, 06-99)	433	16.62%	314	18.76%	301	18.08%
Persons with Targeted Disability	61	2.34%	55	3.29%	57	3.42%
Developmental Disability (02)	1	0.04%	2	0.10%	0	0.00%
Traumatic Brian Injury (03)	7	0.27%	8	0.48%	10	0.60%
Deaf or Serious Difficulty Hearing (19)	20	0.77%	12	0.72%	16	0.96%
Blind or Serious Difficulty Seeing (20)	2	0.08%	6	0.36%	2	0.12%
Missing Extremities (31)	0	0.00%	2	0.12%	1	0.06%
Significant Mobility Impairment (40)	7	0.27%	4	0.24%	1	0.06%
Partial or Complete Paralysis (60)	1	0.04%	5	0.30%	5	0.30%
Epilepsy or Other Seizure Disorders (82)	3	0.12%	3	0.18%	2	0.12%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	18	0.69%	12	0.72%	17	1.02%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	2	0.08%	1	0.06%	3	0.18%

Unit ID by Disability (DCMA FY2023) Permanent Workforce (Cont'd)						
Disability Category	P2 - Info. Tech.		P3 - International		PH - Headquarters	
	#	%	#	%	#	%
All	275	100.00%	225	100.00%	1340	100.00%
No Disability (05)	211	76.64%	158	70.22%	950	70.90%
Not Identified (01)	20	7.30%	25	11.11%	137	10.22%
Disability (03, 06-99)	44	16.06%	42	18.67%	253	18.88%
Persons with Targeted Disability	11	4.01%	3	1.33%	42	3.16%
Developmental Disability (02)	0	0.00%	0	0.00%	2	0.15%
Traumatic Brian Injury (03)	2	0.73%	0	0.00%	5	0.38%
Deaf or Serious Difficulty Hearing (19)	3	1.09%	1	0.44%	10	0.75%
Blind or Serious Difficulty Seeing (20)	1	0.36%	0	0.00%	6	0.45%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	1	0.44%	1	0.08%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	1	0.08%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	2	0.15%
Intellectual Disability (90)	1	0.36%	0	0.00%	2	0.15%
Significant Psychiatric Disorder (91)	4	1.46%	1	0.44%	11	0.83%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	2	0.15%

Unit ID by Disability (DCMA FY2023) Permanent Workforce (Cont'd)						
Disability Category	P4 - Spec. Prgms.		P9 - AIMO		PC - Cost & Pricing	
	#	%	#	%	#	%
All	390	100.00%	402	100.00%	818	100.00%
No Disability (05)	284	72.82%	269	66.92%	661	80.81%
Not Identified (01)	27	6.92%	45	11.19%	50	6.11%
Disability (03, 06-99)	79	20.26%	88	21.89%	107	13.08%
Persons with Targeted Disability	13	3.33%	16	3.98%	15	1.84%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	1	0.26%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	5	1.28%	7	1.74%	3	0.37%
Blind or Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	1	0.26%	0	0.00%	1	0.12%
Significant Mobility Impairment (40)	1	0.26%	2	0.50%	1	0.12%
Partial or Complete Paralysis (60)	1	0.26%	0	0.00%	3	0.37%
Epilepsy or Other Seizure Disorders (82)	2	0.51%	2	0.50%	2	0.24%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	1	0.26%	4	1.00%	5	0.61%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	1	0.26%	1	0.25%	0	0.00%

Occupational Categories (Tables A3 & B3)

Federal Sector Occupational Group, FED 9

The EEOC requires agencies to report their workforce data by aggregating it into nine employment categories. The Federal Sector Occupational Group (generally referred to as FED 9) indicates the broad, nine-category occupational classification system used by the EEOC for MD-715 reporting.

The nine categories are as follows:

- Officials and Managers
- Professional Workers
- Technical Workers and Technologists
- Sales Workers (for most governmental agencies this column will not apply)
- Administrative Support Workers
- Skilled Craft and Repair Workers
- Operative and Transportation Operative Workers
- Laborers
- Service Workers

These categories are more consistent with those EEOC uses in private sector enforcement and allow for better analysis of trends in the federal workplace than previous categories used.

In FY 2023, 98 percent of permanent DCMA employees fell into three of the nine categories: Officials and Managers, Professionals, and Administrative Support Workers. The remaining personnel fell into the Technicians and Service Workers. It is important to note that the CLF comparator for each of the FED 9 categories are different. This is based on the various occupations that contribute to the FED 9 category.

Occupational Categories - Distribution by Race/Ethnicity (DCMA FY2023) Permanent Workforce									
Category	Officials & Managers			Professionals			Technicians		
	#	%	CLF	#	%	CLF	#	%	CLF
All	1330	100.00%	100.00%	3153	100.00%	100.00%	190	100.00%	100.00%
Total Male	950	71.43%	56.11%	1850	58.67%	45.30%	63	33.16%	36.76%
Total Female	380	28.57%	43.89%	1303	41.33%	54.70%	127	66.84%	63.24%
H/L Male	68	5.11%	3.76%	166	5.26%	2.62%	5	2.63%	3.43%
H/L Female	45	3.38%	3.48%	140	4.44%	3.48%	9	4.74%	4.75%
White Male	715	53.76%	45.70%	1175	37.27%	36.00%	40	21.05%	26.86%
White Female	227	17.07%	32.65%	695	22.04%	41.45%	68	35.79%	45.25%
Black Male	95	7.14%	3.62%	241	7.64%	3.01%	14	7.37%	3.45%
Black Female	83	6.24%	5.03%	301	9.55%	5.45%	36	18.95%	9.15%
Asian Male	49	3.68%	2.11%	242	7.68%	2.86%	3	1.58%	2.15%
Asian Female	17	1.28%	1.78%	130	4.12%	3.24%	9	4.74%	2.72%
NH/PI Male	2	0.15%	0.05%	7	0.22%	0.04%	1	0.53%	0.06%
NH/PI Female	3	0.23%	0.06%	9	0.29%	0.05%	2	1.05%	0.06%
AI/AN Male	14	1.05%	0.23%	9	0.29%	0.16%	0	0.00%	0.22%
AI/AN Female	3	0.23%	0.23%	9	0.29%	0.26%	1	0.53%	0.39%
2 or More Male	7	0.53%	0.65%	10	0.32%	0.59%	0	0.00%	0.60%
2 or More Female	2	0.15%	0.65%	19	0.60%	0.79%	2	1.05%	0.92%

Occupational Categories by Race, Ethnicity & Gender – Permanent Workforce

Officials and Managers

This category included supervisors, managers, and team leaders from GS and AcqDemo pay plans. The comparator is the Officials and Managers CLF. As depicted in the table above, Total Females, Hispanic/Latino Females, White Females, Asian Females, Two or More Races Females groups were below their respective CLFs. A noteworthy observation is the significant underrepresentation of Total Females and White Females. At a representation rate of 28.57 percent, Total Females were 15.32 percent below their CLF of 43.89 percent. Likewise, White Females were 15.58 percent below their CLF of 32.65 percent. The SES representation was 0.83 percent (11 employees).

Officials and managers represented 14.16 percent (1,330 employees) of the Agency’s permanent workforce. The category consists of occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations. It includes officials, executives, middle management, plant managers, department managers, and superintendents, salaried supervisors who are members of management, purchasing agents and buyers.

Total Males and Males in all categories, except Two or More Races Males, were all represented above their respective CLFs. Total Females, Hispanic/Latino Females, White Females, Asian Females, and Two or More Races Females were represented below their respective CLFs. Females in all other categories met or exceeded their respective CLFs.

Professionals

Professionals represented 33.56 percent (3153 employees) of the Agency’s permanent workforce. The Professional category is constructed of occupations requiring either college graduation or

experience of such kind and amount as to provide a comparable background. The categories include accountants and auditors, airplane pilots and navigators, architects, chemists, designers, dietitians, editors, engineers, lawyers, mathematicians, natural scientists, registered professional nurses, personnel and labor relations specialists, physical scientists, physicians, surveyors, and kindred workers.

Total Males and Males in all categories, except Two or More Races Males, were represented above their respective CLFs.

Total Females, White Females, and Two or More Races Females were represented below their respective CLFs.

Technicians

The Technicians category represented 2.02 percent (190 employees) of the Agency's permanent workforce. The technician category consists of occupations requiring a combination of basic scientific knowledge and manual skills, which can be obtained through two years of post-high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training. This category includes: computer programmers, drafters, engineering aides, junior engineers, mathematical aides, licensed/practical or vocational nurses, photographers, radio operators, scientific assistants, technical illustrators, and technicians (medical, dental, electronic, physical science).

Total Males and Males in all categories were represented below their respective CLFs, except for African American/Black Males who were represented at 7.37 percent compared to their 3.45 percent CLF, and Native Hawaiian or Other Pacific Islander Males who were represented at 0.53 percent compared to their 0.06 percent CLF.

Total Females and Females in all categories were represented above their respective CLFs, except for Hispanic/Latino Females who were represented at 4.74 percent compared to their 4.75 percent CLF, and White Females who were represented 35.79 percent compared to their 45.25 percent CLF.

American Indian or Alaska Native Males and Two or More Races Females had zero representation.

Occupational Categories - Distribution by Race/Ethnicity (DCMA FY2023) Permanent Workforce (Cont'd)									
Category	Admin. Spt. Workers			Service Workers			Agency Totals		
	#	%	CLF	#	%	CLF	#	%	CLF
All	4715	100.00%	100.00%	7	100.00%	100.00%	8065	100.00%	100.00%
Total Male	3629	76.97%	24.72%	7	100.00%	45.30%	5549	68.62%	51.79%
Total Female	1086	23.03%	75.28%	0	0.00%	54.70%	2516	31.38%	48.21%
H/L Male	356	7.55%	3.05%	1	14.29%	2.62%	595	6.09%	6.82%
H/L Female	111	2.35%	7.72%	0	0.00%	3.48%	305	3.16%	6.16%
White Male	2530	53.66%	16.51%	2	28.57%	36.00%	4458	47.59%	35.64%
White Female	609	12.92%	55.66%	0	0.00%	41.45%	1597	17.27%	31.82%
Black Male	459	9.73%	3.64%	4	57.14%	3.01%	812	8.57%	5.70%
Black Female	277	5.87%	8.36%	0	0.00%	5.45%	695	7.79%	6.61%
Asian Male	187	3.97%	0.91%	0	0.00%	2.86%	481	4.79%	2.19%
Asian Female	54	1.15%	1.90%	0	0.00%	3.24%	210	2.22%	2.18%
NH/PI Male	21	0.45%	0.04%	0	0.00%	0.04%	31	0.34%	0.31%
NH/PI Female	8	0.17%	0.11%	0	0.00%	0.05%	22	0.22%	0.31%
AI/AN Male	43	0.91%	0.14%	0	0.00%	0.16%	66	0.72%	0.08%
AI/AN Female	11	0.23%	0.46%	0	0.00%	0.26%	23	0.30%	0.08%
2 or More Male	33	0.70%	0.43%	0	0.00%	0.59%	50	0.52%	1.05%
2 or More Female	16	0.34%	1.05%	0	0.00%	0.79%	39	0.42%	1.05%

Administrative Support Clerical

The Administrative Support/Clerical category represented 50.19 percent (4715 employees) of the Agency's permanent workforce. As defined by the EEOC, the Administrative Support/Clerical category includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non manual though some manual work not directly involved with altering or transporting the products to include: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.

Total Males and Males in all categories were represented above their respective CLFs. Total Females and Females in all categories, except for Native Hawaiian or Other Pacific Islander Females, were represented below their respective CLFs.

Service Workers

The Service Workers category represented 0.07 percent (7 employees). This category consists of workers in both protective and non-protective service occupations and includes attendants, barbers, cooks, police officers, firefighters, and fountain workers.

Only Hispanic/Latino Males, White Males, and African American/Black Males were represented in the Service Worker category. All other groups had zero representation.

- Hispanic/Latino Males were represented at 14.29% vs. their CLF of 2.62%;
- White Males were represented at 28.57% vs. their CLF of 36.00%;
- African American/Black Males were represented at 57.14% vs. their CLF of 3.01%.

Occupational Categories by Disability – Permanent Workforce

The permanent workforce (9,395 employees) consisted of 7,734 employees (82.32%) with no reported instance of disability or identified form of disability. Persons with Disabilities totaled 1,661 (17.68%), of which 273 employees (2.91%) were Persons with Targeted Disabilities.

Officials and Managers

A total of 1,114 officials and managers (83.76%) reported no instance of disability or no identified form of disability.

The remaining 216 officials and managers accounted for 16.24% of employees with disabilities, with 28 employees (2.11%) being persons with targeted disabilities.

All types of disabilities were associated with persons with disabilities, with the exception of Developmental Disability, Missing Extremities, Significant Mobility Disorder, and Dwarfism.

Professionals

Professionals with no disability or identified disability accounted for 85.38% (3,152 employees) of professionals.

The remaining 14.63% (540 employees) were persons with disabilities, of which 98 employees (2.65%) were persons with targeted disabilities.

In the Professionals category, all types of disabilities were associated with persons with targeted disabilities, except Intellectual Disability and Dwarfism.

Technicians

Technicians with no disability or identified disability accounted for 80.73% (155 employees) of technicians.

The remaining 19.27% (37 employees) were persons with disabilities, of which fourteen employees (7.29%) were persons with targeted disabilities.

In the Technicians category, the types of disability that were not associated with persons with targeted disabilities were Developmental Disability, Traumatic Brain Injury, Missing Extremities, Intellectual Disability, Dwarfism, and Significant Disfigurement.

Occupational Categories by Disability (DCMA FY2023) Permanent Workforce						
Disability Category	Officials & Managers		Professionals		Technicians	
	#	%	#	%	#	%
All	1330	100.00%	3692	100.00%	192	100.00%
No Disability (05)	1045	78.57%	2907	78.74%	135	70.31%
Not Identified (01)	69	5.19%	245	6.64%	20	10.42%
Disability (03, 06-99)	216	16.24%	540	14.63%	37	19.27%
Persons with Targeted Disability	28	2.11%	98	2.65%	14	7.29%
Developmental Disability (02)	0	0.00%	2	0.05%	0	0.00%
Traumatic Brain Injury (03)	6	0.45%	5	0.14%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	9	0.68%	28	0.76%	7	3.65%
Blind or Serious Difficulty Seeing (20)	1	0.08%	14	0.38%	1	0.52%
Missing Extremities (31)	0	0.00%	3	0.08%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	8	0.22%	2	1.04%
Partial or Complete Paralysis (60)	2	0.15%	8	0.22%	1	0.52%
Epilepsy or Other Seizure Disorders (82)	2	0.15%	6	0.16%	1	0.52%
Intellectual Disability (90)	1	0.08%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	5	0.38%	20	0.54%	2	1.04%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	2	0.15%	4	0.11%	0	0.00%

Administrative Support Workers

Administrative Support Workers with no disability or identified disability accounted for 80.33% (4,421 employees) of this group of employees.

The remaining 19.68% (1,083 employees) were individuals with disabilities, of which 161 employees (2.93%) were individuals with targeted disabilities.

In the Administrative Support Workers category, all types of disabilities were associated with persons with disabilities, except Dwarfism.

Service Workers

Service Workers with no disability or identified disability accounted for 85.71% (six employees) of this group of employees.

The remaining 14.29% (1 employee) was a person with a disability. There were no employees with targeted disabilities.

Occupational Categories by Disability (DCMA FY2023) Permanent Workforce (Cont'd)						
Disability Category	Admin. Spt. Workers		Service Workers		Agency Totals	
	#	%	#	%	#	%
All	5504	100.00%	7	100.00%	9395	100.00%
No Disability (05)	3900	70.86%	4	57.14%	6946	73.93%
Not Identified (01)	521	9.47%	2	28.57%	788	8.39%
Disability (03, 06-99)	1083	19.68%	1	14.29%	1661	17.68%
Persons with Targeted Disability	161	2.93%	0	0.00%	273	2.91%
Developmental Disability (02)	3	0.05%	0	0.00%	5	0.05%
Traumatic Brian Injury (03)	28	0.51%	0	0.00%	33	0.35%
Deaf or Serious Difficulty Hearing (19)	42	0.76%	0	0.00%	77	0.82%
Blind or Serious Difficulty Seeing (20)	2	0.04%	0	0.00%	17	0.18%
Missing Extremities (31)	2	0.04%	0	0.00%	5	0.05%
Significant Mobility Impairment (40)	8	0.15%	0	0.00%	18	0.19%
Partial or Complete Paralysis (60)	7	0.13%	0	0.00%	16	0.17%
Epilepsy or Other Seizure Disorders (82)	9	0.16%	0	0.00%	16	0.17%
Intellectual Disability (90)	3	0.05%	0	0.00%	3	0.03%
Significant Psychiatric Disorder (91)	51	0.93%	0	0.00%	73	0.78%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	6	0.11%	0	0.00%	10	0.11%

Agency Population by Gender, Pay Plan & Grade (Tables A4P and A4T)

Permanent Workforce

GS Pay Plan

General Schedule (GS) employees accounted for 79.06% (7,428 employees) of the permanent workforce. The most populous permanent grades were GS-11 through GS-13 (6,846 employees), comprising 92.16% of permanent GS personnel, and 72.87% of the Agency's permanent workforce. All groups of permanent employees were represented in grades GS-11 through GS-14, except Native Hawaiian or Other Pacific Islander Female, American Indian or Alaska Native Male, and Two or More Races Female at the GS-14 grade level.

- All categories were represented in the aggregate GS grades.
- There were only three GS-8 positions; two were occupied by Hispanic/Latino females and one by a White Male.
- All categories were represented in grades GS-9 through GS-13, with the exception of Native Hawaiian or Other Pacific Islander Female at the GS-9 level.
- In grades GS-5, GS-11, GS-12, GS-13, and GS-14, females were represented below their expected rate of participation (14.29%, 26.39%, 26.22%, 41.21%, and 32.08% respectively) compared to the CLF (48.21%).
- Females exceeded their CLF (48.21%) and their FY2023 Agency population percentages (73.81%, 61.68%, 66.67%, and 63.41%, respectively) in grades GS-06 through GS-09.
- Aggregate GS females (31.52%) were below their expected participation rate of 48.21%; and were 24.40% of the Agency's permanent workforce.

Participation Rates Across GS Grades by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce								
Category	GS-5		GS-6		GS-7		GS-8	
	#	%	#	%	#	%	#	%
All	7	100.00%	42	100.00%	167	100.00%	3	100.00%
Total Male	6	85.71%	11	26.19%	64	38.32%	1	33.33%
Total Female	1	14.29%	31	73.81%	103	61.68%	2	66.67%
H/L Male	0	0.00%	1	2.38%	6	3.59%	0	0.00%
H/L Female	0	0.00%	2	4.76%	6	3.59%	2	66.67%
White Male	2	28.57%	8	19.05%	34	20.36%	1	33.33%
White Female	0	0.00%	15	35.71%	59	35.33%	0	0.00%
Black Male	4	57.14%	2	4.76%	14	8.38%	0	0.00%
Black Female	1	14.29%	11	26.19%	28	16.77%	0	0.00%
Asian Male	0	0.00%	0	0.00%	9	5.39%	0	0.00%
Asian Female	0	0.00%	0	0.00%	8	4.79%	0	0.00%
NH/PI Male	0	0.00%	0	0.00%	1	0.60%	0	0.00%
NH/PI Female	0	0.00%	1	2.38%	1	0.60%	0	0.00%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%
AI/AN Female	0	0.00%	0	0.00%	1	0.60%	0	0.00%
Two or More Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Female	0	0.00%	2	4.76%	0	0.00%	0	0.00%

Participation Rates Across GS Grades by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce (Cont'd)								
Category	GS-9		GS-11		GS-12		GS-13	
	#	%	#	%	#	%	#	%
All	123	100.00%	2762	100.00%	2742	100.00%	1342	100.00%
Total Male	45	36.59%	2033	73.61%	2023	73.78%	789	58.79%
Total Female	78	63.41%	729	26.39%	719	26.22%	553	41.21%
H/L Male	9	7.32%	205	7.42%	200	7.29%	66	4.92%
H/L Female	6	4.88%	77	2.79%	75	2.74%	57	4.25%
White Male	11	8.94%	1424	51.56%	1303	47.52%	544	40.54%
White Female	43	34.96%	431	15.60%	364	13.27%	301	22.43%
Black Male	17	13.82%	264	9.56%	252	9.19%	99	7.38%
Black Female	20	16.26%	168	6.08%	176	6.42%	139	10.36%
Asian Male	6	4.88%	97	3.51%	222	8.10%	59	4.40%
Asian Female	5	4.07%	34	1.23%	81	2.95%	40	2.98%
NH/PI Male	1	0.81%	11	0.40%	10	0.36%	4	0.30%
NH/PI Female	1	0.81%	3	0.11%	9	0.33%	3	0.22%
AI/AN Male	1	0.81%	21	0.76%	19	0.69%	7	0.52%
AI/AN Female	2	1.63%	9	0.33%	3	0.11%	2	0.15%
Two or More Male	0	0.00%	11	0.40%	17	0.62%	10	0.75%
Two or More Female	1	0.81%	7	0.25%	11	0.40%	11	0.82%

Participation Rates Across GS Grades by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce (Cont'd)								
Category	GS-14		GS-15		GS-Totals		% of Perm Workforce	CLF
	#	%	#	%	#	%		
All	240	100.00%	0	0.00%	7428	100.00%	79.06%	100.00%
Total Male	163	67.92%	0	0.00%	5135	68.48%	54.66%	51.79%
Total Female	77	32.08%	0	0.00%	2293	31.52%	24.40%	48.21%
H/L Male	8	3.33%	0	0.00%	495	6.66%	5.27%	6.82%
H/L Female	6	2.50%	0	0.00%	231	3.11%	2.46%	6.16%
White Male	120	50.00%	0	0.00%	3447	46.41%	36.69%	35.64%
White Female	50	20.83%	0	0.00%	1263	17.00%	13.44%	31.82%
Black Male	13	5.42%	0	0.00%	665	8.95%	7.08%	5.70%
Black Female	10	4.17%	0	0.00%	553	7.44%	5.89%	6.61%
Asian Male	19	7.92%	0	0.00%	412	5.55%	4.39%	2.19%
Asian Female	9	3.75%	0	0.00%	177	2.38%	1.88%	2.18%
NH/PI Male	1	0.42%	0	0.00%	28	0.38%	0.30%	0.31%
NH/PI Female	0	0.00%	0	0.00%	18	0.24%	0.19%	0.31%
AI/AN Male	0	0.00%	0	0.00%	48	0.65%	0.51%	0.08%
AI/AN Female	2	0.83%	0	0.00%	19	0.26%	0.20%	0.08%
Two or More Male	2	0.83%	0	0.00%	40	0.54%	0.43%	1.05%
Two or More Female	0	0.00%	0	0.00%	32	0.43%	0.34%	1.05%

NH Pay Plan

The permanent AcqDemo NH pay plan comprised 20.70% (1945 employees) of the Agency's permanent workforce.

The following were the only groups represented in the NH-02 pay grade; Hispanic/Latino Male and Female, White Male and Female, African American/Black Female, and Two or More Races Female, while all groups were represented at the NH-03 and NH-04 plan levels.

Hispanic/Latino Females and Two or More Races Females exceeded their CLF at the NH-02 level, White Males and African American/Black Males exceeded their CLFs at the NH-03 and NH-04 grade level, African American/Black Females exceeded their CLF at every NH grade level, and American Indian or Alaska Native Males and Females exceeded their CLF at the NH-03 and NH-04 grade levels.

Hispanic/Latino Males, White Females, Asian Females, Native Hawaiian or Other Pacific Islander Males and Females, and Two or More Males were represented below their respective CLF in all NH grades.

Participation Rates Across NH Grades by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce										
Category	NH-02		NH-03		NH-04		NH Totals		% of Perm Agency	CLF
	#	%	#	%	#	%	#	%		
All	23	100.00%	1209	100.00%	713	100.00%	1945	100.00%	20.70%	100.00%
Total Male	9	39.13%	862	71.30%	485	68.02%	1356	69.54%	14.43%	51.79%
Total Female	14	60.87%	347	28.70%	228	31.98%	589	30.46%	6.27%	48.21%
H/L Male	1	4.35%	71	5.87%	28	3.93%	100	4.90%	1.06%	6.82%
H/L Female	4	17.39%	48	3.97%	20	2.81%	72	3.30%	0.77%	6.16%
White Male	8	34.78%	616	50.95%	385	54.00%	1009	51.11%	10.74%	35.64%
White Female	5	21.74%	188	15.55%	137	19.21%	330	17.09%	3.51%	31.82%
Black Male	0	0.00%	100	8.27%	47	6.59%	147	8.16%	1.56%	5.70%
Black Female	4	17.39%	87	7.20%	50	7.01%	141	7.59%	1.50%	6.61%
Asian Male	0	0.00%	53	4.38%	16	2.24%	69	3.61%	0.73%	2.19%
Asian Female	0	0.00%	16	1.32%	15	2.10%	31	1.65%	0.33%	2.18%
NH/PI Male	0	0.00%	2	0.17%	1	0.14%	3	0.15%	0.03%	0.31%
NH/PI Female	0	0.00%	2	0.17%	2	0.28%	4	0.21%	0.04%	0.31%
AI/AN Male	0	0.00%	13	1.08%	5	0.70%	18	0.93%	0.19%	0.08%
AI/AN Female	0	0.00%	2	0.17%	2	0.28%	4	0.21%	0.04%	0.08%
Two or More Male	0	0.00%	7	0.58%	3	0.42%	10	0.67%	0.11%	1.05%
Two or More Female	1	4.35%	4	0.33%	2	0.28%	7	0.41%	0.07%	1.05%

NK Pay Plan

The permanent AcqDemo NK pay grades comprised 0.12% (11 employees) of the Agency's permanent workforce.

The following groups were not represented in the NK grade levels:

- Hispanic/Latino Male
- African American/Black Male
- Asian Male
- Native Hawaiian or Other Pacific Islander Male and Female

- American Indian or Alaska Native Male and Female
- Two or More Races Male and Female
- Total Females and White Females were represented above their respective CLFs in all NK grades.

Asian Females at 33.33% were represented above their CLF at the NK-02 grade level. Total Females captured 83.33% of the NK grades, well above the CLF of 48.21%. Three of the five NK-03 positions were occupied by White Females (60.00%), one was occupied by a Hispanic/Latino Female (20.00%), and one was occupied by a White Male (20.00%).

Participation Rates Across NK Grades by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce (Cont'd)										
Category	NK-02		NK-03		NK Totals		% of Perm Agency	CLF	SES	
	#	%	#	%	#	%			#	%
All	6	100.00%	5	100.00%	11	100.00%	0.12%	100.00%	11	100.00%
Total Male	1	16.67%	1	20.00%	2	7.70%	0.02%	51.79%	6	54.55%
Total Female	5	83.33%	4	80.00%	9	92.30%	0.10%	48.21%	5	45.45%
H/L Male	0	0.00%	0	0.00%	0	0.00%	0.00%	6.82%	1	9.09%
H/L Female	1	16.67%	1	20.00%	2	15.38%	0.02%	6.16%	0	0.00%
White Male	1	16.67%	1	20.00%	2	7.70%	0.02%	35.64%	4	36.36%
White Female	1	16.67%	3	60.00%	4	61.54%	0.04%	31.82%	2	18.18%
Black Male	0	0.00%	0	0.00%	0	0.00%	0.00%	5.70%	1	9.09%
Black Female	1	16.67%	0	0.00%	1	7.70%	0.01%	6.61%	2	18.18%
Asian Male	0	0.00%	0	0.00%	0	0.00%	0.00%	2.19%	0	0.00%
Asian Female	2	33.33%	0	0.00%	2	7.70%	0.02%	2.18%	0	0.00%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	0.00%	0.31%	0	0.00%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0.00%	0.31%	0	0.00%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%	0.00%	0.08%	0	0.00%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0.00%	0.08%	1	9.09%
Two or More Male	0	0.00%	0	0.00%	0	0.00%	0.00%	1.05%	0	0.00%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	0.00%	1.05%	0	0.00%

Senior Executive Service Pay Plan

Senior Executives represent 0.12% of the permanent workforce. In FY2023, there were four SES accessions, compared to one in FY2022, two in FY2021, none in FY2020, two in FY2019, and three in FY2018. There were no SES departures from the agency during the FY. The eleven encumbered positions in FY2023 were held by six males and five females.

Males represented 54.55% of SES positions comprised of one Hispanic Male (9.09%), four White Males (36.36%), and one African American/Black Male (9.09%).

Females represented 45.45% of SES positions comprised of two White Females (18.18%), two African American/Black Females (18.18%), and one American Indian or Alaska Native Female (9.09%).

The following groups were not represented at the SES grade level:

- Asian
- Native Hawaiian of Other Pacific Islander
- Two or More Races

The SES cadre is comprised of the below seven occupational series:

- 1101 – General Business and Industry (four)
- 1102 – Contracting (one)
- 0905 – General Attorney (two)
- 1910 – Quality Assurance (one)
- 0201 – Human Resources Management (one)
- 0301 – Miscellaneous Administration and Program (one)
- 0505 – Financial Management (one)

Temporary Workforce

GS Pay Plan

General Schedule (GS) employees accounted for 90.89% (718 employees) of the temporary workforce. The most populous temporary grades were GS-11 and GS-12, comprising 67.40% of temporary GS personnel, and 61.27% of the Agency's temporary workforce.

Total Males occupied 72.66% of the GS positions, compared to the CLF of 51.79%. Total Females occupied 27.34% of the GS positions, compared to the CLF of 48.21%.

Hispanic/Latino Males were represented at 8.22% exceeding their 6.82% CLF; while Hispanic/Latino Females at 4.60% were below their expected 6.16% CLF. However, both groups were represented in every grade level, except males at the GS-6 and GS-14 grades, and females at the GS-14 grade.

White Males were represented at every GS grade level and were below their 35.64% CLF at the GS-5 – GS-9 grades but exceeding it at the GS-11 – GS-14 grades. White Females were represented below their 31.82% CLF in every GS grade level except GS-6, where they are represented at 50.00%, and GS-14 where they were represented at 42.86%.

African American/Black Males were represented above their 5.70% CLF in every GS grade level, except GS-6 and GS-14 where they had zero representation; while African American/Black Females exceeded their 6.61% CLF at the GS-6 – GS-9 and GS-13 grades but were below expected participation at all other grades.

Asian Males were represented above their 2.19% CLF at the GS-5, GS-7 – GS-13 grade levels; while Asian Females exceeded their 2.18% CLF at the GS-7 – GS-12 and GS-14 grade levels.

All groups were represented at the GS-11 level, except for Native Hawaiian or Other Pacific Islander Female, who were not represented at any grade level. Native Hawaiian or Other Pacific Islander Males were only represented at the GS-11 level (1.66%).

American Indian or Alaska Native Males exceeded their 0.08% CLF at the GS-7, GS-11, and GS-12 grade levels; while American Indian or Alaska Native Females exceeded their 0.08% CLF at GS-7 – GS-12 grade levels. Both groups had zero representation at all other grades.

Participation Rates Across GS Grades by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce										
Category	GS-5		GS-6		GS-7		GS-9		GS-11	
	#	%	#	%	#	%	#	%	#	%
All	6	100.00%	10	100.00%	89	100.00%	78	100.00%	361	100.00%
Total Male	5	83.33%	2	20.00%	50	56.18%	39	50.00%	267	73.96%
Total Female	1	16.67%	8	80.00%	39	43.82%	39	50.00%	94	26.04%
H/L Male	1	16.67%	0	0.00%	6	6.74%	7	8.97%	33	9.14%
H/L Female	1	16.67%	2	20.00%	8	8.99%	8	10.26%	11	3.05%
White Male	1	16.67%	2	20.00%	27	30.34%	23	29.49%	182	50.42%
White Female	0	0.00%	5	50.00%	18	20.22%	14	17.95%	49	13.57%
Black Male	2	33.33%	0	0.00%	11	12.36%	5	6.41%	26	7.20%
Black Female	0	0.00%	1	10.00%	6	6.74%	11	14.10%	21	5.82%
Asian Male	1	16.67%	0	0.00%	4	4.49%	4	5.13%	14	3.88%
Asian Female	0	0.00%	0	0.00%	6	6.74%	4	5.13%	9	2.49%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	1.66%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
AI/AN Male	0	0.00%	0	0.00%	1	1.12%	0	0.00%	5	1.39%
AI/AN Female	0	0.00%	0	0.00%	1	1.12%	1	1.28%	1	0.28%
Two or More Male	0	0.00%	0	0.00%	1	1.12%	0	0.00%	1	0.28%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	1	1.28%	3	0.83%

Participation Rates Across GS Grades by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce (Cont'd)										
Category	GS-12		GS-13		GS-14		GS Totals		% of Temp Agency	CLF
	#	%	#	%	#	%	#	%		
All	123	100.00%	44	100.00%	7	100.00%	718	100.00%	90.89%	100.00%
Total Male	94	76.42%	31	70.45%	4	57.14%	492	72.66%	62.28%	51.79%
Total Female	29	23.58%	13	29.55%	3	42.86%	226	27.34%	28.61%	48.21%
H/L Male	11	8.94%	1	2.27%	0	0.00%	59	8.22%	7.47%	6.82%
H/L Female	2	1.63%	1	2.27%	0	0.00%	33	4.60%	4.18%	6.16%
White Male	59	47.97%	16	36.36%	3	42.86%	313	43.59%	39.62%	35.64%
White Female	9	7.32%	6	13.64%	3	42.86%	104	14.48%	13.16%	31.82%
Black Male	14	11.38%	11	25.00%	0	0.00%	69	9.61%	8.73%	5.70%
Black Female	8	6.50%	6	13.64%	0	0.00%	53	7.38%	6.71%	6.61%
Asian Male	10	8.13%	2	4.55%	0	0.00%	35	4.87%	4.43%	2.19%
Asian Female	8	6.50%	0	0.00%	1	14.29%	28	3.90%	3.54%	2.18%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	6	0.84%	0.76%	0.31%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%	0.31%
AI/AN Male	0	0.00%	1	2.27%	0	0.00%	7	0.97%	0.89%	0.08%
AI/AN Female	1	0.81%	0	0.00%	0	0.00%	4	0.58%	0.51%	0.08%
Two or More Male	0	0.00%	0	0.00%	0	0.00%	2	0.29%	0.25%	1.05%
Two or More Female	1	0.81%	0	0.00%	0	0.00%	5	0.70%	0.63%	1.05%

NH Pay Plan

Temporary employees in the NH grades accounted for 8.99% (71 employees) of the temporary workforce. The most populous temporary NH grade was NH-03, which represented 52.11% (37 employees) of temporary NH employees, and 4.68% of the Agency's temporary workforce.

Hispanic/Latino Male, White Male and Female, and African American/Black Male were the only groups represented in all of the temporary NH grades.

The following groups were not represented in any NH grade: Native Hawaiian or Other Pacific Islander Male and Female, American Indian or Alaska Native Male and Female, and Two or More Races Male and Female.

Hispanic/Latino Males represented 8.45% of the NH grades, above their 6.82% CLF.

Hispanic/Latino Females accounted for 4.23% of the NH grades, which was below their CLF of 6.16%.

White Males exceeded their CLF (35.64%) in the NH-03 and NH-04 grade levels at 37.84% and 41.67%, respectively. White Females were below their expected participation in all NH grades.

African American/Black Males exceeded their CLF (5.70%) in the NH-02 and NH-03 grade levels at 20.00% and 16.22%, respectively. African American/Black Females exceeded their CLF (6.61%) in the NH-03 and NH-04 grade levels at 10.81% and 8.33%, respectively.

Asian Males exceeded their CLF (2.19%) in the NH-03 and NH-04 grade levels at 2.70% and 8.33%, respectively. Asian Females exceed their CLF (2.18%) in the NH-02 and NH-02 grade levels 10.00% and 2.70%, respectively.

Participation Rates Across NH Grades by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce										
Category	NH-02		NH-03		NH-04		NH-Totals		% of Temp Agency	CLF
	#	%	#	%	#	%	#	%		
All	10	100.00%	37	100.00%	24	100.00%	71	100.00%	8.99%	100.00%
Total Male	6	60.00%	24	64.86%	15	62.50%	45	63.38%	5.69%	51.79%
Total Female	4	40.00%	13	35.14%	9	37.50%	26	36.62%	3.29%	48.21%
H/L Male	1	10.00%	3	8.11%	2	8.33%	6	8.45%	0.76%	6.82%
H/L Female	2	20.00%	1	2.70%	0	0.00%	3	4.23%	1.65%	6.16%
White Male	3	30.00%	14	37.84%	10	41.67%	27	38.03%	3.03%	35.64%
White Female	1	10.00%	7	18.92%	7	29.17%	15	21.13%	1.14%	31.82%
Black Male	2	20.00%	6	16.22%	1	4.17%	9	12.68%	1.27%	5.70%
Black Female	0	0.00%	4	10.81%	2	8.33%	6	8.45%	0.76%	6.61%
Asian Male	0	0.00%	1	2.70%	2	8.33%	3	4.23%	0.13%	2.19%
Asian Female	1	10.00%	1	2.70%	0	0.00%	2	2.82%	0.25%	2.18%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%	0.31%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%	0.31%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%	0.08%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%	0.08%
Two or More Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%	1.05%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%	1.05%

NK Pay Plan

Temporary employees in the NK grades accounted for only 0.13% (1 employee) of the temporary workforce. The only NK grade employee was a Hispanic/Latino Female at grade NK-02.

Participation Rates Across NK Grades by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce (Cont'd)								
Category	NK-02		NK-03		NK Totals		% of Temp Agency	CLF
	#	%	#	%	#	%		
All	1	100.00%	0	100.00%	1	100.00%	0.13%	100.00%
Total Male	0	0.00%	0	0.00%	0	0.00%	0.00%	51.79%
Total Female	1	100.00%	0	0.00%	1	100.00%	0.13%	48.21%
H/L Male	0	0.00%	0	0.00%	0	0.00%	0.00%	6.82%
H/L Female	1	100.00%	0	0.00%	1	100.00%	0.13%	6.16%
White Male	0	0.00%	0	0.00%	0	0.00%	0.00%	35.64%
White Female	0	0.00%	0	0.00%	0	0.00%	0.00%	31.82%
Black Male	0	0.00%	0	0.00%	0	0.00%	0.00%	5.70%
Black Female	0	0.00%	0	0.00%	0	0.00%	0.00%	6.61%
Asian Male	0	0.00%	0	0.00%	0	0.00%	0.00%	2.19%
Asian Female	0	0.00%	0	0.00%	0	0.00%	0.00%	2.18%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	0.00%	0.31%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0.00%	0.31%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%	0.00%	0.08%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0.00%	0.08%
Two or More Male	0	0.00%	0	0.00%	0	0.00%	0.00%	1.05%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	0.00%	1.05%

Agency Population by Grade & Disability (Tables B4P and B4T)

Permanent Workforce

The permanent workforce of 9,395 employees contained 1,661 Persons with Disabilities (17.68%), and 273 Persons with Targeted Disabilities (2.91%). Persons with no disability and disabilities not identified (7,734 employees) comprised 82.32% of the permanent workforce.

- All types of disabilities were present in the permanent workforce except dwarfism.
- There were no Persons with Targeted Disability at the GS-8, NK-03, and SES grade levels.
- The GS-5, GS-6, and NK-02 grade levels contained the highest percentages of Persons with Targeted Disabilities at 14.29%, 9.52% and 16.67%, respectively.
- Employees with a reported Deaf or Serious Difficulty Hearing disability (77 employees) had the highest percentage (0.82%) of Persons with Targeted Disabilities, the next highest percentage (0.78%) was Persons with Significant Psychiatric Disorder (73 employees).
- The most populous grades (GS-11 through GS-13, and NH-03) accounted for 85.74% of the permanent workforce, 85.61% of Persons with Disabilities, and 85.71% of Persons with Targeted Disabilities.

GS, SES, NH & NK Grades by Disability (DCMA FY2023) Permanent						
Disability Category	GS-05		GS-06		GS-07	
	#	%	#	%	#	%
All	7	100.00%	42	100.00%	167	100.00%
No Disability (05)	3	42.86%	26	61.90%	114	72.02%
Not Identified (01)	1	14.29%	6	14.29%	26	8.93%
Disability (03, 06-99)	3	42.86%	10	23.81%	27	19.05%
Persons with Targeted Disability	1	14.29%	4	9.52%	10	5.99%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	2	4.76%	4	2.40%
Blind or Serious Difficulty Seeing (20)	1	14.29%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	1	2.38%	1	0.60%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	2	1.20%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	1	2.38%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	0	0.00%	0	0.00%	2	1.20%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	1	0.60%

GS, SES, NH & NK Grades by Disability (DCMA FY2023) Permanent (Cont'd)						
Disability Category	GS-08		GS-09		GS-11	
	#	%	#	%	#	%
All	3	100.00%	123	100.00%	2762	100.00%
No Disability (05)	3	100.00%	81	69.67%	1901	68.83%
Not Identified (01)	0	0.00%	18	11.48%	304	11.01%
Disability (03, 06-99)	0	0.00%	24	18.85%	557	20.17%
Persons with Targeted Disability	0	0.00%	4	3.25%	93	3.37%
Developmental Disability (02)	0	0.00%	0	0.00%	3	0.11%
Traumatic Brian Injury (03)	0	0.00%	0	0.00%	16	0.58%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	1	0.81%	21	0.76%
Blind or Serious Difficulty Seeing (20)	0	0.00%	1	0.81%	3	0.11%
Missing Extremities (31)	0	0.00%	0	0.00%	1	0.04%
Significant Mobility Impairment (40)	0	0.00%	1	0.81%	8	0.29%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	4	0.14%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	4	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.14%
Significant Psychiatric Disorder (91)	0	0.00%	1	0.81%	31	1.12%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	2	0.07%

GS, SES, NH & NK Grades by Disability (DCMA FY2023) Permanent (Cont'd)						
Disability Category	GS-12		GS-13		GS-14	
	#	%	#	%	#	%
All	2742	100.00%	1342	100.00%	240	100.00%
No Disability (05)	2101	76.62%	1050	78.24%	182	75.83%
Not Identified (01)	218	7.95%	68	5.07%	16	6.67%
Disability (03, 06-99)	423	15.43%	224	16.69%	42	17.50%
Persons with Targeted Disability	65	2.37%	40	2.98%	8	3.33%
Developmental Disability (02)	1	0.04%	1	0.07%	0	0.00%
Traumatic Brian Injury (03)	4	0.15%	5	0.37%	1	0.42%
Deaf or Serious Difficulty Hearing (19)	17	0.62%	11	0.82%	3	1.25%
Blind or Serious Difficulty Seeing (20)	5	0.18%	4	0.30%	1	0.42%
Missing Extremities (31)	3	0.11%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	4	0.15%	2	0.15%	0	0.00%
Partial or Complete Paralysis (60)	3	0.11%	3	0.22%	1	0.42%
Epilepsy or Other Seizure Disorders (82)	1	0.04%	5	0.37%	0	0.00%
Intellectual Disability (90)	2	0.07%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	20	0.73%	9	0.67%	2	0.83%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	5	0.18%	0	0.00%	0	0.00%

GS, SES, NH & NK Grades by Disability (DCMA FY2023) Permanent (Cont'd)						
Disability Category	NH-02		NH-03		NH-04	
	#	%	#	%	#	%
All	23	100.00%	1209	100.00%	713	100.00%
No Disability (05)	11	47.83%	905	74.86%	557	78.12%
Not Identified (01)	5	21.74%	86	7.11%	40	5.61%
Disability (03, 06-99)	7	30.43%	218	18.03%	116	16.27%
Persons with Targeted Disability	1	4.35%	36	2.98%	10	1.40%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	0	0.00%	5	0.41%	2	0.28%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	15	1.24%	2	0.28%
Blind or Serious Difficulty Seeing (20)	0	0.00%	1	0.08%	1	0.14%
Missing Extremities (31)	0	0.00%	1	0.08%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	1	0.08%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	2	0.17%	1	0.14%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	4	0.33%	1	0.14%
Intellectual Disability (90)	0	0.00%	0	0.00%	1	0.14%
Significant Psychiatric Disorder (91)	1	4.35%	6	0.50%	1	0.14%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	1	0.08%	1	0.14%

GS, SES, NH & NK Grades by Disability (DCMA FY2023) Permanent (Cont'd)						
Disability Category	NK-02		NK-03		NK Totals	
	#	%	#	%	#	%
All	6	100.00%	5	100.00%	11	100.00%
No Disability (05)	2	33.33%	2	40.00%	4	36.36%
Not Identified (01)	0	0.00%	0	0.00%	0	0.00%
Disability (03, 06-99)	4	66.67%	3	60.00%	7	63.64%
Persons with Targeted Disability	1	16.67%	0	0.00%	1	9.09%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	1	16.67%	0	0.00%	1	9.09%
Blind or Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	0	0.00%	0	0.00%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

GS, SES, NH & NK Grades by Disability (DCMA FY2023) Permanent (Cont'd)								
Disability Category	NH Totals		GS Totals		SES Totals		Agency Totals	
	#	%	#	%	#	%	#	%
All	1945	100.00%	7428	100.00%	11	100.00%	9395	100.00%
No Disability (05)	1473	75.73%	5461	73.52%	8	72.73%	6946	73.93%
Not Identified (01)	131	6.74%	657	8.84%	0	0.00%	788	8.39%
Disability (03, 06-99)	341	17.53%	1310	17.64%	3	27.27%	1661	17.68%
Persons with Targeted Disability	47	2.42%	225	3.03%	0	0.00%	273	2.91%
Developmental Disability (02)	0	0.00%	5	0.07%	0	0.00%	5	0.05%
Traumatic Brian Injury (03)	7	0.36%	26	0.35%	0	0.00%	33	0.35%
Deaf or Serious Difficulty Hearing (19)	17	0.87%	59	0.79%	0	0.00%	77	0.82%
Blind or Serious Difficulty Seeing (20)	2	0.10%	15	0.20%	0	0.00%	17	0.18%
Missing Extremities (31)	1	0.05%	4	0.05%	0	0.00%	5	0.05%
Significant Mobility Impairment (40)	1	0.05%	17	0.23%	0	0.00%	18	0.19%
Partial or Complete Paralysis (60)	3	0.15%	13	0.18%	0	0.00%	16	0.17%
Epilepsy or Other Seizure Disorders (82)	5	0.26%	11	0.15%	0	0.00%	16	0.17%
Intellectual Disability (90)	1	0.05%	2	0.03%	0	0.00%	3	0.03%
Significant Psychiatric Disorder (91)	8	0.41%	65	0.88%	0	0.00%	73	0.78%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	2	0.10%	8	0.11%	0	0.00%	10	0.11%

Temporary Workforce

The temporary workforce of 790 employees contained 103 Persons with Disabilities (13.03%), and 22 Persons with Targeted Disabilities (2.78%). Persons with no disability and disabilities not identified (687 employees) comprised 86.97% of the temporary workforce.

- The following were the types of disabilities present in the temporary workforce: Traumatic Brain Injury (0.51%); Deaf or Serious Difficulty Hearing (1.01%); Blind or Serious Difficulty Seeing (0.25%); Missing Extremities (0.13%); Significant Psychiatric Disorder (0.88%).
- There were no Persons with Targeted Disability at the GS-6, GS-13, GS-14, NH-02, and NK-02, NK-03 grade levels.
- The NH-04 grade level contained the highest percentage of Persons with Targeted Disabilities (8.83%) in the NH grades, while the GS-11 grade level had the highest number of persons with a targeted disability (8 employees) in the temporary workforce.
- Employees with a reported Deaf or Serious Difficulty Hearing disability (8 employees) had the highest percentage (1.01%) of Persons with Targeted Disabilities, the next highest percentage (0.88%) was Persons with Significant Psychiatric Disorder (7 employees).
- The most populous grades (GS-7, GS-9, GS-11, and GS-12) accounted for 82.41% of the temporary workforce, 81.55% of Persons with Disabilities, and 81.82% of Persons with Targeted Disabilities.

GS, SES, NH & NK Grades by Disability (DCMA FY2023) Temporary						
Disability Category	GS-05		GS-06		GS-07	
	#	%	#	%	#	%
All	6	100.00%	10	100.00%	89	100.00%
No Disability (05)	4	66.67%	6	60.00%	58	65.17%
Not Identified (01)	0	0.00%	4	40.00%	16	17.98%
Disability (03, 06-99)	2	33.33%	0	0.00%	15	16.85%
Persons with Targeted Disability	1	16.67%	0	0.00%	3	3.37%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	0	0.00%	3	3.37%
Blind or Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	1	16.67%	0	0.00%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

GS, SES, NH & NK Grades by Disability (DCMA FY2023) Temporary (Cont'd)						
Disability Category	GS-09		GS-11		GS-12	
	#	%	#	%	#	%
All	78	100.00%	361	100.00%	123	100.00%
No Disability (05)	57	73.08%	238	65.93%	91	73.98%
Not Identified (01)	12	15.38%	80	22.16%	15	12.20%
Disability (03, 06-99)	9	11.54%	43	11.91%	17	13.82%
Persons with Targeted Disability	4	5.13%	8	2.22%	3	2.44%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	0	0.00%	1	0.28%	1	0.81%
Deaf or Serious Difficulty Hearing (19)	2	2.56%	1	0.28%	2	1.63%
Blind or Serious Difficulty Seeing (20)	0	0.00%	2	0.55%	0	0.00%
Missing Extremities (31)	1	1.28%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	1	1.28%	4	1.11%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

GS, SES, NH & NK Grades by Disability (DCMA FY2023) Temporary (Cont'd)						
Disability Category	GS-13		GS-14		NH-02	
	#	%	#	%	#	%
All	44	100.00%	7	100.00%	10	100.00%
No Disability (05)	29	65.91%	5	71.43%	8	80.00%
Not Identified (01)	10	22.73%	1	14.29%	1	10.00%
Disability (03, 06-99)	5	11.36%	1	14.29%	1	10.00%
Persons with Targeted Disability	0	0.00%	0	0.00%	0	0.00%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	0	0.00%	0	0.00%
Blind or Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	0	0.00%	0	0.00%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

GS, SES, NH & NK Grades by Disability (DCMA FY2023) Temporary (Cont'd)								
Disability Category	NH-03		NH-04		NK-02		NK-03	
	#	%	#	%	#	%	#	%
All	37	100.00%	24	100.00%	1	100.00%	0	100.00%
No Disability (05)	23	62.16%	20	83.33%	1	100.00%	0	0.00%
Not Identified (01)	7	18.92%	1	4.17%	0	0.00%	0	0.00%
Disability (03, 06-99)	7	18.92%	3	12.50%	0	0.00%	0	0.00%
Persons with Targeted Disability	1	2.70%	2	8.33%	0	0.00%	0	0.00%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	1	2.70%	1	4.17%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Blind or Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	0	0.00%	1	4.17%	0	0.00%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%	0	0.00%

GS, SES, NH & NK Grades by Disability (DCMA FY2023) Temporary (Cont'd)								
Disability Category	GS Totals		NH Totals		NK Totals		Agency Totals	
	#	%	#	%	#	%	#	%
All	718	100.00%	71	100.00%	1	100.00%	790	100.00%
No Disability (05)	488	67.97%	51	71.83%	1	100.00%	540	68.36%
Not Identified (01)	138	19.22%	9	12.68%	0	0.00%	147	18.61%
Disability (03, 06-99)	92	12.81%	11	15.49%	0	0.00%	103	13.03%
Persons with Targeted Disability	19	2.65%	3	4.22%	0	0.00%	22	2.78%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	2	0.28%	2	2.82%	0	0.00%	4	0.51%
Deaf or Serious Difficulty Hearing (19)	8	1.11%	0	0.00%	0	0.00%	8	1.01%
Blind or Serious Difficulty Seeing (20)	2	0.28%	0	0.00%	0	0.00%	2	0.25%
Missing Extremities (31)	1	0.14%	0	0.00%	0	0.00%	1	0.13%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	6	0.84%	1	1.41%	0	0.00%	7	0.88%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Salary by Race/Ethnicity & Gender (Tables A5P and A5T)

Permanent Workforce

In the Agency's permanent workforce, there were fifteen salary range tiers. The most populous salary ranges were salaries from \$80,001 – \$120,000, which represented 74.36% (6,986 employees).

In salary ranges from \$70,001 and greater, total males exceeded their 51.79% CLF, and exceeded their participation rate of 69.08% in seven of the highest salary ranges. Total females exceeded their 48.21% CLF and expected participation rate of 30.92% in the salary ranges from \$40,001 – \$70,000.

Hispanic/Latino males exceeded their 6.82% CLF in the salary ranges from \$80,001 – \$110,000 but were below expected participation in all other salary ranges, while Hispanic/Latino females were below their 6.16% CLF in every salary range.

White males were represented above their 35.64% CLF in every salary range with a salary of \$70,001 or greater, while White females fell below their 31.82% CLF in thirteen of the fifteen salary ranges.

African American/Black males exceeded their 5.70% CLF in salary ranges from \$40,001 – \$140,000, while African American/Black females exceeded their 6.61% CLF in salary ranges from \$110,001 – \$170,000 (at 9.15%) and \$180,001 or greater (at 7.21%).

The Asian males exceeded their 2.19% CLF in salary ranges from \$60,001 – \$160,000; while Asian females exceeded their expected participation in the salary ranges from \$100,001 – \$160,000.

The following groups were the least represented amongst the salary ranges: Native Hawaiian or Other Pacific Islander Male and Female, American Indian or Alaska Native Male and Female, and Two or More Races Male and Female.

The following tables show participation rates in the salary ranges for the permanent workforce.

Salary by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce							
Category	\$40,001-\$50,000		\$50,001-\$60,000		\$60,001-\$70,000		CLF
	Total	%	Total	%	Total	%	
All	10	100.00%	113	100.00%	166	100.00%	100.00%
Total Male	4	40.00%	48	42.48%	52	31.33%	51.79%
Total Female	6	60.00%	65	57.52%	114	68.67%	48.21%
H/L Male	0	0.00%	7	6.19%	5	3.01%	6.82%
H/L Female	0	0.00%	5	4.42%	9	5.42%	6.16%
White Male	1	10.00%	25	22.12%	26	15.66%	35.64%
White Female	4	40.00%	35	30.97%	62	37.35%	31.82%
Black Male	3	30.00%	15	13.27%	13	7.83%	5.70%
Black Female	0	0.00%	21	18.58%	30	18.07%	6.61%
Asian Male	0	0.00%	0	0.00%	8	4.82%	2.19%
Asian Female	2	20.00%	0	0.00%	9	5.42%	2.18%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	0.31%
NH/PI Female	0	0.00%	1	0.88%	2	1.20%	0.31%
AI/AN Male	0	0.00%	1	0.88%	0	0.00%	0.08%
AI/AN Female	0	0.00%	1	0.88%	1	0.60%	0.08%
Two or More Male	0	0.00%	0	0.00%	0	0.00%	1.05%
Two or More Female	0	0.00%	2	1.77%	1	0.60%	1.05%

Salary by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce							
Category	\$70,001-\$80,000		\$80,001-\$90,000		\$90,001-\$100,000		CLF
	Total	%	Total	%	Total	%	
All	603	100.00%	1558	100.00%	1627	100.00%	100.00%
Total Male	368	61.03%	1162	74.58%	1235	75.91%	51.79%
Total Female	235	38.97%	396	25.42%	392	24.09%	48.21%
H/L Male	36	5.97%	112	7.19%	129	7.93%	6.82%
H/L Female	28	4.64%	35	2.25%	49	3.01%	6.16%
White Male	241	39.97%	822	52.76%	849	52.18%	35.64%
White Female	132	21.89%	237	15.21%	215	13.21%	31.82%
Black Male	59	9.78%	153	9.82%	157	9.65%	5.70%
Black Female	59	9.78%	95	6.10%	95	5.84%	6.61%
Asian Male	25	4.15%	46	2.95%	72	4.43%	2.19%
Asian Female	8	1.33%	18	1.16%	23	1.41%	2.18%
NH/PI Male	2	0.33%	6	0.39%	8	0.49%	0.31%
NH/PI Female	1	0.17%	3	0.19%	2	0.12%	0.31%
AI/AN Male	2	0.33%	16	1.03%	11	0.68%	0.08%
AI/AN Female	5	0.83%	4	0.26%	2	0.12%	0.08%
Two or More Male	3	0.50%	7	0.45%	9	0.55%	1.05%
Two or More Female	2	0.33%	4	0.26%	6	0.37%	1.05%

Salary by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce							
Category	\$100,001-\$110,000		\$110,001-\$120,000		\$120,001-\$130,000		CLF
	Total	%	Total	%	Total	%	
All	1502	100.00%	1301	100.00%	998	100.00%	100.00%
Total Male	1085	72.24%	872	67.03%	651	65.23%	51.79%
Total Female	417	27.76%	429	32.97%	347	34.77%	48.21%
H/L Male	121	8.06%	73	5.61%	51	5.11%	6.82%
H/L Female	54	3.60%	43	3.31%	40	4.01%	6.16%
White Male	727	48.40%	571	43.89%	440	44.09%	35.64%
White Female	221	14.71%	218	16.76%	183	18.34%	31.82%
Black Male	118	7.86%	115	8.84%	84	8.42%	5.70%
Black Female	92	6.13%	119	9.15%	78	7.82%	6.61%
Asian Male	97	6.46%	89	6.84%	60	6.01%	2.19%
Asian Female	39	2.60%	38	2.92%	34	3.41%	2.18%
NH/PI Male	4	0.27%	6	0.46%	3	0.30%	0.31%
NH/PI Female	3	0.20%	2	0.15%	4	0.40%	0.31%
AI/AN Male	11	0.73%	8	0.61%	8	0.80%	0.08%
AI/AN Female	3	0.20%	1	0.08%	0	0.00%	0.08%
Two or More Male	7	0.47%	10	0.77%	5	0.50%	1.05%
Two or More Female	5	0.33%	8	0.61%	8	0.80%	1.05%

Salary by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce							
Category	\$130,001-\$140,000		\$140,001-\$150,000		\$150,001-\$160,000		CLF
	Total	%	Total	%	Total	%	
All	519	100.00%	389	100.00%	234	100.00%	100.00%
Total Male	325	62.52%	270	69.41%	165	70.51%	51.79%
Total Female	194	37.00%	119	30.59%	69	29.49%	48.21%
H/L Male	25	4.82%	12	3.08%	11	4.70%	6.82%
H/L Female	15	2.89%	10	2.57%	8	3.42%	6.16%
White Male	221	42.58%	205	52.70%	124	52.99%	35.64%
White Female	110	21.19%	73	18.77%	36	15.38%	31.82%
Black Male	39	7.51%	21	5.40%	15	6.41%	5.70%
Black Female	47	9.06%	25	6.43%	12	5.13%	6.61%
Asian Male	33	6.36%	28	7.20%	12	5.13%	2.19%
Asian Female	14	2.70%	10	2.57%	11	4.70%	2.18%
NH/PI Male	2	0.39%	0	0.00%	0	0.00%	0.31%
NH/PI Female	2	0.39%	1	0.26%	0	0.00%	0.31%
AI/AN Male	4	0.77%	2	0.51%	0	0.00%	0.08%
AI/AN Female	4	0.77%	0	0.00%	1	0.43%	0.08%
Two or More Male	1	0.19%	2	0.51%	3	1.28%	1.05%
Two or More Female	2	0.39%	0	0.00%	1	0.43%	1.05%

Salary by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce									
Category	\$160,001-\$170,000		\$170,001-\$180,000		\$180,001-and Greater		Total Workforce		CLF
	Total	%	Total	%	Total	%	Total	%	
All	152	100.00%	112	100.00%	111	100.00%	9395	100.00%	100.00%
Total Male	100	65.79%	84	75.00%	78	70.27%	6499	69.18%	51.79%
Total Female	52	34.21%	28	25.00%	33	29.73%	2896	30.82%	48.21%
H/L Male	8	5.26%	4	3.57%	2	1.80%	596	6.34%	6.82%
H/L Female	5	3.29%	1	0.89%	3	2.70%	305	3.25%	6.16%
White Male	81	53.29%	63	56.25%	66	59.46%	4462	47.49%	35.64%
White Female	32	21.05%	22	19.64%	19	17.12%	1599	17.02%	31.82%
Black Male	7	4.61%	7	6.25%	7	6.31%	813	8.65%	5.70%
Black Female	13	8.55%	3	2.68%	8	7.21%	697	7.42%	6.61%
Asian Male	3	1.97%	7	6.25%	1	0.90%	481	5.12%	2.19%
Asian Female	2	1.32%	1	0.89%	1	0.90%	210	2.24%	2.18%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	31	0.33%	0.31%
NH/PI Female	0	0.00%	1	0.89%	0	0.00%	22	0.23%	0.31%
AI/AN Male	1	0.66%	0	0.00%	2	1.80%	66	0.70%	0.08%
AI/AN Female	0	0.00%	0	0.00%	2	1.80%	24	0.26%	0.08%
Two or More Male	0	0.00%	3	2.68%	0	0.00%	50	0.53%	1.05%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	39	0.42%	1.05%

Temporary Workforce

In the Agency's temporary workforce, there were sixteen salary range tiers. The most populous salary range tiers were from \$60,001 – \$90,000, which represented 60.38% (477 employees).

Total males exceeded their 51.79% CLF in every salary range tier, except the following: \$40,001 – \$60,000; \$140,001 – \$150,000; and \$170,001 – \$180,000; and exceeded their 69.08% participation rate in the following salary range tiers: \$30,001 – \$40,000; \$70,001 – \$90,000; \$120,001 – \$140,000; \$150,001 – \$160,000; and \$180,001 or greater.

Total females exceeded their 48.21% CLF in the following salary range tiers: \$40,001 – \$60,000 and \$140,001 – \$150,000; and exceeded their participation rate of 30.92% in the following salary range tiers: \$40,001 – \$70,000; \$90,001 – \$120,000; and \$170,001 – \$180,000.

In all salary range tiers, the following groups fell below their expected participation rate, had little representation, or were not represented: Hispanic/Latino Female; Asian Female; Native Hawaiian or Other Pacific Islander Male and Female, American Indian or Alaska Native Male and Female, and Two or More Races Male and Female.

The following tables show participation rates in the salary ranges for the temporary workforce.

Salary by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce									
Category	\$30,001-\$40,000		\$40,001-\$50,000		\$50,001-\$60,000		\$60,001-\$70,000		CLF
	Total	%	Total	%	Total	%	Total	%	
All	2	100.00%	27	100.00%	84	100.00%	97	100.00%	100.00%
Total Male	2	100.00%	13	48.15%	43	51.19%	53	54.64%	51.79%
Total Female	0	0.00%	14	51.85%	41	48.81%	44	45.36%	48.21%
H/L Male	0	0.00%	1	3.70%	6	7.14%	6	6.19%	6.82%
H/L Female	0	0.00%	4	14.81%	9	10.71%	9	9.28%	6.16%
White Male	1	50.00%	6	22.22%	23	27.38%	33	34.02%	35.64%
White Female	0	0.00%	7	25.93%	17	20.24%	20	20.62%	31.82%
Black Male	1	50.00%	4	14.81%	9	10.71%	9	9.28%	5.70%
Black Female	0	0.00%	1	3.70%	10	11.90%	9	9.28%	6.61%
Asian Male	0	0.00%	2	7.41%	3	3.57%	5	5.15%	2.19%
Asian Female	0	0.00%	1	3.70%	5	5.95%	4	4.12%	2.18%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.31%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.31%
AI/AN Male	0	0.00%	0	0.00%	1	1.19%	0	0.00%	0.08%
AI/AN Female	0	0.00%	1	3.70%	0	0.00%	1	1.03%	0.08%
Two or More Male	0	0.00%	0	0.00%	1	1.19%	0	0.00%	1.05%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	1	1.03%	1.05%

Salary by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce							
Category	\$70,001-\$80,000		\$80,001-\$90,000		\$90,001-\$100,000		CLF
	Total	%	Total	%	Total	%	
All	186	100.00%	194	100.00%	85	100.00%	100.00%
Total Male	135	72.58%	157	80.93%	58	68.27%	51.79%
Total Female	51	27.42%	37	19.07%	27	31.76%	48.21%
H/L Male	14	7.53%	22	11.34%	7	8.24%	6.82%
H/L Female	5	2.69%	6	3.09%	3	3.53%	6.16%
White Male	102	54.84%	97	50.00%	33	38.82%	35.64%
White Female	27	14.52%	13	6.70%	13	15.29%	31.82%
Black Male	10	5.38%	19	9.79%	12	14.12%	5.70%
Black Female	13	6.99%	5	2.58%	8	9.41%	6.61%
Asian Male	4	2.15%	12	6.19%	6	7.06%	2.19%
Asian Female	5	2.69%	9	4.64%	2	2.35%	2.18%
NH/PI Male	4	2.15%	2	1.03%	0	0.00%	0.31%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0.31%
AI/AN Male	0	0.00%	5	2.58%	0	0.00%	0.08%
AI/AN Female	0	0.00%	2	1.03%	0	0.00%	0.08%
Two or More Male	1	0.54%	0	0.00%	0	0.00%	1.05%
Two or More Female	1	0.54%	2	1.03%	1	1.18%	1.05%

Salary by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce							
Category	\$100,001-\$110,000		\$110,001-\$120,000		\$120,001-\$130,000		CLF
	Total	%	Total	%	Total	%	
All	41	100.00%	23	100.00%	15	100.00%	100.00%
Total Male	27	65.85%	14	60.87%	11	73.33%	51.79%
Total Female	14	34.15%	9	39.13%	4	26.67%	48.21%
H/L Male	4	9.76%	2	8.70%	1	6.67%	6.82%
H/L Female	1	2.44%	0	0.00%	0	0.00%	6.16%
White Male	15	36.59%	7	30.43%	9	60.00%	35.64%
White Female	7	17.07%	3	13.04%	3	20.00%	31.82%
Black Male	6	14.63%	5	21.74%	1	6.67%	5.70%
Black Female	5	12.20%	5	21.74%	0	0.00%	6.61%
Asian Male	2	4.88%	0	0.00%	0	0.00%	2.19%
Asian Female	1	2.44%	1	4.35%	1	6.67%	2.18%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	0.31%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0.31%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%	0.08%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0.08%
Two or More Male	0	0.00%	0	0.00%	0	0.00%	1.05%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	1.05%

Salary by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce							
Category	\$130,001-\$140,000		\$140,001-\$150,000		\$150,001-\$160,000		CLF
	Total	%	Total	%	Total	%	
All	14	100.00%	8	100.00%	7	100.00%	100.00%
Total Male	13	92.86%	2	25.00%	5	71.43%	51.79%
Total Female	1	7.14%	6	75.00%	2	28.57%	48.21%
H/L Male	1	7.14%	0	0.00%	1	14.29%	6.82%
H/L Female	0	0.00%	0	0.00%	0	0.00%	6.16%
White Male	6	42.86%	2	25.00%	3	42.86%	35.64%
White Female	1	7.14%	5	62.50%	1	14.29%	31.82%
Black Male	1	7.14%	0	0.00%	1	14.29%	5.70%
Black Female	0	0.00%	1	12.50%	1	14.29%	6.61%
Asian Male	4	28.57%	0	0.00%	0	0.00%	2.19%
Asian Female	0	0.00%	0	0.00%	0	0.00%	2.18%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	0.31%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0.31%
AI/AN Male	1	7.14%	0	0.00%	0	0.00%	0.08%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0.08%
Two or More Male	0	0.00%	0	0.00%	0	0.00%	1.05%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	1.05%

Salary by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce									
Category	\$160,001-\$170,000		\$170,001-\$180,000		\$180,001-and Greater		Total Workforce		CLF
	Total	%	Total	%	Total	%	Total	%	
All	3	100.00%	3	100.00%	1	100.00%	790	100.00%	100.00%
Total Male	2	66.67%	1	33.33%	1	100.00%	537	67.97%	51.79%
Total Female	1	33.33%	2	66.67%	0	0.00%	253	32.03%	48.21%
H/L Male	0	0.00%	0	0.00%	0	0.00%	65	8.23%	6.82%
H/L Female	0	0.00%	0	0.00%	0	0.00%	37	4.68%	6.16%
White Male	1	33.33%	1	33.33%	1	100.00%	340	43.04%	35.64%
White Female	0	0.00%	2	66.67%	0	0.00%	119	15.06%	31.82%
Black Male	0	0.00%	0	0.00%	0	0.00%	78	9.87%	5.70%
Black Female	1	33.33%	0	0.00%	0	0.00%	59	7.47%	6.61%
Asian Male	1	33.33%	0	0.00%	0	0.00%	39	4.94%	2.19%
Asian Female	0	0.00%	0	0.00%	0	0.00%	29	3.67%	2.18%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	6	0.76%	0.31%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.31%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%	7	0.89%	0.08%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	4	0.51%	0.08%
Two or More Male	0	0.00%	0	0.00%	0	0.00%	2	0.25%	1.05%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	5	0.63%	1.05%

Salary by Disability (Tables B5P and B5T)

Permanent Workforce

In the permanent workforce, the most populous salary range tiers were from \$80,001 – \$110,000, which represented 47.15% (4,430 employees). In all fifteen salary tiers, representation of Persons with Disabilities exceeded the 12.00% Federal goal. However, only eight salary range tiers met the Federal goal for employment of Persons with Targeted Disabilities.

The salary range tiers with the highest percentages of Persons with Disabilities were \$60,001 – \$70,000 with 22.89%, and \$80,001 – \$90,000 with 21.05%.

The following salary range tiers fell below the goal for targeted disabilities: \$40,001 – \$50,000 (0.00%); \$110,001 – \$120,000 (1.84%); \$140,001 – \$150,000 (1.54%); \$150,001 – \$160,000 (1.71%); \$160,001 – \$170,000 (1.97%); \$170,001 – (0.00%); and \$180,000 or greater (0.90%).

The following tables show participation rates in the salary ranges for the permanent workforce.

Salary by Disability (DCMA FY2023) Permanent Workforce						
Category	\$40,001-\$50,000		\$50,001-\$60,000		\$60,001-\$70,000	
	Total	%	Total	%	Total	%
All	10	100.00%	113	100.00%	166	100.00%
No Disability (05)	5	50.00%	73	64.60%	109	65.66%
Not Identified (01)	2	20.00%	19	16.81%	19	11.45%
Disability (03, 06-99)	3	30.00%	21	18.58%	38	22.89%
Persons with Targeted Disability	0	0.00%	8	7.08%	11	6.63%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	2	1.77%	5	3.01%
Blind or Serious Difficulty Seeing (20)	0	0.00%	1	0.88%	1	0.60%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	1	0.88%	2	1.20%
Partial or Complete Paralysis (60)	0	0.00%	1	0.88%	1	0.60%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	1	0.60%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	0	0.00%	2	1.77%	1	0.60%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	1	0.88%	0	0.00%

Salary by Disability (DCMA FY2023) Permanent Workforce						
Category	\$70,001-\$80,000		\$80,001-\$90,000		\$90,001-\$100,000	
	Total	%	Total	%	Total	%
All	603	100.00%	1558	100.00%	1627	100.00%
No Disability (05)	407	67.50%	1055	67.72%	1192	73.26%
Not Identified (01)	91	15.09%	175	11.23%	155	9.53%
Disability (03, 06-99)	105	17.41%	328	21.05%	280	17.21%
Persons with Targeted Disability	21	3.48%	52	3.34%	43	2.64%
Developmental Disability (02)	1	0.17%	2	0.13%	1	0.06%
Traumatic Brian Injury (03)	2	0.33%	8	0.51%	7	0.43%
Deaf or Serious Difficulty Hearing (19)	6	1.00%	12	0.77%	11	0.68%
Blind or Serious Difficulty Seeing (20)	1	0.17%	4	0.26%	1	0.06%
Missing Extremities (31)	1	0.17%	0	0.00%	1	0.06%
Significant Mobility Impairment (40)	1	0.17%	3	0.19%	3	0.18%
Partial or Complete Paralysis (60)	0	0.00%	1	0.06%	3	0.18%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	3	0.19%	1	0.06%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	9	1.49%	16	1.03%	15	0.92%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	3	0.19%	0	0.00%

Salary by Disability (DCMA FY2023) Permanent Workforce						
Category	\$100,001-\$110,000		\$110,001-\$120,000		\$120,001-\$130,000	
	Total	%	Total	%	Total	%
All	1502	100.00%	1301	100.00%	998	100.00%
No Disability (05)	1121	74.63%	1025	78.79%	781	78.26%
Not Identified (01)	106	7.06%	84	6.46%	50	5.01%
Disability (03, 06-99)	275	18.31%	192	14.76%	167	16.73%
Persons with Targeted Disability	52	3.46%	24	1.84%	32	3.21%
Developmental Disability (02)	0	0.00%	1	0.08%	0	0.00%
Traumatic Brian Injury (03)	5	0.33%	2	0.15%	3	0.30%
Deaf or Serious Difficulty Hearing (19)	14	0.93%	8	0.61%	9	0.90%
Blind or Serious Difficulty Seeing (20)	2	0.13%	1	0.08%	4	0.40%
Missing Extremities (31)	1	0.07%	0	0.00%	2	0.20%
Significant Mobility Impairment (40)	6	0.40%	2	0.15%	0	0.00%
Partial or Complete Paralysis (60)	3	0.20%	1	0.08%	4	0.40%
Epilepsy or Other Seizure Disorders (82)	2	0.13%	2	0.15%	2	0.20%
Intellectual Disability (90)	2	0.13%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	14	0.93%	6	0.46%	7	0.70%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	3	0.20%	1	0.08%	1	0.10%

Salary by Disability (DCMA FY2023) Permanent Workforce						
Category	\$130,001-\$140,000		\$140,001-\$150,000		\$150,001-\$160,000	
	Total	%	Total	%	Total	%
All	519	100.00%	389	100.00%	234	100.00%
No Disability (05)	405	78.03%	303	77.89%	180	76.92%
Not Identified (01)	29	5.59%	23	5.91%	10	4.27%
Disability (03, 06-99)	85	16.38%	63	16.20%	44	18.80%
Persons with Targeted Disability	16	3.08%	6	1.54%	4	1.71%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	3	0.58%	2	0.51%	1	0.43%
Deaf or Serious Difficulty Hearing (19)	6	1.16%	1	0.26%	2	0.85%
Blind or Serious Difficulty Seeing (20)	1	0.19%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	1	0.43%
Epilepsy or Other Seizure Disorders (82)	5	0.96%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	1	0.26%	0	0.00%
Significant Psychiatric Disorder (91)	1	0.19%	2	0.51%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

Salary by Disability (DCMA FY2023) Permanent Workforce								
Category	\$160,001-\$170,000		\$170,001-\$180,000		\$180,001-and Greater		Total Workforce	
	Total	%	Total	%	Total	%	Total	%
All	152	100.00%	112	100.00%	111	100.00%	9395	100.00%
No Disability (05)	117	76.97%	87	77.68%	86	77.48%	6946	73.93%
Not Identified (01)	12	7.89%	8	7.14%	5	4.50%	788	8.39%
Disability (03, 06-99)	23	15.13%	17	15.18%	20	18.02%	1661	17.68%
Persons with Targeted Disability	3	1.97%	0	0.00%	1	0.90%	273	2.91%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	5	0.05%
Traumatic Brian Injury (03)	0	0.00%	0	0.00%	0	0.00%	33	0.35%
Deaf or Serious Difficulty Hearing (19)	1	0.66%	0	0.00%	0	0.00%	77	0.82%
Blind or Serious Difficulty Seeing (20)	1	0.66%	0	0.00%	0	0.00%	17	0.18%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%	5	0.05%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%	18	0.19%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	1	0.90%	16	0.17%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%	16	0.17%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	3	0.03%
Significant Psychiatric Disorder (91)	0	0.00%	0	0.00%	0	0.00%	73	0.78%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	1	0.66%	0	0.00%	0	0.00%	10	0.11%

Temporary Workforce

In the temporary workforce, the most populous salary range tiers were from \$60,001 – \$90,000, which represented 60.38% (477 employees). In eleven of the sixteen salary tiers, representation of Persons with Disabilities exceeded the 12.00% Federal goal. However, only nine salary range tiers met the Federal goal for employment of Persons with Targeted Disabilities.

The salary range tiers with the highest percentages of Persons with Disabilities were \$50,001 – \$70,000 with 17.86%, \$120,001 – \$130,000 with 16.73%. and \$160,001 – \$170,000 with 33.33%.

The following salary range tiers fell below the goal for targeted disabilities: \$30,001 – \$40,000 (0.00%); \$40,001 – \$50,000 (7.41%); \$90,001 – \$100,000 (9.41%); \$110,001 – \$130,000 (0.00%); and \$140,001 or greater (0.00%).

The following tables show participation rates in the salary ranges for the temporary workforce.

Salary by Disability (DCMA FY2023) Temporary Workforce								
Category	\$30,001-\$40,000		\$40,001-\$50,000		\$50,001-\$60,000		\$60,001-\$70,000	
	Total	%	Total	%	Total	%	Total	%
All	2	100.00%	27	100.00%	84	100.00%	97	100.00%
No Disability (05)	2	100.00%	20	74.07%	55	65.48%	68	65.48%
Not Identified (01)	0	0.00%	5	18.52%	14	16.67%	20	16.67%
Disability (03, 06-99)	0	0.00%	2	7.41%	15	17.86%	9	17.86%
Persons with Targeted Disability	0	0.00%	1	3.70%	2	2.38%	5	2.38%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	0	0.00%	0	0.00%	2	0.00%
Blind of Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	2	2.38%	1	2.38%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%	1	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	0	0.00%	1	3.70%	0	0.00%	1	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Salary by Disability (DCMA FY2023) Temporary Workforce						
Category	\$70,001-\$80,000		\$80,001-\$90,000		\$90,001-\$100,000	
	Total	%	Total	%	Total	%
All	186	100.00%	194	100.00%	85	100.00%
No Disability (05)	115	61.83%	136	70.10%	61	71.76%
Not Identified (01)	41	22.04%	33	17.01%	16	18.82%
Disability (03, 06-99)	30	16.13%	25	12.89%	8	9.41%
Persons with Targeted Disability	4	2.15%	6	3.09%	1	1.18%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	1	0.54%	0	0.00%	1	1.18%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	3	1.55%	0	0.00%
Blind of Serious Difficulty Seeing (20)	2	1.08%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	1	0.54%	3	1.55%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

Salary by Disability (DCMA FY2023) Temporary Workforce						
Category	\$100,001-\$110,000		\$110,001-\$120,000		\$120,001-\$130,000	
	Total	%	Total	%	Total	%
All	41	100.00%	23	100.00%	15	100.00%
No Disability (05)	29	70.73%	17	73.91%	9	78.26%
Not Identified (01)	7	17.07%	3	13.04%	5	5.01%
Disability (03, 06-99)	5	12.20%	3	13.04%	1	16.73%
Persons with Targeted Disability	1	2.44%	0	0.00%	0	0.00%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	1	2.44%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	0	0.00%	0	0.00%
Blind of Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	0	0.00%	0	0.00%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

Salary by Disability (DCMA FY2023) Temporary Workforce						
Category	\$130,001-\$140,000		\$140,001-\$150,000		\$150,001-\$160,000	
	Total	%	Total	%	Total	%
All	14	100.00%	8	100.00%	7	100.00%
No Disability (05)	10	71.43%	7	87.50%	5	71.43%
Not Identified (01)	2	14.29%	0	0.00%	1	14.29%
Disability (03, 06-99)	2	14.29%	1	12.50%	1	14.29%
Persons with Targeted Disability	1	7.14%	0	0.00%	0	0.00%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	0	0.00%	0	0.00%
Blind of Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	1	7.14%	0	0.00%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

Salary by Disability (DCMA FY2023) Temporary Temporary Workforce								
Category	\$160,001-\$170,000		\$170,001-\$180,000		\$180,001-and Greater		Total Workforce	
	Total	%	Total	%	Total	%	Total	%
All	3	100.00%	3	100.00%	1	100.00%	790	100.00%
No Disability (05)	2	66.67%	3	100.00%	1	100.00%	540	68.35%
Not Identified (01)	0	0.00%	0	0.00%	0	0.00%	147	18.61%
Disability (03, 06-99)	1	33.33%	0	0.00%	0	0.00%	103	13.04%
Persons with Targeted Disability	0	0.00%	0	0.00%	0	0.00%	21	2.66%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	0	0.00%	0	0.00%	0	0.00%	3	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.66%	0	0.00%	0	0.00%	5	0.00%
Blind of Serious Difficulty Seeing (20)	0	0.66%	0	0.00%	0	0.00%	5	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%	1	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	0	0.00%	0	0.00%	0	0.00%	7	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.66%	0	0.00%	0	0.00%	0	0.00%

Mission-Critical Occupations by Race, Ethnicity & Gender (Tables A6P and A6T)

Mission Critical Occupations (MCO) are highly complex and technical, coupled with the rigorous and exacting requirements needed to meet the qualification standards. The relevant Civilian Labor Force (RCLF) is a more realistic benchmark for MCOs than CLF.

The Agency's MCOs are:

Quality Assurance (QA) Specialists (1910).

Contract Management Specialists (1102).

General Engineers (0801).

Industrial Specialists (1150).

Information Technologists (2210).

Permanent Workforce

The five mission-critical occupations accounted for 74.75% of the Agency's permanent workforce, and the two most populous series (1910 and 1102) comprised 73.87% of the mission-critical series. The following two tables show the distribution of employees amongst the mission-critical occupations.

Mission-Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce									
Category	1910 Series			1102 Series			0801 Series		
	Total	%	RCLF	Total	%	RCLF	Total	%	RCLF
All	2801	100.00%	100.00%	2420	100.00%	100.00%	693	100.00%	100.00%
Total Male	2491	88.93%	45.70%	1180	48.76%	47.30%	564	81.39%	87.10%
Total Female	310	11.07%	54.30%	1240	51.24%	52.70%	129	18.61%	12.90%
H/L Male	237	8.46%	4.40%	105	4.34%	4.30%	53	7.65%	5.90%
H/L Female	43	1.54%	5.50%	126	5.21%	4.60%	23	3.32%	1.00%
White Male	1841	65.73%	32.50%	769	31.78%	37.00%	359	51.80%	65.60%
White Female	197	7.03%	36.40%	683	28.22%	39.20%	61	8.80%	8.60%
Black Male	245	8.75%	4.00%	198	8.18%	3.30%	50	7.22%	3.80%
Black Female	44	1.57%	7.20%	298	12.31%	5.20%	19	2.74%	0.90%
Asian Male	106	3.78%	3.50%	89	3.68%	1.90%	93	13.42%	9.90%
Asian Female	16	0.57%	3.50%	95	3.93%	2.40%	23	3.32%	2.10%
NH/PI Male	14	0.50%	0.10%	5	0.21%	0.00%	2	0.29%	0.10%
NH/PI Female	1	0.04%	0.10%	9	0.37%	0.10%	2	0.29%	0.00%
AI/AN Male	37	1.32%	0.20%	8	0.33%	0.20%	2	0.29%	0.20%
AI/AN Female	4	0.14%	0.30%	9	0.37%	0.30%	1	0.14%	0.10%
Two or More Male	11	0.39%	0.90%	6	0.25%	0.60%	5	0.72%	1.70%
Two or More Female	5	0.18%	1.30%	20	0.83%	1.00%	0	0.00%	0.30%

Quality Assurance - 1910 Series

The Quality Assurance occupational series represented the largest population of all the mission-critical occupational series. This series experienced a less than expected rate of participation when compared to the RCLF for females of all races. The following is a summary of this series:

- All racial/ethnic groups were represented in the Quality Assurance Series.
- All male groups were represented above their respective RCLFs, except Two or More Races Male.
- Total Males were represented at 88.93%, far exceeding their RCLF of 45.70%.
- Total Females were represented at 11.07%, well below their RCLF of 54.30%.

Contracting - 1102 Series

The Contracting occupational series experienced a less than expected rate of participation when compared to the RCLF for:

- Females in the aggregate;
- White Males and Females; and
- Two or More Races Males and Females.

All groups were represented in this series, and representation of total males and females were very close to their respective RCLFs, less than 2% away from respective RCLFs.

General Engineering - 0801 Series

The General Engineering occupational series was the only MCO series in which total Females (18.61 percent) exceeded their RCLF (12.90 percent).

- All groups were represented in the General Engineering series, except Two or More Races Female.
- All groups, with the exception of White Male and Two or More Races Male and Female, were above their RCLFs.

Mission-Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce (Cont'd)									
Category	1150 Series			2210 Series			Mission-Critical Totals		
	Total	%	RCLF	Total	%	RCLF	Total	%	% of Perm Workforce
All	644	100.00%	100.00%	510	100.00%	100.00%	7068	100.00%	74.75%
Total Male	447	69.41%	45.70%	393	77.06%	70.90%	5075	71.80%	53.47%
Total Female	197	30.59%	54.30%	117	22.94%	29.10%	1993	28.20%	21.28%
H/L Male	39	6.06%	4.40%	38	7.45%	4.50%	472	6.68%	4.87%
H/L Female	18	2.80%	5.50%	10	1.96%	1.60%	220	3.11%	2.31%
White Male	322	50.00%	32.50%	250	49.02%	54.30%	3541	50.10%	37.73%
White Female	116	18.01%	36.40%	67	13.14%	21.60%	1124	15.90%	11.88%
Black Male	52	8.07%	4.00%	59	11.57%	3.60%	604	8.55%	6.29%
Black Female	48	7.45%	7.20%	29	5.69%	2.50%	438	6.20%	4.87%
Asian Male	23	3.57%	3.50%	35	6.86%	7.00%	346	4.90%	3.37%
Asian Female	11	1.71%	3.50%	11	2.16%	2.60%	156	2.20%	1.62%
NH/PI Male	1	0.16%	0.10%	2	0.39%	0.10%	24	0.34%	0.24%
NH/PI Female	1	0.16%	0.10%	0	0.00%	0.00%	13	0.18%	0.11%
AI/AN Male	5	0.78%	0.20%	3	0.59%	0.10%	55	0.78%	0.58%
AI/AN Female	2	0.31%	0.30%	0	0.00%	0.10%	16	0.23%	0.21%
Two or More Male	5	0.78%	0.90%	6	1.18%	1.30%	33	0.47%	0.34%
Two or More Female	1	0.16%	1.30%	0	0.00%	0.70%	26	0.37%	0.29%

Industrial Specialist - 1150 Series

The Industrial Specialist occupational series experienced a significant less than expected rate of participation for females in the aggregate when compared to the RCLF.

- All racial/ethnic groups were represented in this series.
- White females were represented at less than half their RCLF (18.01% vs. 36.40%).
- Of the female groups, only African American/Black, Native Hawaiian or Other Pacific Islander, and American Indian or Alaska Native were represented above the RCLF.

Information Technology - 2210 Series

All groups were represented in this series with the exception of Native Hawaiian or Other Pacific Islander Female and male, American Indian or Alaska Native Female and male, and Two or More Races Female.

- Hispanic/Latino Female and African American/Black Female were the only female groups that were represented above their RCLF.
- All male groups, with the exception of Asian, and Two or More Races, were represented above their RCLFs.

Temporary Workforce

The five mission-critical occupations accounted for 78.61% of the Agency's temporary workforce, and the two most populous series (1910 and 1102) comprised 69.57% of the mission-critical series. The following two tables show the distribution of temporary employees amongst the mission-critical occupations.

Mission-Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce									
Category	1910 Series			1102 Series			0801 Series		
	Total	%	RCLF	Total	%	RCLF	Total	%	RCLF
All	283	100.00%	100.00%	149	100.00%	100.00%	38	100.00%	100.00%
Total Male	244	86.22%	45.70%	58	38.93%	47.30%	34	89.47%	87.10%
Total Female	39	13.78%	54.30%	91	61.07%	52.70%	4	10.53%	12.90%
H/L Male	35	12.37%	4.40%	8	5.37%	4.30%	4	10.53%	5.90%
H/L Female	7	2.47%	5.50%	8	5.37%	4.60%	0	0.00%	1.00%
White Male	161	56.89%	32.50%	32	21.48%	37.00%	22	57.89%	65.60%
White Female	20	7.07%	36.40%	47	31.54%	39.20%	1	2.63%	8.60%
Black Male	21	7.42%	4.00%	13	8.72%	3.30%	5	13.16%	3.80%
Black Female	5	1.77%	7.20%	27	18.12%	5.20%	1	2.63%	0.90%
Asian Male	16	5.65%	3.50%	4	2.68%	1.90%	2	5.26%	9.90%
Asian Female	6	2.12%	3.50%	6	4.03%	2.40%	2	5.26%	2.10%
NH/PI Male	5	1.77%	0.10%	0	0.00%	0.00%	0	0.00%	0.10%
NH/PI Female	0	0.00%	0.10%	0	0.00%	0.10%	0	0.00%	0.00%
AI/AN Male	6	2.12%	0.20%	1	0.67%	0.20%	0	0.00%	0.20%
AI/AN Female	0	0.00%	0.30%	2	1.34%	0.30%	0	0.00%	0.10%
Two or More Male	0	0.00%	0.90%	0	0.00%	0.60%	1	2.63%	1.70%
Two or More Female	1	0.35%	1.30%	1	0.67%	1.00%	0	0.00%	0.30%

Quality Assurance - 1910

All groups were represented in the Quality Assurance Series with the exception of Native Hawaiian or Other Pacific Islander Female, American Indian or Alaska Native Female, and Two or More Male.

Total Females were represented at 13.78%, well below their RCLF of 54.30%, and all female groups were represented below their respective RCLFs.

Total Males were represented at 86.22%, far exceeding their RCLF of 45.70%, and all male groups, except Two or More Male, were represented above their respective RCLFs.

Contracting - 1102

The Contracting occupational series was the only MCO series in which total Females (61.07 percent) exceeded their RCLF (52.70 percent). All groups, except Native Hawaiian or Other Pacific Islander Male and Female, and Two or More Male, were represented in the Contracting series.

Hispanic/Latino Males and Females were represented above their respective RCLFs.

White Males and Females were represented below their respective RCLFs.

At 8.72%, African American/Black Males were represented at more than two times their RCLF (3.30%), and African American/Black Females at 18.12% were represented at more than three times their RCLF (5.20%).

Asian Males (2.68%) and Females (4.03%) exceeded their RCLFs of 1.90% and 2.40%, respectively. American Indian males (0.67%) and Females (1.34%) exceeded their RCLFs of 0.20% and 0.30%.

General Engineering - 0801

The following groups were not represented in the General Engineering series; Hispanic/Latino Female, Native Hawaiian or Other Pacific Islander Male & Female, American Indian or Alaska Native Male and Female, and Two or More Races Male and Female.

All represented groups, except White Male and Female, and Asian Male were represented above their respective RCLFs.

Mission-Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce (Cont'd)									
Category	1150 Series			2210 Series			Mission-Critical Totals		
	Total	%	RCLF	Total	%	RCLF	Total	%	% of Temp Workforce
All	48	100.00%	100.00%	103	100.00%	100.00%	621	100.00%	78.61%
Total Male	32	66.67%	45.70%	81	78.64%	70.90%	449	72.30%	56.84%
Total Female	16	33.33%	54.30%	22	21.36%	29.10%	172	27.70%	21.77%
H/L Male	3	6.25%	4.40%	8	7.77%	4.50%	58	9.34%	7.34%
H/L Female	3	6.25%	5.50%	1	0.97%	1.60%	19	3.06%	2.41%
White Male	22	45.83%	32.50%	45	43.69%	54.30%	282	45.41%	35.70%
White Female	8	16.67%	36.40%	9	8.74%	21.60%	85	13.69%	10.76%
Black Male	3	6.25%	4.00%	21	20.39%	3.60%	63	10.14%	7.97%
Black Female	1	2.08%	7.20%	10	9.71%	2.50%	44	7.09%	5.57%
Asian Male	3	6.25%	3.50%	6	5.83%	7.00%	31	4.99%	3.92%
Asian Female	2	4.17%	3.50%	2	1.94%	2.60%	18	2.91%	2.28%
NH/PI Male	1	2.08%	0.10%	0	0.00%	0.10%	6	1.00%	0.76%
NH/PI Female	0	0.00%	0.10%	0	0.00%	0.00%	0	0.00%	0.00%
AI/AN Male	0	0.00%	0.20%	0	0.00%	0.10%	7	1.13%	0.89%
AI/AN Female	1	2.08%	0.30%	0	0.00%	0.10%	3	0.48%	0.38%
Two or More Male	0	0.00%	0.90%	1	0.97%	1.30%	2	0.32%	0.25%
Two or More Female	1	2.08%	1.30%	0	0.00%	0.70%	3	0.48%	0.38%

Industrial Specialist - 1150

All groups were represented in the Industrial Specialist series, with the exception of Native Hawaiian or Other Pacific Islander Female, American Indian or Alaska Native Male, and Two or More Races Male.

White females were represented at less than half their RCLF (16.67% vs. 36.40%).

All male groups represented were above the RCLFs, while of the female groups, only Hispanic/Latino, Asian, American Indian or Alaska Native, and Two or More Races were represented above their respective RCLFs.

Information Technology - 2210

The Information Technology series was the least diverse of all critical-mission occupational series. The following were the only groups represented in this series; Hispanic/Latino Male and Female, White Male and Female, African American/Black Male and Female, Asian Male and Female, and Two or More Races Male.

Of the represented groups, only Hispanic/Latino Male (7.77%), African American/Black Male (20.39%), African American/Black Female (9.71%), and Asian Male (5.83%) were represented above their respective RCLFs.

Mission-Critical Occupations by Disability (Tables B6P and B6T)

Permanent Workforce

Employees in the permanent workforce mission-critical series totaled 7,068 employees or 75.23% of the permanent workforce.

Employees with no disability or identified disability comprised 82.30% of mission-critical employees (5,817 employees), while employees with disabilities accounted for 17.69% or 1,251 employees in mission-critical series.

Persons with Targeted Disabilities were 2.91% (206 employees) of permanent mission-critical employees, where all types of disabilities were represented except for Dwarfism.

Significant Psychiatric Disorders was the most populous type of targeted disability and accounted for 0.82% (58 employees) of mission-critical employees, followed by Deaf or Serious Difficulty Hearing which accounted for 0.79% (56 employees).

The 2210 Series (Information Technology) had the highest percentage (4.90%) of Persons with Targeted Disabilities (25 employees).

Every mission-critical series employed persons with at least five types of targeted disabilities.

Mission-Critical Occupations by Disability (DCMA FY2023) Permanent Workforce						
Disability Category	1910 Series		1102 Series		0801 Series	
	#	%	#	%	#	%
All	2801	100.00%	2420	100.00%	693	100.00%
No Disability (05)	1984	70.83%	1865	77.07%	565	81.53%
Not Identified (01)	263	9.39%	167	6.90%	46	6.64%
Disability (03, 06-99)	554	19.78%	388	16.03%	82	11.83%
Persons with Targeted Disability	79	2.82%	71	2.93%	15	2.16%
Developmental Disability (02)	1	0.04%	2	0.08%	0	0.00%
Traumatic Brian Injury (03)	12	0.43%	3	0.12%	2	0.29%
Deaf or Serious Difficulty Hearing (19)	21	0.75%	20	0.83%	2	0.29%
Blind or Serious Difficulty Seeing (20)	0	0.00%	10	0.41%	3	0.43%
Missing Extremities (31)	0	0.00%	2	0.08%	1	0.14%
Significant Mobility Impairment (40)	4	0.14%	7	0.29%	1	0.14%
Partial or Complete Paralysis (60)	3	0.11%	6	0.25%	1	0.14%
Epilepsy or Other Seizure Disorders (82)	4	0.14%	5	0.21%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	30	1.07%	15	0.62%	3	0.43%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	4	0.14%	1	0.04%	2	0.29%

Mission-Critical Occupations by Disability (DCMA FY2023) Permanent Workforce (Cont'd)						
Disability Category	1150 Series		2210 Series		Totals	
	#	%	#	%	#	%
All	644	100.00%	510	100.00%	7068	100.00%
No Disability (05)	461	71.58%	369	72.35%	5244	74.19%
Not Identified (01)	49	7.61%	48	9.41%	573	8.11%
Disability (03, 06-99)	134	20.81%	93	18.24%	1251	17.69%
Persons with Targeted Disability	16	2.48%	25	4.90%	206	2.91%
Developmental Disability (02)	0	0.00%	1	0.20%	4	0.06%
Traumatic Brian Injury (03)	5	0.78%	3	0.59%	25	0.35%
Deaf or Serious Difficulty Hearing (19)	6	0.93%	7	1.37%	56	0.79%
Blind or Serious Difficulty Seeing (20)	0	0.00%	2	0.39%	15	0.21%
Missing Extremities (31)	0	0.00%	1	0.20%	4	0.06%
Significant Mobility Impairment (40)	0	0.00%	2	0.39%	14	0.20%
Partial or Complete Paralysis (60)	1	0.16%	0	0.00%	11	0.16%
Epilepsy or Other Seizure Disorders (82)	2	0.31%	0	0.00%	11	0.16%
Intellectual Disability (90)	0	0.00%	1	0.20%	1	0.01%
Significant Psychiatric Disorder (91)	2	0.31%	8	1.57%	58	0.82%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	7	0.10%

Temporary Workforce

Employees in the temporary workforce mission-critical series totaled 621 employees or 78.61% of the temporary workforce.

Employees with no disability or identified disability comprised 86.63% of temporary mission-critical employees (538 employees), employees with disabilities accounted for 13.37% or 83 employees, and Persons with Targeted Disabilities were 2.58% (16 employees).

The following were the types of targeted disabilities represented among temporary mission-critical employees: Traumatic Brain Injury (0.32%); Deaf or Serious Difficulty Hearing (0.64%); Blind or Serious Difficulty Seeing (0.64); Missing Extremities (0.16%); and Significant Psychiatric Disorder (0.81%).

Deaf or Serious Difficulty Hearing, Blind or Serious Difficulty Seeing, and Significant Psychiatric Disorder were the most populous types of targeted disabilities and accounted for 81.25% (13 employees) of targeted disabilities for temporary mission-critical employees.

The 2210 Series (Information Technology) had the highest percentage (3.88%) of Persons with Targeted Disabilities (4 employees).

Mission-Critical Occupations by Disability (DCMA FY2023) Temporary Workforce						
Disability Category	1910 Series		1102 Series		0801 Series	
	#	%	#	%	#	%
All	283	100.00%	149	100.00%	38	100.00%
No Disability (05)	175	61.84%	107	71.81%	27	71.05%
Not Identified (01)	74	26.15%	26	17.45%	3	7.89%
Disability (03, 06-99)	34	12.01%	16	10.74%	8	21.05%
Persons with Targeted Disability	7	2.47%	4	2.68%	0	0.00%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	1	0.35%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	2	0.71%	0	0.00%	0	0.00%
Blind or Serious Difficulty Seeing (20)	0	0.00%	3	2.01%	0	0.00%
Missing Extremities (31)	1	0.35%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	3	1.06%	1	0.67%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

Mission-Critical Occupations by Disability (DCMA FY2023) Temporary Workforce (Cont'd)						
Disability Category	1150 Series		2210 Series		Totals	
	#	%	#	%	#	%
All	48	100.00%	103	100.00%	621	100.00%
No Disability (05)	39	81.25%	71	68.93%	419	67.47%
Not Identified (01)	4	8.33%	12	11.65%	119	19.16%
Disability (03, 06-99)	5	10.42%	20	19.42%	83	13.37%
Persons with Targeted Disability	1	2.08%	4	3.88%	16	2.58%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	0	0.00%	1	0.97%	2	0.32%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	2	1.94%	4	0.64%
Blind or Serious Difficulty Seeing (20)	0	0.00%	1	0.97%	4	0.64%
Missing Extremities (31)	0	0.00%	0	0.00%	1	0.16%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	1	2.08%	0	0.00%	5	0.81%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

New Hires for Mission-Critical Occupations (Table A7P & A7T)

Permanent Workforce

New hires in the five mission-critical occupations accounted for 3.99% of the permanent workforce, and the two most populous series (1910 and 1102) comprised 69.60% (261 employees) of the 375 employees hired.

New Hires for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023) - Permanent Workforce Selections													
1910 Category	1910		1102		0801		1150		2210		Mission-Critical Total Selections		
	Total	%	Total	%	% of Perm Workforce								
All	136	100.00%	125	100.00%	47	100.00%	29	100.00%	38	100.00%	375	100.00%	3.99%
Total Male	92	67.65%	45	36.00%	28	59.57%	20	68.97%	25	65.79%	210	56.00%	2.24%
Total Female	21	15.44%	53	42.40%	7	14.89%	6	20.69%	7	18.42%	94	25.06%	1.00%
Gender Omitted	23	16.91%	27	21.60%	12	25.53%	3	10.34%	6	15.79%	71	18.93%	0.76%
Race/Ethnicity Omitted	24	17.65%	23	18.40%	12	25.53%	3	10.34%	7	18.42%	69	18.40%	0.73%
H/L Male	14	10.29%	5	4.00%	7	14.89%	1	3.45%	4	10.53%	31	8.27%	0.33%
H/L Female	3	2.20%	5	4.00%	2	4.26%	1	3.45%	0	0.00%	11	2.93%	0.12%
White Male	54	39.71%	23	18.40%	14	29.79%	12	41.38%	14	36.84%	117	31.20%	1.25%
White Female	14	10.29%	33	26.40%	3	6.38%	3	10.34%	3	7.89%	56	14.93%	0.60%
Black Male	11	8.09%	7	5.60%	1	2.13%	3	10.34%	4	10.53%	26	6.93%	0.28%
Black Female	2	1.47%	7	5.60%	1	2.13%	1	3.45%	1	2.63%	12	3.20%	0.13%
Asian Male	8	5.88%	9	7.20%	6	12.77%	2	6.90%	2	5.26%	27	7.20%	0.29%
Asian Female	0	0.00%	7	5.60%	1	2.13%	1	3.45%	2	5.26%	11	2.93%	0.12%
NH/PI Male	1	0.74%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.27%	0.01%
NH/PI Female	0	0.00%	5	4.00%	0	0.00%	0	0.00%	0	0.00%	5	1.33%	0.05%
AI/AN Male	3	2.21%	0	0.00%	0	0.00%	1	3.45%	0	0.00%	4	1.07%	0.04%
AI/AN Female	2	1.47%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	0.53%	0.02%
Two or More Male	0	0.00%	1	0.80%	0	0.00%	1	3.45%	1	2.63%	3	0.80%	0.03%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%

Quality Assurance - 1910 Series

The Quality Assurance occupational series represented the largest population of all the mission-critical occupational series. This series experienced a less than expected rate of participation when compared to the RCLF for females of all races. The following is a summary of this series:

- All racial/ethnic groups were represented in the applicant pool and referrals for Quality Assurance Series positions.
- All racial/ethnic groups were represented in Quality Assurance Series selections, except Asian Female, Native Hawaiian or Other Pacific Islander Female, and Two or More Races Male and Female.
- All represented male groups were above their respective RCLFs in the applicant pool, referrals, and selections.
- White Females were represented well below their 36.40% RCLF in the applicant pool at 6.56%, referrals at 6.48%, and selections at 10.29%.
- Total Males represented 67.65% of selections, far exceeding their RCLF of 45.70%.
- Total Females represented at 15.44% of selections, well below their RCLF of 54.30%.
- Among 3,232 applicants, 11.23% (363 persons) elected to not identify their gender and 12.19% (394 persons) omitted their race/ethnicity.

New Hires for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023)							
1910 Category	Applicants		Referrals		Selections		RCLF
	Total	%	Total	%	Total	%	
All	3232	100.00%	3103	100.00%	136	100.00%	100.00%
Total Male	2419	74.85%	2335	75.25%	92	67.65%	45.70%
Total Female	450	13.92%	418	13.47%	21	15.44%	54.30%
Gender Omitted	363	11.23%	350	11.28%	23	16.91%	N/A
Race/Ethnicity Omitted	394	12.19%	379	12.21%	24	17.65%	N/A
H/L Male	339	10.49%	327	10.54%	14	10.29%	4.40%
H/L Female	58	1.79%	55	1.77%	3	2.20%	5.50%
White Male	1403	43.41%	1365	43.99%	54	39.71%	32.50%
White Female	212	6.56%	201	6.48%	14	10.29%	36.40%
Black Male	325	10.06%	305	9.83%	11	8.09%	4.00%
Black Female	88	2.72%	77	2.48%	2	1.47%	7.20%
Asian Male	199	6.16%	187	6.03%	8	5.88%	3.50%
Asian Female	76	2.35%	70	2.26%	0	0.00%	3.50%
NH/PI Male	39	1.21%	39	1.26%	1	0.74%	0.10%
NH/PI Female	2	0.06%	2	0.06%	0	0.00%	0.10%
AI/AN Male	48	1.49%	47	1.51%	3	2.21%	0.20%
AI/AN Female	2	0.06%	2	0.06%	2	1.47%	0.30%
Two or More Male	42	1.30%	42	1.35%	0	0.00%	0.90%
Two or More Female	5	0.15%	5	0.16%	0	0.00%	1.30%

Contracting - 1102 Series

The Contracting occupational series experienced a lower-than-expected rate of participation when compared to the RCLF for females in the aggregate. The following is a summary of this series:

- All racial/ethnic groups were represented in the applicant pool and referrals for the Contracting Series positions.
- All racial/ethnic groups were represented in Contracting Series selections except, Native Hawaiian or Other Pacific Islander Male, American Indian or Alaska Native Male and Female, and Two or More Races Female.
- All male groups were represented above their respective RCLFs in the applicant pool and referrals except, White Male.
- Female groups represented above their respective RCLFs in the applicants, referrals, and selections include African American/Black, Asian, and Native Hawaiian or Other Pacific Islander.
- White Females were represented well below their 39.20% RCLF in the applicant pool at 14.73%, referrals at 14.74%, and selections at 26.40%.
- Total Males represented 36.00% of selections, below their RCLF of 47.30%.
- Total Females represented 42.40%, below their RCLF of 52.70%.
- Among the 1,772 applicants, 14.11% (250 persons) elected to not identify their gender and 15.63% (277 persons) omitted their race/ethnicity.

New Hires for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023)							
1102 Category	Applicants		Referrals		Selections		RCLF
	Total	%	Total	%	Total	%	
All	1772	100.00%	1771	100.00%	125	100.00%	100.00%
Total Male	842	47.52%	842	47.54%	45	36.00%	47.30%
Total Female	680	38.37%	679	38.34%	53	42.40%	52.70%
Gender Omitted	250	14.11%	250	14.12%	27	21.60%	N/A
Race/Ethnicity Omitted	277	15.63%	277	15.64%	23	18.40%	N/A
H/L Male	89	5.02%	89	5.03%	5	4.00%	4.30%
H/L Female	82	4.63%	81	4.57%	5	4.00%	4.60%
White Male	381	21.50%	381	21.51%	23	18.40%	37.00%
White Female	261	14.73%	261	14.74%	33	26.40%	39.20%
Black Male	227	12.81%	227	12.82%	7	5.60%	3.30%
Black Female	237	13.37%	237	13.38%	7	5.60%	5.20%
Asian Male	111	6.26%	111	6.27%	9	7.20%	1.90%
Asian Female	65	3.67%	65	3.67%	7	5.60%	2.40%
NH/PI Male	5	0.28%	5	0.28%	0	0.00%	0.00%
NH/PI Female	5	0.28%	5	0.28%	5	4.00%	0.10%
AI/AN Male	5	0.28%	5	0.28%	0	0.00%	0.20%
AI/AN Female	6	0.34%	6	0.34%	0	0.00%	0.30%
Two or More Male	12	0.68%	12	0.68%	1	0.80%	0.60%
Two or More Female	9	0.51%	9	0.51%	0	0.00%	1.00%

General Engineering - 0801 Series

The General Engineering occupational series experienced less than expected rate of participation for males in the aggregate at 69.47% of applicants when compared to their RCLF (87.10%). The following is a summary of this series:

- All groups were represented in the applicant pool and referrals for General Engineering series positions, except Native Hawaiian or Other Pacific Islander Male and Female, and American Indian or Alaska Native Female.
- Racial/ethnic groups represented above their respective RCLFs in selections include Hispanic/Latino Male (14.89% vs 5.90%) and Female (4.26% vs 1.00%), African American/Black Female (2.13% vs 0.90%), Asian Male (12.77% vs 9.90%) and Female 2.13% vs 2.10%).
- Total Males represented 59.57% of selections, below their RCLF of 87.10%.
- Total Females represented 14.89%, exceeding their RCLF of 12.90%.
- White Females were represented at less than half their 8.60% RCLF in the applicant pool at 3.86%, referrals at 3.86%, and selections at 6.38%.
- Among the 570 applicants, 18.60% (106 persons) elected to not identify their gender and 19.47% (111 persons) omitted their race/ethnicity.
- Groups not represented among selections include Native Hawaiian or Other Pacific Islander Male and Female, American Indian or Alaska Native Male and Female, and Two or More Races Male and Female.

New Hires for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023)							
0801 Category	Applicants		Referrals		Selections		RCLF
	Total	%	Total	%	Total	%	
All	570	100.00%	570	100.00%	47	100.00%	100.00%
Total Male	396	69.47%	396	69.47%	28	59.57%	87.10%
Total Female	68	11.93%	68	11.93%	7	14.89%	12.90%
Gender Omitted	106	18.60%	106	18.60%	12	25.53%	N/A
Race/Ethnicity Omitted	111	19.47%	111	19.47%	12	25.53%	N/A
H/L Male	62	10.88%	62	10.88%	7	14.89%	5.90%
H/L Female	11	1.93%	11	1.93%	2	4.26%	1.00%
White Male	169	29.65%	169	29.65%	14	29.79%	65.60%
White Female	22	3.86%	22	3.86%	3	6.38%	8.60%
Black Male	68	11.93%	68	11.93%	1	2.13%	3.80%
Black Female	17	2.98%	17	2.98%	1	2.13%	0.90%
Asian Male	86	15.09%	86	15.09%	6	12.77%	9.90%
Asian Female	13	2.28%	13	2.28%	1	2.13%	2.10%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	0.10%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0.00%
AI/AN Male	6	1.05%	6	1.05%	0	0.00%	0.20%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0.10%
Two or More Male	1	0.18%	1	0.18%	0	0.00%	1.70%
Two or More Female	4	0.70%	4	0.70%	0	0.00%	0.30%

Industrial Specialist - 1150

The Industrial Specialist series experienced significantly higher than expected rate of participation for males in the aggregate at 73.05% of applicants when compared to their RCLF (45.70%). The following is a summary of this series:

- All groups were represented in the applicant pool and referrals in the Industrial Specialist series, except Native Hawaiian or Other Pacific Islander Male and Two or More Races Female.
- Racial/ethnic groups represented above their respective RCLFs in selections include White Male (41.38% vs 32.50%), African American/Black Male (10.34% vs 4.00%), Asian Male (6.90% vs 3.50%), American Indian or Alaska Native Male (3.45% vs 0.20%), and Two or More Races Female (3.45% vs 0.90%).
- The following represented female groups fell below their respective RCLFs in selections, Hispanic/Latino Female (3.45% vs 5.50%), White Female (10.34% vs 36.40%), African American/Black Female (3.45% vs 7.20%), and Asian Female (3.45% vs 3.50%).
- Among the 282 applicants, 10.64% (30 persons) elected to not identify their gender and 13.48% (38 persons) omitted their race/ethnicity.
- Total Males represented 68.97% of selections, significantly above their RCLF of 45.70%.
- Total Females represented 20.69%, well below their RCLF of 54.30%.
- White Females were represented at less than half their 36.40% RCLF in the applicant pool at 9.22%, referrals at 9.22%, and selections at 10.34%.

New Hires for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023)							
1150 Category	Applicants		Referrals		Selections		RCLF
	Total	%	Total	%	Total	%	
All	282	100.00%	282	100.00%	29	100.00%	100.00%
Total Male	206	73.05%	206	73.05%	20	68.97%	45.70%
Total Female	46	16.31%	46	16.31%	6	20.69%	54.30%
Gender Omitted	30	10.64%	30	10.64%	3	10.34%	N/A
Race/Ethnicity Omitted	38	13.48%	38	13.48%	3	10.34%	N/A
H/L Male	30	10.64%	30	10.64%	1	3.45%	4.40%
H/L Female	4	1.42%	4	1.42%	1	3.45%	5.50%
White Male	115	40.78%	115	40.78%	12	41.38%	32.50%
White Female	26	9.22%	26	9.22%	3	10.34%	36.40%
Black Male	28	9.93%	28	9.93%	3	10.34%	4.00%
Black Female	10	3.55%	10	3.55%	1	3.45%	7.20%
Asian Male	22	7.80%	22	7.80%	2	6.90%	3.50%
Asian Female	3	1.06%	3	1.06%	1	3.45%	3.50%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	0.10%
NH/PI Female	1	0.35%	1	0.35%	0	0.00%	0.10%
AI/AN Male	3	1.06%	3	1.06%	1	3.45%	0.20%
AI/AN Female	1	0.35%	1	0.35%	0	0.00%	0.30%
Two or More Male	1	0.35%	1	0.35%	1	3.45%	0.90%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	1.30%

Information Technology - 2210

The Information Technology occupational was the least diverse series and experienced a slightly higher than expected rate of participation for males in the aggregate at 73.88% of applicants when compared to the RCLF (70.90%). The following is a summary of this series:

- Groups represented above their RCLF in selections for the 2210 Series include; Hispanic/Latino Male (10.53% vs 4.50%), White Male (36.84% vs 54.30%), African American/Black Male (10.53% vs 3.60%) and Female (2.63% vs 2.50%), Asian Female (5.26% vs 2.60%), and Two or More Races Male (2.63% vs 1.30%).
- Groups without representation in the Information Technology Series selections include, Hispanic/Latino Female, Native Hawaiian or Other Pacific Islander Male and Female, American Indian or Alaska Native Male and Female, and Two or More Races Female.
- White Females were represented at less than half their 21.60% RCLF in the applicant pool at 3.37%, referrals at 3.30%, and selections at 7.89%.
- The only groups that exceeded their respective RCLFs in applicants, referrals, and selections included Hispanic/Latino Male, and African American/Black Male and Female.
- Among the 980 applicants, 15.31% (150 persons) elected to not identify their gender and 16.22% (159 persons) omitted their race/ethnicity.

New Hires for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023)							
Category	2210 Applicants		Referrals		Selections		RCLF
	Total	%	Total	%	Total	%	
All	980	100.00%	970	100.00%	38	100.00%	100.00%
Total Male	724	73.88%	717	73.92%	25	65.79%	70.90%
Total Female	106	10.82%	105	10.82%	7	18.42%	29.10%
Gender Omitted	150	15.31%	148	15.26%	6	15.79%	N/A
Race/Ethnicity Omitted	159	16.22%	157	16.19%	7	18.42%	N/A
H/L Male	92	9.39%	92	9.48%	4	10.53%	4.50%
H/L Female	12	1.22%	12	1.24%	0	0.00%	1.60%
White Male	295	30.10%	292	30.10%	14	36.84%	54.30%
White Female	33	3.37%	32	3.30%	3	7.89%	21.60%
Black Male	189	19.29%	185	19.07%	4	10.53%	3.60%
Black Female	33	3.37%	33	3.40%	1	2.63%	2.50%
Asian Male	124	12.65%	124	12.78%	2	5.26%	7.00%
Asian Female	24	2.45%	24	2.47%	2	5.26%	2.60%
NH/PI Male	4	0.41%	4	0.41%	0	0.00%	0.10%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0.00%
AI/AN Male	9	0.92%	9	0.93%	0	0.00%	0.10%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0.10%
Two or More Male	5	0.51%	5	0.52%	1	2.63%	1.30%
Two or More Female	1	0.10%	1	0.10%	0	0.00%	0.70%

Temporary Workforce

New hires in the five mission-critical occupations accounted for 41.14% of the temporary workforce, and the three most populous series (1910, 1102 and 2210) comprised 85.54% (278 employees) of the 325 employees hired into the MCOs.

New Hires for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce Selections													
Category	1910		1102		0801		1150		2210		Mission-Critical Total Selections		
	Total	%	Total	%	% of Temp Workforce								
All	135	100.00%	72	100.00%	13	100.00%	34	100.00%	71	100.00%	325	100.00%	41.14%
Total Male	112	82.96%	29	40.28%	12	92.31%	21	61.76%	57	80.28%	231	71.07%	29.24%
Total Female	23	17.04%	43	59.72%	1	7.69%	13	38.23%	14	19.72%	94	28.92%	11.90%
H/L Male	24	17.78%	4	5.56%	2	15.38%	1	2.94%	5	7.04%	36	11.08%	4.56%
H/L Female	4	2.96%	4	5.56%	0	0.00%	1	2.94%	1	1.41%	10	3.08%	1.27%
White Male	70	51.85%	18	25.00%	8	61.54%	14	41.18%	33	46.48%	143	44.00%	18.10%
White Female	10	7.41%	24	33.33%	0	0.00%	8	23.53%	5	7.04%	47	14.46%	5.95%
Black Male	10	7.41%	6	8.33%	0	0.00%	2	5.88%	11	15.49%	29	8.92%	3.67%
Black Female	5	3.70%	10	13.89%	1	7.69%	1	2.94%	6	8.45%	23	7.08%	2.91%
Asian Male	3	2.22%	1	1.38%	1	7.69%	3	8.82%	5	7.04%	13	4.00%	1.65%
Asian Female	3	2.22%	3	4.17%	0	0.00%	2	5.88%	2	2.82%	10	3.08%	1.27%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	1	2.94%	0	0.00%	1	0.31%	0.13%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
AI/AN Male	3	2.22%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	0.92%	0.38%
AI/AN Female	0	0.00%	1	1.38%	0	0.00%	1	2.94%	0	0.00%	2	0.61%	0.25%
Two or More Male	2	1.48%	0	0.00%	1	7.69%	0	0.00%	3	4.23%	6	1.85%	0.76%
Two or More Female	1	0.74%	1	1.38%	0	0.00%	0	0.00%	0	0.00%	2	0.61%	0.25%

Quality Assurance - 1910 Series

The Quality Assurance occupational series represented the largest population for temporary employee selections for mission-critical occupations. This series experienced a less than expected

rate of participation when compared to the RCLF for females of all races. The following is a summary of this series:

- All racial/ethnic groups were represented in the Quality Assurance Series, except Native Hawaiian or Other Pacific Islander Male and Female, and American Indian or Alaska Native Female.
- All represented male groups were above their respective RCLFs, except Asian Male.
- Total Males were represented at 92.31% of selections, far exceeding their RCLF of 45.70%.
- Total Females were represented at 7.69% of selections, well below their RCLF of 54.30%.

Contracting - 1102 Series

The Contracting occupational series was the only MCO where females in the aggregate exceeded their expected participation rate in selections when compared to the RCLF (59.72% vs 52.70%).

This series experienced a less than expected rate of participation when compared to the RCLF for:

- Males in the aggregate (40.28% vs 47.30%).
- White Males (25.00% vs 37.00%).
- White Females (33.33% vs 39.20%).
- Asian Males (1.38% vs 1.90%).

Groups represented above their RCLF in selections for the 1102 Series include; Hispanic/Latino Male (5.56% vs 4.30%) and Female (5.56% vs 4.60%), African American/Black Male (8.33% vs 3.30%) and Female (13.89% vs 5.20%), Asian Female (4.17% vs 2.40%), American Indian or Alaska Native Female (1.38% vs 0.30%), and Two or More Races Male (1.38% vs 1.00%).

Groups absent from selections in this series included: Native Hawaiian or Other Pacific Islander Male and Female, American Indian or Alaska Native Male; and Two or More Races Male.

General Engineering - 0801 Series

The General Engineering occupational series was the MCO series with the least diversity in racial/ethnic groups. This series experienced a slightly less than expected rate of participation in selections when compared to the RCLF for the following:

- Total Females (7.69% vs. 12.90%).
- White Males (61.54% vs 65.60%).
- Asian Males (7.69% vs. 9.90%).

Groups represented above their RCLF in selections for the 0801 Series include; Total Male (92.31% vs 87.10%), Hispanic/Latino Male (15.38% vs 5.90%), African American/Black Female (7.69% vs 0.90%), and Two or More Races Male (7.69% vs 1.70%).

Racial/ethnic groups without representation in the General Engineering series include, Hispanic/Latino Female, White Female, African American/Black Male, Asian Female, Native Hawaiian or Other Pacific Islander Male and Female, American Indian or Alaska Native Male and Female, and Two or More Races Female.

Industrial Specialist - 1150

All groups were represented in the Industrial Specialist series selections, except for Native Hawaiian or Other Pacific Islander Female, American Indian or Alaska Native Male, and Two or More Races Male and Female. This series experienced a slightly than expected rate of participation in selections when compared to the RCLF for:

- Total Females (38.24% vs. 54.30%).
- Hispanic/Latino Males (2.94% vs. 4.40%).
- Hispanic/Latino Males and Females (2.94% vs. 5.50%).
- White Females (23.53% vs. 36.40%).
- African American/Black Females (2.94% vs. 7.20%).

Groups represented above their RCLF in selections for the 1150 Series include; White Males (41.18% vs 32.50%), African American/Black Males (5.88% vs 4.00%), Asian Males (8.82% vs 3.50%) and Females (5.88% vs 3.50%), Native Hawaiian or Other Pacific Islander Males (2.94% vs 0.10%), and American Indian or Alaska Native Females (2.94% vs 0.30%).

Information Technology - 2210

All groups were represented in the Information Technology series, except for Native Hawaiian or Other Pacific Islander Male and Female, American Indian or Alaska Native Male and Female, and Two or More Races Female.

Groups represented above their RCLF were: Hispanic/Latino Male (7.04% vs. 4.50%), African American/Black Male (15.49% vs. 3.60%), African American/Black Female (8.45% vs. 2.50%), Asian Male (7.04% vs. 7.00%), Asian Female (2.82% vs. 2.60%), and Two or More Races Male (4.23% vs. 1.30%).

White Males (46.48%) and Females (7.04%) were represented below their RCLFs of 54.30% and 21.60%, respectively.

Hispanic/Latino Females participated slightly below their expected RCLF (1.41% vs 1.60%).

New Hires for Mission-Critical Occupations by Disability (Tables B7P and B7T)

Permanent Workforce

Selections for new hires in the permanent workforce for mission-critical occupational series totaled 375 employees or 3.99% of the permanent workforce (9,395 employees).

Among selections, employees with no disability or identified disability compromised 94.94% of newly hired mission-critical employees (356 employees), while employees with disabilities accounted for 5.06% or 19 employees in mission-critical series. Persons with Targeted Disabilities were 2.40% (9 employees).

The types of targeted disabilities present for selectees were: Deaf or Serious Difficulty Hearing (0.27%), Blind or Serious Difficulty Hearing (0.27%), Significant Mobility Disorder (0.27%), and Significant Psychiatric Disorder (1.60%).

The 1910 Series (Quality Assurance) had the highest number of employees with a disability (16 employees) and employees with a targeted disability (6 employees).

The occupational series that did not meet the Federal goal of 2.00% for persons with targeted disabilities in selections were 1102 Series (Contracting) and 1150 Series (Industrial Specialist). No occupational series met the federal goal of 12.00% for persons with disabilities.

The following tables show distribution by disability for applicants, referrals, and selections of new hires in MCOs.

Applicants - New Hires for Mission Critical Occupations by Disability (DCMA FY2023) Permanent Workforce												
Category	1910		1102		0801		1150		2210		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
All	3232	100.00%	1772	100.00%	570	100.00%	282	100.00%	980	100.00%	6836	100.00%
No Disability (05)	1241	38.40%	600	33.86%	198	34.74%	97	34.40%	346	35.31%	2482	36.31%
Not Identified (01)	1816	56.19%	1041	58.75%	346	60.70%	168	59.57%	565	57.65%	3936	57.58%
Disability (03, 06-99)	175	5.41%	131	7.39%	26	4.56%	17	6.03%	69	7.04%	418	6.11%
Persons with Targeted Disability	118	3.65%	97	5.47%	10	1.75%	7	2.48%	39	3.98%	271	3.96%
Developmental Disability (02)	2	0.06%	17	0.96%	0	0.00%	0	0.00%	2	0.20%	21	0.31%
Traumatic Brain Injury (03)	16	0.50%	11	0.62%	1	0.17%	0	0.00%	5	0.51%	33	0.48%
Deaf or Serious Difficulty Hearing (19)	13	0.40%	6	0.34%	3	0.53%	2	0.71%	4	0.41%	28	0.41%
Blind or Serious Difficulty Seeing (20)	1	0.03%	6	0.34%	0	0.00%	0	0.00%	2	0.20%	9	0.13%
Missing Extremities (31)	0	0.00%	2	0.11%	0	0.00%	0	0.00%	0	0.00%	2	0.03%
Significant Mobility Impairment (40)	5	0.15%	7	0.40%	1	0.17%	0	0.00%	1	0.10%	14	0.20%
Partial or Complete Paralysis (60)	2	0.06%	3	0.17%	0	0.00%	0	0.00%	0	0.00%	5	0.07%
Epilepsy or Other Seizure Disorders (82)	5	0.15%	6	0.34%	1	0.18%	1	0.35%	1	0.10%	14	0.20%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	68	2.10%	38	2.14%	4	0.70%	4	1.42%	24	2.45%	138	2.02%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	6	0.19%	1	0.06%	0	0.00%	0	0.00%	0	0.00%	7	0.10%

Referrals - New Hires for Mission Critical Occupations by Disability (DCMA FY2023) Permanent Workforce												
Category	1910		1102		0801		1150		2210		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
All	3103	100.00%	1771	100.00%	570	100.00%	282	100.00%	970	100.00%	6696	100.00%
No Disability (05)	1180	38.03%	599	33.82%	198	34.74%	97	34.40%	341	35.15%	2415	36.07%
Not Identified (01)	1753	56.49%	1041	58.78%	346	60.70%	168	59.57%	563	58.04%	3871	57.81%
Disability (03, 06-99)	170	5.48%	131	7.40%	26	4.56%	17	6.03%	66	6.80%	410	6.12%
Persons with Targeted Disability	115	3.71%	97	5.48%	10	1.75%	7	2.48%	37	3.81%	266	3.97%
Developmental Disability (02)	2	0.06%	17	0.96%	0	0.00%	0	0.00%	2	0.21%	21	0.31%
Traumatic Brain Injury (03)	16	0.52%	11	0.62%	1	0.17%	0	0.00%	5	0.52%	33	0.49%
Deaf or Serious Difficulty Hearing (19)	13	0.42%	6	0.34%	3	0.53%	2	0.71%	2	0.21%	26	0.39%
Blind or Serious Difficulty Seeing (20)	1	0.03%	6	0.34%	0	0.00%	0	0.00%	2	0.21%	9	0.13%
Missing Extremities (31)	0	0.00%	2	0.11%	0	0.00%	0	0.00%	0	0.00%	2	0.03%
Significant Mobility Impairment (40)	5	0.16%	7	0.40%	1	0.17%	0	0.00%	1	0.10%	14	0.21%
Partial or Complete Paralysis (60)	2	0.06%	3	0.17%	0	0.00%	0	0.00%	0	0.00%	5	0.07%
Epilepsy or Other Seizure Disorders (82)	4	0.13%	6	0.34%	1	0.18%	1	0.35%	1	0.10%	13	0.19%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	66	2.13%	38	2.15%	4	0.70%	4	1.42%	24	2.47%	136	2.03%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	6	0.19%	1	0.06%	0	0.00%	0	0.00%	0	0.00%	7	0.10%

Selections - New Hires for Mission Critical Occupations by Disability (DCMA FY2023) Permanent Workforce												
Category	1910		1102		0801		1150		2210		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
All	136	100.00%	125	100.00%	47	100.00%	29	100.00%	38	100.00%	375	100.00%
No Disability (05)	45	33.08%	37	29.60%	19	40.43%	9	31.03%	14	36.84%	124	33.07%
Not Identified (01)	87	63.97%	79	63.20%	27	57.44%	17	58.62%	22	57.89%	232	61.87%
Disability (03, 06-99)	4	2.94%	9	7.20%	1	2.13%	3	10.34%	2	5.26%	19	5.06%
Persons with Targeted Disability	3	2.21%	5	4.00%	1	2.13%	0	0.00%	0	0.00%	9	2.40%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	1	0.74%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.27%
Blind of Serious Difficulty Seeing (20)	0	0.00%	1	0.80%	0	0.00%	0	0.00%	0	0.00%	1	0.27%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	1	0.74%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.27%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	1	0.74%	4	3.20%	1	2.13%	0	0.00%	0	0.00%	6	1.60%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Temporary Workforce

Selections of new hires in the temporary workforce for mission-critical occupational series totaled 325 employees or 41.14% of the temporary workforce (790 employees).

Employees with no disability or identified disability comprised 89.53% of temporary mission-critical employees (291 employees), employees with disabilities accounted for 10.46% or 34 employees, and Persons with Targeted Disabilities were 3.08% (10 employees).

The following were the types of targeted disabilities represented among temporary mission-critical employees: Traumatic Brain Injury (0.31%); Deaf or Serious Difficulty Hearing (1.85%); Missing Extremities (0.31%); and Significant Psychiatric Disorder (0.62%).

Deaf or Serious Difficulty Hearing was the most populous type of targeted disabilities and accounted for 1.85% (6 employees) of targeted disabilities for temporary mission-critical employees.

The 1150 Series (Industrial Specialist) had the highest percentage (17.65%) of Persons with Disabilities and the 1910 Series (Quality Assurance) had the highest percentage (3.70%) of Persons with Targeted Disabilities (4 employees).

The following MCO series did not meet the 12.00% Federal goal for employment of Persons with Disabilities: 1910 Series (Quality Assurance) with 6.67% and 1102 Series (Contracting) with 9.72%.

The following table shows distribution by disability for selections of new hires in MCOs.

Selections - New Hires for Mission Critical Occupations by Disability (DCMA FY2023) Temporary Workforce												
Category	1910		1102		0801		1150		2210		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
All	135	100.00%	72	100.00%	13	100.00%	34	100.00%	71	100.00%	325	100.00%
No Disability (05)	88	65.19%	50	69.44%	9	69.23%	24	70.59%	48	67.61%	219	67.38%
Not Identified (01)	38	28.15%	15	20.83%	2	15.38%	4	11.76%	13	21.13%	72	22.15%
Disability (03, 06-99)	9	6.67%	7	9.72%	2	15.38%	6	17.65%	10	14.08%	34	10.46%
Persons with Targeted Disability	5	3.70%	2	2.78%	0	0.00%	1	7.69%	2	2.82%	10	3.08%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.41%	1	0.31%
Deaf or Serious Difficulty Hearing (19)	3	2.22%	2	2.78%	0	0.00%	0	0.00%	1	1.41%	6	1.85%
Blind of Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	1	0.74%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.31%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	1	0.74%	0	0.00%	0	0.00%	1	7.69%	0	0.00%	2	0.62%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

New Hires for Type of Appointment by ERI (Table A8)

A total of 833 new employees were hired during the FY. Males represented 68.19% of new hires exceeding their 51.79% CLF, while the representation of females at 31.81% was 16.40% below their 48.21% CLF. The following groups were hired at rates that exceeded their respective CLFs: Hispanic/Latino Male, White Male, African American/Black Male and Female, Asian Male, American Indian or Alaska Native Male and Female, and Two or More Races Male and Female.

All groups were represented among new hires for permanent and temporary appointments, except Native Hawaiian or Other Pacific Islander Female in temporary positions.

The below table shows the distribution of new hires in the permanent and temporary workforce.

New Hires For Type of Appointment, ERI (DCMA FY2023)							
Category	Permanent		Temporary		Total		CLF
	#	%	#	%	#	%	
All	417	100.00%	416	100.00%	833	100.00%	100.00%
Total Male	284	68.11%	284	68.27%	568	68.19%	51.79%
Total Female	133	31.89%	132	31.73%	265	31.81%	48.21%
H/L Male	38	9.11%	37	8.89%	75	9.00%	6.82%
H/L Female	17	4.08%	18	4.33%	35	4.20%	6.16%
White Male	183	43.88%	174	41.83%	357	42.86%	35.64%
White Female	74	17.75%	62	14.90%	136	16.33%	31.82%
Black Male	31	7.43%	44	10.58%	75	9.00%	5.70%
Black Female	30	7.19%	32	7.69%	62	7.44%	6.61%
Asian Male	24	5.76%	17	4.09%	41	4.92%	2.19%
Asian Female	3	0.72%	12	2.88%	15	1.80%	2.18%
NH/PI Male	1	0.24%	1	0.24%	2	0.24%	0.31%
NH/PI Female	1	0.24%	0	0.00%	1	0.12%	0.31%
AI/AN Male	1	0.24%	3	0.72%	4	0.48%	0.08%
AI/AN Female	1	0.24%	3	0.72%	4	0.48%	0.08%
Two or More Male	6	1.44%	8	1.92%	14	1.68%	1.05%
Two or More Female	7	1.68%	5	1.20%	12	1.44%	1.05%

New Hires for Type of Appointment by Disability (Table B8)

Of the 833 new employees hired during the FY, employees with no disability or identified disability comprised 88.12% (734 employees), employees with disabilities accounted for 11.88% or 99 employees, and Persons with Targeted Disabilities were 3.12% (26 employees).

The following were the types of targeted disabilities represented among new hire employees: Traumatic Brain Injury (0.36%); Deaf or Serious Difficulty Hearing (1.08%); Blind or Serious Difficulty Seeing (0.48); Missing Extremities (0.24%); Significant Mobility Impairment (0.12%), (Significant Psychiatric Disorder (0.72%), and Significant Disfigurement (0.12%).

Deaf or Serious Difficulty Hearing, Blind or Serious Difficulty Seeing, and Significant Psychiatric Disorder were the most populous types of targeted disabilities and accounted for 73.08% (19 employees) of targeted disabilities for new hire employees.

There were no employees hired during the FY using the Schedule A hiring authority for recruitment of Persons with Targeted Disabilities.

The below table shows distribution of disability types of new hires in the permanent and temporary workforce.

New Hires For Type of Appointment by Disability (DCMA FY2023)								
Disability Category	Permanent		Temporary		Schedule A		Total	
	#	%	#	%	#	%	#	%
All	417	100.00%	416	100.00%	0	100.00%	833	100.00%
No Disability (05)	261	62.59%	282	67.79%	0	0.00%	543	65.19%
Not Identified (01)	103	24.70%	88	21.15%	0	0.00%	191	22.93%
Disability (03, 06-99)	53	12.71%	46	11.06%	0	0.00%	99	11.88%
Persons with Targeted Disability	14	3.36%	12	2.88%	0	0.00%	26	3.12%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	2	0.48%	1	0.24%	0	0.00%	3	0.36%
Deaf or Serious Difficulty Hearing (19)	4	0.96%	5	1.20%	0	0.00%	9	1.08%
Blind or Serious Difficulty Seeing (20)	1	0.24%	3	0.72%	0	0.00%	4	0.48%
Missing Extremities (31)	1	0.24%	1	0.24%	0	0.00%	2	0.24%
Significant Mobility Impairment (40)	1	0.24%	0	0.00%	0	0.00%	1	0.12%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	4	0.96%	2	0.48%	0	0.00%	6	0.72%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	1	0.24%	0	0.00%	0	0.00%	1	0.12%

Internal Competitive Promotions for Mission-Critical Occupations (Tables A9P & A9T)

Mission-Critical Occupations by Race, Ethnicity & Gender - Permanent Workforce

Internal Competitive Promotions for the five mission-critical occupations accounted for 2.55% or 240 employees of the Agency's permanent workforce. The two most populous series (1910 and 1102) comprised 77.08% (185 employees) of the 240 promotions in the mission-critical series.

The following tables show the distribution of internal promotions amongst the mission-critical occupations.

Internal Competitive Promotions for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023) - Permanent Workforce Selections													
Category	1910		1102		0801		1150		2210		Selections		
	Total	%	Total	%	% of Perm Workforce								
All	80	100.00%	105	100.00%	12	100.00%	16	100.00%	27	100.00%	240	100.00%	2.55%
Total Male	57	71.25%	40	38.10%	9	75.00%	11	68.75%	17	62.96%	134	55.83%	1.43%
Total Female	9	11.25%	58	55.24%	2	16.67%	2	12.50%	6	22.22%	77	32.08%	0.82%
Gender Omitted	14	17.50%	7	6.67%	1	8.33%	3	18.75%	4	14.81%	29	12.08%	0.31%
Race/Ethnicity Omitted	15	18.75%	7	6.67%	1	8.33%	3	18.75%	4	14.81%	30	12.50%	0.32%
H/L Male	8	10.00%	5	4.76%	0	0.00%	1	6.25%	4	14.81%	18	7.50%	0.19%
H/L Female	2	2.50%	6	5.71%	0	0.00%	0	0.00%	0	0.00%	8	3.33%	0.09%
White Male	39	48.75%	27	25.71%	7	58.33%	9	56.25%	9	33.33%	91	37.92%	0.97%
White Female	6	7.50%	29	27.62%	0	0.00%	2	12.50%	5	18.52%	42	17.50%	0.45%
Black Male	5	6.25%	5	4.76%	0	0.00%	0	0.00%	2	7.41%	12	5.00%	0.13%
Black Female	0	0.00%	19	18.10%	1	8.33%	0	0.00%	1	3.70%	21	8.75%	0.22%
Asian Male	4	5.00%	3	2.86%	1	8.33%	1	6.25%	0	0.00%	9	3.75%	0.10%
Asian Female	0	0.00%	2	1.90%	1	8.33%	0	0.00%	1	3.70%	4	1.67%	0.04%
NH/PI Male	1	1.25%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.42%	0.01%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
AI/AN Female	0	0.00%	1	0.95%	0	0.00%	0	0.00%	0	0.00%	1	0.42%	0.01%
Two or More Male	0	0.00%	0	0.00%	1	8.33%	0	0.00%	1	3.70%	2	0.83%	0.02%
Two or More Female	0	0.00%	1	0.95%	0	0.00%	0	0.00%	0	0.00%	1	0.42%	0.01%

Quality Assurance - 1910 Series

The Quality Assurance occupational series represented the second largest population of internal promotion selections for the mission-critical occupational series with 80 promotions. This series experienced higher than expected rates of participation for all male groups when compared to the RCLF. The following is a summary of this series:

- Females in the aggregate at 11.25% fell well below their expected RCLF participation rate of 54.30%, and all female groups were below their respective RCLFs or not represented.
- All racial/ethnic groups were represented in Quality Assurance Series selections, except African American/Black Female, Asian Female, Native Hawaiian or Other Pacific Islander Female, American Indian or Alaska Native Male and Female, and Two or More Races Male and Female.
- All represented male groups were above their respective RCLFs in the applicant pool, referrals, and selections.
- White Females were represented well below their 36.40% RCLF in the applicant pool at 4.18%, referrals at 4.10%, and selections at 7.5%.
- Total Males represented 71.25% of selections, far exceeding their RCLF of 45.70%.
- Total Females represented at 11.25% of selections, well below their RCLF of 54.30%.
- Of the 1,149 applicants, 15.93% (183 persons) elected to not identify their gender and 16.36% (188 persons) omitted their race/ethnicity.
- All groups were represented in the applicant pool and referrals for Quality Assurance Series except Native Hawaiian or Other Pacific Islander Female.

Internal Competitive Promotions for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023)							
1910	Applicants		Referrals		Selections		
Category	Total	%	Total	%	Total	%	RCLF
All	1149	100.00%	1073	100.00%	80	100.00%	100.00%
Total Male	870	75.72%	813	75.77%	57	71.25%	45.70%
Total Female	96	8.36%	90	8.39%	9	11.25%	54.30%
Gender Omitted	183	15.93%	170	15.84%	14	17.50%	N/A
Race/Ethnicity Omitted	188	16.36%	175	16.31%	15	18.75%	N/A
H/L Male	113	9.83%	108	10.07%	8	10.00%	4.40%
H/L Female	24	2.09%	23	2.14%	2	2.50%	5.50%
White Male	553	48.13%	517	48.18%	39	48.75%	32.50%
White Female	48	4.18%	44	4.10%	6	7.50%	36.40%
Black Male	104	9.05%	93	8.67%	5	6.25%	4.00%
Black Female	15	1.31%	14	1.30%	0	0.00%	7.20%
Asian Male	61	5.31%	56	5.22%	4	5.00%	3.50%
Asian Female	5	0.44%	5	0.47%	0	0.00%	3.50%
NH/PI Male	7	0.61%	7	0.65%	1	1.25%	0.10%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0.10%
AI/AN Male	16	1.40%	16	1.49%	0	0.00%	0.20%
AI/AN Female	1	0.09%	1	0.09%	0	0.00%	0.30%
Two or More Male	12	1.04%	12	1.12%	0	0.00%	0.90%
Two or More Female	2	0.17%	2	0.19%	0	0.00%	1.30%

Contracting - 1102 Series

The Contracting occupational series comprised the largest number of internal promotions (105) in the MCOs. This series experienced a higher-than-expected participation for females in the aggregate in selections at 55.24% exceeding their 52.70% RCLF. This is a summary of this series:

- Native Hawaiian or Other Pacific Islander Malea were not represented in this series.
- White Males and Females were below their expected RCLFs in the applicant pool, referrals, and selections.
- Of the male groups, only Hispanic/Latino (4.76%), African American/Black (4.76%), and Asian (2.86%) participated above their expected RCLF in selections.
- The female groups that participated above their expected RCLF in selections included: Hispanic/Latino (5.71%), African American/Black (18.10%), and American Indian or Alaska Native Female (0.95%).

Internal Competitive Promotions for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023)							
1102	Applicants		Referrals		Selections		
Category	Total	%	Total	%	Total	%	RCLF
All	1021	100.00%	995	100.00%	105	100.00%	100.00%
Total Male	421	41.23%	409	41.11%	40	38.10%	47.30%
Total Female	416	40.74%	408	41.00%	58	55.24%	52.70%
Gender Omitted	184	18.02%	178	17.89%	7	6.67%	4.30%
Race/Ethnicity Omitted	201	19.69%	194	19.50%	7	6.67%	4.60%
H/L Male	56	5.48%	52	5.23%	5	4.76%	4.30%
H/L Female	37	3.62%	35	3.52%	6	5.71%	4.60%
White Male	220	21.55%	216	21.71%	27	25.71%	37.00%
White Female	184	18.02%	184	18.49%	29	27.62%	39.20%
Black Male	89	8.72%	86	8.64%	5	4.76%	3.30%
Black Female	132	12.93%	127	12.76%	19	18.10%	5.20%
Asian Male	44	4.31%	44	4.42%	3	2.86%	1.90%
Asian Female	39	3.82%	39	3.92%	2	1.90%	2.40%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	0.00%
NH/PI Female	1	0.10%	1	0.10%	0	0.00%	0.10%
AI/AN Male	4	0.39%	4	0.40%	0	0.00%	0.20%
AI/AN Female	2	0.20%	1	0.10%	1	0.95%	0.30%
Two or More Male	2	0.20%	2	0.20%	0	0.00%	0.60%
Two or More Female	10	0.98%	10	1.01%	1	0.95%	1.00%

General Engineering - 0801 Series

In the General Engineering occupational series, total Females (16.67%) exceeded their 12.90% RCLF in internal promotion selections, while total Males (75.00%) fell below their 87.10% RCLF.

The following groups had zero representation in selections for this series: Hispanic/Latino Male and Female; White Female; African American/Black Male; Native Hawaiian or Other Pacific Islander Male and Female; American Indian or Alaska Native Male and Female; and Two or More Races Female.

All female groups represented in selections for this series exceeded expected participation rates.

Groups represented in selections for this series that fell below expected participation rates, included: White Male (58.33% vs 65.60%), and Asian Male (8.33% vs 9.90%).

Of the 73 applicants, 13.70% (10 persons) elected to not identify their gender and 15.07% (11 persons) omitted their race/ethnicity.

Internal Competitive Promotions for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023)							
0801 Category	Applicants		Referrals		Selections		RCLF
	Total	%	Total	%	Total	%	
All	73	100.00%	73	100.00%	12	100.00%	100.00%
Total Male	51	69.86%	51	69.86%	9	75.00%	87.10%
Total Female	12	16.44%	12	16.44%	2	16.67%	12.90%
Gender Omitted	10	13.70%	10	13.70%	1	8.33%	5.90%
Race/Ethnicity Omitted	11	15.07%	11	15.07%	1	8.33%	1.00%
H/L Male	7	9.59%	7	9.59%	0	0.00%	5.90%
H/L Female	3	4.11%	3	4.11%	0	0.00%	1.00%
White Male	27	36.99%	27	36.99%	7	58.33%	65.60%
White Female	6	8.22%	6	8.22%	0	0.00%	8.60%
Black Male	11	15.07%	11	15.07%	0	0.00%	3.80%
Black Female	1	1.37%	1	1.37%	1	8.33%	0.90%
Asian Male	4	5.48%	4	5.48%	1	8.33%	9.90%
Asian Female	2	2.74%	2	2.74%	1	8.33%	2.10%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	0.10%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0.00%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%	0.20%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0.10%
Two or More Male	1	1.37%	1	1.37%	1	8.33%	1.70%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	0.30%

Industrial Specialist - 1150 Series

The Industrial Specialist occupational series experienced a less than expected rate of participation in internal promotion selections for females in the aggregate at 12.50% when compared to their 54.30% RCLF, while total males exceeded their 45.70% RCLF with 68.75% representation.

All represented male groups exceeded their expected participation rates, conversely, all represented female groups fell below their expected participation rates or had zero representation.

Asian Female, Native Hawaiian or Other Pacific Islander Female, American Indian or Alaska Native Female, and Two or More Races Male Female were not represented in this series.

Of the 98 applicants, 23.47% (23 persons) elected to not identify their gender and 25.51% (25 persons) omitted their race/ethnicity.

Internal Competitive Promotions for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023)							
1150 Category	Applicants		Referrals		Selections		RCLF
	Total	%	Total	%	Total	%	
All	98	100.00%	98	100.00%	16	100.00%	100.00%
Total Male	64	65.31%	64	65.31%	11	68.75%	45.70%
Total Female	11	11.22%	11	11.22%	2	12.50%	54.30%
Gender Omitted	23	23.47%	23	23.47%	3	18.75%	N/A
Race/Ethnicity Omitted	25	25.51%	25	25.51%	3	18.75%	N/A
H/L Male	10	10.20%	10	10.20%	1	6.25%	4.40%
H/L Female	0	0.00%	0	0.00%	0	0.00%	5.50%
White Male	32	32.65%	32	32.65%	9	56.25%	32.50%
White Female	6	6.12%	6	6.12%	2	12.50%	36.40%
Black Male	6	6.12%	6	6.12%	0	0.00%	4.00%
Black Female	4	4.08%	4	4.08%	0	0.00%	7.20%
Asian Male	11	11.22%	11	11.22%	1	6.25%	3.50%
Asian Female	0	0.00%	0	0.00%	0	0.00%	3.50%
NH/PI Male	1	1.02%	1	1.02%	0	0.00%	0.10%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0.10%
AI/AN Male	3	3.06%	3	3.06%	0	0.00%	0.20%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0.30%
Two or More Male	0	0.00%	0	0.00%	0	0.00%	0.90%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	1.30%

Information Technology - 2210 Series

The Information Technology occupational series had 11.25% of internal promotion selections for the mission-critical occupational series. Total Females (22.22%) fell below their 29.10% RCLF in internal promotion selections, and total Males (62.96%) also fell below their 70.90% RCLF.

White Males and Females fell below expected participation rates in the applicant pool, referrals, and selections for this series.

Hispanic/Latino Males (14.81% vs 4.50%), African American Males (7.41% vs 3.60%) and Females (3.70% vs 2.50%), Asian Female (3.70% vs 2.60%), and Two or More Races Male (3.70% vs 1.30) exceeded expected participation rates.

The following groups were represented in the applicant pool for this series but were not among selections: Hispanic/Latino Female, Asian Male, Native Hawaiian or Other Pacific Islander Male and Female, American Indian or Alaska Native Male and Female, and Two or More Races Female. Of the 765 applicants, 17.62% (135 persons) elected to not identify their gender and 19.08% (146 persons) omitted their race/ethnicity.

Of the 765 applicants, 17.65% (135 persons) elected to not identify their gender and 19.08% (146 persons) omitted their race/ethnicity.

Internal Competitive Promotions for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023)							
2210 Category	Applicants		Referrals		Selections		RCLF
	Total	%	Total	%	Total	%	
All	765	100.00%	496	100.00%	27	100.00%	100.00%
Total Male	497	64.97%	309	62.30%	17	62.96%	70.90%
Total Female	133	17.39%	84	16.94%	6	22.22%	29.10%
Gender Omitted	135	17.65%	103	20.77%	4	14.81%	N/A
Race/Ethnicity Omitted	146	19.08%	112	22.58%	4	14.81%	N/A
H/L Male	75	9.80%	47	9.48%	4	14.81%	4.50%
H/L Female	9	1.18%	5	1.00%	0	0.00%	1.60%
White Male	243	31.76%	142	28.63%	9	33.33%	54.30%
White Female	57	7.45%	36	7.26%	5	18.52%	21.60%
Black Male	124	16.21%	83	16.73%	2	7.41%	3.60%
Black Female	42	5.49%	28	5.65%	1	3.70%	2.50%
Asian Male	39	5.10%	26	5.24%	0	0.00%	7.00%
Asian Female	11	1.44%	7	1.41%	1	3.70%	2.60%
NH/PI Male	1	0.13%	0	0.00%	0	0.00%	0.10%
NH/PI Female	1	0.13%	1	0.20%	0	0.00%	0.00%
AI/AN Male	6	0.78%	5	1.00%	0	0.00%	0.10%
AI/AN Female	2	0.26%	0	0.00%	0	0.00%	0.10%
Two or More Male	5	0.65%	3	0.60%	1	3.70%	1.30%
Two or More Female	4	0.52%	1	0.20%	0	0.00%	0.70%

Mission-Critical Occupations by Race, Ethnicity & Gender - Temporary Workforce

Internal Competitive Promotions for the five mission-critical occupations accounted for 9.62% of the Agency's temporary workforce, and the two most populous series (1910 and 1102) comprised 84.21% of the mission-critical series.

Internal Competitive Promotions for Mission Critical Occupations by Race/Ethnicity & Sex (DCMA FY2023) - Temporary Workforce Selections													
Category	1910		1102		0801		1150		2210		Selections		
	Total	%	Total	%	% of Perm Workforce								
All	25	100.00%	39	100.00%	8	100.00%	1	100.00%	3	100.00%	76	100.00%	2.55%
Total Male	20	80.00%	17	43.59%	6	75.00%	0	0.00%	2	66.67%	45	59.21%	1.43%
Total Female	5	20.00%	22	56.41%	2	25.00%	1	100.00%	1	33.33%	31	40.79%	0.82%
Gender Omitted	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.31%
Race/Ethnicity Omitted	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.32%
H/L Male	1	4.00%	4	10.26%	1	12.50%	0	0.00%	0	0.00%	6	7.89%	0.19%
H/L Female	1	4.00%	3	7.69%	0	0.00%	1	100.00%	0	0.00%	5	6.58%	0.09%
White Male	9	36.00%	8	20.51%	3	37.50%	0	0.00%	2	66.67%	22	28.95%	0.97%
White Female	3	12.00%	10	25.64%	1	12.50%	0	0.00%	0	0.00%	14	18.42%	0.45%
Black Male	3	12.00%	3	7.69%	1	12.50%	0	0.00%	0	0.00%	7	9.21%	0.13%
Black Female	0	0.00%	7	17.95%	0	0.00%	0	0.00%	1	33.33%	8	10.53%	0.22%
Asian Male	6	24.00%	1	2.56%	1	12.50%	0	0.00%	0	0.00%	8	10.53%	0.10%
Asian Female	1	4.00%	1	2.56%	1	12.50%	0	0.00%	0	0.00%	3	3.95%	0.04%
NH/PI Male	0	0.00%	1	2.56%	0	0.00%	0	0.00%	0	0.00%	1	1.32%	0.01%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.00%
AI/AN Female	0	0.00%	1	2.56%	0	0.00%	0	0.00%	0	0.00%	1	1.32%	0.01%
Two or More Male	1	4.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.32%	0.02%
Two or More Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.01%

Quality Assurance - 1910 Series

The Quality Assurance occupational series represented the second largest population of internal promotions for the MCOs with 25 promotions. This series experienced a significantly higher than expected participation rate for all represented male groups when compared to the RCLF.

All male groups were represented in the 1910 series, except for Native Hawaiian or Other Pacific Islander, and American Indian or Alaska Native.

Total Females at 20.00% were far below their expected RCLF participation rate of 54.30%, and all female groups, except Asian Female, were below their respective RCLFs or not represented.

Contracting - 1102 Series

The Contracting occupational series comprised the largest number of internal promotions (39) in the MCOs. This series experienced a higher-than-expected participation rate for females in the aggregate who at 56.41% exceeded their 52.70% RCLF.

All groups were represented in this series, except Native Hawaiian or Other Pacific Islander Female, American Indian or Alaska Native Male, and Two or More Races Male and Female.

All groups represented in this series exceeded their expected participation rates, except for White Males at 20.51% compared to their 25.64% RCLF.

General Engineering - 0801 Series

In the General Engineering occupational series, total Females (25.00%) exceeded their 12.90% RCLF in internal promotions, while total Males (75.00%) fell below their 87.10% RCLF.

All groups represented in this series exceeded their expected participation rates, except for White Males at 37.50% compared to their 65.60% RCLF.

The following groups had no representation in this series: Hispanic/Latino Female; African American/Black Female; Native Hawaiian or Other Pacific Islander Male and Female; American Indian or Alaska Native Male and Female; and Two or More Races Male and Female.

Industrial Specialist - 1150 Series

The Industrial Specialist occupational series had the smallest population of internal promotions for the mission-critical occupational series. One Hispanic/Latino Female represented the only internal promotion.

Information Technology - 2210 Series

The Information Technology occupational series had three internal promotions for the mission-critical occupational series. Total Females (33.33%) exceeded their 29.10% RCLF in internal promotions, while total Males (66.67%) fell below their 70.90 RCLF.

The only groups represented in this series were White Male at 66.67% and African American Female at 33.33%.

Internal Promotions for Mission-Critical Occupations by Disability (Tables B9P & B9T)

Permanent Workforce

Internal Promotions in the permanent workforce mission-critical series totaled 545 employees or 5.80% of the permanent workforce.

Employees with no disability or identified disability among internal promotions comprised 83.67% of mission-critical employees (456 employees), while employees with disabilities accounted for 16.33% or 89 employees in mission-critical series.

Persons with Targeted Disabilities were 3.12% (17 employees) of permanent mission-critical internal promotions, where all types of disabilities were represented except for Developmental Disability, Blind or Serious Difficulty Hearing, Missing Extremities, Partial or Complete Paralysis, Intellectual Disability, Dwarfism, and Significant Disfigurement.

Deaf or Serious Difficulty Hearing was the most populous type of targeted disability and accounted for 1.47% (8 employees) of mission-critical employees, followed by Significant Psychiatric Disorder at 0.92% (5 employees).

The 1150 Series (Industrial Specialist) had the highest percentage (6.52%) of Persons with Targeted Disabilities (3 employees).

The 0801 (General Engineer) series was the only MCO that did not have any targeted disabilities among internal promotions.

Internal Promotions/Mission-Critical Occupations, Disability (DCMA FY2023) Permanent Workforce						
Disability Category	1910 Series		1102 Series		0801 Series	
	#	%	#	%	#	%
All	215	100.00%	226	100.00%	27	100.00%
No Disability (05)	169	78.60%	178	78.76%	21	77.78%
Not Identified (01)	8	3.72%	14	6.19%	3	11.11%
Disability (03, 06-99)	38	17.67%	34	15.04%	3	11.11%
Persons with Targeted Disability	7	3.26%	5	2.21%	0	0.00%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	2	0.93%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	2	0.93%	3	1.33%	0	0.00%
Blind or Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.14%
Significant Mobility Impairment (40)	1	0.47%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	2	0.93%	2	0.88%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

Internal Promotions/Mission-Critical Occupations, Disability (DCMA FY2023) Permanent Workforce (Cont'd)						
Disability Category	1150 Series		2210 Series		Totals	
	#	%	#	%	#	%
All	46	100.00%	31	100.00%	545	100.00%
No Disability (05)	35	76.09%	19	61.29%	422	77.43%
Not Identified (01)	4	8.70%	5	16.13%	34	6.24%
Disability (03, 06-99)	7	15.22%	7	22.58%	89	16.33%
Persons with Targeted Disability	3	6.52%	2	6.45%	17	3.12%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	0	0.00%	1	3.23%	3	0.55%
Deaf or Serious Difficulty Hearing (19)	2	4.35%	1	3.23%	8	1.47%
Blind or Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	1	0.18%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	1	2.17%	0	0.00%	5	0.92%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

Temporary Workforce

Internal Promotions in the temporary workforce mission-critical series totaled 76 employees or 9.62% of the temporary workforce.

Employees with no disability or identified disability among internal promotions comprised 93.42% of temporary mission-critical employees (71 employees), while employees with disabilities accounted for 6.58% or 5 employees in mission-critical series.

There were only two occupational series that met the Federal goal for Persons with Targeted Disabilities, 1910 Series (Quality Assurance Specialist) at 4.00% and 2210 Series (Information Technology) at 25.00%.

Internal Promotions/Mission-Critical Occupations, Disability (DCMA FY2023) Temporary Workforce						
Disability Category	1910 Series		1102 Series		0801 Series	
	#	%	#	%	#	%
All	25	100.00%	39	100.00%	8	100.00%
No Disability (05)	16	78.60%	30	76.92%	6	75.00%
Not Identified (01)	8	3.72%	7	17.95%	0	0.00%
Disability (03, 06-99)	1	4.00%	2	5.13%	2	25.00%
Persons with Targeted Disability	0	0.00%	0	0.00%	0	0.00%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	0	0.00%	0	0.00%
Blind of Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	0	0.00%	0	0.00%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

Internal Promotions/Mission-Critical Occupations, Disability (DCMA FY2023) Temporary Workforce (Cont'd)						
Disability Category	1150 Series		2210 Series		Totals	
	#	%	#	%	#	%
All	1	100.00%	3	100.00%	76	100.00%
No Disability (05)	1	100.00%	3	100.00%	56	73.68%
Not Identified (01)	0	0.00%	0	0.00%	15	19.74%
Disability (03, 06-99)	0	0.00%	0	0.00%	5	6.58%
Persons with Targeted Disability	0	0.00%	0	0.00%	0	0.00%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	0	0.00%	0	0.00%
Blind or Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	0	0.00%	0	0.00%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

Internal Competitive Promotions for Senior Grade Levels (Tables A11 & B11)

Internal Promotions for Senior Grades by Race, Ethnicity & Gender

Internal promotions in the senior grades totaled 362 employees or 3.85% of the permanent workforce. Total males in the aggregate exceeded their 51.79% CLF in all senior grade promotions, thus, total females fell below their expected participation rate of 48.21% (CLF).

Hispanic/Latino males were below their 6.82% CLF in every grade level, while Hispanic/Latino females exceeded their 6.16% CLF at the GS-13/NH-03 grade level but were below expected participation at the NH-04 grade level.

White males were represented above their 35.64% CLF in every grade level and was the only group represented at the GS-15/NH-04 grade level, while the participation rate of White females fell below their 31.82% CLF at each grade level.

African American/Black males (5.70% CLF) and females (6.61% CLF) exceeded their expected participation in the GS-13/NH-03 and GS-14/NH-04 grade levels but had no representation at the GS-15/NH-04 grade level.

Asian males exceeded their 2.19% CLF at the GS-13/NH-03 and GS-14/NH-04 grade levels only and Asian females (2.18% CLF) were only represented at the GS-13/NH-03 and GS-14/NH-04 grade levels.

Native Hawaiian or Other Pacific Islander males exceeded their 0.31% CLF at the GS-13/NH-03 but was had no representation at the two higher grades.

Two or More Races males exceeded their 1.05% CLF at the GS-13/NH-03 and GS-14/NH-04 grade levels only and Two or More Races females (1.05% CLF) were above expected participation at the GS-13/NH-03 grade level but had not representation at the higher NH-04 grade level.

The following groups were not represented in senior grade promotions: Native Hawaiian or Other Pacific Islander Female, and American Indian or Alaska Native Male and Female.

Internal Promotions for Senior Grades, ERI (DCMA FY2023) Permanent Workforce									
Category	GS-13/NH-03		GS-14/NH-04		GS-15/NH-04		Total		CLF
	#	%	#	%	#	%	#	%	%
All	251	100.00%	110	100.00%	1	100.00%	362	100.00%	100.00%
Total Male	151	60.16%	75	68.18%	1	100.00%	227	62.71%	51.79%
Total Female	100	39.84%	35	31.82%	0	0.00%	135	37.29%	48.21%
H/L Male	15	5.98%	1	0.91%	0	0.00%	16	4.42%	6.82%
H/L Female	19	7.57%	5	4.55%	0	0.00%	24	6.63%	6.16%
White Male	104	41.43%	57	51.82%	1	100.00%	162	44.75%	35.64%
White Female	50	19.92%	19	17.27%	0	0.00%	69	19.06%	31.82%
Black Male	18	7.17%	10	9.09%	0	0.00%	28	7.73%	5.70%
Black Female	20	7.97%	10	9.09%	0	0.00%	30	8.29%	6.61%
Asian Male	8	3.19%	3	2.73%	0	0.00%	11	3.04%	2.19%
Asian Female	7	2.79%	1	0.91%	0	0.00%	8	2.21%	2.18%
NH/PI Male	1	0.40%	0	0.00%	0	0.00%	1	0.28%	0.31%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.31%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.08%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.08%
Two or More Male	5	1.99%	4	3.64%	0	0.00%	9	2.49%	1.05%
Two or More Female	4	1.59%	0	0.00%	0	0.00%	4	1.10%	1.05%

Internal Promotions for Senior Grades by Disability

Of the 362 senior grade promotions, employees with no disability or identified disability compromised 86.19% (312 employees), employees with disabilities accounted for 13.81% or 50 employees, and Persons with Targeted Disabilities were 3.31% (12 employees).

The following were the types of targeted disabilities represented among senior grade promotions: Traumatic Brain Injury (0.83%); Deaf or Serious Difficulty Hearing (0.83%); Significant Mobility Impairment (0.55%), Partial or Complete Paralysis (0.28%); and (Significant Psychiatric Disorder (0.83%).

Internal Promotions for Senior Grades, Disability (DCMA FY2023) Permanent Workforce								
Disability Category	GS-13/NH-03		GS-14/NH-04		GS-15/NH-04		Total	
	#	%	#	%	#	%	#	%
All	251	100.00%	110	100.00%	1	100.00%	362	100.00%
No Disability (05)	201	80.08%	91	82.73%	1	100.00%	293	80.94%
Not Identified (01)	13	5.18%	6	5.45%	0	0.00%	19	5.25%
Disability (03, 06-99)	37	14.74%	13	11.82%	0	0.00%	50	13.82%
Persons with Targeted Disability	10	3.98%	2	1.82%	0	0.00%	12	3.31%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	2	0.80%	1	0.91%	0	0.00%	3	0.83%
Deaf or Serious Difficulty Hearing (19)	3	1.20%	0	0.00%	0	0.00%	3	0.83%
Blind of Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	2	0.80%	0	0.00%	0	0.00%	2	0.55%
Partial or Complete Paralysis (60)	1	0.40%	0	0.00%	0	0.00%	1	0.28%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	2	0.80%	1	0.91%	0	0.00%	3	0.83%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Career Development in Senior Grade Levels (Tables A12 & B12)

Career Development in Senior Grade Levels by Race, Ethnicity & Gender

In the senior grades, 135 employees or 1.44% of the permanent workforce participated in career development opportunities. Males in the aggregate exceeded their 51.79% CLF at every grade level in senior grade career developments, thus, total females fell below their expected participation rate of 48.21% (CLF).

Hispanic/Latino males exceeded their 6.82% CLF at the GS-13 grade level but were not represented at any other grade level. Hispanic/Latino females exceeded their 6.16% CLF at the GS-13 and NH-03 grade levels but were below expected participation at the NH-04 grade level.

White males were represented above their 35.64% CLF at every grade level except the NH-03, while the participation rate of White females fell below their 31.82% CLF at every grade level.

African American/Black males exceeded their 5.70% CLF at the NH-03 and NH-04 grades but were below expected participation at the GS-13 grade. African American/Black females (6.61% CLF) exceeded their expected participation in each grade level.

Asian males exceeded their 2.19% CLF at each grade level, while Asian females (2.18% CLF) were only represented at the GS-13 grade level and at 1.37% were below expected participation.

Native Hawaiian or Other Pacific Islander males exceeded their 0.31% CLF at the GS-13 grade level but had no representation at the GS-14, NH-03 or NH-04 grades. Native Hawaiian or Other Pacific Islander females had zero participation at every grade level.

Two or More Races males exceeded their 1.05% CLF at the GS-13 and NH-04 grade levels only and Two or More Races females (1.05% CLF) were above expected participation at the GS-13 and GS-14 grade levels.

The following groups were not represented in senior grade career developments: Native Hawaiian or Other Pacific Islander Female, and American Indian or Alaska Native Male and Female.

There were no senior grade career developments at the SES grade level.

The tables below show career development distribution in senior grades by race, ethnicity & gender.

Career Development in Senior Grades by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce								
Category	GS-13		GS-14		NH-03		NH-04	
	#	%	#	%	#	%	#	%
All	73	100.00%	9	100.00%	12	100.00%	41	100.00%
Total Male	49	67.12%	6	66.66%	8	66.66%	30	73.17%
Total Female	24	32.88%	3	33.33%	4	33.33%	11	26.83%
H/L Male	8	10.96%	0	0.00%	0	0.00%	0	0.00%
H/L Female	7	9.59%	0	0.00%	2	16.67%	1	2.44%
White Male	28	38.36%	4	44.44%	4	33.33%	23	56.10%
White Female	7	9.59%	2	22.22%	1	8.33%	6	14.63%
Black Male	4	5.48%	0	0.00%	2	16.67%	6	14.63%
Black Female	7	9.59%	1	11.11%	1	8.33%	4	9.76%
Asian Male	5	6.85%	1	11.11%	2	16.67%	0	0.00%
Asian Female	1	1.37%	0	0.00%	0	0.00%	0	0.00%
NH/PI Male	1	1.37%	0	0.00%	0	0.00%	0	0.00%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Male	3	4.11%	0	0.00%	0	0.00%	1	2.44%
Two or More Female	2	2.74%	1	11.11%	0	0.00%	0	0.00%

Career Development in Senior Grades by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce (Cont'd)										
Category	GS Totals		NH Totals		SES Totals		Total Management Positions		% of Population	CLF
	#	%	#	%	#	%	#	%		
All	53	100.00%	82	100.00%	0	100.00%	135	100.00%	100.00%	100.00%
Total Male	38	71.70%	55	67.07%	0	0.00%	93	68.89%	69.08%	51.79%
Total Female	15	28.30%	27	32.93%	0	0.00%	42	31.11%	30.92%	48.21%
H/L Male	0	0.00%	8	9.76%	0	0.00%	8	5.93%	6.49%	6.82%
H/L Female	3	5.66%	7	8.54%	0	0.00%	10	7.41%	3.36%	6.16%
White Male	27	50.94%	32	39.02%	0	0.00%	59	43.70%	47.15%	35.64%
White Female	7	13.21%	9	10.98%	0	0.00%	16	11.85%	16.87%	31.82%
Black Male	8	15.09%	4	4.88%	0	0.00%	12	8.89%	8.75%	5.70%
Black Female	5	9.43%	8	9.76%	0	0.00%	13	9.63%	7.42%	6.61%
Asian Male	2	3.77%	6	7.32%	0	0.00%	8	5.93%	5.11%	2.19%
Asian Female	0	0.00%	1	1.22%	0	0.00%	1	0.74%	2.35%	2.18%
NH/PI Male	0	0.00%	1	1.22%	0	0.00%	1	0.74%	0.36%	0.31%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.22%	0.31%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.72%	0.08%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.27%	0.08%
Two or More Male	1	1.89%	3	3.66%	0	0.00%	4	2.96%	0.51%	1.05%
Two or More Female	0	0.00%	3	3.66%	0	0.00%	3	2.22%	0.43%	1.05%

Career Development in Senior Grade Levels by Disability

Of the 135 senior grade career developments, employees with no disability or identified disability compromised 85.19% (115 employees), employees with disabilities accounted for 14.81% or 20 employees, and Persons with Targeted Disabilities were 4.44% (6 employees).

All GS grade levels exceeded the 12% goal for Persons with Disabilities and 2% goal for Persons with Targeted Disabilities, while the NH and SES grade levels fell below representation goals.

The following were the types of targeted disabilities represented among senior grade career developments: Traumatic Brain Injury (0.74%); Deaf or Serious Difficulty Hearing (0.74%); Significant Mobility Impairment (0.74%), Partial or Complete Paralysis (0.74%); and (Significant Psychiatric Disorder (1.48%).

The tables below show career development distribution in senior grades by disability.

Career Development in Senior Grades by Disability (DCMA FY2023) Permanent Workforce								
Disability Category	GS-13		GS-14		NH-03		NH-04	
	#	%	#	%	#	%	#	%
All	73	100.00%	9	100.00%	12	100.00%	41	100.00%
No Disability (05)	56	76.71%	7	77.78%	9	75.00%	36	87.80%
Not Identified (01)	3	4.11%	0	0.00%	2	16.67%	2	4.88%
Disability (03, 06-99)	14	19.18%	2	22.22%	1	8.33%	3	7.32%
Persons with Targeted Disability	5	6.85%	1	11.11%	0	0.00%	0	0.00%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	1	1.37%	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	1	1.37%	0	0.00%	0	0.00%	0	0.00%
Blind of Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Missing Extemities (31)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	1	1.37%	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	1	1.37%	0	0.00%	0	0.13%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	1	1.37%	1	0.00%	0	0.00%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Career Development in Senior Grades by Disability (DCMA FY2023) Permanent Workforce (Cont'd)								
Disability Category	GS Totals		NH Totals		SES Totals		Agency Totals	
	#	%	#	%	#	%	#	%
All	82	100.00%	53	100.00%	0	100.00%	135	100.00%
No Disability (05)	63	76.83%	45	84.90%	0	0.00%	108	80.00%
Not Identified (01)	3	3.66%	4	7.55%	0	0.00%	7	5.19%
Disability (03, 06-99)	16	19.51%	4	7.55%	0	0.00%	20	14.81%
Persons with Targeted Disability	6	7.32%	0	0.00%	0	0.00%	6	4.44%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	1	1.22%	0	0.00%	0	0.00%	1	0.74%
Deaf or Serious Difficulty Hearing (19)	1	1.22%	0	0.00%	0	0.00%	1	0.74%
Blind of Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Missing Extemities (31)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	1	1.22%	0	0.00%	0	0.00%	1	0.74%
Partial or Complete Paralysis (60)	1	1.22%	0	0.00%	0	0.00%	1	0.74%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	2	2.44%	0	0.00%	0	0.00%	2	1.48%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Employee Recognition and Awards (Table A13)

Time-Off Awards

A total of 4739 time-off awards were given to employees during the FY totaling of 44,625 hours. Total males garnered 3107 awards or 65.56%, exceeding the expected participation rate of 51.79% (CLF); thus, total females with receipt of 1632 awards (34.44%) fell below their expected participation rate of 48.21% (CLF).

The two most populous time-off award ranges comprised 67.06% of awards which were 1 to 10 Hours with 1896 awards given, and 31 to 40 Hours with 1282 awards.

All racial/ethnic groups received time-off awards across all hour ranges, except Native Hawaiian or Other Pacific Islander Male and Female, and American Indian or Alaska Native Male and Female where they had no representation in the 21 to 30 Hour awards.

The following groups received awards at a percentage that exceeded expected participation:

- White Male (45.26% vs. 35.64%)
- African American/Black Male (7.91% vs. 5.70%)
- African American/Black Female (7.15% vs. 6.61%)
- Asian Male (4.33% vs. 2.19%)
- American Indian or Alaska Native Female (0.27% vs. 0.08%)
- Two or More Races Male (1.64% vs. 1.05%)
- Two or More Races Female (1.14% vs. 1.05%).

The following groups garnered lower percentages of time-off awards than their representation in the workforce:

- Hispanic/Latino Male (5.82% vs. 6.49%)
- Asian Female (1.90% vs. 2.35)
- Native Hawaiian or Other Pacific Male (0.17% vs. 0.36%)
- Native Hawaiian or Other Pacific Female (0.13% vs. 0.22%)

No group received a time-off award greater than 40 hours.

The tables below depict the distribution of performance time-off awards among all groups.

Time-Off Awards by Race/Ethnicity & Sex (DCMA FY2023)													
Category	1 to 10 Hours				11 to 20 Hours				21 to 30 Hours				
	# of Awards	% of Awards	Total Hours	Avg. Hours	# of Awards	% of Awards	Total Hours	Avg. Hours	# of Awards	% of Awards	Total Hours	Avg. Hours	Avg. Hours
All	1896	100.00%	12602	7	949	100.00%	15663	17	612	100.00%	15078	25	25
Total Male	1222	64.45%	8124	7	642	67.65%	10631	17	397	64.87%	9825	25	25
Total Female	674	35.55%	4478	7	307	32.35%	5032	16	215	35.13%	5253	24	24
H/L Male	117	6.17%	724	6	57	6.01%	985	17	32	5.23%	791	25	25
H/L Female	74	3.90%	488	7	33	3.48%	542	16	28	4.58%	675	24	24
White Male	826	43.57%	5536	7	460	48.47%	7573	16	277	45.26%	6839	25	25
White Female	386	20.36%	2602	7	189	19.92%	3091	16	119	19.44%	2919	25	25
Black Male	130	6.86%	897	7	79	8.32%	1300	16	61	9.97%	1503	25	25
Black Female	136	7.17%	885	7	59	6.22%	986	17	53	8.66%	1285	24	24
Asian Male	93	4.91%	599	6	24	2.53%	406	17	18	2.94%	470	26	26
Asian Female	42	2.22%	249	6	11	1.16%	171	15	9	1.47%	221	25	25
NH/PI Male	3	0.16%	16	5	2	0.21%	28	14	0	0.00%	0	0	0
NH/PI Female	4	0.21%	33	8	1	0.11%	18	18	0	0.00%	0	0	0
AI/AN Male	15	0.79%	94	6	4	0.42%	68	17	0	0.00%	0	0	0
AI/AN Female	6	0.32%	36	6	2	0.21%	28	14	0	0.00%	0	0	0
Two or More Male	38	2.00%	258	7	16	1.69%	271	17	9	1.47%	222	25	25
Two or More Female	26	1.37%	185	7	12	1.26%	196	16	6	0.98%	153	26	26

Time-Off Awards by Race/Ethnicity & Sex (DCMA FY2023) (Cont'd)												
Category	31 to 40 Hours				Agency Summary							
	# of Awards	% of Awards	Total Hours	Avg. Hours	# of Awards	% of Awards	Total Hours	Avg. Hours	Population	% of Population	CLF	
All	1282	100.00%	49508	39	4739	100.00%	44625	9	10185	100.00%	100.00%	
Total Male	846	65.99%	32618	39	3107	65.56%	29426	9	7036	69.08%	51.79%	
Total Female	436	34.01%	16890	39	1632	34.44%	15199	9	3149	30.92%	48.21%	
H/L Male	70	5.46%	2691	38	276	5.82%	2570	9	661	6.49%	6.82%	
H/L Female	45	3.51%	1754	39	180	3.80%	1750	10	342	3.36%	6.16%	
White Male	582	45.40%	22485	39	2145	45.26%	20530	10	4802	47.15%	35.64%	
White Female	256	19.97%	9960	39	950	20.05%	8868	9	1718	16.87%	31.82%	
Black Male	105	8.19%	3983	38	375	7.91%	3805	10	891	8.75%	5.70%	
Black Female	91	7.10%	3493	38	339	7.15%	3247	10	756	7.42%	6.61%	
Asian Male	70	5.46%	2712	39	205	4.33%	1545	8	520	5.11%	2.19%	
Asian Female	28	2.18%	1083	39	90	1.90%	669	7	239	2.35%	2.18%	
NH/PI Male	3	0.23%	120	40	8	0.17%	47	6	37	0.36%	0.31%	
NH/PI Female	1	0.08%	32	32	6	0.13%	52	4	22	0.22%	0.31%	
AI/AN Male	1	0.08%	40	40	20	0.42%	163	8	73	0.72%	0.08%	
AI/AN Female	5	0.39%	184	37	13	0.27%	69	5	28	0.27%	0.08%	
Two or More Male	15	1.17%	587	39	78	1.64%	766	10	52	0.51%	1.05%	
Two or More Female	10	0.78%	384	38	54	1.14%	544	21	44	0.43%	1.05%	

Cash Awards

Every group received the following ranges of cash awards:

- \$500 and Under.
- \$501 to \$999.

- \$1,000 to \$1,999.
- \$2,000 to \$2,999.
- \$3,000 to \$3,999.

The following tables show the complete distribution for the five aforementioned award ranges. The highest average awards are highlighted in green and the lowest amounts are highlighted in blue.

Cash Awards by Race/Ethnicity & Sex (DCMA FY2023)												
Category	\$500 and Under				\$501 to \$999				\$1,000 to \$1,999			
	# of Awards	% of Awards	Total \$ Amount	Avg. \$ Amount	# of Awards	% of Awards	Total \$ Amount	Avg. \$ Amount	# of Awards	% of Awards	Total \$ Amount	Avg. \$ Amount
All	2999	100.00%	1,217,305	406	662	100.00%	480,799	726	1940	100.00%	2,753,847	1420
Total Male	2053	68.46%	834,682	407	446	67.37%	320,784	719	1276	65.77%	1,815,524	1422
Total Female	946	31.54%	382,623	404	216	32.63%	160,015	741	664	34.23%	938,323	1413
H/L Male	195	6.50%	79,160	406	40	6.04%	28,757	719	132	6.80%	193,932	1469
H/L Female	114	3.80%	47,501	417	23	3.47%	16,574	720	76	3.92%	109,109	1436
White Male	1432	47.75%	589,207	411	294	44.41%	210,989	718	887	45.72%	1,243,579	1402
White Female	556	18.54%	224,477	404	112	16.92%	83,378	744	350	18.04%	491,185	1403
Black Male	203	6.77%	81,937	404	65	9.82%	46,929	722	162	8.35%	236,846	1462
Black Female	183	6.10%	75,877	415	63	9.52%	47,020	746	173	8.92%	245,456	1419
Asian Male	153	5.10%	57,359	375	31	4.68%	21,842	705	60	3.09%	90,652	1511
Asian Female	52	1.73%	19,182	369	8	1.21%	5,623	703	39	2.01%	56,901	1459
NH/PI Male	7	0.23%	2,790	399	0	0.00%	0	0	4	0.21%	6,613	1653
NH/PI Female	8	0.27%	3,200	400	0	0.00%	0	0	4	0.21%	4,857	1214
AI/AN Male	12	0.40%	4,436	370	3	0.45%	2,290	763	7	0.36%	10,080	1440
AI/AN Female	6	0.20%	2,026	338	1	0.15%	598	598	2	0.10%	2,784	1392
Two or More Male	51	1.70%	19,793	388	13	1.96%	9,977	767	24	1.24%	33,822	1409
Two or More Female	27	0.90%	10,360	384	9	1.36%	6,822	758	20	1.03%	28,031	1402

In the \$500 and Under range:

- The average dollar amount was \$406.
- A total of 2,999 awards were handed out for a total of \$1,217,305.
- Total Females captured 31.54% of the awards with an average of \$404.
- Hispanic/Latino Females received the highest average amount of \$417.
- White Males garnered the highest percentage of cash awards (47.75%)
- American Indian or Alaska Native Females received the lowest percentage of cash awards (0.20%), and the lowest average amount of \$338.
- Hispanic/Latino Males and Females received 6.50% and 3.80% of awards, respectively.
- White Females received 18.54% with an average of \$404.
- Two or More Races Males and Females received the average amount of \$388 and \$384, respectively.

In the \$501 to \$999 range:

- The average dollar amount was \$726.
- A total of 662 awards were handed out for a total of \$480,799.
- Total Females captured 32.63% of the awards with an average of \$741.
- Two or More Races Males received the highest average amount of \$767.
- White Males garnered the highest percentage of cash awards (44.41%).
- White Females received 16.92% with an average of \$744.

- American Indian or Alaska Native Females received the lowest percentage of cash awards (0.15%), and the lowest average amount of \$598.
- Hispanic/Latino Males received 6.04% of awards with an average amount of \$719.
- Native Hawaiian or Other Pacific Males and Females were absent from the award distribution in this award range.

In the \$1,000 to \$1,999 range:

- The average dollar amount was \$1,420.
- A total of 1,940 awards were handed out for a total of \$2,753,847.
- Total Females captured 34.23% of the awards with an average of \$1,413.
- Asian Males received the highest average amount of \$1,511.
- Native Hawaiian or Other Pacific Female received the least average amount of \$1,214.
- White Males garnered the highest percentage of cash awards (45.72%) and American Indian or Alaska Native Females received the lowest (0.10%).
- The award percentage for Hispanic/Latino Males and Females was 6.80% and 3.92% respectively.
- African American/Black Females received 8.92% with an average of \$1,419.

Cash Awards by Race/Ethnicity & Sex (DCMA FY2023) (Cont'd)												
Category	\$2,000 and \$2,999				\$3,000 to \$3,999				\$4,000 to \$4,999			
	# of Awards	% of Awards	Total \$ Amount	Avg. \$ Amount	# of Awards	% of Awards	Total \$ Amount	Avg. \$ Amount	# of Awards	% of Awards	Total \$ Amount	Avg. \$ Amount
All	3319	100.00%	8,150,224	2456	2574	100.00%	8,625,685	3349	803	100.00%	3,516,640	4379
Total Male	2316	69.78%	5,699,655	2461	1781	69.19%	5,958,364	354	545	67.87%	2,388,626	4383
Total Female	1003	30.22%	2,450,569	2443	793	30.81%	2,667,321	3341	258	32.18%	1,128,014	4372
H/L Male	207	6.24%	494,247	2388	159	6.18%	528,380	3334	36	4.48%	162,182	4505
H/L Female	97	2.92%	242,088	2496	81	3.15%	268,450	3298	21	2.62%	90,376	4304
White Male	1602	48.27%	3,967,818	2477	1235	47.98%	4,138,944	3364	419	52.18%	1,829,957	4367
White Female	554	16.69%	1,352,084	2441	446	17.33%	1,506,971	3358	169	21.05%	741,632	4388
Black Male	294	8.86%	711,840	2421	186	7.23%	618,773	3287	46	5.73%	199,802	4344
Black Female	249	7.50%	604,532	2428	174	6.76%	585,077	3304	43	5.35%	185,152	4306
Asian Male	144	4.34%	355,522	2469	136	5.28%	455,524	3366	30	3.74%	135,040	4501
Asian Female	71	2.14%	173,056	2437	57	2.21%	191,420	3423	14	1.74%	61,690	4406
NH/PI Male	7	0.21%	17,068	2438	9	0.35%	29,766	3399	1	0.12%	4,500	4500
NH/PI Female	4	0.12%	10,115	2528	6	0.23%	20,369	3002	0	0.00%	0	0
AI/AN Male	10	0.30%	24,598	2460	5	0.19%	16,347	3069	3	0.37%	13,987	4662
AI/AN Female	5	0.15%	12,401	2480	3	0.12%	9,911	3198	0	0.00%	0	0
Two or More Male	52	1.57%	128,562	2472	51	1.98%	170,630	3397	10	1.25%	43,158	4616
Two or More Female	23	0.69%	56,293	2448	26	1.01%	85,123	3246	11	1.37%	49,164	4469

In the \$2,000 to \$2,999 range:

- The average dollar amount was \$2,456.
- A total of 3,319 awards were handed out for a grand total of \$8,150,224.
- Total Females captured 30.22% of the awards with an average of \$2,443.
- Native Hawaiian or Other Pacific Islander Females received the highest average amount of \$2,528.
- Hispanic/Latino Males received the least average amount of \$2,388.

- White Males garnered the highest percentage of cash awards (48.27%), and Native Hawaiian or Other Pacific Females received the lowest (0.12).
- Hispanic/Latino Females received 2.92% of awards with an average of \$2,496.
- White Females received 16.69% of awards with an average of \$2,441.

In the \$3,000 to \$3,999 range:

- The average dollar amount was \$3,349.
- A total of 2,574 awards were handed out for a total of \$8,625,685.
- Total Females captured 30.81% of the awards with an average of \$3341.
- Native Hawaiian or Other Pacific Islander males received the highest average amount of \$3,399, while Native Hawaiian or Other Pacific Islander Females received the least average amount of \$3,002.
- White Males garnered the highest percentage of cash awards (47.98%), while White Females received 17.33% with an average of \$3,358.
- Hispanic/Latino Males 6.18% of awards with an average of \$3,334, while Hispanic/Latino Females received 3.15% of awards with an average of \$3,298.
- The award percentage garnered by American Indian or Alaska Native Males and Females was 0.19% and 0.12%, respectively.
- The award percentage received for Two or More Races Males and Females was 1.98% and 1.01% respectively.

In the \$4,000 to \$4,999 range:

- The average dollar amount was \$4,379.
- A total of 803 awards were handed out for a total of \$3,516,640.
- Total Females captured 32.18% of the awards with an average of \$4,372.
- American Indian or Alaska Native Males received the highest average amount of \$4,662.
- Hispanic/Latino Females received the lowest average amount of \$4,304, while Hispanic/Latino Males received 4.48% of awards.
- White Males garnered the highest percentage of cash awards (52.18%), while White Females received 21.05% with an average of \$4,388.
- Native Hawaiian or Other Pacific Islander Males garnered 0.12% of awards for an average amount of \$4,500.
- American Indian or Alaska Native Females and Native Hawaiian or Other Pacific Islander Females were not among award recipients.

The following table shows the complete distribution for the \$5,000 or More range and the overall Agency Summary. The highest average awards are highlighted in green and the lowest amounts are highlighted in blue.

Time-Off Awards by Race/Ethnicity & Sex (DCMA FY2023) (Cont'd)											
Category	\$5,000 or More				Agency Summary						
	# of Awards	% of Awards	Total \$ Amount	Avg. \$ Amount	# of Awards	% of Awards	Total \$ Amount	Avg. \$ Amount	Population	% of Population	CLF
All	88	100.00%	580,136	6592	12385	100.00%	25,324,636	2045	10185	100.00%	100.00%
Total Male	64	72.73%	406,257	6348	8481	68.48%	17,423,892	2054	7036	69.08%	51.79%
Total Female	24	27.27%	173,879	7245	3904	31.52%	7,900,744	2024	3149	30.92%	48.21%
H/L Male	5	5.68%	25,734	5147	774	6.25%	1,512,392	1954	661	6.49%	6.82%
H/L Female	2	2.27%	10,749	5375	414	3.34%	784,847	1896	342	3.36%	6.16%
White Male	49	55.68%	323,210	6596	5918	47.78%	12,303,704	2079	4802	47.15%	35.64%
White Female	15	17.05%	121,427	8095	2202	17.78%	4,521,154	2053	1718	16.87%	31.82%
Black Male	5	5.68%	29,034	5807	961	7.76%	1,925,161	2003	891	8.75%	5.70%
Black Female	5	5.68%	26,356	5271	890	7.19%	1,769,470	1988	756	7.42%	6.61%
Asian Male	1	1.14%	6,865	6865	555	4.48%	1,122,804	2023	520	5.11%	2.19%
Asian Female	1	1.14%	5,000	5000	242	1.95%	512,872	2119	239	2.35%	2.18%
NH/PI Male	0	0.00%	0	0	28	0.23%	60,737	2169	37	0.36%	0.31%
NH/PI Female	0	0.00%	0	0	22	0.18%	38,541	1752	22	0.22%	0.31%
AI/AN Male	1	1.14%	5,939	5939	41	0.33%	77,677	1895	73	0.72%	0.08%
AI/AN Female	0	0.00%	0	0	17	0.14%	27,720	1631	28	0.27%	0.08%
Two or More Male	3	3.41%	15,475	5158	204	1.65%	421,417	2068	52	0.51%	1.05%
Two or More Female	1	1.14%	10,347	10347	117	0.94%	246,140	2104	44	0.43%	1.05%

In the \$5,000 or more range:

- The average dollar amount was \$6,592.
- A total of 88 awards were handed out for a total of \$580,136.
- All groups received awards in this range, with the exception of Native Hawaiian or Other Pacific Islander Males and Females, and American Indian or Other Alaska Native Males and Females.
- White Females captured 17.05% of the awards with an average of \$8,095.
- Two or More Races Females received the highest average amount of \$10,347, while Asian Females received the least average amount of \$5,000.
- White Males garnered the highest percentage of cash awards (55.68%).
- The percentage of awards garnered by Hispanic/Latino Males and Females was 5.68% and 2.27%, respectively.
- African American/Black Males and Females both received 5.68% of awards in this range.

Agency Awards Summary

A total of \$25,324,636 were distributed among 12,385 awardees with an overall average of \$2,045.

- While Total Males captured 68.48% of the awards, a rate that was below their representation of 69.08%, their average dollar amount of \$2,054 was above the overall average.
- Total Females garnered 31.52% of the awards, a rate that was above their representation of 30.92%, and were awarded an average of \$2,024.
- Hispanic/Latino Males and Females captured 6.25% and 3.34% of the awards respectively, both of which were below their respective representations of 6.49% and 3.36%.

- White Males and Females captured 47.78% and 17.78% of the awards respectively, both of which were above their respective representations of 47.15% and 16.87%.
- African American/Black Males and Females captured 7.76% and 7.19% of the awards respectively, both of which were above their respective representations of 8.75% and 7.42%.
- Asian Males and Females captured 4.48% and 1.95% of the awards respectively, both of which were below their respective representations of 5.11% and 2.35%.
- Native Hawaiian or Other Pacific Islander Males and Females were awarded 0.23% and 0.18% of the awards respectively, both of which were below their respective representations of 0.36% and 0.22%.
- American Indian or Alaska Native Males and Females captured 0.33% and 0.14% of the awards respectively, both of which were above their expected representations of 0.08%.
- Two or More Races Males and Females captured 1.65% and 0.94% of the awards respectively, both of which were above their respective representations of 0.51% and 0.43%.

New Hires for Senior Grades by ERI (Tables A15 & B15)

New Hires for Senior Grades by ERI

A total of 180 new employees were hired for senior grades during the FY. Males represented 59.44% of new hires exceeding their 51.79% CLF, while the representation of females at 40.56% was 16.40% below their 48.21% CLF. The following groups were hired at rates that exceeded their respective CLFs: White Male, African American/Black Male and Female, Asian Male, Native Hawaiian or Other Pacific Islander Female, and Two or More Races Male and Female.

Total females in the aggregate fell below expected participation in the GS-13/NH-03 grade but exceeded participation rates in the GS-14-15/NH-04 and SES grades selections.

Hispanic males at 5.00% of selections and females at 4.44% fell below their CLFs of 6.82% and 6.16%, respectively.

American Indian or Other Alaska Native Males and Females, and Native Hawaiian or Other Pacific Islander Males were not represented in any senior grade for the new hires for selections.

The only groups represented in SES selections were White Male, African American/Black Female and Asian Female.

The below table shows the distribution of new hires selections for the senior grades by gender, and race/ethnicity.

New Hires for Senior Grades by Race/Ethnicity & Sex (DCMA FY2023) Selections									
SES	GS-13 & NH-03		GS-14/15 & NH-04		SES		Total Selections		
Category	Total	%	Total	%	Total	%	Total	%	CLF
All	146	100.00%	4	100.00%	4	100.00%	180	100.00%	100.00%
Total Male	90	61.64%	2	50.00%	2	50.00%	107	59.44%	51.79%
Total Female	56	38.36%	2	50.00%	2	50.00%	73	40.56%	48.21%
Gender Omitted	0	0.00%	0	0.00%	0	0.00%	0	0.00%	N/A
Race/Ethnicity Omitted	3	2.05%	0	0.00%	0	0.00%	3	1.67%	N/A
H/L Male	8	5.48%	1	25.00%	0	0.00%	9	5.00%	6.82%
H/L Female	8	5.48%	0	0.00%	0	0.00%	8	4.44%	6.16%
White Male	60	41.10%	1	25.00%	2	50.00%	73	40.55%	35.64%
White Female	24	16.44%	1	25.00%	0	0.00%	34	18.89%	31.82%
Black Male	15	10.27%	0	0.00%	0	0.00%	16	8.89%	5.70%
Black Female	19	13.01%	0	0.00%	1	25.00%	22	12.22%	6.61%
Asian Male	5	3.42%	0	0.00%	0	0.00%	6	3.33%	2.19%
Asian Female	2	1.37%	0	0.00%	1	25.00%	3	1.67%	2.18%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.31%
NH/PI Female	1	0.68%	0	0.00%	0	0.00%	1	0.55%	0.31%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.08%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0.08%
Two or More Male	1	0.68%	0	0.00%	0	0.00%	2	1.11%	1.05%
Two or More Female	0	0.00%	1	25.00%	0	0.00%	3	1.67%	1.05%

New Hires for Senior Grades by Disability

Selections for new hires in the permanent workforce for mission-critical occupational series totaled 180 employees or 1.92% of the permanent workforce (9,395 employees).

Among selections, employees with no disability or identified disability comprised 67.68% of new hires for senior grades (122 employees), while employees with disabilities accounted for 14.44% or 26 employees in selections. Persons with Targeted Disabilities were 1.67% (3 employees).

The types of targeted disabilities present for selectees were: Traumatic Brain Injury (0.56%), Deaf or Serious Difficulty Hearing (0.56%), and Missing Extremities (0.56%).

The GS-13/NH-03 and GS-14-15/NH-04 grades at 15.07% and 13.33%, respectively exceeded the Federal goal for Persons with Disabilities in selection for senior grade new hires; however, only the GS-13/NH-03 met the goal for Persons with Targeted Disabilities.

The following table shows distribution by disability for selections of new hires for senior grades.

New Hires for Senior Grades by by Disability (DCMA FY2023) Selections								
Category	GS-13 & NH-03		GS-14/15 & NH-04		SES		Total Selections	
	Total	%	Total	%	Total	%	Total	%
All	146	100.00%	30	100.00%	4	100.00%	180	100.00%
No Disability (05)	97	66.44%	21	70.00%	4	100.00%	122	67.68%
Not Identified (01)	27	18.49%	5	16.67%	0	0.00%	32	17.78%
Disability (03, 06-99)	22	15.07%	4	13.33%	0	0.00%	26	14.44%
Persons with Targeted Disability	3	2.05%	0	0.00%	0	0.00%	3	1.67%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	1	0.68%	0	0.00%	0	0.00%	1	0.56%
Deaf or Serious Difficulty Hearing (19)	1	0.68%	0	0.00%	0	0.00%	1	0.56%
Blind of Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	1	0.68%	0	0.00%	0	0.00%	1	0.56%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Separations by Race, Ethnicity, Sex, & Disability (Tables A16P & A16T)

Separations – Total Workforce

A total of 845 employees separated from the Agency in FY2023. Five employees were removed; one Hispanic/Latino male, two White males, one White female, and one African American/Black male. Resignations accounted for 107 employees, and 335 employees retired from the Agency. Resignations and retirements were 52.31% of employees who were separated in FY2023. The largest group of employees (47.10%) who separated did so under Other Separations.

- Employees from every group resigned, except Native Hawaiian or Other Pacific Islander male and Female, and American Indian or Other Alaska Native Male.
- Employees from every group, except Native Hawaiian or Other Pacific Islander Female retired from the Agency.
- The groups unaffected by separation under Other Separations were Native Hawaiian or Other Pacific Islander Male and Female, and American Indian or Alaska Native Male.
- Aggregate males accounted for 65.68% of all separations, and aggregate females accounted for the remaining 34.32%.

The following tables show the distribution of separations by race/ethnicity and gender for the total workforce.

Separations by Race/Ethnicity & Sex (DCMA FY2023) Total Workforce						
Category	Removal		Resignation		Retirement	
	#	%	#	%	#	%
All	5	100.00%	107	100.00%	335	100.00%
Total Male	4	80.00%	79	73.83%	220	65.67%
Total Female	1	20.00%	28	26.17%	115	34.33%
H/L Male	1	20.00%	7	6.54%	18	5.37%
H/L Female	0	0.00%	6	5.61%	11	3.28%
White Male	2	40.00%	57	53.27%	168	50.15%
White Female	1	20.00%	13	12.15%	67	20.00%
Black Male	1	20.00%	9	8.41%	22	6.57%
Black Female	0	0.00%	6	5.61%	28	8.36%
Asian Male	0	0.00%	4	3.74%	4	1.19%
Asian Female	0	0.00%	1	0.93%	5	1.49%
NH/PI Male	0	0.00%	0	0.00%	1	0.30%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%
AI/AN Male	0	0.00%	0	0.00%	1	0.30%
AI/AN Female	0	0.00%	1	0.93%	1	0.30%
Two or More Male	0	10.00%	2	1.87%	6	1.79%
Two or More Female	0	0.00%	1	0.93%	3	0.90%

Separations by Race/Ethnicity & Sex (DCMA FY2023) Total Workforce (Cont'd)				
Category	Other Separations		Total Separations	
	#	%	#	%
All	398	100.00%	845	100.00%
Total Male	252	63.32%	555	65.68%
Total Female	146	36.68%	290	34.32%
H/L Male	17	4.27%	43	5.09%
H/L Female	13	3.27%	30	3.55%
White Male	157	39.45%	384	45.44%
White Female	72	18.09%	153	18.11%
Black Male	59	14.82%	91	10.77%
Black Female	51	12.81%	85	10.06%
Asian Male	12	3.02%	20	2.37%
Asian Female	6	1.51%	12	1.42%
NH/PI Male	0	0.00%	1	0.12%
NH/PI Female	0	0.00%	0	0.00%
AI/AN Male	0	0.00%	1	0.12%
AI/AN Female	1	0.25%	3	0.36%
Two or More Male	7	1.76%	15	1.78%
Two or More Female	3	0.75%	7	0.83%

Separations – Permanent Workforce

A total of 781 permanent employees separated from the Agency in FY2023. Five employees were removed; one Hispanic/Latino male, two White males, one White female, and one African American/Black male. Resignations accounted for 86 employees, and 335 employees retired from the Agency. Resignations and retirements were 53.91% of permanent employees who were separated in FY2023. The other separations group of employees (45.45%) who separated did so under Retirement.

- Employees from every group, except Native Hawaiian or Other Pacific Islander Male and Female, and American Indian or Alaska Native Male, resigned.

- Employees from every group, except Native Hawaiian or Other Pacific Islander Female retired from the Agency.
- The only groups unaffected by separation under Other Separations were Native Hawaiian or Other Pacific Islander Male and Female, and American Indian or Alaska Native Male.
- Aggregate males accounted for 64.79% of all separations, and aggregate females accounted for the remaining 35.21%.

The following tables show distribution of separations by race/ethnicity and gender for the permanent workforce.

Separations by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce						
Category	Removal		Resignation		Retirement	
	#	%	#	%	#	%
All	5	100.00%	86	100.00%	335	100.00%
Total Male	4	80.00%	59	68.60%	220	65.67%
Total Female	1	20.00%	27	31.40%	115	34.33%
H/L Male	1	20.00%	3	3.49%	18	5.37%
H/L Female	0	0.00%	6	6.98%	11	3.28%
White Male	2	40.00%	45	52.33%	168	50.15%
White Female	1	20.00%	13	15.12%	67	20.00%
Black Male	1	20.00%	7	8.14%	22	6.57%
Black Female	0	0.00%	6	6.98%	28	8.36%
Asian Male	0	0.00%	2	2.33%	4	1.19%
Asian Female	0	0.00%	1	1.16%	5	1.49%
NH/PI Male	0	0.00%	0	0.00%	1	0.30%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%
AI/AN Male	0	0.00%	0	0.00%	1	0.30%
AI/AN Female	0	0.00%	1	1.16%	1	0.30%
Two or More Male	0	0.00%	2	2.33%	6	1.79%
Two or More Female	0	0.00%	0	0.00%	3	0.90%

Separations by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce (Cont'd)				
Category	Other Separations		Total Separations	
	#	%	#	%
All	355	100.00%	781	100.00%
Total Male	223	62.82%	506	64.79%
Total Female	132	37.18%	275	35.21%
H/L Male	15	4.23%	37	4.74%
H/L Female	10	2.82%	27	3.46%
White Male	143	40.28%	358	45.84%
White Female	67	18.87%	148	18.95%
Black Male	49	13.80%	79	10.12%
Black Female	46	12.96%	80	10.24%
Asian Male	10	2.82%	16	2.05%
Asian Female	6	1.69%	12	1.54%
NH/PI Male	0	0.00%	1	0.13%
NH/PI Female	0	0.00%	0	0.00%
AI/AN Male	0	0.00%	1	0.13%
AI/AN Female	1	0.28%	3	0.38%
Two or More Male	6	1.69%	14	1.79%
Two or More Female	2	0.56%	5	0.64%

Separations – Temporary Workforce

A total of 64 temporary employees separated from the Agency in FY2023. No employees were separated from the temporary workforce by removal or retirement. Resignations accounted for 32.81% and Other Separations accounted for 67.19% of temporary employees who were separated.

- Employees from every group, except Asian Female, Native Hawaiian or Other Pacific Islander Male and Female, and American Indian or Alaska Native Male and Female were separated.
- The groups unaffected by separation under Other Separations were Hispanic/Latino Male and Female, White Male and Female, African American/Black Male and Female, Asian Male, and Two or More Races Male and Female.
- Aggregate males accounted for 76.56% of all separations, and aggregate females accounted for the remaining 23.44%.

The following tables show distribution of separations by race/ethnicity and gender for the temporary workforce.

Separations by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce						
Category	Removal		Resignation		Retirement	
	#	%	#	%	#	%
All	0	0.00%	21	100.00%	0	0.00%
Total Male	0	0.00%	20	95.24%	0	0.00%
Total Female	0	0.00%	1	4.76%	0	0.00%
H/L Male	0	0.00%	4	19.05%	0	0.00%
H/L Female	0	0.00%	0	0.00%	0	0.00%
White Male	0	0.00%	12	57.14%	0	0.00%
White Female	0	0.00%	0	0.00%	0	0.00%
Black Male	0	0.00%	2	9.52%	0	0.00%
Black Female	0	0.00%	0	0.00%	0	0.00%
Asian Male	0	0.00%	2	9.52%	0	0.00%
Asian Female	0	0.00%	0	0.00%	0	0.00%
NH/PI Male	0	0.00%	0	0.00%	0	0.00%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%
AI/AN Male	0	0.00%	0	0.00%	0	0.00%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%
Two or More Male	0	0.00%	0	0.00%	0	0.00%
Two or More Female	0	0.00%	1	4.76%	0	0.00%

Separations by Race/Ethnicity & Sex (DCMA FY2023) Temporary Workforce (Cont'd)				
Category	Other Separations		Total Separations	
	#	%	#	%
All	43	100.00%	64	100.00%
Total Male	29	67.44%	49	76.56%
Total Female	14	32.56%	15	23.44%
H/L Male	2	4.65%	6	9.38%
H/L Female	3	6.98%	3	4.69%
White Male	14	32.56%	26	40.63%
White Female	5	11.63%	5	7.81%
Black Male	10	23.26%	12	18.75%
Black Female	5	11.63%	5	7.81%
Asian Male	2	4.65%	4	6.25%
Asian Female	0	0.00%	0	0.00%
NH/PI Male	0	0.00%	0	0.00%
NH/PI Female	0	0.00%	0	0.00%
AI/AN Male	0	0.00%	0	0.00%
AI/AN Female	0	0.00%	0	0.00%
Two or More Male	1	2.30%	1	1.56%
Two or More Female	1	2.33%	2	3.13%

Separations by Disability

Total Workforce

A total of 845 employees separated from the Agency in FY2023. Five (0.59%) were removed; 107 (12.66%) resigned; 335 (39.64%) retired; 398 (47.10%) departed under Other Separations.

A total of 686 employees (81.18%) who separated had no disability or identified disability, 159 employees (18.82%) had some type of disability, and 33 employees (3.91%) had a Targeted Disability.

The following tables show the distribution of separations by disability for the total workforce.

Separations by Disability (DCMA FY2023) Total Workforce						
Disability Category	Removal		Resignation		Retirement	
	#	%	#	%	#	%
All	5	100.00%	107	100.00%	335	100.00%
No Disability (05)	2	40.00%	83	77.57%	238	71.04%
Not Identified (01)	0	0.00%	12	11.21%	23	6.87%
Disability (03, 06-99)	3	60.00%	12	11.21%	74	22.09%
Persons with Targeted Disability	1	20.00%	3	2.80%	17	5.07%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	2	1.87%	7	2.09%
Blind of Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	2	0.60%
Missing Extremities (31)	0	0.00%	1	0.93%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	2	0.60%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	1	0.30%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	1	20.00%	0	0.00%	5	1.49%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

Separations by Disability (DCMA FY2023) (Cont'd)				
Disability Category	Other Separations		Total Separations	
	#	%	#	%
All	398	100.00%	845	100.00%
No Disability (05)	284	71.36%	607	71.83%
Not Identified (01)	44	11.06%	79	9.38%
Disability (03, 06-99)	70	17.59%	159	18.82%
Persons with Targeted Disability	12	3.02%	33	3.91%
Developmental Disability (02)	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	1	0.25%	1	0.12%
Deaf or Serious Difficulty Hearing (19)	2	0.50%	11	1.30%
Blind of Serious Difficulty Seeing (20)	1	0.25%	3	0.36%
Missing Extremities (31)	1	0.25%	2	0.24%
Significant Mobility Impairment (40)	1	0.25%	1	0.12%
Partial or Complete Paralysis (60)	0	0.00%	2	0.24%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	1	0.12%
Intellectual Disability (90)	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	6	1.51%	12	1.42%
Dwarfism (92)	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%

Permanent Workforce

A total of 781 permanent employees separated from the Agency in FY2023. Five (0.64%) were removed; 86 (11.01%) resigned; 335 (42.89%) retired; 355 (45.45%) departed under Other Separations.

A total of 633 employees (81.05%) who separated had no disability or identified disability, 148 employees (18.95%) had some type of disability, and 30 employees (3.84%) had a Targeted Disability.

The following tables show the distribution of separations by disability for the permanent workforce.

Separations by Disability (DCMA FY2023) Permanent Workforce						
Disability Category	Removal		Resignation		Retirement	
	#	%	#	%	#	%
All	5	100.00%	86	100.00%	335	100.00%
No Disability (05)	2	40.00%	66	76.74%	238	71.04%
Not Identified (01)	0	0.00%	10	11.63%	23	6.87%
Disability (03, 06-99)	3	60.00%	10	11.63%	74	22.09%
Persons with Targeted Disability	1	20.00%	2	2.33%	17	5.07%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	1	1.16%	7	2.09%
Blind of Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	2	0.60%
Missing Extremities (31)	0	0.00%	1	1.16%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	2	0.60%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	1	0.30%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	1	20.00%	0	0.00%	5	1.49%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

Separations by Disability (DCMA FY2023) Permanent Workforce (Cont'd)				
Disability Category	Other Separations		Total Separations	
	#	%	#	%
All	355	100.00%	781	100.00%
No Disability (05)	256	72.11%	562	71.96%
Not Identified (01)	38	10.70%	71	9.09%
Disability (03, 06-99)	61	17.18%	148	18.95%
Persons with Targeted Disability	10	2.82%	30	3.84%
Developmental Disability (02)	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	1	0.28%	1	0.13%
Deaf or Serious Difficulty Hearing (19)	2	0.56%	10	1.28%
Blind of Serious Difficulty Seeing (20)	0	0.00%	2	0.26%
Missing Extremities (31)	0	0.00%	1	0.13%
Significant Mobility Impairment (40)	1	0.28%	1	0.13%
Partial or Complete Paralysis (60)	0	0.00%	2	0.26%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	1	0.13%
Intellectual Disability (90)	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	6	1.69%	12	1.54%
Dwarfism (92)	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%

Temporary Workforce

A total of 64 temporary employees separated from the Agency in FY2023. There were not removals or retirements among temporary employee separations. Twenty-one (32.81%) resigned and Forty-three (67.19%) departed under Other Separations.

A total of 53 employees (82.81%) who separated had no disability or identified disability. A total of 10 employees (17.19%) had some type of disability, and three (4.69%) had a Targeted Disability.

The following tables show the distribution of separations by disability for the temporary workforce.

Separations by Disability (DCMA FY2023) Temporary Workforce						
Disability Category	Removal		Resignation		Retirement	
	#	%	#	%	#	%
All	0	0.00%	21	100.00%	0	100.00%
No Disability (05)	0	0.00%	17	80.95%	0	100.00%
Not Identified (01)	0	0.00%	2	9.52%	0	0.00%
Disability (03, 06-99)	0	0.00%	2	9.52%	0	0.00%
Persons with Targeted Disability	0	0.00%	1	4.76%	0	0.00%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	0	0.00%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	1	4.76%	0	0.00%
Blind of Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	0	0.00%	0	0.00%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

Separations by Disability (DCMA FY2023) Temporary Workforce (Cont'd)				
Disability Category	Other Separations		Total Separations	
	#	%	#	%
All	43	100.00%	64	100.00%
No Disability (05)	28	65.12%	45	70.31%
Not Identified (01)	6	13.95%	8	12.50%
Disability (03, 06-99)	9	20.93%	10	17.19%
Persons with Targeted Disability	2	4.65%	3	4.69%
Developmental Disability (02)	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	1	1.56%
Blind of Serious Difficulty Seeing (20)	1	2.33%	1	1.56%
Missing Extremities (31)	1	2.33%	1	1.56%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	0	0.00%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.92%

Grade Levels for Management Positions by Race, Gender, Sex, and Disability - Permanent Workforce (Tables A17 & B17)

Management personnel served in GS, NH, and SES positions, and comprised 14.16% (1,330 employees) of the Agency’s permanent workforce. Males occupied 71.43% of the positions, and females occupied 28.57%.

The following table shows distribution of management positions amongst GS and NH grades.

Grade Levels for Management Positions by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce								
Category	GS-13		GS-14		NH-03		NH-04	
	#	%	#	%	#	%	#	%
All	13	100.00%	1	100.00%	794	100.00%	511	100.00%
Total Male	8	61.54%	1	100.00%	575	72.42%	360	70.45%
Total Female	5	38.46%	0	0.00%	219	27.58%	151	29.55%
H/L Male	1	7.69%	0	0.00%	44	5.54%	22	4.31%
H/L Female	2	15.38%	0	0.00%	28	3.53%	15	2.94%
White Male	5	38.46%	1	100.00%	419	52.77%	286	55.97%
White Female	2	15.38%	0	0.00%	131	16.50%	92	18.00%
Black Male	0	0.00%	0	0.00%	65	8.19%	29	5.68%
Black Female	1	7.69%	0	0.00%	48	6.05%	32	6.26%
Asian Male	1	7.69%	0	0.00%	33	4.16%	15	2.94%
Asian Female	0	0.00%	0	0.00%	9	1.13%	8	1.57%
NH/PI Male	1	7.69%	0	0.00%	1	0.13%	0	0.00%
NH/PI Female	0	0.00%	0	0.00%	1	0.13%	2	0.39%
AI/AN Male	0	0.00%	0	0.00%	9	1.13%	5	0.98%
AI/AN Female	0	0.00%	0	0.00%	1	0.13%	1	0.20%
Two or More Male	0	0.00%	0	0.00%	4	0.50%	3	0.59%
Two or More Female	0	0.00%	0	0.00%	1	0.13%	1	0.20%

GS Grade Levels - Permanent Workforce

Permanent employees in management positions served in the GS-13 and GS-14 grade levels and occupied 1.05% of all management positions.

The following groups were not represented in any GS grade level management position: African American/Black Male, Asian Female, and Native Hawaiian or Other Pacific Islander Female, American Indian or Alaska Native Male and Female, and Two or More Races Male and Female.

The only group represented above expected participation across all GS management positions was White Male.

NH Grade Levels - Permanent Workforce

Permanent employees in management positions served in NH-03 and NH-04 grade levels and occupied 98.12% (1305 employees) of all management positions. All groups were represented in the NH grades.

The participation rate of the following groups exceeded their CLFs: White Male, African American/Black Male, Asian Male, and American Indian or Alaska Native Male and Female.

The representation of the following groups fell below expected participation: Hispanic/Latino Male and Female, White Female, African American/Black Female, Asian Female, Native Hawaiian or Other Pacific Islander Male and Female, and Two or More Races Male and Female.

Every group was represented at the NH grades, except Native Hawaiian or Other Pacific Islander Male, who were not represented in the NH-04 grade level.

The following table shows distribution of total management positions amongst SES, GS, and NH grades.

Grade Levels for Management Positions by Race/Ethnicity & Sex (DCMA FY2023) Permanent Workforce (Cont'd)										
Category	GS Totals		NH Totals		SES Totals		Total Management Positions		% of Population	CLF
	#	%	#	%	#	%	#	%		
All	14	100.00%	1305	100.00%	11	100.00%	1330	100.00%	100.00%	100.00%
Total Male	9	55.56%	935	71.65%	6	54.55%	950	71.43%	69.08%	51.79%
Total Female	5	44.44%	370	28.35%	5	45.45%	380	28.57%	30.92%	48.21%
H/L Male	1	7.14%	66	5.06%	1	9.09%	68	5.11%	6.49%	6.82%
H/L Female	2	14.29%	43	3.30%	0	0.00%	45	3.38%	3.36%	6.16%
White Male	6	42.85%	705	54.02%	4	36.36%	715	53.76%	47.15%	35.64%
White Female	2	14.29%	223	17.09%	2	18.18%	227	17.07%	16.87%	31.82%
Black Male	0	0.00%	94	7.20%	1	9.09%	95	7.14%	8.75%	5.70%
Black Female	1	7.14%	80	6.13%	2	18.18%	83	6.24%	7.42%	6.61%
Asian Male	1	7.14%	48	3.68%	0	0.00%	49	3.68%	5.11%	2.19%
Asian Female	0	0.00%	17	1.30%	0	0.00%	17	1.28%	2.35%	2.18%
NH/PI Male	1	7.17%	1	0.08%	0	0.00%	2	0.15%	0.36%	0.31%
NH/PI Female	0	0.00%	3	0.23%	0	0.00%	3	0.23%	0.22%	0.31%
AI/AN Male	0	0.00%	14	1.07%	0	0.00%	14	1.05%	0.72%	0.08%
AI/AN Female	0	0.00%	2	0.15%	1	9.09%	3	0.23%	0.27%	0.08%
Two or More Male	0	0.00%	7	0.54%	0	0.00%	7	0.53%	0.51%	1.05%
Two or More Female	0	0.00%	2	0.15%	0	0.00%	2	0.15%	0.43%	1.05%

SES Grade Levels - Permanent Workforce

Senior Executive Service personnel (11 employees) occupied 0.83% of all management positions. These positions were occupied by the following groups: One Hispanic/Latino male, four White males, two White females, one African American/Black male, two African American/Black females, one American Indian or Alaska Native female.

Disability - Permanent Workforce

A total of 1,330 permanent employees occupied management positions in grades GS-13, GS-14, NH-03, NH-04, and SES.

A total of 1,114 employees (83.76%) reported no disability or identified disability, a total of 216 employees (16.24%) had some form of disability, and 28 employees (2.11%) were Persons with Targeted Disabilities.

There were no targeted disabilities in the GS or SES grade levels. The following types of Targeted Disabilities were associated with employees in the NH grade levels:

- Traumatic Brain Injury (0.46%)

- Deaf or Serious Difficulty Hearing (0.69%).
- Blind or Serious Difficulty Seeing (0.08%).
- Partial or Complete Paralysis (0.15%).
- Epilepsy or Other Seizure Disorders (0.15%).
- Intellectual Disability (0.08%)
- Significant Psychiatric Disorder (0.38%).
- Significant Disfigurement (0.15%).

In the GS grades, there were 12 employees (85.71%) with no reported disability or identified disability, and two employees (14.29%) with some form of disability.

The NH grades accounted for 1094 employees (83.83%) with no reported disability or identified disability, and a total of 211 employees (16.17%) with some form of disability.

In the SES grade level, there were 8 employees (72.73%) with no reported disability or identified disability, and three employees (27.27%) with an identified disability.

The following tables show distribution of disabilities in GS, NH, and SES management positions.

Grade Levels for Management Positions by Disability (DCMA FY2023) Permanent Workforce								
Disability Category	GS-13		GS-14		NH-03		NH-04	
	#	%	#	%	#	%	#	%
All	13	100.00%	1	100.00%	794	100.00%	511	100.00%
No Disability (05)	12	91.67%	0	100.00%	616	77.58%	409	80.04%
Not Identified (01)	0	0.00%	0	0.00%	44	5.54%	25	4.89%
Disability (03, 06-99)	1	8.33%	1	100.00%	134	16.88%	77	15.07%
Persons with Targeted Disability	0	0.00%	0	0.00%	22	2.77%	6	1.17%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	0	0.00%	0	0.00%	4	0.50%	2	0.39%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	0	0.00%	8	1.01%	1	0.20%
Blind or Serious Difficulty Seeing (20)	0	0.00%	0	0.00%	1	0.13%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	1	0.13%	1	0.20%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	2	0.25%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%	1	0.20%
Significant Psychiatric Disorder (91)	0	0.00%	0	0.00%	5	0.63%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	1	0.13%	1	0.20%

Grade Levels for Management Positions by Disability (DCMA FY2023) Permanent Workforce (Cont'd)								
Disability Category	GS Totals		NH Totals		SES Totals		Agency Totals	
	#	%	#	%	#	%	#	%
All	14	100.00%	1305	100.00%	11	100.00%	1330	100.00%
No Disability (05)	12	85.71%	1025	78.54%	8	72.73%	1045	78.57%
Not Identified (01)	0	0.00%	69	5.29%	0	0.00%	69	5.19%
Disability (03, 06-99)	2	14.29%	211	16.17%	3	27.27%	216	16.24%
Persons with Targeted Disability	0	0.00%	28	2.15%	0	0.00%	28	2.11%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	0	0.00%	6	0.46%	0	0.00%	6	0.45%
Deaf or Serious Difficulty Hearing (19)	0	0.00%	9	0.69%	0	0.00%	9	0.68%
Blind of Serious Difficulty Seeing (20)	0	0.00%	1	0.08%	0	0.00%	1	0.08%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	2	0.15%	0	0.00%	2	0.15%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	2	0.15%	0	0.00%	2	0.15%
Intellectual Disability (90)	0	0.00%	1	0.08%	0	0.00%	1	0.08%
Significant Psychiatric Disorder (91)	0	0.00%	5	0.38%	0	0.00%	5	0.38%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	2	0.15%	0	0.00%	2	0.15%

New Hires for Management Positions by Race/Ethnicity, Gender (Table A18)

There was a total of 481 qualified applicants for management positions during the FY. Of the total applicants, 472 were referred for hiring consideration and 26 were ultimately selected for positions.

The below table shows gender, race/ethnicity distribution of new hires for management positions.

New Hires for Management Positions by Race/Ethnicity & Sex (DCMA FY2023)							
Category	Applicants		Referrals		Selections		CLF
	Total	%	Total	%	Total	%	
All	481	100.00%	472	100.00%	26	100.00%	100.00%
Total Male	326	67.78%	321	68.01%	16	61.54%	51.79%
Total Female	65	13.51%	63	13.35%	4	15.38%	48.21%
Gender Omitted	90	18.71%	88	18.64%	6	23.08%	N/A
Race/Ethnicity Omitted	95	19.75%	93	19.70%	6	23.08%	N/A
H/L Male	44	9.15%	42	8.90%	3	11.54%	6.82%
H/L Female	6	1.25%	6	1.27%	1	3.85%	6.16%
White Male	165	34.30%	163	34.53%	12	46.15%	35.64%
White Female	26	5.41%	26	5.51%	3	11.54%	31.82%
Black Male	53	11.02%	53	11.23%	0	0.00%	5.70%
Black Female	16	3.33%	15	3.18%	0	0.00%	6.61%
Asian Male	48	9.98%	47	9.96%	1	3.85%	2.19%
Asian Female	13	2.70%	12	2.54%	0	0.00%	2.18%
NH/PI Male	2	0.42%	2	0.42%	0	0.00%	0.31%
NH/PI Female	1	0.21%	1	0.21%	0	0.00%	0.31%
AI/AN Male	8	1.66%	8	1.69%	0	0.00%	0.08%
AI/AN Female	0	0.00%	0	0.00%	0	0.00%	0.08%
Two or More Male	3	0.62%	3	0.64%	0	0.00%	1.05%
Two or More Female	1	0.21%	1	0.21%	0	0.00%	1.05%

Of external applicants for management positions, males represented 67.78% (326 applicants). From males that applied, 321 were referred for consideration by the hiring manager and 16 were selected for the management positions.

Female applicants represented 13.51% (65 individuals) and fell below their 48.21% CLF. Of the female applicants, 63 were referred for consideration and four were ultimately selected for management positions.

A total of 90 applicants (18.71%) elected to omit their gender in the application process and 19.75% (95 individuals) did identify their race/ethnicity.

The following male groups were hired at rates that exceeded their respective CLFs: Hispanic/Latino Male (11.54% vs. 6.82%), White Male (46.15% vs. 35.64%), and Asian Male (3.85% vs. 2.19%); while the following female groups were selected at rates below expectations: Hispanic/Latino Female (3.85% vs. 6.16%), and White Female (11.54% vs. 31.82%).

Groups referred but not selected for positions included: African American/Black Male and Female, Asian Female, Native Hawaiian or Other Pacific Islander Male and Female, American Indian or Alaska Native Male, and Two or More Races Male and Female.

New Hires for Management Positions by Disability (Table B18)

There were 26 new employees hired for management positions during the FY. Employees with no disability comprised 15.38% (4 employees) of new hires, and employees with no identified disability comprised 84.62% (22 employees).

The below table shows the distribution of disabilities among new hires for management positions.

New Hires for Management Positions by Disability (DCMA FY2023)						
Category	Applicants		Referrals		Selections	
	Total	%	Total	%	Total	%
All	481	100.00%	472	100.00%	26	100.00%
No Disability (05)	120	24.95%	119	25.21%	4	15.38%
Not Identified (01)	334	69.44%	326	69.07%	22	84.62%
Disability (03, 06-99)	27	5.61%	27	5.72%	0	0.00%
Persons with Targeted Disability	24	4.99%	24	5.08%	0	0.00%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	3	0.62%	3	0.64%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	4	0.83%	4	0.85%	0	10.00%
Blind or Serious Difficulty Seeing (20)	1	0.21%	1	0.21%	0	0.00%
Missing Extremities (31)	0	0.00%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	0	0.00%	0	0.00%	0	0.00%
Partial or Complete Paralysis (60)	1	0.21%	1	0.21%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	2	0.42%	2	0.42%	0	0.00%
Intellectual Disability (90)	0	0.00%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	11	2.29%	11	2.33%	0	0.00%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	2	0.42%	2	0.42%	0	0.00%

The following were the types of targeted disabilities represented among new hire applicants for management positions: Traumatic Brain Injury (0.62%); Deaf or Serious Difficulty Hearing (0.85%); Blind or Serious Difficulty Seeing (0.21%); Partial or Complete Paralysis (0.21%); (Significant Psychiatric Disorder (2.99%); and Significant Disfigurement (0.42%).

The types of targeted disabilities represented among applicants were the exact same as those referred to the hiring managers for consideration, however, no persons with disabilities were selected for the announced positions.

Internal Competitive Promotions for Management Positions (Table A19)

There was a total of 997 applicants for internal competitive promotions for management positions. Of applicants, 835 were referred to the hiring manager for consideration and 76 were selected for the positions.

The below table shows the distribution of internal competitive promotions for management positions.

Internal Competitive Promotions for Management Positions by Race/Ethnicity & Sex (DCMA FY2023)							
Category	Applicants		Referrals		Selections		CLF
	Total	%	Total	%	Total	%	
All	997	100.00%	835	100.00%	76	100.00%	100.00%
Total Male	634	63.59%	517	61.92%	38	50.00%	51.79%
Total Female	179	17.95%	161	19.28%	25	32.89%	48.21%
Gender Omitted	184	18.46%	157	18.80%	13	17.11%	N/A
Race/Ethnicity Omitted	192	19.28%	157	18.80%	13	17.11%	N/A
H/L Male	83	8.32%	64	7.66%	2	2.63%	6.82%
H/L Female	13	1.30%	12	1.44%	1	1.32%	6.16%
White Male	393	39.42%	328	39.28%	30	69.47%	35.64%
White Female	103	10.33%	93	11.14%	17	22.37%	31.82%
Black Male	108	10.83%	83	9.94%	2	2.63%	5.70%
Black Female	38	3.81%	35	4.19%	5	6.58%	6.61%
Asian Male	34	3.41%	26	3.11%	4	5.26%	2.19%
Asian Female	15	1.50%	13	1.56%	1	1.32%	2.18%
NH/PI Male	2	0.20%	2	0.24%	0	0.00%	0.31%
NH/PI Female	0	0.00%	0	0.00%	0	0.00%	0.31%
AI/AN Male	7	0.70%	7	0.84%	0	0.00%	0.08%
AI/AN Female	1	0.10%	7	0.84%	0	0.00%	0.08%
Two or More Male	3	0.30%	3	0.36%	0	0.00%	1.05%
Two or More Female	5	0.50%	5	0.60%	1	1.32%	1.05%

Of internal applicants for management positions, males represented 63.59% (634 applicants). From males that applied, 517 were referred for consideration by the hiring manager and 38 were selected for the management positions.

Female applicants represented 17.95% or 179 individuals that applied for management positions. Of the female applicants, 161 were referred for consideration and 25 were selected for management positions.

At total of 184 applicants elected to omit their gender in the application process and 19.28% (192 individuals) did identify their race/ethnicity. Individuals that omitted their gender and race/ethnicity represented 17.11% (13 individuals) of selections.

The following groups were hired at rates that exceeded their respective CLFs: White Male (69.47% vs. 35.64%) and Asian Male (5.26% vs. 2.19%).

Groups selected at percentages below expected participation included: Hispanic/Latino Male (2.63% vs. 6.82%), Hispanic/Latino Female (1.32% vs. 6.16%), White Female (22.37% vs. 31.82%), African American/Black Male (2.63% vs. 5.70%), African American/Black Female (6.58% vs. 6.61%), and Asian Female (1.32% vs. 2.18%).

Groups referred for consideration but not selected for positions included: Native Hawaiian or Other Pacific Islander Male and Female, American Indian or Alaska Native Male and Female, and Two or More Races Male and Female.

Internal Competitive Promotions for Management Positions (Tables B19)

There were 76 internal competitive promotions for management positions during the FY. Employees with no disability or no identified disability comprised 93.42% (71 employees) of internal competitive promotions, employees with disabilities comprised 6.58% of promotions, and employees with targeted disabilities comprised 3.95% (3 employees).

The below table shows distribution of disabilities in internal competitive promotions for management positions.

Internal Competitive Promotions for Management Positions by Disability (DCMA FY2023)						
Category	Applicants		Referrals		Selections	
	Total	%	Total	%	Total	%
All	997	100.00%	835	100.00%	76	100.00%
No Disability (05)	184	18.46%	136	16.29%	16	21.05%
Not Identified (01)	758	76.03%	652	78.08%	55	72.37%
Disability (03, 06-99)	55	5.52%	47	5.63%	5	6.58%
Persons with Targeted Disability	34	3.41%	30	3.59%	3	3.95%
Developmental Disability (02)	0	0.00%	0	0.00%	0	0.00%
Traumatic Brain Injury (03)	4	0.40%	4	0.48%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	4	0.40%	3	0.36%	1	1.32%
Blind or Serious Difficulty Seeing (20)	1	0.10%	1	0.12%	1	1.32%
Missing Extremities (31)	1	0.10%	1	0.12%	0	0.00%
Significant Mobility Impairment (40)	5	0.50%	4	0.48%	0	0.00%
Partial or Complete Paralysis (60)	0	0.00%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	0	0.00%	0	0.00%	0	0.00%
Intellectual Disability (90)	1	0.10%	1	0.12%	0	0.00%
Significant Psychiatric Disorder (91)	18	1.81%	16	1.92%	1	1.32%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	0	0.00%	0	0.00%	0	0.00%

The following were the types of targeted disabilities represented among applicants for internal competitive promotions for management positions: Traumatic Brain Injury (0.40%); Deaf or Serious Difficulty Hearing (0.40%); Blind or Serious Difficulty Seeing (0.10%); Missing Extremities (0.10%); Significant mobility Impairment (0.50%); Intellectual Disability (0.10%); and (Significant Psychiatric Disorder (1.81%).

The types of targeted disabilities represented among applicants for the internal competitive promotions were the exact same as those referred to the hiring managers for consideration.

The types of targeted disabilities represented among the three employees selected for positions included: Deaf or Serious Difficulty Hearing; Blind or Serious Difficulty Seeing; and (Significant Psychiatric Disorder).

Career Development for Management Positions (Tables A20 & B20)

Career Development for Management Positions by Race, Ethnicity & Gender

Eighty-seven employees or 0.93% of the permanent workforce participated in career development opportunities for management positions. Total males in the aggregate at 73.56% exceeded their 51.79% CLF in career development selections, thus, total females at 26.44% fell far below their expected participation rate of 48.21% (CLF).

The below table shows career development for management positions distribution by race/ethnicity and gender.

Career Development for Management Positions by Race/Ethnicity & Sex (DCMA FY2023)							
Supervisors	Eligible		Applicants		Selections		
Category	Total	%	Total	%	Total	%	CLF
All	3619	100.00%	87	100.00%	87	100.00%	100.00%
Total Male	2373	65.57%	64	73.56%	64	73.56%	51.79%
Total Female	1246	34.43%	23	26.44%	23	26.44%	48.21%
H/L Male	179	4.95%	4	4.60%	4	4.60%	6.82%
H/L Female	134	3.70%	5	5.75%	5	5.75%	6.16%
White Male	1709	47.22%	41	47.13%	41	47.13%	35.64%
White Female	701	19.37%	11	12.64%	11	12.64%	31.82%
Black Male	277	7.65%	11	12.64%	11	12.64%	5.70%
Black Female	298	8.23%	7	8.04%	7	8.04%	6.61%
Asian Male	152	4.20%	6	6.90%	6	6.90%	2.19%
Asian Female	81	2.24%	0	0.00%	0	0.00%	2.18%
NH/PI Male	8	0.22%	1	1.15%	1	1.15%	0.31%
NH/PI Female	7	0.19%	0	0.00%	0	0.00%	0.31%
AI/AN Male	26	0.72%	0	0.00%	0	0.00%	0.08%
AI/AN Female	8	0.22%	0	0.00%	0	0.00%	0.08%
Two or More Male	22	0.61%	1	1.15%	1	1.15%	1.05%
Two or More Female	17	0.47%	0	0.00%	0	0.00%	1.05%

The following groups were below their expected participation rate or were not represented in selections: Hispanic/Latino Male and Female; White Female; and African American/Black Male.

The following groups were not represented in selections: Asian Female; Native Hawaiian or Other Pacific Islander Female; American Indian or Alaska Native Male and Female; and Two or More Races Female.

Groups that exceeded expected participation rates included: White Male; African American/Black Male and Female; Asian Male; Native Hawaiian or Other Pacific Islander Male; and Two or More Races Female.

Career Development for Management Positions by Disability

There were 87 employees that participated in career development opportunities for management positions during the FY. Employees with no disability or no identified disability comprised 90.81% (79 employees), employees with disabilities comprised 9.19% (8 employees), and employees with targeted disabilities comprised 2.30% (2 employees).

The following were the only two types of targeted disabilities represented among selections in career development for management positions: Significant mobility Impairment (1.15%); and (Significant Psychiatric Disorder (1.15%).

Career Development for Management Positions by Disability (DCMA FY2023)						
Supervisors	Eligible		Applicants		Selections	
Category	Total	%	Total	%	Total	%
All	3619	100.00%	87	100.00%	87	100.00%
No Disability (05)	2771	76.57%	73	83.91%	73	83.91%
Not Identified (01)	229	6.33%	6	6.90%	6	6.90%
Disability (03, 02, 06-99)	619	17.10%	8	9.19%	8	9.19%
Persons with Targeted Disability	92	2.54%	2	2.30%	2	2.30%
Developmental Disability (02)	1	0.03%	0	0.00%	0	0.00%
Traumatic Brian Injury (03)	15	0.41%	0	0.00%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	31	0.86%	0	0.00%	0	0.00%
Blind of Serious Difficulty Seeing (20)	4	0.11%	0	0.00%	0	0.00%
Missing Extremities (31)	1	0.03%	0	0.00%	0	0.00%
Significant Mobility Impairment (40)	3	0.08%	1	1.15%	1	1.15%
Partial or Complete Paralysis (60)	5	0.14%	0	0.00%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	10	0.28%	0	0.00%	0	0.00%
Intellectual Disability (90)	1	0.03%	0	0.00%	0	0.00%
Significant Psychiatric Disorder (91)	19	0.53%	1	1.15%	1	1.15%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	2	0.05%	0	0.00%	0	0.00%

Persons with Targeted Disabilities Analysis

Targeted disabilities are defined as disabilities that the government has, for several decades, emphasized in hiring because they pose the greatest barriers to employment. The EEOC issued guidance, effective on January 3, 2018, which clarified the actions federal agencies must take to comply with their legal obligations to engage in affirmative action in employment and otherwise serve as "model employers" for Persons with Disabilities (PWD). The Department of Defense (DoD) has established a goal for the civilian workforce of 12% for Persons with Disabilities (PWD) and 2% for Persons with Targeted Disabilities (PWTD). The Agency continues to exceed the goals with a current workforce comprised of 17.32% PWD and 2.90% PWTD.

Total Workforce - Distribution by Disability (Participation Rate)						
Disability Category	Agency FY2023		Change from FY2021 to FY2022		Agency FY2022	
	#	%	#	%	#	%
All	10185	100.00%	14	0.14%	10171	100.00%
No Disability (05)	7486	73.50%	103	1.36%	7589	74.61%
No Identified (01)	935	9.18%	121	14.86%	814	8.00%
Disability (03, 06-99)	1764	17.32%	4	0.23%	1768	17.38%
Persons with Targeted Disability	295	2.90%	0	0.00%	295	2.90%
Developmental Disability (02)	5	0.05%	1	25.00%	4	0.04%
Traumatic Brain Injury (03)	37	0.36%	4	12.12%	33	0.32%
Deaf or Serious Difficulty Hearing (19)	82	0.81%	4	5.13%	78	0.77%
Blind or Serious Difficulty Seeing (20)	22	0.22%	3	15.79%	19	0.19%
Missing Extremities (31)	6	0.06%	1	14.29%	7	0.07%
Significant Mobility Impairment (40)	18	0.18%	3	14.29%	21	0.21%
Partial or Complete Paralysis (60)	16	0.16%	1	0.88%	17	0.17%
Epilepsy or Other Seizure Disorders (82)	16	0.16%	4	20.00%	20	0.20%
Intellectual Disability (90)	3	0.03%	0	0.00%	3	0.03%
Significant Psychiatric Disorder (91)	80	0.79%	3	3.61%	83	0.82%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	10	0.10%	0	0.00%	10	0.10%

DCMA made progress in this area:

Although the Agency experienced a 0.14% (14 employees) increase in its population during the FY, there was a decrease in the PWD population. The decline of 0.23% (4 employees) resulted in a PWD percentage change from 17.38% to 17.32% representation. However, the PWD decline did not adversely affect the percentage of PWD, their representation remained at 2.90%.

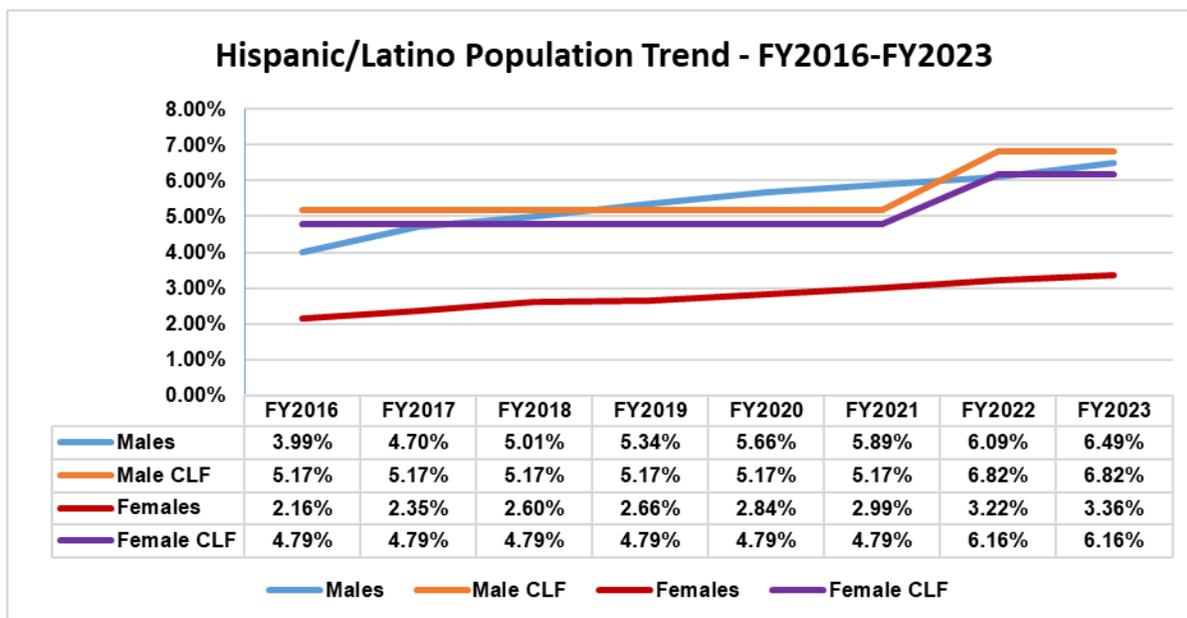
The Agency's goal of increasing the PWD and PWD population has continually been exceeded with success attributed to:

- Increased emphasis from the Agency Director and Deputy Director.
- Expanded and more detailed definitions of Targeted Disabilities as defined in the 2016 revision of the Standard Form (SF) 256.
- Quarterly email notification to employees to update their disability information via MyBiz.
- Participating in the Workforce Recruitment Program
- Disability and Reasonable Accommodation Training

Hispanic/Latino Workforce Analysis

For eight consecutive years, Hispanic/Latino males and females have continued to experience growth. Hispanic/Latino males have increased to 6.49% participation in FY2023, and compared to the increased CLF (2014-2018), are now 0.33% below their expected 6.82% representation. The Hispanic/Latino male population increased from 5.89% representation in FY2021 to 6.09% in FY2022. Hispanic/Latino females increased from 3.22% participation to 3.36%, and compared to their CLF, are 2.80% below their expected 6.16% representation. The Hispanic/Latino female population more than doubled from 1.43% representation in FY2021 to 3.22% in FY2022. Although Hispanic/Latino females have steadily increased over the past seven years, they are still drastically below their 6.16% CLF percentage. While the Agency has not reached the expected participation

rate for Hispanic/Latino population based on the increased CLF, it is anticipated the upward trend will continue and Hispanic/Latino population will subsequently attain the CLF.



Triggers and potential barriers to Hispanic/Latino employment at the GS-13 - SES levels.

The Agency hired 833 new employees in FY2023 which included 110 Hispanic/Latino employees; 75 males and 35 females, representing 9.00% and 4.20% of accessions, respectively.

Triggers relating to the Hispanic/Latino female population include the low Hispanic/Latino female Agency presence. In FY2023, the Hispanic/Latino population as a whole fell below expected participation rates; males (6.49% vs. 6.82%) and females (3.36% vs. 6.16%).

Analysis of Hispanic/Latino Representation: GS-12 to GS-14, NH-03, and NH-04 Positions

Permanent Workforce – Table A4P

Representation of the Hispanic/Latino permanent workforce in grades GS-12 to GS-14, NH-03, and NH-04 is consistent with their overall participation rates in the population, males (6.49%) and females (3.36%).

- Hispanic/Latino males comprise 7.29% of GS-12, 4.92% of GS-13, 3.33% of GS-14, 5.87% of NH-03, and 3.93% of NH-04 positions.
- Hispanic/Latino females represented 2.74% of GS-12, 4.25% of GS-13, 2.50% of GS-14, 3.97% of NH-03, and 2.81% of NH-04 positions.

Temporary Workforce – Table A4T

In the temporary workforce, the Hispanic/Latino male population was not represented in GS-14 positions, and females were absent from GS-14 and NH-04 positions.

- Hispanic/Latino males comprise 8.94% of GS-12, 2.27% of GS-13, 8.11% of NH-03, and 8.33% of NH-04 positions.
- Hispanic/Latino females represented 1.63% of GS-12, 2.27% of GS-13, and 2.70% of NH-03 positions.

Hispanic/Latino Representation – GS-13, GS-14, NH-03, NH-04, and SES Management positions – Table A17

The Hispanic/Latino population is represented across all management position grade levels, except for the GS-14 grade. The absence of the Hispanic/Latino’s in the GS-14 grade is equal to that of other racial/ethnic groups. Of the 1330 management positions, there is only one GS-14 employee (White male). In 2017, all GS-14 and GS-15 grade positions were migrated to the AcqDemo pay system.

- Hispanic/Latino males comprise 7.69% of GS-13, 5.54% of NH-03, 4.31% of NH-04, and 9.09% of SES positions.
- Hispanic/Latino females represent 15.38% of GS-13, 3.53% of NH-03, and 2.94% of NH-04 positions.

Root Cause Analysis

Hispanics in the aggregate experienced a less than expected rate of participation when compared to the 2014-2018 CLF of 12.98%. In the past, the hiring process, recruitment practices, retention, and cultural/attitudinal barriers contributed to less than expected participation rates. As a result, some Hispanics/Latinos tended to report their category under other race/ethnic categories. However, the percentage of the Hispanic/Latino population has more than doubled over the past eight years from 3.44% in FY 2015 to 9.85% in FY 2023.

Analysis of Hispanic/Latino Representation: Internal Promotions (Table A9)

Hispanic/Latino Representation – Internal Promotions Mission-Critical Occupations

Permanent Workforce – Table A9P

The representation of the Hispanic/Latino community in MCOs is consistent with their population percentage, expected RCLFs and the distribution of other racial/ethnic groups in internal promotions.

- Hispanic/Latino male participation in MCO series are: 1910 (6.51% vs. 4.40%); 1102 (2.65% vs. 4.30%); and 1150 (8.70% vs. 4.40%).
- Hispanic/Latino females in MCO series are: 1910 (3.26% vs. 5.50%); 1102 (10.18% vs. 4.60%); 0801 (3.70% vs. 21.00%); and 1150 (8.70% vs. 4.40%).

Temporary Workforce – Table A9T

- Hispanic/Latino male participation in MCO series are: 1910 (4.00% vs. 4.40%); 1102 (10.26% vs. 4.30%); and 0801 (12.50% vs. 5.90%).
- Hispanic/Latino females in MCO series are: 1910 (4.00% vs. 5.50%); 1102 (7.69% vs. 4.60%); and 1150 (100.00% vs. 4.40%).

Solution Development

Outreach efforts related to Hispanic Employment are enhanced annually by Strategic Recruitment Activities, virtual participation at the following major events:

- The Hispanic Engineer National Achievement Awards Conference (HENAAC) - Great Minds in STEM Conference & Career Fair.
- The LatPro and National Society of Hispanic Professionals (NSHP) with DiversityJobs.com Career Fair.
- The Society of Hispanic Professional Engineers (SHPE) Conference, Career Fair, and Expo in Seattle, WA.
- The LatPro and NSHP with DiversityJobs.com Career Fairs, and the Association of Latino Professionals for America (ALPFA) Convention and Career Fair.
- The DCMA recruiters attended the annual Hispanic Association of Colleges and Universities (HACU) Annual Conference to build inroads and relationships with Hispanic Serving Institutions (HSIs).

The outreach efforts were conducted to attract highly qualified Hispanic/Latino applicants with skill sets that match acquisition positions within the Agency.

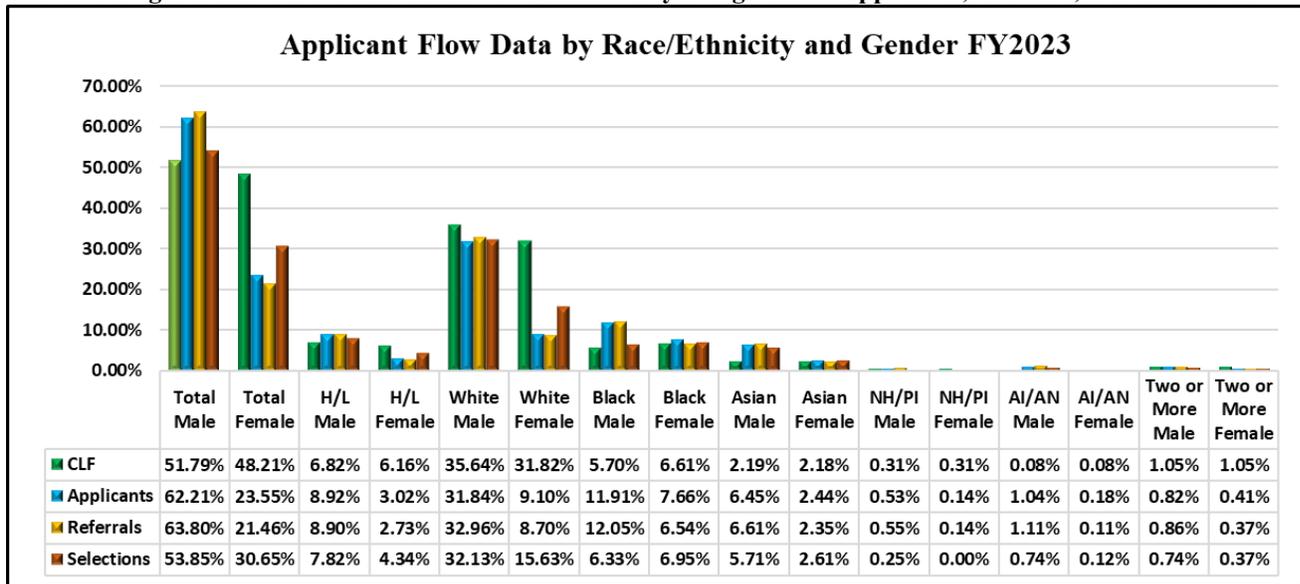
Applicant Flow Data Analysis by Race/Ethnicity and Gender

During this reporting period, a review of applicant flow data provided mixed results. While an analysis of raw data indicated that there were opportunities for increasing the race/ethnicity and gender diversity of the applicant pool, 15.54% of applicants did not identify their race/ethnicity and 14.23% elected to omit their gender. The data shows there were a total of 14,418 applicants but the sum of male and female applicants equals 12,366 which indicates that 2,052 applicants elected to not identify their gender, and 2,240 applicants did not disclose their race/ethnicity. As a result, the applicant flow data could not be reliably computed as completely accurate demographics.

The following is a summary of the data:

- A total of 806 selections were made during the FY, of which males represented 53.85% (434 selections) and females garnered 30.65% (247 selections);
- Males represented the highest percentage of applicants (62.21%), referrals (63.80%) and selections (53.85%);
- The percentage of females selected (30.65%) is higher than their percentage in applicants (23.55%), and referrals (21.46%);
- Among selections, 15.50% (125 selectees) did not disclose their gender, and 16.25% (131 selectees) omitted their race/ethnicity.

The following charts show the distribution of race/ethnicity and gender in applicants, referrals, and selections.



Applicant Flow Data by Race/Ethnicity & Sex (DCMA FY2023)							
Category	Applicants		Referrals		Selections		CLF
	Total	%	Total	%	Total	%	
All	14418	100.00%	12558	100.00%	806	100.00%	100.00%
Total Male	8970	62.21%	8012	63.80%	434	53.85%	51.79%
Total Female	3396	23.55%	2695	21.46%	247	30.65%	48.21%
Gender Omitted	2052	14.23%	1851	14.74%	125	15.50%	N/A
Race/Ethnicity Omitted	2240	15.54%	2013	16.03%	131	16.25%	N/A

Areas where improvement is needed includes:

- Female participation rate; the population decreased by 0.30% to 30.92% in FY 2023 from 31.22% in FY 2022.
- Individuals that identified as female were only 23.55% of applicants compared to 62.21% that identified as male.
- The following female groups were selected at rates below expectation: Hispanic/Latino; Native Hawaiian or Other Pacific Islander; and Two or More Races.
- White females accounted for 9.10% of applicants and 15.63% of selections which is below their expected participation (31.82%) and population percentage (16.87%).
- Groups selected at percentages below expected participation included: Hispanic/Latino Female (4.34% vs. 6.16%); White Male (32.13% vs. 35.64%); White Female (15.63% vs. 31.82%); Native Hawaiian or Other Pacific Islander Male (0.25% vs. 0.31%); Two or More Races Male (0.74% vs. 1.05%); and Two or More Races Female (0.37% vs. 1.05%).

- Groups that exceeded their expected participation in applicants, referrals and selections included: Hispanic/Latino Male; African American/Black Male; Asian Male and Female; and American Indian or Alaska Native Male and Female.
- Native Hawaiian or Other Pacific Islander Females represented 0.14% of applicants and referrals but has zero percent representation among selectees.

Note: The overall data indicates that females are not applying for jobs, being referred, or selected at a rate that will enable them to keep pace commensurate with expected representation based on the current Agency population and the CLF.

Applicant Flow Data Analysis by Disability

There were 806 selections during the rating period. Selectees with no disability or no identified disability comprised 95.04% (766 individuals), persons with disabilities comprised 4.96% of selections, and persons with targeted disabilities comprised 2.48% (40 selectees).

Of the 14,418 applicants, those with no disability or identified disability compromised 93.97% of applicants (13,549 persons), while persons with an identified disability accounted for 6.03% or 869 candidates. Persons with targeted disabilities among applicants were 3.78% (545 persons).

Of the 806 selectees, those with no disability or identified disability compromised 95.04% of selectees (766 persons), while persons with an identified disability accounted for 4.96% or 40 candidates. Persons with Targeted Disabilities were 2.48% (20 persons).

The types of targeted disabilities present among selectees were: Deaf or Serious Difficulty Hearing (0.62%), Blind or Serious Difficulty Hearing (0.25%), Significant Mobility Impairment (0.12%); and Significant Psychiatric Disorder (1.49%).

The percentage of applicants, referrals, and selections for persons with targeted disabilities exceeded the 2.00% Federal goal.

The following chart shows the distribution by disability in applicants, referrals, and selections.

Applicant Flow Data by Disability (DCMA FY2023)						
Category	Applicants		Referrals		Selections	
	Total	%	Total	%	Total	%
All	14418	100.00%	12558	100.00%	806	100.00%
No Disability (05)	4719	32.73%	3916	31.18%	216	26.80%
Not Identified (01)	8830	61.24%	7886	62.80%	550	68.24%
Disability (03, 06-99)	869	6.03%	756	6.02%	40	4.96%
Persons with Targeted Disability	545	3.78%	491	3.91%	20	2.48%
Developmental Disability (02)	29	0.20%	24	0.19%	0	0.00%
Traumatic Brain Injury (03)	76	0.53%	70	0.56%	0	0.00%
Deaf or Serious Difficulty Hearing (19)	67	0.46%	59	0.47%	5	0.62%
Blind or Serious Difficulty Seeing (20)	14	0.10%	14	0.11%	2	0.25%
Missing Extremities (31)	3	0.02%	3	0.02%	0	0.00%
Significant Mobility Impairment (40)	40	0.28%	36	0.29%	1	0.12%
Partial or Complete Paralysis (60)	12	0.08%	10	0.08%	0	0.00%
Epilepsy or Other Seizure Disorders (82)	24	0.17%	22	0.18%	0	0.00%
Intellectual Disability (90)	1	0.01%	1	0.01%	0	0.00%
Significant Psychiatric Disorder (91)	268	1.86%	241	1.92%	12	1.49%
Dwarfism (92)	0	0.00%	0	0.00%	0	0.00%
Significant Disfigurement (93)	11	0.08%	11	0.09%	0	0.00%

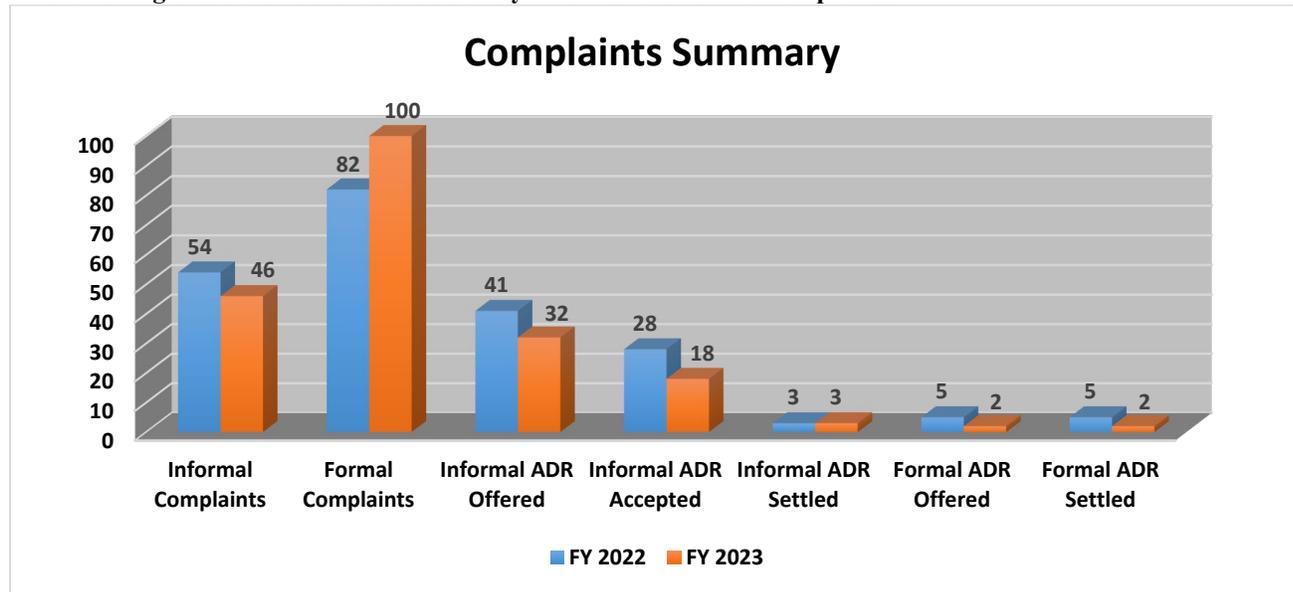
NOTE: Applicant flow data was also provided directly to the EEOC by the USA Staffing Talent Acquisition System provider via the 2023 Annual Report on Agency Applicant Flow (ARAAF).

EEO Complaints Summary

FY 2023 Complaints Analysis

During this reporting period, DCMA's total number of individuals that filed informal complaints decreased from FY 2022, however the complexity and number of issues per complaint increased significantly. The number of formal complaints on hand at the beginning of FY 2023 increased from the number on hand in FY 2022. There was a decrease in the number of Alternative Dispute Resolution's (ADR) offered and accepted, and a slight decrease in the number of ADR settlements.

The following chart shows the distribution by informal and formal complaints.



Informal Complaints: A total of 46 individuals initiated informal complaints in fiscal year (FY) 2023. ADR was offered to 32 individuals (69.57 percent) who filed an informal complaint in FY 2023, a slight decrease from the 74.55 percent offered last FY. Eighteen (56.25 percent) of those offered ADR agreed to participate, which is 39.13 percent of the 46 informal complaints initiated during FY2023. Of those who participated in informal ADR, three reached settlements, 10 were unresolved, and five chose not to file formal. Three informal complaints were pending decisions to file formal complaints as of September 30, 2023. A total of 12 individuals were pending counseling for informal complaints at the end of this reporting period.

Formal Complaints: A total of 100 formal complaints were on-hand at the beginning of FY2023 with 23 formal complaints filed during the FY. Twenty formal complaints were closed, two ADR settlements, one Non-ADR settlement, and 103 remained open at the end of the fiscal year. The Agency completed 18 investigations in FY2023 and the cost of each investigation was \$4288.00. Of the 18 investigations completed during FY2023, three were on time for an on-time completion rate of 17 percent, a significant decrease from the FY2022 rate of 50 percent.

Closure of formal complaints with monetary benefits to complainants (back/front pay, lump sum payment, or compensatory damages) increased from \$31,500.00 in FY2022, to \$70,000.00 in FY2023. Additionally, there was a decrease in attorney fees and cost paid, wherein the total in FY2022 was \$18,765.00, and there were no fees and costs paid in FY2023.

The top bases identified in EEO complaints filed for FY 2023 were: race (14), sex (11), and reprisal (11). The top bases for FY 2022 were: age (15), sex (13), and reprisal (12). The top issues identified in EEO complaints filed for FY 2023 were: non-sexual harassment (16), terms and conditions of employment (12) and promotion/non-selection (19); and the top issues for FY 2022 were: non-harassment (17), terms and conditions of employment (12), and appointment/hire (7).

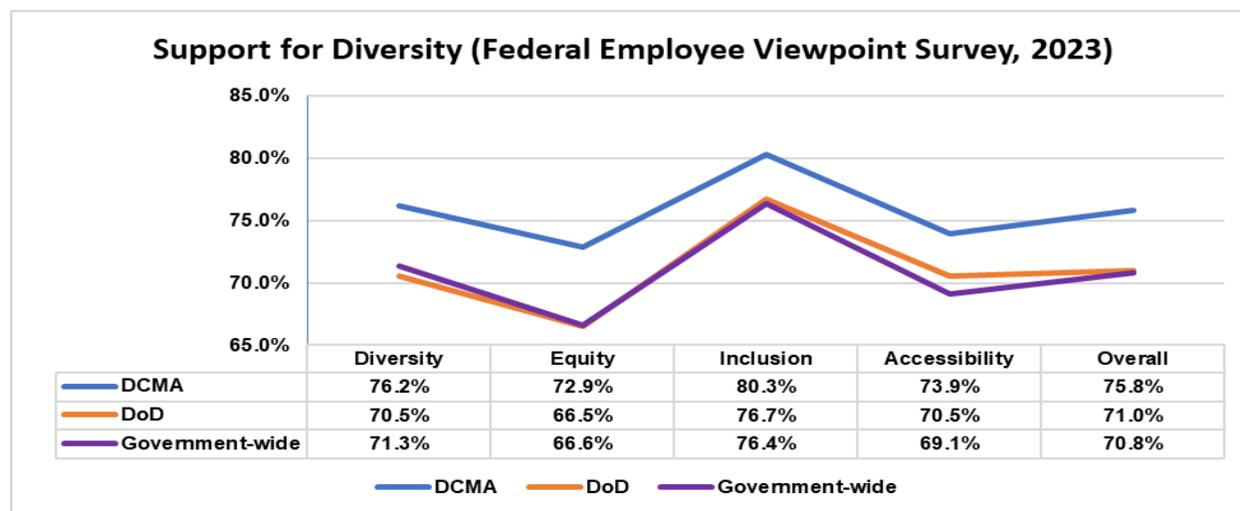
E.4: Accomplishments

E.4.1. Diversity, Equity, and Inclusion (DEI) Training

Virtual Training - Members of the DEI Program supported the Keystone Boot Camp (a multi-day orientation training event) and the Supervisory Skills Development Course (called DLEAD 201 during the beginning of FY2023, and CMI 2100 DLEAD at the end of FY2023) on a recurring basis through the year. Additionally, the DEI Program Manager conducted training modules on DEI terminology, Unconscious Bias, Creating an Inclusive Environment, Psychological Safety, and Salient Identities and Privilege and delivered customized training solutions to organizational units on request.

E.4.2. Employee Perceptions of Diversity, Equity, and Inclusion at DCMA

The DCMA continues to outpace DoD and the federal government at large when it comes to measures of support for diversity. The 2023 Federal Employee Viewpoint Survey (FEVS) includes the Diversity, Equity, Inclusion and Accessibility (DEIA) Index. The DCMA's overall score for DEIA and score in each of the four focus areas was higher than both DoD and the federal government at large: Overall: DCMA (75.8%), DoD (71.0%), Government-wide (70.8%); Diversity: DCMA (76.2%), DoD (70.5%), Government-wide (71.3%); Equity: DCMA (72.9%), DoD (66.5%), Government-wide (66.6%); Inclusion: DCMA (80.3%), DoD (76.7%), Government-wide (76.4%); Accessibility: DCMA (73.9%), DoD (70.5%), Government-wide (69.1%).



The Diversity, Equity & Inclusion (DEI) Program maintains a SharePoint webpage with resources, references, policies, guidance, and additional information designed for DCMA employee use.

E.4.3. Succession Planning

During the reporting period, DCMA executed Total Force initiatives targeting the transfer of institutional knowledge and the development of future leadership to establish a more durable Agency. Those initiatives included:

- **Centralized Development Program (CDP)**; offers a variety of leadership, management, education, and technical oriented training courses that provided a foundation for organizational excellence by encouraging the development of a well-trained and educated workforce. The following four training programs were offered by the CDP:
 - **Defense Civilian Emerging Leader Program (DCELP)**; focused on leader development at the entry level for emerging, high potential candidates and provided training to the next generation of DoD Leaders. This program was sponsored by the Defense Civilian Personnel Advisory Service (DCPAS).
 - **Defense Senior Leader Development Program (DSLDP)**; the premier DoD wide leadership development program for senior Defense civilians and a key component of the department's talent management and succession planning strategy. DSLDP is the executive level component of our overall leader development strategy, which is designed to support continuity of leadership, one of the Department's top transformational priorities.
 - **Executive Leadership Development Program (ELDP)**; designed with three program components: training with an emphasis on leading people; leading teams through participation as a member of an experiential learning team throughout the nine-month program; and developmental assignments that include leadership development planning, mentoring relationships, developmental work assignments, shadowing assignments, conducting interviews with federal and private sector managers and executives, reading assignments on leadership and managerial issues, and community service.
 - **Leadership for a Democratic Society (LDS)**; a leadership development opportunity that challenged students to reach beyond their past experiences to embrace a broader perspective of their government and the unique roles they serve in to support the government and the populace. Students progressed through a challenging program as members of small leadership development teams, facilitated by experienced credentialed faculty members.
- **Emerging Leaders Program (ELP)**; provides training and experience to prepare the next generation of DCMA leaders. Throughout the program, participants have the opportunity to learn and practice new skills to apply to future leadership responsibilities and positions. Going forward, this program will provide the foundation of leadership development in DCMA.

- **Keystone Program**; comprised of a cadre of highly qualified employees capable of performing at a journeyman level with a high degree of technical competence and broad understanding of the total DCMA organization and mission. The participants developed skills through formal training and developmental assignments. Each Keystone employee will achieve Level II certification in accordance with requirements established by the Defense Acquisition Workforce Improvement Act (DAWIA) and the DoD.
- **Mentorship Program**; to support a leadership development culture throughout DCMA and develop a cadre of highly qualified representatives of our organization. It is designed to recognize our employees' diverse talents and capitalize on those talents in ways that advance individuals toward their professional goals and objectives. Ideally, this is accomplished while creating an inclusive environment, enhancing mission accomplishment, and furthering the organization towards fulfillment of its mission.

E.4.5. Proactive Prevention Programs

Anti-Harassment

In FY2023, the agency continued efforts in implementing Computer Based Training (CBT) in the Learning Management System (LMS), tracking completion of training and effectively marketing the Anti-Harassment Program to improve awareness. In FY2022, the Total Force Labor Division (TFL) implemented the Anti-Harassment Program pursuant to DoD's requirement to establish an Agency program. The agency has finalized a policy (Agency Manual 4201-26 "Anti-Harassment Program") signed by the Agency Director on February 11, 2022. The Program Manager trained Components Heads, the CARES Council and employees on the newly established manual that identifies roles and responsibilities for the coordination of Anti-Harassment efforts at all levels of management and provides advice and instruction to supervisors and managers to include but not limited to receiving, coordinating, processing, and resolving allegations of harassing conduct. The resource page is continuously being updated with pertinent information to include revisions to the Anti-Harassment training slides, process flow chart, reference documents, and short videos links. In addition, the case tracking tool created in SharePoint has been successful in collecting data on the Agency harassment allegations for monthly reporting purposes to Total Force (TF) leadership as well as the Director, Office for Diversity, Equity, and Inclusion (ODEI) per annual requirement.

Special Emphasis Program

The DCMA Special Emphasis Programs (SEPs) are a component of combined efforts to promote dignity, respect, understanding, and create an inclusive workplace amongst the special emphasis populations. Through various initiatives, the DCMA SEPs address the unique concerns of specific groups in achieving equal opportunity in recruitment, hiring, development, training, and advancement.

During FY2023, the DCMA continued to educate and celebrate the contributions and diversity of the Agency and the nation's population. The DCMA virtually delivered the ethnic observance and special commemoration programs by developing alternative methods for providing cultural

awareness and diversity information to the DCMA workforce. In addition to the benefits for the employees and the Agency, these programs assist in establishing and maintaining effective affirmative programs of equal employment opportunity under Section 717 of Title VII and effective affirmative action programs under Section 501 of the Rehabilitation Act.

The DCMA Total Force Recruitment Division supported the Agency's strategic objective of recruiting and retaining a talented and diverse workforce. The DCMA employed multiple strategies to position the Agency as a federal employer of choice by creating virtual recruitment strategies that aligned with the mission and utilized available recruitment tools to recruit qualified candidates for employment. The DCMA utilizes a webpage to engage and inform LinkedIn members (60,500+) about recruitment efforts. In addition, the DCMA utilized social media (Facebook, Twitter, etc.) as the primary engagement and communication platform with candidates. The Agency will continue to attend virtual career fairs throughout FY2024.

The DCMA actively interacted with national affinity groups and participated in their awards program that recognized Department of Defense (DoD) civilian and military service members for their significant contributions to EO, EEO, STEM, and the DoD mission at large. The DCMA routinely participated in the awards programs by soliciting and submitting numerous nominations which assisted the Agency with achieving its affirmative employment objectives and enhancing the diversity, inclusion, and employment opportunities for under-represented groups.

Climate Survey

An Agency-wide Defense Equal Opportunity Climate Survey (DEOCS) was launched March 31, 2023, concluded May 12, 2023, and was completed by 75% of the workforce. The Federal Employee Viewpoint Survey (FEVS) was also completed during this reporting period by 25.4% of the workforce. Component Heads/Champions will develop/execute Corrective Action Plans (CAP) to address specific issues of concern where employees most strongly expressed the need for Agency-wide improvement during FY2024. The results of corrective measures will be highlighted in the FY2024 MD-715 Report.

Best Practices Showcase

Our DCMA representatives continued to speak to students, journeymen, and other job applicants to educate them about employment and career opportunities within the Agency. The purpose of these events was to reach out to job seekers in the Hispanic/Latino community, a population with a less than expected rate of participation within DCMA and DoD. These opportunities to network with the Hispanic community allowed us to provide information about our Keystone programs, journeyman positions and shared information on the Agency mission and some of the duties performed by Quality Assurance Specialists, Contracting Specialists, Engineers, and other occupations within the Agency. These events targeted Hispanic engineer & business college seniors/graduates and journeyman-level job seekers. All events attended provided a diverse and highly qualified group of applicants.

The agency's Cultivating an Atmosphere of Resiliency and Respect through Education (CARES) Council provides workplace oversight and sustainment of programs that take care of employees. The council also provides an alternate avenue of redress for employee concerns to ensure the work environment is free from discrimination and harassment.

Based on the survey results from the FY2021 Defense Organizational Climate Survey (DEOCS), the agency continued implementation of Corrective Action Plans (CAPs) to address the least favorable areas identified in the feedback from the workforce. The CAP metrics ensured appropriate actions were taken to correct any deficiencies to improve the work environment and culture. All action items in were completed in December 2022 and the agency was re-surveyed in FY2023. Agency Component Heads have developed CAPs and Plans of Action and Milestones (POAMs) to address during FY2024 the least favorable areas identified in the FY2023 survey.

E.5: Planned Activities

Some planned activities that were noted in the prior year report were not accomplished by DCMA in FY2023. The EEO Office continued to experience staffing shortages that stifled progress. The Special Emphasis Program Manager position was vacant for nine months during the FY, and there were two vacancies in EEO Counselor positions due to employee turnover and difficulties finding qualified personnel. Additionally, a worksite review determined that an additional EEO Counselor position and a second Disability Program position to serve as Reasonable Accommodation Manager are required to sufficiently support the EEO program mission and workload. Requisite documents to add the positions as new authorized billets have been initiated and recruitment efforts to fill the positions will be initiated subsequently. Approval for the additional full-time equivalents is expected in FY2024.

The EEO program will continue to work on plans and initiatives submitted last year with available resources. The following is a list of planned activities for FY 2024:

- Continue leveraging the DCMA online platform to provide seamless distribution of required information using a variety of mediums to communicate the expectations of a model EEO program.
- Continue to team with SAPR Manager to provide EEO training throughout the Agency.
- Continue to provide EEO management consulting and policy guidance to the Agency at large.
- Promote career/leadership development programs to populations with less than expected rates of participation throughout the employee lifecycle (TF).
- Continue to promote the use of special hiring authorities such as Schedule A, Disabled Veterans, etc., to enhance opportunities for PWTD (TF, EEO, DEI).
- Continue to promote a balanced, continuous cycle recruitment campaign focused on increasing the size, diversity, and quality of the applicant pool, primarily focusing on females, Hispanic/Latino, and PWD.
- Expand the EEO training repertoire and conduct specialized training on the topics of Respect in the Workplace, Retaliation & Bystander, and Work Intervention to educate the population and address areas of concern raised in workforce climate assessments, surveys, and sensing sessions.

E.6: Appendices

Disabled Veterans Affirmative Action Report – The Disabled Veterans Affirmative Action Report for FY 2023 is located in the appendices.

Federal Equal Opportunity Recruitment Program Plan – The Federal Equal Opportunity Recruitment Program Plan for FY 2023 has not been developed.

1 **Part G – Self Assessment Checklist**

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MD-715 - PART G
Agency Self-Assessment Checklist

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP				
This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.				
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments	Current Part G Questions
A.1.a	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency’s commitment to EEO for all employees and applicants? If “yes”, please provide the annual issuance date in the comments column. [see MD-715, II(A)]	Yes	3/31/2023	A.1.a.2
A.1.b	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	Yes		New
 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments	
A.2.a	Does the agency disseminate the following policies and procedures to all employees:			
A.2.a.1	Anti-harassment policy? [see MD 715, II(A)]	Yes		Anti-Harassment Program – MAN 4201-26 published on February 11, 2022.

A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]			New
A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website:	Yes		
A.2.b.1	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	Yes		New
A.2.b.2	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	Yes		A.2.c
A.2.b.3	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	Yes	https://www.dcmamilitary.com/Portals/31/Documents/HQ/EEO/RA_Guidance-April_2022.pdf https://www.dcmamilitary.com/Customers/Equal-Employment-Opportunity/	A.3.c
A.2.c	Does the agency inform its employees about the following topics:			
A.2.c.1	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.	Yes	Annually via policy, during training, and online.	A.2.a
A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	Annually via policy, during training, and online.	New
A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.			New
A.2.c.4	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	Yes	Annually via policy, during training, and online.	New
A.2.c.5	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.	Yes	Annually via policy, during training, and online.	A.3.b

 Compliance Indicator  Measures	A.3 – The agency assesses and ensures EEO principles are part of its culture.	Measure Met? (Yes/No/NA)	Comments New Compliance Indicator	
A.3.a	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If “yes”, provide one or two examples in the comments section.	Yes	Annual EEO/ affinity group awards as well as recognition on the Agency’s news page. PWD awards.	New
A.3.b	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	Yes		New
Essential Element B: INTEGRATION OF EEO INTO THE AGENCY’S STRATEGIC MISSION				
This element requires that the agency’s EEO programs are structured to maintain a workplace that is free from discrimination and support the agency’s strategic mission.				
 Compliance Indicator  Measures	B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.	Measure Met? (Yes/No/NA)	Comments	
B.1.a	Is the agency head the immediate supervisor of the person (“EEO Director”) who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	No	The Chief of Staff has daily administrative oversight of the EEO office.	B.1.a
B.1.a.1	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If “yes,” please provide the title of the agency head designee in the comments.	Yes	Chief of Staff	New
B.1.a.2	Does the agency’s organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes		B.1.d

B.1.b	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	Yes		B.2.a
B.1.c	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	Yes	5/24/2023	B.2.b
B.1.d	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	Yes		New
 Compliance Indicator  Measures	B.2 – The EEO Director controls all aspects of the EEO program.	Measure Met? (Yes/No/NA)	Comments New Compliance Indicator	
B.2.a	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	Yes		B.3.a
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	Yes		New
B.2.c	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes		New
B.2.d	Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	Yes		New
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes		F.3.b
B.2.f	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	Yes		New

B.2.g	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	N/A		New
 Compliance Indicator  Measures	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure Met? (Yes/No/NA)	Comments	
B.3.a	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	Yes		B.2.c & B.2.d
B.3.b	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	Yes	Strategic Plan Line of Effort, Objective 4.1: Transform the practices and strategies for the way we hire, develop, and retain the skilled people needed for a diverse, motivated, and talented workforce.	New
 Compliance Indicator  Measures	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Measure Met? (Yes/No/NA)	Comments	

B.4.a	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:			
B.4.a.1	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes		B.3.b
B.4.a.2	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	Yes	A contractor was procured to conduct a thorough barrier analysis of the agency.	B.4.a
B.4.a.3	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	No		E.5.b
B.4.a.4	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes		B.4.f & B.4.g
B.4.a.5	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	N/A	Centralized at the Headquarters.	E.1.c
B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes		B.4.c
B.4.a.7	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	Yes	Applicant flow data was submitted directly to the EEOC via the ARAAF.	New
B.4.a.8	to effectively administer its special emphasis programs (such as, Federal Women’s Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	Yes		B.3.c, B.3.c.1, B.3.c.2, & B.3.c.3
B.4.a.9	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes		New

B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes	An additional billet was authorized.	B.4.d
B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes		New
B.4.b	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	Yes		New
B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes		B.1.b
B.4.d	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	Yes		E.2.d
B.4.e	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes		E.2.e
 Compliance Indicator  Measures	B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Measure Met? (Yes/No/NA)	Comments New Indicator	
B.5.a	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:			
B.5.a.1	EEO Complaint Process? [see MD-715(II)(B)]	Yes		New
B.5.a.2	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes		A.3.d
B.5.a.3	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes	Anti-Harassment Program – MAN 4201-26 published on February 11, 2022.	New
B.5.a.4	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	Yes		New

B.5.a.5	ADR, with emphasis on the federal government’s interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	Yes		E.4.b
 Compliance Indicator  Measures	B.6 – The agency involves managers in the implementation of its EEO program.	Measure Met? (Yes/No/NA)	Comments New Indicator	
B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes		New
B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	Yes		D.1.a
B.6.c	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	Yes		D.1.b
B.6.d	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	Yes		D.1.c
Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY				
This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency’s EEO Program and Plan.				
 Compliance Indicator  Measures	C.1 – The agency conducts regular internal audits of its component and field offices.	Measure Met? (Yes/No/NA)	Comments	
C.1.a	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If “yes”, please provide the schedule for conducting audits in the comments section.	N/A	No EEO field offices.	New
C.1.b	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If “yes”, please provide the schedule for conducting audits in the comments section.	N/A	No EEO field offices.	New

C.1.c	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	N/A	No EEO field offices.	New
 Compliance Indicator  Measures	C.2 – The agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments New Indicator	
C.2.a	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC’s enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	Anti-Harassment Program – MAN 4201-26 published on February 11, 2022.	New
C.2.a.1	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	Anti-Harassment Program – MAN 4201-26 published on February 11, 2022.	New
C.2.a.2	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	Yes		New
C.2.a.3	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	Yes	IG, Command Directed Investigations.	New
C.2.a.4	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	Yes		New
C.2.a.5	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <u>Complainant v. Dep’t of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dep’t of Defense (Defense Commissary Agency)</u> , EEOC Appeal No. 0120130331 (May 29, 2015)] If “no”, please provide the percentage of timely-processed inquiries in the comments column.	Yes	30 days	New

C.2.a.6	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	Yes	Provided in EEO training.	New
C.2.b	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	Yes		New
C.2.b.1	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	Yes		E.1.d
C.2.b.2	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	Yes		New
C.2.b.3	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	Yes		New
C.2.b.4	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	Yes		New
C.2.b.5	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.	Yes		E.1.e
C.2.c	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	Yes		New
C.2.c.1	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	Yes	https://www.dcma.mil/Customers/Equal-Employment-Opportunity/	New
 Compliance Indicator  Measures	C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure Met? (Yes/No/NA)	Comments New Indicator	

C.3.a	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	Yes		New
C.3.b	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:			
C.3.b.1	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	Yes		A.3.a.1
C.3.b.2	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	Yes		A.3.a.4
C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	Yes		A.3.a.5
C.3.b.4	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	Yes		A.3.a.6
C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes		A.3.a.7
C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	Yes		A.3.a.8
C.3.b.7	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	Yes		New
C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	Yes		A.3.a.2
C.3.b.9	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	Yes		New
C.3.c	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	Yes		New
C.3.d	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	Yes		New

 Compliance Indicator  Measures	C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure Met? (Yes/No/NA)	Comments	
C.4.a	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	Yes		New
C.4.b	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	Yes		C.2.a, C.2.b, & C.2.c
C.4.c	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	Yes		New
C.4.d	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	Yes		New
C.4.e	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:			
C.4.e.1	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]			New
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes		New
C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes		New
C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	Yes		New
C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes		New

 Compliance Indicator  Measures	C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Measure Met? (Yes/No/NA)	Comments	
C.5.a	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)]	Yes		C.3.a.
C.5.b	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	N/A	Have not had any cases requiring such.	C.3.c
C.5.c	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	Yes		New
 Compliance Indicator  Measures	C.6 – The EEO office advises managers/supervisors on EEO matters.	Measure Met? (Yes/No/NA)	Comments	
C.6.a	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	Yes		C.1.a
C.6.b	Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	Yes		New
Essential Element D: PROACTIVE PREVENTION This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.				

 Compliance Indicator  Measures	D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure Met? (Yes/No/NA)	Comments	
D.1.a	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes		New
D.1.b	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	Yes		New
D.1.c	Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	Yes	https://forms.osi.apis.mil/Pages/ResponsePage.aspx?id=kQEtEK7uYUexyxqD6G70RR%20%20OYY1PeGepBsXP04SZx1YhUNDVWS0tZOVFGRjFCUkEyNDg1TEZOTEswUS4u	New
 Compliance Indicator  Measures	D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Measure Met? (Yes/No/NA)	Comments New Indicator	
D.2.a	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes		New

D.2.b	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	Yes		B.2.c.2
D.2.c	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	Yes		B.2.c.1
D.2.d	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If “yes”, please identify the data sources in the comments column.	Yes	DEOCS, FEVS	New
 Compliance Indicator  Measures	D.3 – The agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No/NA)	Comments New Indicator	
D.3.a.	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	Yes		New
D.3.b	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	Yes		New
D.3.c	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes		New
 Compliance Indicator  Measures	D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Measure Met? (Yes/No/NA)	Comments New Indicator	

D.4.a	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	Yes	https://www.dema.mil/Customers/Equal-Employment-Opportunity/	New
D.4.b	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	Yes		New
D.4.c	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	Yes		New
D.4.d	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	Yes		New
Essential Element E: EFFICIENCY				
This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.				
 Compliance Indicator	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No/NA)	Comments	
 Measures				
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes		E.3.a.1
E.1.b	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	Yes		E.3.a.2
E.1.c	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?	Yes		New
E.1.d	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.	Yes		New
E.1.e	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to	Yes		New

	personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?			
E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	No	The agency has a contract in place to assist with processing investigations.	E.3.a.3
E.1.g	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	Yes		New
E.1.h	When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	Yes		E.3.a.4
E.1.i	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	Yes		E.3.a.7
E.1.j	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	Yes	Contractors are used to write FADs; their performance is evaluated and rated annually.	E.2.c
E.1.k	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	Yes		New
E.1.l	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	Yes		New
 Compliance Indicator  Measures	E.2 – The agency has a neutral EEO process.	Measure Met? (Yes/No/NA)	Comments Revised Indicator	
E.2.a	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	Yes	EEO function is performed	New

			independent from the legal function.	
E.2.b	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If “yes”, please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	Yes	Legal sufficiency reviews are conducted by an attorney in a region separate from the region of the agency representative.	E.6.a
E.2.c	If the EEO office relies on the agency’s defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	Yes		New
E.2.d	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	Yes		E.6.b
E.2.e	If applicable, are processing time frames incorporated for the legal counsel’s sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)]	Yes		E.6.c
 Compliance Indicator  Measures	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No/NA)	Comments	
E.3.a	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	Yes		E.4.a
E.3.b	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	Yes		E.4.c
E.3.c	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes		D.2.a
E.3.d	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	Yes		New
E.3.e	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes		E.4.d

E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes		New
 Compliance Indicator  Measures	E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure Met? (Yes/No/NA)	Comments	
E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:	Yes		
E.4.a.1	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	Yes		E.5.a
E.4.a.2	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes		E.5.c
E.4.a.3	Recruitment activities? [see MD-715, II(E)]	Yes		E.5.f
E.4.a.4	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes	Applicant flow data is provided directly to the EEOC via the ARAAF.	New
E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	Yes		New
E.4.a.6	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	Yes	Anti-Harassment Program – MAN 4201-26 published on February 11, 2022.	New
E.4.b	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	Yes	DEOCS, FEVS.	New
 Compliance Indicator  Measures	E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure Met? (Yes/No/NA)	Comments	

E.5.a	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	Female departures from the Agency.	E.5.e
E.5.b	Does the agency review other agencies’ best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If “yes”, provide an example in the comments.	Yes	FAA Barrier Analysis.	E.5.g
E.5.c	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	Yes		E.3.a
Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE				
This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.				
 Compliance Indicator  Measures	F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure Met? (Yes/No/NA)	Comments	
F.1.a	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	Yes		F.1.a
F.1.b	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	Yes		E.3.a.6
F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes		F.2.a.1
F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes		F.2.a.2
F.1.e	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	Yes		F.3.a.

 Compliance Indicator  Measures	F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure Met? (Yes/No/NA)	Comments Indicator moved from E-III Revised	
F.2.a	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes		C.3.d
F.2.a.1	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	Yes		E.3.a.5
F.2.a.2	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	Yes		E.3.a.7
F.2.a.3	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC’s Office of Federal Operations? [see 29 CFR §1614.403(e)]	Yes		New
F.2.a.4	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes		F.3.d (1 to 9)
 Compliance Indicator  Measures	F.3 - The agency reports to EEOC its program efforts and accomplishments.	Measure Met? (Yes/No/NA)	Comments	
F.3.a	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	Yes		New
F.3.b	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	Yes		New

Part H- Plan to Attain a Model EEO Program – Part H.1

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
The EEO Director does not report to the Agency Head	B.1.a: Is the agency head the immediate supervisor of the person (“EEO Director”) who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
3/14/2023	Realign reporting structure of the EEO Director as a direct report of the Agency Director.	9/30/2023	4/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
DCMA Director	Lt. Gen. Gregory Masiello, USMC	
DCMA Deputy Director	Ms. Sonya Ebright (SES)	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
6/30/2023	Meet with agency leadership to advise of the requirement for the EEO Director to report directly to the agency head.	Yes	2/28/2024	
4/30/2024	Process a General Order (GO) to realign the EEO Director’s reporting structure to the Agency Head	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments

Part H- Plan to Attain a Model EEO Program – Part H.2

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Insufficient staffing for EEO complaints processing and completion of timely investigations	<p>B.4.a.3: Does the agency have sufficient budget and staffing to support the success of its EEO program to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]</p> <p>E.1.f: Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?</p>

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/1/2023	Attain an additional full-time equivalent for EEO complaint processing.	5/1/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
EEO Director	Ms. Linda N. Galimore	Yes
Complaints Program Manager	Ms. Victoria Seabury	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
5/1/2024	Process requisite paperwork to attain an additional EEO Specialist (Counselor) billet	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
5/1/2024	Initiate a recruitment action to fill the additional EEO Specialist (Counselor) position	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2023	Procured a contractor to provide EEO counseling and investigations to assist with complaints processing/investigations.

Part H- Plan to Attain a Model EEO Program – Part H.3

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
No access to applicant flow data.	B.4.a.7: Does the agency have a system to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? If not, please identify the systems with insufficient funding in the comments section? The Agency does not have a system in place to provide timely and accurate data. There is a complaint tracking system. However, data required for inclusion in complaint reports is untimely. [see MD-715, II(E)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/15/2020	Procure a robust system for the collection, retention, and analysis of internal and external applicant flow data.	6/30/2022		2/15/2022

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Executive Director, Total Force	Mr. Steven Uehling (SES)	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/31/2020	Communicate the requirement to TF Director.	Yes		
9/15/2021	Communicate the requirement to TF Director and develop a resolution procedure/process.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2020	Communicated the requirement to TF Director.
2022	Applicant flow data for FY2022 was submitted directly to the EEOC by the agency's USA Staffing Talent Acquisition System provider.
2023	Applicant flow data is now submitted directly to the EEOC in February each year by the agency's USA Staffing Talent Acquisition System provider via the Annual Report on Agency Applicant Flow (ARAAF).
2023	All actions associated with this objective were completed in FY2023.

Part H- Plan to Attain a Model EEO Program – Part H.4

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
No access to timely and accurate data	C.4.c: Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables. The EEO office did not have timely nor accurate and complete data required to prepare the MD-715 workforce data tables. Although the EEO was provided some data, most workforce data tables, applicant Flow data for all required analyses was not provided. [see 29 CFR §1614.601(a)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/15/2020	To improve policies, practices, or procedures which ensures EEO office is provided timely, accurate and complete data required to prepare MD715 data tables, conduct barrier analyses and complaint processing.	3/30/2021	7/25/2021	9/29/2023

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Executive Director, Total Force	Mr. Steven Uehling (SES)	No
Affirmative Employment Program Manager	VACANT	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
3/30/2021	Conduct discovery sessions with TF Workforce Analytics team to identify and address data issues related to the lack of timely and incomplete data.	Yes		12/1/2022
8/30/2023	Meet with new TF leadership to address data issues and develop a plan of action.	Yes		3/23/2023
9/30/2023	Meet with data manager to discuss data elements required for MD-715 report preparation, data analysis, and complaint processing.	Yes		9/29/2023

Report of Accomplishments

Fiscal Year	Accomplishments
2023	Established procedures for request/receipt of data elements required for report preparation, data analysis, and complaint processing; timely, accurate, and complete data is now received.
2023	All actions associated with this objective were completed in FY2023.

Part H- Plan to Attain a Model EEO Program – Part H.5

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Exit Survey excludes questions regarding PWD.	D.1.c: Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)] The Agency does not include questions pertaining to how the agency could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities. [see MD-715, II(E)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/15/2020	Add questions to the exit survey that addresses inclusion of PWD/PWTDs.	03/30/2022	01/30/2023	9/7/2023

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Disability Program Manager	Mr. Kenneth Richmond	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
10/30/2021	Develop questions for exit survey.	Yes		12/10/2021
8/30/2023	Meet with new TF personnel for discussion regarding including questions in exit survey.	Yes		9/6/2023

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
9/6/2023	Provide TF personnel proposed PWD exit survey questions.	Yes		9/7/2023

Report of Accomplishments

Fiscal Year	Accomplishments
2023	Updated exit survey to include questions on how the agency can improve the recruitment, hiring, inclusion, retention, and advancement of persons with disabilities. https://forms.osi.apps.mil/Pages/ResponsePage.aspx?id=kQEtEK7uYUexyxqD6G70RR%20%20OYY1PeGepBsXP04SZx1YhUNDVWS0tZOVFGRjFCUkEyNDg1TEZOTEswUS4u

Part H- Plan to Attain a Model EEO Program – Part H.6

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
No access to internal/external applicant flow data	E.4.a.4; Does the agency have external and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? The Agency does not have a system in place to provide internal and external applicant flow data? [see MD-715, II(E)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/15/2020	Procure a robust system for the collection, retention, and analysis of internal and external applicant flow data.	12/31/2021	02/24/2020	10/16/2023

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Executive Director, Total Force	Mr. Steven Uehling (SES)	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
4/10/2021	Communicate the requirement to TF Director.	Yes		12/21/2021
4/10/2021	Re-write contract spec to require personnel service contractor to provide robust applicant flow data and MD-715 data in a useable format.	Yes	10/30/2023	

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
10/30/2023	Communicate with TF and HR service provider the data elements required for data analysis and completion of the MD-715 report.	Yes		9/30/2023
10/30/2023	Submit data elements to HR service provider for receipt of requisite data for analysis and MD-715 report completion.	Yes		10/16/2023

Report of Accomplishments

Fiscal Year	Accomplishments
2020	Communicated the requirement to leadership and Director TF.
2022	Applicant flow data for FY 2022 was submitted directly to the EEOC by the agency's USA Staffing Talent Acquisition System provider.
2023	Established data elements and HR request procedures/point of contact for applicant flow data.
2023	Applicant flow data was received for data analysis in the FY2023 MD-715 report. Applicant flow data was also submitted directly to the EEOC in by the agency's USA Staffing Talent Acquisition System provider in February 2023 via the Annual Report on Agency Applicant Flow (ARAAF).

Part H- Plan to Attain a Model EEO Program – Part H.7

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Internal/external applicant flow data does not collect all of the required data elements	E.4.a.4; Does the agency have external and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? The Agency does not have a system in place to provide internal and external applicant flow data? [see MD-715, II(E)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
03/25/2024	Establish collection of all required data elements in applicant flow data.	06/1/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Executive Director, Total Force	Mr. Steven Uehling (SES)	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
05/1/2024	Communicate the requirement to TF Director for collection of data elements: number of vacancy announcements, relevant applicant pool, voluntary identified applicants, and interviewed applicants.	Yes		
06/1/2024	Meet with the TF Data Manager to discuss and establish a process for collection of the applicant flow data elements required.	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)

Report of Accomplishments

Fiscal Year	Accomplishments

Part I- Plan to Eliminate Barriers – Part I.1

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data	Table A1	<p>Low rate of participation of Women in the total workforce per review of Table A-1 Total Workforce Distribution by Race/Ethnicity. Target - participation rate of Women in the total workforce – 32.05%; benchmark - National CLF 48.14%. The hiring process, recruitment practices, retention and cultural/ attitudinal barriers contribute to less than expected rates of participation.</p> <p>[Current percentages: Females 30.92% / CLF 48.21%]</p>

EEO Group(s) Affected by Trigger

EEO Group
All Women
Hispanic or Latino Females
White Females
Black or African American Females
Asian Females
Native Hawaiian or Other Pacific Islander Females
American Indian or Alaska Native Females
Two or More Races Females

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	
Complaint Data (Trends)	Yes	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	
Climate Assessment Survey (e.g., FEVS)	Yes	
Exit Interview Data	Yes	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
Yes	Yes

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
<p>The low number of women in the quality assurance (QA) ranks drives much of the statistical gap. There is an obvious disconnect between the work performed by DCMA QAs and those in the CLF. However, it is evident that the hiring process, retention, and cultural/attitudinal barriers contribute to the less than expected rates of participation.</p> <p>*The representation of females slightly increased from 31.11% in FY2021 to 31.22 % in FY2022, and then decreased to 30.92% in FY2023.</p>

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy)	Date Completed (mm/dd/yyyy)
Develop an effective strategic plan agency-wide to increase the female applicant pool and participation rates in the total DCMA workforce.	2/9/2015	1/30/2017	Yes	Continuous	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Executive Director, Total Force	Mr. Steven Uehling (SES)	Yes
Selecting Officials	Various	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
6/30/2016	Detailed review of EEO and related policies and practices with regard to hiring, promotions and retention.		6/30/2016
7/31/2016	Resurvey the workforce to accurately capture ethnicity/race identification biannually.		7/31/2016
11/30/2016	Continue to educate leaders and supervisors regarding how to overcome human tendencies that make people more apt to mentor members of their own demographic.		11/30/2016
8/31/2018	Promote utilization of speed mentoring and shadowing initiatives with emphasis on females.	9/30/2019	12/1/2020

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
9/30/2018	Train agency leaders and supervisors in leveraging OPM flexibilities in Federal Hiring and Personnel processes to enhance the diversity of the organization.		9/30/2018
10/31/2018	Renew emphasis on use of Individual Development Plans to map out goals for professional development.	9/30/2019	Ongoing
12/31/2018	Continue to establish strategic outreach support groups with female affinity groups.	9/30/2019	Ongoing
9/30/2023	Procure a contractor to conduct a thorough barrier analysis of agency policies, practices, and procedures to identify triggers/barriers for women.		7/7/2023

Report of Accomplishments

Fiscal Year	Accomplishments
2020	<p>The merit promotion policy was approved for modification to make diverse panels mandatory for grades GS-12 thru GS-15. The “Expressions of Interest,” an internal and less formal job notification protocol, was utilized and was more highly visible to agency personnel than in the previous year. A notable increase in the Hispanic/Latino population was observed but they did not exceed the CLF.</p> <p>The Agency encouraged the DCMA population to review their ethnicity identification in MyBiz and provided increased HQ emphasis on special observances. DCMA will continue to work on improving the diversity of the GS-12 thru GS-15 grades. Modifying the target date for completion of objective to 1/30/2019. HCR has conducted a balanced, continuous cycle recruitment campaign focused on increasing the size, diversity, and quality of the applicant pool, primarily focusing on females, Hispanic/Latino, and Individuals with Targeted Disabilities.</p> <p>The HCR set up and manned recruitment and branding booths at events Nation-Wide, sponsored by major affinity groups and professional organizations. DCMA successfully engaged in several major events such as:</p> <ul style="list-style-type: none"> ➤ The Association of the United States Army (AUSA) Annual Meeting & Expo and the associated Warriors to the Workforce Career Fair in Washington, DC; ➤ The Hispanic Engineer National Achievement Awards Corporation (HENAAC) – Great Minds in STEM (GMIS) Career Fair & Expo in Pasadena, CA; ➤ The Hispanic Association of Colleges and Universities Expo in San Antonio, TX; The Logistics Officer’s Symposium & Career Fair in National Harbor, MD; ➤ The LatPro and National Society of Hispanic Professionals (NSHP) with DiversityJobs.com Career Expo in Los Angeles, CA;

- The Women of Color (WOC) STEM Conference & Career Expo in Detroit, MI;
- The Society of Asian Scientists & Engineering (SASE), Conference & Career Fair in Dallas, TX;
- The National Association of Women MBAs (NAWMBA) Annual Conference & Career Fair in Stamford, CT; The Society of Women Engineers (SWE) WE16 Conference & Career Fair in Philadelphia, PA;
- The Society of Hispanic Professional Engineers (SHPE) Conference, Career Fair & Expo in Seattle, WA; The American Indian Science & Engineering Society (AISES) National Conference & Expo Career Fair in Minneapolis, MN;
- The Historically Black Colleges and Universities (HBCU) Career Development Market Place in Washington, DC;
- The American Society of Mechanical Engineers (ASME) Congress & Expo in Phoenix, AZ;
- The SAE International DoD Maintenance Symposium and Defense Maintenance & Logistics Exhibition (Co- Located Events) in Albuquerque, NM;
- The Women in Aviation International Conference in Orlando, FL;
- The LatPro and National Society of Hispanic Professionals (NSHP) with DiversityJobs.com Career Expo in Chicago, IL;
- The Navy League's Sea Air & Space Global Maritime Exposition in Washington, DC;
- The American Society for Quality (ASQ) World Conference on Quality and Improvement Conference & Career Expo in Charlotte, NC;
- The Association of Latino Professionals for America (ALPFA) Convention & Career Fair in Las Vegas, NV; Three (3) events sponsored by Equal Opportunity Publications catering to Individuals with Targeted Disabilities and Diversity,
- Five (5) events sponsored by DoD/DCPAS/RAD targeting Disabled Veterans,
- Several college visitations and career fairs, targeting HBCUs and HSIs, including a week-long trip to target the colleges in Puerto Rico.
- Recruiters also visited Military Transition Assistance Programs and worked several military/veteran oriented career fairs targeting transitioning veterans, as well as wounded and injured/disabled veterans. During the hiring freeze, and when the recruitment budget was reduced, the Recruitment Division resorted to non-traditional recruitment tactics to the greatest extent possible, utilizing social media, telephone prospecting, networking, job postings to free sites, etc. in an effort to maintain momentum in attracting qualified candidate into the applicant pool.

Mentoring and Succession Planning Program was piloted during the reporting period. Fifty-one members of the workforce participated in a program featuring algorithmic matching and the use of internet portals to promote non-resident mentoring.

Continued DLEAD 201, an advanced supervisory curriculum addressing the ability to leverage OPM flexibilities in federal hiring and personnel processes to enhance the diversity of the organization.

At the request of the Director, EEO, HC, and OD&I addressed this issue and submitted recommendations via an executive white paper. To date, execution has been delayed. With the standing up of the Diversity and Inclusion Working Group and the addition of new personnel and resources targeting training and development the expectation is that specific progress will be made in outlining and implementing this strategy.

	<p>One element of the strategy was more targeted recruitment. Recruiters specifically targeted the following organizations:</p> <ul style="list-style-type: none"> •The Women in Aviation International Conference in Orlando, FL •The Women of Color (WOC) STEM Conference & Career Expo in Detroit, MI; •The National Association of Women MBAs (NAWMBA) Annual Conference & Career Fair in Stamford, CT; •The Society of Women Engineers (SWE) WE16 Conference & Career Fair in Philadelphia, PA <p>External recruitment focus on underrepresented groups is shaped by MD-715 diversity metrics. TF's recruiting efforts focused on diverse groups and applicant pools, particularly those who are underrepresented in the DCMA workforce (1910s). These efforts will go beyond ethnicity and gender, to include veterans, disabled, mid-level career, and other diverse applicants. To ensure our success, DCMA targeted diverse universities, educational institutions, groups, and organizations that include the underrepresented populations and reviewed metrics often to assess accomplishments. The majority of recruitment activity was virtual.</p>
<p>2021</p>	<p>Recruiters specifically targeted the following organizations:</p> <ul style="list-style-type: none"> ➤ The LatPro and National Society of Hispanic Professionals (NSHP) with DiversityJobs.com Career Fair. ➤ The Society of Hispanic Professional Engineers (SHPE) Conference, Career Fair, and Expo in Seattle, WA. ➤ The LatPro and NSHP with DiversityJobs.com Career Fairs, and the Association of Latino Professionals for America (ALPFA) Convention and Career Fair. ➤ The DCMA recruiters attended the annual Hispanic Association of Colleges and Universities (HACU) Annual Conference to build inroads and relationships with Hispanic Serving Institutions (HSIs). The recruiters participated in several HSI career events including the University of Arizona and the University of Northern Colorado. ➤ Recruiters conducted a Social Media Campaign on LinkedIn targeting Hispanic Engineering Professionals, which generated over 117,000 impressions and candidate engagements.
<p>2022</p>	<p>Continued recruitment efforts to address low female representation in the agency based on demographic data and diversity metrics; used virtual methods to target diverse universities, educational institutions, groups, and organizations that include the underrepresented populations in mission critical job series, and reviewed metrics often to assess accomplishments and develop new recruitment strategies.</p>
<p>2023</p>	<p>Procured a contractor to conduct a thorough barrier analysis of the agency to identify triggers/barriers for women within the agency.</p> <p>Continued previous year recruitment efforts to address low female representation in the agency based on demographic data and diversity metrics; used virtual methods to target diverse universities, educational institutions, groups, and organizations that include the underrepresented populations in mission critical job series, and reviewed metrics often to assess accomplishments and develop new recruitment strategies.</p>

MD-715 – Part J

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government.

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.
 - a. Cluster GS-1 to GS-10 (PWD) Yes No **X**
 - b. Cluster GS-11 to SES (PWD) Yes No **X**

Both clusters exceed the benchmark for PWTDS. Each grade level, with the exception GS-8, exceeds the 12% benchmark for PWDs.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.
 - a. Cluster GS-1 to GS-10 (PWTD) Yes No **X**
 - b. Cluster GS-11 to SES (PWTD) Yes No **X**

Both clusters exceed the benchmark for PWTDS. Each grade level, with the exception GS-8, NK-03, NH-04, and SES, exceeds the 2% benchmark for PWTDS.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The EEO Director submits a monthly report to senior leadership on the overall representation within the Agency as well as meeting on a regular basis with component leadership regarding representation within their organizations.

Section II: Model Disability Program

Pursuant to 29 C.F.R. §1614.203(d)(1), agencies must ensure sufficient staff, training, and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. Plan to Provide Sufficient & Competent Staffing for the Disability Program

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Yes No **X**

The agency has one full-time equivalent for management of the Disability Program. However, a program assessment indicates that an additional billet is required to support the population size/workload. The process of recruiting a second full-time equivalent and obtaining an additional authorize billet has been initiated.

2. Identify all staff responsible for implementing the agency’s disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	1	0	0	Mondella Carter; Director, Field Support Center; Total Force; mondella.carter.civ@mail.mil
Answering questions from the public about hiring authorities that take disability into account	1	0	0	Mondella Carter; Director, Field Support Center; Total Force; mondella.carter.civ@mail.mil
Processing reasonable accommodation requests from applicants and employees	1	0	0	Kenneth Richmond; Disability Program Manager; EEO Office; kenneth.l.richmond.civ@mail.mil
Section 508 Compliance	1	0	0	Antonio Boston; 508 Compliance Program Manager; IT Office; antonio.boston.civ@mail.mil
Architectural Barriers Act Compliance	1	0	0	Edward Spence; Facilities Manager; edward.l.spence.civ@mail.mil
Special Emphasis Program for PWD and PWTD	1	0	0	Latarche Singh, Special Emphasis Program Manager; EEO Office; latarche.m.singh.civ@mail.mil

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Yes **X** No

The Disability Program Manager completed the required annual training [Federal Dispute Resolution] to stay abreast of changes in laws/regulations that pertain to persons with disabilities.

B. Plan to Ensure Sufficient Funding for the Disability Program

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient *funding* and other *resources*.

Yes **X** No

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD.

A. Plan to Identify Job Applicants with Disabilities

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

The Workforce Recruitment Program is used to provide internship opportunities for college students eligible for Schedule A appointment, and DCMA frequently converts the interns to career positions.

2. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.

DCMA continued to educate hiring officials on the use of Special Hiring Authorities that included Schedule A, and use of non-competitive appointments for PWD, PWTD and veterans with a compensable service-connected disability of 30% or more.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

To ensure eligibility, the employee or applicant must provide a signed Schedule A letter or other required documentation that indicates 30% or more disabled. The hiring official has the ability to contact a Total Force recruiter to query the registry for candidates in a specific job series. The Human Resource servicing

agency forwards the applicant's resume to the hiring official prior to the competitive process with an explanation of the type of appointment the person is qualified for hire.

- 4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Yes X No N/A

Hiring Managers are trained on the use of the Schedule A, VRA, VEOA, Direct Hire and WRP hiring authorities via mandatory supervisor training (DLEAD 201). During DLEAD 201, the DCMA Recruitment team explains strategic efforts to recruit PWD and PWTD, the benefits of utilizing special hiring authorities and the connection between recruiting and the MD-715 report.

B. Plan to Establish Contacts with Disability Employment Organizations

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

DCMA plans to continue to maintain partnerships with PWD/PWTD organizations (i.e., WRP, Wounded Warrior Project, Recruit Military, Hire our Veterans, and other organizations that service disabled veterans). DCMA will continue to promote the CAP program to retain PWDs/PWTDs and will also utilizes the Pathways and Keystone Programs to recruit and fill positions across the country.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

- 1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

a. New Hires for Permanent Workforce (PWD) Yes No X
b. New Hires for Permanent Workforce (PWTD) Yes No X

- 2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below.

a. New Hires for MCO (PWD) Yes No X
b. New Hires for MCO (PWTD) Yes No X

- 3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below.

a. Qualified Applicants for MCO (PWD) Yes No X
b. Qualified Applicants for MCO (PWTD) Yes No X

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

- a. Promotions for MCO (PWD) Yes No **X**
 b. Promotions for MCO (PWTD) Yes No **X**

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. Advancement Program Plan

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

DCMA encourages hiring managers to access the WRP database as a recruitment tool for full-time vacancies as well as short-term internships.

B. Career Development Opportunities

1. Please describe the career development opportunities that the agency provides to its employees.

DCMA does not have a specific career development plan directed toward PWD or PWTD as the broadly available programs illustrate their accessibility to all populations in the DCMA workforce.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs (WRP)	6	6	100%	100%	33.33%	33.33%

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

- | | | | |
|-------------------------|-----|----|----------|
| a. Pay Increases (PWD) | Yes | No | X |
| b. Pay Increases (PWTD) | Yes | No | X |

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

- | | | | | |
|--------------------------------------|-----|----|-----|----------|
| a. Other Types of Recognition (PWD) | Yes | No | N/A | X |
| b. Other Types of Recognition (PWTD) | Yes | No | N/A | X |

D. Promotions

1. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. SES

- | | | |
|---|-----|-------------|
| i. Qualified Internal Applicants (PWTD) | Yes | No X |
| ii. Internal Selections (PWTD) | Yes | No X |

b. Grade GS-15

- | | | |
|---|-----|-------------|
| i. Qualified Internal Applicants (PWTD) | Yes | No X |
| ii. Internal Selections (PWTD) | Yes | No X |

c. Grade GS-14

- | | | |
|---|-----|-------------|
| i. Qualified Internal Applicants (PWTD) | Yes | No X |
| ii. Internal Selections (PWTD) | Yes | No X |

d. Grade GS-13

- | | | |
|---|-----|-------------|
| i. Qualified Internal Applicants (PWTD) | Yes | No X |
| ii. Internal Selections (PWTD) | Yes | No X |

2. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a.	SES		
	i. Qualified Internal Applicants (PWTD)	Yes	No X
	ii. Internal Selections (PWTD)	Yes	No X
b.	Grade GS-15		
	iii. Qualified Internal Applicants (PWTD)	Yes	No X
	iv. Internal Selections (PWTD)	Yes	No X
c.	Grade GS-14		
	v. Qualified Internal Applicants (PWTD)	Yes	No X
	vi. Internal Selections (PWTD)	Yes	No X
d.	Grade GS-13		
	iii. Qualified Internal Applicants (PWTD)	Yes	No X
	iv. Internal Selections (PWTD)	Yes	No X

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

- | | | |
|-----------------------------|-----|-------------|
| a. New Hires to SES (PWD) | Yes | No X |
| b. New Hires to GS-15 (PWD) | Yes | No X |
| c. New Hires to GS-14 (PWD) | Yes | No X |
| d. New Hires to GS-13 (PWD) | Yes | No X |

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

- | | | |
|------------------------------|-----|-------------|
| a. New Hires to SES (PWTD) | Yes | No X |
| b. New Hires to GS-15 (PWTD) | Yes | No X |
| c. New Hires to GS-14 (PWTD) | Yes | No X |
| d. New Hires to GS-13 (PWTD) | Yes | No X |

5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- a. SES
 - vii. Qualified Internal Applicants (PWTD) Yes No **X**
 - viii. Internal Selections (PWTD) Yes No **X**
- b. Grade GS-15
 - i. Qualified Internal Applicants (PWTD) Yes No **X**
 - ii. Internal Selections (PWTD) Yes No **X**
- c. Grade GS-14
 - i. Qualified Internal Applicants (PWTD) Yes No **X**
 - ii. Internal Selections (PWTD) Yes No **X**

--

6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

- a. Executives
 - i. Qualified Internal Applicants (PWTD) Yes No **X**
 - ii. Internal Selections (PWTD) Yes No **X**
- b. Managers
 - i. Qualified Internal Applicants (PWTD) Yes No **X**
 - ii. Internal Selections (PWTD) Yes No **X**
- c. Supervisors
 - i. Qualified Internal Applicants (PWTD) Yes No **X**
 - ii. Internal Selections (PWTD) Yes No **X**

--

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

- | | | |
|------------------------------------|-----|-------------|
| a. New Hires for Executives (PWD) | Yes | No X |
| b. New Hires for Managers (PWD) | Yes | No X |
| c. New Hires for Supervisors (PWD) | Yes | No X |

During the reporting period, 3.41% of internal applicants identified as a PWTD.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

- | | | |
|-------------------------------------|-----|-------------|
| a. New Hires for Executives (PWTD) | Yes | No X |
| b. New Hires for Managers (PWTD) | Yes | No X |
| c. New Hires for Supervisors (PWTD) | Yes | No X |

Section V: Plan to Improve Retention of Persons with Disabilities

To be a model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

A. Voluntary and Involuntary Separations

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Yes **X** No N/A

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

- | | | |
|----------------------------------|-----|-------------|
| a. Voluntary Separations (PWD) | Yes | No X |
| b. Involuntary Separations (PWD) | Yes | No X |

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

- | | | |
|-----------------------------------|-----|-------------|
| a. Voluntary Separations (PWTD) | Yes | No X |
| b. Involuntary Separations (PWTD) | Yes | No X |

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using *exit interview results and other data sources*.

No triggers exist.

B. Accessibility of Technology and Facilities

Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

www.dema.mil/508/

2. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under the Architectural Barriers Act, including a description of how to file a complaint.

<https://www.dcma.mil/Home/Architectural-Barriers-Act-ABA/>

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

DCMA has a training program on creating accessible documents and encourages all employees to participate. The 508 Compliance Team monitors training participation rates.

DCMA also created a working group comprised of employees who rely on accessible technology to assess the accessibility of current communications transmitted electronically.

C. Reasonable Accommodation Program

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The majority of requests for accommodation are processed within the agency's 30-day compliance period.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

During this fiscal year, DCMA began revision of its reasonable accommodation guidance, conducted unique training for managers/supervisors, non-supervisory employees, and union officials.

D. Personal Assistance Services Allowing Employees to Participate in the Workplace

Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for

PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

No requests were made for PAS during FY2023.

Section VI: EEO Complaint and Findings Data

A. EEO Complaint Data Involving Harassment

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?
Yes No **X** N/A
2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?
Yes No **X** N/A
3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

B. EEO Complaint Data involving Reasonable Accommodation

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?
Yes No **X** N/A
2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?
Yes No **X** N/A
3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?
 Yes No **X**
2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?
 Yes No **X** N/A
3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

Trigger 1		
Barrier(s)		
Objective(s)		
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)
Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables		
Complaint Data (Trends)		
Grievance Data (Trends)		
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)		
Climate Assessment Survey (e.g., FEVS)		
Exit Interview Data		
Focus Groups		
Interviews		

Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)				
Other (Please Describe)				
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Fiscal Year	Accomplishments			

1. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

2. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

3. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

DOD Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

1. Agency	Defense Contract Management Agency	2. FY	2023
3. POC Name	Beatrice Mahnken Bernfeld	4. Phone	(571) 919-5244

5. Methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)

Although none of the agency's recruitment efforts were specifically directed towards veterans with disabilities, DCMA continues to maintain an active LinkedIn profile to reach interested applicants, and is actively recruiting and hiring veterans whenever possible.

Veterans with questions about finding employment with DCMA, or in need of assistance with applying for DCMA positions, can contact a recruiter by email at: dcma.lee.hq.mbx.Veteran-Opportunities@mail.mil. The DCMA recruitment team receives and responds to 150-250 inquiries annually. Some veterans include their resumes, which are referred to hiring managers who have vacancies matching the veteran's skillset, especially if the veteran is eligible for a non-competitive appointment.

6. OPM DVAAP Manager Official Use Only: Is there an explanation of the recruitment and employment methods they have used?

Yes Somewhat No

**7. Methods used to provide or improve internal advancement opportunities for disabled veterans
(Attach supporting addendums if needed)**

DCMA continues to have a significant representation of veterans, including veterans with disabilities, at all levels of the organization, and also has a large number of active duty service members, including the Director of DCMA, Lieutenant General David Bassett (US Army). During FY23, the DCMA EEO team continued working with the managers of internal advancement programs to monitor the demographics of those selected compared to those eligible and to those who applied.

8. OPM DVAAP Manager Official Use Only: Does agency explain the career advancement methods they have used?

Yes

Somewhat

No

9. A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated (Attach supporting addendums if needed)

Each supervisor and manager is rated on their advancement of the DCMA EEO/ Diversity, Equity & Inclusion goals. A standard element is included in all assessment criteria.

The EEO Office reports monthly on relevant data to the senior leadership highlighting trends and accomplishments.

10. OPM DVAAP Manager Official Use Only: Does agency describe how they monitored, reviewed and evaluated their DVAAP Activities? (If applicable as well as for major operating components and field installations)

Yes Somewhat No

**11. An explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report will cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress
(Attach supporting addendums if needed)**

DCMA continued its strong efforts to recruit and maintain a workforce including veterans in all career fields, and with emphasis on veterans with disabilities. In addition, DCMA consistently encouraged managers to focus on accessibility in the workplace and broaden the use of alternative means to accomplish goals, enabling employees with disabilities to continue as contributing members of the team.

12. OPM DVAAP Manager Official Use Only: Does agency explain the progress in implementing DVAAP? If there was no progress, were there reasons for the lack of progress or challenges and specific plans for overcoming their challenges?

Yes Somewhat No

**13. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

Beatrice Mahnken Bernfeld
beatrice.m.bernfeld.civ@mail.mil
Disability Program Manager
517-919-5244

Heather Roberts-Wrenn
Diversity, Equity & Inclusion Program Manager
(804) 609-4617
heather.c.roberts-wrenn.civ@mail.mil

Agency Disabled Veterans Affirmative Action Program Accomplishment Report Electronic Reporting Instructions

General Instructions:

1. Complete all items and questions in the forms field.
2. Electronic Requirements – Agency should only submit data for what they have accomplished the previous Fiscal Year in accordance with the minimal requirements of the accomplishment report content from Title 5 CFR Part 720 Subpart C, which is provided on this form.
3. Collection of accomplishment data requires a completed accomplishment report data element that has been recorded throughout the previous Fiscal Year. Accomplishment reports may vary from agency to agency. This form provides conformity and standardization for the minimal required core data. The forms have limited characters so agency may attach addendums when needed, if the form does not allow you to capture the data completely.

DVAAP Accomplishment Report Information

1. **Agency** – Provide the name of the agency.
2. **FY** – Provide the Fiscal Year of which the accomplishment report will be covered under. Examples: 2022.
3. **POC Name** – Provide the name of the point of contact.
4. **Phone** – Provide the phone number of point of contact.
5. **Methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled** – Provide methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled. You may attach supporting addendums if the information provided pertains to the requirement.
6. **Is there an explanation of the recruitment and employment methods they have used?** – OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided an explanation of the recruitment and employment methods they have used.
7. **Methods used to provide or improve internal advancement opportunities for disabled veterans** – Provide methods used to offer or improve internal advancement opportunities for disabled veterans. You may attach supporting addendums if the information provided pertains to the requirement.
8. **Does agency explain the career advancement methods they have used?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency explains the career advancement methods they have used.
9. **A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated** – Provide a description of how the activities of major operating components and field installations were monitored,

reviewed, and evaluated. You may attach supporting addendums if the information provided pertains to the requirement.

- 10. Does agency describe how they monitored, reviewed and evaluated their DVAAP Activities?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided a description of how they monitored, reviewed and evaluated their DVAAP Activities. If applicable, indicate as well for major operating components and field installations.
- 11. An explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report will cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress** - Provide an explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report should cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress. You may attach supporting addendums if the information provided pertains to the requirement.
- 12. Did agency explain the progress in implementing DVAAP? If there was no progress, were there reasons for the lack of progress or challenges and specific plans for overcoming their challenges?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency explained the progress in implementing DVAAP. If there was no progress, were there reasons for the lack of progress or challenges and specific plans to overcoming their challenges?
- 13. POC's Name, Email, and Phone Number of Operating Components and Field Installations** – If applicable provide Point of contact's name, email, and phone number of operating components and field installations.

DoD Component Disabled Veterans Affirmative Action Program (DVAAP) Plan and Certification

1. Agency	Defense Contract Management Agency	2. FY	2024
3. POC Name	Beatrice Bernfeld, Heather Roberts-Wrenn	4. Phone	(571) 919-5244

5. A statement of the agency's policy with regard to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)

DCMA-DPS 002

DEFENSE CONTRACT MANAGEMENT AGENCY
3901 ADAMS AVENUE, BUILDING 10500 FORT Gregg-Adams, VA 23801-1809

MEMORANDUM FOR ALL DCMA EMPLOYEES AND APPLICANTS

SUBJECT: Policy Statement on Persons with Disabilities and Disabled Veterans

The Defense Contract Management Agency (DCMA) fully supports Executive Order 14035 (EO 14035), signed by the President on June 25, 2021, in which accessibility is defined as “the provision of accommodations and modifications to ensure equal access to employment and participation in activities for people with disabilities, the reduction or elimination of physical and attitudinal barriers to equitable opportunities, a commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space, and the pursuit of best practices such as universal design.”

It is the policy of DCMA to reasonably accommodate qualified Persons with Disabilities (PWD), including Veterans with disabilities and Persons with Targeted Disabilities (PWTD) unless the accommodation would impose an undue hardship on the agency.

6. OPM DVAAP Manager Official Use Only: Did agency provide a policy outline in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled?

Yes Somewhat No

7. An assessment of the current status of disabled veteran employment within the agency, with emphasis on those veterans who are 30 percent or more disabled (Attach supporting graphs/charts if needed)

8. Total # Employees	10,182	9. # Of Veterans	4,703	10. # Of Disabled Veterans	2,424	11. # Of 30% Or More Disabled Veterans	2,012
-----------------------------	--------	-------------------------	-------	-----------------------------------	-------	---	-------

Employees are only required to identify veteran status, and a disability rating based on their service, when it is relevant to access a veterans benefit, such as a non-competitive appointing authority. The information, above, is based on voluntary identification and may represent less than the actual veteran population within DCMA.

During FY23, DCMA utilized the non-competitive hiring authority for veterans with a 30% or greater disability a total of 14 times, and converted 60 employees originally appointed using the non-competitive authority to career appointments.

12. OPM DVAAP Manager Official Use Only: Did agency provide an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled?

Yes Somewhat No

13. A description of recruiting methods which will be used to seek out disabled veteran applicants, including special steps to be taken to recruit veterans who are 30 percent or more disabled (Attach supporting addendums if needed)

Our current workforce population shows that persons with disabilities and veterans who are 30% or more disabled are well represented. We will continue the same efforts to maintain this high representation in our workforce.

Additionally, we will share information about events for service members transitioning out of active duty as a resource for recruitment and the associated Direct Hire Authorities with new supervisors to DCMA in our DLEAD course.

14. OPM DVAAP Manager Official Use Only: Did agency provide a description of recruiting methods that they will use to seek out disabled veterans?

Yes Somewhat No

15. OPM DVAAP Manager Official Use Only: Did agency provide special steps that would be taken to recruit 30 percent or more disabled veterans?

Yes Somewhat No

16. A description of how the agency will provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

DCMA continued monitoring of the demographics of those eligible for internal advancement programs, compared to the population of applicants and then of selectees to gain a better perspective on ensuring these programs are being fully utilized across populations. Veteran status was added to the analysis in FY'22.

17. OPM DVAAP Manager Official Use Only: Did agency provide a description of how they will provide internal advancement opportunities for disabled veterans?

Yes Somewhat No

18. OPM DVAAP Manager Official Use Only: If needed, is there a plan of how the agency will improve internal advancement opportunities for disabled veterans?

Yes Somewhat No Not Needed

19. A description of how the agency will inform its operating components and field installations, on a regular basis, of their responsibilities for employing and advancing disabled veterans (Attach supporting addendums if needed)

DCMA provides regular updates to operating components on the full range of EEO responsibilities, including recruitment, complaints, and reasonable accommodations. In addition, these issues will continue to be raised routinely at Supervisory All-Hands, led by the Senior Leadership Team, and included in both open enrollment training and curriculum directed towards specific organizations.

20. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will inform their operating components and field installations, on responsibilities such as the employment and advancement of disabled veterans? (Not Applicable for agencies that do not have operating components or field installations)

Yes	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>	Not Applicable	<input type="checkbox"/>
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21. A description of how the agency will monitor, review, and evaluate its planned efforts, including implementation at operating component and field installation levels during the period covered by the plan (Attach supporting addendums if needed)

DCMA will monitor, review and evaluate DVAAP plans by performing workforce statistical analyses with regards to hiring, promotion, and retention of disabled veterans. The EEO Office, in partnership with Total Force, will continue to perform and publish periodic analysis of PWD as part of the annual MD-715 Report in order to identify and eliminate barriers.

22. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will monitor, review and evaluate its planned efforts? (If applicable as well as for major operating components and field installations)

Yes Somewhat No

**23. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

Beatrice Mahnken Bernfeld
Disability Program Manager
beatrice.m.bernfeld.civ@mail.mil
571-919-5244

Heather Roberts-Wrenn (she/her/hers)
Diversity, Equity & Inclusion Program Manager
(804) 609-4617 or Microsoft Teams
heather.c.roberts-wrenn.civ@mail.mil

Plan Certification

The plans shall cover a time period of not less than one year, and may cover a longer period if concurrent with the agency's Section 501(b) Plan. Each plan must specify the period of time it covers.

Agency must have a plan covering all of its operating components and field installations. The plan shall include instructions assigning specific responsibilities on affirmative actions to be taken by the agency's operating components and field installations to promote the employment and advancement of disabled veterans. OPM must be informed when headquarters offices require plans at the field or installation level.

Agency operating components and field installations must have a copy of the plan covering them, and must implement their responsibilities under the plan. OPM may require operating components and field installations to develop separate plans in accordance with program guidance and/or instructions.

Certification

The below certification indicates that the program is being implemented as required by 5 CFR Part 720, Subpart C and appropriate guidance issued by the U.S. Office of Personnel Management. Additionally, this agency has a current plan as required by the regulation.

Please type or print clearly. After an original signature is obtained, scan and return this sheet.

24. Dates of the Period of Time the Plan is Covered		From	10/01/2023	To	09/30/2024
25. Agency Name	Defense Contract Management Agency				
26. DVAAP POC's Name	Beatrice Bernfeld/ Heather Roberts-Wrenn				
27. Title	Disability Program Manager/ Diversity Program Manager				
28. Telephone Number	(571) 919-5244	29. Email	beatrice.m.bernfeld.civ@mail.mil		
30. Date Plan Last Amended	10/26/2022	31. Date Effective	10/26/2022		
32. DVAAP Certifying Official's Name	Linda Galimore				
33. Title	EEO Director				
34. Telephone Number	(804) 609-4077	35. Email	linda.n.galimore.civ@mail.mil		
36. DVAAP Certifying Official Signature	GALIMORE.LINDA.NO EL.1229720887		<small>Digitally signed by GALIMORE.LINDA.NOEL.1229720887 Date: 2023.11.14 16:30:20 -05'00'</small>		37. Date

Agency Disabled Veterans Affirmative Action Program Plan and Certification Electronic Reporting Instructions

General Instructions:

1. Complete all items and questions in the forms field.
2. Electronic Requirements – Agency should only submit data for what they are planning to do for the next Fiscal Year in accordance with the minimal requirements of the plan content from Title 5 CFR Part 720 Subpart C, which is provided on this form.
3. Collection of plan data requires a completed plan data element that has been recorded to be used throughout the Fiscal Year. Plans may vary from agency to agency. This form provides conformity and standardization for the minimal required core data. The forms have limited characters so agency may attach addendums when needed, if the form does not allow you to capture the data completely.

DVAAP Plan and Certification Information

1. **Agency** – Provide the name of the DoD component/agency.
2. **FY** – Provide the Fiscal Year of which the plan will be covered under. If the plan is covering more than one year capture it in the form field, as seen on the following example: 2016-2018.
3. **POC Name** – Provide the name of the point of contact.
4. **Phone** – Provide the phone number of point of contact.
5. **A statement of the agency's policy with regard to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled** – Provide a statement of the agency's policy in regards to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled. You may attach supporting addendums if the information provided pertains to the requirement.
6. **Did agency provide a policy outline in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled?** – OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided a policy in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled.
7. **An assessment of the current status of disabled veteran employment within the agency, with emphasis on those veterans who are 30 percent or more disabled -** Provide an assessment of the current status within the agency of the total amount of employees, veterans, disabled veterans and emphasizing those veterans who are 30 percent or more disabled. You may attach supporting graphs, charts, and addendums if the information provided pertains to the requirement.
8. **# of Employees** – Provide the total number of employees within the agency.
9. **# of Veterans** – Provide the total number of veterans within the agency.
10. **# of Disabled Veterans** - Provide the total number of disabled veterans within the agency.

- 11. # of 30% or More Disabled Veterans** – Provide the total number of 30% or more disabled veterans within the agency.
- 12. Did agency provide an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled?** – OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled.
- 13. A description of recruiting methods which will be used to seek out disabled veteran applicants, including special steps to be taken to recruit veterans who are 30 percent or more disabled** – Provide a description of recruiting methods which will be used to seek out disabled veteran applicants, including special steps to be taken to recruit veterans who are 30 percent or more disabled. You may attach supporting addendums if the information provided pertains to the requirement.
- 14. Did your agency provide a description of recruiting methods that they will use to seek out disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided a description of recruiting methods that they will use to seek out disabled veterans.
- 15. Did your agency provide special steps that would be taken to recruit 30 percent or more disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided special steps that would be taken to recruit 30 percent or more disabled veterans.
- 16. A description of how the agency will provide or improve internal advancement opportunities for disabled veterans** – Provide a description of how the agency will provide or improve internal advancement opportunities for disabled veterans. You may attach supporting addendums if the information provided pertains to the requirement.
- 17. Did your agency provide a description of how they will provide internal advancement opportunities for disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided a description of how they will provide internal advancement opportunities for disabled veterans.
- 18. If needed, is there a plan of how your agency will improve internal advancement opportunities for disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat”, “No”, or “Not Needed” to indicate if agency provided a description of how they will improve internal advancement opportunities for disabled veterans.
- 19. A description of how the agency will inform its operating components and field installations, on a regular basis, of their responsibilities for employing and advancing disabled veterans** – Provide a description of how the agency will inform its operating components and field installations, on a regular basis, of their responsibilities for employing and advancing disabled veterans. You may attach supporting addendums if the information provided pertains to the requirement. For agencies that do not have operating components or field installations, state in the form field N/A.

- 20. Did your agency provide a description on how they will inform their operating components and field installations, on responsibilities such as the employment and advancement of disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat”, “No”, or “Not Applicable” to indicate if agency provided a description on how they will inform their operating components and field installations on a regular basis, on responsibilities such as the employment and advancement of disabled veterans. Not Applicable for agencies that do not have operating components or field installations.
- 21. A description of how the agency will monitor, review, and evaluate its planned efforts, including implementation at operating component and field installation levels during the period covered by the plan** – Provide a description of how the agency will monitor, review, and evaluate its planned efforts, if applicable, including implementation at operating component and field installation levels during the period covered by the plan. You may attach supporting addendums if the information provided pertains to the requirement.
- 22. Did your agency provide a description on how they will monitor, review and evaluate its planned efforts?** OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provides a description on how they will monitor, review and evaluate its planned efforts.
- 23. DoD Component POC’s Name, Email, and Phone Number of Operating Components and Field Installations** – If applicable provide point of contact’s name, email, and phone number of operating components and field installations.
- 24. Dates of the Period of Time the Plan is Covered** – Provide the start date of the plan and the end date of the plan.
- 25. Agency Name** – Provide the name of the DoD component/agency.
- 26. DVAAP POC’s Name** – Provide the DoD Component DVAAP point of contact’s name.
- 27. Title** – Provide the title of the point of contact.
- 28. Telephone Number** – Provide the phone number of the point of contact.
- 29. Email** – Provide the email of the point of contact.
- 30. Date Plan Last Amended** – Provide the date of when the plan was last amended.
- 31. Date Effective** – Provide the date when the plan is effective.
- 32. DVAAP Certifying Official’s Name** – Provide the DVAAP Certifying Official’s name.
- 33. Title** – Provide the title of the DVAAP Certifying Official.
- 34. Telephone Number** – Provide the phone number of the DVAAP Certifying Official.
- 35. Email** – Provide the email of the DVAAP Certifying Official.
- 36. DVAAP Component Certifying Official Signature** – DVAAP Certifying Official must provide an electronic signature or print out the page and hand sign the plan certification.
- 37. Date** – Provide the date that plan was signed.