

**DEPARTMENT OF THE INTERIOR
FISCAL YEAR 2018
MD 715 REPORT**



**DEPARTMENT OF THE INTERIOR
ANNUAL EEO PROGRAM STATUS REPORT
FISCAL YEAR 2018**

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PARTS A THROUGH E

PART A – DEPARTMENTAL OR AGENCY IDENTIFYING INFORMATION

Agency	Second Level Component	Address	City	State	Zip Code	Agency Code	FIPS Code
U.S. Department of the Interior	None	1849 C Street, NW	Washington	DC	20240	IN01	

PART B – TOTAL EMPLOYMENT

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	53,606	13,609	67,215

PART C.1 HEAD OF AGENCY AND HEAD OF AGENCY DESIGNEE

Agency Leadership	Name	Title
Head of Agency	David Bernhardt	Secretary
Head of Agency Designee	Scott Cameron	Principal Deputy Assistant Secretary

PART C.2 – AGENCY OFFICIAL(S) RESPONSIBLE FOR OVERSIGHT OF EEO PROGRAM(S)

EEO Program Staff	Name	Title	Occupational Series	Pay Plan and Grade	Phone Number	Email Address
Principal EEO Director/Official	Tyvonnia Ward	Acting Director	0260	GS-15	202-208-4759	Tyvonnia_ward@ios.doi.gov
Affirmative Employment Program Manager	Tyvonnia Ward	Director Affirmative Employment Program	0260	GS-15	202-208-4759	Tyvonnia_ward@ios.doi.gov
Complaints Processing and Adjudication	Thomas Ziehnert	Acting Director	0260	GS-15	202-208-2890	Thomas_p.Ziehnert@ios.doi.gov
Compliance Manager	Alvin Dillings	Senior EEO Specialist	0260	GS-15	202-208-4752	Alvin_dillings@ios.doi.gov
Complaints Manager	Melba Vaughn	Program Manager	0260	GS-14	202-208-6112	Melba_vaughn@ios.doi.gov



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Hispanic Program Manager (SEPM)	Acquanetta Newson	EEO Specialist	0260	GS-13	202-208-7101	Acquanetta_newson@ios.doi.gov
Women's Program Manager (SEPM)	Acquanetta Newson	EEO Specialist	0260	GS-13	202-208-7101	Acquanetta_newson@ios.doi.gov
Disability Program Manager (SEPM)	Akia West-Butler	Human Resource Specialist	0201	GS-13	202-208-6754	Akia_west-butler@ios.doi.gov
Special Placement Program Coordinator	Akia West-Butler	Human Resource Specialist	0201	GS-13	202-208-6754	Akia_west-butler@ios.doi.gov
Reasonable Accommodation Program Manager	Deborah Pfaff	Human Resource Specialist	0201	GS-15	202-208-7271	Deborah_pfaff@ios.doi.gov
Anti-Harassment Program Manager	Tammy Duchesne	Workforce Transformation Program Manager	0201	GS-15	202-208-2690	Tammy_duchesne@ios.doi.gov
ADR Program Manager	William Hall	Senior Advisor for Collaboration	0301	ES-00	703-235-3791	William_e_hall@ios.doi.gov
Principal MD-715 Preparer	Kimberly Ly	Social Science Research Analyst	0101	GS-14	202-208-1459	Kimberly_ly@ios.doi.gov

PART D.1 – LIST OF SUBORDINATE COMPONENTS COVERED IN THIS REPORT

Subordinate Component	City	State	Country	Agency Code	FIPS Code
Office of the Secretary	Washington	DC		IN	01
Bureau of Land Management	Washington	DC		IN	05
Bureau of Indian Affairs/Indian Education	Washington	DC		IN	06
Bureau of Reclamation	Lakewood	CO		IN	07
U.S. Geological Survey	Reston	VA		IN	08
National Park Service	Washington	DC		IN	10
Fish and Wildlife Service	Arlington	VA		IN	15
Office of Surface Mining	Washington	DC		IN	22
Bureau of Safety and Environmental Enforcement	Washington	DC		IN	26
Bureau of Ocean Energy Management	Washington	DC		IN	27



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PART D.2 – MANDATORY AND OPTIONAL DOCUMENTS FOR THIS REPORT

In the table below, the Department of the Interior must submit these documents with its MD 715 Report

Did the Department of the Interior submit the following mandatory documents?	Please Respond Yes or No	Comment
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 Department of the Interior may decide whether to submit these documents with its MD 715 Report

Did the Department of the Interior submit the following optional documents?	Please Respond Yes or No	Comment
Federal Equal Opportunity Recruitment Program (FEORP) Report	Yes	
Disabled Veterans Affirmative Action Program (DVAAP) Report	Yes	
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 Viewpoint Survey or Annual Employee Survey	Yes	



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PART E. EXECUTIVE SUMMARY

The Department of the Interior (DOI) conserves and manages the Nation's natural resources and cultural heritage for the benefit and enjoyment of the American people. It provides scientific and other information about natural resources and natural hazards to address societal challenges and create opportunities for the American people and honors the Nation's trust responsibilities or special commitments to American Indians, Alaska Natives, and affiliated island communities to help them prosper. To accomplish the multi-faceted mission of the Department of the Interior involves the skills of the 70,000 people it employs, along with more than 280,000 volunteers, in 2,400 locations throughout the United States.

The DOI is committed to being an outstanding steward of approximately 500 million acres of public lands, 700 million onshore subsurface acres, and 1.7 billion acres of the Outer Continental Shelf (OCS) including magnificent vistas, valuable energy and mineral resources, unique ecosystems, range, and treasured natural, cultural, and heritage assets. The management and oversight of these resources require a dedicated cadre of employees, the contributions of volunteers, and the input of stakeholders to inform decision-making. During Fiscal Year (FY) 2018, a strategic area of interest was centered on senior executives taking proactive steps to guide the efforts of employees within their respective offices, bureaus, and field locations to effectively achieve on improved workforce culture. To accomplish this, the Secretary emphasized accountable leadership that ensured cost-effective operations and quality customer-centric service to the public. Leaders were held responsible for facilitating cooperation and collaboration across organizations within the DOI and for providing a workplace environment that is safe, fair, and conducive to employee productivity.

Undoubtedly, the hope from a strategic perspective is that by focusing on strategies that promote development of competencies, employees' exposure to more complex and challenging experiences and broadening the Agency's horizons outside the immediate organization will essentially aid in achieving higher levels of organizational performance necessary for remaining relevant and responsive to the overarching needs of the American people and Departmental stakeholders. The efforts instituted throughout the year strengthen our commitment to ensuring that the DOI remains a place of employment that adheres to the principles and practices of Equal Employment Opportunities (EEO) for all employees and applicants seeking employment. At the Department of the Interior, we believe that EEO is everyone's responsibility, and employees at all levels are all held accountable for maintaining a professional atmosphere by: (1) fostering an environment where everyone is respected; (2) ensuring individuals are promoted, trained, and retained on the basis of their experience, knowledge, skills, and abilities; (3) rewarding employees for their performance; and (4) creating a work culture that attracts, develops, and retains outstanding individuals who are coached, counseled, and motivated to reach their fullest potential.

Office of Civil Rights

The Department of the Interior's EEO program administers and manages the DOI's portion of the federal civil rights program. DOI Bureaus have one or more full time EEO staff member(s) assigned. The mission of those staff members is uniform except in scope. The operating level regional and field offices provide support to all DOI activities and tenants located on the host installation as well as to activities outside those installations.



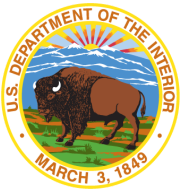
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The implementation of policy and programs is such that regardless of an employee's career status, all members of the civilian workforce are affected by the implementation of civil rights policy and have access to services.

All civilian employees, excluding contract workers, are included in this report. The data in this report is based on information as of September 30, 2018. The data provided in this report represents the workforce demographics of the DOI civilian workforce by race, gender and disability in the format required by EEOC Management Directive 715. This directive significantly changed previous requirements and defined data reporting elements. Due to the expansiveness of the DOI, its broad scope, mission, and organization is too complex to summarize in general terms. The information provided in this report is an aggregated summarization of the entire Department of the Interior. The individual recruitment actions and EEO program operations at the Bureaus and Regional offices have more direct impact on shaping the demographic profiles than the Office of the Secretary (OS). Due to the broad scope required of the report, the report contains comparisons to the Civilian Labor Force rather than the more accurate Relevant Labor Force. At the conclusion of the reporting period for this report (30 September 2018), we had not completed work on obtaining applicant flow data by gender and race/national origin from civilian personnel data systems. This work is scheduled to be finalized before the end of fiscal year 2020 reporting period and will be fully analyzed for the FY 21 MD-715 Report. This data will provide information on representation of applicants, referrals and selections by category (e.g., gender), and allow the DOI to develop a comprehensive strategy of targeting its resources. Thus the data in this report only depicts demographic frequencies without further analysis that validates specific data related action items such as pipeline analysis.

Lastly, at the conclusion of the reporting period for this report (30 September 2018), the Department had not completed work to establish hiring goals for the hiring, placement, development, and advancement of individuals with disabilities and targeted disabilities. This work is scheduled to be finalized before the end of fiscal year 2019 reporting period.

We are pleased to submit the Department of the Interior's "MD-715: Strengthening EEO Accountability and Workplace Diversity" annual report for Fiscal Year (FY) 2018. The report reflects the real progress we made during the past fiscal year and the areas remaining for improvement in the 2019 and beyond. It also highlights management's support of the Equal Employment Opportunity Commission (EEOC) requirements to establish and maintain affirmative employment program initiatives for hiring, retaining, developing, and promoting all people, including individuals with disabilities. In accordance with Management Directive 715 (MD-715), the DOI's commitment to achieve and to maintain a model EEO program is reflected in the "Six Essential Elements" outlined in this report. This report further summarizes corrective steps to be taken in subsequent years to address identified program weaknesses.



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ASSESSMENT OF SIX ESSENTIAL ELEMENTS



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**THE DOI ORGANIZATIONAL ACTIVITIES COMPARED TO THE SIX ESSENTIAL
ELEMENTS OF A
“MODEL EEO PROGRAM”**

EEOC SIX ESSENTIAL ELEMENTS OF A “MODEL EEO PROGRAM”	DESCRIPTION PERFORMANCE MEASURES	STATE OF DOI PROGRAM IN FY 2018
ELEMENT A: Demonstrated Commitment from Agency Leadership	Requires the agency head and other senior management officials to demonstrate a firm commitment to equal employment opportunity.	Need improvement in 2 major areas to meet baseline standards
ELEMENT B: Integration of EEO into the Agency’s Strategic Mission	Requires the agency’s EEO programs be organized and structured to maintain a workplace that is free from discrimination and support the agency’s strategic mission.	Need emphasis in 10 major areas to meet baseline standards
ELEMENT C: Management and Program Accountability	Requires the agency to hold all managers and supervisors responsible for the effective implementation of the EEO program and the consistent application of personnel policies.	Need emphasis in 16 major areas to meet baseline standards
ELEMENT D: Proactive Prevention	Requires the agency identify and eliminate barriers to equal employment opportunity in the workplace, develop anti-harassment policies and provide reasonable accommodation to people with disabilities.	Need emphasis in 4 major areas to meet baseline standards
ELEMENT E: Efficiency	Requires the agency to ensure there are effective systems in place for evaluating the impact and effectiveness of the EEO Program as well as an efficient and fair dispute resolution process for EEO complaints processing.	Need emphasis in 4 major areas to meet baseline standards
ELEMENT F: Responsiveness and Legal Compliance	Requires the agency be in full compliance with EEO statutes and EEOC regulations, policies, guidance, and other written instructions.	Accomplished all major requirements

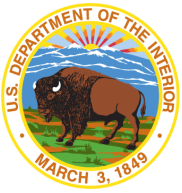


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SUMMARY OF SIX ESSENTIAL ELEMENTS

During FY 2018, the DOI continued to make significant improvements in upholding the Six Essential Elements of a Model EEO Program. Senior leaders continue to demonstrate commitment to improving the diversity of the DOI by developing a comprehensive recruitment strategy that will enhance the Agency's capacity to recruit, attract, develop, advance, and retain a high-performing workforce of women, men, and people with disabilities regardless of background, gender or ethnicity. The EEO Director in multiple Bureaus serves in a direct reporting chain to the Bureau/Office Head of their respective organizations and has direct access to other agency leaders. Throughout the year, the Bureaus implemented numerous initiatives that positively impacted the work environment. These initiatives have served to ensure internal accountability, improve work-life balance, instill professionalism, and increase early resolution of workplace conflicts, all of which have served to enhance the overall performance of the DOI mission objectives. Further, as a direct result of the leaders' commitment to the cross-cutting principles of the DOI strategic objectives, employees have benefited from advancement opportunities, developmental trainings, promotions, and reassignments to career enhancing positions, participated in high visibility assignments, and received public recognition and awards for outstanding performance. A more detailed description of these accomplishments can be found at pages 13 - 24 of this report.

Although significant improvements have been made in 2018 to bring the DOI closer to becoming a Model "EEO," "Equity," and "Inclusive" workplace and an employer of choice, DOI's work is not done. Data reveal opportunities for certain groups to participate at higher levels in the Agency's workforce, including Asian Americans and Pacific Islanders in engineering and scientific positions; women and members of minority groups in Physical Science positions; women and minorities in leadership positions; and individuals with disabilities in grades GS-11 and above. DOI has opportunities to make improvements to our internal EEO program, as well as ensuring the effective implementation of EEOC's new regulations regarding the employment of individuals with disabilities. Although DOI has achieved some progress over time, there is still room for improvement, as this plan demonstrates. This report identifies the successes and challenges of the Agency with regard to addressing EEO, summarizes FY 2018 accomplishments in EEO, and lays out a plan for becoming a "Model EEO Agency."



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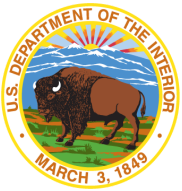
ESSENTIAL ELEMENT A - DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP

Identifies areas where the Agency has communicated a commitment to equal employment opportunity (EEO) and a discrimination-free workplace. Requires the Agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and leadership commitment to EEO.

The Department of the Interior (DOI) is committed to recruiting, developing, and retaining a fully engaged, diverse, agile and highly skilled workforce with the competencies needed to meet current and future mission requirements. Leaders are held accountable for creating and maintaining a work culture where everyone has the freedom to work in an environment that is free from all forms of harassment and unlawful discrimination, are valued based on their contributions, and are provided access to opportunities that gives employees the freedom to fairly compete and reach their full potential within the DOI workforce.

Throughout the reporting period, the Secretary demonstrated his commitment to creating and maintaining a healthy, productive and discrimination free workplace by fostering and implementing several initiatives that supports the tenets of the EEO program. These initiatives have served to ensure internal accountability, improve work-life balance, instill professionalism, and increase early resolution of workplace conflicts, all of which have served to enhance the overall performance of the DOI.

- The Agency implemented proactive initiatives resulting from the Employee Engagement Survey. This was an important initiative that provided the overall DOI workforce components with an increased awareness and a renewed focus on unifying the organization by working as “One Team.” As a result, the DOI has initiated a number of changes aimed at improving the work environment. These initiatives have served to enhance the overall performance of the Department. For example, these initiatives included:
 - The formation of the Employee Engagement Committee was formed whose charter is to develop a Human Capital Strategic Operational Plan (HCOP). The major focus areas of the plan are: 1) workforce planning and succession planning; 2) employee engagement and performance. DOI Bureaus/Offices developed their individual action plans. They shared data and action plan with OCR and Office of Human Capital.
- The Office of Collaborative Action and Dispute Resolution (CADR) provides leadership, guidance and assistance related to a wide variety of collaborative and alternative dispute resolution processes. CADR supports intra-organizational collaboration and dispute resolution as well as engagement with external stakeholders on natural resources, public lands, and tribal issues. During FY 2018, CADR extended its ombuds services to ensure that every DOI employee has access to an ombuds. An ombuds is an independent, impartial, informal, and confidential resource to explore the resolution of individual and systemic issues facing the organization.
- Based on the Secretary’s cross-cutting principles, senior leadership implemented various processes to meet with employees to address issues and concerns. Many organizations held off-site conferences and visited field offices to meet with employees and address organizational issues. Some Bureaus initiated quarterly program reviews where supervisors and employees had the opportunity to discuss projects, staffing, training



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and other matters of interest. Bureau Executives provide recurring feedback to the Secretary and Principal Deputy Assistant Secretary for Policy, Management, and Budget on the results of this initiative.

- The Secretary issued a new policy on the “Prevention and Elimination of Harassing Conduct” in April 2018 to ensure that appropriate officials are notified of and have the opportunity to promptly correct harassing conduct at the earliest possible stage. The policy defines unacceptable harassing behavior, outlines the rights and responsibilities of employees, managers and supervisors, and establishes reporting procedures and accountability measures to best protect employees.
- Bureau/Office Heads identified Anti-Harassment Point of Contact (POC), who began meeting on a monthly basis to share information, leverage best practices, and collaborate to find efficiencies in implementing their organization’s WES action plan.

Areas Requiring Improvement:

1. Develop and issue comprehensive EEO and Diversity Policy Statement for use throughout the Department.
2. Develop and issue Department-wide policy with specific goals to hire, develop, and advance people with disabilities and targeted disabilities to the DOI workforce.
3. Establish procedures for new supervisors and newly promoted supervisors from within the DOI to understand their roles and responsibilities for preventing harassment, and providing reasonable accommodations.



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ESSENTIAL ELEMENT B - INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION

Requires the DOI EEO programs to be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures, or practices and to support the Department's strategic mission.

The EEO Director serves as a direct report to the Head of the Bureau in five out of eight Bureaus within the Department of the Interior and is included in discussions with the senior leadership, members of the Office of the Solicitor, and the Human Capital Management personnel regarding decisions which impact recruitment, training, career development, succession planning, field office closures and any other significant change within the Agency that could potentially have an adverse impact on the workforce.

- The Bureau EEO staff conducts reviews of agency level policies, programs and practices as they relate to equal opportunity and the general workforce.
- The EEO Director continues to maintain control of the operation of the budget and funds provided at the beginning of each fiscal year for program development and execution of complaints processing, travel, staff training and development, materials, supplies and maintenance of the data collection and complaints tracking system.
- The Secretary issued the Department's Strategic Plan for Fiscal Years 2018 - 2022. The plan established goals, objectives, and performance measures to ensure DOI attracts, develops, and retains a talented and diverse workforce to protect and manage the natural resources and cultural heritage to which the Agency has stewardship over. The plan also holds Executive leadership accountable for guiding efforts to ensure a workplace environment within the Department that is safe, fair, and conducive to employee productivity.
- Managers and supervisors support employee engagement as a resource to gain more context about employee perspectives and ideas to improve the workplace environment. The DOI gathers employee opinions through tools including the OPM Federal Employee Viewpoint Survey (FEVS), DOI Work Environment Survey, and other documents that report employee engagement, such as the Partnership for Public Service Best Places to Work in the Federal Government rankings. An internal Google website was created to disseminate all communication and results for the surveys.
- U.S. Fish and Wildlife Service (FWS) Executive Diversity Committee (EDC) provides oversight and guidance for the planned activities in the Five-Year Strategic Diversity and Inclusion Implementation Plan (DIIP) FY 2015-FY 2019. The Chair has put EDC members in a path to assist the FWS in meeting its strategic goals by identifying specific priorities and action items and maintaining close communication with FWS Directorate members. The Chair of the EDC has personally undertaken the responsibility to rewrite the new Five-Year Strategic Diversity and Inclusion Implementation Plan (DIIP) FY 2020-FY 2024.
- Bureau of Land Management (BLM) launched the Inspire Program (an affiliate of the OPM Pathways Student and Recent Graduate Program). This program was designed to assist in the recruitment of BLM mission-critical occupations. During this period student interns were placed in 11 different states and were primarily



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assigned to Science, Technology, Engineering and Math (STEM) career fields such as Archaeology, Wildlife Biology, Hydrology, Cartography, Petroleum Engineering, Natural Resources, Physical Sciences, Geology, and Geography.

Areas Requiring Improvement:

The area of Integration of EEO into the Agency's Strategic Mission is one of two elements that pose the greatest risk for the Department of the Interior in that more than 70% of the required actions in this area of consideration were not met throughout the Department at the close of the 2018 fiscal year.

1. Standardize reporting structure for the entire Department of the Interior EEO staff to ensure the EEO Director reports to the head of the Agency and or the same Executive designee as other mission-related programmatic offices report.
2. Provide sufficient resources in each of the Bureaus to ensure adequate staff is available to carry out EEO program objectives of regularly assessing for program deficiencies and reporting it to the appropriate Executives with authority to correct identified problems.
3. Establish a tracking mechanism to account for and ensure timely issuance of requests for reasonable accommodation.
4. Standardize internal processes to ensure Senior Managers are accountable for establishing action plans to identify and eliminate employment barriers within each of their respective areas of consideration.
5. Implement Department-wide practices that ensure Senior Managers establish and implement EEO Program Objectives to eradicate every form of prejudice and discrimination in the DOI workforce.



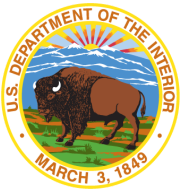
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ESSENTIAL ELEMENT C – MANAGEMENT AND PROGRAM ACCOUNTABILITY

Requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the DOI's EEO Program and Plan.

The internal EEO program and work environment are continually monitored and assessed to ensure program objectives are met. EEO Complaint policies and procedures are posted and communicated to employees and agency leaders. The Anti-harassment policy statements were revised reflecting the Secretary's commitment to harassment prevention, hand disseminated to all employees, and posted on the web page.

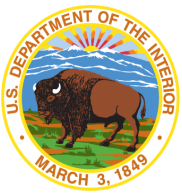
- In April 2018, the Department issued its first comprehensive policy on the "Prevention and Elimination of Harassing Conduct." The policy, built on the EEOC recommendations for model anti-harassment programs, defines unacceptable conduct that violates the policy, outlines the rights and responsibilities of employees, supervisors, and managers; and establishes reporting procedures and accountability measures. Under the policy, employees can report harassing conduct to any supervisor or management official, their servicing human resources office, or the Office of the Inspector General, in addition to taking advantage of the distinct EEO process. When harassing conduct has been reported to them, supervisors/managers must adhere to strict timelines to report the incident to their own manager (one business day), to make decisions on potentially separating employees to protect the alleged victim (one business day), and to determine with HR/legal advice whether and what type of investigation is necessary (three business days). If misconduct is found, supervisors are held accountable for ensuring that appropriate discipline is taken, or else face potential disciplinary action themselves. If no misconduct is found, supervisors must document that fact and their decision to take no action to address the originally reported conduct. Supervisors/managers failing to abide by the procedures in the policy are subject to disciplinary action. Bureau/Office Human Capital Officers are tasked with monitoring reports of harassing conduct and ensuring procedures are followed.
- The Department's Office of Human Capital and Office of the Solicitor jointly issued the first Department of the Interior Investigator Guide to Conducting Administrative Investigations, ensuring that misconduct investigations, including those dealing with harassing conduct, are conducted in a thorough, impartial and fair manner, and any resulting disciplinary or other actions are defensible. In addition, close to 100 employee relations and employment law practitioners were trained on best practices for conducting administrative investigations into allegations of misconduct, including harassing conduct, to ensure that the Department provides proper oversight over third-party investigations.
- In most Bureaus, employees provided ongoing coaching, counseling, and training and meaningful distinctions are made among employees based on their performance and their contributions to the organization, regardless of their protected EEO group distinction. Effective reasonable accommodation procedures were made available via online review of the Agency's intranet system as well as face-to-face instructions provided by the Bureau Reasonable Accommodation Coordinator's or designee. Open dialogue between Agency leaders and the HR practitioners are ongoing, whereby leaders are in frequent contact with the Office of Human Capital when engaging in the reasonable accommodation process to ensure that the DOI



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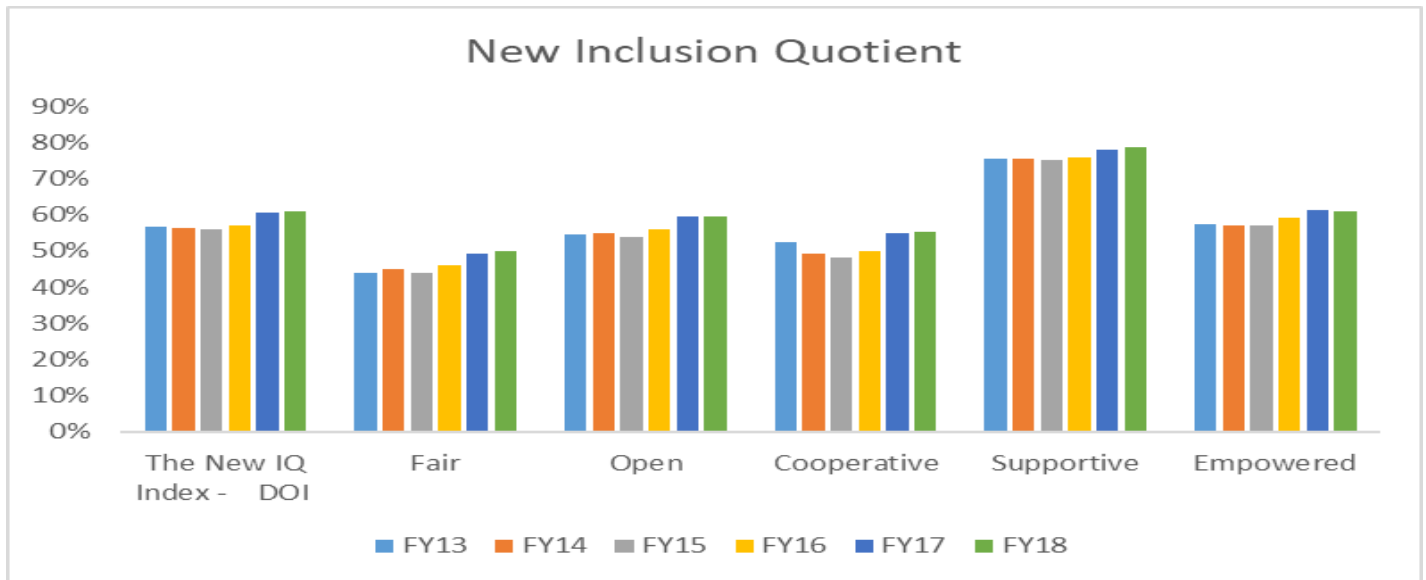
continuously reviews requests and makes decisions to act on requests for accommodations that are in compliance with Department of the Interior's Instructions.

- The Office of Human Capital, Workforce Relations Divisions maintains Reasonable Accommodation Community of Practice (CoP), in whose meetings the Office of Civil Rights is actively involved. This CoP is established to develop standardized program and processes throughout the Department for adhering to EEOC standards for timely processing and issuance of accommodation solutions throughout the agency.
- Bureau EEO officials provide advice, counsel, feedback and assistance to the leadership regarding EEO program status and effective diversity management within their areas of responsibility. Some Bureaus provide demographic updates to workforce components throughout the year to assess program effectiveness as it relates to diversity management and inclusion. Management officials strive to complete all mandatory EEO training requirements and ensure subordinate staff complete training requirements within specified timeframes.
- The DOI acts promptly to comply with all Equal Employment Opportunity Commission orders and other orders issued by the Merit Systems Protection Board (MSPB).
- The OCR ensured EEO practitioners had relevant knowledge, skills, and ability to fulfill program objectives. Employees received annual training (e.g., EEO New Counselor, EEO Refresher Counselor, workforce database system managed by the U.S. Department of the Interior (DOI) Oracle Business Intelligence Enterprise Edition (OBIEE), and OPM Applicant Flow Data throughout the year.
- Leaders across DOI ensured financial resources were available for multiple four-day Diversity Change Agent Courses and maximized participation from Bureau employees. Nearly 165 employees were trained throughout the reporting year. Participants included managers, supervisors, and employees. The course was conducted in Boulder City, Nevada; Washington, DC; Denver, Colorado; Anchorage, Alaska; Sacramento, California, and Boise, Idaho. An increased number of trainings were at the request of DOI senior leadership who expressed a desire for employees to learn how to work in a diverse workforce. The Department is gaining traction in its efforts to influence culture change at DOI positively.
- The Department partnered with the Employment Learning Innovation (ELI), Inc. to ensure that managers and supervisors throughout the Department received Civil Treatment for Leaders (CTL) training. The workshops focused on the prevention of harassment, sexual harassment, and bullying in the workplace.
- An analysis of the Federal Employee Viewpoint Survey (FEVS) New Inclusion Quotient (IQ) data, which identifies behaviors that help create an inclusive environment and is built on the concept that repetition of inclusive behaviors, will create positive habits among team members and managers revealed that the overall score in FY 2018 was 61%, a slight increase from the previous FY.
- The "New IQ," which is made up of 20 questions that relate to the five "habits of an inclusive workplace environment (i.e., Fair, Open, Cooperative, Supportive, and Empowered) represents behaviors included that can be learned, practiced, or developed. Based on the 20 questions, DOI's FY 2018 New IQ scores were



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higher than the Government-wide averages in 15 of the 20 performance categories. During FY 2018 and beyond, the DOI will use the results from the FEVS responses to foster continued positive and beneficial results for the agency.



- The Strategic Talent Programs (STP) Division led the production of a new recruitment video that was filmed and edited by the USFWS. The purpose of the video was to show the diversity of DOI employees, occupations, and work environments. It was used throughout FY 2018 to increase awareness of the disciplines within the DOI workforce, improve employee engagement by recognizing stellar work performed by DOI employees, and to demonstrate the look, feel, and authenticity of the Department in a way that intrigues potential job candidates to seek the DOI as an employer of choice. The work began in November 2017 and culminated in May 2018, with the USFWS Producer and OHC Communications Specialist interviewing 15 employees from nine bureaus across nine states within the DOI. The video was reviewed and approved by DOI Senior Leadership and is disseminated to the public through doi.gov/careers and a "People of Interior" playlist on the Department's YouTube account.
- The Office of Human Capital published and disseminated "InHR" Quarterly Newsletter to the workforce. Each edition reported the latest information on hot topics and workplace issues, upcoming training, and events. The newsletter has received a good deal of positive feedback for its content and usefulness for the EEO and HR communities.
- The Acting Director for the Bureau of Land Management (BLM) consistently communicated his commitment to the EEO Program and regularly expressed his expectations for all members of his Executive Leadership Team (ELT) to lead the effort in supporting the full realm of the EEO Program and championing diversity and inclusion initiatives. The leadership team ensured vital special outreach programs were fully funded (i.e., the DHA Intern, Pathways, Executive Orders Program, others) that assists the States/Centers with funding outreach efforts and enables the Bureau to recruit, hire and retain high quality and diverse workforce.



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- The U.S. Fish and Wildlife Service (FWS) developed a new EEO and Diversity advocacy performance critical element that was included in all SES performance appraisals. The new performance element evaluates commitment to agency EEO policies and principles and participation in the EEO program. Directorate members are held accountable for communicating responsibilities to subordinate managers and supervisors to ensure they have a clear understanding of expectations.
- The U.S. Geological Survey (USGS) began implementation of “The Roadmap to Inclusion (TRI),” which initiated new strategies to examine policies, programs, and practices within USGS offices to assess whether program deficiencies exist and the effectiveness of their efforts to remove barriers. An EEO, Diversity and Inclusion Training Partnership initiative was introduced to establish enhanced management and program accountability. By collaborating with Science Center management, the DEO helps assess office environment and proposes recommendations to improve employee engagement and performance, to manage EEO issues as they arise effectively, and to deliver applicable and tailored EEO and diversity and inclusion training curricula.

Areas Requiring Improvement:

Management and Program Accountability is an area that poses the most significant risk for the Department of the Interior overall in that 80% or more of the program objectives were not met at the close of FY 2018. The identified weaknesses in this area of consideration make the agency vulnerable to recurring substantiated acts of discrimination against employees and levied findings of discrimination from the Equal Employment Opportunity Commission. Remedial actions are underway in FY 2019.

1. Establish procedures to ensure personnel policies regarding Schedule A Hiring for people with disabilities are clear and consistently applied throughout the Department of the Interior.
2. Develop processes and procedures to ensure all Bureaus and OCR regularly assess its Bureau and Field Offices for possible EEO Program shortfalls and deficiencies.
3. Ensure organizational component leaders partner with EEO and HR to identify and remove employment barriers.
4. Revise process to ensure EEO offices inform their respective Human Resource Offices of all EEO counseling activity-alleging harassment.
5. Develop tracking system and regular review to ensure all requests for reasonable accommodations are processed within the established timeframe specified in the DOI reasonable accommodation policy and procedure.
6. Establish recurring reporting on the percentage of requests for reasonable accommodation that are timely processed and a root cause analysis on those that did not with the intent to remove impediments to providing reasonable accommodation solutions.
7. Revise existing reasonable accommodation policy and procedure to comply with the final rule for Section 501 of the Rehabilitation Act
8. Establish internal procedures to ensure all Bureau EEO Directors have access to the head of their respective Bureaus or Executive designees to recommend improvements and corrections, including remedial or disciplinary actions for substantiated findings of discrimination by managers and supervisors who have failed in their EEO responsibilities.



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9. Develop internal processes to obtain receipt of exit interview data, climate assessment surveys, and grievance data from the Office of Human Capital and CADR.
10. Develop Affirmative Action Plan to hire, develop, and advance people with disabilities.
11. Train managers and supervisors on the requirements of the Affirmative Action Plan for people with disabilities.
12. Actively involve managers and supervisors in removing employment barriers for people with disabilities.
13. Establish consistent procedures throughout the Department to discipline and sanction managers and employees who have engaged in substantiated discriminatory conduct.
14. Develop internal procedures to ensure all employees, managers, and supervisors are aware of the penalties for engaging in discriminatory behavior or taking personnel actions based upon prohibited bases.
15. Establish procedures to ensure all EEO practitioners provide their leadership teams in the Bureau and the Office of the Secretary with regular updates on complaint activity, workforce demographic and data summaries, legal updates, barrier analysis plans, and special emphasis updates.
16. Establish partnerships and time-tables to review the Agency/Bureau policies and practices for merit promotion program, employee recognition and award program and procedure, and employee development and training for systemic barriers that may impede full utilization and or promotional opportunities by all groups.
17. Revise the mandatory critical element in the performance plans of all non-SES/SL/ST employees to better reflect their responsibilities to protect the work environment by consistently demonstrating commitment and adherence to equal employment opportunity laws, regulations and policy; responding to reasonable accommodation requests and reports of potential discrimination, harassing conduct, or retaliation timely and consistent with DOI policies and procedures.
18. Implement a Department-wide misconduct case tracking system that will allow the Agency to identify trends, track harassment-related misconduct investigations, and ensure that managers take action when harassing behavior has occurred.
19. Include new harassment-related agency-specific questions in the FEVS to set a new baseline against which future years' responses can be measured and to inform anti-harassment policy, programming, and training efforts.



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ESSENTIAL ELEMENT D – PROACTIVE PREVENTION OF UNLAWFUL DISCRIMINATION

Requires the agency head make early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

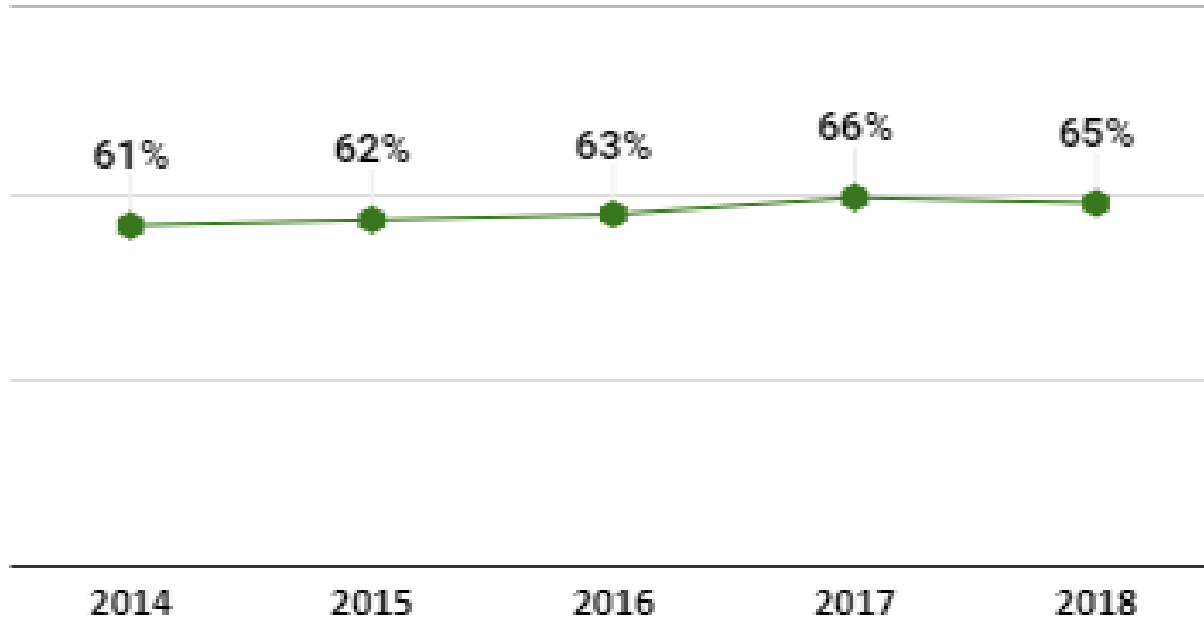
The Department of the Interior (DOI) has a highly diverse and competitive workforce, with employees serving in a variety of mission-critical occupations to include Natural Resource Scientists, Park Rangers, Ranger Technicians, Hydrologists, Engineers, Geologists, Forestry, Geophysics, Criminal Investigators, Compliance Officers, and Environmental Specialists. As the DOI aggressively worked towards attracting, developing, and retaining an even more diverse talent pool, we assessed the work environment for identification and elimination of barriers to full employment opportunities for all groups of people. All employees are required to complete mandatory No FEAR, training on a 2-year cycle. On an annual basis, the OCR assesses the EEO program in accordance with EEOC guidelines in order to monitor progress, identify areas of progress, strengths, and prepare plans for corrections where weaknesses are identified.

- EEO and reasonable accommodation information are made available to employees and applicant for employment on the DOI internet.
- Employees are encouraged to utilize CORE PLUS. CORE PLUS is a coordinated, systems approach to conflict management within DOI that focuses on maximizing the use of early conflict management tools. These tools range from informal options, such as open door policies for supervisors, training, team building, and open dialogue, as well as mediation or facilitation, or working with an ombuds to improve interpersonal communications between and among employees and supervisors and to preserve relationships between and among employees and supervisors rather than advancing adversarial positions and win-lose outcomes.”
- Through “Unlock Federal Talent”, a comprehensive data visualization dashboard used to help government leaders make data-driven decisions and design initiatives to improve overall engagement and employee satisfaction, reported that DOI’s Employee Engagement Index through unlocktalent.gov/employee-engagement website scored an overall 65% (based on 28,290 responses with a response rate of 58%), which is below the Government-wide Score of 68%. This data is comprised of the Employee Engagement Index of the Federal Employee Viewpoint Survey (FEVS), which is an overarching model consist of three sub-factors: Leaders Lead, Supervisors, and Intrinsic Work Experience.



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Employee Engagement Index 2014 -2018



- The Leaders Lead index scored an overall 49%, which is below the Government-wide Score of 56%. The Global Satisfaction Index of the Federal Employee Viewpoint Survey (FEVS) measures Job, Organizational, and Pay Satisfaction, as well as whether or not an employee would recommend their agency as a good place to work. For the second consecutive year, the DOI ranked ninth as the best place to work in the federal government. DOI employee engagement index decreased two consecutive years by 66% in 2017 to 65% in 2018. The DOI's FEVS overall response rate improved from 55% in 2017 to 58% in 2018. Some DOI Bureaus showed higher employee satisfaction than the Government-wide average, and satisfaction within Bureaus varied greatly depending on the occupation, location, job tenure, and other factors.
- In 2018, the Department is in the final stages of developing an enterprise Talent Management System, branded as the DOI Talent. Once this system is operational, DOI Talent will capture and report on employee participation in career development programs and performance management which will improve the Departments capacity to identify potential impediments to full inclusion of all workforce demographics. Full implementation is expected in FY 2020.
- The Bureau of Land Management (BLM) implemented a bureau-wide exit interview survey to which the results are used to improve employee engagement and increase retention within the Bureau. BLM developed multiple diversity and inclusion resources such as an internal website, quarterly newsletters, monthly moments, training, and a series of campaigns that promoted education and awareness of the benefits of diversity and a diverse workforce and other Inclusion related topics, issues, and challenges.



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Areas Requiring Improvement:

1. Post the Department affirmative action plan to its public website.
2. Establish internal processes to ensure consistency in utilizing all available data, i.e. union data, results from reasonable accommodations, complaints filed, etc. to identify triggers to potential barriers in the workplace.
3. Develop guidance for use by component leaders, to consider the impact that human resource decisions such as re-organizations, and realignments, have on groups of employees with remedies to mitigate impact prior to finalizing organizational objectives.
4. Develop and implement hiring goals for people with disabilities.



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ESSENTIAL ELEMENT E – EFFICIENCY

Requires the agency head to ensure there are effective systems in place for evaluating the impact and effectiveness of the EEO program as well as to establish an efficient and fair dispute resolution process.

The DOI maintains an effective EEO complaints program that ensures complaints of discrimination are fairly and thoroughly investigated and final actions are taken in a timely manner. The EEO office implemented a number of proactive initiatives that benchmark against the EEOC statutory guidelines. These benchmarks ensured the EEO program performed better than the minimum time frames for processing pre-complaints and formal complaints of discrimination; thereby ensuring that all major components of the complaints program were well within the established program performance metrics of “Amber.”

- Utilizing performance metrics in complaints processing and effectively working with organizational leaders and collateral duty EEO Counselors not only yielded an overall EEO program rating of “Green,” but, also the DOI completed pre-complaint and some formal complaints processing functions well ahead of the EEOC statutory timeframes in counseling, investigations, and issuing the Report of Investigation:
 - 95.2% of all pre-complaint counseling was completed on before the 30-day timeframe..
 - The average processing time from formal complaint filing to final adjudication was 526 days in FY 2018, down from 537 days in FY 2017. However, when adjusted to account for only those matters entirely adjudicated by DOI, the average processing time was 365 days, up from 326 days in FY 2017.
- The Employment Complaints & Adjudication Division (ECAD) within the Office of the Secretary Office of Civil Rights works tenaciously to ensure consistency of application in the processing of complaints throughout the Department and that all human resources are secure in knowledge standardized in its implementation throughout the Department.

Areas Requiring Improvement:

1. Implement procedures to ensure acceptance letters/dismissal decisions initiated throughout the Department are completed within a reasonable time frame (e.g., 60 days) after receipt of the written notification.
2. Establish and implement procedures to ensure Departmental complaint investigations are completed ahead of the standardized timelines by the EEOC.
3. Establish sufficient data collection system to evaluate the overall Departmental EEO Program. The Agency does not have sufficient data collection systems in place to evaluate the EEO program.

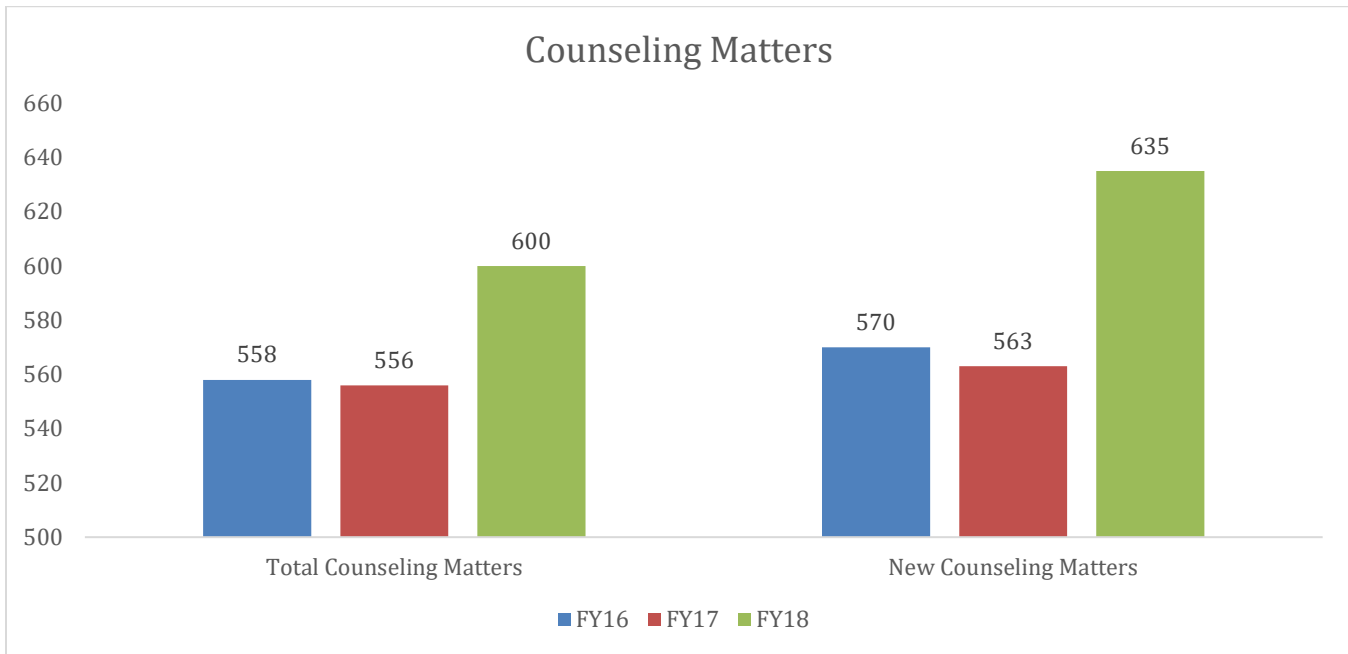
Complaint Activity

Counseling

DOI performed intake on 635 new counseling matters in FY 2018. This is up 12.8% from FY 2017, when DOI performed intake on 563 new counseling matters. In FY16, DOI performed intake on 570 new counseling matters.



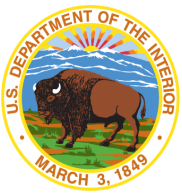
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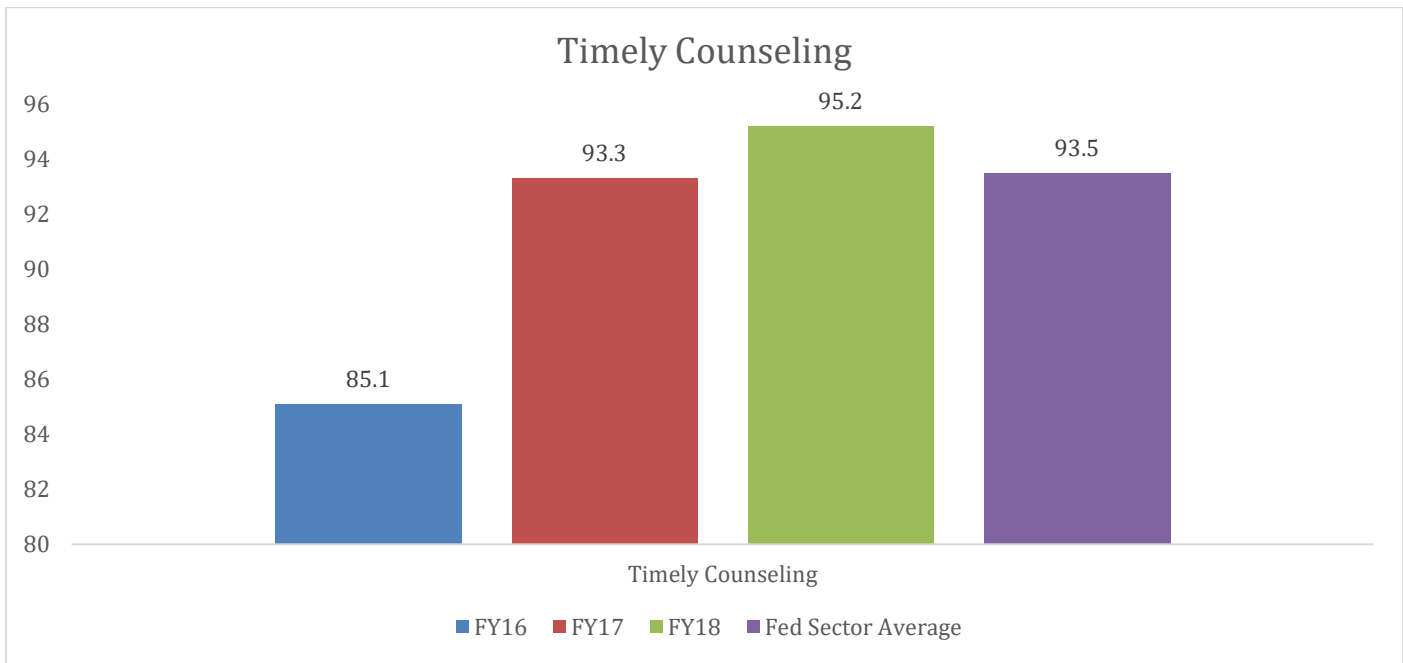
DATA SOURCE: Complaints Processing – EEOC Form 462 Part I

DOI completed counseling on 600 matters in FY 2018, 95.2% of which were timely counseled. 34% of the matters were counseled within 30 days. DOI's overall timely counseling rate is up almost 2% from FY 2017, when 93.3% of 556 matters were counseled timely. This is steady progress from FY 2016, when 85.1% of 558 matters were timely counseled. DOI was able to counsel more matters timely despite the increase in the overall number of matters on hand.

According to the EEOC Annual Report on the Federal Workforce for FY 2014 (the latest data available), 93.5% of matters were timely counseled across the entire Federal Sector.



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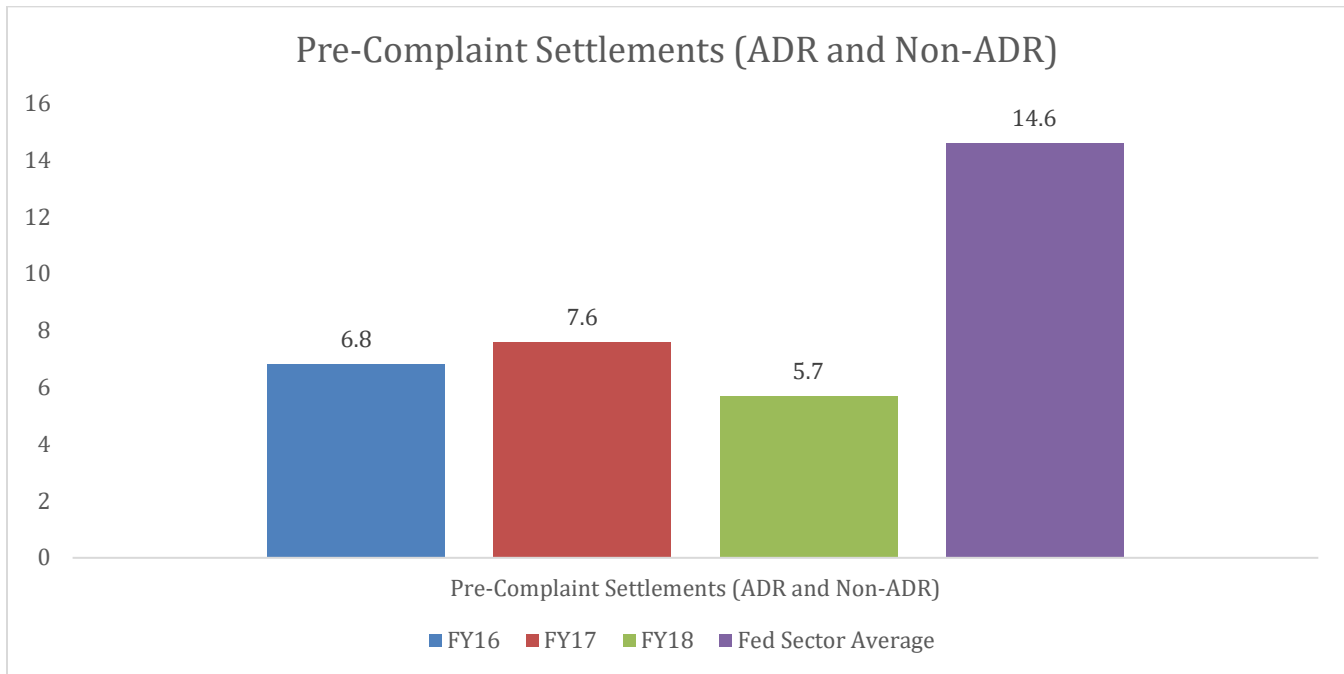
Timely Counseling	Timely Counseled FY16	Total Counseled FY16	% Timely FY16	Timely Counseled FY17	Total Counseled FY17	% Timely FY17	Timely Counseled FY18	Total Counseled FY18	% Timely FY18	% Change FY17 to FY18
BIA/BIE	74	74	100.0%	95	96	99.0%	71	71	100.0%	1.1%
BOEM	3	4	75.0%	4	6	66.7%	4	4	100.0%	50.0%
FWS	46	52	88.5%	46	47	97.9%	44	44	100.0%	2.2%
USGS	37	37	100.0%	40	40	100.0%	34	34	100.0%	0.0%
OS	68	70	97.1%	64	67	95.5%	83	84	98.8%	3.4%
NPS	81	131	61.8%	124	141	87.9%	148	150	98.7%	12.2%
DOI	475	558	85.1%	519	556	93.3%	571	600	95.2%	2.0%
2014 Fed Sector Average- 2015 Data Not Available			93.5%			93.5%			93.5%	0.0%
BLM	79	86	91.9%	77	79	97.5%	109	118	92.4%	-5.2%
OSM	8	9	88.9%	5	5	100.0%	7	8	87.5%	-12.5%
BOR	64	76	84.2%	57	59	96.6%	64	78	82.1%	-15.1%
BSEE	15	19	78.9%	9	16	56.3%	7	9	77.8%	38.3%



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Settlements during the Pre-Complaint Stage

In FY 2018, 34 of 600 matters (5.7%) settled (ADR and non-ADR) during the pre-complaint stage. This is down from FY 2017, when 43 of 563 matters (7.6%) settled during the pre-complaint stage. In FY 2016, 28 of 558 matters (6.8%) settled during the pre-complaint stage. According to the EEOC Annual Report on the Federal Workforce for FY15 (the latest data available), 14.6% of all Federal Sector matters settled during the pre-complaint stage.



During the informal stage, DOI paid \$251,215.20 in total monetary benefits across 9 individual matters (both ADR and non-ADR). Most of the pay-out was in the form of a lump sum payment. The balance was in attorney's fees. In FY 2017, DOI paid \$146,500.00 in total monetary benefits across 11 individual matters. Similarly, most of the pay-out was in the form of a lump sum payment. In FY 2016, DOI paid \$92,494.68 in total monetary benefits across 12 individual matters.

	FY 2016	FY 2017	FY 2018
Non-ADR Settlement Benefits (Pre-Complaint)	\$31,251.68	\$60,000.00	\$166,000.00
Compensatory Damages	\$0.00	\$0.00	\$0.00
Backpay/Frontpay	\$0.00	\$0.00	\$0.00
Lump Sum Payment	\$28,751.68	\$52,500.00	\$166,000.00
Attorney Fees and Costs	\$2,500.00	\$7,500.00	\$0.00

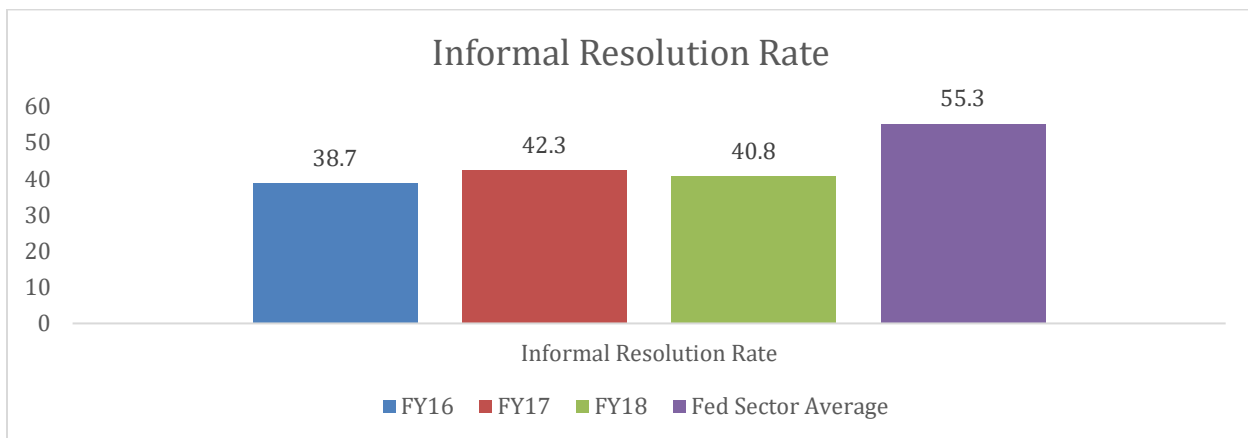


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ADR Settlement Benefits (Pre-Complaint)	\$61,243.00	\$86,500.00	\$85,215.20
Compensatory Damages	\$0.00	\$0.00	\$0.00
Backpay/Frontpay	\$0.00	\$0.00	\$81,515.20
Lump Sum Payment	\$58,243.00	\$72,500.00	\$3,700.00
Attorney Fees and Costs	\$3,000.00	\$14,000.00	\$0.00
Total Settlement Benefits ADR and Non-ADR (Pre-Complaint)	\$92,494.68	\$146,500.00	\$251,215.20

Pre-Complaint Resolution

In FY 2018, 211 out of 600 matters (35.2%) were withdrawn during the pre-complaint stage or the aggrieved party decided not to file a formal complaint. In FY 2017, 34.1% of matters were withdrawn during the pre-complaint stage or the aggrieved party decided not to file a formal complaint. In FY 2016, 31.9% of matters were withdrawn during the pre-complaint stage or the aggrieved party decided not to file a formal complaint. EEOC monitors the informal resolution rate, which considers withdrawals, instances where a formal complaint was not filed, and settlements during the pre-complaint stage. In FY 2018, DOI had a 40.8% informal resolution rate. This is down from FY 2017, when DOI had a 42.3% informal resolution rate. In FY 2016, DOI had a 38.7% informal resolution rate. According to the EEOC Annual Report on the Federal Workforce for FY15 (the latest data available), the Federal Sector had a 55.3% informal resolution rate.



Complaints Processing - EEOC Form 462 Part II

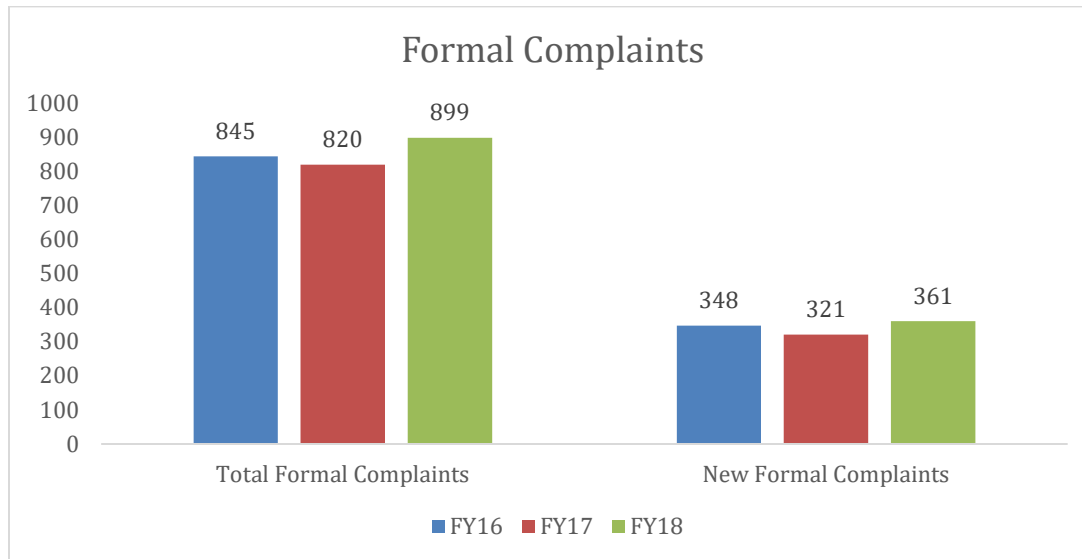
Formal Complaints

In FY 2018, DOI had 899 total formal complaints. 361 new formal complaints were filed during the fiscal year. In FY 2017, DOI had 820 total formal complaints. 321 new formal complaints were filed during the



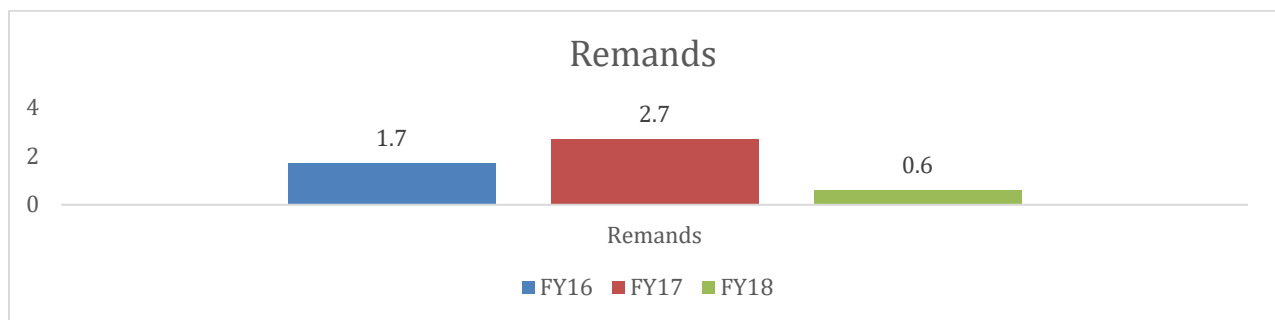
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fiscal year. In FY 2016, DOI had 845 total formal complaints. 348 new formal complaints were filed during the fiscal year. In FY 2018, DOI saw a 9.6% increase in the number of total formal complaints and a 12.5% increase in the number of new formal complaints.



Remands

In FY 2018, DOI had 2 remands out of 388 formal complaints closed in FY 2018 (0.6%). Comparatively, in FY 2017, DOI had 8 remands out of 297 formal complaints closed (2.7%). In FY 2016, DOI had 6 remands out of 344 formal complaints closed (1.7%).



In FY 2018, 0.5% of DOI's workforce filed a formal complaint. According to the EEOC Annual Report on the Federal Workforce for FY 2014 (the latest data available), that number is consistent with the Federal Sector average of 0.5%. 0.5% of DOI's workforce filed formal complaints in FY 2016 and FY 2017 as well.



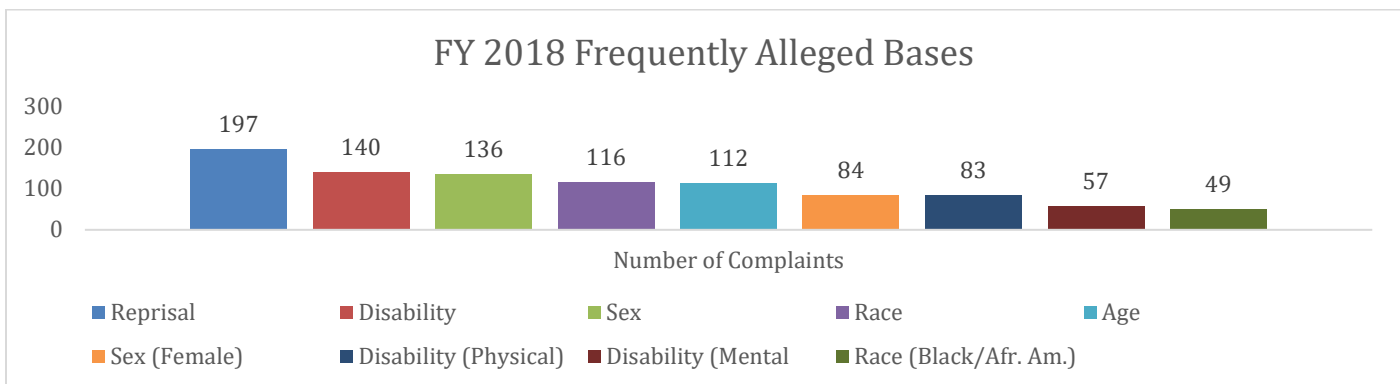
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% Workforce Filed Formal	Complaints Filed FY1	Total Workforce FY16	% Workforce FY16	Complaints Filed FY1	Total Workforce FY17	% Workforce FY17	Complaints Filed FY1	Total Workforce FY18	% Workforce FY18	% Change FY17 to FY18
	51	3,624	1.4%	40	3,616	1.1%	53	3,610	1.5%	32.7%
	6	443	1.4%	3	428	0.7%	5	387	1.3%	84.3%
	17	882	1.9%	10	864	1.2%	8	802	1.0%	-13.8%
	41	5,359	0.8%	31	5,335	0.6%	46	5,431	0.8%	45.8%
	55	10,407	0.5%	47	10,720	0.4%	84	10,499	0.8%	82.5%
	3	587	0.5%	4	576	0.7%	3	560	0.5%	-22.9%
	348	70,126	0.5%	321	70,132	0.5%	361	68,890	0.5%	14.5%
2014 Fed Sector Average- 2015 Data Not Available			0.5%			0.5%			0.5%	0.0%
BIA/BIE	46	7,871	0.6%	54	8,106	0.7%	32	7,452	0.4%	-35.5%
NPS	72	23,454	0.3%	84	23,090	0.4%	94	23,616	0.4%	9.4%
USGS	20	8,443	0.2%	19	8,354	0.2%	20	8,026	0.2%	9.6%
FWS	37	9,056	0.4%	29	9,043	0.3%	16	8,507	0.2%	-41.4%

Most Frequently Alleged Bases

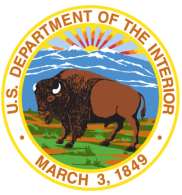
In FY 2018, reprisal was the most frequently alleged basis, with 197 complaints. Disability was second, with 140 complaints. Sex was third, with 136 complaints, 2 of which were alleged based upon LGBT status. Race discrimination was fourth, with 116 complaints. Age was fifth, with 112 complaints.

According to the EEOC Annual Report on the Federal Workforce for FY 2015 (the latest data available), reprisal was the most frequently alleged basis across the Federal Sector, followed by age, disability (physical), sex (female), and race (Black/African American). The EEOC Annual Report on the Federal Workforce for FY 2015 did not report disability, sex, and race discrimination as inclusive, stand-alone categories.



Most Frequently Alleged Issues

In FY 2018, harassment was far and away the most frequently alleged issue, with 188 complaints. This represents a 13.9% increase from FY 2017 and a 16.0% increase from FY 2016. Of the 188 harassment complaints, 11 raised sexual harassment. DOI also had 51 promotion/non-selection complaints, 48 complaints regarding terms/conditions of employment, 46 complaints regarding disciplinary action, 39 complaints regarding reasonable accommodation, and 39 complaints regarding assignment of duties.

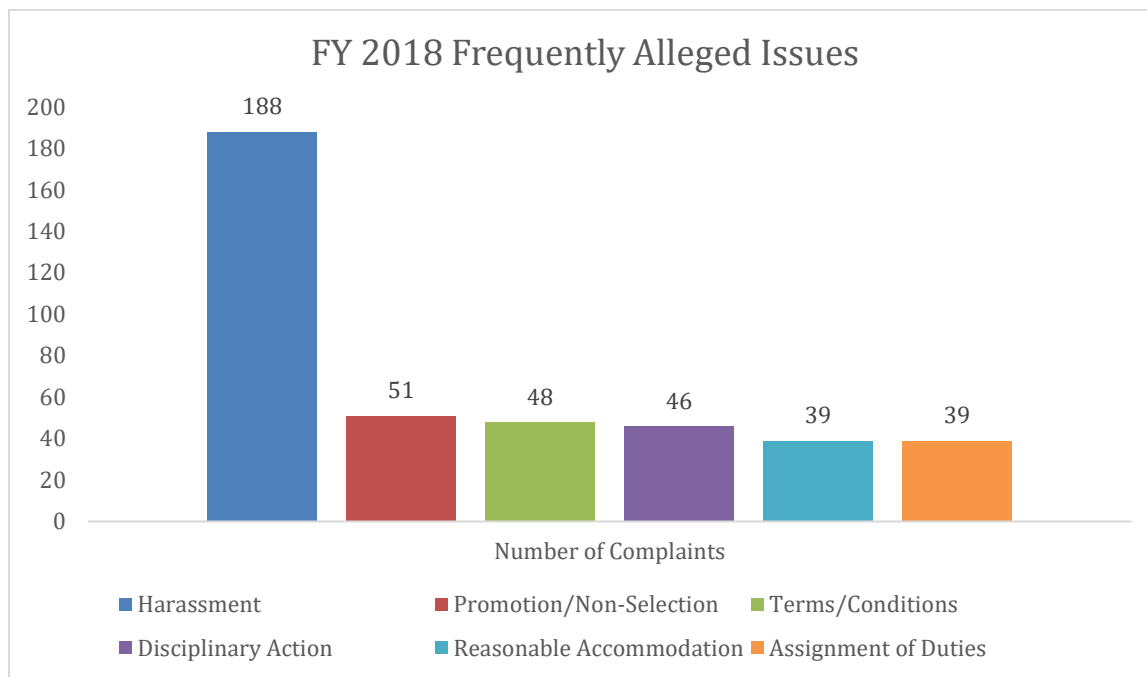


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In FY 2017, harassment was also the most frequently alleged issue, with 165 complaints. Of the 165 harassment complaints, 12 raised sexual harassment. DOI had 57 complaints regarding terms/conditions of employment, 56 complaints regarding disciplinary action, and 38 complaints regarding promotion/non-selection.

In FY 2016, harassment was again the most frequently alleged issue, with 162 complaints. Of the 162 harassment complaints, 13 alleged sexual harassment.

According to the EEOC Annual Report on the Federal Workforce for FY 2015 (the latest data available), harassment (non-sexual) was the most frequently alleged issue across the Federal Sector, followed by disciplinary action, terms/conditions, promotion/non-selection, and assignment of duties.





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ESSENTIAL ELEMENT F - RESPONSIVENESS AND LEGAL COMPLIANCE

Requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance and other written instructions.

The Department of the Interior is in compliance with Management Directive 715. The annual certification is listed in Part F of this report.

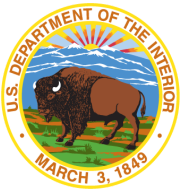
- The Department's annual EEO end-of-year reporting requirements were developed and timely submitted in accordance with OPM and EEOC guidelines. Timely reports included:
 - EEOC 462 Report – submitted with no errors or resubmissions.
 - OPM “No FEAR” Report – submitted with no errors or resubmissions.
 - OPM Alternative Dispute Resolution (ADR) Annual Report – submitted before the suspense date with no errors or resubmissions.
 - Age Discrimination Act of 1975 Report – submitted with no errors or resubmissions.
 - Developed and submitted the EEOC MD-715: Strengthening EEO Accountability and Workplace Diversity Report that highlights the DOI's plan to eliminate barriers to employment and improve the representation of identified underrepresented groups.

- Compliance with EEOC orders is encompassed in the performance objectives of Equal Employment Opportunity personnel. However, established partnerships with officials from EEO, and the Office of Solicitor officials ensure that the DOI consistently complies with all Orders issued by the Equal Employment Opportunity Commission and other administrative boards.

- The DOI posted statistical complaint data on the website in compliance with the No FEAR Act requirements.

- The DOI ECAD is currently in the process of creating a Complaint Processing Handbook to standardize complaints processing across the Department. These include standard form template letters to communicate to the customers, internal procedural matters and benchmarks for timeframes for the EEO Counselors. The OCR anticipates issuing the Complaints Processing Handbook and updating the Departmental Manual Chapter on complaints processing in FY 2019.

- The DOI ECAD also developed a short presentation describing the roles and responsibilities of the aggrieved, management, Counselor or Mediator in the EEO process. The goal of the presentation is to educate all stakeholders about the Department's Informal EEO Process by offering an opportunity to refresh everyone's knowledge of their role in the process along with other vital information. This presentation is provided to the Bureaus on demand and will continue into FY 2019.



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WORKFORCE ANALYSIS

The Department's workforce population has fluctuated over the years. The Department's workforce was at its highest in FY 2014 with 70,443 employees. This was followed by a period of annual decreases in population from FY 2014 through FY 2018. However, in FY 2018, the workforce slightly increases, such that by the end of fiscal year, DOI employed 67,215 employees.

In FY 2018, DOI employed 67,215 employees: 53,606 were permanent employees, and 13,609 temporary employees. The total workforce decreased by 1,516 from 54,831 employees in FY 2017 to 53,606 employees in FY 2018. The Civilian Labor Force (CLF) is the benchmark against which DOI measure the diversity of their workforce. Compared to the CLF, DOI's permanent workforce is at or above the CLF participation except for Women, Hispanic Men, Hispanic Women, White Women, Black Men, Black Women, Asian Men, Asian Women, Two/More Races Men, and Two/More Races Women. The participation rates based on sex were 60.6 percent Men and 39.4 percent Women.

Participation rates for Hispanic/Latino men, Asian men and women, and Two/More Races men and women, with the exception of Hispanic women, Black/African men and women, Native Hawaiian/Pacific Islander men and women, and American Indian/Alaska Native men and women showed an increase from FY 2013 to current. A summary of the changes from FY 2014 to FY 2018 are provided in the following table.

TOTAL PERMANENT WORKFORCE 4-YEAR TEND												
GROUP		2014		2015		2016		2017		2018		CLF
		#	%	#	%	#	%	#	%	#	%	%
White	Men	32,546	46.2%	25,144	46.8%	25,526	46.8%	25,646	46.8%	31,006	46.1%	38.3%
	Women	18,888	26.8%	14,563	27.1%	14,710	27.0%	14,766	26.9%	18,034	26.8%	34.0%
Black/African	Men	1,710	2.4%	1,466	2.7%	1,487	2.7%	1,498	2.7%	1,595	2.4%	5.5%
	Women	1,848	2.6%	1,661	3.1%	1,640	3.0%	1,617	2.9%	1,647	2.5%	6.5%
Hispanic/Latino	Men	2,282	3.2%	1,838	3.4%	1,917	3.5%	1,973	3.6%	2,375	3.5%	5.2%
	Women	1,707	2.4%	1,450	2.7%	1,471	2.7%	1,466	2.7%	1,665	2.5%	4.8%
Asian	Men	835	1.2%	679	1.3%	722	1.3%	746	1.4%	891	1.3%	2.0%
	Women	799	1.1%	693	1.3%	701	1.3%	707	1.3%	802	1.2%	1.9%
Native Hawaiian/Pacific Islander	Men	361	0.5%	185	0.3%	193	0.4%	193	0.4%	251	0.4%	0.1%
	Women	198	0.3%	106	0.2%	111	0.2%	114	0.2%	145	0.2%	0.1%
American Indian/Alaska Native	Men	4,297	6.1%	3,008	5.6%	3,032	5.6%	3,034	5.5%	3,977	5.9%	0.6%
	Women	4,807	6.8%	2,801	5.2%	2,906	5.3%	2,879	5.3%	4,577	6.8%	0.5%
Two/More Races	Men	91	0.1%	78	0.1%	94	0.2%	108	0.2%	141	0.2%	0.3%
	Women	74	0.1%	60	0.1%	71	0.1%	84	0.2%	109	0.2%	0.3%
Total	Men	42,122	59.8%	32,398	60.3%	32,971	60.4%	33,198	60.5%	40,236	59.9%	51.9%
	Women	28,321	40.2%	21,334	39.7%	21,610	39.6%	21,633	39.5%	26,979	40.1%	48.1%



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	All	70443	100.0%	53732	100.0%	54581	100.0%	54831	100.0%	67215	100.0%
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Notes:
Data Source: Workforce Table A1
*** Percentages in red are below the CLF.

NEW HIRES

The DOI had a total of 14,860 new hires in FY 2018. This number represents a sum total of both permanent and temporary hires in FY 2018. Of the total new hires, 3,988 were hired permanently in the workforce. Men represented 2,472 (62.0%) of the individual hired and women represented 1,517 (38.0%) hired. There were 11,923 temporary new hires, of which 7,454 (62.5%) were Men, and 4,469 (37.6%) were Women. The number of individuals hired into temporary positions decreased by 744 from 4,762 in FY 2017 to 3,988 in FY 2018. Of the new hires, Hispanic Men increased by 0.5 percent, and Hispanic Women increased by 0.6 percent; while White Men increased by 1.8 percent, and White Women decreased by 1.0 percent. As highlighted in red, Hispanic (both Men and Women), White Women, Black or African American (both Men and Women), and Asian (both Men and Women) remained lower than their corresponding NCLF in FY 2018. Overall, the changes in participation rates between FY 2017 and FY 2018 were moderate.

Of the 3,988 permanent new hires, 475 (11.9%) had a disability, and 91 (2.3%) had a targeted disability. Of the 185 temporary new hires, 16 (8.65%) had a disability, and 2 (1.08%) had a targeted disability. EEOC has provided federal agencies an ongoing Federal benchmark of 12% for IWD and 2% for IWTD within the workforce. The IWD hiring rates have steadily climbed since FY 2013, increasing from 8.0 percent to 11.9 percent. IWTD hiring rates have slowly increased from 1.5 percent to 2.3 percent. A summary of the changes from FY 2017 to FY 2018 is provided in the following table.

Summary of New Hires for Permanent Appointment				
HIRES	NCLF % 2010	FY 2018 %	FY 2017 %	CHANGES
Total Number		2937	4,762	-774
Hispanic Men	5.2%	4.4% (130)	3.9% (138)	0.5%
Hispanic Women	4.8%	3.2% (95)	2.3% (82)	0.9%
White Men	38.3%	45.3% (1,331)	44.3% (1,577)	1.0%
White Women	34.0%	27.2% (799)	27.6% (982)	-0.4
Black Men	5.5%	2.5% (73)	3.7% (133)	-1.2
Black Women	6.5%	2.7% (78)	3.0% (107)	-0.3
Asian Men	2.0%	2.2% (64)	1.7% (62)	0.5
Asian Women	1.9%	1.5% (45)	1.4% (51)	0.1%
Native Hawaiian/Other Pacific Island Men	0.1%	0.4% (11)	0.3% (11)	0.1
Native Hawaiian/Other Pacific Island Women	0.1%	0.1% (4)	0.3%(9)	-0.2
American Indian/ Alaska Native Men	0.6%	5.2% (152)	5.4% (191)	-0.4
American Indian/ Alaska Native Women	0.6%	4.7% (138)	5.3% (190)	-0.6
Two or More Races Men	0.3	0.2% (6)	0.5% (17)	-0.3
Two or More Race Women	0.3	0.4% (11)	0.3% (11)	0.1



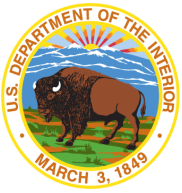
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Individual with Disabilities (IWD)	12.0%	11.9% (350)	12.2% (435)	-0.3
Individual with Targeted Disabilities (IWTD)	2.0%	2.2% (64)	2.8% (100)	-0.6
Notes: * Data Source: Workforce Tables A8/B8. Attached in Appendix.				

MAJOR OCCUPATIONS

Overall, 91 percent of the DOI's workforce was employed in sixteen mission-critical occupations within the Department. The table below demonstrates which race, ethnicity, and gender (REG) groups have low participation rates when compared to the occupational civilian labor force (OCLF) rate for 2018. The analysis also shows that women and minorities are underrepresented. There is currently insufficient information to indicate what barriers to equal opportunity may have caused this underrepresentation.

2018 DOI Mission Critical Occupations Compared to Occupational Civilian Labor Force (OCLF)		
Series	Title	Groups with Low Participation Rates (If less than one whole person is expected, the group was not listed in the table)
0025	Park Ranger	Hispanic (both Men and Women), White Women, Black or African American (both Men and Women), Asian Women, Two or more races (both Men and Women)
0028	Environmental Protection Specialist	Hispanic Women, White Men, Black or African American Men, Asian Men
0080	Security Administration	Hispanic Women, White Women, Asian (both Men and Women), Native Hawaiian or Other Pacific Islander Women, Two or more races (both Men and Women)
0085	Security Guard	Hispanic (both Men and Women), White Women, Black or African American (both Men and Women), Asian Women, Native Hawaiian or Other Pacific Islander Women, American Indian or Alaska Native Women, Two or more races Women
0401	General Natural Resources Mgmt & Bio Sciences	Hispanic Women, White Women, Black or African American (both Men and Women), Asian (both Men and Women), Two or more races Women
0455	Range Technician	Hispanic Women, White Women, Black or African American (both Men and Women), Asian (both Men and Women), Native Hawaiian or Other Pacific Islander Women, Two or more races (both Men and Women)
0462	Forestry Technician	Hispanic Women, White Women, Black or African American (both Men and Women), Asian (both Men and Women), Native Hawaiian or Other Pacific Islander Women, Two or more races (both Men and Women)
0810	Civil Engineering	White Men, African American (both Men and Women), Asian Men, Native Hawaiian or Other Pacific Islander Women, Two or more races Men



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0802	Petroleum Engineering Technician	Hispanic Women, White Women, African American (both Men and Women), Asian (both Men and Women), American Indian or Alaska Native Women, Two or more races Women
0881	Petroleum Engineering	Hispanic Men, White Men, Asian Women
1313	Geophysics	Hispanic (both Men and Women), White Men, African American (both Men and Women)
1315	Hydrology	Hispanic (both Men and Women), African American (both Men and Women), Asian (both Men and Women)
1350	Geology	Hispanic (both Men and Women), African American (both Men and Women), Asian (both Men and Women), American Indian or Alaska Native (both Men and Women),
1801	Gen Inspector, Investigation, Enforcement, & Compliance	Hispanic Women, White Women, African American (both Men and Women), Asian (both Men and Women), Two or more races (both Men and Women)
1811	Criminal Investigating	Hispanic (both Men and Women), White (both Men and Women), African American (both Men and Women), Asian (both Men and Women), Two or more races Men
2151	Dispatching	Hispanic (both Men and Women), White Women, African American (both Men and Women)
Notes: Data Source: Workforce Table A6. Attached in Appendix.		

CAREER LADDER PROMOTIONS

A review of the DOI's non-competitive promotions reflects that of the 1,908 individuals eligible for career ladder promotions, 1,228 (64.4%) were Men, 680 (35.6%) Women, 163 (8.5%) were IWD, and 45 (2.4%) were IWTD. Nine hundred thirty-one individuals exceeded their time-in-grade by more than 25 months. Twenty-two IWTD exceeded their time-in-grade without a career ladder promotion: 18 individuals exceeded it by 1-12 months, and five individuals exceeded it by 13-24 months. The promotions for White Men and Women, Black Men and Women, Asian Women, American Indian/ Alaska Native Men and Women had a moderate decrease from last year. A summary of changes from FY 2017 to FY 2018 is provided in the table below.

SUMMARY OF FY 2018 NON-COMPETITIVE PROMOTIONS					
GROUPS	FY2018 TOTAL EMPLOYEES	FY2018 %	FY2017 TOTAL EMPLOYEES	FY2017 %	CHANGES
TOTAL #	1,908		2,118		-210
Hispanic Men	52	2.7%	56	2.6%	-4
Hispanic Women	36	1.9%	40	1.9%	-4
White Men	1,015	53.2%	1,148	54.2%	-133
White Women	492	25.8%	535	25.3%	-43



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Black Men	39	2.0%	42	2.0%	-3
Black Women	38	2.0%	44	2.1%	-6
Asian Men	37	1.9%	34	1.6%	+3
Asian Women	24	1.3%	25	1.2%	-1
Native Hawaiian/Other Pacific Island Men	5	0.3%	5	0.2%	0
Native Hawaiian/Other Pacific Island Women	3	0.2%	3	0.1%	0
American Indian/ Alaska Native Men	80	4.2%	89	4.2%	-9
American Indian/ Alaska Native Women	84	4.4%	94	4.4%	-10
Two or More Races Men	0	0.0%	2	0.1%	-2
Two or More Race Women	3	0.2%	1	0.1%	+2
Individual with Disabilities (IWD)	162	8.5%	161	7.6%	+1
Individual with Targeted Disabilities (IWTD)	45	2.4%	48	2.3%	+0.1

GRADES DISTRIBUTION

Tables A4-1 reflected the FY 2017 and FY 2018 categorical analysis of the grades of all employees. Here you will note that the Department experienced slight decreases in the participation rates of some groups in grades GS-1 through GS-15 and the SES participation rate. Further analysis of applicant flow of women and minorities at the identified grades is necessary to pinpoint any potential barriers that may exist. However, this analysis focused on employees in the higher grades GS -12 through GS-15 and the SES ranks.

Grade 12-13: There was a decrease in the number of GS 12-13 employees from 16,978 in FY 2017 to 16,525 in FY 2018. The decreases included Hispanic women, White men and women, African-American men and women, Native Hawaiian/Pacific Islander women, and American Indian/Alaska Native men and women. However, increases included Hispanic men, Asian men and women, and Two or more races men and women. There were no changes for Asian women and Two or More Races women. Further analysis of applicant flow of women and minorities at the identified grades is necessary to pinpoint any potential barriers that may exist.

Grade 14-15: There was a slight decrease in the number of GS 14-15 employees from 5,382 in FY 2017 to 5,264 in FY 2018. The decreases included Hispanic men and women, White men and women, Black men, Asian men, Native Hawaiian/Pacific Islander men and women, and American Indian/Alaska Native men and women. There were increases of African American black women and Two or More Races women. There no changes in Asian women and Two or More Races women.



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FY 2017 GS GRADES ANALYSIS PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES																		
FY 2017	#Employees		Hispanic		White		Black		Asian		NH/PI		AI/AN		Two+			
	GS	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
1-6	2,449	2,481	187	172	1,555	1,445	122	152	58	53	24	21	497	623	6	15		
7-11	11,401	9,596	761	711	8,842	6,525	415	676	244	265	70	55	1022	1,328	47	36		
12-13	9,996	6,982	502	460	8,124	4,994	378	566	285	281	36	32	639	625	32	24		
14-15	3,344	2,038	134	83	2,712	1,463	148	173	89	95	10	4	244	214	7	6		
SES	157	77	8	6	107	55	11	5	2	1	1	0	28	10	0	0		
Total	48,521		1,592	1,432	21,340	14,482	1,074	1,572	678	695	141	112	2430	2,800	92	81		
Group Total			3,024		35,822		2,646		1,373		253		5,230		173			

Note: Does not include the "All other/unspecified GS" category
Data Source Workforce Table A4-1

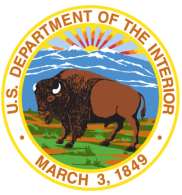
FY 2018 GS GRADES ANALYSIS PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES																		
FY 2018	#Employees		Hispanic		White		Black		Asian		NH/PI		AI/AN		Two+			
	GS	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
1-6	2,353	2,368	180	167	1,547	1,429	92	136	54	48	26	20	449	554	5	14		
7-11	11,274	9,348	794	726	8,741	6,374	408	625	249	262	64	53	970	1,267	48	41		
12-13	9,667	6,858	512	456	7,805	4,884	376	558	297	283	37	31	606	620	34	26		
14-15	3,256	2,008	131	81	2,640	1,439	146	179	84	95	9	3	239	204	7	7		
SES	150	72	8	5	104	51	10	5	3	0	1	0	24	11	0	0		
Total	47,354		1,625	1,435	20,837	14,177	1,032	1,503	687	688	137	107	2,288	2,656	94	88		
Group Total			3060		35,014		2,535		1,375		244		4,944		182			

Note: Does not include the "All other/unspecified GS" category
Data Source Workforce Table A4-1

SENIOR EXECUTIVE SERVICE (SES)

In FY 2018, there were 222 SESs (150 men and 72 women) as compared to FY 2017 total of 234 SESs (157 men and 77 women). With the exception of White and American Indian or Alaska Native, all the other minorities groups fall below their expected participation. The DOI's SES workforce decreased in population from FY 2016 to FY 2018, which could be a result of the Secretary's reorganization of the agency.

SES	FY 2015	FY 2016	FY2017	FY2018
Total Employees	251	257	234	222
Men	159 (63.3%)	162 (63.0%)	157 (67.1%)	150 (67.6%)
Women	92 (36.7%)	95 (37.0%)	77 (32.9%)	72 (32.4%)
Hispanic/Latino	14 (5.6%)	15 (5.8%)	14 (6.0%)	13 (5.9%)
White	176 (70.1%)	182 (70.8%)	162 (69.2%)	155 (69.8%)
Blacks/African American	19 (7.6%)	17 (6.6%)	16 (6.8%)	15 (6.8%)
Asian	4 (1.6)	4 (1.6)	3 (1.3%)	3 (1.3%)
Native Hawaiian/Other Pacific Islander	1 (0.4%)	1 (0.4%)	1 (0.4%)	1 (0.4%)
American Indian or Alaska Native	37 (14.7%)	38 (14.8%)	38 (16.2%)	35 (15.8%)



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TRAINING AND CAREER DEVELOPMENT

There is a need to put a mechanism in place to track the participation rates of demographic groups in training and career development programs.

EMPLOYEE RECOGNITION AND AWARDS

A review of the 2018 Table A13 shows that overall females received 42% of the awards with a permanent workforce representation of 39.4%, while males received 58% of the awards with a permanent workforce representation of 60.6%. Females in all race/ethnicity groups, with the exception of American Indian or Alaska Native (AIAN), received high numbers of awards in five out of the six types of awards. White females received the highest percentage of awards of all male and females in the Quality Step Increases category, with 35.8% of the awards, which represent 8.8% greater than their workforce representation rate.

SEPARATIONS

In FY 2018, there were 4,897 total separations, 4,671 voluntary, 210 involuntary and 16 RIF. There are a disproportionately high number of Hispanic men and women; Black/African American men and women; Asian women; American Indian/Alaska Native men and women; and Two or more races men and women being involuntarily separated from DOI. The voluntary and involuntary separation rates for both PWD and PWTD during FY 2017 was higher than the representative CLF rates; a barrier analysis is needed to determine the root cause. Efforts to increase representation need not only focus on the hiring of more minorities, but also should address attrition that tends to offset any gains made through hiring. (See Appendices for Table A-14 and B-14.)

RNO/Disability/Gender	Voluntary	Involuntary	Benchmark: Total Permanent Workforce
All	4,671	210	
Hispanic Men	3.3%	3.5%	3.6%
Hispanic Women	2.6%	2.5%	2.7%
White Men	46.5%	41.1%	46.7%
White Women	27.7%	17.8%	26.9%
Black Men	3.0%	4.0%	2.7%
Black Women	3.1%	3.5%	3.0%
Asian Men	1.3%	1.5%	1.3%
Asian Women	1.3%	0.0%	1.3%
Native Hawaiian/Other Pacific Island Men	0.4%	0.5%	0.4%
Native Hawaiian/Other Pacific Island Women	0.2%	0.0%	0.2%
American Indian/ Alaska Native Men	6.4%	12.9%	5.5%
American Indian/ Alaska Native Women	5.6%	11.0%	5.2%



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Two or More Races Men	0.2%	1.0%	0.2%
Two or More Race Women	0.2%	1.0%	0.2%
Individual with Disabilities (IWD)	11.7%	30.5%	9.3%
Individual with Targeted Disabilities (IWTD)	2.7%	6.7%	2.1%

SUMMARY ANALYSIS OF IDENTIFIED TRIGGERS

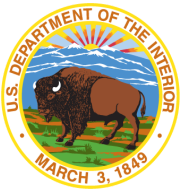
The three triggers identified in the Part I plans are as follows:

1. Hispanic Employment

The first indication of a possible barrier was the disparity in the participation rate of Hispanic men and women in DOI as indicated in Workforce Data Table A1. DOI employed 3,454 (6.4%) permanent Hispanic employees in its workforce, which is slightly below the government-wide participation rate of 8.5% and significantly below the civilian labor force (CLF) participation rate of 9.96%. In addition, the participation rate for the permanent Hispanic workforce decreased by 17 employees from 3,471 in FY 2017 to 3,454 in FY 2018. The net change for Hispanic men (-0.4 percent) and Hispanic women (-0.6 percent) was below the net change for the total workforce (1.0 percent). A negative net change means that the total workforce decreased since FY 2016. The less than expected participation prompted a review of Tables A4-1, A6, A8, A10 and A14. In addition, a review of workforce data tables revealed that DOI is experiencing lower than expected Hispanic participation rates in grades GS-12 through GS-15. Representation at the highest-grade levels has, however, been trending towards parity over the past four years.

2. Disability Employment

The representation of Individuals with Disabilities (IWD) and Individuals with Targeted Disabilities (IWTD) continued to climb in FY 2018, rising to 11.3 percent for the permanent workforce. The workforce participation rate of IWD and IWTD has been trending upward over time. The representation of IWD increased from 9.0% in FY 2017 to 9.2% in FY 2018. Permanent employees with targeted disabilities increased from 2.0% in FY 2017 to 2.1% in FY 2018. Notwithstanding, employment of IWD's within the DOI's workforce continues to remain below the Federal goal of 12 percent. The net change for this group's population was 8.4%, compared to 10.6% for the total permanent workforce. The percentage includes employees in the DOI workforce that self-identify to the agency as having a disability, all disabled veterans with a Department of Veterans Affairs (VA) disability rating of at least 30 percent, and employees appointed under a disability-based Schedule A hiring authority who did not self-identify as having a disability.



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Disabilities Workforce	FY 2015		FY 2016		FY 2017		FY 2018		Federal Goal
	#	%	#	%	#	%	#	%	
Individual with Disabilities (IWD)	4521	8.4%	4,767	8.7%	4,955	9.0%	4,912	9.2%	12.0%
Individual with Targeted Disabilities (IWTD)	570	1.1%	1,093	2.0%	1,100	2.0%	1,108	2.1%	2.0%
Notes: Data Source: Workforce Tables B1 ** Percentages in red are below the Federal Goal Attached in Appendix.									

DOI employees with disabilities have separated at higher rates than their workforce participation rate in recent years, although the gap nearly closed in FY 2015 for IWTD.

Separation	FY 2015		FY 2016		FY 2017		FY 2018	
	#	%	#	%	# (%)	%	#	%
Individual with Disabilities (IWD)	537	11.2%	517	12.6%	499	11.8%	610	12.5%
Individual with Targeted Disabilities (IWTD)	66	1.4%	66	1.6%	112	2.6%	140	2.9 %
Notes: Data Source: Workforce Tables B14 Attached in Appendix.								

Hires reached the 12.0 percent for IWD, 2.9 percent for IWTD and the promotion rate reached parity in FY 2018. Individuals with disabilities are close to parity across the pay grades and are notably above parity in the GS 13- 15 grades. They are participating at a lower than expected rate at the senior executive level, but with a positive increasing trend for over the years. IWTD are being promoted at parity, but continue to participate at a lower than expected rate for GS 13-15 grades and below parity for the senior executive level grades. Representation in the executive/senior leader grades continues to trend down since FY 2015.

Caution should be used when drawing inferences from the data, due to the very small size of the population 6,020 in the permanent workforce, which can produce large percentage swings that may not be statistically significant.

3. Potential Existence of Glass Ceiling

For four consecutive years, the low participation of minorities and women continues to affect higher graded positions. The DOI made 301 internal selections to GS-13. Of those, 58.5% were Men and 41.5% Women. Selections were made in all other employee groups. There were 151 internal selections for the GS-14 level. The Men selection rate was 62.3% and the Women rate was 37.7%. The assessment of senior level positions showed overall Men and White Men had high participation rates in Executive/Senior Level (Grades 15 and above) positions. The participation rates for overall Women, Asians, Blacks/African American, Hispanic/Latino, Native Hawaiian or Other Pacific Islander and American Indian or Alaska Native and Individual with Disabilities in leadership positions were below their overall participation rates in the permanent workforces.



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2019 PLANNED ACTIVITIES

1. Collaborate with Agency partners, i.e. five divisions within Human Capital Management, and the Solicitor's Office to discuss the findings in the 2018 MD 715 report. Collectively establish plan of action to address identified problem areas in the data;
2. Provide Agency leadership with State of the DOI workforce and how Bureau and Departmental activities contribute to the DOI's overall state;
3. Solicit representatives from each Directorate within the Office of the Secretary to serve as point of contact to identify and eliminate employment barriers;
4. Collectively work to address identified triggers in Elements B and C of the instant report; and
5. Work collectively with HR to establish hiring goals for people with disabilities.

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Tyonia Ward am the
(Insert name above) (Insert official title/series/grade above)

Principal EEO
Director/Official for

U.S. Department of the Interior

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

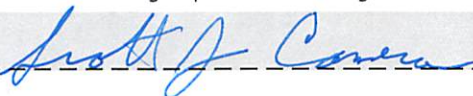
I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Tyonia Ward Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.





9/30/19
Date



Scott Cameron
Principal Deputy Assistant Secretary - Office of Policy, Management and Budget

9/30/19
Date

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 FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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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	A.1 – The agency issues an effective, up-to-date EEO policy statement. 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)]	No	The Department issued Personnel Bulletin 18-01 on March 23, 2018, which speaks to non-discrimination in the workplace.	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	A.2 – The agency has communicated EEO policies and procedures to all employees.	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		New
A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	No	OS has not yet met this measure	New
A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website:			
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

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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.doi.gov/eo/accesscenter/access	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	New Employee Orientation, Semi-Annually EEO Training	A.2.a
A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	Yes	New employee orientation; EEO training (semi-annually); On a regular and consistent bases, during the EEO complaint process (pre-complaint and formal complaint) and for general information purposes when employees are making inquiries.	New
A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	Yes	New employee orientation; EEO training (semi-annually); On a regular and consistent bases, during the EEO complaint process (pre-complaint and formal complaint) and for general information purposes when employees are making inquiries.	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	Personnel Bulletin No. 18-01 Prevention and Elimination of	New

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			Harassing Conduct; Listening Sessions; On a regular and consistent bases. During the EEO complaint process (pre-complaint and formal complaint) and for general information purposes when employees are making inquiries. Employees are also referred to HR to address the administrative processes.	
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	New Employee Orientation; EEO training (semi-annually)	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.		No	OSMRE, BSEE, BOEM and OS have not this met measure.	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.



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 Compliance Indicator  Measures		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	BOR, USGS, BSEE, BOEM, BLM and OS have not met this measure. This non-compliance measure has previously been reported to the EEOC during two EEOC Technical Assistance Visits	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.	No	OS has not met this measure	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]	No	OS has not this met measure.	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	Assistant Secretary, Policy Management & Budget 8/30/18 and 9/14/18	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



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 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments New Compliance Indicator	
B.2 – The EEO Director controls all aspects of the EEO program.				
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 issuing 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)]	Yes		New
B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.				
 Compliance Indicator  Measures				
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.	No	OS has not yet met this measure	New



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 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)]	No	BSEE, BOEM, BOR, OSMRE, OS have not met this measure	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)]	No	OS has not met this measure.	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)]	Yes		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)]	No	BOR and OS have not met this measure.	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		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	Yes		New





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B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	Yes		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	Personnel Bulletin no. 17-09 Mandatory Training on Equal Employment Opportunity (EEO), Prohibited Personnel Practices (PPPs) and Whistleblower Protections and Notification and Federal Employee	New

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			Anti-Discrimination and Retaliation Act of 2002 (No FEAR Act)	
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		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]	No	BOR, BSEE, and BOEM have not met this measure.	New
B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	No	BOR, NPS, USGS, BSEE, BOEM, and OS have not met this measure	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]	No	USGS and OS have not met this measure.	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)]	No	USGS and OS have not yet met this measure.	D.1.c



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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		Measure Met? (Yes/No/NA)	Comments	
 Measures				
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.	No	BSEE, BOEM, and BIA have not yet met this measure.	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.	No	NPS, BSEE, BOEM, and BIA have not met this measure.	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		New
 Compliance Indicator		Measure Met? (Yes/No/NA)	Comments	
 Measures				
	C.2 – The agency has established procedures to prevent all forms of EEO discrimination.		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		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		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



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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		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.]	No	BOR, BLM and OS have not met yet this measure. Per the DOI PB 18-01 dated March 23, 2018 EEO Officials advise aggrieved persons of the availability of DOI's anti-harassment policy, but "do not" report EEO counseling activity to the anti-harassment program	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 <i>Complainant v. Dep't of Veterans Affairs</i> , EEOC Appeal No. 0120123232 (May 21, 2015); <i>Complainant v. Dep't of Defense (Defense Commissary Agency)</i> , EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	Yes	.	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		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)]	No	OS has not met this measure.	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



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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.	No	BOR has not yet met this measure. Unclear due to the inconsistent tracking, which will be remedied by new tracking tool for FY19.	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		New https://www.doi.gov/accesscenter/accommodations
 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.]	Yes		A.3.a.1





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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)]	No	USGS, BSEE, and BOEM have not yet met this measure.	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	C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure Met? (Yes/No/NA)	Comments	
 Measures				
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	No		C.2.a, C.2.b, & C.2.c





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	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]		NPS, BSEE, and BOEM have not yet met this measure.	
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 have timely access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	No	OS has not yet met this measure.	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)]	No	NPS, BSEE, BOEM, BIA and OS have not yet met this measure.	New
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	No	USGS and BIA have not yet met this measure.	New
C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	No	OS has not yet met this measure.	New
C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	No	OS has not yet met this measure.	New
C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes		New
 Compliance Indicator	C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Measure Met? (Yes/No/NA)	Comments	
 Measures				
C.5.a	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)	Yes		C.3.a.

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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.	No	BIA has not yet met this measure.	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)]	No	BOR has not yet met this measure.	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.	No	OS has not yet met this measure.	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]	No	OS has not yet met this measure.	New

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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		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		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



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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		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.	No	OSMRE, USGS, BSEE, BOEM and OS have not yet met the measure.	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)]	No	OS has not yet met this measure.	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  Measures		Measure Met? (Yes/No/NA)	Comments	
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes		E.3.a.1



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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(l)?	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(l)? If so, please provide the average processing time in the comments.	No	BOR has not yet met this measure. BLM – Within 3-5 business days FWS - Average Days - 30 days NPS – 16 days	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 personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	Yes		New
E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	No	BOR has not yet met this measure.	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	In accordance with the contractor's statement of work (SOW), the Agency may demand the removal of a contract investigator	E.2.c





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			where it determines an investigator is ineffective). If the contractor delivers a report that is insufficient, the report is returned to the contractor for further development.	
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 ()? [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		New
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	BOR currently employs two attorneys as EEO personnel within the Civil Rights Division who are trained in conducting legal sufficiency reviews of investigative Reports. OSMRE: in accordance with EEOC MD 110, Chapter 1	E.6.a

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			BLM sends an email to OCR's Employment & Labor Law Unit, General Law (ELLU) with the subject line titled Legal Sufficiency Review. OS - Office of Civil Rights, Employment Complaints Adjudication Division	
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)]	N/A		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? EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)	Yes		E.6.c
 Compliance Indicator	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	
 Measures				
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

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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:			
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)]	No	OS has not yet met this measure.	New
E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	No	OS has not yet met this measure.	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		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		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	The Employee Complaints Adjudication Division (ECAD) are monitoring complaint trends by way of the Annual Complaints	E.5.e

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			<p>Processing Report that disseminated internally to the EEO community; monthly and quarterly meetings with the agencies Complaints Managers, where they come together as an EEO community to discuss and address current and hot-button issues. For example, ECAD might note that a bureau has many untimely investigations. They will use that opportunity to gather information.</p>	
E.5.b	<p>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.</p>	Yes	<p>The Affirmative Employment Program (AEP) Division invites a guest speaker to attend their monthly Affirmative Employment Program/Special Emphasis Program/Diversity Program Managers Community of Practice meetings to share best practices to improve the effectiveness of the EEO program. (Topics has included: Barrier Analysis; MD-715 Reporting Changes; Reasonable Accommodation</p>	E.5.g



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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
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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		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		Measure Met? (Yes/No/NA)	Comments	
F.2.a	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes	Indicator moved from E-III Revised	C.3.d

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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	F.3 - The agency reports to EEOC its program efforts and accomplishments.	Measure Met? (Yes/No/NA)	Comments	
 Measures				
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



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element A: Demonstrated Commitment from Agency Leadership	The Department of the Interior did not develop and issue comprehensive EEO and Diversity, Policy Statement for use throughout the Department.			
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)
09/30/2018	Develop and disseminate EEO policy statement that address the Secretary's Commitment to EEO and Diversity.	12/30/2025		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights (OCR)	Erica White-Dunston	Yes		
DOI Secretary	David Bernhardt			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
12/30/2018	Hire Director for Departmental Affirmative Employment Programs (AEP) to oversee and bring overall AEP into compliance with EEOC requirements.	Yes		09/16/2018
02/20/2019	Develop EEO and Diversity Policy Statement.	Yes		
09/30/2019	Distribute policy statements to key stakeholders for input.	Yes		



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09/30/2019	Distribute policy statements to key stakeholders for input.	Yes		
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR		ACCOMPLISHMENTS		
2018		<p>Received approval to backfill vacant AEP Director position. Position advertised government wide. Convened hiring panel and selected quality candidate to oversee the overall program.</p> <p>At the end of the reporting year, the new AEP Director on-boarded and began the process of accessing the overall program for compliance.</p> <p>The Department issued a new Anti-Harassment Policy on April 23, 2018, which followed the Anti-Harassment Policy Statement which was issued on April 13, 2017.</p> <p>During initial intake, the Acting Director for the Office of Civil Rights discussed several of the Department's sticking points and tasked the AEP Director to establish a plan of action for addressing the agency's significant vulnerabilities. One of which is the policy statements for EEO and Diversity that had not been distributed to the workforce in two years.</p>		



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element A: Demonstrated Commitment from Agency Leadership	The Department of the Interior did not develop and issue a Department-wide policy with specific goals to hire, develop, and advance people with disabilities and targeted disabilities to the DOI workforce.			
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)
02/06/2018	Develop and disseminate a Department-wide policy with specific numerical goals for increasing the participation of persons with disabilities and targeted disabilities within the DOI workforce.	12/30/2019		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Acting Director, OCR	Erica White-Dunston	Yes		
Deputy Assistant Secretary-Human Capital and Diversity	Raymond Limon	Yes		
Director, Strategic Talent Management Programs Division	Martin Pursley	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)	DATE COMPLETED (MM/DD/YYYY)
12/30/2018	Hire Director for Departmental Affirmative Employment Programs to	Yes		09/16/2018



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	oversee and bring overall AEP into compliance with EEOC requirements			
12/30/2019	OCR and HCM to work collectively with to establish numerical goals and strategies for increasing the participation of persons with disabilities and targeted disabilities within the DOI workforce. Develop and distribute policy.	Yes		

REPORT OF ACCOMPLISHMENTS

FISCAL YEAR	ACCOMPLISHMENTS
FY 2018	<p>Received approval to backfill vacant AEP Director position. Position advertised government wide. Convened hiring panel and selected quality candidate to oversee the overall program.</p> <p>At the end of the reporting year, the new AEP Director on-boarded and began the process of accessing the overall program for compliance.</p> <p>During initial intake, the Acting Director for the Office of Civil Rights discussed several of the Department's sticking points and tasked the AEP Director to establish a plan of action for addressing the agency's significant vulnerabilities. Which included developing and implementing strategies to increase the participation of persons with disabilities and targeted disabilities in the DOI workforce.</p>



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY		BRIEF DESCRIPTION OF PROGRAM DEFICIENCY		
Essential Element A: Demonstrated Commitment from Agency Leadership		Establish procedures for new supervisors and newly promoted supervisors from within the DOI to understand their roles and responsibilities for preventing harassment, and providing reasonable accommodations.		
OBJECTIVE(S) AND DATES FOR EEO PLAN				
DATE INITIATED (MM/DD/YYYY)	Ensure new managers and supervisors understand their roles and responsibilities for prevention of harassment and providing reasonable accommodations.	TARGET DATE (MM/DD/YYYY)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
09/30/2018		Ongoing		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Strategic Employee & Organizational Development	Vicki Brown	Yes		
Workforce Transformation Program Manager	Tammy Duchesne	Yes		
Director, Workforce Relations Division	Ayanna Sears	Yes		
Senior Program Manager for Workers' Compensation and Reasonable Accommodation	Deborah Pfaff	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)	DATE COMPLETED (MM/DD/YYYY)
09/30/2018	Disseminate the anti-harassment policy to all employees.	Yes		04/23/2018
03/30/2020	Disseminate the reasonable accommodation policy and procedures to all employees.	Yes		



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Ongoing	Provide training on the anti-harassment policy and the reasonable accommodation policy and procedures during employee, new supervisor/manager onboarding.	Yes		
Ongoing	Incorporate the anti-harassment policy and the reasonable accommodation policy and procedures as a feature in the mandatory new supervisory and manager training.	Yes		
Ongoing	Provide continuous training to all responsible staff to ensure they have the most up-to-date information and resources to carry out their responsibilities effectively.	Yes		

REPORT OF ACCOMPLISHMENTS

FISCAL YEAR	ACCOMPLISHMENTS
FY 2018	<p>Department's first comprehensive policy on the Prevention and Elimination of Harassing Conduct was issued.</p> <p>Multiple listening sessions on the prevention and elimination of harassment was conducted by the Department senior leadership to increase awareness of the DOI Anti-Harassment policy and employee/supervisor responsibilities.</p>



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TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element B: Integration of EEO into the Agency's Strategic Mission	The EEO/OCR Director is not under the direct supervision of the Secretary of the Department of the Interior. <i>(This non-compliance measure has previously been reported to the EEOC during two EEOC Technical Assistance Visits).</i>			
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)
2/06/2018	Standardize reporting structure for the entire Department of the Interior EEO staff to ensure the OCR Director reports to the head of the Agency and or the same Executive designee as other mission-related programmatic offices report.	12/30/2028		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
DOI Secretary	David Bernhardt			
Assistant Secretary for Policy, Management and Budget	Susan Combs			
Principal Deputy Assistant Secretary	Scott Cameron			
Deputy Assistant Secretary for Human Capital and Diversity	Raymond Limon			
Director, Office of Civil Rights	Erica White-Dunston			



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PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
12/30/2019	OCR officials to research reporting structure for cabinet level agencies, and develop comparative analysis to present to Senior Executives within the DOI	Yes		
12/30/2020	Implement procedures to realign OCR Director to comply with 29 CFR 1614.102(b)(4)	Yes		
12/30/2019	OCR Director to meet and outline criterion for reporting structure with the Assistant Secretary, PMB, Principal Deputy Assistant Secretary, and Deputy Assistant Secretary of Human Capital and Diversity.	Yes		
12/30/2019	OCR Director, Bureau EEO Officers to conduct joint meeting with Heads of Bureau to outline the criterion for reporting.	Yes		
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR	ACCOMPLISHMENTS			
FY 2018	This is a new Plan H, no action taken.			



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element B: Integration of EEO into the Agency's Strategic Mission	Not every Bureau within the Department has sufficient resources to successfully implement the EEO program of conducting a self-assessment and to eliminate program deficiencies.			
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)
02/06/2018	Provide sufficient resources in each of the Bureaus to ensure adequate staff is available to carry out EEO program objectives of regularly assessing for program deficiencies and reporting it to the appropriate Executive with authority to correct identified problems.	12/30/2025		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights	Erica White-Dunston	Yes		
Deputy Assistant Secretary – Human Capital and Diversity	Raymond Limon	Yes		
Bureau/Office Directors	Various Personnel	Yes		
Office of Budget	Various Personnel			



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PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
12/30/2018	Hire Director for Departmental Affirmative Employment Programs to oversee and bring overall AEP into compliance with EEOC requirements.	Yes		09/16/2018
Ongoing	OCR Director, Bureau EEO Officers participate in senior level staff meetings concerning personnel, budget, technology and other workforce issues.	Yes		
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR	ACCOMPLISHMENTS			
FY 2018	<p>Received approval to backfill vacant AEP Director position. Position advertised government wide. Convened hiring panel and selected quality candidate to oversee the overall program.</p> <p>At the end of the reporting year, the new AEP Director on-boarded and began the process of accessing the overall program for compliance.</p> <p>During initial intake, the Acting Director for the Office of Civil Rights discussed several of the Department's sticking points and tasked the AEP Director to establish a plan of action for addressing the agency's significant vulnerabilities.</p>			



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element B: Integration of EEO into the Agency's Strategic Mission	The Department does not have a tracking mechanism in place to account for and ensure timely issuance of requests for reasonable accommodation throughout the Department.			
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)
9/30/2018	Establish a tracking mechanism to account for and ensure timely issuance of request for reasonable accommodations.	12/30/2025		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Workforce Relations Division	Ayanna Sears			
Senior Program Manager for Workers' Compensation and Reasonable Accommodation	Deborah Pfaff			
Director, Human Resources Information Systems Division	Christopher Lawson			
Managers and Supervisors	Various Personnel			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
Ongoing	Discuss issue at monthly Reasonable Accommodation Community of Practice	Yes		



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	meetings and ensure Reasonable Accommodation Annual reports monitor and track timeliness.			
09/30/2018	Meet with Director, OCR and Director, Workforce Relations Division to discuss the necessity for a reasonable accommodation tracking system.	Yes		09/30/2018
12/30/2019	Conduct market research on potential GSA vendor's reasonable accommodation tracking and reporting systems.	Yes		09/22/2018
09/30/2019	Provide justification to Director, Workforce Relations Division to secure reasonable accommodation tracking system.	Yes		07/2019
09/30/2024	Secure a new automated reasonable accommodations tracking system to improve the processing of reasonable accommodations in accordance with the guidelines set forth in the Department's Reasonable Accommodation policy and procedures.	Yes		
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR		ACCOMPLISHMENTS		
FY 2018		This is a new Plan H, no action taken.		



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element B: Integration of EEO into the Agency's Strategic Mission	Standardize internal processes to ensure Senior Managers are accountable for establishing action plans to identify and eliminate employment barriers within each of their respective areas of consideration.			
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)
09/30/2018	Standardize internal processes to ensure Senior Managers are accountable for establishing action plans to identify and eliminate employment barriers within each of their respective areas of consideration.	06/30/2025		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights	Erica White-Dunston			
Assistant Secretary for Human Capital and Diversity	Raymond Limon			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
03/30/2025	Incorporate EEO element in performance standards of all DOI leaders			
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR	ACCOMPLISHMENTS			
FY 2018	This is a new Plan H, no action taken.			



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element C: Management and Program Accountability	Establish procedures to ensure personnel policies regarding Schedule A Hiring for people with disabilities are clear and consistently applied throughout the DOI.			
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)
9/30/2018	Ensure personnel policies regarding Schedule A Hiring for people with disabilities are clear and consistently applied throughout the DOI.	10/30/2021		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Deputy Assistant Secretary - Human Capital and Diversity/Chief Human Capital Officer	Raymond Limon			
Director, Strategic Talent Management Programs Division	Martin Pursley			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
12/30/2025	Provide recurring training on personnel policies and procedures to HR practitioners DOI wide.	Yes		



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12/30/2025	Develop and disseminate policies and procedures as it relate to Schedule A Hiring to all DOI employees.	Yes		
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR		ACCOMPLISHMENTS		
FY 2018		This is a new Plan H, no action taken.		



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element C: Management and Program Accountability	The Department doesn't regularly assess its bureau and field offices for possible EEO program deficiencies.			
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)
9/30/2018	Develop processes and procedures to ensure all Bureaus and OCR regularly assess the Bureau and Field Offices for possible EEO Program shortfalls and deficiencies.	12/30/2025		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights	Erica White-Dunston	Yes		
Bureau and Offices EEO Officers	Various Personnel	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)	DATE COMPLETED (MM/DD/YYYY)
12/30/2019	Provide MD-715 training to ensure compliance and to ensure the document serves as a useful resources.	Yes		



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Monthly	Conduct monthly meetings with MD-715 practitioners, SEPMS, Affirmative Employment Program Managers, Diversity Program Managers and other stakeholders to discuss issues, share best practices and to coordinate efforts for regular assessments of the Bureau and Field Offices for possible EEO Program shortfalls and deficiencies.	Yes		
Monthly	Conduct monthly meetings with Bureau EEO Directors to discuss issues, share best practices and to coordinate efforts for regular assessments of the Bureau and Field Offices for possible EEO Program shortfalls and deficiencies.	Yes		
Bi-annual	Conduct bi-annual compliance review and site visits.			
12/30/2020	Develop criteria.			
12/30/2020	Designate employee/leadership to perform audits.			
04/30/2021	Perform field audits.			
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR		ACCOMPLISHMENTS		
FY 2018		This is a new Plan H, no action taken.		



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element C: Management and Program Accountability	The Department doesn't regularly assess the bureaus and field offices on their efforts to remove barriers from the workplace.			
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)
9/30/2018	Ensure organizational component leaders partner with EEO and HR to identify and remove employment barriers.	Annually		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights	Erica White-Dunston			
Director, Office of Human Capital and Deputy Chief Human Capital Officer	Jennifer Ackerman			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
12/30/2019	Provide Barrier Analysis training	Yes		
12/30/2020	Provide MD-715 training to ensure compliance and to ensure the document serves as a useful resources	Yes		



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04/30/2021	Assess the bureaus and field offices on their efforts to remove barriers from the workplace.			
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR		ACCOMPLISHMENTS		
FY 2018		This is a new Plan H, no action taken.		



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element C: Management and Program Accountability	The OCR community does not have procedures in place to advise aggrieved persons of the availability of DOI's anti-harassment policy, but "do not" report EEO counseling activity to the anti-harassment program.			
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)
9/30/2018	EEO Officials provide EEO counseling activity to the anti-harassment program.	04/30/2022		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights	Erica White-Dunston			
Bureau EEO Officers	Various Personnel			
Workforce Transformation Program Manager	Tammy Duchesne			
Bureau Anti-Harassment Coordinators	Various Personnel			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
04/30/2022	Implement procedures within OCR and Bureaus to notify Anti-Harassment	Yes		



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	Coordinator of all EEO counseling activity alleging harassment.			
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR	ACCOMPLISHMENTS			
FY 2018	This is a new Plan H, no action taken.			



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element C: Management and Program Accountability	The Department doesn't have a tracking mechanism to account for and ensure timely issuance of requests for reasonable accommodation.			
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)
9/30/2018	Establish a tracking mechanism to account for and ensure timely issuance of request for reasonable accommodations.	12/30/2025		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Workforce Relations Division	Ayanna Sears			
Senior Program Manager for Workers' Compensation and Reasonable Accommodation	Deborah Pfaff			
Director, Human Resources Information Systems Division	Christopher Lawson			
Managers and Supervisors	Various Personnel			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
Ongoing	Discuss issue at monthly Reasonable Accommodation Community of Practice	Yes		



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	meetings and ensure Reasonable Accommodation Annual reports monitor and track timeliness.			
09/30/2018	Meet with Director, OCR and Director, Workforce Relations Division to discuss the necessity for a reasonable accommodation tracking system.	Yes		09/30/2018
12/30/2019	Conduct market research on potential GSA vendor's reasonable accommodation tracking and reporting systems.	Yes		09/22/2018
09/30/2019	Provide justification to Director, Workforce Relations Division to secure reasonable accommodation tracking system.	Yes		07/2019
09/30/2024	Secure a new automated reasonable accommodations tracking system to improve the processing of reasonable accommodations in accordance with the guidelines set forth in the Department's Reasonable Accommodation policy and procedures.	Yes		
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR		ACCOMPLISHMENTS		
FY 2018		This is a new Plan H, no action taken.		



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element C: Management and Program Accountability	The Department does not have a system in place to track and report the DOI's performance with regards to providing reasonable accommodation solutions to individuals with disabilities.			
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)
09/30/2018	Establish recurring reporting on the percentage of requests for reasonable accommodation that are timely processed and a root cause analysis on those that did not with the intent to remove impediments to providing reasonable accommodation solutions.	12/30/2021		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director Workforce Relations Division	Ayanna Sears			
Director Human Capital Information Systems	Chris Lawson			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
12/30/2018	Hire Director for Departmental Affirmative Employment Programs (AEP) to oversee and	Yes		09/16/2018



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	bring overall AEP into compliance with EEOC requirements.			
09/30/2019	Communicate requirement for agency-wide tracking system	Yes		
10/01/2021	Establish procedure for tracking agency-wide reasonable accommodations	Yes		

REPORT OF ACCOMPLISHMENTS

FISCAL YEAR	ACCOMPLISHMENTS
FY 2018	<p>Received approval to backfill vacant AEP Director position. Position advertised government wide. Convened hiring panel and selected quality candidate to oversee the overall program.</p> <p>At the end of the reporting year, the new AEP Director on-boarded and began the process of accessing the overall program for compliance.</p> <p>During initial intake, the Acting Director for the Office of Civil Rights discussed several of the Department's sticking points and tasked the AEP Director to establish a plan of action for addressing the agency's significant vulnerabilities.</p>



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element C: Management and Program Accountability	The current DOI Reasonable Accommodation Policy and Procedures need to be updated to comply with the final rule for Section 501 of the Rehabilitation Act.			
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)
02/06/2018	Ensure the Department's reasonable accommodation policy and procedures comply with the final rule for Section 501 of the Rehabilitation Act.	06//30/2020		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Workforce Relations Division	Ayanna Sears			
Senior Program Manager for Workers' Compensation and Reasonable Accommodation	Deborah Pfaff			
Office of the Solicitor	Gavin Frost			
Office of Occupational Safety and Health	Various Personnel			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
06/30/2020	Update existing reasonable accommodation policy and procedures to	Yes		



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	comply with the final rule for Section 501 of the Rehabilitation Act.			
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR	ACCOMPLISHMENTS			
FY 2018	This is a new Plan H, no action taken.			



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element C: Management and Program Accountability	The Department doesn't have any internal procedures in place where 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.			
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)
09/30/2018	The EEO Director be given the opportunity to provide recommendations to agency head on all EEO matters.	09/30/2021		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights	Erica White-Dunston			
Deputy Assistant Secretary – Human Capital and Diversity	Raymond Limon			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
09/30/2021	Educate Human Capital and Senior Leadership about EEO involvement with disciplinary action recommendations.	Yes		
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR	ACCOMPLISHMENTS			
FY 2018	This is a new Plan H, no action taken.			



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element C: Management and Program Accountability	Process to obtain receipt of exit interview data, climate assessment surveys, and grievance data from the Human Capital Management and CADR is warranted.			
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)
9/30/2018	Develop internal process to obtain receipt of exit interviews, data, climate assessment surveys, and grievance data from the Human Capital Management and CADR.	09/30/2025		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Collaborative Action and Dispute Resolution	William Hall			
Director, Human Resources Information Systems Division	Christopher Lawson			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
09/30/2025	Work with Human Capital Management team and CADR on identifying a process or mechanism to access/gather this data.	Yes		
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR	ACCOMPLISHMENTS			
FY 2018	This is a new Plan H, no action taken.			



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element C: Management and Program Accountability	Managers and supervisors are unaware of the requirements of the Affirmative Action Plan for persons with disabilities.			
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)
01/30/2019	Train managers and supervisors on the requirements of the Affirmative Action Plan for persons with disabilities.	09/30/2021		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights	Erica White-Dunston			
Director, Strategic Talent Management Programs Division	Martin Pursley			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
Ongoing	Provide training on the requirements of the Affirmative Action Plan for persons with disabilities.	Yes		



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Ongoing	Incorporate the Affirmative Action Plan for persons with disabilities as a feature in the mandatory new supervisory and manager training.	Yes		
Ongoing	Provide continuous training to all responsible staff to ensure they have the most up-to-date information and resources to carry out their responsibilities effectively.	Yes		

REPORT OF ACCOMPLISHMENTS

FISCAL YEAR	ACCOMPLISHMENTS
FY 2018	This is a new Plan H, no action taken.



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element C: Management and Program Accountability	Involve managers and supervisors in removing employment barriers for people with disabilities.			
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)
09/30/2018	Get managers involved in barrier analysis process.	09/30/2025		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights	Erica White-Dunston			
Bureau EEO Officers	Various Personnel			
Human Capital Officers	Various Personnel			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
09/30/2025	Initiate Barrier Analysis Project			
09/30/2025	Invite management participation			
09/30/2025	Organize barrier analysis team to identify next steps.			
09/30/2025	Conduct analysis.			



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12/30/2025	Produce report and recommend action items.			
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR	ACCOMPLISHMENTS			
FY 2018	This is a new Plan H, no action taken.			



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element C: Management and Program Accountability	Develop internal procedures to ensure all employees, managers, and supervisors are aware of the penalties for engaging in discriminatory behavior or taking personnel actions based upon prohibited bases.			
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)
09/30/2018	To ensure that agency managers and supervisors become aware of scenarios involving discriminatory conduct, and steps are taken to reduce the likelihood that similar types of misconduct are repeated.	09/30/2020		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights	Erica White-Dunston			
Deputy Chief Human Capital Officer	Jennifer Ackerman			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
Immediately	OCR and Human Capital, upon issuance of findings or settlements where findings would have been likely, will draft memoranda to all	Yes		



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	managers and supervisors, summarizing the case (leaving involved party names anonymous), the reason for the finding or settlement, and providing lessons learned.			
09/30/2021	OCR, will review EEO case history for past five (5) years to identify discriminatory behavior revealed in findings of discrimination or settlements.	Yes		
09/30/2021	OCR, in consultation with Human Capital, will review disciplinary actions for past three (3) years to identify actions taken to address discriminatory misconduct.	Yes		
09/30/2021	OCR, in consultation with the Human Capital, will prepare informative training materials for managers and supervisors highlighting scenarios involving discriminatory misconduct. Training materials will include recommendations how to proactively address and prevent future discriminatory misconduct.	Yes		
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR		ACCOMPLISHMENTS		
FY 2018		This is a new Plan H, no action taken.		



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element C: Management and Program Accountability	Effective communication between EEO Programs and HR programs are warranted.			
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)
09/30/2018	Establish partnerships and time-tables to review the Agency/Bureau policies and practices for merit promotion program, employee recognition and award program and procedure, and employee development and training for systemic barriers that may impede full utilization and or promotional opportunities for all groups	12/30/2024		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Human Capital Management	Kermit Howard			
Director, Strategic Talent Management Programs	Martin Pursley			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)



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04/30/2024	Train EEO Staff on HR processes	Yes		
05/31/2024	Identify 3 HR programs to review and identify an EEO point of contact for each program.			
06/30/2024	Initiate a review of programs.			
09/30/2024	Draft report on each program.			
12/30/2024	Provide findings to Human Capital Management			

REPORT OF ACCOMPLISHMENTS

FISCAL YEAR	ACCOMPLISHMENTS
FY 2018	This is a new Plan H, no action taken.



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element D: Proactive Prevention of Unlawful Discrimination	The Department Affirmative Action Plan is not posted on the public website.			
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)
09/30/2018	Post the Department Affirmation Action Plan to the public website.	12/30/2020		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights	Erica White-Dunston			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
03/30/2020	Develop Affirmative Action Plan (AAP).	Yes		
06/30/2020	Review and approval of AAP.	Yes		
12/30/2020	Post AAP on public website.	Yes		
REPORT OF ACCOMPLISHMENTS				
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FY 2018	This is a new Plan H, no action taken.			



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY

TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY
Essential Element D: Proactive Prevention of Unlawful Discrimination	Establish internal processes to ensure consistency in utilizing all available data (i.e., union data, results from reasonable accommodations, complaints filed, etc) to identify triggers to potential barriers in the workplace.

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)
09/30/2018	Identify triggers to potential barriers in the workplace.	12/30/2025		

RESPONSIBLE OFFICIAL(S)

TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)
EEO Staff	Various Personnel	
Human Capital Management	Various Personnel	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE

TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
04/30/2022	Receive training and research methods that can be utilized for identifying triggers.			
06/30/2022	Determine what reports, processes etc. should be looked at for inclusion in the trigger/barrier analysis identification process.			
09/30/2025	Conduct assessment to monitor progress to achieve equal employment opportunity throughout the year.			



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	EEO to work with appropriate parties to develop guidelines to identify triggers in the workplace.			
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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element D: Proactive Prevention of Unlawful Discrimination	Possible negative impact HR decisions could have employees.			
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)
02/06/2018	Develop guidance for use by component leaders, to consider the impact human resource decisions such as reorganizations, and realignments, has on groups of employees with remedies to mitigate impact prior to finalizing organizational objectives.	09/30/2025		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights	Erica White-Dunston			
Deputy Assistant Secretary – Human Capital and Diversity	Raymond Limon			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				



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TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
	Regularly examine the impact of personnel practices by race, national origin, sex and disability.			
	EEO to assess policy and identify any possible issues from an EEO standpoint.			
	EEO to meet with HR to discuss.			
	EEO to work with HR to address any possible issues in policies and procedures.			
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR	ACCOMPLISHMENTS			
FY 2018	This is a new Plan H, no action taken.			



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element E: Efficiency	Acceptance/dismissal letters were not all issued within 60 days of filing.			
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)
09/30/2018	Implement procedures to ensure acceptance letters/dismissal decisions initiated throughout the Department are completed within a reasonable time frame (e.g., 60 days) after receipt of the written notification.	09/30/2021		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Acting Director, Complaints Adjudication Division	Thomas Ziehnert			
Complaints Manager	Melba Vaughn			
Bureau EEO Officers	Various Personnel			
Bureau Complaints Managers	Various Personnel			



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PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
09/30/2021	Issue acceptance/dismissal letters for all complaints pending over 60 days	Yes		
09/30/2021	Issue acceptance/dismissal letters for all complaints pending over 30 days.	Yes		
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR	ACCOMPLISHMENTS			
FY 2018	This is a new Plan H, no action taken.			



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element E: Efficiency	Procedures to ensure Departmental complaint investigations are completed ahead of the standardized timelines by the EEOC are warranted.			
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)
09/30/2018	Establish and implement procedures to ensure Departmental complaint investigations are completed ahead of the standardized timelines by the EEOC.	12/30/2026		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights	Erica White-Dunston	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)	DATE COMPLETED (MM/DD/YYYY)
12/30/2026	Coordinate with DOI components to develop supplemental internal controls regarding timeliness of investigations.	Yes		



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12/30/2026	Coordinate with DOI components to streamline review processes to expedite issuance of Report of Investigations.	Yes		
REPORT OF ACCOMPLISHMENTS				
FISCAL YEAR		ACCOMPLISHMENTS		
FY 2018		This is a new Plan H, no action.		



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STATEMENT OF MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY				
TYPE OF PROGRAM DEFICIENCY	BRIEF DESCRIPTION OF PROGRAM DEFICIENCY			
Essential Element E: Efficiency	The Agency does not have sufficient data collection systems in place to evaluate the Departmental EEO program.			
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)
02/06/2018	Establish sufficient data collection system to evaluate the Departmental EEO Program.	12/30/2025		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Civil Rights	Erica White-Dunston			
Director, Human Resources Information Systems Division	Christopher Lawson			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
12/30/28	Evaluate current data collection system to determine if data collected is sufficient to evaluate the overall Departmental EEO program.	Yes		



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REPORT OF ACCOMPLISHMENTS

FISCAL YEAR	ACCOMPLISHMENTS
FY 2018	This is a new Plan H, no action taken.



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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
	<p>WORKFORCE REPRESENTATION, HIRING AND ATTRITION TREND As of September 30, 2018, Hispanic representation in the Department is below the civilian labor force (CLF) statistic. The Department employed 3,454 (6.4%) permanent Hispanic employees in its workforce, which is slightly below the government-wide participation rate of 8.5% and significantly below the CLF participation rate of 9.96%. The participation rate for Hispanics occupying permanent positions decreased by 17 employees from 3,471 in FY 2017 to 3,454 in FY 2018. Overall, from a historical perspective, the number of Hispanics occupying positions within the Department of Interior has increased over the years, however, their expected rate of participation remains below the CLF.</p> <p>MISSION CRITICAL OCCUPATIONS Hispanic men occupying positions in the Park Ranger (0025), Security Guard (0085), Petroleum Engineering Technician (0802), Petroleum Engineering (0881), Geophysics (1313), Hydrology (1315), Geology (1350), Criminal Investigating (1811), and Dispatching (2151) series were consistently lower than their availability in the OCLF from FY</p>	<p>Hispanics have less than expected participation in the DOI workforce. They have less than expected participation in the Leadership Pipeline</p>



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2015 to FY 2018. Although the participation rates of Hispanic men occupying positions in the Petroleum Engineering Technician (0802) career field, it is noted that there is incremental increase from 6.3 percent in FY 2016 to 7.3 percent in FY 2018.

The participation rates of Hispanic women in the Park Ranger (0025), Environmental Protection Specialist (0028), Security Administration (0080), General Natural Resources Management & Biological Sciences (0401, Range Technician (0455), Forestry Technician (0462), Petroleum Engineering Technician (0802), Geophysics (1313), Hydrology (1315), Geology (1350), Gen Inspect, Investigation, Enforcement, & Compliance (1801), Criminal Investigating (1811), and Dispatching (2151) were lower than their availability in the OCLF from FY 2015 to FY 2018. There is no participation rate for Hispanic women in the security guard position from 2015 to the current year.

GRADE SYSTEM

There is a greater distribution of Hispanics in all GS levels. In the permanent workforce, 537 Hispanic men are working within the GS-12 to GS-15 positions that is 27 percent of the overall permanent Hispanic male population (1,989) for FY 2018. In FY 2018, Hispanic men comprised 27 percent of grades 13-15, much lower than in FY 2015, when Hispanic men comprised 3.4 percent of the permanent workforce, yet only 32 percent were in grades 13-15. Hispanic women (537) are working in GS-12 to GS 15 positions. This represents 32 percent of all



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permanent Hispanic women. Hispanic women experienced high promotion rates at the journey level (grades 9 through 11) and lower rates at the senior level when compared to the overall promotion rate of each grade level. These trends remained consistent for three consecutive years.

SENIOR LEADERSHIPS

In FY 2018, there were 13 SESs (8 men and 5 women) as compared to FY 2017 14 SESs (8 men and 6 women). The representation of Hispanic men in Executive/Senior Level pay grades has slowly risen, although it is still slightly below the workforce participation rate. The participation rates in the higher grades have been consistently trending downward for Hispanic women. Further analysis of applicant flow data of Hispanics at the identified grades is necessary to pinpoint any potential barriers.

EEO GROUP(S) AFFECTED BY TRIGGER

EEO Group	Yes or No
All Men	N
All Women	N
Hispanic or Latino Men	Y
Hispanic or Latina Women	Y
Native Hawaiian or Other Pacific Islander Men	N
Native Hawaiian or Other Pacific Islander Women	N
American Indian or Alaska Native Men	N
American Indian or Alaska Native Women	N
Two or More Races Men	N
Two or More Races Women	N

Barrier Analysis Process



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Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Tables A 1 – 14
Complaint Data (Trends)	Yes	462 Report and NoFear Act
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	Yes	
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	EEOC Women's Work Group Report EEOC REPORT ON THE HISPANIC EMPLOYMENT CHALLENGE IN THE FEDERAL GOVERNMENT
Other (Please Describe)	Yes	U.S. Office of Personnel Management (OPM) and Equal Employment Opportunity Commission (EEOC) Memorandum on Hispanic Employment

Status of Barrier Analysis Process

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

OBJECTIVE(S) AND DATES FOR EEO PLAN



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DATE INITIATED (MM/DD/YYYY)	OBJECTIVE	TARGET DATE (MM/DD/YYYY)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
02/06/2018	Conduct analysis of Agency policies, practices, or procedures that may create potential barriers to the upward mobility of Hispanic/Latino employees to the senior grades of GS-13 through SES.	09/30/2025		

RESPONSIBLE OFFICIAL(S)

TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)
Director	Erica White-Dunston	
Director, Office of Human Capital and the Deputy Chief Human Capital Officer (DCHCO)	Raymond Limon	Y
Director, Strategic Employee and Organizational Development	Vicki Brown	
EEO Bureau and Bureau Human Capital Offices	Various Personnel	
ERGs, DCAs and SEPMS	Various Personnel	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE

TARGET DATE	PLANNED ACTIVITIES	SUFFICIENT FUNDING	MODIFIED DATE	DATE COMPLETED



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(MM/DD/YYYY)		& STAFFING (YES OR NO)	(MM/DD/YYYY)	(MM/DD/YYYY)
Ongoing	Review current recruitment policy and program for opportunities to increase targeted groups efforts.	Y		
Ongoing	Promote opportunities for employees to connect to employee resource groups and Diversity Change Agents (DCA).	Y		
Ongoing	Introduce DOI managers, supervisors and employees to the National Association of Hispanic Federal Executives (NAHFE), Hispanic Organization on Relevancy, Advising, Leadership and Excellence (HORALE), Professional Latinos and other Hispanic serving organizations to develop recruitment sources and pipelines of potential Hispanic applicants.	Y		
12/30/2025	Conduct a barrier analysis on the mission critical occupations	Y		
3/1/2021	Develop and implement a series of career development initiatives and detail assignments	Y		

REPORT OF ACCOMPLISHMENTS

The Department made tremendous progress towards increasing the total number of Hispanics in the workforce by implementing initiatives that attract, promote and increase the employment of Hispanics. Hispanic employees represent 6.4 percent (3,454) of the permanent workforce in FY 2018, compared to 6.3 percent (3,439) in FY 2017. The workforce participation rates for permanent Hispanic at DOI increased from FY 2015 to FY 2018 and were below the NCLF and RCLF participation rates.



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Hispanic men occupied 24.4% (485) of the Professional positions within the DOI permanent workforce that is a rate above their participation in the permanent workforce. The total number of Hispanic men occupying professional positions increased by 1 during the reporting period. Hispanic women occupied 21.8% (319) of the Professional positions, which is above their participation rate in the permanent workforce. The total number of Hispanic women increased by 11 during the reporting period.

The Department has participated in several targeted recruitment events to incorporate OPM and DOI's specific hiring authorities. These opportunities allow for direct hire and non-competitive appointments. Some are as follows:

- Mentoring Programs - This program transfers knowledge and skills; builds and retains a well-rounded cadre of employees for successions; fosters an open environment where information is shared, and strengthens communication, trust and collaboration between Reclamation associates at all levels.
- Workforce Recruitment Program - Provide training and workshops to these organizations and groups educating them on such topics as resume writing, navigating through USAJOBSs, the federal hiring process, and special hiring authorities/programs to help them more effectively search for federal employment.
- Schedule A Hiring Flexibilities - They provide advice and counsel to assist managers in exploring hiring options when establishing new or restructuring current positions to provide developmental assignments as well as identify opportunities to hire diverse staff.

The Department has a presence on the National Council of Hispanic Employment Program Managers (NCHEPM) a governing body consisting of an executive membership from multiple federal agencies and other organization from across the United States.

Over the past five (5) years, the BLM has made tremendous progress in increasing the total number of Hispanics in the workforce by implementing initiatives that attract, promote and increase the employment of Hispanics. In Fiscal year FY 2018, BLM's total workforce included 10,499 employees, of which 926 were Hispanics. The FY 2018 analyses revealed that the agency exceeded the National Civilian Labor Force (CLF) benchmark of 5.17% for Hispanic hires. This is the first time in the agency's history for this group and the recruitment efforts are extremely commendable. Hispanic Men (597) are represented at 5.7% and 3.1% for Hispanic Women (329). Representation of Hispanic Men continues to show an increase and for the first time exceeds the CLF. While the representation of Hispanic Women did demonstrate an increase of seven (7), this increase remains below the CLF.

FWS promoted employment opportunities among qualified candidates by sharing job announcements with local League of United Latin American Citizens (LULAC) chapters across the country. LULAC students are invited to participate in webinars conducted by the FWS which provide information on career opportunities, the Pathways Internship Program, Directorate Resources Assistant Fellows Program, volunteer opportunities, minimum qualification requirements established for mission-critical and other occupations. They also include guidance on application filing procedures, tips on how to write a resume for positions in the Federal service, and how to scan job announcements in USAJOBS.

In FY 2019, DOI continues to:

- partner with Minority Serving Institutions (MSIs), including Hispanic Serving Institutions (HSIs), and educational institutions with high Hispanic student populations, professional organizations, military transition assistance programs, and Veterans Service Organizations to conduct targeted outreach;



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- partnership with the DOI National Association of Hispanic Employees (NAHE), Federally Employed Women (FEW), Hispanic Organization on Relevancy, Advising, Leadership and Excellence (HORALE) and Professional Latinos to increase the participation of Hispanic in grade levels GS-12 and above;
- develop and facilitate virtual training and professional development forums annually to enhance workforce capacity in the areas of cultural competence, barrier analysis, change management, diversity and inclusion; and
- expand delivery of HR – Hiring Excellence Campaign sessions including the Bison Career Network (BCN), Pathway and Presidential Management Fellowships (PMF) Program.



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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
	A4-1	<p>Women and several minorities groups less than expected participation in the Leadership Pipeline.</p> <p>The DOI made 301 internal selections to GS-13. Of those, 58.5% were Men and 41.5% Women. Selections were made in all other employee groups. There were 151 internal selections for the GS-14 level. The Men selection rate was 62.3% and the Women rate was 37.7%. The assessment of senior level positions showed overall Men and White Men had high participation rates in Executive/Senior Level (Grades 15 and above) positions.</p>

EEO GROUP(S) AFFECTED BY TRIGGER

EEO Group	Yes or No
All Men	N
All Women	Y
Hispanic or Latino Men	Y
Hispanic or Latina Women	Y
White Men	N
White Women	N
Black or African American Men	Y
Black or African American Women	Y
Asian Men	Y
Asian Women	Y
Native Hawaiian or Other Pacific Islander Men	Y
Native Hawaiian or Other Pacific Islander Women	Y
American Indian or Alaska Native Men	Y
American Indian or Alaska Native Women	Y
Two or More Races Men	Y
Two or More Races Women	Y



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Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Tables A 1 – 14
Complaint Data (Trends)	Yes	462 Report and No Fear Act data
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	Yes	Multiple Years
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)		
Other (Please Describe)	No	

Status of Barrier Analysis Process

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

OBJECTIVE(S) AND DATES FOR EEO PLAN

DATE INITIATED (MM/DD/YYYY)	OBJECTIVE	TARGET DATE (MM/DD/YYYY)	MODIFIED DATE	DATE COMPLETED



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			(MM/DD/YYYY)	(MM/DD/YYYY)
8/1/2018	Assess opportunities to enter the SES through DOI's career development program and through external hiring.	12/1/2025		
RESPONSIBLE OFFICIAL(S)				
TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)		
Director, Office of Human Capital and the Deputy Chief Human Capital Officer (DCHCO)	Raymond Limon	Y		
Director, Strategic Employee and Organizational Development	Vicki Brown			
Bureau Human Capital Offices	Various Personnel			
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE				
TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
09/30/2020	OHC review promotion data. OCR will determine if there are areas or occupations with triggers in promotions annually.	Y		



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Ongoing	Annually, DOI Bureaus will promote participation in their career development programs, academic programs, and learning training programs sponsored by their agency and/or other government agencies. In addition, they will have access to training/career development programs courses via DOI Talent.	Y		
Ongoing	Annually, Department will continue to promote/advertise DOI-wide the Senior Executive Service Candidate Development and President Management Fellows Program (PMF).	Y		
11/30/2025	Get the applicant flow data from Office of Human Capital to assess whether a policy, practice, or procedure is a barrier to advancement to the SES.	Y		
12/30/2025	Analyze how existing developmental programs for upward mobility to SES are available to a wide and diverse applicant pool.	Y		

REPORT OF ACCOMPLISHMENTS

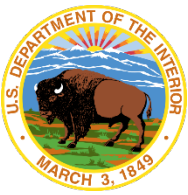
The Bureau EEO Offices and Office of Human Capital collaborate on all recruitment activities to ensure a broader distribution of vacancy announcements. The OCR staffs will coordinate and work with the Office of Human Capital and the US OPM Staff Office to get the applicant flow data.

The Department is currently operating under significant budget constraints. However, DOI is committed to providing training and career development opportunities to current and aspiring employees so they can acquire the needed skills to be successful, and stay current in their respective career fields. During the review period, the Department offered mission-related training to ensure employees had the necessary skills to perform the core functions of the agency. Furthermore, the



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Department implemented a Bison Career Network. Additionally, the DOI encourages employees to develop their careers with Individual Development Plans (IDPs). The IDP is a personalized plan to facilitate employees in achieving their short and long-term career goals.



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 0	No <input checked="" type="checkbox"/>
b. Cluster GS-11 to SES (PWD)	Yes <input checked="" type="checkbox"/>	No 0

The percentage of PWD in the GS-1 to GS-10 was 12% (2,667) in FY 2018 compared to 11.5% (2,708) in FY 2017. The participation rates met the 12% regulatory goal.

The percentage of PWD in the GS-11 to SES cluster was 7.6% (1,585) in FY 2018 compared to 7.4% (1,579) in FY 2017 that falls below the goal of 12%. The participation rates remained unchanged for both FY 2017 and FY 2018.

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 0	No <input checked="" type="checkbox"/>
b. Cluster GS-11 to SES (PWTD)	Yes <input checked="" type="checkbox"/>	No 0

The percentage of PWTD in the GS-1 to GS-10 was 2.91% (646) in FY 2018 compared to 2.91% (646). The participation rates met the 2% regulatory requirement.

The percentage of PWTD in the GS-11 to SES cluster was 1.59% (330) in FY 2018, and 1.54% (333) in FY 2017, which falls below the goal of 2%.

3. The trend remained the same for both GS-1 to GS-10 and GS-11 to SES. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

DOI has a plan in place since 2011. The new goals were established and communicated through Human Capital leadership and as part of Hiring Excellence messaging in 2017. DOI set a 12 percent hiring goal for Individuals with Disabilities



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at all grade levels and 2 percent hiring goal for Individuals with Targeted Disabilities at all grade levels. DOI continues to communicate the goal using various approaches, such as:

- Identifying the goals during webinars and training events focused on non-competitive authorities, including Schedule A and Special Hiring Authorities for Veterans.
- As part of the promotion efforts for WRP.
- Discussing the goals on HR senior leadership calls and encouraging bureau-level communication with hiring managers.
- HR specialists are having pre-recruitment discussions with hiring officials where they discuss hiring goals and the use of special hiring authorities including those for Disabled Veterans and Persons with Disabilities.

Section II: Model Disability Program

Pursuant to 29 C.F.R. §1614.203(d)(1), agencies must ensure sufficient staffing, 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** 0

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	14	27	3	Each Bureau maintains responsibility for servicing their respective workforce; the total FTEs are included in the count.



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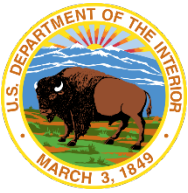
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Answering questions from the public about hiring authorities that take disability into account	13	53	3	Akia West-Butler HR Specialist akia_west-butler@ios.doi.gov Each Bureau maintains responsibility for servicing their respective workforce; the total FTEs are included in the count.
Processing reasonable accommodation requests from applicants and employees	25	8	33	Each Bureau maintains responsibility for servicing their respective workforce; the total FTEs are included in the count.
Section 508 Compliance	6	13	11	Siddhartha Sharma DOI Section 508 Program Manager Siddhartha_Sharma@ios.doi.gov Each Bureau maintains responsibility for servicing their respective workforce; the total FTEs are included in the count.
Architectural Barriers Act Compliance	7	9	4	Sloan Farrell Director Public Civil Rights Sloan_Farrell@ios.doi.gov Each Bureau maintains responsibility for servicing their respective workforce; the total FTEs are included in the count.
Special Emphasis Program for PWD and PWTD	6	14	8	Akia West-Butler HR Specialist akia_west-butler@ios.doi.gov Each Bureau maintains responsibility for servicing their respective workforce; the total FTEs are included in the count.

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 No



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The Agency has provided disability program and reasonable accommodation practitioners with sufficient training to carry out their roles and responsibilities in FY 2018. Trainings are included, but is not limited to:

- The U.S. Access Board provided training on the new Section 508 standards.
- The Agency Section 508 Program Manager hosted a series of webinars each month on various topics related to making the electronic and information technology accessible to the website.
- Employment Opportunities for Individuals with Disabilities webinar.
- Multiple DOI representatives participated in the Federal Exchange on Employment and Disability (FEED) meetings where participants learned about policies/guidelines, best practices for implementing effective disability programs, as well as the tools and tips for enhancing disability employment, and creating sustainable partnerships.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

1. 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 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.

DOI utilizes the Schedule A, and the 30 percent or More Disabled Veteran appointing authorities to fill vacant positions throughout the workforce. The DOI Disability Program Manager actively communicates with the vocational rehabilitation centers for veterans, students, and PWD to disseminate vacant positions within the organization and to provide valuable input as to the expectations surrounding the knowledge, skills, ability and educational requirements for the jobs advertised. The designed Selective Placement Program Coordinators and Veterans Employment Program Managers within the Bureaus track and coordinate applications of applicants who qualify under non-competitive authorities. Additionally, the DOI Social Media team identified and disseminated vacancy announcements to Twitter, and LinkedIn.



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During the reporting year, the Bureau of Land Management (BLM) hosted a Veterans Career Fair Summit on August 18, 2018 in Washington, DC. Representatives from the U.S. Department of Veterans Affairs, Operation Warfighter, the Wounded Warriors Project and other agencies offering support and assistance to disabled veterans. The workshop presenters provided information on the range of VA services and benefits that may support the quality of life and health of veterans and their families.

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 PWTDD for positions in the permanent workforce.

DOI is dedicated to providing full and continuing employment opportunities, internship opportunities, advancement potential, and reasonable accommodations to PWD/PWTDD and disabled veterans, especially 30% or more disabled veterans.

DOI will seek to hire PWTDD and disabled veterans using authorized special appointment authorities and targeted recruitment efforts, promote the use of Schedule A hiring authority and will encourage all hiring managers to review Schedule A applicants for all positions before the online publication of the vacancy.

DOI will accept applications to utilize Schedule A, 5 CFR 213.3102(u), for hiring people with severe physical disabilities, psychiatric disabilities, and intellectual disabilities. This excepted authority is used to appoint persons with severe physical disabilities, mental disabilities, and intellectual disabilities. Such individuals may qualify for conversion to permanent status after two years of satisfactory service.

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.

Upon receipt of an application for a Schedule A appointment, the representatives of the Human Resource Offices (HRO) verifies that the applicant provided proof of disability by submitting documentation from either: (a) A licensed medical professional; (b) A certified rehabilitation professional; or (c) Any Federal, state, District of Columbia, or US Territory agency that issues or provides disability benefits. The proof of disability in the form of a letter, certifying that the applicant has a disability. The letter must clearly state that the applicant is qualified for an appointment under the Schedule A Appointing Authority. The HR practitioners conduct a qualification analysis based on the resume and any supporting documentation relating to the applicant's knowledge, skills, and ability to perform the duties of the position under the Office of Personnel Management qualification



requirements, contacts the hiring official, and explains/provides guidance for hiring a Schedule A appointee under the Special Hiring Authority.

- 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 No N/A

In FY 2018, the Agency provided ongoing disability training to its hiring managers using various educational methods. These methods include coaching/mentoring, small program office discussions, on-the-job and online webinar.

Vacancies are sent to all Disability Program Coordinators prior to or at the time vacancies are advertised.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

- 1. Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

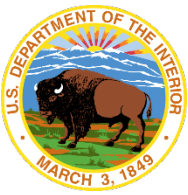
Over the years, the DOI maintains interactive contacts with the numerous vocational rehabilitation centers for both the military and civilian disabled population. The teams assist the Agency in its recruitment, advertisement, and training of applicants and employees of the DOI. In 2018, DOI collaborated with local military installations to provide workshops, mentorship opportunities, advice and guidance in the areas of federal employment, federal resumes writing and developing quality interview skills. At the end of FY 2018, the social media team tagged via Twitter and LinkedIn, a variety of resource groups designed to employ people with disabilities and provided a steady stream of open vacancies within the Department.

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
- b. New Hires for Permanent Workforce (PWTD) Yes No

New hires for PWD is 12.1%, and PWTD is 2.8% for 2018. The number of new hiring has not changed in the previous reporting cycle. The five years trend has shown



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steady increases in the recruiting and hiring trend for Individuals with Disabilities and Disabled Veterans.

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 0	No 0	N/A /
b. New Hires for MCO (PWTD)	Yes 0	No 0	N/A /

Triggers cannot be analyzed due to lack of sufficient data. OPM’s USA-Staffing applicant flow system does not provide the necessary information for DOI to tell an accurate story relating to its hiring actions. At the end of FY 2018, discussions were ongoing with OPM’s Product Development Branch officials to determine the root cause and remedy the recurring situation for the DOI.

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 0	No 0	N/A /
b. Qualified Applicants for MCO (PWTD)	Yes 0	No 0	N/A /

During FY 2018, DOI was unable to determine if discrepancies between the number of applicants who applied and were selected for vacancies due to the Agency’s data collection system. At the end of FY 2018, discussions were ongoing with OPM’s Product Development Branch officials to determine the root cause and remedy the recurring situation for the DOI.

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 0	No 0
b. Promotions for MCO (PWTD)	Yes 0	No 0



Applicant pool data is not available. OPM's USA-Staffing applicant flow data system currently does not provide the necessary information. DOI will coordinate with the USA Staffing OPM team to get the data.

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

1. Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

The Agency has attempted to ensure there are developmental opportunities and mentorship or coaching available for PWD and PWTD to improve their skills and increase their opportunities for advancement. All managers and supervisors are encouraged to promote the career development of all employees, including PWD and PWTD.

B. CAREER DEVELOPMENT OPPORTUNITIES

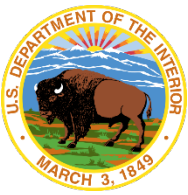
1. Please describe the career development opportunities that the agency provides to its employees.

DOI launched a number of Leadership and Development Programs to increase diversity, management, and occupational skill sets. The DOI University (DOIU) offers the following programs:

Aspiring to Leadership – An Entry Level Leadership Program

This 5-month program is designed for the employee at the GS 7-11 levels who aspires to leadership roles. The program focuses on increasing awareness of personal leadership style, reinforcing strengths, and building a set of practical leadership skills that will prepare participants for future leadership roles. Through assessments, lecture, and large and small group discussion, participants develop knowledge and skills in the following competency areas:

- Conflict Management
- Interpersonal Skills
- Oral Communication
- Problem Solving and Decisiveness



Exploring Leadership – A Mid-Level Leadership Program

It's a developmental program designed for a mid-level employee at GS-11-12 and high performing GS-9s who have demonstrated leadership potential. The program focuses on the competencies critical to successfully leading in the challenging and complex Federal environment. The program is comprised of three core sessions, tailored to develop proficiency in Teambuilding, Accountability, Problem Solving, Decisiveness, and Influencing/Negotiating. Exploring Leadership uses a blended learning approach and includes assessment, instructor-led learning, large and small group discussion, case studies, mentoring and webinars to give participants a challenging and enriching leadership development experience.

Pathways to Leadership – Bureau of Indian Affairs

Pathways to Leadership is a 4- month program specifically designed for Bureau of Indian Affairs developing leaders. The program prepares participants to lead the programs and responsibilities affecting Indian Affairs. Targeted to employees at the GS-13 and GS-14 levels, the program focuses on increasing competency proficiency in Conflict Management, Resilience, External Awareness, Political Savvy, Partnering, and Accountability. Participants explore the impact of personal values on ethical decision making; learn the value of emotional intelligence and its impact on employee engagement and performance; build skills in leveraging diversity, political savvy, creating partnerships; and influencing/negotiating. They also create a leadership network through mentoring and presentations by BIA senior leaders.

Senior Executive Service Candidate Development Program

The Department of the Interior's Senior Executive Service Candidate Development Program (SESCDP) is an OPM certified program that is tailored to grow and develop a cadre of highly qualified leaders for senior executive positions. The SESCDP focuses on developing the competencies in each of the Executive Core Qualifications (ECQs) to prepare candidates to lead at the executive level. The SESCDP is a 12-month competitively selected program and includes the following:

- an Executive Development Plan that is based on individual competency development needs;
- at least 80 hours of executive level training that addresses the ECQs and includes individuals from outside the candidate's agency;
- core learning sessions that focus on the competencies for successful SES-level performance at DOI;
- a 120-day detail that is outside the candidate's home bureau/office and differs from the candidate's current and past assignments; and
- a mentor who is a member of the Senior Executive Service.

The SESCDP includes formal classroom training, formal leadership assessments, executive level developmental assignments, networking opportunities with other senior executives, exposure to government-wide leadership challenges, and mentoring.



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Individuals who successfully complete all program requirements and prepare the ECQ statement or template are eligible for their SESCDP package to be forwarded to OPM's Qualification Review Board (QRB) for evaluation. Those who receive QRB approval are awarded a non-competitive certificate for appointment to a senior executive position without further competition. The certificate does not expire.

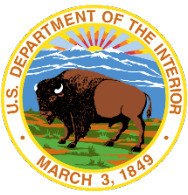
2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate. [Collection begins with the FY 2018 MD-715 report, which is due on February 28, 2019.]

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Fellowship Programs	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Mentoring Programs	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Coaching Programs	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Training Programs	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Detail Programs	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Other Career Development Programs DOI SESCDP	154	21	Unknown	Unknown	Unknown	Unknown

The Agency will have the capability to collect certain data beginning in FY 2019 through DOI Talent.

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.
 - a. Applicants (PWD) Yes 0 No 0
 - b. Selections (PWD) Yes 0 No 0

Triggers cannot be analyzed at this time due to the lack of sufficient data. The current DOI Learning Management System (LMS) for all employees, including PWD/PWTD, does not populate into the Table B-12 Career Development Distributed by Disability. The Agency will enhance its capability to collect training/career development training beginning in FY 2019 through the new DOI Talent and anticipates further development to ensure data captured includes PWD/PWTD.



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4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

Applicant (PWTD)	Yes 0	No 0
Selection (PWTD)	Yes 0	No 0

Triggers cannot be analyzed at this time due to the lack of sufficient data. The current DOI Learning Management System (LMS) for all employees, including PWD/PWTD, does not populate into the Table B-12 Career Development Distributed by Disability. The Agency will enhance its capability to collect training/career development training beginning in FY 2019 through the new DOI Talent and anticipates further development to ensure data captured includes PWD/PWTD.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD)	Yes 0	No <input checked="" type="checkbox"/>
b. Awards, Bonuses, & Incentives (PWTD)	Yes 0	No <input checked="" type="checkbox"/>

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 <input checked="" type="checkbox"/>	No 0
b. Pay Increases (PWTD)	Yes <input checked="" type="checkbox"/>	No 0

7.1% of QSIs were given to PWD (inclusion rate = 8.7%)

1.6% of QSIs were given to PWTD (inclusion rate = 1.9%)

The DOI is below the benchmark for PWD and PWTD regarding QSIs in 2018. PWD/PWTD received a smaller increase in the percentage of awards as compared to the total workforce in FY 2018. No changes since FY 2016.

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 0	No 0	N/A <input checked="" type="checkbox"/>
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b. Other Types of Recognition (PWTD) Yes 0 No 0 N/A ✓

DOI does not have any other types of recognition programs.

D. PROMOTIONS

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 (PWD) Yes 0 No 0
 - ii. Internal Selections (PWD) Yes ✓ No 0
- b. Grade GS-15
 - i. Qualified Internal Applicants (PWD) Yes 0 No 0
 - ii. Internal Selections (PWD) Yes 0 No ✓
- c. Grade GS-14
 - i. Qualified Internal Applicants (PWD) Yes 0 No 0
 - ii. Internal Selections (PWD) Yes ✓ No 0
- d. Grade GS-13
 - i. Qualified Internal Applicants (PWD) Yes 0 No 0
 - ii. Internal Selections (PWD) Yes ✓ No

Data on Qualified Internal Applicants (PWD) unavailable.

Promotions	Qualified Internal Applicants	Internal Selections	Regulatory
GS-13	Data not available	20 (6.6%)	12%
GS-14	Data not available	10 (6.6%)	12%
GS-15	Data not available	2 (3.8%)	12%
SES	Data not available	0 (0.0%)	12%

Applicant flow data remains an issue within the DOI. Therefore, the Department is unable to determine the percentage of qualified internal applicants by disability distribution. During 2018, the rate of PWDs among the individuals selected for promotion at grades GS-13 (6.6%), GS-14 (6.6%) and GS-15 (3.8%). During 2017, the percentage of PWD among individuals selected for promotion at grades GS-15: 2 (2.8%), GS-14: 9 (4.2%), and GS-13: 20 (5.6%). Both fell below the 12% benchmark.



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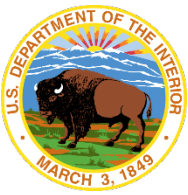
Therefore, the DOI does have a potential trigger involving the internal promotions for PWD.

The promotions for PWD has been slowly trending upwards for the last four years for GS-13. The participation rates for people with disabilities in the Executive Senior leadership (GS-15 and above) were lower than their workforce rates in DOI. No prior changes for the GS-15 and above.

At the end of FY 2018, discussions were ongoing with the OPM USA Staffing personnel to eliminate barriers to obtaining applicant flow data.

2. Does the 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	0	No 0
ii. Internal Selections (PWTD)	Yes	√	No 0
b. Grade GS-15			
i. Qualified Internal Applicants (PWTD)	Yes	0	No 0
ii. Internal Selections (PWTD)	Yes	0	No √
c. Grade GS-14			
i. Qualified Internal Applicants (PWTD)	Yes	0	No 0
ii. Internal Selections (PWTD)	Yes	√	No 0
d. Grade GS-13			
i. Qualified Internal Applicants (PWTD)	Yes	0	No 0
ii. Internal Selections (PWTD)	Yes	√	No 0



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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 0	No 0
b. New Hires to GS-15 (PWTD)	Yes 0	No 0
c. New Hires to GS-14 (PWTD)	Yes 0	No 0
d. New Hires to GS-13 (PWTD)	Yes 0	No 0

Application and Qualification pool data is not available. DOI is unable to analyze new hires for PWTD.

In the current reporting period, DOI selected 1% (3) of PWTD at the GS-13 grade level, none at the GS-14 grade level, 1.9% (1) at the GS-15 grade level, and none at the SES level. No significant number of new hires change from FY 2017 to FY 2018.

Ongoing discussions with OPM USA Staffing personnel to determine the root cause and to develop an adequate solution to the identified problem.

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. Executives		
i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0
b. Managers		
i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0
c. Supervisors		
i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0

In FY 2018, the Agency could not identify any triggers using the existing EEO-MD-715 Workforce Tables B7 or B9. This table does not include a snapshot to meet EEOC’s new requirements to conduct this analysis.

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



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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 0 No 0

ii. Internal Selections (PWTD) Yes 0 No 0

b. Managers

i. Qualified Internal Applicants (PWTD) Yes 0 No 0

ii. Internal Selections (PWTD) Yes 0 No 0

c. Supervisors

i. Qualified Internal Applicants (PWTD) Yes 0 No 0

ii. Internal Selections (PWTD) Yes 0 No 0

In FY 2018, the Agency could not identify any triggers using the existing EEO-MD-715 Workforce Tables B7 or B9. This table does not include a snapshot to meet EEOC’s new requirements to conduct this analysis.

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 0 No 0

b. New Hires for Managers (PWD) Yes 0 No 0

c. New Hires for Supervisors (PWD) Yes 0 No 0

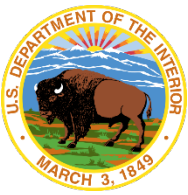
In FY 2018, the Agency could not identify any triggers using the existing EEO-MD-715 Table B9. This table does not include a snapshot to meet EEOC’s new requirements to conduct this analysis. The Agency is planning to meet with the DOI/IBC to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data snapshots under EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining these snapshots in FY 2020 to continue its analysis.

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 0 No 0

b. New Hires for Managers (PWTD) Yes 0 No 0

c. New Hires for Supervisors (PWTD) Yes 0 No 0



In FY 2018, the Agency could not identify any triggers using the existing EEO-MD-715 Table B-9. This table does not include a snapshot to meet EEOC’s new requirements to conduct this analysis. The Agency is planning to meet with the DOI/IBC to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data snapshots under EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining these snapshots in FY 2020 to continue its analysis

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 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.

Voluntary Separations (PWD) Yes No

Involuntary Separations (PWD) Yes No

Inclusion rate: 9.2%

Triggers exist for PWD (11.7%) who voluntarily separated from the agency, as compared to the rate of Person without Disabilities 81%. Triggers exist for PWD (30.5%) who involuntarily separated from the agency, as compared to the rate of Person without Disabilities 57%.



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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 <input checked="" type="checkbox"/> | No <input type="checkbox"/> |
| b. Involuntary Separations (PWTD) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |

Inclusion rate: 2.1%

Triggers exist for PWTD (2.7%) who voluntarily separated from the agency as compared to the rate of person without disabilities 81%. Triggers exist for PWTD (6.7%) who involuntarily separated from the agency as compared to the rate of person without disabilities.

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.

The DOI’s current exit survey tool does not collect data on disability status. No unified approach is consistently applied throughout the Department that captures data from existing employees to determine if barriers exist that impede the full inclusion of PWD and/or PWTD employed in the DOI workforce.

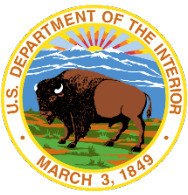
B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

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.

DOI Accessibility Website Address: <https://www.doi.gov/accessibility>.

Complaints of discrimination filed against the DOI can be submitted by contacting the Office of Civil Rights at 1849 C Street NW, MS 4359 Washington DC 20240.



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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.

DOI Accessibility Website Addresses <https://www.doi.gov/accessibility> and <https://www.doi.gov/accesscenter/>.

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.

In FY 2018, collaborative discussions with key Senior Executive officials at the Bureaus, the Office of Civil Rights, and Human Capital Management officials on how to improve access to public lands for PWD and PWTD who utilize e-Bikes for mobility. The focus is to solidify and improve internal policies for access as well as to remove perceived physical barriers to full access. It is ongoing discussions after FY.

To advance program maturity, Bureau/Office Section 508 Coordinators will continue to collaborate with the Acquisition team to consistently implement and adhere to established DOI Section 508 acquisition policies, processes and procedures. Training is provided to acquisition personnel regarding their roles and responsibilities in implementing Section 508 requirements. DOI is continuing to develop a new accessibility module in the Service Asset Management Inventory (SAMI) system. This module is make accessibility information available to facility managers.

During FY2017, the DOI Section 508 Program established a system using Remedy to track status of Section 508 related consultations received from bureaus and offices, and complaints received from individuals with disabilities. In FY 2018, the DOI Section 508 Program responded to at least 221 requests from bureaus and offices for consultations and provided policy guidance regarding Section 508 of the Rehabilitation Act and related Section 508 laws and regulations. No formal Section 508 complaints were filed against DOI.

All DOI personnel are required to complete the mandatory 2018 Information Management and Technology training course, which includes a module communicating Section 508 requirements. Additionally, the DOI Section 508 Program provided the following training in 2018 to IT program and project managers, software developers, web content developers, document creators and other DOI personnel:

Collaborated with staff to train bureau/office personnel in creating Section 508 compliant electronic documents (1-hour course). At least 695 students completed the webinar to date in FY 2018. In addition, there were approximately 2,212 views of the webinar recording to date in FY 2018.



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Collaborated with BLM Section 508 and web personnel to develop training for creating Section 508 compliant Microsoft Excel files. The training was recorded at the end of FY 2018, and will be posted on DOI Talent during FY 2019.

Provided Section 508 training to bureau/office personnel in the FAC/COR acquisition courses hosted by the DOI University Learning Centers in Washington DC, Albuquerque, NM and Denver, CO. At least 442 students were trained to date in FY 2018.

The DOI OCIO hosted a Section 508 Awareness event on May 17, 2018. The event included presentations and vendors that displayed various technologies for persons with disabilities. Approximately 819 individuals viewed the first session and 804 individuals viewed the second session of the event in person and virtually.

On March 29, 2018, the DOI Section 508 Program collaborated with the DOI Office of Digital Strategy and National Park Service (Harpers Ferry Center) to host the Ensuring Accessibility: Everything you need to know about Audio Description training at the Main Interior Building. The audio description training focused on the community of users, core principles and video production considerations. In addition, the class covered audio description scripting and evaluating the work of others. Approximately 337 individuals attended the webinar training and 323 individuals viewed the webinar recording to date in FY 2018.

On October 25, 2017, provided a training presentation about Section 508 requirements to OSM staff during disability month. Approximately 117 OSM personnel attended the presentation.

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 average time frame for processing initial requests for reasonable accommodations during the reporting period was approximately 20 days. The average number of business days to grant an accommodation is 5 days. The average number of days reported by DOI Bureaus are as follows:

- BLM – 25 days



- BOR – 17 days
- FWS – 15 days
- OSMRE – 20 days

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.

Training for managers and supervisors is done on a quarterly basis. Scheduled classes are focused to provide each manager and supervisor insight into the accommodation process. Classes include how to recognize a request for accommodation, how to engage in the interactive process, how to meet timelines, and ensure proper documentation throughout the process. The RA policy is an effective overview of the entire process. Local training provides more in-depth of the process.

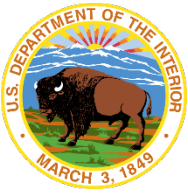
D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

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.

1. 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.

The DOI implemented procedures for Personal Assistance Services (PAS) with Personnel Bulletin (PB) No. 17-18, dated January 3, 2018. These procedures have been disseminated to the Bureaus for implementation..

The Community of Practice (COP) for Reasonable Accommodation was initiated. This is a joint community of practice that includes representatives from both HR and EEO from all of the bureaus as well as the DOI Medical Officer from the Office of Safety and Health. The Community of Practice meets regularly to share best practices and to ensure consistency in communicating the requirements for a successful Reasonable Accommodation program. The COP has identified challenges and strengths common to both the HR and EEO communities. Three sub-teams were formed and were tasked with finding solutions to some of the biggest challenges including lack of training, lack of a tracking system, and little understanding of the reassignment as a last resort process. The sub-teams are actively addressing each of these issues.



Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

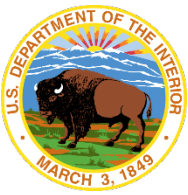
1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Yes No 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 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.



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DOI received one finding of discrimination based on harassment. The DOI had ten settlements in lieu of a finding of discrimination based on mental disability harassment, and fourteen settlements based on physical disability harassment.

EEO compliance training was ordered as corrective action in each finding.

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 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 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.

During the reporting year, DOI had 10.8% of formal EEO complaints filed against the Department alleging failure to provide reasonable accommodation compared to the government-wide average of 12.50%. There were zero findings of discrimination. After FY 2018, the Office of Civil Rights and the Office of Human Capital practitioners began collaboration on developing a DOI-wide reasonable accommodation campaign to ensure all managers, supervisors, and employees know their roles and responsibilities in the processes.



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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
2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?
Yes No
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

TYPE OF TRIGGER	BRIEF DESCRIPTION OF TRIGGER
	The percentage of PWD in the GS-11 to SES cluster was 7.6% in FY 2018, which falls below the goal of 12.0%. The percentage of PWTD in the GS-11 to SES cluster was 1.6% in FY 2018, which falls below the goal of 2.0%.
TYPE OF BARRIER(s)	BRIEF BARRIER(s)
	DOI has no policy in place to require hiring managers and supervisors to achieve targeted goals.

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)
02/06/2018	Increase workforce participation rates of PWD and PWTD at all grade levels.	12/30/2018		09/30/2025

RESPONSIBLE OFFICIAL(S)

TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)
Director Office of Civil Rights	Erica White-Dunston	Yes
Director, Strategic Talent Programs Division	Martin Pursley	Yes



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Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)
No		No
Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	<p>B1 – Total Permanent Workforce: PWD 9.2% below 12% Goal; PWTDD 2.1% meet 2% Goal</p> <p>B14 – Separations by Disability: PWD Separating at rates (12.5%) higher than expected PWTDD Separating at rates (2.9%) higher than expected</p>
Complaint Data (Trends)	Yes	<p>462 – (Part IV) Bases and Issues Alleged in Complaints Filed: In FY 2018, 10.8% of all formal EEO complaints filed against DOI alleged a failure to accommodate disability. The number of EEO complaints filed against DOI alleged a failure to accommodate disability has steadily increased over the past five reporting periods..</p> <p>No FEAR Act Report (as of 4th Qtr. FY 2018) – Complaints based on disability increased in the last five years from 31 to 42 of all complaints in FY 2018</p>
Grievance Data (Trends)	No	
Focus Group	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	EEOC Report on Improving the Participation Rate of People with Targeted Disabilities in the Federal Work Force
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	462 Report FY 2018 – DOI showed steady increases in the total number of settlements based on disability harassment and reasonable accommodation when compared to FY 2017.
Climate Assessment Survey (e.g., FEVS)	Yes	<p>Veteran and Disabilities status are providing steady negative responses to almost all questions in the Federal Employee Viewpoint Survey (FEVS).</p> <p>The three questions (Q40, Q69, and Q71) used in the Best Places to Work report based on the FY 2018 FEVS, indicates an employee's intent to remain with an agency, reveals PWDs responded less favorably when compared to Individuals without disabilities.</p>
Other (Please Describe)	No	



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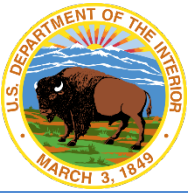
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PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE

TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
10/30/18	Joint meeting with the Office of Civil Rights and Office of Human Capital at the Headquarter to discuss program requirement and to establish an agency-wide goal	Yes		
12/30/2019	Disseminate a DOI-wide numerical goals for disabilities			
12/1/2020	Office of Human Capital, working in partnership with the Office of Civil Rights, will finalize and publish a new Department-wide policy on reasonable accommodation.			
12/1/2025	Office of Human Capital to provide subject matter expertise to the Office of Strategic Employee and Organization Development in their development of training for new supervisors and newly promoted supervisors on effectively responding to and acting on requests for reasonable accommodations to qualified disabled individuals.			
12/1/2025	Office of Human Capital requested funding to create a Department-wide reasonable accommodation tracking system			
10/1/2025	Implement and post Affirmative Action plan for Individuals with Disabilities to the DOI website internally and externally.			

REPORT OF ACCOMPLISHMENTS

2018	<p>Newly established. No action taken.</p> <p>The Office of Human Capital requested funding to create a Department-wide reasonable accommodation tracking system. Once funding has been secured, the Office of Human</p>
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Capital, in partnership with the Office of Civil Rights and Bureau representatives, will work with an established vendor to develop the system to meet both human resources and equal employment opportunity needs.

4. Please explain the factor (s) that prevented the agency from timely completing any of the planned activities.

Newly objective established. No planned activities were taken at the end of FY 2018.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

To be determined

6. 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.

Until a barrier(s) has been identified, DOI will also continue to focus on the planned activities outlined above.



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

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Yes No

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

BRIEF DESCRIPTION OF TRIGGER

TYPE OF TRIGGER

Higher than expected separation rates for IWD and IWTD.

BRIEF BARRIER(S)

TYPE OF BARRIER(S)

None

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)
02/06/2018	Increase retention rates of IWD and IWTD.	12/30/2018		09/30/2025

RESPONSIBLE OFFICIAL(S)

TITLE	NAME	PERFORMANCE STANDARDS ADDRESS THIS PLAN (YES OR NO)
Director, Strategic Talent Programs Division	Martin Pursley	

Barrier Analysis Process Completed? (Yes or No)

No

Barrier(s) Identified? (Yes or No)

No



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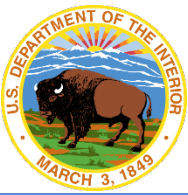
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Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	B14 – Separations by Disability: PWD Separating at rates (12.5%) higher than expected PWTD Separating at rates (2.9%) higher than expected Upward trend.
Complaint Data (Trends)	Yes	462 – (Part IV) Bases and Issues Alleged in Complaints Filed: In FY 2018, 10.8% of all formal EEO complaints filed against DOI alleged a failure to accommodate disability. The number of EEO complaints filed against DOI alleged a failure to accommodate disability has steadily increased over the past five reporting periods.. No FEAR Act Report (as of 4th Qtr. FY 2018) – Complaints based on disability increased in the last five years from 31 to 42 of all complaints in FY 2018
Grievance Data (Trends)	No	
Focus Group	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	EEOC Report on Improving the Participation Rate of People with Targeted Disabilities in the Federal Work Force
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	462 Report FY 2018 – DOI showed steady increases in the total number of settlements based on disability harassment and reasonable accommodation when compared to FY 2017.
Climate Assessment Survey (e.g., FEVS)	Yes	Veteran and Disabilities status are providing steady negative responses to almost all questions in the Federal Employee Viewpoint Survey (FEVS). The three questions (Q40, Q69, and Q71) used in the Best Places to Work report based on the FY 2018 FEVS, indicates an employee's intent to remain with an agency, reveals PWDs responded less favorably when compared to Individuals without disabilities.

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE

TARGET DATE (MM/DD/YYYY)	PLANNED ACTIVITIES	SUFFICIENT FUNDING & STAFFING (YES OR NO)	MODIFIED DATE (MM/DD/YYYY)	DATE COMPLETED (MM/DD/YYYY)
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10/1/2017	Review and analyze exit surveys to identify barriers to retention.			9/30/2025
4/5/2018	Conduct study on reasonable accommodation requests and procedures for delayed and denied accommodations to identify any potential correlation to high separations			9/30/2025

REPORT OF ACCOMPLISHMENTS

2018 Newly established. No action taken.

4. Please explain the factor (s) that prevented the agency from timely completing any of the planned activities.
 Newly objective established. No planned activities were taken at the end of FY 2018.
5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).
 To be determined
6. 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.
 Until a barrier(s) has been identified, DOI will also continue to focus on the planned activities

Department of Interior - Overall as of September 30, 2018
Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Organizational Component	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total	# 53,606	32,507	21,099	1,989	1,465	25,158	14,462	1,436	1,538	759	699	191	109	2,859	2,735	115	91
	% 100.0%	60.6%	39.4%	3.7%	2.7%	46.9%	27.0%	2.7%	2.9%	1.4%	1.3%	0.4%	0.2%	5.3%	5.1%	0.2%	0.2%
All Occupations CLF	% 100%	51.9%	48.1%	5.2%	4.8%	38.3%	34.0%	5.5%	6.5%	2.0%	1.9%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Organizational CLF	% 100%	56.3%	43.7%	4.0%	3.5%	44.7%	32.5%	4.0%	4.6%	2.6%	2.4%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Office of the Secretary of the Interior	# 4,109	1,813	2,296	124	213	1,213	1,182	176	327	74	124	16	17	201	423	9	10
	% 100.0%	44.1%	55.9%	3.0%	5.2%	29.5%	28.8%	4.3%	8.0%	1.8%	3.0%	0.4%	0.4%	4.9%	10.3%	0.2%	0.2%
Bureau of Land Management	# 8,931	5,712	3,219	482	292	4,759	2,559	149	167	112	72	27	9	165	107	18	13
	% 100.0%	64.0%	36.0%	5.4%	3.3%	53.3%	28.7%	1.7%	1.9%	1.3%	0.8%	0.3%	0.1%	1.8%	1.2%	0.2%	0.1%
Bureau of Indian Affairs	# 3,927	2,149	1,778	67	42	257	60	18	18	6	6	15	6	1,780	1,640	6	6
	% 100.0%	54.7%	45.3%	1.7%	1.1%	6.5%	1.5%	0.5%	0.5%	0.2%	0.2%	0.4%	0.2%	45.3%	41.8%	0.2%	0.2%
Bureau of Indian Education	# 389	161	228	4	5	16	6		1				1	141	215		
	% 100.0%	41.4%	58.6%	1.0%	1.3%	4.1%	1.5%	0.0%	0.3%	0.0%	0.0%	0.0%	0.3%	36.2%	55.3%	0.0%	0.0%
Bureau of Reclamation	# 5,334	3,618	1,716	348	206	2,850	1,264	113	80	141	74	28	13	117	64	21	15
	% 100.0%	67.8%	32.2%	6.5%	3.9%	53.4%	23.7%	2.1%	1.5%	2.6%	1.4%	0.5%	0.2%	2.2%	1.2%	0.4%	0.3%
U.S. Geological Survey	# 6,599	4,146	2,453	138	138	3,701	1,998	116	148	123	123	13	8	44	32	11	6
	% 100.0%	62.8%	37.2%	2.1%	2.1%	56.1%	30.3%	1.8%	2.2%	1.9%	1.9%	0.2%	0.1%	0.7%	0.5%	0.2%	0.1%
National Park Service	# 15,007	9,370	5,637	507	336	7,744	4,474	617	451	151	162	73	37	253	157	25	20
	% 100.0%	62.4%	37.6%	3.4%	2.2%	51.6%	29.8%	4.1%	3.0%	1.0%	1.1%	0.5%	0.2%	1.7%	1.0%	0.2%	0.1%
Fish & Wildlife Service	# 7,583	4,517	3,066	281	203	3,818	2,440	145	198	95	107	11	16	146	86	21	16
	% 100.0%	59.6%	40.4%	3.7%	2.7%	50.3%	32.2%	1.9%	2.6%	1.3%	1.4%	0.1%	0.2%	1.9%	1.1%	0.3%	0.2%
Office of Surface Mining, Reclamation & Enforcement	# 380	228	152	11	12	176	92	27	35	4	6	3		6	5	1	2
	% 100.0%	60.0%	40.0%	2.9%	3.2%	46.3%	24.2%	7.1%	9.2%	1.1%	1.6%	0.8%	0.0%	1.6%	1.3%	0.3%	0.5%
Bureau of Safety & Environmental Enforcement	# 794	502	292	17	13	393	182	55	74	29	16	3	1	4	4	1	2
	% 100.0%	63.2%	36.8%	2.1%	1.6%	49.5%	22.9%	6.9%	9.3%	3.7%	2.0%	0.4%	0.1%	0.5%	0.5%	0.1%	0.3%
Bureau of Ocean Energy Management	# 553	291	262	10	5	231	205	20	39	24	9	2	1	2	2	2	1
	% 100.0%	52.6%	47.4%	1.8%	0.9%	41.8%	37.1%	3.6%	7.1%	4.3%	1.6%	0.4%	0.2%	0.4%	0.4%	0.4%	0.2%

All Occupations CLF is based on all workers in all Census Occupation groups.
Organizational CLF is based on the number of incumbents in each occupation in the organization.

Department of Interior - Overall as of September 30, 2018
Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Occupational Categories	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers	▼																	
Executive/Senior Level (Grades 15 and Above)	#	1,292	820	472	40	18	646	337	39	40	13	16	2		77	60	3	1
	%	100.0%	63.5%	36.5%	3.1%	1.4%	50.0%	26.1%	3.0%	3.1%	1.0%	1.2%	0.2%	0.0%	6.0%	4.6%	0.2%	0.1%
Mid-level (Grades 13-14)	#	4,356	2,767	1,589	157	83	2,209	1,159	94	94	45	57	9	6	247	184	6	6
	%	100.0%	63.5%	36.5%	3.6%	1.9%	50.7%	26.6%	2.2%	2.2%	1.0%	1.3%	0.2%	0.1%	5.7%	4.2%	0.1%	0.1%
First-Level (Grades 12 and Below)	#	4,381	3,262	1,119	188	69	2,600	828	100	49	30	17	16	7	323	148	5	1
	%	100.0%	74.5%	25.5%	4.3%	1.6%	59.3%	18.9%	2.3%	1.1%	0.7%	0.4%	0.4%	0.2%	7.4%	3.4%	0.1%	0.0%
Other	#	9,507	3,818	5,689	325	508	2,682	3,385	319	676	108	211	25	28	341	843	18	38
	%	100.0%	40.2%	59.8%	3.4%	5.3%	28.2%	35.6%	3.4%	7.1%	1.1%	2.2%	0.3%	0.3%	3.6%	8.9%	0.2%	0.4%
Officials and Managers TOTAL	#	19,536	10,667	8,869	710	678	8,137	5,709	552	859	196	301	52	41	988	1,235	32	46
	%	100.0%	54.6%	45.4%	3.6%	3.5%	41.7%	29.2%	2.8%	4.4%	1.0%	1.5%	0.3%	0.2%	5.1%	6.3%	0.2%	0.2%
2. Professionals	#	15,730	9,728	6,002	485	319	8,133	4,830	278	238	344	252	27	21	425	330	36	12
	%	100.0%	61.8%	38.2%	3.1%	2.0%	51.7%	30.7%	1.8%	1.5%	2.2%	1.6%	0.2%	0.1%	2.7%	2.1%	0.2%	0.1%
3. Technicians	#	3,858	3,094	764	203	42	2,348	582	53	28	52	18	31	4	400	86	7	4
	%	100.0%	80.2%	19.8%	5.3%	1.1%	60.9%	15.1%	1.4%	0.7%	1.3%	0.5%	0.8%	0.1%	10.4%	2.2%	0.2%	0.1%
4. Sales Workers	#	6	1	5			1					1				4		
	%	100.0%	16.7%	83.3%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%
5. Administrative Support Workers	#	5,138	1,285	3,853	110	332	854	2,167	106	312	59	91	11	32	135	896	10	23
	%	100.0%	25.0%	75.0%	2.1%	6.5%	16.6%	42.2%	2.1%	6.1%	1.1%	1.8%	0.2%	0.6%	2.6%	17.4%	0.2%	0.4%
6. Craft Workers	#	3,882	3,743	139	239	13	2,851	104	220	9	36	2	26		360	10	11	1
	%	100.0%	96.4%	3.6%	6.2%	0.3%	73.4%	2.7%	5.7%	0.2%	0.9%	0.1%	0.7%	0.0%	9.3%	0.3%	0.3%	0.0%
7. Operatives	#	480	441	39	31	2	308	28	33		3		4		62	8		1
	%	100.0%	91.9%	8.1%	6.5%	0.4%	64.2%	5.8%	6.9%	0.0%	0.6%	0.0%	0.8%	0.0%	12.9%	1.7%	0.0%	0.2%
8. Laborers and Helpers	#	464	404	60	33	5	197	39	38	7	5		14		114	9	3	
	%	100.0%	87.1%	12.9%	7.1%	1.1%	42.5%	8.4%	8.2%	1.5%	1.1%	0.0%	3.0%	0.0%	24.6%	1.9%	0.6%	0.0%
9. Service Workers	#	4,391	3,037	1,354	173	74	2,248	996	154	83	60	32	25	11	361	154	16	4
	%	100.0%	69.2%	30.8%	3.9%	1.7%	51.2%	22.7%	3.5%	1.9%	1.4%	0.7%	0.6%	0.3%	8.2%	3.5%	0.4%	0.1%

Department of Interior - Overall as of September 30, 2018
Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce

GS/GL/GM, SES, AND RELATED GRADES		Total Workforce			Hispanic or Latino		Not Hispanic or Latino										
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS-01	#	4	1	3		1		2	1								
	%	100.0%	25.0%	75.0%	0.0%	25.0%	0.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-02	#	31	15	16	1	1	5	9	1	3					8	3	
	%	100.0%	48.4%	51.6%	3.2%	3.2%	16.1%	29.0%	3.2%	9.7%	0.0%	0.0%	0.0%	0.0%	25.8%	9.7%	0.0%
GS-03	#	140	81	59	2	7	39	29	1	3	6	1	1		32	19	
	%	100.0%	57.9%	42.1%	1.4%	5.0%	27.9%	20.7%	0.7%	2.1%	4.3%	0.7%	0.7%	0.0%	22.9%	13.6%	0.0%
GS-04	#	517	291	226	22	11	170	136	7	11	7	4	2	1	82	62	1
	%	100.0%	56.3%	43.7%	4.3%	2.1%	32.9%	26.3%	1.4%	2.1%	1.4%	0.8%	0.4%	0.2%	15.9%	12.0%	0.2%
GS-05	#	2,314	1,145	1,169	94	67	759	714	51	62	24	26	15	15	200	276	2
	%	100.0%	49.5%	50.5%	4.1%	2.9%	32.8%	30.9%	2.2%	2.7%	1.0%	1.1%	0.6%	0.6%	8.6%	11.9%	0.1%
GS-06	#	1,715	820	895	61	80	574	539	31	57	17	17	8	4	127	194	2
	%	100.0%	47.8%	52.2%	3.6%	4.7%	33.5%	31.4%	1.8%	3.3%	1.0%	1.0%	0.5%	0.2%	7.4%	11.3%	0.1%
GS-07	#	4,302	2,022	2,280	160	191	1,431	1,415	92	158	58	70	15	18	252	414	14
	%	100.0%	47.0%	53.0%	3.7%	4.4%	33.3%	32.9%	2.1%	3.7%	1.3%	1.6%	0.3%	0.4%	5.9%	9.6%	0.3%
GS-08	#	1,074	580	494	44	54	391	254	11	46	10	12	4	1	120	127	
	%	100.0%	54.0%	46.0%	4.1%	5.0%	36.4%	23.6%	1.0%	4.3%	0.9%	1.1%	0.4%	0.1%	11.2%	11.8%	0.0%
GS-09	#	6,023	3,433	2,590	225	191	2,677	1,804	138	183	76	62	17	13	279	326	21
	%	100.0%	57.0%	43.0%	3.7%	3.2%	44.4%	30.0%	2.3%	3.0%	1.3%	1.0%	0.3%	0.2%	4.6%	5.4%	0.3%
GS-10	#	140	78	62	9	3	56	33	1	15	2	2	1		8	8	1
	%	100.0%	55.7%	44.3%	6.4%	2.1%	40.0%	23.6%	0.7%	10.7%	1.4%	1.4%	0.7%	0.0%	5.7%	5.7%	0.7%
GS-11	#	9,083	5,161	3,922	356	287	4,186	2,868	166	223	103	116	27	21	311	392	12
	%	100.0%	56.8%	43.2%	3.9%	3.2%	46.1%	31.6%	1.8%	2.5%	1.1%	1.3%	0.3%	0.2%	3.4%	4.3%	0.1%
GS-12	#	9,329	5,330	3,999	278	282	4,285	2,871	196	306	161	147	23	17	362	361	25
	%	100.0%	57.1%	42.9%	3.0%	3.0%	45.9%	30.8%	2.1%	3.3%	1.7%	1.6%	0.2%	0.2%	3.9%	3.9%	0.3%
GS-13	#	7,196	4,337	2,859	234	174	3,520	2,013	180	252	136	136	14	14	244	259	9
	%	100.0%	60.3%	39.7%	3.3%	2.4%	48.9%	28.0%	2.5%	3.5%	1.9%	1.9%	0.2%	0.2%	3.4%	3.6%	0.1%
GS-14	#	3,727	2,290	1,437	93	64	1,835	1,035	108	118	64	70	9	3	178	142	3
	%	100.0%	61.4%	38.6%	2.5%	1.7%	49.2%	27.8%	2.9%	3.2%	1.7%	1.9%	0.2%	0.1%	4.8%	3.8%	0.1%
GS-15	#	1,527	966	561	38	17	805	404	38	51	20	25			61	62	4
	%	100.0%	63.3%	36.7%	2.5%	1.1%	52.7%	26.5%	2.5%	3.3%	1.3%	1.6%	0.0%	0.0%	4.0%	4.1%	0.3%
All other (unspecified GS)	#	780	643	137	38	10	489	77	73	21	19	8	1		18	20	5
	%	100.0%	82.4%	17.6%	4.9%	1.3%	62.7%	9.9%	9.4%	2.7%	2.4%	1.0%	0.1%	0.0%	2.3%	2.6%	0.6%
Senior Executive Service	#	222	150	72	8	5	104	51	10	5	3			1	24	11	
	%	100.0%	67.6%	32.4%	3.6%	2.3%	46.8%	23.0%	4.5%	2.3%	1.4%	0.0%	0.5%	0.0%	10.8%	5.0%	0.0%

Department of Interior - Overall as of September 30, 2018
Table A4-1: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Temporary Workforce

GS/GL/GM, SES, AND RELATED GRADES		Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-01	#	75	36	39	1	1	7	6	1				1		26	32		
	%	100.0%	48.0%	52.0%	1.3%	1.3%	9.3%	8.0%	1.3%	0.0%	0.0%	0.0%	1.3%	0.0%	34.7%	42.7%	0.0%	0.0%
GS-02	#	161	49	112	3	2	23	25		3	1	1	4		18	81		
	%	100.0%	30.4%	69.6%	1.9%	1.2%	14.3%	15.5%	0.0%	1.9%	0.6%	0.6%	2.5%	0.0%	11.2%	50.3%	0.0%	0.0%
GS-03	#	717	480	237	43	14	370	156	12	5	14	4		1	41	55		2
	%	100.0%	66.9%	33.1%	6.0%	2.0%	51.6%	21.8%	1.7%	0.7%	2.0%	0.6%	0.0%	0.1%	5.7%	7.7%	0.0%	0.3%
GS-04	#	1,570	957	613	78	28	779	513	19	21	24	17	5	4	49	24	3	6
	%	100.0%	61.0%	39.0%	5.0%	1.8%	49.6%	32.7%	1.2%	1.3%	1.5%	1.1%	0.3%	0.3%	3.1%	1.5%	0.2%	0.4%
GS-05	#	2,898	1,525	1,373	68	60	1,333	1,204	26	24	27	32	11	10	52	38	8	5
	%	100.0%	52.6%	47.4%	2.3%	2.1%	46.0%	41.5%	0.9%	0.8%	0.9%	1.1%	0.4%	0.3%	1.8%	1.3%	0.3%	0.2%
GS-06	#	498	280	218	11	9	237	176	3	6	7	3	4	3	16	21	2	
	%	100.0%	56.2%	43.8%	2.2%	1.8%	47.6%	35.3%	0.6%	1.2%	1.4%	0.6%	0.8%	0.6%	3.2%	4.2%	0.4%	0.0%
GS-07	#	1,107	639	468	30	21	557	403	13	2	17	14	5	2	14	25	3	1
	%	100.0%	57.7%	42.3%	2.7%	1.9%	50.3%	36.4%	1.2%	0.2%	1.5%	1.3%	0.5%	0.2%	1.3%	2.3%	0.3%	0.1%
GS-08	#	42	26	16	1		23	12			1				1	4		
	%	100.0%	61.9%	38.1%	2.4%	0.0%	54.8%	28.6%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	2.4%	9.5%	0.0%	0.0%
GS-09	#	534	261	273	10	12	223	223	8	8	7	8		1	12	20	1	1
	%	100.0%	48.9%	51.1%	1.9%	2.2%	41.8%	41.8%	1.5%	1.5%	1.3%	1.5%	0.0%	0.2%	2.2%	3.7%	0.2%	0.2%
GS-10	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GS-11	#	380	205	175	4	5	185	153	4	7	5	6	2		5	3		1
	%	100.0%	53.9%	46.1%	1.1%	1.3%	48.7%	40.3%	1.1%	1.8%	1.3%	1.6%	0.5%	0.0%	1.3%	0.8%	0.0%	0.3%
GS-12	#	286	161	125	5	6	152	103	2	4	1	5		1	1	6		
	%	100.0%	56.3%	43.7%	1.7%	2.1%	53.1%	36.0%	0.7%	1.4%	0.3%	1.7%	0.0%	0.3%	0.3%	2.1%	0.0%	0.0%
GS-13	#	103	53	50	1		49	40	1	5	1	3			1	2		
	%	100.0%	51.5%	48.5%	1.0%	0.0%	47.6%	38.8%	1.0%	4.9%	1.0%	2.9%	0.0%	0.0%	1.0%	1.9%	0.0%	0.0%
GS-14	#	138	77	61	2		71	43	3	7		4		1	1	6		
	%	100.0%	55.8%	44.2%	1.4%	0.0%	51.4%	31.2%	2.2%	5.1%	0.0%	2.9%	0.0%	0.7%	0.7%	4.3%	0.0%	0.0%
GS-15	#	36	22	14	1	1	17	12		1	1				3			
	%	100.0%	61.1%	38.9%	2.8%	2.8%	47.2%	33.3%	0.0%	2.8%	2.8%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%
All other (unspecified GS)	#	1,989	489	1,500	19	28	112	176	5	7	4	2	3	9	346	1,277		1
	%	100.0%	24.6%	75.4%	1.0%	1.4%	5.6%	8.8%	0.3%	0.4%	0.2%	0.1%	0.2%	0.5%	17.4%	64.2%	0.0%	0.1%
Senior Executive Service	#	11	7	4	1		5	3							1	1		
	%	100.0%	63.6%	36.4%	9.1%	0.0%	45.5%	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	9.1%	0.0%	0.0%

Department of Interior - Overall as of September 30, 2018
Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce

GS/GL/GM, SES, AND RELATED GRADES		Total Workforce			Hispanic or Latino		Not Hispanic or Latino										
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS-01	#	4	1	3		1		2	1								
	%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-02	#	31	15	16	1	1	5	9	1	3					8	3	
	%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%	0.0%
GS-03	#	140	81	59	2	7	39	29	1	3	6	1	1		32	19	
	%	0.3%	0.3%	0.3%	0.1%	0.5%	0.2%	0.2%	0.1%	0.2%	0.8%	0.1%	0.7%	0.0%	1.4%	0.7%	0.0%
GS-04	#	517	291	226	22	11	170	136	7	11	7	4	2	1	82	62	1
	%	1.1%	1.1%	1.1%	1.3%	0.8%	0.8%	1.0%	0.6%	0.7%	1.0%	0.6%	1.4%	0.9%	3.6%	2.3%	1.0%
GS-05	#	2,314	1,145	1,169	94	67	759	714	51	62	24	26	15	15	200	276	2
	%	4.8%	4.2%	5.6%	5.7%	4.6%	3.6%	5.0%	4.6%	4.1%	3.4%	3.7%	10.9%	14.0%	8.7%	10.3%	2.0%
GS-06	#	1,715	820	895	61	80	574	539	31	57	17	17	8	4	127	194	2
	%	3.6%	3.0%	4.3%	3.7%	5.5%	2.7%	3.8%	2.8%	3.8%	2.4%	2.4%	5.8%	3.7%	5.5%	7.2%	2.0%
GS-07	#	4,302	2,022	2,280	160	191	1,431	1,415	92	158	58	70	15	18	252	414	14
	%	8.9%	7.4%	11.0%	9.6%	13.2%	6.7%	9.9%	8.3%	10.4%	8.2%	10.1%	10.9%	16.8%	10.9%	15.5%	14.1%
GS-08	#	1,074	580	494	44	54	391	254	11	46	10	12	4	1	120	127	
	%	2.2%	2.1%	2.4%	2.6%	3.7%	1.8%	1.8%	1.0%	3.0%	1.4%	1.7%	2.9%	0.9%	5.2%	4.7%	0.0%
GS-09	#	6,023	3,433	2,590	225	191	2,677	1,804	138	183	76	62	17	13	279	326	21
	%	12.5%	12.6%	12.5%	13.5%	13.2%	12.6%	12.7%	12.5%	12.1%	10.8%	8.9%	12.3%	12.1%	12.1%	12.2%	21.2%
GS-10	#	140	78	62	9	3	56	33	1	15	2	2	1		8	8	1
	%	0.3%	0.3%	0.3%	0.5%	0.2%	0.3%	0.2%	0.1%	1.0%	0.3%	0.3%	0.7%	0.0%	0.3%	0.3%	1.0%
GS-11	#	9,083	5,161	3,922	356	287	4,186	2,868	166	223	103	116	27	21	311	392	12
	%	18.9%	18.9%	18.9%	21.4%	19.9%	19.6%	20.1%	15.0%	14.7%	14.6%	16.7%	19.6%	19.6%	13.5%	14.6%	12.1%
GS-12	#	9,329	5,330	3,999	278	282	4,285	2,871	196	306	161	147	23	17	362	361	25
	%	19.4%	19.5%	19.2%	16.7%	19.5%	20.1%	20.1%	17.7%	20.2%	22.8%	21.1%	16.7%	15.9%	15.7%	13.5%	25.3%
GS-13	#	7,196	4,337	2,859	234	174	3,520	2,013	180	252	136	136	14	14	244	259	9
	%	15.0%	15.9%	13.8%	14.1%	12.0%	16.5%	14.1%	16.3%	16.6%	19.3%	19.5%	10.1%	13.1%	10.6%	9.7%	9.1%
GS-14	#	3,727	2,290	1,437	93	64	1,835	1,035	108	118	64	70	9	3	178	142	3
	%	7.7%	8.4%	6.9%	5.6%	4.4%	8.6%	7.3%	9.8%	7.8%	9.1%	10.1%	6.5%	2.8%	7.7%	5.3%	3.0%
GS-15	#	1,527	966	561	38	17	805	404	38	51	20	25			61	62	4
	%	3.2%	3.5%	2.7%	2.3%	1.2%	3.8%	2.8%	3.4%	3.4%	2.8%	3.6%	0.0%	0.0%	2.6%	2.3%	4.0%
All other (unspecified GS)	#	780	643	137	38	10	489	77	73	21	19	8	1		18	20	5
	%	1.6%	2.4%	0.7%	2.3%	0.7%	2.3%	0.5%	6.6%	1.4%	2.7%	1.1%	0.7%	0.0%	0.8%	0.7%	5.1%
Senior Executive Service	#	222	150	72	8	5	104	51	10	5	3		1		24	11	
	%	0.5%	0.5%	0.3%	0.5%	0.3%	0.5%	0.4%	0.9%	0.3%	0.4%	0.0%	0.7%	0.0%	1.0%	0.4%	0.0%
TOTAL	#	48,124	27,343	20,781	1,663	1,445	21,326	14,254	1,105	1,514	706	696	138	107	2,306	2,676	99
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

NOTE: Percentages computed down columns and NOT across rows.

Department of Interior - Overall as of September 30, 2018
Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Temporary Workforce

GS/GL/GM, SES, AND RELATED GRADES		Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-01	#	75	36	39	1	1	7	6	1					1	26	32		
	%	0.7%	0.7%	0.7%	0.4%	0.5%	0.2%	0.2%	1.0%	0.0%	0.0%	0.0%	2.9%	0.0%	4.4%	2.0%	0.0%	0.0%
GS-02	#	161	49	112	3	2	23	25		3	1	1	4		18	81		
	%	1.5%	0.9%	2.1%	1.1%	1.1%	0.6%	0.8%	0.0%	3.0%	0.9%	1.0%	11.4%	0.0%	3.1%	5.1%	0.0%	0.0%
GS-03	#	717	480	237	43	14	370	156	12	5	14	4		1	41	55		2
	%	6.8%	9.1%	4.5%	15.5%	7.5%	8.9%	4.8%	12.4%	5.0%	12.7%	4.0%	0.0%	3.1%	7.0%	3.4%	0.0%	11.8%
GS-04	#	1,570	957	613	78	28	779	513	19	21	24	17	5	4	49	24	3	6
	%	14.9%	18.2%	11.6%	28.1%	15.0%	18.8%	15.8%	19.6%	21.0%	21.8%	17.2%	14.3%	12.5%	8.3%	1.5%	17.6%	35.3%
GS-05	#	2,898	1,525	1,373	68	60	1,333	1,204	26	24	27	32	11	10	52	38	8	5
	%	27.5%	29.0%	26.0%	24.5%	32.1%	32.2%	37.1%	26.8%	24.0%	24.5%	32.3%	31.4%	31.3%	8.9%	2.4%	47.1%	29.4%
GS-06	#	498	280	218	11	9	237	176	3	6	7	3	4	3	16	21	2	
	%	4.7%	5.3%	4.1%	4.0%	4.8%	5.7%	5.4%	3.1%	6.0%	6.4%	3.0%	11.4%	9.4%	2.7%	1.3%	11.8%	0.0%
GS-07	#	1,107	639	468	30	21	557	403	13	2	17	14	5	2	14	25	3	1
	%	10.5%	12.1%	8.9%	10.8%	11.2%	13.4%	12.4%	13.4%	2.0%	15.5%	14.1%	14.3%	6.3%	2.4%	1.6%	17.6%	5.9%
GS-08	#	42	26	16	1		23	12			1				1	4		
	%	0.4%	0.5%	0.3%	0.4%	0.0%	0.6%	0.4%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	0.2%	0.3%	0.0%	0.0%
GS-09	#	534	261	273	10	12	223	223	8	8	7	8		1	12	20	1	1
	%	5.1%	5.0%	5.2%	3.6%	6.4%	5.4%	6.9%	8.2%	8.0%	6.4%	8.1%	0.0%	3.1%	2.0%	1.3%	5.9%	5.9%
GS-10	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-11	#	380	205	175	4	5	185	153	4	7	5	6	2		5	3		1
	%	3.6%	3.9%	3.3%	1.4%	2.7%	4.5%	4.7%	4.1%	7.0%	4.5%	6.1%	5.7%	0.0%	0.9%	0.2%	0.0%	5.9%
GS-12	#	286	161	125	5	6	152	103	2	4	1	5		1	1	6		
	%	2.7%	3.1%	2.4%	1.8%	3.2%	3.7%	3.2%	2.1%	4.0%	0.9%	5.1%	0.0%	3.1%	0.2%	0.4%	0.0%	0.0%
GS-13	#	103	53	50	1		49	40	1	5	1	3			1	2		
	%	1.0%	1.0%	0.9%	0.4%	0.0%	1.2%	1.2%	1.0%	5.0%	0.9%	3.0%	0.0%	0.0%	0.2%	0.1%	0.0%	0.0%
GS-14	#	138	77	61	2		71	43	3	7		4		1	1	6		
	%	1.3%	1.5%	1.2%	0.7%	0.0%	1.7%	1.3%	3.1%	7.0%	0.0%	4.0%	0.0%	3.1%	0.2%	0.4%	0.0%	0.0%
GS-15	#	36	22	14	1	1	17	12		1	1				3			
	%	0.3%	0.4%	0.3%	0.4%	0.5%	0.4%	0.4%	0.0%	1.0%	0.9%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%
All other (unspecified GS)	#	1,989	489	1,500	19	28	112	176	5	7	4	2	3	9	346	1,277		1
	%	18.9%	9.3%	28.4%	6.8%	15.0%	2.7%	5.4%	5.2%	7.0%	3.6%	2.0%	8.6%	28.1%	58.9%	80.1%	0.0%	5.9%
Senior Executive Service	#	11	7	4	1		5	3							1	1		
	%	0.1%	0.1%	0.1%	0.4%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.1%	0.0%	0.0%
TOTAL	#	10,545	5,267	5,278	278	187	4,143	3,248	97	100	110	99	35	32	587	1,595	17	17
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

NOTE: Percentages computed down columns and NOT across rows.

Department of Interior - Overall as of September 30, 2018
Table A5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

WD, WG, WL, XD, XL, & XP		Total Workforce			Hispanic or Latino		Not Hispanic or Latino										
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade-01	#	18	11	7		1	10	6					1				
	%	100.0%	61.1%	38.9%	0.0%	5.6%	55.6%	33.3%	0.0%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%
Grade-02	#	64	45	19			14	9	6	1	1			24	9		
	%	100.0%	70.3%	29.7%	0.0%	0.0%	21.9%	14.1%	9.4%	1.6%	1.6%	0.0%	0.0%	0.0%	37.5%	14.1%	0.0%
Grade-03	#	97	83	14	5	2	28	4	11	4			3	36	4		
	%	100.0%	85.6%	14.4%	5.2%	2.1%	28.9%	4.1%	11.3%	4.1%	0.0%	0.0%	3.1%	0.0%	37.1%	4.1%	0.0%
Grade-04	#	95	72	23	5	1	51	17	7	2	3		3	2	3	1	
	%	100.0%	75.8%	24.2%	5.3%	1.1%	53.7%	17.9%	7.4%	2.1%	3.2%	0.0%	3.2%	0.0%	2.1%	3.2%	1.1%
Grade-05	#	550	486	64	26	4	337	38	66	7	3	1	15	39	14		
	%	100.0%	88.4%	11.6%	4.7%	0.7%	61.3%	6.9%	12.0%	1.3%	0.5%	0.2%	2.7%	0.0%	7.1%	2.5%	0.0%
Grade-06	#	229	204	25	10	1	111	10	38		6		3	36	13		1
	%	100.0%	89.1%	10.9%	4.4%	0.4%	48.5%	4.4%	16.6%	0.0%	2.6%	0.0%	1.3%	0.0%	15.7%	5.7%	0.4%
Grade-07	#	505	476	29	38	1	320	24	45	1	2		7	1	64	2	
	%	100.0%	94.3%	5.7%	7.5%	0.2%	63.4%	4.8%	8.9%	0.2%	0.4%	0.0%	1.4%	0.2%	12.7%	0.4%	0.0%
Grade-08	#	700	672	28	45	3	509	20	33	2	2		4	77	3	2	
	%	100.0%	96.0%	4.0%	6.4%	0.4%	72.7%	2.9%	4.7%	0.3%	0.3%	0.0%	0.6%	0.0%	11.0%	0.4%	0.3%
Grade-09	#	601	579	22	24	1	462	17	33	1	10		3	44	3	3	
	%	100.0%	96.3%	3.7%	4.0%	0.2%	76.9%	2.8%	5.5%	0.2%	1.7%	0.0%	0.5%	0.0%	7.3%	0.5%	0.5%
Grade-10	#	802	792	10	61		616	9	32	1	5		1	74		3	
	%	100.0%	98.8%	1.2%	7.6%	0.0%	76.8%	1.1%	4.0%	0.1%	0.6%	0.0%	0.1%	0.0%	9.2%	0.0%	0.4%
Grade-11	#	43	43		2		39		1					1			
	%	100.0%	100.0%	0.0%	4.7%	0.0%	90.7%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	0.0%	0.0%
Grade-12	#	9	8	1			6	1	1					1			
	%	100.0%	88.9%	11.1%	0.0%	0.0%	66.7%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%
Grade-13	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Non-supervisory Wage Grades	#	1,334	1,284	50	88	5	1,004	38	28	1	21	1	9	129	4	5	1
	%	100.0%	96.3%	3.7%	6.6%	0.4%	75.3%	2.8%	2.1%	0.1%	1.6%	0.1%	0.7%	0.0%	9.7%	0.3%	0.4%

Department of Interior - Overall as of September 30, 2018
Table A5NS-1): PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

WD, WG, WL, XD, XL, & XP		Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	59	44	15	1		7	4			1		1		34	11		
	%	100.0%	74.6%	25.4%	1.7%	0.0%	11.9%	6.8%	0.0%	0.0%	1.7%	0.0%	1.7%	0.0%	57.6%	18.6%	0.0%	0.0%
Grade-02	#	143	137	6	1		26	2	6	1			2		101	3	1	
	%	100.0%	95.8%	4.2%	0.7%	0.0%	18.2%	1.4%	4.2%	0.7%	0.0%	0.0%	1.4%	0.0%	70.6%	2.1%	0.7%	0.0%
Grade-03	#	274	209	65	8	1	154	55	19	2	3	1	1	1	23	5	1	
	%	100.0%	76.3%	23.7%	2.9%	0.4%	56.2%	20.1%	6.9%	0.7%	1.1%	0.4%	0.4%	0.4%	8.4%	1.8%	0.4%	0.0%
Grade-04	#	287	226	61	8	2	191	54	9	2	4		1		12	3	1	
	%	100.0%	78.7%	21.3%	2.8%	0.7%	66.6%	18.8%	3.1%	0.7%	1.4%	0.0%	0.3%	0.0%	4.2%	1.0%	0.3%	0.0%
Grade-05	#	899	753	146	41	5	643	131	17	3	8	1	11	2	31	3	2	1
	%	100.0%	83.8%	16.2%	4.6%	0.6%	71.5%	14.6%	1.9%	0.3%	0.9%	0.1%	1.2%	0.2%	3.4%	0.3%	0.2%	0.1%
Grade-06	#	98	90	8	6		74	7	1				1		8		1	
	%	100.0%	91.8%	8.2%	6.1%	0.0%	75.5%	7.1%	1.0%	0.0%	0.0%	1.0%	0.0%	0.0%	8.2%	0.0%	1.0%	0.0%
Grade-07	#	337	298	39	12		266	36			2	1	2		15	2	1	
	%	100.0%	88.4%	11.6%	3.6%	0.0%	78.9%	10.7%	0.0%	0.0%	0.6%	0.3%	0.6%	0.0%	4.5%	0.6%	0.3%	0.0%
Grade-08	#	153	142	11	11	2	118	9			2		1		9		1	
	%	100.0%	92.8%	7.2%	7.2%	1.3%	77.1%	5.9%	0.0%	0.0%	1.3%	0.0%	0.7%	0.0%	5.9%	0.0%	0.7%	0.0%
Grade-09	#	95	92	3	2		84	3					2		4			
	%	100.0%	96.8%	3.2%	2.1%	0.0%	88.4%	3.2%	0.0%	0.0%	0.0%	0.0%	2.1%	0.0%	4.2%	0.0%	0.0%	0.0%
Grade-10	#	53	49	4	5		40	4							4			
	%	100.0%	92.5%	7.5%	9.4%	0.0%	75.5%	7.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.5%	0.0%	0.0%	0.0%
Grade-11	#	1	1				1											
	%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-12	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-13	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-14	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Grade-15	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Non-supervisory Wage Grades	#	663	419	244	13	3	100	19	10	1	2		4	1	289	220	1	
	%	100.0%	63.2%	36.8%	2.0%	0.5%	15.1%	2.9%	1.5%	0.2%	0.3%	0.0%	0.6%	0.2%	43.6%	33.2%	0.2%	0.0%

Department of Interior - Overall as of September 30, 2018
Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF		Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Park Ranger (0025)	#	3,294	2,128	1,166	123	67	1,812	978	72	54	42	27	10	9	62	31	7	
	%	100.0%	64.6%	35.4%	3.7%	2.0%	55.0%	29.7%	2.2%	1.6%	1.3%	0.8%	0.3%	0.3%	1.9%	0.9%	0.2%	0.0%
Occupational CLF	%	100%	46.6%	53.4%	4.0%	4.3%	37.0%	41.2%	3.5%	5.5%	1.0%	1.2%	0.1%	0.2%	0.6%	0.6%	0.4%	0.4%
Environmental Protection Specialist (0028)	#	322	159	163	7	4	131	126	3	10	2	7	1	1	14	14	1	1
	%	100.0%	49.4%	50.6%	2.2%	1.2%	40.7%	39.1%	0.9%	3.1%	0.6%	2.2%	0.3%	0.3%	4.3%	4.3%	0.3%	0.3%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%	0.0%
Security Administration (0080)	#	119	70	49	4	3	56	25	5	14		2	2		3	5		
	%	100.0%	58.8%	41.2%	3.4%	2.5%	47.1%	21.0%	4.2%	11.8%	0.0%	1.7%	1.7%	0.0%	2.5%	4.2%	0.0%	0.0%
Occupational CLF	%	100%	36.7%	63.3%	2.9%	5.9%	27.1%	43.8%	3.6%	8.9%	2.6%	3.6%	0.0%	0.1%	0.3%	0.6%	0.3%	0.4%
Security Guard (0085)	#	112	107	5	8		74	4	16	1	3		2		3		1	
	%	100.0%	95.5%	4.5%	7.1%	0.0%	66.1%	3.6%	14.3%	0.9%	2.7%	0.0%	1.8%	0.0%	2.7%	0.0%	0.9%	0.0%
Occupational CLF	%	100%	77.2%	22.8%	10.4%	2.6%	42.8%	9.8%	19.5%	9.1%	2.4%	0.5%	0.3%	0.1%	1.2%	0.4%	0.7%	0.2%
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	3,442	2,097	1,345	123	61	1,803	1,170	15	19	33	49	4	4	112	37	7	5
	%	100.0%	60.9%	39.1%	3.6%	1.8%	52.4%	34.0%	0.4%	0.6%	1.0%	1.4%	0.1%	0.1%	3.3%	1.1%	0.2%	0.1%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Range Technician (0455)	#	935	828	107	75	3	654	91	6	1	14		9		69	12	1	
	%	100.0%	88.6%	11.4%	8.0%	0.3%	69.9%	9.7%	0.6%	0.1%	1.5%	0.0%	1.0%	0.0%	7.4%	1.3%	0.1%	0.0%
Occupational CLF	%	100%	52.6%	47.4%	3.4%	5.4%	37.6%	32.3%	4.2%	2.7%	5.2%	5.9%	0.1%	0.0%	1.6%	0.6%	0.5%	0.4%
Forestry Technician (0462)	#	977	859	118	59	5	480	57	3	2	7	2	8		300	52	2	
	%	100.0%	87.9%	12.1%	6.0%	0.5%	49.1%	5.8%	0.3%	0.2%	0.7%	0.2%	0.8%	0.0%	30.7%	5.3%	0.2%	0.0%
Occupational CLF	%	100%	52.5%	47.5%	4.2%	3.7%	39.5%	33.8%	3.6%	4.7%	3.8%	4.3%	0.1%	0.1%	0.9%	0.5%	0.3%	0.4%
Civil Engineering (0810)	#	948	749	199	45	20	604	146	13	6	33	14	6		46	12	2	1
	%	100.0%	79.0%	21.0%	4.7%	2.1%	63.7%	15.4%	1.4%	0.6%	3.5%	1.5%	0.6%	0.0%	4.9%	1.3%	0.2%	0.1%
Occupational CLF	%	100%	87.6%	12.4%	4.0%	0.9%	72.0%	9.1%	3.6%	0.7%	7.0%	1.4%	0.1%	0.0%	0.4%	0.1%	0.4%	0.1%
Petroleum Engineering Technician (0802)	#	234	199	35	17	3	156	26	4	5	6	1			15		1	
	%	100.0%	85.0%	15.0%	7.3%	1.3%	66.7%	11.1%	1.7%	2.1%	2.6%	0.4%	0.0%	0.0%	6.4%	0.0%	0.4%	0.0%
Occupational CLF	%	100%	80.8%	19.2%	7.0%	1.7%	60.5%	13.0%	6.9%	2.3%	5.0%	1.9%	0.1%	0.0%	0.8%	0.2%	0.4%	0.1%
Petroleum Engineering (0881)	#	330	272	58	10	3	191	42	32	8	33	2	2		4	3		
	%	100.0%	82.4%	17.6%	3.0%	0.9%	57.9%	12.7%	9.7%	2.4%	10.0%	0.6%	0.6%	0.0%	1.2%	0.9%	0.0%	0.0%
Occupational CLF	%	100%	90.5%	9.5%	4.4%	0.9%	77.7%	6.8%	3.4%	0.6%	3.4%	1.0%	0.0%	0.0%	1.1%	0.2%	0.5%	0.0%
Geophysics (1313)	#	262	178	84	5	2	157	75	3	2	10	5	1		1		1	
	%	100.0%	67.9%	32.1%	1.9%	0.8%	59.9%	28.6%	1.1%	0.8%	3.8%	1.9%	0.4%	0.0%	0.4%	0.0%	0.4%	0.0%

Department of Interior - Overall as of September 30, 2018

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

Job Title/Series Agency Rate Occupational CLF		Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%	0.0%
Hydrology (1315)	#	1,256	908	348	16	6	854	326	12	4	18	7		1	8	4		
	%	100.0%	72.3%	27.7%	1.3%	0.5%	68.0%	26.0%	1.0%	0.3%	1.4%	0.6%	0.0%	0.1%	0.6%	0.3%	0.0%	0.0%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%	0.0%
Geology (1350)	#	743	503	240	9	4	475	225	8	2	8	6	1		2	3		
	%	100.0%	67.7%	32.3%	1.2%	0.5%	63.9%	30.3%	1.1%	0.3%	1.1%	0.8%	0.1%	0.0%	0.3%	0.4%	0.0%	0.0%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%	0.0%
Gen Inspect, Investig, Enforce, & Compl (1801)	#	814	674	140	68	15	532	98	28	7	15	6	3		27	12	1	2
	%	100.0%	82.8%	17.2%	8.4%	1.8%	65.4%	12.0%	3.4%	0.9%	1.8%	0.7%	0.4%	0.0%	3.3%	1.5%	0.1%	0.2%
Occupational CLF	%	100%	53.6%	46.4%	4.4%	4.3%	41.0%	32.2%	4.3%	6.9%	2.9%	2.1%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Criminal Investigating (1811)	#	545	475	70	29	3	287	44	13	3	4	4	5		136	15	1	1
	%	100.0%	87.2%	12.8%	5.3%	0.6%	52.7%	8.1%	2.4%	0.6%	0.7%	0.7%	0.9%	0.0%	25.0%	2.8%	0.2%	0.2%
Occupational CLF	%	100%	76.3%	23.7%	8.2%	3.0%	57.9%	15.3%	7.5%	4.4%	1.6%	0.5%	0.1%	0.0%	0.8%	0.3%	0.4%	0.2%
Dispatching (2151)	#	222	110	112	8	7	90	87	5	10	3		1	1	3	7		
	%	100.0%	49.5%	50.5%	3.6%	3.2%	40.5%	39.2%	2.3%	4.5%	1.4%	0.0%	0.5%	0.5%	1.4%	3.2%	0.0%	0.0%
Occupational CLF	%	100%	43.1%	56.9%	4.8%	5.9%	32.9%	40.4%	3.9%	8.6%	0.8%	0.7%	0.0%	0.1%	0.4%	0.9%	0.2%	0.3%

Department of Interior - Overall as of September 30, 2018
Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF		Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Park Ranger (0025)	#	1,492	851	641	31	23	774	580	7	10	10	10	5	5	19	13	5	
	%	100.0%	57.0%	43.0%	2.1%	1.5%	51.9%	38.9%	0.5%	0.7%	0.7%	0.7%	0.3%	0.3%	1.3%	0.9%	0.3%	0.0%
Occupational CLF	%	100%	46.6%	53.4%	4.0%	4.3%	37.0%	41.2%	3.5%	5.5%	1.0%	1.2%	0.1%	0.2%	0.6%	0.6%	0.4%	0.4%
Environmental Protection Specialist (0028)	#	24	16	8	1		14	7							1	1		
	%	100.0%	66.7%	33.3%	4.2%	0.0%	58.3%	29.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.2%	4.2%	0.0%	0.0%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%	0.0%
Security Administration (0080)	#	2	1	1				1					1					
	%	100.0%	50.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	36.7%	63.3%	2.9%	5.9%	27.1%	43.8%	3.6%	8.9%	2.6%	3.6%	0.0%	0.1%	0.3%	0.6%	0.3%	0.4%
Security Guard (0085)	#	59	51	8	2		4		1		1		1		42	8		
	%	100.0%	86.4%	13.6%	3.4%	0.0%	6.8%	0.0%	1.7%	0.0%	1.7%	0.0%	1.7%	0.0%	71.2%	13.6%	0.0%	0.0%
Occupational CLF	%	100%	77.2%	22.8%	10.4%	2.6%	42.8%	9.8%	19.5%	9.1%	2.4%	0.5%	0.3%	0.1%	1.2%	0.4%	0.7%	0.2%
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	231	107	124	4	7	97	113	1		3	4	1		1			
	%	100.0%	46.3%	53.7%	1.7%	3.0%	42.0%	48.9%	0.4%	0.0%	1.3%	1.7%	0.4%	0.0%	0.4%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Range Technician (0455)	#	828	683	145	85	7	535	120	12	2	14	7	3		31	5	3	4
	%	100.0%	82.5%	17.5%	10.3%	0.8%	64.6%	14.5%	1.4%	0.2%	1.7%	0.8%	0.4%	0.0%	3.7%	0.6%	0.4%	0.5%
Occupational CLF	%	100%	52.6%	47.4%	3.4%	5.4%	37.6%	32.3%	4.2%	2.7%	5.2%	5.9%	0.1%	0.0%	1.6%	0.6%	0.5%	0.4%
Forestry Technician (0462)	#	355	307	48	35	5	214	37	10		9	1	4		33	5	2	
	%	100.0%	86.5%	13.5%	9.9%	1.4%	60.3%	10.4%	2.8%	0.0%	2.5%	0.3%	1.1%	0.0%	9.3%	1.4%	0.6%	0.0%
Occupational CLF	%	100%	52.5%	47.5%	4.2%	3.7%	39.5%	33.8%	3.6%	4.7%	3.8%	4.3%	0.1%	0.1%	0.9%	0.5%	0.3%	0.4%
Civil Engineering (0810)	#	21	19	2			17	1			1				1	1		
	%	100.0%	90.5%	9.5%	0.0%	0.0%	81.0%	4.8%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	4.8%	4.8%	0.0%	0.0%
Occupational CLF	%	100%	87.6%	12.4%	4.0%	0.9%	72.0%	9.1%	3.6%	0.7%	7.0%	1.4%	0.1%	0.0%	0.4%	0.1%	0.4%	0.1%
Petroleum Engineering Technician (0802)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100%	80.8%	19.2%	7.0%	1.7%	60.5%	13.0%	6.9%	2.3%	5.0%	1.9%	0.1%	0.0%	0.8%	0.2%	0.4%	0.1%
Petroleum Engineering (0881)	#	1	1				1											
	%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	90.5%	9.5%	4.4%	0.9%	77.7%	6.8%	3.4%	0.6%	3.4%	1.0%	0.0%	0.0%	1.1%	0.2%	0.5%	0.0%
Geophysics (1313)	#	26	16	10			16	6				3		1				
	%	100.0%	61.5%	38.5%	0.0%	0.0%	61.5%	23.1%	0.0%	0.0%	0.0%	11.5%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%	0.0%
Hydrology (1315)	#	99	65	34	2		60	29	1		1	3			1	2		
	%	100.0%	65.7%	34.3%	2.0%	0.0%	60.6%	29.3%	1.0%	0.0%	1.0%	3.0%	0.0%	0.0%	1.0%	2.0%	0.0%	0.0%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%	0.0%
Geology (1350)	#	74	38	36	2	1	35	33	1	1						1		
	%	100.0%	51.4%	48.6%	2.7%	1.4%	47.3%	44.6%	1.4%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%

Department of Interior - Overall as of September 30, 2018
Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%	0.0%
Gen Inspect, Investig, Enforce, & Compl (1801)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100%	53.6%	46.4%	4.4%	4.3%	41.0%	32.2%	4.3%	6.9%	2.9%	2.1%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Criminal Investigating (1811)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100%	76.3%	23.7%	8.2%	3.0%	57.9%	15.3%	7.5%	4.4%	1.6%	0.5%	0.1%	0.0%	0.8%	0.3%	0.4%	0.2%
Dispatching (2151)	#	57	25	32	1	7	22	23	1						1	1		1
	%	100.0%	43.9%	56.1%	1.8%	12.3%	38.6%	40.4%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%	1.8%	0.0%	1.8%
Occupational CLF	%	100%	43.1%	56.9%	4.8%	5.9%	32.9%	40.4%	3.9%	8.6%	0.8%	0.7%	0.0%	0.1%	0.4%	0.9%	0.2%	0.3%

**Department of Interior - Overall FY2018
Table A7-Ait: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce**

Job Title/Series Agency Rate Occupational CLF	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Park Ranger (0025)																		
Accessions	#	86	56	30	5	3	46	24			2	2			2	1	1	
	%	100.0%	65.1%	34.9%	5.8%	3.5%	53.5%	27.9%	0.0%	0.0%	2.3%	2.3%	0.0%	0.0%	2.3%	1.2%	1.2%	0.0%
From Temporary	#	68	45	23			41	20	1		2	2	1	1				
	%	100.0%	66.2%	33.8%	0.0%	0.0%	60.3%	29.4%	1.5%	0.0%	2.9%	2.9%	1.5%	1.5%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	154	101	53	5	3	87	44	1		4	4	1	1	2	1	1	
	%	100.0%	65.6%	34.4%	3.2%	1.9%	56.5%	28.6%	0.6%	0.0%	2.6%	2.6%	0.6%	0.6%	1.3%	0.6%	0.6%	0.6%
Occupational CLF	%	100%	46.6%	53.4%	4.0%	4.3%	37.0%	41.2%	3.5%	5.5%	1.0%	1.2%	0.1%	0.2%	0.6%	0.6%	0.4%	0.4%
From Pathways Intern (Perm. appointment)	#	18	13	5	1		8	5	3		1							
	%	100.0%	72.2%	27.8%	5.6%	0.0%	44.4%	27.8%	16.7%	0.0%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Environmental Protection Specialist (0028)																		
Accessions	#	8	3	5			3	3								2		
	%	100.0%	37.5%	62.5%	0.0%	0.0%	37.5%	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%
From Temporary	#	6	2	4			2	4										
	%	100.0%	33.3%	66.7%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	14	5	9			5	7								2		
	%	100.0%	35.7%	64.3%	0.0%	0.0%	35.7%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%	0.0%
From Pathways Intern (Perm. appointment)	#	2	1	1			1	1										
	%	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Security Administration (0080)																		
Accessions	#	2	2				2											
	%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	2	1	1			1	1										
	%	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	4	3	1			3	1										
	%	100.0%	75.0%	25.0%	0.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	36.7%	63.3%	2.9%	5.9%	27.1%	43.8%	3.6%	8.9%	2.6%	3.6%	0.0%	0.1%	0.3%	0.6%	0.3%	0.4%
From Pathways Intern (Perm. appointment)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Security Guard (0085)																		
Accessions	#	25	24	1			16		5	1	2				1			
	%	100.0%	96.0%	4.0%	0.0%	0.0%	64.0%	0.0%	20.0%	4.0%	8.0%	0.0%	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%
From Temporary	#	7	7		1		6											
	%	100.0%	100.0%	0.0%	14.3%	0.0%	85.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	32	31	1	1		22		5	1	2				1			
	%	100.0%	96.9%	3.1%	3.1%	0.0%	68.8%	0.0%	15.6%	3.1%	6.3%	0.0%	0.0%	0.0%	3.1%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	77.2%	22.8%	10.4%	2.6%	42.8%	9.8%	19.5%	9.1%	2.4%	0.5%	0.3%	0.1%	1.2%	0.4%	0.7%	0.2%
From Pathways Intern (Perm. appointment)	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General Natural Resources Management and Biological Sciences (0401)																		
Accessions	#	73	33	40	2	3	30	31		1	2				1	2		1
	%	100.0%	45.2%	54.8%	2.7%	4.1%	41.1%	42.5%	0.0%	1.4%	0.0%	2.7%	0.0%	0.0%	1.4%	2.7%	0.0%	1.4%
From Temporary	#	41	17	24	1		16	23							1			
	%	100.0%	41.5%	58.5%	2.4%	0.0%	39.0%	56.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%

**Department of Interior - Overall FY2018
Table A7-Ait: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Permanent Workforce**

Job Title/Series Agency Rate Occupational CLF	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Petroleum Engineering (0881)																	
Accessions	#	12	9	3			6	2			2	1			1		
	%	100.0%	75.0%	25.0%	0.0%	0.0%	50.0%	16.7%	0.0%	0.0%	16.7%	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%
From Temporary	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	#	12	9	3			6	2			2	1			1		
	%	100.0%	75.0%	25.0%	0.0%	0.0%	50.0%	16.7%	0.0%	0.0%	16.7%	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%
Occupational CLF	%	100%	90.5%	9.5%	4.4%	0.9%	77.7%	6.8%	3.4%	0.6%	3.4%	1.0%	0.0%	0.0%	1.1%	0.2%	0.5%
From Pathways Intern (Perm. appointment)	#	1	1				1										
	%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Geophysics (1313)																	
Accessions	#	10	7	3			6	2			1	1					
	%	100.0%	70.0%	30.0%	0.0%	0.0%	60.0%	20.0%	0.0%	0.0%	10.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	2	1	1			1	1									
	%	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Hires	#	12	8	4			7	3			1	1					
	%	100.0%	66.7%	33.3%	0.0%	0.0%	58.3%	25.0%	0.0%	0.0%	8.3%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%
From Pathways Intern (Perm. appointment)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hydrology (1315)																	
Accessions	#	17	9	8		1	8	7			1						
	%	100.0%	52.9%	47.1%	0.0%	5.9%	47.1%	41.2%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	18	11	7			9	7	1					1			
	%	100.0%	61.1%	38.9%	0.0%	0.0%	50.0%	38.9%	5.6%	0.0%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%
Total Hires	#	35	20	15		1	17	14	1		1			1			
	%	100.0%	57.1%	42.9%	0.0%	2.9%	48.6%	40.0%	2.9%	0.0%	2.9%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%
From Pathways Intern (Perm. appointment)	#	16	8	8			6	8	2								
	%	100.0%	50.0%	50.0%	0.0%	0.0%	37.5%	50.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Geology (1350)																	
Accessions	#	22	17	5		1	17	4									
	%	100.0%	77.3%	22.7%	0.0%	4.5%	77.3%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
From Temporary	#	10	3	7			3	6							1		
	%	100.0%	30.0%	70.0%	0.0%	0.0%	30.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%
Total Hires	#	32	20	12		1	20	10							1		
	%	100.0%	62.5%	37.5%	0.0%	3.1%	62.5%	31.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	0.0%	0.0%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%
From Pathways Intern (Perm. appointment)	#	4	3	1			3	1									
	%	100.0%	75.0%	25.0%	0.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
General Inspection, Investigation, Enforcement, and Compliance Series (1801)																	
Accessions	#	18	16	2	3		12	2						1			
	%	100.0%	88.9%	11.1%	16.7%	0.0%	66.7%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%	0.0%
From Temporary	#	4	2	2			1	2						1			
	%	100.0%	50.0%	50.0%	0.0%	0.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%

**Department of Interior - Overall FY2018
Table A7-AIt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce**

Job Title/Series Agency Rate Occupational CLF	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races				
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Park Ranger (0025)																		
Accessions	#	2,115	1,202	913	38	31	1,104	837	9	9	16	14	2	4	27	18	6	
	%	100.0%	56.8%	43.2%	1.8%	1.5%	52.2%	39.6%	0.4%	0.4%	0.8%	0.7%	0.1%	0.2%	1.3%	0.9%	0.3%	0.0%
Organizational CLF	%	100%	46.6%	53.4%	4.0%	4.3%	37.0%	41.2%	3.5%	5.5%	1.0%	1.2%	0.1%	0.2%	0.6%	0.6%	0.4%	0.4%
Environmental Protection Specialist (0028)																		
Accessions	#	11	7	4			6	4							1			
	%	100.0%	63.6%	36.4%	0.0%	0.0%	54.5%	36.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%	0.0%
Security Administration (0080)																		
Accessions	#	1		1				1										
	%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	36.7%	63.3%	2.9%	5.9%	27.1%	43.8%	3.6%	8.9%	2.6%	3.6%	0.0%	0.1%	0.3%	0.6%	0.3%	0.4%
Security Guard (0085)																		
Accessions	#	7	6	1			2								4	1		
	%	100.0%	85.7%	14.3%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	57.1%	14.3%	0.0%	0.0%
Occupational CLF	%	100%	77.2%	22.8%	10.4%	2.6%	42.8%	9.8%	19.5%	9.1%	2.4%	0.5%	0.3%	0.1%	1.2%	0.4%	0.7%	0.2%
General Natural Resources Management and Biological Sciences (0401)																		
Accessions	#	44	15	29		2	15	27										
	%	100.0%	34.1%	65.9%	0.0%	4.5%	34.1%	61.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Range Technician (0455)																		
Accessions	#	1,163	925	238	112	11	734	198	17	3	19	9	3		37	13	3	4
	%	100.0%	79.5%	20.5%	9.6%	0.9%	63.1%	17.0%	1.5%	0.3%	1.6%	0.8%	0.3%	0.0%	3.2%	1.1%	0.3%	0.3%
Occupational CLF	%	100%	52.6%	47.4%	3.4%	5.4%	37.6%	32.3%	4.2%	2.7%	5.2%	5.9%	0.1%	0.0%	1.6%	0.6%	0.5%	0.4%
Forestry Technician (0462)																		
Accessions	#	586	497	89	43	6	336	76	14		10	1	6		86	6	2	
	%	100.0%	84.8%	15.2%	7.3%	1.0%	57.3%	13.0%	2.4%	0.0%	1.7%	0.2%	1.0%	0.0%	14.7%	1.0%	0.3%	0.0%
Occupational CLF	%	100%	52.5%	47.5%	4.2%	3.7%	39.5%	33.8%	3.6%	4.7%	3.8%	4.3%	0.1%	0.1%	0.9%	0.5%	0.3%	0.4%
Civil Engineering (0810)																		
Accessions	#	7	7				7											
	%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	87.6%	12.4%	4.0%	0.9%	72.0%	9.1%	3.6%	0.7%	7.0%	1.4%	0.1%	0.0%	0.4%	0.1%	0.4%	0.1%
Petroleum Engineering Technician (0802)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100%	80.8%	19.2%	7.0%	1.7%	60.5%	13.0%	6.9%	2.3%	5.0%	1.9%	0.1%	0.0%	0.8%	0.2%	0.4%	0.1%

**Department of Interior - Overall FY2018
Table A7-Ait: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce**

Job Title/Series Agency Rate Occupational CLF	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Petroleum Engineering (0881)																		
Accessions	#	2	2				2											
	%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	90.5%	9.5%	4.4%	0.9%	77.7%	6.8%	3.4%	0.6%	3.4%	1.0%	0.0%	0.0%	1.1%	0.2%	0.5%	0.0%
Geophysics (1313)																		
Accessions	#	4	2	2			2	1						1				
	%	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%	0.0%
Hydrology (1315)																		
Accessions	#	29	21	8	2		19	6					2					
	%	100.0%	72.4%	27.6%	6.9%	0.0%	65.5%	20.7%	0.0%	0.0%	0.0%	0.0%	6.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%	0.0%
Geology (1350)																		
Accessions	#	34	12	22			12	21					1					
	%	100.0%	35.3%	64.7%	0.0%	0.0%	35.3%	61.8%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	71.8%	28.2%	2.2%	1.3%	64.8%	23.9%	2.0%	1.6%	1.8%	1.0%	0.1%	0.0%	0.6%	0.3%	0.2%	0.0%
General Inspection, Investigation, Enforcement, and Compliance Series (1801)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100%	53.6%	46.4%	4.4%	4.3%	41.0%	32.2%	4.3%	6.9%	2.9%	2.1%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Criminal Investigating (1811)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100%	76.3%	23.7%	8.2%	3.0%	57.9%	15.3%	7.5%	4.4%	1.6%	0.5%	0.1%	0.0%	0.8%	0.3%	0.4%	0.2%
Dispatching (2151)																		
Accessions	#	75	27	48	2	7	24	38		1					1	2		
	%	100.0%	36.0%	64.0%	2.7%	9.3%	32.0%	50.7%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	1.3%	2.7%	0.0%	0.0%
Occupational CLF	%	100%	43.1%	56.9%	4.8%	5.9%	32.9%	40.4%	3.9%	8.6%	0.8%	0.7%	0.0%	0.1%	0.4%	0.9%	0.2%	0.3%

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

Employment Tenure	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												111
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent Workforce																		
Accessions	#	2,937	1,767	1,170	130	95	1,331	799	73	78	64	45	11	4	152	138	6	11
	%	100.0%	60.2%	39.8%	4.4%	3.2%	45.3%	27.2%	2.5%	2.7%	2.2%	1.5%	0.4%	0.1%	5.2%	4.7%	0.2%	0.4%
From Temporary	#	1,051	705	346	36	16	596	286	22	9	12	7	9	3	27	22	3	3
	%	100.0%	67.1%	32.9%	3.4%	1.5%	56.7%	27.2%	2.1%	0.9%	1.1%	0.7%	0.9%	0.3%	2.6%	2.1%	0.3%	0.3%
Total Hires	#	3,988	2,472	1,516	166	111	1,927	1,085	95	87	76	52	20	7	179	160	9	14
	%	100.0%	62.0%	38.0%	4.2%	2.8%	48.3%	27.2%	2.4%	2.2%	1.9%	1.3%	0.5%	0.2%	4.5%	4.0%	0.2%	0.4%
Temporary Workforce																		
Accessions	#	11,923	7,454	4,469	358	166	6,341	3,829	156	74	106	95	43	21	426	270	24	14
	%	100.0%	62.5%	37.5%	3.0%	1.4%	53.2%	32.1%	1.3%	0.6%	0.9%	0.8%	0.4%	0.2%	3.6%	2.3%	0.2%	0.1%
Non-Appropriated Workforce																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total - Permanent & Temporary																		
Accessions	#	14860	9221	5639	488	261	7672	4628	229	152	170	140	54	25	578	408	30	25
	%	100.0%	62.1%	37.9%	3.3%	1.8%	51.6%	31.1%	1.5%	1.0%	1.1%	0.9%	0.4%	0.2%	3.9%	2.7%	0.2%	0.2%
All Occupations CLF	%	100%	51.9%	48.1%	5.2%	4.8%	38.3%	34.0%	5.5%	6.5%	2.0%	1.9%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Organizational CLF	%	100%	56.0%	44.0%	4.2%	3.6%	44.0%	32.6%	4.2%	4.6%	2.5%	2.4%	0.1%	0.1%	0.7%	0.5%	0.3%	0.3%

All Occupations CLF is based on all workers in all Census Occupation groups.
Organizational CLF is based on the number of incumbants in each occupation in the organization.

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Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Based on occupational series of employee after the promotion

Actions	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Series of Vacancy: Park Ranger (0025)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	152	95	57	6	3	81	53	3	1	1				4		
	%	100.0%	62.5%	37.5%	3.9%	2.0%	53.3%	34.9%	2.0%	0.7%	0.7%	0.0%	0.0%	0.0%	2.6%	0.0%	0.0%
Relevant Pool	#	3,315	2,139	1,176	121	69	1,830	983	72	57	40	26	10	8	60	33	6
	%	100.0%	64.5%	35.5%	3.7%	2.1%	55.2%	29.7%	2.2%	1.7%	1.2%	0.8%	0.3%	0.2%	1.8%	1.0%	0.2%
Job Series of Vacancy: Environmental Protection Specialist (0028)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	9	3	6			1	6							2		
	%	100.0%	33.3%	66.7%	0.0%	0.0%	11.1%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	0.0%	0.0%
Relevant Pool	#	333	167	166	12	3	133	128	2	10	3	8	1	1	15	15	1
	%	100.0%	50.2%	49.8%	3.6%	0.9%	39.9%	38.4%	0.6%	3.0%	0.9%	2.4%	0.3%	0.3%	4.5%	4.5%	0.3%
Job Series of Vacancy: Security Administration (0080)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	4	2	2			2	1		1							
	%	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	122	69	53	4	3	54	28	6	13		3	2		3	5	1
	%	100.0%	56.6%	43.4%	3.3%	2.5%	44.3%	23.0%	4.9%	10.7%	0.0%	2.5%	1.6%	0.0%	2.5%	4.1%	0.0%
Job Series of Vacancy: Security Guard (0085)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Relevant Pool	#	100	97	3	9		63	3	16		3		1		4		1
	%	100.0%	97.0%	3.0%	9.0%	0.0%	63.0%	3.0%	16.0%	0.0%	3.0%	0.0%	1.0%	0.0%	4.0%	0.0%	1.0%

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Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Based on occupational series of employee after the promotion

Actions	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Series of Vacancy: General Natural Resources Management and Biological Sciences (0401)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	102	71	31	3		58	29			2	1	2	1	5		1
	%	100.0%	69.6%	30.4%	2.9%	0.0%	56.9%	28.4%	0.0%	0.0%	2.0%	1.0%	2.0%	1.0%	4.9%	0.0%	1.0%
Relevant Pool	#	3,555	2,182	1,373	126	61	1,874	1,200	18	21	34	46	5	4	119	36	6
	%	100.0%	61.4%	38.6%	3.5%	1.7%	52.7%	33.8%	0.5%	0.6%	1.0%	1.3%	0.1%	0.1%	3.3%	1.0%	0.2%
Job Series of Vacancy: Range Technician (0455)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	53	47	6	7		36	4	2					2	2		
	%	100.0%	88.7%	11.3%	13.2%	0.0%	67.9%	7.5%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	3.8%	3.8%	0.0%
Relevant Pool	#	918	818	100	66	3	648	83	7	1	12		8		75	13	2
	%	100.0%	89.1%	10.9%	7.2%	0.3%	70.6%	9.0%	0.8%	0.1%	1.3%	0.0%	0.9%	0.0%	8.2%	1.4%	0.2%
Job Series of Vacancy: Forestry Technician (0462)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	67	60	7	7		42	6							10	1	1
	%	100.0%	89.6%	10.4%	10.4%	0.0%	62.7%	9.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.9%	1.5%	1.5%
Relevant Pool	#	998	869	129	58	5	483	64	5	2	8	2	11		303	56	1
	%	100.0%	87.1%	12.9%	5.8%	0.5%	48.4%	6.4%	0.5%	0.2%	0.8%	0.2%	1.1%	0.0%	30.4%	5.6%	0.1%
Job Series of Vacancy: Civil Engineering (0810)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	53	45	8	2	2	38	4	1	1	2	1			2		
	%	100.0%	84.9%	15.1%	3.8%	3.8%	71.7%	7.5%	1.9%	1.9%	3.8%	1.9%	0.0%	0.0%	3.8%	0.0%	0.0%
Relevant Pool	#	911	730	181	49	15	573	133	13	7	28	13	5		60	13	2
	%	100.0%	80.1%	19.9%	5.4%	1.6%	62.9%	14.6%	1.4%	0.8%	3.1%	1.4%	0.5%	0.0%	6.6%	1.4%	0.2%

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Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Based on occupational series of employee after the promotion

Actions	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Series of Vacancy: Petroleum Engineering Technician (0802)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	6	5	1			4	1							1		
	%	100.0%	83.3%	16.7%	0.0%	0.0%	66.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%
Relevant Pool	#	239	203	36	15	3	161	25	5	7	4	1			17		1
	%	100.0%	84.9%	15.1%	6.3%	1.3%	67.4%	10.5%	2.1%	2.9%	1.7%	0.4%	0.0%	0.0%	7.1%	0.0%	0.4%
Job Series of Vacancy: Petroleum Engineering (0881)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	17	14	3	1		10	2	1	1	1				1		
	%	100.0%	82.4%	17.6%	5.9%	0.0%	58.8%	11.8%	5.9%	5.9%	5.9%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%
Relevant Pool	#	339	280	59	10	3	200	44	32	8	32	1	2		4	3	
	%	100.0%	82.6%	17.4%	2.9%	0.9%	59.0%	13.0%	9.4%	2.4%	9.4%	0.3%	0.6%	0.0%	1.2%	0.9%	0.0%
Job Series of Vacancy: Geophysics (1313)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	11	7	4			7	3				1					
	%	100.0%	63.6%	36.4%	0.0%	0.0%	63.6%	27.3%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	269	184	85	5	2	164	76	3	2	9	4	1	1	1		1
	%	100.0%	68.4%	31.6%	1.9%	0.7%	61.0%	28.3%	1.1%	0.7%	3.3%	1.5%	0.4%	0.4%	0.4%	0.0%	0.4%
Job Series of Vacancy: Hydrology (1315)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	19	14	5	1		13	5									
	%	100.0%	73.7%	26.3%	5.3%	0.0%	68.4%	26.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1,354	993	361	21	7	930	338	10	4	19	7	1	1	12	4	
	%	100.0%	73.3%	26.7%	1.6%	0.5%	68.7%	25.0%	0.7%	0.3%	1.4%	0.5%	0.1%	0.1%	0.9%	0.3%	0.0%

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Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Based on occupational series of employee after the promotion

Actions	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Series of Vacancy: Geology (1350)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	24	16	8	1		15	8									
	%	100.0%	66.7%	33.3%	4.2%	0.0%	62.5%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	760	521	239	9	3	491	223	9	3	7	7	1		4	3	
	%	100.0%	68.6%	31.4%	1.2%	0.4%	64.6%	29.3%	1.2%	0.4%	0.9%	0.9%	0.1%	0.0%	0.5%	0.4%	0.0%
Job Series of Vacancy: General Inspection, Investigation, Enforcement, and Compliance Series (1801)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	11	9	2	1	2	7				1						
	%	100.0%	81.8%	18.2%	9.1%	18.2%	63.6%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	841	702	139	67	14	560	94	29	10	14	6	3		28	13	1
	%	100.0%	83.5%	16.5%	8.0%	1.7%	66.6%	11.2%	3.4%	1.2%	1.7%	0.7%	0.4%	0.0%	3.3%	1.5%	0.1%
Job Series of Vacancy: Criminal Investigating (1811)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	10	9	1			6								3	1	
	%	100.0%	90.0%	10.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	30.0%	10.0%	0.0%
Relevant Pool	#	575	500	75	31	3	306	47	15	3	3	4	5		139	17	1
	%	100.0%	87.0%	13.0%	5.4%	0.5%	53.2%	8.2%	2.6%	0.5%	0.5%	0.7%	0.9%	0.0%	24.2%	3.0%	0.2%
Job Series of Vacancy: Dispatching (2151)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	5	1	4	1		4										
	%	100.0%	20.0%	80.0%	20.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	214	106	108	4	5	91	84	6	8	1	2	1	1	3	8	
	%	100.0%	49.5%	50.5%	1.9%	2.3%	42.5%	39.3%	2.8%	3.7%	0.5%	0.9%	0.5%	0.5%	1.4%	3.7%	0.0%

Department of Interior - Overall FY2018

Table A9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Based on occupational series of employee before the promotion

Action	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Job Series of Applicant: Park Ranger (0025)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	137	89	48	3	4	79	44	2		1				4			
	%	100.0%	65.0%	35.0%	2.2%	2.9%	57.7%	32.1%	1.5%	0.0%	0.7%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%
Relevant Pool	#	3,315	2,139	1,176	121	69	1,830	983	72	57	40	26	10	8	60	33	6	
	%	100.0%	64.5%	35.5%	3.7%	2.1%	55.2%	29.7%	2.2%	1.7%	1.2%	0.8%	0.3%	0.2%	1.8%	1.0%	0.2%	0.0%
Job Series of Applicant: Environmental Protection Specialist (0028)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	9	5	4			3	3							2	1		
	%	100.0%	55.6%	44.4%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	11.1%	0.0%	0.0%
Relevant Pool	#	333	167	166	12	3	133	128	2	10	3	8	1	1	15	15	1	1
	%	100.0%	50.2%	49.8%	3.6%	0.9%	39.9%	38.4%	0.6%	3.0%	0.9%	2.4%	0.3%	0.3%	4.5%	4.5%	0.3%	0.3%
Job Series of Applicant: Security Administration (0080)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	2	2				2											
	%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	122	69	53	4	3	54	28	6	13		3	2		3	5		1
	%	100.0%	56.6%	43.4%	3.3%	2.5%	44.3%	23.0%	4.9%	10.7%	0.0%	2.5%	1.6%	0.0%	2.5%	4.1%	0.0%	0.8%
Job Series of Applicant: Security Guard (0085)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Relevant Pool	#	100	97	3	9		63	3	16		3		1		4		1	
	%	100.0%	97.0%	3.0%	9.0%	0.0%	63.0%	3.0%	16.0%	0.0%	3.0%	0.0%	1.0%	0.0%	4.0%	0.0%	1.0%	0.0%

Department of Interior - Overall FY2018

Table A9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Based on occupational series of employee before the promotion

Action	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Job Series of Applicant: General Natural Resources Management and Biological Sciences (0401)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	89	60	29	3	1	50	25				2	2	1	5			
	%	100.0%	67.4%	32.6%	3.4%	1.1%	56.2%	28.1%	0.0%	0.0%	0.0%	2.2%	2.2%	1.1%	5.6%	0.0%	0.0%	
Relevant Pool	#	3,555	2,182	1,373	126	61	1,874	1,200	18	21	34	46	5	4	119	36	6	5
	%	100.0%	61.4%	38.6%	3.5%	1.7%	52.7%	33.8%	0.5%	0.6%	1.0%	1.3%	0.1%	0.1%	3.3%	1.0%	0.2%	0.1%
Job Series of Applicant: Range Technician (0455)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	64	59	5	6		49	3	1				1		2	2		
	%	100.0%	92.2%	7.8%	9.4%	0.0%	76.6%	4.7%	1.6%	0.0%	0.0%	0.0%	1.6%	0.0%	3.1%	3.1%	0.0%	0.0%
Relevant Pool	#	918	818	100	66	3	648	83	7	1	12		8		75	13	2	
	%	100.0%	89.1%	10.9%	7.2%	0.3%	70.6%	9.0%	0.8%	0.1%	1.3%	0.0%	0.9%	0.0%	8.2%	1.4%	0.2%	0.0%
Job Series of Applicant: Forestry Technician (0462)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	76	68	8	8		48	7	1		1				9	1	1	
	%	100.0%	89.5%	10.5%	10.5%	0.0%	63.2%	9.2%	1.3%	0.0%	1.3%	0.0%	0.0%	0.0%	11.8%	1.3%	1.3%	0.0%
Relevant Pool	#	998	869	129	58	5	483	64	5	2	8	2	11		303	56	1	
	%	100.0%	87.1%	12.9%	5.8%	0.5%	48.4%	6.4%	0.5%	0.2%	0.8%	0.2%	1.1%	0.0%	30.4%	5.6%	0.1%	0.0%
Job Series of Applicant: Civil Engineering (0810)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	58	49	9	2	1	42	6	1	1	2	1			2			
	%	100.0%	84.5%	15.5%	3.4%	1.7%	72.4%	10.3%	1.7%	1.7%	3.4%	1.7%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%
Relevant Pool	#	911	730	181	49	15	573	133	13	7	28	13	5		60	13	2	
	%	100.0%	80.1%	19.9%	5.4%	1.6%	62.9%	14.6%	1.4%	0.8%	3.1%	1.4%	0.5%	0.0%	6.6%	1.4%	0.2%	0.0%

Department of Interior - Overall FY2018

Table A9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Based on occupational series of employee before the promotion

Action	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Series of Applicant: Petroleum Engineering Technician (0802)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	5	4	1			3	1							1		
	%	100.0%	80.0%	20.0%	0.0%	0.0%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%
Relevant Pool	#	239	203	36	15	3	161	25	5	7	4	1			17		1
	%	100.0%	84.9%	15.1%	6.3%	1.3%	67.4%	10.5%	2.1%	2.9%	1.7%	0.4%	0.0%	0.0%	7.1%	0.0%	0.4%
Job Series of Applicant: Petroleum Engineering (0881)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	18	14	4	1		10	3	1	1	1				1		
	%	100.0%	77.8%	22.2%	5.6%	0.0%	55.6%	16.7%	5.6%	5.6%	5.6%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%
Relevant Pool	#	339	280	59	10	3	200	44	32	8	32	1	2		4	3	
	%	100.0%	82.6%	17.4%	2.9%	0.9%	59.0%	13.0%	9.4%	2.4%	9.4%	0.3%	0.6%	0.0%	1.2%	0.9%	0.0%
Job Series of Applicant: Geophysics (1313)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	10	7	3			7	2						1			
	%	100.0%	70.0%	30.0%	0.0%	0.0%	70.0%	20.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	269	184	85	5	2	164	76	3	2	9	4	1	1	1		1
	%	100.0%	68.4%	31.6%	1.9%	0.7%	61.0%	28.3%	1.1%	0.7%	3.3%	1.5%	0.4%	0.4%	0.4%	0.0%	0.4%
Job Series of Applicant: Hydrology (1315)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	18	12	6	1		11	6									
	%	100.0%	66.7%	33.3%	5.6%	0.0%	61.1%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1,354	993	361	21	7	930	338	10	4	19	7	1	1	12	4	
	%	100.0%	73.3%	26.7%	1.6%	0.5%	68.7%	25.0%	0.7%	0.3%	1.4%	0.5%	0.1%	0.1%	0.9%	0.3%	0.0%

Department of Interior - Overall FY2018

Table A9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex

Based on occupational series of employee before the promotion

Action	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Series of Applicant: Geology (1350)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	27	17	10	1		16	10									
	%	100.0%	63.0%	37.0%	3.7%	0.0%	59.3%	37.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	760	521	239	9	3	491	223	9	3	7	7	1		4	3	
	%	100.0%	68.6%	31.4%	1.2%	0.4%	64.6%	29.3%	1.2%	0.4%	0.9%	0.9%	0.1%	0.0%	0.5%	0.4%	0.0%
Job Series of Applicant: General Inspection, Investigation, Enforcement, and Compliance Series (1801)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	8	7	1	1	1	5				1						
	%	100.0%	87.5%	12.5%	12.5%	12.5%	62.5%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	841	702	139	67	14	560	94	29	10	14	6	3		28	13	1
	%	100.0%	83.5%	16.5%	8.0%	1.7%	66.6%	11.2%	3.4%	1.2%	1.7%	0.7%	0.4%	0.0%	3.3%	1.5%	0.1%
Job Series of Applicant: Criminal Investigating (1811)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	8	8				5								3		
	%	100.0%	100.0%	0.0%	0.0%	0.0%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	37.5%	0.0%	0.0%
Relevant Pool	#	575	500	75	31	3	306	47	15	3	3	4	5		139	17	1
	%	100.0%	87.0%	13.0%	5.4%	0.5%	53.2%	8.2%	2.6%	0.5%	0.5%	0.7%	0.9%	0.0%	24.2%	3.0%	0.2%
Job Series of Applicant: Dispatching (2151)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	4	1	3	1			2								1	
	%	100.0%	25.0%	75.0%	25.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%
Relevant Pool	#	214	106	108	4	5	91	84	6	8	1	2	1	1	3	8	
	%	100.0%	49.5%	50.5%	1.9%	2.3%	42.5%	39.3%	2.8%	3.7%	0.5%	0.9%	0.5%	0.5%	1.4%	3.7%	0.0%

Department of Interior - Overall as of September 30, 2018
Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Permanent Workforce	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Eligible for Career Ladder Promotions	#	1908	1228	680	52	36	1015	492	39	38	37	24	5	3	80	84		3
	%	100.0%	64.4%	35.6%	2.7%	1.9%	53.2%	25.8%	2.0%	2.0%	1.9%	1.3%	0.3%	0.2%	4.2%	4.4%	0.0%	0.2%
Time in grade in excess of minimum																		
1 - 12 months	#	635	377	258	20	13	283	173	17	14	14	11	1		42	44		3
	%	100.0%	59.4%	40.6%	3.1%	2.0%	44.6%	27.2%	2.7%	2.2%	2.2%	1.7%	0.2%	0.0%	6.6%	6.9%	0.0%	0.5%
13 - 24 months	#	342	222	120	9	12	183	75	2	8	7	2			21	23		
	%	100.0%	64.9%	35.1%	2.6%	3.5%	53.5%	21.9%	0.6%	2.3%	2.0%	0.6%	0.0%	0.0%	6.1%	6.7%	0.0%	0.0%
25+ months	#	931	629	302	23	11	549	244	20	16	16	11	4	3	17	17		
	%	100.0%	67.6%	32.4%	2.5%	1.2%	59.0%	26.2%	2.1%	1.7%	1.7%	1.2%	0.4%	0.3%	1.8%	1.8%	0.0%	0.0%

Department of Interior - Overall FY2018
Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex

Action	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS-13 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	301	176	125	14	9	138	86	6	10	5	9	2	1	10	9	1	1
	%	100.0%	58.5%	41.5%	4.7%	3.0%	45.8%	28.6%	2.0%	3.3%	1.7%	3.0%	0.7%	0.3%	3.3%	3.0%	0.3%	0.3%
Relevant Pool	#	9,643	5,549	4,094	288	286	4,470	2,933	204	319	155	157	24	19	381	364	27	16
	%	100.0%	57.5%	42.5%	3.0%	3.0%	46.4%	30.4%	2.1%	3.3%	1.6%	1.6%	0.2%	0.2%	4.0%	3.8%	0.3%	0.2%
GS-14 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	151	94	57	2	2	84	42	1	3	1	2			6	8		
	%	100.0%	62.3%	37.7%	1.3%	1.3%	55.6%	27.8%	0.7%	2.0%	0.7%	1.3%	0.0%	0.0%	4.0%	5.3%	0.0%	0.0%
Relevant Pool	#	7,335	4,448	2,887	220	175	3,645	2,057	175	247	130	123	11	14	260	262	7	9
	%	100.0%	60.6%	39.4%	3.0%	2.4%	49.7%	28.0%	2.4%	3.4%	1.8%	1.7%	0.1%	0.2%	3.5%	3.6%	0.1%	0.1%
GS-15 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	52	29	23	1	3	23	13	1	3	1	1			2	3	1	
	%	100.0%	55.8%	44.2%	1.9%	5.8%	44.2%	25.0%	1.9%	5.8%	1.9%	1.9%	0.0%	0.0%	3.8%	5.8%	1.9%	0.0%
Relevant Pool	#	3,813	2,329	1,484	99	66	1,861	1,062	111	125	66	71	10	4	179	151	3	5
	%	100.0%	61.1%	38.9%	2.6%	1.7%	48.8%	27.9%	2.9%	3.3%	1.7%	1.9%	0.3%	0.1%	4.7%	4.0%	0.1%	0.1%
Senior Executive Service Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	7	6	1			3	1			1				2			
	%	100.0%	85.7%	14.3%	0.0%	0.0%	42.9%	14.3%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%
Relevant Pool	#	1,803	1,172	631	43	23	959	455	48	53	25	25	1		92	73	4	2
	%	100.0%	65.0%	35.0%	2.4%	1.3%	53.2%	25.2%	2.7%	2.9%	1.4%	1.4%	0.1%	0.0%	5.1%	4.0%	0.2%	0.1%

Department of Interior - Overall FY2018
Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Award	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Time-Off awards: 1-9 hours																		
Total Time-Off Awards Given	#	4,592	2,736	1,856	173	151	2,210	1,403	154	139	81	64	21	9	89	83	8	7
	%	100.0%	59.6%	40.4%	3.8%	3.3%	48.1%	30.6%	3.4%	3.0%	1.8%	1.4%	0.5%	0.2%	1.9%	1.8%	0.2%	0.2%
Total Hours	#	28,907	17,213	11,694	995	925	13,982	8,818	1,002	932	511	359	131	54	533	560	59	46
Average Hours	#	6	6	6	6	6	6	6	7	7	6	6	6	6	6	7	7	7
Time-Off awards: 9+ hours																		
Total Time-Off Awards Given	#	12,798	7,412	5,386	393	357	5,845	3,935	538	421	197	185	57	27	349	434	33	27
	%	100.0%	57.9%	42.1%	3.1%	2.8%	45.7%	30.7%	4.2%	3.3%	1.5%	1.4%	0.4%	0.2%	2.7%	3.4%	0.3%	0.2%
Total Hours	#	319,378	176,144	143,234	8,814	9,041	140,938	105,315	10,367	9,794	4,195	5,137	1,422	784	9,683	12,435	725	728
Average Hours	#	25	24	27	22	25	24	27	19	23	21	28	25	29	28	29	22	27
Cash Awards: \$100 - \$500																		
Total Cash Awards Given	#	9,752	5,596	4,156	401	402	4,552	3,026	214	289	145	166	29	27	234	224	21	22
	%	100.0%	57.4%	42.6%	4.1%	4.1%	46.7%	31.0%	2.2%	3.0%	1.5%	1.7%	0.3%	0.3%	2.4%	2.3%	0.2%	0.2%
Total Amount	\$	\$3,687,301	\$2,111,799	\$1,575,502	\$152,917	\$150,208	\$1,710,972	\$1,139,651	\$82,910	\$107,426	\$55,116	\$63,804	\$9,948	\$9,915	\$92,166	\$94,985	\$7,770	\$9,513
Average Amount	\$	\$378	\$377	\$379	\$381	\$374	\$376	\$377	\$387	\$372	\$380	\$384	\$343	\$367	\$394	\$424	\$370	\$432
Cash Awards: \$501+																		
Total Cash Awards Given	#	38,910	22,587	16,323	1,356	1,153	18,099	11,509	1,000	1,281	528	565	114	79	1,426	1,677	64	59
	%	100.0%	58.0%	42.0%	3.5%	3.0%	46.5%	29.6%	2.6%	3.3%	1.4%	1.5%	0.3%	0.2%	3.7%	4.3%	0.2%	0.2%
Total Amount	\$	\$60,644,502	\$35,024,025	\$25,620,477	\$1,987,894	\$1,721,907	\$28,095,681	\$17,844,405	\$1,479,258	\$2,147,988	\$789,259	\$938,835	\$144,939	\$111,138	\$2,433,308	\$2,768,540	\$93,686	\$87,664
Average Amount	\$	\$1,559	\$1,551	\$1,570	\$1,466	\$1,493	\$1,552	\$1,550	\$1,479	\$1,677	\$1,495	\$1,662	\$1,271	\$1,407	\$1,706	\$1,651	\$1,464	\$1,486
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	161	108	53	4	4	79	40	7	3		1	1		17	5		
	%	100.0%	67.1%	32.9%	2.5%	2.5%	49.1%	24.8%	4.3%	1.9%	0.0%	0.6%	0.6%	0.0%	10.6%	3.1%	0.0%	0.0%
Total Amount	\$	\$2,230,857	\$1,506,559	\$724,298	\$49,991	\$57,800	\$1,143,315	\$547,872	\$81,092	\$51,449		\$14,960	\$17,846		\$214,315	\$52,217		
Average Amount	\$	\$13,856	\$13,950	\$13,666	\$12,498	\$14,450	\$14,472	\$13,697	\$11,585	\$17,150	-	\$14,960	\$17,846	-	\$12,607	\$10,443	-	-
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	2,112	1,051	1,061	55	68	878	756	31	74	25	55	7	8	51	96	4	4
	%	100.0%	49.8%	50.2%	2.6%	3.2%	41.6%	35.8%	1.5%	3.5%	1.2%	2.6%	0.3%	0.4%	2.4%	4.5%	0.2%	0.2%
Total Benefit	\$	\$5,804,435	\$2,976,537	\$2,827,898	\$155,910	\$170,431	\$2,507,357	\$2,041,809	\$86,417	\$203,495	\$68,618	\$155,911	\$14,485	\$15,639	\$132,781	\$230,402	\$10,969	\$10,211
Average Benefit	\$	\$2,748	\$2,832	\$2,665	\$2,835	\$2,506	\$2,856	\$2,701	\$2,788	\$2,750	\$2,745	\$2,835	\$2,069	\$1,955	\$2,604	\$2,400	\$2,742	\$2,553

Department of Interior - Overall FY2018
Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Separation	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Voluntary	#	4,671	2,818	1,853	155	106	2,149	1,269	131	144	56	52	19	10	299	263	9	9
	%	100.0%	60.3%	39.7%	3.3%	2.3%	46.0%	27.2%	2.8%	3.1%	1.2%	1.1%	0.4%	0.2%	6.4%	5.6%	0.2%	0.2%
Involuntary	#	210	133	77	14	6	78	37	9	6	2	3	1		27	23	2	2
	%	100.0%	63.3%	36.7%	6.7%	2.9%	37.1%	17.6%	4.3%	2.9%	1.0%	1.4%	0.5%	0.0%	12.9%	11.0%	1.0%	1.0%
RIF	#	16	10	6				1	1						9	5		
	%	100.0%	62.5%	37.5%	0.0%	0.0%	0.0%	6.3%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	56.3%	31.3%	0.0%	0.0%
Total Permanent Workforce (9/30/2018)	#	54,831	33,197	21,634	1,997	1,474	25,604	14,758	1,500	1,614	745	707	191	115	3,042	2,877	118	89
	%	100.0%	60.5%	39.5%	3.6%	2.7%	46.7%	26.9%	2.7%	2.9%	1.4%	1.3%	0.3%	0.2%	5.5%	5.2%	0.2%	0.2%

Department of Interior - Overall as of September 30, 2018
Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability

Component	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop- mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure- ment	
Total	#	53,606	45,248	3,446	4,912	1,108	4	23	326	106	45	53	131	86	28	266	8	32
	%	100.0%	84.4%	6.4%	9.2%	2.1%	0.0%	0.0%	0.6%	0.2%	0.1%	0.1%	0.2%	0.2%	0.1%	0.5%	0.0%	0.1%
Federal Goal					12.0%	2.0%												
Office of the Secretary of the Interior	#	4,109	3,474	226	409	82			21	17	2	5	7	8	2	19		1
	%	100.0%	84.5%	5.5%	10.0%	2.0%	0.0%	0.0%	0.5%	0.4%	0.0%	0.1%	0.2%	0.2%	0.0%	0.5%	0.0%	0.0%
Bureau of Land Management	#	8,931	7,577	522	832	236		6	87	24	8	8	16	15	6	58	2	6
	%	100.0%	84.8%	5.8%	9.3%	2.6%	0.0%	0.1%	1.0%	0.3%	0.1%	0.1%	0.2%	0.2%	0.1%	0.6%	0.0%	0.1%
Bureau of Indian Affairs	#	3,927	3,385	370	172	21			6	5			6			3		1
	%	100.0%	86.2%	9.4%	4.4%	0.5%	0.0%	0.0%	0.2%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%
Bureau of Indian Education	#	389	336	22	31	4			1	2			1					
	%	100.0%	86.4%	5.7%	8.0%	1.0%	0.0%	0.0%	0.3%	0.5%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Bureau of Reclamation	#	5,334	4,202	356	776	202	1	4	74	23	9	11	14	14	4	44		4
	%	100.0%	78.8%	6.7%	14.5%	3.8%	0.0%	0.1%	1.4%	0.4%	0.2%	0.2%	0.3%	0.3%	0.1%	0.8%	0.0%	0.1%
U.S. Geological Survey	#	6,599	5,941	200	458	122		3	47	13	4	3	12	8	4	21	1	6
	%	100.0%	90.0%	3.0%	6.9%	1.8%	0.0%	0.0%	0.7%	0.2%	0.1%	0.0%	0.2%	0.1%	0.1%	0.3%	0.0%	0.1%
National Park Service	#	15,007	12,325	1,398	1,284	250	2	7	43	11	13	14	40	29	11	64	5	11
	%	100.0%	82.1%	9.3%	8.6%	1.7%	0.0%	0.0%	0.3%	0.1%	0.1%	0.1%	0.3%	0.2%	0.1%	0.4%	0.0%	0.1%
Fish & Wildlife Service	#	7,583	6,526	285	772	158		3	33	9	8	9	30	11	1	52		2
	%	100.0%	86.1%	3.8%	10.2%	2.1%	0.0%	0.0%	0.4%	0.1%	0.1%	0.1%	0.4%	0.1%	0.0%	0.7%	0.0%	0.0%
Office of Surface Mining, Reclamation & Enforcement	#	380	304	21	55	10	1		3	1		2				3		
	%	100.0%	80.0%	5.5%	14.5%	2.6%	0.3%	0.0%	0.8%	0.3%	0.0%	0.5%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%
Bureau of Safety & Environmental Enforcement	#	794	693	30	71	11			6				1	1		2		1
	%	100.0%	87.3%	3.8%	8.9%	1.4%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.3%	0.0%	0.1%
Bureau of Ocean Energy Management	#	553	485	16	52	12			5	1	1	1	4					
	%	100.0%	87.7%	2.9%	9.4%	2.2%	0.0%	0.0%	0.9%	0.2%	0.2%	0.2%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%

Department of Interior - Overall as of September 30, 2018
Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability - Participation Rate in Occupational Category (Permanent Workforce)

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Developmental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement	
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	1,292	1,151	68	73	7			4	2			1					
	%	100.0%	89.1%	5.3%	5.7%	0.5%	0.0%	0.0%	0.3%	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	
Mid-level (Grades 13-14)	#	4,356	3,896	195	265	69		1	21	13	5	1	9	4		12	1	2
	%	100.0%	89.4%	4.5%	6.1%	1.6%	0.0%	0.0%	0.5%	0.3%	0.1%	0.0%	0.2%	0.1%	0.0%	0.3%	0.0%	0.0%
First-Level (Grades 12 and Below)	#	4,381	3,929	190	262	55	1	1	24	6		2	10	4		3	1	3
	%	100.0%	89.7%	4.3%	6.0%	1.3%	0.0%	0.0%	0.5%	0.1%	0.0%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	0.1%
Other	#	9,507	7,793	644	1,070	219		3	60	25	5	12	27	18	1	60	1	7
	%	100.0%	82.0%	6.8%	11.3%	2.3%	0.0%	0.0%	0.6%	0.3%	0.1%	0.1%	0.3%	0.2%	0.0%	0.6%	0.0%	0.1%
Officials and Managers TOTAL	#	19,536	16,769	1,097	1,670	350	1	5	109	46	10	15	47	26	1	75	3	12
	%	100.0%	85.8%	5.6%	8.5%	1.8%	0.0%	0.0%	0.6%	0.2%	0.1%	0.1%	0.2%	0.1%	0.0%	0.4%	0.0%	0.1%
2. Professionals	#	15,730	13,827	746	1,157	238	1	3	74	22	11	13	20	24		62		8
	%	100.0%	87.9%	4.7%	7.4%	1.5%	0.0%	0.0%	0.5%	0.1%	0.1%	0.1%	0.1%	0.2%	0.0%	0.4%	0.0%	0.1%
3. Technicians	#	3,858	3,339	226	293	72		3	29	5	4	1	8	4	1	17		
	%	100.0%	86.5%	5.9%	7.6%	1.9%	0.0%	0.1%	0.8%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.4%	0.0%	0.0%
4. Sales Workers	#	6	6															
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
5. Administrative Support Workers	#	5,138	3,785	470	883	262	2	5	64	20	10	15	34	17	15	72	3	5
	%	100.0%	73.7%	9.1%	17.2%	5.1%	0.0%	0.1%	1.2%	0.4%	0.2%	0.3%	0.7%	0.3%	0.3%	1.4%	0.1%	0.1%
6. Craft Workers	#	3,882	3,040	370	472	91		3	32	5	5	5	10	2	4	20	1	4
	%	100.0%	78.3%	9.5%	12.2%	2.3%	0.0%	0.1%	0.8%	0.1%	0.1%	0.1%	0.3%	0.1%	0.1%	0.5%	0.0%	0.1%
7. Operatives	#	480	397	39	44	10			5	1		1	1			2		
	%	100.0%	82.7%	8.1%	9.2%	2.1%	0.0%	0.0%	1.0%	0.2%	0.0%	0.2%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%
8. Laborers and Helpers	#	464	359	50	55	17			6				1	3	4	3		
	%	100.0%	77.4%	10.8%	11.9%	3.7%	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	0.2%	0.6%	0.9%	0.6%	0.0%	0.0%
9. Service Workers	#	4,391	3,621	442	328	66		4	6	7	4	3	10	10	3	15	1	3
	%	100.0%	82.5%	10.1%	7.5%	1.5%	0.0%	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%	0.2%	0.1%	0.3%	0.0%	0.1%

Department of Interior - Overall as of September 30, 2018
Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Permanent Workforce

GS/GM, SES & Related Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement
GS-01	#	4	1	3													
	%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-02	#	31	20	3	8	3								2	1		
	%	0.1%	0.0%	0.1%	0.2%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.5%	0.4%	0.0%
GS-03	#	140	109	6	25	13		1	3					2	5	2	
	%	0.3%	0.3%	0.2%	0.6%	1.3%	0.0%	5.0%	1.1%	0.0%	0.0%	0.0%	0.0%	2.5%	26.3%	0.8%	0.0%
GS-04	#	517	372	75	70	20		1	1	1			6	3	4	4	
	%	1.1%	0.9%	2.6%	1.6%	2.0%	0.0%	5.0%	0.4%	1.0%	0.0%	0.0%	5.0%	3.8%	21.1%	1.7%	0.0%
GS-05	#	2,314	1,714	284	316	83		4	17	7	4	3	11	5	3	26	2
	%	4.8%	4.2%	9.7%	7.4%	8.5%	0.0%	20.0%	6.1%	7.1%	10.3%	6.4%	9.2%	6.3%	15.8%	10.9%	33.3%
GS-06	#	1,715	1,299	157	259	74	1	4	15	3	1	7	9	5	2	24	
	%	3.6%	3.2%	5.4%	6.1%	7.6%	25.0%	20.0%	5.4%	3.1%	2.6%	14.9%	7.6%	6.3%	10.5%	10.0%	0.0%
GS-07	#	4,302	3,414	377	511	138		4	39	16	4	7	14	10	2	40	1
	%	8.9%	8.3%	12.9%	12.0%	14.1%	0.0%	20.0%	13.9%	16.3%	10.3%	14.9%	11.8%	12.5%	10.5%	16.7%	16.7%
GS-08	#	1,074	906	66	102	35			12	3	5	1	3	2		7	1
	%	2.2%	2.2%	2.3%	2.4%	3.6%	0.0%	0.0%	4.3%	3.1%	12.8%	2.1%	2.5%	2.5%	0.0%	2.9%	16.7%
GS-09	#	6,023	5,086	355	582	114	1	1	26	9	4	8	15	16		29	1
	%	12.5%	12.4%	12.1%	13.6%	11.7%	25.0%	5.0%	9.3%	9.2%	10.3%	17.0%	12.6%	20.0%	0.0%	12.1%	16.7%
GS-10	#	140	121	8	11	2			1							1	
	%	0.3%	0.3%	0.3%	0.3%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%
GS-11	#	9,083	7,849	454	780	164	2	1	58	17	7	5	13	12		43	
	%	18.9%	19.2%	15.5%	18.2%	16.8%	50.0%	5.0%	20.7%	17.3%	17.9%	10.6%	10.9%	15.0%	0.0%	18.0%	0.0%
GS-12	#	9,329	8,077	488	764	158		3	58	11	5	10	23	11	1	30	
	%	19.4%	19.7%	16.6%	17.9%	16.2%	0.0%	15.0%	20.7%	11.2%	12.8%	21.3%	19.3%	13.8%	5.3%	12.6%	0.0%
GS-13	#	7,196	6,341	347	508	110		1	34	14	6	3	18	7		24	1
	%	15.0%	15.5%	11.8%	11.9%	11.2%	0.0%	5.0%	12.1%	14.3%	15.4%	6.4%	15.1%	8.8%	0.0%	10.0%	16.7%
GS-14	#	3,727	3,345	166	216	51			10	13	3	3	6	7		7	
	%	7.7%	8.2%	5.7%	5.1%	5.2%	0.0%	0.0%	3.6%	13.3%	7.7%	6.4%	5.0%	8.8%	0.0%	2.9%	0.0%
GS-15	#	1,527	1,375	71	81	9			2	4			1			1	
	%	3.2%	3.4%	2.4%	1.9%	0.9%	0.0%	0.0%	0.7%	4.1%	0.0%	0.0%	0.8%	0.0%	0.0%	0.4%	0.0%
All other (unspecified GS)	#	780	690	68	22	2			2								
	%	1.6%	1.7%	2.3%	0.5%	0.2%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	#	222	198	8	16	2			2								
	%	0.5%	0.5%	0.3%	0.4%	0.2%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	48,124	40,917	2,933	4,274	978	4	20	280	98	39	47	119	80	19	239	6
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

NOTE: Percentages computed down columns and NOT across rows.

Department of Interior - Overall as of September 30, 2018
Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Temporary Workforce

GS/GM, SES & Related Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement	
GS-01	#	75	63	5	7													
	%	0.7%	0.8%	0.4%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-02	#	161	134	15	12	2	1					1						
	%	1.5%	1.6%	1.1%	1.6%	1.4%	11.1%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-03	#	717	562	116	39	8	2	1					2		3			
	%	6.8%	6.7%	8.1%	5.1%	5.7%	22.2%	5.6%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	8.3%	0.0%	0.0%	
GS-04	#	1,570	1,180	268	122	30	2	7	4		1	1	1	5	1	7	1	
	%	14.9%	14.1%	18.8%	15.8%	21.4%	22.2%	38.9%	20.0%	0.0%	16.7%	20.0%	20.0%	27.8%	50.0%	19.4%	0.0%	14.3%
GS-05	#	2,898	2,088	608	202	39	3	7	5	2		1	2	3		13	1	2
	%	27.5%	25.0%	42.6%	26.2%	27.9%	33.3%	38.9%	25.0%	15.4%	0.0%	20.0%	40.0%	16.7%	0.0%	36.1%	100.0%	28.6%
GS-06	#	498	407	62	29	7				1	1	1				4		
	%	4.7%	4.9%	4.3%	3.8%	5.0%	0.0%	0.0%	0.0%	7.7%	16.7%	20.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%
GS-07	#	1,107	870	150	87	14	1	3	3	2	1			2		2		
	%	10.5%	10.4%	10.5%	11.3%	10.0%	11.1%	16.7%	15.0%	15.4%	16.7%	0.0%	0.0%	11.1%	0.0%	5.6%	0.0%	0.0%
GS-08	#	42	40	1	1													
	%	0.4%	0.5%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-09	#	534	438	50	46	10			1	1			1	2		4		1
	%	5.1%	5.2%	3.5%	6.0%	7.1%	0.0%	0.0%	5.0%	7.7%	0.0%	0.0%	20.0%	11.1%	0.0%	11.1%	0.0%	14.3%
GS-10	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-11	#	380	322	34	24	7			3					1	1	1		1
	%	3.6%	3.9%	2.4%	3.1%	5.0%	0.0%	0.0%	15.0%	0.0%	0.0%	0.0%	0.0%	5.6%	50.0%	2.8%	0.0%	14.3%
GS-12	#	286	227	35	24	3			1							1		1
	%	2.7%	2.7%	2.5%	3.1%	2.1%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.8%	0.0%	14.3%
GS-13	#	103	84	15	4													
	%	1.0%	1.0%	1.1%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-14	#	138	114	12	12	2			1									1
	%	1.3%	1.4%	0.8%	1.6%	1.4%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%
GS-15	#	36	28	4	4	1			1									
	%	0.3%	0.3%	0.3%	0.5%	0.7%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
All other (unspecified GS)	#	1,989	1,785	50	154	17			1	7	3	2		3		1		
	%	18.9%	21.4%	3.5%	20.0%	12.1%	0.0%	0.0%	5.0%	53.8%	50.0%	40.0%	0.0%	16.7%	0.0%	2.8%	0.0%	0.0%
Senior Executive Service	#	11	6	2	3													
	%	0.1%	0.1%	0.1%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	10,545	8,348	1,427	770	140	9	18	20	13	6	5	5	18	2	36	1	7
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

NOTE: Percentages computed down columns and NOT across rows.

Department of Interior - Overall as of September 30, 2018
Table B5NS-1: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Permanent Workforce

WG, WL & Equivalent Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Developmental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement	
Grade-01	#	18	10	2	6	3								3				
	%	100.0%	55.6%	11.1%	33.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	
Grade-02	#	64	46	6	12	5			1	1			2	1				
	%	100.0%	71.9%	9.4%	18.8%	7.8%	0.0%	0.0%	1.6%	1.6%	0.0%	0.0%	0.0%	3.1%	1.6%	0.0%	0.0%	
Grade-03	#	97	70	12	15	6			1	1			1	1	1	1		
	%	100.0%	72.2%	12.4%	15.5%	6.2%	0.0%	0.0%	1.0%	1.0%	0.0%	0.0%	1.0%	1.0%	1.0%	1.0%	0.0%	
Grade-04	#	95	54	22	19	6			2			1		1	2			
	%	100.0%	56.8%	23.2%	20.0%	6.3%	0.0%	0.0%	2.1%	0.0%	0.0%	1.1%	0.0%	0.0%	1.1%	2.1%	0.0%	
Grade-05	#	550	393	66	91	17			11		1		1	1		3		
	%	100.0%	71.5%	12.0%	16.5%	3.1%	0.0%	0.0%	2.0%	0.0%	0.2%	0.0%	0.2%	0.2%	0.0%	0.5%	0.0%	
Grade-06	#	229	180	18	31	2			1	1								
	%	100.0%	78.6%	7.9%	13.5%	0.9%	0.0%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-07	#	505	401	52	52	12			4				2		2	3	1	
	%	100.0%	79.4%	10.3%	10.3%	2.4%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.4%	0.0%	0.4%	0.6%	0.2%	
Grade-08	#	700	549	75	76	8			1		1	1	2			2		
	%	100.0%	78.4%	10.7%	10.9%	1.1%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.3%	0.0%	0.0%	0.3%	0.0%	
Grade-09	#	601	497	46	58	10			1	2		1		4		2		
	%	100.0%	82.7%	7.7%	9.7%	1.7%	0.0%	0.2%	0.3%	0.0%	0.2%	0.0%	0.7%	0.0%	0.0%	0.3%	0.0%	
Grade-10	#	802	666	70	66	13			4	1			2		1	4	1	
	%	100.0%	83.0%	8.7%	8.2%	1.6%	0.0%	0.0%	0.5%	0.1%	0.0%	0.0%	0.2%	0.0%	0.1%	0.5%	0.0%	
Grade-11	#	43	32	3	8													
	%	100.0%	74.4%	7.0%	18.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-12	#	9	7	2														
	%	100.0%	77.8%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Grade-13	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-14	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Grade-15	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other Non-supervisory Wage Grades	#	1,334	1,054	111	169	45			1	19	3	3	4		2		10	3
	%	100.0%	79.0%	8.3%	12.7%	3.4%	0.0%	0.1%	1.4%	0.2%	0.2%	0.3%	0.0%	0.1%	0.0%	0.7%	0.0%	

Department of Interior - Overall as of September 30, 2018
Table B5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

WG, WL & Equivalent Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Developmental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement	
Grade-01	#	59	48	5	6	3				2			1					
	%	1.9%	2.2%	0.7%	3.9%	10.0%	0.0%	0.0%	0.0%	66.7%	0.0%	-	100.0%	0.0%	0.0%	0.0%	0.0%	-
Grade-02	#	143	122	12	9	5								3	1		1	
	%	4.7%	5.5%	1.7%	5.9%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	75.0%	14.3%	-	100.0%
Grade-03	#	274	175	86	13	4				1				1	1	1		
	%	8.9%	7.9%	12.2%	8.5%	13.3%	0.0%	0.0%	0.0%	33.3%	0.0%	-	0.0%	25.0%	25.0%	14.3%	-	0.0%
Grade-04	#	287	184	92	11	2	1		1									
	%	9.4%	8.4%	13.0%	7.2%	6.7%	100.0%	0.0%	25.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%	0.0%	-
Grade-05	#	899	562	293	44	9		2			2			1		4		
	%	29.4%	25.5%	41.4%	28.8%	30.0%	0.0%	66.7%	0.0%	0.0%	100.0%	-	0.0%	25.0%	0.0%	57.1%	-	0.0%
Grade-06	#	98	67	23	8	2			2									
	%	3.2%	3.0%	3.3%	5.2%	6.7%	0.0%	0.0%	50.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%	0.0%	-
Grade-07	#	337	241	75	21													
	%	11.0%	10.9%	10.6%	13.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%	0.0%	-
Grade-08	#	153	113	32	8	4		1	1					1		1		
	%	5.0%	5.1%	4.5%	5.2%	13.3%	0.0%	33.3%	25.0%	0.0%	0.0%	-	0.0%	25.0%	0.0%	14.3%	-	0.0%
Grade-09	#	95	63	31	1	1								1				
	%	3.1%	2.9%	4.4%	0.7%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	25.0%	0.0%	0.0%	0.0%	-
Grade-10	#	53	41	7	5													
	%	1.7%	1.9%	1.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%	0.0%	-
Grade-11	#	1	1															
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%	0.0%	-
Grade-12	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%	0.0%	-
Grade-13	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%	0.0%	-
Grade-14	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%	0.0%	-
Grade-15	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%	0.0%	-
Other Non-supervisory Wage Grades	#	663	585	51	27													
	%	21.7%	26.6%	7.2%	17.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%	0.0%	0.0%	0.0%	-
Total Non-supervisory Wage Grades	#	3,062	2,202	707	153	30	1	3	4	3	2		1	4	4	7	1	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	-

Department of Interior - Overall as of September 30, 2018
Table B5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Disability - Permanent Workforce

WS, XS & Equivalent Pay Plans	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop- mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure- ment
Grade-01	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
Grade-02	#	7	5	1	1												
	%	1.6%	1.3%	3.6%	2.9%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
Grade-03	#	1	1														
	%	0.2%	0.3%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
Grade-04	#	7	7														
	%	1.6%	1.9%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
Grade-05	#	28	26	1	1												
	%	6.4%	7.0%	3.6%	2.9%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
Grade-06	#	28	23	3	2												
	%	6.4%	6.2%	10.7%	5.7%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
Grade-07	#	58	52	2	4												
	%	13.3%	14.0%	7.1%	11.4%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
Grade-08	#	45	36	2	7	1			1								
	%	10.3%	9.7%	7.1%	20.0%	33.3%	-	-	100.0%	-	-	-	-	-	-	0.0%	0.0%
Grade-09	#	100	84	4	12	2										1	1
	%	23.0%	22.6%	14.3%	34.3%	66.7%	-	-	0.0%	-	-	-	-	-	-	100.0%	100.0%
Grade-10	#	142	124	12	6												
	%	32.6%	33.3%	42.9%	17.1%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
Grade-11	#	18	13	3	2												
	%	4.1%	3.5%	10.7%	5.7%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
Grade-12	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
Grade-13	#	1	1														
	%	0.2%	0.3%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
Grade-14	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
Grade-15	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
All Other Supervisory Wage Grades	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	-	-	-	0.0%	0.0%
Total Supervisory Wage Grades	#	435	372	28	35	3			1							1	1
	%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	-	-	-	-	-	-	100.0%	100.0%

Department of Interior - Overall as of September 30, 2018
Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Permanent Workforce

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement	
Park Ranger (0025)	#	3,294	2,923	160	211	40	1	2	3	4	4	3	8	8		5		2
	%	100.0%	88.7%	4.9%	6.4%	1.2%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.2%	0.2%	0.0%	0.2%	0.0%	0.1%
Environmental Protection Specialist (0028)	#	322	261	22	39	8			4				1	1		2		
	%	100.0%	81.1%	6.8%	12.1%	2.5%	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	0.3%	0.3%	0.0%	0.6%	0.0%	0.0%
Security Administration (0080)	#	119	91	7	21	3							1		1	1		
	%	100.0%	76.5%	5.9%	17.6%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.8%	0.8%	0.0%	0.0%
Security Guard (0085)	#	112	80	17	15	3		1	1					1				
	%	100.0%	71.4%	15.2%	13.4%	2.7%	0.0%	0.9%	0.9%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	3,442	3,108	114	220	38		1	11	2	1	2	5	4		9		3
	%	100.0%	90.3%	3.3%	6.4%	1.1%	0.0%	0.0%	0.3%	0.1%	0.0%	0.1%	0.1%	0.1%	0.0%	0.3%	0.0%	0.1%
Range Technician (0455)	#	935	860	37	38	11			4	2			1	1		3		
	%	100.0%	92.0%	4.0%	4.1%	1.2%	0.0%	0.0%	0.4%	0.2%	0.0%	0.0%	0.1%	0.1%	0.0%	0.3%	0.0%	0.0%
Forestry Technician (0462)	#	977	920	31	26	3			1				1			1		
	%	100.0%	94.2%	3.2%	2.7%	0.3%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%
Civil Engineering (0810)	#	948	855	40	53	14			4	3		1	3	1		2		
	%	100.0%	90.2%	4.2%	5.6%	1.5%	0.0%	0.0%	0.4%	0.3%	0.0%	0.1%	0.3%	0.1%	0.0%	0.2%	0.0%	0.0%
Petroleum Engineering Technician (0802)	#	234	190	17	27	6			4	1				1				
	%	100.0%	81.2%	7.3%	11.5%	2.6%	0.0%	0.0%	1.7%	0.4%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%
Petroleum Engineering (0881)	#	330	299	10	21	1								1				
	%	100.0%	90.6%	3.0%	6.4%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%
Geophysics (1313)	#	262	241	6	15	2			1	1								
	%	100.0%	92.0%	2.3%	5.7%	0.8%	0.0%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hydrology (1315)	#	1,256	1,184	24	48	12			7	2	1			1				1
	%	100.0%	94.3%	1.9%	3.8%	1.0%	0.0%	0.0%	0.6%	0.2%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%
Geology (1350)	#	743	664	30	49	9	1	1	5	1			1					
	%	100.0%	89.4%	4.0%	6.6%	1.2%	0.1%	0.1%	0.7%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Gen Inspect, Investig, Enforce, & Compl (1801)	#	814	725	29	60	7			1		2	1		1		2		
	%	100.0%	89.1%	3.6%	7.4%	0.9%	0.0%	0.0%	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.0%	0.2%	0.0%	0.0%
Criminal Investigating (1811)	#	545	493	40	12	2			1							1		
	%	100.0%	90.5%	7.3%	2.2%	0.4%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%
Dispatching (2151)	#	222	165	24	33	6			4		1					1		
	%	100.0%	74.3%	10.8%	14.9%	2.7%	0.0%	0.0%	1.8%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%

Department of Interior - Overall as of September 30, 2018
Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Temporary Workforce

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure-ment	
Park Ranger (0025)	#	1,492	1,037	355	100	19	3	3	3				2	1		5	1	1
	%	100.0%	69.5%	23.8%	6.7%	1.3%	0.2%	0.2%	0.2%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.3%	0.1%	0.1%
Environmental Protection Specialist (0028)	#	24	16	2	6	2							1					1
	%	100.0%	66.7%	8.3%	25.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	4.2%
Security Administration (0080)	#	2	1	1														
	%	100.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Security Guard (0085)	#	59	45	3	11	1		1										
	%	100.0%	76.3%	5.1%	18.6%	1.7%	0.0%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	231	208	13	10	3		1	1							1		
	%	100.0%	90.0%	5.6%	4.3%	1.3%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	
Range Technician (0455)	#	828	751	43	34	6		1	1				1		3			
	%	100.0%	90.7%	5.2%	4.1%	0.7%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.4%	0.0%	0.0%	
Forestry Technician (0462)	#	355	287	56	12	2							2					
	%	100.0%	80.8%	15.8%	3.4%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	
Civil Engineering (0810)	#	21	14	3	4													
	%	100.0%	66.7%	14.3%	19.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Petroleum Engineering Technician (0802)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Petroleum Engineering (0881)	#	1	1															
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Geophysics (1313)	#	26	25	1														
	%	100.0%	96.2%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Hydrology (1315)	#	99	86	6	7	2			1				1					
	%	100.0%	86.9%	6.1%	7.1%	2.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	
Geology (1350)	#	74	68	3	3	2			2									
	%	100.0%	91.9%	4.1%	4.1%	2.7%	0.0%	0.0%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Gen Inspect, Investig, Enforce, & Compl (1801)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Criminal Investigating (1811)	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dispatching (2151)	#	57	37	13	7	2					1				1			
	%	100.0%	64.9%	22.8%	12.3%	3.5%	0.0%	0.0%	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	1.8%	0.0%	0.0%	

**Department of Interior - Overall FY2018
Table B7-ALT: HIRES by Disability - Temporary Workforce**

Hires in Each Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement
Geophysics (1313)																	
Accessions	#	4	4														
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hydrology (1315)																	
Accessions	#	29	28	1													
	%	100.0%	96.6%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Geology (1350)																	
Accessions	#	34	32	2													
	%	100.0%	94.1%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
General Inspection, Investigation, Enforcement, and Compliance Series (1801)																	
Accessions	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Criminal Investigating (1811)																	
Accessions	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dispatching (2151)																	
Accessions	#	75	54	15	6	3		2			1						
	%	100.0%	72.0%	20.0%	8.0%	4.0%	0.0%	2.7%	0.0%	0.0%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%

Department of Interior - Overall FY2018
Table B8-ALT: NEW HIRES By Type of Appointment - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement
Permanent Workforce																	
FY2018 Accessions	#	2,937	2,151	436	350	64	1	9	15	1	3	2	3	6	2	19	3
	%	100.0%	73.2%	14.8%	11.9%	2.2%	0.0%	0.3%	0.5%	0.0%	0.1%	0.1%	0.1%	0.2%	0.1%	0.6%	0.1%
FY2018 From Temporary	#	1,051	749	177	125	27		1	2	1	1	4	2	4		12	
	%	100.0%	71.3%	16.8%	11.9%	2.6%	0.0%	0.1%	0.2%	0.1%	0.1%	0.4%	0.2%	0.4%	0.0%	1.1%	0.0%
FY2018 Total Hires	#	3,988	2,900	613	475	91	1	10	17	2	4	6	5	10	2	31	3
	%	100.0%	72.7%	15.4%	11.9%	2.3%	0.0%	0.3%	0.4%	0.1%	0.1%	0.2%	0.1%	0.3%	0.1%	0.8%	0.1%
FY2017 Accessions	#	3,563	2,669	445	449	109	1	11	24	7	4	3	9	6	1	41	2
	%	100.0%	74.9%	12.5%	12.6%	3.1%	0.0%	0.3%	0.7%	0.2%	0.1%	0.1%	0.3%	0.2%	0.0%	1.2%	0.1%
FY2017 From Temporary	#	1,202	907	151	144	33		1	3	1	1	4	4	3		14	2
	%	100.0%	75.5%	12.6%	12.0%	2.7%	0.0%	0.1%	0.2%	0.1%	0.1%	0.3%	0.3%	0.2%	0.0%	1.2%	0.2%
FY2017 Total Hires	#	4,765	3,576	596	593	142	1	12	27	8	5	7	13	9	1	55	2
	%	100.0%	75.0%	12.5%	12.4%	3.0%	0.0%	0.3%	0.6%	0.2%	0.1%	0.1%	0.3%	0.2%	0.0%	1.2%	0.0%
Temporary Workforce																	
FY2018 Accessions	#	11,923	8,555	2,667	701	143	13	21	24	4	3	6	5	13	3	46	5
	%	100.0%	71.8%	22.4%	5.9%	1.2%	0.1%	0.2%	0.2%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.4%	0.0%
FY2017 Accessions	#	12,700	9,456	2,405	839	166	11	19	27	4	5	7	10	21	5	52	3
	%	100.0%	74.5%	18.9%	6.6%	1.3%	0.1%	0.1%	0.2%	0.0%	0.0%	0.1%	0.1%	0.2%	0.0%	0.4%	0.0%
Non-Appropriated Workforce																	
FY2018 Accessions	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FY2017 Accessions	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total - Permanent & Temporary																	
FY2018 Accessions	#	14860	10706	3103	1051	207	14	30	39	5	6	8	8	19	5	65	8
	%	100.0%	72.0%	20.9%	7.1%	1.4%	0.1%	0.2%	0.3%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.4%	0.1%
FY2017 Accessions	#	16263	12125	2850	1288	275	12	30	51	11	9	10	19	27	6	93	5
	%	100.0%	74.6%	17.5%	7.9%	1.7%	0.1%	0.2%	0.3%	0.1%	0.1%	0.1%	0.1%	0.2%	0.0%	0.6%	0.0%

Department of Interior - Overall FY2018
Table B8-ALT_SchedA: NEW SCHEDULE A HIRES By Type of Appointment - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement
Permanent Workforce																	
FY2018 Accessions	#	81	2	21	58	16			5	1	1	2	1	2	1	1	2
	%	100.0%	2.5%	25.9%	71.6%	19.8%	0.0%	0.0%	6.2%	1.2%	1.2%	2.5%	1.2%	2.5%	1.2%	1.2%	0.0%
FY2018 From Temporary	#	41	1	15	25	9				1		2		3		3	
	%	100.0%	2.4%	36.6%	61.0%	22.0%	0.0%	0.0%	0.0%	2.4%	0.0%	4.9%	0.0%	7.3%	0.0%	7.3%	0.0%
FY2018 Total Hires	#	122	3	36	83	25			5	2	1	4	1	5	1	4	2
	%	100.0%	2.5%	29.5%	68.0%	20.5%	0.0%	0.0%	4.1%	1.6%	0.8%	3.3%	0.8%	4.1%	0.8%	3.3%	0.0%
FY2017 Accessions	#	86	2	18	66	30	1		6	3	1	1	4	4		10	
	%	100.0%	2.3%	20.9%	76.7%	34.9%	1.2%	0.0%	7.0%	3.5%	1.2%	1.2%	4.7%	4.7%	0.0%	11.6%	0.0%
FY2017 From Temporary	#	36	2	11	23	10				1		2	1			4	2
	%	100.0%	5.6%	30.6%	63.9%	27.8%	0.0%	0.0%	0.0%	2.8%	0.0%	5.6%	2.8%	0.0%	0.0%	11.1%	5.6%
FY2017 Total Hires	#	122	4	29	89	40	1		6	4	1	3	5	4		14	2
	%	100.0%	3.3%	23.8%	73.0%	32.8%	0.8%	0.0%	4.9%	3.3%	0.8%	2.5%	4.1%	3.3%	0.0%	11.5%	1.6%
Temporary Workforce																	
FY2018 Accessions	#	51	2	16	33	16	3		2	1		1	1	1	3	4	
	%	100.0%	3.9%	31.4%	64.7%	31.4%	5.9%	0.0%	3.9%	2.0%	0.0%	2.0%	2.0%	2.0%	5.9%	7.8%	0.0%
FY2017 Accessions	#	38		18	20	10	1	1	1					1	2	3	1
	%	100.0%	0.0%	47.4%	52.6%	26.3%	2.6%	2.6%	2.6%	0.0%	0.0%	0.0%	0.0%	2.6%	5.3%	7.9%	2.6%
Non-Appropriated Workforce																	
FY2018 Accessions	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FY2017 Accessions	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total - Permanent & Temporary																	
FY2018 Accessions	#	132	4	37	91	32	3		7	2	1	3	2	3	4	5	2
	%	100.0%	3.0%	28.0%	68.9%	24.2%	2.3%	0.0%	5.3%	1.5%	0.8%	2.3%	1.5%	2.3%	3.0%	3.8%	0.0%
FY2017 Accessions	#	124	2	36	86	40	2	1	7	3	1	1	4	5	2	13	1
	%	100.0%	1.6%	29.0%	69.4%	32.3%	1.6%	0.8%	5.6%	2.4%	0.8%	0.8%	3.2%	4.0%	1.6%	10.5%	0.8%

Department of Interior - Overall FY2018

Table B9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Based on occupational series of employee after the promotion

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement
Job Series of Vacancy: Park Ranger (0025)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	152	141	4	7	1			1								
	%	100.0%	92.8%	2.6%	4.6%	0.7%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	3,315	2,972	131	212	42	1	1	3	6	4	3	10	7		6	1
	%	100.0%	89.7%	4.0%	6.4%	1.3%	0.0%	0.0%	0.1%	0.2%	0.1%	0.1%	0.3%	0.2%	0.0%	0.2%	0.0%
Job Series of Vacancy: Environmental Protection Specialist (0028)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	9	8		1												
	%	100.0%	88.9%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	333	277	17	39	4			1				1			2	
	%	100.0%	83.2%	5.1%	11.7%	1.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.6%	0.0%
Job Series of Vacancy: Security Administration (0080)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	4	3	1													
	%	100.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	122	94	8	20	3			1						1	1	
	%	100.0%	77.0%	6.6%	16.4%	2.5%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.8%	0.0%
Job Series of Vacancy: Security Guard (0085)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Relevant Pool	#	100	73	16	11	2			1				1				
	%	100.0%	73.0%	16.0%	11.0%	2.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%
Job Series of Vacancy: General Natural Resources Management and Biological Sciences (0401)																	

Department of Interior - Overall FY2018

Table B9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Based on occupational series of employee after the promotion

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	102	90	8	4												
	%	100.0%	88.2%	7.8%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	3,555	3,214	116	225	42			13	3	1	2	5	4		11	3
	%	100.0%	90.4%	3.3%	6.3%	1.2%	0.0%	0.0%	0.4%	0.1%	0.0%	0.1%	0.1%	0.1%	0.0%	0.3%	0.0%
Job Series of Vacancy: Range Technician (0455)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	53	48	3	2	1			1								
	%	100.0%	90.6%	5.7%	3.8%	1.9%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	918	846	34	38	12			4	3			1	1		3	
	%	100.0%	92.2%	3.7%	4.1%	1.3%	0.0%	0.0%	0.4%	0.3%	0.0%	0.0%	0.1%	0.1%	0.0%	0.3%	0.0%
Job Series of Vacancy: Forestry Technician (0462)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	67	61	4	2												
	%	100.0%	91.0%	6.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	998	943	31	24	3			1				1			1	
	%	100.0%	94.5%	3.1%	2.4%	0.3%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%
Job Series of Vacancy: Civil Engineering (0810)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	53	51		2												
	%	100.0%	96.2%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	911	817	36	58	14			4	3		1	3		3		
	%	100.0%	89.7%	4.0%	6.4%	1.5%	0.0%	0.0%	0.4%	0.3%	0.0%	0.1%	0.3%	0.0%	0.0%	0.3%	0.0%

Department of Interior - Overall FY2018

Table B9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Based on occupational series of employee after the promotion

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Developmental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement
Job Series of Vacancy: Petroleum Engineering Technician (0802)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	6	4	2													
	%	100.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	239	193	15	31	8			4	1			1		1		1
	%	100.0%	80.8%	6.3%	13.0%	3.3%	0.0%	0.0%	1.7%	0.4%	0.0%	0.0%	0.4%	0.0%	0.4%	0.0%	0.4%
Job Series of Vacancy: Petroleum Engineering (0881)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	17	13		4												
	%	100.0%	76.5%	0.0%	23.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	339	307	10	22	1							1				
	%	100.0%	90.6%	2.9%	6.5%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%
Job Series of Vacancy: Geophysics (1313)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	11	9		2												
	%	100.0%	81.8%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	269	249	4	16	3			1	1			1				
	%	100.0%	92.6%	1.5%	5.9%	1.1%	0.0%	0.0%	0.4%	0.4%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%
Job Series of Vacancy: Hydrology (1315)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	19	19														
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1,354	1,268	29	57	16			9	2	1		1	2			1
	%	100.0%	93.6%	2.1%	4.2%	1.2%	0.0%	0.0%	0.7%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%

Department of Interior - Overall FY2018

Table B9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Based on occupational series of employee after the promotion

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Developmental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement
Job Series of Vacancy: Geology (1350)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	24	22	1	1	1			1								
	%	100.0%	91.7%	4.2%	4.2%	4.2%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	760	680	28	52	11	1	1	7	1							1
	%	100.0%	89.5%	3.7%	6.8%	1.4%	0.1%	0.1%	0.9%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Job Series of Vacancy: General Inspection, Investigation, Enforcement, and Compliance Series (1801)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	11	11														
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	841	755	29	57	8			2		2	1	1			2	
	%	100.0%	89.8%	3.4%	6.8%	1.0%	0.0%	0.0%	0.2%	0.0%	0.2%	0.1%	0.1%	0.0%	0.0%	0.2%	0.0%
Job Series of Vacancy: Criminal Investigating (1811)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	10	9	1													
	%	100.0%	90.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	575	520	41	14	2			1							1	
	%	100.0%	90.4%	7.1%	2.4%	0.3%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%
Job Series of Vacancy: Dispatching (2151)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	5	4		1	1					1						
	%	100.0%	80.0%	0.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	214	158	21	35	7			4		1					2	
	%	100.0%	73.8%	9.8%	16.4%	3.3%	0.0%	0.0%	1.9%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%

Department of Interior - Overall FY2018

Table B9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Based on occupational series of employee before the promotion

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement
Job Series of Applicant: Park Ranger (0025)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	137	128	2	7	1			1								
	%	100.0%	93.4%	1.5%	5.1%	0.7%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	3,315	2,972	131	212	42	1	1	3	6	4	3	10	7		6	1
	%	100.0%	89.7%	4.0%	6.4%	1.3%	0.0%	0.0%	0.1%	0.2%	0.1%	0.1%	0.3%	0.2%	0.0%	0.2%	0.0%
Job Series of Applicant: Environmental Protection Specialist (0028)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	9	7		2												
	%	100.0%	77.8%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	333	277	17	39	4			1				1			2	
	%	100.0%	83.2%	5.1%	11.7%	1.2%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.6%	0.0%
Job Series of Applicant: Security Administration (0080)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	2	2														
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	122	94	8	20	3			1						1	1	
	%	100.0%	77.0%	6.6%	16.4%	2.5%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.8%	0.0%
Job Series of Applicant: Security Guard (0085)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Relevant Pool	#	100	73	16	11	2			1				1				
	%	100.0%	73.0%	16.0%	11.0%	2.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%
Job Series of Applicant: General Natural Resources Management and Biological Sciences (0401)																	

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Table B9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Based on occupational series of employee before the promotion

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	89	79	7	3												
	%	100.0%	88.8%	7.9%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	3,555	3,214	116	225	42			13	3	1	2	5	4		11	3
	%	100.0%	90.4%	3.3%	6.3%	1.2%	0.0%	0.0%	0.4%	0.1%	0.0%	0.1%	0.1%	0.1%	0.0%	0.3%	0.0%
Job Series of Applicant: Range Technician (0455)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	64	60	2	2	1			1								
	%	100.0%	93.8%	3.1%	3.1%	1.6%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	918	846	34	38	12			4	3			1	1		3	
	%	100.0%	92.2%	3.7%	4.1%	1.3%	0.0%	0.0%	0.4%	0.3%	0.0%	0.0%	0.1%	0.1%	0.0%	0.3%	0.0%
Job Series of Applicant: Forestry Technician (0462)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	76	70	4	2												
	%	100.0%	92.1%	5.3%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	998	943	31	24	3			1				1			1	
	%	100.0%	94.5%	3.1%	2.4%	0.3%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%
Job Series of Applicant: Civil Engineering (0810)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	58	55		3												
	%	100.0%	94.8%	0.0%	5.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	911	817	36	58	14			4	3		1	3			3	
	%	100.0%	89.7%	4.0%	6.4%	1.5%	0.0%	0.0%	0.4%	0.3%	0.0%	0.1%	0.3%	0.0%	0.0%	0.3%	0.0%

Department of Interior - Overall FY2018

Table B9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Based on occupational series of employee before the promotion

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement
Job Series of Applicant: Petroleum Engineering Technician (0802)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	5	4	1													
	%	100.0%	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	239	193	15	31	8			4	1			1		1		1
	%	100.0%	80.8%	6.3%	13.0%	3.3%	0.0%	0.0%	1.7%	0.4%	0.0%	0.0%	0.4%	0.0%	0.4%	0.0%	0.4%
Job Series of Applicant: Petroleum Engineering (0881)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	18	14		4												
	%	100.0%	77.8%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	339	307	10	22	1							1				
	%	100.0%	90.6%	2.9%	6.5%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%
Job Series of Applicant: Geophysics (1313)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	10	8		2												
	%	100.0%	80.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	269	249	4	16	3			1	1			1				
	%	100.0%	92.6%	1.5%	5.9%	1.1%	0.0%	0.0%	0.4%	0.4%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%
Job Series of Applicant: Hydrology (1315)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	18	18														
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1,354	1,268	29	57	16			9	2	1		1	2			1
	%	100.0%	93.6%	2.1%	4.2%	1.2%	0.0%	0.0%	0.7%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%

Department of Interior - Overall FY2018

Table B9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability

Based on occupational series of employee before the promotion

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Developmental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement
Job Series of Applicant: Geology (1350)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	27	24	1	2	1			1								
	%	100.0%	88.9%	3.7%	7.4%	3.7%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	760	680	28	52	11	1	1	7	1							1
	%	100.0%	89.5%	3.7%	6.8%	1.4%	0.1%	0.1%	0.9%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Job Series of Applicant: General Inspection, Investigation, Enforcement, and Compliance Series (1801)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	8	8														
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	841	755	29	57	8			2		2	1	1			2	
	%	100.0%	89.8%	3.4%	6.8%	1.0%	0.0%	0.0%	0.2%	0.0%	0.2%	0.1%	0.1%	0.0%	0.0%	0.2%	0.0%
Job Series of Applicant: Criminal Investigating (1811)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	8	7	1													
	%	100.0%	87.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	575	520	41	14	2			1							1	
	%	100.0%	90.4%	7.1%	2.4%	0.3%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%
Job Series of Applicant: Dispatching (2151)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	4	2	1	1	1					1						
	%	100.0%	50.0%	25.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	214	158	21	35	7			4		1					2	
	%	100.0%	73.8%	9.8%	16.4%	3.3%	0.0%	0.0%	1.9%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%

Department of Interior - Overall as of September 30, 2018
Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability - Permanent Workforce

		Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Developmental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement	
Total Employees Eligible for Career Ladder Promotions	#	1908	1656	90	162	45		3	11	6	2		5	6		9	1	2
	%	100.0%	86.8%	4.7%	8.5%	2.4%	0.0%	0.2%	0.6%	0.3%	0.1%	0.0%	0.3%	0.3%	0.0%	0.5%	0.1%	0.1%
Time in grade in excess of minimum																		
1 - 12 months	#	635	515	43	77	18		2	3	2			2	3		4	1	1
	%	100.0%	81.1%	6.8%	12.1%	2.8%	0.0%	0.3%	0.5%	0.3%	0.0%	0.0%	0.3%	0.5%	0.0%	0.6%	0.2%	0.2%
13 - 24 months	#	342	294	26	22	5		1	1	1				1		1		
	%	100.0%	86.0%	7.6%	6.4%	1.5%	0.0%	0.3%	0.3%	0.3%	0.0%	0.0%	0.0%	0.3%	0.0%	0.3%	0.0%	0.0%
25+ months	#	931	847	21	63	22			7	3	2		3	2		4		1
	%	100.0%	91.0%	2.3%	6.8%	2.4%	0.0%	0.0%	0.8%	0.3%	0.2%	0.0%	0.3%	0.2%	0.0%	0.4%	0.0%	0.1%

Department of Interior - Overall FY2018
Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13 - 15 AND SES) - Distribution by Disability Permanent Workforce

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement	
GS-13 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	301	267	14	20	3		2							1			
	%	100.0%	88.7%	4.7%	6.6%	1.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	
Relevant Pool	#	9,643	8,397	476	770	171		3	63	11	6	12	24	11	1	34	6	
	%	100.0%	87.1%	4.9%	8.0%	1.8%	0.0%	0.0%	0.7%	0.1%	0.1%	0.1%	0.2%	0.1%	0.0%	0.4%	0.0%	
GS-14 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	151	133	8	10													
	%	100.0%	88.1%	5.3%	6.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	7,335	6,476	345	514	111		3	31	14	7	2	19	6		25	1	3
	%	100.0%	88.3%	4.7%	7.0%	1.5%	0.0%	0.0%	0.4%	0.2%	0.1%	0.0%	0.3%	0.1%	0.0%	0.3%	0.0%	0.0%
GS-15 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	52	46	4	2	1			1									
	%	100.0%	88.5%	7.7%	3.8%	1.9%	0.0%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	3,813	3,417	164	232	57			13	14	3	4	7	6		8		2
	%	100.0%	89.6%	4.3%	6.1%	1.5%	0.0%	0.0%	0.3%	0.4%	0.1%	0.1%	0.2%	0.2%	0.0%	0.2%	0.0%	0.1%
Senior Executive Service Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	7	7															
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	1,803	1,626	74	103	12			6	3				1		1		1
	%	100.0%	90.2%	4.1%	5.7%	0.7%	0.0%	0.0%	0.3%	0.2%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%

Department of Interior - Overall FY2018
Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability - Permanent Workforce

Type of Award	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Developmental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement	
Time-Off awards: 1-9 hours																		
Total Time-Off Awards Given	#	4,592	3,843	260	489	112	1		35	11	3	8	16	6	2	25	1	4
	%	100.0%	83.7%	5.7%	10.6%	2.4%	0.0%	0.0%	0.8%	0.2%	0.1%	0.2%	0.3%	0.1%	0.0%	0.5%	0.0%	0.1%
Total Hours	#	28,907	24,434	1,566	2,907	647	8		202	57	14	47	85	38	10	149	8	29
Average Hours	#	6	6	6	6	6	8	-	6	5	5	6	5	6	5	6	8	7
Time-Off awards: 9+ hours																		
Total Time-Off Awards Given	#	12,798	10,895	812	1,091	236	1	3	62	16	12	17	22	23	2	71	1	6
	%	100.0%	85.1%	6.3%	8.5%	1.8%	0.0%	0.0%	0.5%	0.1%	0.1%	0.1%	0.2%	0.2%	0.0%	0.6%	0.0%	0.0%
Total Hours	#	319,378	270,664	19,861	28,853	6,237	40	66	1,528	457	286	403	628	679	72	1,904	20	154
Average Hours	#	25	25	24	26	26	40	22	25	29	24	24	29	30	36	27	20	26
Cash Awards: \$100 - \$500																		
Total Cash Awards Given	#	9,752	8,105	557	1,090	281	1	2	86	29	12	21	24	16	11	68	3	8
	%	100.0%	83.1%	5.7%	11.2%	2.9%	0.0%	0.0%	0.9%	0.3%	0.1%	0.2%	0.2%	0.2%	0.1%	0.7%	0.0%	0.1%
Total Amount	\$	\$3,687,301	\$3,057,576	\$214,142	\$415,583	\$107,372	\$500	\$1,000	\$32,004	\$12,047	\$4,351	\$8,206	\$9,797	\$5,218	\$4,038	\$26,187	\$863	\$3,161
Average Amount	\$	\$378	\$377	\$384	\$381	\$382	\$500	\$500	\$372	\$415	\$363	\$391	\$408	\$326	\$367	\$385	\$288	\$395
Cash Awards: \$501+																		
Total Cash Awards Given	#	38,910	33,623	2,060	3,227	757	1	8	255	94	27	33	83	39	11	175	5	26
	%	100.0%	86.4%	5.3%	8.3%	1.9%	0.0%	0.0%	0.7%	0.2%	0.1%	0.1%	0.2%	0.1%	0.0%	0.4%	0.0%	0.1%
Total Amount	\$	\$60,644,502	\$52,857,925	\$3,014,419	\$4,772,158	\$1,076,596	\$1,000	\$9,360	\$343,458	\$146,729	\$38,911	\$53,826	\$123,089	\$71,867	\$14,835	\$235,760	\$4,945	\$32,816
Average Amount	\$	\$1,559	\$1,572	\$1,463	\$1,479	\$1,422	\$1,000	\$1,170	\$1,347	\$1,561	\$1,441	\$1,631	\$1,483	\$1,843	\$1,349	\$1,347	\$989	\$1,262
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	161	148	5	8	2			2									
	%	100.0%	91.9%	3.1%	5.0%	1.2%	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount	\$	\$2,230,857	\$2,050,673	\$64,445	\$115,739	\$25,887			\$25,887									
Average Amount	\$	\$13,856	\$13,856	\$12,889	\$14,467	\$12,944	-	-	\$12,944	-	-	-	-	-	-	-	-	-
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	2,112	1,863	99	150	33			16		1	1	3	3	1	7		1
	%	100.0%	88.2%	4.7%	7.1%	1.6%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.3%	0.0%	0.0%
Total Benefit	\$	\$5,804,435	\$5,168,915	\$257,569	\$377,951	\$75,632			\$37,651		\$3,735	\$1,356	\$10,360	\$5,870	\$978	\$12,521		\$3,161
Average Benefit	\$	\$2,748	\$2,775	\$2,602	\$2,520	\$2,292	-	-	\$2,353	-	\$3,735	\$1,356	\$3,453	\$1,957	\$978	\$1,789	-	\$3,161

Department of Interior - Overall FY2018
Table B14: SEPARATIONS By Type of Separation- Distribution by Disability - Permanent Workforce

Type of Separation	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Developmental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement	
Voluntary	#	4,671	3,783	343	545	125	1	6	32	15	7	7	12	7	3	30		5
	%	100.0%	81.0%	7.3%	11.7%	2.7%	0.0%	0.1%	0.7%	0.3%	0.1%	0.1%	0.3%	0.1%	0.1%	0.6%	0.0%	0.1%
Involuntary	#	210	119	27	64	14		1	1	1			1	1		9		
	%	100.0%	56.7%	12.9%	30.5%	6.7%	0.0%	0.5%	0.5%	0.5%	0.0%	0.0%	0.5%	0.5%	0.0%	4.3%	0.0%	0.0%
RIF	#	16	15		1	1			1									
	%	100.0%	93.8%	0.0%	6.3%	6.3%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Separations	#	4,897	3,917	370	610	140	1	7	34	16	7	7	13	8	3	39		5
	%	100.0%	80.0%	7.6%	12.5%	2.9%	0.0%	0.1%	0.7%	0.3%	0.1%	0.1%	0.3%	0.2%	0.1%	0.8%	0.0%	0.1%
Total Permanent Workforce (09/30/2017)	#	54,831	46,497	3,233	5,101	1,163	4	20	344	122	49	54	138	84	29	277	8	34
	%	100.0%	84.8%	5.9%	9.3%	2.1%	0.0%	0.0%	0.6%	0.2%	0.1%	0.1%	0.3%	0.2%	0.1%	0.5%	0.0%	0.1%