

MANAGEMENT DIRECTIVE (MD) - 715

STATE OF THE AGENCY

FISCAL YEAR 2016

Presented by:
Mr. Kenneth M. Bailey
Director, Civil Rights Office

As of: February 7, 2017

Discussion Points

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- Affirmative Employment Program
- MD-715 Overview
- Model Workplace Scorecard
- Workforce Snapshot
- EEO Complaints Activity
- State of Agency Snapshot
- Next Steps

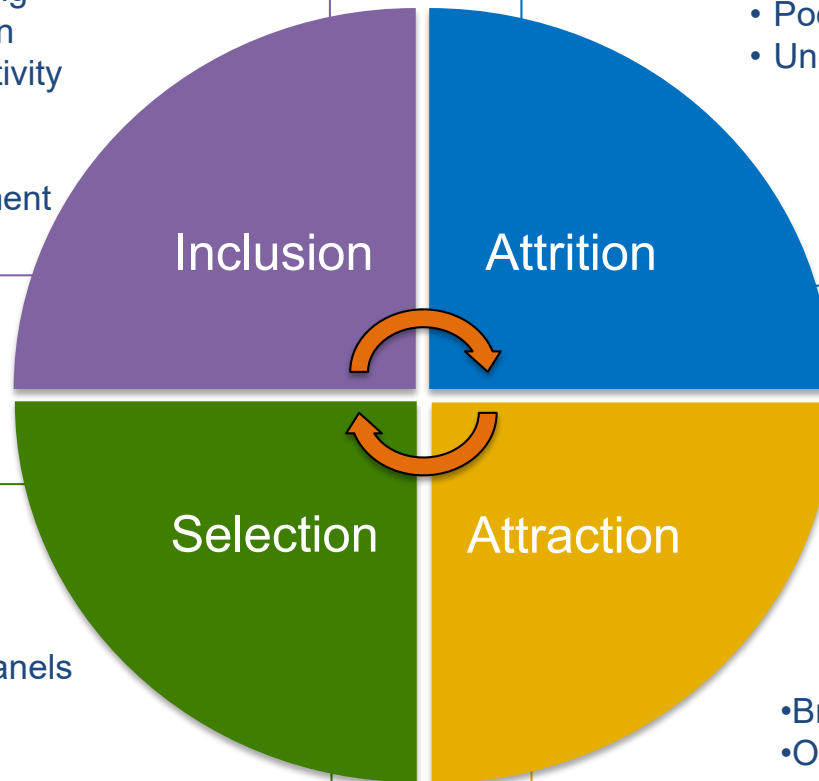


Affirmative Employment Program Evaluation

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- Promotions
- Leadership Development
- Succession Planning
- Awards/Recognition
- EEO Complaint Activity
- Engagement
- FEVS Scores
- Diversity Management

- Lack of Inclusion
- Disengagement
- Poor Work Life Integration
- Under Value



- Applicant Flow
- Resume Review Panels
- Interview Panels
- New Hires
- Promotions

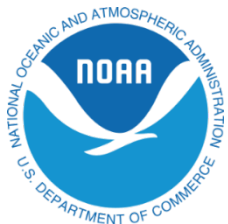
- Branding
- Outreach
- Recruitment
- Co-Op/Internships



Six Essential Elements of a Model Workplace

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

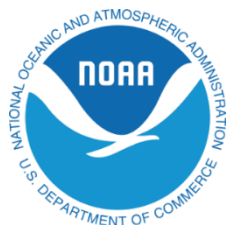


FY16 Model Workplace Scorecard

Element	Checklist Category	2015	2016
A 8 of 19	Demonstrated Commitment from Agency Leadership	53	42
B 25 of 31	Integration of EEO into Agency's Strategic Mission	97	81
C 4 of 10	Management and Program Accountability	100	40
D 1 of 10	Proactive Prevention	90	10
E of 32	Efficiency	97	88
F of 19	Responsiveness and Legal Compliance	100	100

KEY	0-74	75-89	90-100
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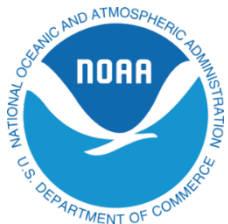


Key Terms and Definitions

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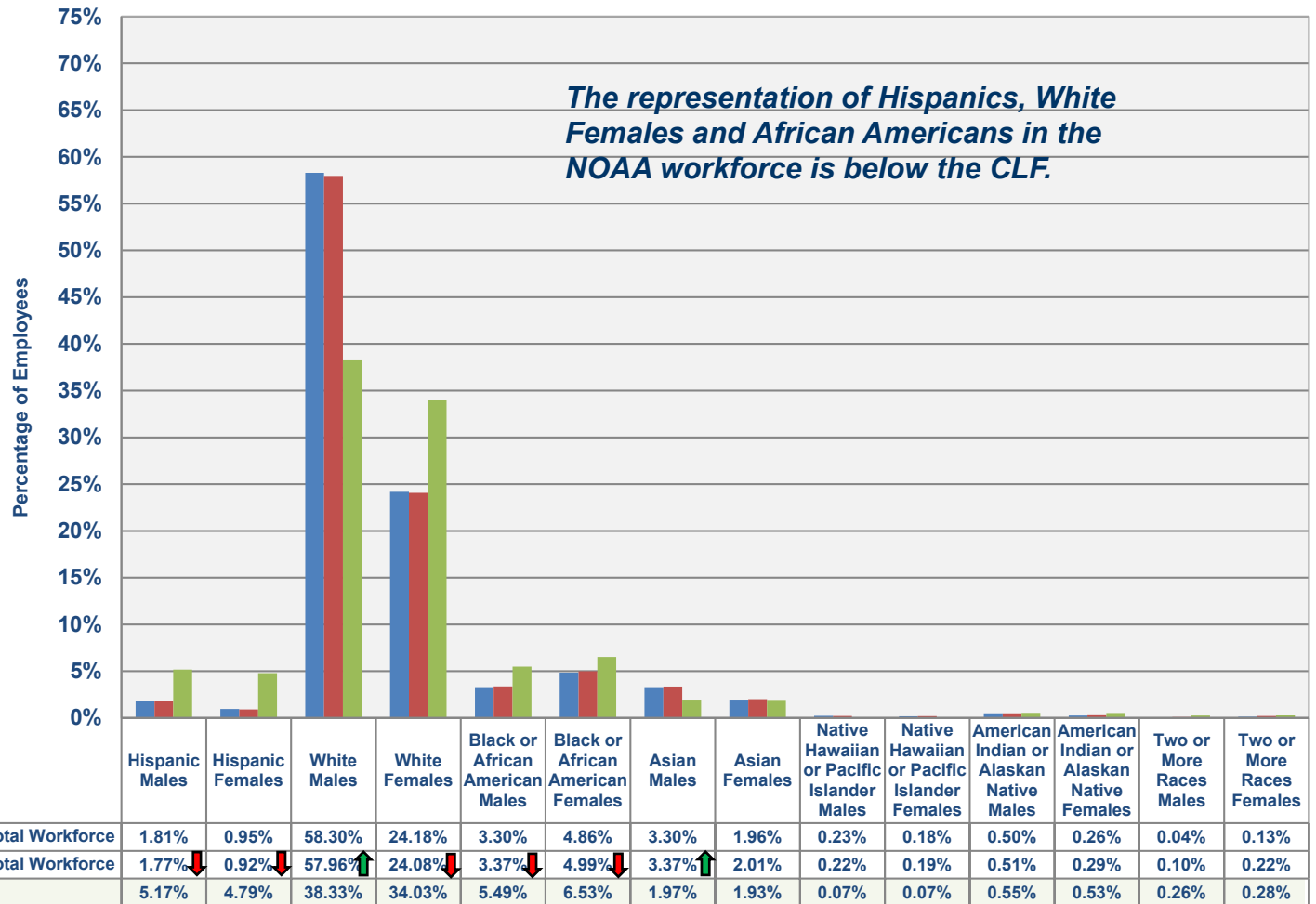
Acronym	Term
CLF	Civilian Labor Force
OCLF	Occupational Civilian Labor Force
↓	Participation is 0.5% or more below in the workforce
↑	Participation is 0.5% or more above in the workforce

- Civilian Labor Force (CLF): U.S. citizens, persons 16 years of age and over (except those in the armed forces), and non-felons who are employed or are unemployed and seeking work.
- Occupational Civilian Labor Force: Reflects civilian labor force by specific occupation/career series.



FY16 NOAA Total Workforce Distribution

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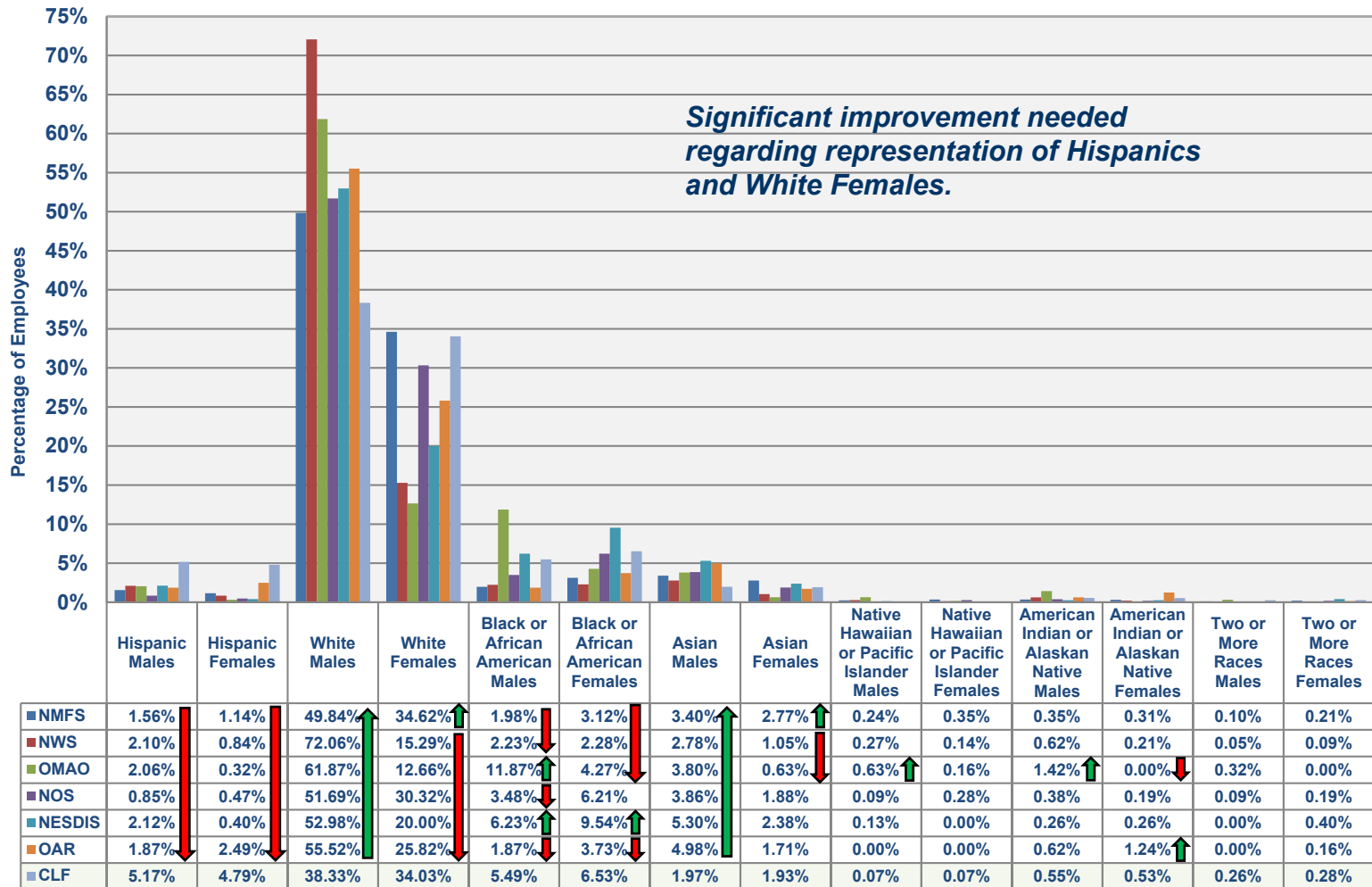
Total Participation: 11,439

(Data collected from National Finance Center Reporting System - Table A1)



FY16 NOAA Line Offices Workforce Distribution

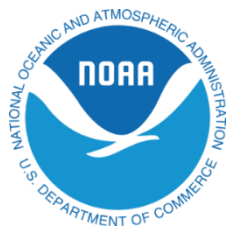
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Significant improvement needed regarding representation of Hispanics and White Females.

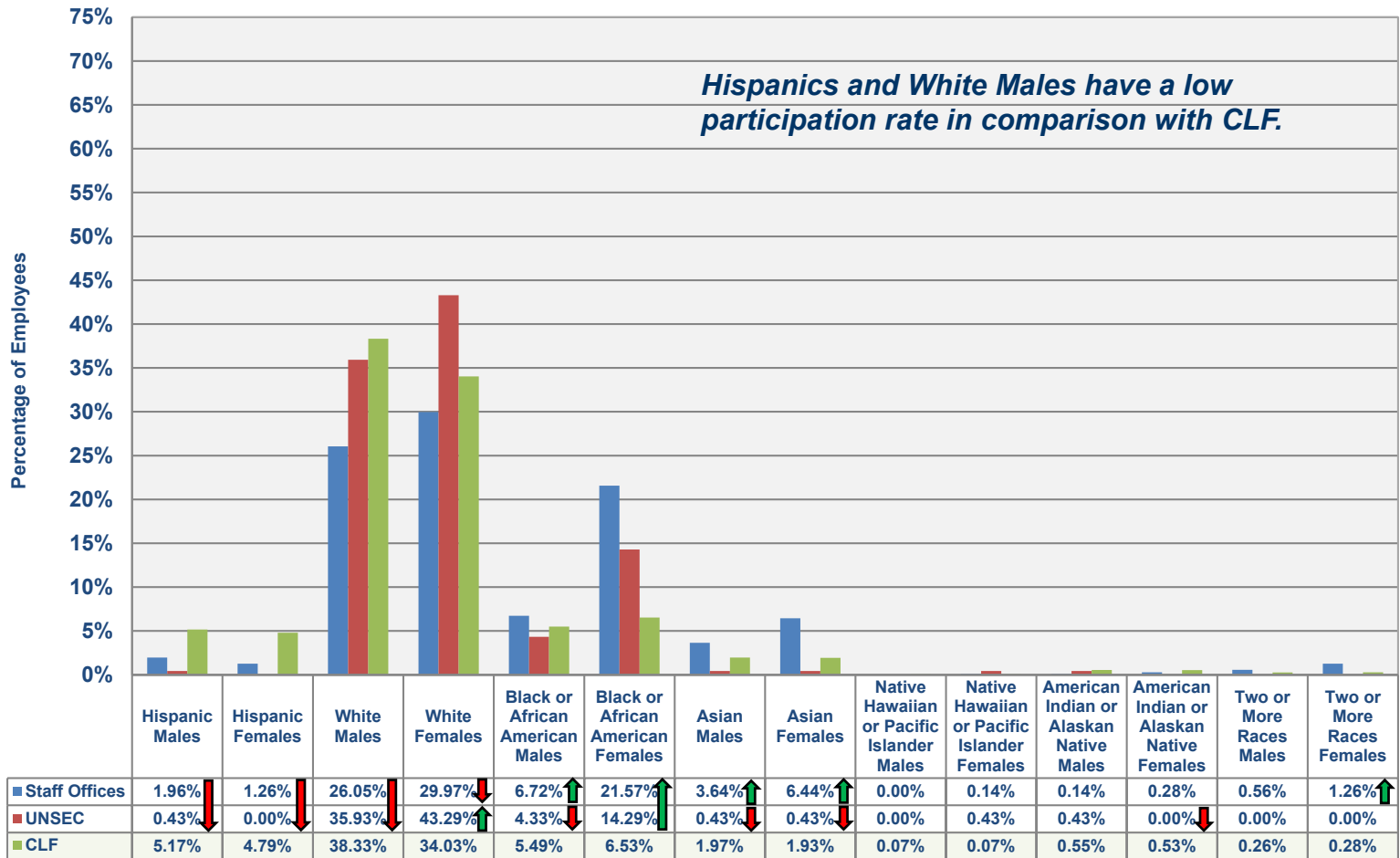
Total Participation: 10,363

(Data collected from National Finance Center Reporting System - Table A2)



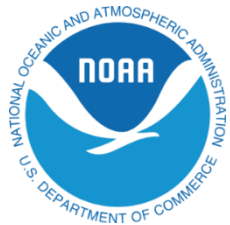
FY16 NOAA Staff Offices & UNSEC Workforce Distribution

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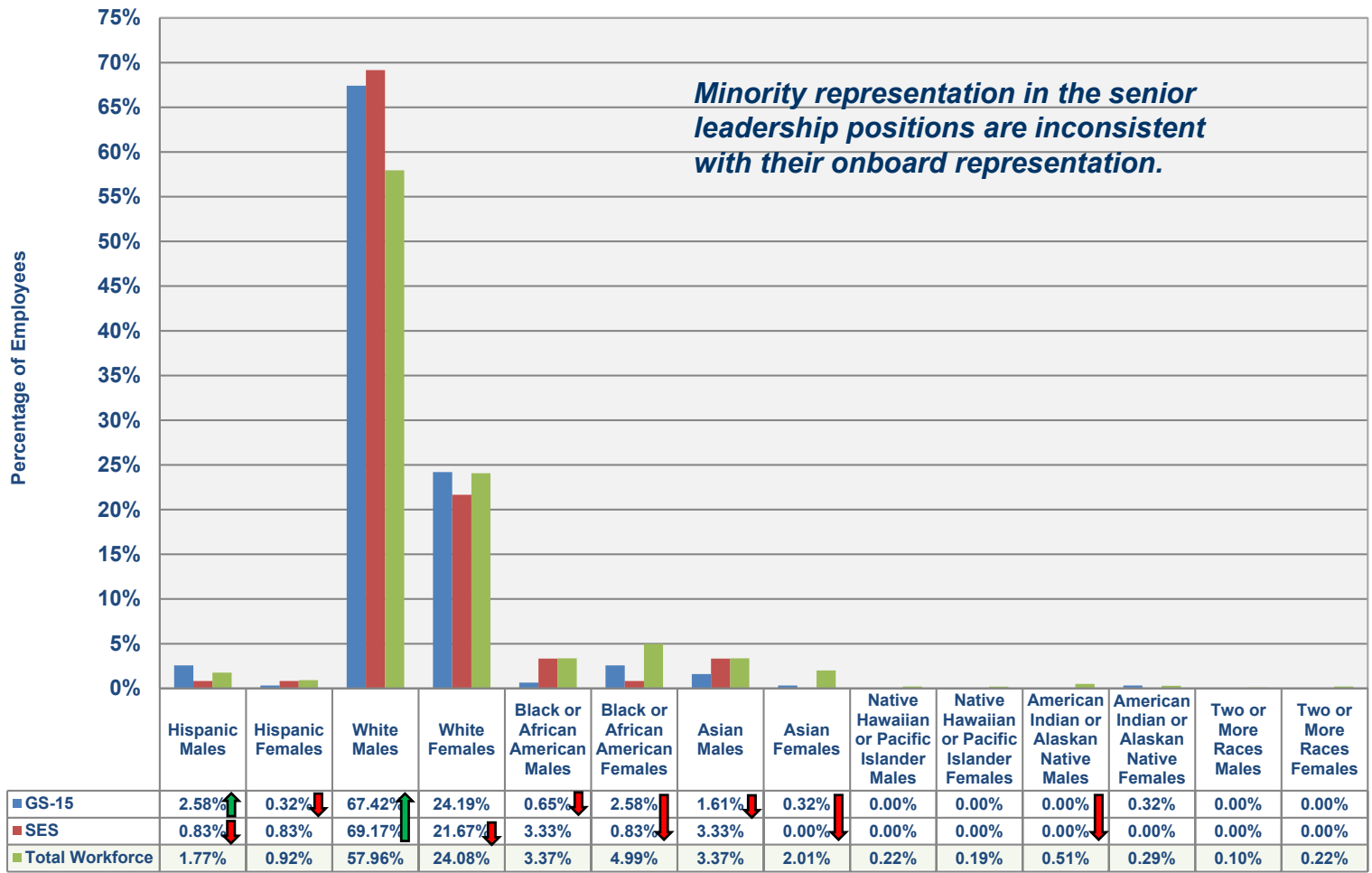
Total Participation: 945

(Data collected from National Finance Center Reporting System - Table A2)



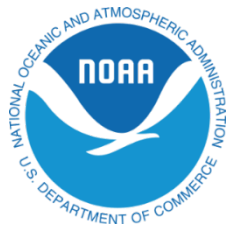
FY16 NOAA Senior Leadership Workforce Distribution

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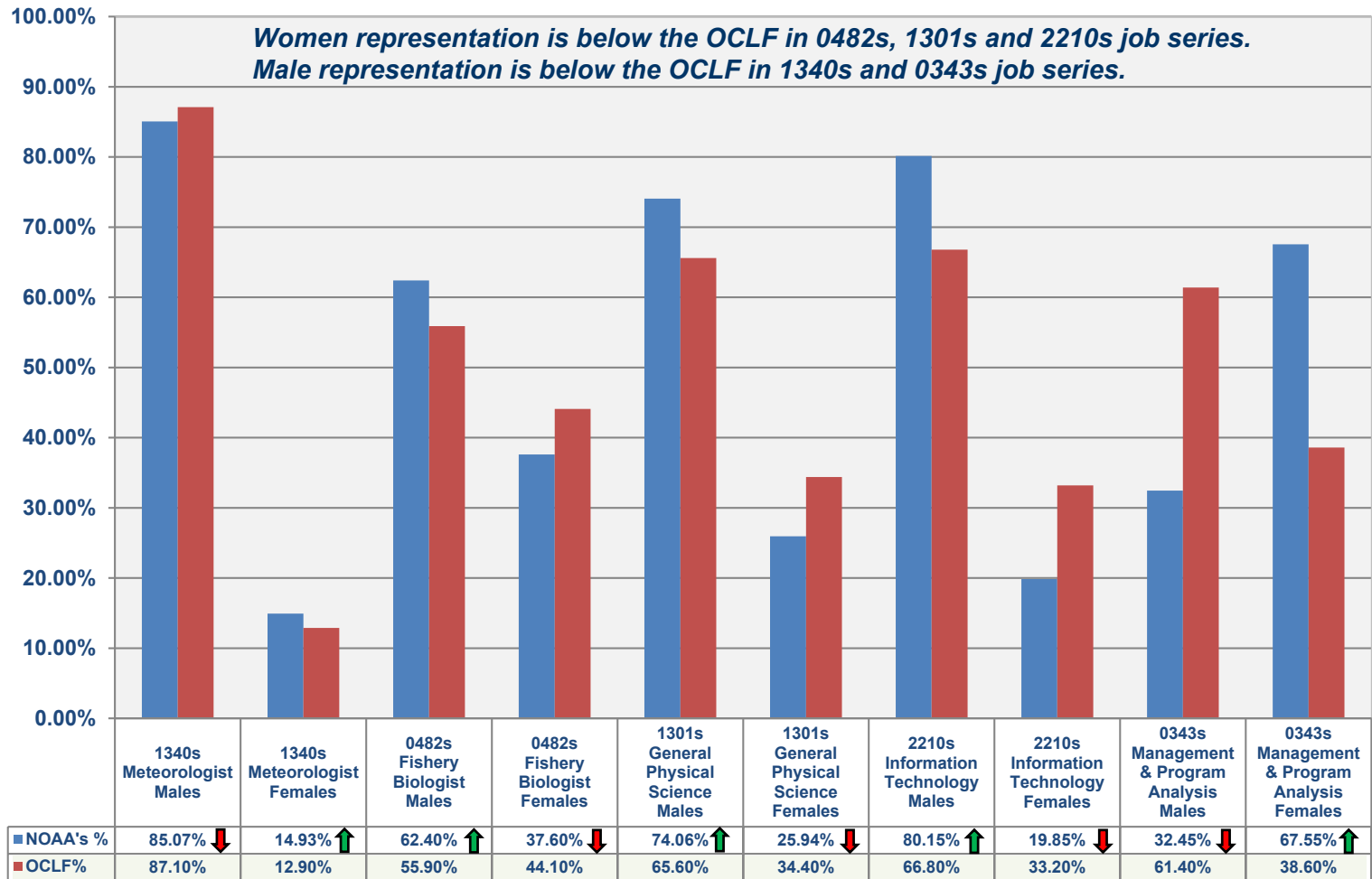
Total Participation: 430

(Data collected from National Finance Center Reporting System - Table A4)



Major Occupations by Gender

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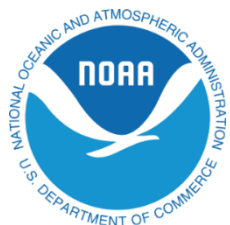
(Data collected from National Finance Center Reporting System - Table A6)

Workforce Distribution by Disability

7.95% of the workforce is comprised of Individuals with Disabilities. 0.72% of the workforce is comprised of Individuals with Targeted Disabilities, 1.28% below the 2% federal goal established by the EEOC.

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Component		Fiscal Year 2015			Fiscal Year 2016		
		Workforce	Disability	Targeted Disability	Workforce	Disability	Targeted Disability
Federal Goal				2.00%			2.00%
Total	#	11413	818	76	11308	899	81
	%		7.17%	0.67%		7.95%	0.72%
UNSEC	#	229	11	1	231	13	1
	%		4.80%	0.44%		5.63%	0.43%
Staff Offices	#	701	71	11	713	80	12
	%		10.13%	1.57%		11.22%	1.68%
OMAO	#	625	57	3	632	59	3
	%		9.12%	0.48%		9.34%	0.47%
NOS	#	1080	55	5	1062	67	6
	%		5.09%	0.46%		6.31%	0.56%
NWS	#	4448	363	27	4388	392	29
	%		8.16%	0.61%		8.93%	0.66%
NMFS	#	2914	158	17	2883	181	18
	%		5.42%	0.58%		6.28%	0.62%
NESDIS	#	764	64	10	755	63	9
	%		8.38%	1.31%		8.34%	1.19%
OAR	#	643	38	2	643	44	3
	%		5.91%	0.31%		6.84%	0.47%
Other	#	9	1	0	1	0	0
	%		11.11%	0.00%		0.00%	0.00%



(Data collected from National Finance Center Reporting System - Table B2)

FY16 Hiring & Separations

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- Women's hiring percentage is 9.71% lower than the CLF (Women hires 38.45% vs CLF 48.16%)
- Women separation is 7% above their total hires (Women separations 243 vs hires 228)
- Women are hired at a percentage that is 23.10% lower than the hiring percentage for males (Women hires 38.45% vs Males hires 61.55%)



EEO Complaint Activity

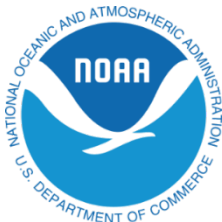
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EEO Complaint Trends	FY 2015	FY 2016
Pre-Complaint Counseling	60	76
% of Timely Pre-Complaints	92	89
Formal Complaints	38	50
Alternate Dispute Resolution (ADR) Elections	10	21
ADR Settlements	0	0
Settlements (Pre-complaint & Formal)	22	14
Top Bases	Reprisal, Sex, Disability, Race	Reprisal, Age, Race, Disability, Sex,
Top Issues	Harassment (non- sexual); Eval./Appraisal; Assignment of Duties, Terms./Cond.	Harassment (non- sexual); Eval./Appraisal; Assignment of Duties, Terms./Cond.

State of the Agency Overview

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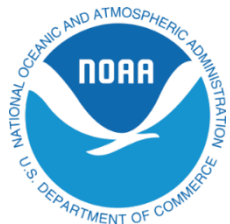
Strengths	Challenges
<ul style="list-style-type: none"> EEO & Diversity/Inclusion policies and procedures are routinely established and publicized Established the Diversity & Inclusion Management Advisory Council and authored the Diversity & Inclusion Strategic Plan Presented training on pertinent EEO topics, including Unconscious Bias, Reasonable Accommodations 	<ul style="list-style-type: none"> Hispanics total workforce is 2.68%; lower than the CLF of 9.96% Women in the total workforce is 32.70%; lower than the Civilian Labor Force (CLF) of 48.14% Women at the GS-13 and above grades is 19.36%; lower than the CLF for total Women of 32.70% The rate of individuals with targeted disabilities is 0.73%; well below the 2% Federal goal EEOC identified a possible glass ceiling, blocked pipeline, and glass wall barrier for African American and Asian females in the 0482 and 1301 series

Next Steps

Plan to Eliminate Barriers and Deficiencies

- Conduct barrier analysis relating to identified triggers for Hispanics, Women, and Individuals with Targeted Disabilities
- Work with Workforce Management Office to assist with correcting Part G checklist deficiencies
- Identify tracking mechanisms and strategies to improve processing timeframes for EEO counseling
- Assist LO/SOs with developing strategies to overcome any identified barriers

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FY16 FEVS Inclusion Index - Positive Responses

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