

# FEDERAL COMMUNICATIONS COMMISSION



The Equal Employment Opportunity Program Status Report  
(EEOC MD-715 Report)

For

FISCAL YEAR 2021

## TABLE OF CONTENTS

<b>I.</b>	<b>INTRODUCTION .....</b>	<b>1</b>
<b>II.</b>	<b>THE MISSION OF THE FEDERAL COMMUNICATIONS COMMISSION.....</b>	<b>1</b>
<b>III.</b>	<b>THE MISSION OF THE OFFICE OF WORKPLACE DIVERSITY .....</b>	<b>2</b>
<b>IV.</b>	<b>MODEL AGENCY ELEMENTS .....</b>	<b>3</b>
A.	ESSENTIAL ELEMENT A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP .....	3
B.	ESSENTIAL ELEMENT B: INTEGRATION OF EEO INTO THE AGENCY’S STRATEGIC MISSION .....	3
C.	ESSENTIAL ELEMENT C: MANAGEMENT AND PROGRAM ACCOUNTABILITY .....	4
D.	ESSENTIAL ELEMENT D: PROACTIVE PREVENTION .....	5
E.	ESSENTIAL ELEMENT E: EFFICIENCY .....	6
F.	ESSENTIAL ELEMENT F: RESPONSIVENESS AND LEGAL COMPLIANCE.....	6
<b>V.</b>	<b>WORKFORCE PROFILE .....</b>	<b>6</b>
A.	RESULTS OF THE FCC’S ANNUAL SELF-ASSESSMENT .....	6
B.	EMPLOYMENT OF FEMALES .....	10
1.	<i>Workforce</i> .....	10
2.	<i>Senior Executive Service (SES)</i> .....	11
3.	<i>GS 13 – 15 Grade Levels</i> .....	12
4.	<i>New Hires and Separations</i> .....	13
5.	<i>Mission Critical Occupations</i> .....	15
a)	Attorneys.....	15
(1)	Workforce .....	15
(2)	New Hires .....	16
(3)	Promotions.....	16
b)	Miscellaneous Administration and Program.....	17
(1)	Workforce .....	17
(2)	New Hires .....	18
(3)	Promotions.....	18
c)	Electronic Engineers.....	19
(1)	Workforce .....	19
(2)	New Hires .....	20
(3)	Promotions.....	21
d)	Management Program Analysis .....	21
(1)	Workforce .....	21
(2)	New Hires .....	22
(3)	Promotions.....	23
e)	Economists .....	23
(1)	Workforce .....	23

(2) New Hires .....	24
(3) Promotions.....	25
C. EMPLOYMENT OF ASIAN AMERICANS .....	25
1. <i>Workforce</i> .....	25
2. <i>Senior Executive Service</i> .....	26
3. <i>GS 13 - 15 Grade Levels</i> .....	26
4. <i>New Hires and Separations</i> .....	28
5. <i>Mission Critical Occupations</i> .....	29
a) Attorneys.....	29
(1) Workforce .....	29
(2) New Hires .....	30
(3) Promotions.....	31
b) Miscellaneous Administration and Program Employees .....	32
(1) Workforce .....	32
(2) New Hires .....	32
(3) Promotions.....	33
c) Electronic Engineer .....	34
(1) Workforce .....	34
(2) New Hires .....	35
(3) Promotions.....	36
d) Management Program Analysis .....	37
(1) Workforce .....	37
(2) New Hires .....	38
(3) Promotions.....	38
e) Economist.....	39
(1) Workforce .....	39
(2) New Hires .....	40
(3) Promotions.....	41
D. EMPLOYMENT OF BLACK OR AFRICAN AMERICANS .....	42
1. <i>Workforce</i> .....	42
2. <i>Senior Executive Service</i> .....	43
3. <i>GS-13 - 15 Positions</i> .....	44
4. <i>New Hires and Separations</i> .....	45
5. <i>Mission Critical Occupations</i> .....	47
a) Attorneys.....	47
(1) Workforce .....	47
(2) New Hires .....	47
(3) Promotions.....	48
b) Miscellaneous Administration and Program.....	49
(1) Workforce .....	49
(2) New Hires .....	50
(3) Promotions.....	51

c)	Electronic Engineer .....	52
(1)	Workforce .....	52
(2)	New Hires .....	53
(3)	Promotions.....	54
d)	Management Program Analysis .....	55
(1)	Workforce .....	55
(2)	New Hires .....	56
(3)	Promotions.....	57
e)	Economist.....	58
(1)	Workforce .....	58
(2)	New Hires .....	59
(3)	Promotions.....	60
E.	EMPLOYMENT OF HISPANICS OR LATINOS .....	61
1.	<i>Workforce</i> .....	61
2.	<i>Senior Executive Service</i> .....	61
3.	<i>GS 13 - 15 Positions</i> .....	62
4.	<i>New Hires and Separations</i> .....	64
5.	<i>Mission Critical Occupations</i> .....	65
a)	Attorneys.....	65
(1)	Workforce .....	65
(2)	New Hires .....	66
(3)	Promotions.....	67
b)	Miscellaneous Administration and Program.....	68
(1)	Workforce .....	68
(2)	New Hires .....	69
(3)	Promotions.....	70
c)	Electronic Engineer .....	71
(1)	Workforce .....	71
(2)	New Hires .....	72
(3)	Promotions.....	73
d)	Management Program Analysis .....	74
(1)	Workforce .....	74
(2)	New Hires .....	75
(3)	Promotions.....	75
e)	Economist.....	77
(1)	Workforce .....	77
(2)	New Hires .....	77
(3)	Promotions.....	79
F.	EMPLOYMENT OF WHITE FEMALES.....	80
1.	<i>Workforce</i> .....	80
2.	<i>Senior Executive Service</i> .....	80
3.	<i>GS 13 - 15 Positions</i> .....	81

4.	<i>New Hires and Separations</i> .....	82
5.	<i>Mission Critical Occupations</i> .....	83
a)	Attorneys.....	83
	(1) Workforce .....	83
	(2) New Hires .....	83
	(3) Promotions.....	84
b)	Miscellaneous Administration and Program.....	84
	(1) Workforce .....	84
	(2) New Hires .....	85
	(3) Promotions.....	86
c)	Electronic Engineer .....	86
	(1) Workforce .....	86
	(2) New Hires .....	87
	(3) Promotions.....	87
d)	Management Program Analysis.....	87
	(1) Workforce .....	87
	(2) New Hires .....	88
	(3) Promotions.....	88
e)	Economist.....	89
	(1) Workforce .....	89
	(2) New Hires .....	90
	(3) Promotions.....	90
G.	EMPLOYMENT OF PERSONS WITH DISABILITIES .....	91
1.	<i>GS 11 and Above and GS 10 and Below Grade Groupings</i> .....	92
2.	<i>SES through GS - 13</i> .....	94
3.	<i>New Hires and Separations</i> .....	97
4.	<i>Mission Critical Occupations</i> .....	98
a)	Persons with Disabilities .....	98
b)	Persons with Targeted Disabilities .....	100
<b>VI.</b>	<b>CAREER DEVELOPMENT OPPORTUNITIES</b> .....	<b>102</b>
<b>VII.</b>	<b>CONTINUING TO CONTRACT WITH THE PRACTICING LAW INSTITUTE (PLI) TO PROVIDE ACCESS TO A LEGAL CURRICULUM THAT PROVIDES FCC ATTORNEYS WITH CONTINUING LEGAL EDUCATION AND DEVELOPMENTAL OPPORTUNITIES.COMPLAINT PROCESSING</b> .....	<b>103</b>
<b>VIII.</b>	<b>FY 2021 OBJECTIVES AND INITIATIVES</b> .....	<b>104</b>
<b>IX.</b>	<b>CONCLUSION</b> .....	<b>104</b>

## I. Introduction

The Federal Communications Commission (FCC or Agency) submits this report as required by the Equal Employment Opportunity Commission’s (EEOC) Management Directive 715 (MD-715). This Equal Employment Opportunity (EEO) Program Status Report for Fiscal Year (FY) 2021 outlines the FCC’s activities in furtherance of establishing and maintaining a model EEO program. In this report, the FCC highlights its accomplishments in promoting equal opportunity for all employees and applicants and identifies areas for enhancement and improvement. The report also provides the FCC’s objectives and initiatives for FY 2022 and beyond consistent with the requirement that Federal agencies conduct a continuing campaign to eradicate every form of prejudice or discrimination from personnel policies, practices, and working conditions.<sup>1</sup> To this end, Essential Element D of MD-715 establishes the barrier identification and elimination process as the means by which agencies will implement this regulatory requirement.<sup>2</sup>

## II. The Mission of the Federal Communications Commission

The FCC, an independent regulatory agency of the United States Government, is charged with regulating interstate and international communications by radio, television, wire, satellite and cable.<sup>3</sup> It also regulates telecommunications, advanced communications services and video programming for people with disabilities as set forth in the Communications Act of 1934, as amended.<sup>4</sup> The FCC’s mission is “to make available, so far as possible, to all the people of the United States, without discrimination on the basis of race, color, religion, national origin, or sex, rapid, efficient, Nationwide, and world-wide wire and radio communication service with adequate facilities at reasonable charges.”<sup>5</sup> To this end, the FCC’s strategic vision and focus centers on bringing the benefits of the digital age to all Americans by emphasizing four priorities:

- Closing the Digital Divide;

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<sup>1</sup> 29 CFR § 1614.102(a)(3); *see also* United States EEOC, *Instructions to Federal Agencies for EEO MD-715*, Section II Barrier Identification and Elimination, I. Purpose of Barrier Analysis, <https://www.eeoc.gov/federal-sector/management-directive/instructions-federal-agencies-eeo-md-715-1> (MD-715 Instructions) (last visited July 25, 2022).

<sup>2</sup> <https://www.eeoc.gov/federal-sector/management-directive/instructions-federal-agencies-eeo-md-715-1> (MD-715 Instructions) (last visited July 25, 2022).

<sup>3</sup> Federal Communications Commission, *Strategic Plan 2018 – 2022* (Feb. 12, 2018), <https://www.fcc.gov/document/strategic-plan-2018-2022>.

<sup>4</sup> *Id.*

<sup>5</sup> *Id.*

- Promoting Innovation;
- Protecting Consumers & Public Safety; and
- Reforming the FCC's Processes.<sup>6</sup>

### **III. The Mission of the Office of Workplace Diversity**

The Office of Workplace Diversity (OWD or Office) is responsible for developing and administering the Commission's policies, programs, and practices to foster a diverse and inclusive workplace which promotes and ensures EEO for all employees and applicants for employment. Additionally, the Office is responsible for conducting independent analyses of the Commission's policies and practices to ensure that those policies and practices foster diversity and inclusion in the workplace and ensure equal opportunity and equal treatment for employees and applicants. Further, the Office advises the Commission, Bureaus, and Offices of their responsibilities under Title VII of the Civil Rights Act of 1964, as amended; Section 501 of the Rehabilitation Act of 1973, as amended; the Age Discrimination in Employment Act of 1967, as amended; Executive Order 11478; and all other statutes, Executive Orders, and regulatory provisions relating to workplace diversity, EEO, nondiscrimination, and civil rights.

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<sup>6</sup> *Id.*

## IV. Model Agency Elements

The EEOC's MD-715 has six essential elements that agencies use to assess the health of their EEO programs and assist in developing and maintaining a model EEO program. Highlights of the FCC's accomplishments under each element are listed below:

### ***A. Essential Element A: Demonstrated Commitment from Agency Leadership***

- *Effective EEO Policy Statement:* Former Chairman Pai issued a new EEO Policy Statement, a new Anti-Harassment Policy Statement, and an ADR Policy Statement on January 22, 2021.<sup>7</sup>
- *Communication of EEO Policies and Procedures to Employees:*
  - OWD published the EEO, Anti-Harassment and ADR policy statements on the intranet, internet and in high-traffic areas of the headquarters and field offices.
  - OWD leadership provides information regarding diversity and inclusion, EEO, alternative dispute resolution (ADR), reasonable accommodations, and affirmative employment matters to new employees during New Hire Orientation.
  - The FCC promotes increased awareness for staff, including managers and supervisors, regarding the benefits of employing and retaining individuals with disabilities. The Commission offers a number of programs, seminars and internal efforts designed to educate and remind selecting officials of the availability and benefits of accommodation to open advancement doors to individuals with disabilities.

### ***B. Essential Element B: Integration of EEO into the Agency's Strategic Mission***

- *Authority and Resources of Principal EEO Official:*
  - OWD Director is under direct supervision of the Chairwoman's Office.
  - OWD Director controls all aspects of the Agency's EEO program.
- *Inclusion of EEO Director and EEO Professional Staff Regarding Agency Management Decision-Making:*
  - OWD staff continues to have a positive presence within the offices and bureaus by meeting with managers and supervisors regarding their EEO responsibilities.
  - The FCC 508 Program Manager participates in an intra-agency focus group geared toward discussion of issues and topics to assist FCC employees with disabilities and to promote enhanced accessibility across the Agency workplace.

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<sup>7</sup> On January 22, 2021, Acting Chairwoman Jessica Rosenworcel issued a new EEO Policy Statement, a new Anti-Harassment Policy Statement, and a new ADR Policy Statement.



- Implementation of Agency's EEO Programs: During FY 2021, the FCC continued to expand its activities to promote diversity and inclusion through its FCC Diversity Series by including book and film discussions, video presentations, guest speakers and remembrances in the observances of the Martin Luther King, Jr. Holiday; African American/Black History Month; Women's History Month; Holocaust Remembrance, Asian American and Pacific Islander Heritage Month; Memorial Day; Older Americans Month; Mental Health Awareness Month; Lesbian, Gay, Bisexual, Transgender, Queer (and Questioning) (LGBTQ) Pride Month; Women's Equality Day; Hispanic Heritage Month; National Disability Employment Awareness Month; Veterans Day; and Native American History Month.

### ***C. Essential Element C: Management and Program Accountability***

- Established Procedures to Prevent All Forms of EEO Discrimination:
  - OWD Acting Director provides regular EEO updates to the Chairwoman's Office.
  - FCC has EEOC-compliant anti-harassment policy and procedures, reasonable accommodations procedures and personal assistance services policy and procedures.
- Agency Efforts to Ensure EEO:
  - The FCC promptly complies with orders from the EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, Labor Arbitrators and District Courts.
  - FCC has an alternative dispute resolution policy statement and program for resolution of workplace problems, disagreements and conflicts.
  - FCC provides accommodations for persons with disabilities when such accommodations do not cause an undue hardship.
  - The FCC 508 Program Manager also participates in the Federal CIOC/CAOC Accessibility Community of Practice Group, working groups collaborating on Best Practices within the 508 Community for testing, and a 508 Partnership with the Universal Services Administrative Company (USAC) with ongoing mentoring regarding its overall 508 Program.
- Effective Coordination Between EEO Program and Human Resources Program:
  - The FCC has continued to increase the number of employees who are persons with disabilities through its "Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of People with Disabilities," which encompasses and includes the goal of increased employment of disabled veterans.
  - The FCC engages in education to managers and supervisors on such issues as: partnering with non-governmental organizations who represent individuals with disabilities and using databases and resources such as the OPM Shared List of People with Disabilities and the Workforce Recruitment Program.

## **D. Essential Element D: Proactive Prevention**

- Monitoring of Progress Towards Achieving EEO:
  - The Disabled Veterans Affirmative Action Program (DVAAP) Coordinator continues to report on veteran hiring, promotion and separation trends throughout the year, identifying numbers and percentages of veterans, veterans with disabilities and 30% or more disabilities for agency awareness and action.
  - OWD works with affinity groups as part of its ongoing efforts to address diversity and inclusion (D&I) concerns
- Agency Process for Identifying Barriers:
  - OWD leadership met with senior managers to identify potential barriers to EEO.
  - OWD prepared trend analysis of workforce profiles by demographics, such as race, age, national origin, gender and disability.
  - The FCC prepared trend analysis of the workforce's major occupations, and grade level distribution by race, age, ethnicity, gender and disability.
- Agency Training Initiatives Fostering EEO:
  - All FCC employees were required to complete online training modules concerning the No FEAR Act, Prohibited Personnel Practices and the Whistleblowers Act. Participation was mandatory, and participants received comprehensive training to identify, address and prevent workplace harassment and understand prohibited personnel practices and whistleblower rights.
  - OWD continued to promote the benefits of the ADR program by delivering training to employees on the ADR process, online self-development tools, team building exercises and discussions on related topics. In FY 2021, the Special Counsel for ADR conducted “Don’t Escalate; Choose to Mediate” (designed to broaden employees knowledge of the mediation process) and “The Art of Practicing Empathy and Active Listening” (an interactive exercise to demonstrate the benefits of empathy and active listening to enhance communication style and improve relationships).
- Proactive Efforts Impacting People with Disabilities (including those with targeted disabilities):
  - FCC has an affirmative action plan for people with disabilities, including those with targeted disabilities.
  - The FCC’s Disability Work Group met regularly to improve accessibility within the FCC.
  - The FCC has continued its efforts to bolster awareness and compliance with Section 508 at outside entities engaged to assist the Commission in its programmatic mission – namely, USAC and Rolka Loube, administrators of the Universal Services Fund and the Interstate Telecommunications Relay Services Fund, respectively.

## ***E. Essential Element E: Efficiency***

- *Effective EEO Complaint Resolution Process:*
  - Agency's EEO counseling and complaint processing procedures remain compliant with EEOC rules, policies and procedures.
  - OWD's new collateral-duty counselors received 32 hours of counselor training and continuing counselors received 8 hours of refresher counselor training.
  - OWD staff continues to work with the FCC IT staff to develop and deploy an online EEO complaint filing and tracking system.
- *Effective ADR Program:*
  - The FCC continues to have an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process.
  - The FCC encourages all employees to use ADR, where ADR is appropriate, and requires managers and supervisors to participate in ADR once it has been offered.
- *Ongoing Efforts to Enhance FCC Accessibility for Employees and the Public:*
  - The FCC rated as fully compliant with the Accessibility Standards of Section 508 of the Rehabilitation Act per AudioEye Certification in May of 2019.
  - OWD and FCC Section 508 IT Program Manager have established an informal partnership to ensure employees with IT accommodation needs are assisted in a timely manner.
  - FCC Section 508 Program Manager participates in an Intra Agency Accessibility Focus Group to address any existing needs that may not be known and coordinates and collaborates with OWD regarding matters that have the potential of impacting FCC employees generally and those which may impact employees with disabilities specifically.

## ***F. Essential Element F: Responsiveness and Legal Compliance***

- *FCC Responsiveness to EEOC:*
  - OWD timely complies with orders and directives of the EEOC.
  - The Office of the General Counsel timely complies with orders and directives of the EEOC.
- *FCC Compliance with EEO Reporting Requirements:* The FCC timely submitted its Notification and Federal Employee Anti-Discrimination and Retaliation Act (No FEAR Act) Report and timely posted its quarterly No FEAR Act data.

## **V. Workforce Profile**

### ***A. Results of the FCC's Annual Self-Assessment***

The Commission's FY 2021 total workforce was comprised of 1,486 employees, an approximately 2.96% decrease from the prior year total of 1,442 (44 fewer total employees). The distribution of

the FY 2021 FCC workforce by Race/National Origin (RNO), Gender,<sup>8</sup> and Reported Disability was as follows (*see* Chart 1 and Chart 2):

- Hispanic or Latino males 0.97% (14)
- Hispanic or Latina females 1.25% (18)
- White males 34.47% (497)
- White females 25.31% (365)
- Black or African American males 7.84% (113)
- Black or African American females 18.31% (264)
- Asian males 5.96% (86)
- Asian females 3.40% (49)
- Native Hawaiian or Other Pacific Islander males 0.07% (1)
- Native Hawaiian or Other Pacific Islander females 0.07% (1)
- American Indian/Alaska Native males 0.28% (4)
- American Indian/Alaska Native females 0.14% (2)
- Two or More Races males 0.07% (1)
- Two or More Races females 0.28% (4)
- Reported Disability 9.71% (140)<sup>9</sup>
- Targeted Disability 3.33% (48)

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<sup>8</sup> Categories comprising less than 1% of the FCC workforce and less than 1% of the Civilian Labor Force (CLF) are not reflected in the charts included in this report.

<sup>9</sup> This number includes persons with targeted disabilities. The Office of Personnel Management's Standard Form 256 designates a "targeted disability or health condition" as one that falls under one of the first 12 categories of disability listed in Part A of question 5 of the EEOC's Demographic Information on Applicants form. 29 CFR § 1614.203(a)(9).

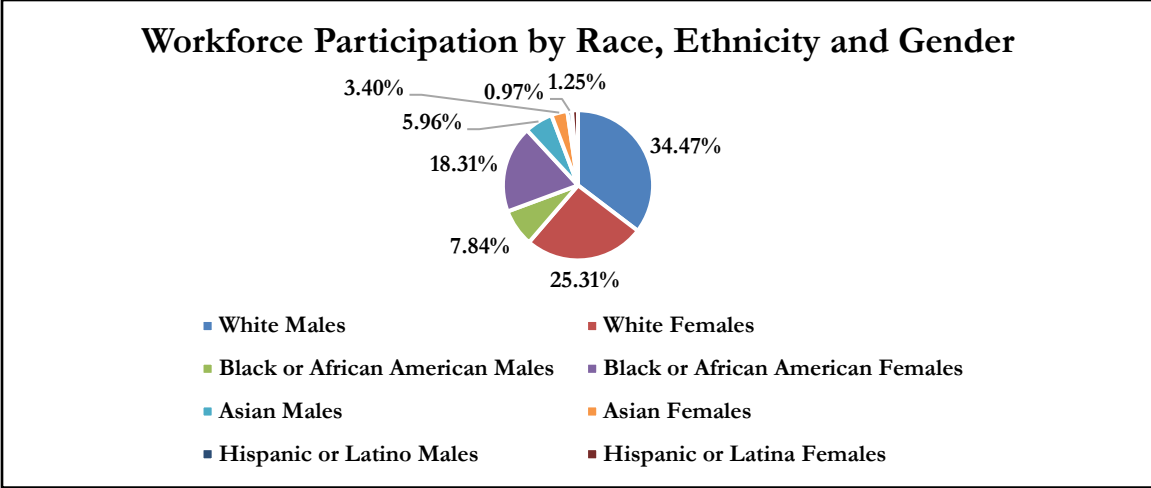


Chart 1 – Chart starts with White Male (34.47%), going left to right in legend, and clockwise on the pie chart

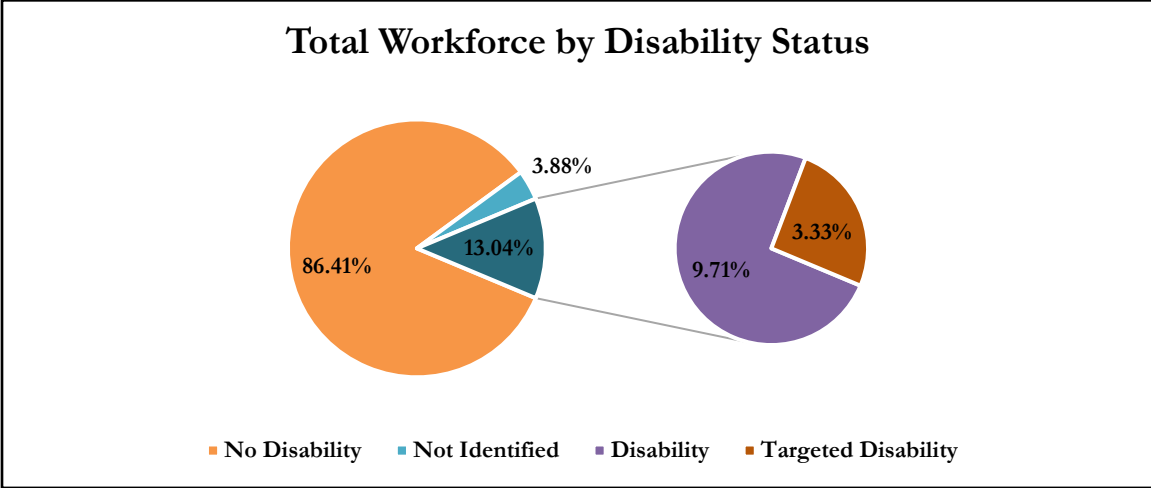


Chart 2 – First pie chart, No Disability (86.41%), Not Identified (3.88%), Disability (13.04%). Second pie chart, Disability (9.71%), Targeted Disability (3.33%).

The results of the FCC’s self-assessment demonstrate that the FCC has a diverse workforce. As mentioned above, federal agencies use the barrier identification and elimination process to continually eradicate every form of prejudice or discrimination from personnel policies, practices, and working conditions. In FY 2018, the data identified triggers<sup>10</sup> that required additional exploration to determine if any barriers to EEO existed. Accordingly, the FCC began its additional exploration (barrier analysis) to identify, examine, and remove barriers to equal participation

<sup>10</sup> A trigger is a trend, disparity, or anomaly that suggests the need for further inquiry into a particular policy, practice, procedure, or condition. EEOC, MD 715 Instructions, Section II Barrier Identification and Elimination, I. Purpose of Barrier Analysis, A. Definition of Trigger, <https://www.eeoc.gov/federal/directives/md715/section2.cfm> (last visited July 25, 2022). It is simply a red flag. *Id.* Triggers can be gleaned from various sources of information, beginning with workforce statistics. *Id.*

recognizing that barriers to EEO cannot be gleaned from data alone.<sup>11</sup> The FCC's barrier analysis process has included an investigation of anomalies, or triggers, found in its employment-related policies, procedures, practices, and conditions with the goal of identifying the root cause(s) of anomalies and developing plans for eliminating any identified barriers.

The FCC continues a multi-year process to complete a barrier analysis for the following areas as the data suggested triggers existed:

- Policies, procedures and practices affecting retention as the data suggested a high rate of separation for:
  - Asian American males and females;
  - Black or African American males and females;
  - Hispanic or Latino males and females;
  - White females; and
  - Persons with disabilities.
- Policies, procedures and practices affecting the hiring of economists as the data suggested triggers involving participation by:
  - Females (promotions);
  - Asian American males and females (hiring);
  - Black or African American males and females (hiring and promotions);
  - Hispanic or Latino males (workforce, hiring and promotions);
  - White females (hiring);
  - Persons with disabilities; and
  - Persons with targeted disabilities.
- Policies, procedures and practices affecting electronic engineers as the data suggested triggers involving participation by:
  - Asian American Females (hiring);
  - Black or African American females (hiring);
  - Hispanic or Latina females (hiring);
  - White females (hiring and promotions);
  - Persons with disabilities; and
  - Persons with targeted disabilities.
- Policies, procedures and practices affecting Hispanic or Latino males and females as the data suggested triggers involving participation in the:
  - Workforce;
  - SES grades;
  - GS-13 to 15 grades;

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<sup>11</sup> EEOC, MD 715 Instructions, Section II Barrier Identification and Elimination, I. Purpose of Barrier Analysis, <https://www.eeoc.gov/federal/directives/md715/section2.cfm> (last visited July 25, 2022).

- Miscellaneous Administration and Program (MAP) workforce (males and females), hiring (females), and promotions (females);
- Economists workforce, hiring and promotions (males); and
- Electronic Engineer participation (females only).
- Policies, procedures and practices affecting Asian American males and females as the data suggested triggers involving participation in the Management Program Analysis (MPA) Field -- workforce, hiring and promotion (males) and hiring (females).
- Policies, procedures and practices affecting Black or African American males and females as the data suggested triggers involving participation in the:
  - SES grades;
  - Promotions; and
  - Management Program Analysis (MPA) Field hiring (males).
- Policies, procedures and practices affecting White females as the data suggested triggers involving participation in the:
  - GS- 13 and 14 grades; and
  - Miscellaneous Administration and Program (MAP) workforce, hiring and promotion
  - Management Program Analysis Field (hiring and promotion); and
  - Economist Field (promotion).

## **B. Employment of Females**

### **1. Workforce**

Since FY 2017, the composition of females employed at the FCC has remained steady and above the CLF.<sup>12</sup> (see Chart 3). As a result, the data suggests that a trigger does not exist regarding the employment of females in the FCC workforce.<sup>13</sup>

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<sup>12</sup> The CLF is the sum of the employed and the unemployed. U.S. Bureau of Labor Statistics, *Current Population Survey, "How the Government Measures Unemployment"* (October 8, 2015), [https://www.bls.gov/cps/cps\\_htgm.htm](https://www.bls.gov/cps/cps_htgm.htm). Employed persons include all civilians 16 years old and over who either (1) were "at work," that is, those who did any work at all during the reference week as paid employees, worked in their own business or profession, worked on their own farm, or worked 15 hours or more as unpaid workers on a family farm or in a family business; or (2) were "with a job but not at work," that is, those who did not work during the reference week but had jobs or businesses from which they were temporarily absent due to illness, bad weather, industrial dispute, vacation, or other personal reasons. See United States Census Bureau, *In Civilian Labor Force, total, percent (population 16 years and over)*, <https://www.census.gov/quickfacts/fact/note/US/LFE041217>, (last visited July 25, 2022). Excluded from the employed are people whose only activity consisted of work around the house or unpaid volunteer work for religious, charitable, and similar organizations; also excluded are all institutionalized people and people on active duty in the United States Armed Forces. See United States Census Bureau, *In Civilian Labor Force, total, percent (population 16 years and over)*, *Id.*

<sup>13</sup> Whenever the difference between the participation level and the benchmark is more than 2%, a trigger exists which requires additional study to determine if a barrier to equal opportunity may exist as well.

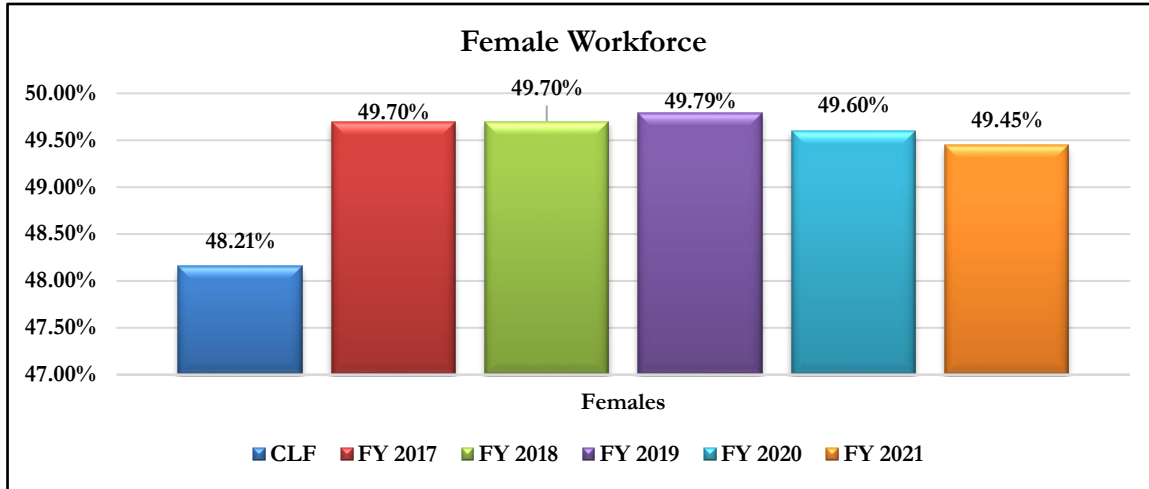


Chart 3 – Bars in order of legend

## 2. Senior Executive Service (SES)<sup>14</sup>

In FY 2021, the participation rate of females at the SES level increased to 55.81% (6.59% above the CLF). Since FY 2017, the participation rate of females at the SES level has been above or comparable to the CLF, except for FY 2019 when the participation rate was 42.86% (6.36% below the CLF) (*see* Chart 4). The average participation rate from FY 2017 through FY 2021 (50.12%) is above the CLF. The data suggests that no trigger exists for females at the SES level.

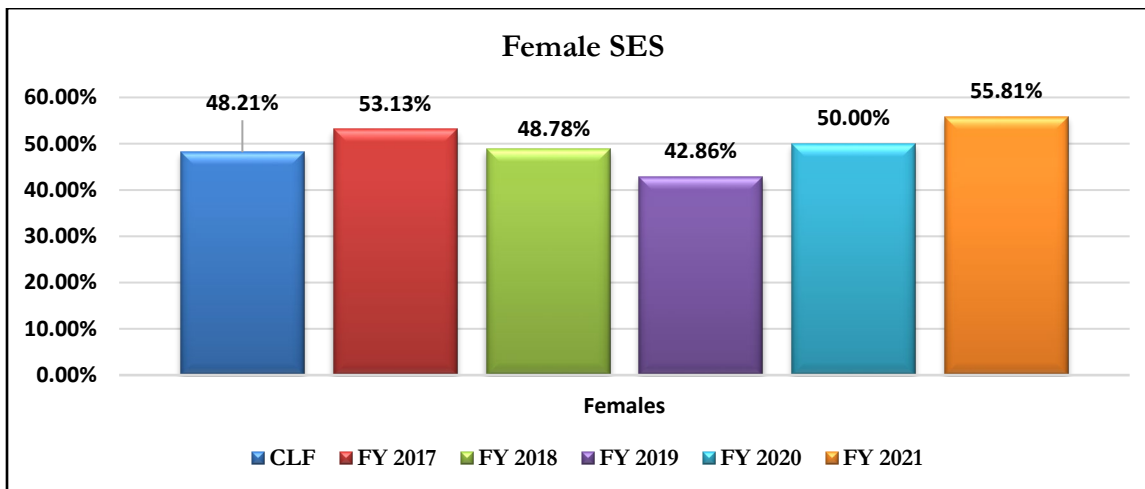


Chart 4 - Bars in order of legend

<sup>14</sup> For purposes of this Report, SES includes multiple pay plans for senior level positions above the GS-15 grade; as a result, the data and analysis capture senior level employees beyond the Executive Service.



### 3. GS 13 – 15 Grade Levels

A further review of the participation rates of the workforce shows that as the grade level increases the percentage of male employees as compared to the percentage of female employees fluctuates. From FY 2017 through FY 2021, the percentage of female employees at the GS-15 level remained below the CLF (48.21). During that time period, the lowest participation rate of GS-15 females (43.19%) was in FY 2017. Although the participation rate increased by over one percent in FY 2018 (44.35%), and has not decreased below 44%, the participation rate has remained below the CLF. Accordingly, data suggest a trigger exists regarding the employment of females at the GS-15 grade. The FCC will conduct additional research and analysis to assess if any barriers to employment exist for females at the GS-15 grade level.

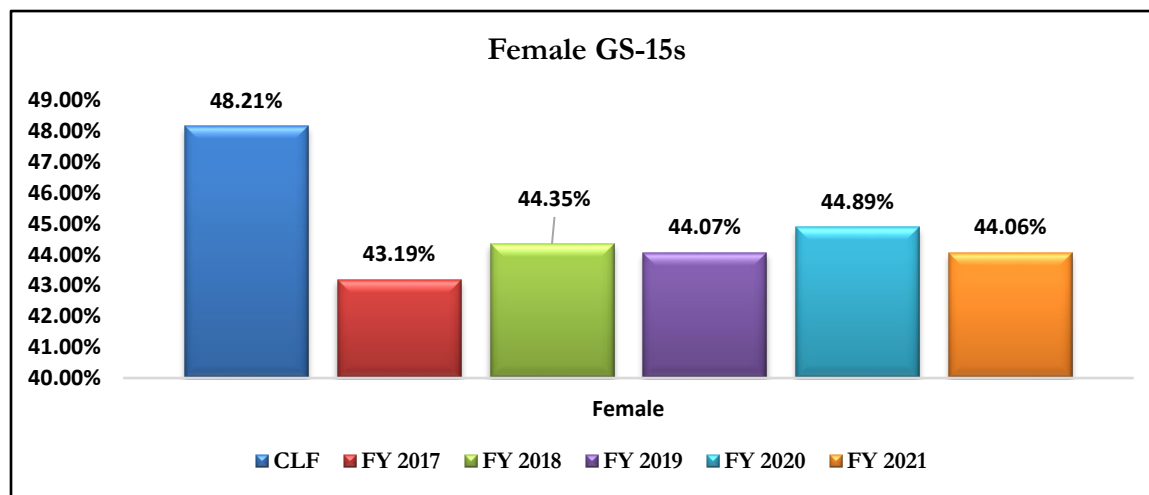


Chart 5 - Bars in order of legend

Since FY 2017, the participation rate of GS-14 female employees has consistently been below the CLF (*see* Chart 6). Between FY 2017 and FY 2021, the lowest participation rate of GS-14 females (38.66%) was in FY 2018. In FY 2019, the participation rate of GS-14 females (42.15%) reflected a significant increase (4.35%) from that of FY 2018. However, by FY 2021, the GS-14 female participation rate had declined 2.80% from the 5-year high of 42.37% in 2017. Given that there has been a continued downward trend in the participation rate of females at the GS-14 grade level, these data suggest that a trigger exists regarding the employment of females at the GS-14 grade level. Thus, additional research and analysis is required to assess if any barriers to employment exist for females at the GS-14.

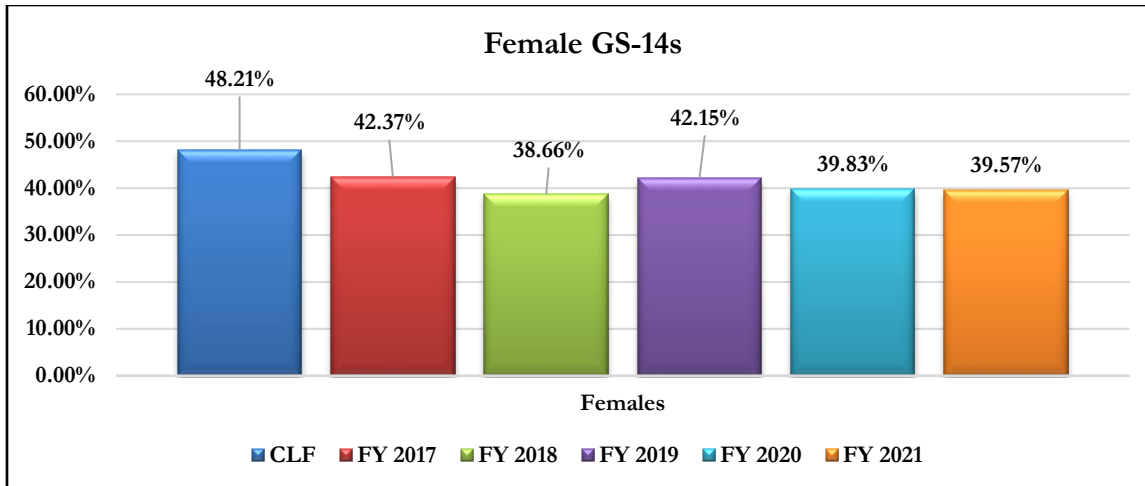
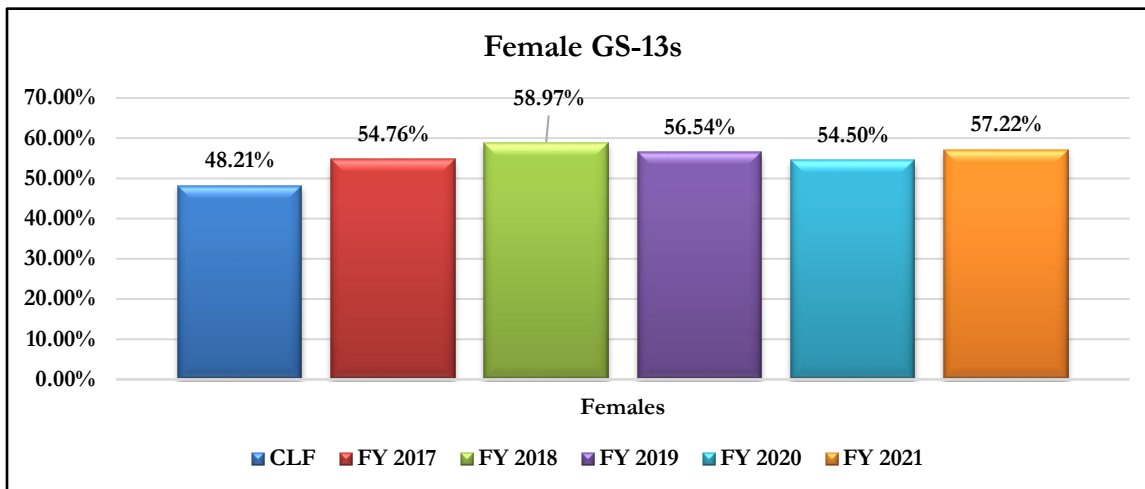


Chart 6 - Bars in order of legend

Unlike the GS -14 and GS-15 grades, there is a clear shift in the participation rate for females at the GS-13 grade. For every fiscal year since FY 2017, females have exceeded the CLF by a minimum of 5.28%. These data show that there is not a trigger regarding the employment of females at the GS-13 grade level. However, reviewing the participation rate of females for the GS-13 - GS-15 grade levels collectively, the data suggest a potential “glass ceiling” effect for female employees above the GS-13 level. In this regard, it is anticipated that further exploration of this potential would be encompassed in additional research and analysis of whether any barriers exist for females at the GS-14 and GS-15 grade levels.

Chart 7 - Bars in order of legend



#### 4. New Hires and Separations

From FY 2017 to FY 2021, the hiring of females was above the CLF for FY 2017 and FY 2018. For the remaining three years, the female new hires rate was below the CLF, with FY 2019 participation at the lowest level (44.55%). Given the variance over the five-year period, the FCC

examined how the five-year average compared to the CLF. The five-year average shows the hiring rate for females was 46.89% (see Chart 8), which is 1.83% below the CLF. These data suggest that a trigger does not exist regarding the hiring of females.

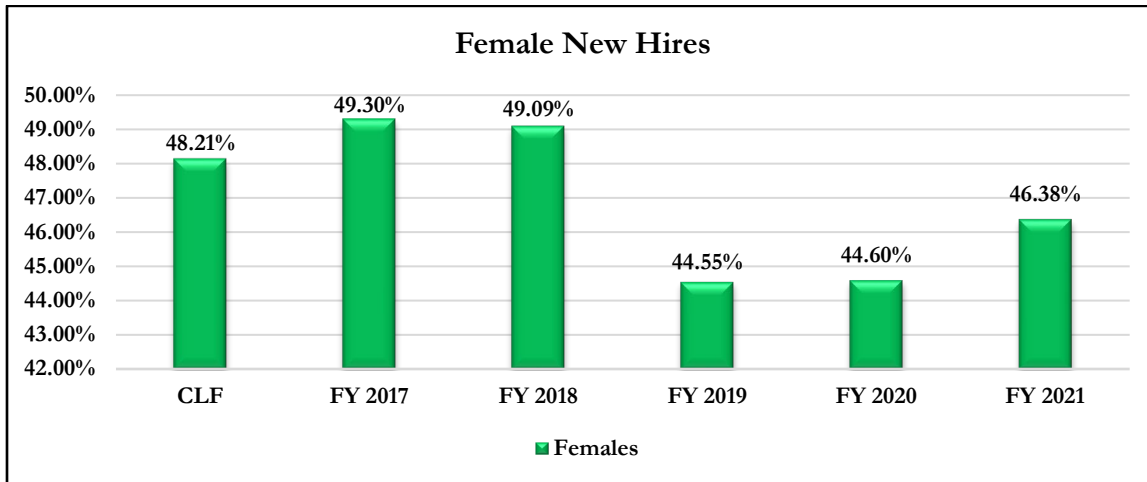


Chart 8

In contrast to the favorable hiring data, the separations data suggests a trigger may exist regarding the separation of females. In FYs 2017 and 2018, the separation of females was above the CLF. Based on this data, the FCC previously determined that additional research and analysis would be performed to assess whether any barriers exist regarding the retention of females. Since compiling that data, the separation rate of females decreased over 8% between FY 2018 and FY 2020 (see Chart 9); further, it was comparable to the CLF for FY 2021. Also, the average rate of female separations over the five-year period from FY 2017 and 2021 (48.90%) was comparable to the CLF. As a result, the FCC will continue to monitor future data to determine if the favorable trend reflected in the change between FY 2018 and FY 2020 continues.

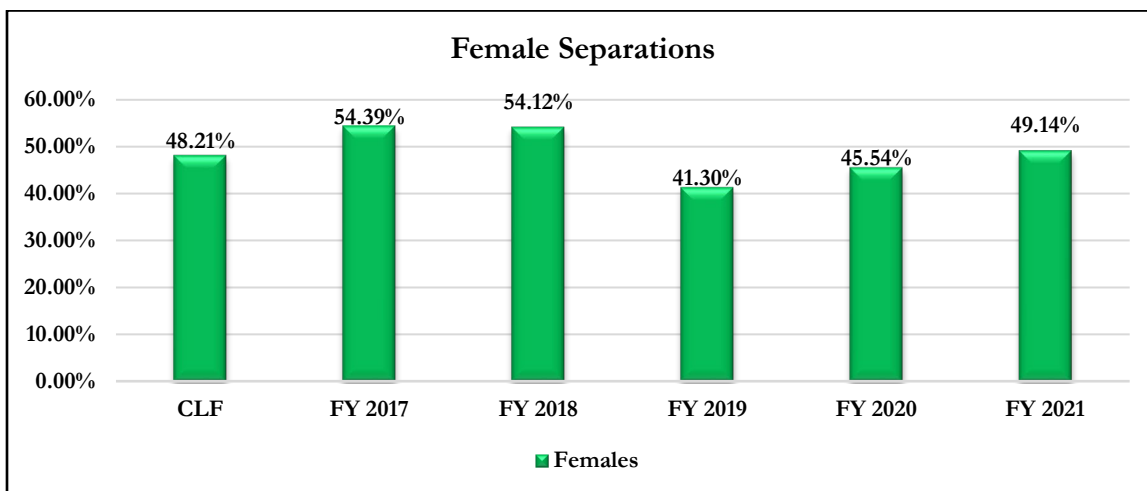


Chart 9

## 5. Mission Critical Occupations

The FCC has five MCOs – Attorney, Miscellaneous Administration & Program (MAP), Electronics Engineer, Management Program Analyst (MPA),<sup>15</sup> and Economist.<sup>16</sup> These MCOs comprise 74.83% of the FCC workforce. This section analyzes the employment of females in each of these MCOs.

### a) Attorneys

#### (1) Workforce

Attorneys provide a range of legal services such as serving as subject matter experts for the Communications Act of 1934, as amended; acting as the primary legal counsel to significant operating programs, or in adversarial proceedings where legal questions posed are of an extremely complex nature; and participating in administrative or judicial proceedings and developing research strategies for legal cases. They comprise approximately 37.10% of the FCC workforce. From FY 2017-FY 2020, the participation rates for female attorneys changed very little, but there was a significant increase in FY 2021 (*see* Chart 10). Specifically, the participation rate for female attorneys at 68.75% significantly exceeds the Occupational CLF (OCLF)<sup>17</sup> of 37.10%. The continued high participation rate for female attorneys over the five-year period suggests that a trigger to their employment does not exist.

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<sup>15</sup> Complete data was not available to ascertain whether barriers may exist regarding the MPA field. Accordingly, assessments regarding the existence of barriers in the MPA field will not be performed until further data is compiled.

<sup>16</sup> MCOs are those major agency occupations that are mission-related and heavily populated, relative to other occupations within the agency. EEOC, Instructions to Federal Agencies for EEO MD-715, Section II Barrier Identification and Elimination (July 20, 2004), <https://www.eeoc.gov/federal/directives/715instruct/section2.html>.

<sup>17</sup> The OCLF is the CLF data that is directly comparable (or relevant) to the occupational population under consideration in the workforce. United States Office of Personnel Management, *Federal Equal Opportunity Recruitment Program Report for Fiscal Year 2009 to Congress*, <https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/reports/feorp2009.pdf> (last visited July 25, 2022).

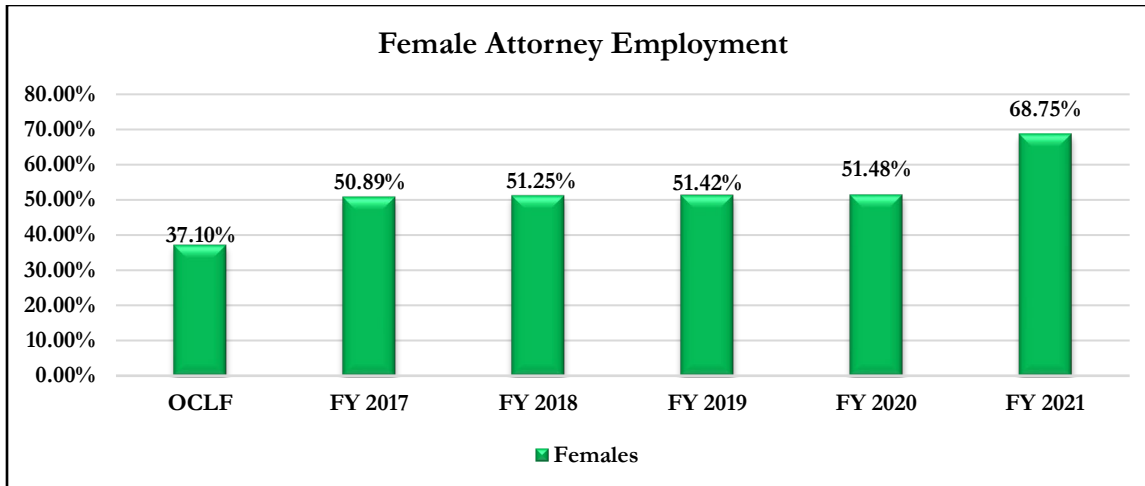


Chart 10

### (2) *New Hires*

In FY 2021, the FCC received 1,036 applications for 12 attorney positions. Of the 558 applicants who qualified for the positions, 232 (41.65%) were female. Between FY 2017 and FY 2020, the hiring rate significantly exceeded the attorney OCLF. For FY 2021, however, the hiring rate for females (33.33%) was below the attorney OCLF. With the annual hiring rates from FY2017-2020 and the average hiring rate for the 5-year period ending in FY 2021 (51.77%) exceeding the attorney OCLF, these data suggest a trigger does not exist regarding the hiring of females for the attorney position.

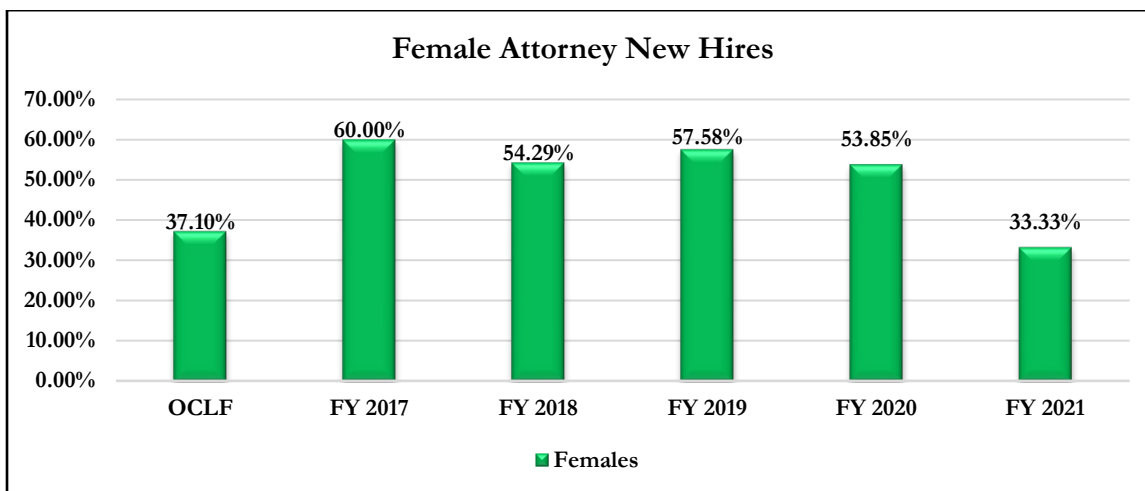


Chart 11

### (3) *Promotions*

In FY 2021, the FCC received 43 applications for seven attorney promotions. While twenty-one females (48.84%) qualified for these positions, three females (42.86%) were promoted (*see* Chart 12). Since FY 2017, the promotion rate for female attorneys exceeded the OCLF with the exception of FY 2019. The average promotion rate for female attorneys during the 5-year period (50.40%) is

significantly greater than the OCLF (33.30%); thus, the data suggests that there is not a trigger for promotions of female attorneys.

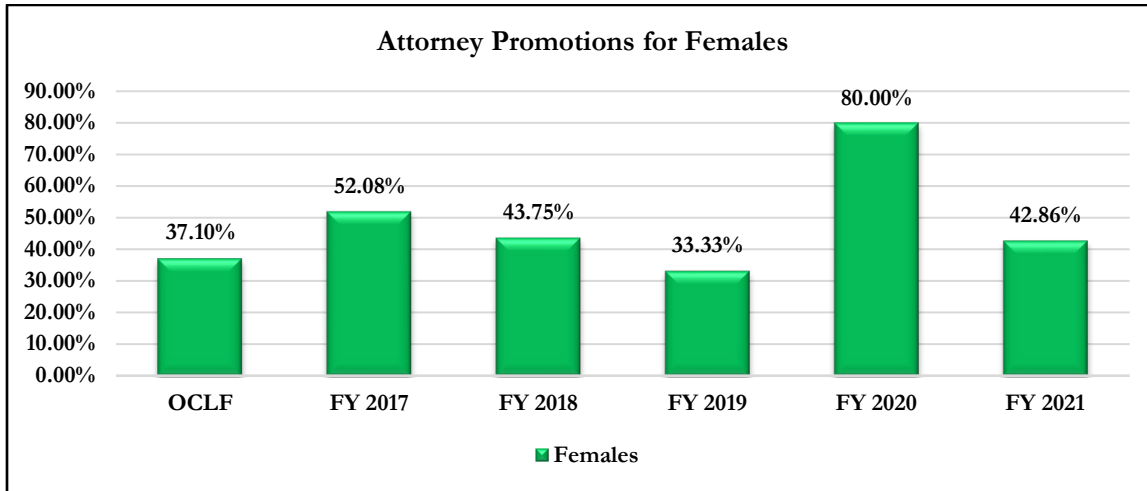


Chart 12

## Miscellaneous Administration and Program

### (4) Workforce

MAP employees perform clerical and administrative support work. They comprise 15.95% of the FCC workforce. Between FY 2017 and FY 2021, the participation rate of female MAP employees was greater than the OCLF (54.30%). Further, the average participation rate of female MAP employees (65.48%) during this period exceeded the OCLF by more than eleven percent (*see* Chart 13). Considering the favorable participation rates of female MAP employees from FY 2017 – FY 2021, a trigger does not exist to the employment of females in this MCO.

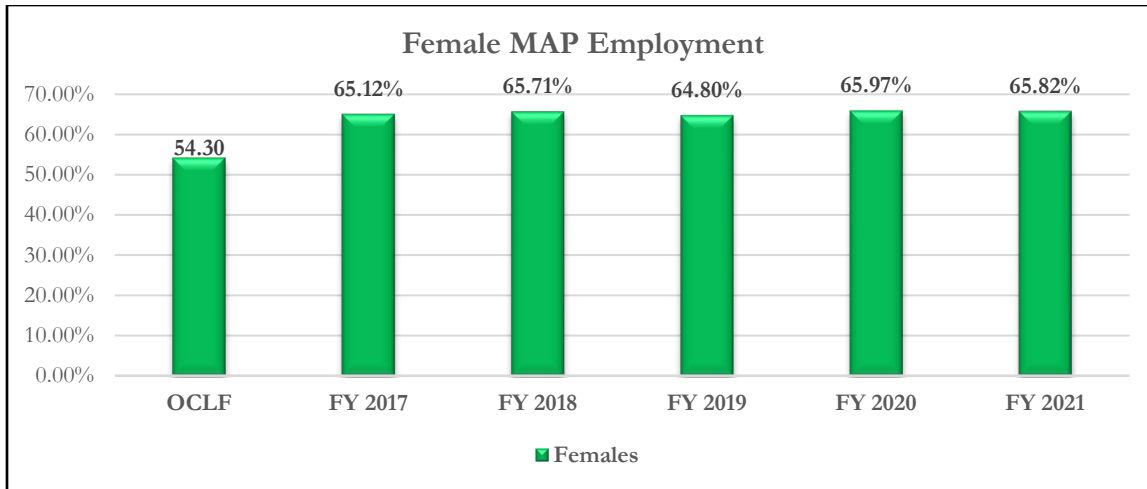


Chart 13

### (5) *New Hires*

In FY 2021, the FCC received 755 applications for 17 MAP positions. Three hundred eight (308) applicants qualified for the positions, of which 263 females (47.22%) qualified for these positions. Eight females (47.06%) were hired. From FY 2017 through FY 2021, the annual hiring rate for female MAP employees was below the OCLF rate (54.30%); further, the average hiring rate of females for the 5-year period (31.08%<sup>C</sup>) was significantly below the OCLF (*see* Chart 14). Thus, these data suggest a trigger exists for the hiring of females in the MAP occupation. Accordingly, additional research and analysis will be performed to determine if a barrier exists.

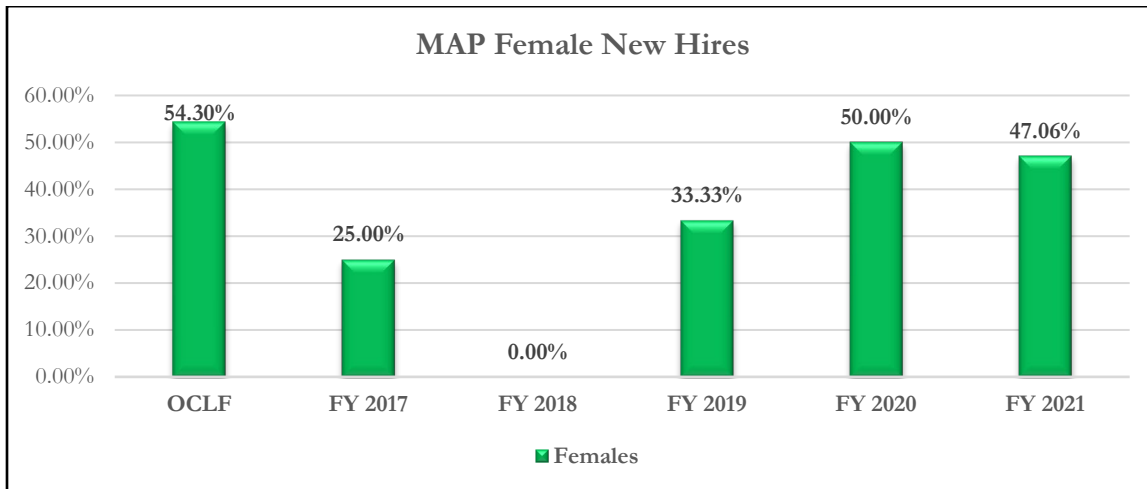


Chart 14

### (6) *Promotions*

In FY 2021, the FCC received 13 applications for ten MAP promotions. Seven males (50.00%) and seven (50.00%) females applied for the position. Four females (40.00%) were promoted (*see* Chart 15). The participation rate of females in MAP promotions exceeded the OCLF for only two fiscal years – namely, FYs 2018 and 2020. For FY 2021, the participation rate of females in MAP promotions (40%) and the average promotion rate for females during the five-year period (40.67%)

were significantly below the OCLF (54.30%). Thus, these data suggest a trigger exists for the promotion of females as MAP employees. Accordingly, additional research and analysis will be performed to determine if a barrier exists.

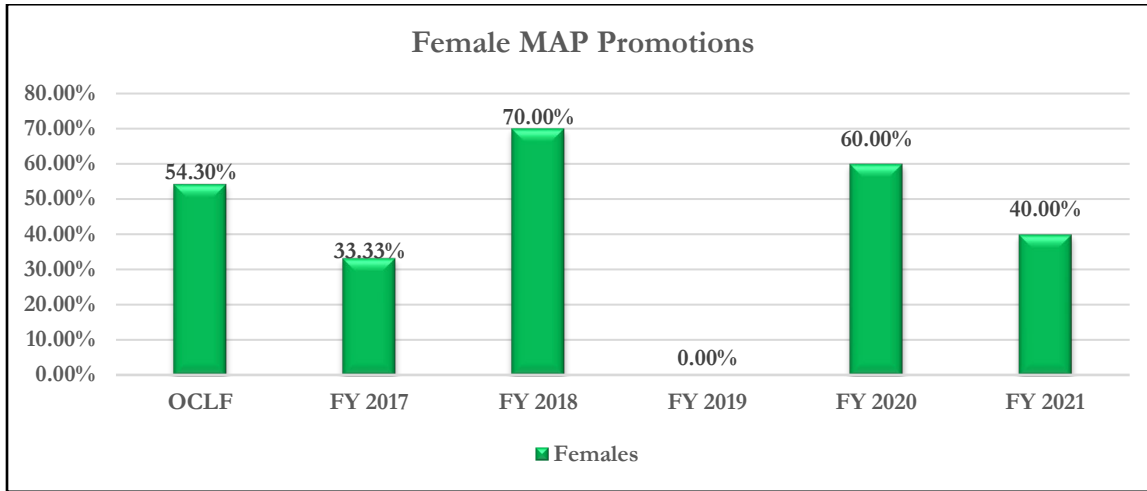


Chart 15

## b) Electronic Engineers

### (1) Workforce

Electronics engineers serve as technical engineering experts for communications networks and systems; initiate, plan, and direct engineering studies; research Commission and industry sources to obtain information on equipment, practices, problems, and developments; develop authoritative position papers and reports; and brief key government and non-government officials on complex technical issues relating to communications networks and systems; prepare, review, evaluate, and coordinate engineering documents; and conduct analysis. They comprise 13.46% of the FCC workforce.

Between FY 2017 and FY 2021, the participation rate of female electronic engineers has exceeded the OCLF (*see* Chart 16). Moreover, the average participation rate for female electronic engineers during this period exceeds the OCLF by more than 4 percent. Considering the favorable participation rates of female electronics engineers during this period, a trigger does not exist to the employment of females in this MCO.



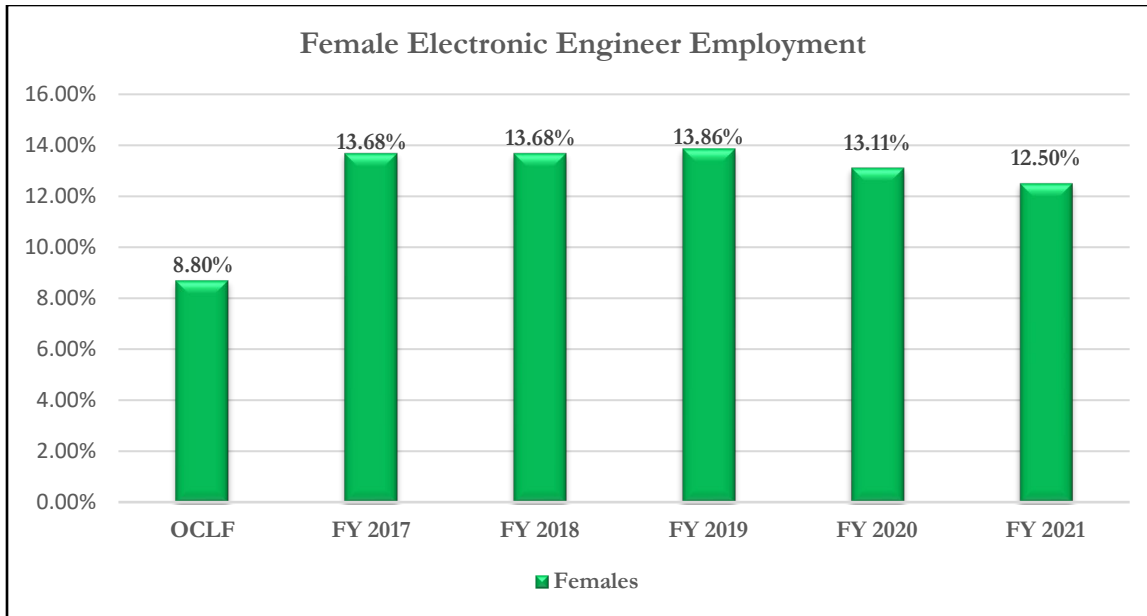


Chart 16

**(2) New Hires**

In FY 2021, the FCC received 389 applications for six electronic engineer positions. Two hundred ninety-one applicants qualified for the positions, of which thirty-five (14.43%) were female. The FCC hired six males (100%) for the positions. From FY 2017 through FY 2021, the participation rate of females as new hires in the electronics engineer field was above the OCLF in only one fiscal year, FY 2019. The average hiring rate for females (4%) was below the OCLF rate (*see* Chart 17). These data suggest a trigger exist for hiring females as electronic engineers. Accordingly, additional research and analysis will be performed to determine if a barrier exists.

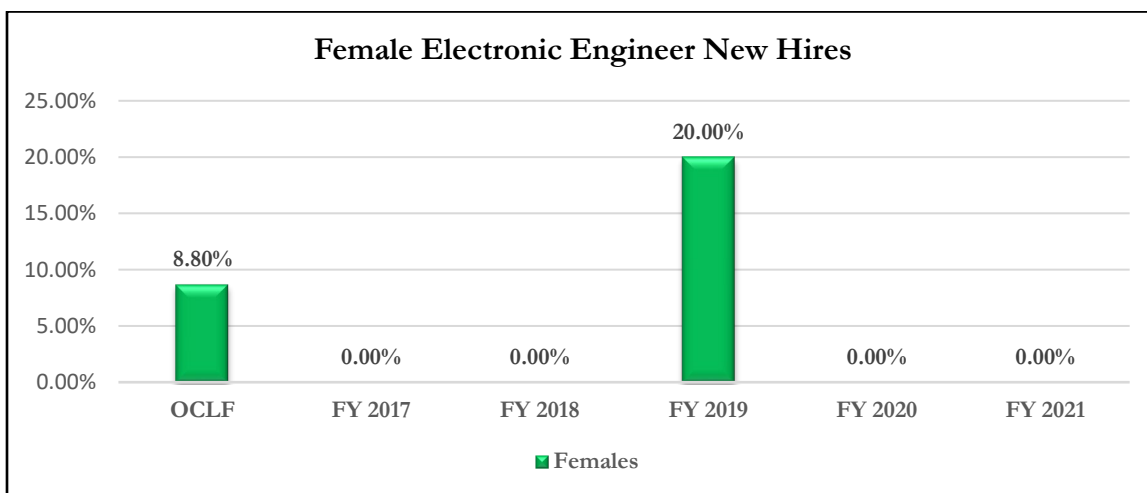


Chart 17

### (3) Promotions

In FY 2021, the FCC did not promote any electronic engineers. From FY 2017 to FY 2021, the promotion rate for females exceeded the OCLF for two fiscal years (FYs 2017 and 2019) and was below the OCLF for the remaining fiscal years at 0% (*see* Chart 18). Further, the average promotion rate for females during the period (6.86%) was below the OCLF. These data suggest that a trigger may exist for the promotion of females in the electronic engineer field. Accordingly, additional research and analysis will be performed to determine if a barrier exists.

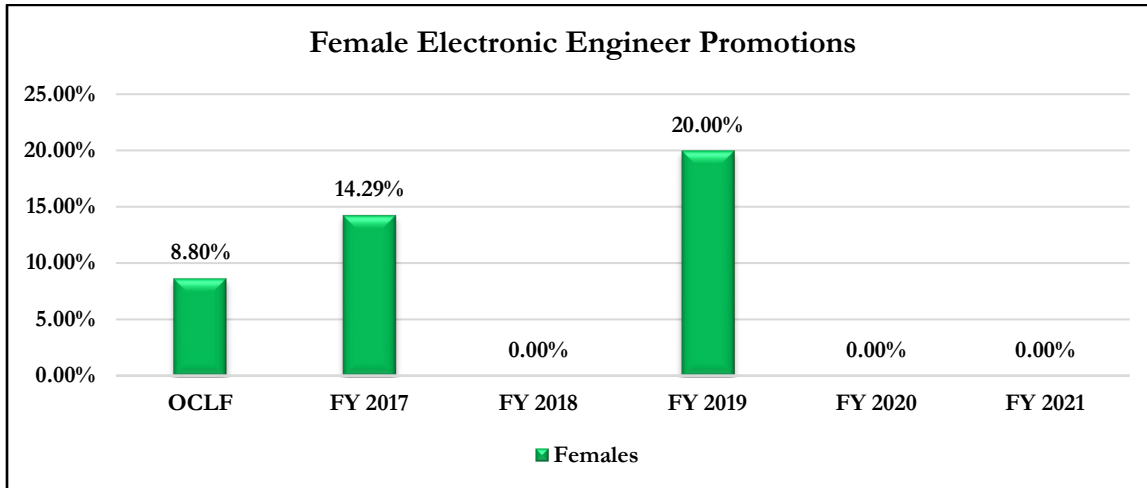


Chart 18

### c) Management Program Analysis

#### (1) Workforce

MPA employees perform administrative analytical and evaluative work related to program operations, management and organizational efficiency, and productivity work. They comprise 4.30% of the FCC workforce. Since FY 2017,<sup>18</sup> the annual participation rates of female MPA employees have significantly exceeded the OCLF (42.40%) (*see* Chart 19). The average participation rate for females in the employment of MPA employees during this time period (76.54%) is almost double the OCLF. Consequently, these data suggest that a trigger does not exist for the employment of female MPA employees.

<sup>18</sup> As data for this MCO was not available before FY 2017, the FCC will continue to monitor the data regarding participation rates in this MCO to determine whether a preliminary barrier analysis is warranted.

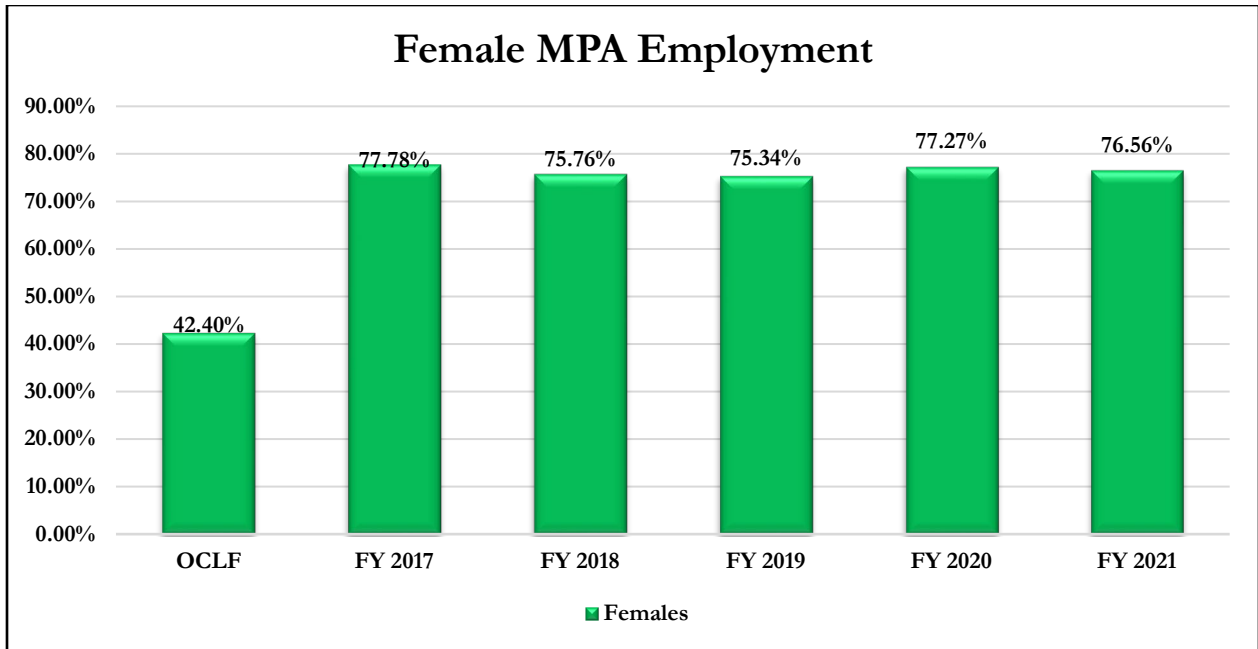


Chart 19

## (2) *New Hires*

In FY 2021, the FCC received 5 applications for two MPA positions. Two applicants qualified for the positions, both of which (100%) were female. The FCC then hired both females (100%) for the positions. Between FY 2017 and FY 2021, the hiring rate significantly exceeded the OCLF for three fiscal years (FYs 2018, 2019, and 2021) and was below the OCLF for the remaining fiscal years. In addition, during the period, the average participation rate for females as new MPA hires (61.67%) exceeded the OCLF. Thus, these data suggest that a trigger does not exist for the hiring of females in the MPA field.

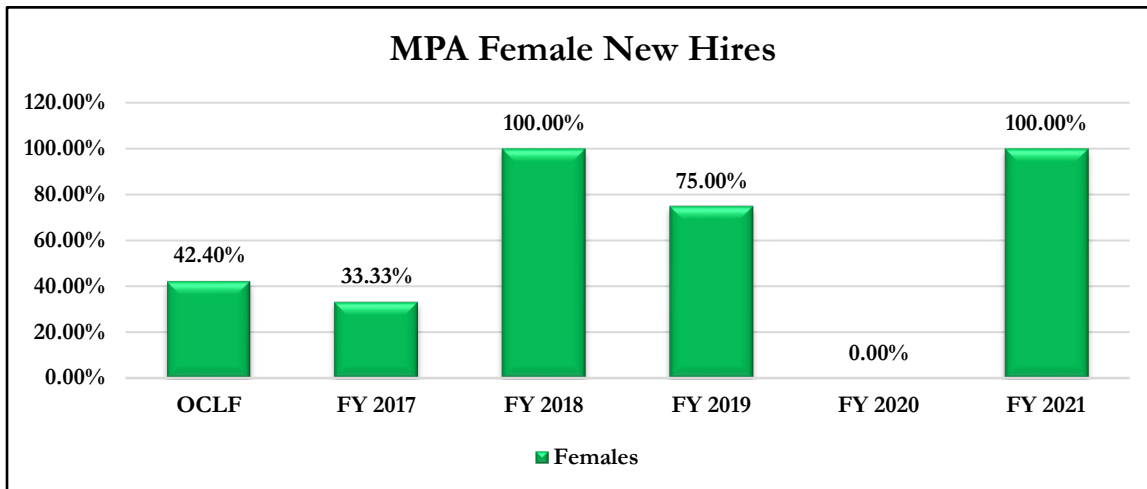


Chart 20

### (3) Promotions

From FY 2017- FY 2021, the promotion rate for MPA females exceeded the OCLF (42.40%) for each fiscal year except FY 2020 where the promotion rate was 0% (see Chart 21). In FY 2021, the FCC promoted ten employees in the MPA field. Of the ten employees, four were females, resulting in a promotion rate for females of 40.00%. The average promotion rate for females in the MPA field between FY 2017 and FY 2021 (68.91%) is above the OCLF. These data

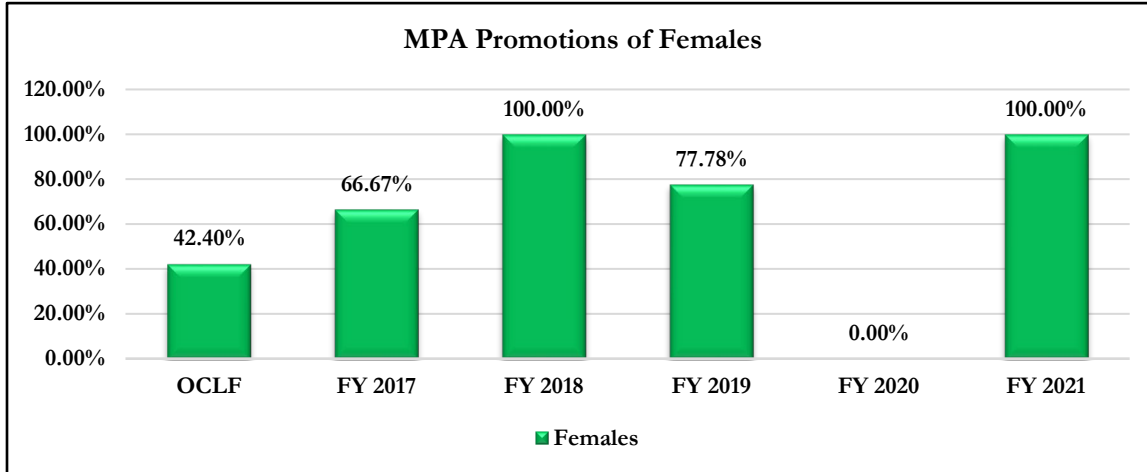


Chart 21

suggest that a trigger does not exist for the promotion of females in this MCO.

## d) Economists

### (1) Workforce

Economists serve as expert technical advisors on complex econometric issues that arise in connection with telecommunications and regulatory policy; and conduct studies of current and potential policy issues; and perform original research and investigative analysis. Economists comprise 4.00% of the FCC workforce.

Between FY 2017 and FY 2021, the annual participation rates of female economists have been comparable to or exceeded the OCLF (32.00%) (see Chart 22). For FY 2019, the participation rate of female economists was above the OCLF. Further, the average participation rate for female economists in the FCC workforce between FY 2017 and FY 2021 (30.76%) is comparable to the OCLF. Accordingly, these data suggest that no trigger exists for the employment of female economists.

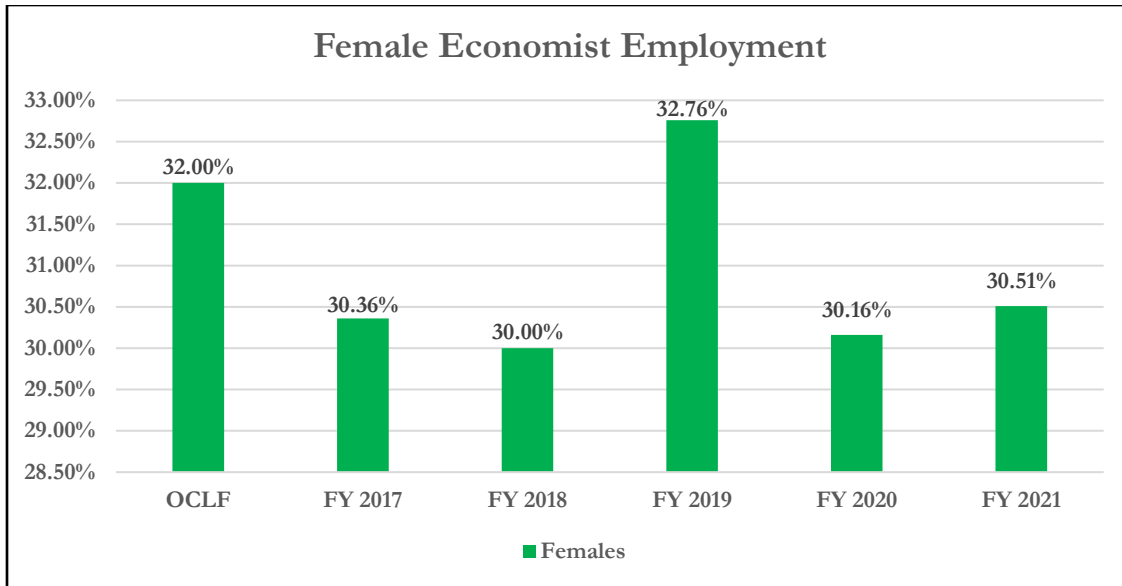


Chart 22

**(2) New Hires**

For three fiscal years – FYs 2019, 2020 and 2021 – the participation rate for hiring female economists exceeded the OCLF (32.00%) (see Chart 23). For FY 2021, the FCC hired one economist, who was female (100%). From FY 2017 through FY 2021, the average hiring rate for females (46.67%) was above the OCLF. Accordingly, these data suggest that there is not a trigger regarding the hiring of female economists.

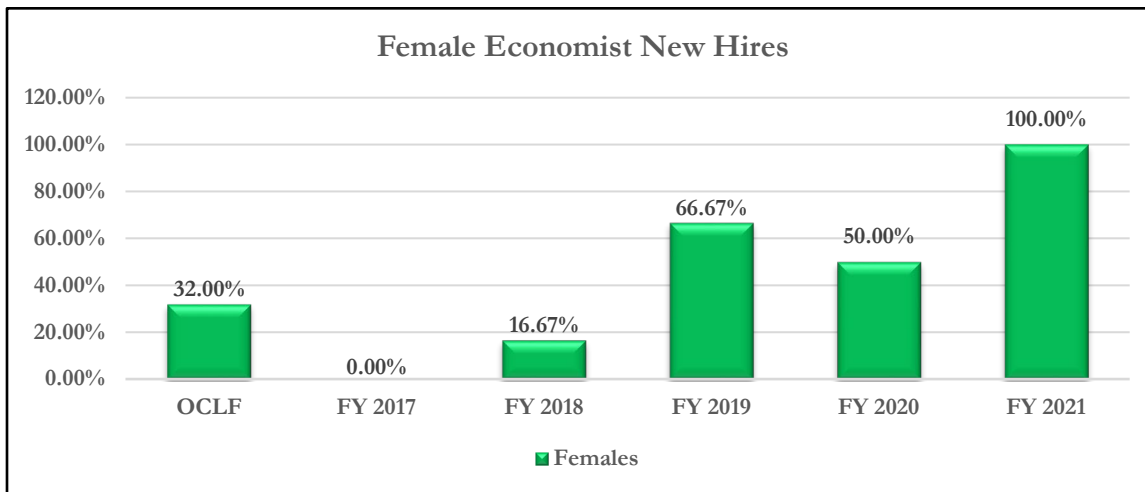


Chart 23

### (3) Promotions

In FY 2017 and FY 2018, the promotion rate for females exceeded the OCLF (32.00%) (see Chart 24). In FYs 2019 through FY 2021, the FCC did not promote any economists. From FY 2017 to FY 2021, the average promotion rate for females (16.67%) is about half the OCLF. These data suggest a trigger exists for the promotion of female economists. Accordingly, additional research and analysis will be performed to determine if a barrier exists.

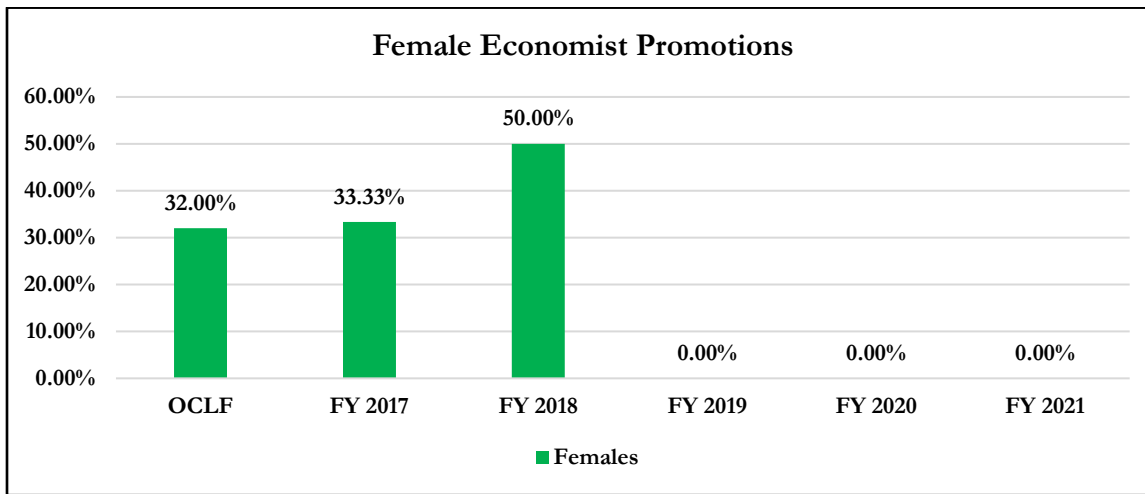


Chart 24

## C. Employment of Asian Americans

### 1. Workforce

Of the 1,486 FCC employees, 128 (8.61%) of the employees are Asian American. Specifically, Asian American males comprise 86 (5.96%) employees, while Asian American females comprise 49 (3.40%) employees. For FY 2021, the number for Asian American males represents an increase from the total in FY 2020. At the same time, the number for Asian American females decreased by 1. The participation levels for both remain above their respective CLF (2.19% and 2.18%, respectively) (see Chart 25). The participation level of Asian American males employed at the FCC remained both higher than and more than double the CLF. Similarly, since FY 2017, the participation level of Asian American females has consistently exceeded the CLF (2.18%) by over 54%. With a trend of participation levels exceeding the CLF, this data suggests no trigger exists concerning the employment of Asian American males and females.

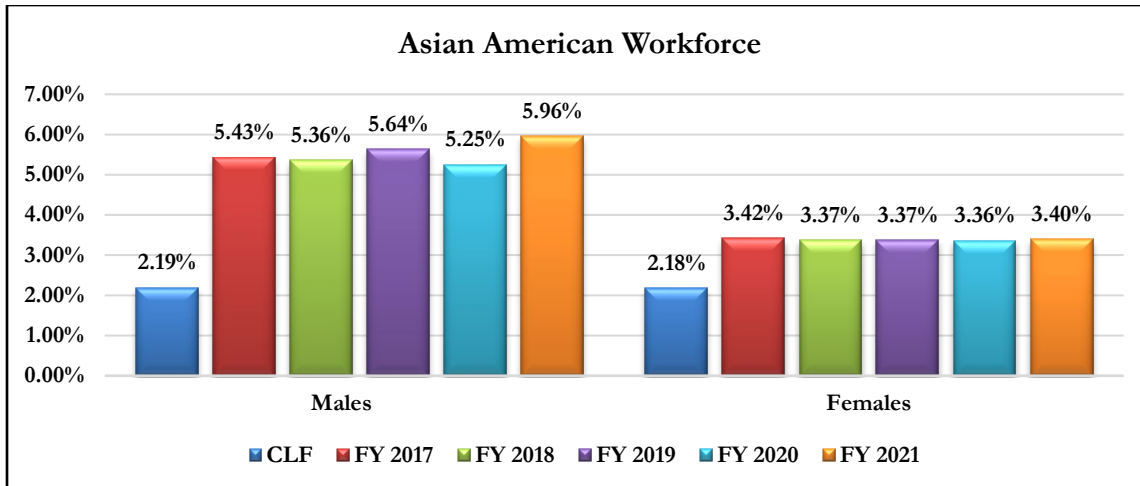


Chart 25 – For Males and Females, Bars in order of legend

## 2. Senior Executive Service

From FY 2017 through FY 2021, the participation rate of Asian American males has exceeded or was comparable to the CLF every fiscal year (*see* Chart 26). For the same time period, the participation rate of Asian American females has exceed the CLF for each fiscal year with the exception of FY 2017. The average participation rate for Asian American females for the five-year period is 4.48% which exceeds the CLF (2.18%). Accordingly, these data suggest there is no trigger for the employment of Asian Americans at the SES level.

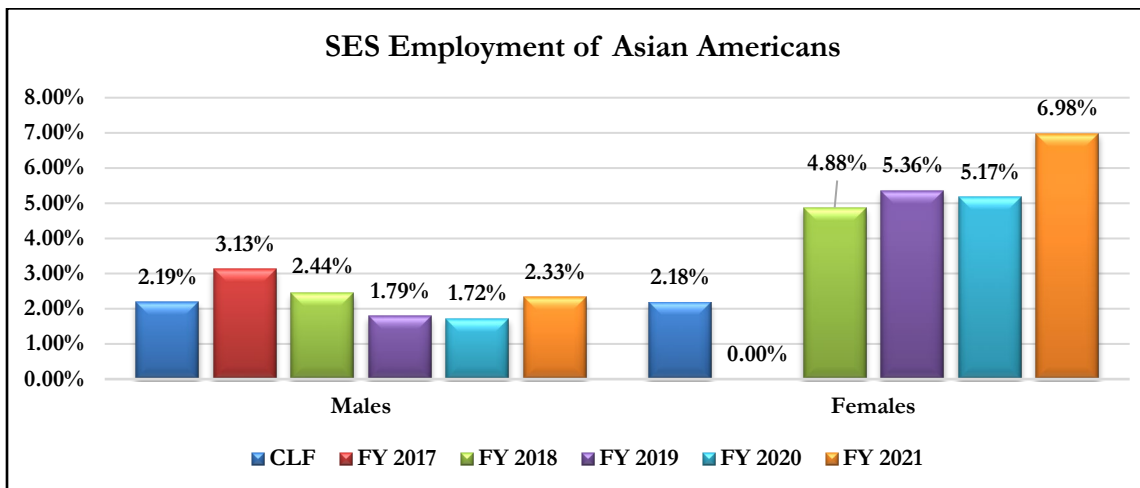


Chart 26 - For Males and Females, Bars in order of legend

## 3. GS 13 - 15 Grade Levels

Since FY 2017, the participation rate of Asian American males at the GS-15 grade has exceeded the CLF every year and, except for FY 2020, has increased each year (*see* Chart 27). During the same period, the participation rate of Asian American females has been above the CLF. These data suggest a trigger does not exist for the employment of Asian Americans at the GS-15 grade level.

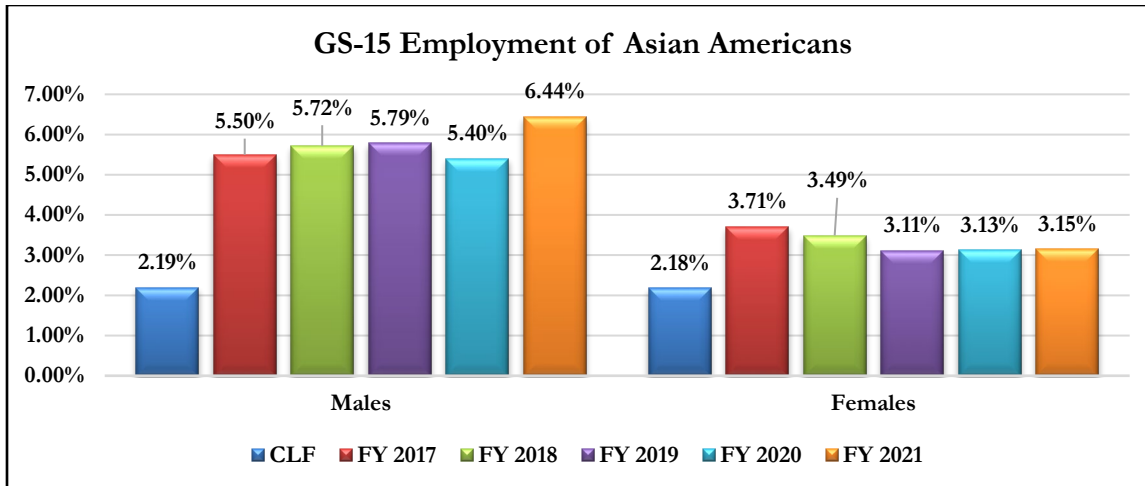


Chart 27 - For Males and Females, Bars in order of legend

Since FY 2017, the participation rates of Asian American males and females at the GS-14 and GS-13 grades have been above the CLF (see Chart 28 and Chart 29). These data suggest that a trigger does not exist concerning the employment of Asian Americans at these grades.

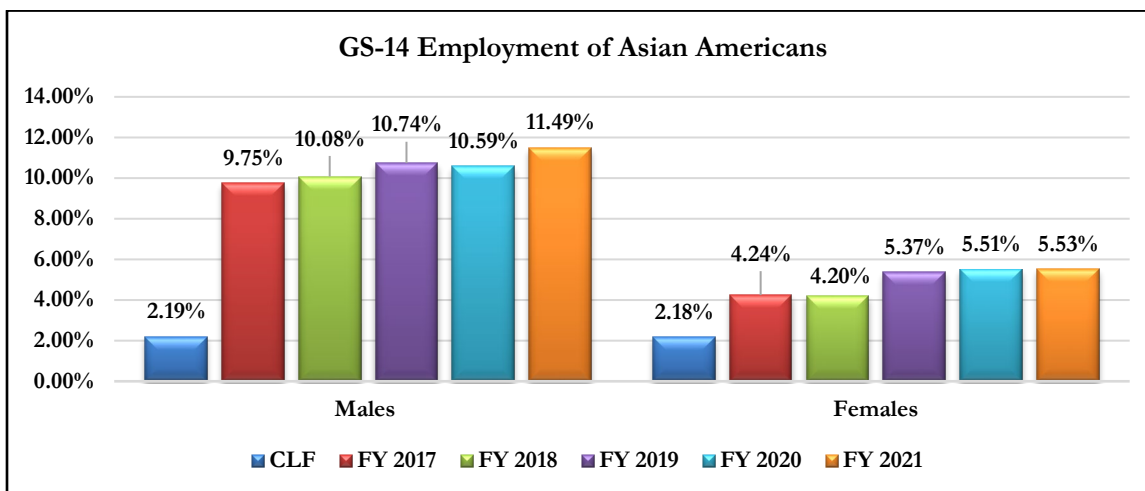


Chart 28 - For Males and Females, Bars in order of legend

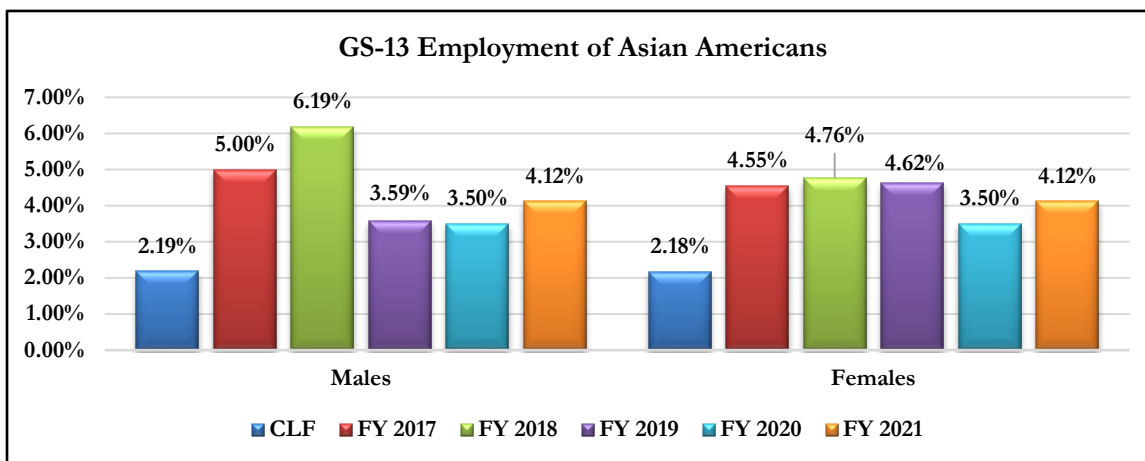


Chart 29 - For Males and Females, Bars in order of legend



#### 4. New Hires and Separations

Since FY 2017, the new hire rate for Asian American males has been more than double the CLF(2.19%), except for FY 2020 (*see* Chart 30). In FY 2020, the new hire rate was comparable to the CLF. Moreover, for FYs 2017, 2019, and 2021, the new hire rate was at least triple the CLF. Further, since FY 2017, for the same three of the five fiscal years the separation rate for Asian American males has been equal to or lower than the new hire rate for Asian American males. On the other hand, the separation rate was higher than the new hire rate in FYs 2018 and FY 2020. However, the separation rate for Asian American males has exceeded the CLF for two of the three most recent fiscal years. Given the high separation rate for Asian American males compared to the CLF, the separations data suggest a trigger exists regarding the retention of Asian American males. Consistent with its previous determinations that additional research and analysis would be performed to assess whether any barriers exist regarding the retention of Asian American males, the FCC will continue its ongoing efforts in that regard.

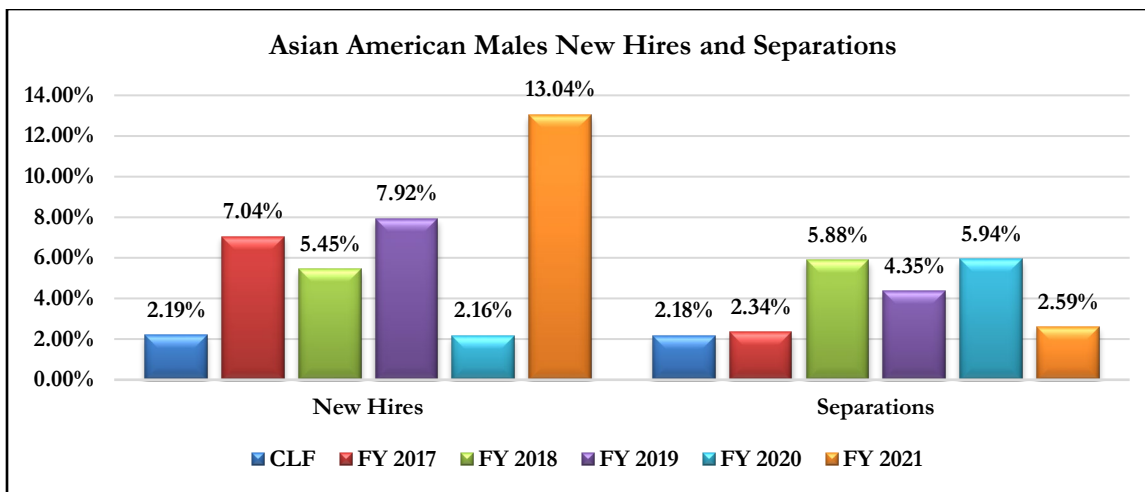


Chart 30 - For Hires and Separations, Bars in order of legend

Since FY 2017, the new hire rate for Asian American females was either comparable to the CLF (2.18%) or higher (*see* Chart 31). In fact, for every fiscal year, except FY 2020, the new hire rate was more than double the CLF. Similarly, during the same time period, the separation rate for Asian American females was either comparable to or higher than the CLF. Further, the separation rate exceeded the new hire rate in FYs 2018 through 2021, while being equal to it in FYs 2017. Given the separation rate trend for Asian American females, these data suggest a trigger exists regarding the retention of Asian American females. Consistent with its previous determinations that additional research and analysis would be performed to assess whether any barriers exist regarding the retention of Asian American females, the FCC will continue its ongoing efforts in that regard.

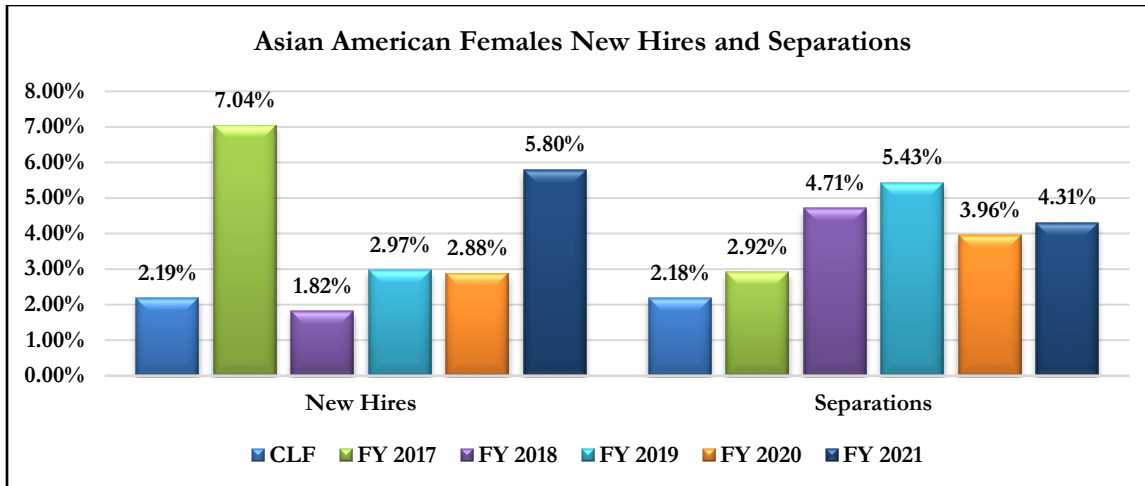


Chart 31 - For Hires and Separations, Bars in order of legend

## 5. Mission Critical Occupations

### a) Attorneys

#### (1) Workforce

Currently, the FCC employs 552 attorneys. From FY 2017 through FY 2021, the participation level of Asian American males and females in the attorney workforce was above the OCLF (1.90% and 2.10%, respectively) (*see* Chart 32). As the participation rate of Asian American males and females in the attorney field was consistently above the OCLF during the period, the data suggest that a trigger concerning employment of Asian American males and females as attorneys does not exist.

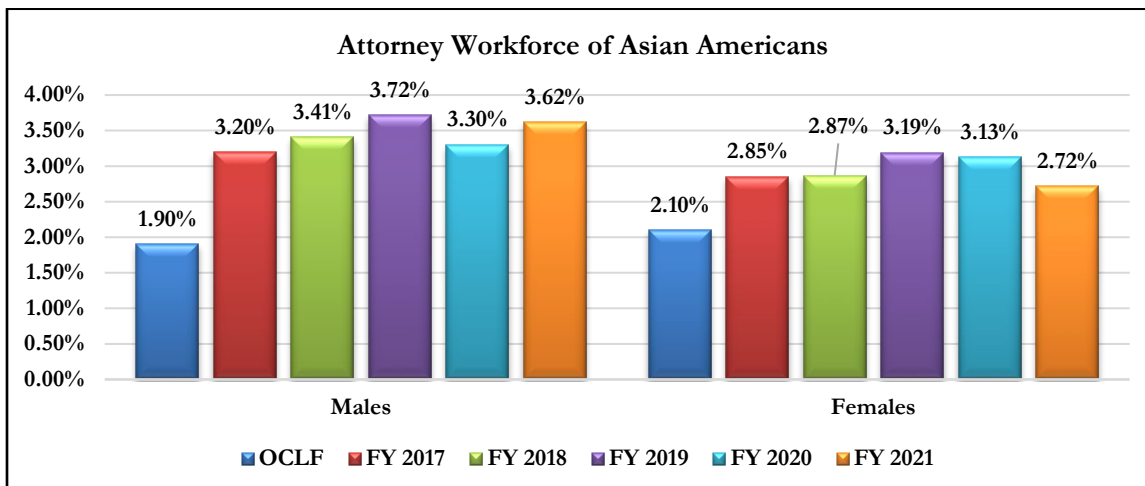


Chart 32 - For Males and Females, Bars in order of legend

## (2) New Hires

Between FY 2017 and FY 2021, the hiring rate for Asian American males exceeded or was comparable to the OCLF (1.90%) (*see* Chart 33). Similarly, the hiring rate for Asian American females during this same period exceeded the OCLF (2.10%) for three of the five fiscal years (*see* Chart 34). In FY 2021, the FCC received 1,036 applications for 12 attorney positions. Five hundred and fifty eight applicants qualified for the positions. From this applicant pool, 28 Asian American males (5.03%) and 20 (3.59%) Asian American females qualified for these positions; no Asian Americans were hired. Further, from FY 2017 through FY 2021, the average hiring rate for Asian American male attorneys (4.56%) was double the OCLF. Additionally, for the same period, the average hiring rate for Asian American female attorneys (2.52%) was above the OCLF. These data suggest a trigger does not exist for the hiring of Asian American males and females as attorneys.

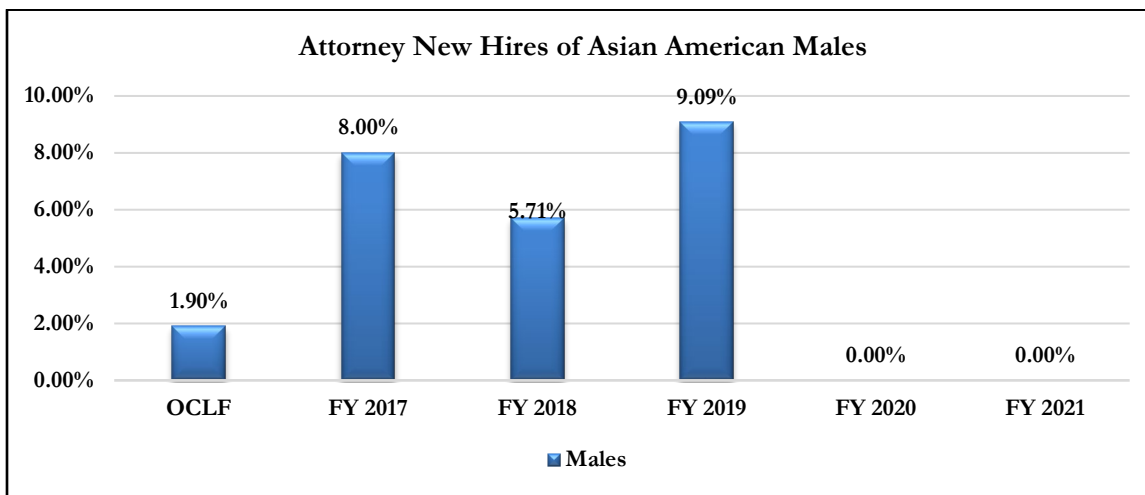


Chart 33

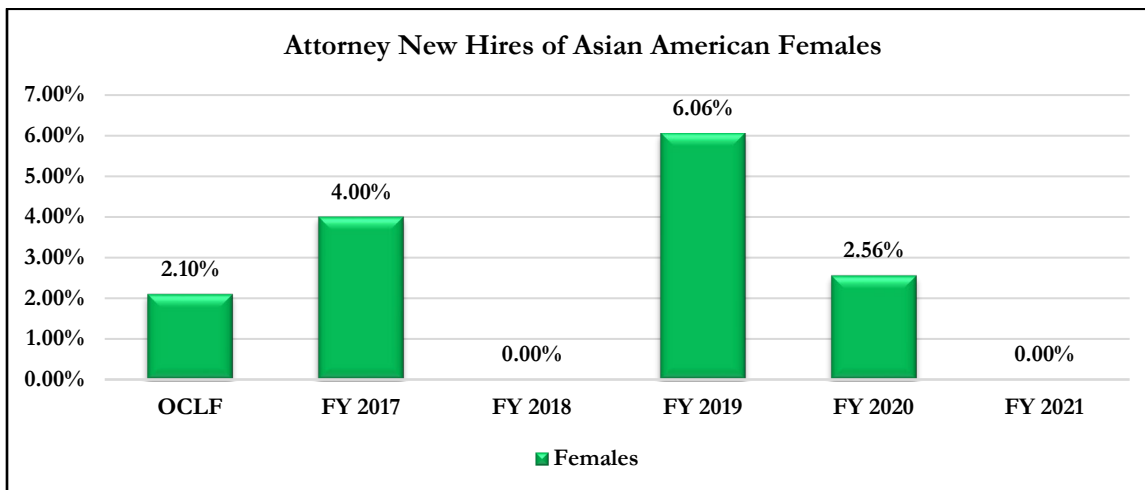


Chart 34

### (3) Promotions

Between FY 2017 and FY 2019, the promotion rate for Asian American male attorneys was comparable to or exceeded the OCLF during that period; however, none were promoted in FY 2020 or FY 2021. (see Chart 35). For Asian American female attorneys during the same period, the promotion rate was comparable to or exceeded the OCLF for two fiscal years (namely, FYs 2017 and 2019); however, none were promoted in FYs 2018, 2020, and 2021. (see Chart 36). In FY 2021, the FCC received 43 applications for 7 attorney promotions. The average promotion rate from FY 2017 to FY 2021 for Asian American male attorneys (4.73%) and Asian American female attorneys (2.05%) are above or comparable to the respective OCLFs. Given the absence of promotions for Asian American males and females in at least two of the fiscal years of the five-year period, the Agency will continue to monitor the promotion data to determine if a trigger exists concerning promotions for Asian American attorneys.

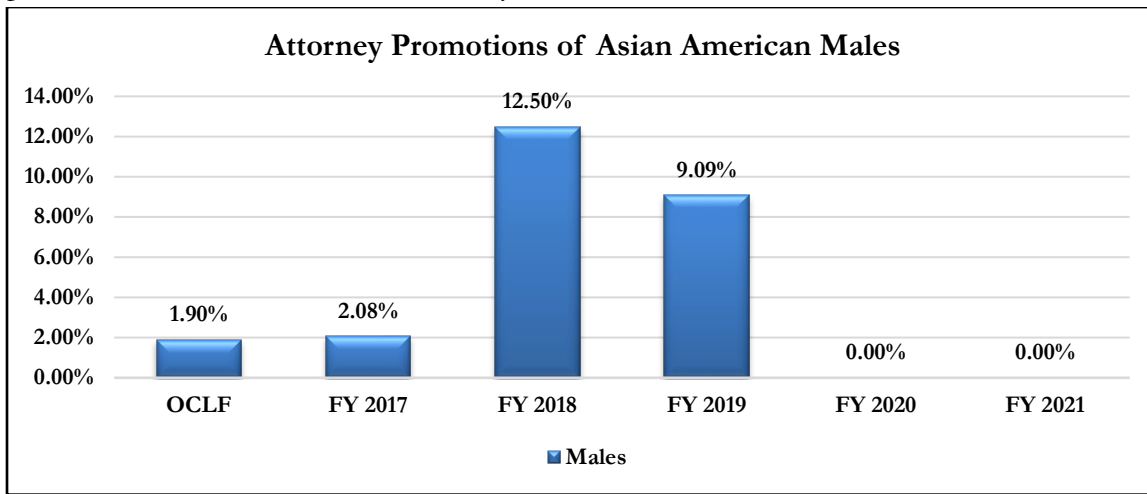


Chart 35

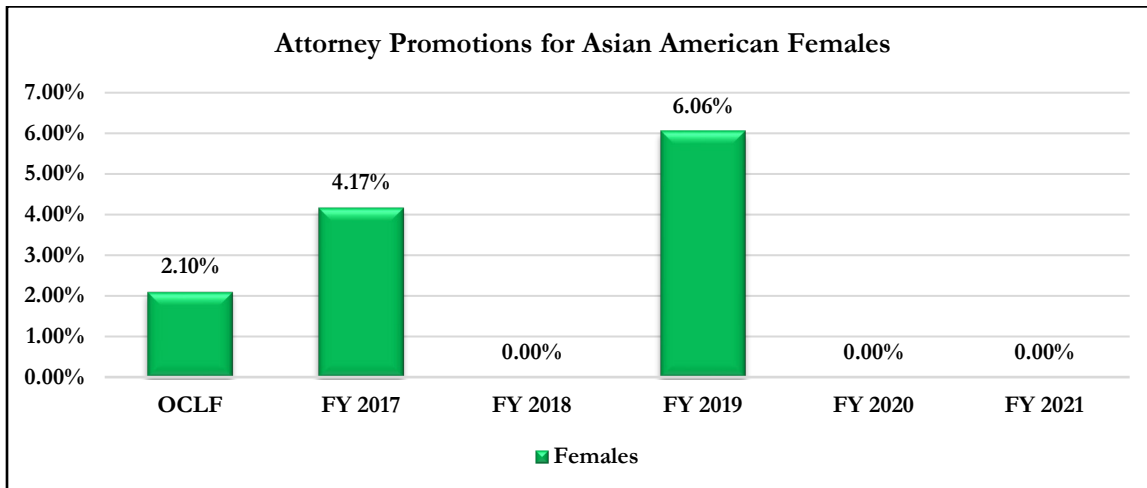


Chart 36

## b) Miscellaneous Administration and Program Employees

### (1) Workforce

From FY 2017 to FY 2021, the participation rates of Asian American males remained comparable to the OCLF (3.50%). By contrast, the rate for Asian American females was comparable to, in FY 2021, but otherwise below the OCLF (3.50%) (*see* Chart 37). Moreover, the average participation rate for Asian American females during the five-year period (1.88%) while below the OCLF is yet comparable to it. Because the participation rates for Asian American males have been consistently comparable to the OCLF, these data suggest there is no trigger concerning employment of Asian Americans males in the MAP field. Similarly, for Asian American females, the data suggests a trigger does not exist for participation of Asian American females in the MAP field.

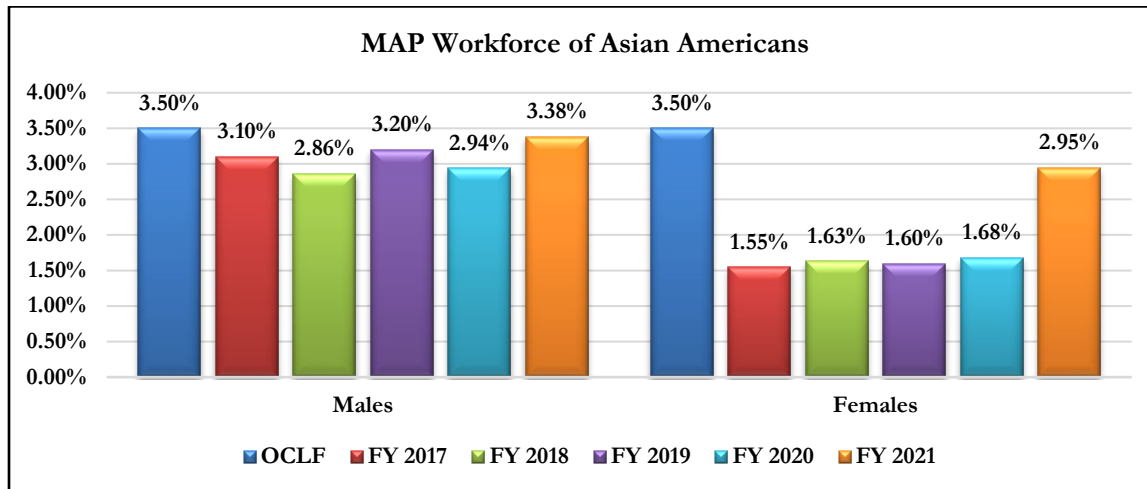


Chart 37 - For Males and Females, Bars in order of legend

### (2) New Hires

Between FY 2017 to FY 2021, the new hire rate for Asian American males as MAP employees was above the OCLF (3.50%) for two fiscal years (FY 2017 and FY 2021) and below the OCLF for the remaining three years (*see* Chart 38). For Asian American females during the same period, the hiring rate was above the OCLF (3.50%) for two fiscal years (FYs 2018 and 2021) (*see* Chart 37). In FY 2021, the FCC received 755 applications for 17 MAP positions. Three hundred eight applicants qualified for the positions. Twenty-four (7.79%) Asian American males and twenty-five (8.12%) Asian American females qualified for these positions. One Asian American male (5.88%) and three Asian American females (17.65%) were hired. Between FY 2017 and FY 2021, the average hiring rate for Asian American males (6.18%) exceeds the OCLF. Similarly, for the same time period, the average hiring rate for Asian American females (5.20%) exceeds the OCLF. These data suggest there does not appear to be a trigger regarding the hiring of Asian American males and females for MAP positions.

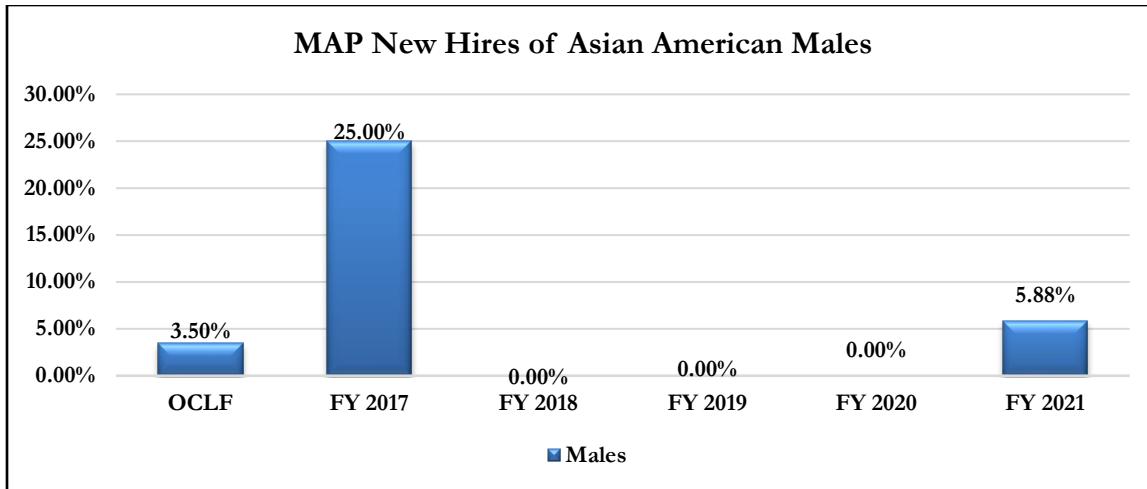


Chart 38

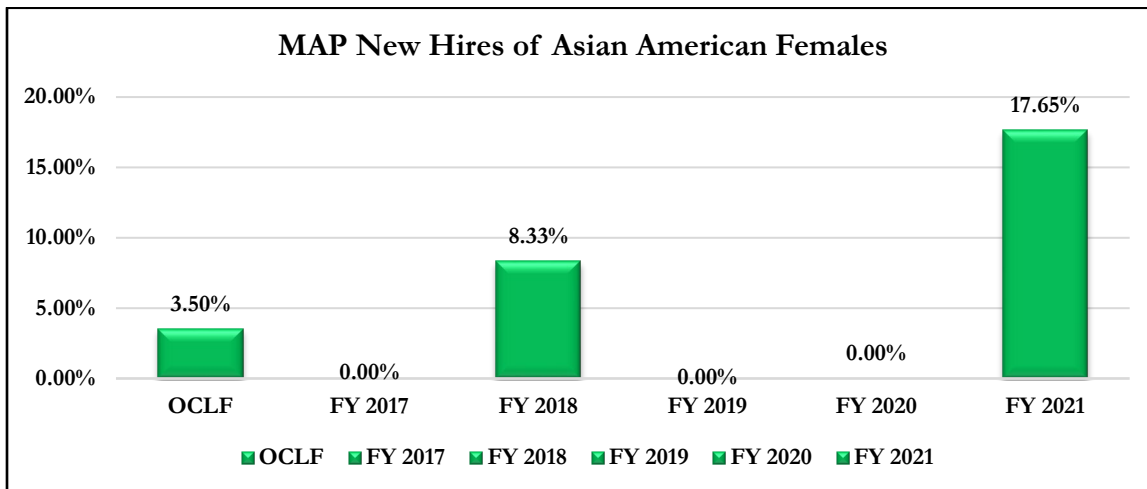


Chart 39

### (3) Promotions

In FY 2021, the FCC received 14 applications for ten MAP promotion. No Asian American females applied for these positions, and the one Asian American male who applied was not selected. From FY 2017 to FY 2020, the promotion rate for Asian American male MAP employees was above the OCLF (3.50%) in FY 2017); however, for the remaining fiscal years the rate was below the OCLF because none applied (*see* Chart 40). During the same period, the promotion rate for Asian American female MAP employees was above the OCLF for only one fiscal year (FY 2018) and below the OCLF for the remaining three fiscal years (*see* Chart 41). The average promotion rate, from FY 2017 to FY 2021, for Asian American males (3.33%) is comparable to the OCLF. For Asian American females, the average promotion rate for this period (2.00%), while below the OCLF, it is comparable to it. These data suggest a trigger does not exist concerning the promotion of Asian American male and female MAP employees.

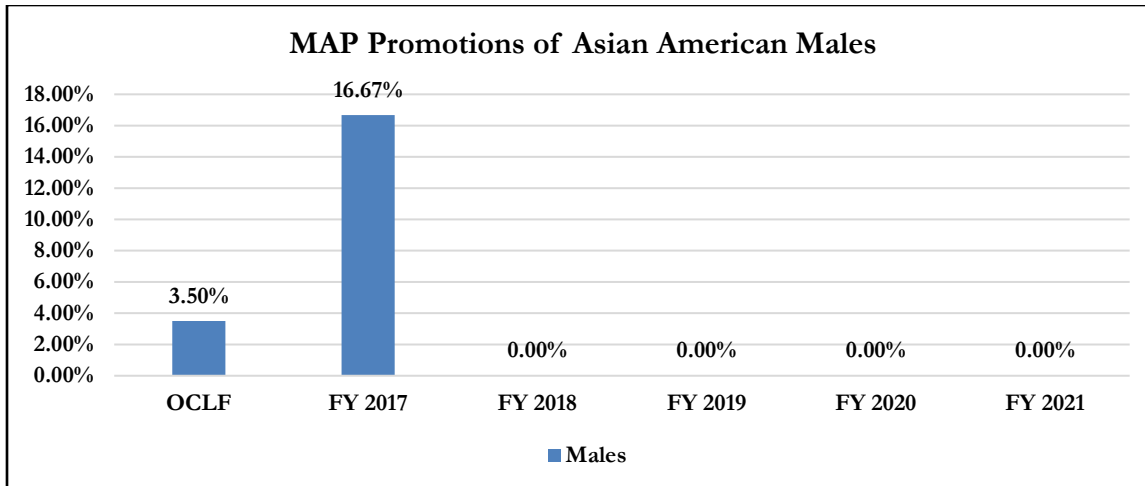


Chart 40

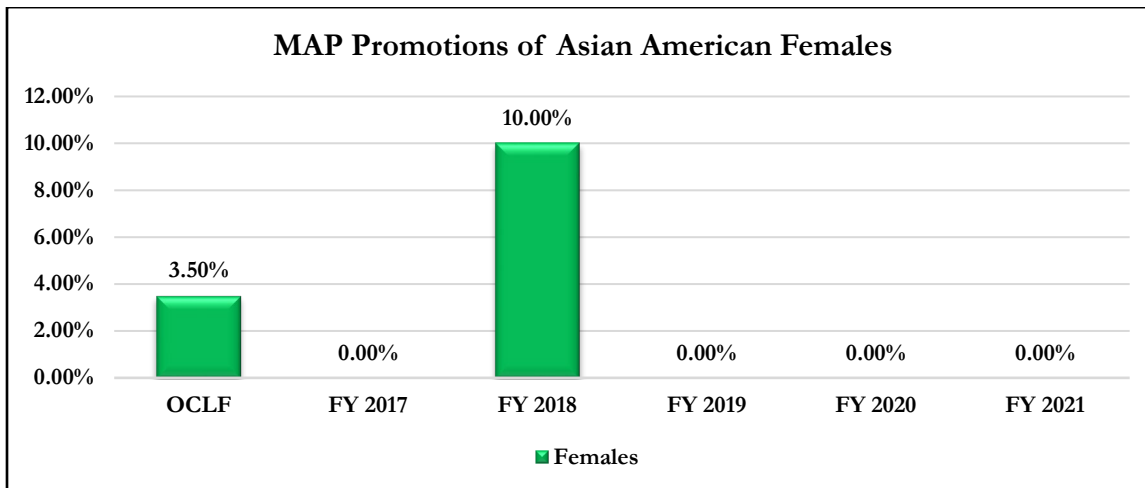


Chart 41

## c) Electronic Engineer

### (1) Workforce

From FY 2017 to FY 2021, the participation rate of Asian American males and females in the electronic engineer field has exceeded their respective OCLF rates (*see* Chart 42). Considering the favorable participation rates of Asian American males and females in comparison to their respective OCLF rates, these data suggest that a trigger concerning employment of Asian American males and females in this MCO does not exist.

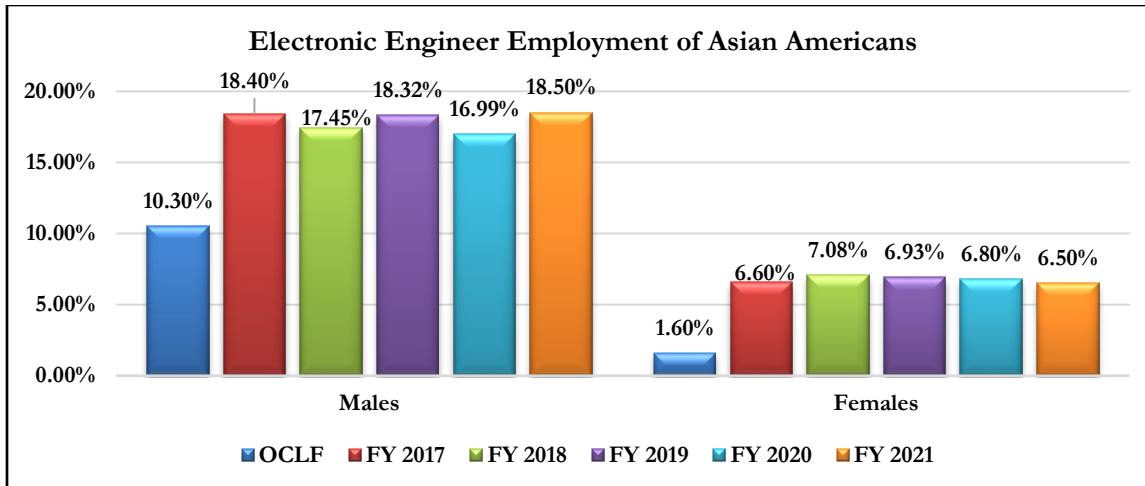


Chart 42 - For Males and Females, Bars in order of legend

## (2) New Hires

In FY 2021, the FCC received 389 applications for six electronic engineer positions. Two hundred ninety-one applicants qualified for the positions. Forty-three (24.57%) Asian American males and five (2.86%) Asian American females qualified for these positions. One (16.67%) Asian American males was hired; and no Asian American females were hired. From FY 2017 to FY 2021, the hiring rate for Asian American males was above the OCLF (10.30%) for three fiscal years (FYs 2018, 2020, and 2021) and below the OCLF for the remaining fiscal years (*see* Chart 43). For the same period, the hiring rate for Asian American females was below the OCLF (1.30%) for every fiscal year (*see* Chart 44). During this period, the average hiring rate for Asian American males for the electronic engineer position (8.42%) was comparable to the OCLF, as was the average hiring rate for Asian American females (0%). These data suggest that a trigger regarding the hiring of Asian American males and females as electronic engineers does not exist. However, because no Asian American females have been hired after FY 2017, additional analysis and research is in progress to ascertain if a barrier to the hiring of Asian American females as electronic engineers exists.



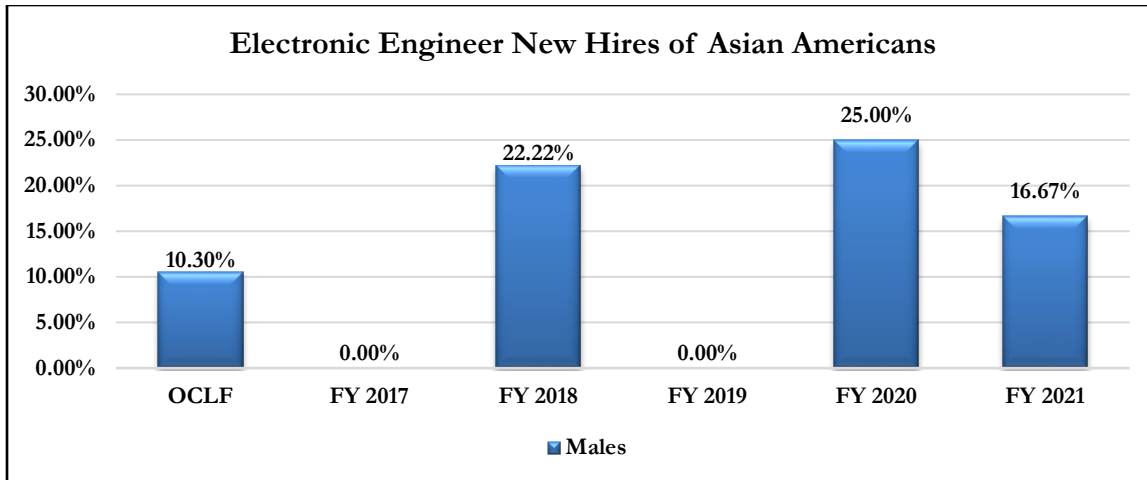


Chart 43

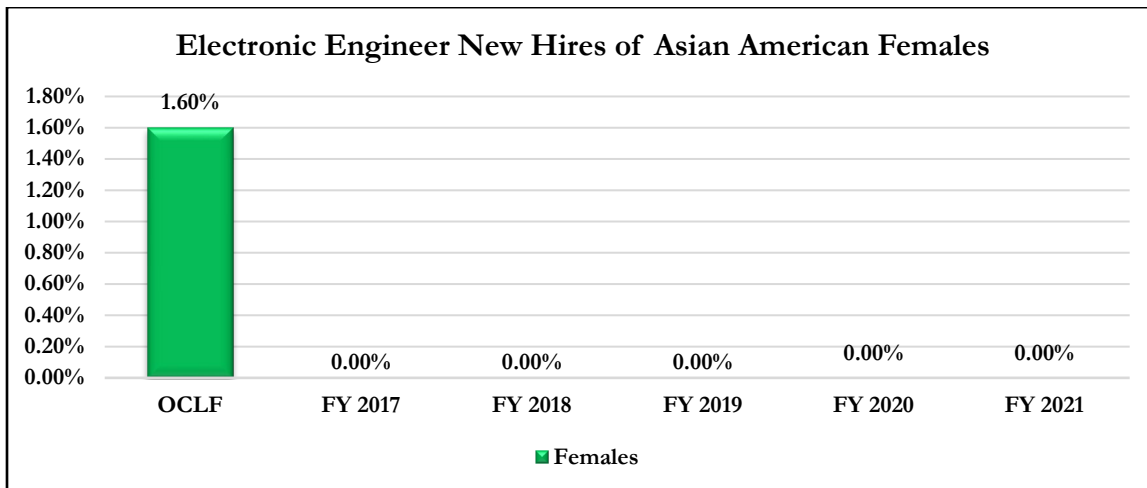


Chart 44

### (3) Promotions

In FY 2021, the FCC promoted no electronic engineers. From FY 2017 to FY 2021, the promotion rate for Asian American male electronic engineers was above the OCLF (10.30%) for three fiscal years (FYs 2017, 2018 and 2019) and below the OCLF for the remaining fiscal years (*see* Chart 45). During the same period, the promotion rate for Asian American females significantly exceeded the OCLF (1.60%) for FY 2017 and was below the OCLF for the remaining fiscal years (*see* Chart 46). The average promotion rates of Asian American male and female electronic engineers during the period (17.86% and 2.86%, respectively) are above the OCLF. These data suggest there does not appear to be a trigger concerning promotions of Asian American electronic engineers.

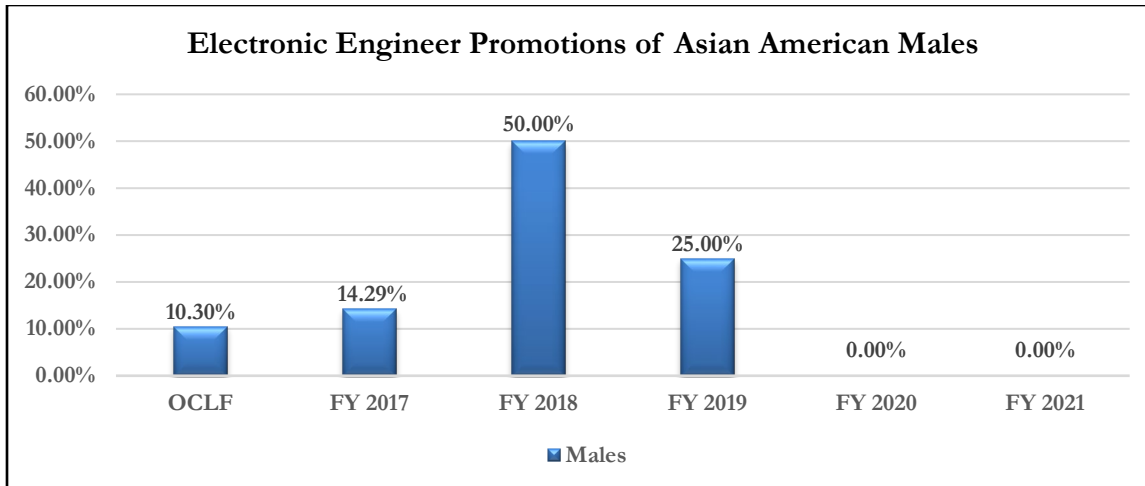


Chart 45

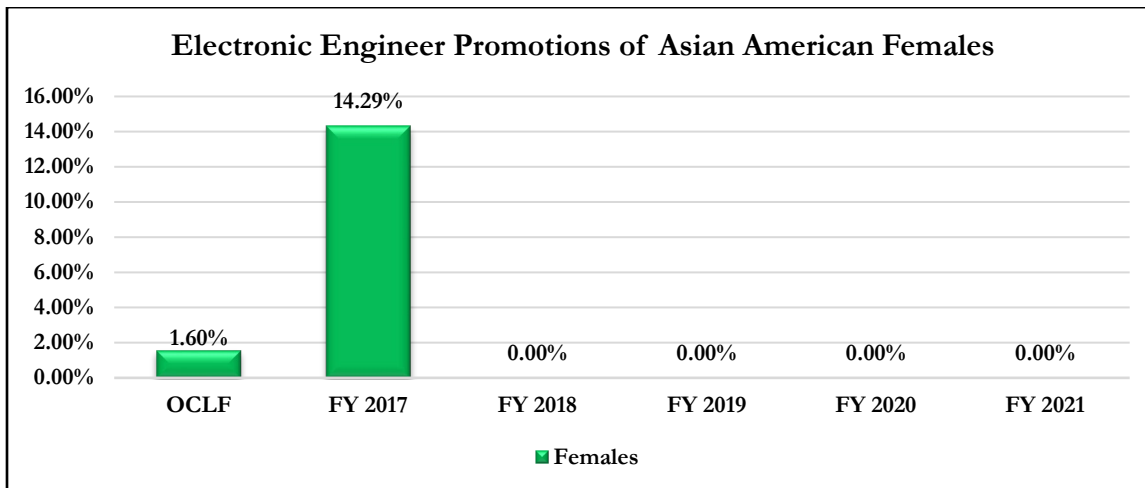


Chart 46

## d) Management Program Analysis

### (1) Workforce

Currently, the FCC has 66 MPA employees including no Asian American males and one (1.56%) Asian American female. Since FY 2017, the participation rate of Asian American males in the MPA field has remained below the OCLF (3.90%), while the participation rate for Asian American females has been comparable to the OCLF (3.20%) for one fiscal year (FY 2017) (*see* Chart 47). The average participation rate for Asian American females over the five-year period (1.74%) is comparable to the OCLF (3.20%). Given the absence of Asian American males in the MPA workforce coupled with consistent low participation rates for four fiscal years, these data suggest a trigger exists regarding the employment of Asian American males in the MPA field. The FCC will continue to study whether there is a trigger for the employment of Asian American females in this MCO. With respect to Asian American females, the data suggests there is not a trigger concerning their participation in this MCO.

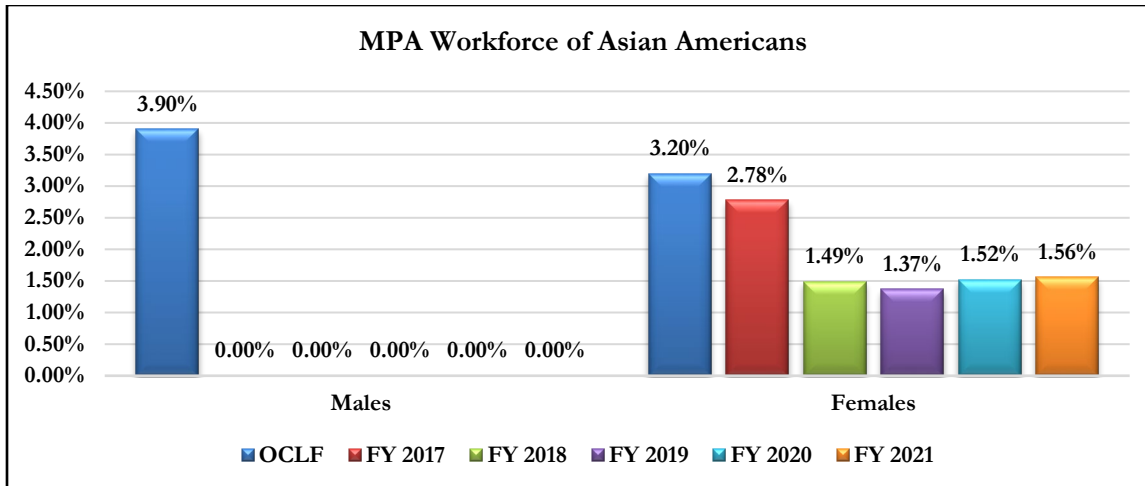


Chart 47 - For Males and Females, Bars in order of legend

### (2) New Hires

In FY 2021, the FCC received five applications for two MPA positions. Four Asian American males applied for these positions; and no Asian American females applied. Eight applicants qualified for the positions. No Asian American males or females were hired. Since FY 2017, the hiring rate for Asian American males has been below the OCLF (3.90%) (see Chart 48). Similarly, hiring rate for Asian American females for the same period has been below the OCLF (3.20%). While there is limited data available regarding this MCO, these data suggest that a trigger exists regarding the hiring of Asian Americans (for both males and females) as the average hiring rate of Asian Americans (0%) has been below the OCLF, with no Asian Americans hired during the past five fiscal years.

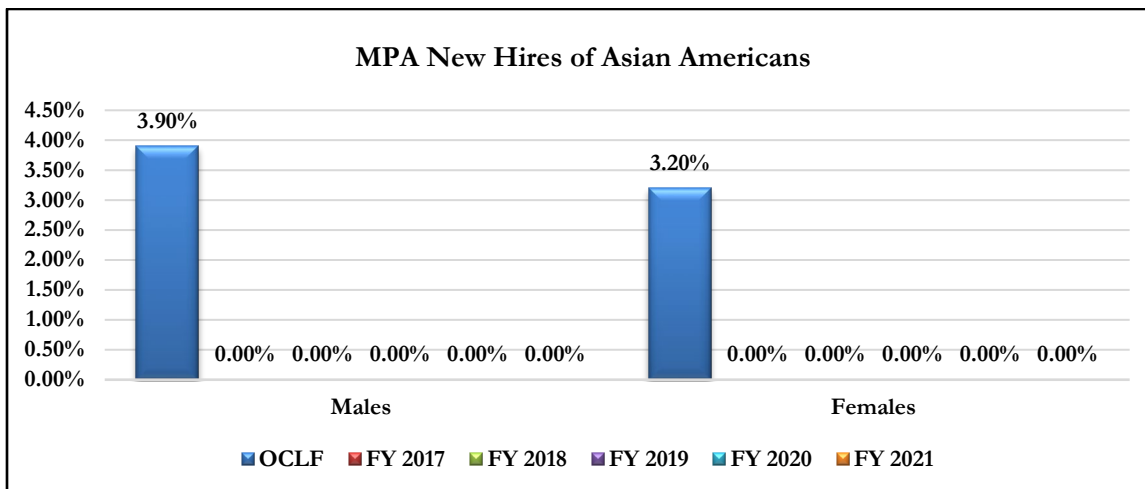


Chart 48 - For Males and Females, Bars in order of legend

### (3) Promotions

In FY 2021, the FCC promoted 14 employees in the MPA field; none were Asian American. Based solely on the limited data available for this MCO, the data suggest a trigger exists regarding the promotion of Asian American males in the MPA field as the promotion rates since FY 2017 (0.00%) have been and the average promotion rate for the past five years (0%) is below the OCLF (3.90%)

(see Chart 49). In this connection, it is noted that this is an expected outcome given the absence of Asian American males in the workforce during this period. For Asian American females, during the same period, the promotion rate exceeded the OCLF (3.20%) for only one fiscal year (FY 2017) and was below the OCLF for the other three fiscal years. Further, the average promotion rate for Asian American female MPA employees (2.22%), while below the OCLF, is nonetheless comparable to it. Thus, these data suggest that no trigger exists concerning promotion of Asian American female MPA employees.

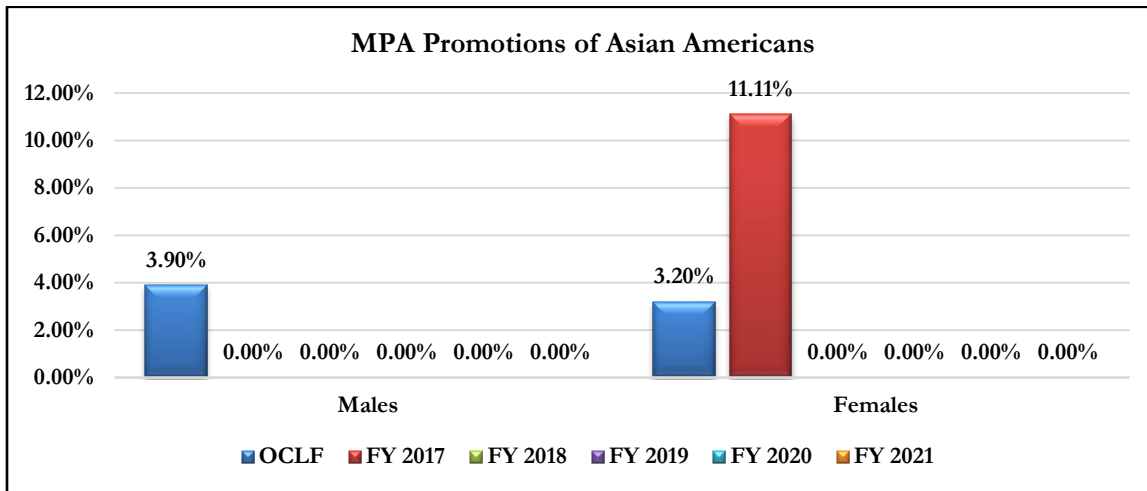


Chart 49 - For Males and Females, Bars in order of legend

## e) Economist

### (1) Workforce

The FCC has 59 economists. From FY 2017 to FY 2021, the participation rate of Asian American males was above the OCLF (5.10%) (see Chart 50). For Asian American females, the participation rate was comparable to the OCLF (3.00%) for each fiscal year except FY 2019. As the participation rate for Asian American males exceeds or is comparable to the OCLF, the data suggests that a trigger concerning their employment as economists does not exist. For Asian American females, given that the participation rate was at least comparable to the OCLF during the five-year period, the data suggest that there also is not a trigger concerning their employment as economists.

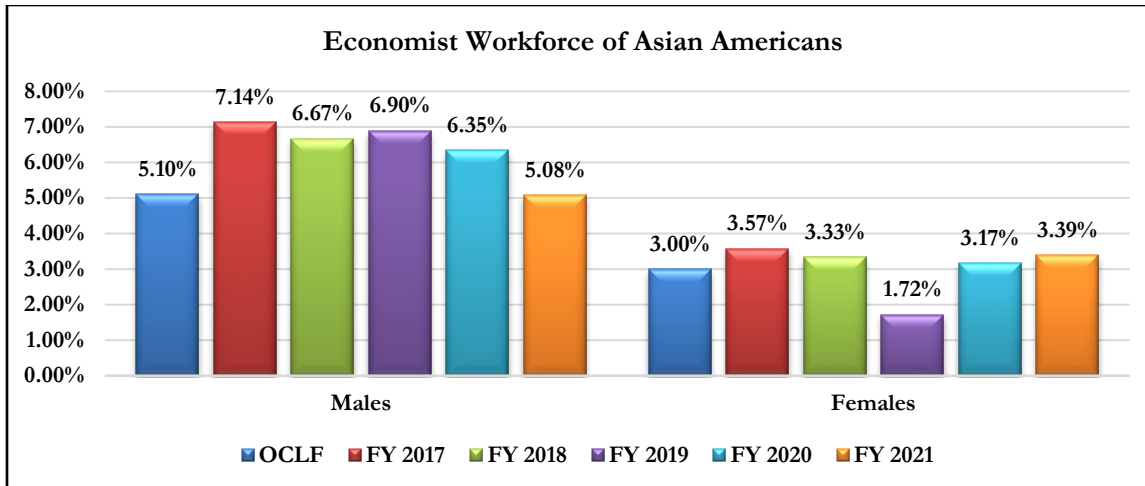


Chart 50 - For Males and Females, Bars in order of legend

## (2) New Hires

Between FY 2017 and FY 2021, no Asian American male and no Asian American females were hired as an economist. In FY 2021, the FCC hired two Asian American female economists and no Asian American males as economists. From FY 2016 to FY 2020, the hiring rate for Asian American males was below the OCLF (2.57%) at 0% for the entire period (*see* Chart 51). Thus, the average hiring rate for Asian American male economists is 0%. As the average hiring rate for Asian American males is below the OCLF, these data suggest that a trigger exists concerning the hiring of Asian Americans as economists.

During the same period, the hiring rate for Asian American females was consistently below the OCLF (3.64%) at 0% in every fiscal year except for FY 2020 (*see* Chart 52). In FY 2020, however, the hiring rate for Asian American female economists significantly exceeded the OCLF. As a result, from FY 2017 to FY 2021, the average hiring rate for Asian American females (6.67%) is above the OCLF. These data suggest that a trigger does not exist regarding the hiring of Asian American females as economists. In this connection, it is noted that last year's report indicated efforts were underway to ascertain if a barrier to the hiring of Asian American females as economists exists. As a result, these data will be considered in connection with such efforts.

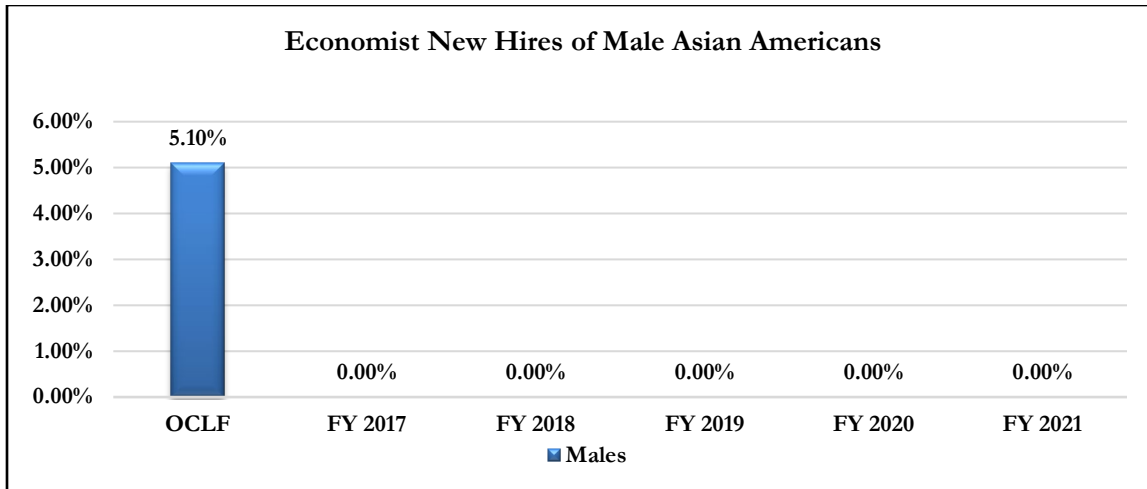


Chart 51

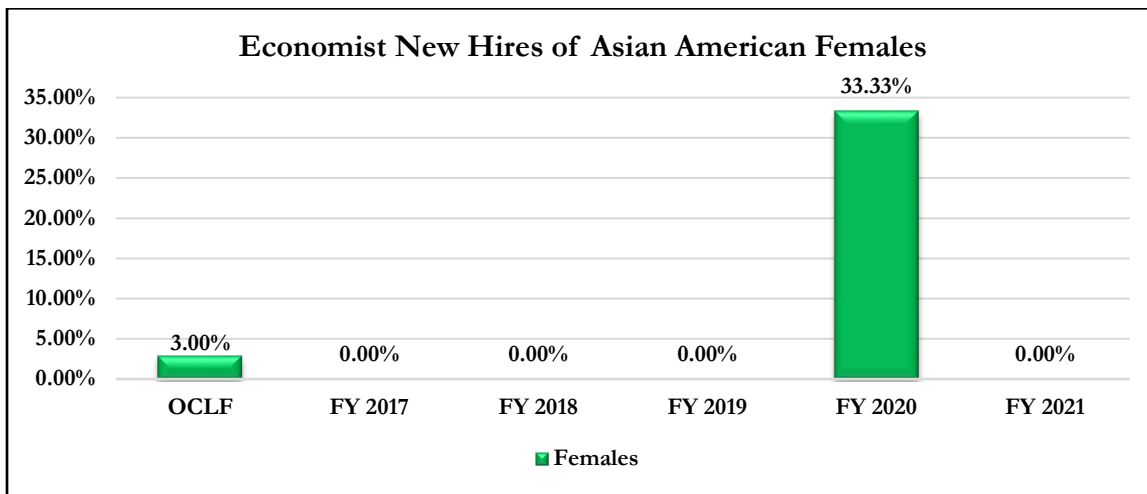


Chart 52

### (3) Promotions

In FY 2021, the FCC promoted no economists. Therefore, the promotion rate for Asian American males from FY 2017 to FY 2021 was below the OCLF (5.10%) for each fiscal year (*see* Chart 54). Similarly, for Asian American females, the promotion rate during the same period was below the OCLF (3.00%) for each of the fiscal years. Accordingly, from FY 2017 to FY 2021, the average promotion rate for Asian American males and females is below the OCLF. These data suggest that a trigger exists concerning the promotion of Asian Americans for economist positions.

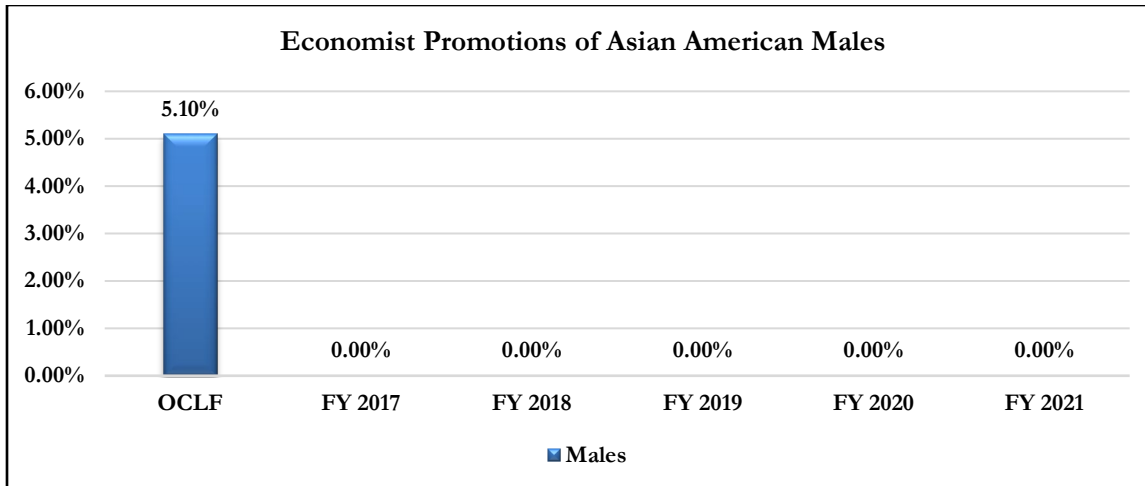


Chart 54

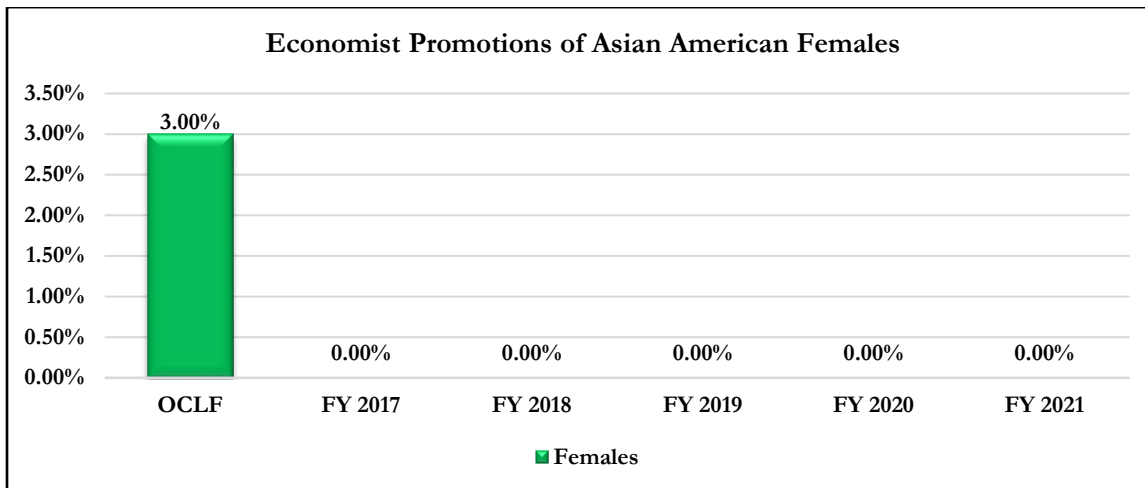


Chart 55

## ***D. Employment of Black or African Americans***

### **1. Workforce**

Of the 1,486 FCC employees, 388 of the employees are Black or African American. Specifically, Black or African American females comprise the third largest category of employees at 271 employees, while 117 are Black or African American male employees. The participation rate for Black or African American males is above the CLF (5.70%) while the participation rate for Black or African American females is significantly higher than the CLF (6.61%) (*see* Chart 56). Thus, these data suggest that a trigger concerning employment of Blacks or African Americans does not exist. We nonetheless note that between FY 2017 and FY 2021, there has been a steady decline in the participation rates for both Black or African American males and females.

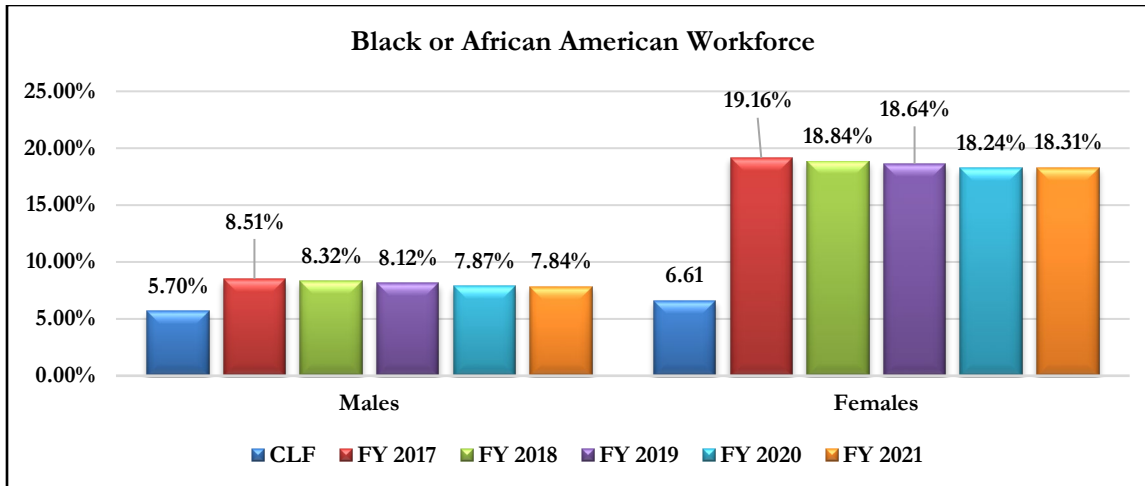


Chart 56 - For Males and Females, Bars in order of legend

## 2. Senior Executive Service

Although the number of Senior Executive Service positions at the FCC has increased by 30.61% from 49 to 64, since FY 2017, the participation rate of Black or African American males has been below the CLF every year, including two fiscal years (FYs 2017 and 2020) where the participation rate was 0% (*see* Chart 57). Similarly, excluding FY 2017, when the participation rate of Black or African American females was comparable to the CLF, the participation rate of Black or African American females has been below the CLF for the remaining fiscal years during the same period. Accordingly, the data suggests there is a trigger regarding the employment of Black or African males and females at the SES level. Accordingly, additional research and analysis is required to determine if a barrier exists to the employment of Black or African American males and females at the SES level.

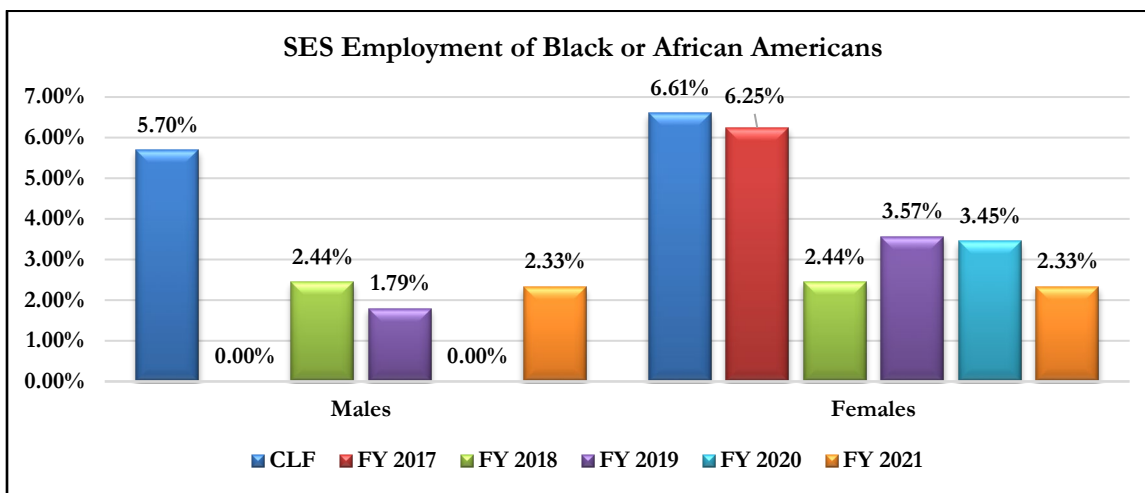


Chart 57 - For Males and Females, Bars in order of legend



### 3. GS-13 - 15 Positions

The participation rates of Black or African American males and females were consistently comparable to the CLF at the GS-15 grade (*see* Chart 58). Accordingly, the data suggests that a trigger does not exist concerning the employment of Black or African Americans at the GS-15 grade level. However, given the low participation rates at the SES level, the data suggests a potential “glass ceiling” effect for Black or African American male and female employees above the GS-15 level. As noted in last year’s report, the FCC envisions that further exploration of this potential would be encompassed in additional research and analysis of whether any barriers exist for Black or African American males and females at the SES level.

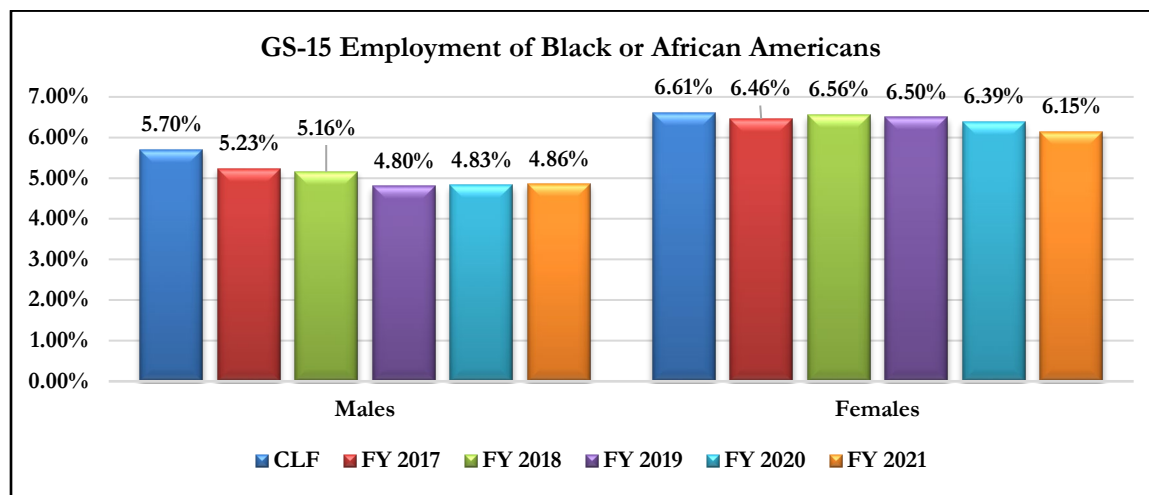


Chart 58 - For Males and Females, Bars in order of legend

Additionally, the data suggest there is no trigger at the GS-14 and GS-13 grades for Black or African Americans concerning employment at these levels. Specifically, since FY 2017, the participation rates of Black or African American males exceeded the CLF at the GS-14 and GS-13 grades (*see* Chart 59 and Chart 60). Additionally, since FY 2017, the participation rates of Black or African American females exceeded the CLF at the GS-14 grade (*see* Chart 59) and significantly exceeded the CLF at the GS-13 grade (*see* Chart 60). Accordingly, triggers do not exist concerning the employment of Black or African Americans at the GS-14 and GS-13 grades.

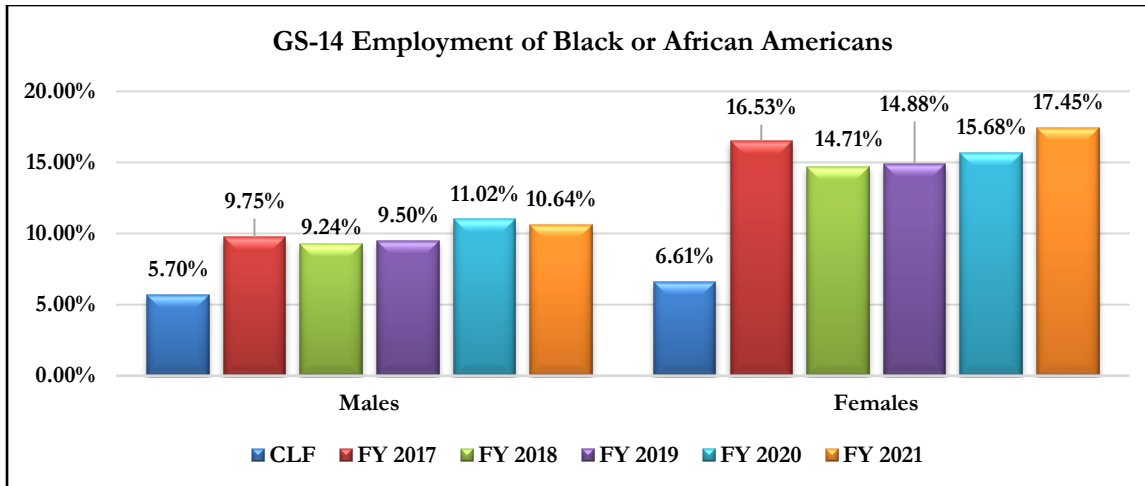


Chart 59 - For Males and Females, Bars in order of legend

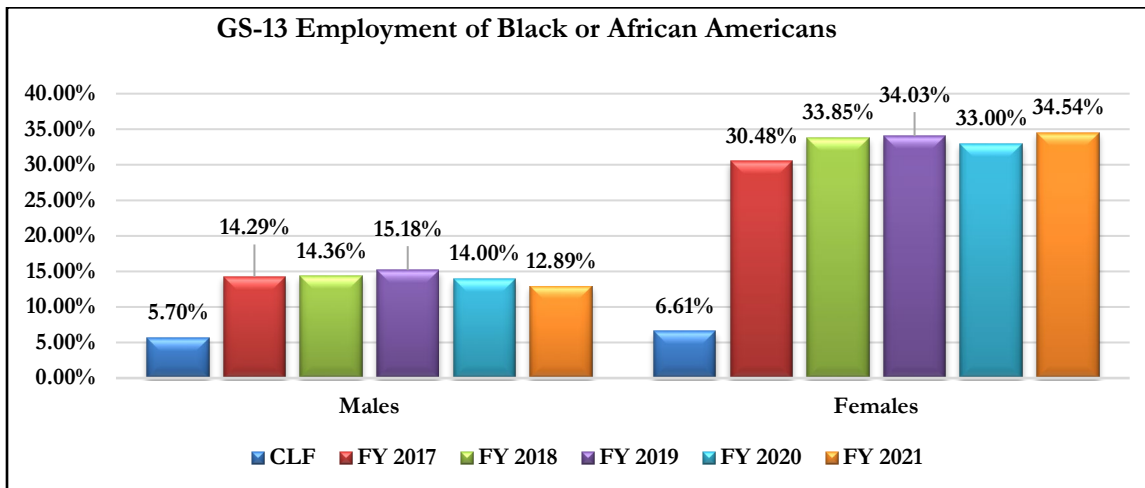


Chart 60 - For Males and Females, Bars in order of legend

#### 4. New Hires and Separations

Since FY 2017, the new hire rate for Black or African American males has fluctuated widely. For FY 2017 and FY 2018, the hiring rate was less than half the CLF, but FY 2018 started an upward trend of the hiring rate for three consecutive fiscal years. For FYs 2019 and 2020, the hiring rates for Black or African American males exceeded the CLF, and FY 2021 was 27% higher than the CLF (see Chart 61). The average new hire rate (4.45%) is comparable to the CLF. Notably, the separation rate for Black or African American males also fluctuated between FY 2017 and FY 2021. From FY 2017 to FY 2019, the separation rate for Black or African American males was either comparable to or higher than the OCLF. In FY 2020 and FY 2021, the separation rate for Black or African American males exceeded the OCLF. The average separation rate (6.9%), while higher than the CLF, is comparable to it. Given the increased separation rate trend coupled with the hiring rate trends, the data suggests a trigger may exist regarding the retention of Black or African American

males. As noted in last year’s report, the Agency’s efforts are underway to ascertain if a barrier to retention exists regarding Black or African American males.

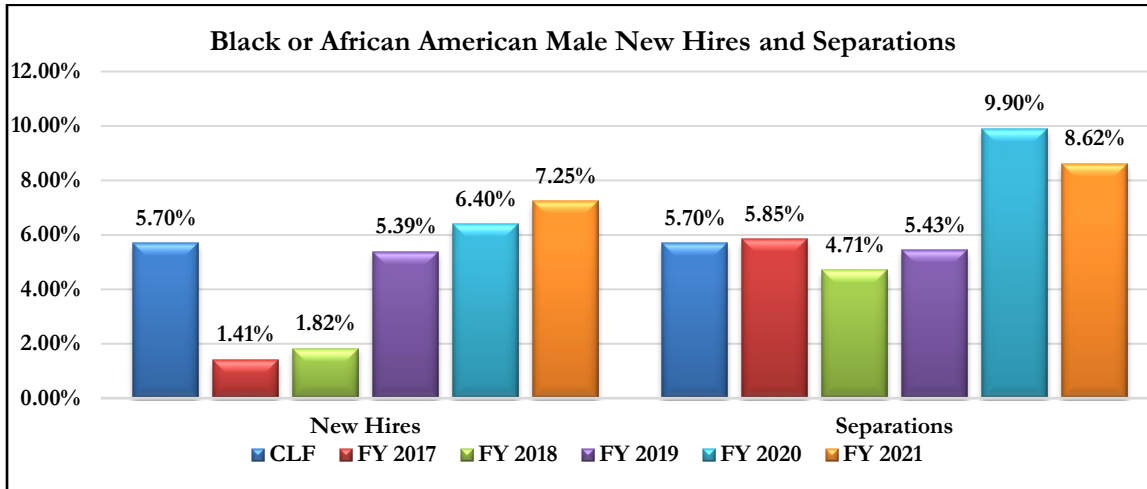


Chart 61 - For Hires and Separations, Bars in order of legend

For Black or African American females, the hiring rate has been above or comparable to the CLF since FY 2017 (see Chart 62). However, since FY 2017, the separation rate for Black or African American females has exceeded the CLF for every fiscal year. In fact, for two of the fiscal years (FYs 2017 and 2018) the separation rate was more than double the CLF. Further, for each fiscal year, the hiring rate was equal to or lower than the separation rate (see Chart 62). This high separation rate, particularly when compared to the hiring rate during the same period, suggests a trigger may exist regarding the retention of Black or African American females. As noted in last year’s report, the Commission’s efforts are underway to ascertain if a barrier to retention exists regarding Black or African American females.

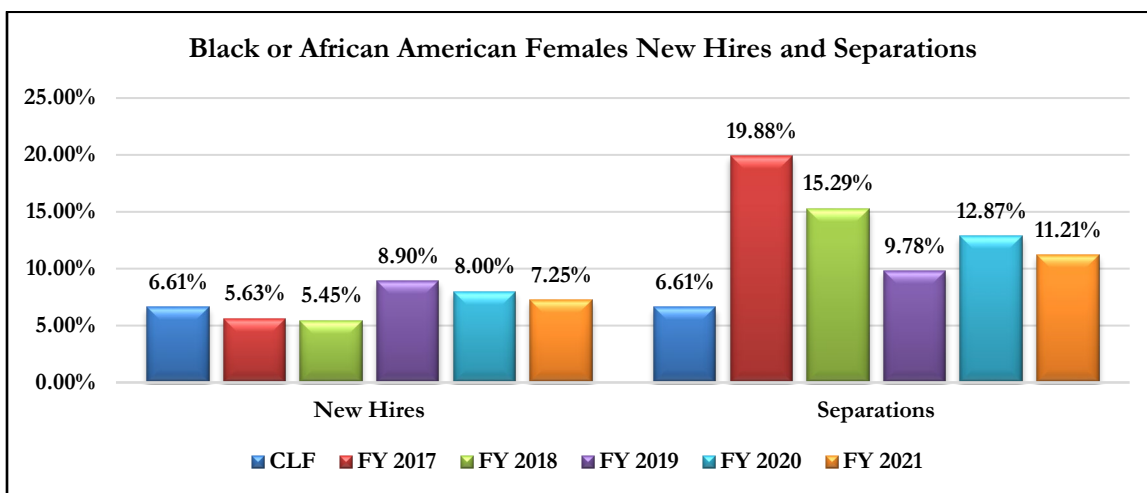


Chart 62 - For Hires and Separations, Bars in order of legend

## 5. Mission Critical Occupations

### a) Attorneys

#### (1) Workforce

The FCC has 552 attorneys. Since FY 2017, the participation rate of Black or African American male employees in the attorney field has exceeded the OCLF (2.20%) (*see* Chart 63). For Black or African American females, during the same period, the participation rate has exceeded the OCLF (3.00%) and has decreased slightly for each fiscal year with the exception of FY 2020. The data suggests that no trigger exists concerning the participation of Black or African American males or females in the attorney field.

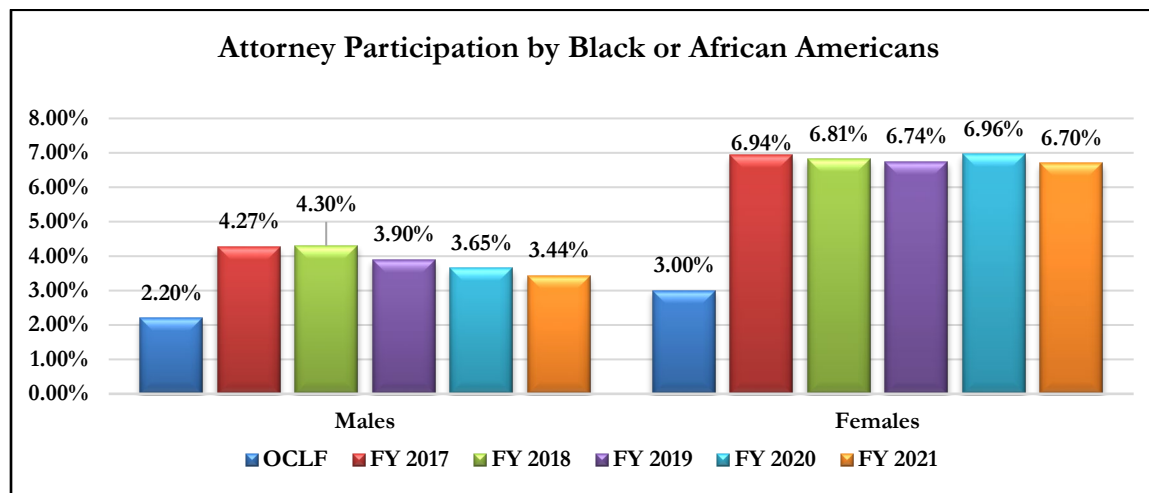


Chart 63 - For Males and Females, Bars in order of legend

#### (2) New Hires

In FY 2021, the FCC received 1,036 applications for 12 attorney positions. Five hundred fifty-eight applicants qualified for the positions. While 42 Black or African American males and 81 Black or African American females qualified for these positions, no Black or African American males and only one Black or African American female were hired. From FY 2017 to FY 2021, the hiring rate for Black or African American males in the attorney field were at least comparable with the OCLF for three of the fiscal years (*see* Chart 64). In fact, the hiring rate significantly exceeded the OCLF in FY 2020. During the same period, the hiring rate for Black or African American females was comparable to or higher than the OCLF each fiscal year (*see* Chart 65). For FY 2017 to FY 2021, the average hiring rate for Black or African American males (2.22%) and the average hiring rate for Black or African American females (5.36%) as attorneys is comparable to or exceeds the OCLF. Thus, these data suggest there does not appear to be a trigger concerning the hiring of Black or African American males and females as attorneys.

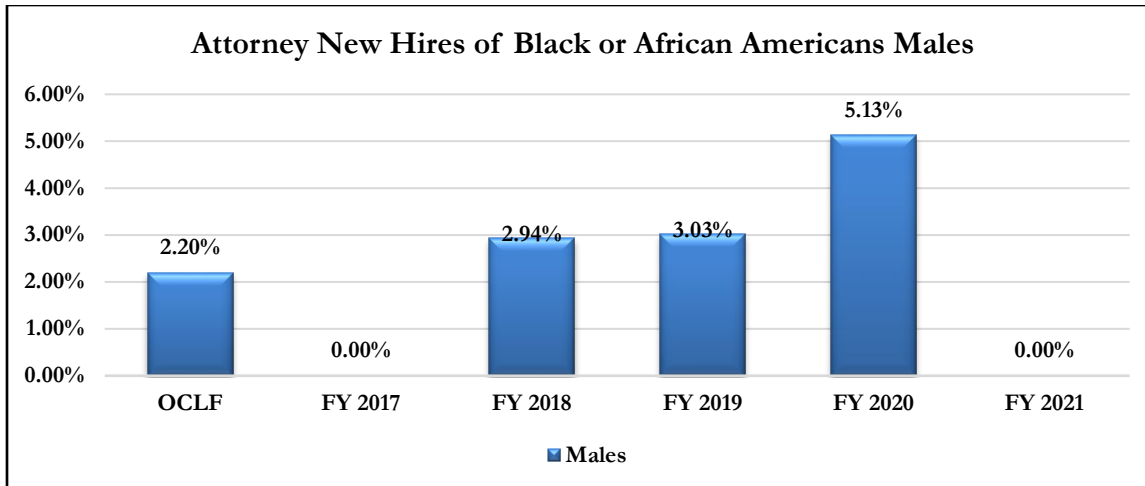


Chart 64

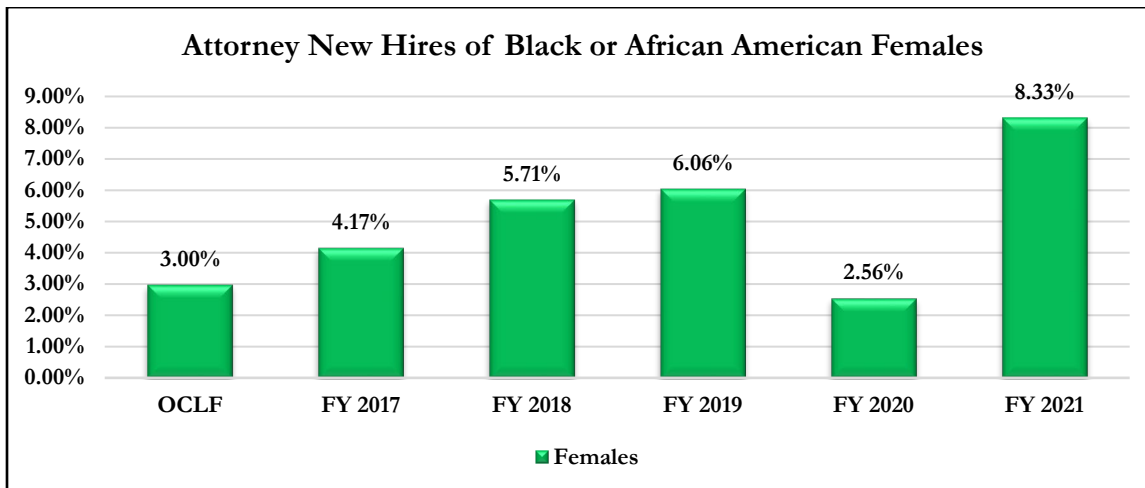


Chart 65

### (3) Promotions

In FY 2021, the FCC received 43 applications for seven attorney promotions. Only 1 Black or African American female applied and she was not promoted. From FY 2017 to FY 2021, the promotion rate for Black or African American male attorneys exceeded the OCLF (2.20%) in FY 2017, but was below the OCLF at 0.00% for the remaining fiscal years (*see* Chart 66). For Black or African American female attorneys during the same period, the promotion rate was above the OCLF (3.00%) for two fiscal years (FYs 2018 and 2021) and below the OCLF for the remaining fiscal years (*see* Chart 67). For the period of FY 2017 through FY 2021, the average promotion rate for Black or African American males (0.83%) was below, but comparable to, the OCLF. The average promotion rate for Black or African American females (4.52%) exceeds the OCLF. Accordingly, these data suggest a trigger does not exist concerning the promotion of Black or African American males and females in the attorney field.

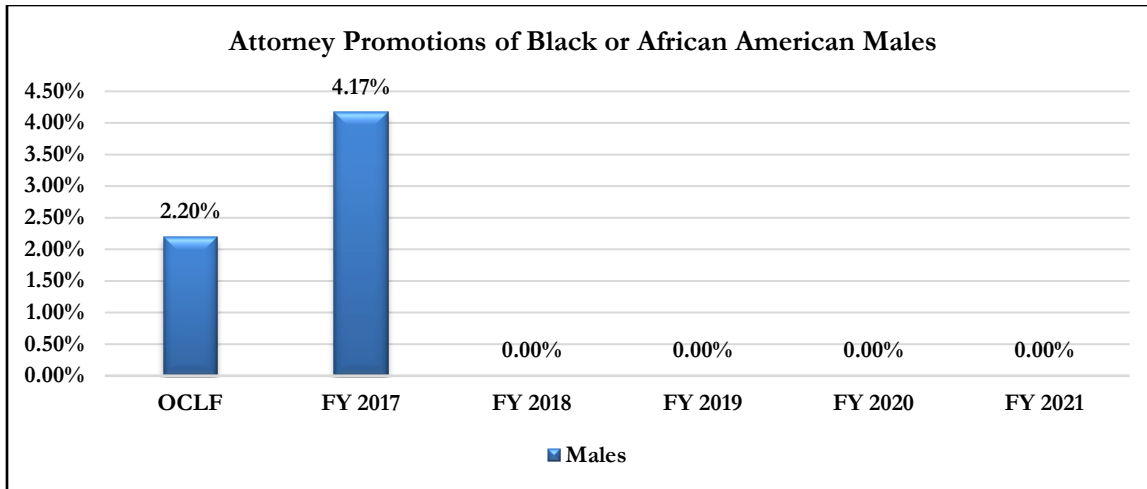


Chart 66

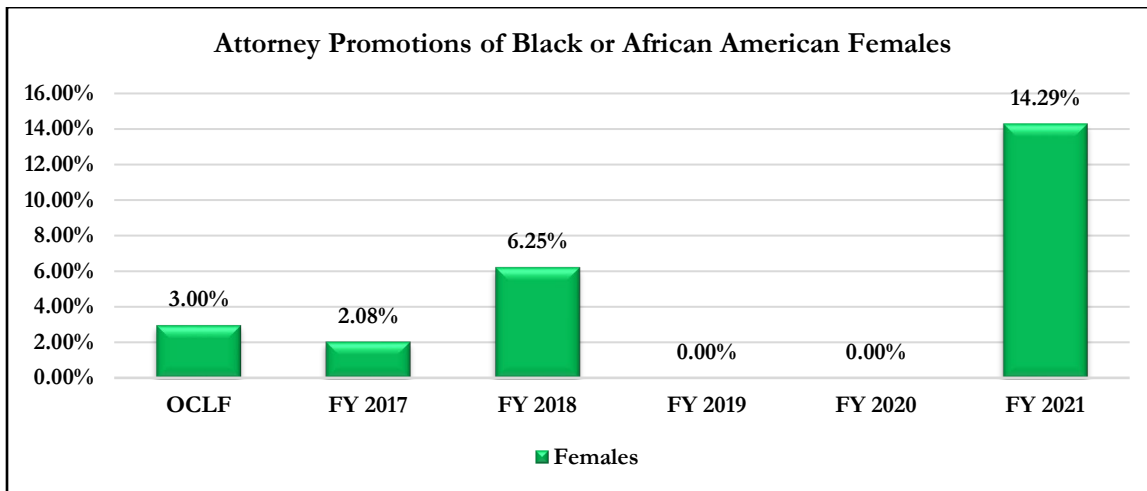


Chart 67

## b) Miscellaneous Administration and Program

### (1) Workforce

The FCC has 237 MAP employees. Of those employees, the participation rate of Black or African American males has been above the OCLF (4.00%) since FY 2017, while the participation rate of Black or African American females has significantly exceeded the OCLF (7.20%) during the same period (*see* Chart 68). These data suggest that a trigger concerning employment of Black or African American males and females in the MAP field does not exist.

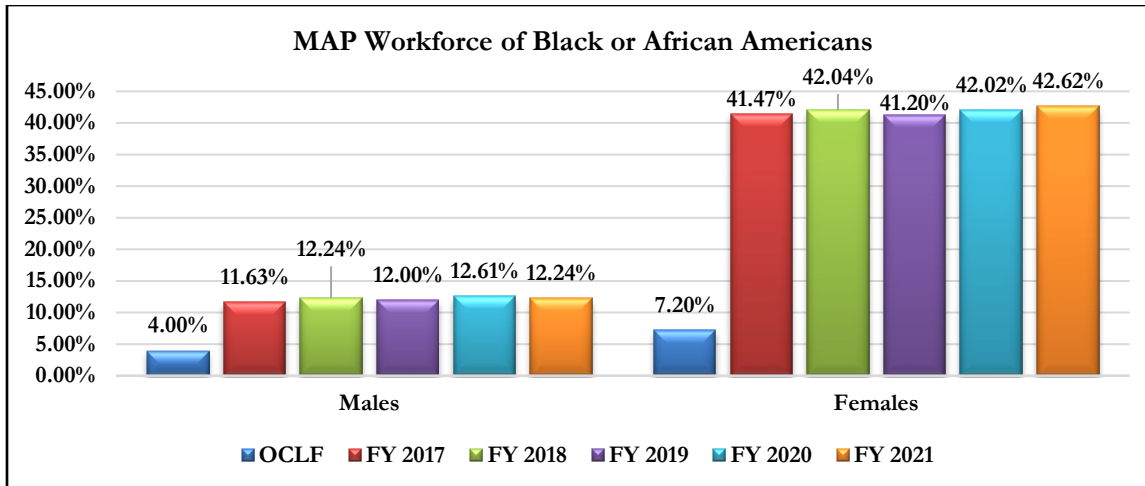


Chart 68 - For Males and Females, Bars in order of legend

## (2) New Hires

In FY 2021, the FCC received 755 applications for seventeen MAP positions. Three hundred eight applicants qualified for the positions. Fifty-four Black or African American males and seventy-one Black or African American females qualified for these positions. Two Black or African American males (11.76%) and two (11.76%) Black or African American females were hired. From FY 2017 to FY 2021, the hiring rate for Black or African American males for MAP positions was above the OCLF for each fiscal year except for FY 2017 when the hiring rate was 0% (see Chart 69). For the same period, the average hiring rate of Black or African American males (14.85%) was significantly above and exceeded the OCLF. Accordingly, there is no trigger regarding the hiring of Black or African American males in the MAP field.

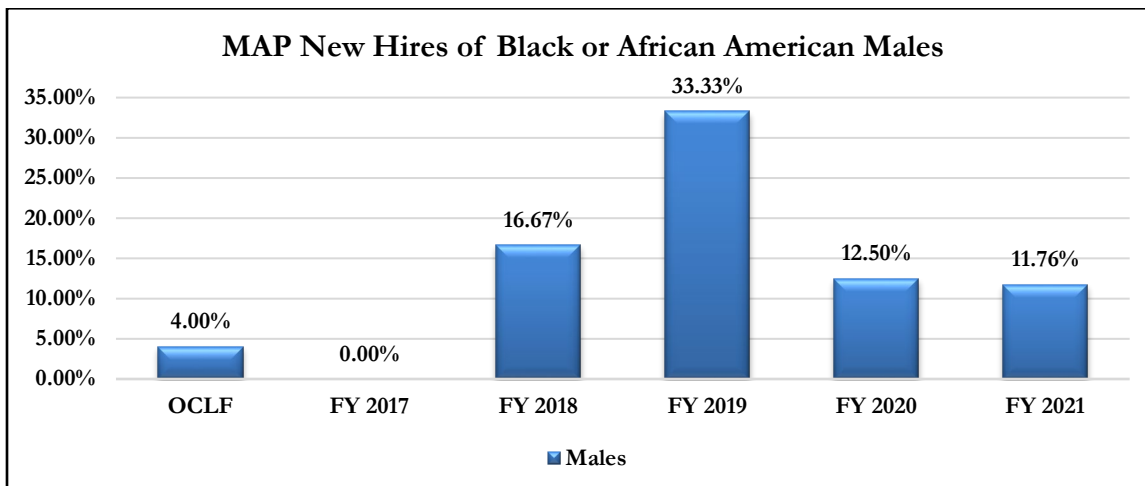


Chart 69

For Black or African American females, from FY 2017 to FY 2021, the hiring rate for MAP positions was significantly above the OCLF for every fiscal year except FY 2017 when the hiring rate was below the OCLF at 0% (see Chart 70). Further, from FY 2017 to FY 2021, the average

hiring rate for Black or African American females in the MAP field (14.85%) exceeds the OCLF. As a result, these data suggest that a trigger does not exist regarding the hiring of Black or African American females in the MAP field.

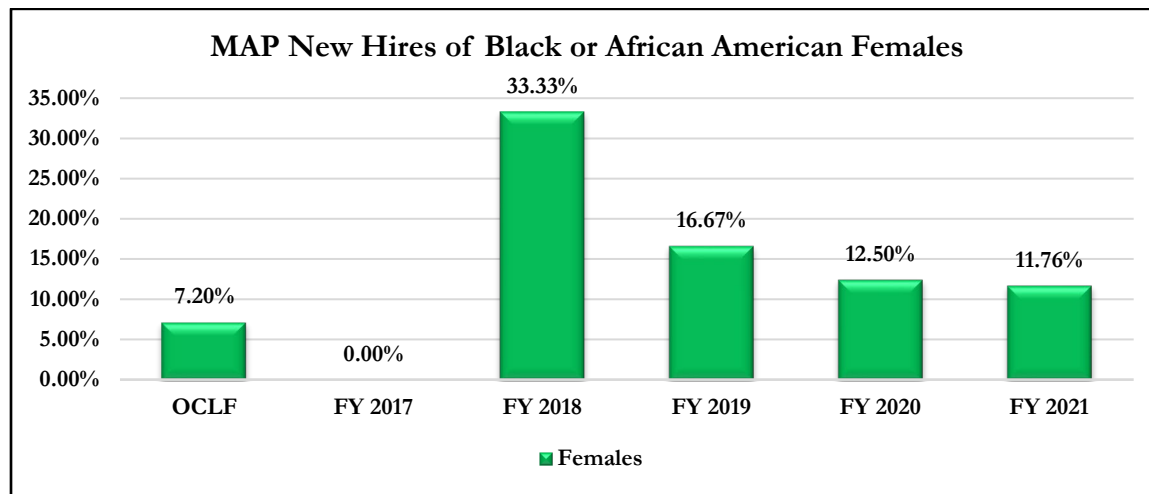


Chart 70

### (3) Promotions

In FY 2021, the FCC received 14 applications for ten MAP promotions. One Black or African American male and six Black or African American females qualified for this position. One Black or African American male and three Black or African American females were promoted. From FY 2017 to FY 2021, the promotion rate for Black or African American males exceeded the OCLF each fiscal year (*see* Chart 71). Similarly, the promotion rate for Black or African American females during the same period exceeded the OCLF for each fiscal year except for FY 2019 when the promotion rate was below the OCLF at 0% (*see* Chart 71). Further, the average promotion rate from FY 2017 through FY 2021 for Black or African American males (38.33%) and females (23.00%) significantly exceeded their respective OCLF rates. As a result, these data suggest that a trigger does not exist regarding the promotion of Black or African American MAP employees.



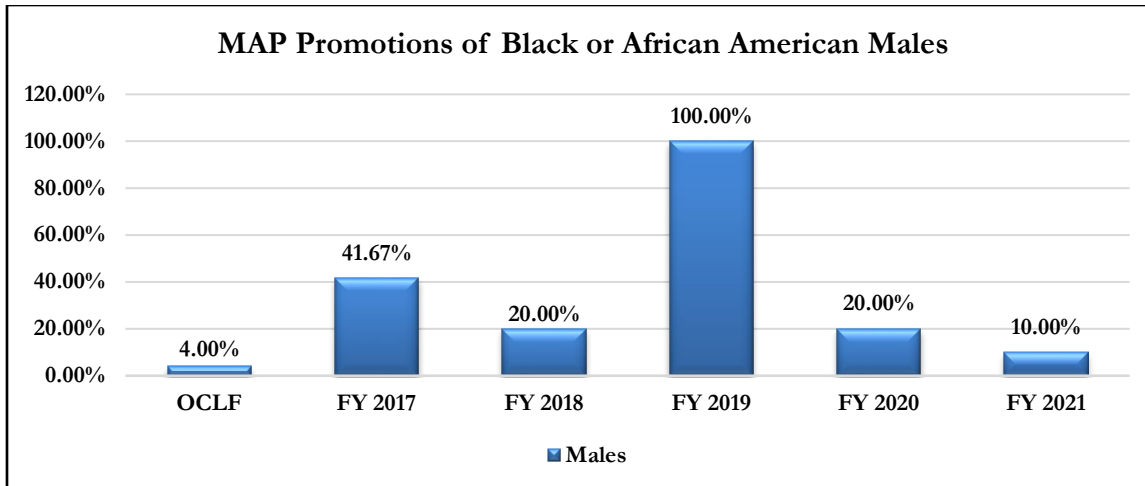


Chart 71

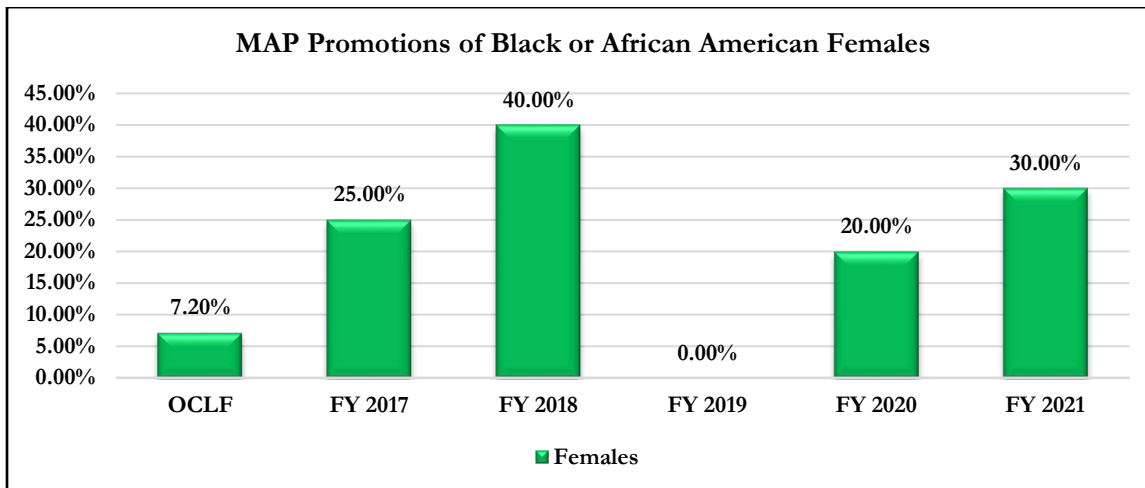


Chart 72

### c) Electronic Engineer

#### (1) Workforce

The FCC has 200 electronic engineers. Of those electronic engineers, the participation rate of Black or African American males has exceeded the OCLF (4.7%) by double or more since FY 2017, while the participation rate for Black or African American females has been comparable to the OCLF (0.80%) (*see* Chart 73). Given the high participation rates of Black or African American males and the comparable participation rates of Black or African American females in the electronic engineer field, there does not appear to be a trigger concerning the employment of Black or African American males and females as electronic engineers.

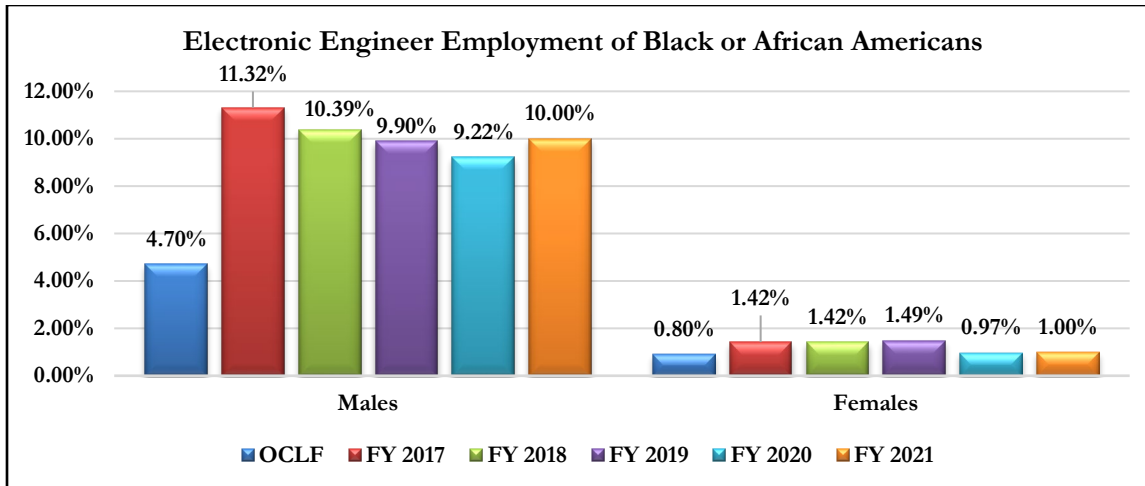


Chart 73 - For Males and Females, Bars in order of legend

## (2) New Hires

In FY 2021, the FCC received 389 applications for six electronic engineer positions. Two hundred ninety-one applicants qualified for the positions. Twenty-four Black or African American males and nine Black or African American females qualified for these positions, one African American male was hired. For the period of FY 2017 to FY 2021, the hiring rate for Black or African American males as electronic engineers significantly exceeded the OCLF (4.70%) for two fiscal years (FYs 2018 and 2020) but was below the OCLF at 0% for the other fiscal years (*see* Chart 74). For the same period, the hiring rate for Black or African American females significantly exceeded the OCLF (0.80%) for one fiscal year (FY 2019) but was below the OCLF at 0% for the other fiscal years (*see* Chart 75). From FY 2017 to FY 2021, the average hiring rate for Black or African American males (7.22%) and for Black or African American females (4.00%) is well above their respective OCLFs. Given these data, there does not appear to be a trigger concerning the hiring of Black or African American males as electronic engineers. However, further research and analysis is being performed to ascertain if a barrier exists to the hiring of Black or African American females in the electronic engineer field because despite the average hiring rate for African American female electronic engineers being above the OCLF, as of FY 2020, only one Black or African American female was hired over the five most recent fiscal years.

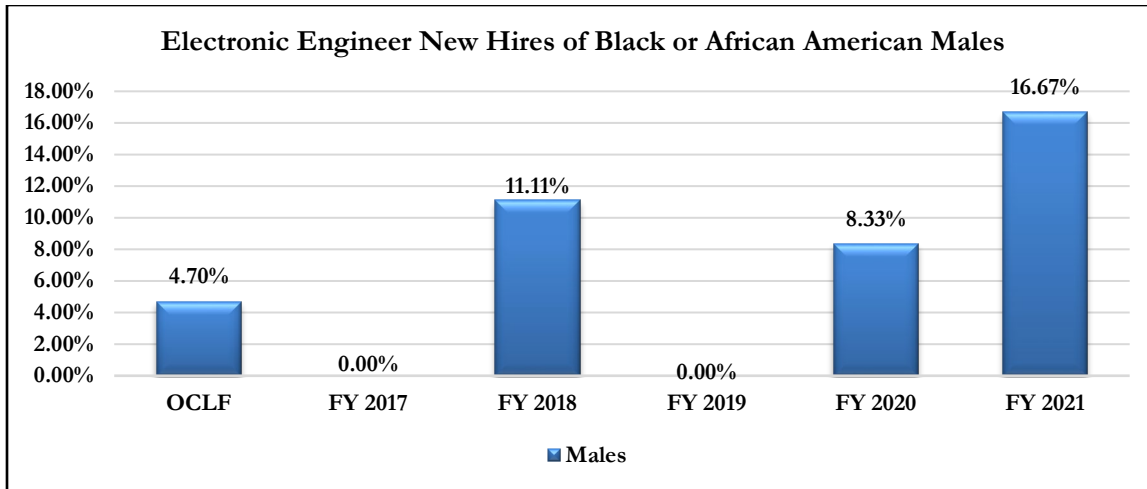


Chart 74

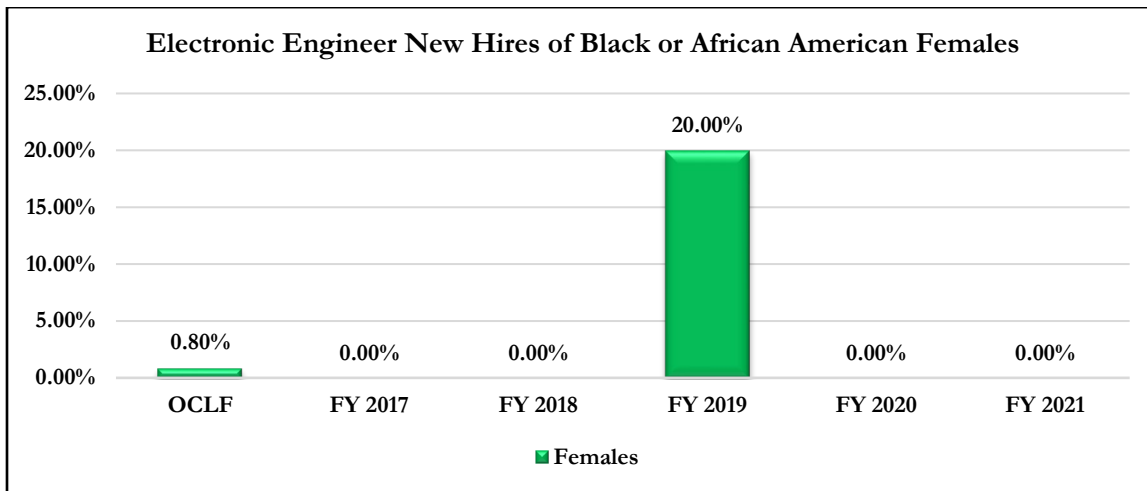


Chart 75

### (3) Promotions

In FY 2021, the FCC did not promote any electronic engineers; therefore, no Black or African American electronic engineers were promoted. From FY 2017 to FY 2021, the promotion rate for Black or African American male electronic engineers was below the OCLF each fiscal year (*see* Chart 76). During the same period, although no Black or African American females were promoted, the promotion rate was comparable to the OCLF (*see* Chart 77). The average promotion rate for Black or African American males (0.58%) from FY 2017 to FY 2020 is well below the OCLF. Thus, these data suggest there is a trigger concerning the promotion of Black or African American male electronic engineers. In contrast, during this same period, no Black or African American females were promoted. Given the low OCLF (0.80%), it is not clear that these data are sufficient to suggest that a trigger exists regarding the promotion of Black or African American females in this MCO. Accordingly, the FCC will continue to monitor and analyze the data to ascertain whether there is a potential barrier to promotion of Black or African American female electronic engineers exists.

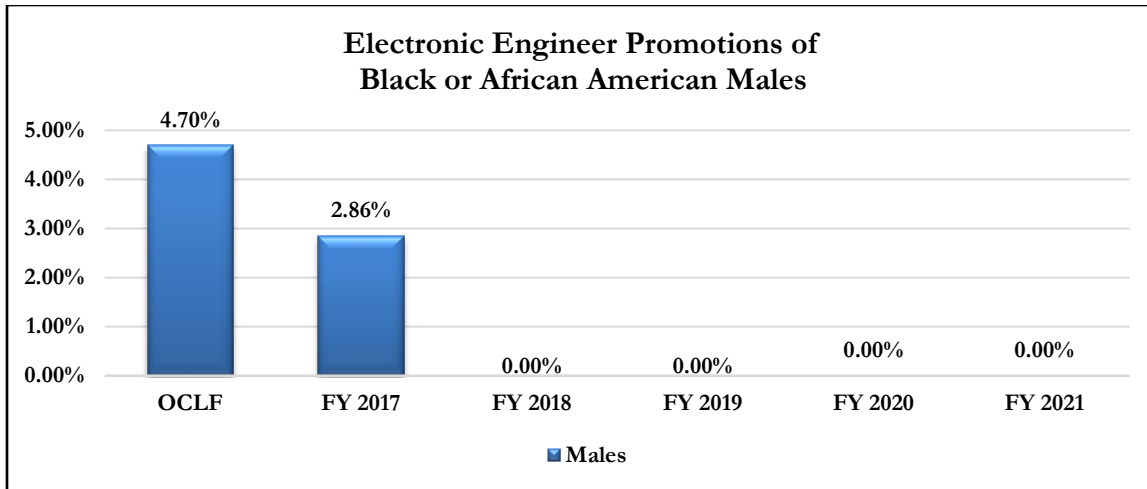


Chart 76

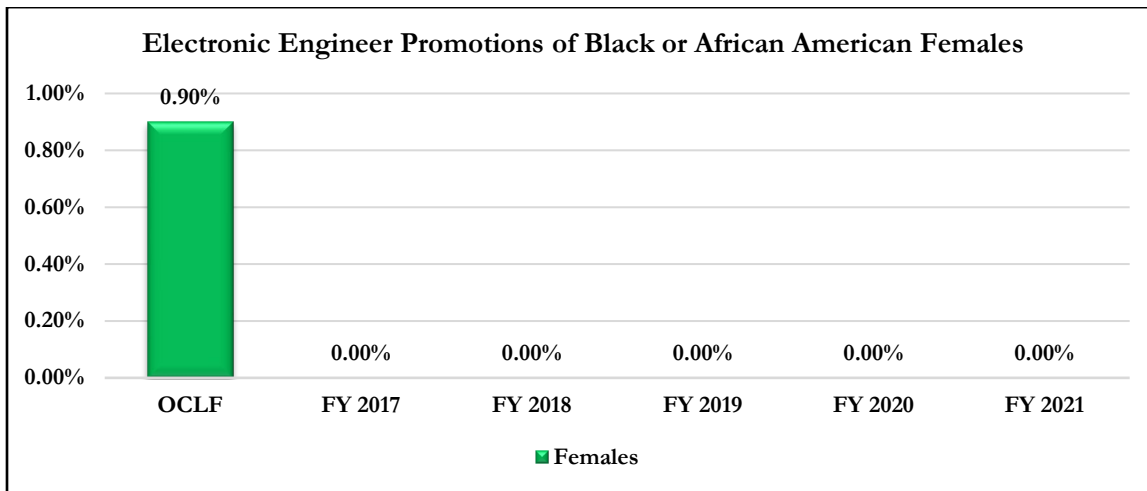


Chart 77

## d) Management Program Analysis

### (1) Workforce

Currently, the FCC has 64 MPA employees. Black or African American employees comprise 50% of the MPA employees. Since FY 2017, the participation rate of Black or African American males in the MPA field has been at least double the OCLF rate (*see* Chart 78). During the same period, the participation rate for Black or African American females has significantly exceeded the OCLF. Given the high participation rates of Black or African American males and females in comparison to their respective OCLF (3.5% and 4.1%, respectively), there is not a trigger regarding employment in the MPA field for Black or African American males and females.

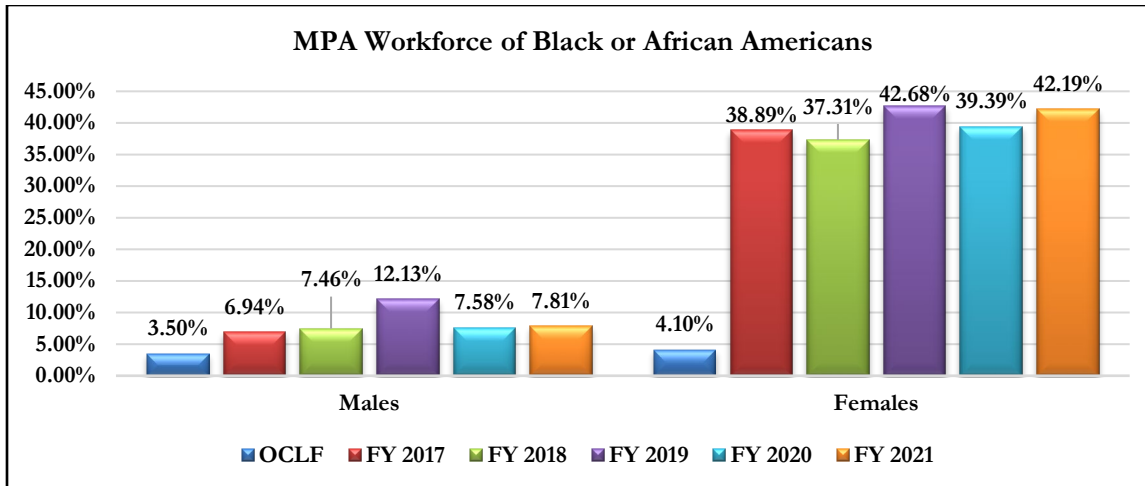


Chart 78 - For Males and Females, Bars in order of legend

## (2) New Hires

In FY 2021, the FCC received 5 applications for 2 MPA positions. Two applicants qualified for the positions including two Black or African American females. No Black or African American males were hired, but both Black or African American females were hired. From FY 2017 to FY 2021, no Black or African American males were hired for MPA positions; thus, the hiring rate for Black or African American males (0.00%) was consistently below the OCLF (*see* Chart 79). Further, the average hiring rate for this period (0.00%) is below the OCLF. While there is limited available data, these data suggest there is a trigger concerning the hiring of Black or African American males as MPA employees. In this connection, the FCC will conduct additional research and analysis regarding the hiring of Black or African American males for MPA positions, recognizing that the overall participation rate of Black or African American males exceeds the OCLF. For Black or African American females, from FY 2017 to FY 2021, the hiring rate significantly exceeded the OCLF for two fiscal years (FY 2018 and FY 2021) and was below the OCLF at 0% for the remaining fiscal years. The average hiring rate for the same period (40%) significantly exceeds the OCLF (4.10%). Although there is limited data available, given the annual hiring rate and the average hiring rate for Black or African American females for MAP positions are above the CLF, coupled with the overall participation rate of Black or African American females in the MAP workforce, these data suggest a trigger does not exist.

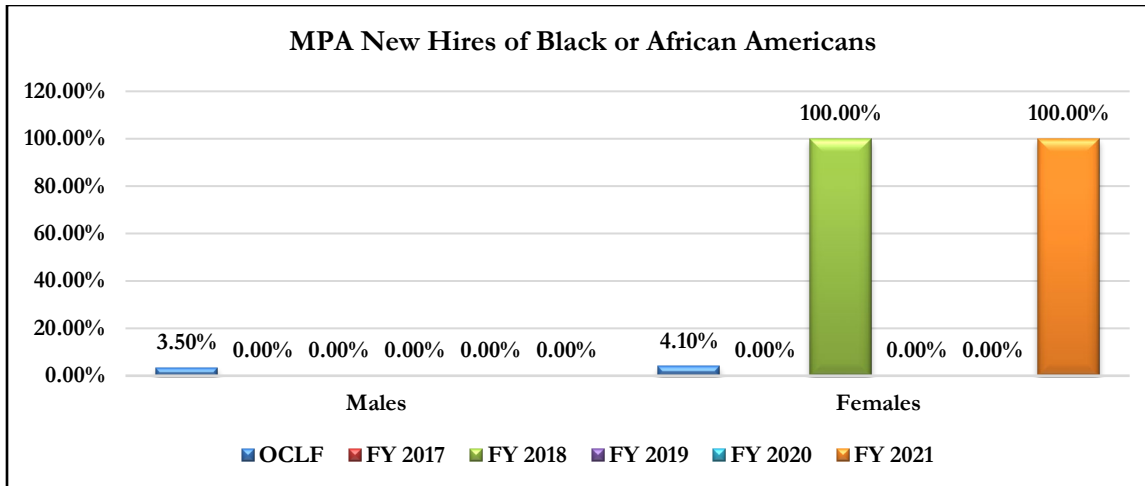


Chart 79 - For Males and Females, Bars in order of legend

### (3) Promotions

In FY 2021, the FCC promoted four MPA employees. None were Black or African American males; however, two Black or African American females were promoted. From FY 2017 to FY 2021, the promotion rate for Black or African American MPA male employees significantly exceeded the OCLF in two fiscal years (FY 2017 and FY 2019) and was below the OCLF at 0% for the remaining years (*see* Chart 80). During the same period, for Black or African American female MPA employees the promotion rate significantly exceeded the OCLF for three fiscal years (FYs 2017, 2018, and 2021) and was below the OCLF at 0% for the remaining years (*see* Chart 81). From FY 2017 through FY 2021, the average promotion rate for Black or African American males (11.11%) is more than triple the OCLF; and, for Black or African American females, the average promotion rate (42.22%) is ten times the OCLF. Thus, these data suggest that no trigger exists concerning the promotion of Black or African or American employees in the MPA field.

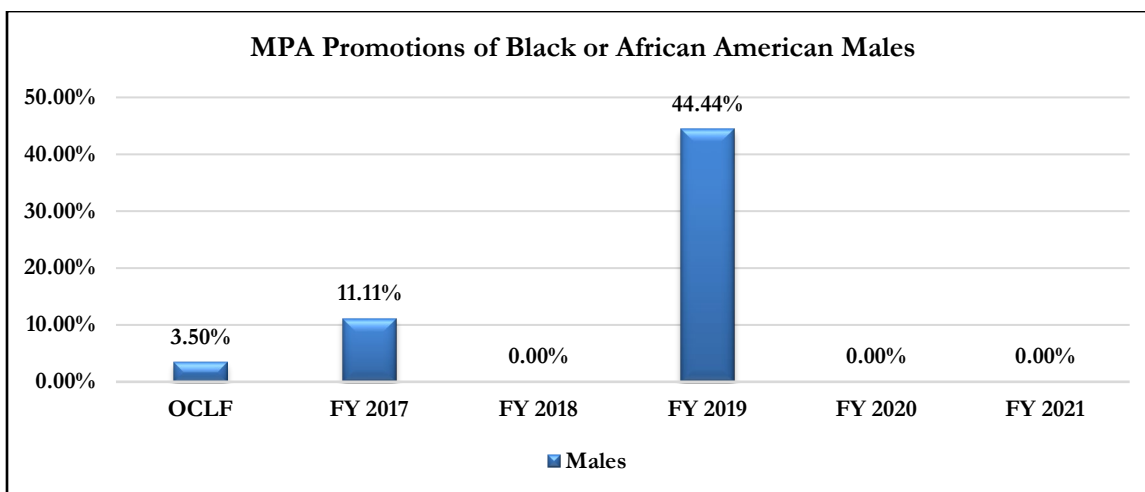


Chart 80

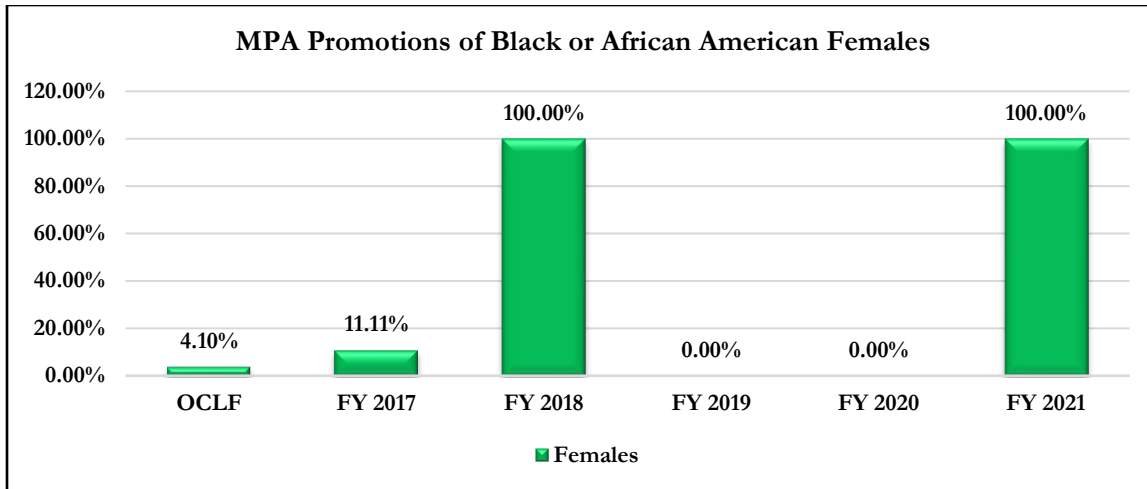


Chart 81

## e) Economist

### (1) Workforce

The FCC has 59 economists. Of those economists, the participation rate of Black or African American males was comparable to the OCLF (3.90%) for only one fiscal year (2017) and below the OCLF for the remaining fiscal years from FY 2017 through FY 2021 (see Chart 82). Further, the average participation rate of Black or African American males (2.04%) was comparable to the OCLF. By contrast, the participation rate of Black or African American females was consistently above or comparable to the OCLF (1.70%) since FY 2017 (see Chart 83). Further, the average participation rate of Black or African American females (2.76%) exceeded the OCLF. As the participation rates of Black or African American males and females have been comparable to the OCLF, the data suggest a trigger does not exist regarding the employment of Black or African American males and females as economists.

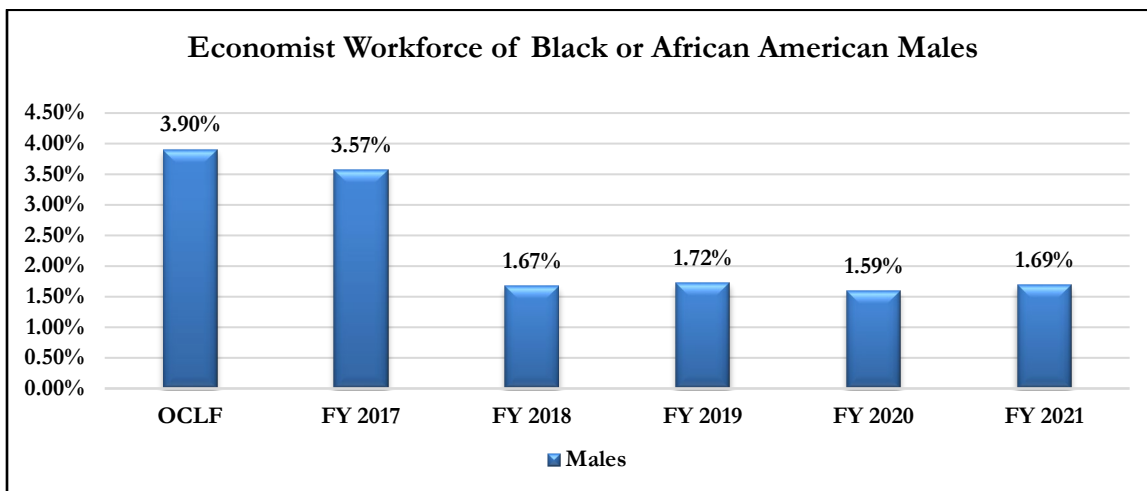


Chart 82

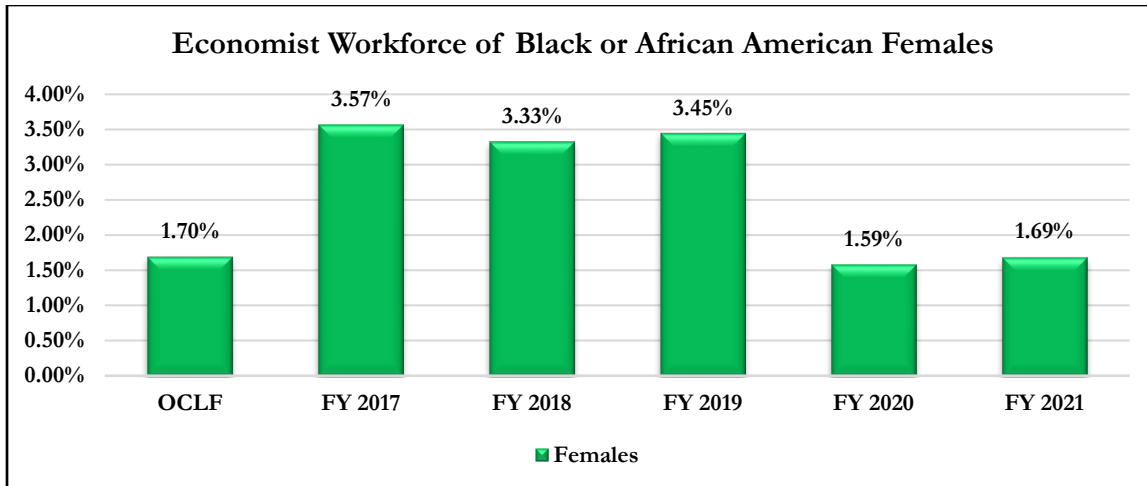


Chart 83

## (2) New Hires

Between FY 2017 and FY 2021, no Black or African American male or female was hired as an economist (*see* Chart 84). These hiring rates (0%) are below the respective OCLF rates (3.90% and 1.70%), these data suggest a trigger exists for hiring of Black or African American males as economists; further, a trigger does not exist for hiring of Black or African American females as economists as the hiring rate is comparable with the OCLF. As noted in last year’s report, the FCC’s efforts are underway to ascertain if a barrier to hiring exists regarding Black or African American males as economists.

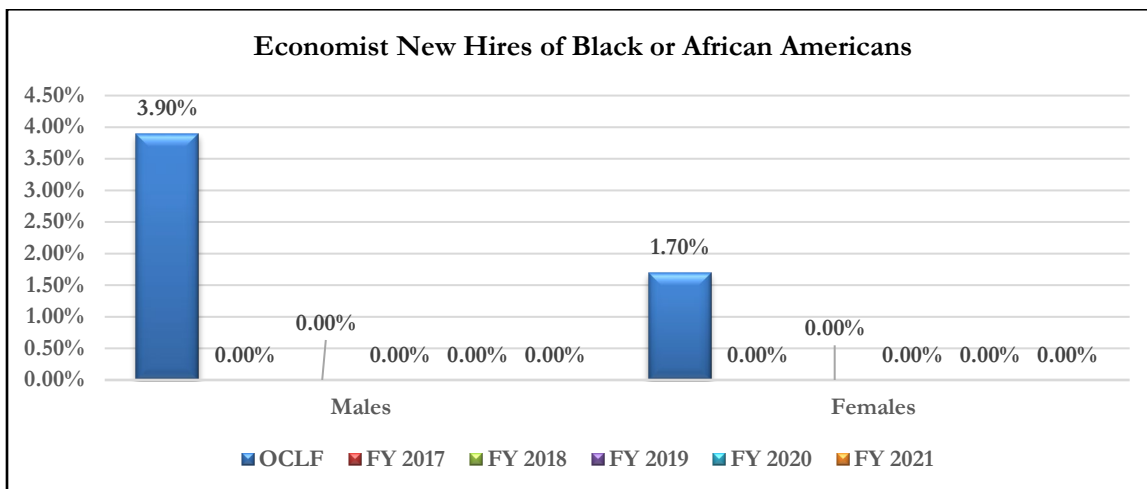


Chart 84 - For Males and Females, Bars in order of legend



### (3) Promotions

In FY 2021, the FCC promoted no economists. From FY 2017 to FY 2021, the promotion rate, which is also the average promotion rate during the period, for Black or African American males and females (0%) was below the OCLF (*see* Chart 85 and 85). As the promotion rate for Black or African American males between FY 2017 and FY 2021 was below the OCLF, the data suggest that a trigger exists for the promotion of Black or African American male economists. As noted in last year’s report, the Commission’s efforts are underway to ascertain if a barrier to promotion exists regarding Black or African American males in the economist field. For Black or African American females, given the promotion rate and average promotion rate from FY 2017 to FY 2021 is below but comparable to the OCLF. These data suggest a trigger does not exist concerning the promotion of Black or African American female economists.

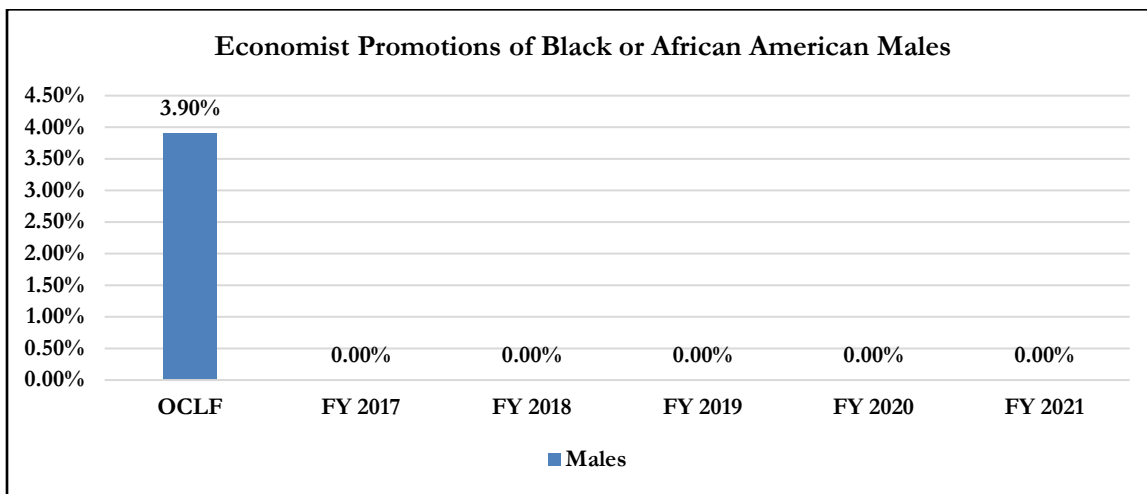


Chart 85

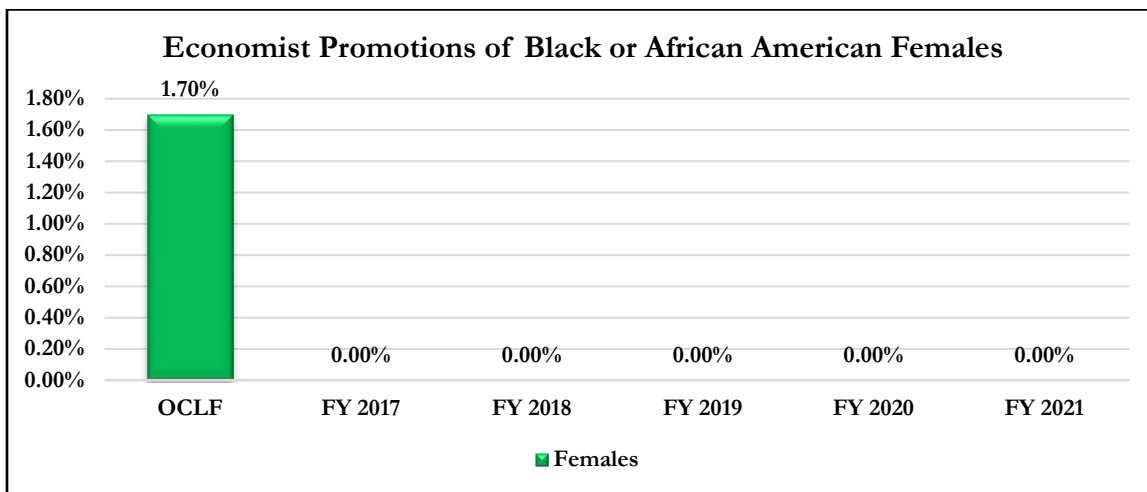


Chart 86

## E. Employment of Hispanics or Latinos

### 1. Workforce

Of the 1,442 FCC employees, 55 or 3.81% of the employees identify as Hispanic or Latino. Specifically, Hispanic or Latino males comprise 27 (0.97%) employees, while 28 (1.25%) are Hispanic or Latina females. From 2017 through 2021, the participation rates of Hispanic or Latino males and females were significantly below the OCLF (6.82% and 6.16%, respectively (*see* Chart 87). Further, the average participation rates during the time period (1.54% and 1.64%, respectively) also were significantly below the OCLF. These data suggests there is a trigger for the employment of Hispanic or Latino males and females. As noted in previous reports, the Agency has begun its further efforts to ascertain if any barriers exist to the employment of Hispanic or Latino employees. Accordingly, the FCC will continue its efforts regarding additional review and analysis.

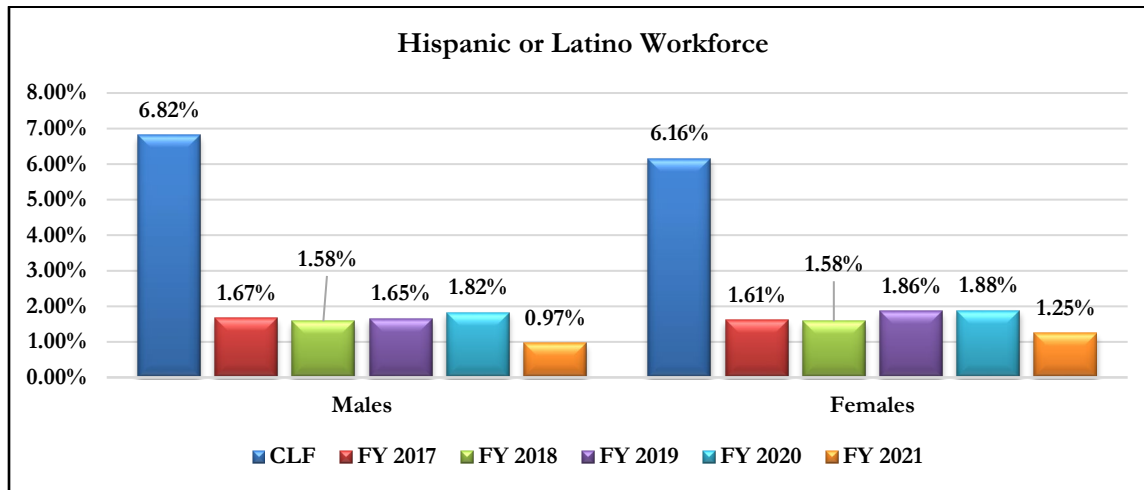


Chart 87 - For Males and Females, Bars in order of legend

### 2. Senior Executive Service

Since FY 2017, the low participation rate of Hispanic or Latino males and females in the SES positions has continued. Specifically, from FY 2017 to FY 2021, the participation rate of Hispanic or Latino males and females at the SES level has been below the CLF every fiscal year (*see* Chart 88). Further, for both Hispanic or Latino males and females, the participation rate was at 0% for each fiscal year of the period. Accordingly, these data suggest there is a trigger regarding the employment of Hispanic or Latino males and females at the SES level. As a result, as noted in last year's report, the FCC's efforts are underway to ascertain if a barrier to employment at the SES level exists regarding Hispanic or Latino males and females.

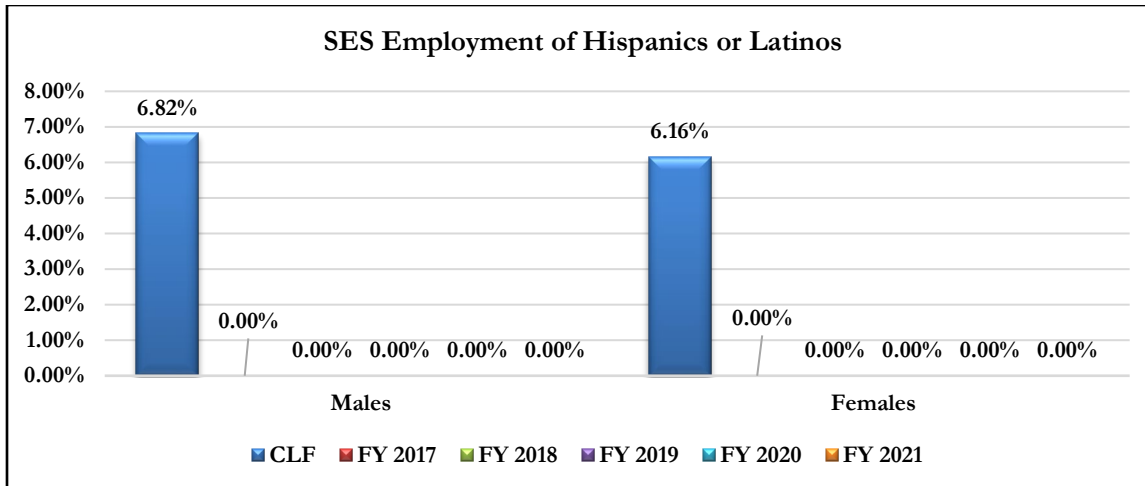


Chart 88 - For Males and Females, Bars in order of legend

### 3. GS 13 - 15 Positions

Since FY 2017, the participation rate of Hispanic or Latino employees at the GS-15 grade has continued to be below the CLF (*see* Chart 89). In fact, the participation rate was significantly below the CLF. Further, the average participation rates for Hispanic or Latino males and females (1.26% and 0.65%, respectively) were also significantly below the OCLF. These data suggest that a trigger exists regarding the participation of Hispanic or Latinos at the GS-15 grade. Considering the continued trend of low participation rates of Hispanic or Latino males and females at the GS-15 grade, as noted in last year's report, the FCC will continue its ongoing efforts to ascertain if a barrier exists regarding the employment of Hispanic or Latino males and females at this grade level.

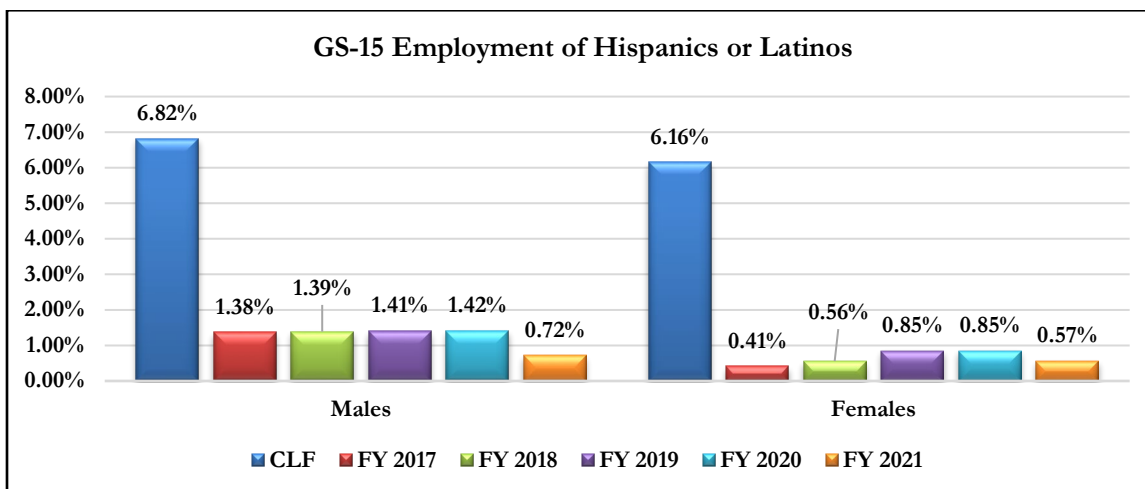


Chart 89 - For Males and Females, Bars in order of legend

Since FY 2017, the participation rates of Hispanic or Latino males and females at the GS-14 grade has been below the CLF (*see* Chart 90). Specifically, since FY 2017, the participation rate of Hispanic or Latino males has declined slightly each year, except for the slight uptick in FY 2020.

Considering this general downward trend, the data suggests that a trigger exists for Hispanic or Latino males at the GS-14 grade level. From FY 2017 to FY 2021, while the participation rate of Hispanic or Latina females fluctuated, it was consistently below the CLF for each fiscal year. These data suggest a trigger exists regarding employment of Hispanic or Latina females at the GS-14 grade. As noted in last year’s report, the FCC’s efforts are underway to ascertain if a barrier exists for the employment of Hispanic or Latino males and females.

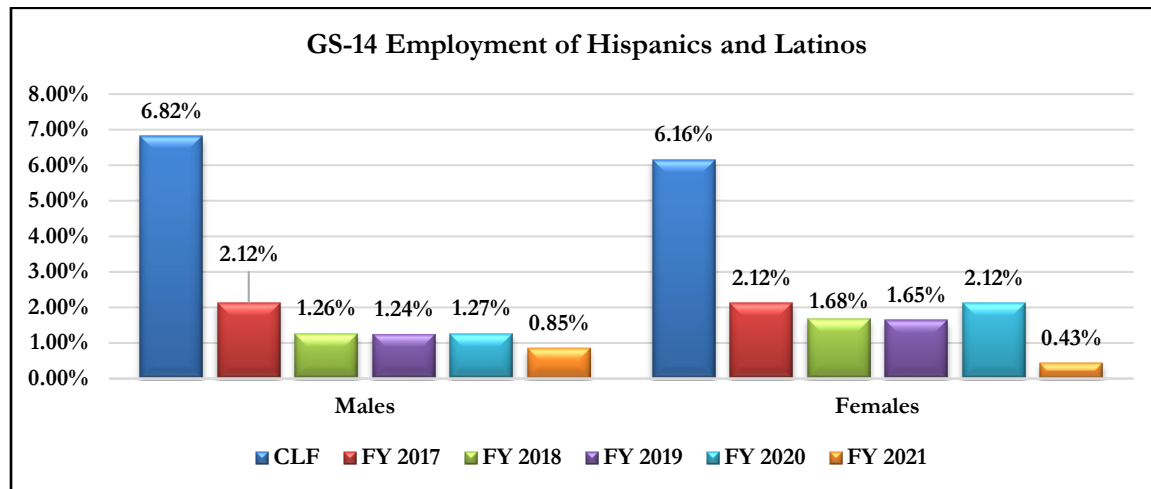


Chart 90 - For Males and Females, Bars in order of legend

Similarly, the participation rates of Hispanic or Latino males and females at the GS-13 grade were below the CLF every fiscal year between FY 2017 and FY 2021 (see Chart 91). Thus, these data suggest a trigger exists concerning the employment of Hispanic or Latino males and females at the GS-13 grade. As noted in last year’s report and, similar to the GS-14 and GS-15 grade levels, the Commission’s efforts are underway to ascertain if a barrier exists regarding employment of Hispanic or Latino males and females at the GS-13 grade.

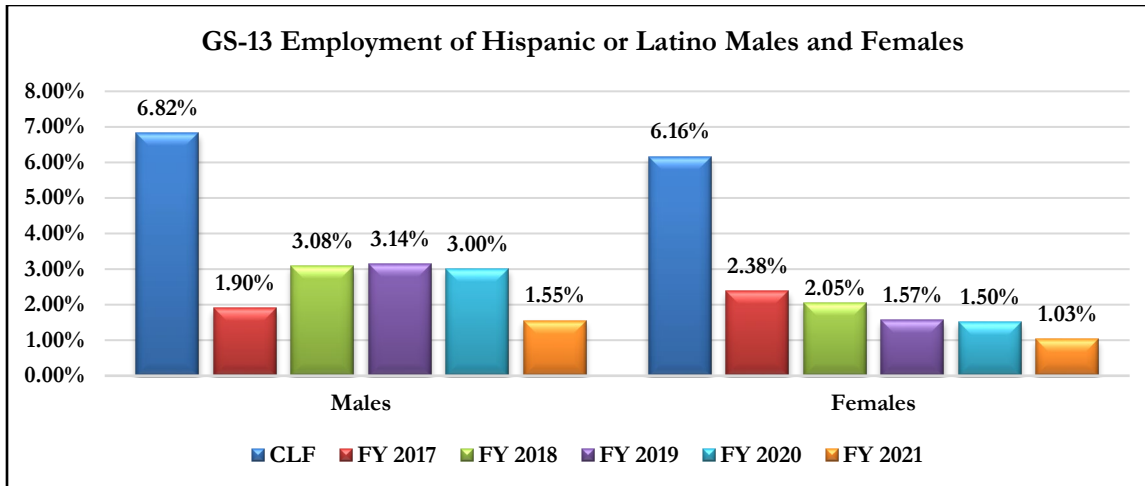


Chart 91 - For Males and Females, Bars in order of legend

#### 4. New Hires and Separations

Since FY 2017, the hiring rates for Hispanic or Latino males were below the CLF (*see* Chart 92). Moreover, the separation rate for Hispanic or Latino males exceeded the hiring rate two of the last five fiscal years. These data suggest a trigger exists concerning the hiring and retention of Hispanic or Latino males. Like the separation rate for Hispanic or Latino males, the separation rate for Hispanic or Latina females exceeded the hiring rate for Hispanic or Latina females for two of the last five fiscal years (*see* Chart 93). Accordingly, these data suggest a trigger exists regarding the hiring and retention of Hispanic or Latina females. As noted in last year’s report, the FCC’s efforts are underway to ascertain if a barrier to retention exists regarding Hispanic or Latino males and females.

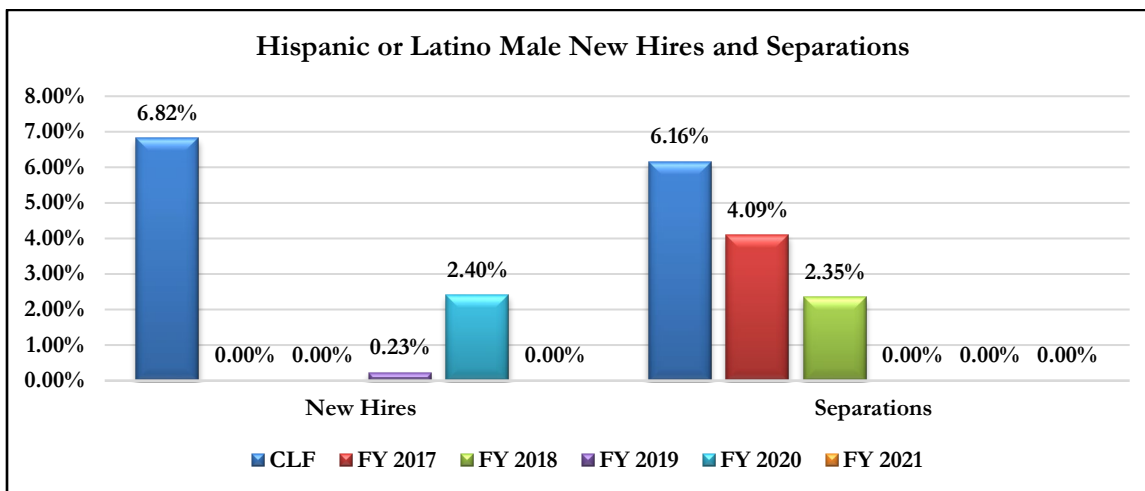


Chart 92 - For Males and Females, Bars in order of legend

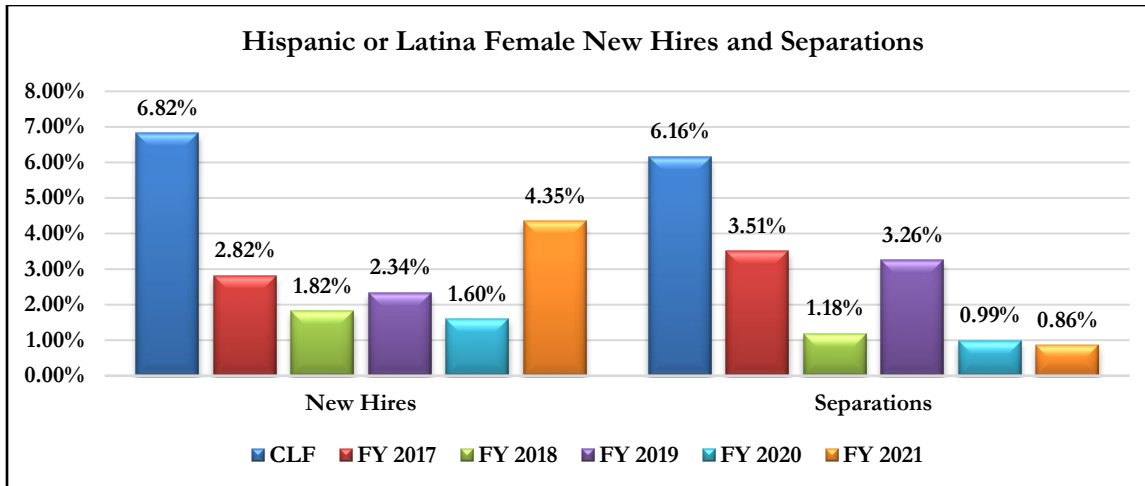


Chart 93 - For Males and Females, Bars in order of legend

## 5. Mission Critical Occupations

### a) Attorneys

#### (1) Workforce

The FCC has 552 attorneys of which seven (1.27%) are Hispanic or Latino males and females. Since FY 2017, the participation rates of Hispanic or Latino males and females in the attorney field has been below or comparable to the OCLF (3.10% and 2.50%, respectively) (*see* Chart 94). For Hispanic or Latino males, the participation rates in the attorney field were significantly below the OCLF with an average participation rate (0.57%) also significantly below the OCLF. These data suggest a trigger exists concerning employment of Hispanic or Latino males in the attorney field. The FCC will undertake efforts to ascertain if a barrier to employment exists regarding employment of Hispanic or Latino males as attorneys. For Hispanic or Latina females, the attorney participation rate was comparable to the OCLF for every fiscal year. These data suggest that a trigger does not exist concerning the employment of Hispanic or Latina females as attorneys.

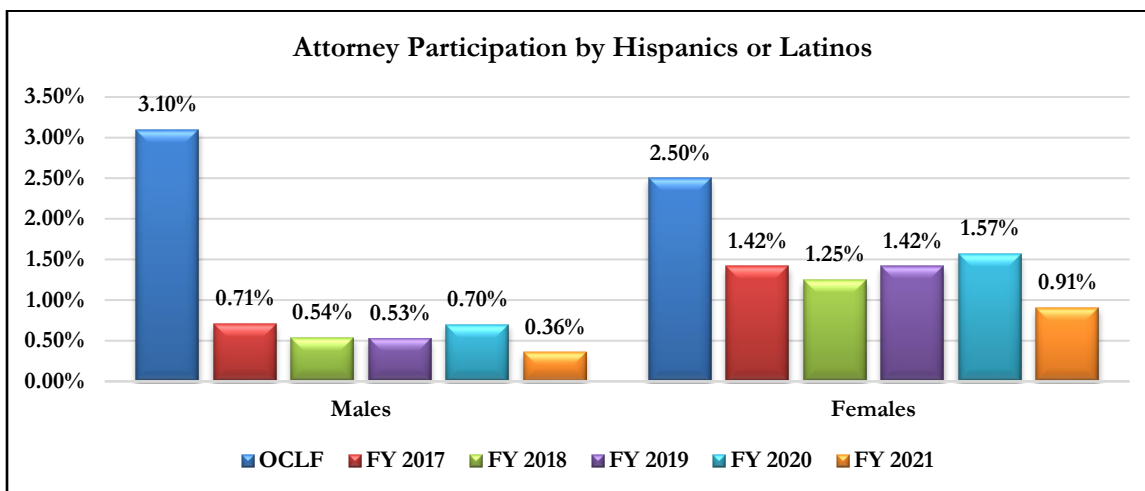


Chart 94 - For Males and Females, Bars in order of legend

## (2) *New Hires*

In FY 2021, the FCC received 1,036 applications for twelve attorney positions. Seven hundred three applicants qualified for the positions. Forty-six Hispanic or Latino males and 36 Hispanic or Latina females qualified for these positions. One Hispanic or Latino male and two Hispanic or Latina females were hired. From FY 2017 to FY 2021, the hiring rates for Hispanic or Latino males were above or comparable to the OCLF(2.52%) for four fiscal years (FYs 2018 through 2021) and below the OCLF at 0% for the remaining fiscal year (*see* Chart 95). During the same period, the hiring rates for Hispanic or Latina females were above the OCLF (1.85%) for every fiscal year and significantly exceeded the OCLF in FYs 2019 and 2021 (*see* Chart 95). From FY 2017 to FY 2021, the average hiring rate for Hispanic or Latino males (3.36%) was above the OCLF. For the same period, the average hiring rate for Hispanic or Latina females (8.73%) more than tripled the OCLF. These data suggest that a trigger does not exist regarding the hiring of Hispanic or Latino males and females as attorneys.

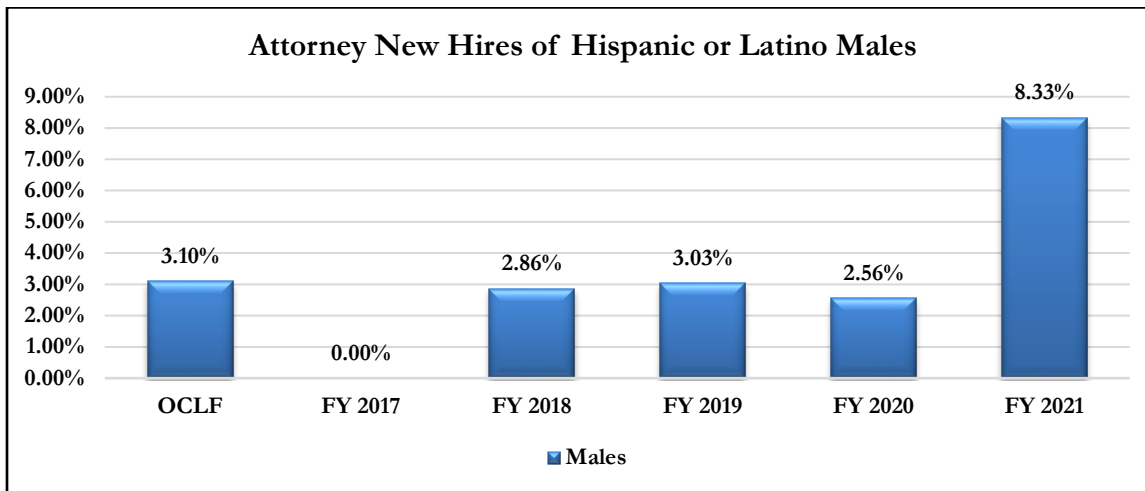


Chart 95

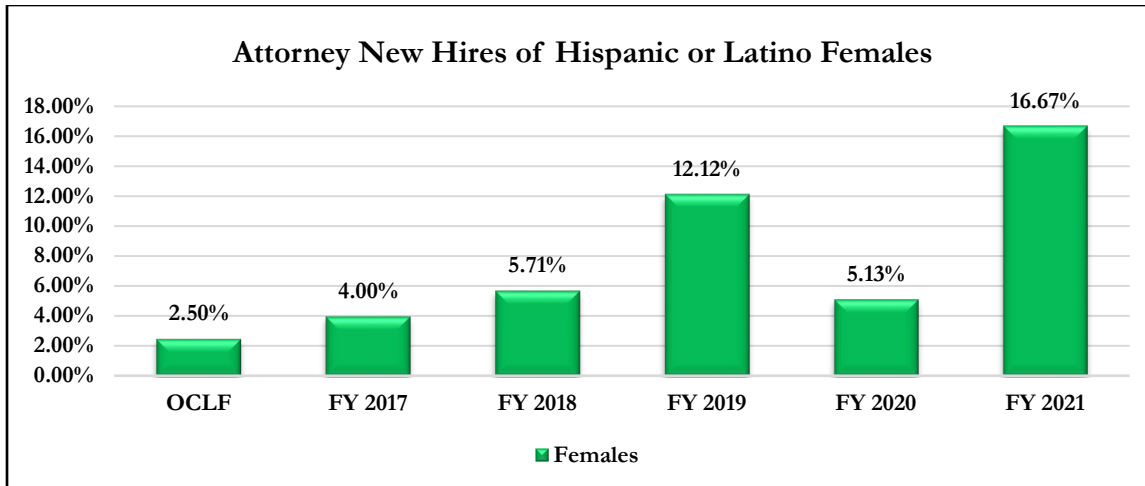


Chart 96

### (3) Promotions

In FY 2021, the FCC received 43 applications for seven attorney promotions. One Hispanic or Latino male and seven Hispanic or Latina females applied for these promotions, with one Hispanic or Latino male and seven Hispanic or Latina females being qualified for these promotions. One Hispanic or Latino male and two Hispanic or Latina females were promoted. From FY 2017 through FY 2021, the promotion rates for Hispanic or Latino male attorneys exceeded the OCLF (3.10%) for two fiscal years (FYs 2018 and 2021), was comparable for one fiscal year (FY 2017), and was below the OCLF for the remaining two fiscal years (*see* Chart 97). During the same period, the promotion rates for Hispanic or Latina female attorneys were comparable with the OCLF (2.50%) for one fiscal year (FY 2017), above the OCLF for three fiscal years (FYs 2018, 2020 and 2021) and below the OCLF at 0% for the other fiscal year (*see* Chart 98). Considering the average promotion rates for Hispanic or Latino males (4.52%) and Hispanic or Latina females (11.38%) from FY 2017 to FY 2021 exceed the respective OCLF, a trigger concerning promotion of Hispanic or Latino attorneys does not exist.



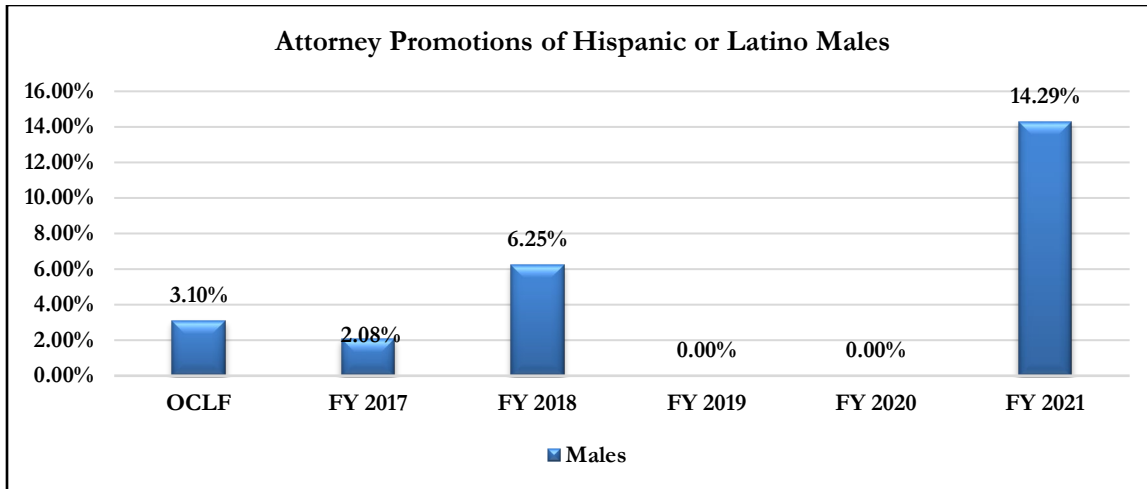


Chart 97

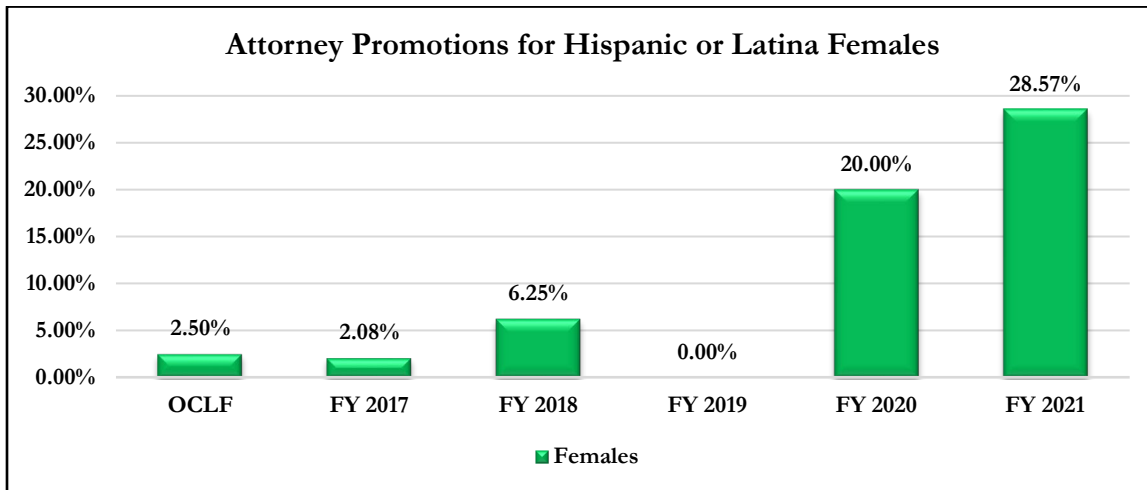


Chart 98

## b) Miscellaneous Administration and Program

### (1) Workforce

Since FY 2017, the participation rates of Hispanic or Latino males and females has been below the OCLF (4.40% and 5.50%, respectively) (*see* Chart 99). Further, the average participation rates for Hispanic or Latino males and females (1.05% and 1.38%, respectively) are significantly below the OCLF. Accordingly, these data suggest that a trigger exists concerning employment for Hispanic or Latino males and females in the MAP field. Thus, as noted in last year’s report, the FCC’s efforts are underway to ascertain if a barrier to employment in the MAP field exists regarding Hispanic or Latino males and females.

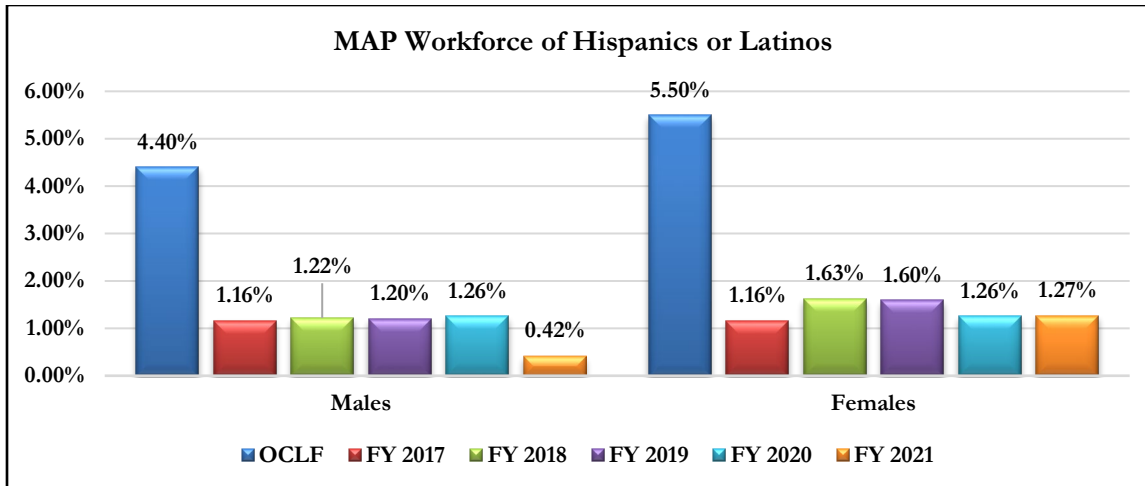


Chart 99 - For Males and Females, Bars in order of legend

## (2) New Hires

In FY 2021, the FCC received 755 applications for 17 MAP positions. Three hundred eight applicants qualified for the positions. Eleven Hispanic or Latino males and nine Hispanic or Latina females qualified for these positions; one Hispanic or Latino male and one female was hired. From FY 2017 to FY 2021, the hiring rate for Hispanic or Latino males was above the OCLF (4.40%) for two fiscal years (FY 2018 and 2021) and below the OCLF at 0% for the remaining three fiscal years (*see* Chart 100). During the same period, the hiring rate for Hispanic or Latina females exceeded the OCLF for two fiscal years (FY 2020 and 2021) and was below the OCLF at 0% for the three remaining fiscal years (*see* Chart 101). From FY 2017 to FY 2021, the average hiring rate of Hispanic or Latino males (2.84%) is below, but comparable to, the OCLF. For the same period, the average hiring rate of Hispanic or Latina females (3.67%) also is below, but comparable, to the OCLF. Accordingly, these data suggest there is not a trigger regarding hiring of Hispanic or Latino males and females in the MAP field. However, in light of last year’s report, the FCC will continue its ongoing efforts regarding assessment of a potential barrier regarding the hiring of Hispanic or Latino males and females.

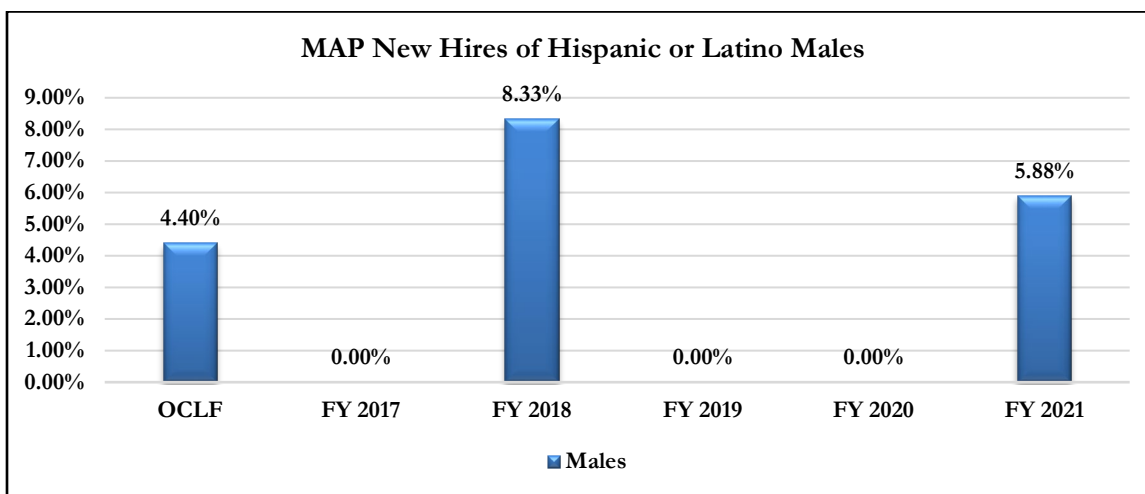


Chart 100

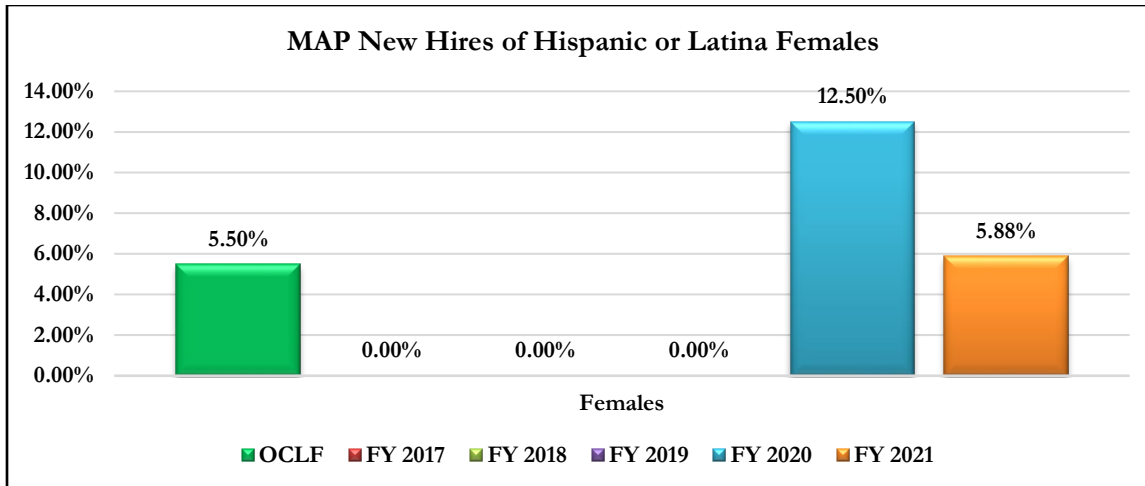


Chart 101- For Females, Bars in order of legend

### (3) Promotions

In FY 2021, the FCC received fourteen applications for ten MAP promotions. One Hispanic or Latino male and no Hispanic or Latina females applied. From FY 2017 to FY 2021, the promotion rate for Hispanic or Latino males significantly exceeded the OCLF for two fiscal years (FY 2018 and 2021) and was below the OCLF for the other fiscal years at 0% (*see* Chart 102). During the same period, the promotion rate for Hispanic or Latina females was consistently below the OCLF at 0% for each fiscal year (*see* Chart 103). Further, from FY 2017 to FY 2021, the average promotion rate for Hispanic or Latino males (4.00%) was below, but comparable to the OCLF. By contrast, the average promotion rate for Hispanic or Latina females (0%) was significantly below the OCLF. Thus, the data suggests a trigger does not exist for promotion of Hispanic or Latino male MAP employees. For Hispanic or Latina female MAP employees, however, the data suggest a trigger exists concerning promotion of Hispanic or Latina females. Accordingly, the FCC's efforts are underway to ascertain if a barrier exists to promotions regarding Hispanic or Latina females in the MAP field.

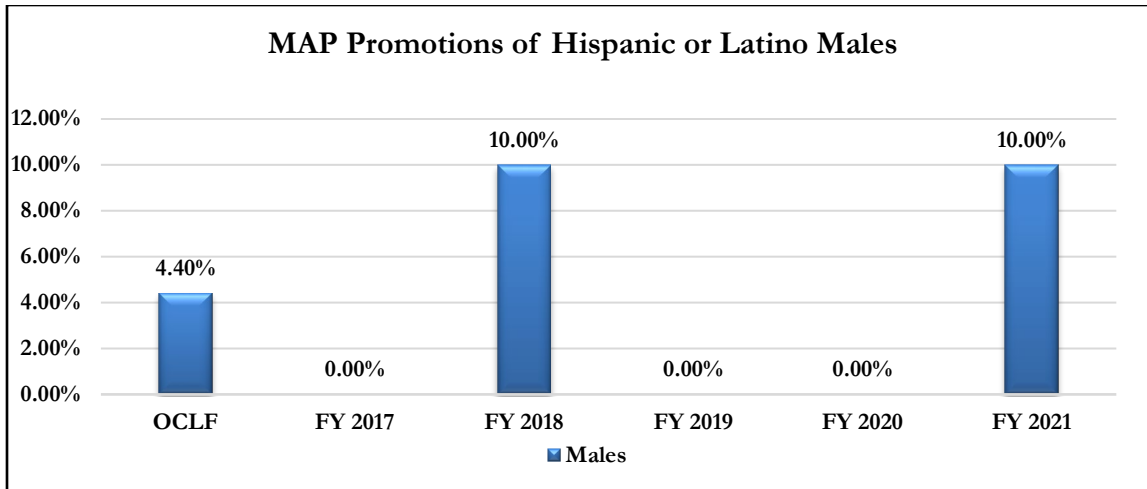


Chart 102

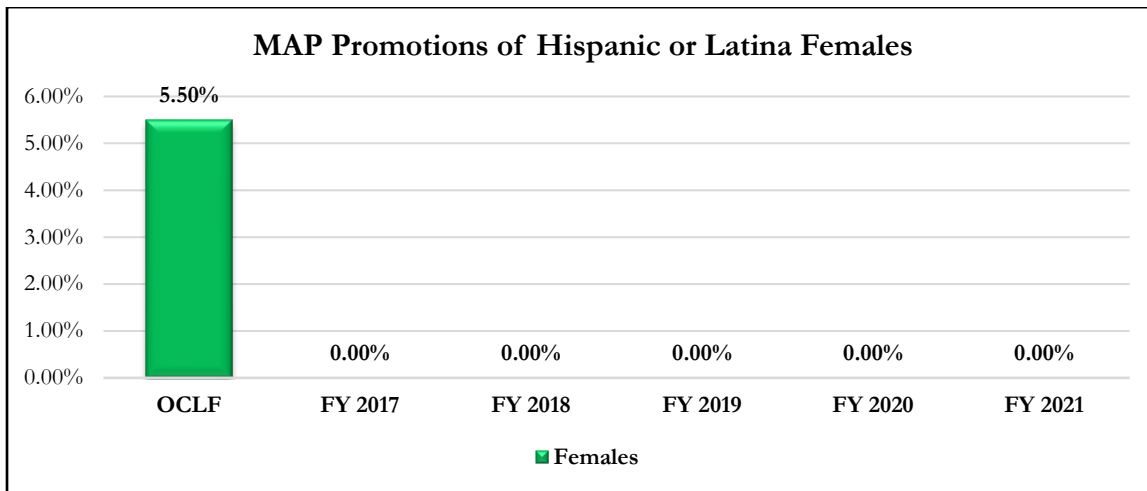


Chart 103

### c) Electronic Engineer

#### (1) Workforce

The FCC has 200 electronic engineers. Of those electronic engineers, from 2017 through 2021, the participation rate of Hispanic or Latino males and females has been below the OCLF (6.30% and 0.90%, respectively) (*see* Chart 104). For Hispanic or Latino males, the participation rate was below, but comparable to, the OCLF for two fiscal years (FYs 2019 and 2020) and below the OCLF for the remaining fiscal years. The average participation rate for the time period (4.36%) was comparable to the OCLF. For Hispanic or Latina females, while the participation rate has been comparable to the OCLF, the actual participation rate from FY 2017 to FY 2021 was at 0%. These data suggest a trigger does not exist in the employment of Hispanic or Latino males and females as electronic engineers. The FCC will continue to monitor and analyze the data to ascertain whether there is a potential barrier to participation of Hispanic or Latina females as electronic engineers.

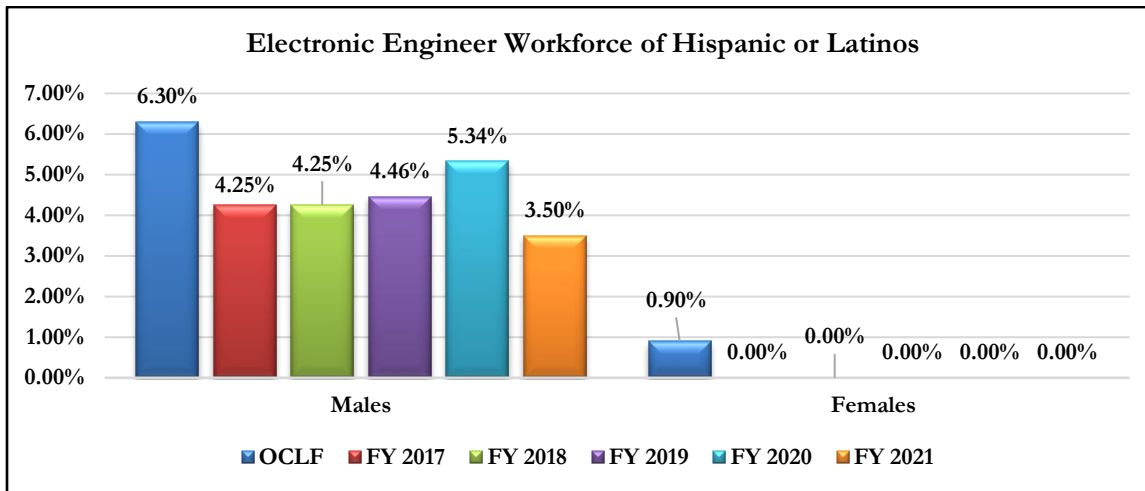


Chart 104 - For Males and Females, Bars in order of legend

## (2) New Hires

In FY 2021, the FCC did not advertise any vacancies for electronic engineer positions. From FY 2017 to FY 2021, the participation rate of Hispanic or Latino males significantly exceeded the OCLF for two fiscal years (FYs 2018 and 2020) and was below the OCLF (6.3%) for the remaining fiscal years at 0%. For the same period, the participation rate for Hispanic or Latina females was below the OCLF for every fiscal year at 0%. Further, for the same period, the average hiring rate for Hispanic or Latino males (7.22%) (*see* Chart 105) exceeds the OCLF. Consequently, there does not appear to be a trigger concerning the hiring of Hispanic or Latino males for electronic engineer positions. For Hispanic or Latina females, the average new hire rate (0.00%) is comparable to the OCLF rate (0.40%); thus, these data suggests that a trigger does not exist (*see* Chart 106). However, as noted in last year's report, the FCC is reviewing and analyzing additional data and information to ascertain if a barrier exists to the hiring of Hispanic or Latina females in the electronic engineer field, considering no Hispanic or Latina females were hired during this period and they have not participated in the workforce for the most recent four fiscal years.

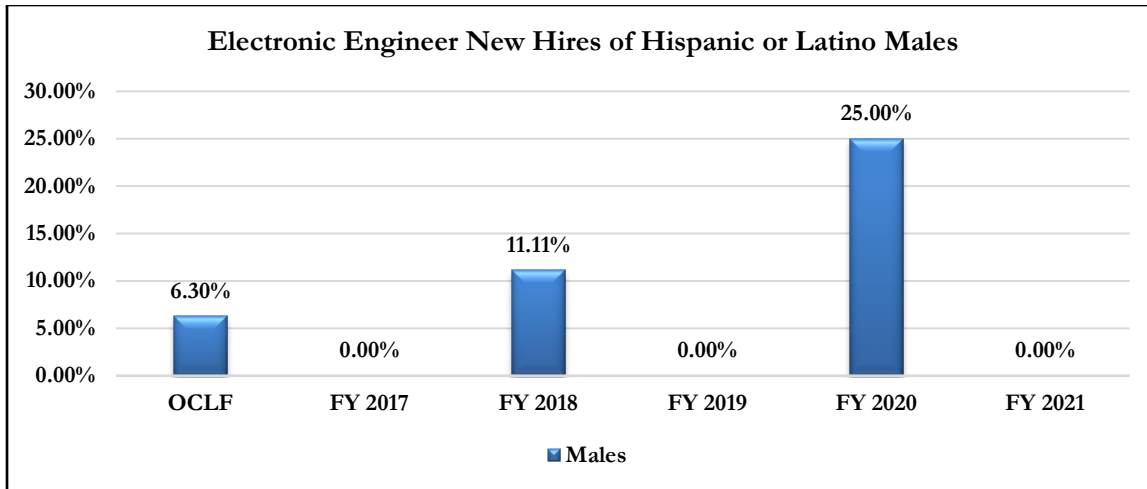


Chart 105

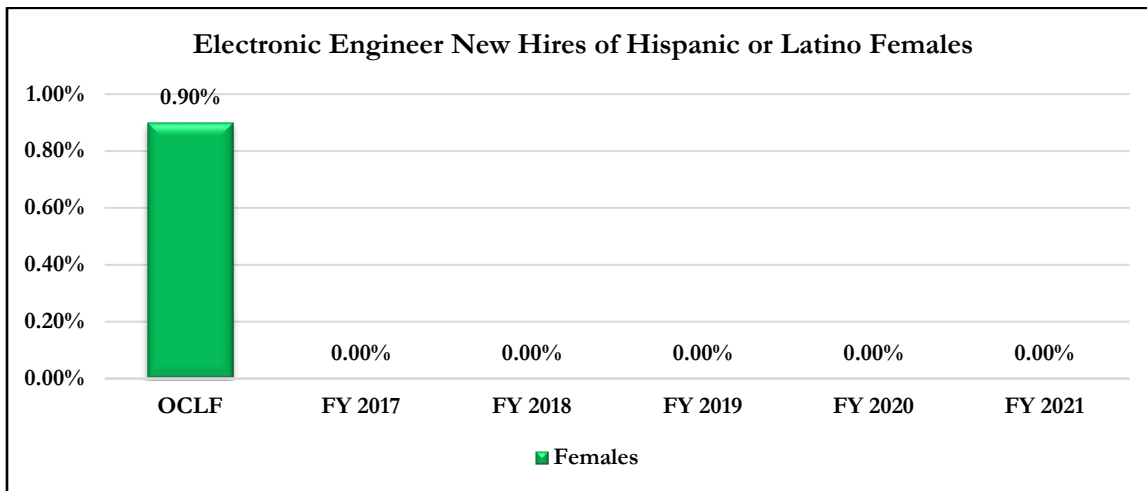


Chart 106

### (3) Promotions

In FY 2021, the FCC promoted no electronic engineers. From FY 2017 to FY 2021, the participation rate of Hispanic or Latino males was below the OCLF (6.30%) each fiscal year at 0% (*see* Chart 107). For the same period, the participation rate for Hispanic or Latina females was below the OCLF (0.90%) for every fiscal year at 0% (*see* Chart 108). Further, for the same period, the average promotion rate (0.00%) for Hispanic or Latino males and females was below the OCLF. For Hispanic or Latino male electronic engineers, the data suggest there is a trigger concerning promotion. For Hispanic or Latina females, however, these data do not suggest that a trigger exists regarding the promotion of Hispanic or Latina females in the electronic engineer field as the annual and average participation rates are comparable to the OCLF. The FCC will continue to monitor and review additional data.

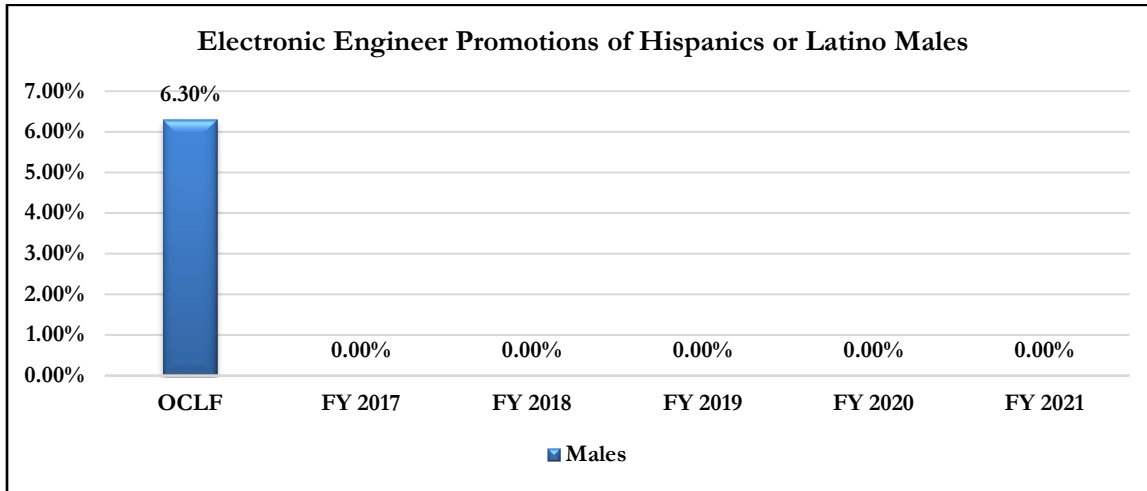


Chart 107

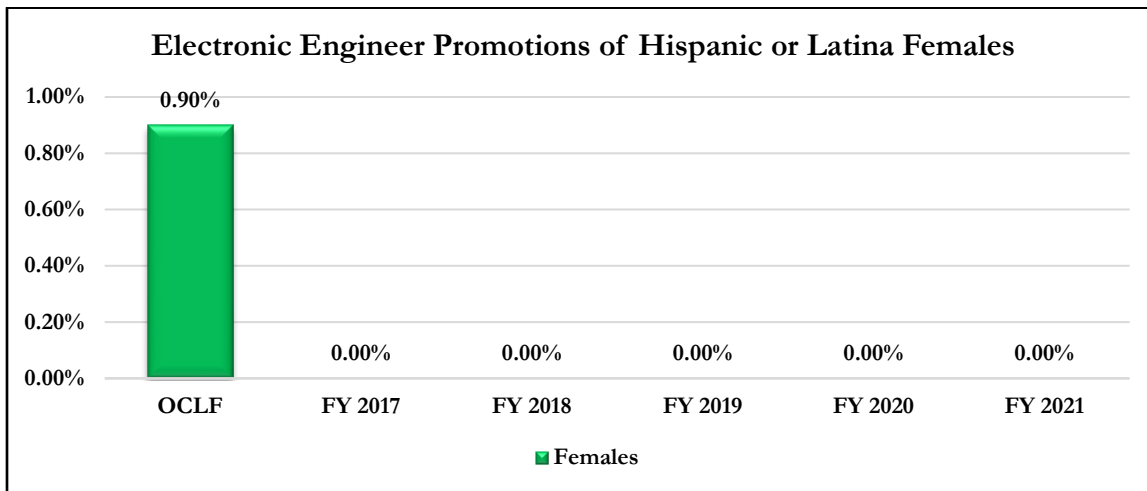


Chart 108

## d) Management Program Analysis

### (1) Workforce

Currently, the FCC has 64 MPA employees. Since 2017, the participation rate of Hispanic or Latino males in the MPA field has consistently been below the OCLF(3.5%); however, for two fiscal years (FYs 2020 and 2021), it was comparable to the OCLF (*see* Chart 109). The average participation rate for the five-year period (1.47%) is below, and not comparable to, the OCLF. For Hispanic or Latina females in the MPA field, the participation rate during the same period has been above or comparable to the OCLF rate (2.62%) . For Hispanic or Latino males, the data suggest there is a trigger in the MPA field. By contrast, the data suggest a trigger does not exist for Hispanic or Latina females in the MAP field.

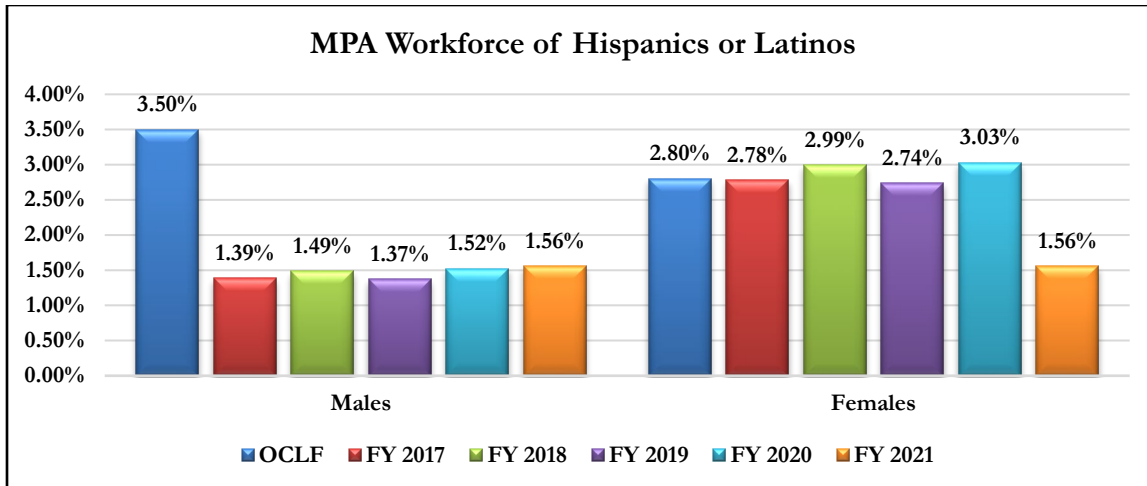


Chart 109 - For Males and Females, Bars in order of legend

### (2) New Hires

In FY 2021, the FCC received five applications for MPA positions. No Hispanic or Latino male or female qualified, therefore, none was hired for MPA positions. Further, no Hispanic or Latino males and females were hired for MPA positions from FY 2017 through FY 2021 (*see* Chart 110). Accordingly, the data suggest that a trigger exists concerning hiring of Hispanic or Latino males and females for MPA positions. The FCC will conduct further research to take into account the limited number of MPA positions available in this period.

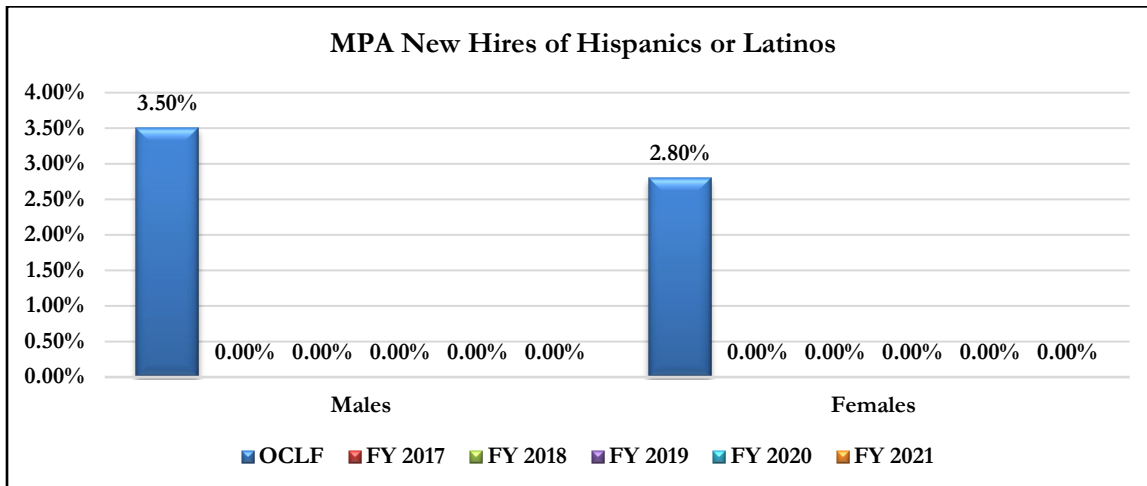


Chart 110 - For Males and Females, Bars in order of legend

### (3) Promotions

In FY 2021, the FCC promoted no MPA employees. From FY 2017 to FY 2021, the promotion rate of Hispanic or Latino males significantly exceeded the OCLF for two fiscal years (FYs 2017 and



2019) and was below the OCLF for the remaining fiscal years at 0%. For the same period, the promotion rate for Hispanic or Latina females significantly exceeded the OCLF for one fiscal year (FY 2017) and was below the OCLF for the remaining fiscal years at 0%. From FY 2017 to FY 2021, the average promotion rate for Hispanic or Latino males (4.44%) is above the OCLF (3.50%) (see Chart 111), while the average promotion rate for Hispanic or Latina females (4.44%) exceeds the OCLF (2.80%) (see Chart 112). Thus, these data suggest no trigger exists to the promotion of Hispanic or Latino employees in the MPA field.

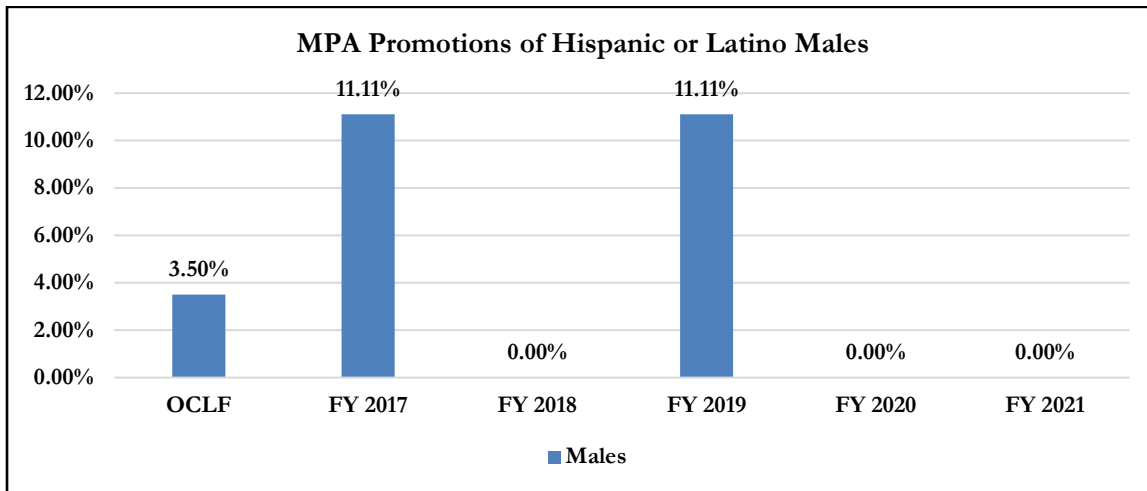


Chart 111

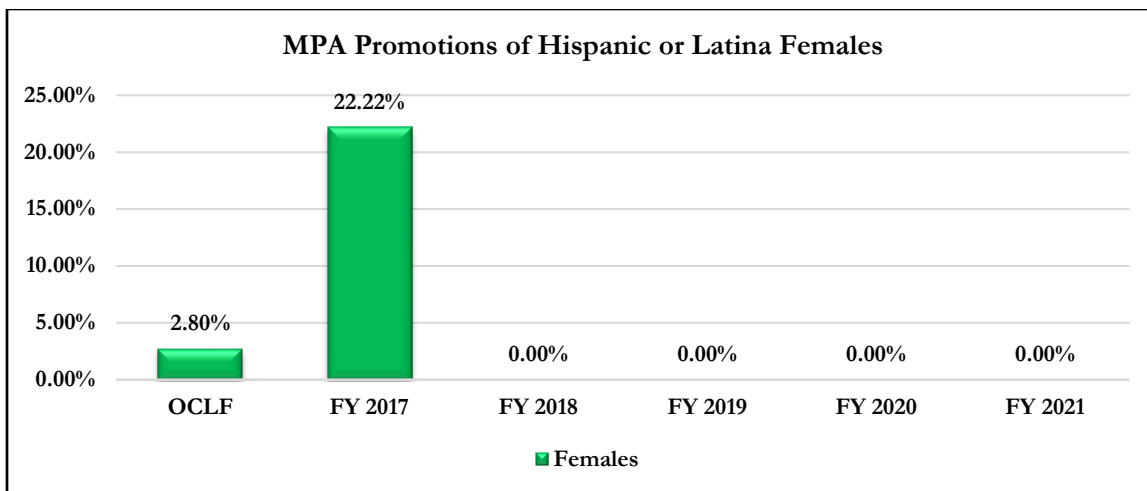


Chart 112

## e) Economist

### (1) Workforce

Currently, the FCC has 59 economists. Between FY 2017 and FY 2021, the FCC did not employ any Hispanic or Latino male economists. As a result, the participation rate for Hispanic or Latino males was below the OCLF (5.30%) at 0% for every fiscal year (*see* Chart 113). During this same period, the participation rate for Hispanic or Latina females was comparable to the OCLF for every fiscal year (*see* Chart 114). For FY 2017 to FY 2021, the average participation rate for Hispanic or Latina females (1.33%) is comparable to the OCLF. As the participation rate of Hispanic or Latino males has been below the OCLF, since FY 2017, a trigger exists regarding employment for Hispanic or Latino males as economists. As noted in last year's report, the FCC's efforts are underway to ascertain whether a barrier may exist. For Hispanic or Latina females, these data suggest that no trigger exists regarding their employment as economists.

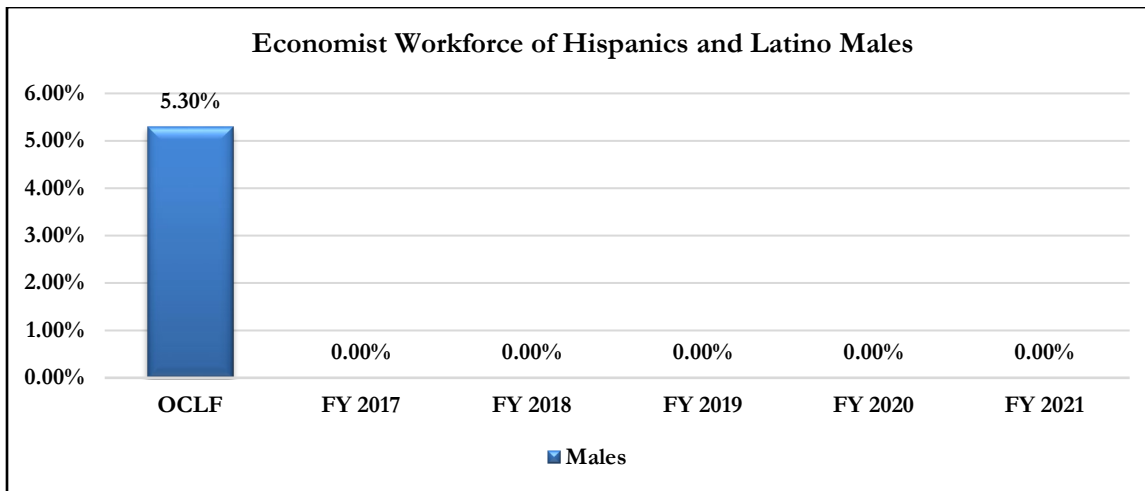


Chart 113

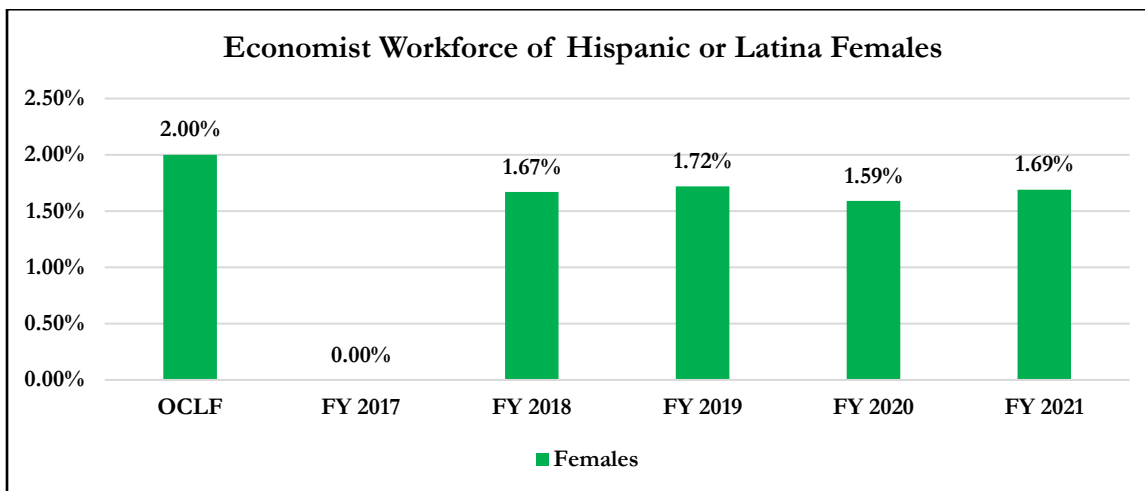


Chart 114

### (2) New Hires

In FY 2021, the FCC received 371 applications for economist positions. Two hundred fifty-one applicants qualified for the positions. While thirteen Hispanic or Latino males and four Hispanic or Latina females qualified for these positions, only one Hispanic or Latina female was hired.

From FY 2017 to FY 2021, the hiring rate of Hispanic or Latino males was consistently below the OCLF (5.30%) at 0% (see Chart 115); as a result, the average hiring rate of Hispanic or Latino males is also 0%. During the same period, the hiring rate of Hispanic or Latina females significantly exceeded the OCLF (2.00%) for two fiscal years (FY 2018 and 2021) and was below, but comparable to, the OCLF for the remaining fiscal years at 0%. For the same period, the average hiring rate for Hispanic or Latina females is significantly above the OCLF (23.33%) (see Chart 116). Thus, a trigger does not exist regarding the hiring of Hispanic or Latina females as economists. However, a trigger does exist regarding the hiring of Hispanic or Latino males as economists. Accordingly, as noted in last year’s report, the FCC’s efforts are underway to ascertain if a barrier to hiring exists regarding Hispanic or Latino males as economists.

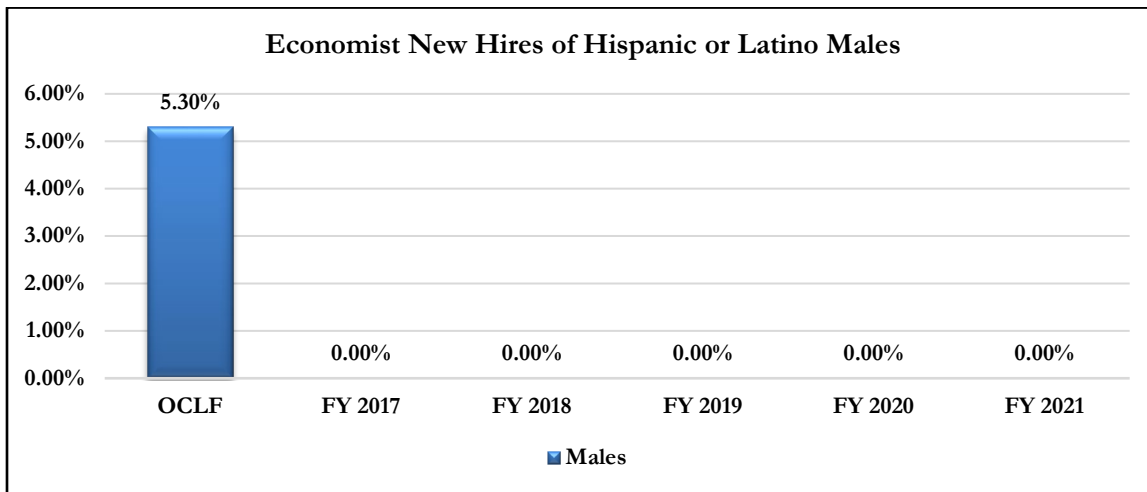


Chart 115

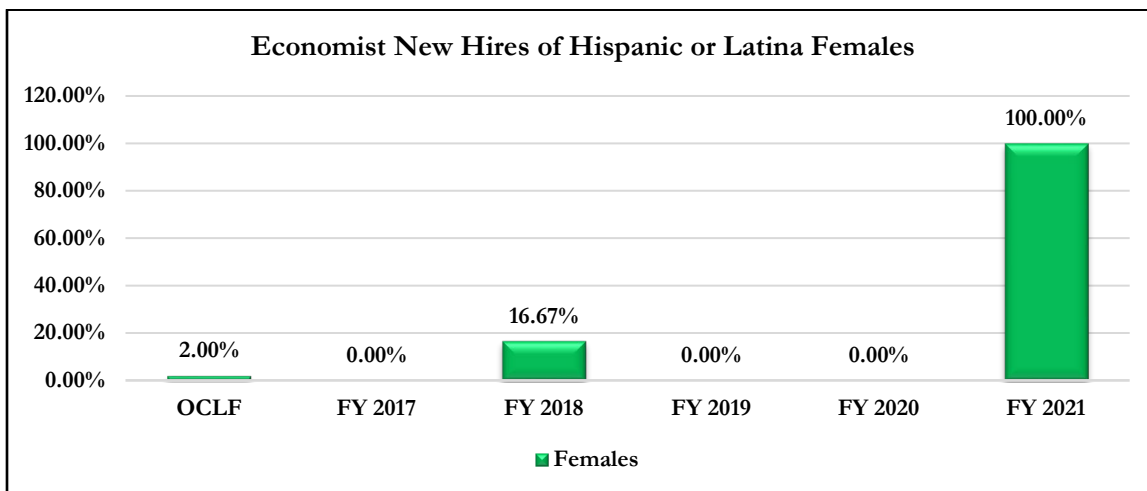


Chart 116

### (3) Promotions

In FY 2021, the FCC promoted no economists. From FY 2017 to FY 2021, there was one Hispanic or Latino male promoted. From FY 2017 to FY 2021, the promotion rate of Hispanic or Latino males significantly exceeded the OCLF for one fiscal year (FY 2019) and was below the OCLF for the remaining fiscal years at 0%. For the same period, the promotion rate of Hispanic or Latina females significantly exceeded the OCLF for one fiscal year (FY 2018) and was below the OCLF for the remaining fiscal years at 0% (see Chart 117). The average promotion rate for Hispanic or Latino male economists from FY 2016 to FY 2021 is below the OCLF at 2.80%. During the same period, the average promotion rate for Hispanic or Latina females (10%) exceeds the OCLF (see Chart 118). These data suggest a trigger exists regarding the promotion of Hispanic or Latino males, but no trigger exists regarding Hispanic or Latina females as economists.

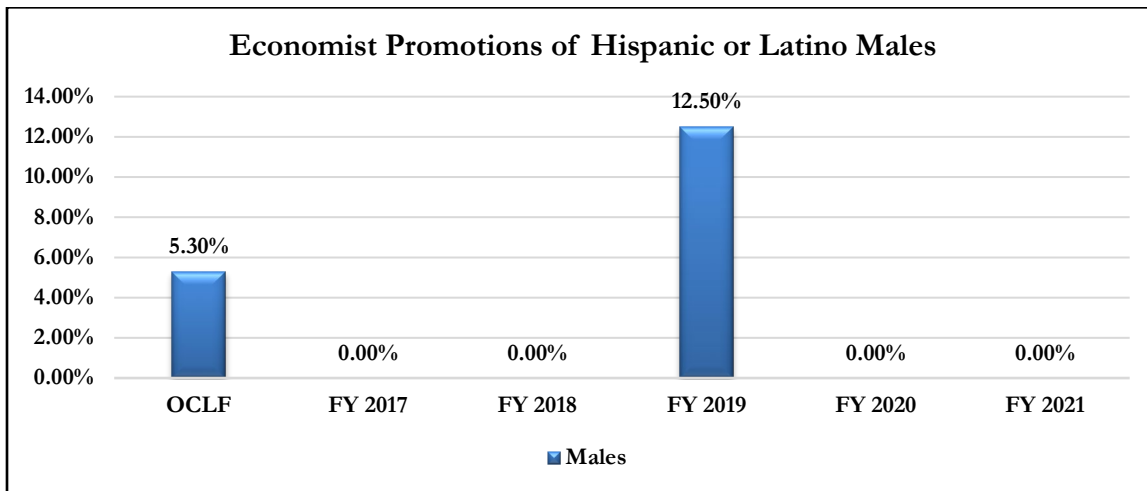


Chart 117

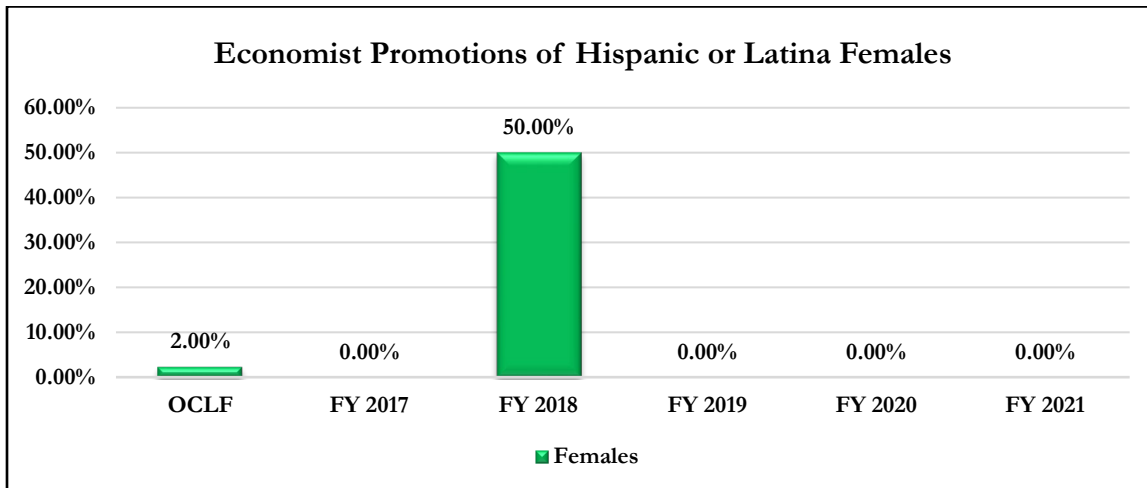


Chart 118

## F. Employment of White Females<sup>19</sup>

### 1. Workforce

Of the 1,486 FCC employees, white females comprise the second largest category of employees at 365 (25.50%). From FY 2017 to FY 2021, the participation rate of white females was below the CLF (31.82%) (see Chart 119). Accordingly, these data suggest a trigger exists with respect to the participation of white females. Additional research and analysis is required to ascertain if a barrier exists to their participation.

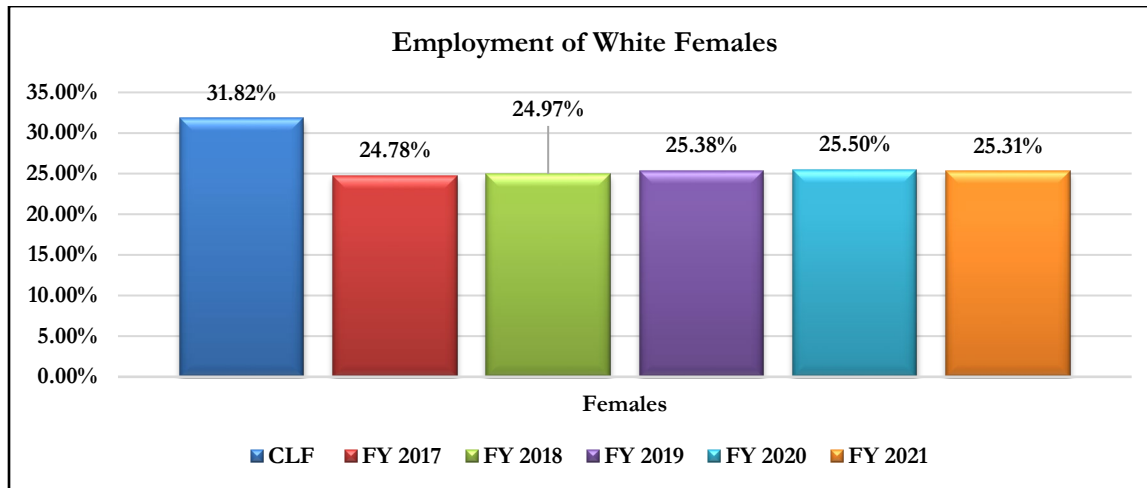


Chart 119 - For Females, Bars in order of legend

### 2. Senior Executive Service

Since FY 2017, the participation rate of white females at the SES level has fluctuated. Between FY 2017 and FY 2019, the participation rate for white females trended downward but reflected a significant uptick in in FY 2020 and again in FY 2021 (see Chart 120). The lowest participation rate for the entire period (33.93%) was reached in FY 2019, representing almost a 13% difference from the highest participation rate (46.88%) in FY 2017. From FY 2017 to FY 2021, the participation rate for white females in SES positions has been above CLF. Accordingly, these data suggest there is no trigger for employment of white females at the SES level.

<sup>19</sup> This section does not review the participation of white males as this report focuses on the participation of historically underrepresented groups.

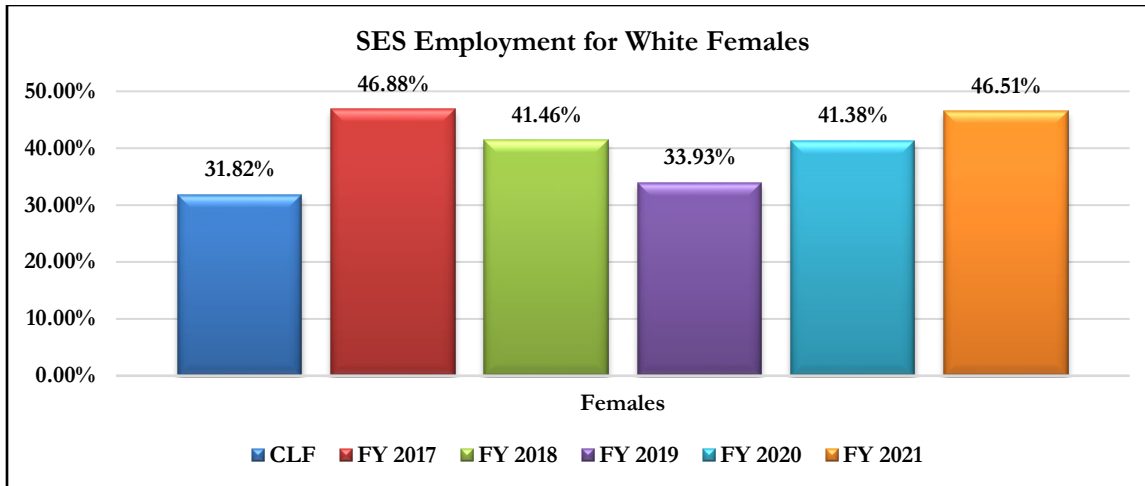


Chart 120 - For Females, Bars in order of legend

### 3. GS 13 - 15 Positions

Regarding GS-15 positions, the participation rate of white females has been above the CLF (31.82%) since FY 2017 (*see* Chart 121). Consequently, these data suggest a trigger does not exist concerning the employment of white females at the GS-15 grade level.

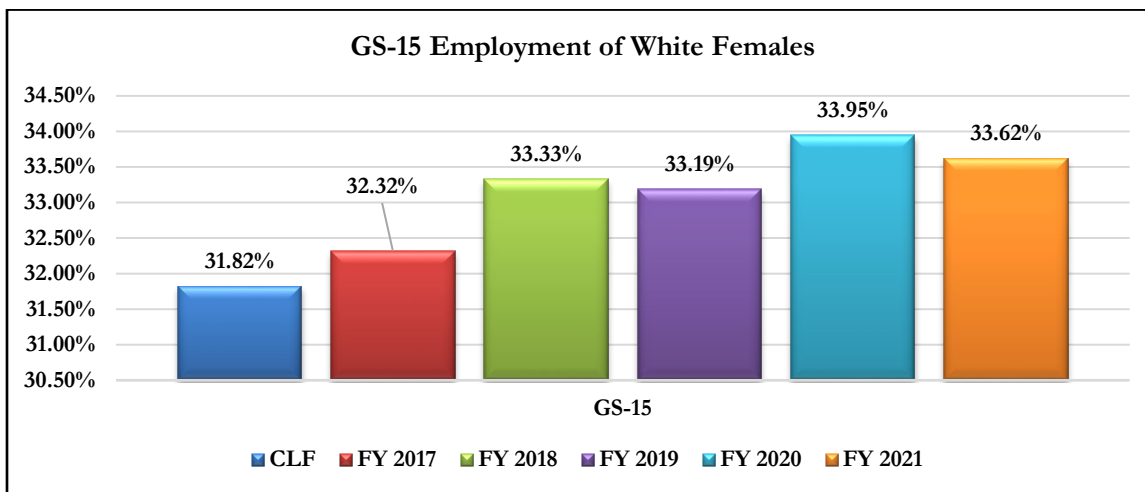


Chart 121 - For GS-15, Bars in order of legend

In contrast to the SES and GS-15 grade levels, since FY 2017, the participation rate of white females at the GS-14 grade has decreased to significantly below the CLF (*see* Chart 122). Further, the participation rate has not been comparable with the CLF for any fiscal year since FY 2017. Consequently, the data suggest a trigger exists regarding the participation of white females at the GS-14 grade. Accordingly, additional research and analysis is required to ascertain if a barrier exists to the employment of white females at the GS-14 grade.

Similarly, since FY 2017, the participation rate of white females at the GS-13 grade has been significantly below the CLF (*see* Chart 122). These data suggest a trigger exists regarding the

participation of white females at the GS-13 grade. Accordingly, additional research and analysis is required to assess whether a barrier exists to the participation of white females at the GS-13 grade.

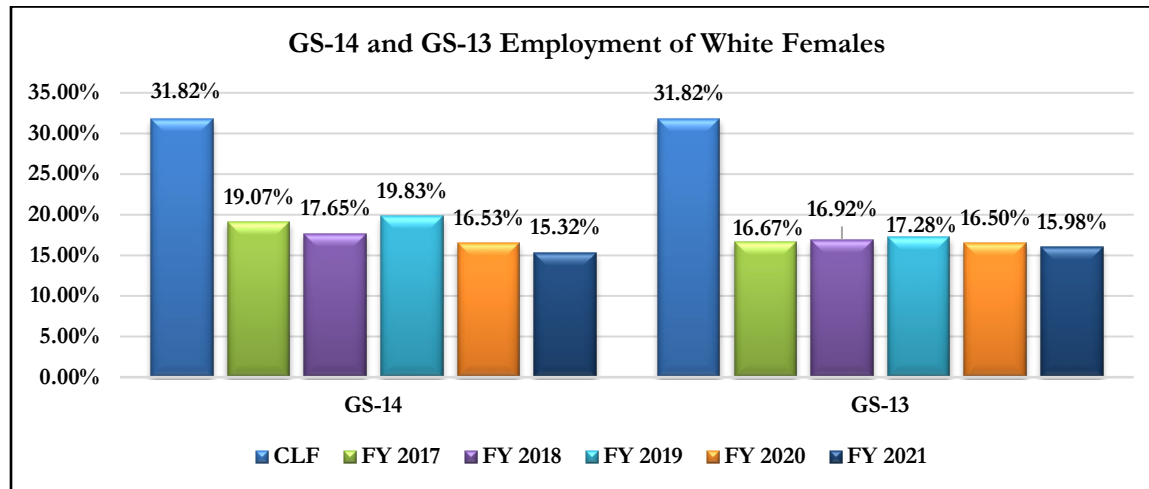


Chart 122 - For GS-14 and GS-13, Bars in order of legend

#### 4. New Hires and Separations

From FY 2017 to FY 2021, the hiring rate for white females was comparable to the CLF for every fiscal year except two (FYs 2020 and 2021) (*see* Chart 123). In addition, during the same period, the average hiring rate for white females (32.12%) is comparable to the CLF. These data suggests that a trigger does not exist regarding the hiring of white females.

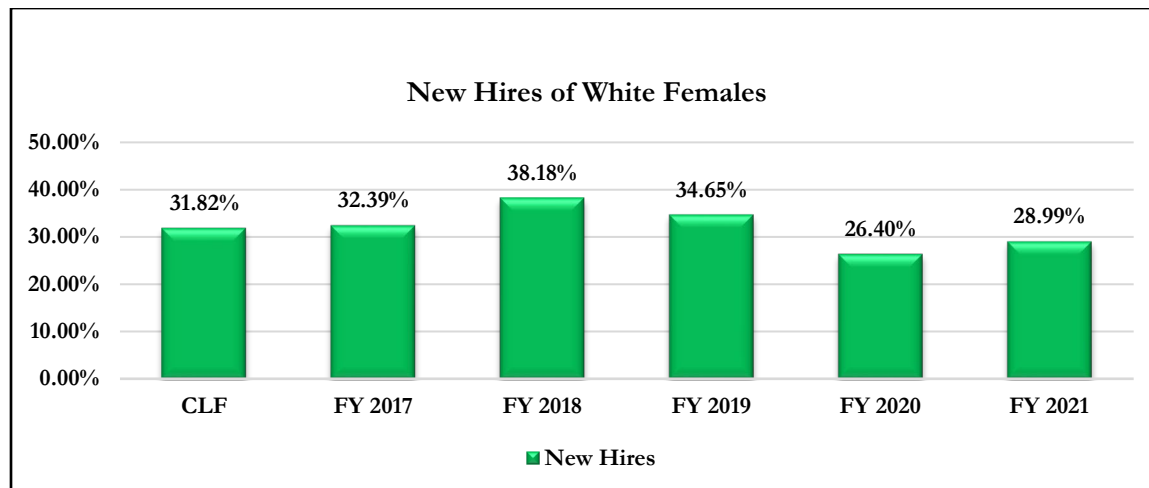


Chart 123

Since FY 2017, the separation rates for white females have been below and not comparable to the CLF for three fiscal years (FYs 2017, 2019, and 2020) (*see* Chart 124). From FY 2017 to FY 2021, the average separation rate for white females (28.32%) is below the CLF and below the average hiring rate of 32.12%. Accordingly, these data suggest a trigger does not exist regarding the retention of white females.

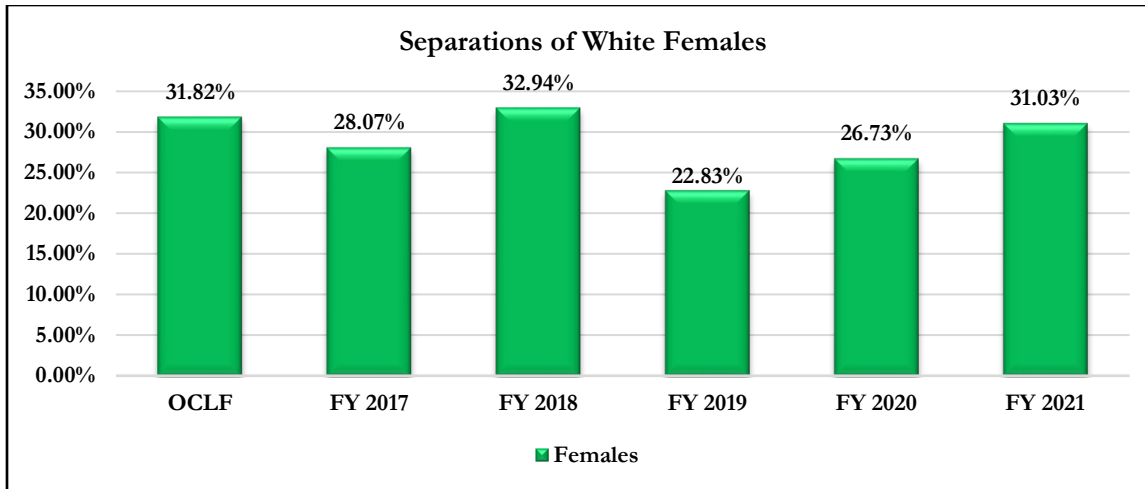


Chart 124

## 5. Mission Critical Occupations

### a) Attorneys

#### (1) Workforce

Attorneys comprise 37.15% of the FCC workforce. Since FY 2017, the participation rates of white females as attorneys have significantly exceeded the OCLF (28.50%) (see Chart 125). Consequently, the data suggests no trigger exists to the employment of white females in the attorney occupation.

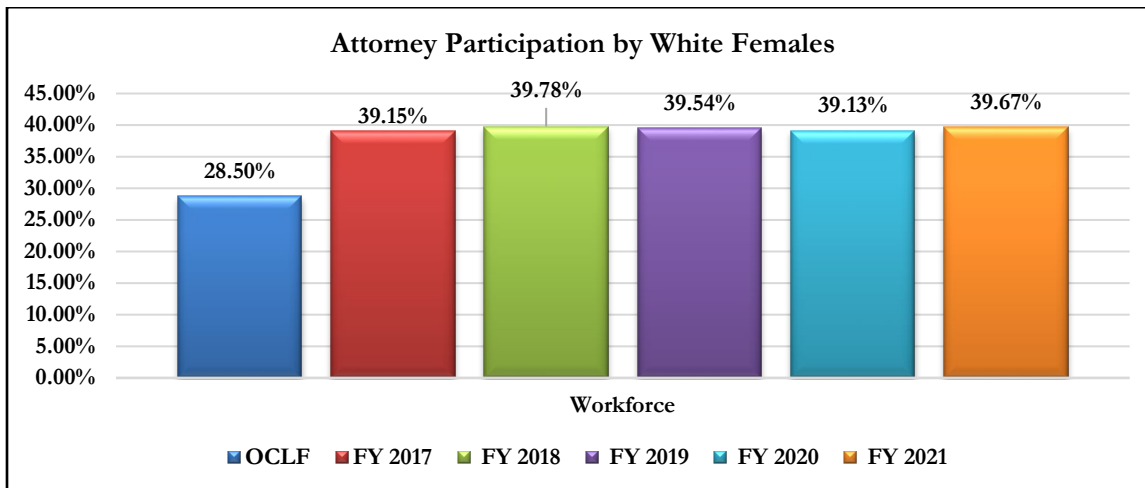


Chart 125 - For Workforce, Bars in order of legend

#### (2) New Hires

In FY 2021, the FCC received 1,036 applications for twelve attorney positions. Seven hundred three applicants qualified for the positions. While 89 white females qualified for these positions (15.98%), one white female was hired (8.33%). From FY 2017 to FY 2020, the hiring rate of white females was above or comparable to the OCLF; however, in FY 2021, it was significantly below the OCLF (see Chart 126). Further, during the five-year period, the average hiring rate of white females



(33.34%) was above the OCLF. Accordingly, these data suggest there is no trigger regarding hiring of white females as attorneys.

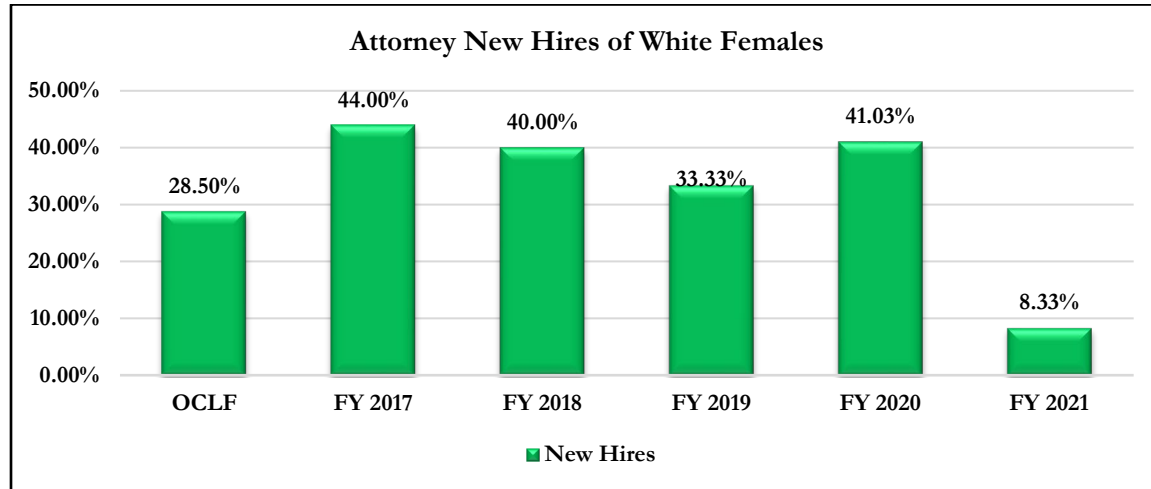


Chart 126

### (3) Promotions

In FY 2021, the FCC received 43 applications for seven attorney promotions. Seven white females applied for and were qualified for these promotions. None was promoted. From FY 2017 to FY 2021, the promotion rate for white females significantly exceeded the OCLF for two fiscal years (FYs 2017 and 2020) and was below the OCLF for three fiscal years (FYs 2018, 2019, and 2021) (*see* Chart 127). During this same period, the average promotion rate for white females (28.67%) was comparable to the OCLF. Thus, the data suggest there is not a trigger regarding the promotion of white female attorneys.

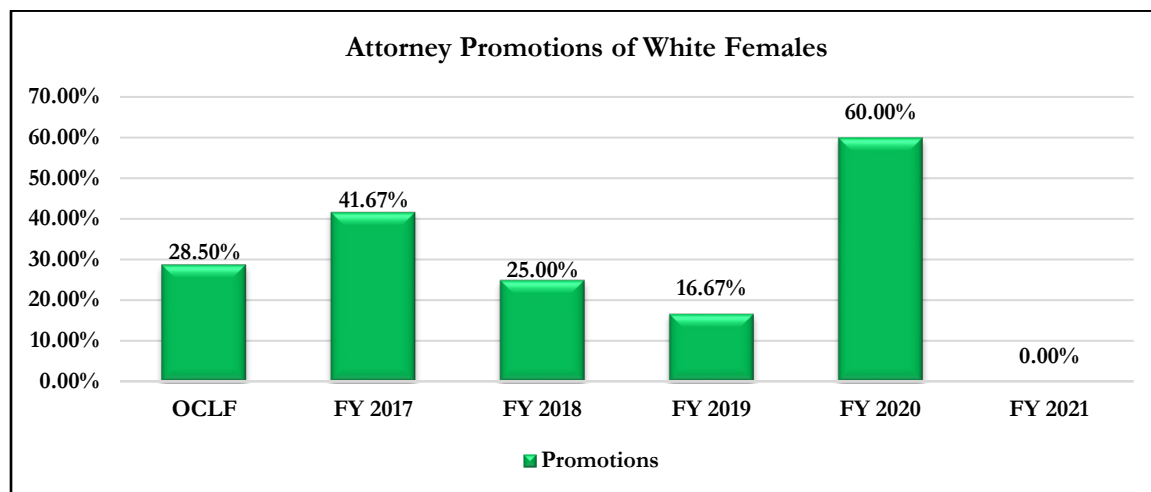


Chart 127

## b) Miscellaneous Administration and Program

### (1) Workforce

From FY 2017 to FY 2021, the participation rate of white females was significantly below the OCLF (36.40%) for every fiscal year (*see* Chart 128). These data suggest there is a trigger regarding employment for white females in the MAP field. Accordingly, additional research and analysis is required to ascertain if a barrier to employment in the MAP field exists for white females.

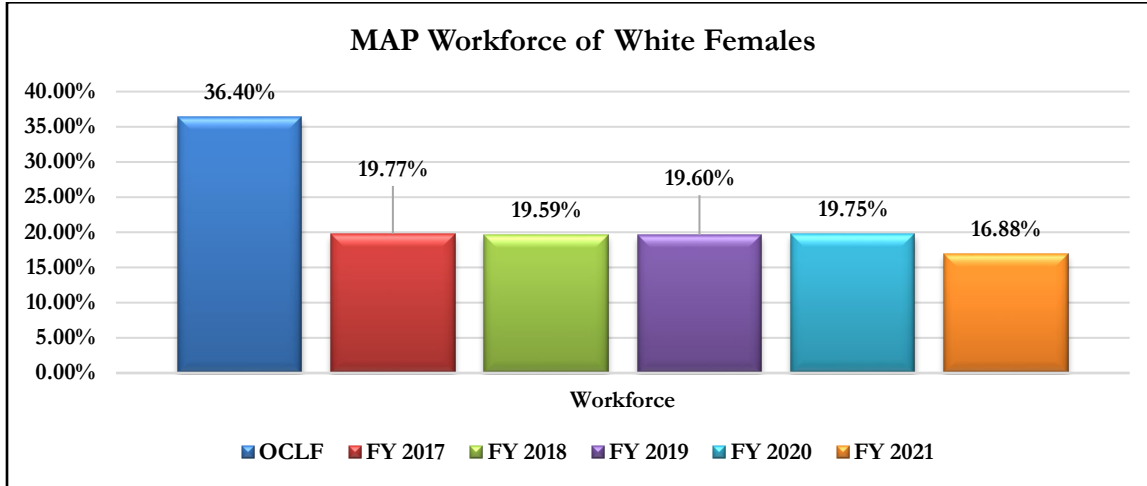


Chart 128 - For Workforce, Bars in order of legend

## (2) New Hires

Between FY 2017 and 2021, the FCC hired 17 MAP employees of which two (11.76%) were white females. Since FY 2017, the hiring rate for white females was below the OCLF (36.40%) for each fiscal year. Further, the hiring rate decreased each year, or for two years – namely, FYs 2018 and 2019 – remained the same. (*see* Chart 129). Given the downward trend in the hiring rate for white females since FY 2017, the data suggests that a trigger exists regarding the hiring of white females in the MAP field. Accordingly, additional research and analysis is required to assess whether a barrier to employment exists for the hiring of white females in the MAP field.

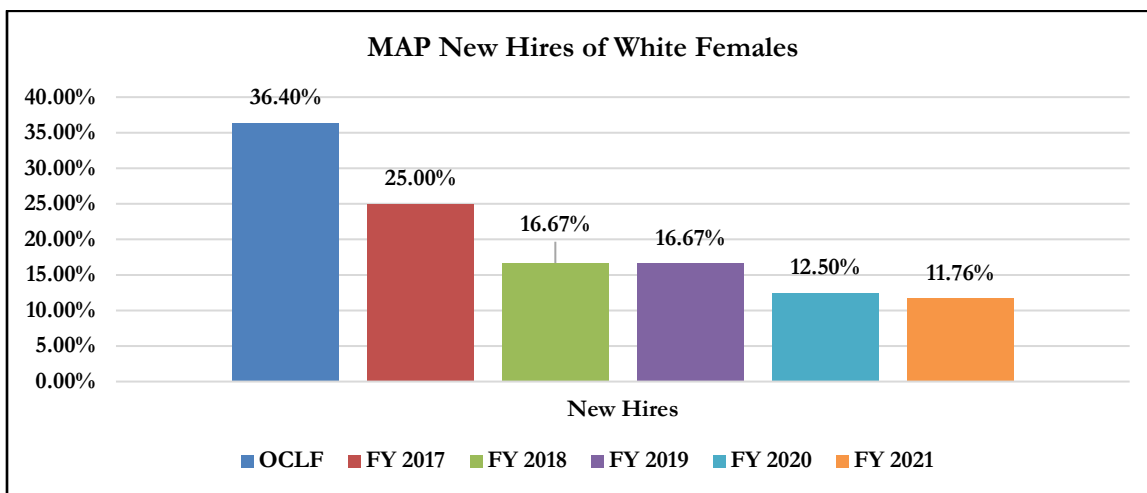


Chart 129 - For New Hires, Bars in order of legend

## Promotions

In FY 2021, the FCC received twenty applications for five MAP promotions. Four white females applied for this position. One white female was promoted. From FY 2017 to FY 2020, the promotion rate was significantly below the OCLF for each fiscal year (*see* Chart 130). Further, the average promotion rate for white females (11.67%) is significantly below the OCLF. These data suggest that a trigger exists regarding the promotion of white female MAP employees. Accordingly, additional research and analysis is necessary to assess whether a barrier exists to the promotion of white females in the MAP field.

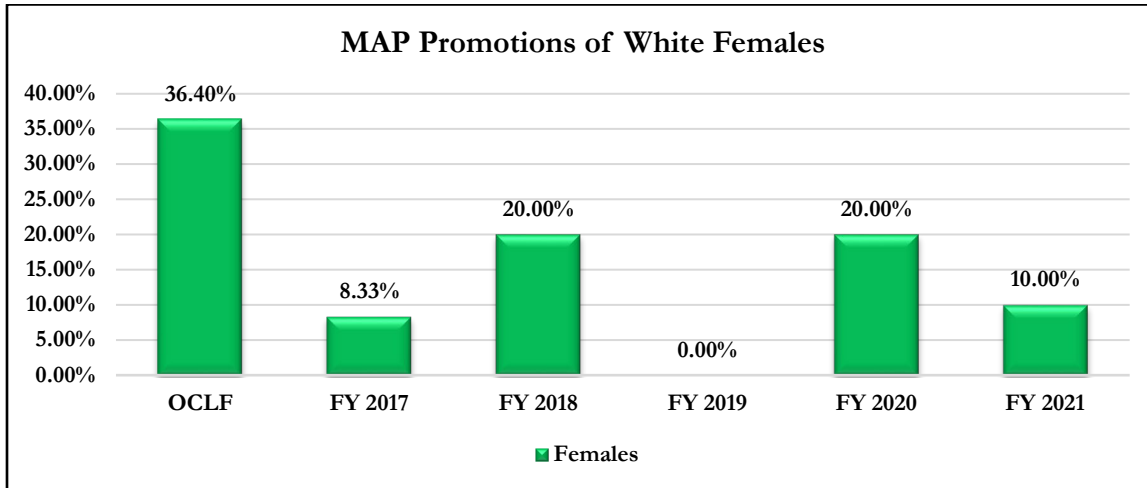


Chart 130

## c) Electronic Engineer

### (1) Workforce

The FCC has 206 electronic engineers. Since FY 2017, the participation rate of white females has been above or comparable to the OCLF (5.30%) (*see* Chart 131). Accordingly, a trigger regarding employment of white females in the electronic engineer field does not exist.

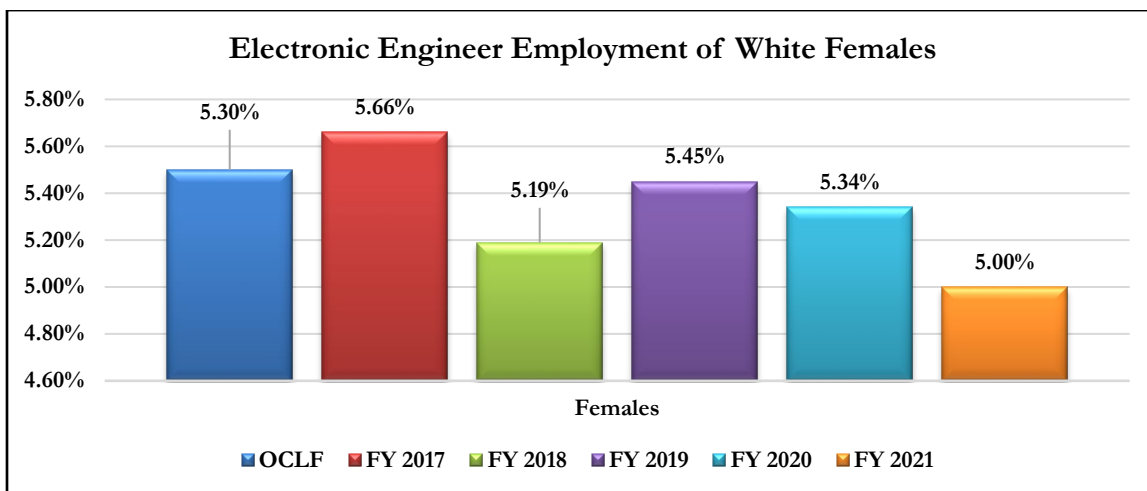


Chart 131 - For Females, Bars in order of legend

## (2) *New Hires*

In FY 2021, the FCC received 389 applications for six electronic engineer positions. Two hundred ninety-one applicants qualified for the positions, including six white females. No white females were hired. From FY 2017 to FY 2021, the hiring rate for white females as electronic engineers has been below the OCLF for each fiscal year at 0.00% (*see* Chart 132). Further, the average hiring rate of white females (0%) is below the OCLF. These data suggest a trigger for the hiring of white females in the electronic engineer field. Accordingly, as noted in last year’s report, the Commission’s efforts are underway to ascertain if a barrier exists to hiring white females as electronic engineers.

## (3) *Promotions*

Between FY 2017 and FY 2021, the FCC did not promote any white females. In FY 2021, the FCC promoted one non-white electronic engineer. From FY 2017 to FY 2021, the promotion rate for white females was below the OCLF for every fiscal year at 0% (*see* Chart 132). Consequently, the data suggest that a trigger exists regarding promotion of white female electronic engineers. Accordingly, additional research and analysis are needed to ascertain if a barrier exists to the promotion of white females in the electronic engineer field.

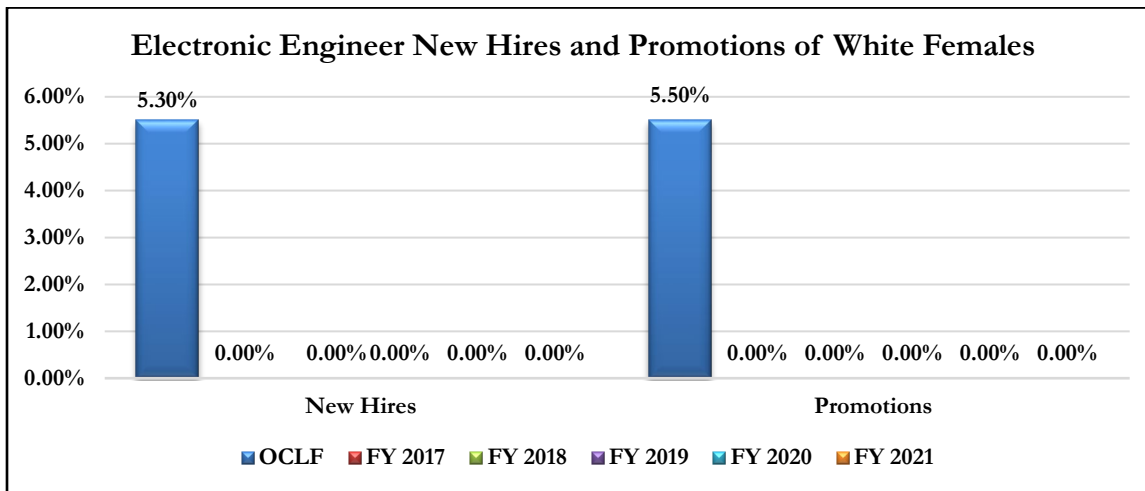


Chart 132 - For Males and Females, Bars in order of legend

## d) *Management Program Analysis*

### (1) *Workforce*

Currently, the FCC has 64 MPA employees. Since FY 2017, the participation rate of white females in the MPA field has been at least comparable with the OCLF (*see* Chart 133). These data suggest a trigger regarding employment of white females in the MPA field does not exist.

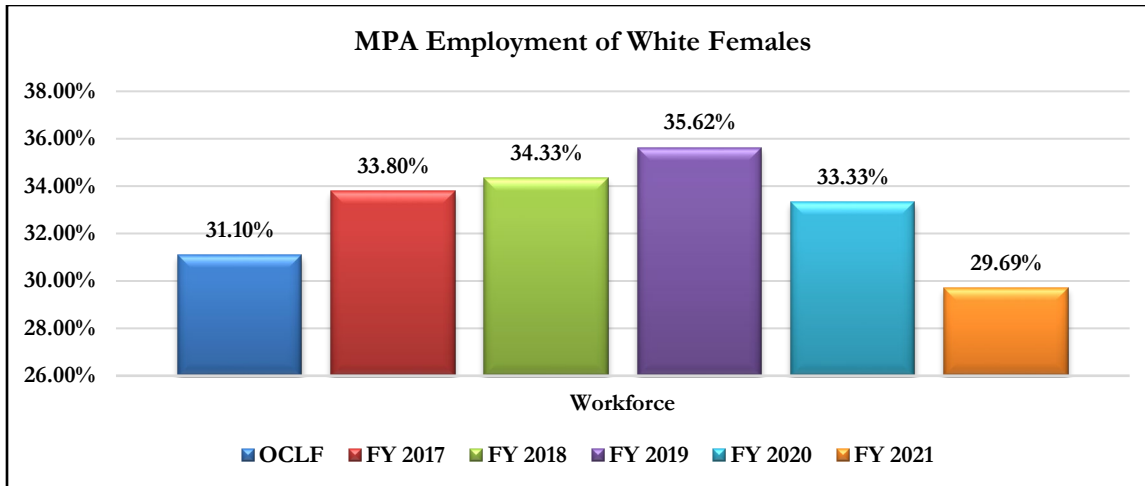


Chart 133 – For Workforce, Bars in order of legend

### (2) *New Hires*

In FY 2021, the FCC received five applications for two MPA positions. Four applicants qualified for the positions. No white females qualified or were hired. From FY 2017 to FY 2021, the hiring rate for white females was above the OCLF (31.10%) for one fiscal year (FY 2017), significantly exceeded the OCLF for one fiscal year (FY 2019) and below the OCLF at 0.00% for the other three fiscal years (*see* Chart 134). Further, during this period, the average hiring rate of white females (21.67%) was below the OCLF. Although limited data is available, the data suggests that a trigger exists regarding hiring of white females in the MPA field. Accordingly, additional research and analysis is required to ascertain if a barrier exists to the hiring of white females as MPA employees.

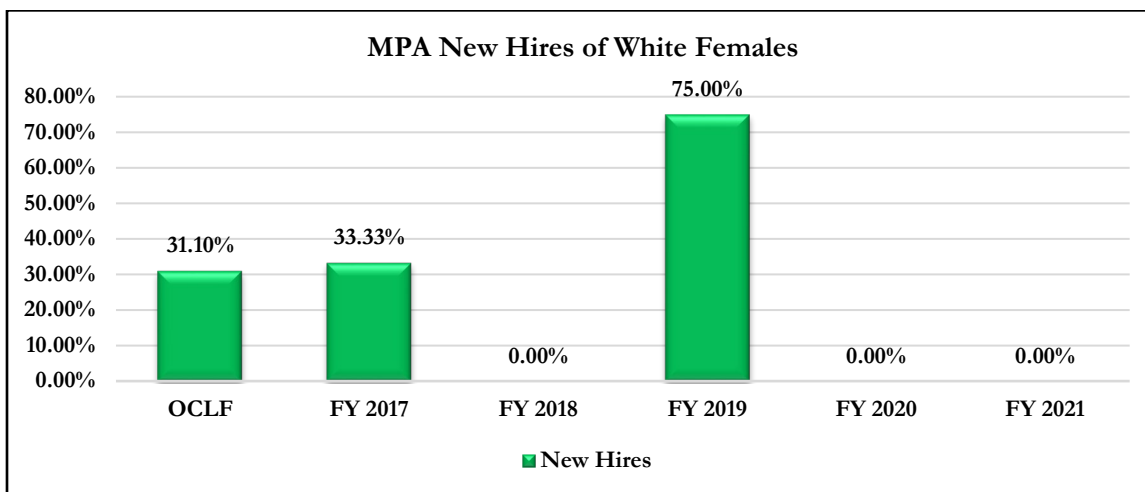


Chart 134

### (3) *Promotions*

Between FY 2017 and FY 2021, the FCC promoted 19 MPA employees, including two white females (10.53%). From FY 2017 to FY 2021, the promotion rate for white females exceeded the

OCLF (31.10%) for one fiscal year (FY 2017) and was below the OCLF for the remaining fiscal years (*see* Chart 135). Further, for the four most recent fiscal years, the promotion rate was 0.00%. From FY 2017 to FY 2021, the average promotion rate (4.44%) was significantly below the OCLF. These data suggest a trigger exists regarding the promotion of white female MPA employees. At this juncture, given the limited amount of data and limited number of promotion opportunities in the most recent fiscal years, the FCC will review additional data before undertaking an analysis of whether a barrier exists regarding the promotion of white females in the MPA field.

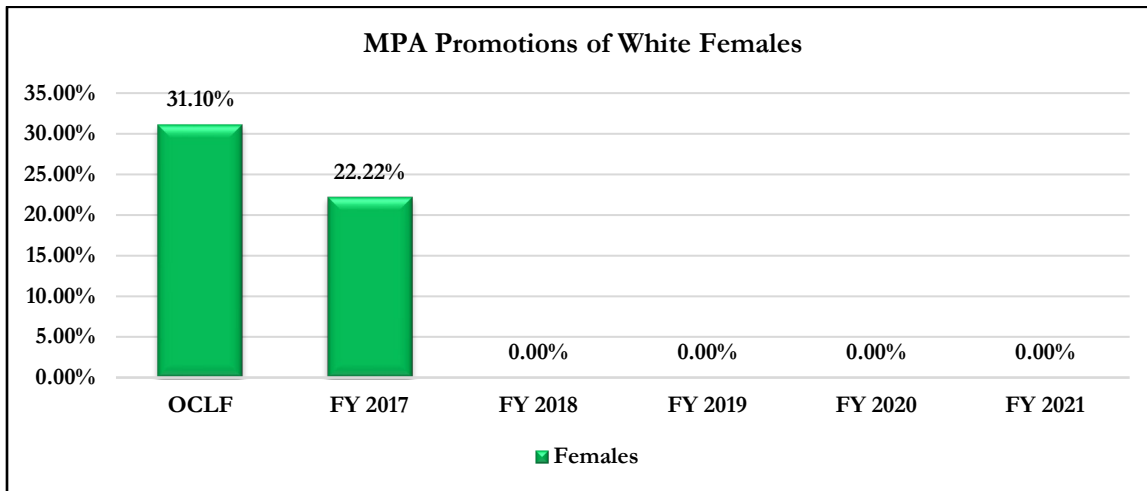


Chart 135

## e) Economist

### (1) Workforce

The FCC has 59 economists. Since FY 2017, the annual participation rate of white females have been at least comparable to the OCLF (24.10%), with the exception of FY 2018, when the rate was below the OCLF (*see* Chart 136). From 2017 through 2021, the average participation rate of white females as economists (23.66%) was comparable to the OCLF. Accordingly, a trigger does not appear to exist regarding the employment of white females as economists.

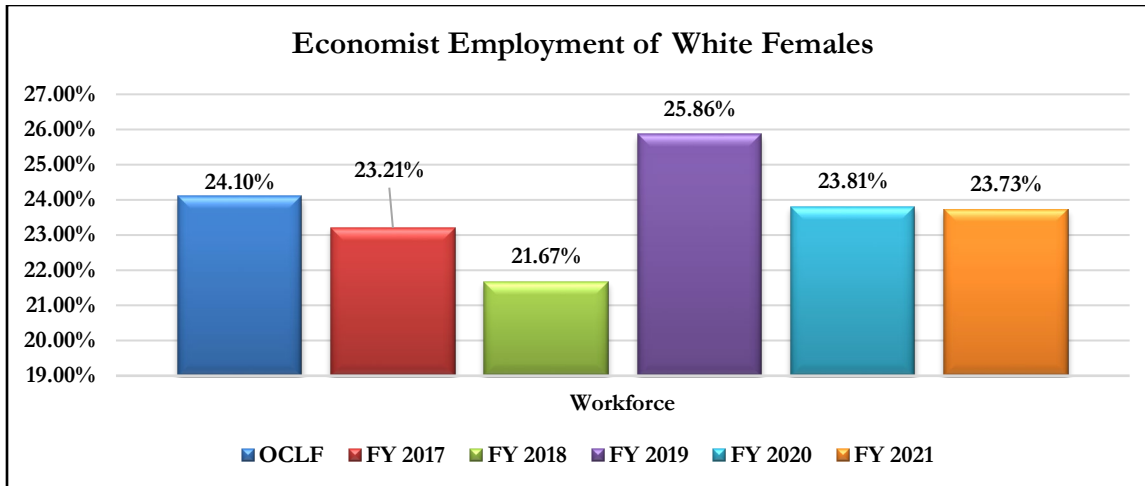


Chart 136 - For Workforce, Bars in order of legend

### (2) *New Hires*

Between FY 2017 and FY 2021, the FCC hired two white females as economists. In FY 2021, the FCC hired a single economist, who was not a white female. From FY 2017 to 2021, the hiring rate of white females as economists significantly exceeded the OCLF (24.10%) in one fiscal year (FY 2019) and was below the OCLF for the remaining fiscal years (with three fiscal years -- FYs 2017, 2018, and 2021-- at 0.00%) (*see* Chart 137). For this same period, the average hiring rate of white females (16.67%) was below the OCLF. These data suggest a trigger exists regarding hiring of white females as economists. Accordingly, the Commission will include this in its ongoing analysis of whether a barrier exists to hiring white females as economists.

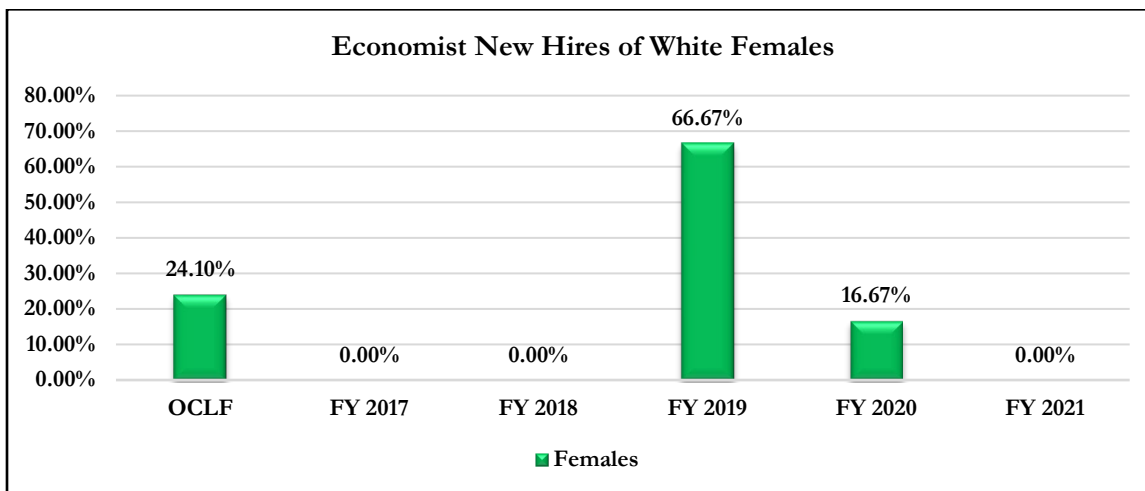


Chart 137

### (3) *Promotions*

In FY 2021, the FCC promoted no economists. From FY 2017 to FY 2021, the promotion rate for white females was above the OCLF (24.10%) in only one fiscal year (FY 2017) and below the OCLF at 0.00% for the remaining fiscal years (*see* Chart 138). Further, during this period, the average

promotion rate for white females (6.67%) is below the OCLF. These data suggest that a trigger exists regarding promotion of white female economists.

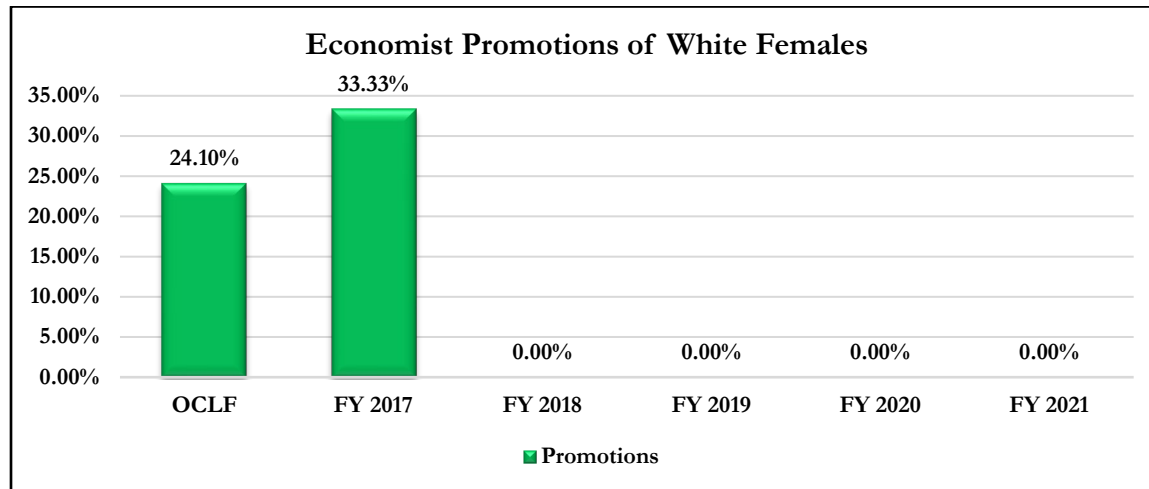


Chart 138

### G. Employment of Persons with Disabilities

The FCC is committed to being a “model employer” of persons with disabilities.<sup>20</sup> Accordingly, the FCC is taking “affirmative action to promote the recruitment, hiring, and advancement of qualified individuals with disabilities, with the goal of eliminating under-representation of individuals with disabilities in the federal workforce.”<sup>21</sup> Moreover, the FCC gives “full consideration to the retention of qualified individuals with disabilities. . . .”<sup>22</sup> As such, the FCC continues its initiatives to increase employment of people with disabilities, which encompasses and includes the increased employment of veterans with disabilities. The FCC has continued to educate managers and supervisors on issues such as: working with local vocational rehabilitation offices, working with the Council of State Administrators of Vocational Rehabilitation, partnering with non-governmental organizations who represent individuals with disabilities, and using databases and resources such as the OPM Shared List of People with Disabilities and the Workforce Recruitment Program.

For the total workforce, in FY 2021, the percentage of persons with disabilities increased to 9.88%, while the percentage of persons with targeted disabilities increased to 3.28% (*see* Chart 2). Since FY 2017, the FCC has increased the participation rate of persons with disabilities by more than 2% and persons with targeted disabilities by more than 1% (*see* Chart 139).<sup>23</sup>

<sup>20</sup> 29 CFR § 1614.203(c).

<sup>21</sup> *Id.*

<sup>22</sup> *Id.*

<sup>23</sup> The goal of 12% of the total workforce for employees with disabilities was chosen as the initial goal because 29 CFR § 1614.203(d)(7) requires the FCC to increase to not less than 12% the percentage of employees who have disabilities at both the “GS 10 and Below” grades and the “GS 11 and Above” grades.



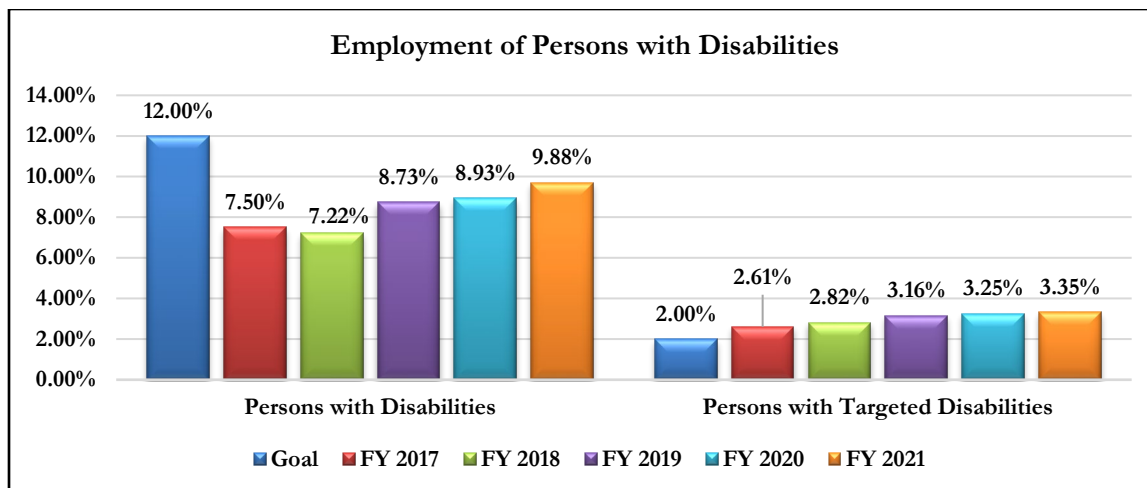


Chart 139 - For Persons with Disabilities and Persons with Targeted Disabilities, Bars in order of legend

### 1. GS 11 and Above and GS 10 and Below Grade Groupings

As of January 3, 2018, the EEOC requires federal agencies to adopt employment goals for persons with disabilities and persons with targeted disabilities.<sup>24</sup> In accordance with section 1614.203(d)(7) of the EEOC’s Rules, the FCC is taking steps to gradually increase the number of persons with disabilities or targeted disabilities employed at the FCC in order to meet the goals of:

- No less than 12% of FCC employees at the GS-11 level and above are individuals with disabilities;
- No less than 2% of FCC employees at the GS-11 level and above are individuals with targeted disabilities;
- No less than 12% of FCC employees at the GS-10 level and below are individuals with disabilities; and
- No less than 2% of FCC employees at the GS-10 level and below are individuals with targeted disabilities.<sup>25</sup>

The FCC has used training programs to promote the advancement of employees with disabilities, by considering the specific needs of these individuals. In addition to educating managers and

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Additionally, the goal of 2% of the total workforce for employees with targeted disabilities was chosen as the initial goal because 29 CFR § 1614.203(d)(7) requires the FCC to increase to not less than 2% the percentage of employees who have targeted disabilities at both the “GS 10 and Below” grades and the “GS 11 and Above” grades.

<sup>24</sup> U.S. Equal Employment Opportunity Commission, Affirmative Action for Individuals with Disabilities in Federal Employment, 82 Fed. Reg. 654 (Jan. 3, 2017).

<sup>25</sup> 29 CFR § 1614.203(d)(7). Employees at the GS-11 level and above include employees who are not paid under the General Schedule but who have salaries equal to or greater than employees at the GS-11, step 1 level in the Washington, DC locality. Employees at the GS-10 level and below include employees who are not paid under the General Schedule but who have salaries less than employees at the GS-11, step 1 level in the Washington, DC locality.

supervisors, conducting a survey of its workforce (most recently in 2019) to improve the data regarding individuals with disabilities, and providing responses to informal inquiries concerning reasonable accommodations, the FCC has implemented its Reasonable Accommodations Policy and Procedures. Going forward, to improve the participation of persons with disabilities and the Inclusion Rate (IR)<sup>26</sup> of persons with targeted disabilities, the FCC will continue its strides towards increased use of hiring authorities that take disability into account to hire or promote persons with disabilities or persons with targeted disabilities, increased outreach and recruitment opportunities that promote employment opportunities for persons with disabilities or persons with targeted disabilities, additional support mechanisms for persons with disabilities or persons with targeted disabilities (for example, job coaches, mentoring or internship programs), and work to eliminate retention obstructions of persons with disabilities and persons with targeted disabilities.

The FCC is making progress towards the 12% goal regarding persons with disabilities and the 2% goal regarding persons with targeted disabilities. In FY 2020, the FCC had met the 12% goal at the GS-10 and below grades, but participation rates fell in FY 2021 (10.61%). The FCC is 88% of the way to the 12% goal at the GS-11 and above grades (*see* Chart 140). Additionally, the FCC not only exceeds the 2% goal for persons with targeted disabilities at both grade ranges, it also has increased employment of persons with targeted disabilities in both grade ranges every fiscal year since FY 2017, with the exception of a drop in the participation rate at the GS-10 and below grades in FY 2021 (4.55%) (*see* Chart 141).

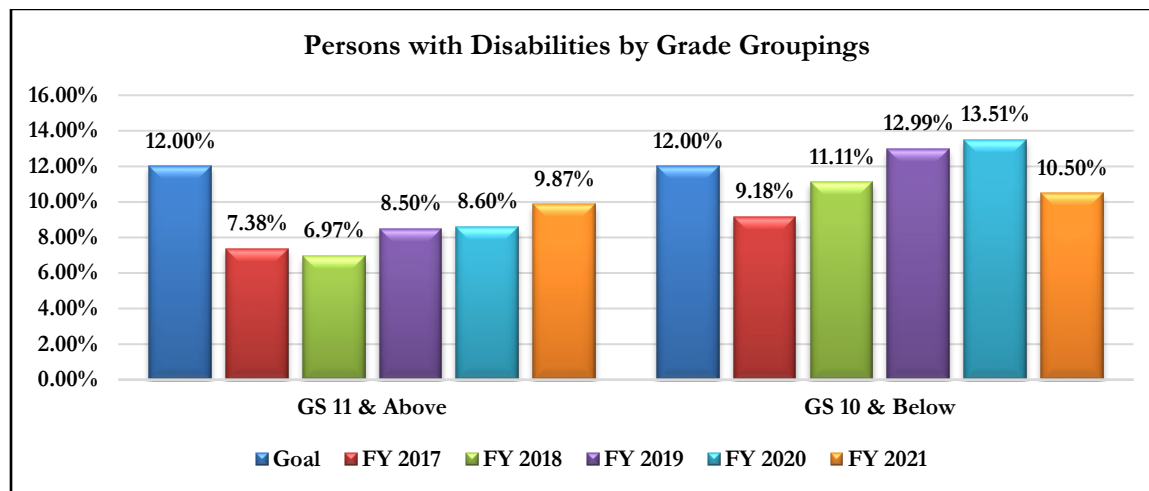


Chart 140 - For GS 11 & Above and GS 10 & Below, Bars in order of legend

<sup>26</sup> The “inclusion rate” calculates the proportion of employees with reportable or targeted disabilities in the permanent workforce who fall within a particular occupational category mission-critical occupation, grade level, or other type of workforce indicator . EEOC, MD-715 Instructions, <https://www.eeoc.gov/federal/directives/md715/section2.cfm> (last visited September 20, 2021). Because there is no CLF category for persons with targeted disabilities, the FCC uses the “inclusion rate” to assess the progress it is making towards the hiring of persons with targeted disabilities.

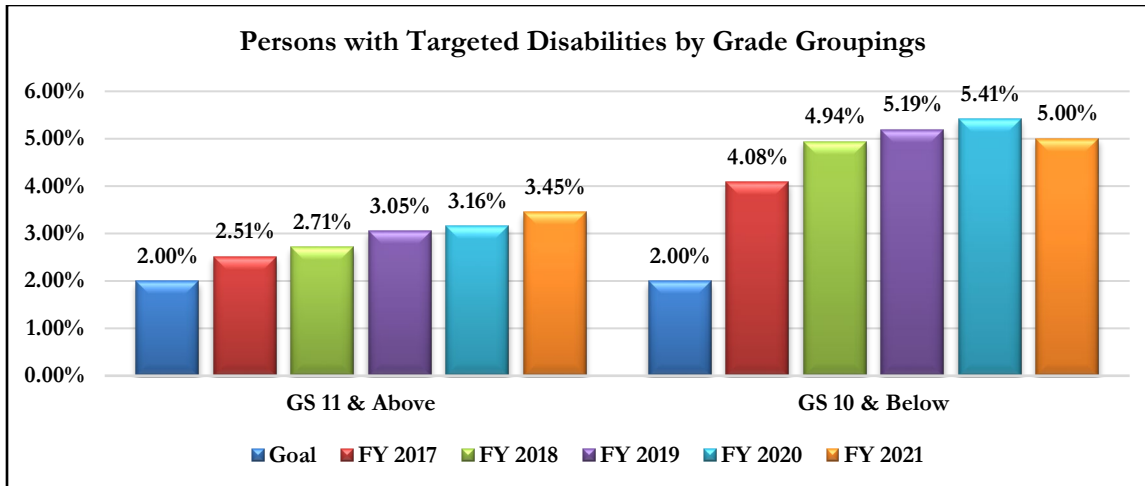


Chart 141 - For GS 11 & Above and GS 10 & Below, Bars in order of legend

## 2. SES through GS - 13

At the SES level, the participation rate of persons with disabilities has decreased over the period of FY 2017 to FY 2021 from a high of 3.13% (FY 2017) to a low of 0% (FY 2020) (*see* Chart 142). In contrast, the participation rates of persons with disabilities at the GS-14 and GS-15 grades has generally increased since FY 2017, with the exception of FY 2020 when there were slight decreases of .54% and .17% respectively. The participation rate of persons with disabilities at the GS-13 grade has been mixed as it began a downward trend from FY 2017 to FY 2019, before the trend reversed in FY 2020 and continued its upward trajectory in FY 2021. Although the participation of persons with disabilities increased from FY 2017 to FY 2021 at the GS 13 – 15 grades (*see* Chart 142), there was a significant decrease in the participation rate of persons with disabilities at the SES level from FY 2017 to FY 2021 to 0% (*see* Chart 142). This data suggests a trigger does not exist regarding the employment of persons with disabilities at the GS-13 to 15 grades. However, given the decrease in participation by persons with disabilities at the SES level since FY 2017, the data suggests a trigger may exist regarding the participation of persons with disabilities at the SES level. Accordingly, the FCC will continue its efforts to ascertain if a barrier to employment of persons with disabilities exists at the SES level.

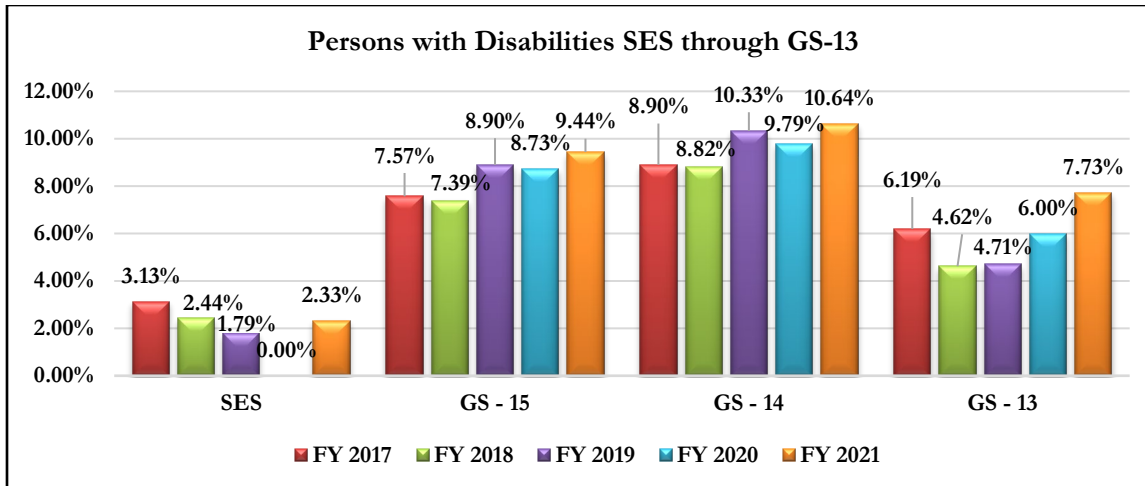


Chart 142 - For SES / GS-15 / GS-14 / GS-13, Bars in order of legend

Regarding persons with targeted disabilities, the data shows that the participation rates for persons with targeted disabilities at the GS-13 to GS-15 grades is above 2% in each grade (see Chart 143). Additionally, for the GS-13 and GS-15 grades, the participation rates have remained constant or slightly increased since FY 2017. However, no persons with targeted disabilities have been employed at the SES level since FY 2017. Accordingly, these data suggest a trigger exists concerning the employment of persons with targeted disabilities at the SES level. The Agency’s efforts are underway to ascertain if a barrier exists to their employment at the SES level.

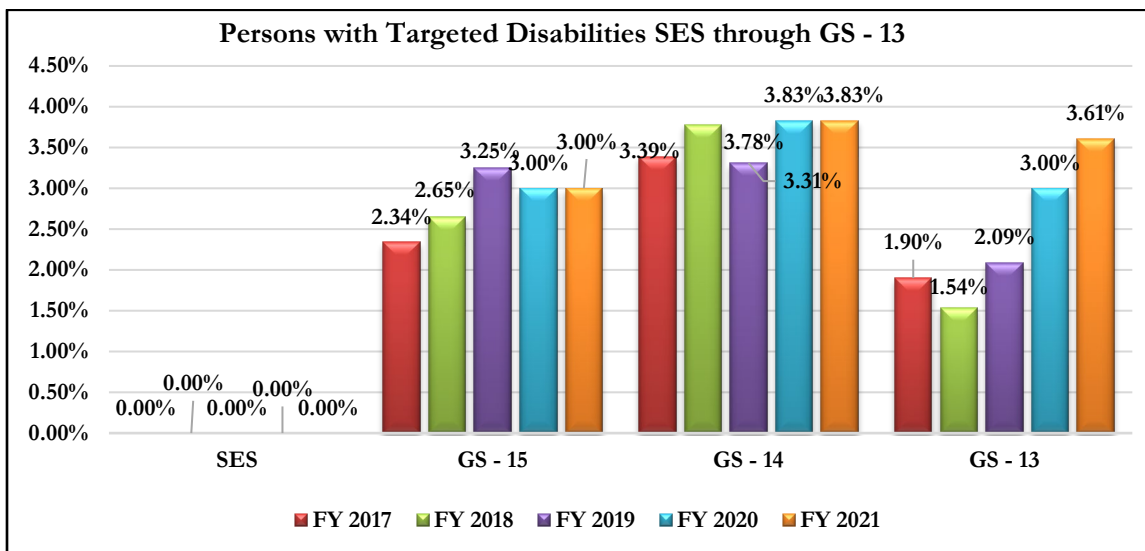


Chart 143 - For SES / GS-15 / GS-14 / GS-13, Bars in order of legend

For FY 2021, the IR for GS-15 persons with targeted disabilities is below the IR for GS-15 persons without targeted disabilities. Additionally, the data shows that for FY 2021, the IR for persons with targeted disabilities at the GS-15 grade decreased and fell below the IR for persons without targeted disabilities (see Chart 144). Previously, the IR for persons with targeted disabilities at the GS-15 grade had steadily increased since FY 2017 as the IR rose from 40% to a high of 50%, before it resettled at 43.75% for FYs 2020 and 2021.

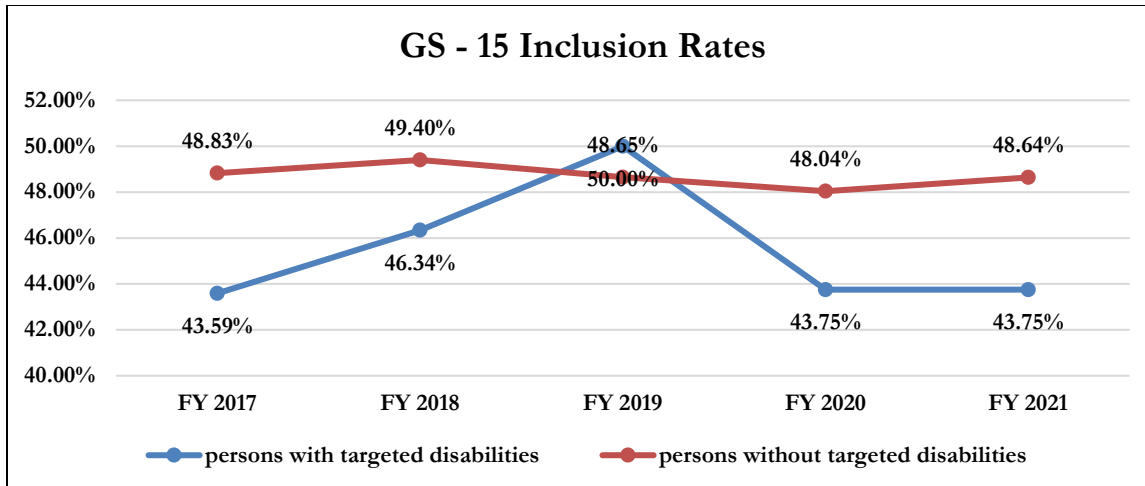


Chart 144 – Highest starting line is persons without targeted disabilities

In contrast, the IR for persons with targeted disabilities at the GS-14 grade is above the IR for persons without targeted disabilities at the GS-14 grade. The IR of persons with targeted disabilities has fluctuated since FY 2017. From FY 2017 to FY 2018, the IR increased from 20.51% to 21.95%. In FY 2018, the IR decreased to 17.39% and then rose to 18.75% for FY 2020 and FY 2021 (*see* Chart 145).

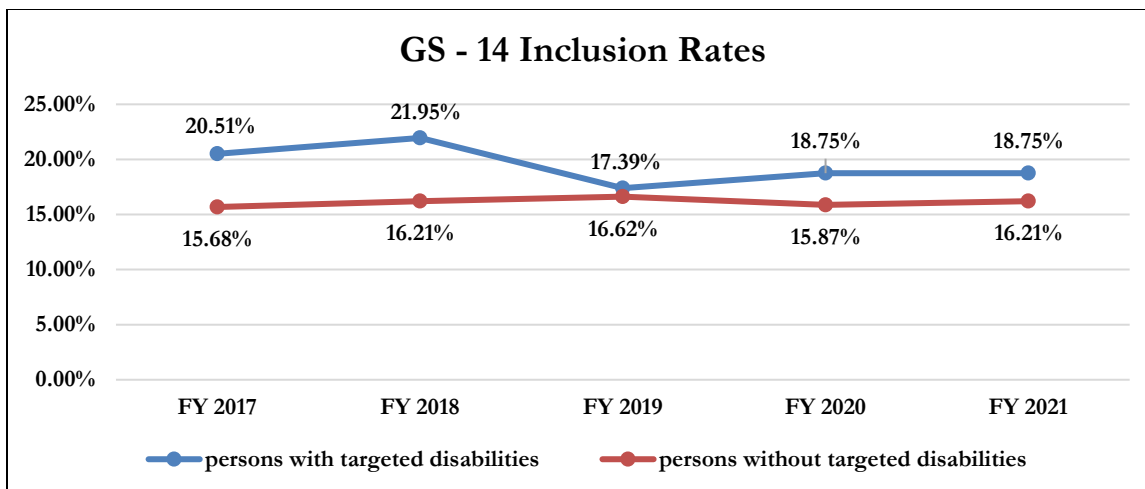


Chart 145 – Highest starting line is persons with targeted disabilities

The IRs for persons with targeted disabilities was below the IR for persons without targeted disabilities at the SES and GS – 13 grades (*see* Chart 146 and Chart 147). Accordingly, a trigger exists concerning the participation of persons with targeted disabilities at the SES and GS-13 and GS-14 grade levels. Accordingly, the Agency’s efforts are underway to ascertain whether a barrier exists.

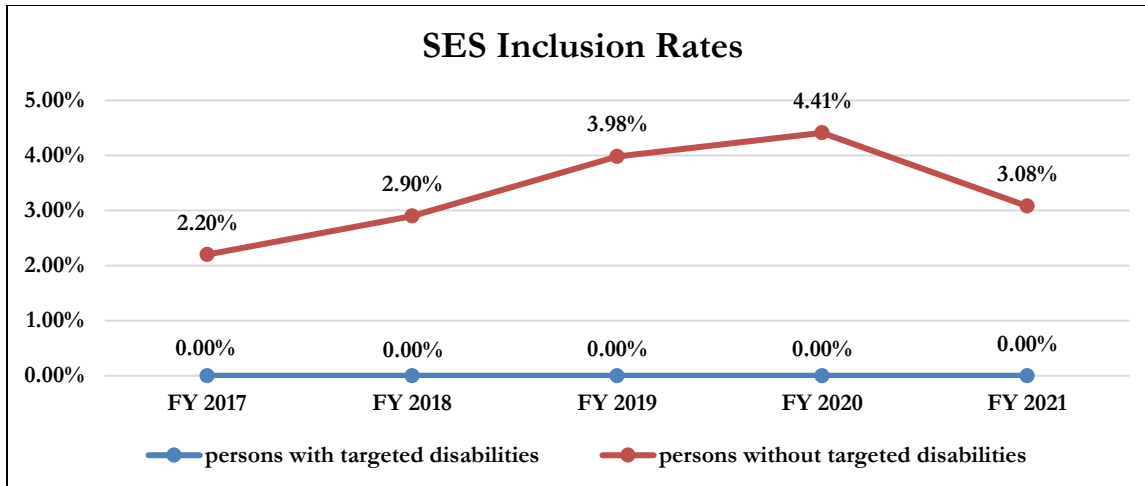


Chart 146 – Highest starting line is persons without targeted disabilities

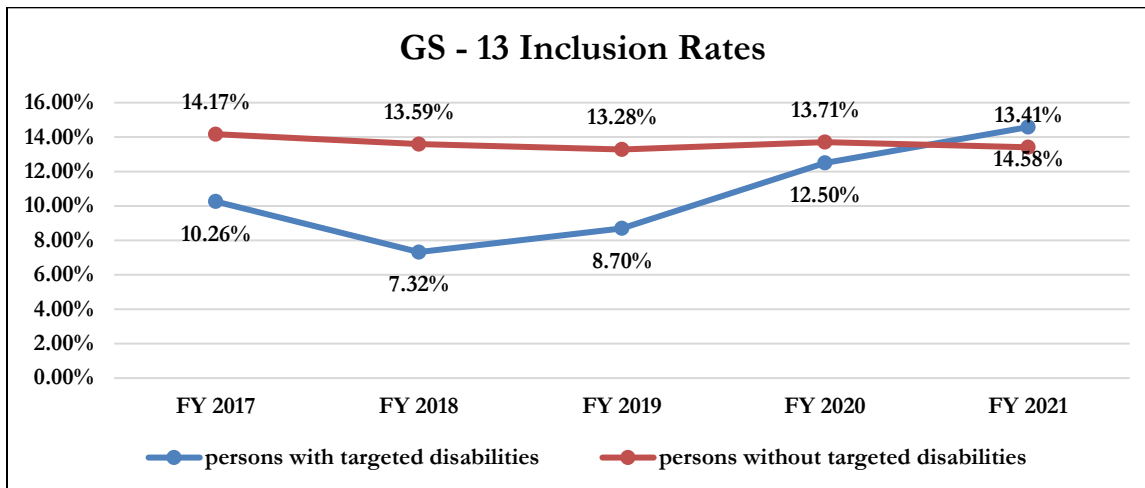


Chart 147 - Highest starting line is persons without targeted disabilities

### 3. New Hires and Separations

In FY 2021, the hiring rate of persons with disabilities reached a new high as the rate rose from a low of 1.82% in FY 2018 to a high of 21.74% (see Chart 148). This increase suggests that the steep decline in FY 2018 was an aberration from a steady increase in the hiring of persons with disabilities from FY 2017. Relatedly, the sharp increase in separations of persons with disabilities declined to a new low of 2.17% in FY 2019 but then increased to 12.07% in FY 2020 (see Chart 148). More data is needed to assess whether a trigger exists regarding the retention of persons with disabilities.

From FY 2017 to FY 2019, there was a similar trend in the hiring of persons with targeted disabilities. Specifically, the hiring of persons with targeted disabilities declined sharply in FY 2018 and rose again in FYs 2019, 2020, and 2021, reaching a new high of 8.70% (see Chart 149). However, in contrast to the fluctuations in the hiring data, the separation of persons with targeted disabilities decreased from FY 2017 to FY 2018 to 0%, where it remained in FY 2019, but then increased to a new high of 5.17% in FY2021. Notably, from FY 2017 to FY2021, the hiring rate of persons with targeted disabilities generally exceeded their separations rate. These data do not

suggest a trigger exists regarding the hiring and retention of persons with disabilities and persons with targeted disabilities.

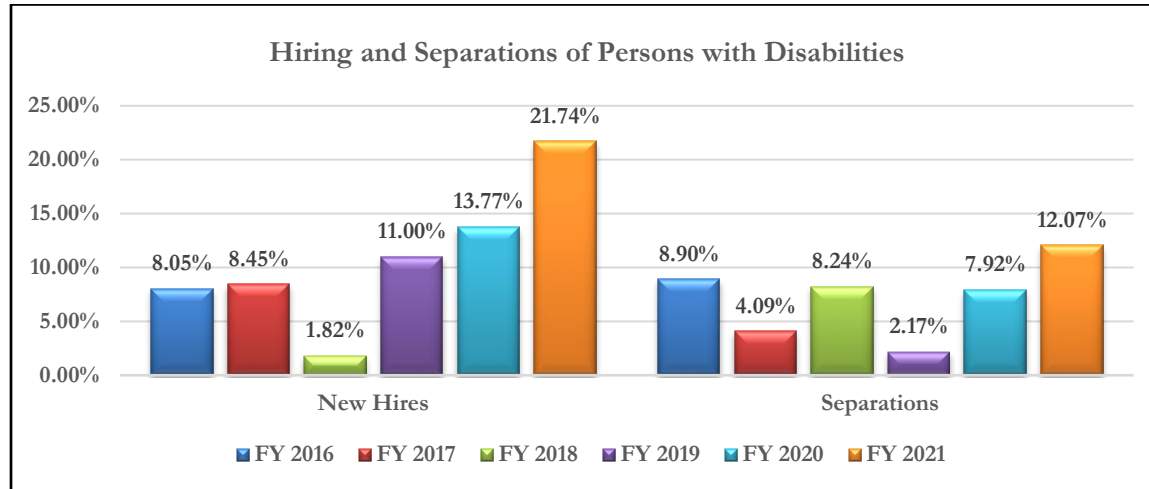


Chart 148 - For New Hires and Separations, Bars in order of legend

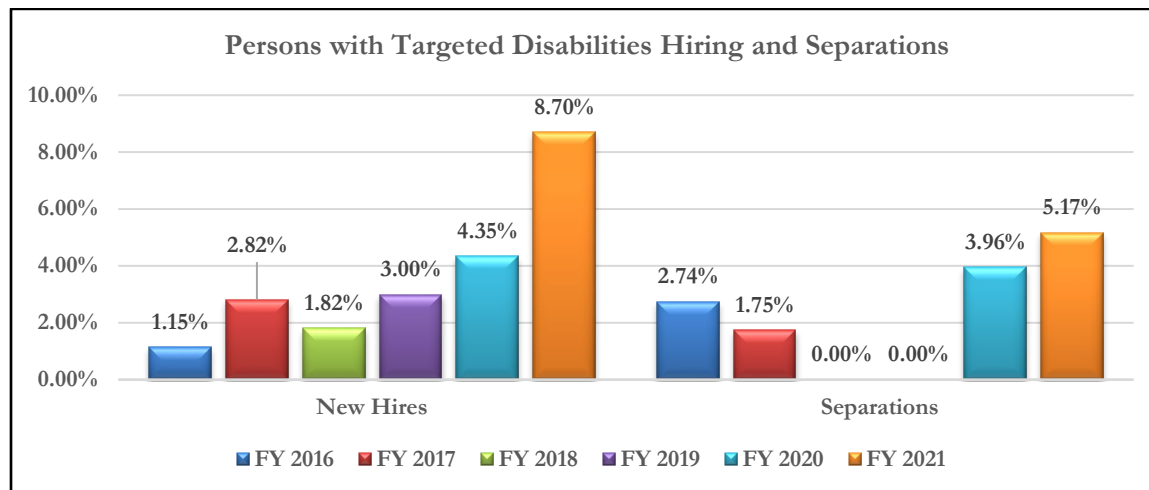


Chart 149 - For New Hires and Separations, Bars in order of legend

#### 4. Mission Critical Occupations

##### a) Persons with Disabilities

The data suggests that the FCC is making significant strides regarding employment of persons with disabilities in the attorney, MAP, and Management Program Analysis fields (*see* Chart 150 and Chart 151). Since FY 2017, the participation rate of persons with disabilities in the attorney field has been on an upward trajectory, except for FY 2020. While it was below the participation rate of persons with disabilities in the FCC workforce (9.71%) from FY 2017 to FY 2020, with the exception of FY 2020, the participation rate of persons with disabilities in the attorney field was comparable to the participation rate of person with disabilities in the FCC workforce. (*see* Chart 150).

For the MAP field, from FY 2017 to FY 2021, the participation rate of persons with disabilities was above the participation rate of persons with disabilities in the FCC workforce for two fiscal years (FYs 2019 and 2021), comparable to the FCC workforce participation rate for two fiscal years, and below the FCC workforce participation rate for the remaining fiscal year (*see* Chart 151). The average participation rate for persons with disabilities in the MAP field for the same period was 7.70%, which is slightly deficient (0.01%) in being comparable to the FCC workforce participation rate. Against this backdrop, more data is needed to assess whether a trigger exists regarding the employment of persons with disabilities in the MAP field.

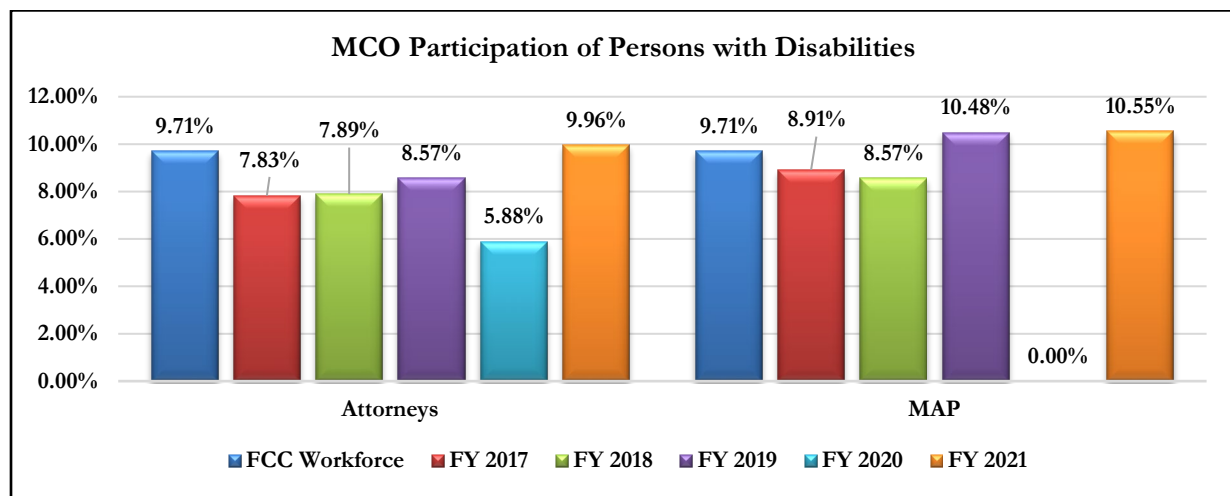


Chart 150 - For Attorneys and MAP, Bars in order of legend

Since FY 2017, the participation rate of persons with disabilities in the MPA field has been on a steady upward trend except for FY 2020 (*see* Chart 151). From FY 2017 through FY 2021, the participation rate of persons with disabilities in the MPA field exceeded the FCC workforce participation rate in one fiscal year (FY 2021), was comparable to the FCC workforce participation rate in one fiscal year and was below the FCC workforce participation rate for the remaining fiscal years. The average participation rate for the same period was 7.02% which is below the FCC workforce participation rate. The data suggest that there is a trigger concerning persons with disabilities being employed in the MPA field.

However, the data suggests that more research and analysis regarding the participation of persons with disabilities in the engineering and economist fields must be undertaken as the participation rates for these fields since FY 2017 have been below the current participation rate of persons with disabilities (9.71%) in the FCC workforce except for FY 2020 where the participation rate significantly exceeded the FCC workforce participation rate. (*see* Chart 151).



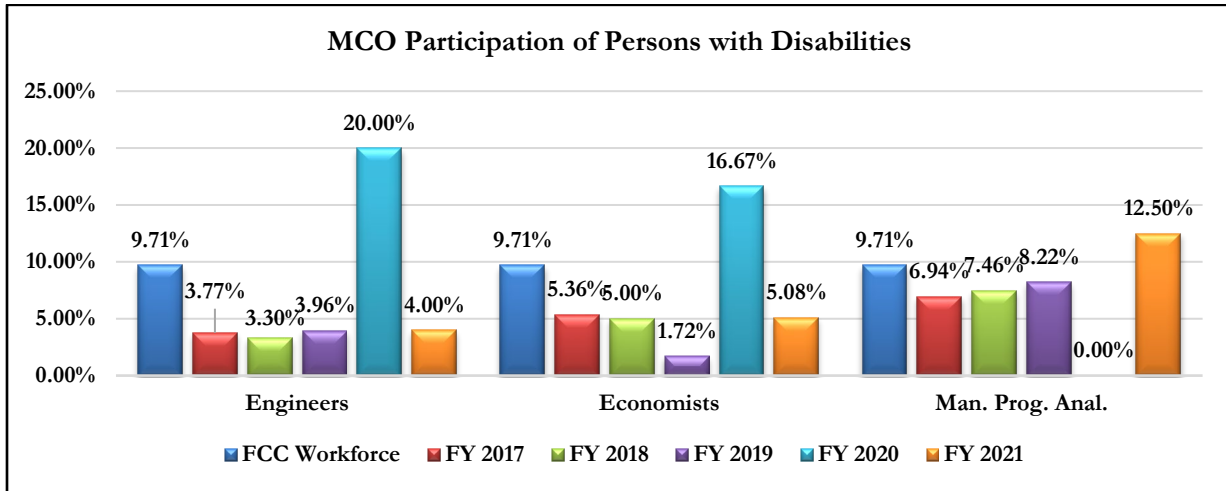


Chart 151 For Engineers, Economists and Man. Prog. Anal., Bars in order of legend

### b) Persons with Targeted Disabilities

The data suggests that the FCC also is making significant strides regarding the participation of persons with targeted disabilities in the attorney and MPA fields. Since FY 2017, the IR of persons with targeted disabilities in the attorney field has exceeded the persons without targeted disabilities IR (*see* Chart 152).

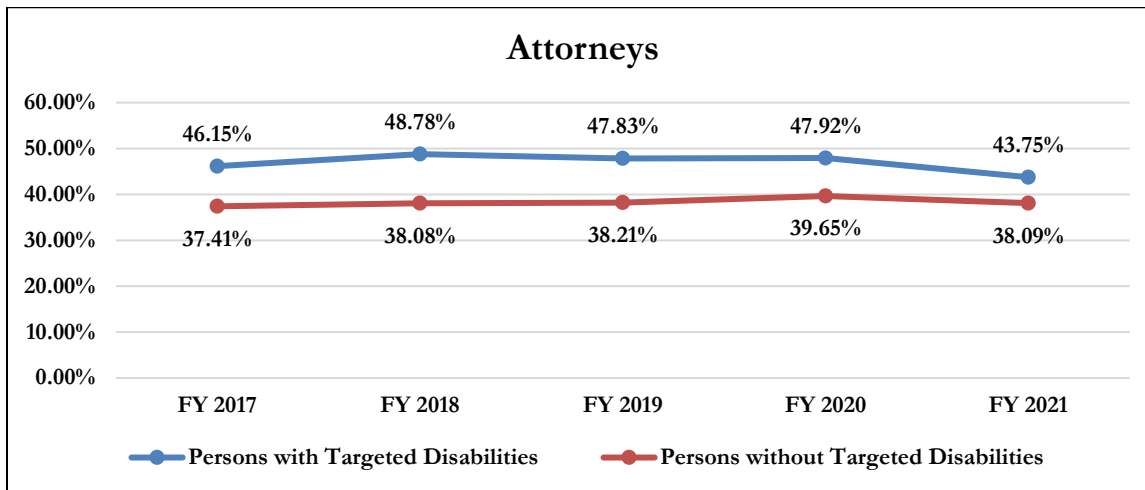


Chart 152 – Highest starting line is persons with targeted disabilities

Regarding the IR for the MPA field, since FY 2017, the IR for persons with targeted disabilities has been comparable to the IR of persons without targeted disabilities (*see* Chart 153).

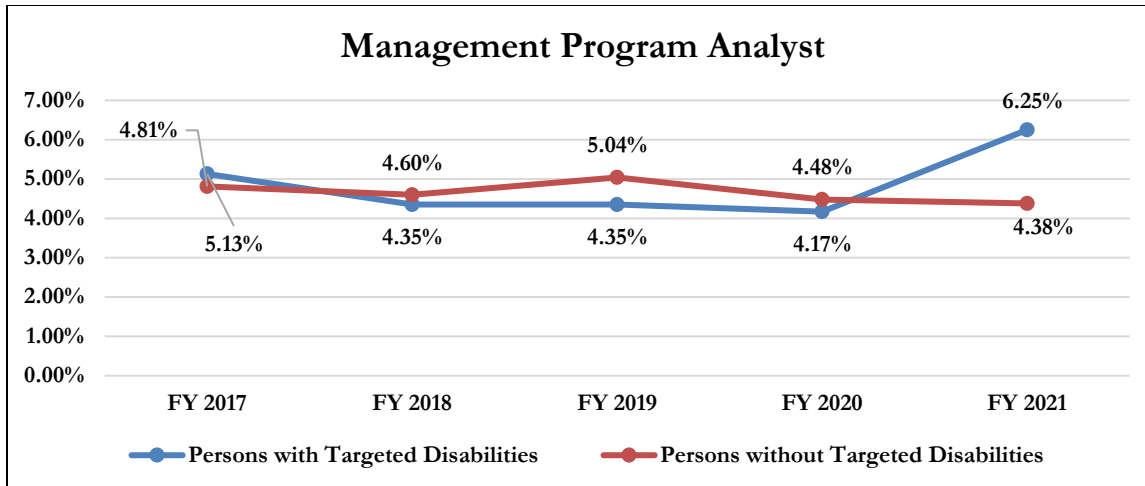


Chart 153 - Highest starting line is persons with targeted disabilities

For the remaining MCOs, the data suggests that additional FCC review, analysis and strategic efforts are necessary to improve the IRs of the MAP, engineer and economist fields. The IR of the MAP field decreased from FY 2017 before rebounding in FY 2018 to become comparable to or greater than the IR of persons without targeted disabilities for the last three fiscal years (*see* Chart 154). For the engineer field, the IR of persons with targeted disabilities has been below the IR of the persons without targeted disabilities since FY 2017 (*see* Chart 155). After a slight downward tick from 2017 to 2018, the IR began an upward trend in FY 2019 that continued in FY 2020. Finally, for economists, the IR of persons with targeted disabilities at 0.00% has been below the IR for persons without targeted disabilities since FY 2017 (*see* Chart 156).

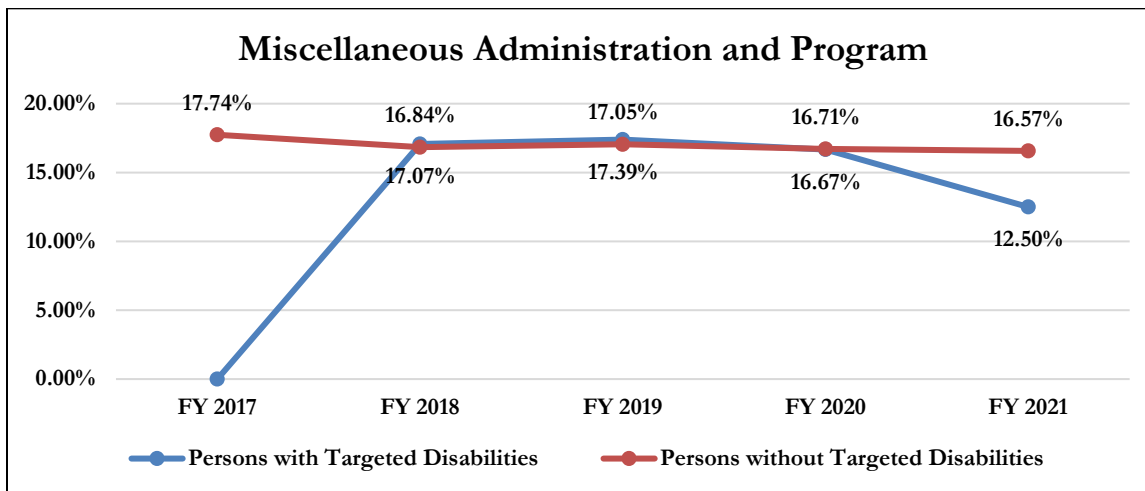


Chart 154 - Highest starting line is persons without targeted disabilities

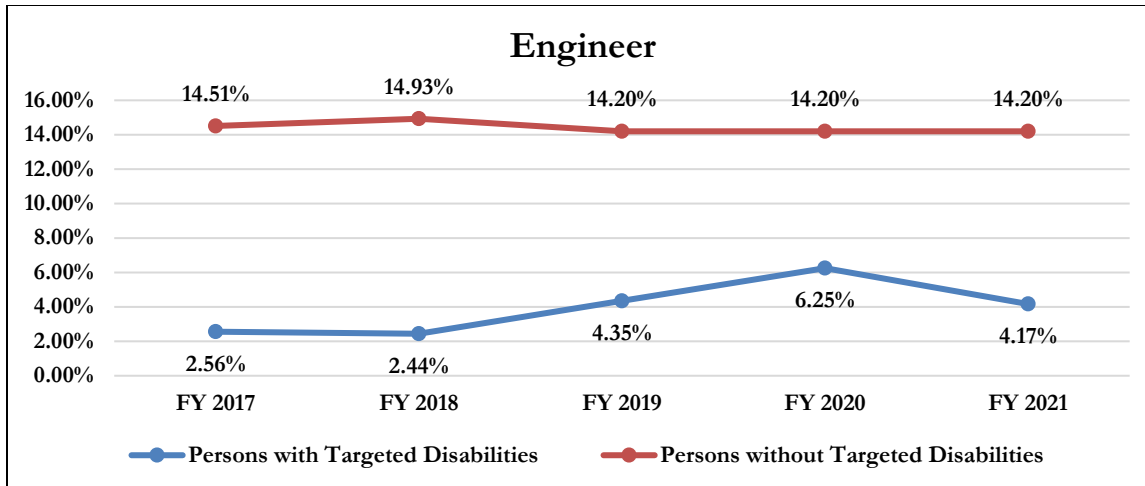


Chart 155 - Highest starting line is persons without targeted disabilities

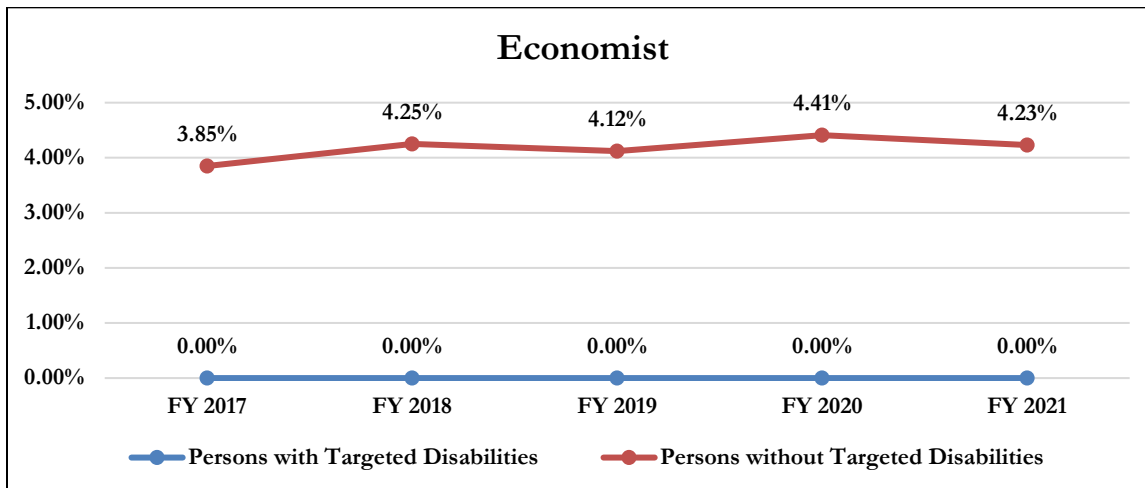


Chart 156 - Highest starting line is persons without targeted disabilities

## VI. Career Development Opportunities

The Learning and Development Service Center (LDSC) continued to assist staff with their training and professional development opportunities. These actions included LDSC:

- Employee Career and Professional Development Support:
  - Providing both International Coaching Federation (ICF) certified coaching and certified CliftonStrengths coaching services to the agency with more than 400 employees receiving CliftonStrengths coaching services and more than 90 employees receiving ICF coaching services over the past four years.
  - Continuing to deliver gold-standard learning and development (LD) classes, workshops and events with more than 110 instructor-facilitated LD events delivered during FY 2021. More than 1200 event registrations and completions occurred during FY 2021.

- Continuing to provide online curriculum from Skillsoft and Franklin-Covey to support leadership and employee development needs.
- Providing Accessible Formats of any training as requested as an accommodation by employees with disabilities. Tip Sheets on How to create Accessible Documents (Word) and How to create Accessible Email are available for employees.
- Organizational Performance and Management Support:
  - Codifying micro-learning and performance support events into the culture and mindset of the agency with monthly 1-2 hour webinars on leadership, collaboration, and supervisory best practices. These events have been conducted and attended with exuberance and fanfare.
  - Continuing to provide organizational development services, e.g., group facilitation and team building events to support business-unit operations.
  - Formal “What is Section 508” will be hosted on LMS for employees to take (in development).
  - Initiating a grassroots, strengths-based leadership and strengths-based development initiative using Gallup, Inc.’s research, best practices and their CliftonStrengths Assessment.
- Continuing Education and Professional Development for Mission-Critical Occupations:
  - Continuing to support electrical engineering development at the agency with a partnership with The George Washington University (GWU). Each semester at least 10 employees have attended graduate level electrical engineering courses the past three years. Currently, 13 employees are participating in the 2021 Fall Semester GWU course.
  - Supporting instructional design and delivery efforts to build curriculum for the FCC’s field agents. Codified a partnership with the Federal Aviation Administration via a shared-services interagency agreement.
  - Support employee attendance at the Telecommunications Policy Research Conferences (TPRCs), which provides learning and development opportunities on current telecommunications and internet best practices and policies. In FY 2021, more than 45 FCC employees attended the TPRC conferences.
  - Continuing to contract with the Practicing Law Institute (PLI) to provide access to a legal curriculum that provides FCC attorneys with Continuing Legal Education and developmental opportunities.

## **VII. Complaint Processing**

In FY 2021, informal traditional EEO counseling and ADR efforts addressed most employee concerns before they resulted in formal EEO complaints. During this period, 8 contacts participated in 6 pre-complaint activities. Of those pre-complaint activities, only 4 formal complaints were filed. In light of the FCC’s encouragement to supervisors, managers, and employees to resolve EEO issues at the lowest level and utilize the FCC’s ADR, Employee Assistance Program, and other workplace conflict resolution mechanisms, none of the pre-complaint activities were resolved due to settlement by the parties and none were resolved by withdrawal from the EEO process during FY 2021.

In addition to the pre-complaint activities, there were 13 formal complaints pending during the fiscal year. Also, during this period, 8 formal complaints were closed. Full participation of agency supervisors and managers is required in the EEO complaint resolution process.

## VIII. FY 2022 Objectives and Initiatives

The Commission's principal EEO objectives for FY 2022 and beyond include:

- Continued Demonstrated Commitment from Agency Leadership: The FCC's Office of Workplace Diversity will continue its efforts regarding the agency's Strategic Diversity and Inclusion Plan. This document will formalize the agency's ongoing diversity and inclusion goals and objectives and will be publicly released.
- Integration of EEO into Agency's Strategic Mission: The FCC will continue its ongoing efforts to incorporate diversity and inclusion measures in the FCC's Strategic Plan.
- Proactive Prevention: Expanding education and training of managers, supervisors and employees on: (1) reasonable accommodation resources, procedures and requirements; (2) anti-harassment resources, procedures and requirements; and (3) alternative dispute resolution resources, procedures and requirements.
- Bolstering the Efficiency and Effectiveness of the FCC's EEO Program: Continuing, whenever possible, to make frequent use of appropriate appointing authorities, *i.e.*, Schedule A appointment of persons with disabilities, Veterans Recruitment Appointment, Veterans Employment Opportunity Act of 1998, the 30 percent Disabled Veterans Department of Defense Workforce Recruitment Program and the Department of Defense War-fighter Internship Program;
- Expanding education and training of managers, supervisors and employees on EEO complaint processing resources, procedures and requirements.

The Commission's principal EEO initiatives for FY 2022 and beyond include:

Enhanced EEO Program and Human Resources Program Interaction: The OWD and HR Directors, building on their established coordination and collaboration efforts, will work with their respective teams to:

- facilitate successful completion of barrier analysis investigations and, as appropriate, development of recommendations for further agency action; and,
- improve collection and analysis of data regarding applicant flow, new hires, promotions, and separations; and
- identification of other initiatives and efforts that would bolster the Agency's ongoing efforts towards maintaining a diverse workforce and promoting a diverse, equitable, inclusive and accessible work culture and environment.

## IX. Conclusion

The FCC seeks to maintain a highly skilled, diverse workforce poised to accomplish the Commission's mission and goals in a diverse and inclusive work environment. This report demonstrates that, with the exceptions noted within, the FCC's workforce is proportionally represented when compared with the CLF. The FCC remains committed to maintaining a model EEO program. To this end, through its Office of Workplace Diversity, the FCC will continue to develop and administer FCC policies, programs and practices promoting and ensuring equal employment for all employees and applicants for employment. Through the initiatives outlined in this report, the FCC seeks to make continued strides by increasing opportunities for groups with low participation rates in the agency's workforce and identifying and removing any barriers to equal access and opportunity for all employees and applicants for employment.