FEDERAL COMMUNICATIONS COMMISSION

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

For

FISCAL YEAR 2019

TABLE OF CONTENTS

I. Introduction 1

II. The Mission of the Federal Communications Commission 1

III. The Mission of the Office of Workplace Diversity 2

IV. Model Agency Elements 3

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

V. Workforce Profile 6

A. Results of the FCC's Annual Self-Assessment 6
B. Employment of Males and Females 10
1. Workforce 10
2. Senior Executive Service (SES) 11
3. GS 13 – 15 Grade Levels 11
4. New Hires and Separations 13
1. Mission Critical Occupations 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 22
e) Economists 23

(1) Workforce 23
(2) New Hires 24
(3) Promotions 25
C. Employment of Asian Americans 25
1. Workforce 25
2. Senior Executive Service 26
3. GS 13 - 15 Grade Levels 26
4. New Hires and Separations 28
5. Mission Critical Occupations 30
a) Attorneys 30
(1) Workforce 30
(2) New Hires 30
(3) Promotions 31
b) Miscellaneous Administration and Program Employees 32
(1) Workforce 32
(2) New Hires 33
(3) Promotions 34
c) Electronic Engineer 35
(1) Workforce 35
(2) New Hires 36
(3) Promotions 37
d) Management Program Analysis 38
(1) Workforce 38
(2) New Hires 39
(3) Promotions 39
e) Economist 40
(1) Workforce 40
(2) New Hires 41
(3) Promotions 42
D. Employment of Black or African Americans 43
1. Workforce 43
2. Senior Executive Service 44
3. GS-13 - 15 Positions 44
4. New Hires and Separations 46
5. Mission Critical Occupations 47
a) Attorneys 47
(1) Workforce 47
(2) New Hires 48
(3) Promotions 49
b) Miscellaneous Administration and Program 50
(1) Workforce 50

(2) New Hires 51
(3) Promotions 52
c) Electronic Engineer 53
(1) Workforce 53
(2) New Hires 54
(3) Promotions 55
d) Management Program Analysis 56
(1) Workforce 56
(2) New Hires 57
(3) Promotions 58
e) Economist 59
(1) Workforce 59
(2) New Hires 60
(3) Promotions 60
E. Employment of Hispanics or Latinos 62
1. Workforce 62
2. Senior Executive Service 62
3. GS 13 - 15 Positions 63
4. New Hires and Separations 65
5. Mission Critical Occupations 66
a) Attorneys 66
(1) Workforce 66
(2) New Hires 67
(3) Promotions 68
b) Miscellaneous Administration and Program 69
(1) Workforce 69
(2) New Hires 70
(3) Promotions 71
c) Electronic Engineer 72
(1) Workforce 72
(2) New Hires 73
(3) Promotions 74
d) Management Program Analysis 75
(1) Workforce 75
(2) New Hires 76
(3) Promotions 76
e) Economist 77
(1) Workforce 77
(2) New Hires 78
(3) Promotions 79
F. Employment of White Females 80

1. Workforce 80
2. Senior Executive Service 81
3. GS 13 - 15 Positions 82
4. New Hires and Separations 83
5. Mission Critical Occupations 84
a) Attorneys 84
(1) Workforce 84
(2) New Hires 84
(3) Promotions 85
b) Miscellaneous Administration and Program 86
(1) Workforce 86
(2) New Hires 86
(3) Promotions 87
c) Electronic Engineer 87
(1) Workforce 87
(2) New Hires 88
(3) Promotions 88
d) Management Program Analysis 89
(1) Workforce 89
(2) New Hires 89
(3) Promotions 90
e) Economist 91
(1) Workforce 91
(2) New Hires 91
(3) Promotions 92
G. Employment of Persons with Disabilities 93
1. GS 11 and Above and GS 10 and Below Grade Groupings 94
2. SES through GS - 13 96
3. New Hires and Separations 99
4. Mission Critical Occupations 100
a) Persons with Disabilities 100
b) Persons with Targeted Disabilities 102

VI. Career Development Opportunities 104

VII. Complaint Processing 105

VIII. FY 2020 Objectives and Initiatives 105

IX. Conclusion 106

I. Introduction

The Federal Communications Commission (FCC or Commission) 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) 2019 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 2020 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.[1] 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.[2]

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.[3] 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.[4] 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."[5] 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;

---

[1] 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/directives/md715/section2.cfm (MD-715 Instructions) (last visited January 27, 2020).

[2] EEOC, MD-715 Instructions, https://www.eeoc.gov/federal/directives/md715/section2.cfm (last visited January 27, 2020).

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

[4] *Id.*

[5] *Id.*

- Promoting Innovation;
- Protecting Consumers & Public Safety; and
- Reforming the FCC's Processes.[6]

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.

[6] *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*: Chairman Pai issued a new EEO Policy Statement, a new Anti-Harassment Policy Statement, and an ADR Policy Statement on March 1, 2019.
- *Communication of EEO Polices 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 Orientations.
    - 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. Additionally, the FCC has continued to require viewing of "FCC Sensitivity Training," which is included on the new hire learning plan and actively promoted to all new hires.

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 Chairman's Office.
    - OWD Director controls all aspects of the EEO program.
- *Inclusion of EEO Director and EEO Professional Staff Regarding Agency Management Decision-Making*:
    - During FY 2019, the FCC added specific diversity and inclusion measures to its FY 2020 Budget Estimates to Congress.
    - OWD staff continues to have a positive presence within the offices and bureaus by meeting with managers and supervisors regarding their EEO responsibilities.

- OWD and the FCC 508 IT Program Manager participate in an Intra Agency Accessibility Focus Group geared toward discussions to assist FCC employees with needs.

- *Implementation of Agency's EEO Programs*: During FY 2019, the FCC continued to expand its activities to promote diversity and inclusion through its FCC Diversity Series by including book discussions, video presentations, museum visits, and remembrances in the observances of the Martin Luther King, Jr. Holiday; Black History Month; Women's History Month; Holocaust Remembrance, Asian American and Pacific Islander Heritage Month; Memorial Day; Lesbian, Gay, Bisexual, Transgender, Queer (and Questioning) (LGBTQ) Pride Month; 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 Director provides regular EEO updates to the Chairman'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 disability accommodations when such accommodations do not cause an undue hardship.
  - The FCC 508 IT 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 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*:
  - New FCC employees completed online training modules concerning the No FEAR Act, Prohibited Personnel Practices, the Whistleblowers Act and FCC Sensitivity Training. Participation was mandatory, and participants received comprehensive training to identify, address and prevent workplace harassment, understand prohibited personnel practices and whistleblower rights, and inclusion of persons with disabilities.
  - 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.
- *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 also worked to expand 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 collateral-duty 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.
  - OWD and Section IT 508 Program Manager participate in an Intra Agency Accessibility Focus Group to address any existing needs that may not be known.
  - FCC Section 508 IT Program Manager has a published Directive (March 2018) that includes OWD and the accommodations process.

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 2019 total workforce was comprised of 1,454 employees, an approximately 2.28% decrease from the prior year total of 1,488 (34 fewer employees).[7] The distribution of the FY

[7] The data from the FY 2019 MD-715 data tables shows that the total number of employees from the prior year was 1,454. The difference in the number of employees stems from retroactive personnel actions.

2019 FCC workforce by Race/National Origin (RNO), Gender,[8] and Reported Disability was as follows (*see* Chart 1 and Chart 2):

- Hispanic or Latino males 1.65% (24)
- Hispanic or Latina females 1.86% (27)
- White males 34.46% (501)
- White females 25.38% (369)
- Black or African American males 8.12% (118)
- Black or African American females 18.64% (271)
- Asian males 5.64% (82)
- Asian females 3.37% (49)
- Native Hawaiian or Other Pacific Islander males 0% (0)
- Native Hawaiian or Other Pacific Islander females 0.07% (1)
- American Indian/Alaska Native males 0.14% (2)
- American Indian/Alaska Native females 0.28% (4)
- Two or More Races males 0.21% (3)
- Two or More Races females 0.21% (3)
- Reported Disability 8.73% (127)[9]
- Targeted Disability 3.16% (46)

[8] 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.

[9] 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).

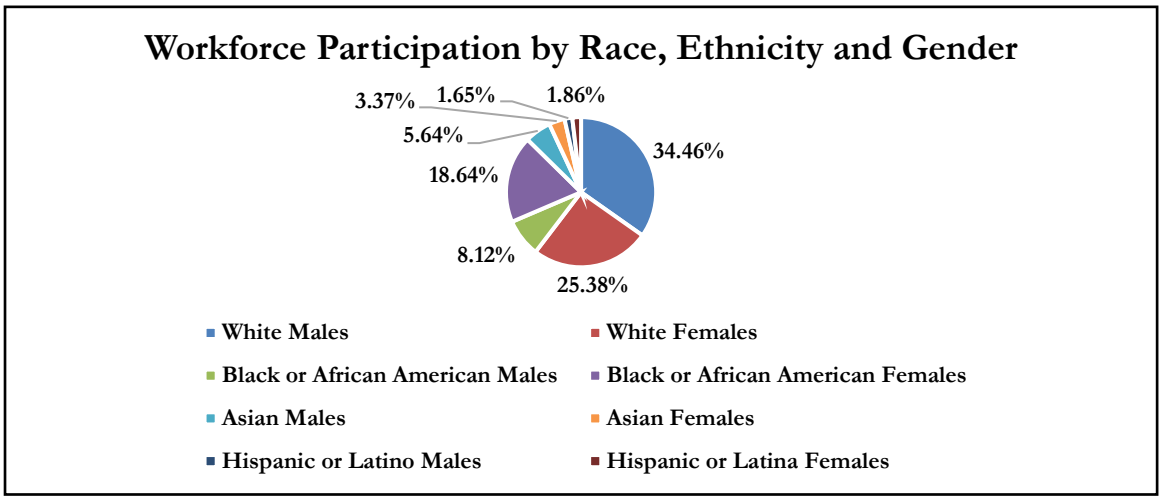

Chart 1

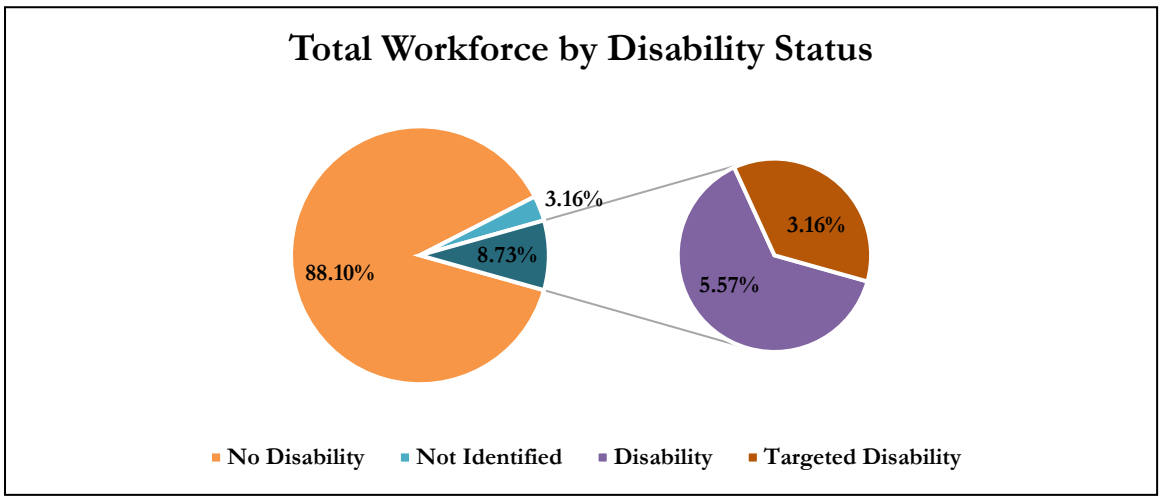

Chart 2

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[10] 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

[10] 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 January 27, 2020). 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.[11] 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.

In FY 2019, the FCC began a multi-year process to complete a barrier analysis for the following four areas as the FY 2018 data suggested triggers existed:

- Policies, procedures and practices affecting retention as the data suggested a high rate of separation for:
    - Females;
    - 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 (hiring);
    - Asian American males (workforce) and females (workforce and hiring);
    - Black or African American males (hiring and promotions) and females (hiring);
    - Hispanic or Latino males (workforce, hiring and promotions);
    - White females (hiring);
    - Persons with disabilities; and
    - Persons with targeted disabilities.
- Policies, procedures and practices affecting 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;

[11] 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 January 27, 2020).

- 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).

In the third and fourth steps of the barrier analysis process, the FCC will develop and implement plans to eradicate any barriers found to exist.

B. Employment of Females

1. Workforce

Since FY 2015, the composition of males and females employed at the FCC has been comparable to the CLF.[12] During this period the FCC transitioned from an agency that was majority female to an agency that is majority male. With this transition, the participation rates of males and females remained comparable to the CLF.

Since FY 2015, the participation rate of females at the FCC has decreased from a majority 50.41% to a minority 49.79% (*see* Chart 3). As the number of employees at the FCC decreased (13.86%) from 1,688 to 1,454 , the decrease in female employees comprised over half of that number at 7.70%.[13] Specifically, from FY 2015 to FY 2018, the number of female employees declined 15.28%.[14] Given that the participation rate of females in the FCC workforce has consistently been either above the CLF or comparable to the CLF, the data suggests that a trigger does not exist regarding the employment of females in the FCC workforce.[15]

---

[12] 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. 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 January 27, 2020). 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.*

[13] Discussions of male and female employment by race and occupation are contained in each section on race.

[14] This section does not review the participation of males as this report focuses on the participation of historically underrepresented groups.

[15] 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.

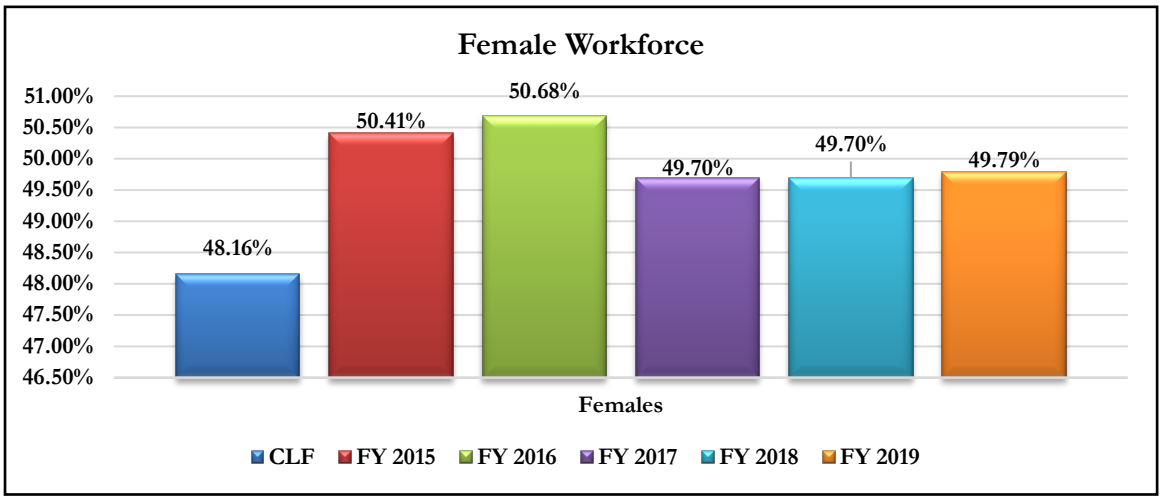

Chart 3

2. Senior Executive Service (SES)[16]

Since FY 2017, the participation rate of females at the SES level has decreased 10.27% from a high of 53.13% which was above the CLF to a low of 42.86 which is below the CLF (*see* Chart 4). The average participation rate from FY 2016 through FY 2019 (47.42%) is comparable to the CLF. Given the downward trend after FY 2017, the FCC will continue to monitor and analyze the data to assess whether a trigger may exist for females at the SES level.

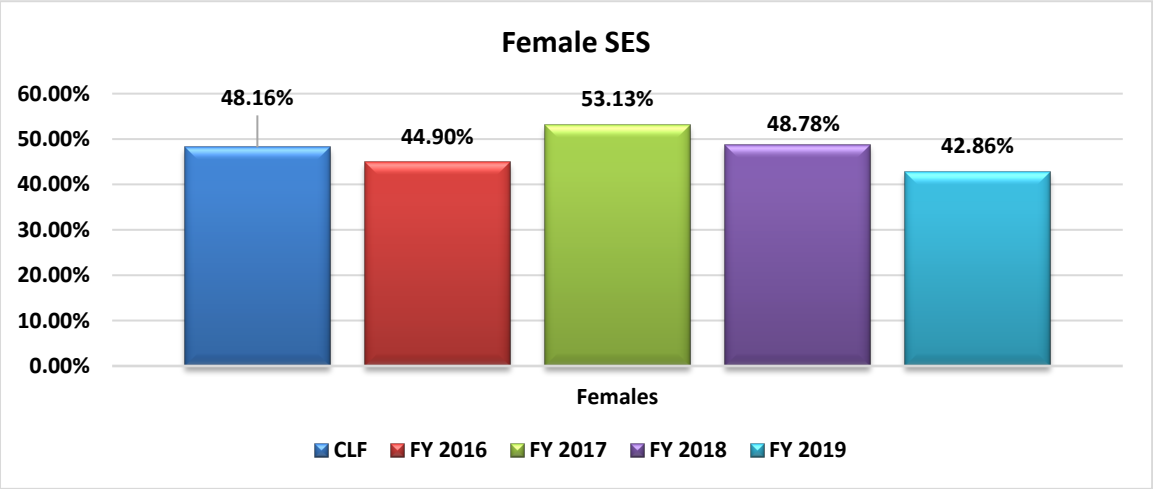

Chart 4

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 is higher than the percentage of female employees. Specifically, since FY 2015, the largest group of employees, over 45%, have been in the GS-15 grade. As the number of employees has decreased, the percentage of GS-15 employees has grown, the percentage

[16] 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.

of female employees at the GS-15 level has remained below the CLF. Since FY 2015, female employees have been below the CLF at less than 45% (*see* Chart 5). For FY 2019, the participation rate of female employees is below the CLF by over 4%. These data suggest a trigger may exist regarding the employment of females at the GS-15 grade. Thus, additional research and analysis is required to assess if any barriers to employment exist for females at the GS-15 grade level.

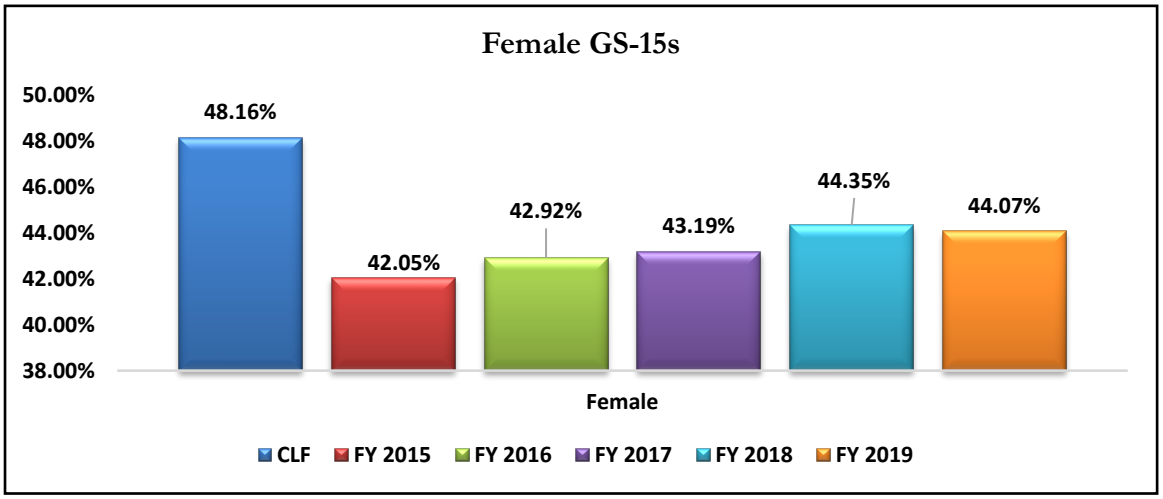

Chart 5

Since FY 2015, GS-14 employees have comprised at least 15% of the workforce. During this period the participation rate of GS-14 female employees has consistently been below the CLF (*see* Chart 6). Between FY 2015 and FY 2019, the lowest participation rate of GS-14 females (38.66%) was in FY 2018. For FY 2019, the participation rate of GS-14 females (42.15%) reflected a significant increase (4.35%) from that of FY 2018. Despite this recent uptick, 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 may exist regarding the employment of females at the GS-14 grade. Thus, additional research and analysis is required to assess if any barriers to employment exist for females at the GS -14 grade.

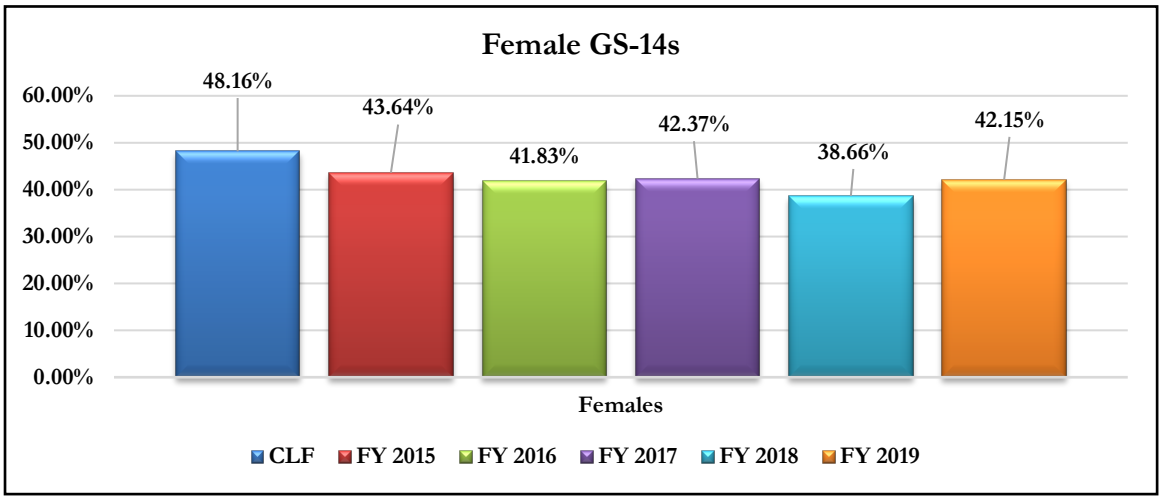

Chart 6

Unlike the GS -14 and higher grades, there is a clear shift in the participation rate for females at the GS-13 grade. For every fiscal year since FY 2015, females have exceeded the CLF by a minimum of 6%. 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, the FCC envisions 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.

.

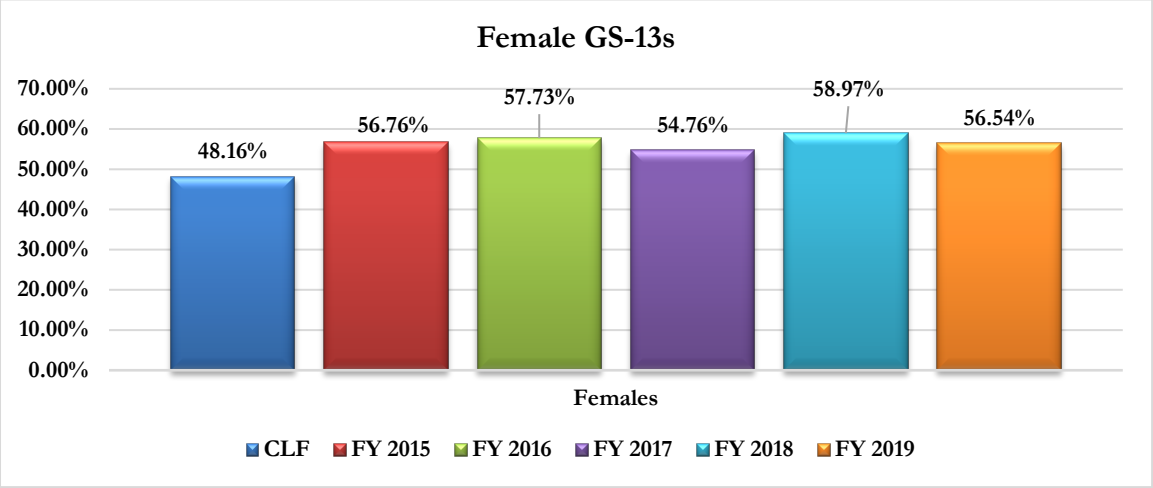

Chart 7

4. New Hires and Separations

Since FY 2015, the FCC has hired 427 new employees. Of that number, the FCC hired 228 (53.40%) males and 199 (46.60%) females. During this period, the hiring of females was comparable to the CLF except for FY 2016 and FY 2019. For those two years the female new hires rate was below the CLF. 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 46.88% (*see* Chart 8), which is 1.26% below the CLF. Thus, the average new hire rate for females between FY 2015 and FY 2019 is comparable to the CLF. These data suggest that a trigger does not exist regarding the hiring of females at the FCC.

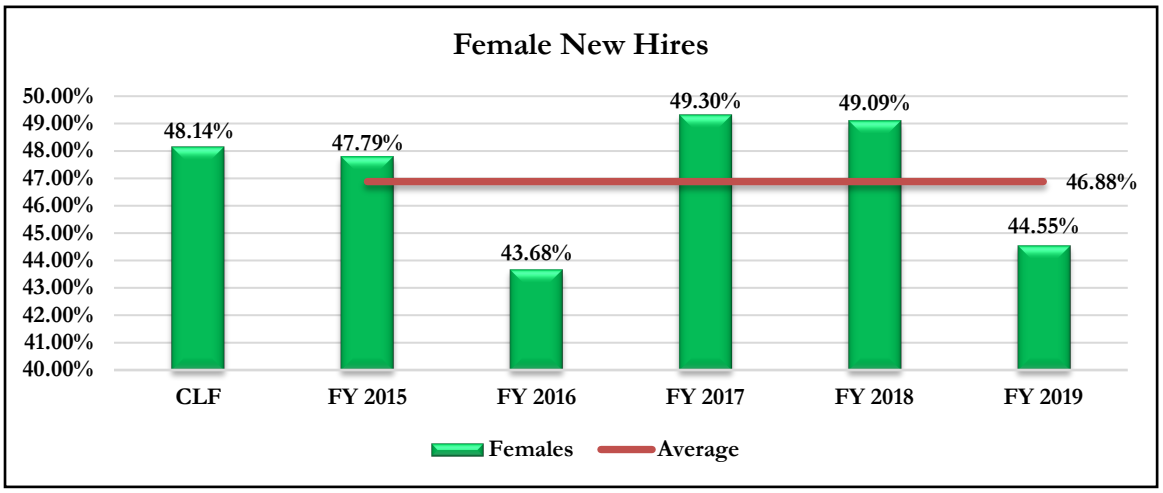

Chart 8

In contrast to the favorable hiring data, the separations data suggests a trigger exists regarding the separation of females. Specifically, between FY 2015 and 2018, 468 employees separated from the FCC. Of that number, 239 (51.07%) were female employees. In addition, in FYs 2015, 2017 and 2018, the separation of females was above the CLF. Based on this data, last year, the FCC 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 almost 13% between FY 2018 and FY 2019 (see Chart 9). Moreover, the FY 2019 separation rate of females was significantly below the CLF (6.84%). As a result, further data is needed to determine if the change between FY 2018 and FY 2019 represents the start of a favorable trend.

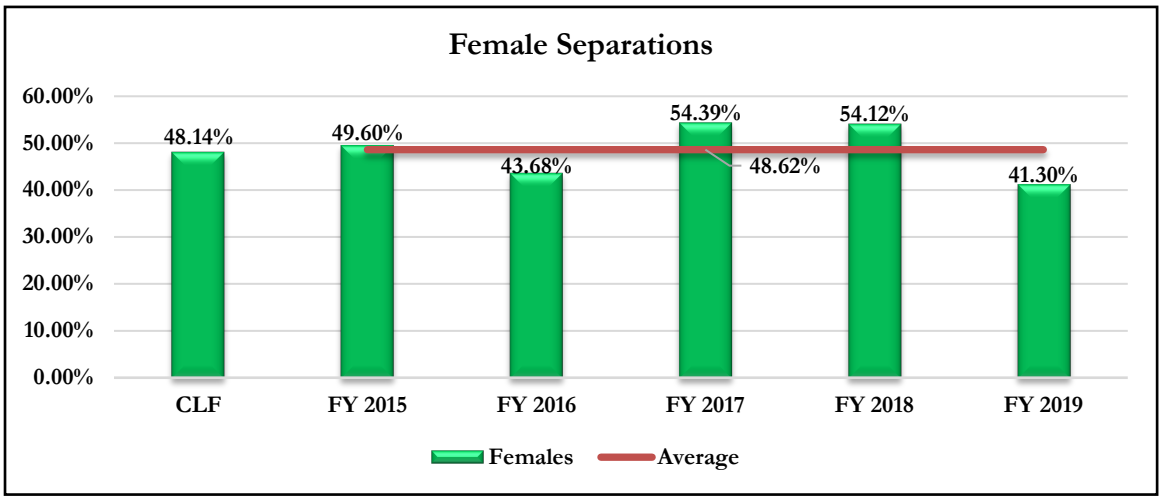

Chart 9

5. Mission Critical Occupations

The FCC has five MCOs – Attorney, Miscellaneous Administration & Program (MAP), Electronics Engineer, Management Program Analyst (MPA),[17] and Economist.[18] These MCOs comprise 81.87% 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 38% of the FCC workforce. Although the number of attorneys has decreased by 33 from 597 to 564 since FY 2015, the participation rates for female attorneys has changed very little (*see* **Error! Reference source not found.**). Specifically, the participation rate for female attorneys at 51.42% significantly exceeds the Occupational CLF (OCLF)[19] of37.30%. The continued high participation rate for female attorneys suggests that a trigger to their employment does not exist.

---

[17] Complete data was not available for FY 2015 and FY 2016 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.

[18] 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.

[19] 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 March 3, 2020).

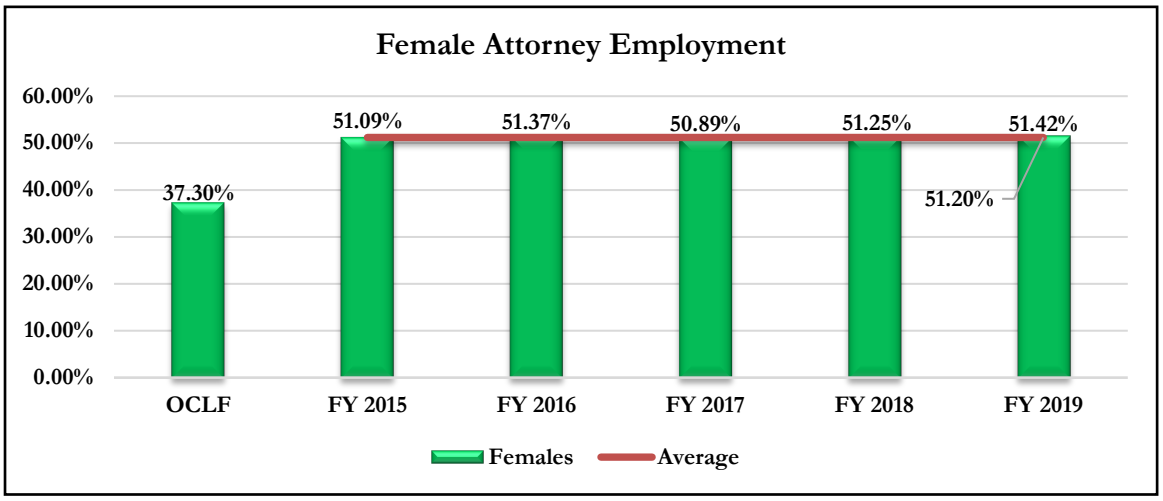

Chart 10

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired 123 attorneys of which 59 (47.97%) were female.[20] In FY 2019, the FCC received 2,314 applications for 33 attorney positions. Of the 1,328 applicants who qualified for the positions, 596 (44.88%) were female. From the qualified applicants, 19 (57.58%) females were selected (*see* Chart 11). As the annual and average hiring rates since FY 2015 have significantly exceeded the attorney OCLF, a trigger to the hiring of females for the attorney position does not appear to exist.

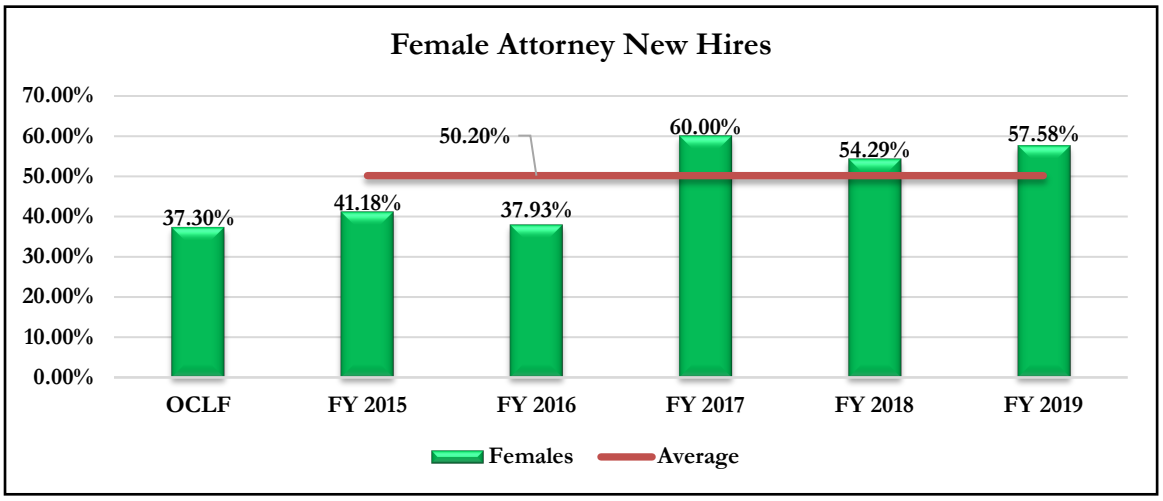

Chart 11

(3) *Promotions*

[20] Throughout this report, a complete data analysis to determine if triggers and/or barriers exist for New Hires and Promotions is not possible for FYs 2015 – 2017 due to insufficient data regarding the number of applications received and the number of applicants qualified for the positions.

The FCC promoted 53 (49.07%) females and the promotion rate of female attorneys was significantly above the OCLF for female attorneys during that period. In FY 2019, the FCC received 39 applications for six attorney promotions. While sixteen (47.06%) females qualified for these positions, only two (33.33%) females were promoted (*see* **Error! Reference source not found.**). Thus, for FY 2019, the promotion rate for female attorneys was below the OCLF. Given the FY 2019 outcome, the FCC looked at the average promotion rate for females since FY2016 to further assess the promotion rate of female attorneys. Given the favorable average promotion rate for females during that period (44.22%), which is greater than four percent above the OCLF (37.30%), the data suggests that there is not a trigger for promotions as attorneys for females.

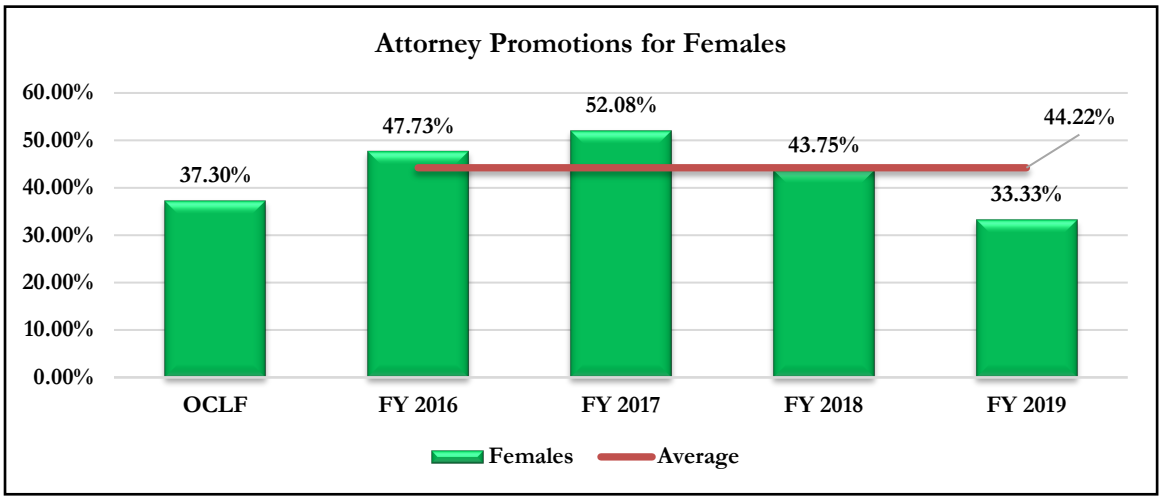

Chart 12

b) Miscellaneous Administration and Program

(1) *Workforce*

MAP employees perform clerical and administrative support work. They comprise 17.19% of the FCC workforce. Since FY 2015, the number of MAP employees has decreased by 85 employees. Between FY 2015 and FY 2019, the participation rate of female MAP employees was greater than the OCLF (56.60%). Further, the average participation rate of female MAP employees (66.13%) during this period exceeded the OCLF by more than nine percent (*see* Chart 13). Considering the favorable participation rates of female MAP employees from FY 2015 – FY 2019, a trigger does not exist to the employment of females in this MCO.

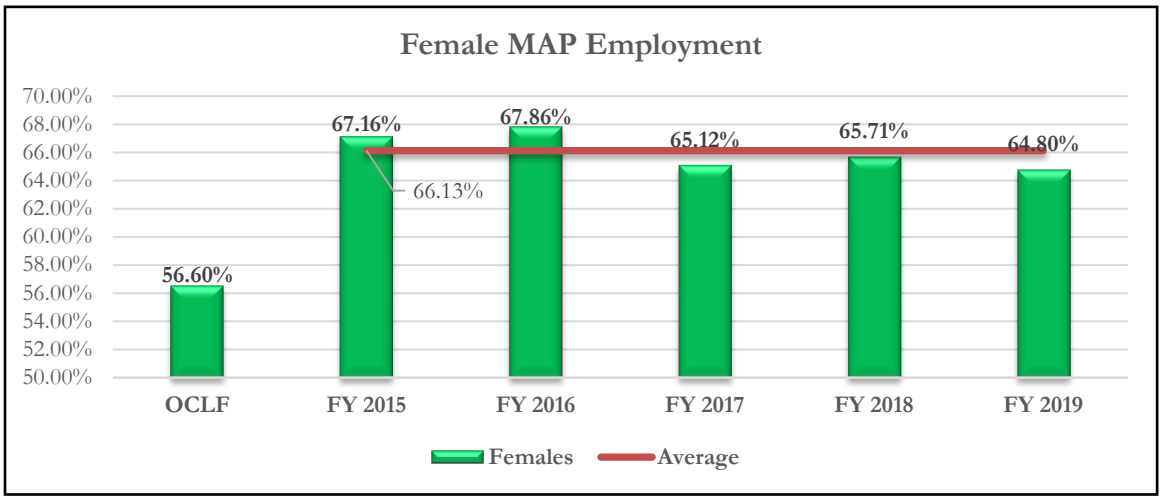

Chart 13

(2) *New Hires*

Between FY 2015 - 2018, the FCC hired 31 MAP employees of which 15 (48.39%) were female. In FY 2019, the FCC received four hundred fifty-five applications for six MAP positions. Two hundred and eight applicants qualified for the positions of which 87 (41.83%) females qualified for these positions. Two (33.33%) females were hired. The FY 2019 hiring rate for female MAP employees was below the OCLF rate (56.60%); further, the average hiring rate of females from FY 2017 to FY 2019 (25.30%) was significantly below the OCLF(*see* Chart 14). 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.

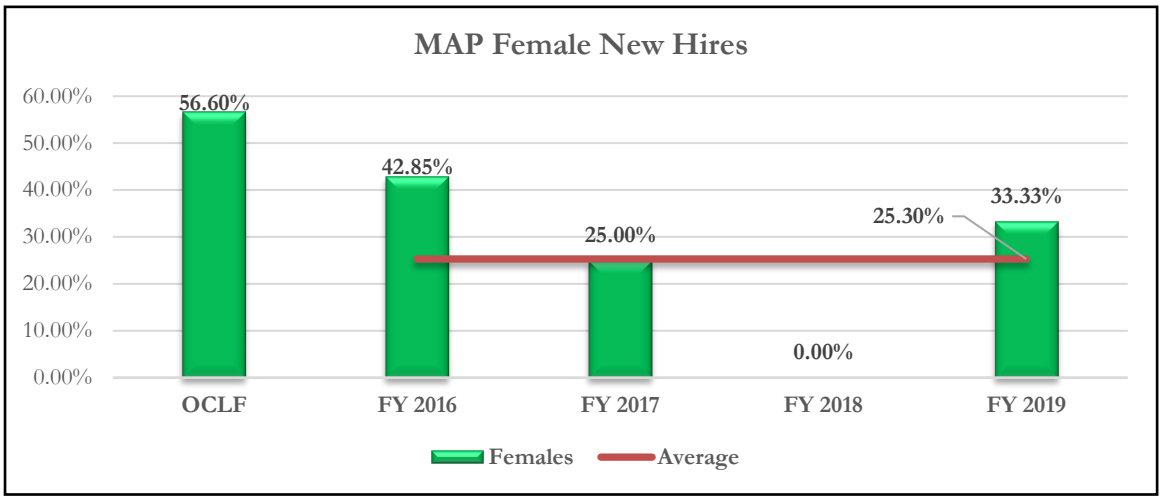

Chart 14

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 35 MAP employees. During that period, the FCC promoted 19 (54.29%) females in the MAP field. In FY 2019, the FCC received nine

applications for one MAP promotion. Four (44.44%) males and five (55.56%) females applied for the position. No females (0.00%) were promoted (*see* **Error! Reference source not found.**); thus, for FY 2019, the participation rate of females in MAP promotions was significantly below the OCLF (56.60%). In addition, the average promotion rate for females (41.22%) was significantly below the OCLF for the MAP field. 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.

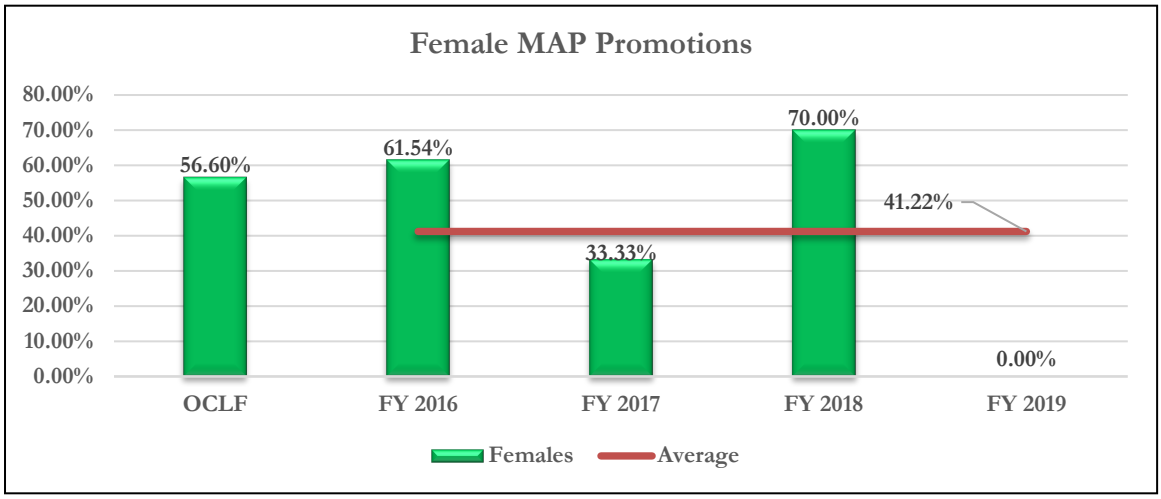

Chart 15

c) 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 13.89% of the FCC workforce.

Since FY 2015, the number of electronics engineers has decreased by 53 employees. Between FY 2016 and FY 2019, the participation rate of female electronics engineers has exceeded the OCLF (*see* **Error! Reference source not found.**). Moreover, the average participation rate for female electronic engineers during this period exceeds the OCLF by nearly 5 percent. Considering the favorable participation rates of female electronics engineers during this period, it appears that a trigger does not exist to the employment of females in this MCO.

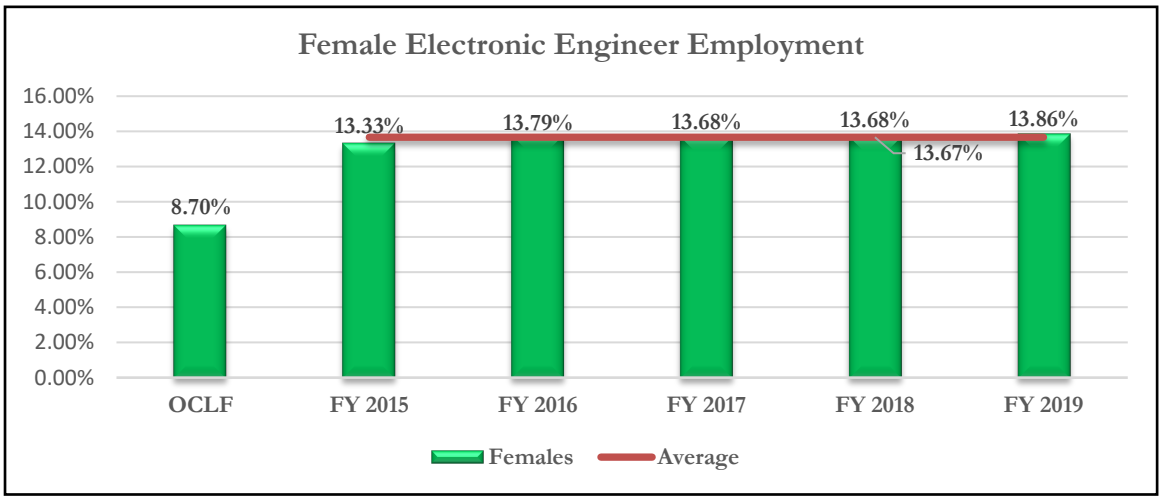

Chart 16

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired twenty-one electronic engineers of which one (4.76%) was female. From FY 2016 through FY 2018, the FCC did not hire any female electronic engineers. In FY 2019, the FCC received 664 applications for five electronic engineer positions. Three hundred and thirty-seven applicants qualified for the positions of which 46 (13.65%) were female. The FCC hired four (80.00%) males and one (20.00%) female for the positions. For FYs 2015 and 2019, the participation rate of females as new hires in the electronics engineer field (20.00%) was above the OCLF. From FY 2015 through FY 2019, the average hiring rate (8.00%) for females was comparable to the OCLF rate (*see* **Error! Reference source not found.**). These data suggest there is no trigger for hiring females as electronic engineers.

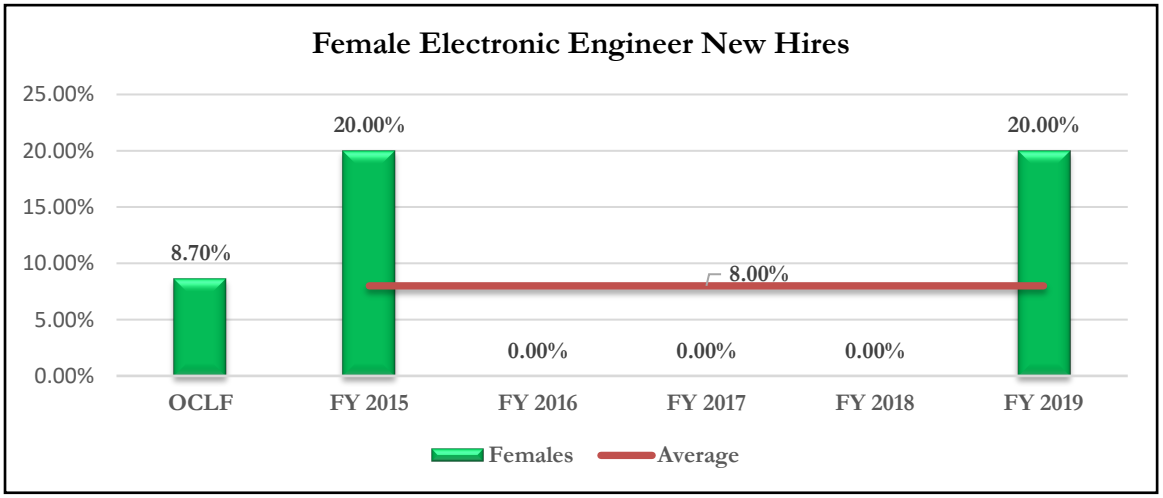

Chart 17

(3) *Promotions*

Between FYs 2016 - 2018, the FCC promoted 22 electronic engineers. During that period, the FCC promoted three (13.64%) females. For FY 2016 and FY 2017, the promotion rate for females (15.38% and 14.29%, respectively) exceeded the OCLF (*see* **Error! Reference source not found.**). In FY 2019, the FCC promoted five electronic engineers. Of the five, one female was promoted, resulting in a promotion rate for females of 20.00%. From FY 2016 to FY 2019, the average promotion rate for females (12.42%) was comparable to the OCLF. Accordingly, these data suggest there is not a trigger for the promotion of females in the electronic engineer field.

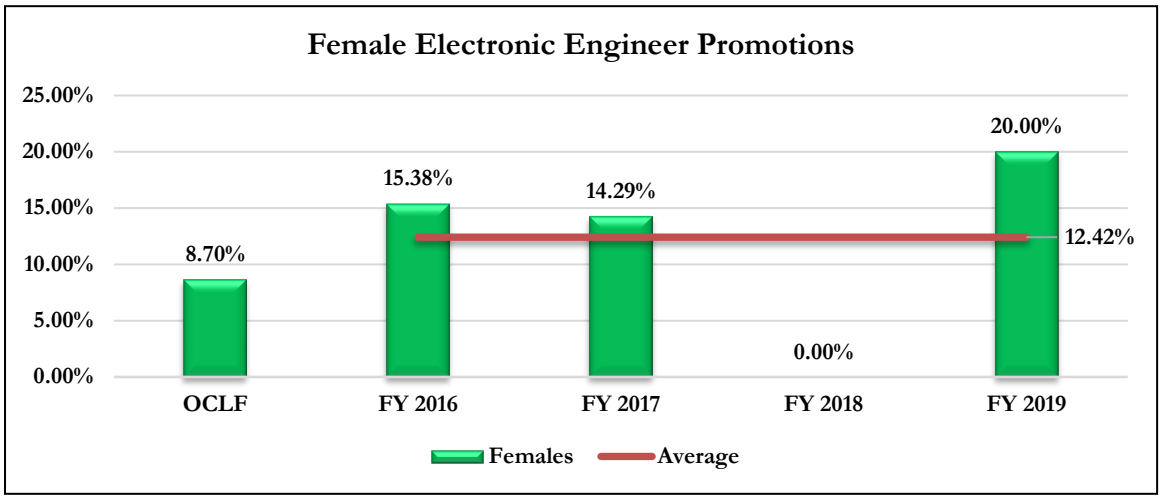

Chart 18

d) 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 5.02% of the FCC workforce. Since FY 2017,[21] the annual participation rates of female MPA employees have significantly exceeded the OCLF (*see* **Error! Reference source not found.**). The average participation rate for females in the employment of MPA employees during this time period (76.29%) is almost double the OCLF. Consequently, these data suggest that a trigger does not appear to exist for the employment of female MPA employees.

[21] 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.

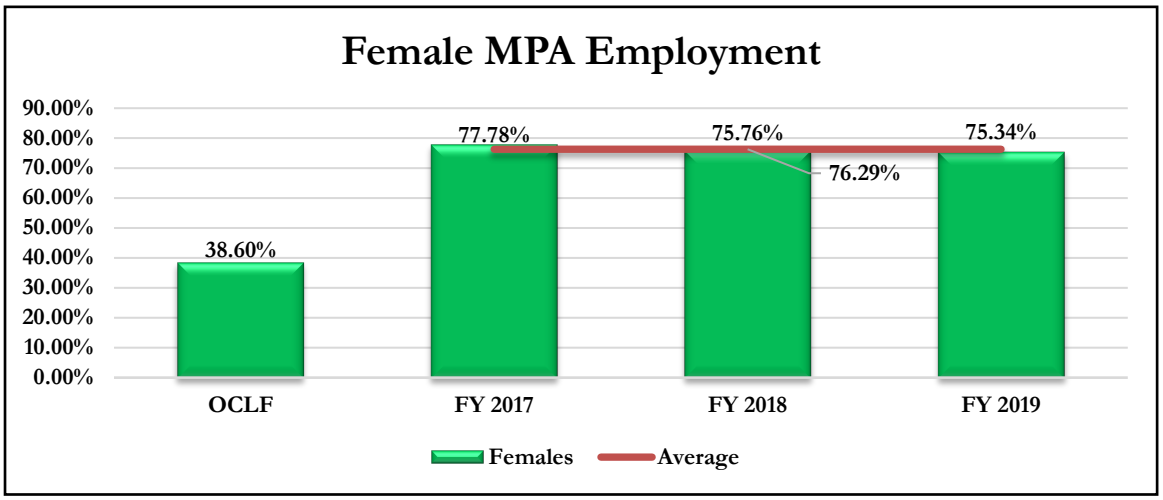

Chart 19

(2) *New Hires*

In FY 2017 and FY 2018, the FCC hired four MPAs of which two were male and two were female. For FY 2017, the participation rate for females as new hires in the MAP field (33.33%) was below the OCLF (38.60%) (*see* **Error! Reference source not found.**). By contrast, for FY 2018, the participation rate for females as new MAP hires (100.00%) significantly exceeded the OCLF. In FY 2019, the FCC received 106 applications for four MPA positions. Eighteen applicants qualified for the positions of which ten (55.56%) were female. The FCC hired three (75.00%) females for the positions. Between FY 2017 and FY 2019, the average participation rate for females as new MAP hires (69.44%) exceeded the OCLF. Thus, these data suggest that a trigger does not appear to exist for the hiring of females in the MPA field.

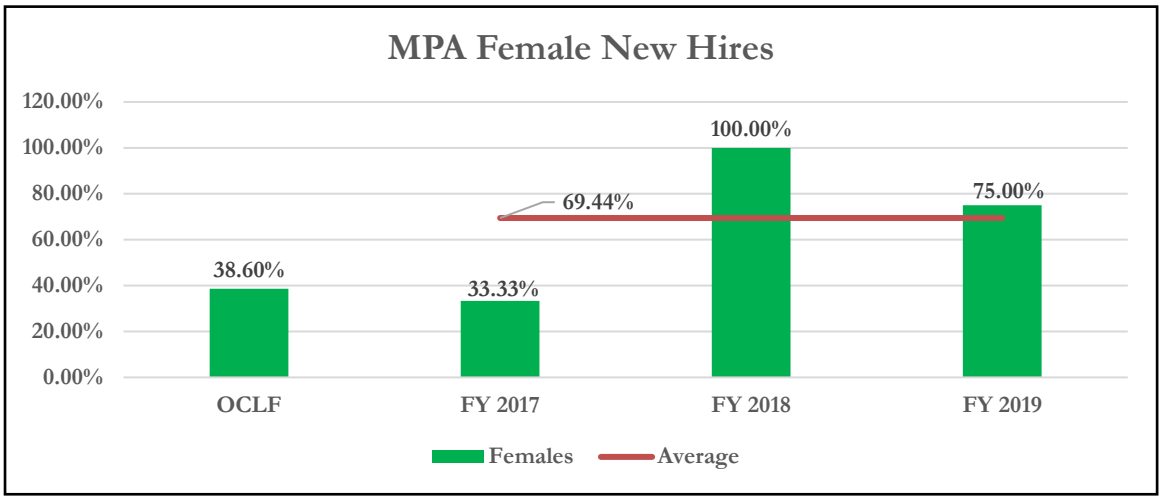

Chart 20

(3) *Promotions*

In FY 2017 and FY 2018, the FCC promoted ten MPAs of which seven (66.67%) were female. For FY 2017 and FY 2018, the promotion rate for MPA females exceeded the OCLF rate of 38.60% (*see* Chart 21). In FY 2019, the FCC promoted 9 employees in the MPA field. Of the nine employees, seven were females, resulting in a promotion rate for females of 77.78%. The average promotion rate for females in the MPA field between FY 2017 and FY 2019 (81.48%) is above the OCLF. These data suggest that a trigger does not exist for the promotion of females in this MCO.

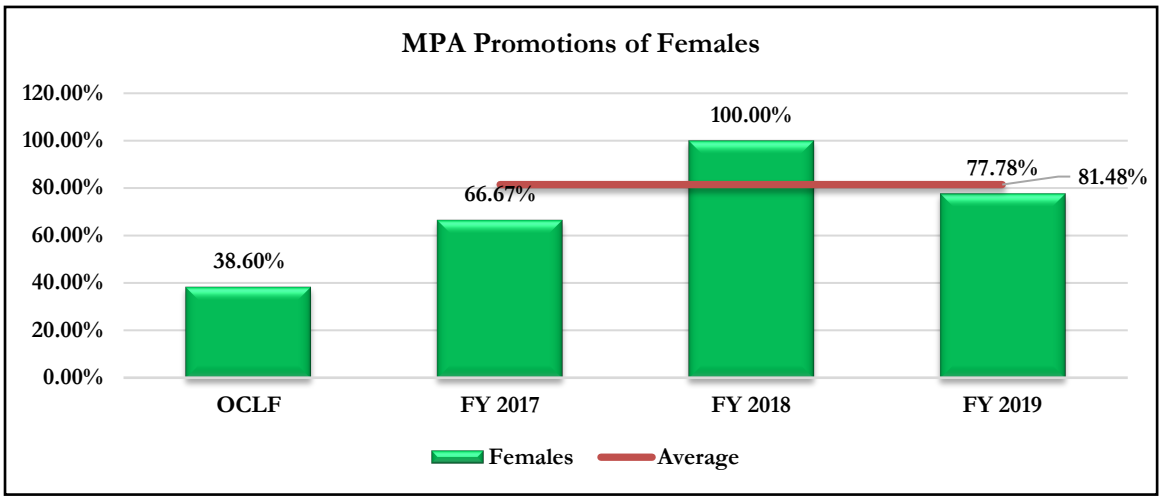

Chart 21

e) 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 3.99% of the FCC workforce.

Between FY 2015 and FY 2018, the annual participation rates of female economists have been comparable to the OCLF (30.60%) (*see* **Error! Reference source not found.**). Moreover, for FYs 2015 and 2016, the participation rates of female economists were above the OCLF. In 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 2015 and FY 2019 (31.52%) is above the OCLF. Accordingly, these data suggest that no trigger for the employment of female economists exists.

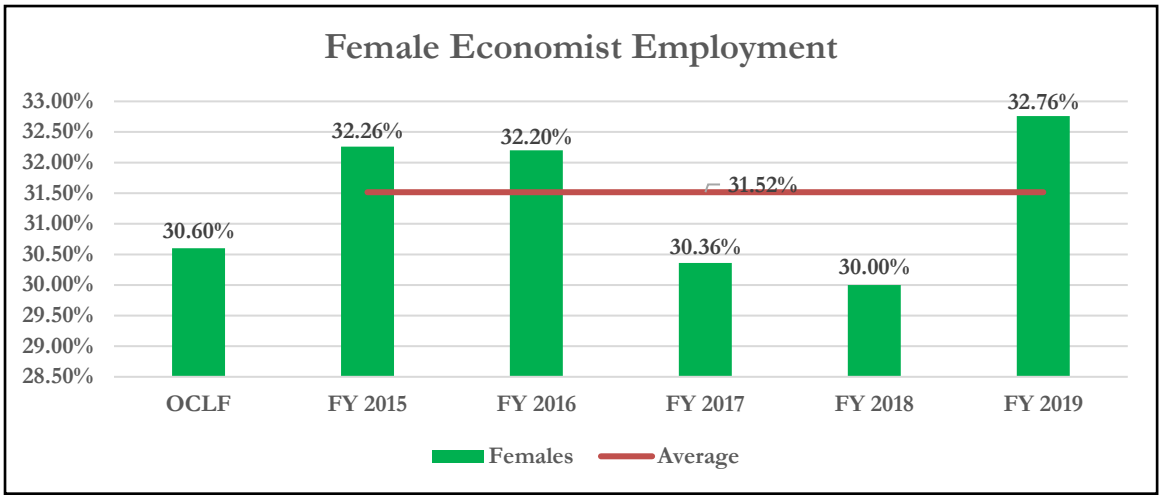

Chart 21

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired twelve economists of which, two (16.67%) were females. During this period, for only one fiscal year – FY 2016 – did the participation rate for hiring female economists exceed the OCLF(30.60%) (*see* Chart 22). For FY 2019, the FCC hired three economists in FY 2019. Of the three, two were female; thus, the participation rate for hiring economists for females was 66.67%. From FY 2015 through FY 2019, the average hiring rate for females (26.67%) was below the OCLF. Based on this data, last year, the FCC determined that additional research and analysis would be performed to assess whether any barriers exist regarding the hiring of female economists. Given that the data continues to show there is a trigger regarding the hiring of female economists, the FCC will continue with its efforts to determine if a barrier exists to the hiring of females as economists.

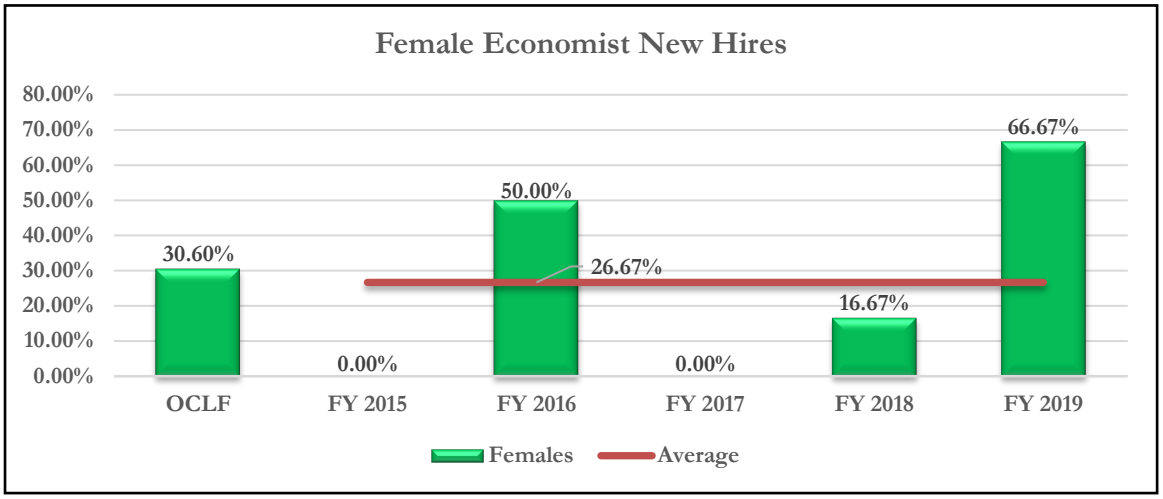

Chart 22

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 16 economists. During that period, the FCC promoted seven (43.75%) females. From FY 2016 through FY 2019, the promotion rate for females exceeded the OCLF (30.60%) for each fiscal year, with the exception of FY 2019 (*see* Chart 24). In FY 2019, the FCC promoted eight economists, but none were female, resulting in a promotion rate below the OCLF (0.00%). The average promotion rate for females (33.33%) between FY 2016 and FY 2019 is above the OCLF. These data suggest there is no trigger for the promotion of female economists.

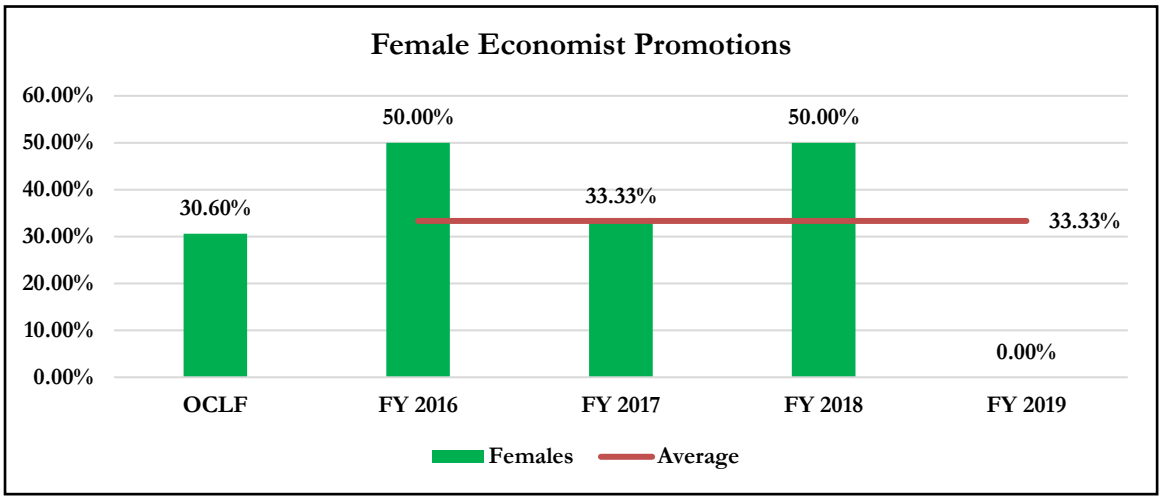

Chart 23

C. Employment of Asian Americans

1. Workforce

Of the 1,454 FCC employees, 131 (9.01%) of the employees are Asian American. Specifically, Asian American males comprise 82 (5.64%) employees, while Asian American females comprise 49 (3.37%) employees. For FY 2019, the number for Asian American males represents a very small increase from the total in FY 2018. At the same time, the number for Asian American females did not change. As a result, the participation levels for both remain above the CLF (1.97%) (*see* Chart 24). Except for FY 2018 when the participation level of Asian males saw a small decrease (0.07%), the participation level of Asian American males employed at the FCC has consistently increased. Moreover, even with the slight decrease, for FY 2018, the participation rate for Asian American males was both higher than and more than double the CLF. Similarly, since FY 2015, the participation level of Asian American females has consistently exceeded the CLF (1.93%) by 75%. With a trend of participation levels exceeding the CLF, this data suggests no trigger exists concerning the employment of Asian American males and females.

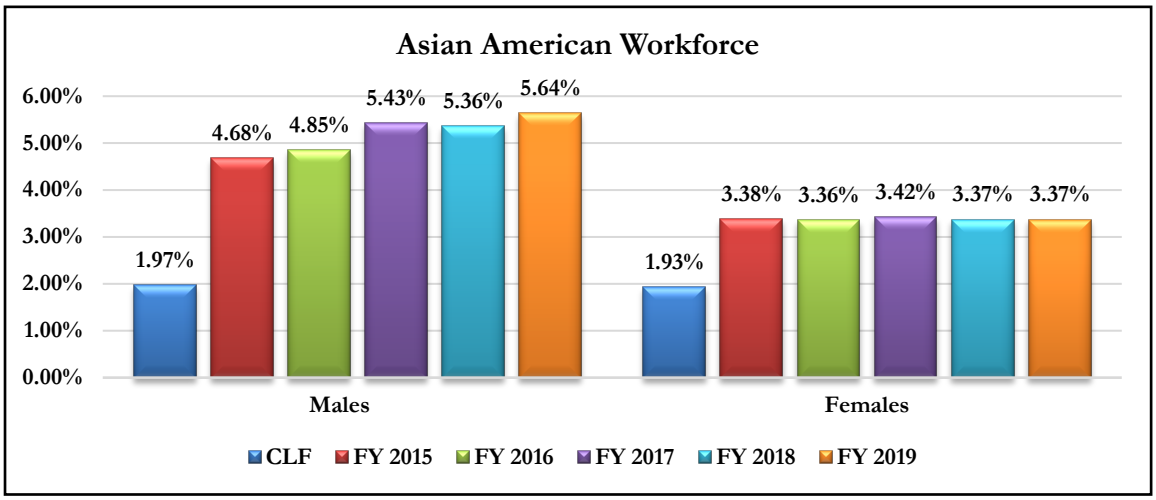

Chart 24

2. Senior Executive Service

Since FY 2016, the number of SES positions at the FCC has increased by 14.29% from 49 to 56. From FY 2016 – FY 2019, the participation rate of Asian American males and females has exceeded or was comparable to the CLF every fiscal year (*see* Chart 25). Accordingly, these data suggest there is no trigger for the employment of Asian Americans at the SES level.

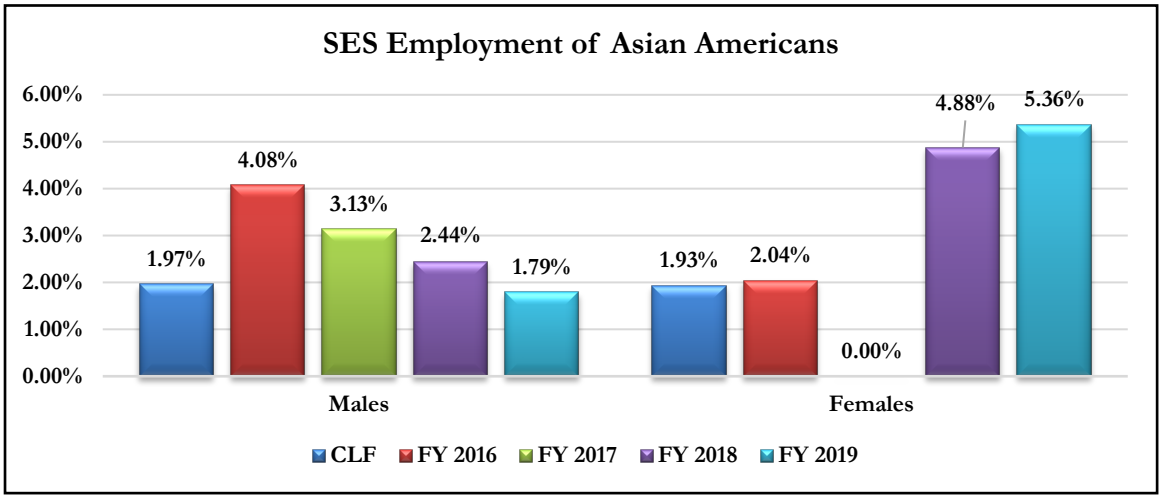

Chart 25

3. GS 13 - 15 Grade Levels

Since FY 2015, the participation rate of Asian American males not only has exceeded the CLF, but has increased every year at the GS-15 grade (*see* Chart 26). During the same period, the participation rate of Asian American females has been above and comparable to the CLF. These data suggest a trigger does not exist for the employment of Asian Americans at the GS-15 grade level.

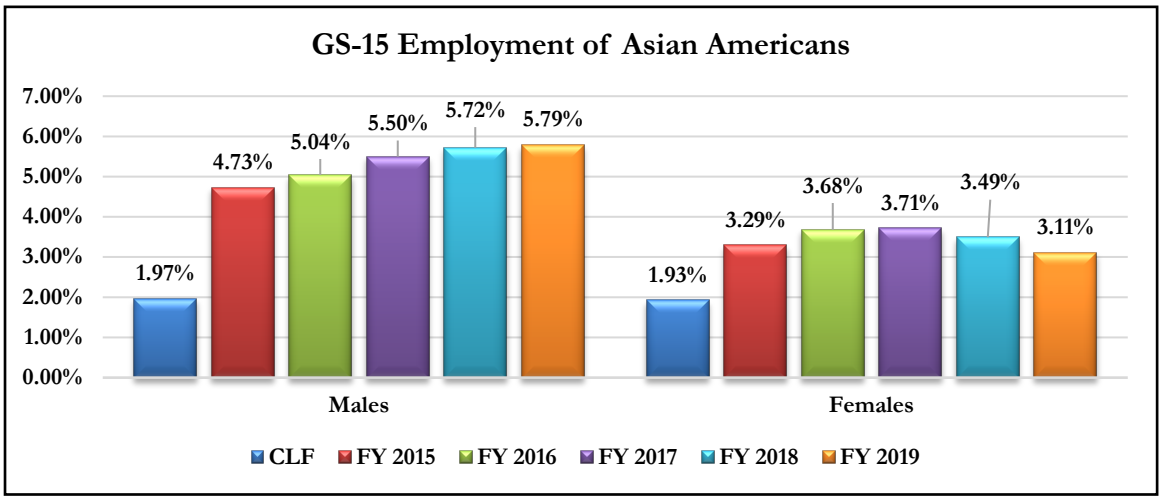

Chart 26

Since FY 2015, the participation rates of Asian American males and females at the GS-14 and GS-13 grades have been above the CLF(*see* Chart 27 and Chart 28). These data suggest that a trigger does not exist concerning the employment of Asian Americans at these grades.

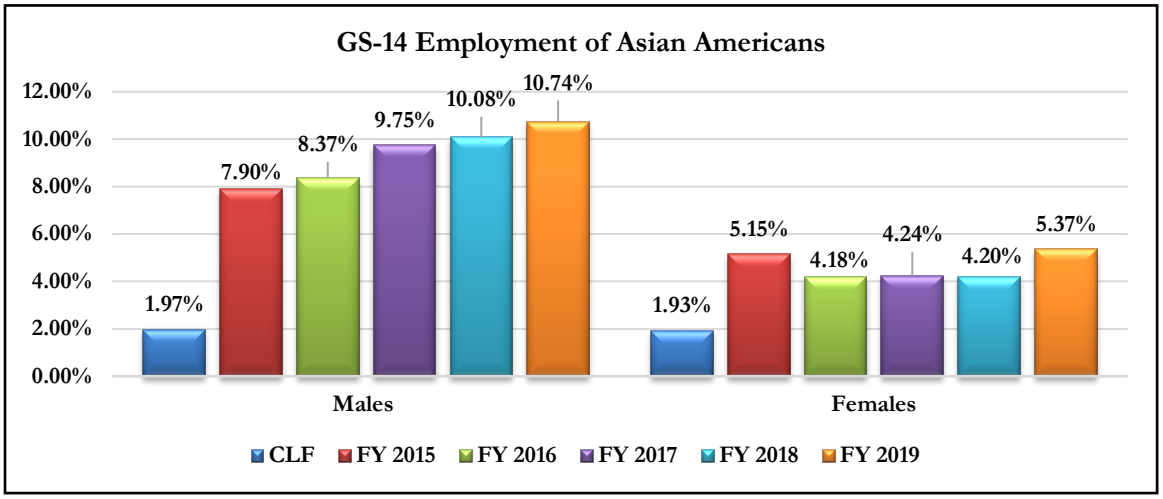

Chart 27

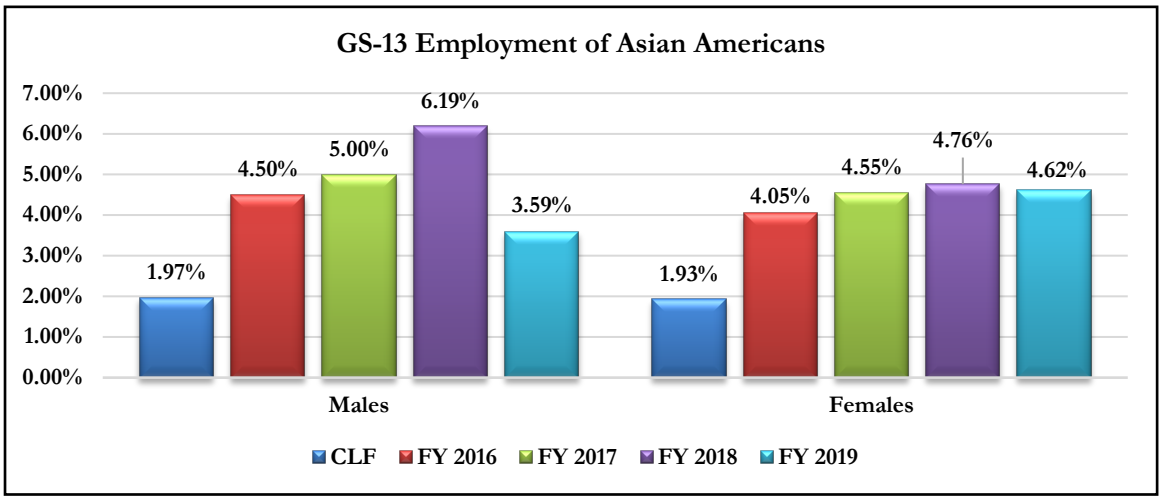

Chart 28

4. New Hires and Separations

Since FY 2015, the new hire rate for Asian American males has been at least double the CLF (1.97%) (*see* **Error! Reference source not found.**). In FY 2015, the new hire rate was more than triple the CLF. Moreover, for FYs 2017 and 2019, the new hire rate was quadruple the CLF. Further, since FY 2015, for three of the five fiscal years (namely, FYs 2015, 2017 and 2019) the separation rate for Asian American males has been 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 FY 2018 and comparable to the new hire rate in FY 2016. However, the separation rate for Asian American males has exceeded the CLF by at least double for three of the last four 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. Last year, the FCC determined that additional research and analysis would be performed to assess whether any barriers exist regarding the retention of Asian American males. Accordingly, the FCC will continue its ongoing efforts to ascertain if a barrier to retention exists for Asian American males.

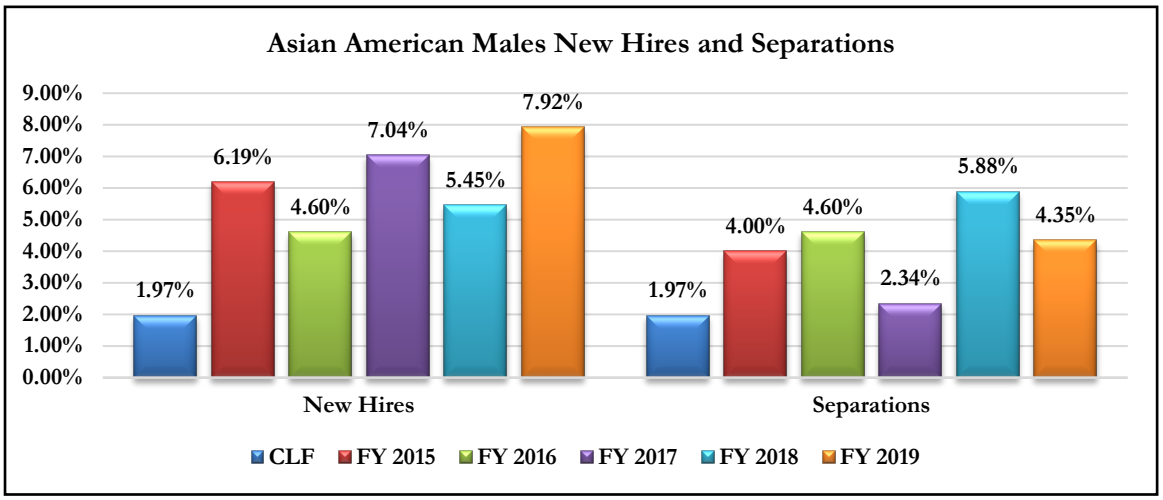

Chart 29

Since FY 2015, the new hire rate for Asian American females was either comparable with CLF (1.93%) or higher than the CLF (*see* **Error! Reference source not found.**). In fact, for FYs 2015 and 2017, the new hire rate was more than double the CLF (4.42% and 7.04%, respectively). Similarly, during the same time period, the separation rate for Asian American females was either comparable with or higher than the CLF. Further, the separation rate exceeded the new hire rate in FYs 2016, 2018 and 2019, while falling below it in FYs 2015 and 2017. Given the separation rate trend for Asian American females, these data suggest a trigger exists regarding the retention of Asian American males. Last year, the FCC determined that additional research and analysis would be performed to assess whether any barriers exist regarding the retention of Asian American males. Accordingly, the FCC will continue its ongoing efforts to ascertain if a barrier to retention exists for Asian American females.

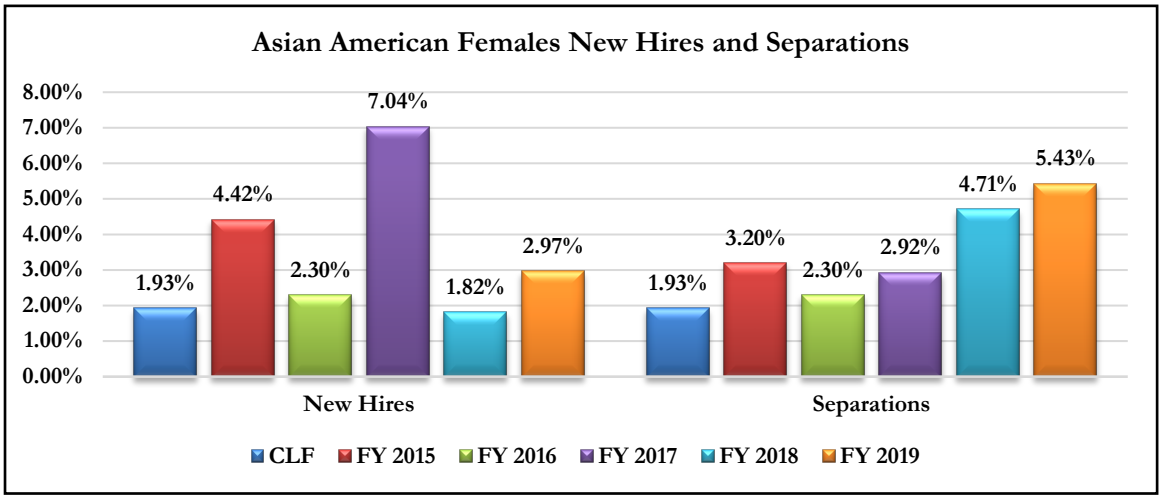

Chart 30

5. Mission Critical Occupations

a) Attorneys

(1) *Workforce*

Currently, the FCC employs 564 attorneys. Although, since FY 2015, the FCC has experienced a decrease in total attorneys (from 597 to 564), the number of Asian American attorneys has increased from 33 to 39 attorneys. During this period, the participation level of Asian American males and females in the attorney workforce was above the OCLF (1.00% and 0.60%, respectively)(*see* Chart 31). 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.

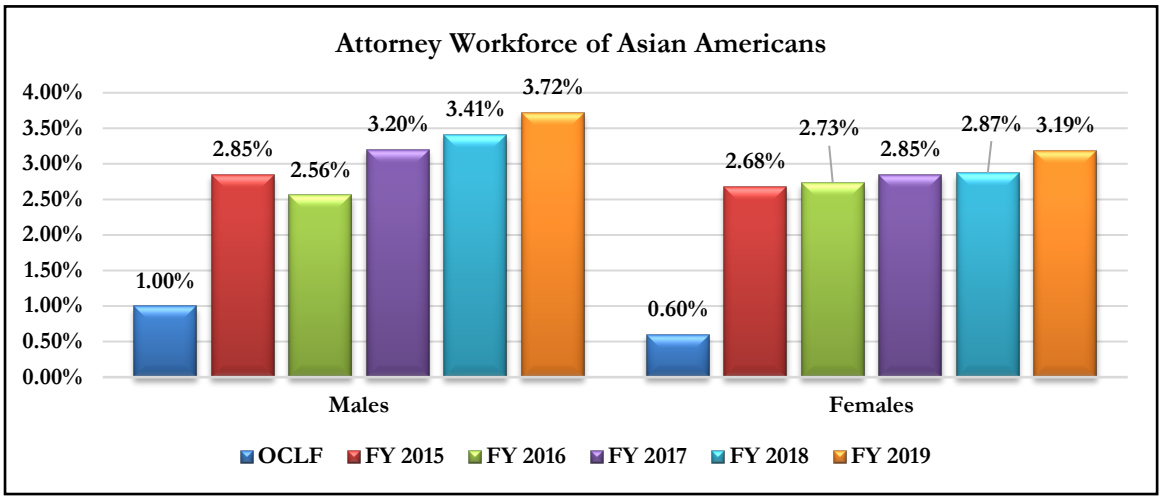

Chart 31

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired 123 attorneys of which 10 (8.13%) were Asian American. Specifically, the FCC hired seven Asian American males and three Asian American females. During this period, the hiring rate for Asian American males exceeded or was comparable to the OCLF (1.00%) (*see* Chart 32). Similarly, the hiring rate for Asian American females during this same period either exceeded or was comparable to the OCLF (0.60%) (*see* Chart 33). In FY 2019, the FCC received 2,314 applications for 33 attorney positions. One thousand, three hundred twenty-eight applicants qualified for the positions. From this applicant pool, fifty-eight Asian American males (4.37%) and sixty-one (4.59%) Asian American females qualified for these positions, three (9.09%) Asian American males and two (6.06%) Asian American females were hired. Further, from FY 2015 – FY 2019, the average hiring rate for Asian American male attorneys (6.32%) exceeded the OCLF. Additionally, for the same period, the average hiring rate for Asian

American female attorneys (3.19%) was above the OCLF. These data suggest a trigger does not exist for the hiring of Asian American males and females as attorneys.

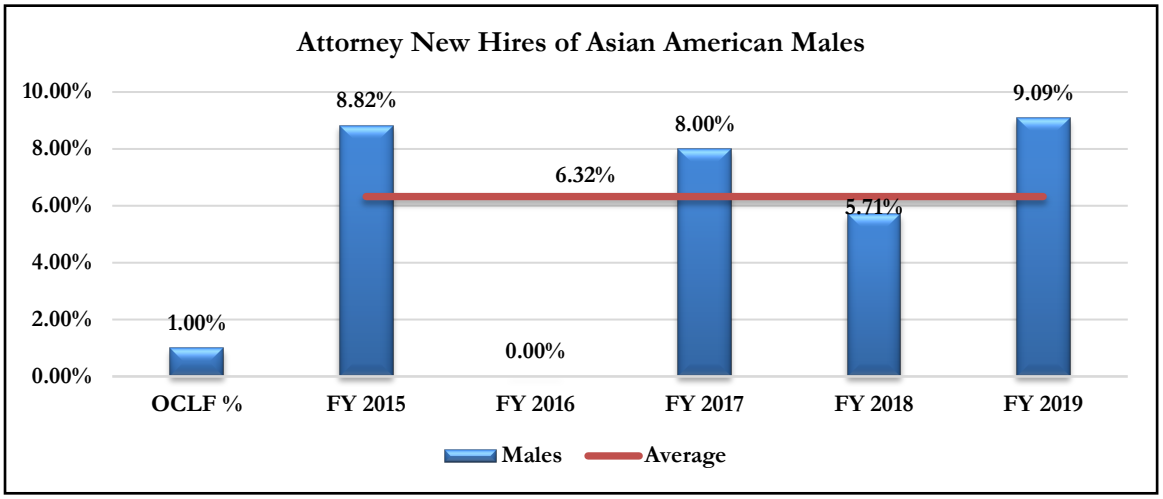

Chart 32

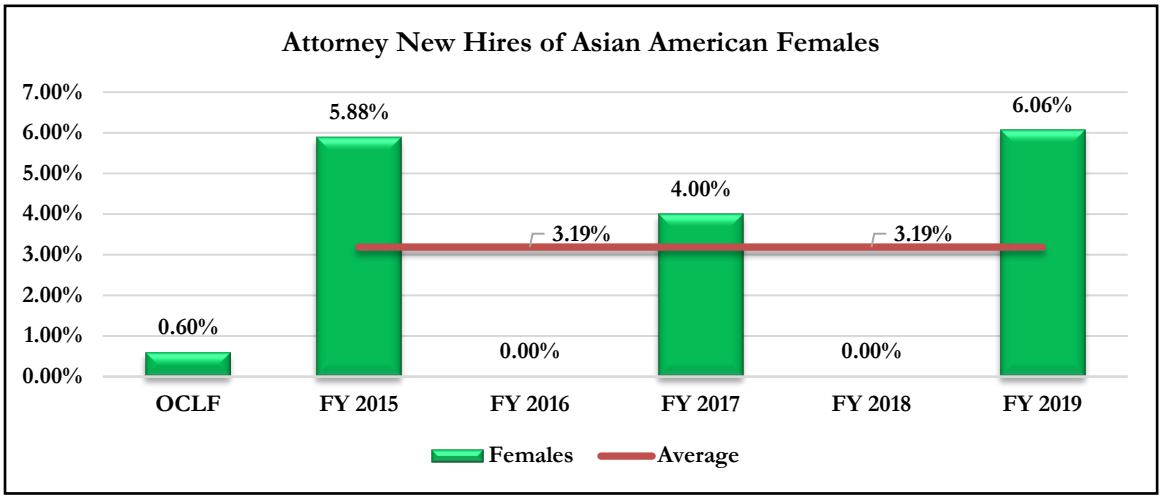

Chart 33

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 108 attorneys. During that period, the FCC promoted five (4.63%) Asian American males and five (4.63%) Asian American females. In addition, the promotion rate for Asian American male attorneys was comparable with or exceeded the OCLF during that period (*see* Chart 34). Similarly, for Asian American female attorneys during the same time period, the promotion rate was comparable with or exceeded the OCLF (*see* Chart 36). In FY 2019, the FCC received thirty-nine applications for six attorney promotions. One Asian American female applied and was selected for one of these positions. The average promotion rate from FY 2016 to FY 2019 for Asian American male attorneys (7.06%) and Asian American female attorneys (4.26%) are above the respective OCLFs. Given the favorable promotion rate for Asian American male and female attorneys since FY 2016, the data suggest there is not a trigger concerning promotions for Asian American attorneys.

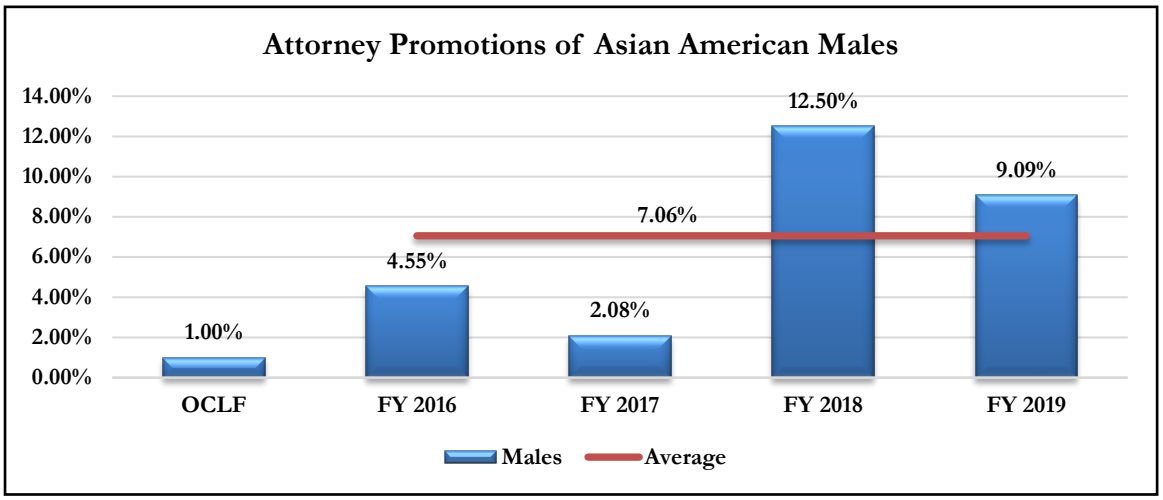

Chart 34

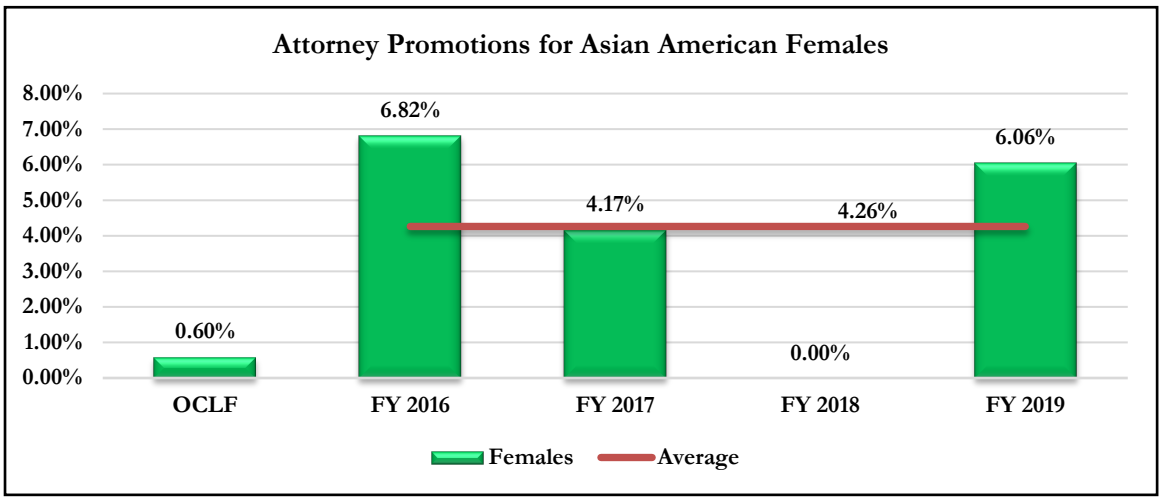

Chart 35

b) Miscellaneous Administration and Program Employees

(1) *Workforce*

Since FY 2015, the number of MAP employees has decreased by 85 employees from 335 to 250. Although the number of MAP employees decreased during this period, from FY 2015 – FY 2019, the participation rates of Asian American males and females remained comparable to the OCLF (2.60% and 2.30%, respectively) (*see* **Error! Reference source not found.**). Because the participation rates have been comparable, these data suggest there is no trigger concerning employment of Asian Americans in the MAP field.

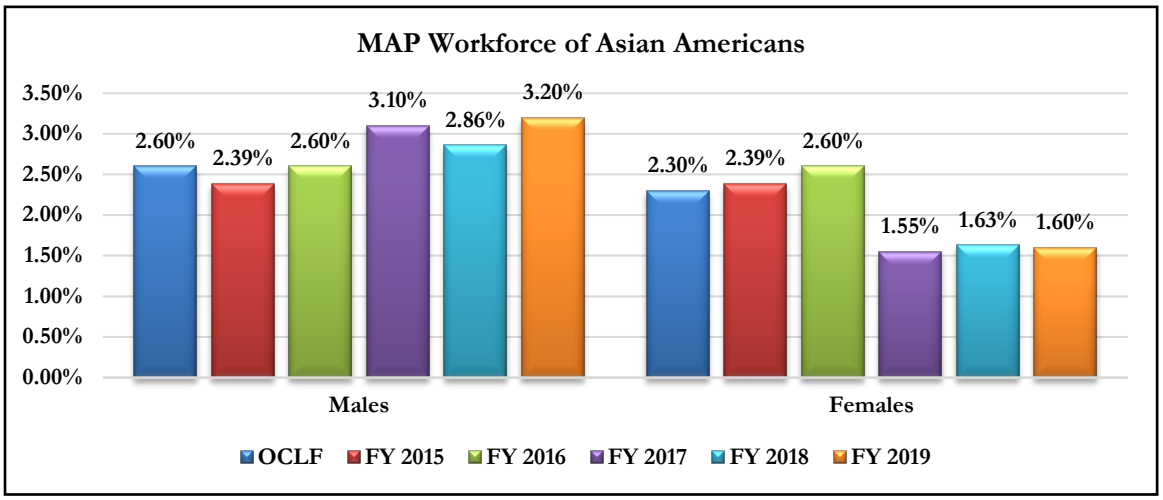

Chart 36

(2) *New Hires*

Between FY 2015 to FY 2018, the FCC hired thirty-one MAP employees of which five (16.12%) were Asian American. Specifically, the FCC hired two Asian American males and three Asian American females. During this period, the new hire rate for Asian American males as MAP employees was above the OCLF (2.60%) for two of the fiscal years (FYs 2015 and 2017) and below the OCLF for the remaining two years (*see* Chart 37). For Asian American females during the same period, the hiring rate was above the OCLF (2.30%) for three of the fiscal years (FYs 2015, 2016 and 2018) (*see* **Error! Reference source not found.**). In FY 2019, the FCC received four hundred fifty-five applications for six MAP positions. Two hundred and eight applicants qualified for the positions. Forty (19.23%) Asian American males and twenty-nine (13.94%) Asian American females qualified for these positions; however, no Asian American males or females were hired. Between FY 2015 and FY 2019, the average hiring rate for Asian American males (7.50%) exceeds the OCLF. Similarly, for the same time period, the average hiring rate for Asian American females (7.02%) 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.

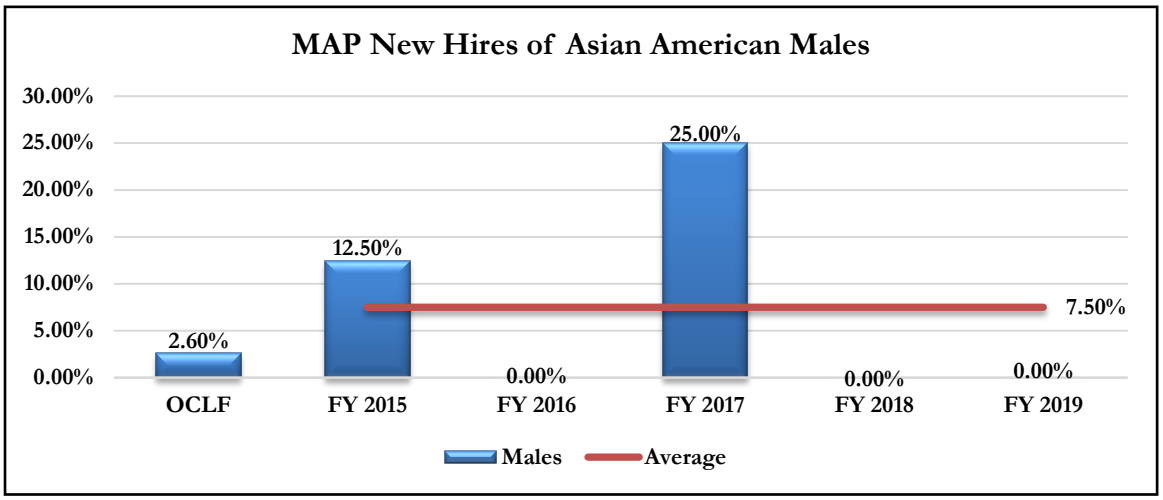

Chart 37

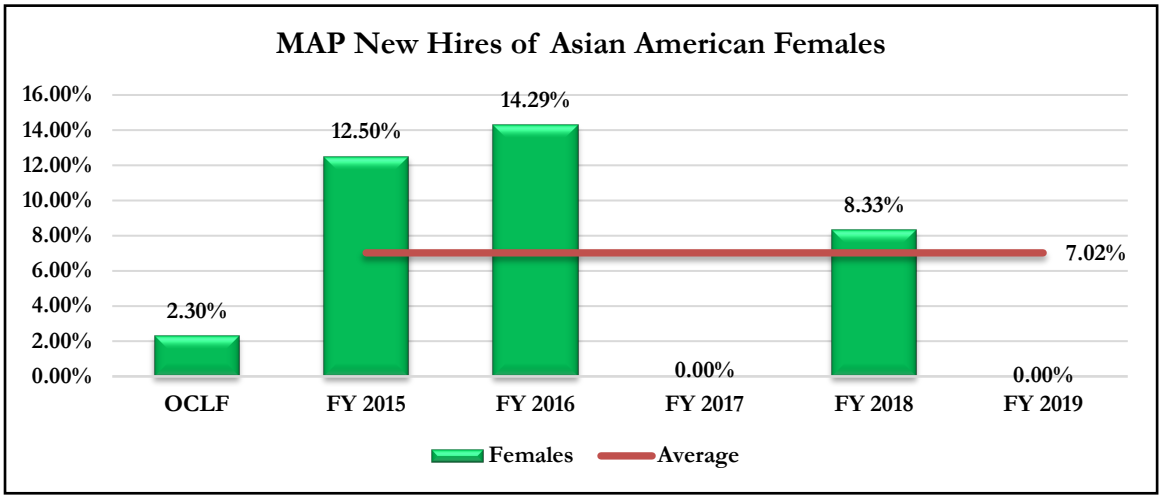

Chart 38

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 35 MAP employees. During that period, the FCC promoted three (8.57%) Asian American males and one (2.86%) Asian American female. In FY 2019, the FCC received nine applications for one MAP promotion. No Asian American males or females applied for this position. From FY 2016 to FY 2019, the promotion rate for Asian American male MAP employees was above the OCLF (2.60%) for two fiscal years (FYs 2016 and 2017); however, for the remaining fiscal years the rate was below the OCLF (*see* Chart 39). 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 40). The average promotion rate, from FY 2016 to FY 2019, for Asian American males (6.09%) is above the OCLF. For Asian American females, the average promotion rate for this

period (2.50%) is comparable to the OCLF. These data suggest there is no trigger concerning the promotion of Asian American male and female MAP employees.

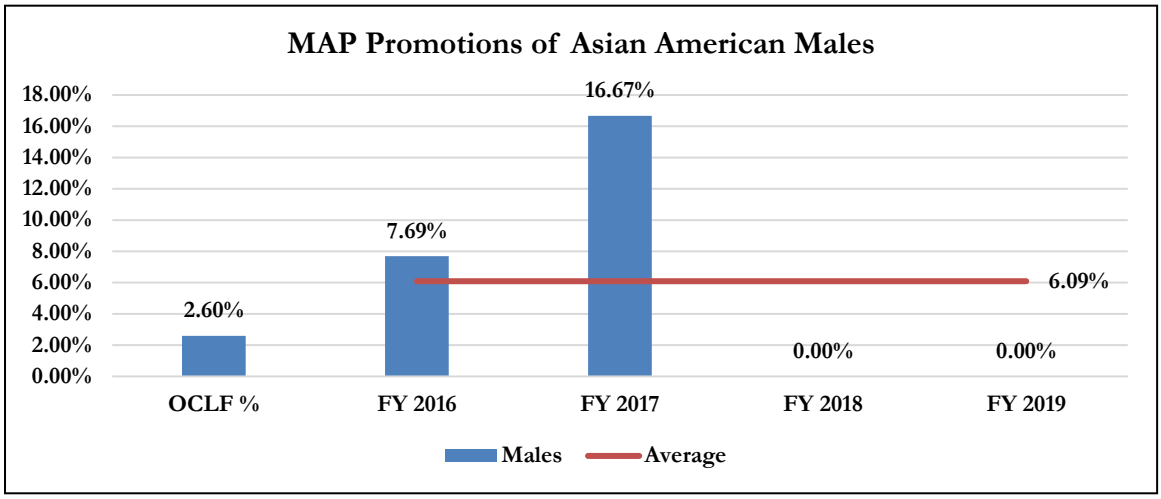

Chart 39

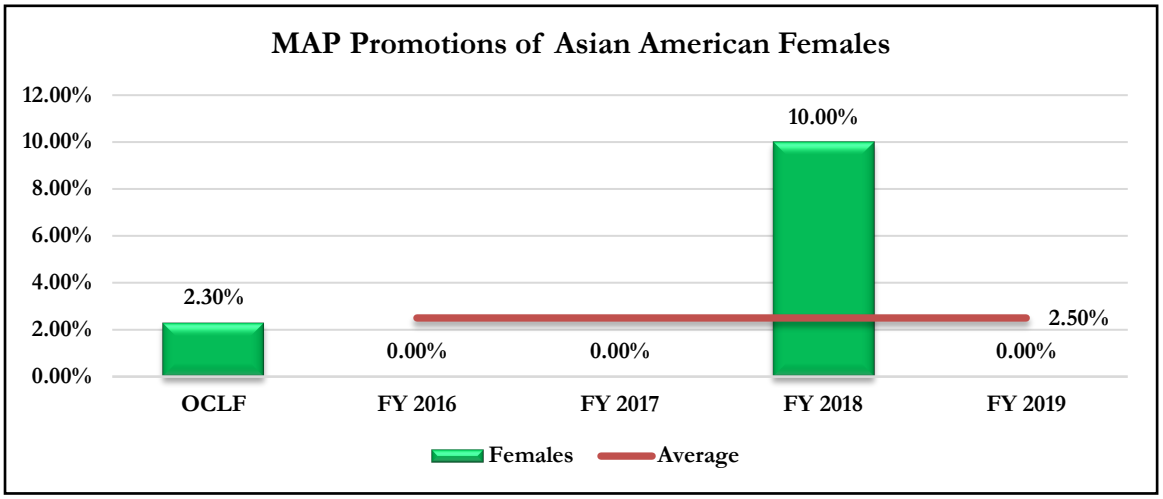

Chart 40

c) Electronic Engineer

(1) *Workforce*

Since FY 2015, the number of electronics engineers has decreased by 53 employees. Currently, the FCC has 202 Electronic Engineers. From FY 2016 - FY 2019, the participation rate of Asian American males and females in the Electronic Engineer field has exceeded their respective OCLF rates (*see* **Error! Reference source not found.**). Further, there is a trend of steady increase in the participation rate of Asian American females. Considering the favorable participation rates of Asian American males and females in comparison to their respective OCLF rates, a trigger concerning employment of Asian American males and females in this MCO does not exist.

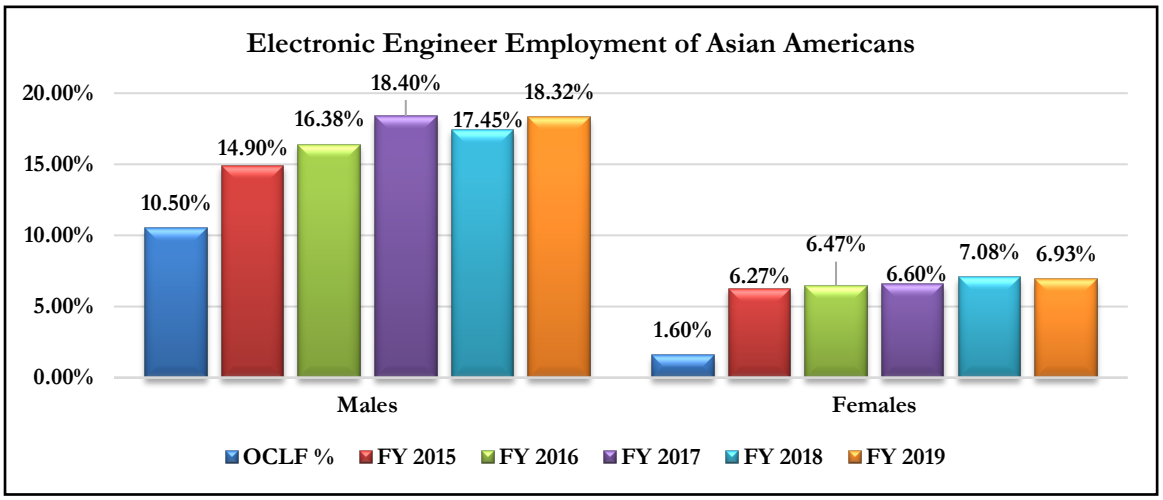

Chart 41

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired twenty-one Electronic Engineers of which four (19.05%) were Asian American. Specifically, the FCC hired three Asian American males and one Asian American female. In FY 2019, the FCC received six hundred sixty-four applications for five Electronic Engineer positions. Three hundred thirty-seven applicants qualified for the positions. Although seventy-one (21.07%) Asian American males and ten (2.97%) Asian American females qualified for these positions, no (0.00%) Asian American males or females were hired. From FY 2015 to FY 2019, the hiring rate for Asian American males was above the OCLF (10.50%) for two fiscal years (FYs 2016 and 2018) and below the OCLF for the remaining fiscal years (*see* **Error! Reference source not found.**). For the same period, the hiring rate for Asian American females was above the OCLF (1.60%) for one fiscal year (FY 2015) and below the OCLF for the remainder of the period (*see* **Error! Reference source not found.**). During this time period, the average hiring rate for Asian American males for the Electronic Engineer position (9.44%) was above the OCLF. Similarly, the average hiring rate for Asian American females (4.00%) was above the OCLF. 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 2015, additional analysis and research is in progress to ascertain if a barrier to the hiring of Asian American females exists.

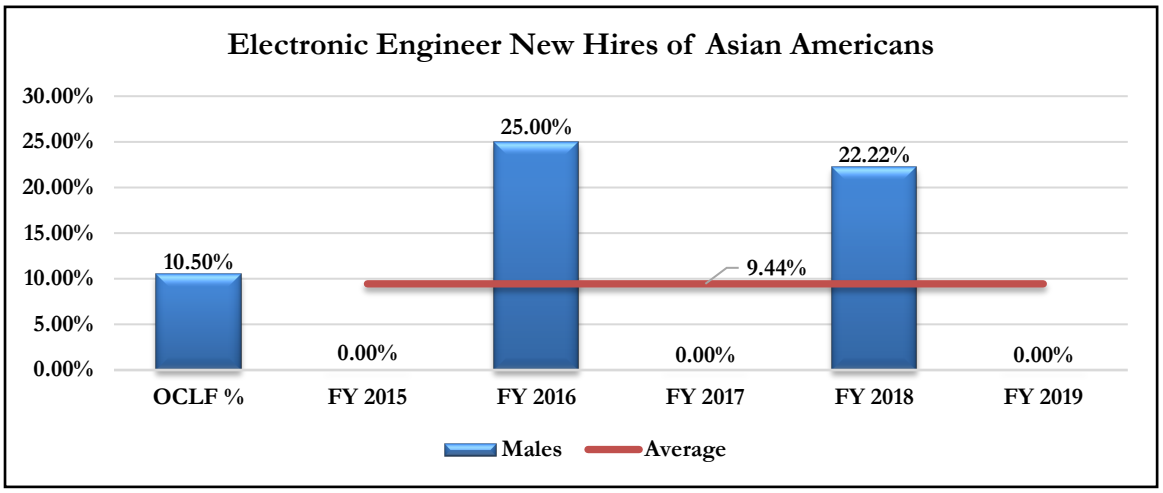

Chart 42

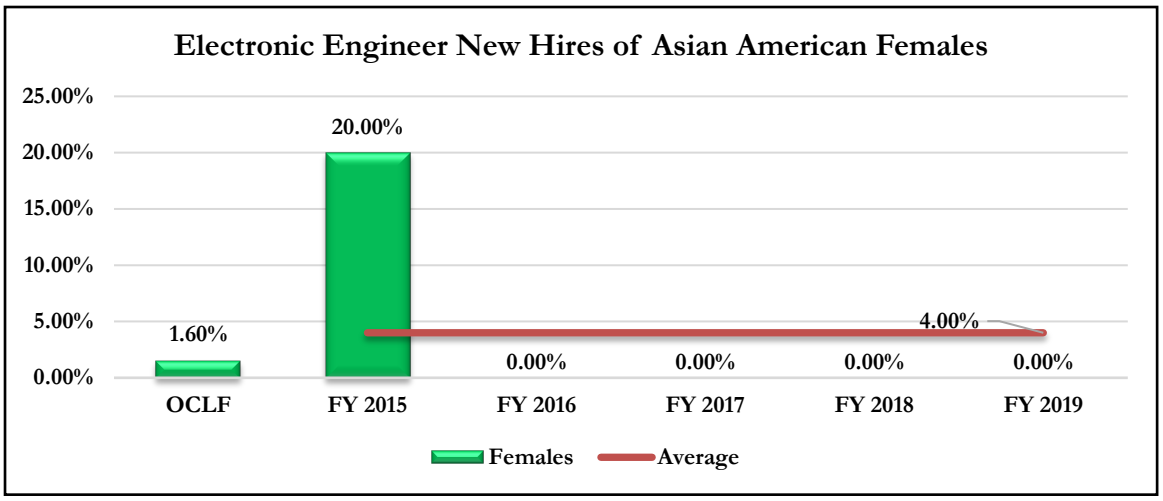

Chart 43

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 22 electronic engineers. During that period, the FCC promoted three (13.64%) Asian American males and three (13.64%) Asian American females. In FY 2019, the FCC promoted five electronic engineers, one (25%) was Asian American male and none were Asian American female. From FY 2016 to FY 2019, the promotion rate for Asian American male electronic engineers was above the OCLF (10.50%) for three fiscal years (FYs 2017, 2018 and 2019) and below the OCLF for the remaining fiscal year (*see* Chart 44). During the same period, the promotion rate for Asian American females significantly exceeded the OCLF (1.60%) for two fiscal years (FYs 2016 and 2017) and was below the OCLF for the remaining fiscal years (*see* Chart 45). For the same period, the average promotion rates of Asian American male and female electronic engineers (24.25% and 7.42%, respectively) is above the OCL. These data suggest there does not appear to be a trigger concerning promotions of Asian Americans electronic engineers. and).

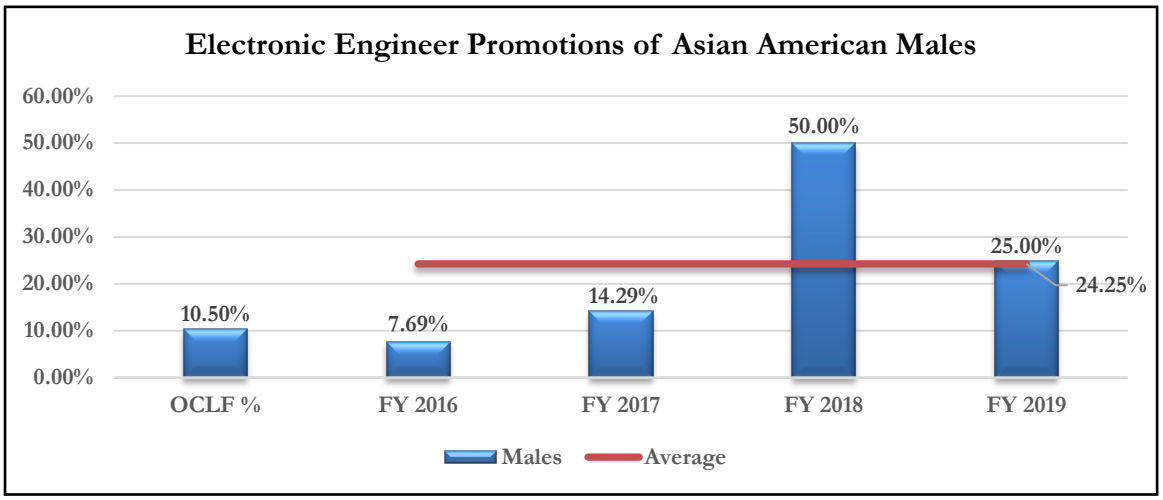

Chart 44

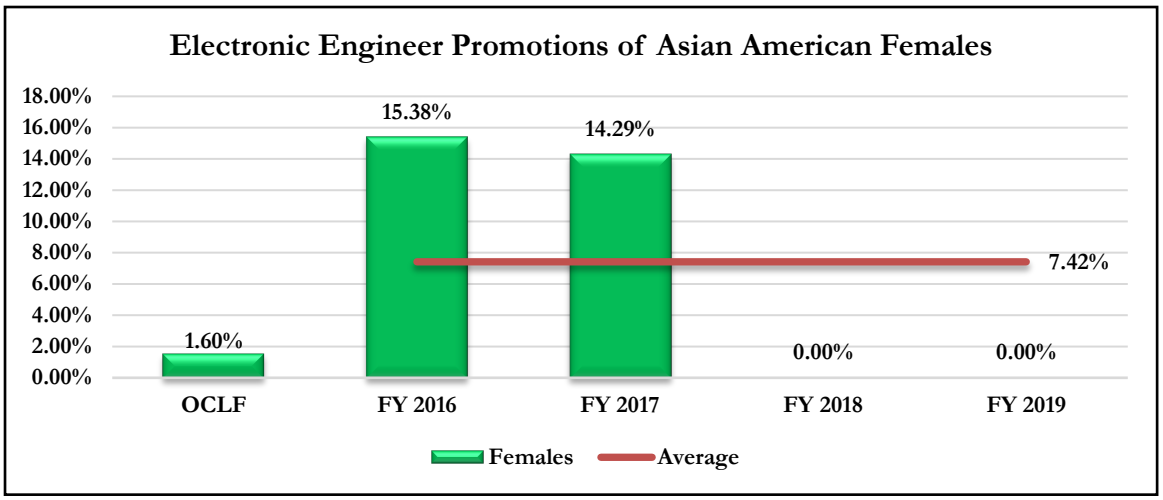

Chart 45

d) Management Program Analysis

(1) *Workforce*

Currently, the FCC has 73 MPA employees including no Asian American males and one (1.37%) Asian American female. Since FY 2017, the participation rate of Asian American males in the MPA field has remained below the OCLF (3.40%), while the participation rate for Asian American females has been comparable with the OCLF (1.90%) (*see* Chart 46). Given the absence of Asian American males in the MAP workforce, coupled with consistent low participation rates during the previous three fiscal years, a trigger exists regarding the employment of Asian American males in the MPA field. By contrast, the data suggests that there is not a trigger for the employment of Asian American females in this MCO.

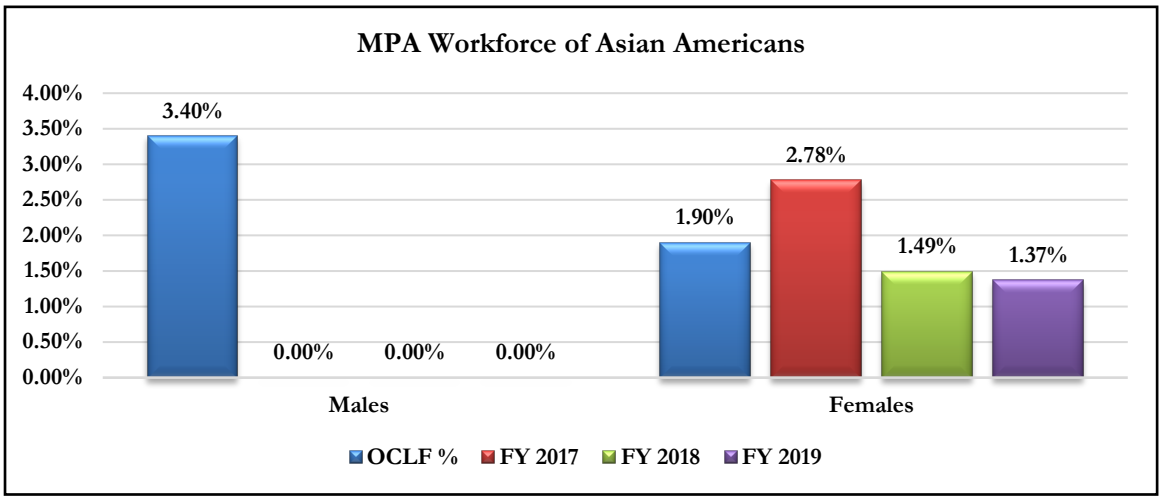

Chart 46

(2) *New Hires*

In FY 2017 and FY 2018, the FCC hired four MPAs of which none were Asian American. In FY 2019, the FCC received one hundred six applications for four MPA positions. Eighteen applicants qualified for the positions. No Asian American males or females applied for these positions. Since FY 2017, the hiring rate for Asian American males has been below the OCLF (3.40%) (*see* Chart 47), On the other hand, hiring rate for Asian American females for the same period has been comparable with the OCLF (1.90%). While limited data is 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 participation rates (0.00%) are and the hiring rate of Asian American males for the past three fiscal years consistently has been below the OCLF.

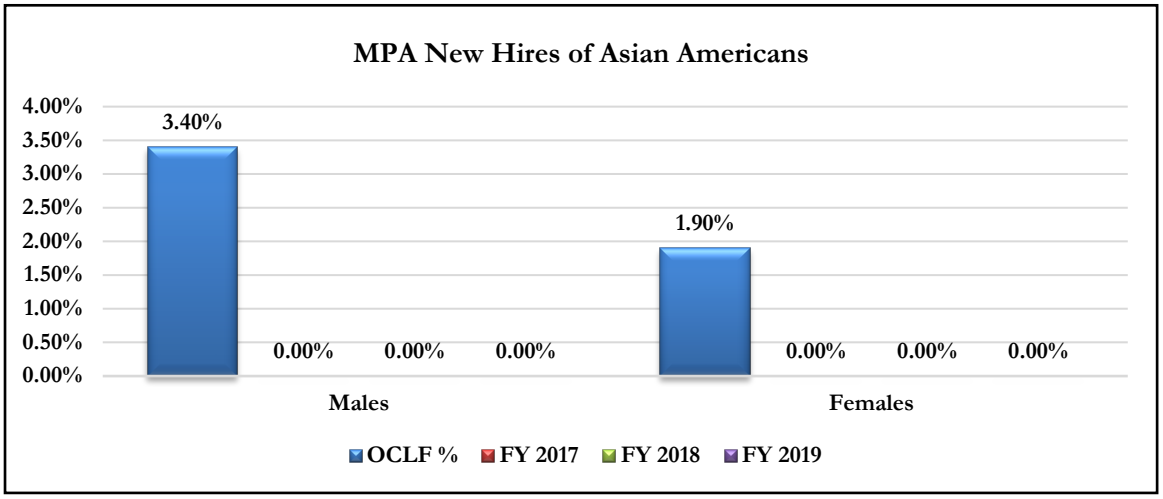

Chart 47

(3) *Promotions*

In FY 2017 and FY 2018, the FCC promoted ten MPAs of which one (10.00%) Asian American female was promoted. In FY 2019, the FCC promoted nine MPA employees, 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 three years (0.00%) is below the OCLF (3.40%) (*see* Chart 48). For Asian American females, during the same time period, the promotion rate exceeded the OCLF (1.90%) for only one fiscal year (FY 2017) and was below the OCLF for the other two fiscal years. Further, the average promotion rate for Asian American MAP employees is 3.70% which is above and comparable with the OCLF. Thus, these data suggest that no trigger exists concerning promotion of Asian American female MAP employees.

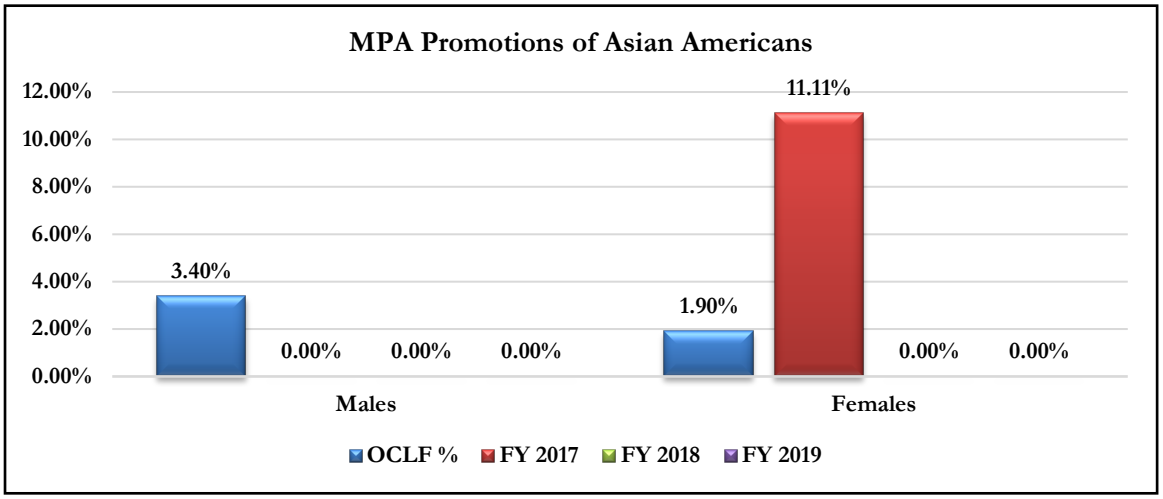

Chart 48

e) Economist

(1) *Workforce*

The FCC has 58 economists. From FY 2015 to FY 2019, the participation rate of Asian American males was above the OCLF (5.40%) (*see* Chart 49). Specifically, for FYs 2015 and 2016, the participation rate exceeded the OCLF and was comparable with the OCLF for the remaining fiscal years. For Asian American females, the participation rate was above the OCLF (3.70%) for the same period. However, the participation rate for Asian American females exceeded the OCLF only for FY 2015 and was comparable with the OCLF for the remaining fiscal years. Further, there has been a steady decrease in the participation rate of Asian American females since FY 2016. As the participation rate for Asian American males is at least comparable to the OCLF, the data suggests that a trigger concerning employment does not exist. However, as the participation rate for Asian American females has decreased from FY 2016 to FY 2019 by nearly 5%, the data suggests that a trigger exists regarding the employment of Asian American females. As noted in last year's report, the Commission's efforts are underway to ascertain if a barrier to the employment of Asian American females as economists exists.

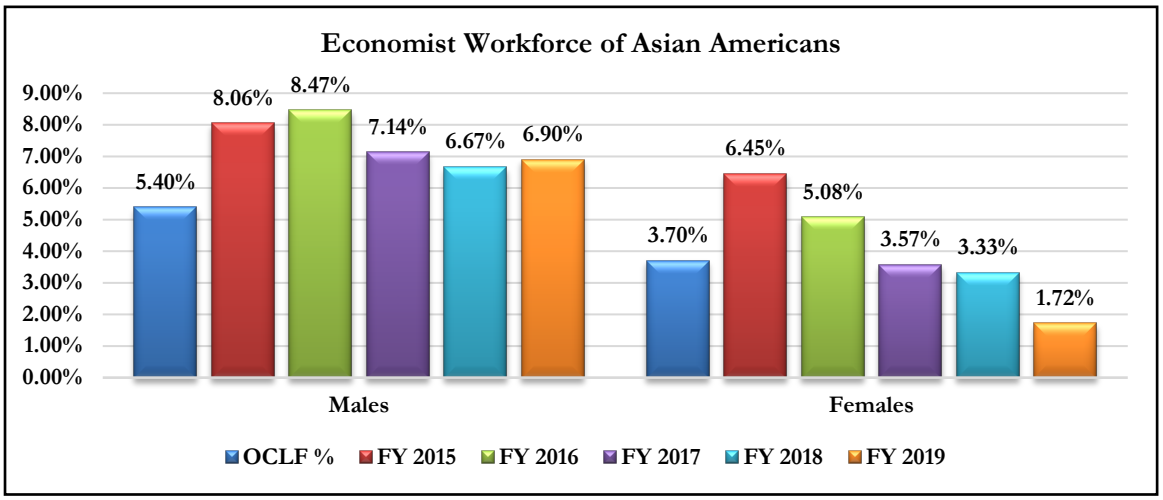

Chart 49

(2) *New Hires*

Between FY 2015 and FY 2018, one Asian American male and no Asian American females were hired as an economist. In FY 2019, the FCC did not hire any economists. From FY 2015 to FY 2019, the hiring rate for Asian American males exceeded the OCLF (5.40%) for one fiscal year (FY 2015) and was below the OCLF at 0.00% for the remaining fiscal years (*see* Chart 51). During the same period, the hiring rate for Asian American females was consistently below the OCLF (3.70%) (*see* Chart 51). From FY 2015 to FY 2019, the average hiring rate for Asian American males is 6.67% and 0.00% for Asian American females. As the average hiring rate for Asian American males is above the OCLF, the data suggests that a trigger does not exist for Asian American males concerning the hiring of economists. On the other hand, the data suggests that a trigger exists concerning the hiring of Asian American females as economists. As noted in last year's report, the Commission's efforts are underway to ascertain if a barrier to the hiring of Asian American females as economists exists.

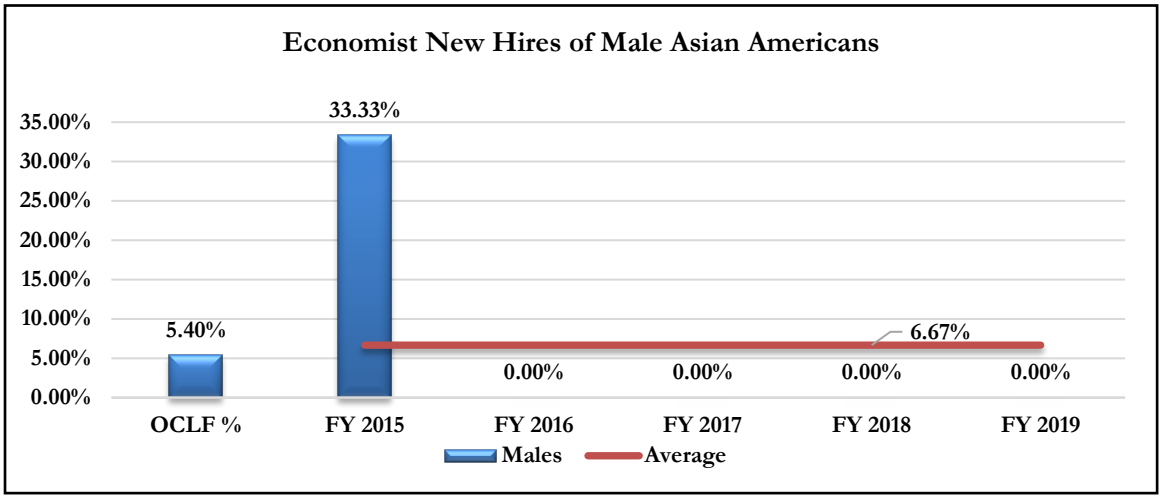

Chart 50

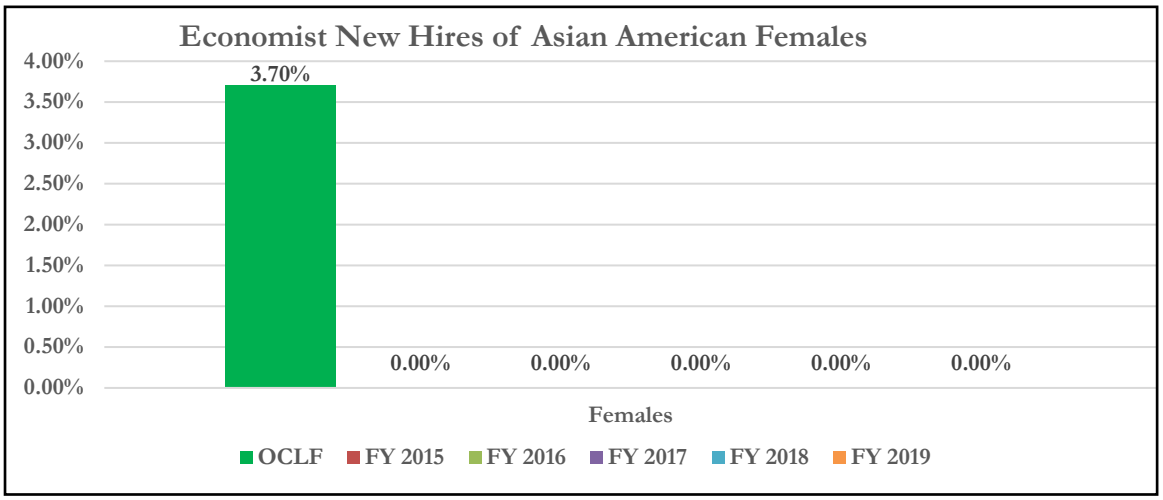

Chart 51

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 16 economists. During that period, the FCC promoted three (18.75%) Asian American males and one (6.25%) Asian American female. In FY 2019, the FCC promoted eight economists, none were Asian American males. The promotion rate for Asian American males from FY 2016 to FY 2019 exceeded the OCLF (5.40%) for one fiscal year (FY 2016) and was below the OCLF for the remaining fiscal years (*see* **Error! Reference source not found.**). Similarly, for Asian American females, the promotion rate during the same period exceeded the OCLF (3.70%) for one fiscal year (FY 2016) and was below the OCLF for the remaining fiscal years. From FY 2016 to FY 2019, the average promotion rate for Asian American males (9.38%) is above the OCLF; and, the average promotion rate for Asian American females (3.13%) is comparable to the OCLF. These data suggest that a trigger does not exist concerning the promotion of Asian Americans for economist positions.

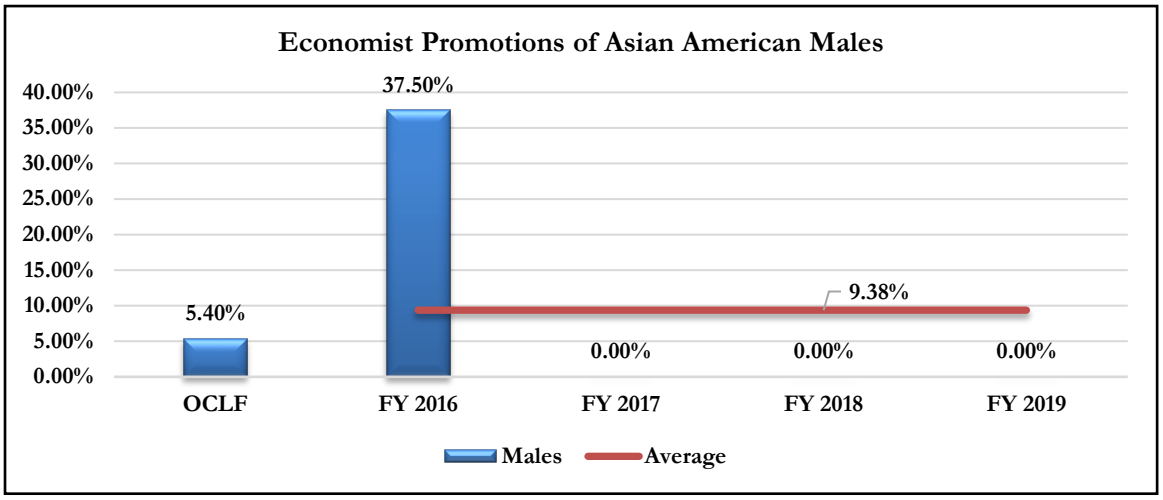

Chart 52

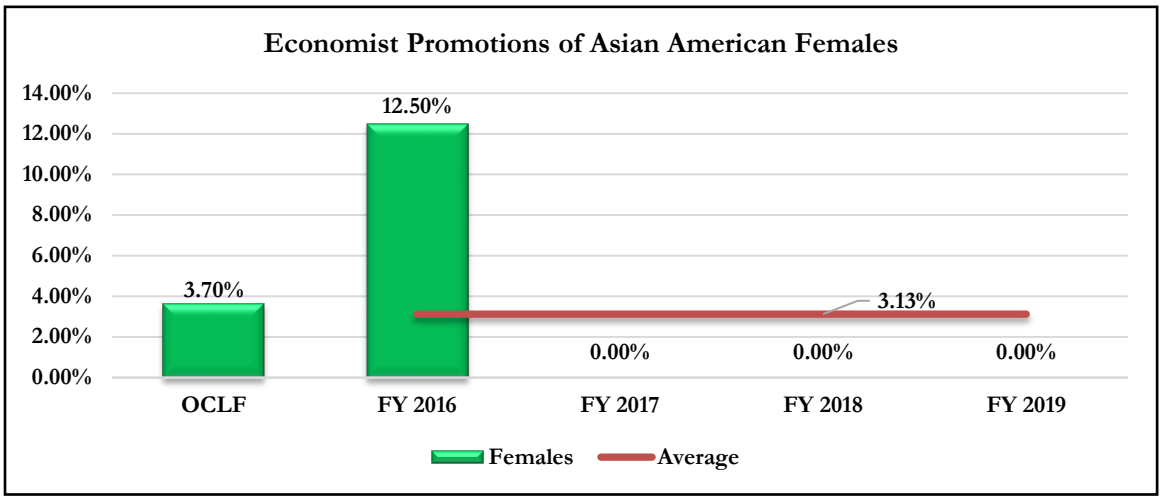

Chart 53

D. Employment of Black or African Americans

11. Workforce

Of the 1,454 FCC employees, 389 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 118 are Black or African American male employees. The participation rate for Black or African American males is above the CLF (5.49%) while the participation rate for Black or African American females is significantly higher than the CLF (6.53%) (*see* **Error! Reference source not found.**). Thus, these data suggest that a trigger concerning employment of Blacks or African Americans does not exist.

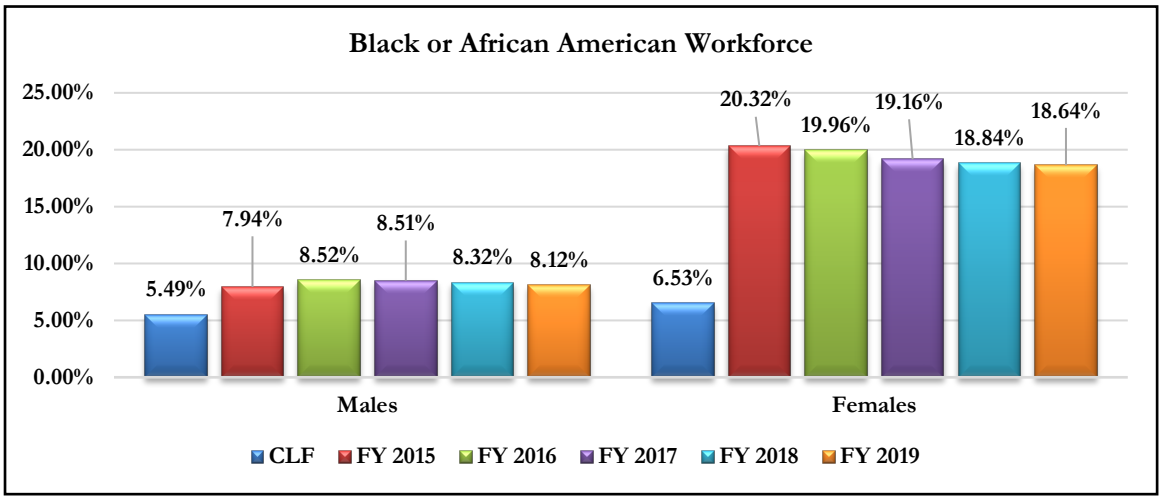

Chart 54

12. Senior Executive Service

Although the number of Senior Executive Service positions at the FCC has increased by 14.29% from 49 to 56, since FY 2016, the participation rate of Black or African American males has been below the CLF every year, including one fiscal year (FY 2017) where the participation rate was 0.00% (*see* Chart 55). 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 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.

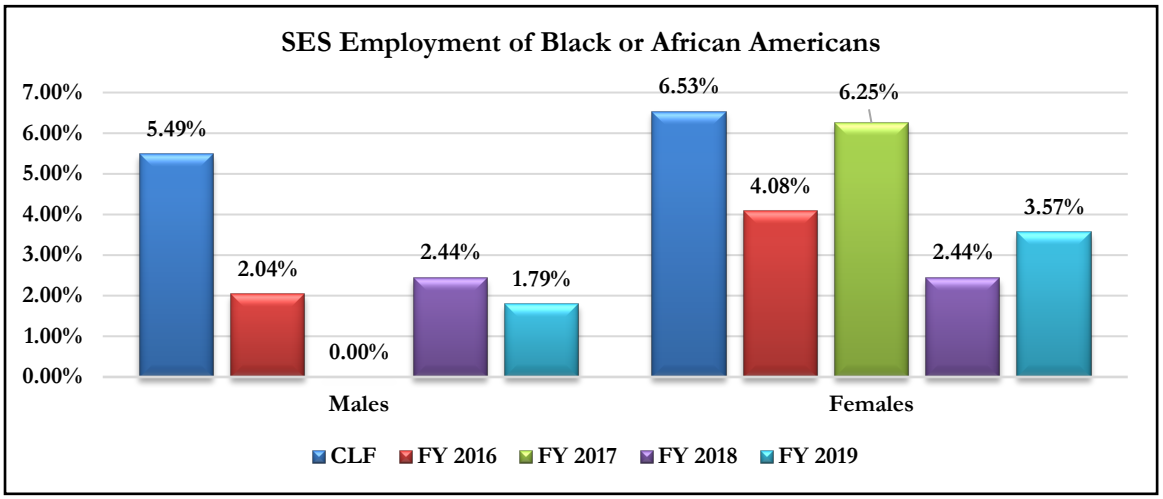

Chart 55

13. GS-13 - 15 Positions

Although the number of GS-15 positions has decreased since FY 2015, the participation rates of Black or African American males and females were consistently comparable to the CLF at the GS-15 grade (*see* Chart 56). 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. In this regard, 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.

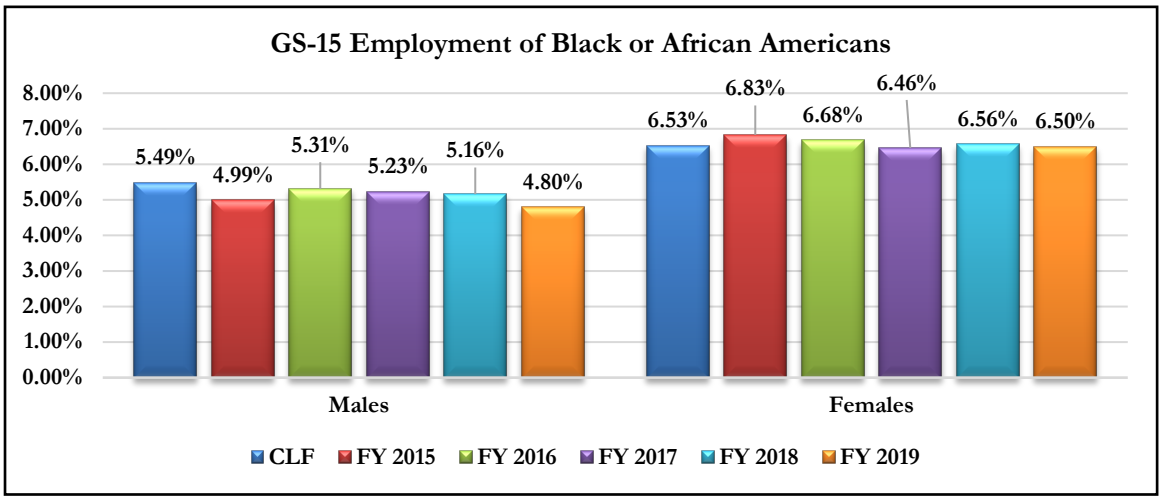

Chart 56

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 2015, the participation rates of Black or African American males were above the CLF at the GS-14 and 13 grades (*see* Chart 57 and Chart 58). Additionally, since FY 2015, the participation rates of Black or African American females were above the CLF at the GS-14 grade (*see* Chart 57) and significantly exceeded the CLF at the GS-13 grade (*see* Chart 58). Accordingly, triggers do not exist concerning the employment of Black or African Americans at the GS-14 and GS-13 grades.

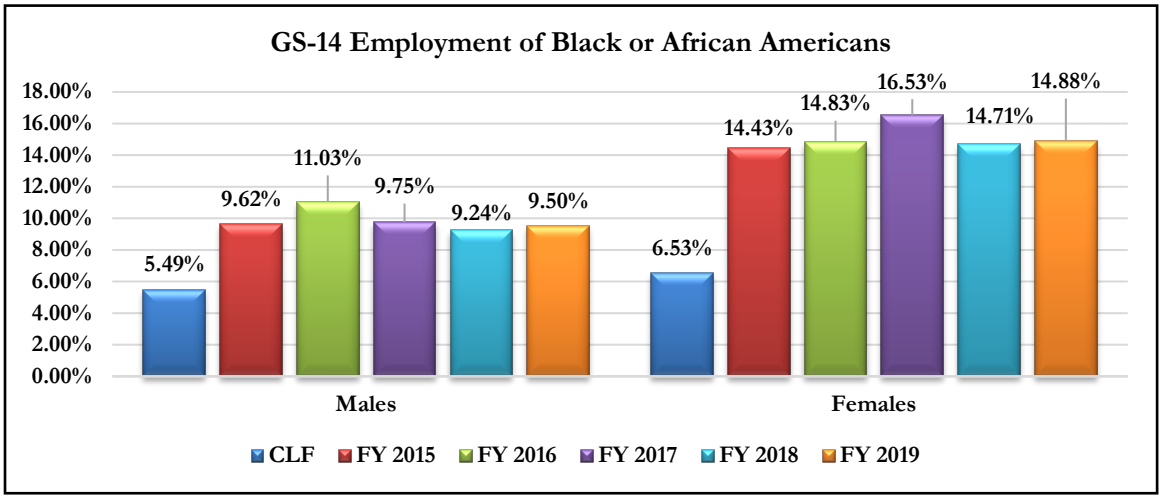

Chart 57

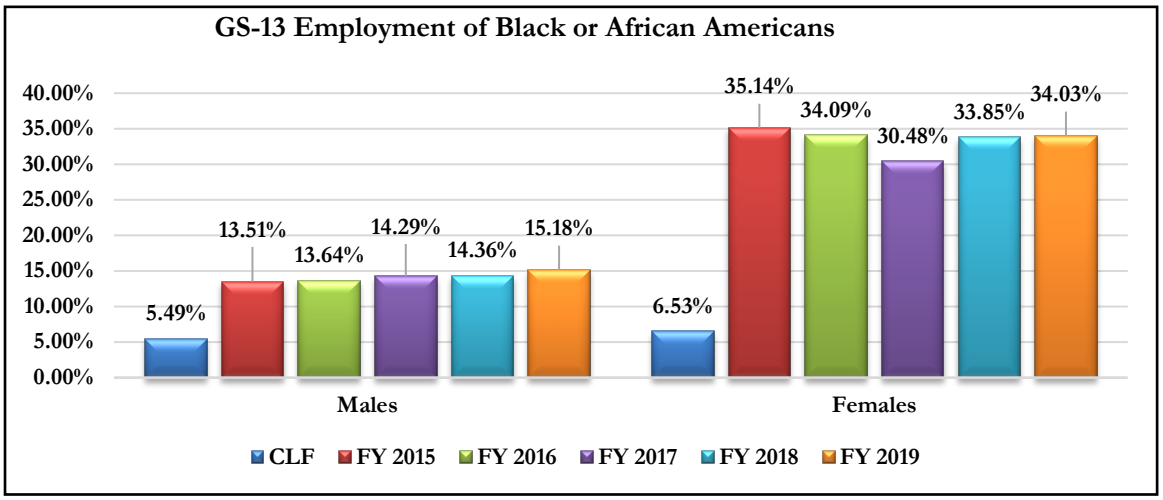

Chart 58

14. New Hires and Separations

Since FY 2015, the new hire rate for Black or African American males has fluctuated widely. In FY 2015 and FY 2019, the hiring rates for Black or African American males were comparable to the CLF (*see* Chart 59). In FY 2016, the hiring rate was double the CLF. However, the separation rate for Black or African American males also was double the CLF in FY 2016. In addition, for FY 2017, there was a 10% drop in the hiring rate, which started a downward trend of the hiring rate for two consecutive fiscal years. From FY 2017 to FY 2018, the separation rate for Black or African American males was either comparable with or higher than the hiring rate. Given the high separation rates when compared with the CLF and coupled with the hiring rate, the data suggests a trigger exists regarding the retention of Black or African American males. 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 males.

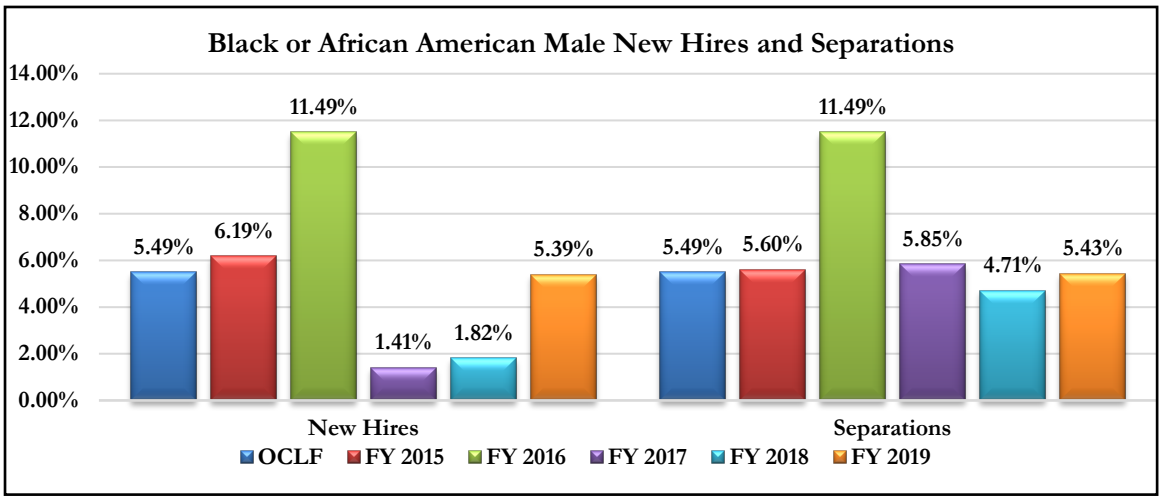

Chart 59

For Black or African American females, the hiring rate has been above or comparable to the CLF since FY 2015 (*see* **Error! Reference source not found.**). However, since FY 2015, the separation rate for Black or African American females was higher than the hiring rate for four of the last five fiscal years and exceeded the CLF for every fiscal year (*see* **Error! Reference source not found.**). This high separation rate, particularly when compared to the hiring rate during the same period, suggests a trigger 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.

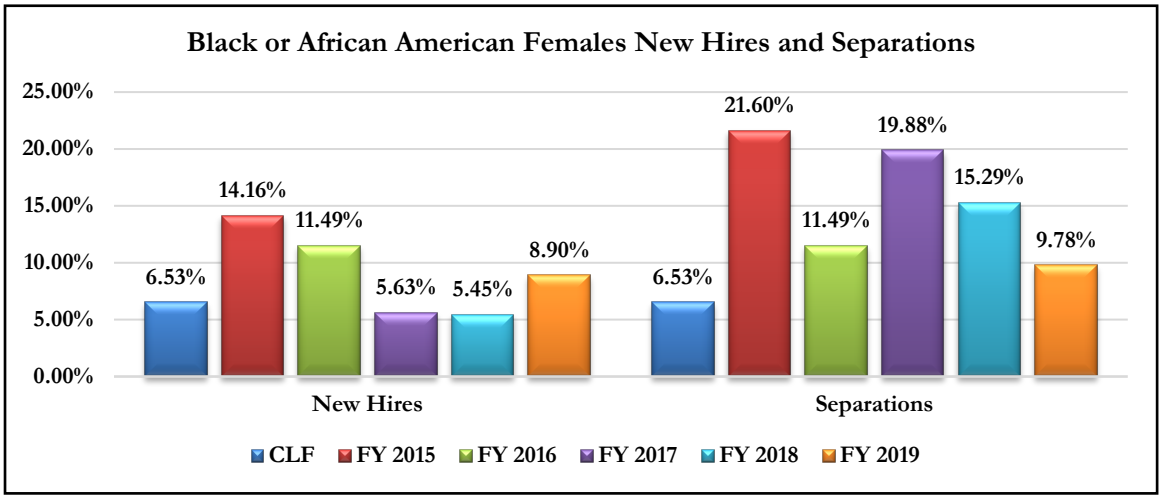

Chart 60

15. Mission Critical Occupations

a) Attorneys

(1) *Workforce*

The FCC has 564 attorneys. Since FY 2015, the participation rate of Black or African American males in the attorney field has been comparable to the OCLF (3.90%) (*see* Chart 61). For Black or African American females, during the same period, the participation rate has exceeded the OCLF (4.90%) and has decreased each fiscal year. The data suggests that no trigger exists concerning the participation of Black or African American males in the attorney field. However, considering the steady decrease in the participation rate of Black or African American females, a trigger exists that requires additional study to determine if a barrier to employment exists in the attorney field for Black or African American females.

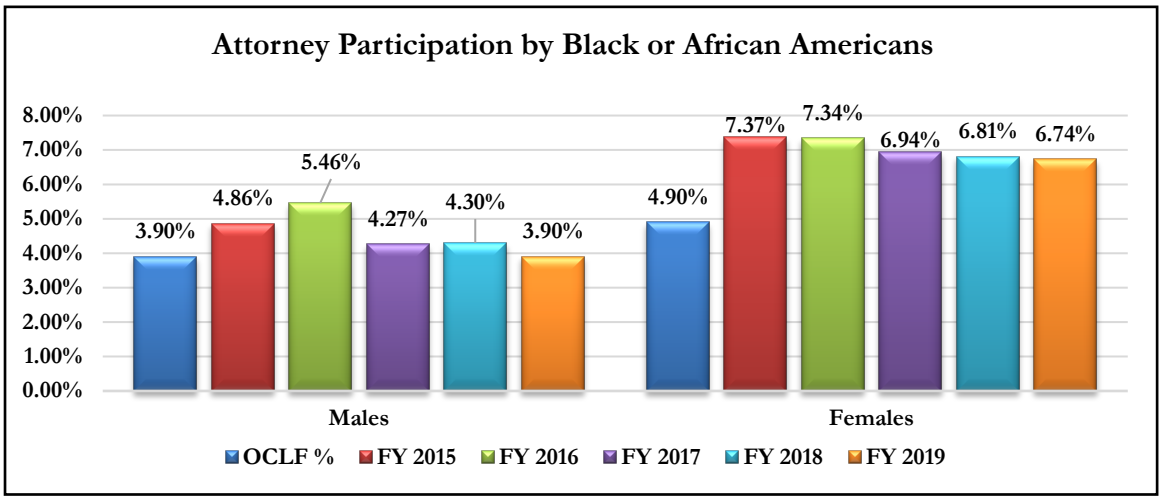

Chart 61

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired 123 attorneys of which 10 (8.13%) were Black or African American. The FCC hired five Black or African American males and five Black or African American females. In FY 2019, the FCC received 2,314 applications for 33 attorney positions. One thousand three hundred twenty-eight applicants qualified for the positions. While one hundred twenty-three Black or African American males and one hundred ninety-seven Black or African American females qualified for these positions, one Black or African American male and two Black or African American females were hired. From FY 2015 to FY 2019, the hiring rate for Black or African American males in the attorney filed were at least comparable with the OCLF for four of the fiscal years (*see* Chart 62). In fact, the hiring rate significantly exceeded the OCLF in FY 2017. During the same period, the hiring rate for Black or African American females was comparable with the OCLF for four of the fiscal years (*see* Chart 63). For one year (FY 2016), however, the hiring rate was below the OCLF at 0.00%. For FY 2015 to FY 2019, the average hiring rate for Black or African American males (3.92%) and the average hiring rate for Black or African American females (4.36%) as attorneys is comparable to 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.

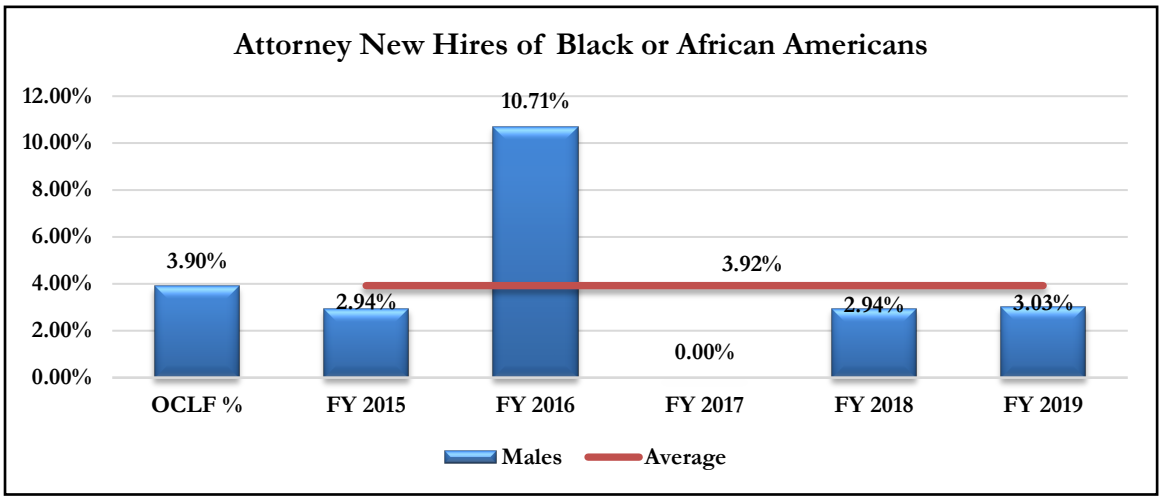

Chart 62

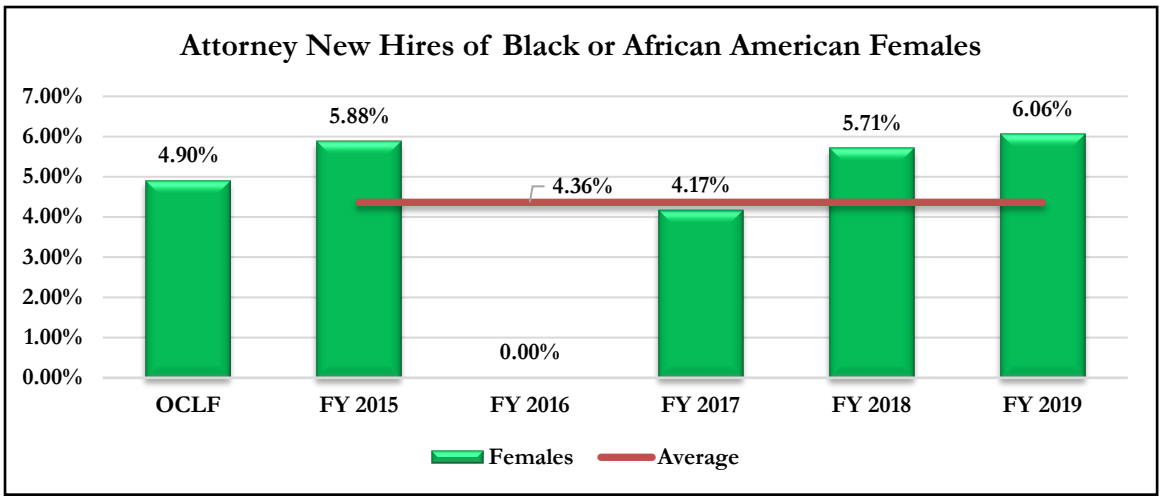

Chart 63

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 108 attorneys. During that period, the FCC promoted three (2.78%) Black or African American males and three (2.78%) Black or African American females. In FY 2019, the FCC received thirty-nine applications for six attorney promotions. Although five Black or African American females applied for and qualified for these positions, no Black or African American females were promoted. From FY 2016 to FY 2019, the promotion rate for Black or African American male attorneys was comparable with the OCLF (3.90%) for two fiscal years (FYs 2016 and 2017) and below the OCLF at 0.00% for the remaining fiscal years (*see* Chart 64). For Black or African American female attorneys during the same period, the promotion rate was comparable with OCLF (4.90) for one fiscal year (FY 2018) and below the OCLF for the remaining fiscal years (*see* Chart 65). For the period of FY 2016 through FY 2019, the average promotion rate for Black or African American males (1.61%), and the average promotion rate for Black or African American females (2.65%) are below their respective OCLF percentages. Accordingly, these data suggest a trigger does exist and additional research and analysis is required to

assess whether a barrier exists to the promotion of Black or African American males and females in the attorney field.

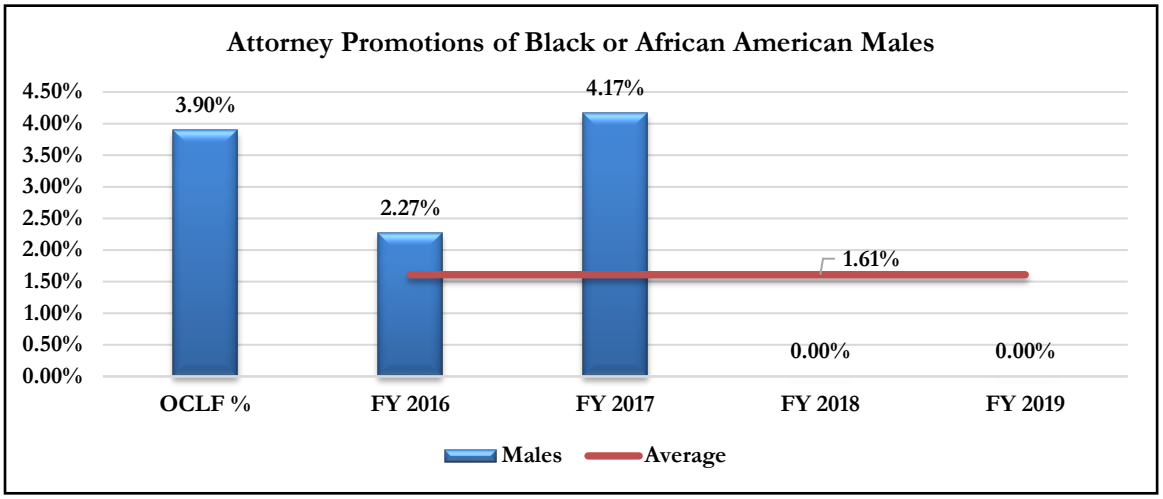

Chart 64

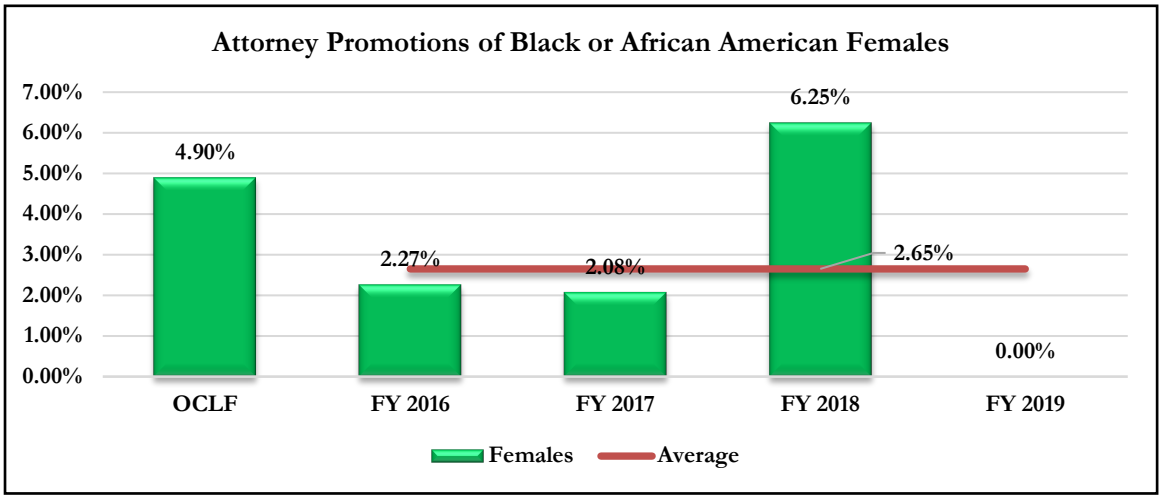

Chart 65

b) Miscellaneous Administration and Program

(1) *Workforce*

The FCC has 250 MAP employees. Of those employees, the participation rate of Black or African American males has been above the OCLF (4.90%) since FY 2015, while the participation rate of Black or African American females has significantly exceeded the OCLF (7.80%) during the same period (*see* **Error! Reference source not found.**). These data suggest that a trigger concerning employment of Black or African American males and females in the MAP field does not exist.

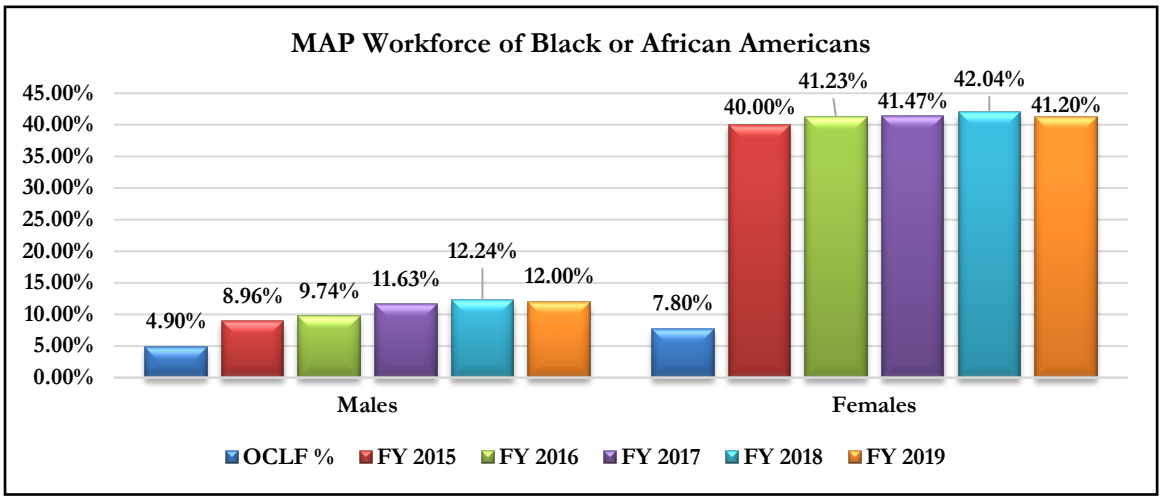

Chart 66

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired thirty-one MAP employees of which five (16.13%) were Black or African American males and four (12.90%) were Black or African American females. In FY 2019, the FCC received four hundred fifty-five applications for six MAP positions. Two hundred eight applicants qualified for the positions. Although twenty-two Black or African American males and forty Black or African American females qualified for these positions, two Black or African American males (33.33%) and one (16.67%) Black or African American female were hired. From FY 2015 to FY 2019, the hiring rate for Black or African American males for MAP positions was above the OCLF for each fiscal year with the exception of FY 2017 when the hiring rate was 0.00% (*see* Chart 67). For the same period, the average hiring rate of Black or African American males (18.21%) was significantly above the OCLF. Accordingly, there is no trigger regarding the hiring of Black or African American males in the MAP field.

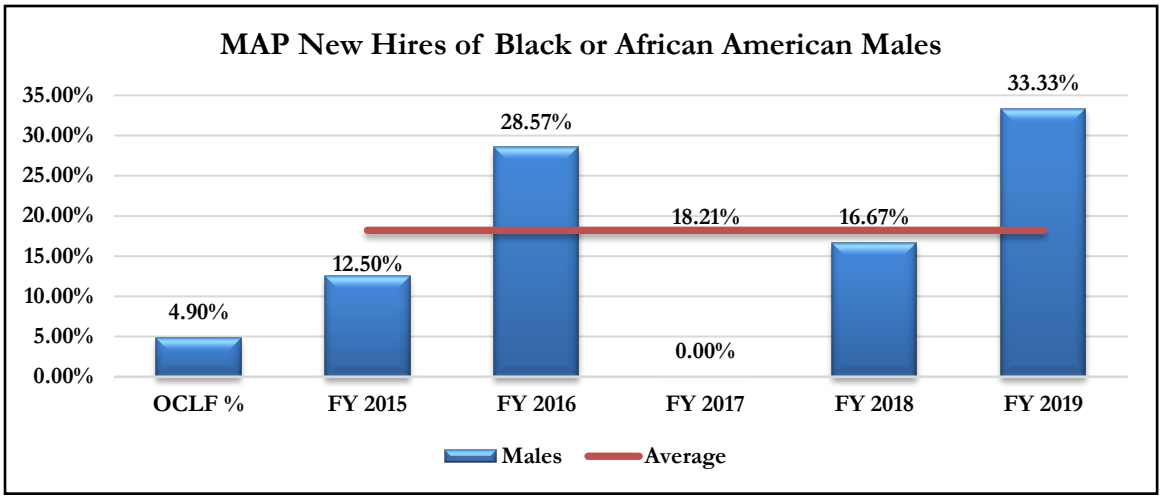

Chart 67

For Black or African American females, from FY 2015 to FY 2019, the hiring rate for MAP positions significantly exceeded the OCLF for two fiscal years (FYs 2018 and 2019); however, for the remainder of the period, the hiring rate was below the OCLF at 0.00% (*see* **Error! Reference source not found.**). Further, from FY 2015 to FY 2019, the average hiring rate for Black or African American females in the MAP field (10.00%) 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.

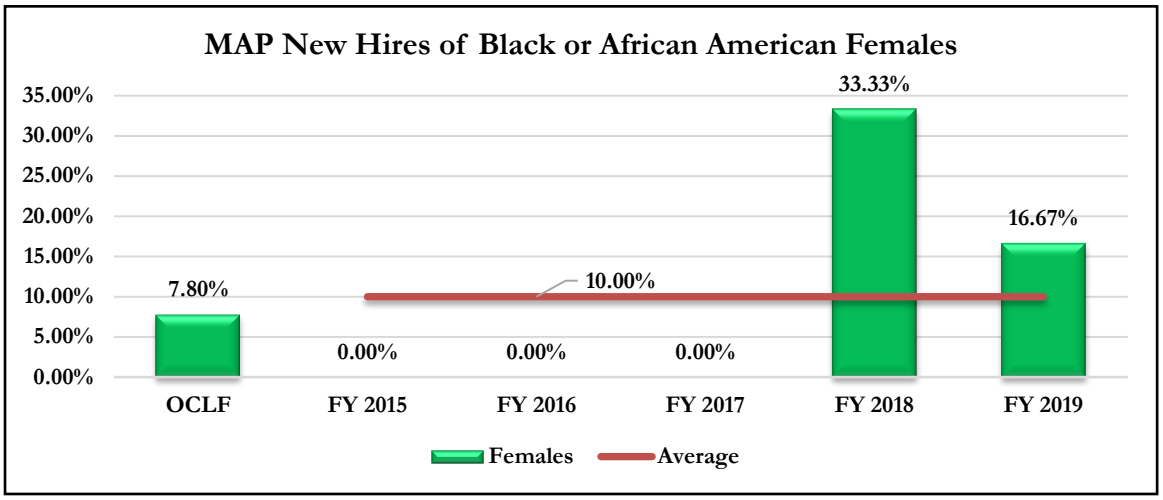

Chart 68

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 35 MAP employees. During that period, the FCC promoted five (14.29%) Black or African American males and four (11.43%) Black or African American females. In FY 2019, the FCC received nine applications for one MAP promotion. One Black or African American male and three Black or African American females qualified for this position. One Black or African American male was promoted. From FY 2016 to FY 2019, the promotion rate for Black or African American males exceeded the OCLF each fiscal year (*see* Chart 69). Similarly, the promotion rate for Black or African American females during the same period exceeded the OCLF for each fiscal year with the exception of FY 2019 (*see* **Error! Reference source not found.**). Further, the average promotion rate from FY 2016 through FY 2019 for Black or African American males (44.26%) and females (27.79%) 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 male and female MAP employees.

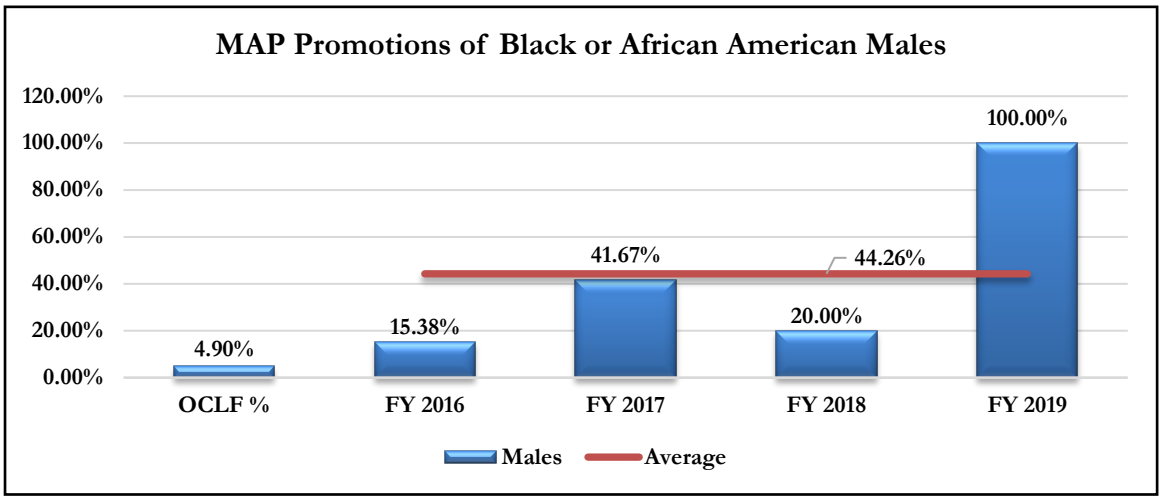

Chart 69

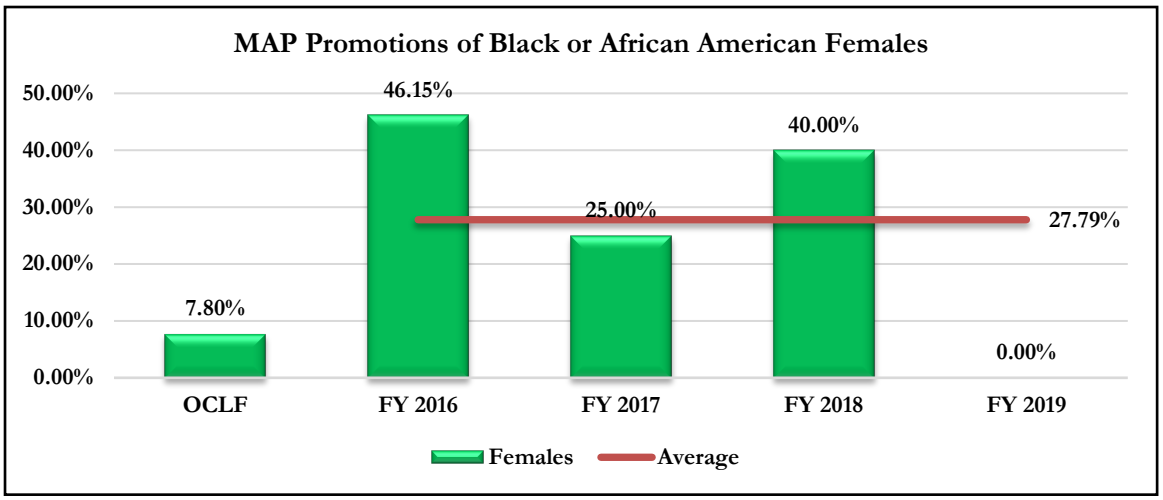

Chart 70

c) Electronic Engineer

(1) *Workforce*

The FCC has 202 Electronic Engineers. Of those Electronic Engineers, the participation rate of Black or African American males has exceeded the OCLF by at least double since FY 2015, while the participation rate for Black or African American females has been comparable to the OCLF (*see* Chart 71). 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 or females as electronic engineers.

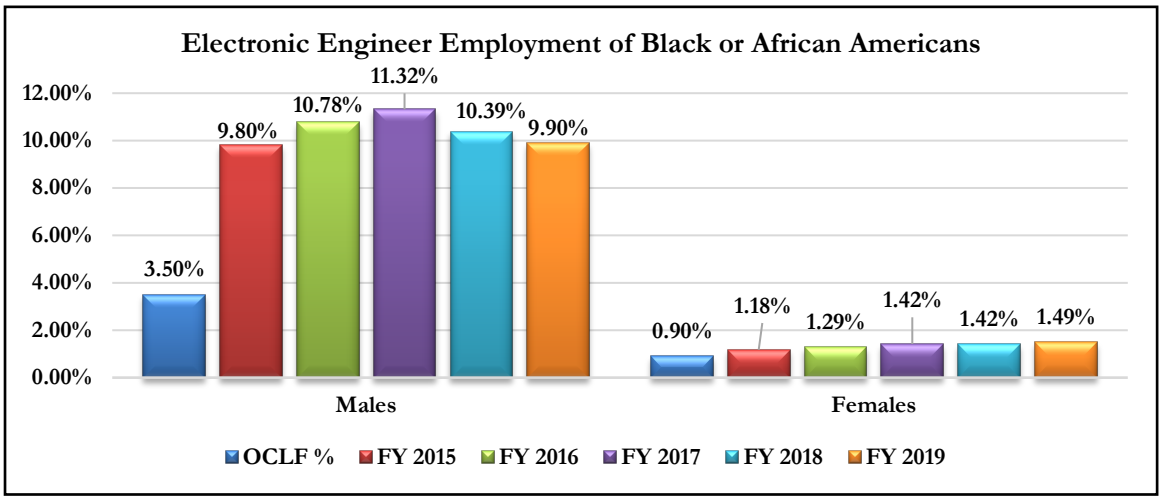

Chart 71

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired twenty-one Electronic Engineers of which two (9.52%) were Black or African American males and none were Black or African American females. In FY 2019, the FCC received six hundred sixty-four applications for five Electronic Engineer positions. Three hundred thirty-seven applicants qualified for the positions. Although seventy-nine Black or African American males and twenty-six Black or African American females qualified for these positions, one African American female was hired. For the period of FY 2015 to FY 2019, the hiring rate for Black or African American males as electronic engineers significantly exceeded the OCLF (3.50%) for two fiscal years (FYs 2015 and 2018) but was below the OCLF at 0.00% for the other fiscal years (*see* Chart 72). For the same period, the hiring rate for Black or African American females significantly exceeded the OCLF (0.90%) for one fiscal year (FY 2019) but was below the OCLF at 0.00% for the other fiscal years (*see* Chart 73). From FY 2015 to FY 2019, the average hiring rate for Black or African American males (6.22%) and for Black or African American females (4.00%) is 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 2019, only one Black or African American female was hired over the four most recent fiscal years.

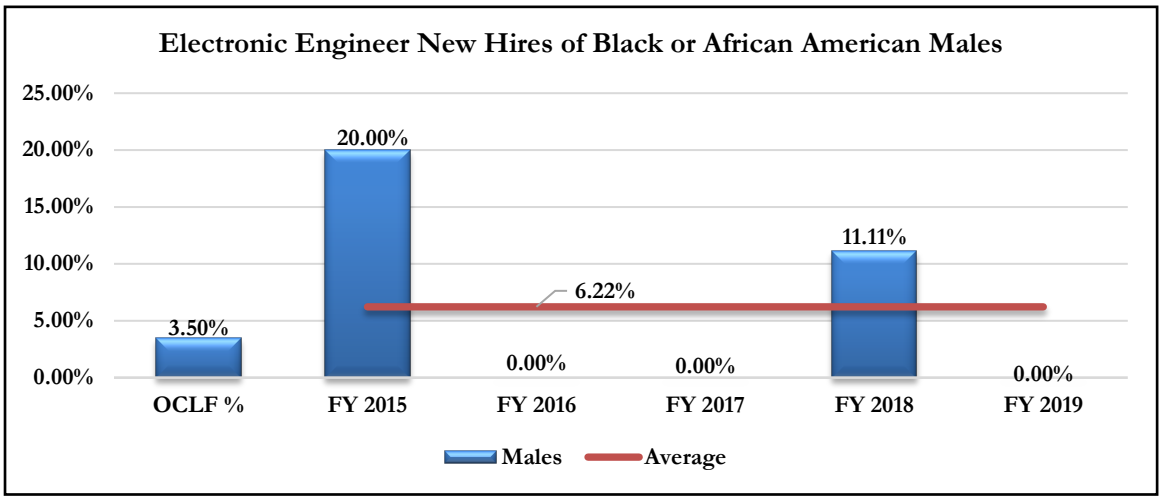

Chart 72

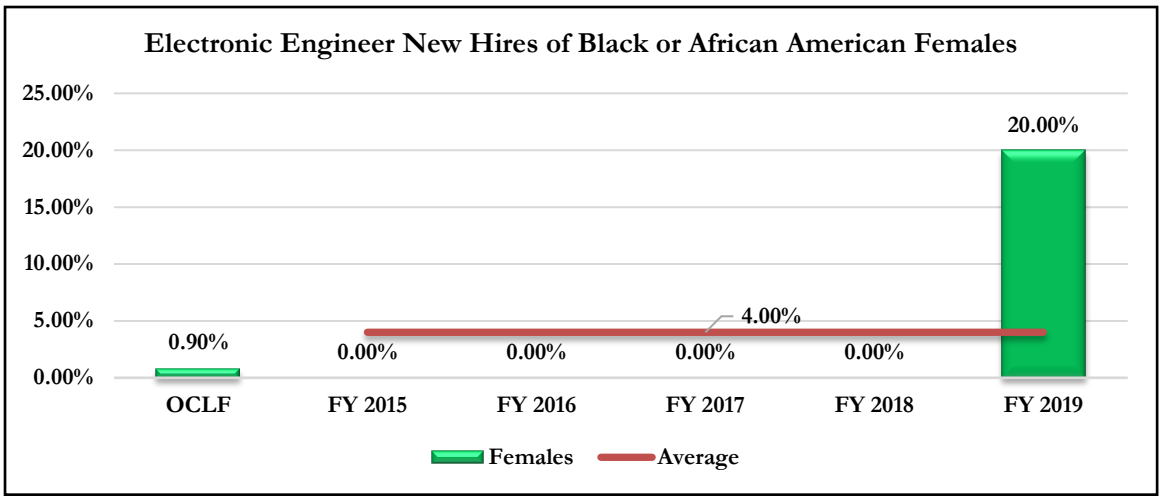

Chart 73

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 22 electronic engineers. During that period, the FCC promoted three (13.64%) Black or African American males. In FY 2019, the FCC promoted five electronic engineers, none were Black or African American. From FY 2016 to FY 2019, the promotion rate for Black or African American male electronic engineers exceeded the OCLF for one year (FY 2016), was comparable to the OCLF for one year (FY 2017), and was below the OCLF for the remaining fiscal years (*see* Chart 74). During the same period, although no Black or African American females were promoted, the promotion rate was comparable to the OCLF (*see* Chart 75). The average promotion rate for Black or African American males (2.64%) from FY 2016 to FY 2019 is comparable with the OCLF. Thus, these data suggest there does not appear to be 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; thus, it appears there is insufficient data to assess whether a barrier 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.

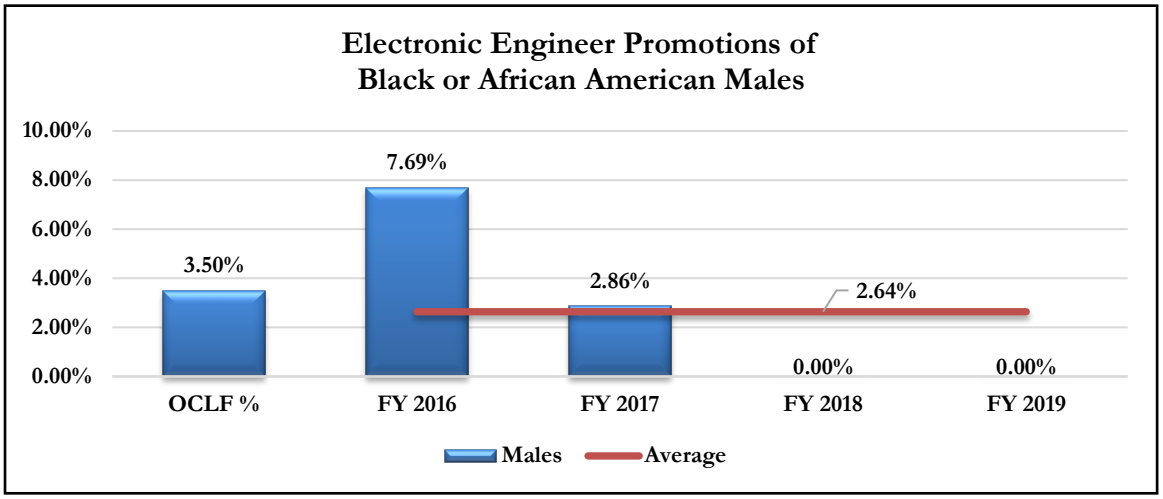

Chart 74

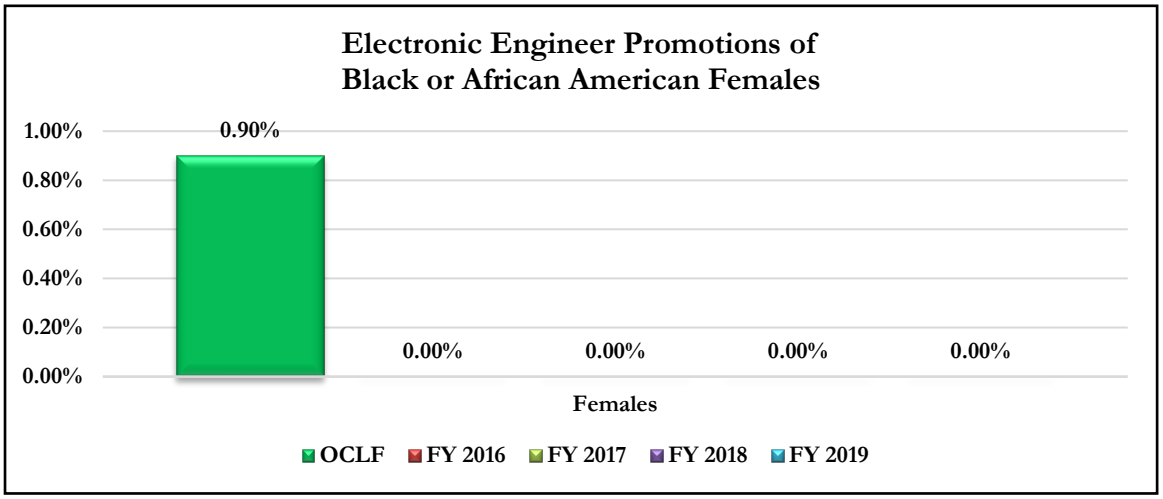

Chart 75

d) Management Program Analysis

(1) *Workforce*

Currently, the FCC has 73 MPA employees. Black or African American employees comprise over 43% 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 since FY 2017 (*see* **Error! Reference source not found.**). 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, a trigger regarding employment does not appear to exist in the MPA field for Black or African American males and females.

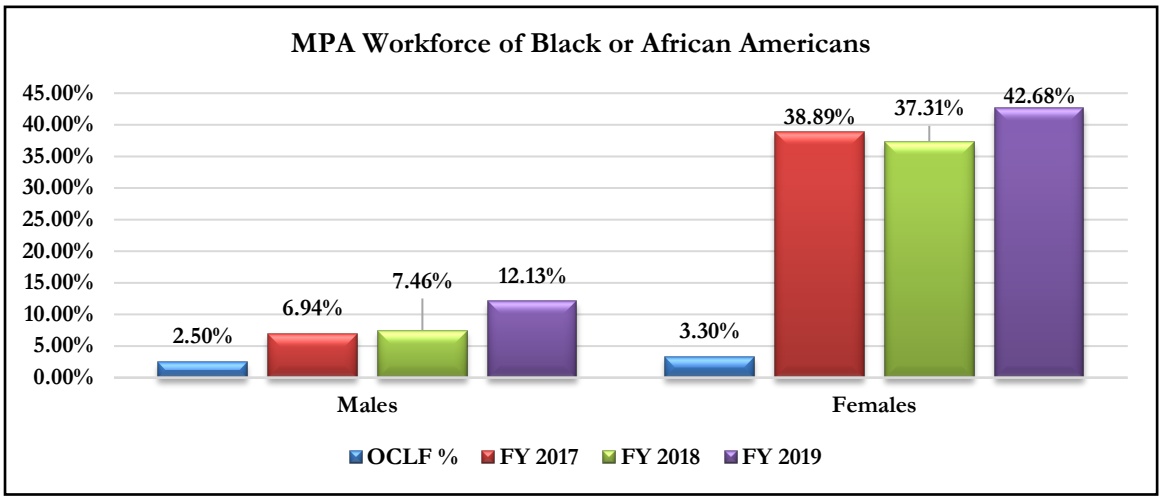

Chart 76

(2) *New Hires*

Between FY 2017 and FY 2018, the FCC hired four MPA applicants of which one (25.00%) was a Black or African American female. In FY 2019, the FCC received one hundred six applications for four MPA positions. Eighteen applicants qualified for the positions including two Black or African American males and one Black or African American female. No Black or African American males or females were hired. From FY 2017 to FY 2019, 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 77). 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 potential 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 2019, the hiring rate significantly exceeded the OCLF for one fiscal year (FY 2018) and was below the OCLF at 0.00% for the other two years. The average hiring rate for the same period (33.33%) significantly exceeds the OCLF (3.30%). Although there is limited data available, given the 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.

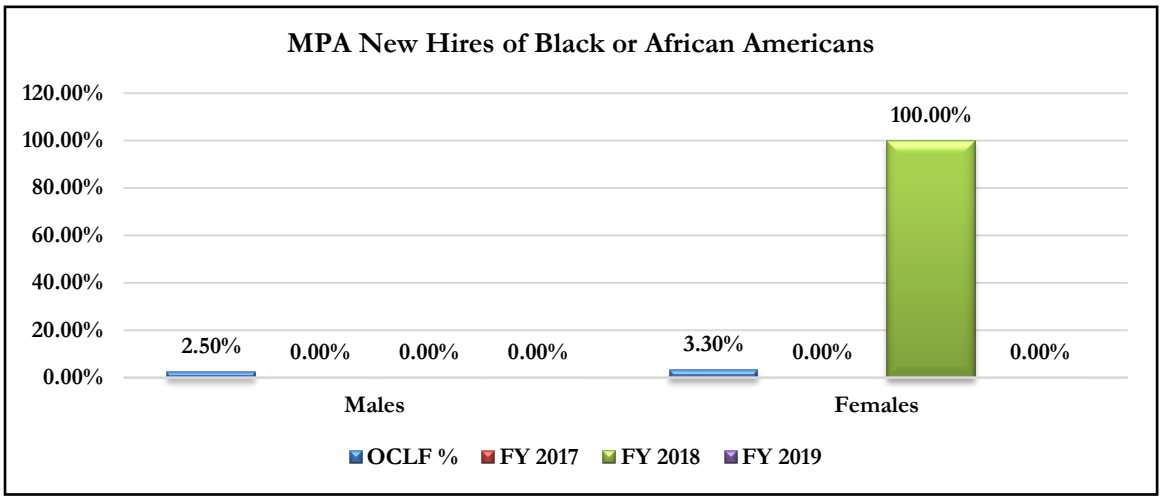

Chart 77

(3) *Promotions*

Between FY 2017 and FY 2018, the FCC promoted ten MPA employees of which one (10.00%) Black or African American male and two (20.00%) Black or African American females were promoted. In FY 2019, the FCC promoted nine MPA employees, four (44.44%) were Black or African American males and none were Black or African American females. From FY 2017 to FY 2019, the promotion rate for Black or African American MAP male employees significantly exceeded the OCLF in one fiscal year (FY 2017) and was below the OCLF at 0.00% for the remaining years (*see* Chart 78). During the same period, for Black or African American female MAP employees the promotion rate significantly exceeded the OCLF for two fiscal years (FYs 2017 and 2018) and was below the OCLF at 0.00% for the remaining year (*see* Chart 79). From FY 2017 through FY 2019, the average promotion rate for Black or African American males (18.52%) is significantly above the OCLF and for Black or African American females the average promotion rate (37.04%) significantly exceeds the OCLF. Thus, these data suggest that no trigger exists concerning the promotion of Black or African or American employees in the MPA field.

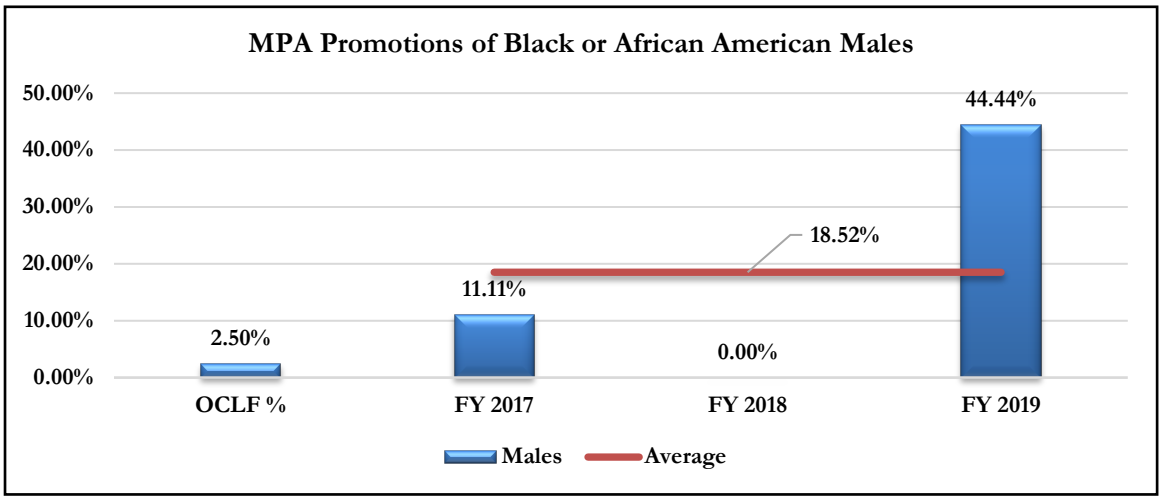

Chart 78

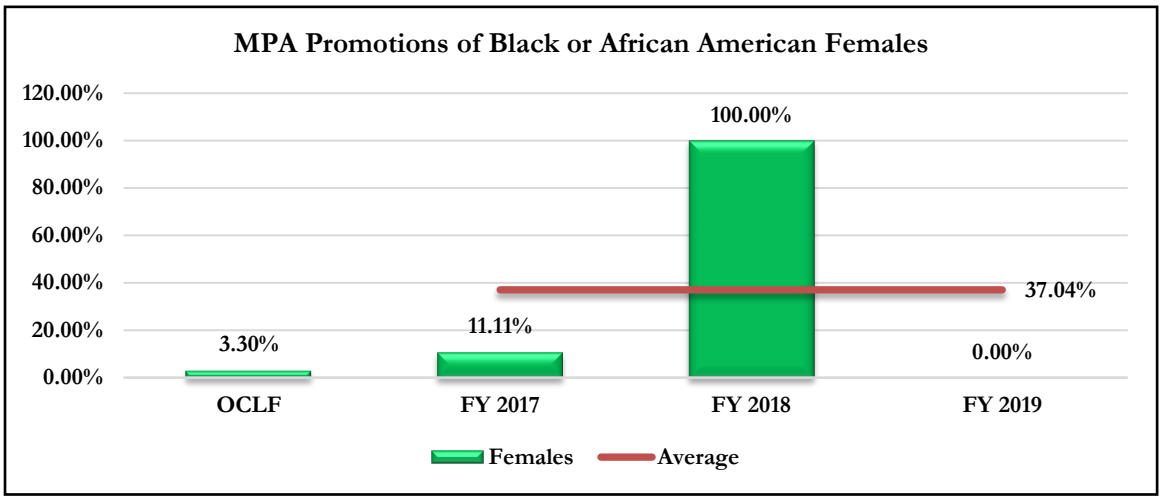

Chart 79

e) Economist

(1) *Workforce*

The FCC has 58 economists. Of those economists, the average participation rates of Black or African American males (2.72%) and females (3.39%) consistently have been comparable to the OCLF since FY 2015 (*see* Chart 80 and Chart 81). As the participation rates of Black or African American males and females have been comparable to the OCLF, it appears that a trigger does not exist regarding the employment of Black or African American males and females as economists.

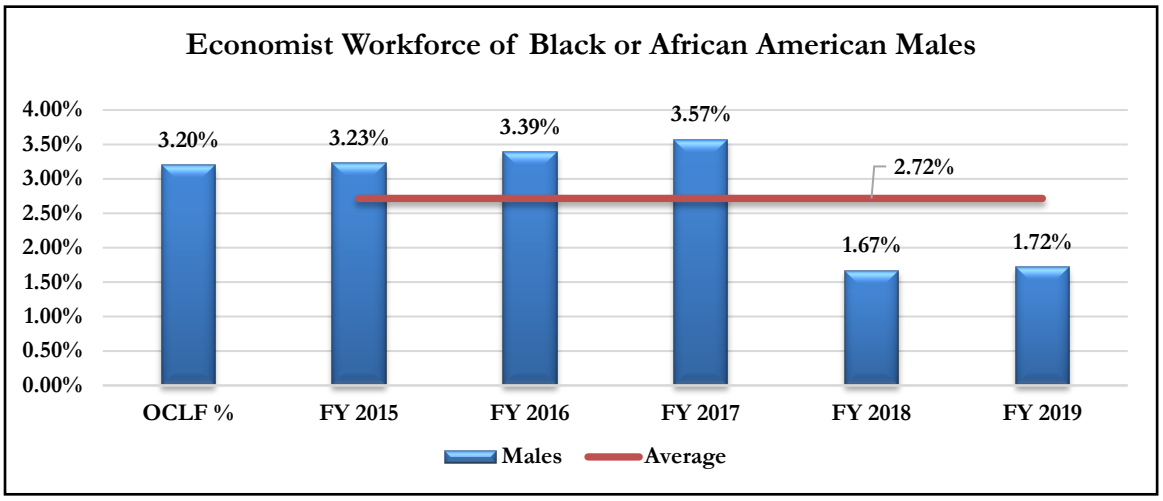

Chart 80

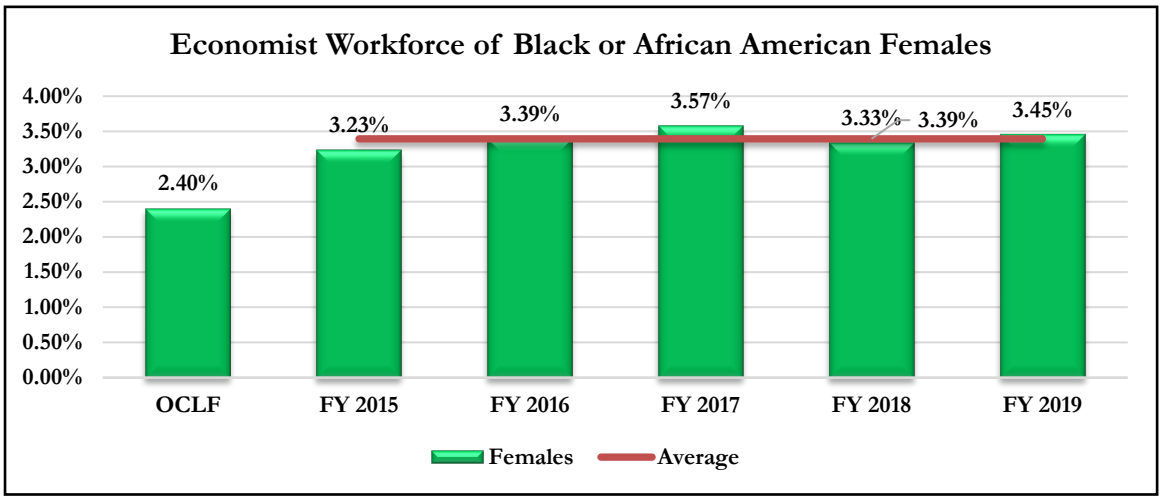

Chart 81

(2) *New Hires*

Between FY 2015 and FY 2018, no Black or African American male or female was hired as an economist (*see* **Error! Reference source not found.**). This trend continued in FY 2019. As these hiring rates are below their respective OCLF rates, a trigger exists. 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 and females as economists.

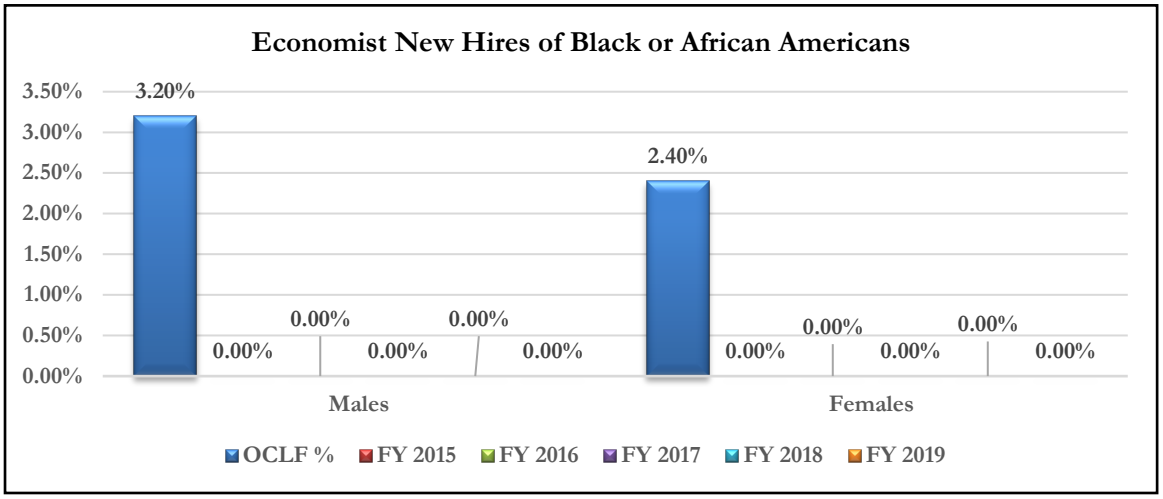

Chart 82

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 16 economists. During that period, the FCC promoted one (6.25%) Black or African American female. In FY 2019, the FCC promoted eight economists, none were Black or African American. From FY 2016 to FY 2019, the promotion rate, which is also the average promotion rate during the period, for Black or African American males (0.00%) was below the OCLF(*see* Chart 83). For the same period, the promotion rate for Black or African American females significantly exceeded the OCLF for one fiscal year (FY 2016) and was below the OCLF at 0.00% for the remainder of the period (*see* **Error! Reference source not found.**). In addition, the average promotion rate (3.13%) from FY 2016 to FY 2019 is comparable to the OCLF. As the promotion rate for Black or African American males between FY 2016 and FY 2019, was below the OCLF, 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 2016 to FY 2019, the data suggest a trigger does not exist concerning the promotion of Black or African American females for the economist position.

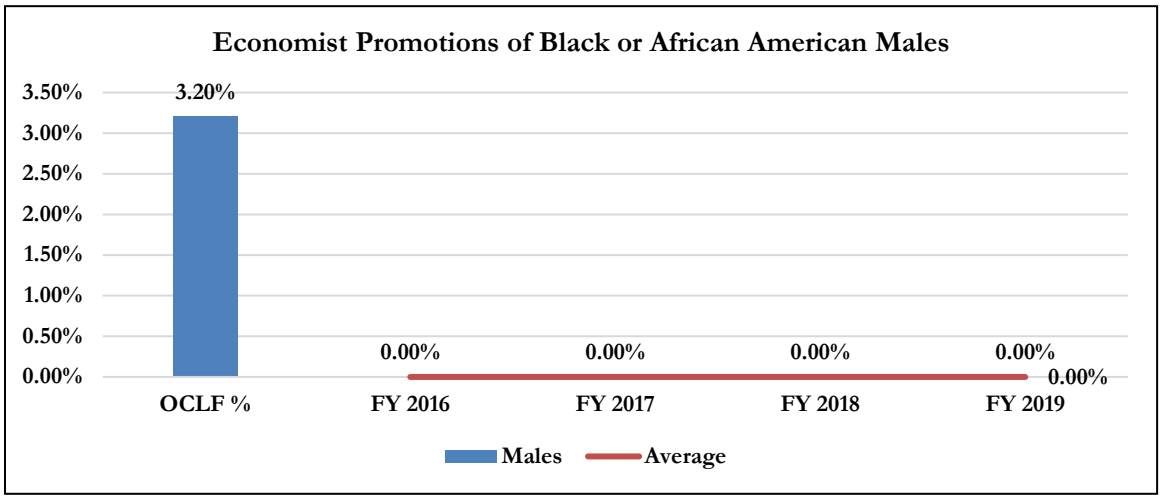

Chart 83

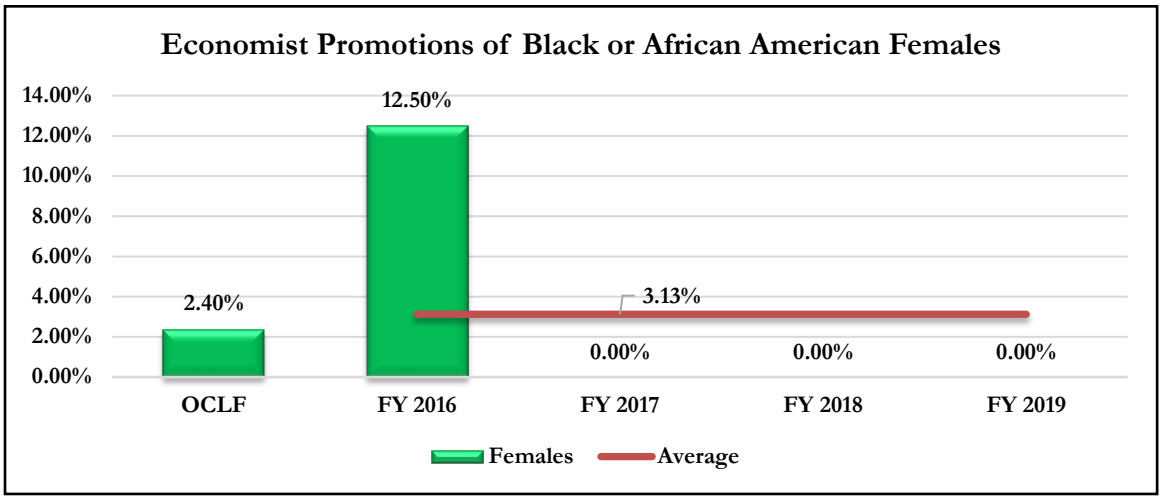

Chart 84

E. Employment of Hispanics or Latinos

16. Workforce

Of the 1,454 FCC employees, 51 or 3.51% of the employees are Hispanic or Latino. Specifically, Hispanic or Latino males comprise 24 (1.65%) employees, while 27 (1.58%) are Hispanic or Latina females. In FY 2018, the FCC found a trigger existed because although the participation rates for Hispanic or Latino males and females rose in FY 2016, they were below their respective CLFs (*see* Chart 85). Moreover, the participation rates decreased in FY 2017 and FY 2018. As noted in last year's report, in FY 2019, the Commission began its further efforts to ascertain if any barriers exist to the employment of Hispanic or Latino employees. While there was a small increase in the participation rates of Hispanic or Latino males and females in FY 2019, the participation rates remain below their respective CLFs. Accordingly, the Commission will continue its efforts regarding additional review and analysis.

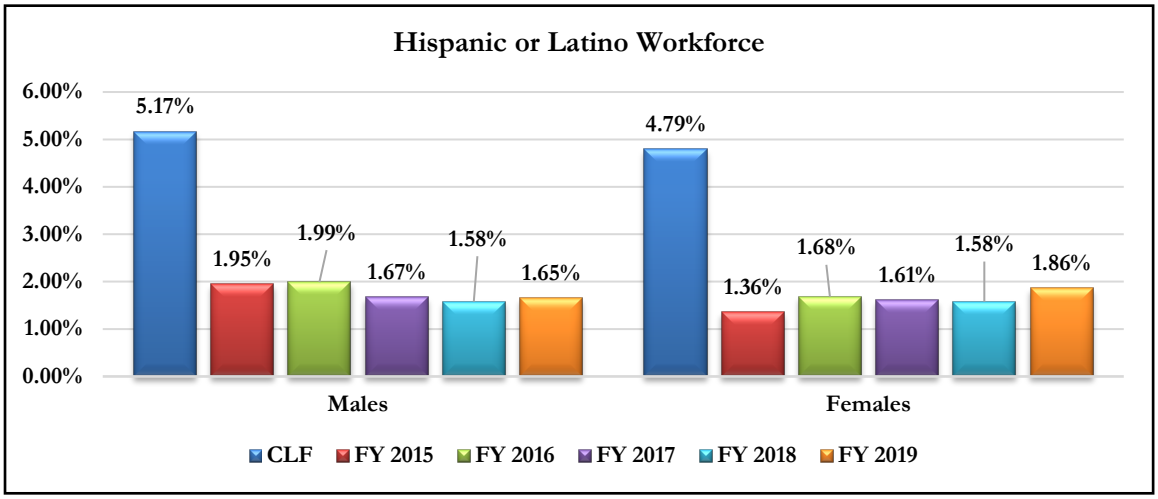

Chart 85

17. Senior Executive Service

Although the number of SES positions at the FCC has increased by 14.29% from 49 to 56 since FY 2016, the low participation rate of Hispanic or Latino males and females in the SES positions has continued. Specifically, from FY 2015 to FY 2019, the participation rate of Hispanic or Latino males and females at the SES level has been below the CLF every fiscal year (*see* **Error! Reference source not found.**). Further, for Hispanic or Latino males, the participation rate was at 0.00% for each fiscal year. Similarly, except for one fiscal year (FY2016), the participation rate for Hispanic or Latina females was at 0.00%. 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 Commission's efforts are underway to ascertain if a barrier to employment at the SES grade exists regarding Hispanic or Latino males and females.

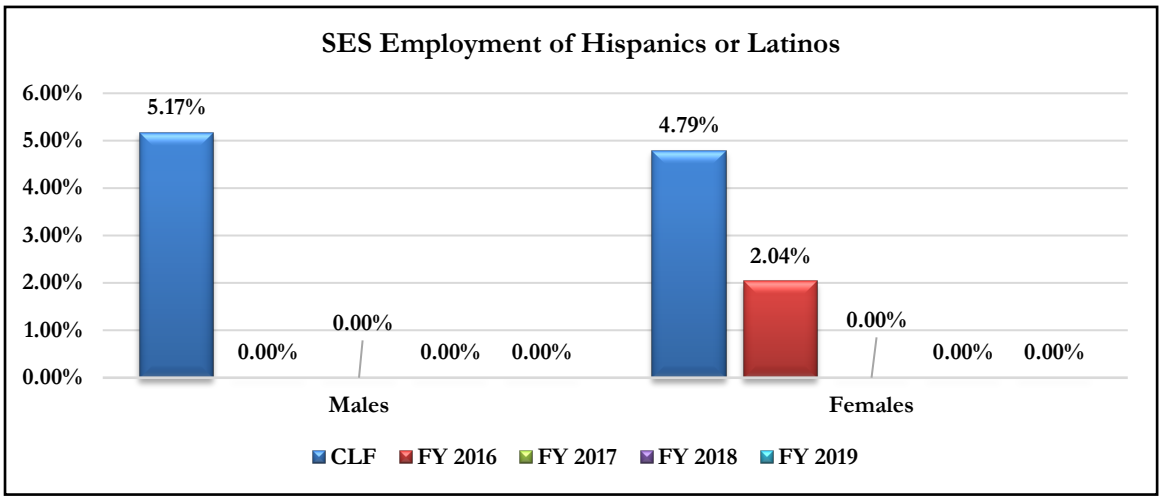

Chart 86

18. GS 13 - 15 Positions

As the number of GS-15 positions has decreased by 53 positions since FY 2015, the participation rate of Hispanic or Latino employees at the GS-15 grade has continued to be below the CLF (*see* Chart 87). From FY 2015 to FY 2019, while the participation rate for Hispanic or Latino males and females were below their respective CLFs for each fiscal year, the participation rates have increased slightly each year. However, as noted in last year's report, these data suggest that a trigger exists regarding the participation of Hispanic or Latinos at the GS-15 grade. Considering the low participation rates of Hispanic or Latino males and females at the GS-15 grade, the Commission 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.

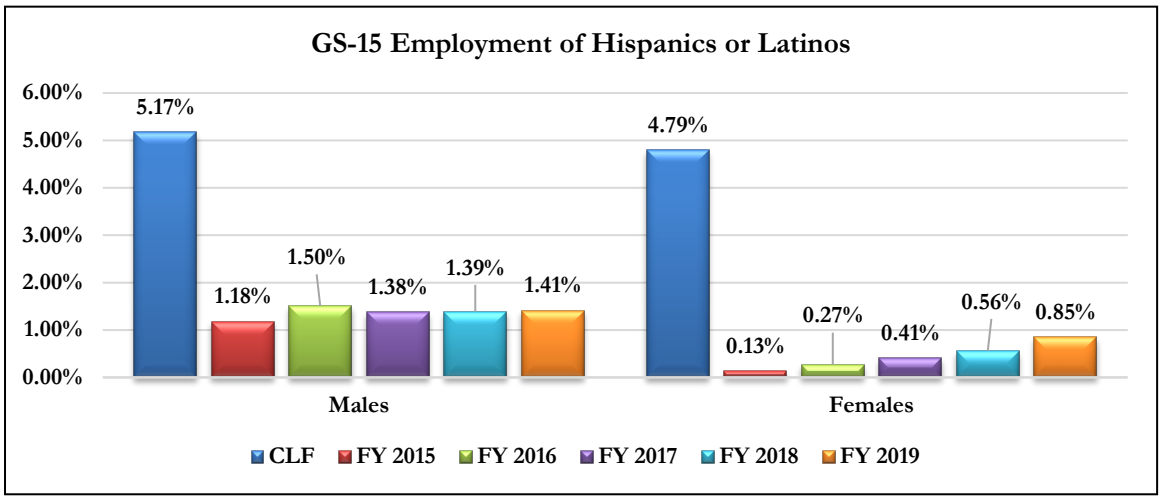

Chart 87

Since FY 2015, the participation rates of Hispanic or Latino males and females at the GS-14 grade has been below the CLF (*see* **Error! Reference source not found.**). Specifically, since FY 2015, the participation rate of Hispanic or Latino males has declined slightly each year. Considering this downward trend, the data suggests that a trigger exists for Hispanic or Latino males at the GS-14 grade level. From FY 2015 to FY 2019, while the participation rate of Hispanic or Latina females fluctuated, it was below the CLF for each fiscal year. In light of this data, a trigger exists regarding employment of Hispanic or Latina females at the GS-14 grade. The Commission's efforts are underway to ascertain if a barrier exists for the employment of Hispanic or Latino males and females.

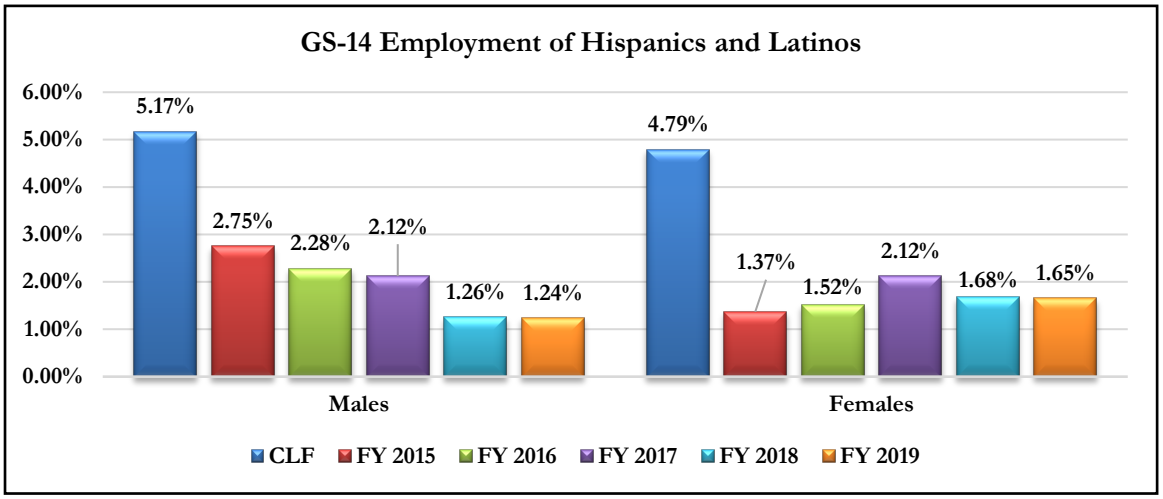

Chart 88

Similar to the participation rates of Hispanic or Latino males and females at the GS-14 and GS-15 grades, since FY 2015, the participation rates of Hispanic or Latina females at the GS-13 grade were below the CLF every fiscal year (*see* Chart 89). During the same period, the participation rates of Hispanic or Latino males at the GS-13 grade were below the CLF every fiscal year, except for FY 2016 when the participation rate was comparable to the CLF. 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.

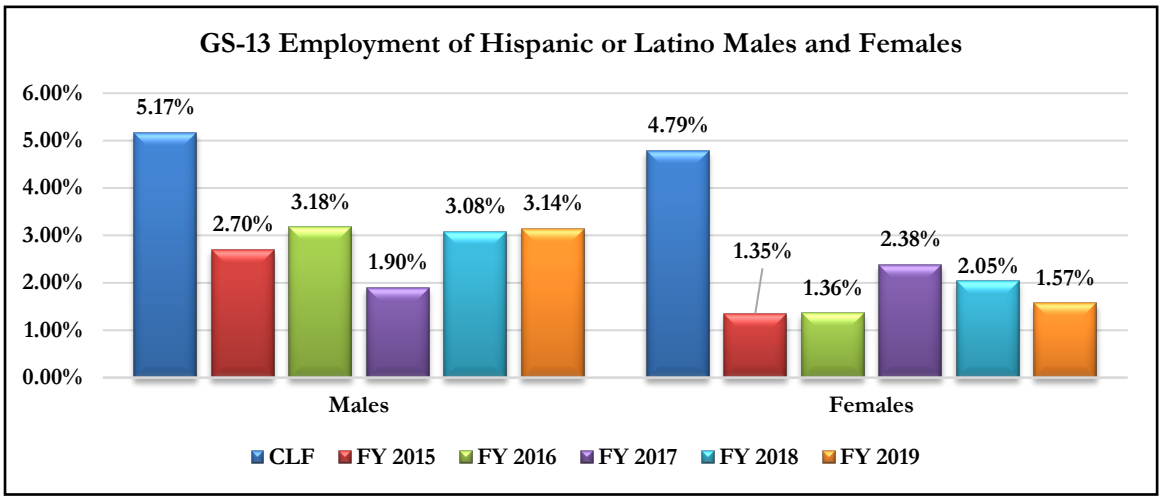

Chart 89

19. New Hires and Separations

Since FY 2015, the hiring rates for Hispanic or Latino males were below the CLF (*see* Chart 90). Moreover, the separation rate for Hispanic or Latino males exceeded the hiring hire rate three of the last five fiscal years. These data suggest a trigger exists concerning the hiring and retention of Hispanic or Latino males. In contrast, the hiring rate of Hispanic or Latina females was comparable to the CLF for FY 2016 and FY 2017, but below the CLF for FYs 2015, 2018 and 2019. 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 three of the last five fiscal years (*see* Chart 91). 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 Commission's efforts are underway to ascertain if a barrier to retention exists regarding Hispanic or Latino males and females.

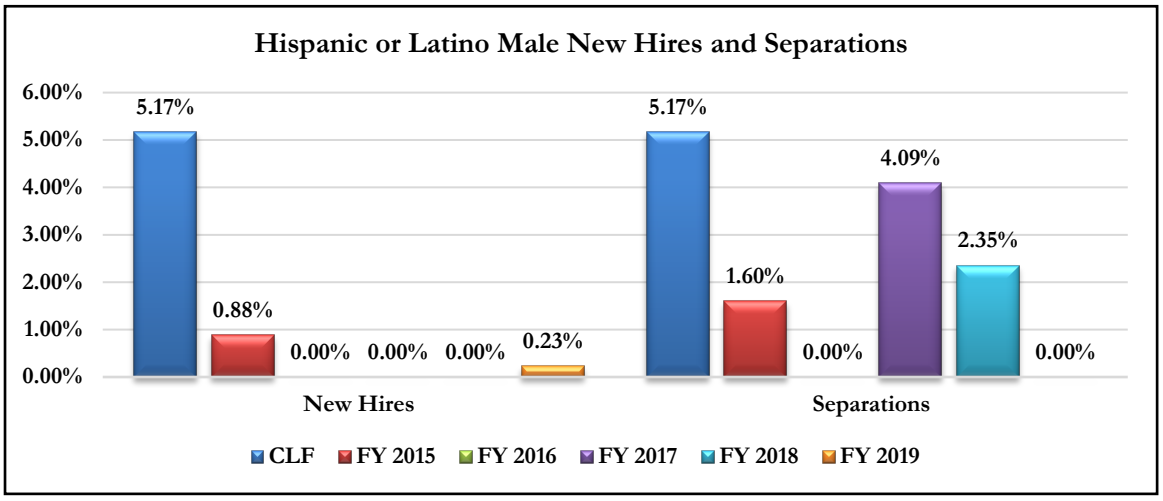

Chart 90

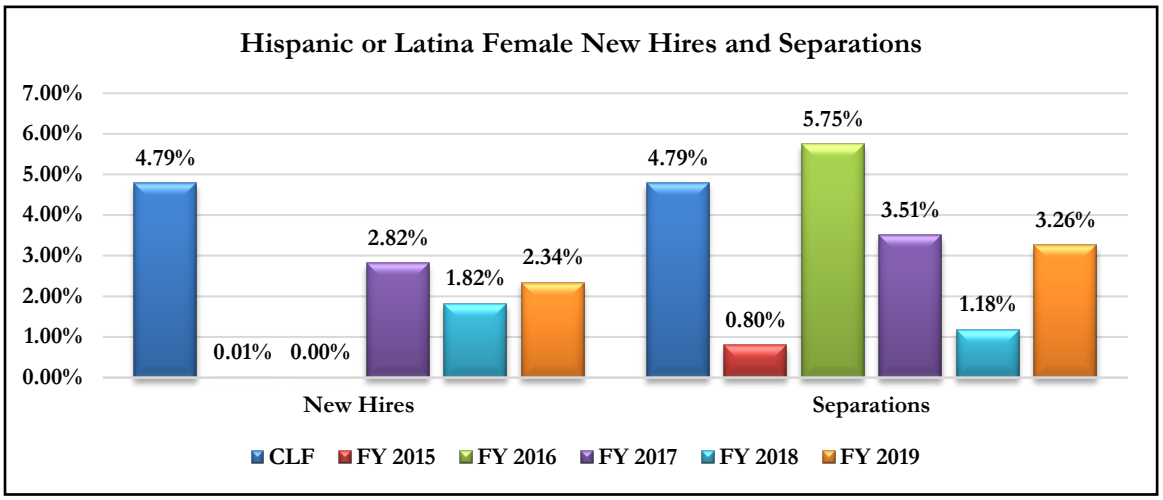

Chart 91

20. Mission Critical Occupations

a) Attorneys

(1) *Workforce*

The FCC has 564 attorneys of which 11 (1.95%) are Hispanic or Latino males and females. Since FY 2015, the participation rates of Hispanic or Latino males and females in the attorney field has been comparable to the OCLF (2.50% and 2.10%, respectively) (*see* **Error! Reference source not found.**). As the participation rates of Hispanic or Latino males and females has been comparable to the OCLF, these data suggest a trigger does not exist concerning employment of Hispanic or Latino males and females in the attorney field.

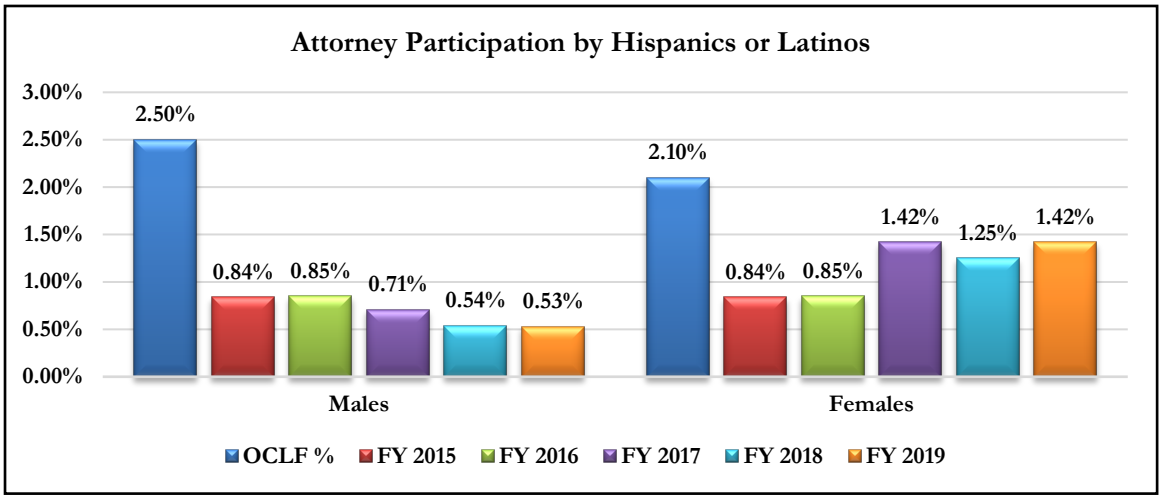

Chart 92

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired one hundred twenty-three attorneys of which two (1.63%) were Hispanic or Latino males and three (2.44%) were Hispanic or Latina females. In FY 2019, the FCC received 2,314 applications for 33 attorney positions. One thousand three hundred twenty-eight applicants qualified for the positions. Although eighty-six Hispanic or Latino males and ninety Hispanic or Latina females qualified for these positions, one Hispanic or Latino male and four Hispanic or Latina females were hired. From FY 2015 to FY 2019, the hiring rates for Hispanic or Latino males were comparable with the OCLF for three fiscal years (FYs 2015, 2018 and 2019) and below the OCLF at 0.00% for the remaining fiscal years (*see* Chart 93). During the same period, the hiring rates for Hispanic or Latina females were comparable with the OCLF for two fiscal years (FYs 2017 and 2018), significantly above the OCLF for one year (FY 2019) and below the OCLF at 0.00% for the remaining fiscal years (*see* **Error! Reference source not found.**). From FY 2015 to FY 2019, the average hiring rate for Hispanic or Latino males (1.77%) is comparable with OCLF. For the same period, the average hiring rate for Hispanic or Latina females (4.37%) is slightly above the OLF rate. These data suggest that a trigger does not exist regarding the hiring of Hispanic or Latino males and females as attorneys.

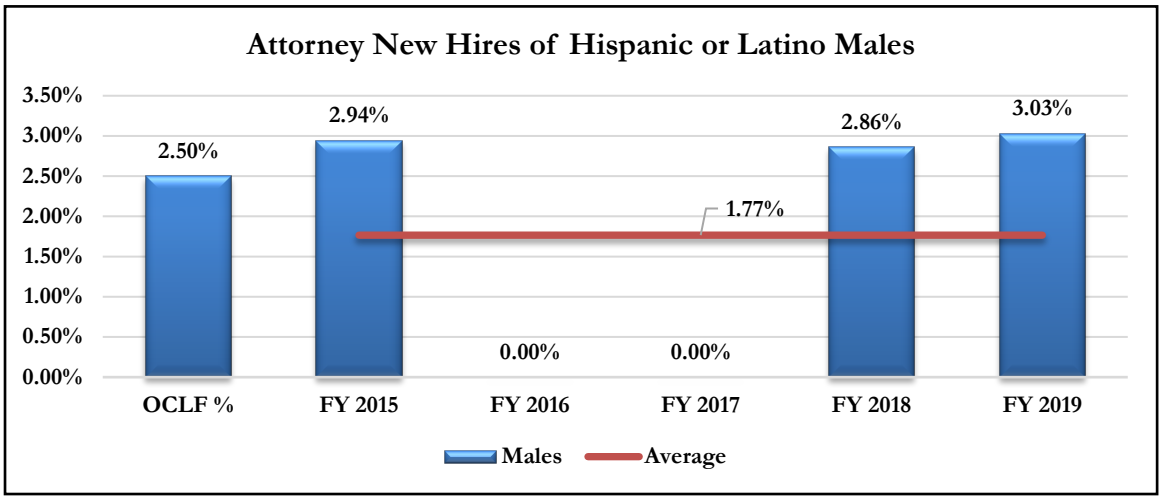

Chart 93

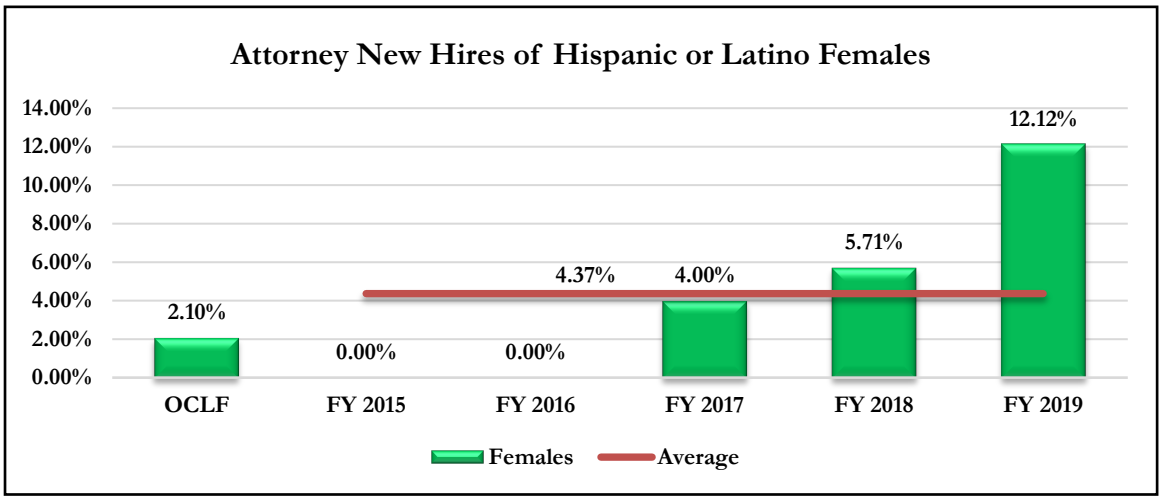

Chart 94

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 108 Attorneys. During that period, the FCC promoted three (2.78 %) Hispanic or Latino males and two (1.85%) Hispanic or Latino females. In FY 2019, the FCC received thirty-nine applications for six attorney promotions. Six Hispanic or Latino males and three Hispanic or Latina females applied for these promotions. Although four Hispanic or Latino males and two Hispanic or Latina females qualified for these promotions, no Hispanic or Latino males and females were promoted. From FY 2016 to FY 2019, the promotion rates for Hispanic or Latino male attorneys were comparable with the OCLF for three fiscal years (FYs 2016 and 2017), above the OCLF for one fiscal year (FY 2018) and below the OCLF for one fiscal year at 0.00% (*see* Chart 95). During the same period, the promotion rates for Hispanic or Latina female attorneys were comparable with the OCLF for one fiscal year (FY 2017), above the OCLF for one fiscal year (FY 2018) and below the OCLF at 0.00% for the other two fiscal years (*see* Chart 96). Considering the average promotion rates for Hispanic or Latino males (2.65%) and Hispanic or Latina females (2.08%) from FY 2016 to FY2019 are comparable to the OCLF, a trigger concerning promotion of Hispanic or Latino attorneys does not appear to exist.

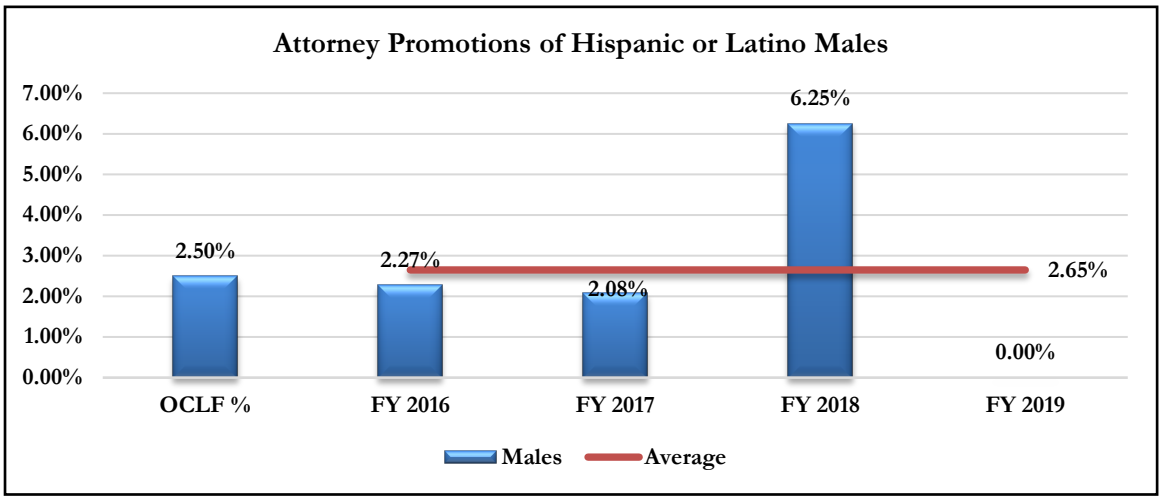

Chart 95

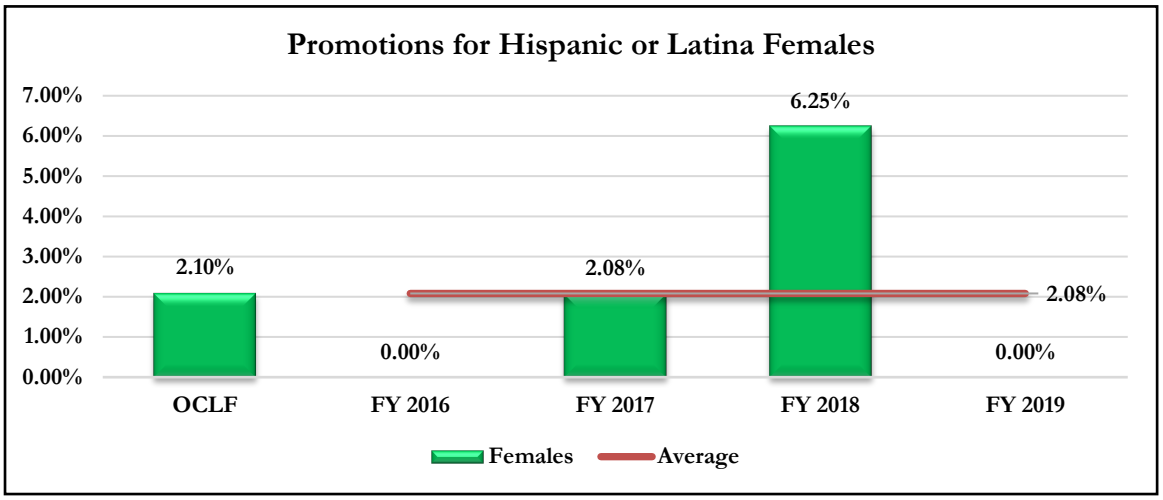

Chart 96

b) Miscellaneous Administration and Program

(1) *Workforce*

Since FY 2015, the number of MAP employees decreased from 335 to 250. For each fiscal year, the participation rates of Hispanic or Latino males and females was below the OCLF (*see* Chart 97). 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 Commission's efforts are underway to ascertain if a barrier to employment in the MAP field exists regarding Hispanic or Latino males and females

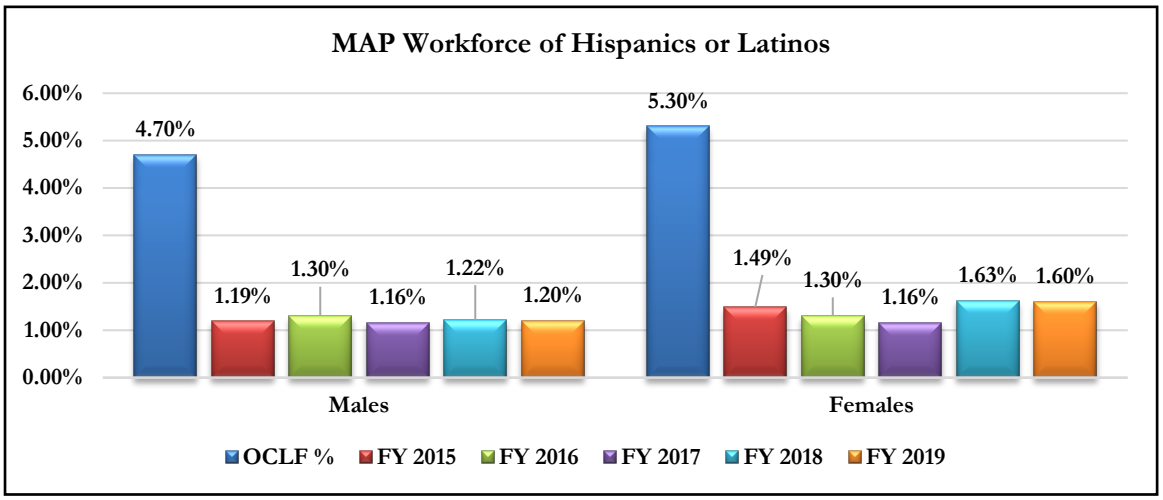

Chart 97

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired 31 MAP employees of which one (3.23%) was a Hispanic or Latino male (*see* **Error! Reference source not found.**). In FY 2019, the FCC received four hundred fifty-five applications for six MAP positions. Two hundred eight applicants qualified for the positions. Although five Hispanic or Latino males and five Hispanic or Latina females qualified for these positions, no Hispanic or Latino males or females were hired. From FY 2015 to FY 2019, the hiring rate for Hispanic or Latino males was above the OCLF for one fiscal year (FY 2018) and below the OCLF for the remaining four fiscal years (*see* **Error! Reference source not found.**). During the same period, the hiring rate for Hispanic or Latina females was below the OCLF at 0.00% for each fiscal year (*see* **Error! Reference source not found.**). From FY 2015 to FY 2019, the average hiring rate of Hispanic or Latino males (1.67%) is below the OCLF. Similarly, for the same period, as no Hispanic or Latina females were hired, the average hiring rate (0.00%) is below the OCLF from FY 2015 to FY 2019. Accordingly, these data suggest there is a trigger regarding hiring of Hispanic or Latino males and females in the MAP field. The Commission's ongoing efforts regarding assessment of a potential barrier regarding the hiring of Hispanic or Latina females will be augmented to include Hispanic or Latino males.

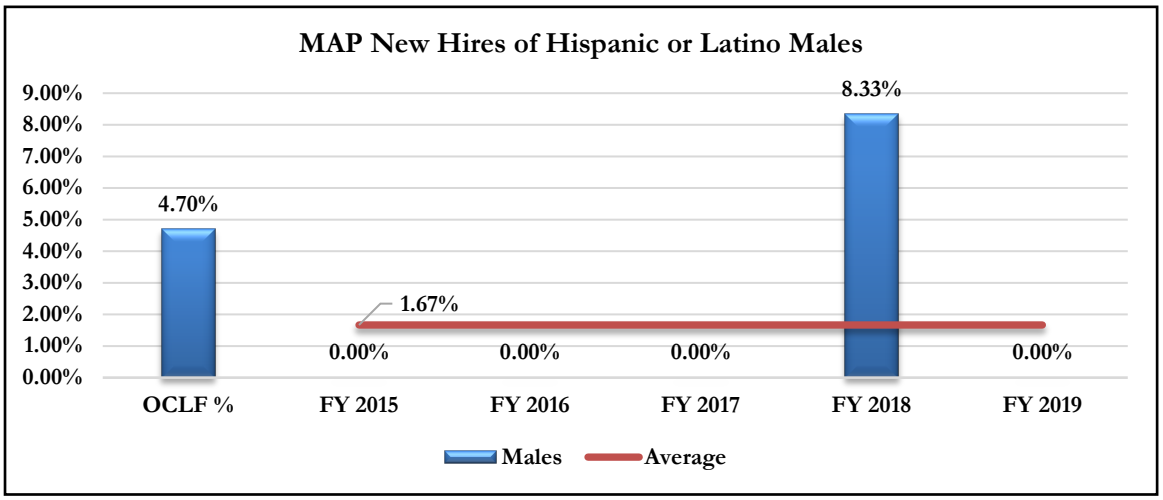

Chart 98

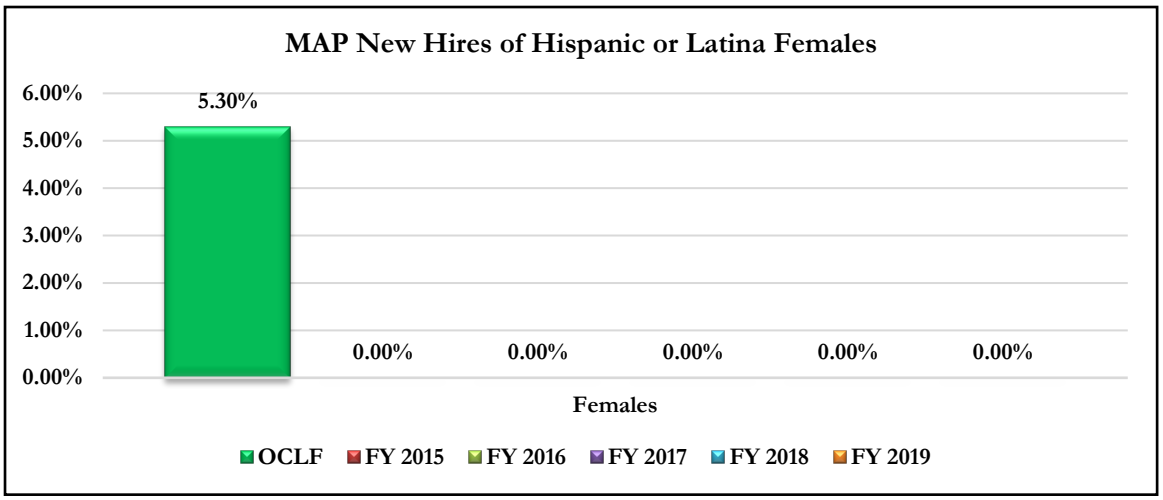

Chart 99

(3) *Promotions*

Between FY 2016 and FY 2017, the FCC promoted 35 MAP employees. During that period, the FCC promoted one (2.86%) Hispanic or Latino male. In FY 2019, the FCC received nine applications for one MAP promotion. No Hispanic or Latino males or females applied for this position. From FY 2016 to FY 2019, the promotion rate for Hispanic or Latino males significantly exceeded the OCLF for one fiscal year (FY 2018) and was below the OCLF for the other fiscal years (*see* **Error! Reference source not found.**). During the same period, the promotion rate for Hispanic or Latina females was consistently below the OCLF at 0.00% for each fiscal year (*see* **Error! Reference source not found.**). Further, from FY 2016 to FY 2018, the average promotion rate for Hispanic or Latino males (2.50%) and Hispanic or Latina females (0.00%) are below their respective OCLF. Thus, the data indicates a trigger concerning promotion of Hispanic or Latino males and

females may exist. Accordingly, as noted in last year's report, the Commission's efforts are underway to ascertain if a barrier to promotions exists regarding Hispanic or Latino males and females in the MAP field.

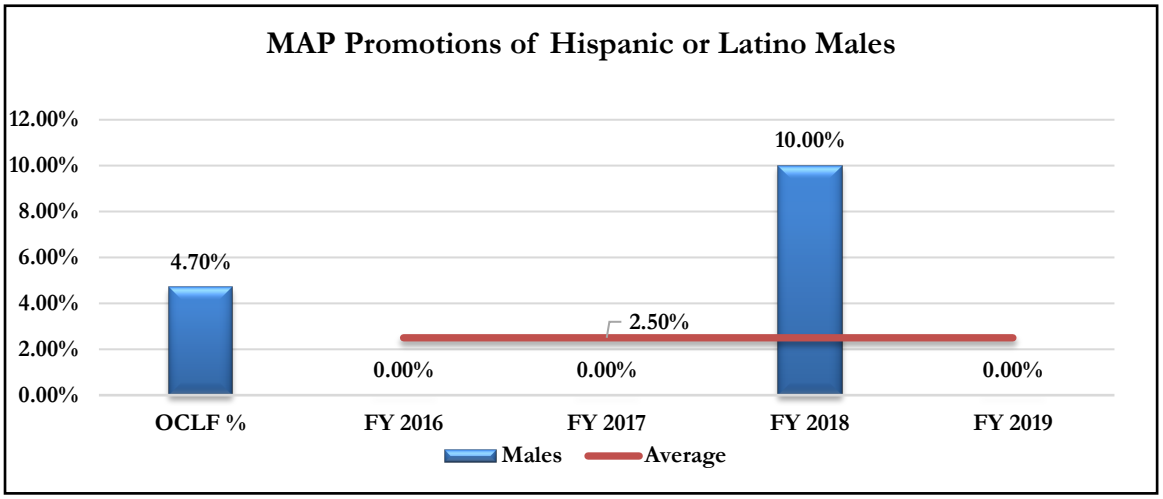

Chart 100

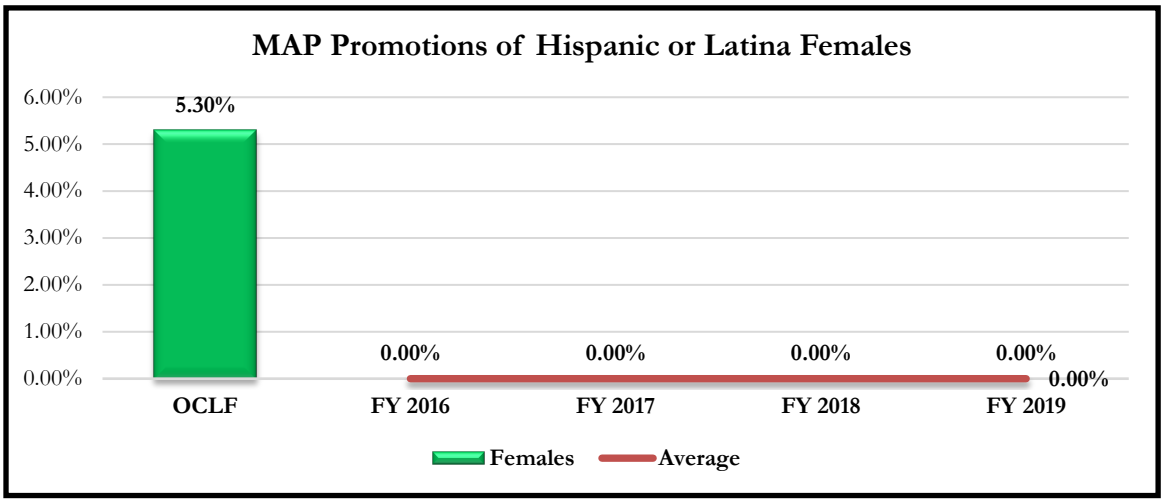

Chart 101

c) Electronic Engineer

(1) *Workforce*

The FCC has 202 Electronic Engineers. Of those Electronic Engineers, the participation rate of Hispanic or Latino males and females has been comparable with the CLF since FY 2015 (*see* **Error! Reference source not found.**). In this connection, the FCC recognizes that while the participation rate of Hispanic or Latina females has been comparable with the CLF, the actual participation rate from FY 2016 to FY 2019 was at 0.00%. These data suggest a trigger does not exist in the employment of Hispanic or Latino males and females as electronic engineers.

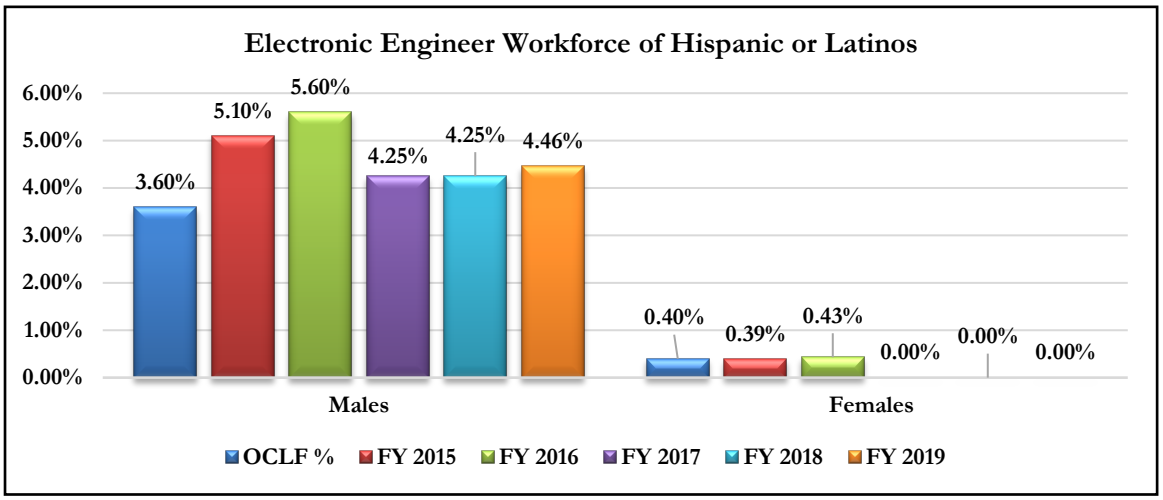

Chart 102

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired 21 electronic engineers of which one (4.76%) was a Hispanic or Latino male. In FY 2019, the FCC received six hundred sixty-four applications for five Electronic Engineer positions. Three hundred thirty-seven applicants qualified for the positions. Although twenty-eight Hispanic or Latino males and two Hispanic or Latina females qualified for these positions, none were hired. From FY 2015 to FY 2019, the average hiring rate (2.22%) for Hispanic or Latino males (*see* **Error! Reference source not found.**) is comparable to the OCLF. Consequently, there does not appear to be a trigger concerning the hiring of Hispanic or Latino males for Electronic Engineer positions. Although the average new hire rate (0.00%) for Hispanic or Latina females is comparable to the OCLF rate (0.40%) (*see* **Error! Reference source not found.**), the Commission 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 fiscal years.

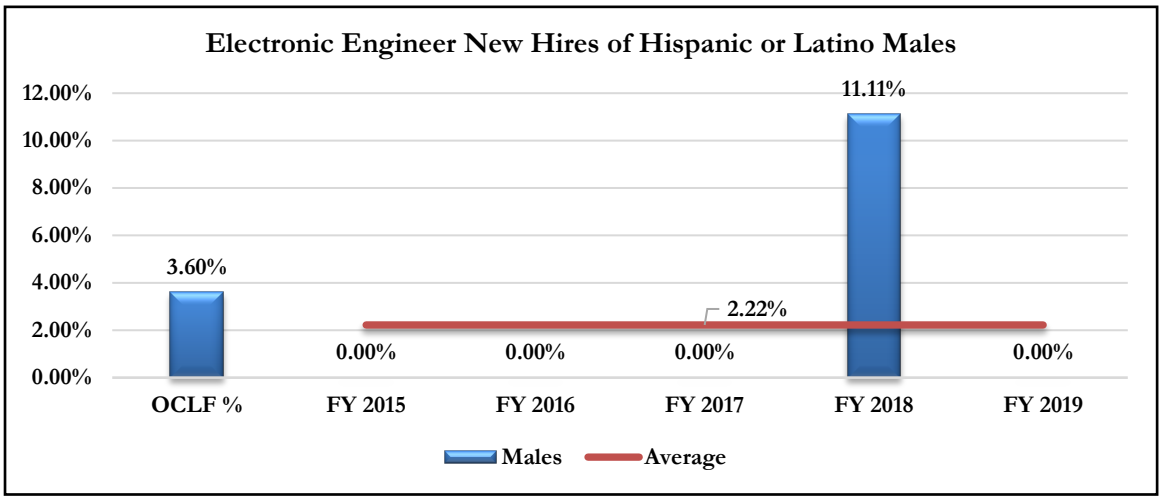

Chart 103

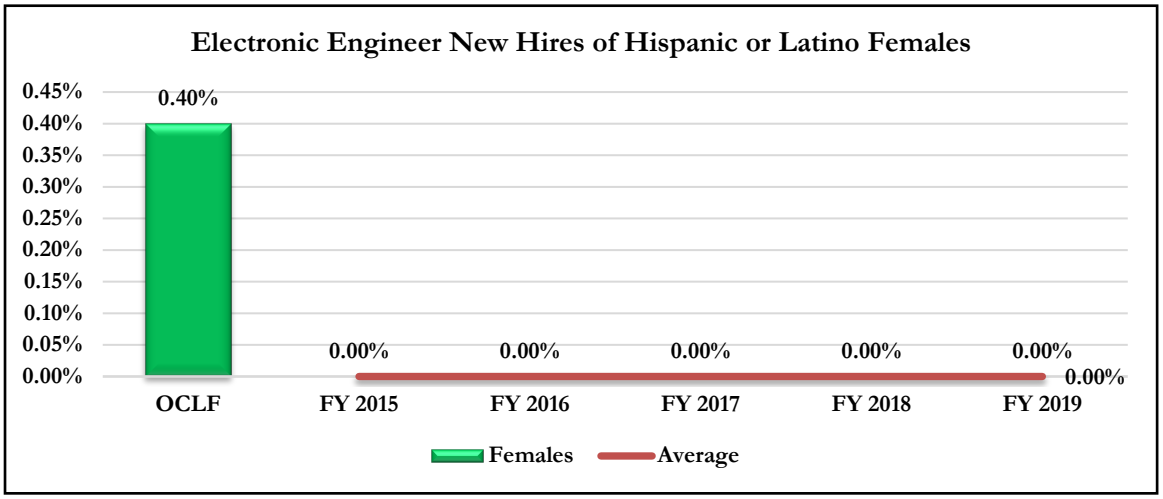

Chart 104

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 22 electronic engineers. During that period, the FCC promoted three (13.64%) Hispanic or Latino males. In FY 2019, the FCC promoted five electronic engineers, none were Hispanic or Latino. The average promotion rate (5.77%) for Hispanic or Latino males from FY 2016 to FY 2019 is above the OCLF (*see* Chart 105). Due to the favorable promotion rate for Hispanic or Latino males during this period, there does not appear to be a trigger to promotions for Hispanic or Latino male electronic engineers. In contrast, during this same period, no Hispanic or Latina females were promoted (*see* Chart 106). There is insufficient data, at this juncture, to assess whether a barrier may exist regarding the promotion of Hispanic or Latina females in the Electronic Engineer field. Accordingly, the Commission will continue to monitor and review additional data.

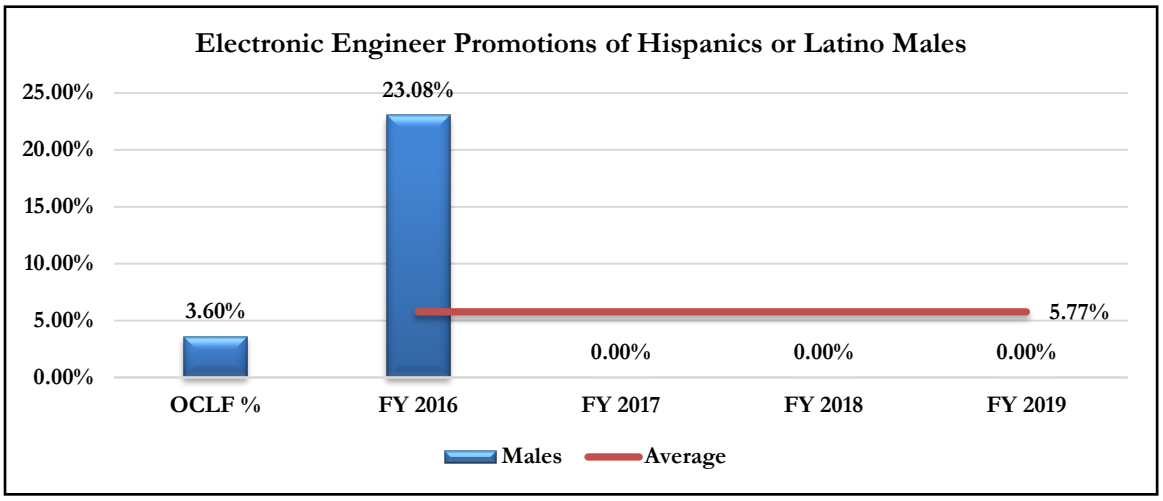

Chart 105

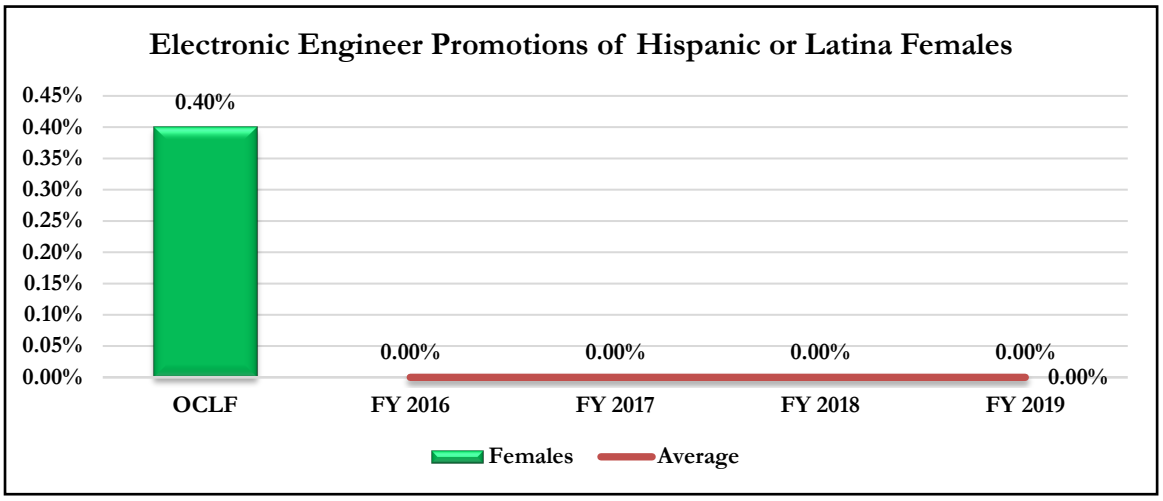

Chart 106

d) Management Program Analysis

(1) *Workforce*

Currently, the FCC has 73 MPA employees. The participation rate of Hispanic or Latino males and females in the Management Program Analysis field has been comparable to the OCLF rate since FY 2017 (*see* Chart 107). Given the favorable participation rates of Hispanic or Latino males and females in comparison to the respective OCLF rates, these data suggest that a trigger concerning employment does not exist in the MPA field for Hispanic or Latino males and females.

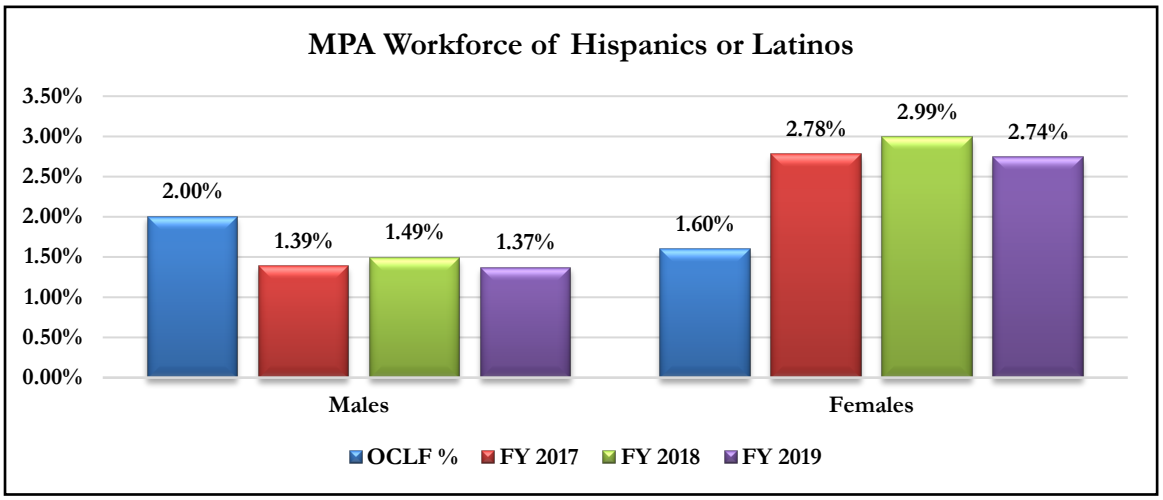

Chart 107

(2) *New Hires*

In FY 2017 and FY 2018, the FCC hired four MPAs of which none were a Hispanic or Latino male or female. In FY 2019, the FCC received one hundred six applications for four MPA positions. Eighteen applicants qualified for the position. Although two Hispanic or Latino males and one Hispanic or Latina female qualified for these positions, no Hispanic or Latino male or female was hired. Although no Hispanic or Latino males and females were hired for MPA positions from FY 2017 through FY 2019 (*see* **Error! Reference source not found.**), the data suggest that no trigger concerning hiring of Hispanic or Latino males and females for the MPA position exists as the annual participation rates are comparable to the OCLF rate and there was a limited number of MPA positions available in this period.

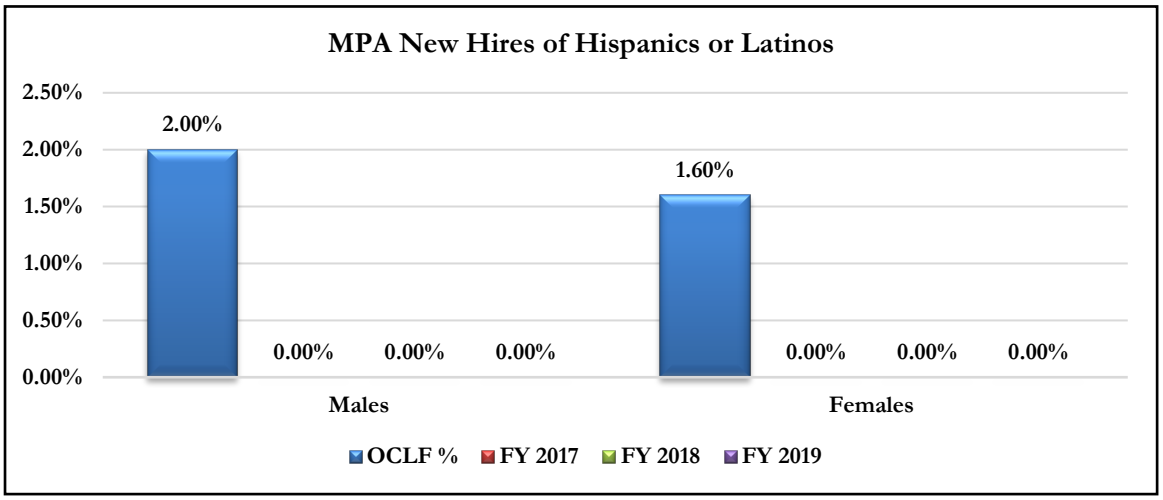

Chart 108

(3) *Promotions*

In FY 2017 and FY 2018, the FCC promoted ten MPAs of which one (10%) Hispanic or Latino male and two (20%) Hispanic or Latina females were promoted. In FY 2019, the FCC promoted nine MPA employees. Of the nine employees, one (11.11%) was Hispanic or Latino male. From FY 2017 to FY 2019, the average promotion rate for Hispanic or Latino males (7.41%) is comparable to the OCLF (*see* Chart 109), while the average promotion rate for Hispanic or Latina females (7.41%) is above the OCLF (*see* Chart 110). Thus, these data suggest no trigger exists to the promotion of Hispanic or Latino employees in the MPA field.

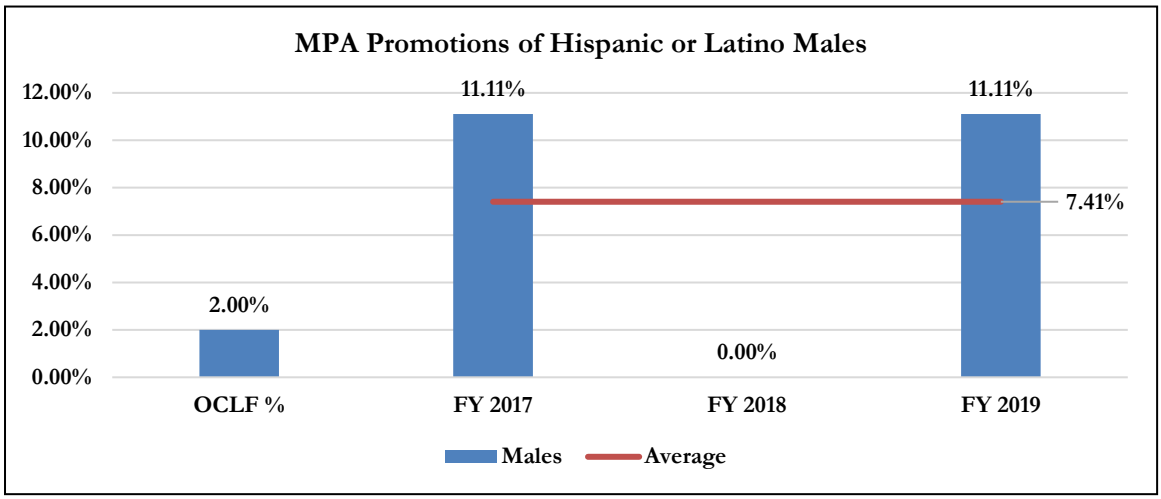

Chart 109

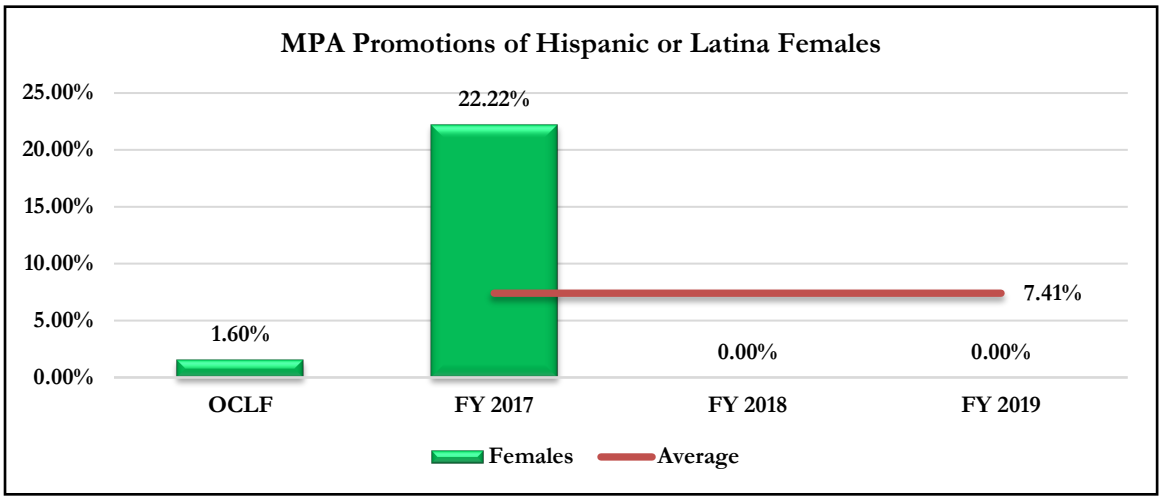

Chart 110

e) Economist

(1) *Workforce*

Currently, the FCC has 58 economists. Between FY 2015 and FY 2017, the FCC did not employ any Hispanic or Latino economists. From FY 2015 to FY 2019, the participation rate for Hispanic or Latino males was below the OCLF at 0.00% for every fiscal year (*see* Chart 111). During this

same period, while the participation rate for Hispanic or Latina females was comparable with the OCLF for every fiscal year, for three consecutive fiscal years (FYs 2015, 2016 and 2017) the participation rate was 0.00% (*see* Chart 112). For FY 2015 to FY 2019, the average participation rate for Hispanic or Latina females (0.68%) is comparable to the OCLF. As the participation rate of Hispanic or Latino males has been below the OCLF, since FY 2015, a trigger exists regarding employment for Hispanic or Latino males as economists. As noted in last year's report, the Commission's efforts are underway to ascertain whether a barrier may exist. For Hispanic or Latina females, the data suggests that no trigger exists regarding their employment as economists.

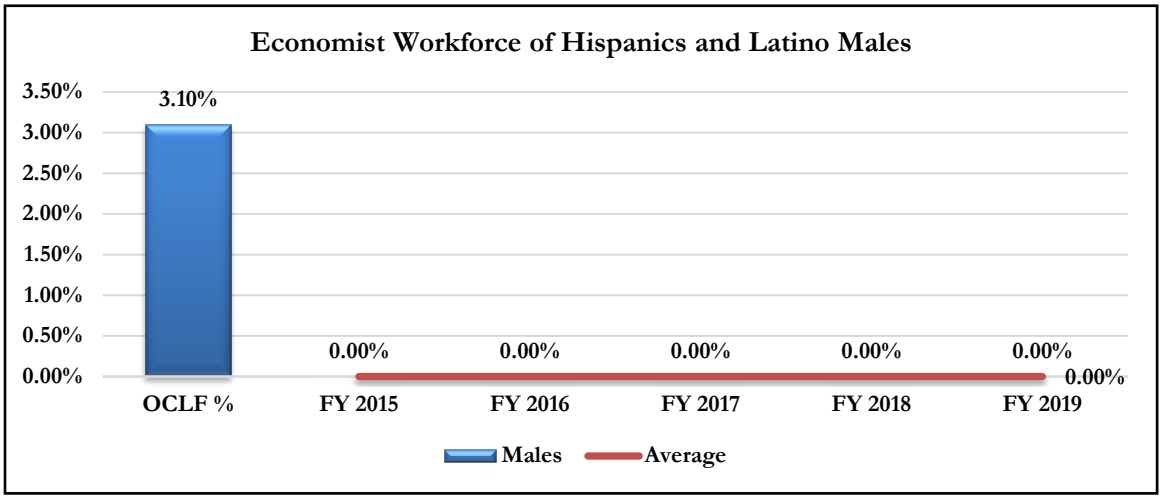

Chart 111

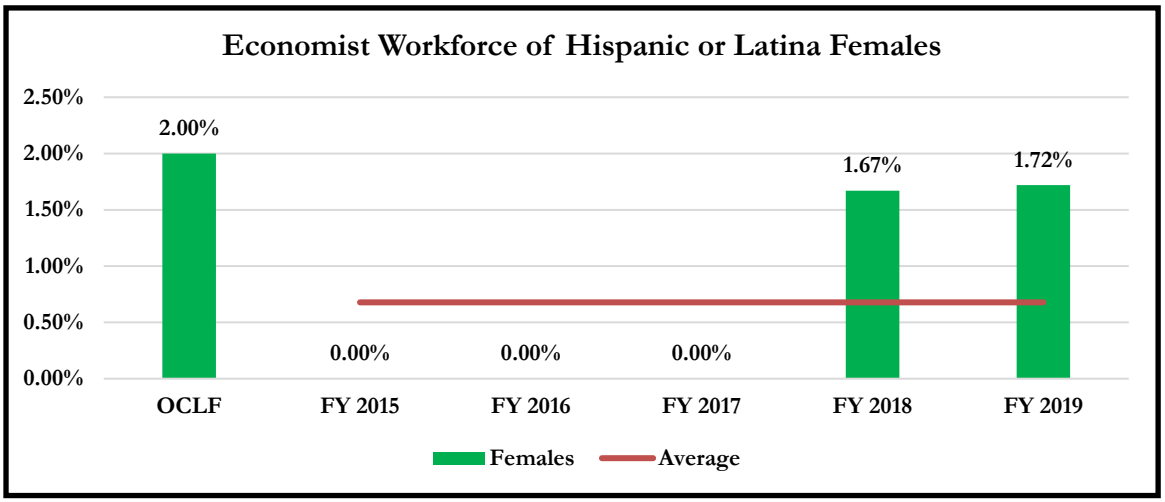

Chart 112

(2) *New Hires*

Between FY 2015 and FY 2018, one Hispanic or Latina female was hired as an economist. In FY 2019, the FCC received 275 applications for economist positions. One hundred thirty-three applicants qualified for the positions. While twelve Hispanic or Latino males and three Hispanic or Latina females qualified for these positions, none (0.00%) were hired.

From FY 2015 to FY 2019, the average hiring rate of Hispanic or Latino males is below the OCLF at 0.00% (*see* Chart 113). During the same period, the average hiring rate (3.33%) for Hispanic or Latina females is above the OCLF(*see* Chart 114). 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 Commission's efforts are underway to ascertain if a barrier to hiring exists regarding Hispanic or Latino males as economists.

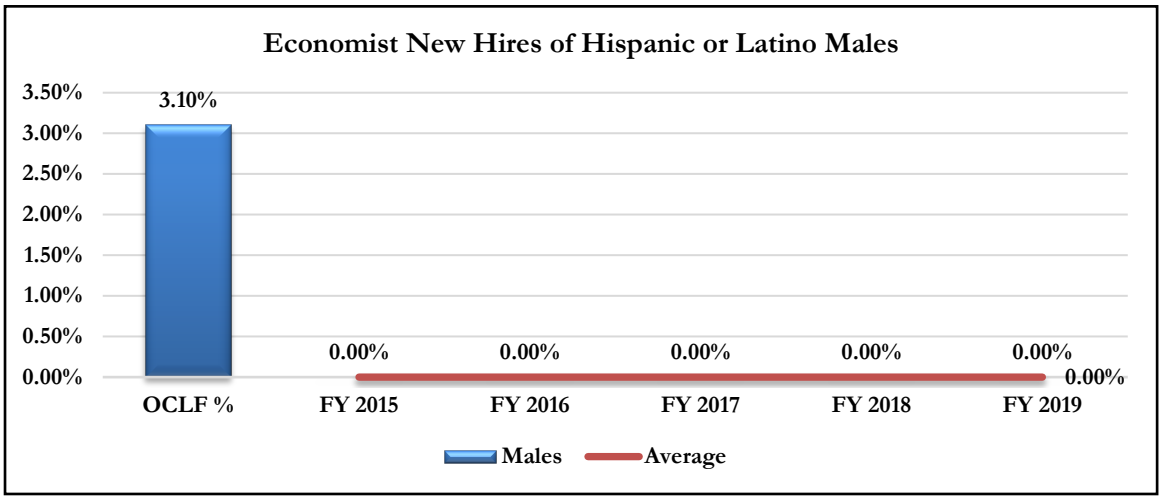

Chart 113

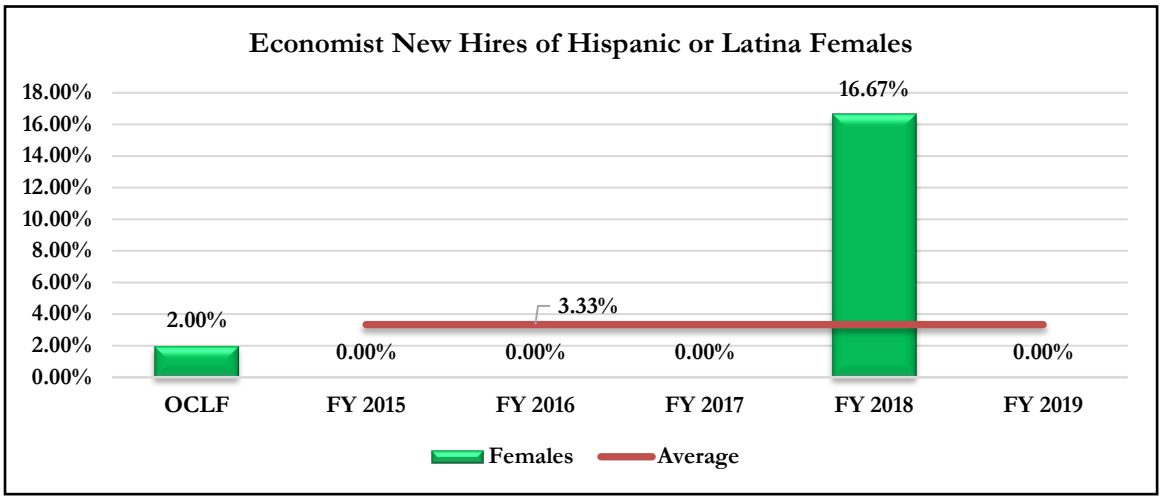

Chart 114

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 16 economists. During that period, the FCC promoted one (6.25%) Hispanic or Latino female in an economist position. In FY 2019, the FCC promoted eighteconomists, one (12,50%) was a Hispanic or Latino male. From FY 2016 to FY 2019, there was one Hispanic or Latino male promoted (*see* Chart 115); thus, the average promotion rate for Hispanic or Latino male economists is comparable with the OCLF at 3.13%. During the

same period, the average promotion rate for Hispanic or Latina females (12.50%) exceeds the OCLF (*see* Chart 116). While there is no barrier to the promotion of Hispanic or Latina females, a trigger may exist regarding the promotion of Hispanic or Latino males. As noted in last year's report, the Commission's efforts are underway to ascertain if a barrier to promotions as economists exists regarding Hispanic or Latino males.

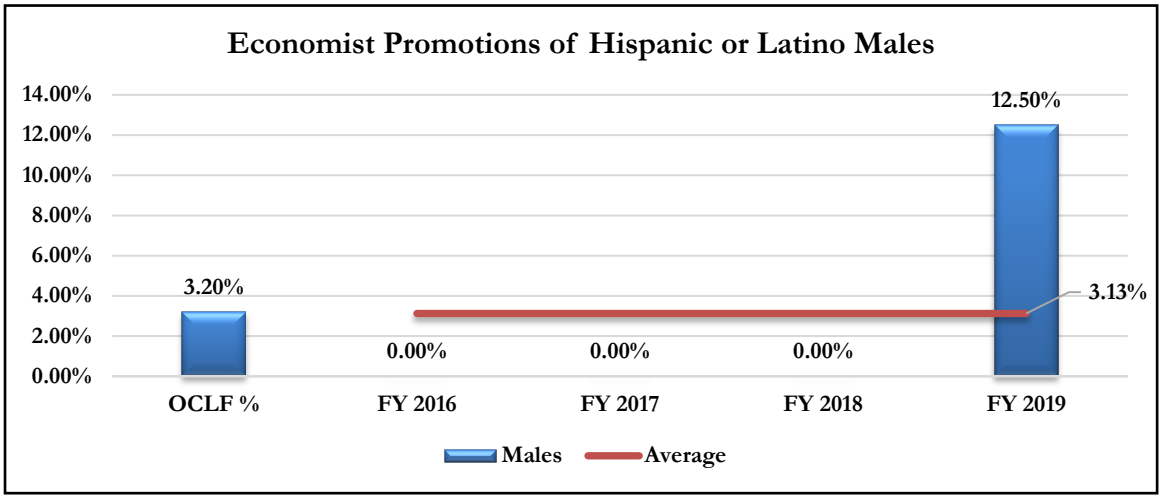

Chart 115

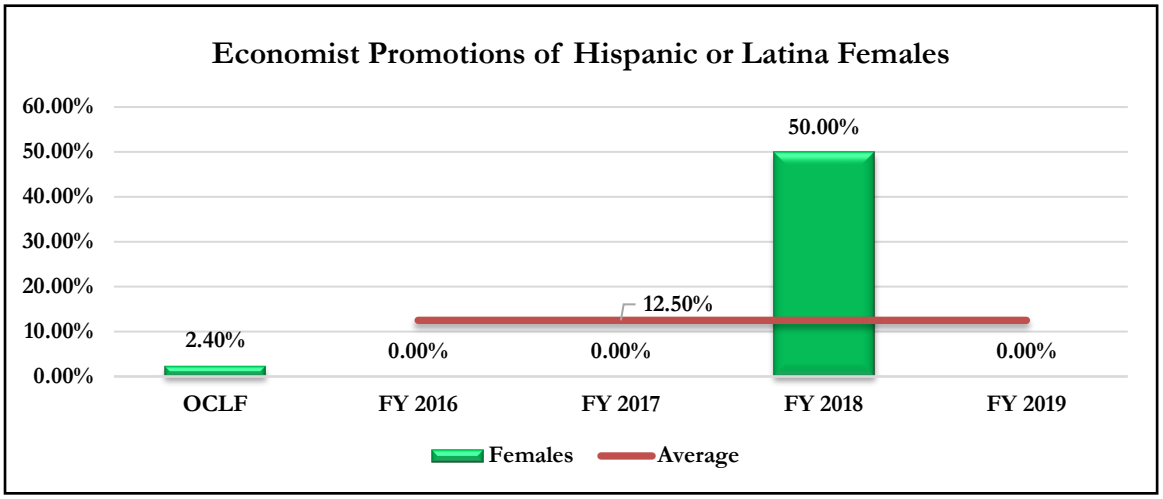

Chart 116

F. Employment of White Females[22]

21. Workforce

Of the 1,454 FCC employees, white females comprise the second largest category of employees at 369 (25.38%). From FY 2015 to FY 2019, the participation rate of white females was below the CLF (*see* Chart 117). Accordingly, these data suggest a trigger exists with respect to the participation

[22] This section does not review the participation of white males as this report focuses on the participation of historically underrepresented groups.

of white females. Additional research is required to assess whether barriers exist to their employment.

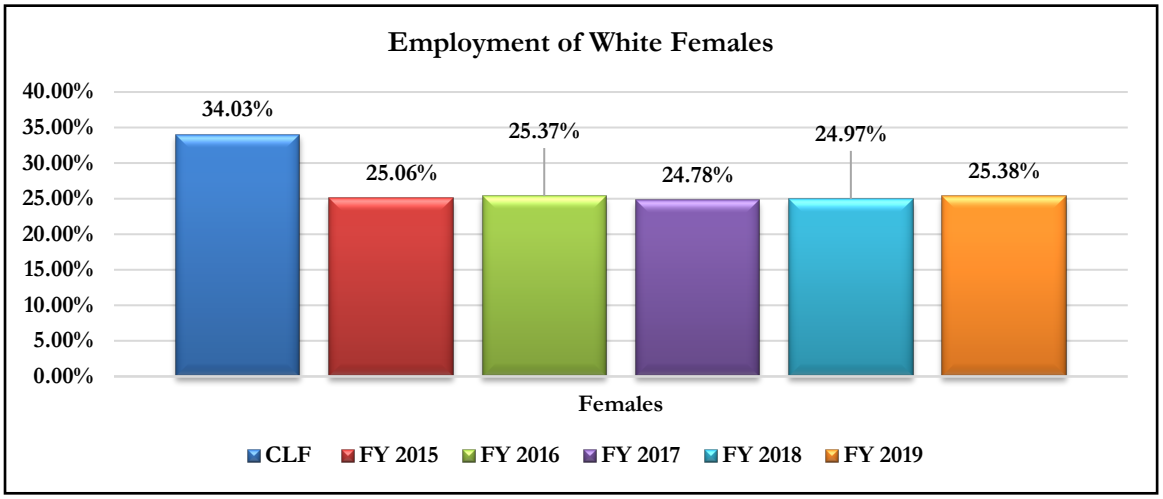

Chart 117

22. Senior Executive Service

Although the number of SES positions at the FCC has increased by 14.29% from 49 to 56 since FY 2016, the participation rate of white females at the SES level has decreased. Between FY 2018 and FY 2019, the participation rate for white females trended downward (*see* Chart 118). In fact, 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 2016 to FY 2019, the participation rate for white females in SES positions has been at least comparable to the CLF. Accordingly, there is no trigger for employment of white females at the SES level.

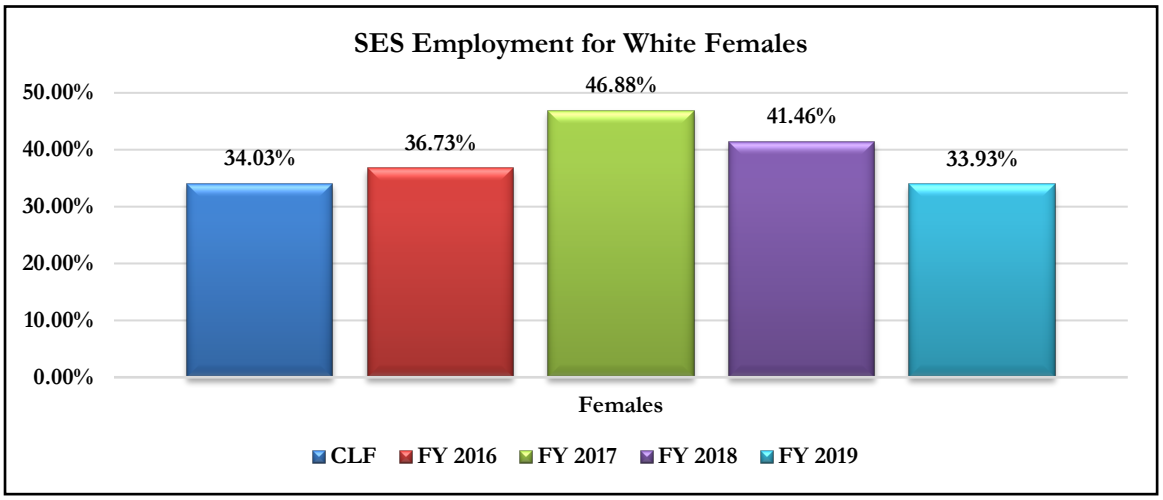

Chart 118

23. GS 13 - 15 Positions

Regarding GS-15 positions, the participation rate of white females has been comparable to the CLF since FY 2016 (*see* Chart 119). Consequently, a trigger does not exist concerning the employment of white females at the GS-15 grade.

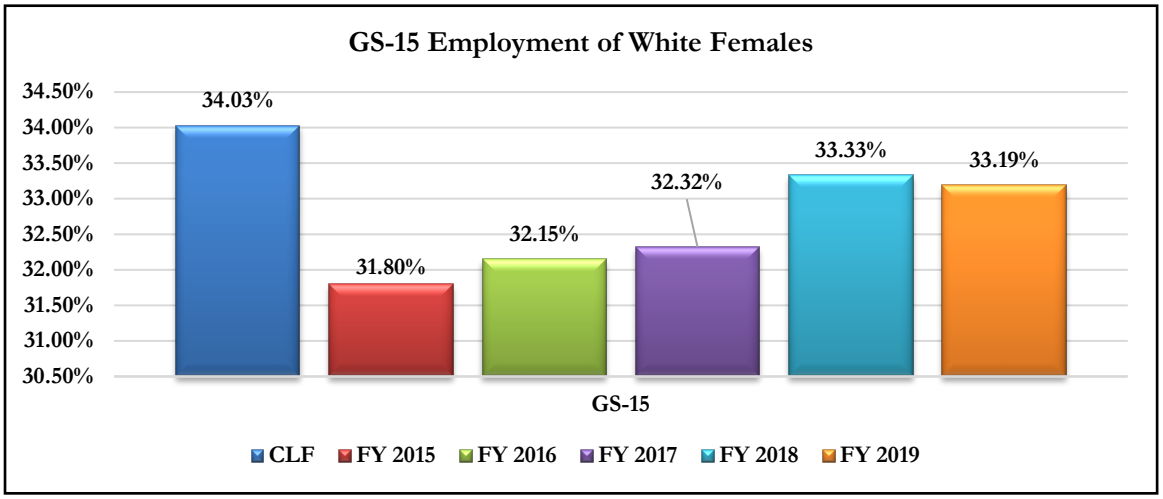

Chart 119

In contrast to the SES level and the GS-15 grade, since FY 2015, the participation rate of white females at the GS-14 grade has decreased to significantly below the CLF (*see* Chart 120). Further, the participation rate has not been comparable with the CLF for any fiscal year since FY 2015. 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.

Similar to the participation of white females at the GS-14 grade, since FY 2015, the participation rate of white females at the GS-13 grade has been significantly below the CLF (*see* Chart 120). These data suggest a trigger that a barrier to the employment of white females may exist 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.

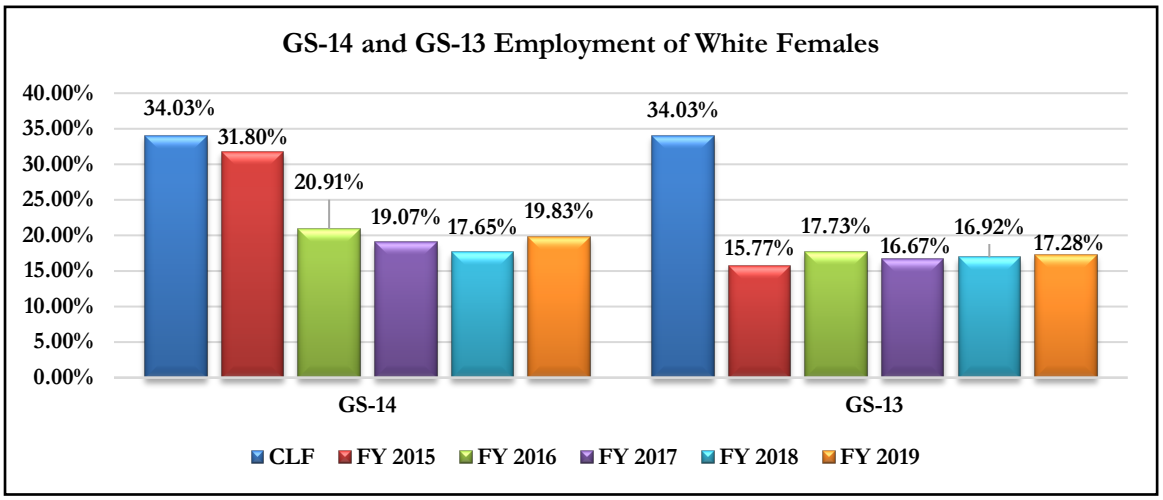

Chart 120

24. New Hires and Separations

From FY 2015 to FY 2019, the hiring rate for white females was below the CLF for two fiscal years (FYs 2015 and 2016), comparable with the CLF for two fiscal years (FYs 2017 and 2019) and above the CLF for FY 2018 (*see* Chart 121). Further, beginning in FY 2017, the new hire rate increased and became comparable with the CLF. In addition, from FY 2015 to FY 2019, the average hiring rate for white females (31.54%) is below the CLF. While the data suggests that a trigger may exist regarding the hiring of white females, considering the favorable hiring rates since FY 2017, the Commission, at this juncture, will monitor and review additional data.

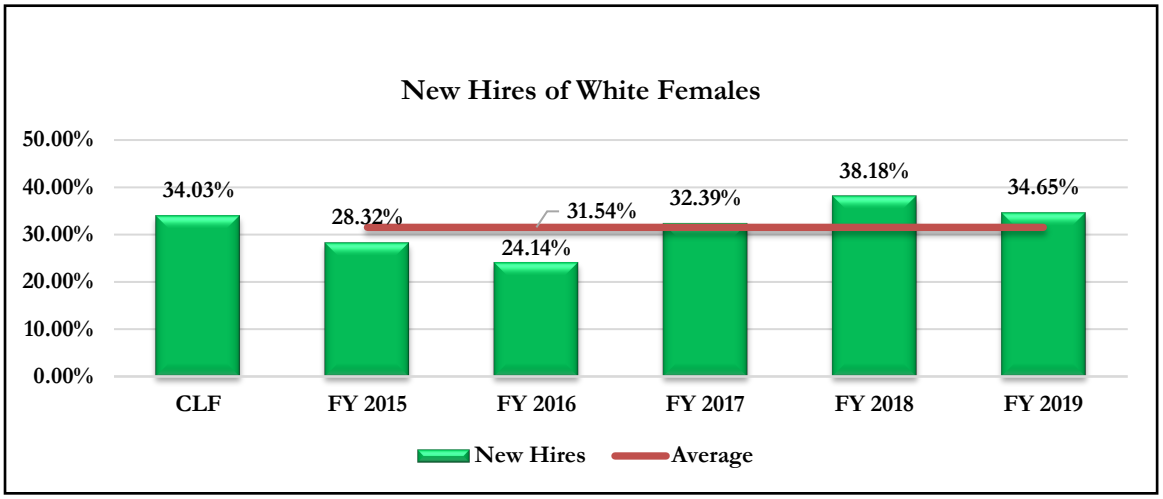

Chart 121

Since FY 2015, the separation rates for white females has been below the CLF (*see* Chart 122). Further, for two fiscal years (FY 2015 and FY 2019), the separation rate for white females was significantly below the CLF. From FY 2015 to FY 2019, the average separation rate for white females (26.24%) is below the CLF and below the average hiring rate of 31.54%. Accordingly, these data suggest a trigger does not exist regarding the retention of white females.

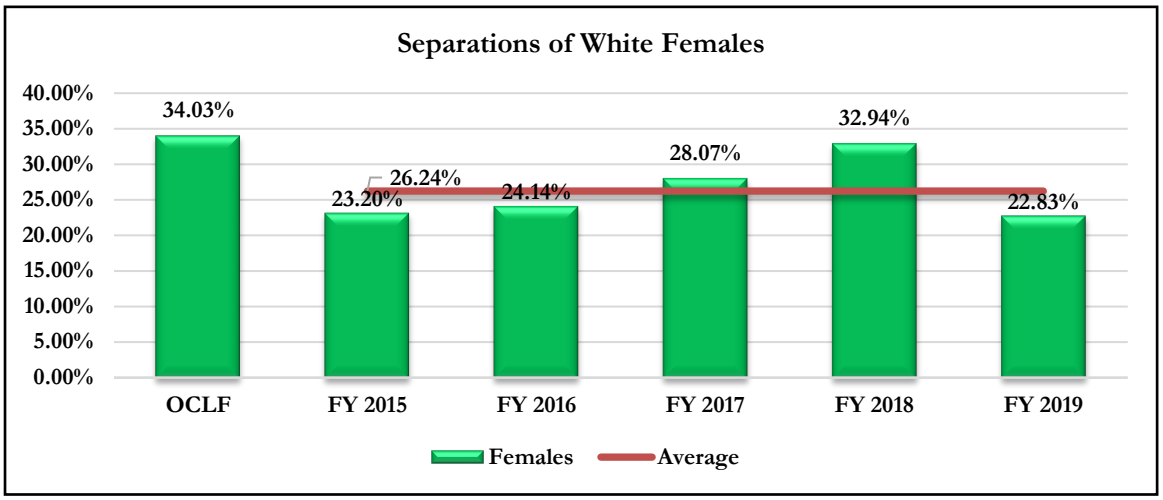

Chart 122

25. Mission Critical Occupations

a) Attorneys

(1) *Workforce*

Attorneys comprise 38.79% of the FCC workforce. Since FY 2015, the annual participation rates of white females as attorneys has significantly exceeded the OCLF (*see* Chart 123). Consequently, the data suggests no trigger exists to the employment of white females in the attorney occupation.

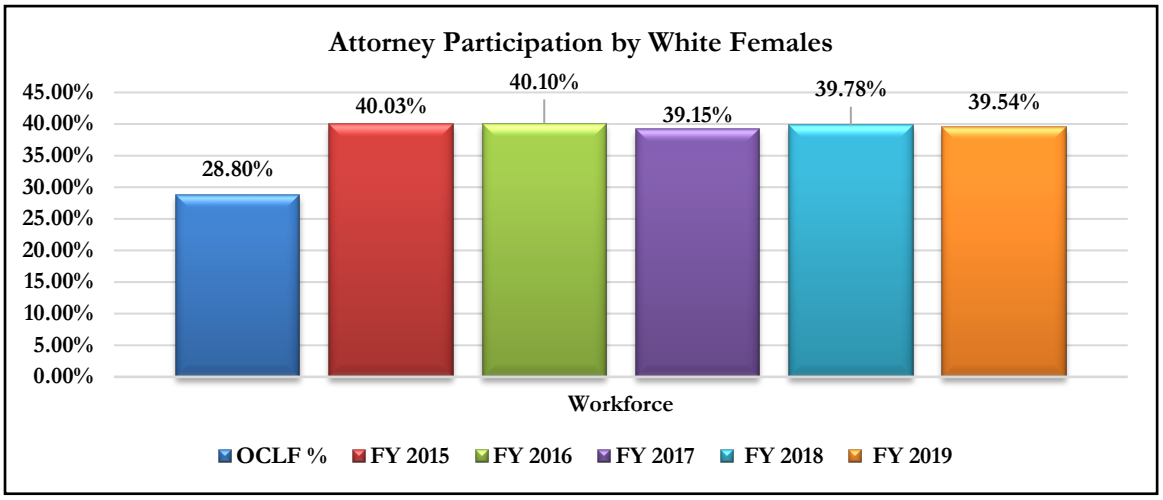

Chart 123

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired 123 attorneys of which 46 (37.40%) were white females. In FY 2019, the FCC received 2,314 applications for 33 attorney positions. One thousand three hundred twenty-eight applicants qualified for the positions. While 238 white females qualified for these positions, 11 (33.33%) white females were hired. From FY 2015 to FY 2019, the hiring rate of white females was comparable with or above the OCLF (*see* Chart 124). Further, during this

same period, the average hiring rate of white females (36.93%) is above the OCLF. Accordingly, these data suggest there is no trigger regarding hiring of white females as attorneys.

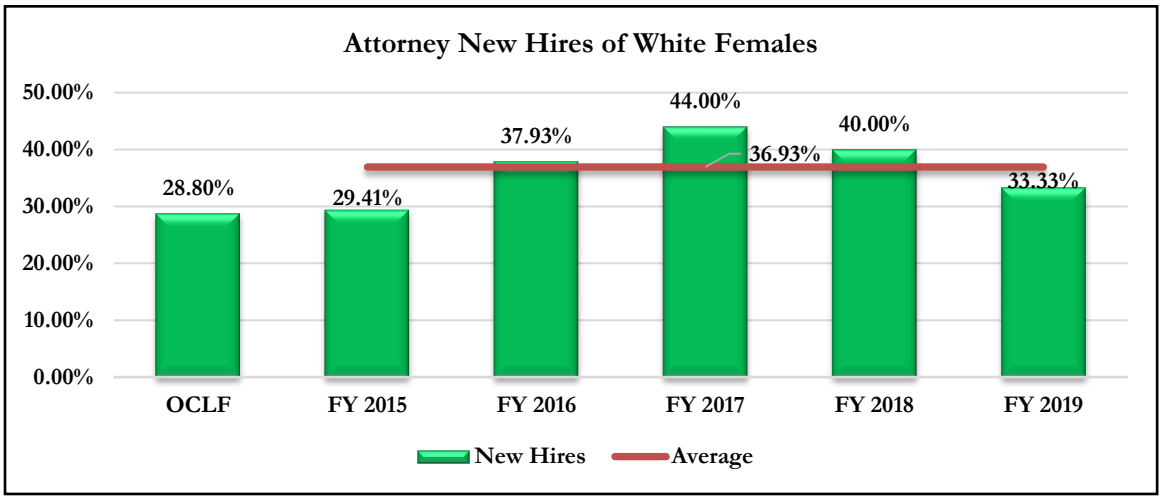

Chart 124

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 108 attorneys. During that period, the FCC promoted 39 (36.11%) white females. In FY 2019, the FCC received thirty-nine applications for six attorney promotions. Eight white females applied for and were qualified for these promotions. One (16.67%) white female was promoted. From FY 2016 to FY 2018, the promotion rate for white females was above the CLF for two fiscal years (FYs 2016 and FY 2017) and below the CLF for two fiscal years (FY 2018 and 2019) (*see* Chart 125). During this same period, the average promotion rate for white females (29.36%) is comparable to the OCLF. Thus, despite the downward trend in the two most recent fiscal years, the data suggests there is no trigger regarding the promotion of white female attorneys.

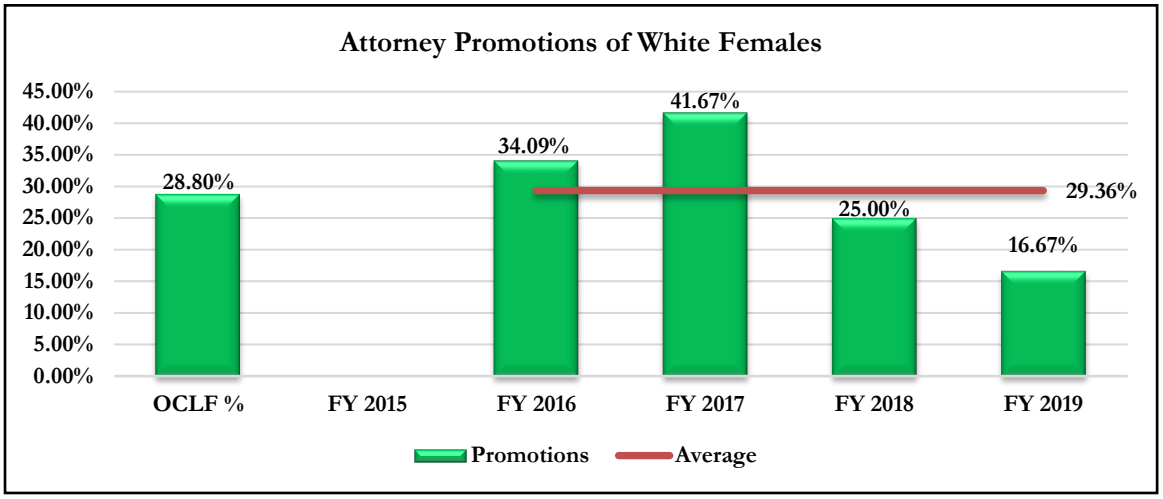

Chart 125

b) Miscellaneous Administration and Program

(1) *Workforce*

Since FY 2015, the number of MAP employees decreased from 335 to 250. From FY 2015 to FY 2019, the participation rates of white females were significantly below the OCLF for every fiscal year (*see* Chart 126). 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.

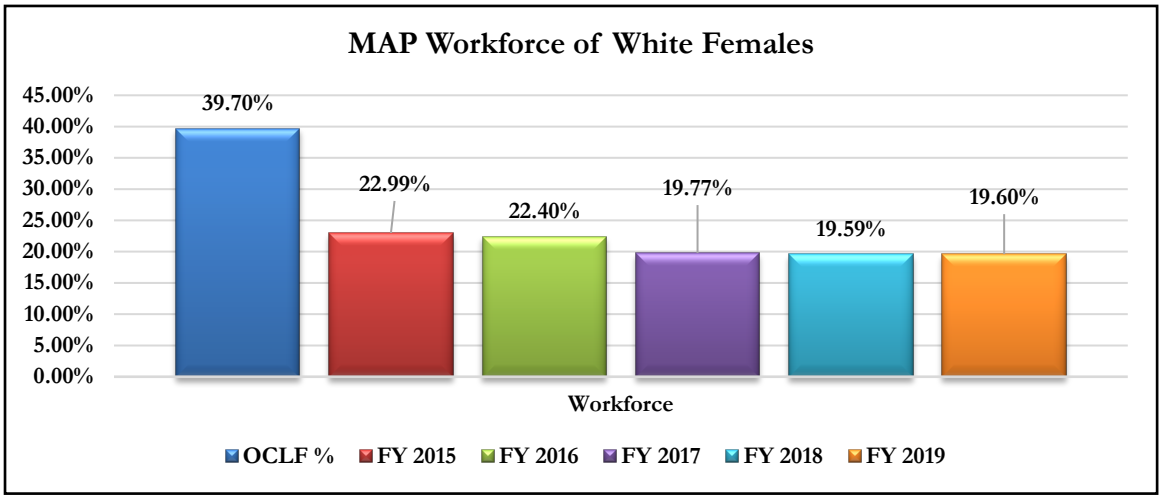

Chart 126

(2) *New Hires*

Between FY 2015 and 2018, the FCC hired thirty-one MAP employees of which eight (25.81%) were white females. In FY 2019, the FCC received four hundred fifty-five applications for six MAP positions. Of the 208 applicants who qualified for the positions, 29 were white females. The FCC hired one (16.67%) white female. Since FY 2015, the hiring rate for white females was below the OCLF for each fiscal year. Further, the hiring rate decreased each year, becoming significantly below the OCLF in FY 2019 (*see* Chart 127). Given the downward trend in the hiring rate for white females since FY 2015, the data suggests 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.

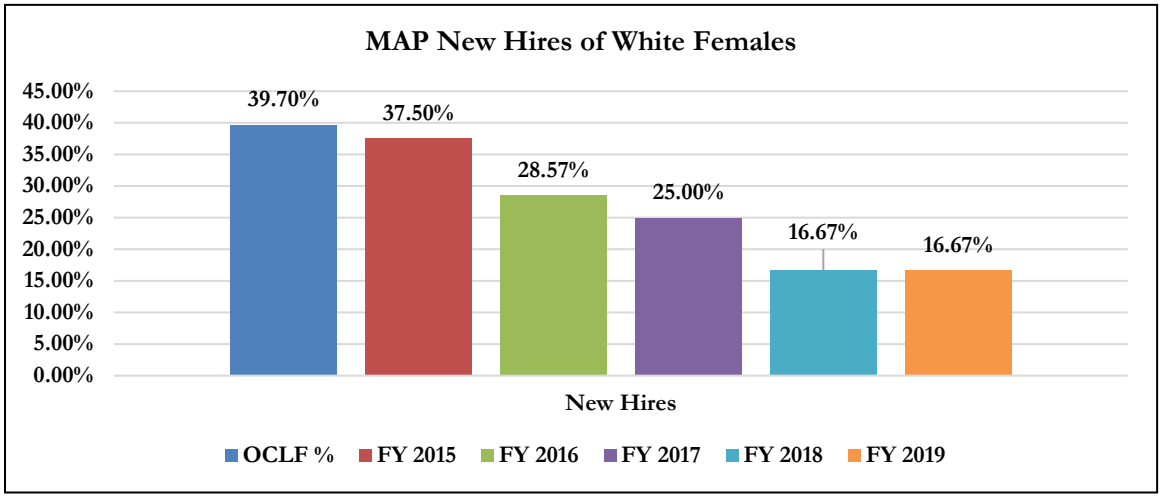

Chart 127

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 35 MAP employees. During that period, the FCC promoted four (11.43%) white females. In FY 2019, the FCC received nine applications for one MAP promotion. No white females applied for this position. From FY 2016 to FY 2019, the promotion rate was significantly below the OCLF for each fiscal year (*see* Chart 128). Further, the average promotion rate for white females (9.01%) 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.

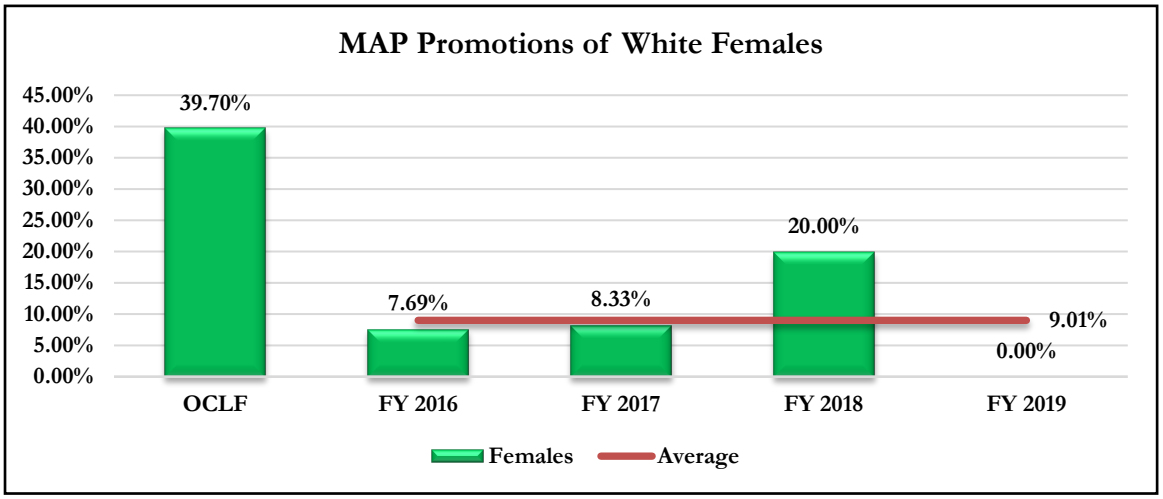

Chart 128

c) Electronic Engineer

(1) *Workforce*

The FCC has 202 Electronic Engineers. Since FY 2015, the participation rate of white females has been comparable to the OCLF (*see* Chart 129). Accordingly, a trigger regarding employment of white females in the Electronic Engineers field does not exist.

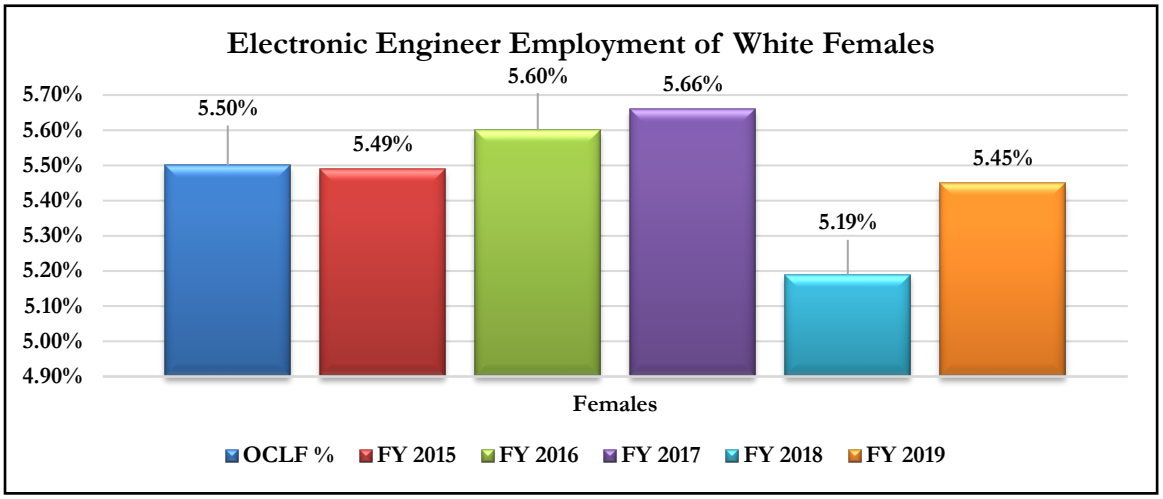

Chart 129

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired 21 electronic engineers of which none were white females. In FY 2019, the FCC received six hundred sixty-four applications for five Electronic Engineer positions. Three hundred thirty-seven applicants qualified for the positions. Seven white females qualified for these positions. No white females were hired. From FY 2015 to FY 2018, the hiring rate for white females as electronic engineers has been below the OCLF for each fiscal year at 0.00% (*see* Chart 130). Further, the average hiring rate of white females (0.00%) 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 2016 and FY 2018, the FCC promoted 22 electronic engineers. During that period, the FCC did not promote any white females. In FY 2019, the FCC promoted five electronic engineers, none were white female. From FY 2016 to FY 2019, the promotion rate for white females was below the OCLF at 0.00% (*see* Chart 130). Consequently, the data suggest that a trigger exists regarding promotion of white female electronic engineers. which requires additional research and analysis to assess whether a barrier to promotions exists for white females. Accordingly, as noted in last year's report, the Commission's efforts are underway to ascertain if a barrier exists to the promotion of white females in the Electronic Engineer field.

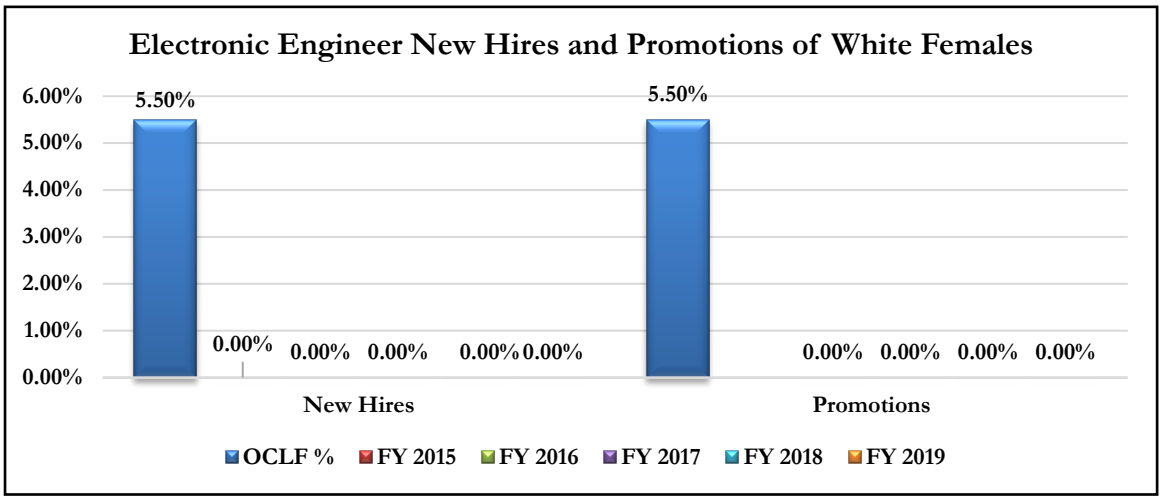

Chart 130

d) Management Program Analysis

(1) *Workforce*

Currently, the FCC has 73 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 131). Moreover, the participation rate of white females has increased each fiscal year. Given this upward trend, a trigger regarding employment of white females in the MPA field does not appear to exist.

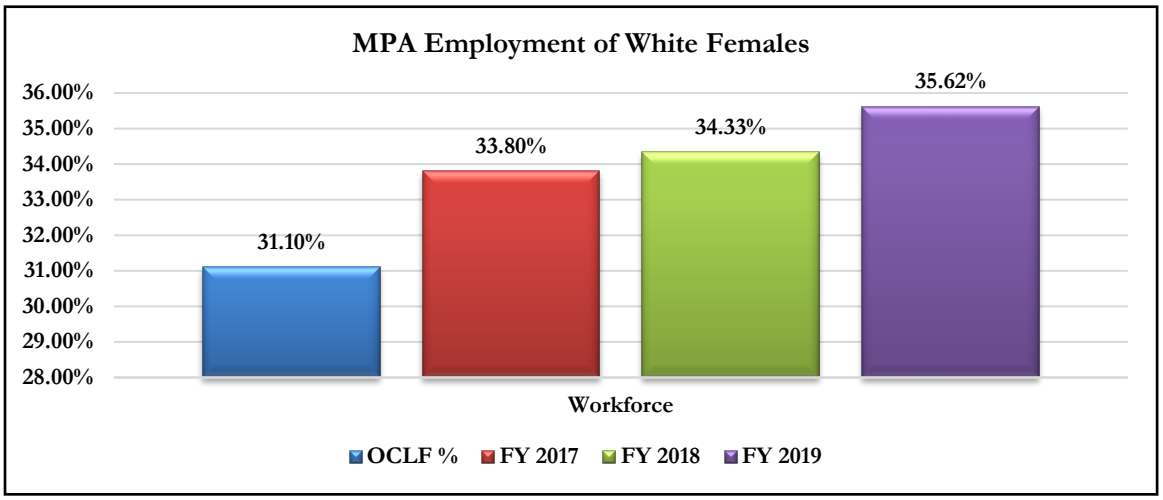

Chart 131

(2) *New Hires*

In FY 2017 and FY 2018, the FCC hired four MPAs of which one (25.00%) was a white female. In FY 2019, the FCC received one hundred six applications for four MPA positions. Eighteen applicants qualified for the positions. The FCC hired three (75.00%) white females. From FY 2017 to FY 2019, the hiring rate for white females was above the OCLF for two fiscal years (FYs 2017 and FY2019) and below the OCLF at 0.00% for the other year (*see* Chart 132). Further, the average hiring rate of white females (36.11%) during this period is above the OCLF. Although limited data

is available, the data suggests that a trigger does not exist regarding hiring of white females in the MPA field.

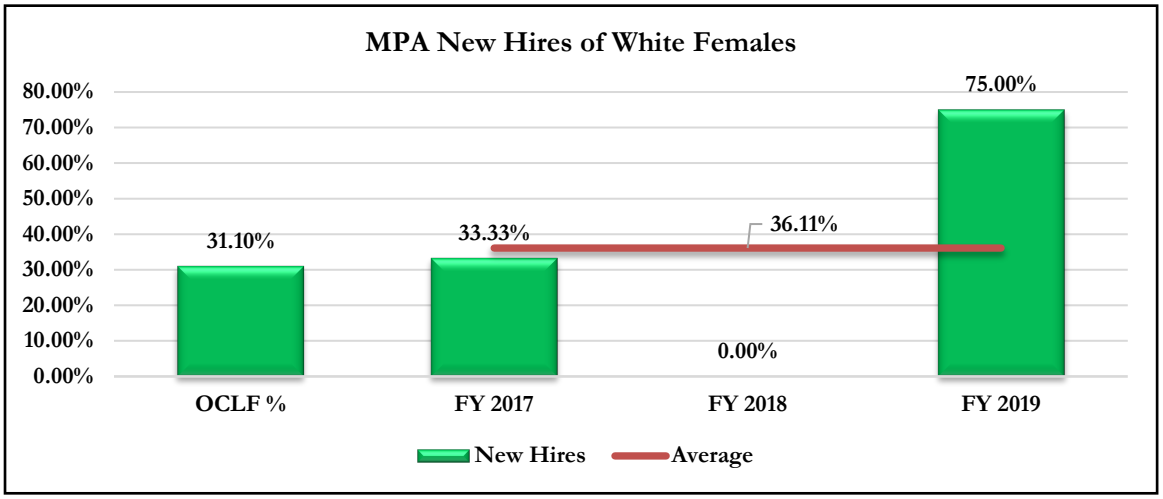

Chart 132

(3) *Promotions*

In FY 2017 and FY 2018, the FCC promoted ten MPA employees of which two (20%) white females were promoted. In FY 2019, the FCC promoted nine MPA employees, none were white female. From FY 2017 to FY 2019, the promotion rate for white females was below the OCLF for each fiscal year (*see* Chart 133). Further, for the two most recent fiscal years, the promotion rate was 0.00%. From FY 2017 to FY 2019, the average promotion rate (7.41%) is significantly below the OCLF. At this juncture, the Commission will review additional data before making an assessment whether a trigger exists regarding promotions in the Management Program Analysis field, considering the limited availability of data and the limited number of promotion opportunities in the most recent fiscal years.

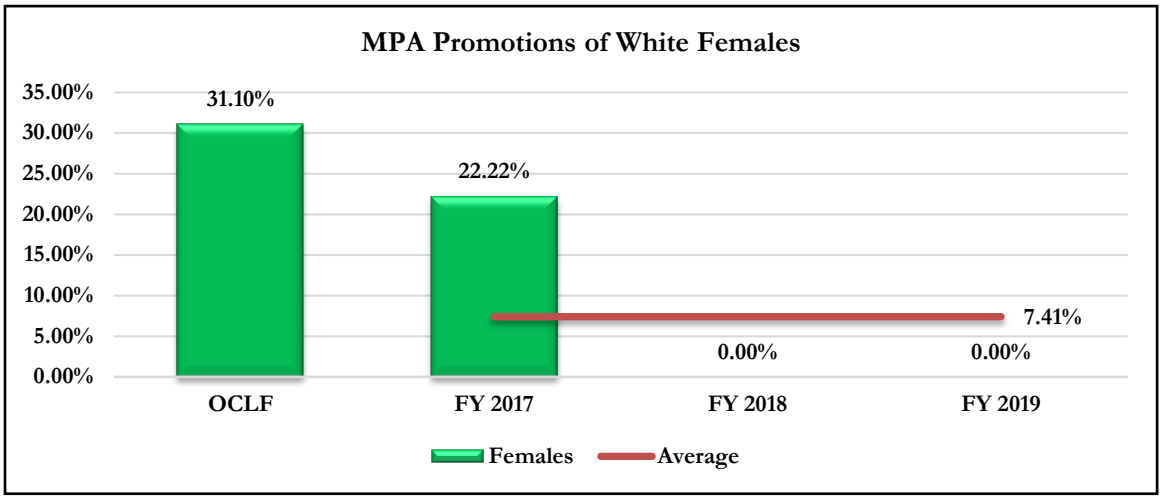

Chart 133

e) Economist

(1) *Workforce*

The FCC has 58 economists. Since FY 2015, the annual participation rates of white females have been at least comparable to the OCLF (*see* Chart 134). Accordingly, a trigger does not appear to exist regarding the employment of white females as economists.

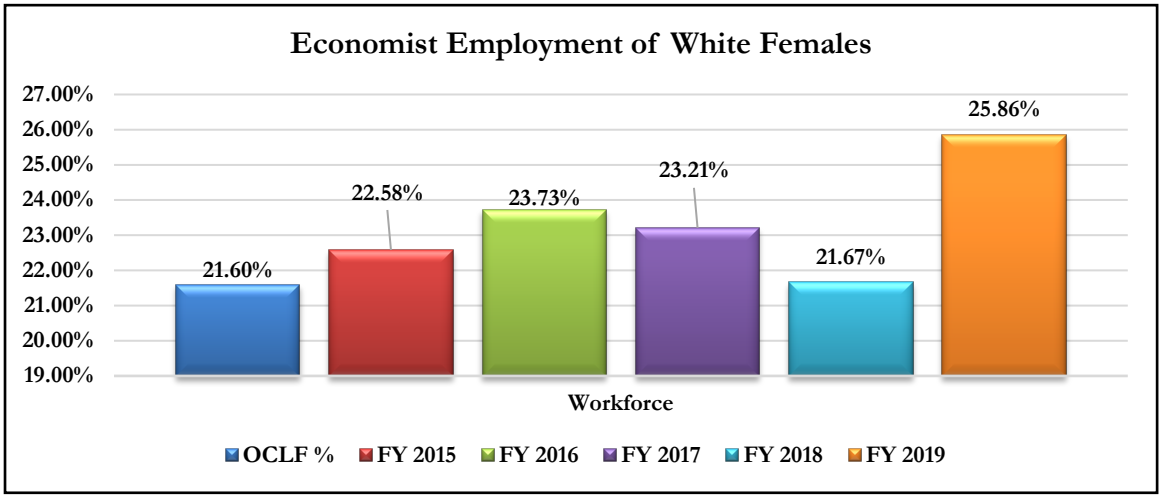

Chart 134

(2) *New Hires*

Between FY 2015 and FY 2018, the FCC hired one white female as an economist. In FY 2019, the FCC hired three economists. Of the three, two were white female. From FY 2015 to 2019, the hiring rate of white females as economists significantly exceeded the OCLF for two fiscal years (FYs 2016 and 2019) and was significantly below the OCLF at 0.00% for the remaining fiscal years (*see* Chart 135). For this same period, the average hiring rate of white females (23.33%) is above the OCLF. These data suggest a trigger may exist regarding hiring of white females as economists. Accordingly, as noted in last year's report, the Commission's efforts are underway to ascertain if a barrier to hiring white females as economists exists.

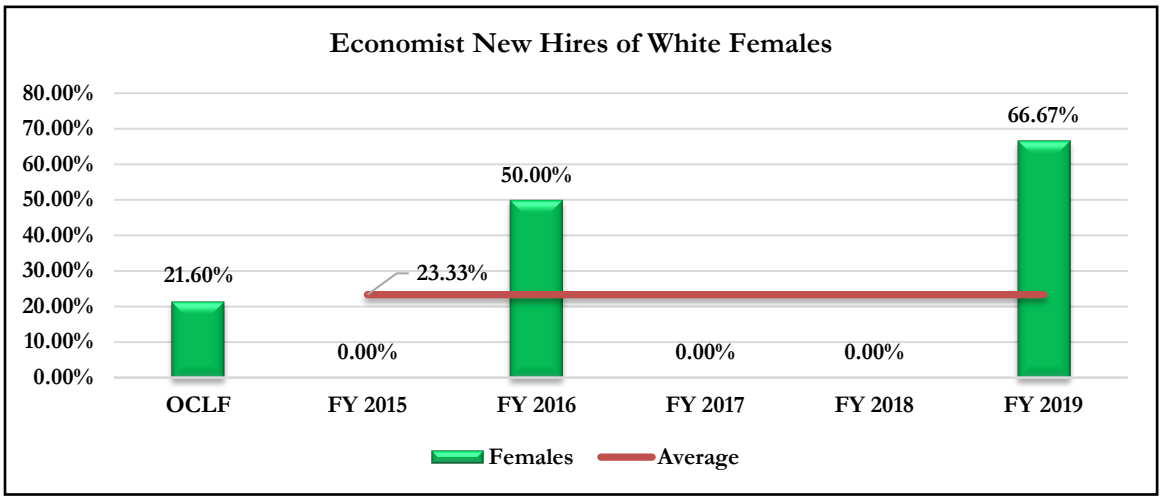

Chart 135

(3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 16 economists. During that period, the FCC promoted four (25.00%) white female economists. In FY 2019, the FCC promoted eight economists, none were white female. From FY 2016 to FY 2019, the promotion rate for white females was above the OCLF for two fiscal years (FYs 2016 and 2017) and below the OCLF at 0.00% for the remaining fiscal years (*see* Chart 136). Further, during this period, the average promotion rate for white females (14.58%) is below the OCLF. These data suggest that a trigger exists regarding promotion of white female economists. Accordingly, the Commission will augment its ongoing efforts concerning the hiring of white females as economists to include review and analysis of their promotion

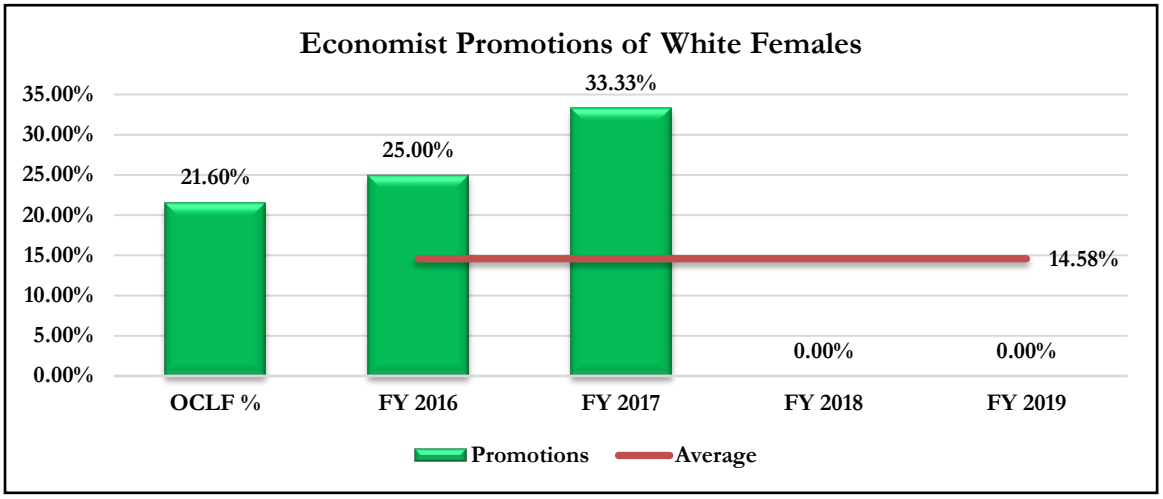

Chart 136

G. Employment of Persons with Disabilities

The FCC is committed to being a "model employer" of persons with disabilities.[23] 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."[24] Moreover, the FCC gives "full consideration to the retention of qualified individuals with disabilities. . . ."[25] 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 2019, the percentage of persons with disabilities increased to 8.73%, while the percentage of persons with targeted disabilities increased to 3.16% (*see* Chart 2). Since FY 2015, the FCC has increased the participation rate of persons with disabilities by over 3% and persons with targeted disabilities by over 1.8% (*see* Chart 137).[26]

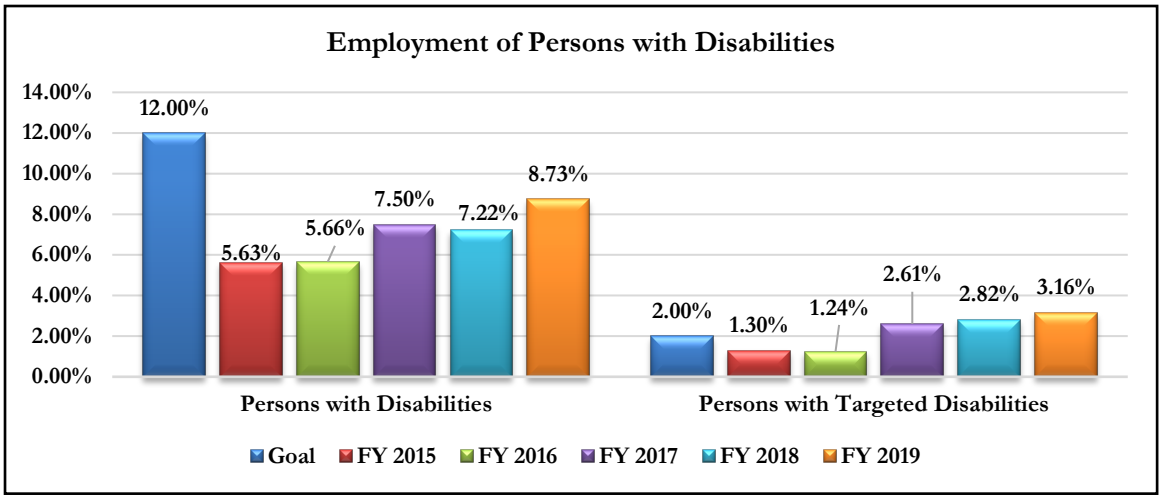

Chart 137

[23] 29 CFR § 1614.203(c).

[24] *Id.*

[25] *Id.*

[26] 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. 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.

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.[27] 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.[28]

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 supervisors, conducting a biennial survey of its workforce to improve the data regarding individuals with disabilities and providing informal briefings concerning reasonable accommodations, the FCC revised its Reasonable Accommodations Policy and Procedures. Going forward, to improve the participation of persons with disabilities and the Inclusion Rate (IR)[29] of persons with targeted disabilities, the FCC will increase the use of hiring authorities that take disability into account to hire or promote persons with disabilities or persons with targeted disabilities, increase outreach and recruitment opportunities that promote employment opportunities for persons with disabilities or persons with targeted disabilities, provide 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.

---

[27] U.S. Equal Employment Opportunity Commission, Affirmative Action for Individuals with Disabilities in Federal Employment, 82 Fed. Reg. 654 (Jan. 3, 2017).

[28] 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.

[29] 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 January 27, 2020). 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.

The FCC is making progress towards the 12% goal regarding persons with disabilities and the 2% goal regarding persons with targeted disabilities as the FCC has met the 12% goal at the GS-10 and below grades and is 75% of the way to the 12% goal at the GS-11 and above grades (*see* **Error! Reference source not found.**). Additionally, the FCC not only exceeds the 2% goal for persons with targeted disabilities at both grade ranges, but has increased its employment of persons with targeted disabilities in both grade ranges every fiscal year since FY 2017 (*see* Chart 139). As the EEOC requires a gradual improvement in the participation of persons with disabilities and targeted disabilities, an assessment regarding triggers and barriers will be performed after additional data has been compiled to establish trends since the implementation of the goals at the beginning of 2018.

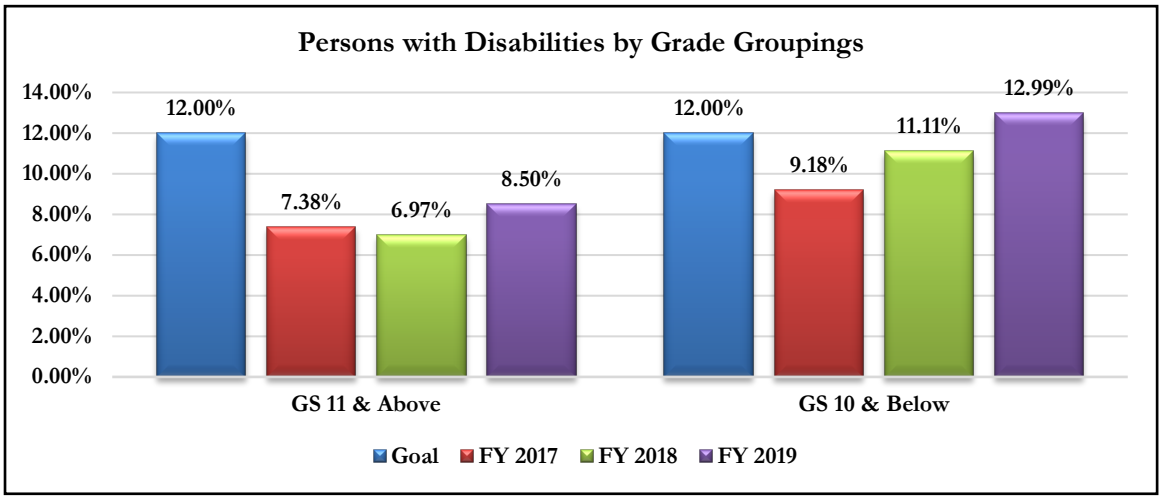

Chart 138

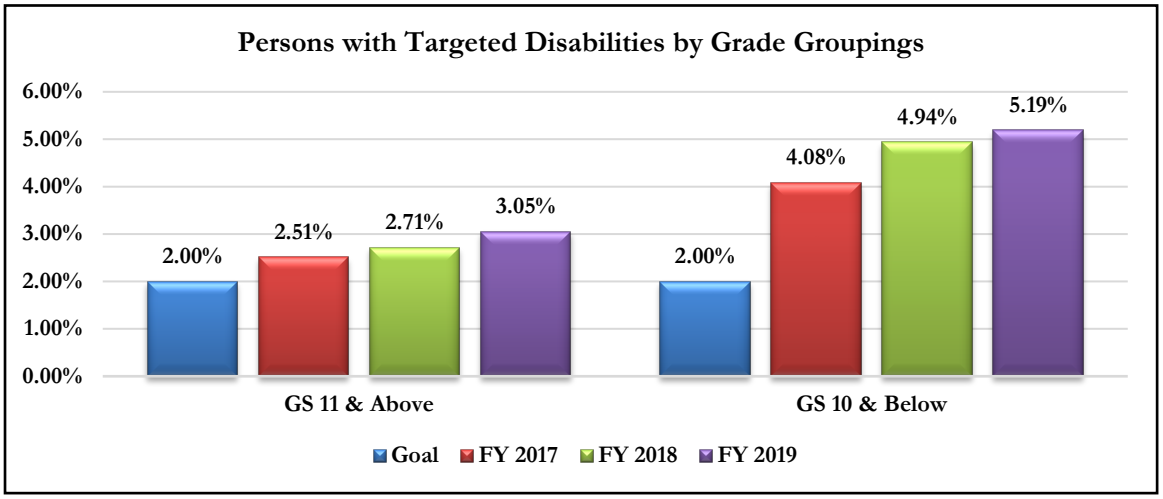

Chart 139

2. SES through GS - 13

At the SES level, the participation rate of persons with disabilities has decreased since FY 2015 from 5.45% to 1.79% (*see* Chart 140).[30] In contrast, the participation rates of persons with disabilities at the GS-14 and GS-15 grades has increased since FY 2015. The participation rate of persons with disabilities at the GS-13 grade has been mixed as it rose from FY 2015 to FY2016, but t decreased in FY 2018 and FY 2019. Although the participation of persons with disabilities increased from FY 2015 to FY 2018 at the GS 13 – 15 grades (*see* Chart 140) there was a decrease in the participation rate of persons with disabilities at the SES level by over 50% from FY 2015 to FY 2019 (*see* **Error! Reference source not found.**). This data suggests a trigger does not exist to 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 2015, the data suggests a trigger exists regarding the participation of persons with disabilities at the SES level. Accordingly, the Commission's efforts are underway to ascertain if a barrier to employment of persons with disabilities exists at the SES grade.

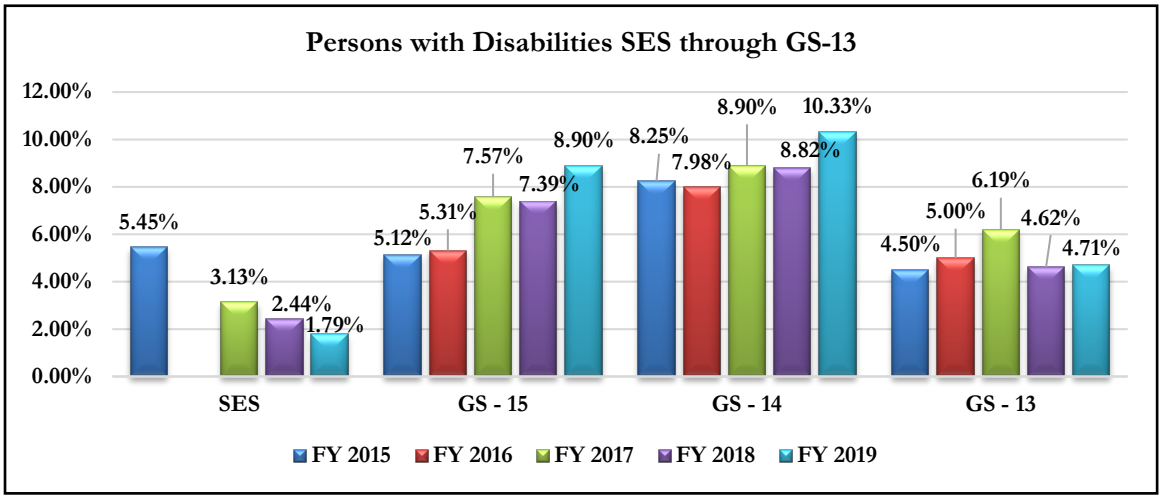

Chart 140

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 141). Additionally, for the GS-13 and GS-15 grades, the participation rates have increased since FY 2015. However, no persons with targeted disabilities have been employed at the SES level since FY 2015. Accordingly, the data suggests a trigger exists concerning the employment of persons with targeted disabilities at the SES level. The Commission's efforts are underway to ascertain if a barrier exists to their employment at the SES level.

[30] Data for FY 2016 was not available.

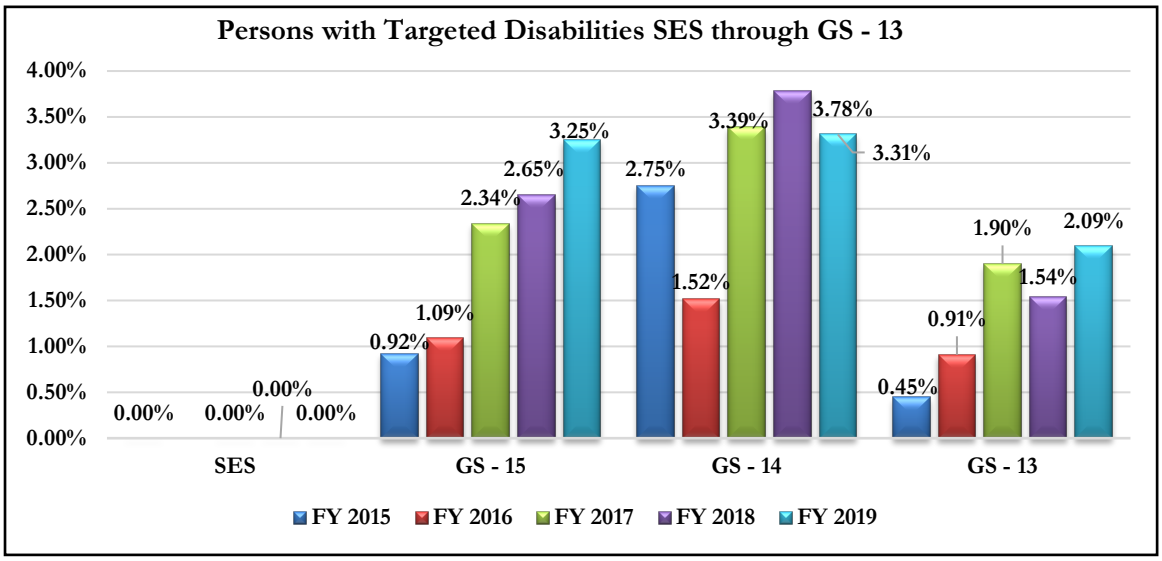

Chart 141

Currently, the IRs for GS-15 and GS-14 persons with targeted disabilities is above the IRs for GS-15 and GS-14 persons without targeted disabilities. Additionally, the data shows that for FY 2019, the IR for persons with targeted disabilities at the GS-15 grade rose, for the first time, above the IR for persons without targeted disabilities (*see* Chart 142). Notably, the IR for persons with targeted disabilities at the GS-15 grade has steadily increased since FY 2015 as the IR has risen from a low of 31.82% to a high of 50.00%.

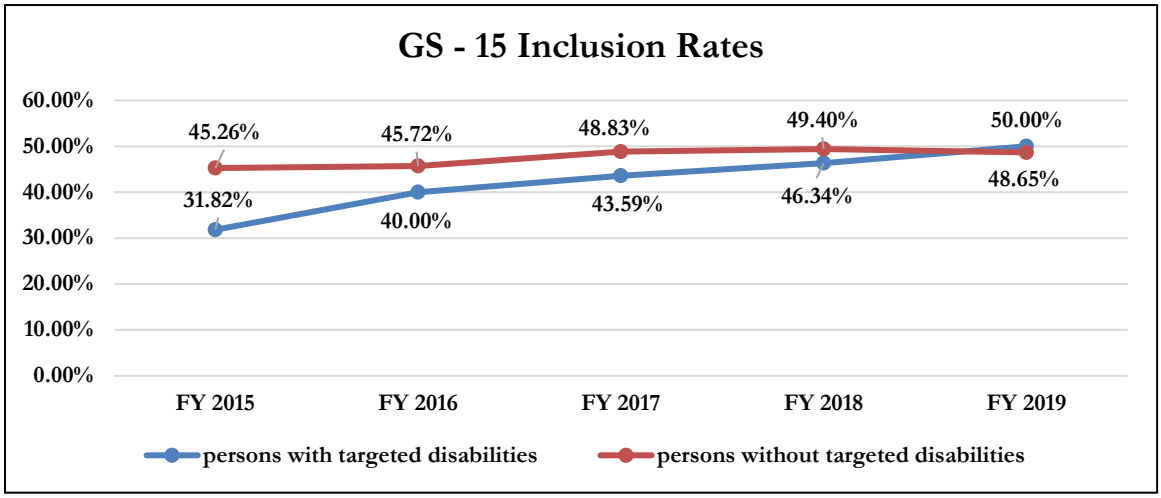

Chart 142

In contrast, although 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, there has been a downward trend in the IR of persons with targeted disabilities as the IR has decreased from a high of 36.36% in FY 2015 to a low of 17.39% in FY 2019 (*see* Chart 143).

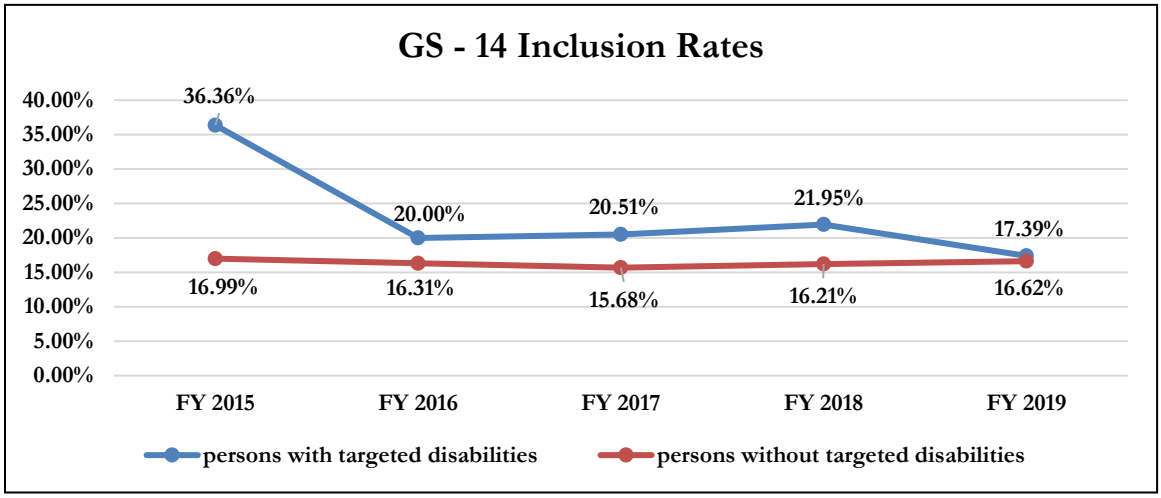

Chart 143

In contrast to the favorable IRs at the GS 14 and GS-15 grades, 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 144 and Chart 145). Accordingly, a trigger exists concerning the participation of persons with targeted disabilities at the SES and GS-13 grade levels. Accordingly, the Commission's efforts are underway to ascertain whether a barrier exists.

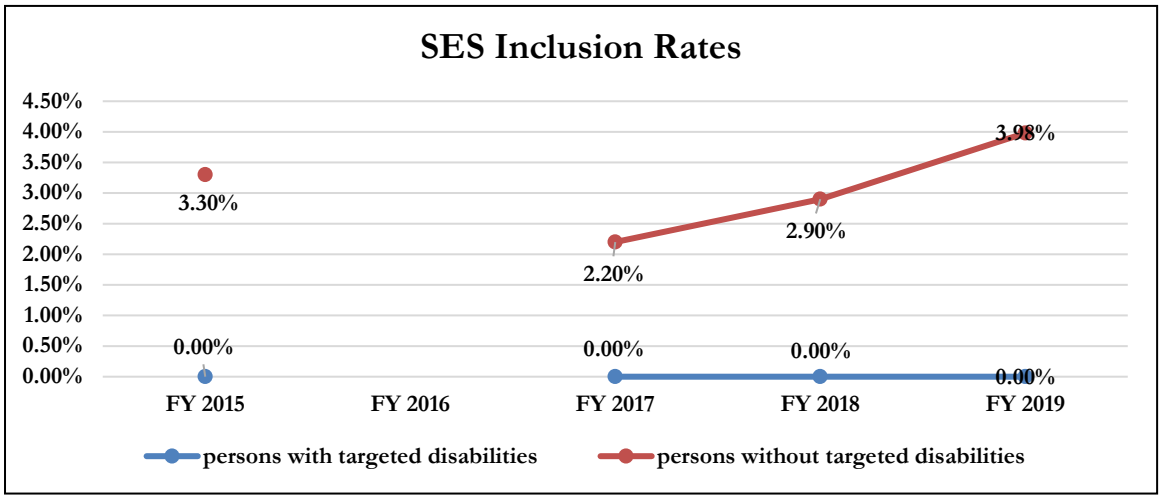

Chart 144

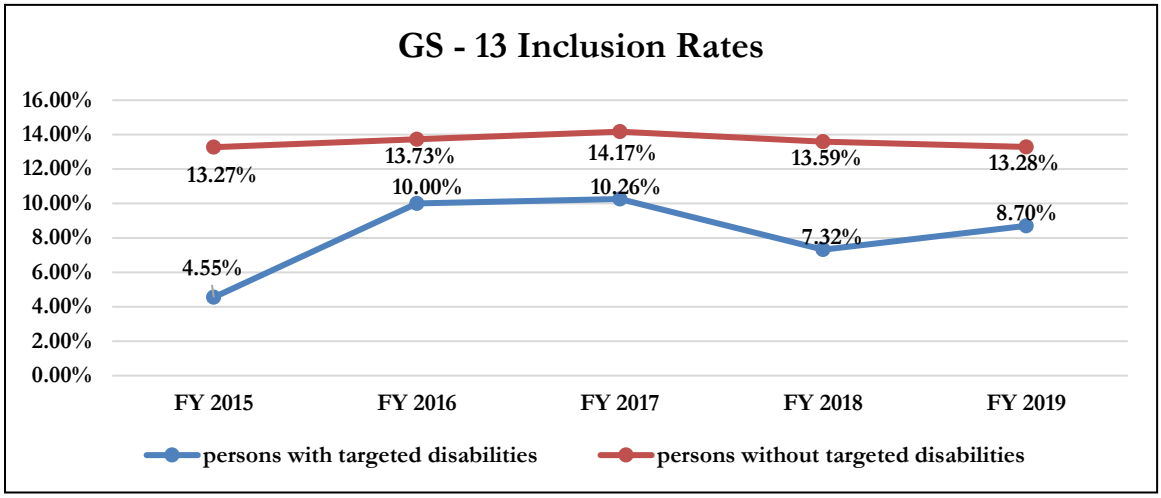

Chart 145

3. New Hires and Separations

In FY 2019, 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 11.00% in FY 2019 (*see* Chart 146). This increase shows that the steep decline in FY 2018 was an aberration from a steady increase in the hiring of persons with disabilities from FY 2015 to FY 2017. Similarly, the sharp increase in separations of persons with disabilities has declined to a new low of 2.17% (*see* Chart 146). More data is needed to assess whether a trigger exists regarding the hiring or retention of persons with disabilities.

From FY 2015 to FY 2019, there was a similar trend in the hiring of persons with targeted disabilities. Specifically, the hiring of persons with targeted disabilities rose from FY 2015 to FY 2017, declined sharply in FY 2018 and rose again in FY 2019 (*see* Chart 147). Additionally, the hiring data fluctuated during this period. However, in contrast to the fluctuations in the hiring data, the separation of persons with targeted disabilities decreased from 20.00% in FY 2016 to 0.00% in FY 2018, where it remained in FY 2019. Without more data, it is undetermined whether these changes signal a clear indication of a trend. Accordingly, the FCC will continue on its present course, absent additional data indicating a trigger exists regarding the hiring and retention of persons with disabilities and persons with targeted disabilities.

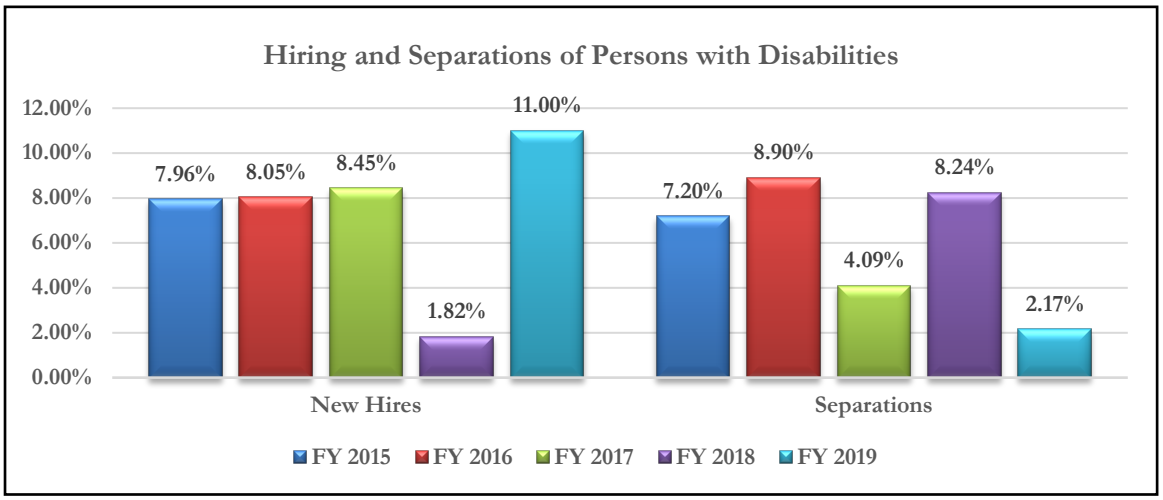

Chart 146

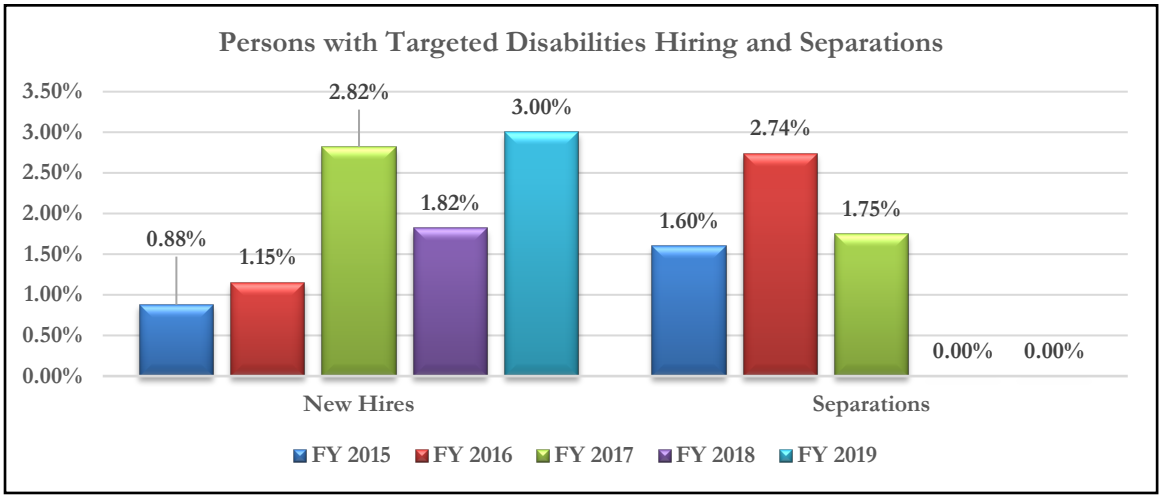

Chart 147

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* **Error! Reference source not found.** and Chart 149). Since FY 2015, the participation rate of persons with disabilities in the attorney field has been on an upward trajectory and is comparable to the participation rate of persons with disabilities in the FCC workforce (*see* **Error! Reference source not found.**).

For the MAP field, the participation rate of persons with disabilities in the MAP not only exceeds the participation rate of persons with disabilities in the FCC workforce, but has increased over 3% since FY 2015 (*see* **Error! Reference source not found.**).

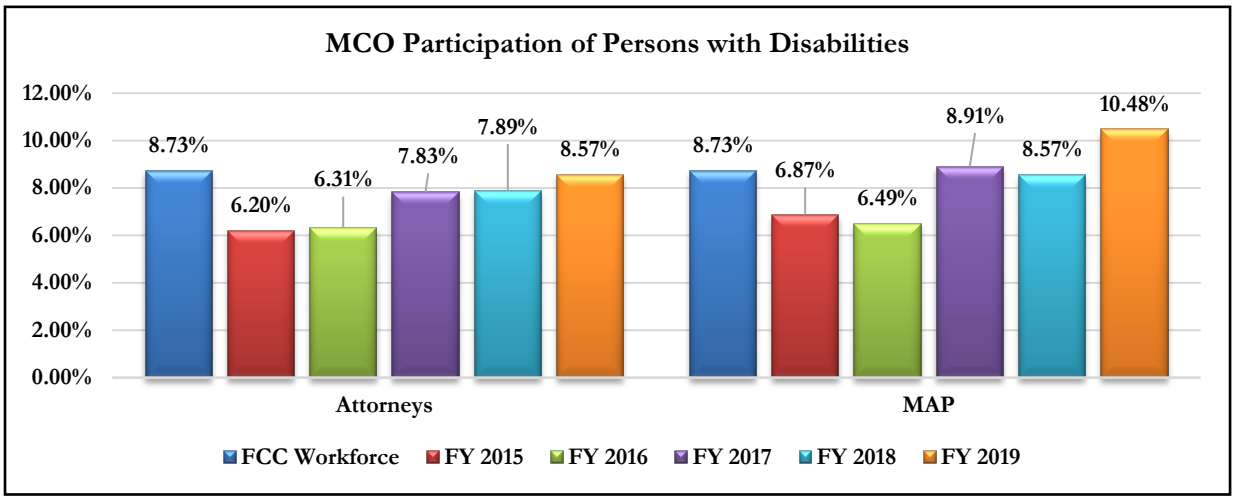

Chart 148

Since FY 2017, the participation rate of persons with disabilities in the Management Program Analysis field has been on a steady upward trend and is comparable to the persons with disability rate in the FCC workforce (*see* Chart 149).

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 2015 have been below the current participation rate of persons with disabilities (8.73%) in the FCC workforce (*see* Chart 149).

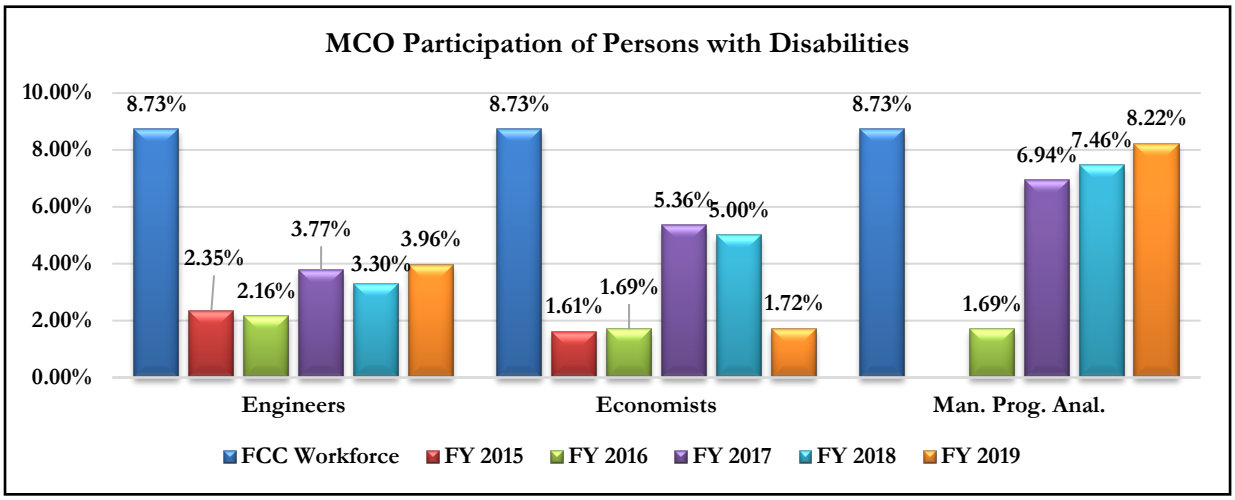

Chart 149

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 Management Program Analyst fields. Since FY 2015, the IR of persons with targeted disabilities in the attorney field has significantly exceeded the persons without targeted disabilities IR for three of the last five fiscal years (*see* Chart 150). Regarding the IR for the Management Program Analyst field, the IR for person with targeted disabilities since FY 2017, has been comparable to the IR of persons without targeted disabilities (*see* Chart 151).

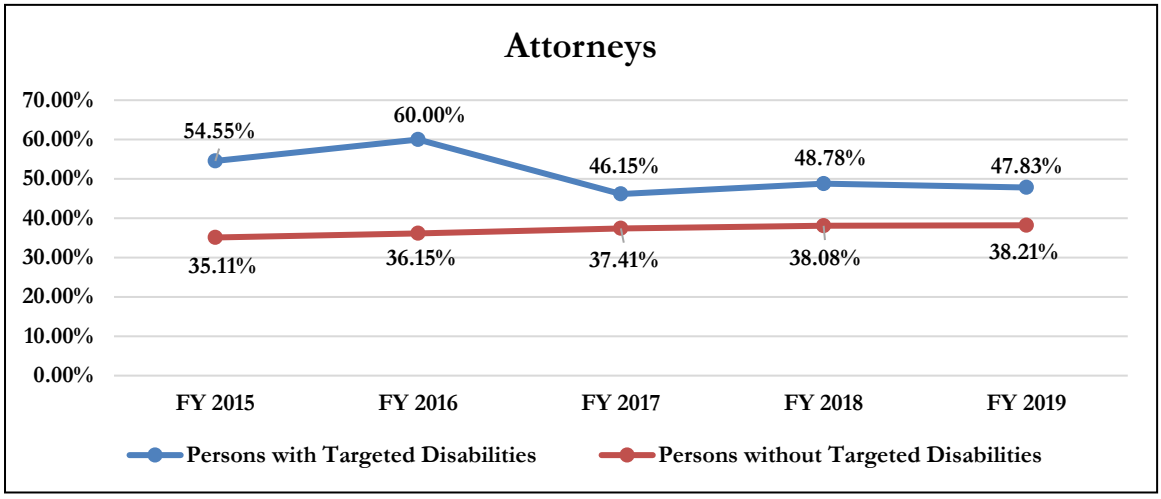

Chart 150

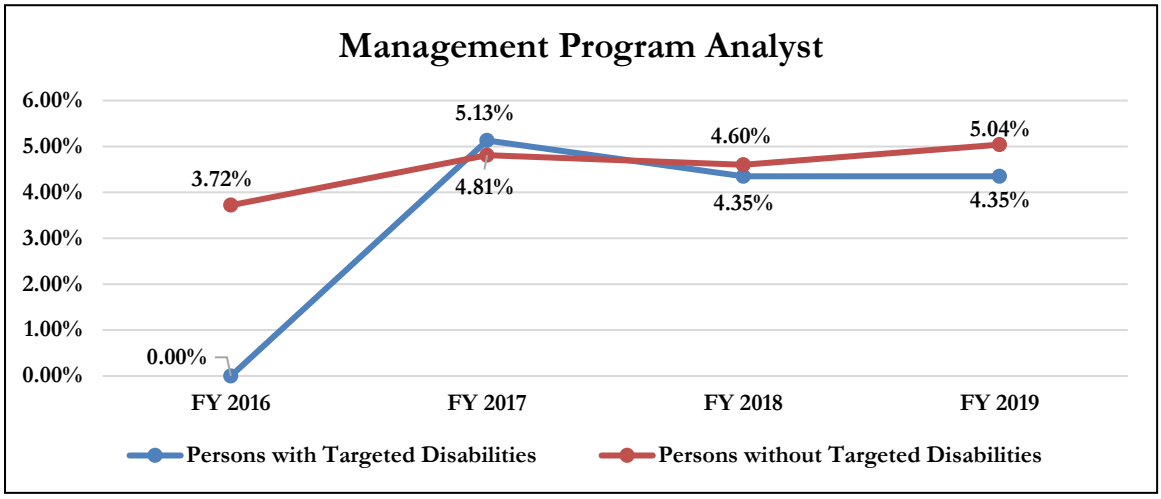

Chart 151

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. Additionally, the IR of the MAP field decreased two fiscal years before rebounding in FY 2018 to become comparable with the IR of persons without targeted disabilities for the last two fiscal years (*see* Chart 152). For the engineer field, the IR of persons with targeted disabilities has been below the IR of the persons without targeted disabilities for three fiscal years and significantly below the IR of persons without

targeted disabilities for two fiscal years (*see* Chart 153). 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 2015 (*see* Chart 154).

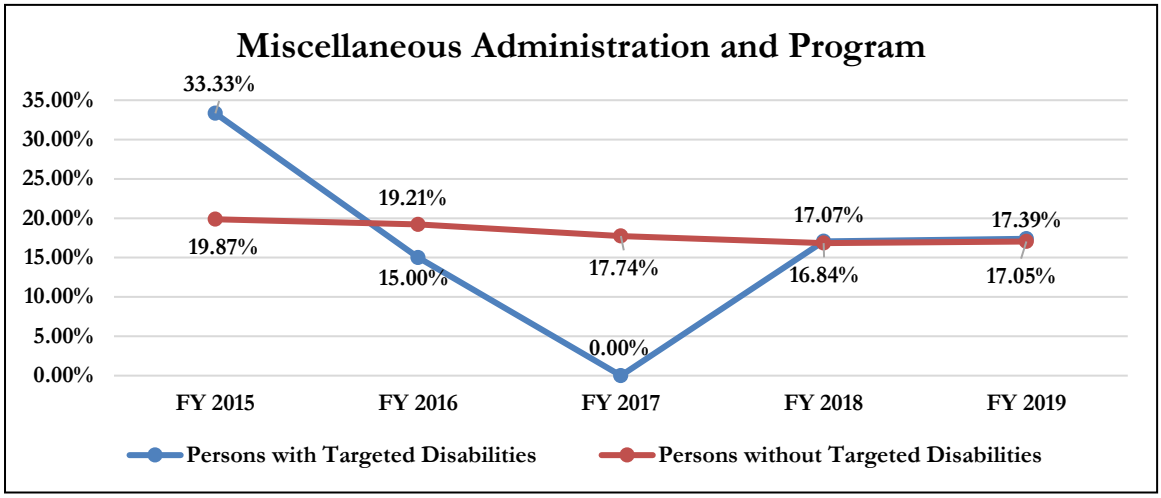

Chart 152

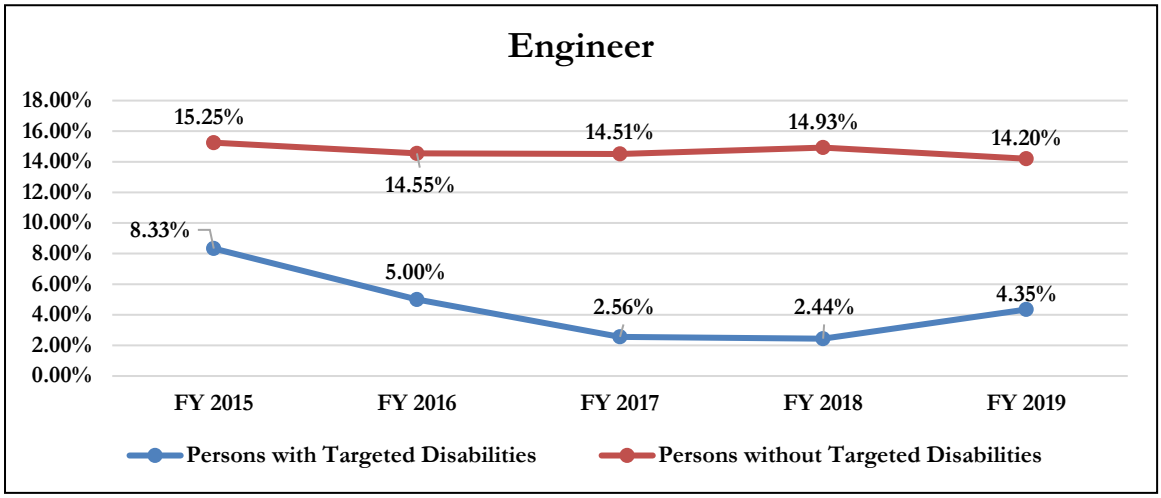

Chart 153

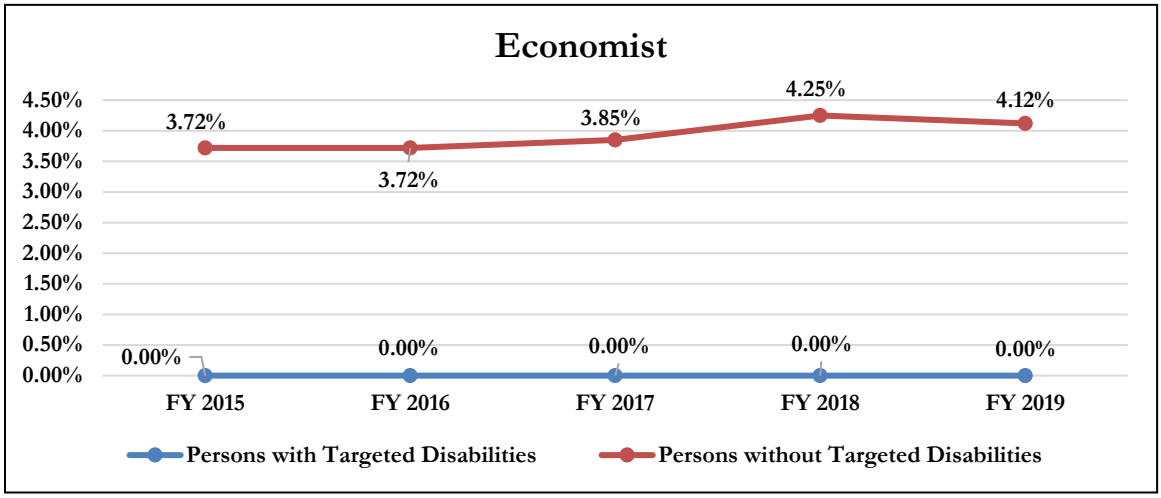

Chart 154

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 75 employees receiving ICF coaching services over the past three years.
  - Continuing to deliver gold-standard learning and development (LD) classes, workshops and events with more than 45 instructor-facilitated LD events delivered during FY 2019.
  - 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 leadership book reviews, as well as relevant webinars and videos. 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 Economics Speaker Series, which is designed to bring onsite, subject matter experts whose research, books, theories, and concepts are relevant to the agency's mission. In FY 2019, 19 economists from industry and academe visited and presented to the FCC staff.
  - 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 2019, informal traditional EEO counseling and ADR efforts addressed most employee concerns before they resulted in formal EEO complaints. During this period, 11 contacts participated in 12 pre-complaint activities. Of those pre-complaint activities, only four 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 either settlement by the parties or withdrawal from the EEO process during FY 2019. All withdrawals occurred post-September 30, 2019.

In addition to the pre-complaint activities, there were six formal complaints pending during the year. Also, during this period, 17 formal complaints were closed. Full participation of agency supervisors and managers is required in the EEO complaint resolution process.

VIII. FY 2020 Objectives and Initiatives

The Commission's principal EEO objectives for FY 2020 and beyond include:

- *Continued Demonstrated Commitment from Agency Leadership*: The FCC's Office of Workplace Diversity will conclude its coordination and collaborative 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 2020 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 Commission's ongoing efforts towards maintaining a diverse workforce.

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 Commission's workforce is proportionally represented when compared with the CLF. The Commission 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 Commission policies, programs and practices promoting and ensuring equal employment for all employees and applicants for employment. Through the initiatives outlined in this report, the Commission 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.