

# FEDERAL COMMUNICATIONS COMMISSION



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

For

FISCAL YEAR 2018

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## **I. Introduction**

This Equal Employment Opportunity (EEO) Program Status Report for Fiscal Year (FY) 2018 outlines the Federal Communications Commission's (FCC or Commission) Equal Employment Opportunity (EEO) program activities, as required by the Equal Employment Opportunity Commission's (EEOC) Management Directive 715 (MD-715). This report highlights the FCC's accomplishments in establishing and maintaining a model EEO Program by promoting equal opportunity for all of our employees and applicants, as well as identifying areas for improvement. It also provides the objectives for FY 2018 and beyond as Federal agencies shall conduct a continuing campaign to eradicate every form of prejudice or discrimination from personnel policies, practices, and working conditions.<sup>1</sup> Essential Element D of MD-715 establishes the barrier identification and elimination process as the means by which agencies will implement this regulatory requirement.<sup>2</sup>

## **II. The Mission of the Federal Communications Commission**

The FCC is an independent U.S. Government Agency with primary authority for communications law, regulation and technological innovation. The FCC regulates interstate and international communications by radio, television, wire, satellite and cable in all 50 states, the District of Columbia and the U.S. territories. As the FCC faces economic opportunities and challenges associated with rapidly evolving advances in global communications, the FCC is focusing on bringing the benefits of the digital age to all Americans by emphasizing the following priorities:

- Close the Digital Divide;
- Promote Innovation;
- Protect Consumers & Public Safety; and
- Reform the FCC's Processes.<sup>3</sup>

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

The Office of Workplace Diversity (OWD or Office) is responsible for developing and administering the Commission's policies, programs, and practices to foster a diverse workplace and promote and ensure 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 in the workplace and ensure

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<sup>1</sup> 29 CFR § 1614.102(a)(3); *see also* United States Equal Employment Opportunity Commission (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 June 28, 2019).

<sup>2</sup> EEOC, MD-715 Instructions, <https://www.eeoc.gov/federal/directives/md715/section2.cfm> (last visited June 28, 2019).

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

equal opportunity and equal treatment for employees and applicants. Moreover, 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, equal employment opportunity, nondiscrimination, and civil rights.

## **IV. Model Agency Elements**

The 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. The FCC's accomplishments under each element are listed below:

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

- The FCC has continued to increase the number of employees who have disabilities through its "Plan to Increase Employment of People with Disabilities," which encompasses and includes the increased employment of disabled veterans.
- As part of this effort, 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.
- 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, disabled veterans and 30% or more disabled veterans for agency awareness and action.
- FCC 508 IT PM also participates in the Federal CIOC/CAOC Accessibility Community of Practice Group.
- The FCC also promotes increased awareness for staff, including managers and supervisors, to raise awareness of the benefits of employing and retaining individuals with disabilities. A number of programs, seminars and internal efforts helped to educate and remind selecting officials of the availability and benefits of accommodation to open advancement doors to individuals with disabilities. Additionally, the FCC continued to require viewing of its "Disabilities Sensitivity Training" for all new staff.
- New Hire Orientation includes a session conducted by OWD leadership which provides information regarding diversity and inclusion, EEO, Alternative Dispute Resolution (ADR), reasonable accommodations, and affirmative employment matters to new employees.
- The OWD staff continues to have a positive presence within the offices and bureaus by meeting with managers and supervisors regarding their responsibilities within the EEO arena.

- Chairman Pai issued a new EEO Policy Statement, a new Anti-Harassment Policy Statement, and an ADR Policy Statement on March 1, 2018.
- The 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.

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

- OWD Director is under direct supervision of the Chairman's Office.
- During FY 2018, 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; Asian American and Pacific Islander Heritage Month; Memorial Day; Lesbian, Gay, Bisexual, Transgender, and Queer (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***

- OWD Director provides regular EEO updates to the Chairman's Office.
- The FCC promptly complies with orders from the EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, Labor Arbitrators and District Courts.

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

- New FCC employees completed online training modules concerning the No FEAR Act, Prohibited Personnel Practices, the Whistleblowers Act and Disabilities Sensitivity. 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.
- 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.
- OWD Director met with Senior Managers to identify barriers to equal opportunity.
- The 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.
- The FCC's Disability Work Group meets monthly to improve accessibility within the FCC.

- The OWD works with Affinity Groups to address D&I concerns.

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

- OWD staff continues to work with the IT staff to develop and deploy an online complaint filing and tracking system.
- OWD’s collateral-duty counselors received 8 hours of refresher counselor training.

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

- 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.

**V. Workforce Profile**

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

The Commission’s FY 2018 total workforce was comprised of 1,454 employees, an approximately 2.28% decrease from the prior year total of 1,488 (34 fewer employees).<sup>4</sup> The distribution of the FY 2018 FCC workforce by Race/National Origin (RNO), Gender,<sup>5</sup> and Reported Disability was as follows (*See* Chart 1 and Chart 2):

- Hispanic or Latino males 1.58% (23)
- Hispanic or Latina females 1.58% (23)
- White males 34.73% (505)
- White females 24.97% (363)
- Black or African American males 8.32% (121)
- Black or African American females 18.84% (274)
- Asian males 5.36% (78)
- Asian females 3.37% (49)
- Native Hawaiian or Other Pacific Islander males 0% (0)
- Native Hawaiian or Other Pacific Islander females 0.14% (2)
- American Indian/Alaska Native males 0.14% (2)
- American Indian/Alaska Native females 0.28% (4)
- Two or More Races males 0.28% (4)

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<sup>4</sup> The data from the FY 2017 MD-715 Reports shows that the total number of employees was 1,493. The difference in the number of employees stems from retroactive personnel actions.

<sup>5</sup> Categories comprising less than 1% of the FCC workforce and less than 1% of the Civilian Labor Force (CLF) are not included in the charts in this report.

- Two or More Races females 0.41% (6)
- Reported Disability 7.22% (105)<sup>6</sup>
- Targeted Disability<sup>7</sup> 2.82% (41)

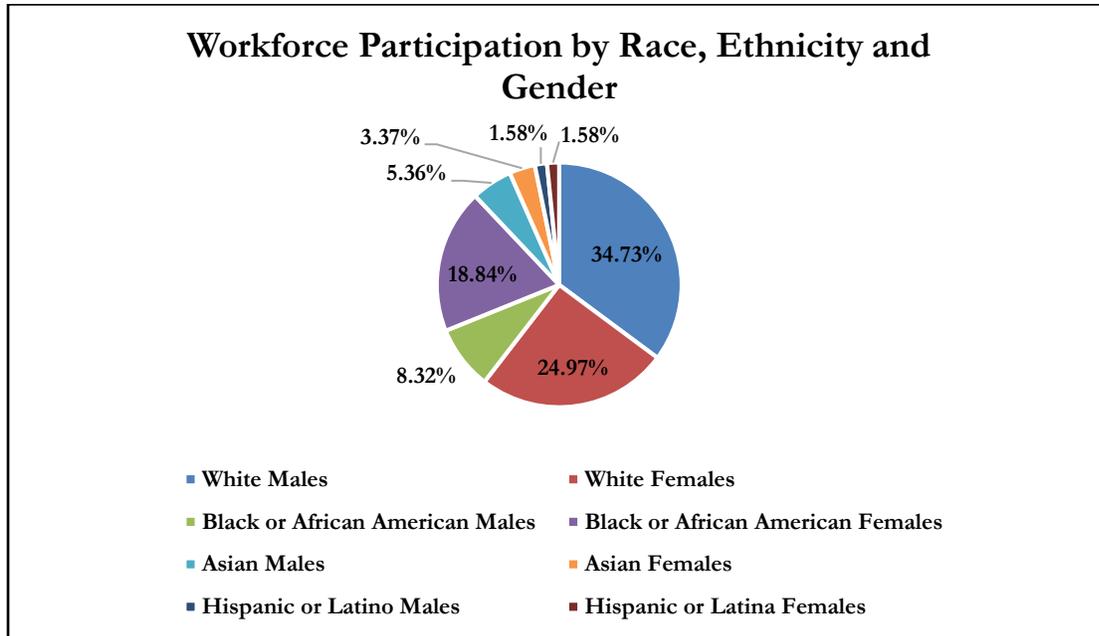


Chart 1

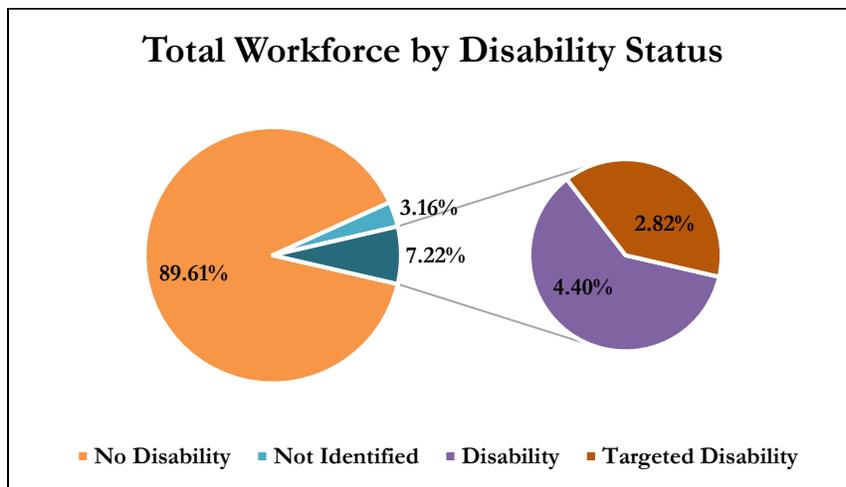


Chart 2

<sup>6</sup> This number includes Persons with Targeted Disabilities.

<sup>7</sup> A Targeted disability means a disability that is designated as a “targeted disability or health condition” on the Office of Personnel Management’s Standard Form 256 or 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).

As mentioned above, MD-715 uses the barrier identification and elimination process to continually eradicate every form of prejudice or discrimination from personnel policies, practices, and working conditions. This self-assessment demonstrates that the FCC has a diverse workforce where most groups are experiencing equal opportunity. However, the data identified triggers<sup>8</sup> that require additional exploration to determine if any barriers to equal employment opportunity exist.

Accordingly, the FCC will conduct this additional exploration (barrier analysis) to uncover, examine, and remove barriers to equal participation because barriers to equal employment opportunity cannot be gleaned from data alone.<sup>9</sup> The barrier analysis process is an investigation of anomalies, or triggers, found in an agency's employment-related policies, procedures, practices, and conditions with the goal of identifying the root cause(s) of those anomalies and developing plans for eliminating the barriers.

This self-assessment is the first step in the barrier analysis process as the FCC has identified triggers that require additional exploration. As the second step in the process, over the course of several years, the FCC will perform a barrier analysis for the following four areas as the data suggests triggers exist:

- Policies, procedures and practices affecting retention as the data suggests 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 suggests triggers involving participation by:
  - Females (hiring);
  - Asian American males (workforce) and females (workforce and hiring);
  - Black males (hiring and promotions) and females (hiring);
  - Hispanic or Latino males (workforce, hiring and promotions);
  - White males (promotions) and females (hiring);
  - Persons with Disabilities; and

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<sup>8</sup> A trigger is a trend, disparity, or anomaly that suggests the need for further inquiry into a particular policy, practice, procedure, or condition. EEOC, MD 715 Instructions, Section II Barrier Identification and Elimination, I. Purpose of Barrier Analysis, A. Definition of Trigger, <https://www.eeoc.gov/federal/directives/md715/section2.cfm> (last visited June 28, 2019). It is simply a red flag. *Id.* Triggers can be gleaned from various sources of information, beginning with workforce statistics. *Id.*

<sup>9</sup> EEOC, MD 715 Instructions, Section II Barrier Identification and Elimination, I. Purpose of Barrier Analysis, <https://www.eeoc.gov/federal/directives/md715/section2.cfm> (last visited June 28, 2019).

- Persons with Targeted Disabilities.
- Policies, procedures and practices affecting engineers as the data suggests triggers involving participation by:
  - Asian American Females (hiring);
  - Black or African American females (hiring);
  - Hispanic or Latina females (hiring);
  - White males (workforce and promotions) and 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 suggests triggers involving participation in the:
  - Workforce;
  - SES grades;
  - GS-13 to 15 grades;
  - MAP participation (males and females), hiring (females), and promotions (females); 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 Males and Females***

### **1. Workforce**

Since FY 2015, the composition of males and females employed at the FCC has been comparable to the CLF.<sup>10</sup> Although, during this period, the FCC transitioned from an agency that was majority female to an agency that is majority male, the participation rates of males and females remained

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<sup>10</sup> The CLF is the sum of the employed and the unemployed. U.S. Bureau of Labor Statistics, *Current Population Survey, "How the Government Measures Unemployment"* (October 8, 2015), [https://www.bls.gov/cps/cps\\_htgm.htm](https://www.bls.gov/cps/cps_htgm.htm). Employed persons include all civilians 16 years old and over who either (1) were "at work," that is, those who did any work at all during the reference week as paid employees, worked in their own business or profession, worked on their own farm, or worked 15 hours or more as unpaid workers on a family farm or in a family business; or (2) were "with a job but not at work," that is, those who did not work during the reference week but had jobs or businesses from which they were temporarily absent due to illness, bad weather, industrial dispute, vacation, or other personal reasons. See United States Census Bureau, *In Civilian Labor Force, total, percent (population 16 years and over)*, <https://www.census.gov/quickfacts/fact/note/US/LFE041217>, (last visited June 28, 2019). 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)*, <https://www.census.gov/quickfacts/fact/note/US/LFE041217>, (last visited June 28, 2019).

comparable to the CLF. As the number of employees at the FCC decreased from 1,688 to 1,454 (13.86%), the decrease in female employees comprised over half of that number at 7.70%.<sup>11</sup> As noted previously, the FCC workforce decreased by approximately 2.28% in FY 2018 (*see* Chart 3). Males have a participation rate of 50.41% and females have a participation rate of 49.59%.<sup>12</sup> Additionally, since FY 2015, the participation rate of females at the FCC has decreased from a majority 50.41% to a minority 49.59%. For the second straight fiscal year, the percentage of female employees decreased (*see* Chart 3). The change shows that in FYs 2015 and 2016, females outnumbered males, but beginning in FY 2017, males outnumbered females. Although the staffing level at the FCC has declined for several years, the number of female employees declined 15.28%, from FY 2015 to FY 2018, while the number of male employees declined 12.22% during the same period. Thus, this section analyzes the employment of females in the FCC workforce. For the FCC workforce, a barrier does not exist regarding the employment of females as the participation rate of females has consistently been above the CLF.<sup>13</sup>

## 2. Senior Executive Service (SES)

Since FY 2016, there has not been a clear trend regarding the participation rate of females at the SES level as the data shows the participation rates of females exceeded the CLF in FY 2017 and was comparable to the CLF in FY 2018 (*see* Chart 4). Accordingly, there does not appear to be a barrier to the employment of females at the SES level.

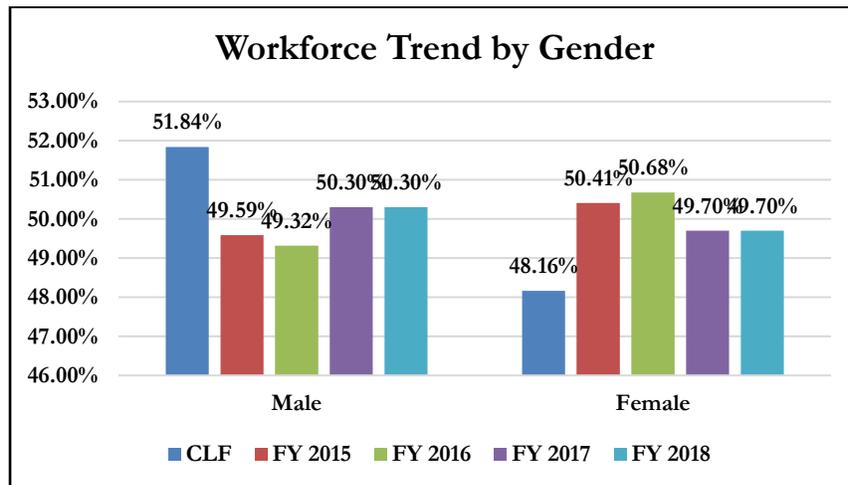


Chart 3

<sup>11</sup> Discussions of male and female employment by race and occupation are contained in each section on race.

<sup>12</sup> For FY 2016, the participation rate for males was 49.32% and 50.68% for females.

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

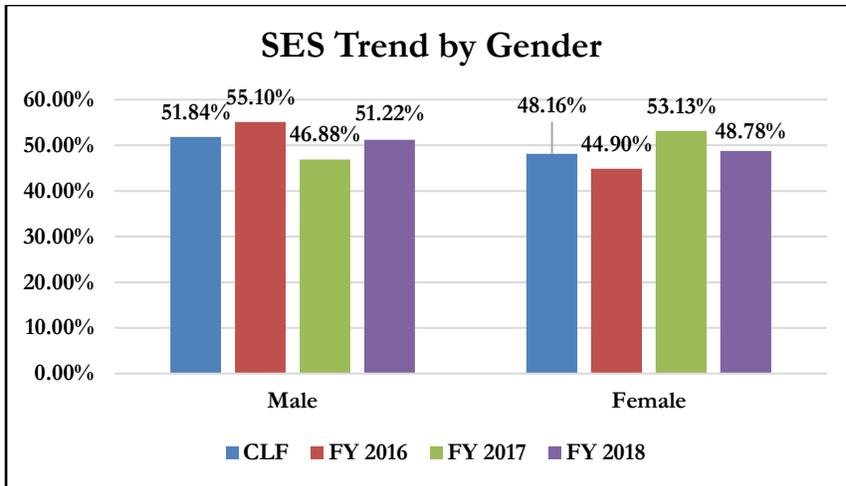


Chart 4

### 3. GS 13 - 15 Grade Levels

A review of the participation rates of male and female employees shows that as the grade level increases the number of male employees increases. Specifically, since FY 2015, the largest group of employees, over 45%, have been in the GS-15 grade. Male employees comprised over 55% of the GS-15 employees during this period, while female employees have been below the CLF at less than 45% (*see* Chart 5). Currently, the participation rate of male employees at the GS-15 grade exceeds the participation rate of male employees in the FCC workforce by almost 5%, while the participation rate of female employees is below the CLF by almost 4%. Although the number of employees has decreased, the percentage of GS-15 employees has grown. These data suggest a trigger may exist regarding the employment of females at the GS-15 grade.

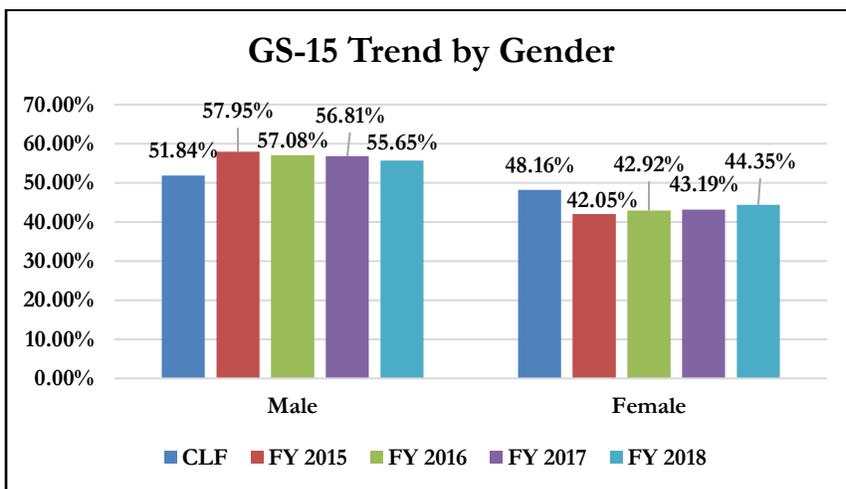


Chart 5

Similar to the GS-15 grade, during this period, the participation rate of GS-14 female employees was below the CLF, while the participation rate of male employees has exceeded the CLF (*see* Chart 6). Although GS-14 employees have comprised at least 15% of the workforce, female employees have also consistently been below the CLF at the GS-14 grade, while male employees have consistently

exceeded the CLF. These data suggest a trigger may exist regarding the employment of females at the GS-14 grade. Thus, additional research and analysis will be required to assess if any barriers to employment exist for females at the GS -14 and 15 grades.

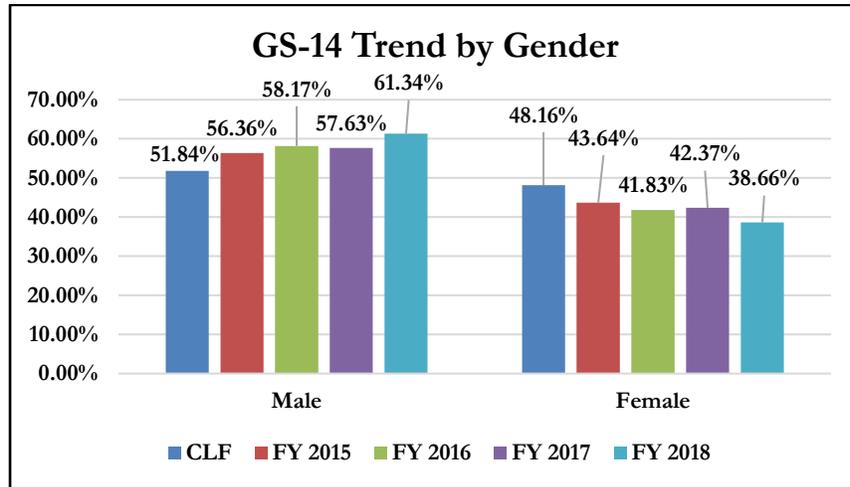


Chart 6

Unlike the GS -14 and higher grades, there is a clear shift in the participation rates of males and 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 barrier to the employment of females at the GS-13 grade.

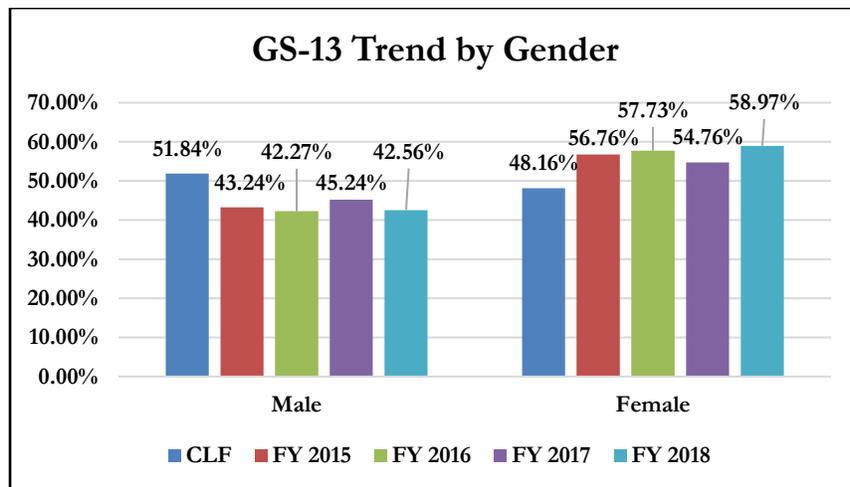


Chart 7

#### 4. New Hires and Separations

Since FY 2015, the FCC has hired 326 new employees. Of that number, the FCC hired 172 (52.76%) males and 154 (47.24%) females (*see* Chart 8). During this period, the hiring of males was comparable to the CLF for all but FY 2016 in which the male new hires was above the CLF. In light of these data, it follows that the hiring of females was also comparable for all but FY 2016, in

which female new hires was below the CLF (48.14%). These data suggest that a trigger does not exist regarding the hiring of males and females at the FCC.

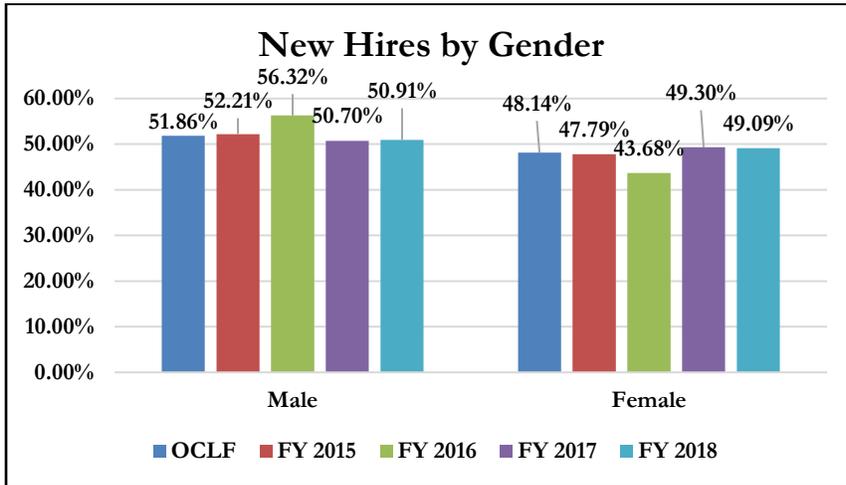


Chart 8

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 229 (48.93%) were male employees and 239 (51.07%) were female employees. In addition, since FY 2017, the separation of females has been above the CLF (48.14%). Accordingly, additional research and analysis will be performed to assess whether any barriers exist regarding the retention of females.

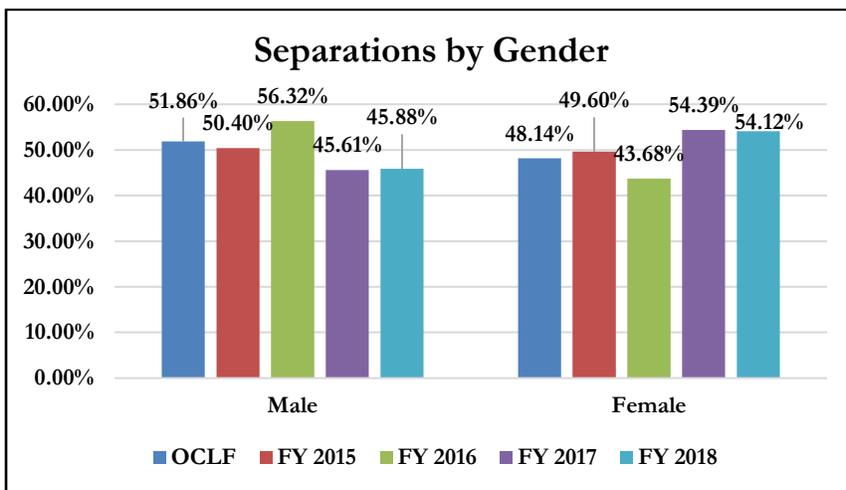


Chart 9

## 5. Mission Critical Occupations

The FCC has six MCOs – Attorney, Miscellaneous Administration & Program (MAP), Electronics Engineer, Management Program Analysis (MPA),<sup>14</sup> Miscellaneous Clerk and Assistant (MCA), and Economist.<sup>15</sup> These MCOs comprise 81.71% of the FCC workforce. This section analyzes the employment of females in these MCOs and shows that a trigger exists to the employment of females in the MCO of MCA. Accordingly, additional research and analysis will be performed to assess whether any barriers exist to the employment of females in the MCA MCO.

### a) Attorneys

#### (1) Workforce

Attorneys provide a range of legal services such as serving as subject matter experts on the Communications Act of 1934; acts 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 39 from 597 to 558 since FY 2015, the participation rates for male and female attorneys has changed very little (*see* Chart 10). Specifically, the participation rate for male attorneys at 48.75% is significantly below the Occupational CLF (OCLF)<sup>16</sup> at 62.70%. Thus, a barrier to the participation of males in the attorney field may exist. However, the participation rate for female attorneys at 51.25% significantly exceeds the OCLF at 37.30%. The high participation rate for female attorneys shows that a barrier to their employment does not exist.

#### (2) New Hires

Between FY 2015 and FY 2017, the FCC hired 88 attorneys of which 48 (55.55%) were male and 40 (45.45%) were female.<sup>17</sup> In FY 2018, the FCC received 2,536 applications for 35 attorney positions. Although 1,506 applicants qualified for the positions, 844 of the applicants were male and 662

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<sup>14</sup> 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.

<sup>15</sup> MCOs are those major agency occupations that are mission-related and heavily populated, relative to other occupations within the agency. EEOC, Instructions to Federal Agencies for EEO MD-715, Section II Barrier Identification and Elimination (July 20, 2004), <https://www.eeoc.gov/federal/directives/715instruct/section2.html>.

<sup>16</sup> The OCLF is the CLF data that is directly comparable (or relevant) to the occupational population under consideration in the workforce. United States Office of Personnel Management, *Federal Equal Opportunity Recruitment Program Report for Fiscal Year 2009 to Congress*, <https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/reports/feorp2009.pdf> (last visited June 28, 2019).

<sup>17</sup> 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.

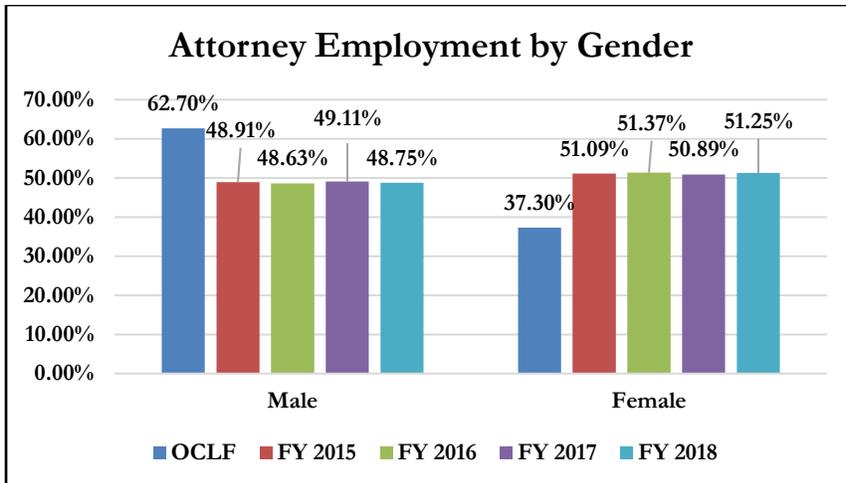


Chart 10

applicants were female. Of the qualified applicants, 16 (45.71%) males and 19 (54.29%) females were selected (*see* Chart 11). There does not appear to be a barrier to the hiring of females for the attorney position. However, since FY 2017, the hiring rate for males in the attorney field has been significantly below the OCLF. Consequently, a barrier may exist regarding the hiring of males in the attorney field.

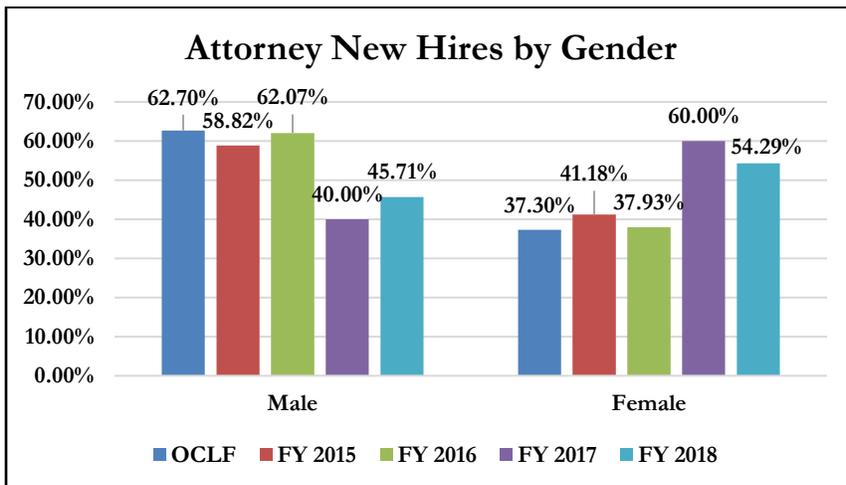


Chart 11

### (3) *Internal Promotions*

Between FY 2016 - 2017, the FCC promoted 92 attorneys. During that period, the FCC promoted 46 (50.00%) males and 46 (50.00%) females. During this period, the promotion rate of male attorneys was significantly below the OCLF for males and significantly above the OCLF for females. In FY 2018, the FCC received 68 applications for 16 attorney promotions. Thirty-four males and thirty-four females applied for these positions. Nine (56.25%) males and seven (43.75%) females were promoted (*see* Chart 12). The promotion rate in FY 2018 for males was below the OCLF and was above the OCLF for females. Due to the favorable promotion rate for females since FY 2016,

there is no barrier to promotions as attorneys for females. In contrast, a trigger does exist regarding the promotion of males in the attorney field.

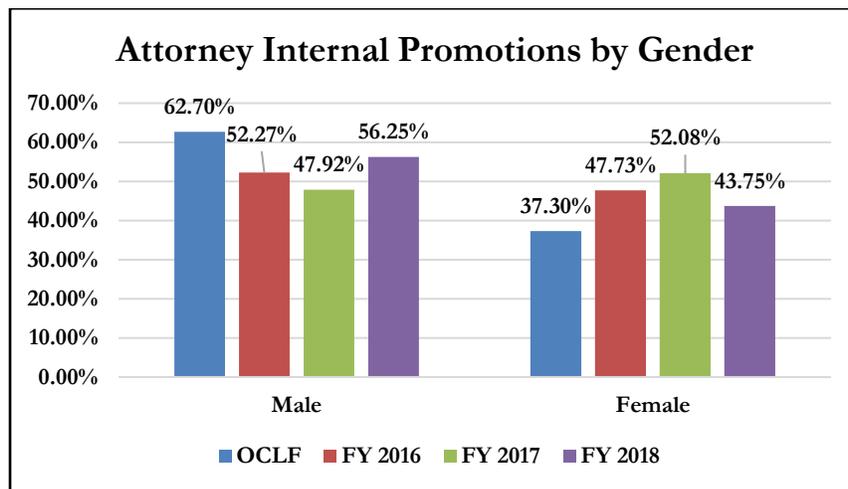


Chart 12

## b) Miscellaneous Administration and Program

### (1) Workforce

MAP employees perform clerical and administrative support work. They comprise 17.28% of the FCC workforce. Since FY 2015, the number of MAP employees has decreased by 90 employees. The participation rate of male MAP employees is significantly below the OCLF, while the participation rate of female MAP employees is significantly above the OCLF (*see* Chart 13). However, during that period the percentage of male employees increased by 2.8%. Considering the favorable participation rates of female MAP employees during this period, a barrier does not exist to the employment of females in this MCO.

### (2) New Hires

Between FY 2015 - 2017, the FCC hired 19 MAP employees of which eleven (57.89%) were male and eight (42.11%) were female. In FY 2018, the FCC received 290 applications for 12 MAP positions. One hundred and eighty-seven applicants qualified for the positions. Ninety-one males and 96 females qualified for these positions with five (41.67%) males and seven (58.33%) females hired (*see* Chart 14). Since FY 2015, the FCC has hired 16 (51.61%) males and 15 (48.39%) females in the MAP field. The hiring rate of males in the MAO field was above the OCLF rate (43.40%), while the hiring rate of females was below the OCLF rate (56.60%). At first glance, it could appear that there is a trigger regarding the hiring of females in the MAP field. However, in light of the high participation rate of females in the MAP field, the increased hiring rate of males has improved the participation of males in the MAP field without hindering the participation of females.

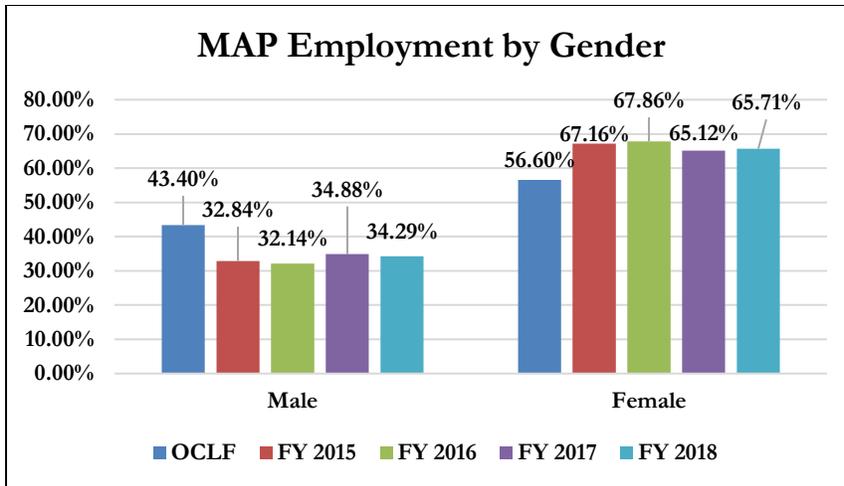


Chart 13

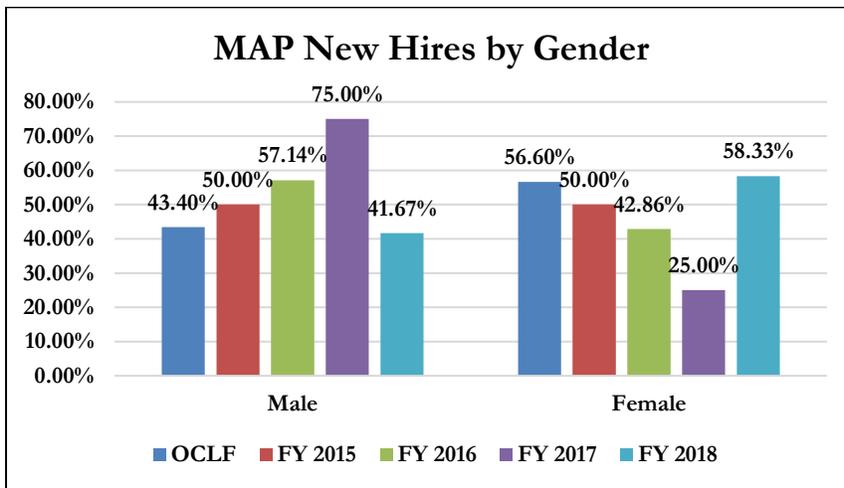


Chart 14

### (3) **Internal Promotions**

Between FY 2016 – FY 2017, the FCC promoted 25 MAP employees. During that period, the FCC promoted 13 (52.00%) males and 12 (48.00%) females. As a result, the promotion rate of males for the MAP positions was above the OCLF, while the promotion rate for females was below the OCLF (*see* Chart 15).

In FY 2018, the FCC received 45 applications for 10 MAP promotions. Nine (20.00%) males and thirty-six (80.00%) females applied for these 10 positions. Three males (30.00%) and seven (70.00%) females were promoted (*see* Chart 15). In contrast to the previous two-year period, the promotion rate in FY 2018 for females was above their OCLF (56.60%). The internal promotion rate for males (45.71%) was slightly above their OCLF, while the internal promotion rate for females 54.29% was slightly below their OCLF for the MAP field. Accordingly, there is no barrier to promotions as MAP employees for males or females.

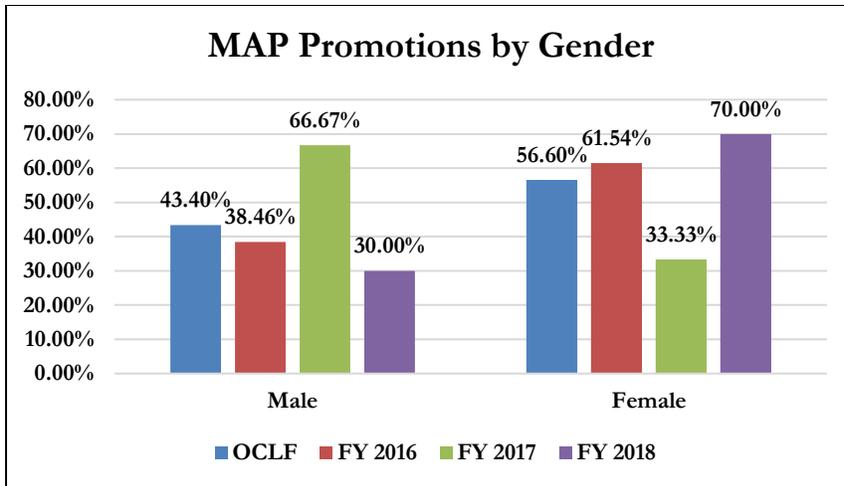


Chart 15

### c) Electronic Engineers

#### (1) Workforce

Electronics Engineers serve as technical engineering experts for communications networks and systems; initiate, plan, and direct engineering studies; identify information needed; researches 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 14.20% of the FCC workforce.

Since FY 2015, the number of Electronics Engineers has decreased by 43 employees. The participation rate of male Electronics Engineers is below the OCLF, while the participation rate of female Electronics Engineers exceeds the OCLF (*see* Chart 16). During this period, the percentage of female Electronics Engineers increased by 0.35%. Considering the favorable participation rates of female Electronics Engineers during this period, a barrier does not exist to the employment of females in this MCO.

#### (2) New Hires

Between FY 2015 and FY 2017, the FCC hired twelve Electronic Engineers of which eleven (91.67%) were males and one (8.33%) was female. In FY 2018, the FCC received 327 applications for nine Electronic Engineer positions. Two hundred applicants qualified for the positions of which 175 were male and 25 were female. The FCC hired nine (100.00%) males and no females for the positions (*see* Chart 17). The hiring rate of 95.24% for males from FY 2015 – FY 2018 was above the OCLF, while the hiring rate of 4.76% for females was below the OCLF. Because the hiring rate from FY 2015 – FY 2017 and the participation rate from FY 2015 – FY 2018 was very good for females, there is no trigger for hiring as a result of the low hiring rate in FY 2018.

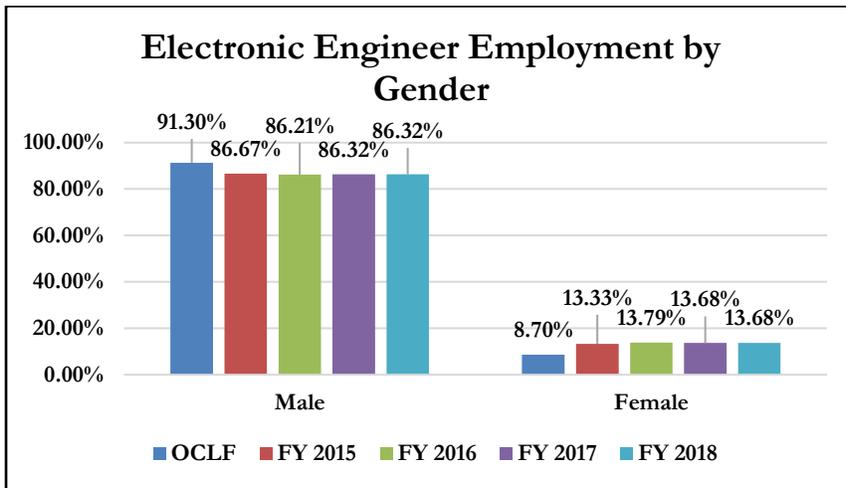


Chart 16

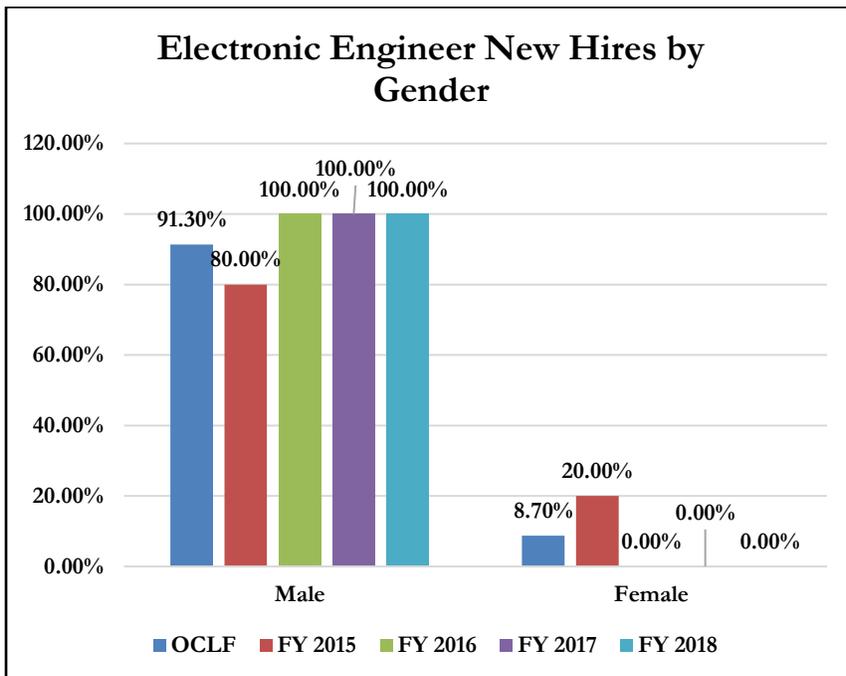


Chart 17

### (3) Internal Promotions

Between FY 2016 - 2017, the FCC promoted 20 Electronic Engineers. During that period, the FCC promoted seventeen (85.00%) males and three (15.00%) females. During this period, the promotion rate of male Electronic Engineers was below the OCLF (91.30%), whereas the promotion rate of female Electronic Engineers was above the OCLF (8.70%).

In FY 2018, the FCC received seven applications for two Electronic Engineer promotions. Six males and one female applied for these two positions. Two (100.00%) males and no (0.00%) females were promoted (*see* Chart 18). In converse from the previous period, the promotion rate in

FY 2018 for males was above the OCLF, while it was below the OCLF for females. However, for the three-year period, the promotion rate for females (13.64%) was above the OCLF. Accordingly, there is no barrier to the promotion of males and females in the Electronic Engineer field.

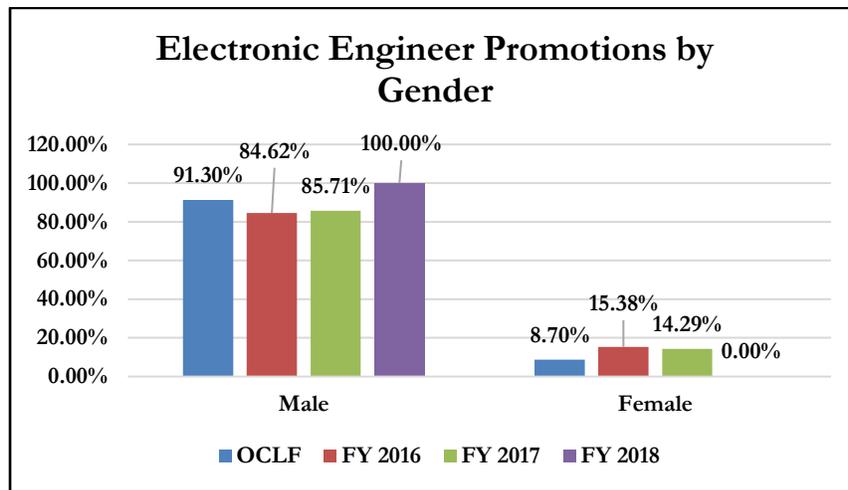


Chart 18

#### d) Management Program Analysis

##### (1) *Workforce*

MPA employees perform administrative analytical and evaluative work related to program operations, and management and organizational efficiency and productivity work. They comprise 4.82% of the FCC workforce. Since FY 2017, the participation rates of female MPA employees has significantly exceeded the OCLF (averaging almost double the OCLF each fiscal year) (*see* Chart 19). Consequently, a barrier does not exist to the employment of female MPA employees.

##### (2) *New Hires*

In FY 2017, the FCC hired three MPAs of which two (66.67%) were male and one (33.33) was female. In FY 2018, the FCC received one hundred ninety-five applications for one MPA position. Sixty-eight applicants qualified for the position of which half were male and half female. The FCC hired a female for the position (*see* Chart 20). Additional data is needed before a preliminary barrier analysis can be performed for the MPA field.

##### (3) *Internal Promotions*

In FY 2017, the FCC promoted nine MPAs of which three (33.33%) were male and six (66.67%) were female (*see* Chart 21). In FY 2018, the FCC received two applications from females and no applications from males for one MPA promotion. The FCC hired a female for the position. There is insufficient data to assess whether a barrier exists in the MPA field.

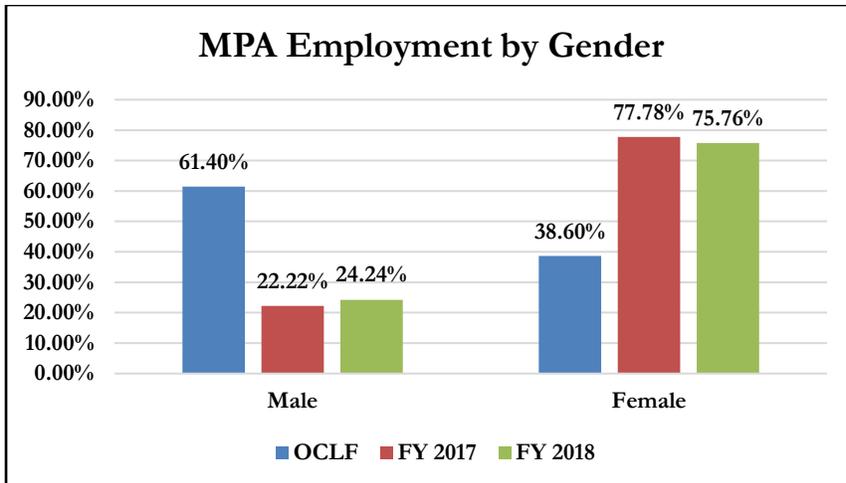


Chart 19

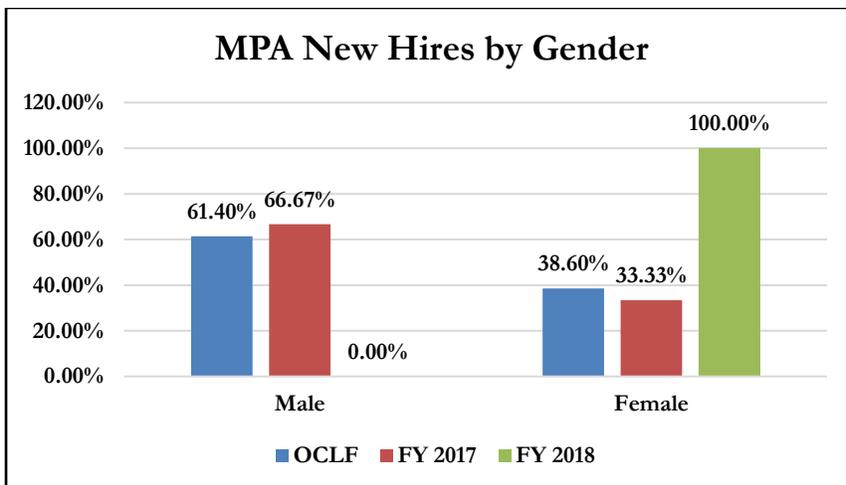


Chart 20

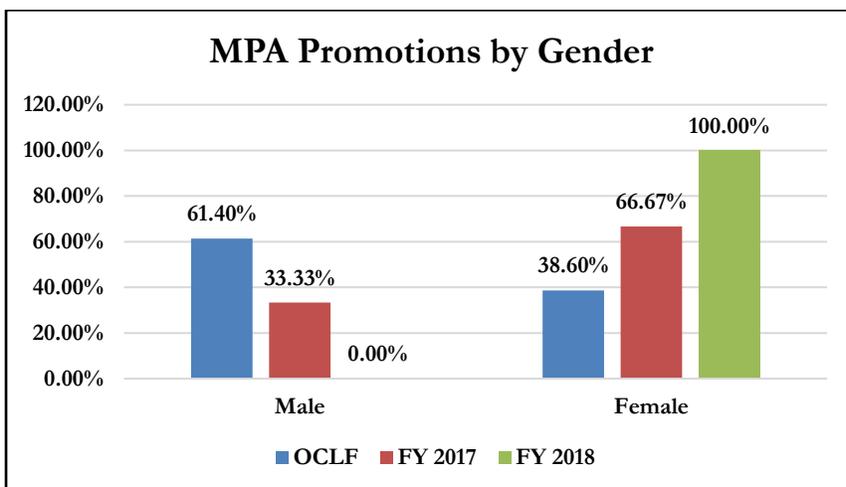


Chart 21

## e) Miscellaneous Clerk and Assistant

### (1) Workforce

MCA employees perform or supervise clerical, assistant, or technician work. They comprise 4.02% of the FCC workforce. In this MCO, we see a trigger as the participation rate for female MCA employees has been consistently below the OCLF since FY 2015 (*see* Chart 22). Accordingly, additional research and analysis will be performed to assess whether a barrier to the employment of females exists in this MCO.

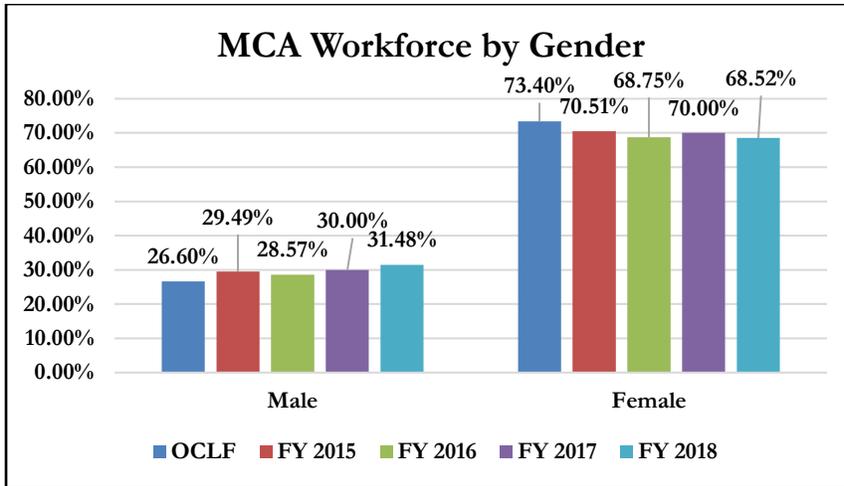


Chart 22

### (2) New Hires

Between FY 2015 and FY 2017, the FCC hired seven Miscellaneous Clerks and Assistants of which three (42.86%) were male and four (57.14%) were female. The hiring rate for males was significantly above the OCLF, while the hiring rate was significantly below the OCLF for females. In FY 2018, the FCC received five hundred sixteen applications for four Miscellaneous Clerks and Assistants positions. Of the 294 qualified applicants, 96 were males and 198 were females. Four (100.00%) females were hired for these positions (*see* Chart 23). As the number of Miscellaneous Clerks and Assistants hired has been limited, there is insufficient data to assess whether barriers to hiring exists in this field.

### (3) Internal Promotions

From FY 2016 to FY 2018, the internal promotion rate for males was 29.41%, while the internal promotion rate for females was 70.59%. As the promotion rate for males was above the OCLF, there is no barrier to their internal promotion. However, as the promotion rate is below the OCLF and the workforce participation rate is on a downward trend, there appears to be a trigger for the internal promotion of females in the Miscellaneous Clerks and Assistants field. Accordingly, further research and analysis is required to perform a barrier analysis for internal promotions of females in the Miscellaneous Clerks and Assistants field.

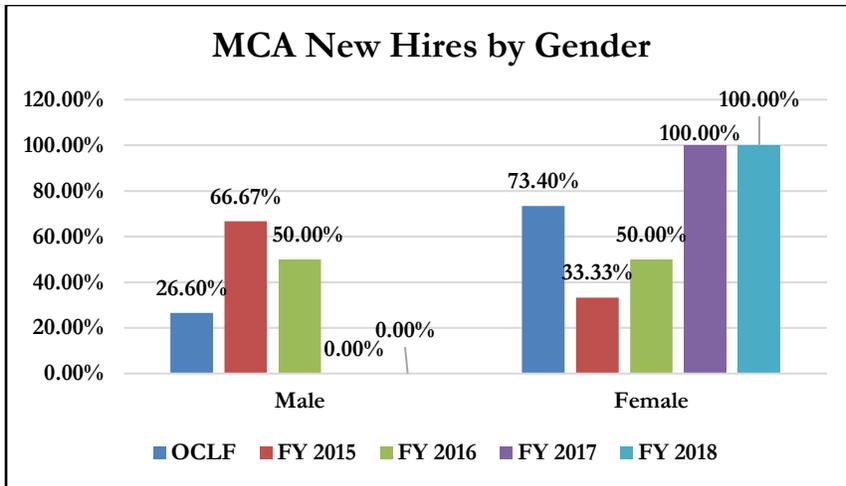


Chart 23

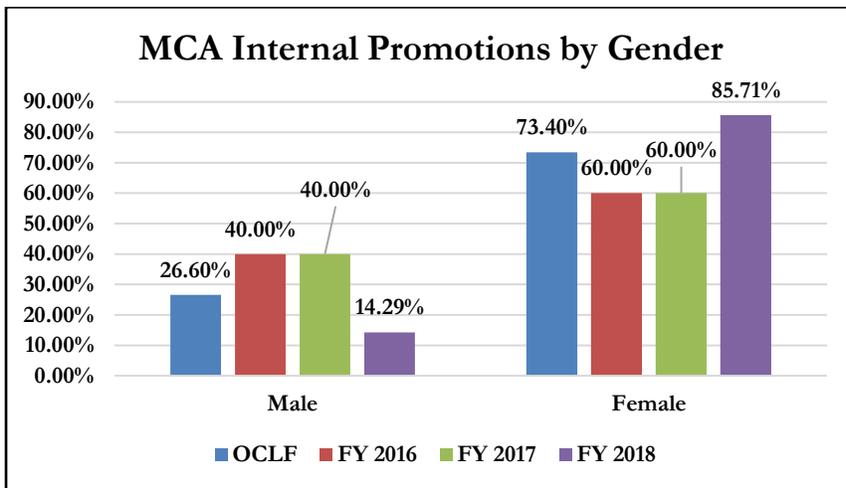


Chart 24

## f) 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 3.75% of the FCC workforce. Since FY 2015, the participation rates of female economists have been comparable to the OCLF (*see* Chart 25). Accordingly, no barrier to the employment of female economists exists.

### (2) *New Hires*

Between FY 2015 and FY 2017, the FCC hired six economists – five (83.33%) males and one (16.67%) female. In FY 2018, the FCC received five hundred thirty-five applications for six economist positions. Three hundred seventy-seven applicants qualified for the positions of which

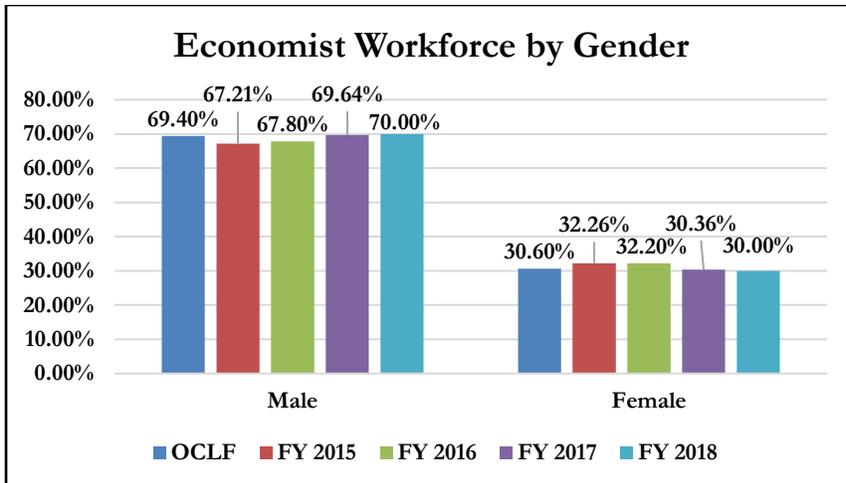


Chart 25

280 were male and 97 were female. The FCC hired five (83.33%) males and one (16.67%) female (see Chart 26). The hiring rate for males (83.33%) from FY 2015 – FY 2018 was significantly above the OCLF, while the hiring rate for females (16.67%) was significantly below the OCLF. It appears that a trigger exists regarding the hiring of females in the economist field. Accordingly, additional research and analysis will be required to assess if barriers exist.

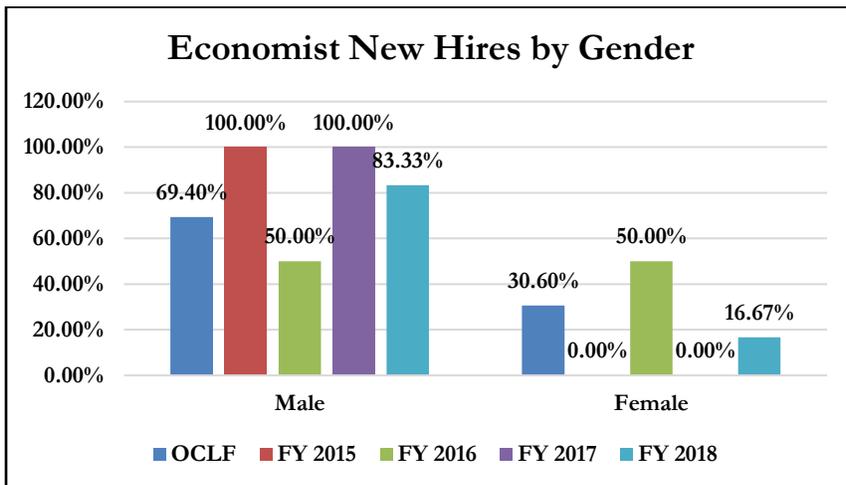


Chart 26

### (3) Internal Promotions

Between FY 2016 - 2017, the FCC promoted 14 economists. During that period, the FCC promoted eight (57.14%) males and six (42.86%) females. In FY 2018, the FCC received three applications for two economist promotions. One male (33.33%) and two (66.67%) females applied for these two positions. The FCC hired one male and one female for the positions (see Chart 27). For the period of FY 2016 – FY 2018, the internal promotion rate was 56.25% for males and 43.75% for females. As the promotion rate for females is significantly above the OCLF, there is no barrier to the promotion of females for economist positions. Before a determination can be made regarding a barrier to the promotion of males, additional research and analysis must be performed.

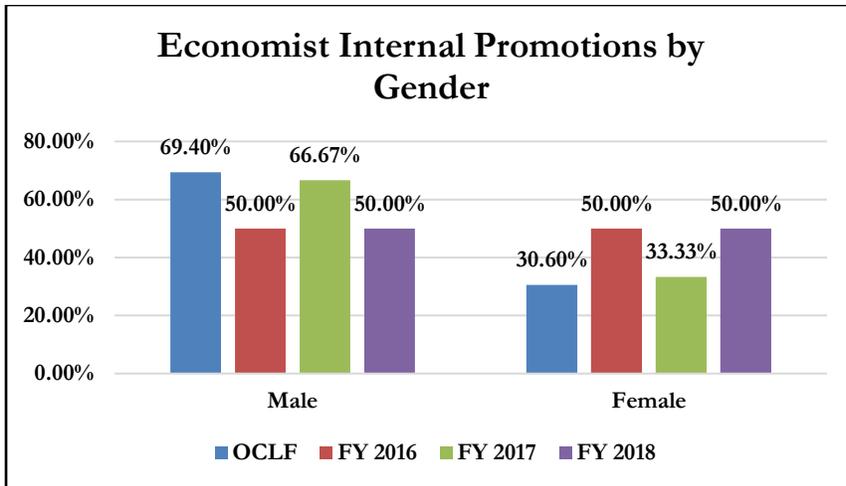


Chart 27

### C. Employment of Asian Americans

#### 1. Workforce

Of the 1,454 FCC employees, 127 or 8.73% of the employees are Asian American. Specifically, Asian American males comprise 78 (5.36%) employees, while Asian American females comprise 49 (3.37%) employees. Although these numbers represent a very small decrease from the totals in FY 2017, these numbers are still above the CLF. Except for FY 2018 when the participation level of Asian males decreased, the participation level of Asian males employed at the FCC has consistently increased and remained higher than the CLF by more than double the CLF (*see* Chart 28). In contrast, although the participation level of Asian females employed at the FCC has consistently exceeded the CLF by approximately 75%, the participation level has fluctuated since FY 2015. Specifically, the participation level of Asian Females decreased in FY 2016 and FY 2018, by 0.02 and 0.05% respectively, but increased in FY 2017 by 0.06%. Notably, as the participation levels exceed the CLF, there is no barrier regarding the employment of Asian American males and females.

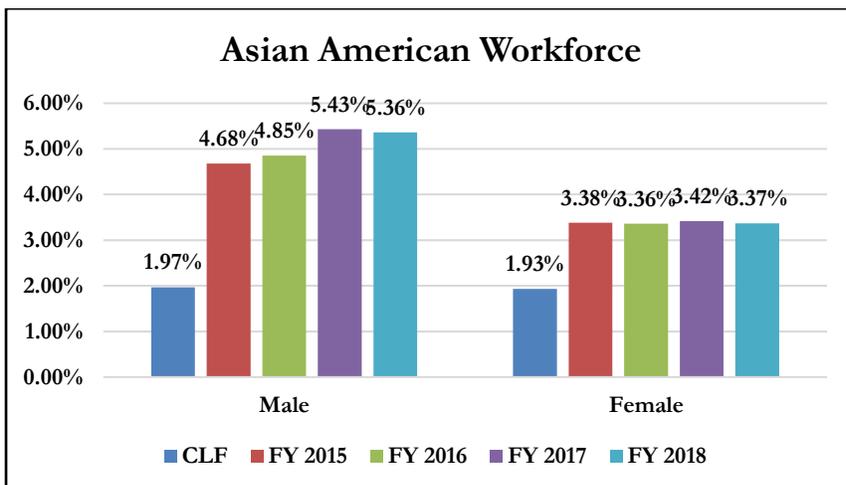


Chart 28

## 2. Executive or Senior Level Employee

Although the number of SES positions at the FCC has decreased by 16.33% from 49 to 41 since FY 2016, the participation rate of Asian American males has exceeded the CLF every year. Additionally, the participation rate of Asian American females has been comparable to the CLF for FYs 2016 and 2017 and exceeded the CLF for FY 2018 (*see* Chart 29). Accordingly, there is no barrier to the employment of Asian Americans at the SES level.

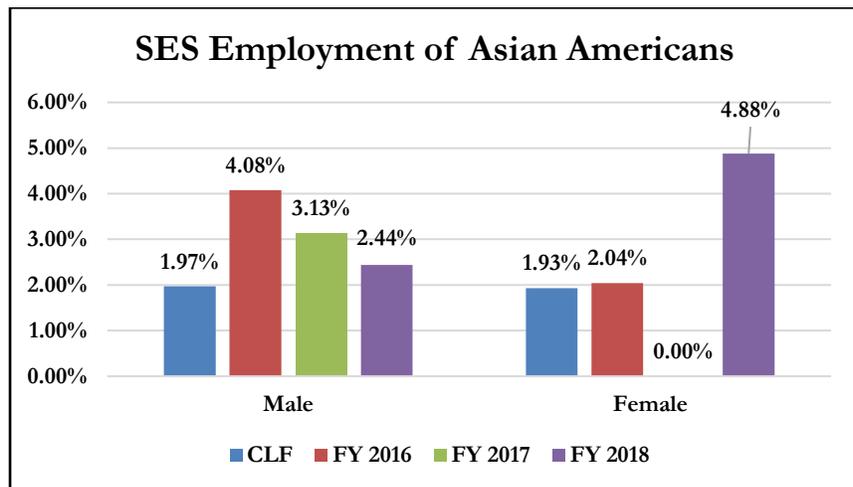


Chart 29

## 3. GS 13 - 15 Grade Levels

Similar to the SES positions, although the number of GS-15 positions has decreased, there has not been a similar decrease in the number of Asian American employees at the GS-15 grade. In fact, the participation rate of Asian American males, not only exceeds the CLF, but has increased every year (*see* Chart 30). Likewise, the participation rate of Asian American females, not only exceeded the CLF, but increased every year from FY 2015 to FY 2017. Although there was a small decrease in the participation rate of Asian American females in FY 2018, the participation rates of Asian Americans at the GS-15 grade shows that a barrier does not exist concerning the employment of Asian Americans at the GS-15 grade.

The participation rates of Asian American males and females at the GS-14 grade has been above the CLF since FY 2015 (*see* Chart 31). These data also show that a barrier does not exist concerning the employment of Asian Americans at the GS-14 grade.

Similar to the participation rates of Asian American males and females at the GS-14 and GS-15 grades, the participation rates of Asian American males and females at the GS-13 grade were also above the CLF every fiscal year since FY 2015 (*see* Chart 32). These data also show that a barrier does not exist concerning the employment of Asian Americans at the GS-15 grade.

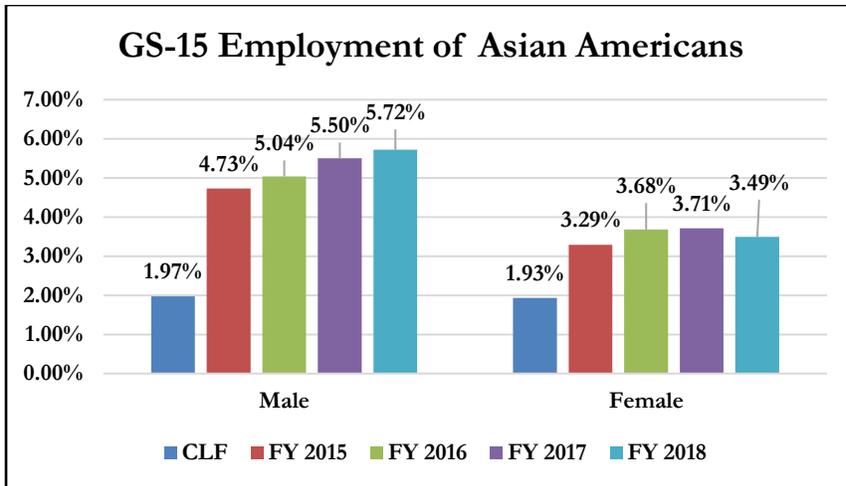


Chart 30

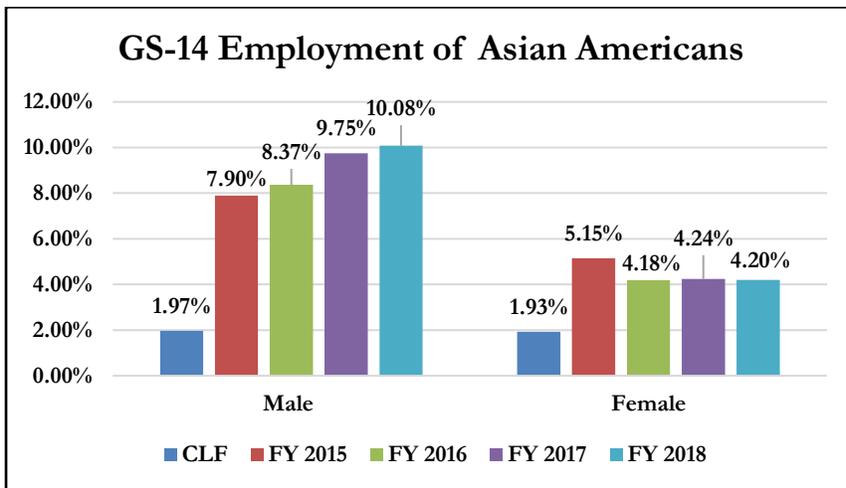


Chart 31

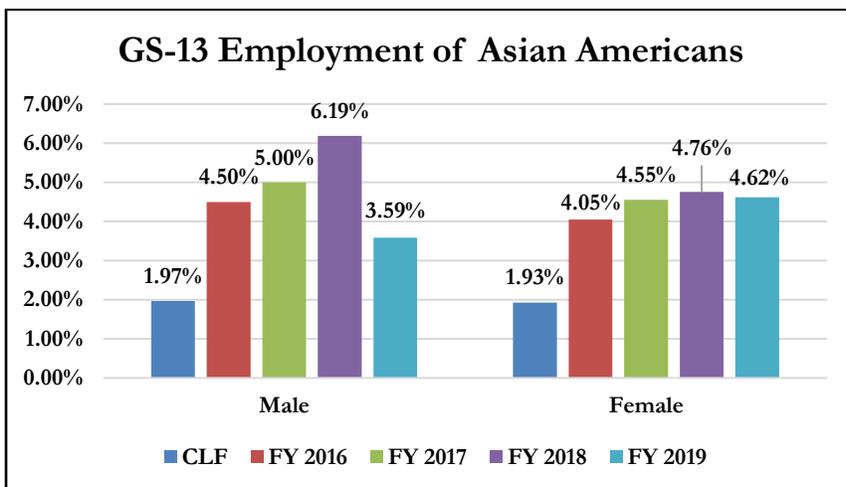


Chart 32

#### 4. New Hires and Separations

Since FY 2015, the new hire rate for Asian American males has been at least double the CLF. In FY 2015, the new hire rate was more than triple the CLF and it was quadruple the CLF in FY 2017 (*see* Chart 34). From FY 2015 to FY 2017, the separation rate for Asian American males has been lower than the new hire rate (*see* Chart 34). However, the separation rate was higher than the new hire rate in FY 2018 for Asian American males. Additionally, the separation rate for Asian American males has exceeded the CLF for three of the last four fiscal years and exceeded the CLF by at least double for three of the last four fiscal years (*see* Chart 34). In light of the high separation rate when compared with the CLF, a trigger exists regarding the retention of Asian American males. Additional study will be required to ascertain if a barrier to retention exists regarding Asian American males.

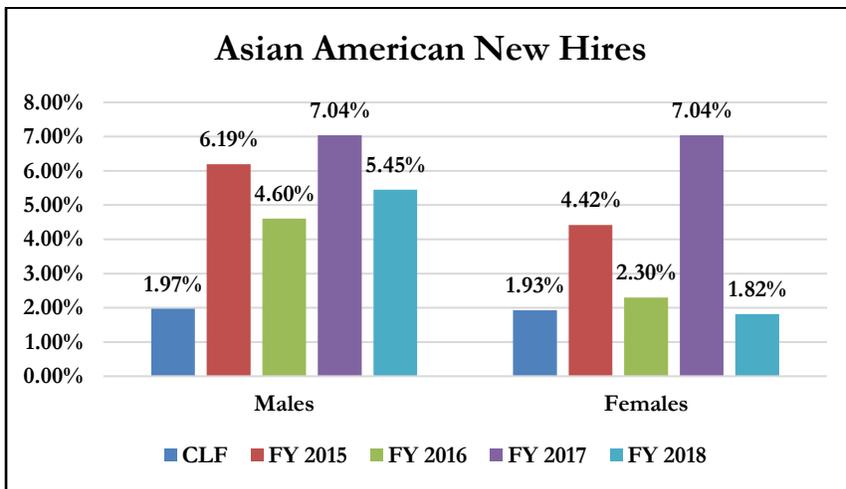


Chart 33

Since FY 2015, the new hire rate for Asian American females was either comparable with the CLF or exceeded the CLF (*see* Chart 34). The separation rate for Asian American females was higher than the CLF for two fiscal years. The separation rate for Asian American females fluctuated between exceeding the new hire rate in FYs 2016 and 2018 and falling below the new hire rate in FYs 2015 and 2017 (*see* Chart 34). In light of the high separation rate when compared with the CLF, a trigger exists regarding the retention of Asian American females. Additional study will be required to ascertain if a barrier to retention exists regarding Asian American females.

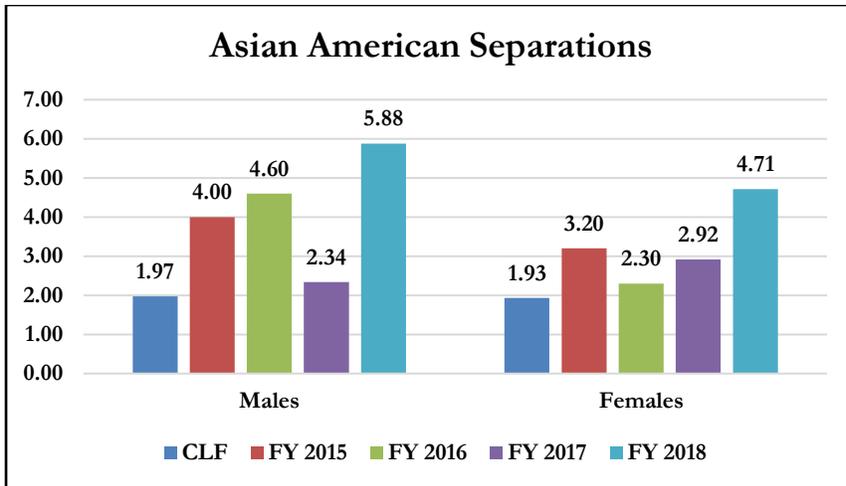


Chart 34

## 5. Mission Critical Occupations<sup>18</sup>

### a) Attorneys<sup>19</sup>

#### (1) Workforce

Currently, the FCC employs 558 attorneys. Since FY 2015, the FCC has seen a decrease of 39 attorneys from 597 to 558. Although the FCC has seen a decrease in total attorneys, the number of Asian American attorneys has increased by two from thirty-three to thirty-five attorneys. During this period, the participation level of Asian American males and females was above the OCLF (*see* Chart 35). As the participation rate of Asian American males and females in the attorney field was above the OCLF, a barrier to employment does not exist.

#### (2) New Hires

Between FY 2015 and FY 2017, the FCC hired eighty-eight attorneys of which eight (9.09%) were Asian American. Specifically, the FCC hired five (5.68%) Asian American males and three (3.41%) Asian American females. In FY 2018, the FCC received 2,536 applications for 35 attorney positions. One thousand, five hundred six applicants qualified for the positions. Although sixty-three Asian American males and sixty-one Asian American females qualified for these positions, two (5.71%) Asian American males and no (0.00%) Asian American females were hired (*see* Chart 36). There does not appear to be a barrier to the hiring of Asian American males and females for the attorney position. Specifically, the hiring rate for Asian American male attorneys was above the OCLF for three of the last four fiscal years. Additionally, although the hiring rate for Asian

<sup>18</sup> A discussion of the six MCOs is contained in Section V.B.5., Mission Critical Occupations.

<sup>19</sup> A description of the attorney field is contained in Section V.B.5.a), Attorneys.

American female attorneys fluctuated during the period, the hiring rate for Asian American females at 2.47% was comparable to the OCLF.

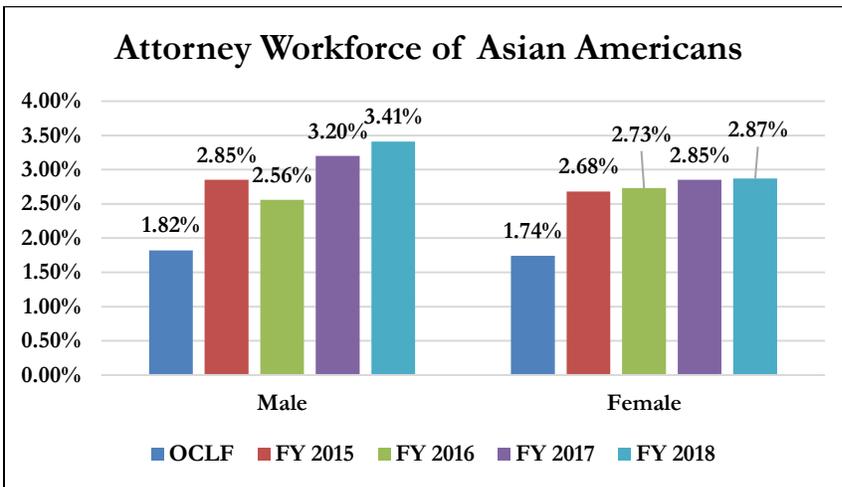


Chart 35

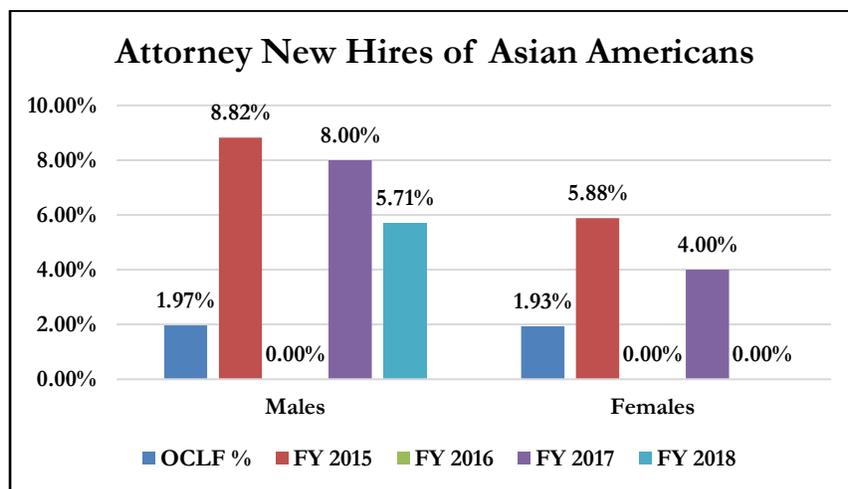


Chart 36

### (3) **Internal Promotions**

Between FY 2016 - 2017, the FCC promoted 92 attorneys. During that period, the FCC promoted three (3.26%) Asian American males and five (5.43%) Asian American females. During this period, the promotion rate of Asian American attorneys was comparable to the OCLF for Asian American males and above the OCLF for Asian American females. In FY 2018, the FCC received 68 applications for 16 attorney promotions. Five Asian American males and two Asian American females applied for these two positions. Two (12.50%) Asian American males and no (0.00%) Asian American females were promoted (*see* Chart 37). The promotion rate in FY 2018 for Asian American males exceeded the OCLF and was comparable to the OCLF for Asian American females. Due to the favorable promotion rate for Asian American males and females since FY 2015, there does not appear to be a barrier to promotions as attorneys for Asian American males and females.

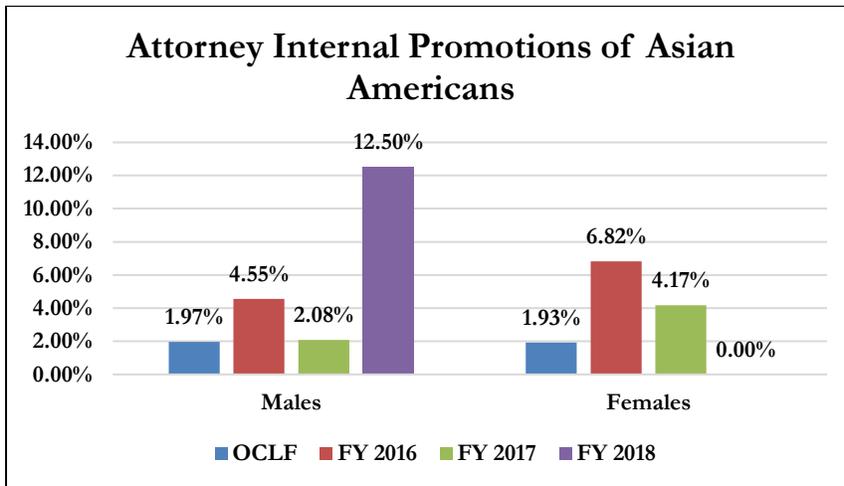


Chart 37

## b) Miscellaneous Administration and Program Employees<sup>20</sup>

### (1) *Workforce*

Since FY 2015, the number of MAP employees has decreased by 90 employees from 335 to 245. Although the number of MAP employees decreased by over 26% during this period, the participation rates of Asian American males and females remained comparable to the OCLF (Chart 38). Because the participation rate has been comparable, there is no barrier to the employment of Asian Americans in the MAP field.

### (2) *New Hires*

Between FY 2015 - 2017, the FCC has hired nineteen MAP employees of which four (21.05%) were Asian American. The FCC hired two (10.53%) Asian American males and two (10.53%) Asian American females. In FY 2018, the FCC received 290 applications for 12 MAP positions. One hundred eighty-seven applicants qualified for the positions. Ten Asian American males and twenty-one Asian American females qualified for these positions. Although no (0.00%) Asian American males and one (8.33%) Asian American female was hired (*see* Chart 39), there does not appear to be a barrier to the hiring of Asian American males and females for the MAP positions as the hiring rate for Asian American males has exceeded the OCLF for two of the four last fiscal years. Similarly, the hiring rate for Asian American females has exceeded the OCLF for three of the last fiscal years.

<sup>20</sup> A description of the MAP field is contained in Section V.B.5.b), Miscellaneous Administration and Program.

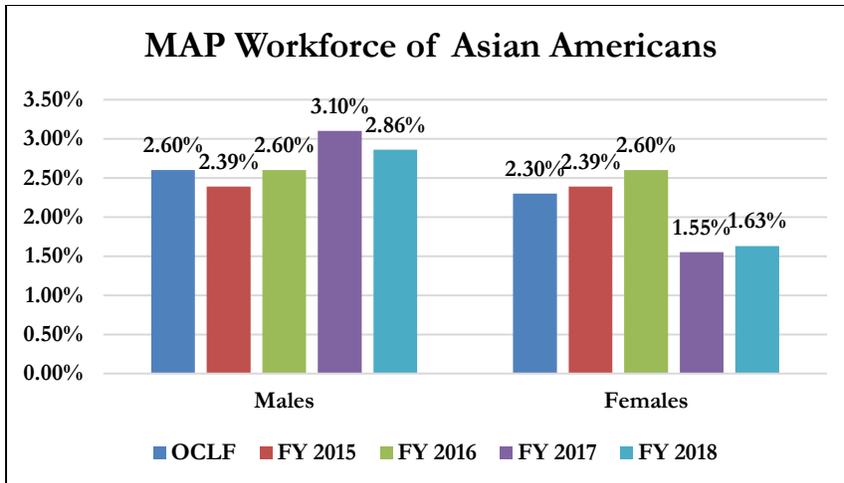


Chart 38

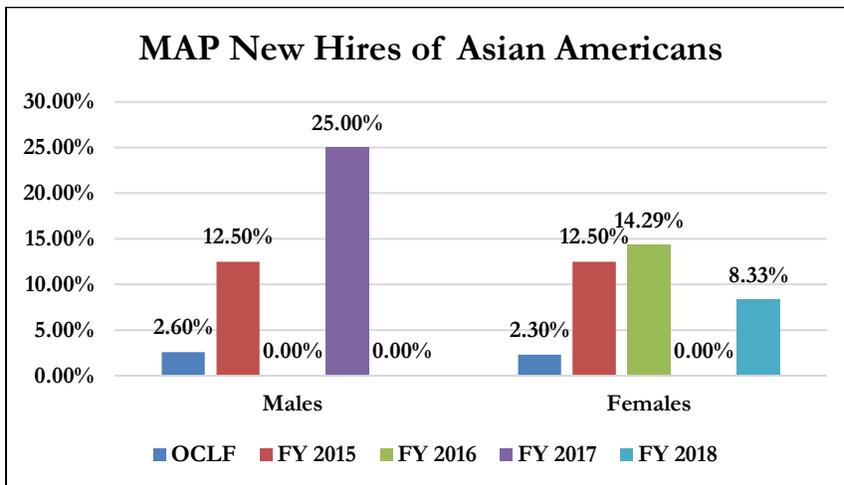


Chart 39

### (3) *Internal Promotions*

Between FY 2016 - 2017, the FCC promoted 25 MAP employees. During that period, the FCC promoted three (12.00%) Asian American males and no (0.00%) Asian American females. During this period, the promotion rate of Asian American males for the MAP positions was above the OCLF both fiscal years (*see* Chart 40). However, no Asian American females were promoted internally.

In FY 2018, the FCC received 45 applications for 10 MAP promotions. No Asian American males and three Asian American females applied for these ten positions. One (10.00%) Asian American female was promoted (*see* Chart 40). The promotion rate in FY 2018 for Asian American females was above the OCLF. The internal promotions rate for Asian American females from FY 2016 to FY 2018 was 2.86%, while the internal promotion rate for Asian American males was 8.57%, both of which were above the OCLF for the MAP field. Due to the favorable promotion rate for Asian American males and females since FY 2016, there is no barrier to promotions as MAP employees for Asian American males and females.

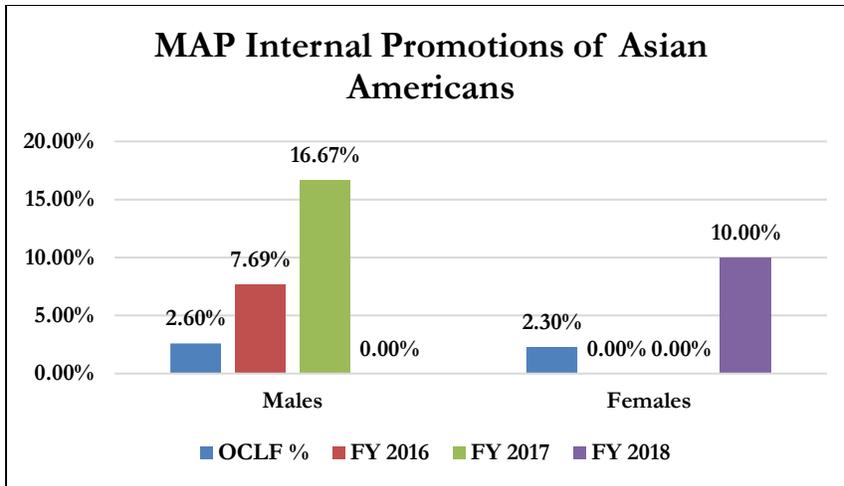


Chart 40

### c) Electronic Engineer<sup>21</sup>

#### (1) Workforce

The participation rate of Asian American males in the Electronic Engineer field has exceeded the OCLF by at least 40% since FY 2015, while the participation rate for Asian American females has exceeded the OCLF by over 275% since FY 2015 (*see* Chart 41). Moreover, the trendline shows a steady increase in the participation rate of Asian American females. Currently, the FCC has 212 Electronic Engineer. Considering the high participation rates of Asian American males and females in comparison to the OCLF, a barrier to employment does not exist in the Electronic Engineer field for Asian American males and females.

#### (2) New Hires

Between FY 2015 and FY 2017, the FCC hired twelve Electronic Engineers of which two (16.67%) were Asian American. The FCC hired one (8.33%) Asian American male and one (8.33%) Asian American female. In FY 2018, the FCC received three hundred twenty-seven applications for nine Electronic Engineer positions. Two hundred applicants qualified for the positions. Although fifty Asian American males and eleven Asian American females qualified for these positions, two (22.22%) Asian American males and no (0.00%) Asian American females were hired (*see* Chart 42). There does not appear to be a barrier to the hiring of Asian American males for the Electronic Engineer position as the hiring rate from FY 2015 – FY 2018 was 14.29%. However, further research and analysis will be required to ascertain if a barrier exists to the hiring of Asian American females in the Electronic Engineer field because although the hiring rate of 4.76% for Asian American female Electronic Engineers during the period was above the OCLF rate, no Asian American females were hired after FY 2015.

<sup>21</sup> A description of the engineer field is contained in Section V.B.5.c), Electronic Engineers.

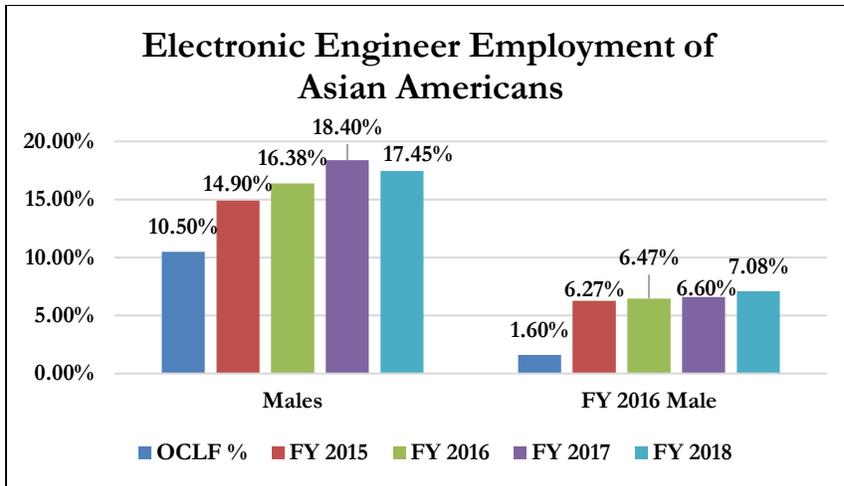


Chart 41

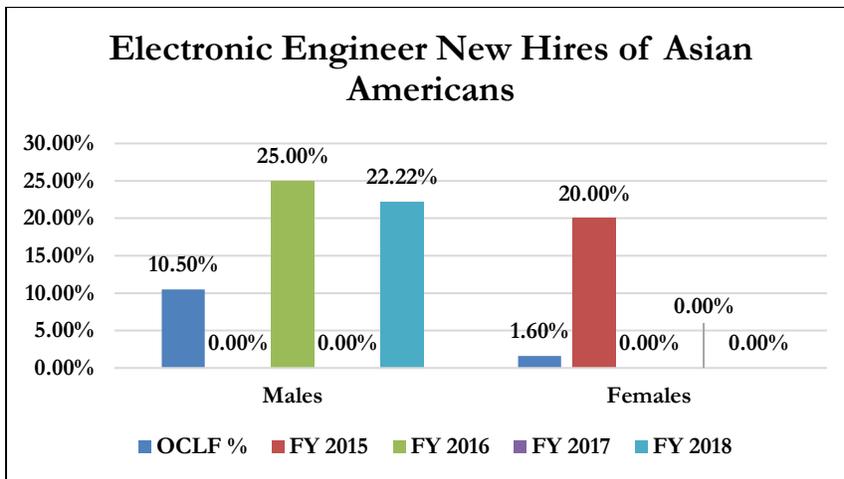


Chart 42

### (3) Internal Promotions

Between FY 2016 - 2017, the FCC promoted 20 Electronic Engineers. During that period, the FCC promoted two (10.00%) Asian American males and three (15.00%) Asian American females. The promotion rate (10.99%) of Asian American male Electronic Engineers was comparable to the OCLF, whereas the promotion rate (14.83%) of Asian American female Electronic Engineers significantly exceeded the OCLF.

In FY 2018, the FCC received seven applications for two Electronic Engineer promotions. Four Asian American males and one Asian American female applied for these two positions. One (50.00%) Asian American male and no (0.00%) Asian American females were promoted (*see* Chart 43). The promotion rate in FY 2018 for Asian American males significantly exceeded the OCLF and was comparable to the OCLF for Asian American females. From FY 2016 to FY 2018, the promotion rate for both Asian American males and females was 13.64%. Due to the favorable promotion rate for Asian American males and females since FY 2016, there does not appear to be a barrier to promotions as Electronic Engineers for Asian American males and females.

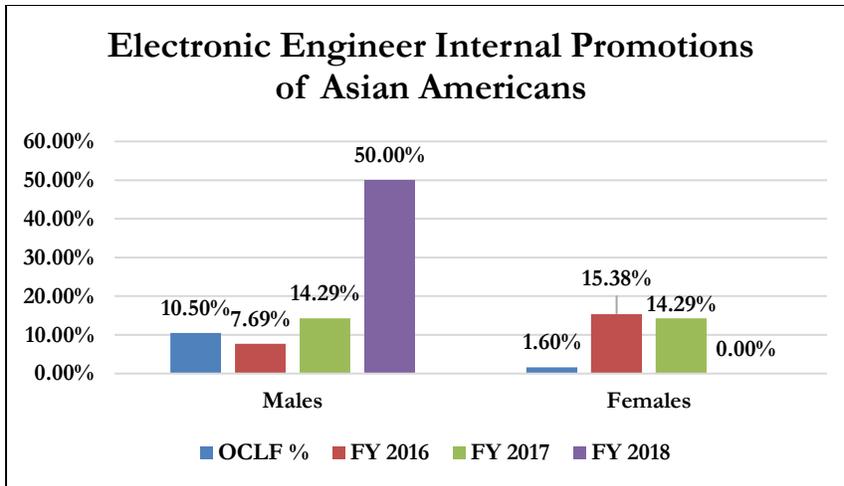


Chart 43

## d) Management Program Analysis<sup>22</sup>

### (1) *Workforce*

The participation rate of Asian American males in the MPA field has been below the OCLF since FY 2017, while the participation rate for Asian American females was comparable to the OCLF (*see* Chart 44). Currently, the FCC has 67 MPA employees. Although limited data is available, a trigger exists regarding the employment of Asian American males in the MPA field.

### (2) *New Hires*

In FY 2017, the FCC hired three MPAs of which none (0.00%) were Asian American. In FY 2018, the FCC received one hundred ninety-five applications for one MPA position. Sixty-eight applicants qualified for the position. Although four Asian American males and three Asian American females qualified for this position, no (0.00%) Asian American males or females were hired (*see* Chart 45). As noted above, although limited data is available, a trigger exists regarding the hiring of Asian American males in the MPA field.

### (3) *Internal Promotions*

In FY 2017, the FCC promoted nine MPAs of which one (11.11%) Asian American female was promoted (*see* Chart 46). In FY 2018, the FCC received two applications for one MPA promotion. No Asian American males or females applied for the position. Although limited data is available, a trigger exists regarding the hiring of Asian American males in the MPA field. No trigger exists for Asian American females.

<sup>22</sup> A description of the Management Program Analysis (MPA) field is contained in Section V.B.5.d), Management Program Analysis.

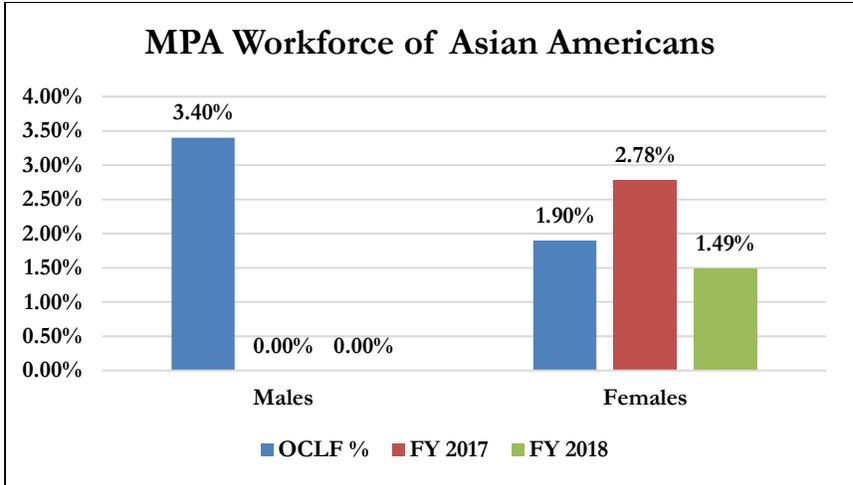


Chart 44

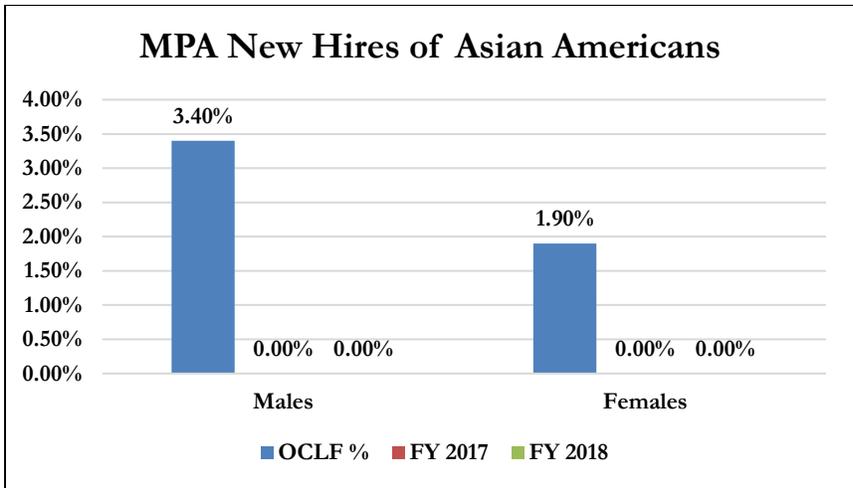


Chart 45

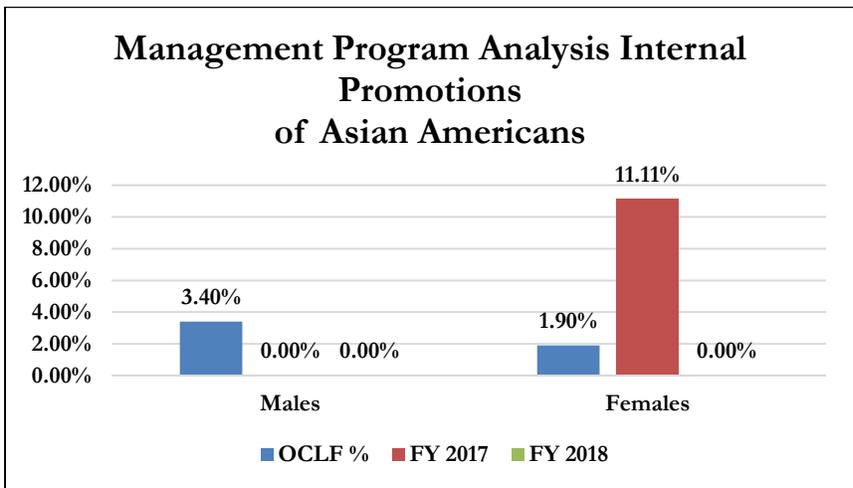


Chart 46

## e) Miscellaneous Clerk and Assistant<sup>23</sup>

### (1) Workforce

Since FY 2015, the Miscellaneous Clerk and Assistant workforce has decreased by 24 employees from 78 to 54. During that time the participation rate of Asian American males has been comparable to the OCLF but increasing every fiscal year (*see* Chart 47). Moreover, since FY 2017, the participation rate of Asian American females has been comparable to the OCLF. Based on these data, a barrier does not exist to the employment of Asian American males and females in the Miscellaneous Clerk and Assistant field.

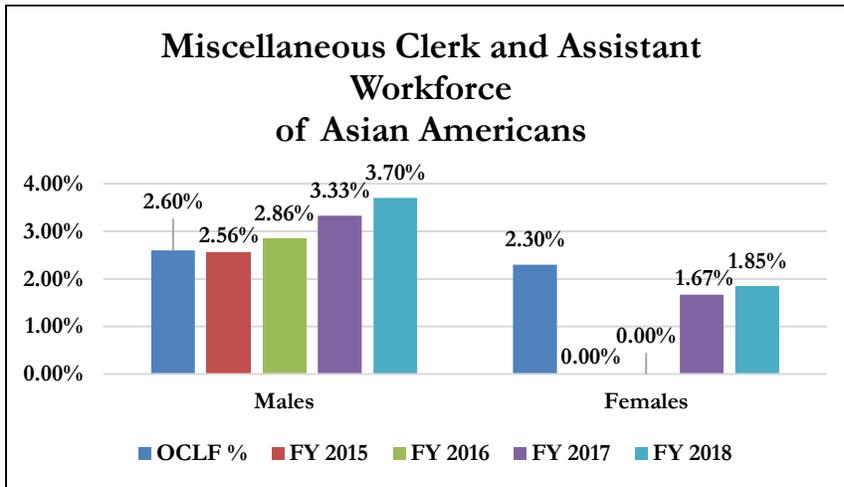


Chart 47

### (2) New Hires

Between FY 2015 and FY 2017, the FCC hired seven Miscellaneous Clerks and Assistants of which one (14.29%) was an Asian American female. In FY 2018, the FCC received 516 applications for four Miscellaneous Clerks and Assistants positions. Two hundred ninety-four applicants qualified for the positions. Although 10 Asian American males and 11 Asian American females qualified for these positions, no (0.00%) Asian Americans were hired (*see* Chart 48). As the number of Miscellaneous Clerks and Assistants hired has been limited, there is insufficient data to assess whether a barrier to hiring exists in this field for Asian Americans in light of the positive participation rate for Asian Americans in the Miscellaneous Clerks and Assistants field.

### (3) Internal Promotions

Between FY 2016 and FY 2017, the FCC promoted 10 Miscellaneous Clerks and Assistants of which one (10.00%) Asian American male was promoted (*see* Chart 49). In FY 2018, the FCC received eleven applications for seven Miscellaneous Clerks and Assistants promotions. No Asian American males or females applied for the positions. From FY 2016 to FY 2018, the internal

<sup>23</sup> A description of the Miscellaneous Clerk and Assistant field is contained in Section V.B.5.e), Miscellaneous Clerk and Assistant.

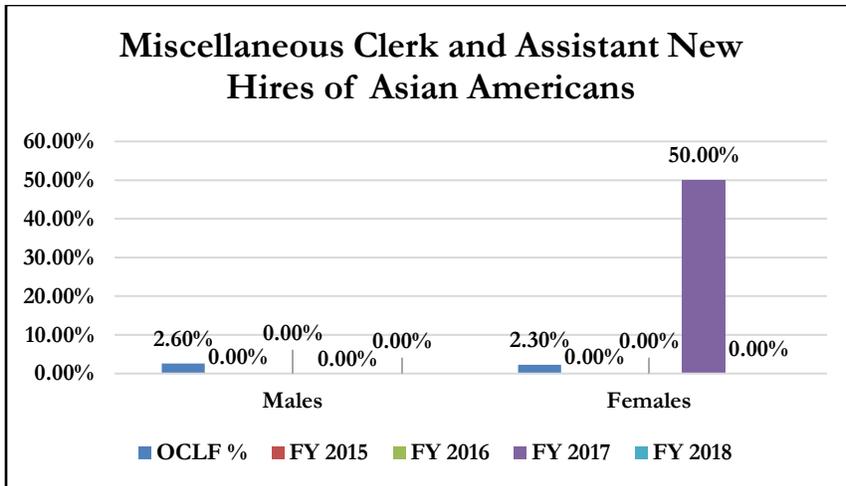


Chart 48

promotion rate for Asian American males was 5.88%, while the internal promotion rate for Asian American females was 0.00%. As the promotion rate for Asian American males was above the OCLF, there is no barrier to their internal promotion. However, as no Asian American females were promoted during this period, there may be a barrier to the promotion of Asian American females in the Miscellaneous Clerks and Assistants field. Accordingly, further research and analysis is required to perform a barrier assessment for Asian American females.

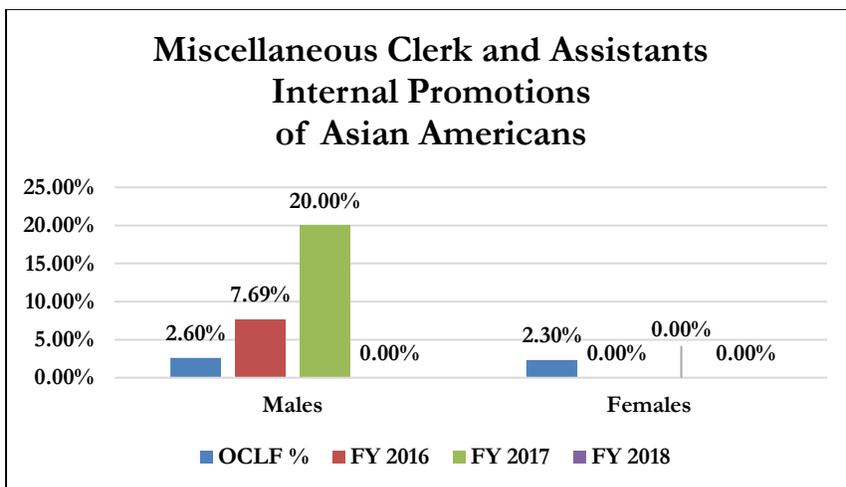


Chart 49

## f) Economist<sup>24</sup>

### (1) Workforce

The FCC has 60 economists. Of those economists, the participation rate of Asian American males was above the OCLF for FY 2016 and comparable to the OCLF from FY 2017 to FY 2018.

<sup>24</sup> A description of the economist field is contained in Section V.B.5.f), Economists.

Although the participation rate remained above the OCLF, there was a decrease in the participation rates for both FY 2017 and FY 2018. Similarly, for Asian American females, the participation rate was at its zenith in FY 2015 (*see* Chart 50). Although the participation rate was comparable to the OCLF from FY 2016 to FY 2018, there has been a steady decrease in the participation rate since FY 2016. As the participation rate for Asian American males is above the OCLF and is comparable for Asian American females, a barrier to employment does not exist.

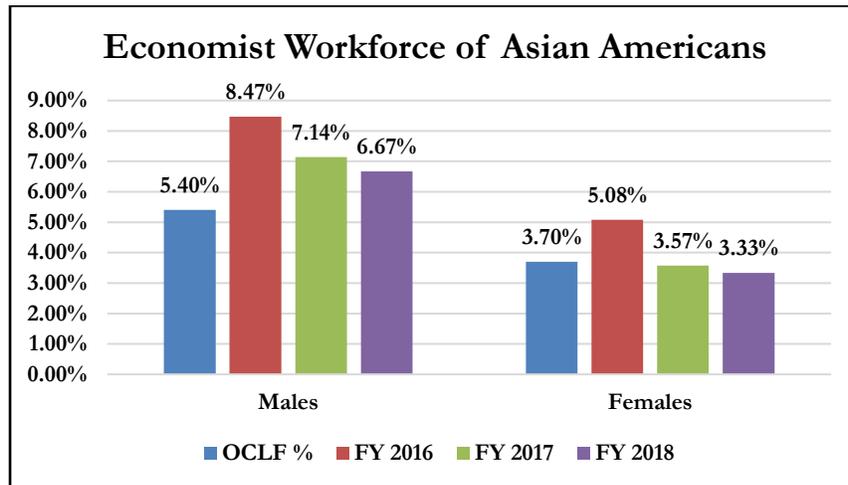


Chart 50

### (2) *New Hires*

Between FY 2015 and FY 2017, one Asian American male and no Asian American females were hired as an economist. In FY 2018, the FCC received five hundred thirty-five applications for six economist positions. Three hundred seventy-seven applicants qualified for the positions. Although 38 Asian males and 26 Asian American females qualified for these positions, no Asian American was hired (*see* Chart 51). From FY 2015 – FY 2018, the hiring rate for Asian American males was 8.33% and 0.00% for Asian American females. The hiring rate for Asian American males is above the OCLF, while the hiring rate for Asian American females is below the OCLF. Accordingly, a barrier does not exist for Asian American males. However, there is insufficient data to ascertain whether a trigger or barrier exists to the hiring of Asian American females for the economist position. However, in light of the decrease in the participation rates since FY 2016, additional data will be obtained in the future to perform this assessment.

### (3) *Internal Promotions*

Between FY 2016 - 2017, the FCC promoted 14 economists. During that period, the FCC promoted three (21.43%) Asian American males and one (7.14%) Asian American female. In FY 2018, the FCC received three applications for two economist promotions. No (0.00%) Asian Americans applied for these two positions (*see* Chart 52). For the period of FY 2016 – FY 2018, the internal promotion rate was 18.75% for Asian American males and 6.25% for Asian American females. As the promotion rates are above the OCLF, there is no barrier to the promotion of Asian Americans for economist positions.

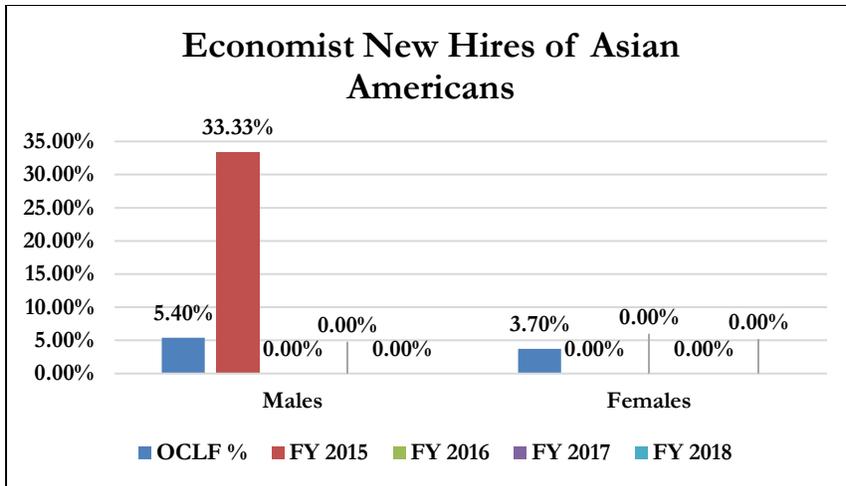


Chart 51

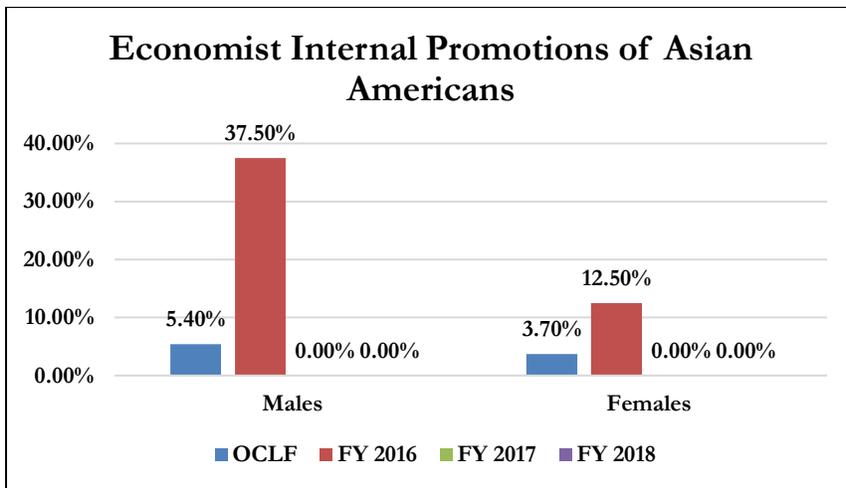


Chart 52

## D. Employment of Black or African Americans

### 1. Workforce

Of the 1,454 FCC employees, 395 (27.17%) of the employees are Black or African American. Specifically, Black or African American females comprise the third largest category of employees at 274 (18.84%) employees, while 121 (8.32%) are male employees. The participation rates are significantly higher than the CLF for Black or African American males and females (*see* Chart 53). Thus, a barrier to their employment does not exist.

### 2. Executive or Senior Level Employees

Although the number of Senior Executive Service positions at the FCC has decreased by 16.33% from 49 to 41 since FY 2016, the participation rate of Black or African American males has been comparable to the CLF every year. However, the participation rates of Black or African American females have fluctuated with the participation rate being below the CLF for FYs 2016 and 2018 and being comparable to the CLF for FY 2017. Accordingly, although there is no barrier to the

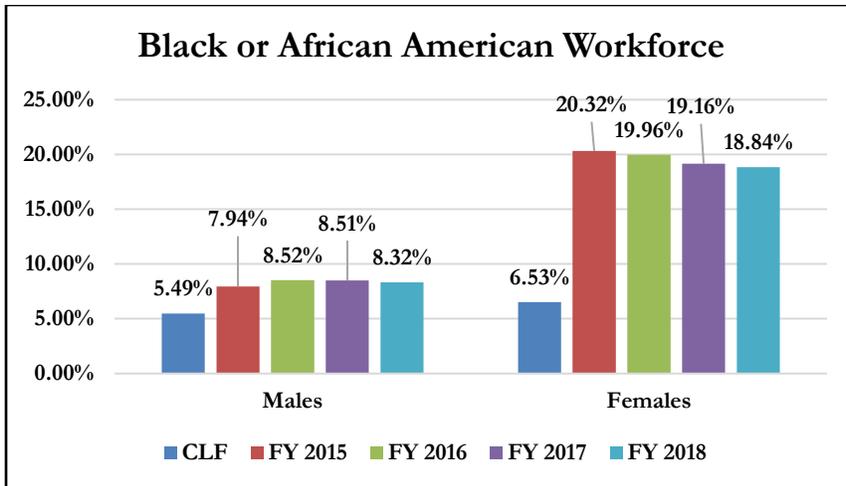


Chart 53

employment of Black or African American males at the SES level, a trigger exists regarding Black or African females. Thus, additional research and analysis will be performed to assess the participation of Black or African American females at the SES level.

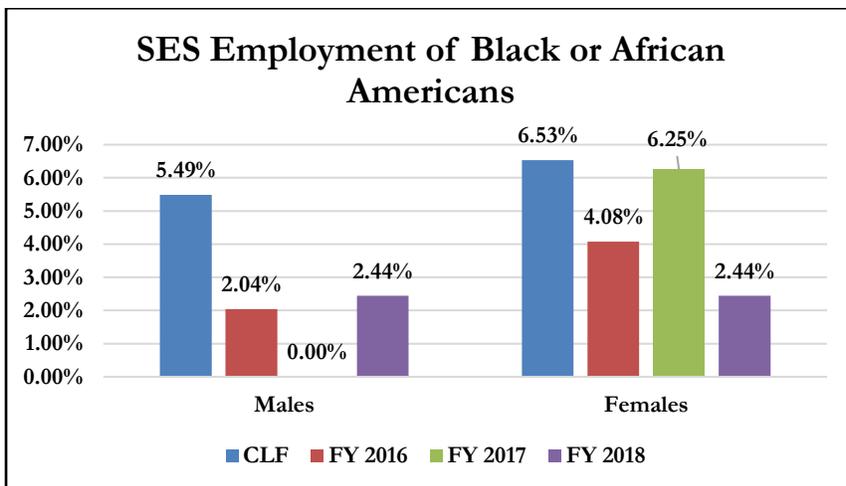


Chart 54

### 3. GS-13 - 15 Positions

Similar to the SES positions, the number of GS-15 positions has decreased from FY 2015 to FY 2018. During this period, the participation rate of Black or African American males and females was comparable to the CLF at the GS-15 grade (*see* Chart 55). Accordingly, a barrier does not exist concerning the employment of Black or African Americans at the GS-15 grade.

Additionally, there is no barrier at the GS-14 and GS-13 grades for Black or African Americans. Specifically, the participation rate of Black or African American males is above the CLF at the GS-14 and 13 grades (*see* Chart 56 and Chart 57). Additionally, the participation rate of Black or African American females was above the CLF at the GS-14 grade (*see* Chart 56), but significantly exceeded the CLF at the GS-13 grade (*see* Chart 57).

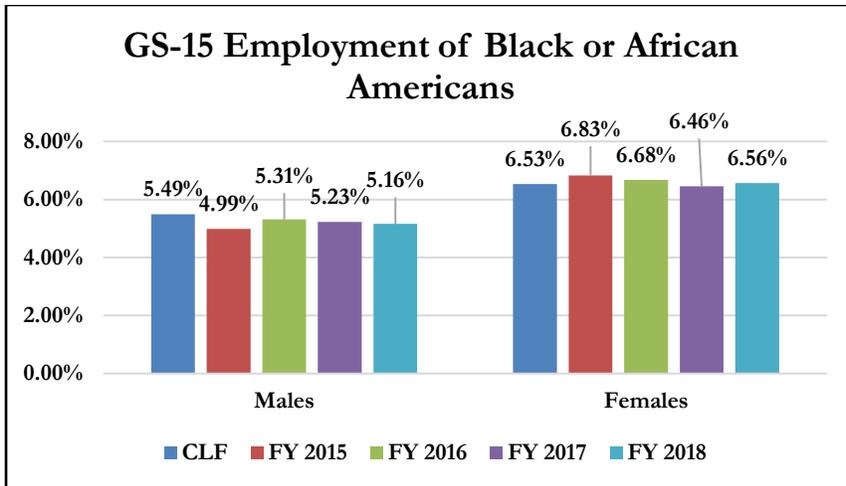


Chart 55

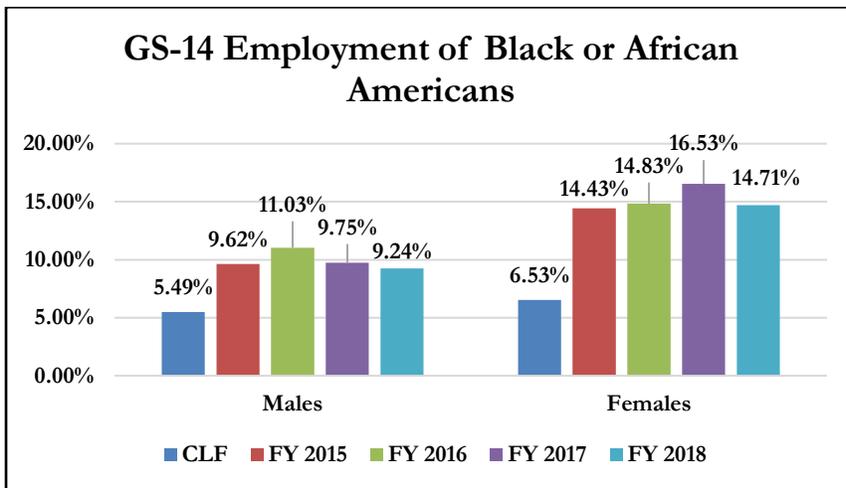


Chart 56

#### 4. New Hires and Separations

In FY 2015, the new hire rate for Black or African American males was comparable to the CLF. In FY 2016, the new hire rate doubled the CLF. Unfortunately, the separation rate also doubled the CLF (*see* Chart 58). However, there was a 10% drop in the new hire rate for FY 2017 which saw the new hire rate fall below the CLF for two fiscal years in a row. Even though the new hire rate declined to below the CLF, the separation rate remained above the CLF (*see* Chart 59). From FY 2017 to FY 2018, the separation rate for Black or African American males was either comparable with or higher than the new hire rate. In light of the high separation rate when compared with the CLF and new hire rate, a trigger exists regarding the retention of Black or African American males. Additional study will be required to ascertain if a barrier to retention exists regarding Black or African American males.

For Black or African American females, the new hire rate was comparable or above the CLF since FY 2015. Additionally, since FY 2015, the separation rate for Black or African American females was higher than the new hire rate for three of the last four fiscal years and exceeded the CLF every

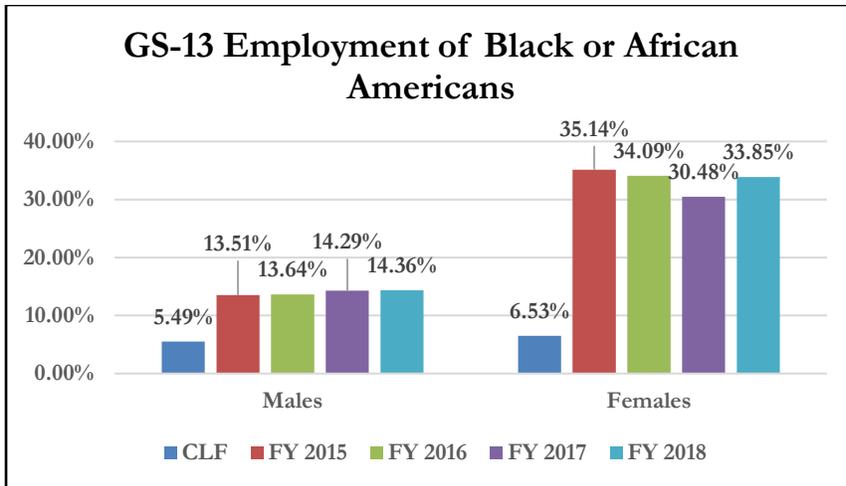


Chart 57

fiscal year (*see* Chart 59). This high separation rate indicates that a trigger may exist regarding the retention of Black or African American females. Additional study will be required to ascertain if a barrier to retention exists regarding Black or African American females.

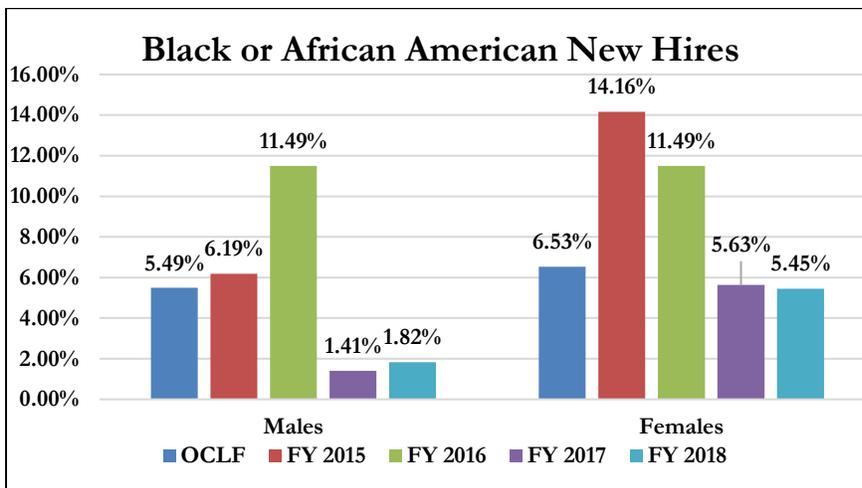


Chart 58

## 5. Mission Critical Occupations

### a) Attorneys

#### (1) Workforce

The FCC has 558 attorneys. Since FY 2015, the participation rate of Black or African American males in the attorney field has been comparable to the OCLF. Although the participation rate for Black or African American females has exceeded the OCLF since FY 2015, the participation rate has decreased since FY 2015 (*see* Chart 60). 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.

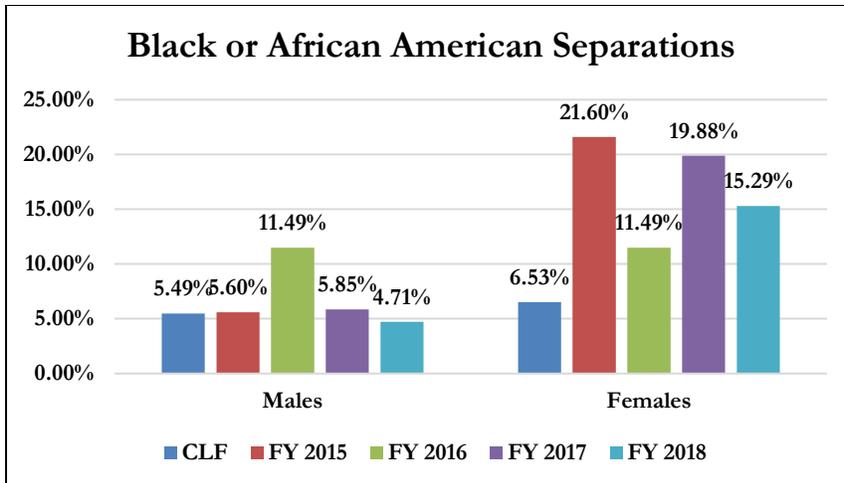


Chart 59

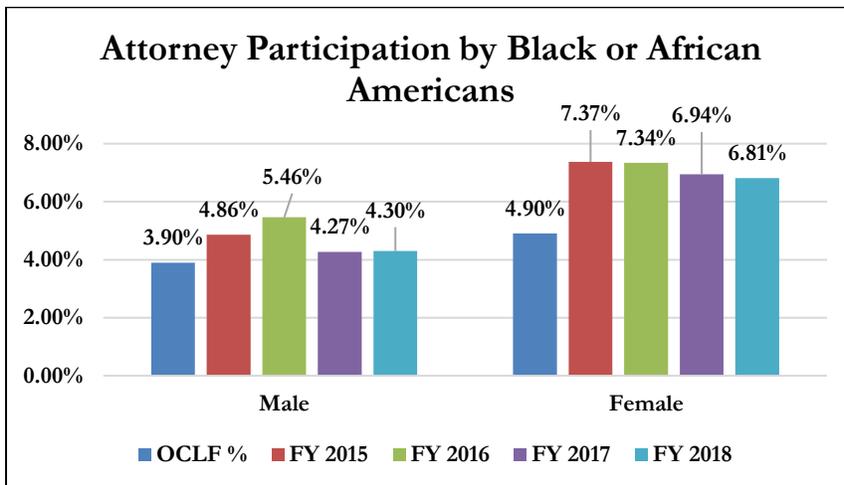


Chart 60

## (2) *New Hires*

Between FY 2015 and FY 2017, the FCC hired eighty-eight attorneys of which seven (7.95%) were Black or African American. The FCC hired four (4.55%) Black or African American males (4.07) and three Black or African American females (3.41%). In FY 2018, the FCC received 2,536 applications for 35 attorney positions. One thousand five hundred six applicants qualified for the positions. Although one hundred twenty-six Black or African American males and one hundred fifty-five Black or African American females qualified for these positions, one (2.94%) Black or African American male and two (1.29%) of the Black or African American females were hired (*see* Chart 61). There does not appear to be a barrier to the hiring of Black or African American males and females for the attorney position. Specifically, the hiring rate for Black or African American male attorneys was comparable to the OCLF for two of four fiscal years. In the other fiscal years, the hiring rate exceeded the OCLF by more than double in one fiscal year and was below the OCLF in the other fiscal year. Additionally, the hiring rate for Black or African American female attorneys has been comparable to the OCLF for three of four last fiscal years.

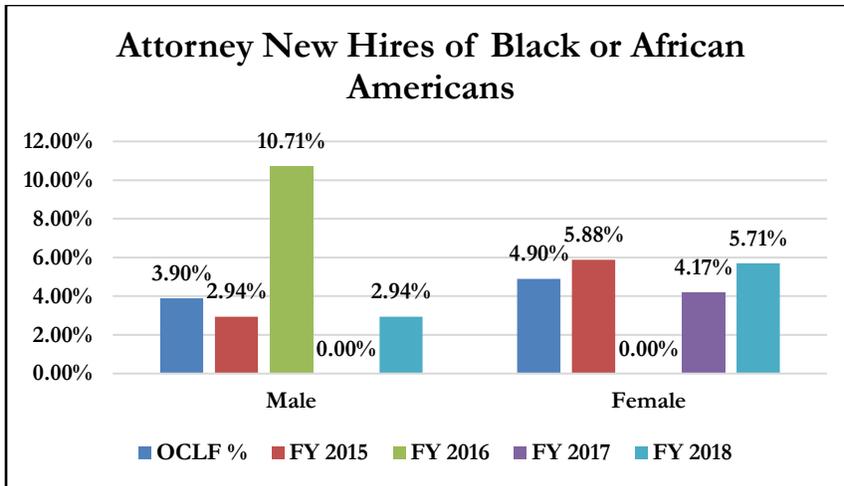


Chart 61

### (3) *Internal Promotions*

Between FY 2016 - 2017, the FCC promoted 92 attorneys. During that period, the FCC promoted three (3.26%) Black or African American males and two (2.17%) Black or African American females (*see* Chart 62). Although the promotion rate of Black or African American male attorneys was comparable to the OCLF, the promotion rate for Black or African American female attorneys was below the OCLF.

In FY 2018, the FCC received 68 applications for 16 attorney promotions. Two Black or African American males and four Black or African American females applied for and were qualified for these positions. No (0.00%) Black or African American males, and one (6.25%) Black or African American female was promoted. The promotion rate in FY 2018 for Black or African American males was below the OCLF, but the promotion rate for Black or African American females was comparable to the OCLF.

For the period of FY 2016 – FY 2018, the promotion rate for Black or African American males and females was 2.78%. This promotion rate was comparable to the OCLF for Black or African American males, but below the OCLF for Black or African American females. Accordingly, additional research and analysis is required to assess whether a barrier exists to the promotion of Black or African American females in the attorney field.

## a) **Miscellaneous Administration and Program**<sup>25</sup>

### (1) *Workforce*

The FCC has 245 MAP employees. Of those employees, the participation rate of Black or African American males was above the OCLF for FY 2015 and FY 2016 and significantly exceeded the

<sup>25</sup> A description of the MAP field is contained in Section V.B.5.b), Miscellaneous Administration and Program.

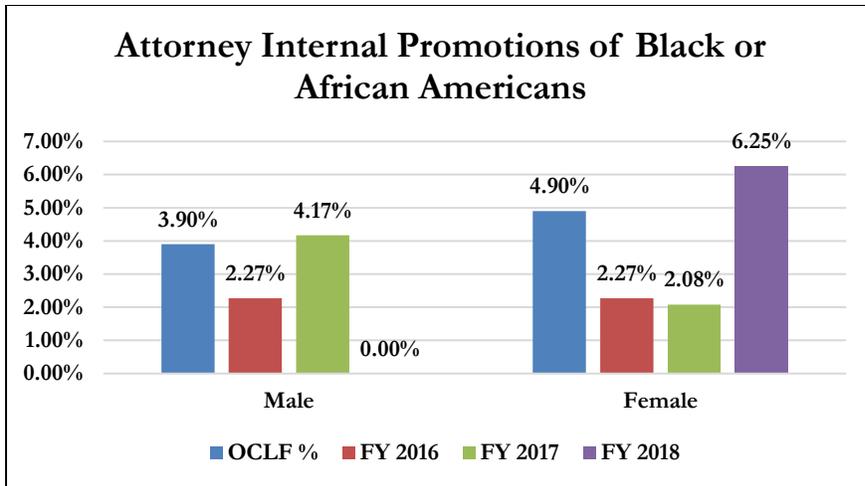


Chart 62

OCLF since FY 2017, while the participation rate of Black or African American females has significantly exceeded the OCLF since FY 2015 (*see* Chart 63). Considering the participation rate significantly exceeds the OCLF, a barrier to employment does not exist for Black or African American males and females in the MAP field.

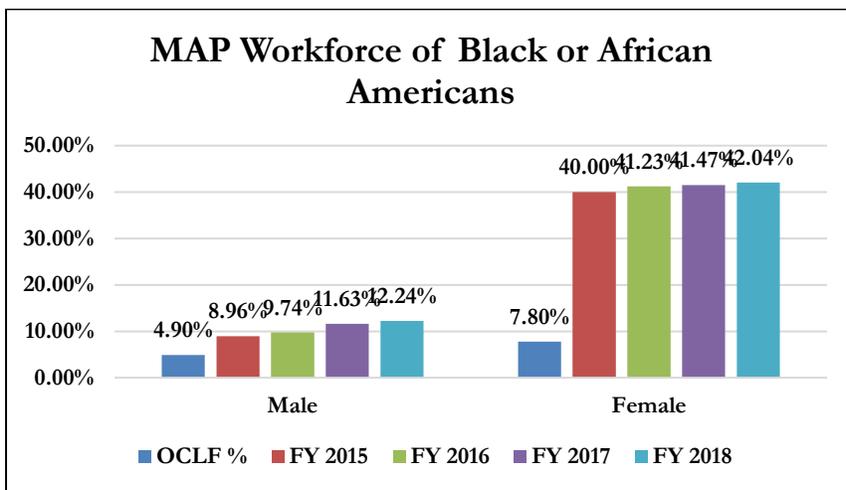


Chart 63

## (2) *New Hires*

Between FY 2015 and FY 2017, the FCC hired nineteen MAP employees of which three (15.79%) were Black or African American males. No (0.00%) Black or African American females were hired. During this period, the hiring rate of Black or African American males exceeded the OCLF (*see* Chart 64). In contrast, the new hire rate for Black or African American females for MAP positions was below the OCLF.

In FY 2018, the FCC received 290 applications for 12 MAP positions. One hundred eighty-seven applicants qualified for the positions. Although thirty-three Black or African American males and fifty-two Black or African American females qualified for these positions, two (16.67%) Black or

African American males and four (33.33%) Black or African American females were hired. Except for FY 2017, the hiring rate for Black or African American males has exceeded the OCLF. Accordingly, there is no barrier to the hiring of Black or African American males in the MAP field. In contrast to the hiring of Black or African American males, from FY 2015 to FY 2017, no Black or African American females were hired. However, in FY 2018, four (33.33%) Black or African American females were hired. The hiring rate (12.90%) from FY 2015 to FY 2018, was comparable to the OCLF. Accordingly, a barrier does not exist regarding the hiring of Black or African American females in the MAP field.

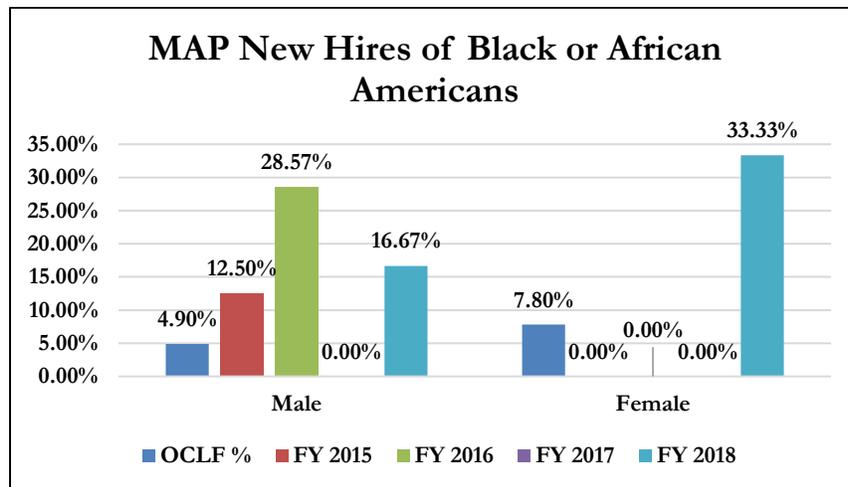


Chart 64

### (3) *Internal Promotions*

Between FY 2016 – FY 2017, the FCC promoted 25 MAP employees. During that period, the FCC promoted seven (28.00%) Black or African American males and nine (36.00%) Black or African American females. During this period, the promotion rate of Black or African American MAP employees significantly exceeded the OCLF.

In FY 2018, the FCC received 45 applications for 10 MAP promotions. Six Black or African American males and twenty-six Black or African American females applied for these ten positions. Two (20.00%) Black or African American males and four (40.00%) Black or African American females were promoted (*see* Chart 65). The promotion rate in FY 2018 for Black or African American males and females exceeded their respective OCLF rates. Due to the favorable promotion rate for Black or African American males and females since FY 2016, there is no barrier to promotions as MAP employees for Black or African American males and females.

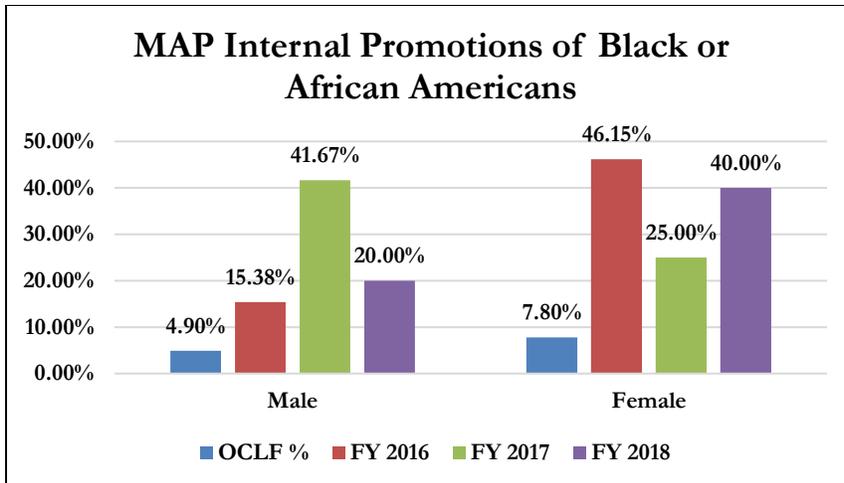


Chart 65

## b) Electronic Engineer<sup>26</sup>

### (1) Workforce

The FCC has 212 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 (*see* Chart 66). In addition, the participation rate for Black or African American females has been comparable to the OCLF since FY 2015. In light of 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, a barrier to employment does not exist.

### (2) New Hires

Between FY 2015 and FY 2017, the FCC hired twelve Electronic Engineers of which one (8.33%) was a Black or African American male. In FY 2018, the FCC received three hundred twenty-seven applications for nine Electronic Engineer positions. Two hundred applicants qualified for the positions. Although thirty-one Black or African American males and seven Black or African American females qualified for these positions, one (11.11%) Black or African American male and no (0.00%) African American females were hired (*see* Chart 67). For the period of FY 2015 to FY 2017, the new hire rate (8.33%) for Black or African males was above the OCLF (3.50%). For FY 2018, the new hire rate was 11.11%. In light of these data, there does not appear to be a barrier to the hiring of Black or African American males for the Electronic Engineer position. Similarly, the

<sup>26</sup> A description of the engineer field is contained in Section V.B.5.c), Electronic Engineers.

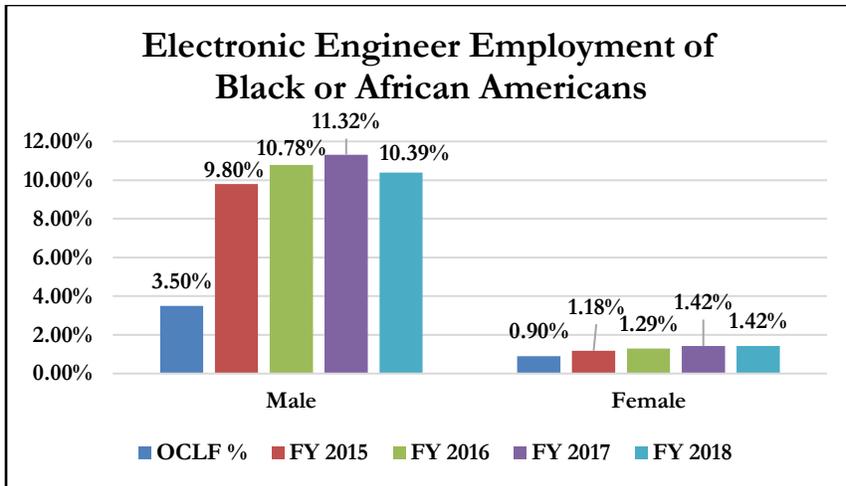


Chart 66

new hire rate (0.00%) for Black or African American females was comparable to the OCLF rate (0.90%). However, further research and analysis will be required to ascertain if a barrier exists to the hiring of Black or African American females in the Electronic Engineer field because although the hiring rate for African American female Electronic Engineers has been comparable to the OCLF since FY 2015, no African American females were hired during that period.

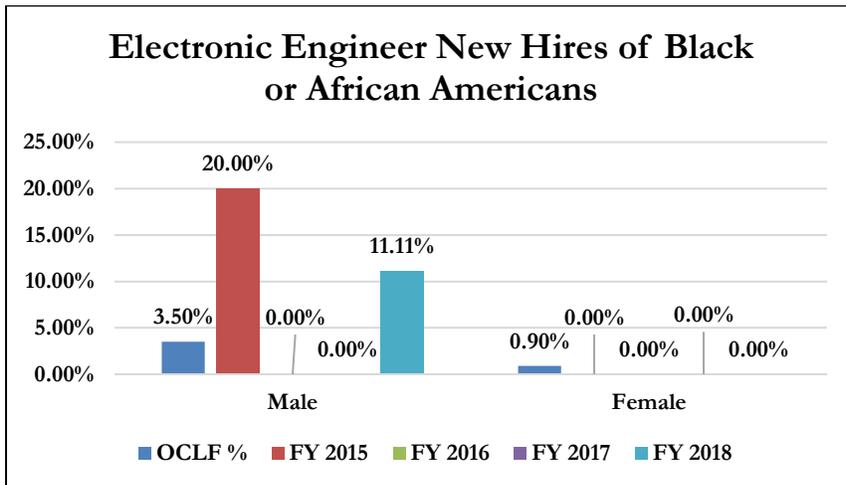


Chart 67

### (3) **Internal Promotions**

Between FY 2016 - 2017, the FCC promoted 20 Electronic Engineers. During that period, the FCC promoted three (15.00%) Black or African American males and no (0.00%) Black or African American females. During this period, the promotion rate of Black or African American male Electronic Engineers exceeded the OCLF rate (*see* Chart 68). Although no (0.00%) Black or African American females were promoted, their promotion rate was comparable to the OCLF rate (0.90%).

In FY 2018, the FCC received seven applications for two Electronic Engineer promotions. No Black or African American employees applied for these two positions. Consequently, the promotion rate for Black or African American males was below the OCLF rate, while the promotion rate for Black or African American females was comparable to the OCLF rate. The promotion rate (11.11%) for Black or African American males from FY 2016 to FY 2018 is more than triple the OCLF rate. Due to the favorable promotion rate for Black or African American males during this period, there does not appear to be a barrier to promotions as Electronic Engineers for African American males. In contrast, during this same period, no Black or African American females were promoted. Unfortunately, there is insufficient data to assess whether a barrier exists regarding the promotion of Black or African American females in the Electronic Engineer field. Accordingly, additional research and analysis is required to perform this assessment.

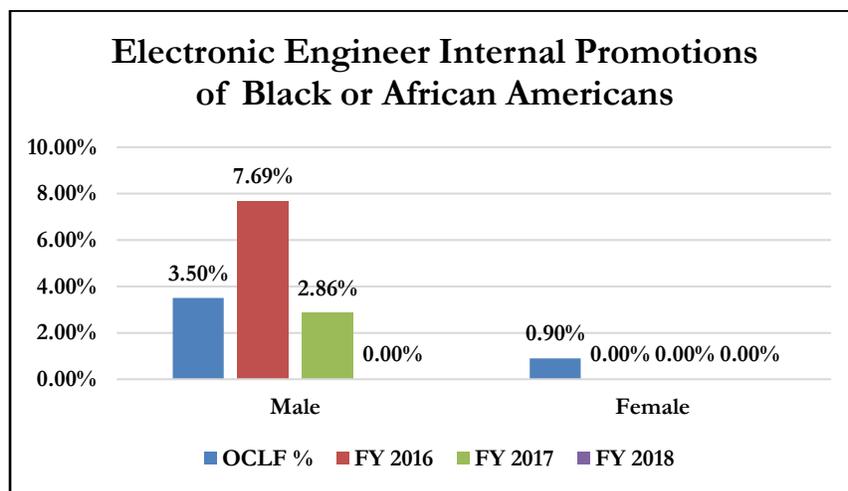


Chart 68

### c) Management Program Analysis<sup>27</sup>

#### (1) Workforce

The participation rate of Black or African American males in the MPA field has been higher than the OCLF rate since FY 2017, while the participation rate for Black or African American females significantly exceeded the OCLF rate since FY 2017 (*see* Chart 69). Currently, the FCC has 67 MPA employees. Black or African American employees comprise over 45% of the MPA employees. In light of the high participation rates of Black or African American males and females in comparison to the OCLF rate, a barrier to employment does not exist in the MPA field for Black or African American males and females.

<sup>27</sup> A description of the MPA field is contained in Section V.B.5.d), Management Program Analysis.

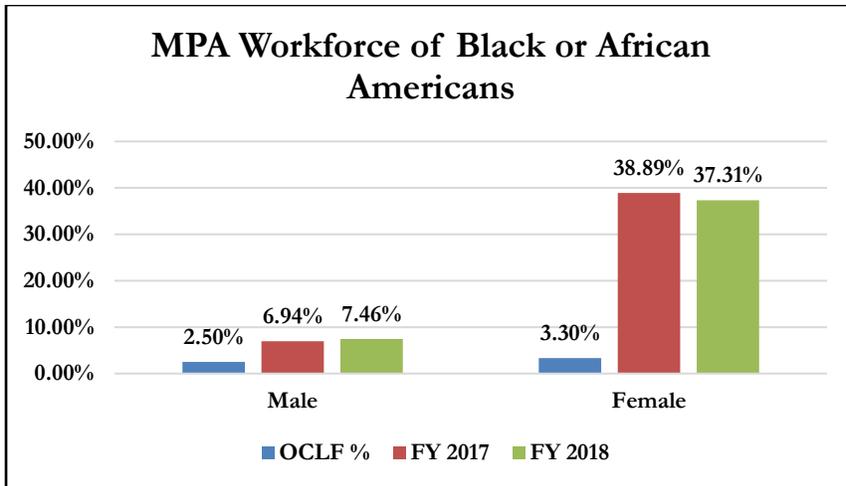


Chart 69

**(2) New Hires**

In FY 2017, the FCC hired three MPA applicants of which none (0.00%) was a Black or African American male or female (*see* Chart 70). In FY 2018, the FCC received one hundred ninety-five applications for one MPA position. Sixty-eight applicants qualified for the position including one Black or African American male and three Black or African American females. A Black or African American female (100.00%) was hired. Although no (0.00%) Black or African American males were hired for MPA positions in FY 2017 and FY 2018, there is no barrier to the hiring of Black or African American males and females for the MPA position as the overall participation rate of Black or African American males exceeds the OCLF. Similarly, because the overall participation rate of females significantly exceeds the OCLF, a barrier to the hiring of African American females does not exist.

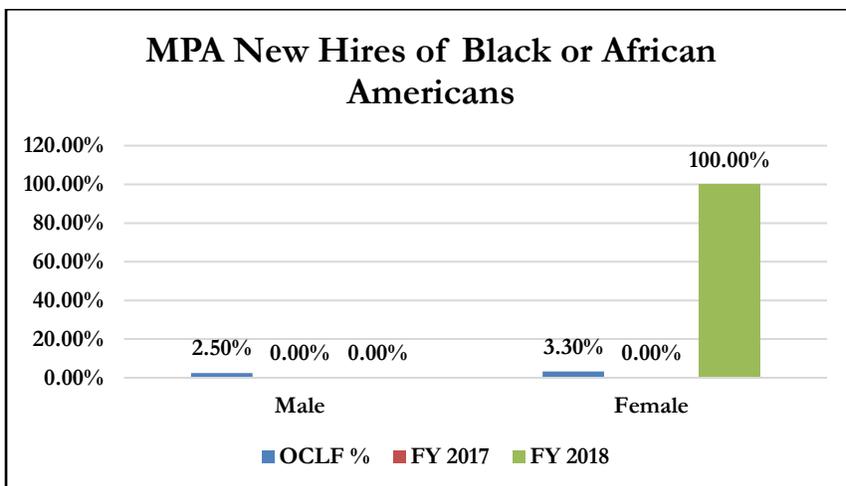


Chart 70

### (3) Internal Promotions

In FY 2017, the FCC promoted nine MPA employees of which one (11.11%) Black or African American male and one (11.11%) Black or African American female was promoted. In FY 2018, the FCC received two applications for one MPA promotion. No Black or African American males, but two Black or African American females applied for and were qualified for the position. One (100.00%) of the Black or African American females was promoted (*see* Chart 71). The promotion rate in FY 2017 and FY 2018 was above the OCLF for Black or African American males and significantly exceeded the OCLF rate for Black or African American females. Thus, it appears that no barrier exists to the promotion of Black or African or American employees in the MPA field.

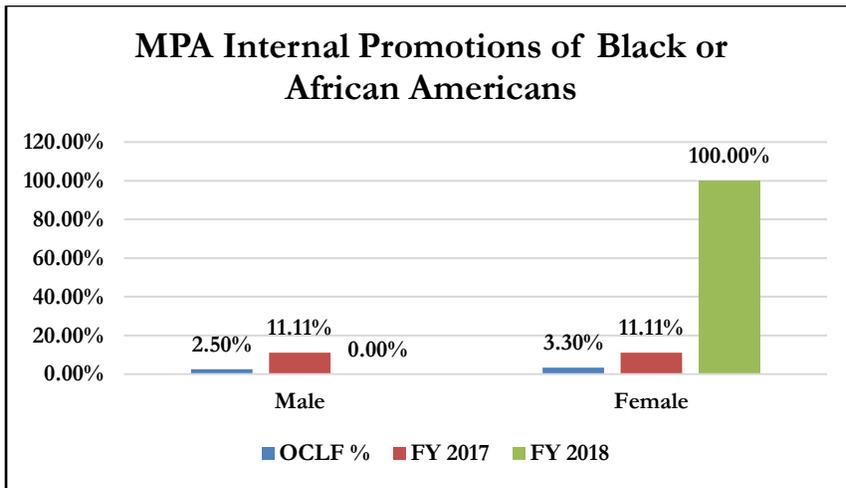


Chart 71

## d) Miscellaneous Clerk and Assistant<sup>28</sup>

### (1) Workforce

Since FY 2015, the Miscellaneous Clerk and Assistant workforce has decreased by 24 employees from 78 to 54. During that time the participation rate of Black or African American males has increased to over 18% (*see* Chart 72). Consequently, as the participation rate exceeds the OCLF rate for Black or African American males, a barrier to the participation of Black or African American males does not exist in the Miscellaneous Clerk and Assistant field.

For Black or African American females, the participation rate decreased to just under 41%. However, as their participation rate is so significantly above the OCLF, a barrier to the participation of Black or African Americans in the Miscellaneous Clerk and Assistant field does not exist.

<sup>28</sup> A description of the Miscellaneous Clerk and Assistant field is contained in Section V.B.5.e), Miscellaneous Clerk and Assistant.

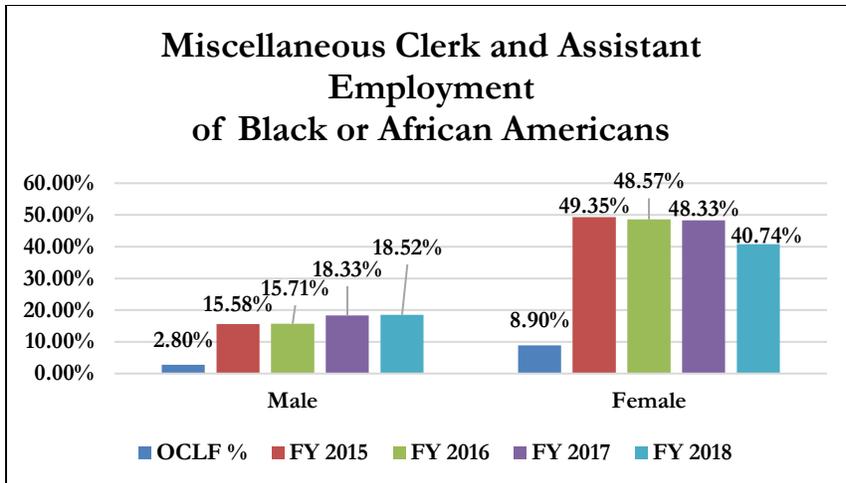


Chart 72

## (2) *New Hires*

Between FY 2015 and FY 2017, the FCC hired seven Miscellaneous Clerks and Assistants of which two (28.57%) were Black or African American females. In FY 2018, the FCC received five hundred sixteen applications for four Miscellaneous Clerks and Assistants positions. Two hundred ninety-four applicants qualified for the positions. Although 33 Black or African American males and 110 Black or African American females qualified for these positions, three Black or African American females (75.00%) were hired (*see* Chart 73). For the period of FY 2015 – FY 2018, the new hire rate for Black or African American females was 45.45%. As that number significantly exceeds the OCLF rate, there does not appear to be a barrier to the employment of Black or African American females in the Miscellaneous Clerks and Assistants field. However, during this period, no (0.00%) Black or African American males were hired. Consequently, their new hire rate was below the OCLF. However, as their participation rate is so significantly above the OCLF, a barrier to the hiring of Black or African Americans males in the Miscellaneous Clerk and Assistant field does not exist.

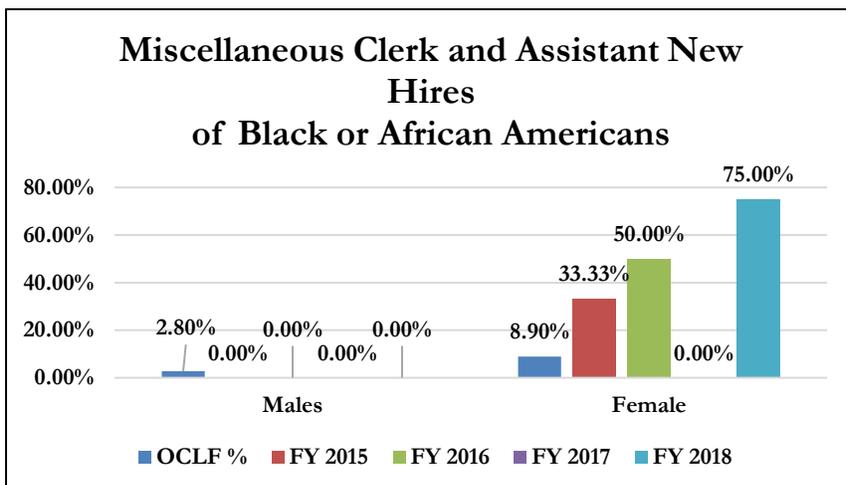


Chart 73

### (3) *Internal Promotions*

Between FY 2016 and FY 2017, the FCC promoted ten Miscellaneous Clerks and Assistants of which one (10.00%) Black or African American male and three (30.00%) Black or African American females were promoted. In FY 2018, the FCC received eleven applications for seven Miscellaneous Clerks and Assistants promotion. One Black or African American Male and seven Black or African American females applied for the positions. The seven Black or African American females qualified for the positions. Five (71.43%) of the seven were selected for positions (*see* Chart 74). During the period from FY 2016 to FY 2018, the promotion rate (5.88%) of Black or African American males was above the OCLF, while the promotion rate (47.06%) of Black or African American females was significantly above the OCLF in the Miscellaneous Clerks and Assistants field. Accordingly, there is no barrier to promotions for Black or African American males and females.

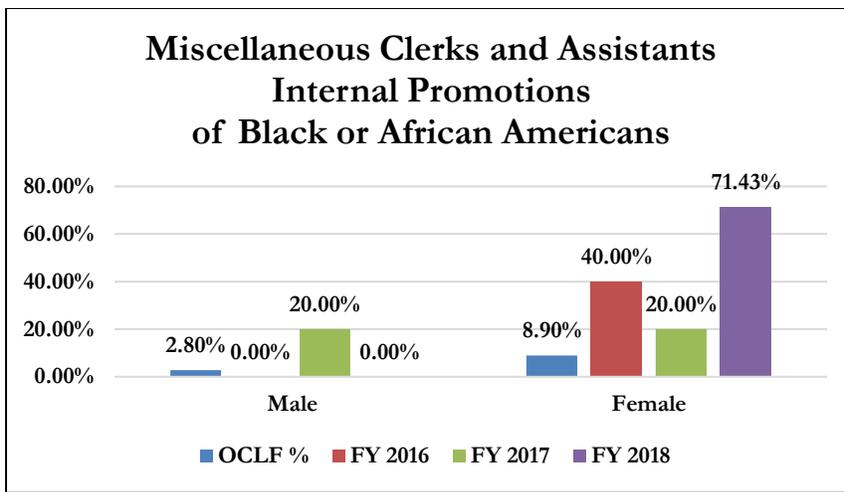


Chart 74

## e) **Economist<sup>29</sup>**

### (1) *Workforce*

The FCC has 60 economists. Of those economists, the participation rates of Black or African American males and females has been comparable to the OCLF since FY 2015 (*see* Chart 75). As the participation rate of Black or African American males and females has been comparable to the OCLF, a barrier does not exist regarding the employment of Black or African American males and females as economists.

### (2) *New Hires*

Between FY 2015 and FY 2017, no (0.00%) Black or African American male or female was hired as an economist (*see* Chart 76) In FY 2018, the FCC received five hundred and thirty-five applications for six economist positions. Three hundred seventy-seven applicants qualified for the positions. Although 42 Black or African American males and 20 Black or African American females qualified

<sup>29</sup> A description of the economist field is contained in Section V.B.5.f), Economists.

for these positions, no (0.00%) Black or African American applicant was hired. These hiring rates are below their respective OCLF rates. Accordingly, a trigger exists regarding the hiring of Black or African Americans for the economist position. Thus, further research and analysis is required.

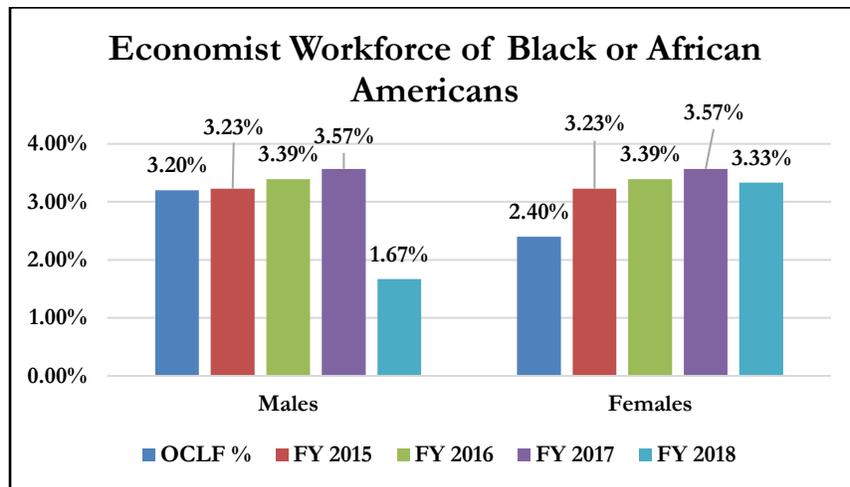


Chart 75

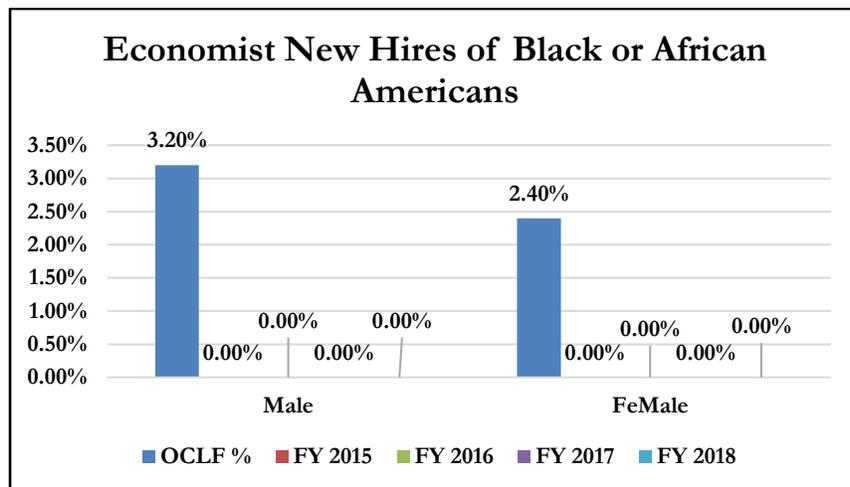


Chart 76

### (3) *Internal Promotions*

Between FY 2016 - 2017, the FCC promoted 14 economists. During that period, the FCC promoted no (0.00%) Black or African American males, but one (7.14%) Black or African American female. In FY 2018, the FCC received three applications for two economist promotions. Although one Black or African American female applied and was qualified for these positions, she was not selected (*see* Chart 77). From FY 2016 – FY 2018, the promotion rate for Black or African American males at 0.00 was below the OCLF percentage, but for Black or African American females, the promotion rate at 6.25% was above the OCLF percentage. As the promotion rate for Black or African American males between FY 2016 – FY 2018, was below the OCLF, additional research and analysis must be performed to assess whether a barrier to the promotion of Black or

African American males exists. However, because the promotion rate of Black or African American females exceeds the OCLF from FY 2016 – FY 2018, there is no barrier to the promotion of Black or African American females for the economist position.

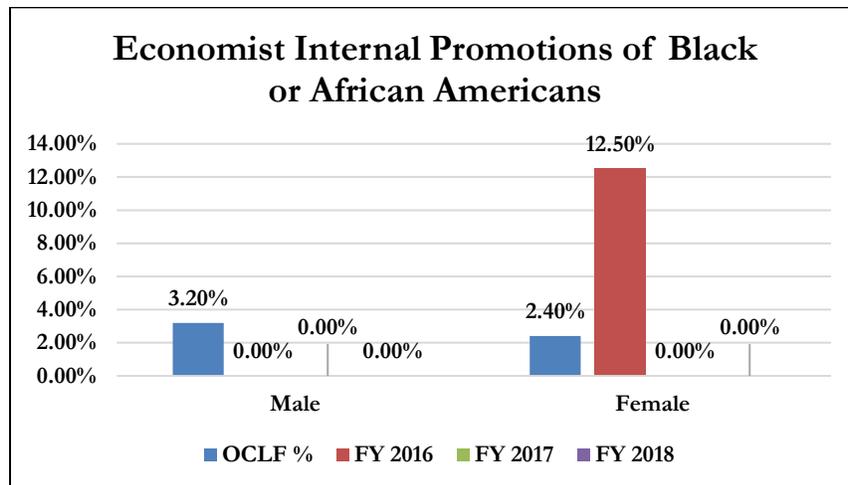


Chart 77

## E. Employment of Hispanics or Latinos

### 1. Workforce

Of the 1,454 FCC employees, 46 or 3.16% of the employees are Hispanic or Latino. Specifically, Hispanic or Latino males comprise 23 (1.58%) employees, while 23 (1.58%) are female. Although the participation rates for Hispanic or Latino males and females rose in FY 2016, the participation rates have fallen for the last two fiscal years such that the participation rates remain below the CLF. Consequently, the data suggests a trigger exists regarding a barrier to the employment of Hispanic or Latino males and females. Therefore, additional research and analysis is required to assess whether a barrier exists.

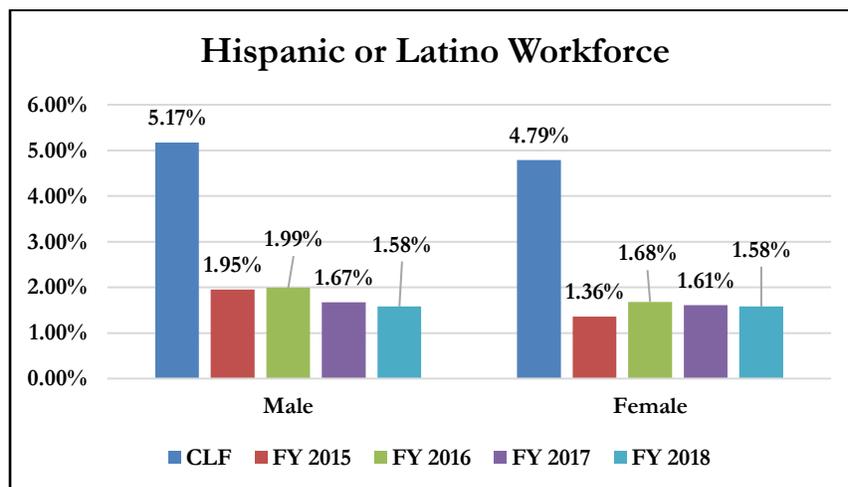


Chart 78

## 2. SES Employees

As the number of SES positions at the FCC has decreased by 16.33% from 49 to 41 since FY 2016, the low participation rate of Hispanic or Latino males and females in the SES positions has continued. Specifically, the participation rate of Hispanic or Latino males and females has been below the CLF every fiscal year. Accordingly, the data suggests there is a barrier to the employment of Hispanic or Latino males and females at the SES level.

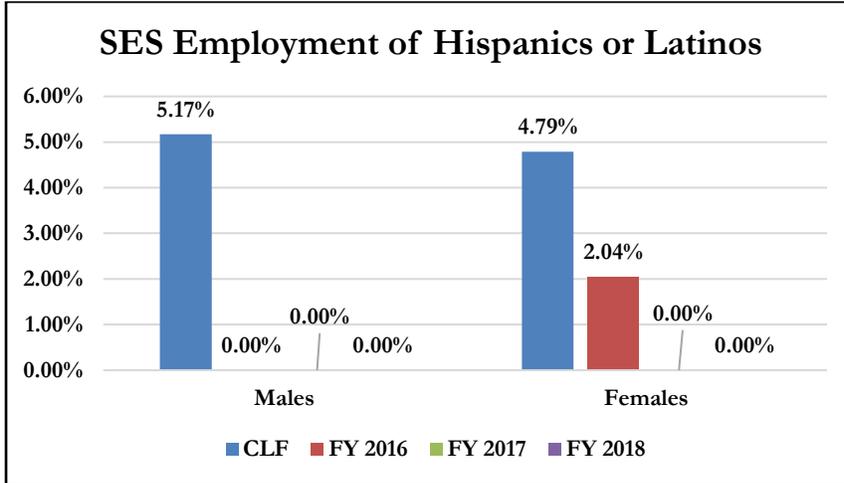


Chart 79

## 3. GS 13 - 15 Positions

Similar to the SES positions, as the number of GS-15 positions has decreased, the participation rate of Hispanic or Latino employees at the GS-15 grade continues to be low. Although the data suggests a barrier exists to the participation of Hispanic or Latinos at the GS-15 grade, notably, the participation rate of Hispanic or Latina females has increased every year since FY 2015. Considering the low participation rates, additional research and analysis is required to assess barriers to participation at the GS-15 grade.

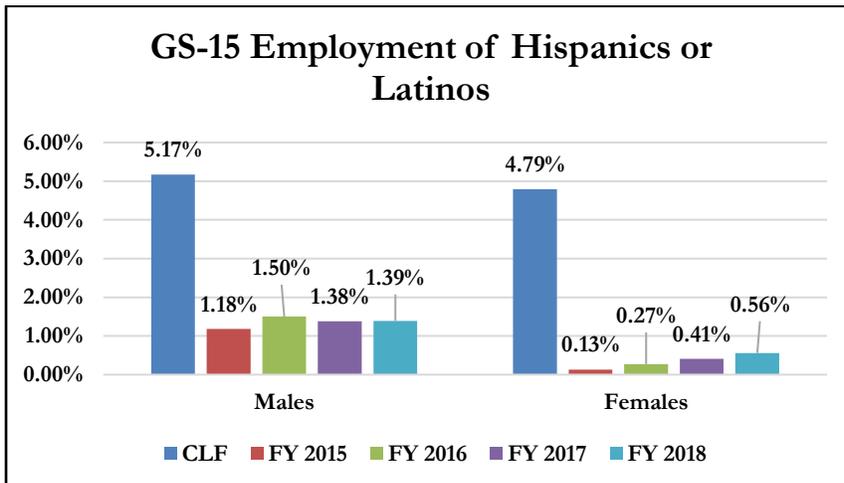


Chart 80

The participation rates of Hispanic or Latino males and females at the GS-14 grade has been below the CLF since FY 2015 (*see* Chart 81). Specifically, since FY 2015, the participation rate of Hispanic or Latino males has been trending lower every year, while the participation rate of Hispanic or Latina females has fluctuated. These data also show that a barrier may exist concerning the employment of Hispanic or Latino males and females at the GS-14 grade.

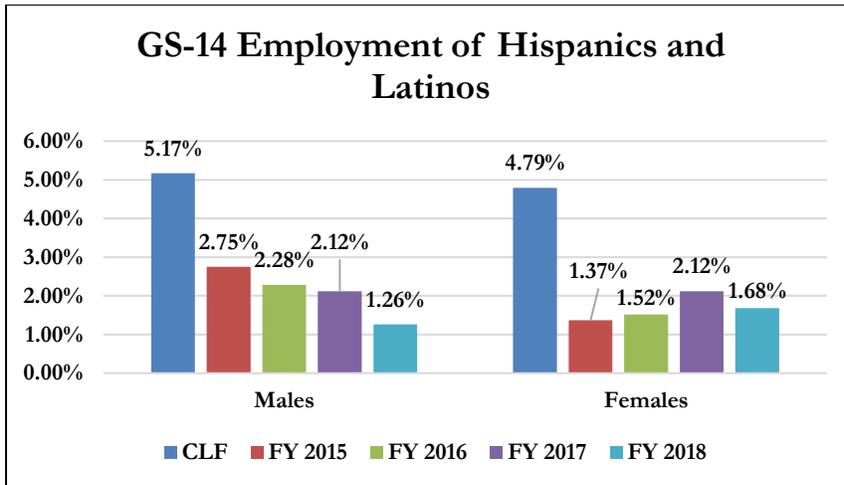


Chart 81

Similar to the participation rates of Hispanic or Latino males and females at the GS-14 and GS-15 grades, the participation rates of Hispanic or Latino males and females at the GS-13 grade were also below the CLF every fiscal year since FY 2015 (*see* Chart 82). These data also show that a barrier may exist concerning the employment of Hispanic or Latino males and females at the GS-13 grade.

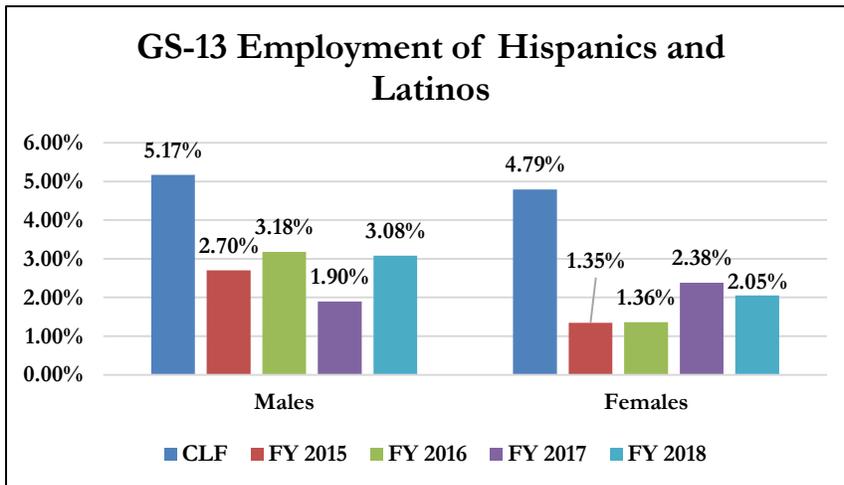


Chart 82

#### 4. Hires and Separations

Since FY 2015, the new hire rate and the separation rate were below the CLF for Hispanic or Latino males (*see* Chart 83). Moreover, the separation rate exceeded the new hire rate three of the four fiscal years. These data suggest a barrier exists to the hiring and retention of Hispanic or Latino

males. However, additional research and analysis will be required to ascertain if a barrier to hiring and retention exists regarding Hispanic or Latino males. The new hire rate of Hispanic or Latina females was comparable to the CLF for FYs 2016 – 2017, but below the CLF for FYs 2015 and 2018. Like the separation rate for Hispanic or Latino males, the separation rate for Hispanic or Latina females exceeded the new hire rate for Hispanic or Latina females for two of the last four fiscal years. Accordingly, a trigger may exist regarding the hiring and retention of Hispanic or Latina Females. Accordingly, additional research and analysis will be required to ascertain if a barrier to hiring and retention exists regarding Hispanic or Latina Females.

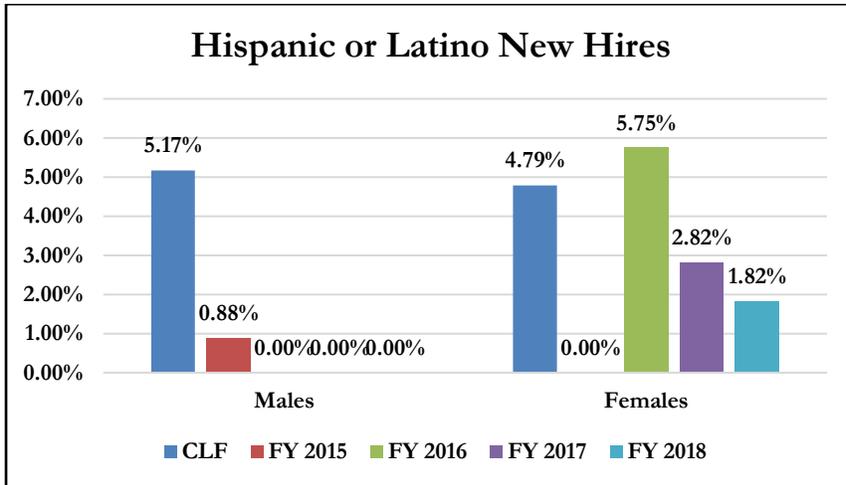


Chart 83

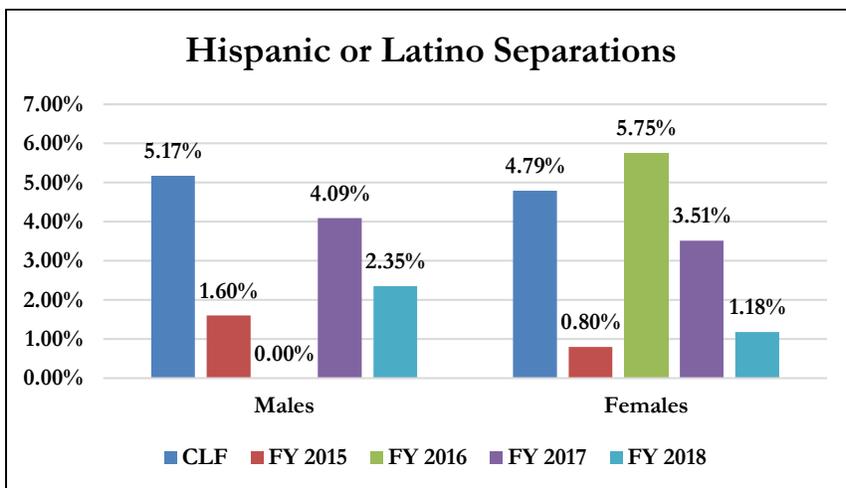


Chart 84

## 5. Mission Critical Occupations

### a) Attorneys<sup>30</sup>

#### (1) Workforce

The FCC has 558 attorneys. The participation rate of Hispanic or Latino males and females in the attorney field has been comparable to the OCLF since FY 2015. As the participation rates of Hispanic or Latino males and females has been comparable to the OCLF (*see* Chart 85), there is no barrier to the employment of Hispanic or Latino males and females in the attorney field.

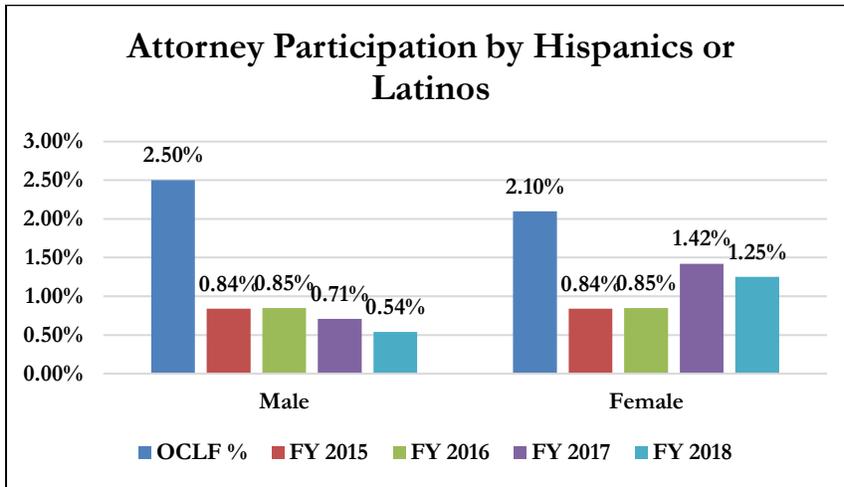


Chart 85

#### (2) New Hires

Between FY 2015 and FY 2017, the FCC hired eighty-eight attorneys of which one (1.14%) was a Hispanic or Latino male and one (1.14%) was a Hispanic or Latina female. In FY 2018, the FCC received 2,536 applications for 35 attorney positions. One thousand five hundred six applicants qualified for the positions. Although one hundred five Hispanic or Latino males and seventy-four Hispanic or Latina females qualified for these positions, one (2.86%) of the Hispanic or Latino males and two (5.71%) of the Hispanic or Latina females were hired (*see* Chart 86). From FY 2015 to FY 2018, the new hire rate for Hispanic or Latino males and females was 1.63% and 2.44%, respectively. Because these rates are comparable to the OCLF rate, a barrier does not exist regarding the hiring of Hispanic or Latino males and females as attorneys.

#### (3) Internal Promotions

Between FY 2016 - 2017, the FCC promoted 92 Attorneys. During that period, the FCC promoted two (2.17%) Hispanic or Latino males and one (1.09%) Hispanic or Latino female. During this period, the promotion rate of Hispanic or Latino male attorneys was comparable to the OCLF.

<sup>30</sup> A description of the attorney field is contained in Section V.B.5.a), Attorneys.

Although the promotion rate for Hispanic or Latina females was comparable to the OCLF in FY 2017, the promotion rate was below the OCLF for FY 2016 (*see* Chart 87).

In FY 2018, the FCC received 68 applications for 16 attorney promotions. Four Hispanic or Latino males and six Hispanic or Latina females applied for these promotions. Three Hispanic or Latino males and five Hispanic or Latina females qualified for these promotions. One (6.25%) Hispanic or Latino males and one (6.25%) Hispanic or Latina females were promoted. The promotion rates in FY 2018 for Hispanic or Latino males and females were above the OCLF.

Considering the promotion rates for the last three fiscal years for Hispanic or Latino males was at least comparable to the OCLF (*see* Chart 87), a barrier to the promotion of Hispanic or Latino males does not appear to exist. Similarly, as the promotion rate from FY 2016 – FY 2018 (1.85%) was comparable to the OCLF, a barrier to the promotion of Hispanic or Latina females does not exist.

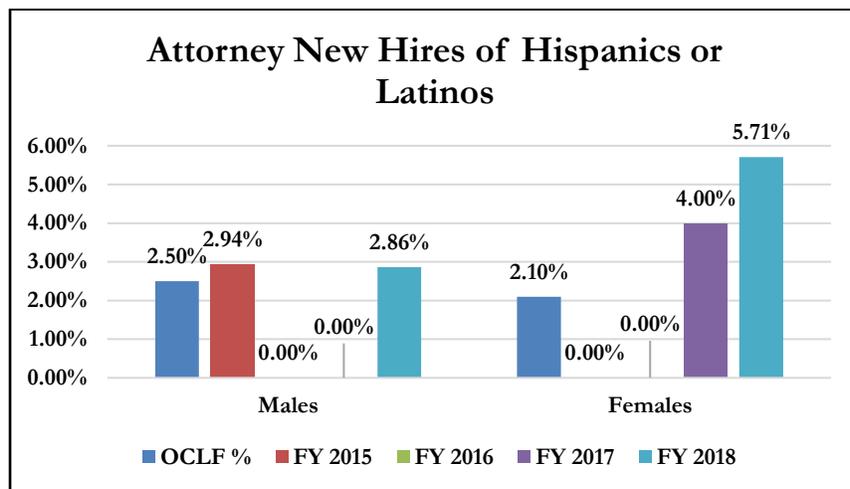


Chart 86

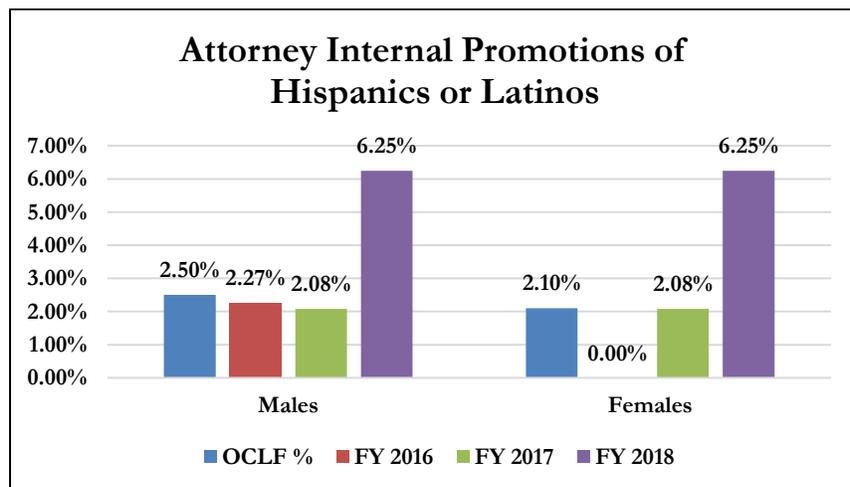


Chart 87

## b) Miscellaneous Administration and Program<sup>31</sup>

### (1) *Workforce*

From FY 2015 to FY 2017, the number of MAP employees decreased from 335 to 245. For each fiscal year, the participation rates of Hispanic or Latino males and females was below the OCLF (*see* Chart 88). Accordingly, a barrier to employment in the MAP field may exist for Hispanic or Latino males and females. Thus, additional research and analysis must be performed to assess barriers to employment.

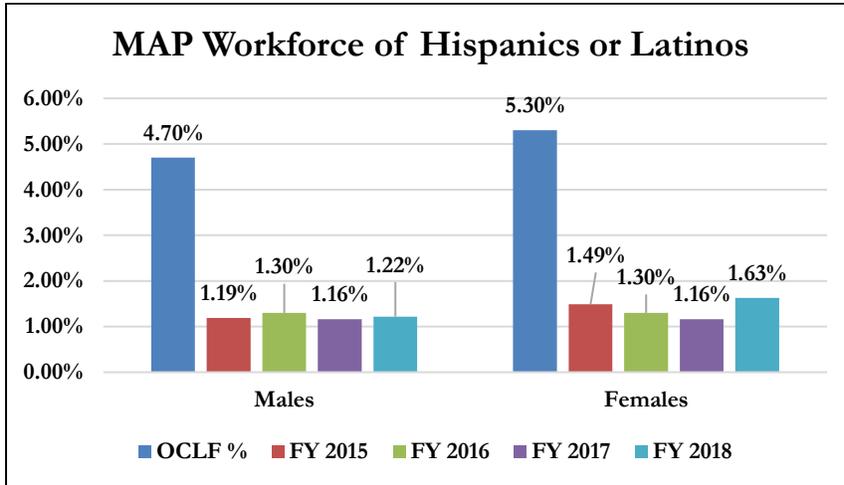


Chart 88

### (2) *New Hires*

Between FY 2015 - 2017, the FCC hired 19 MAP employees of which none (0.00%) were Hispanic or Latino males and females (*see* Chart 89). In FY 2018, the FCC received 290 applications for 12 MAP positions. One hundred and eighty-seven applicants qualified for the positions. Ten Hispanic or Latino males and seven Hispanic or Latina females qualified for these positions. One (8.33%) Hispanic or Latino male and no (0.00%) Hispanic or Latina females were hired. From FY 2015 – FY 2018, the new hire rate of Hispanic or Latino males (3.23%) was comparable to the OCLF. Accordingly, there is no barrier to the hiring of Hispanic or Latino males in the MAP field. However, as no Hispanic or Latina females were hired, their hiring rate (0.00%) was below the OCLF from FY 2015 – FY 2018. Consequently, there appears to be a barrier to the hiring of Hispanic or Latina females for the MAP position. Additional research and analysis will be performed to assess the existence of any barriers.

### (3) *Internal Promotions*

Between FY 2016 - 2017, the FCC promoted 25 MAP employees. During that period, the FCC did not promote any (0.00%) Hispanic or Latino males and females. In FY 2018, the FCC received 45

<sup>31</sup> A description of the MAP field is contained in Section V.B.5.b), Miscellaneous Administration and Program.

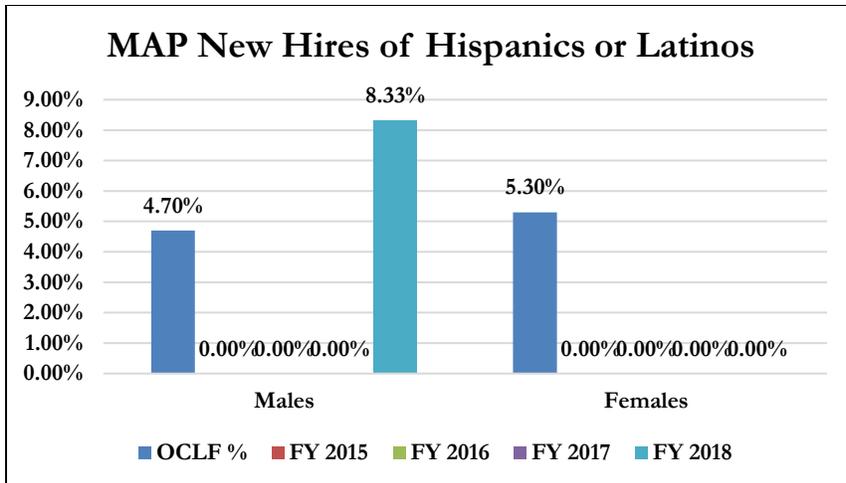


Chart 89

applications for 10 MAP promotions. Two Hispanic or Latino males and two Hispanic or Latina females applied for these ten positions. One (10.00%) Hispanic or Latino male and one Hispanic or Latina female qualified for these positions. One Hispanic or Latino male was promoted (*see* Chart 90). Thus, the promotion rate from FY 2016 - 2018 for Hispanic or Latino males (2.86%) was comparable to the OCLF, while the promotion rate of 0.00% Hispanic or Latina females was below the OCLF. Thus, the data indicates a barrier to the promotion of Hispanic or Latina females may exist. Accordingly, additional research and analysis is necessary to assess whether a barrier exists to the promotion of Hispanic or Latina females in the MAP field.

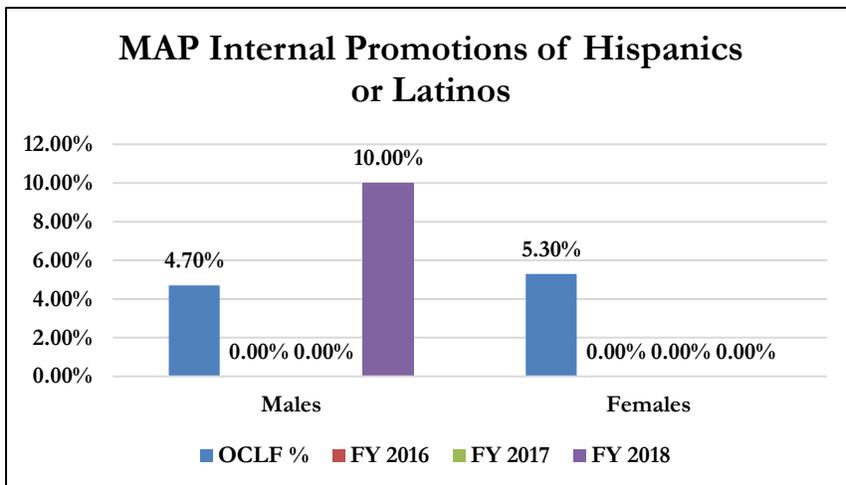


Chart 90

## c) Electronic Engineer<sup>32</sup>

### (1) Workforce

The FCC has 212 Electronic Engineers. Of those Electronic Engineers, the participation rate of Hispanic or Latino males and females has been comparable to the CLF since FY 2015 (*see* Chart 91). Accordingly, a barrier to employment does not exist in the employment of Hispanic or Latino males and females as Electronic Engineers.

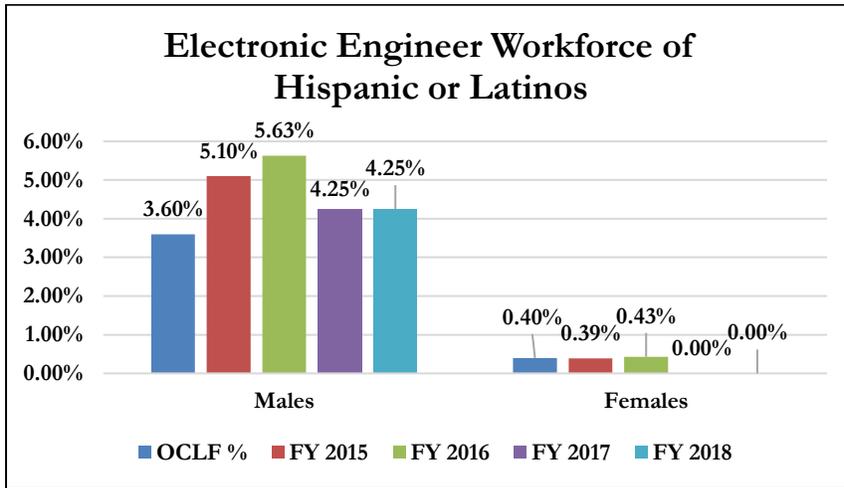


Chart 91

### (2) New Hires

Between FY 2015 and FY 2017, the FCC hired 12 Electronic Engineers of which none (0.00%) were Hispanic or Latino males and females (*see* Chart 92). In FY 2018, the FCC received three hundred twenty-seven applications for nine Electronic Engineer positions. Two hundred applicants qualified for the positions. Although seventeen Hispanic or Latino males and one Hispanic or Latina female qualified for these positions, only one (11.11%) Hispanic or Latino male and no (0.00%) Hispanic or Latina females were hired. From FY 2015 to FY 2018, the new hire rate (4.76%) for Hispanic or Latino males was comparable to the OCLF. Consequently, there is no barrier to the hiring of Hispanic or Latino males for the Electronic Engineer position. Although the new hire rate (0.00%) for Hispanic or Latina females was comparable to the OCLF rate (0.40%), further research and analysis will be required to ascertain if a barrier exists to the hiring of Hispanic or Latina females in the Electronic Engineer field, as no Hispanic or Latina females were hired during this period.

### (3) Internal Promotions

Between FY 2016 - 2017, the FCC promoted 20 Electronic Engineers. During that period, the FCC promoted three (15.00%) Hispanic or Latino males and no (0.00%) Hispanic or Latina females.

<sup>32</sup> A description of the engineer field is contained in Section V.B.5.c), Electronic Engineers.

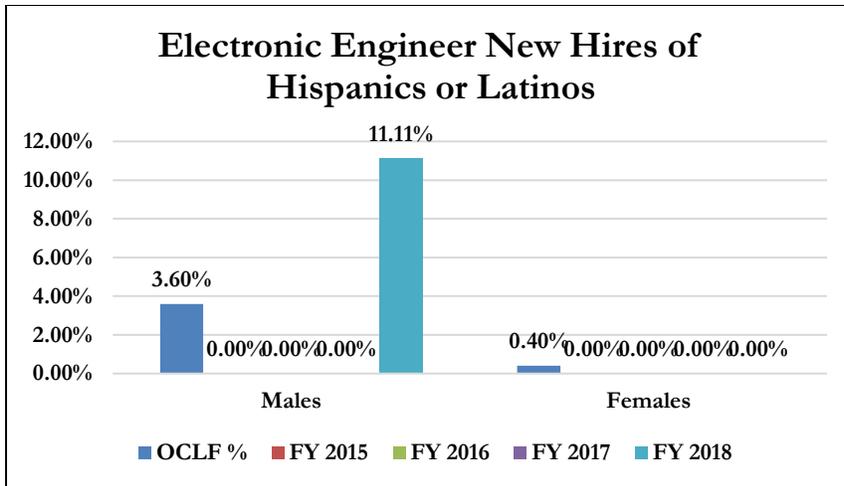


Chart 92

During this period, the promotion rate of Hispanic or Latino male Electronic Engineers was above the OCLF rate. Although no (0.00%) Hispanic or Latina females were promoted, their promotion rate was comparable to the OCLF rate (0.40%) during this period.

In FY 2018, the FCC received seven applications for two Electronic Engineer promotions. No Hispanic or Latino employees applied for these two positions. Consequently, the promotion rate for Hispanic or Latino males was below the OCLF rate, while the promotion rate for Hispanic or Latina females was comparable to the OCLF rate (*see* Chart 93). The promotion rate (13.64) for Hispanic or Latino males from FY 2016 to FY 2018 is more than triple the OCLF rate. Due to the favorable promotion rate for Hispanic or Latino males during this period, there does not appear to be a barrier to promotions as Electronic Engineers for Hispanic or Latino males. In contrast, during this same period, no Hispanic or Latina females were promoted. Unfortunately, there is insufficient data to assess whether a barrier exists regarding the promotion of Hispanic or Latina females in the Electronic Engineer field. Accordingly, additional research and analysis is required to perform this assessment.

## d) Management Program Analysis<sup>33</sup>

### (1) Workforce

Currently, the FCC has 67 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 94). In light of the favorable participation rates of Hispanic or Latino males and females in comparison to the OCLF rate, a barrier to employment does not exist in the MPA field for Hispanic or Latino males and females.

<sup>33</sup> A description of the Management Program Analysis field is contained in Section V.B.5.d), Management Program Analysis.

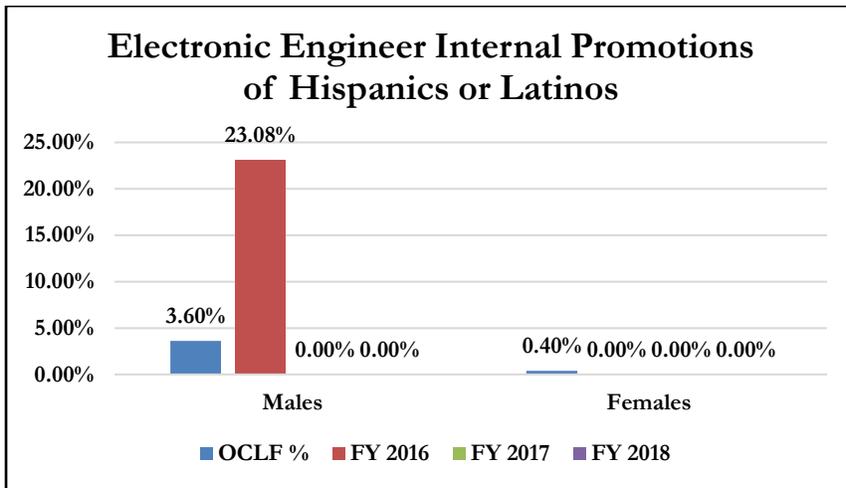


Chart 93

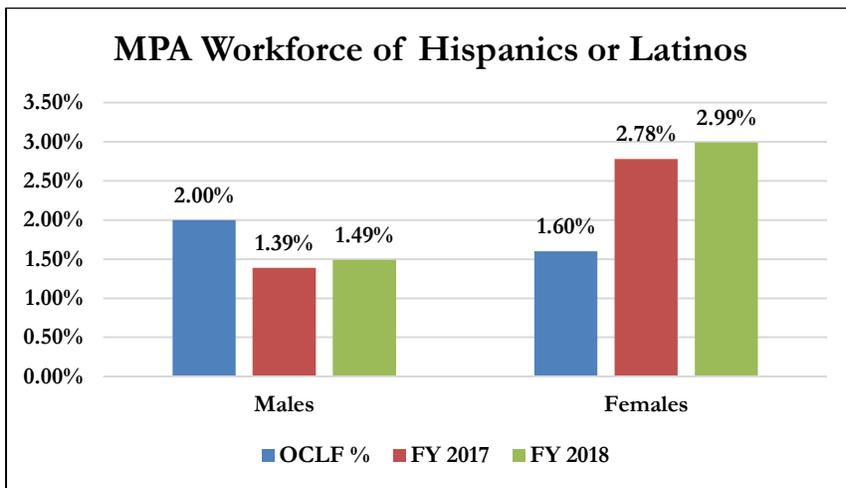


Chart 94

### (2) ***New Hires***

Since FY 2017, the FCC has hired three MPAs of which none (0.00%) was a Hispanic or Latino male or female. In FY 2018, the FCC received one hundred ninety-five applications for one MPA position. Sixty-eight applicants qualified for the position. Although six Hispanic or Latino males and six Hispanic or Latina females qualified for this position, no (0.00%) Hispanic or Latino male or female was hired. Although no Hispanic or Latino males and females were hired for MPA positions in FY 2017 and FY 2018 (*see* Chart 95), there is no barrier to the hiring of Hispanic or Latino males and females for the MPA position as the participation rate is comparable to the OCLF rate and the number of MPA positions that were available in FYs 2017 and 2018 was limited.

### (3) ***Internal Promotions***

In FY 2017, the FCC promoted nine MPAs of which one (11.11%) Hispanic or Latino male and two (22.22%) Hispanic or Latina females were promoted (*see* Chart 96). In FY 2018, the FCC received two applications for one MPA promotion. No Hispanic or Latino males or females applied

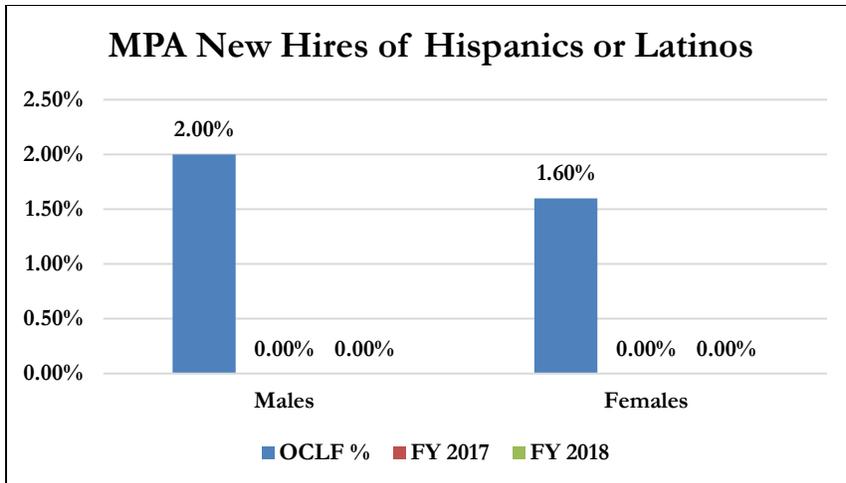


Chart 95

for the position. For the FY 2017 to FY 2018 period, the promotion rates for Hispanic or Latino males (10.00%) and females (20.00%) exceeded the OCLF rate for MPA employees. Thus, no barrier exists to the promotion of Hispanic or Latino employees in the MPA field.

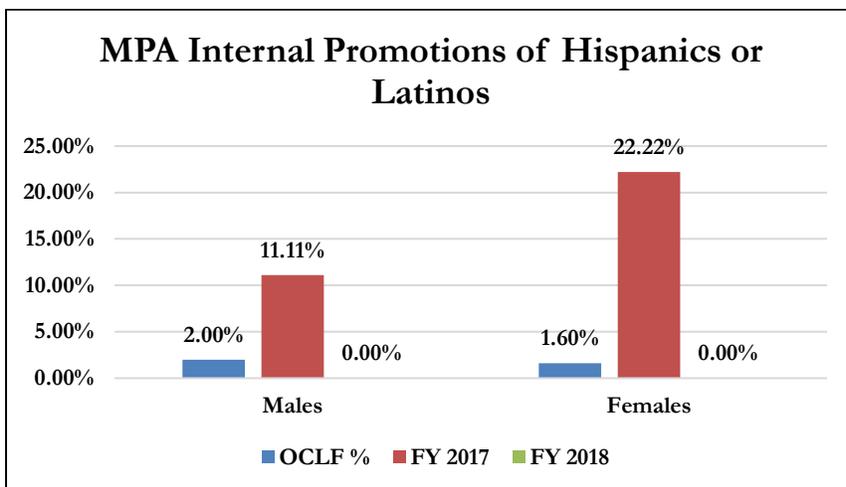


Chart 96

## e) Miscellaneous Clerk and Assistant<sup>34</sup>

### (1) *Workforce*

The FCC has 54 Miscellaneous Clerk and Assistant employees. Of those employees, the participation rates of Hispanic or Latino males was comparable to the CLF since FY 2017. Additionally, the participation rate of Hispanic or Latina females was above the CLF for the same

<sup>34</sup> A description of the Miscellaneous Clerk and Assistant field is contained in Section V.B.5.e), Miscellaneous Clerk and Assistant.

period (*see* Chart 97). Accordingly, a barrier to employment in the Miscellaneous Clerk and Assistant field does not exist for Hispanic or Latino males and females.

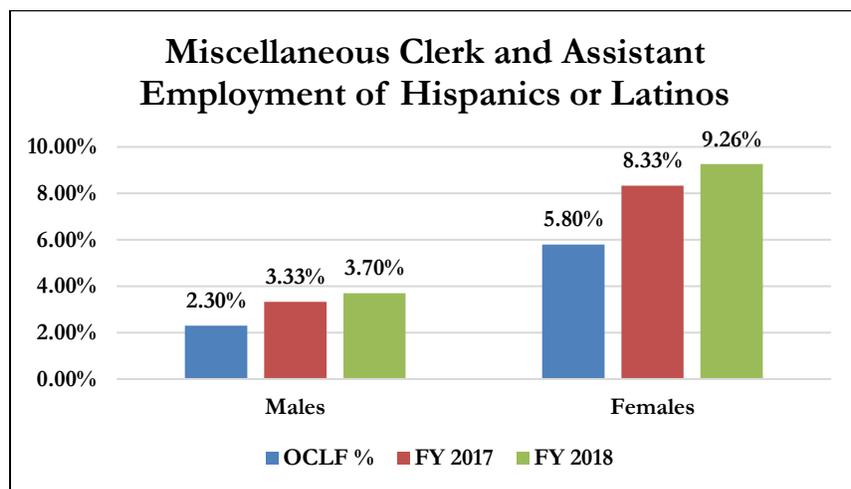


Chart 97

### (2) *New Hires*

Between FY 2015 and FY 2017, the FCC hired seven Miscellaneous Clerks and Assistants of which none (0.00%) were Hispanic or Latino males and females. In FY 2018, the FCC received 516 applications for four Miscellaneous Clerks and Assistants positions. 294 applicants qualified for the positions. Although eight Hispanic or Latino males and 25 Hispanic or Latina females qualified for these positions, one (25.00%) Hispanic or Latina female was hired (*see* Chart 98). For the period of FY 2015 – FY 2018, the participation rate for Hispanic or Latina females was 9.09%. As that number is above the OCLF rate, there does not appear to a barrier to the employment of Hispanic or Latina females in the Miscellaneous Clerks and Assistants field. However, the hiring rate for Hispanic or Latino males (0.00%) is below the OCLF and suggests a trigger exists regarding the hiring of Hispanic or Latino males. Consequently, additional research and analysis will have to be performed to assess whether a barrier to the hiring of Hispanic or Latino males exists in the Miscellaneous Clerks and Assistants field.

### (3) *Internal Promotions*

Between FY 2016 and FY 2017, the FCC promoted ten Miscellaneous Clerks and Assistants of which two (20.00%) Hispanic or Latina females were promoted. In FY 2018, the FCC received eleven applications for seven Miscellaneous Clerks and Assistants promotions. One Hispanic or Latino male and two Hispanic or Latina females applied for the positions. One (14.29%) Hispanic or Latino male and one (14.29%) Hispanic or Latina female qualified for and were hired for the positions (*see* Chart 99). From FY 2016 – 2018, the promotion rate of Hispanic or Latino males (5.88%) was above the OCLF. Additionally, the promotion rate of Hispanic or Latina females (17.65%) was significantly above the OCLF. In light of the high rate of promotions for Hispanic or Latino males and females from FY 2016 – FY 2018, there is no barrier to promotions in the Miscellaneous Clerks and Assistants field.

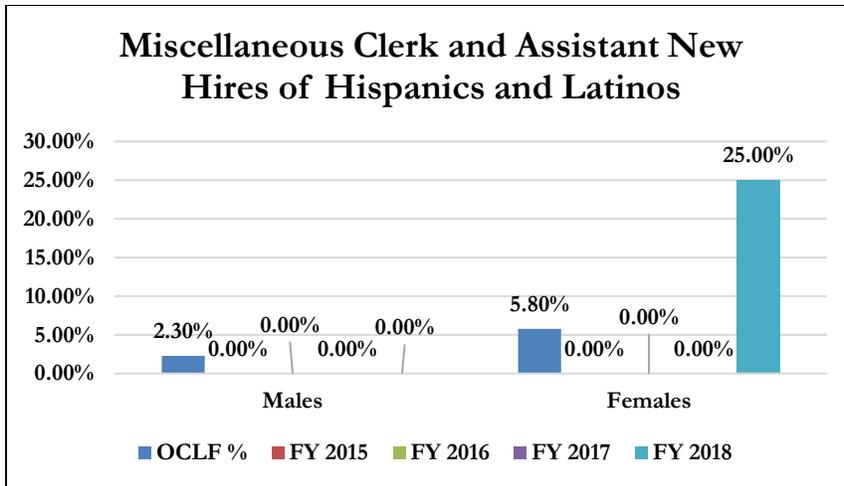


Chart 98

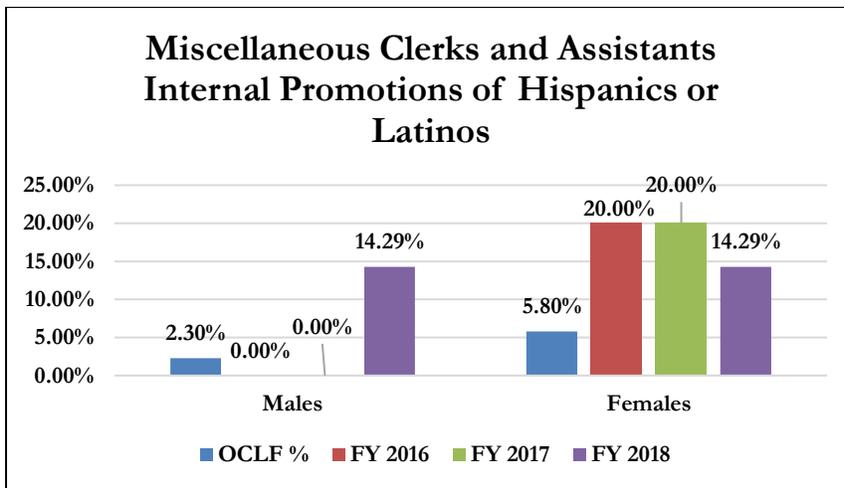


Chart 99

## f) Economist<sup>35</sup>

### (1) *Workforce*

Between FY 2015 and FY 2017, the FCC did not employ any Hispanic or Latino economists (*see* Chart 100). For this period, the FCC was below the OCLF for Hispanic or Latino males and comparable to the OCLF for Hispanic or Latina females. Currently, the FCC has 60 economists. For FY 2018, the participation rate of Hispanic or Latina females improved to 1.67% and remains comparable to the OCLF. No barrier exists regarding Hispanic or Latina females. As the participation rate of Hispanic or Latino males has been below the OCLF, a trigger exists regarding the participation of Hispanic or Latino males as economists. Accordingly, additional research and analysis will be performed to determine if a barrier to employment exists in the economist field for Hispanic or Latino males.

<sup>35</sup> A description of the economist field is contained in Section V.B.5.f), Economists.

**(2) New Hires**

Between FY 2015 and FY 2017, no Hispanic or Latino male or female was hired as an economist (*see* Chart 101). Consequently, the hiring rate for Hispanic or Latino males was below the OCLF and comparable to the OCLF for Hispanic or Latina females. In FY 2018, the FCC received five hundred thirty-five applications for six economist positions. Three hundred and seventy-seven applicants qualified for the positions. While twenty-four Hispanic or Latino males and seven Hispanic or Latina females qualified for these positions, one (16.67%) Hispanic or Latina female was hired. From FY 2015 – FY 2018, no (0.00%) Hispanic or Latino males and 1 (8.33%) Hispanic or Latina female was hired.

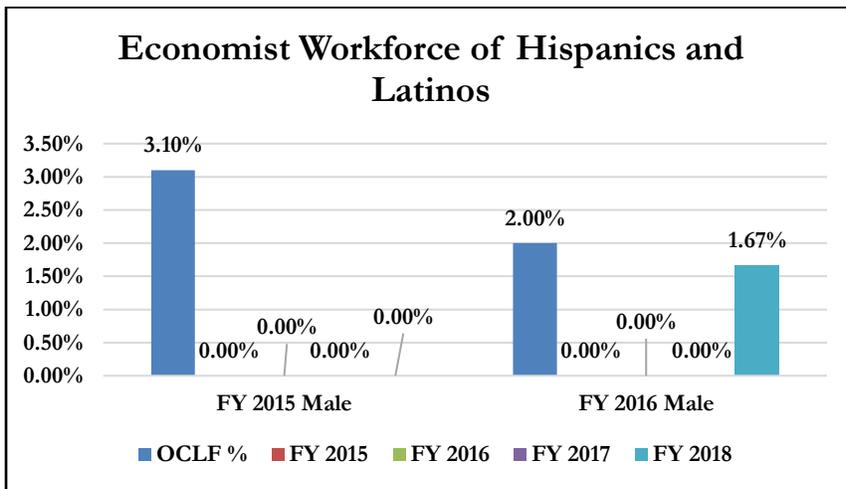


Chart 100

As the hiring rate for Hispanic or Latina females was above the OCLF (2.00%), a trigger does not exist regarding the hiring of Hispanic or Latina females as economists. However, as the hiring rate of Hispanic or Latino males has been below the OCLF since FY 2015, a trigger exists regarding the hiring of Hispanic or Latino males as economists. Accordingly, additional research and analysis will be performed to determine if a barrier to employment exists in the economist field for Hispanic or Latino males.

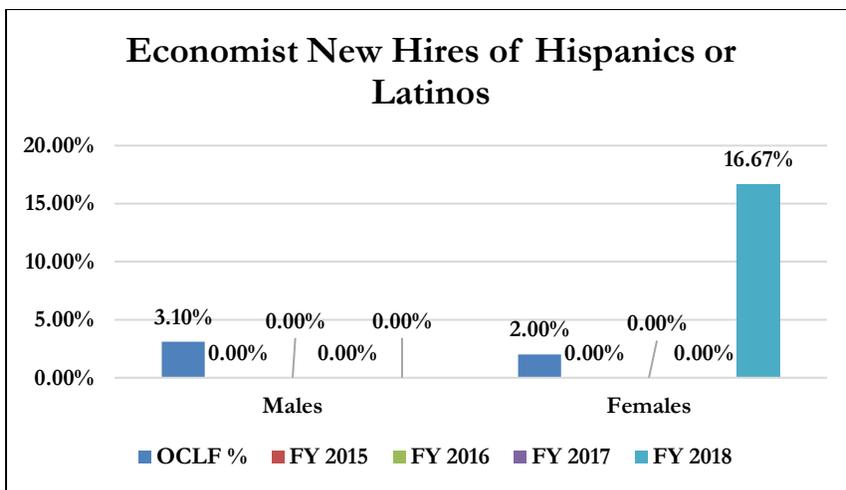


Chart 101

**(3) Internal Promotions**

Between FY 2016 - 2017, the FCC promoted 14 economists. During that period, the FCC did not promote any (0.00%) Hispanic or Latino males and females to an Economist position. In FY 2018, the FCC received three applications for two Economist promotions. One (50.00%) Hispanic or Latina female applied for and was selected for one of the two positions. During the period of FY 2016 – FY 2018, the internal promotion rate (6.25%) for Hispanic or Latina females was above the OCLF rate. Thus, there is no barrier to the internal promotion of Hispanic or Latina females. As there were no Hispanic or Latino males hired between FY 2015 - 2018, a trigger exists regarding the promotion of Hispanic or Latino males. Consequently, additional research and analysis is required to determine whether a barrier exists regarding the internal promotion of Hispanic or Latino males.

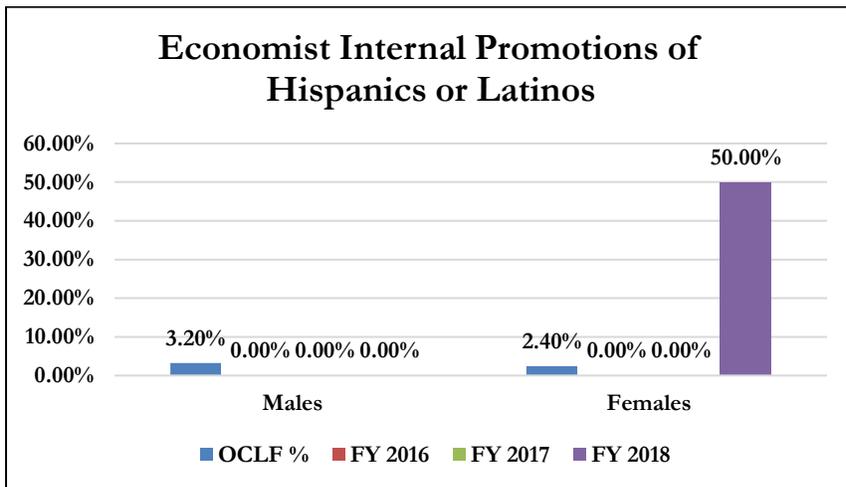


Chart 102

**F. Employment of White Males and Females**

**1. Workforce**

Of the 1,454 FCC employees, White males comprise the largest category of employees at 505 (34.73%) employees, while 363 (24.97%) are White females. The participation rates of White males and females are below the CLF (*see* Chart 103). Accordingly, a trigger exists with respect to the participation of White males and females. Additional research will be required to assess whether barriers exist to their participation.

**2. SES Positions**

Although the number of SES positions at the FCC has decreased by 16.33% from 49 to 41 since FY 2016, the participation rate of White females at the SES position has increased by almost 5%. Moreover, the participation rate for White females in SES positions for FY 2018 is above the CLF (*see* Chart 104). The participation rate is above the CLF for White males, as well. Accordingly, there is no barrier to the employment of White males and females at the SES level.

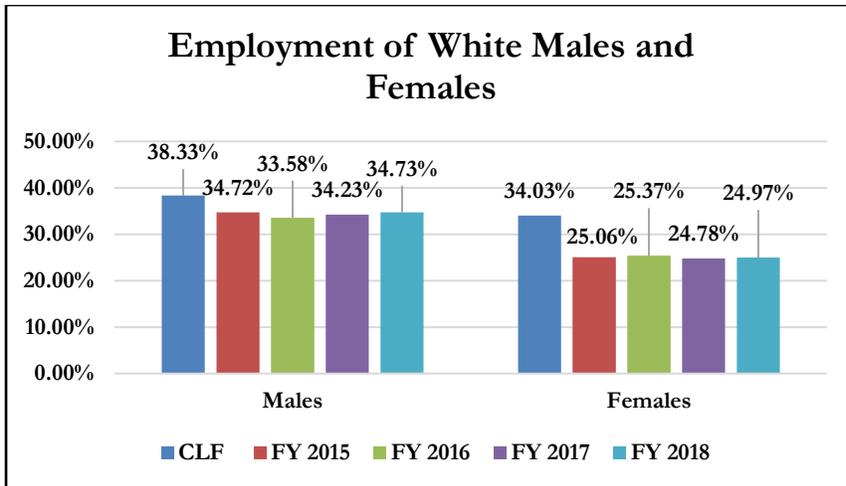


Chart 103

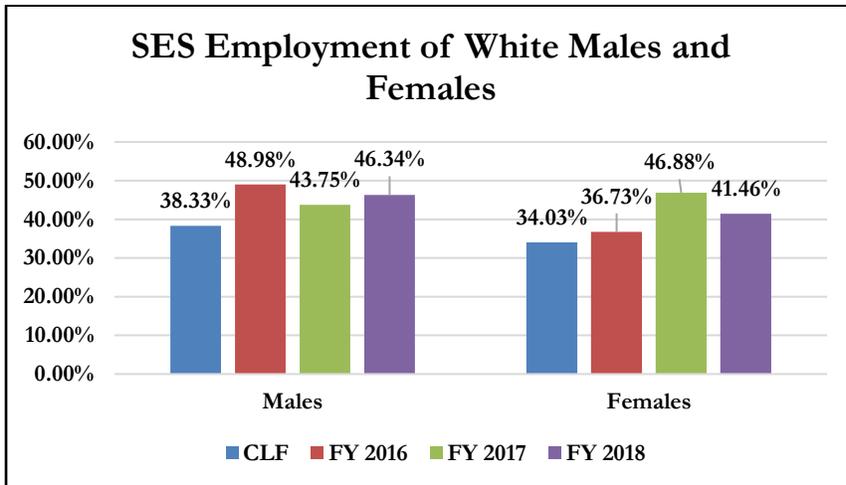


Chart 104

### 3. GS 13 - 15 Positions

Regarding GS-15 positions, the participation rate of White males has been above the CLF, while the participation rate of White females has been comparable to the CLF since FY 2015 (*see* Chart 105). Consequently, a barrier does not exist concerning the employment of White males and females at the GS-15 grade.

Since FY 2015, GS-14 positions have decreased by 18.21%. During this period, the participation rate of White females decreased by 35.38% to significantly below the CLF, while the participation rate of White males increased to above the CLF (*see* Chart 106). Consequently, a trigger exists regarding the participation of White females, but not for White males. Additional research will be required to assess whether barriers exist to the participation of White females at the GS-14 grade.

Similar to the participation of White females at the GS-14 grade, White females at the GS-13 grade are significantly below the CLF (*see* Chart 107). Additionally, the participation rate of White males at the GS-13 grade is significantly below the CLF, as well. These data constitute a trigger which show

that a barrier to the employment of White males and females may exist at the GS-13 grade. Additional research will be required to assess whether barriers exist to the participation of White males and females at the GS-13 grade.

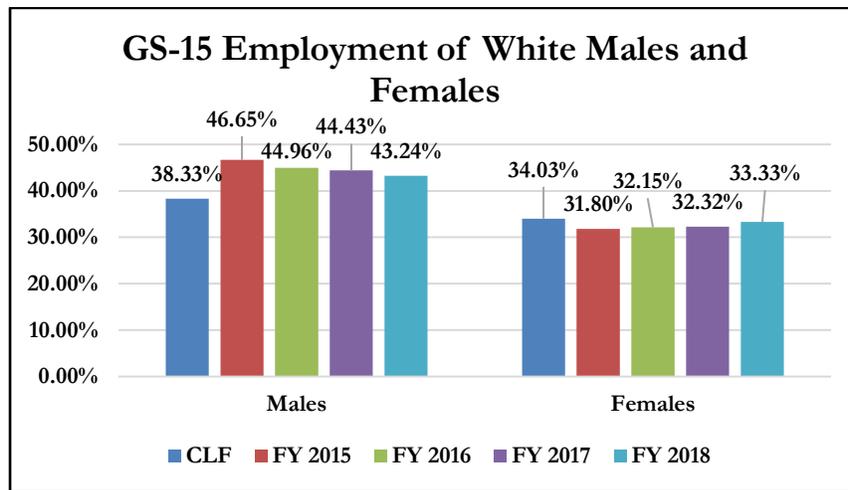


Chart 105

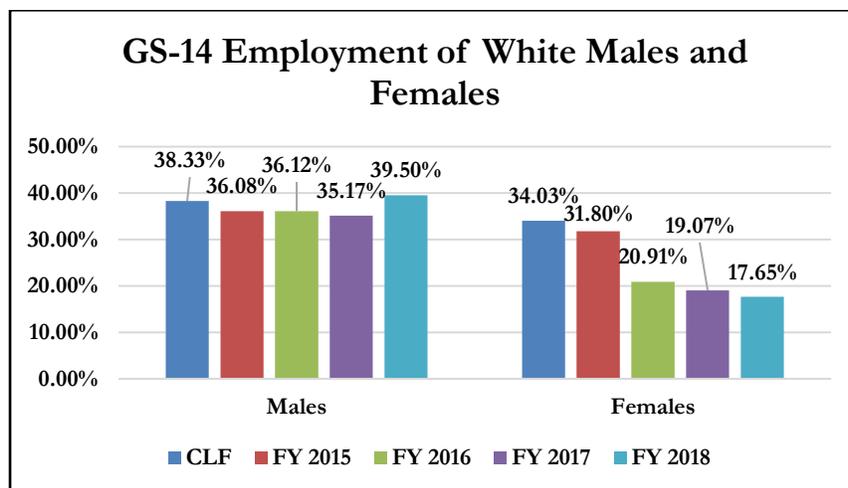


Chart 106

#### 4. New Hires and Separations

From FY 2015 to FY 2016, the new hire rate for White females was below the CLF. Beginning in FY 2017, the new hire rate increased and became comparable with the CLF (*see* Chart 108). In FY 2018, the new hire rate was above the CLF. This upward trend shows that a barrier does not exist in the hiring of White females (*see* Chart 108). A barrier also does not exist for the hiring of white males as the new hire rate was comparable to the CLF in FY 2015 and FY2016 and was above the CLF in FY 2017 and FY 2018.

Similar to the new hire rate, the separation rate for White females is also on an upward trend (*see* Chart 109). From FY 2015 to FY 2017, the separation rate for White females was significantly below the CLF, while the separation rate was comparable to the CLF for FY 2018. This upward

trend in the separation rate of White females shows that a barrier may exist regarding the retention of White females. In contrast, the separation rate of White males has been on a downward trend since FY 2016 and is below the CLF. Accordingly, a trigger does not exist regarding the retention of White males.

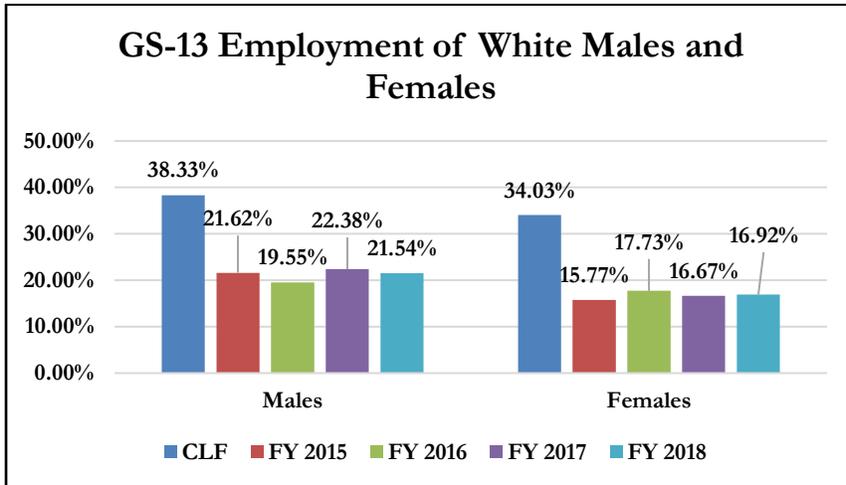


Chart 107

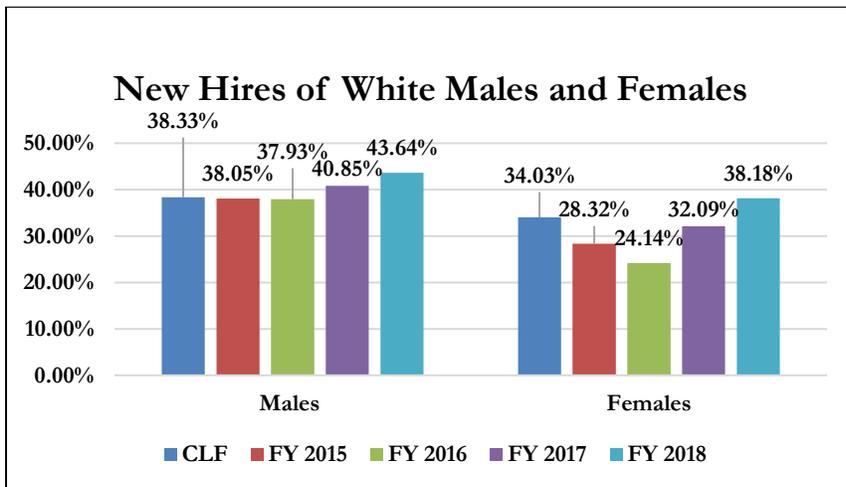


Chart 108

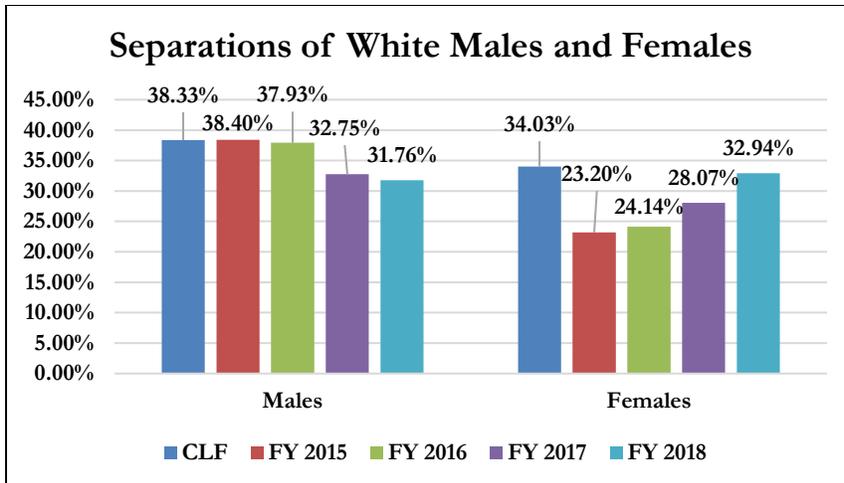


Chart 109

## 5. Mission Critical Occupations

### a) Attorneys<sup>36</sup>

#### (1) Workforce

Attorneys comprise 38.37% of the FCC workforce. Since FY 2015, the participation rate of White females has significantly exceeded the OCLF (*see* Chart 110). Consequently, no barrier exists to employment of White females in the attorney occupation. In contrast, the participation rate of White males in the attorney field is significantly below the CLF. Accordingly, a barrier may exist regarding the participation of White males in the attorney field.

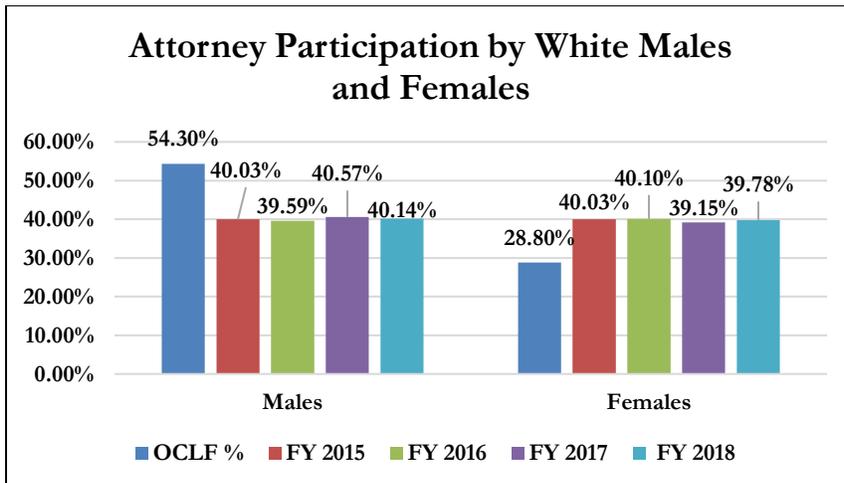


Chart 110

<sup>36</sup> A description of the attorney field is contained in Section V.B.5.a), Attorneys.

## (2) *New Hires*

Between FY 2015 and FY 2017, the FCC hired 88 attorneys of which 38 (43.18%) were White males and 32 (36.36%) were White females. In FY 2018, the FCC received 2,536 applications for 35 attorney positions. One thousand five hundred six applicants qualified for the positions. While 538 White males and 357 White females qualified for these positions, 11 (2.86%) White males and 14 (5.71%) White females were hired. Between FY 2015- - 2018, the participation rate of White males (39.84%) was significantly below the OCLF, while the participation rate of White females (37.40) was above the OCLF for attorneys (*see* Chart 111). Accordingly, there is a trigger to the hiring of White males.

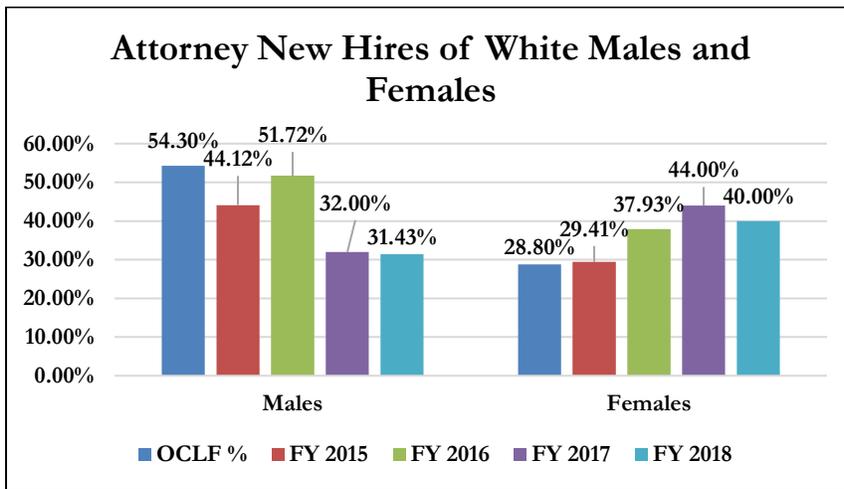


Chart 111

## (3) *Internal Promotions*

Between FY 2016 - 2017, the FCC promoted 92 attorneys. During that period, the FCC promoted 38 White males and 35 White females. The promotion rate of White female attorneys was above the OCLF, while the promotion rate of White males was below the OCLF (*see* Chart 112).

In FY 2018, the FCC received 68 applications for 16 attorney promotions. Twenty-three White males and 21 White females applied for these promotions. Twenty-two of the White males and all the White females qualified for these promotions. Six (37.500%) White males and four (25.00%) White females were promoted. The promotion rate in FY 2018 for White females was below the OCLF, while the promotion rate for White males was significantly below the OCLF. From FY 2016 – 2018, the promotion rate of White females was above the OCLF at 36.11%, while the promotion rate of White males was below the OCLF at 40.74%. Thus, a barrier to the promotion of White males may exist.

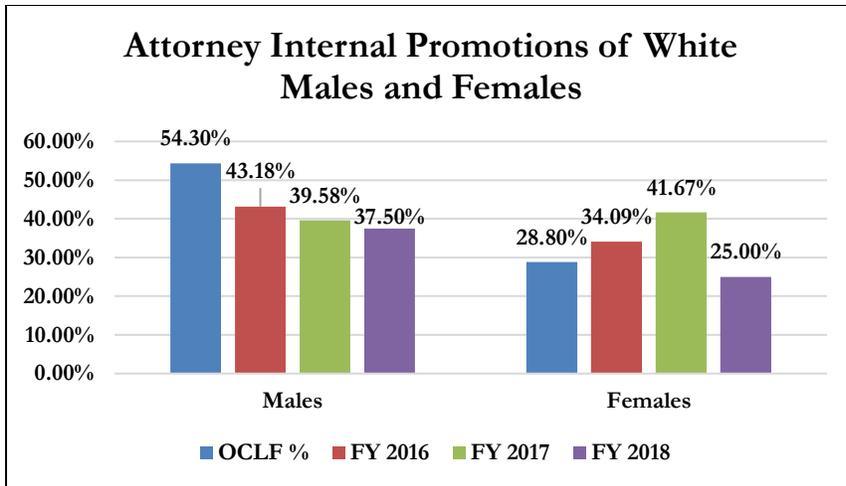


Chart 112

## b) Miscellaneous Administration and Program<sup>37</sup>

### (1) Workforce

From FY 2015 to FY 2017, the number of Miscellaneous Administration and Program (MAP) employees decreased from 335 to 245. As the number of MAP employees decreased, the participation rates of White males and females in the MAP field decreased (*see* Chart 113). Furthermore, the participation rates of White males and females were significantly below the OCLF for every fiscal year (*see* Chart 113). These data suggest a barrier to employment exists for White males and females in the MAP field.

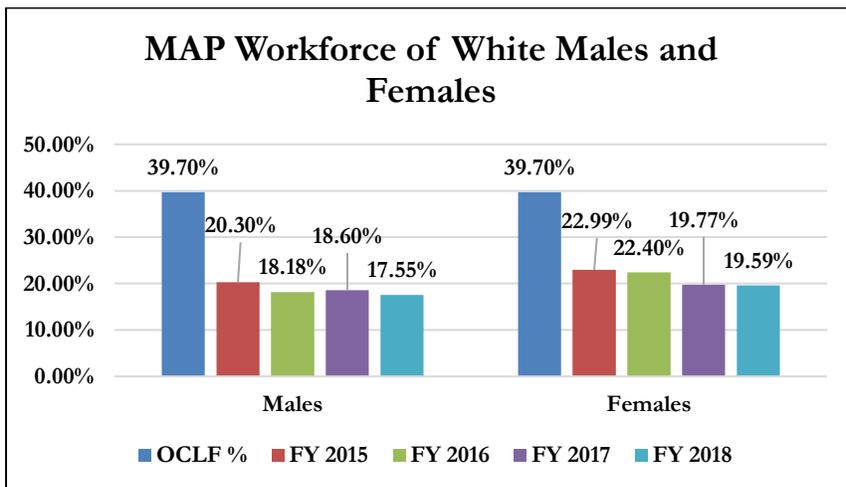


Chart 113

<sup>37</sup> A description of the MAP field is contained in Section V.B.5.b), Miscellaneous Administration and Program.

## (2) **New Hires**

Between FY 2015 - 2017, the FCC hired nineteen MAP employees of which five (26.32%) were White males and six (31.58%) were White females. In FY 2018, the FCC received 290 applications for twelve MAP positions. 187 applicants qualified for the positions. Thirty-five White males and twelve White females qualified for these positions. The FCC hired two (16.67%) White males and two (16.67%) White females (*see* Chart 114). Since FY 2015, the hiring rate for White females has decreased until it was significantly below the OCLF in FY 2018 (*see* Chart 114). Due to the downward trend in the hiring rate for White females since FY 2015, a trigger exists to the hiring of White females in the MAP field. From FY 2015 – 2018, the hiring rate for White males was 22.58%. This hiring rate was below the OCLF, so a trigger exists regarding the hiring of White males. Accordingly, additional research and analysis is required to assess whether a barrier to employment exists for the hiring of White males and females in the MAP field.

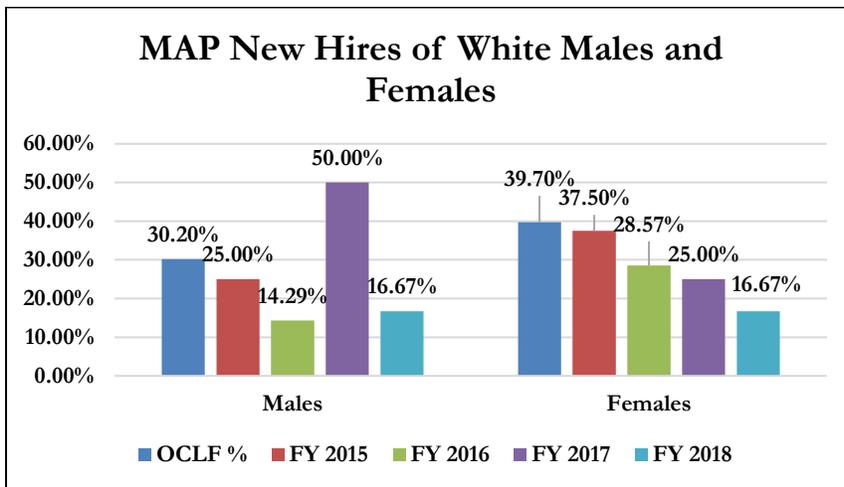


Chart 114

## (3) **Internal Promotions**

Between FY 2016 - 2017, the FCC promoted 25 MAP employees. During that period, the FCC promoted three (12.00%) White males and two (8.00%) White females. The promotion rate of White males and females in the MAP field was significantly below the OCLF.

In FY 2018, the FCC received 45 applications for 10 MAP promotions. One White male and four White females applied for these ten positions. One White male and three White females qualified for these ten positions. No (0.00%) White males and two (20.00) White females were promoted (*see* Chart 115). There may be a barrier to the promotion of White males and females as their promotion rates (8.57% and 11.43%, respectively) since FY 2016 are significantly below their OCLF rates. Accordingly, additional research and analysis is necessary to assess whether a barrier exists to the promotion of White males and females in the MAP field.

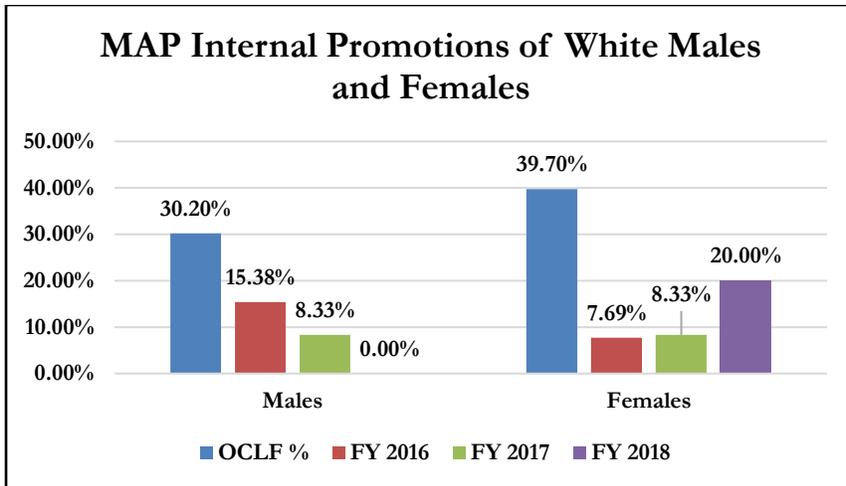


Chart 115

### c) Electronic Engineer<sup>38</sup>

#### (1) Workforce

The FCC has 212 Electronic Engineers. Of those Electronic Engineers, the participation rate of White females has been comparable to the OCLF since FY 2015 (*see* Chart 116). Accordingly, a barrier to employment of White females does not exist in the Electronic Engineers field. However, the participation rate of White males has been significantly below the OCLF since FY 2015. Thus, there may be a barrier to the participation of White males in the Electronic Engineer field.

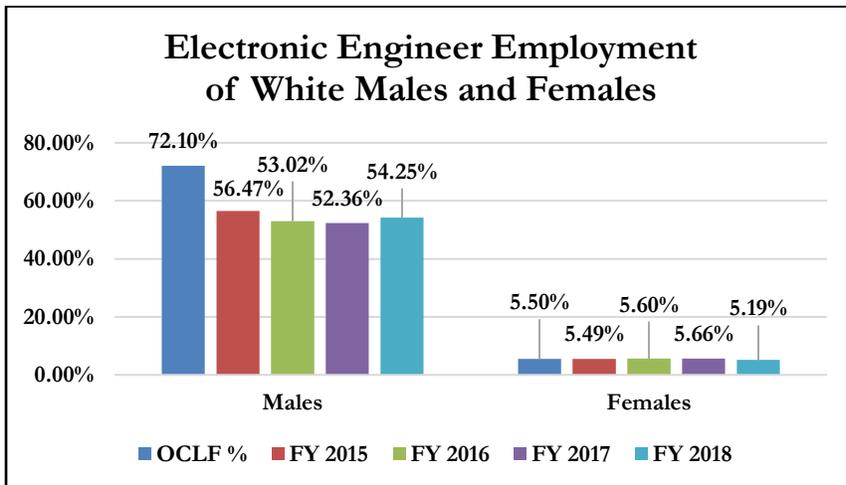


Chart 116

#### (2) New Hires

Between FY 2015 and FY 2017, the FCC has hired 12 Electronic Engineers of which none (0.00%) were White females and nine (75.00%) were White males (*see* Chart 117). In FY 2018, the FCC

<sup>38</sup> A description of the engineer field is contained in Section V.B.5.c), Electronic Engineers.

received 327 applications for nine Electronic Engineer positions. Two hundred applicants qualified for the positions. Seventy-six White males and six White females qualified for these positions. Nine White males and no White females were hired. From FY 2015 to 2018, the new hire rate for White males was 66.67% and 0.00% for White females. was below the OCLF (5.50%). For FY 2018, the new hire rate for White females was also 0.00%, but it was 55.56% for White males. In light of these data, there may be a barrier to the hiring of White females for the Electronic Engineer field. Accordingly, further research and analysis will be required to ascertain if a barrier exists to the hiring of White females in the Electronic Engineer field.

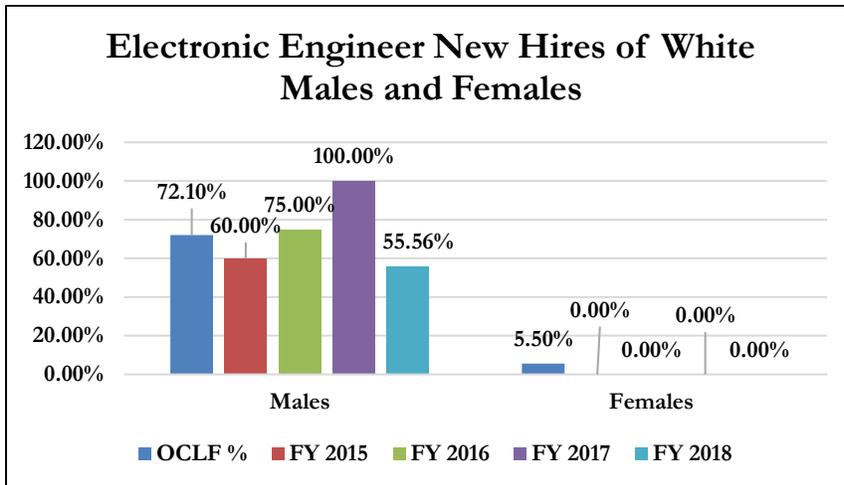


Chart 117

### (3) *Internal Promotions*

Between FY 2016 - 2017, the FCC promoted 20 Electronic Engineers. During that period, the FCC promoted nine (45.00%) White males and no (0.00%) White females (*see* Chart 118). In FY 2018, the FCC received seven applications for two Electronic Engineer promotions. Two White males and no White females applied for these two positions. One White male was promoted. From FY 2015 – 2018, the promotion rate for White males was 45.45% and 0.00% for White females. The promotion rate for White males is significantly below the OCLF, while the promotion rate for White females is below the OCLF. Consequently, a trigger exists which requires additional research and analysis to assess whether a barrier to promotions exists for White males and females.

## d) **Management Program Analysis<sup>39</sup>**

### (1) *Workforce*

Currently, the FCC has 67 MPA employees. The participation rate of White females in the MPA field has been at least comparable to the OCLF rate since FY 2017. However, the participation rate of White males has been significantly below the OCLF rate (*see* Chart 119). In light of the low

<sup>39</sup> A description of the Management Program Analysis field is contained in Section V.B.5.d), Management Program Analysis.

participation rate of White males in comparison to the OCLF rate, a barrier to employment may exist for White males.

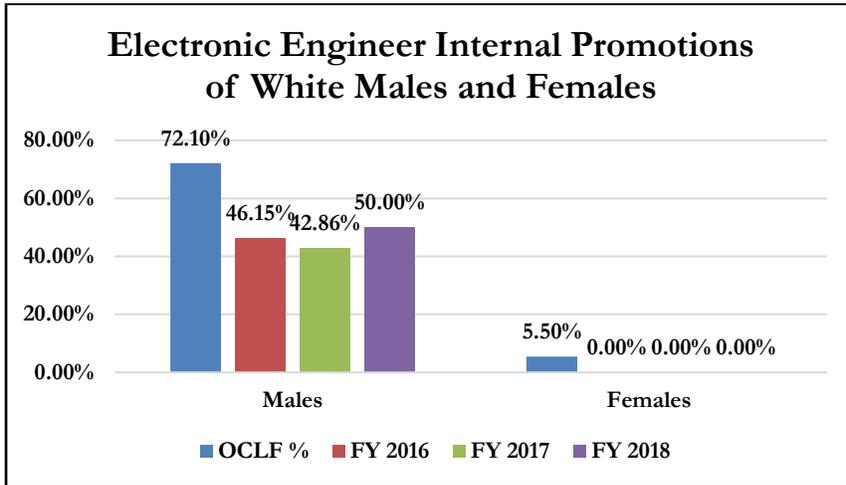


Chart 118

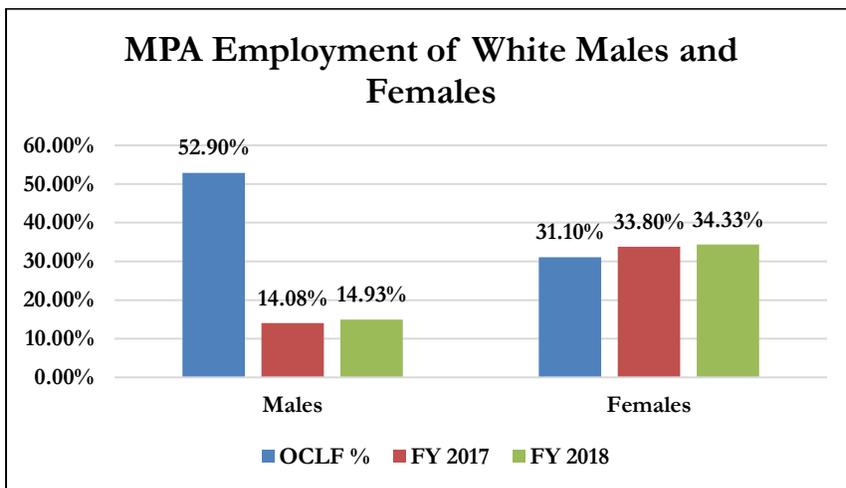


Chart 119

## (2) *New Hires*

In FY 2017, the FCC hired three MPAs of which two (66.67%) were White males and one (33.33%) was a White female (*see* Chart 120). In FY 2018, the FCC received 195 applications for one MPA position. Sixty-eight applicants qualified for the position. Although 23 White males and 19 White females qualified for this position, none (0.00%) were hired. From FY 2017 - 2018, the hiring rate of White males was 50.00%, while the hiring rate for White females was 25.00%. As the hiring rates are below their respective OCLF rates, a barrier may exist to the hiring of White males and females in the Management Program Analysis field.

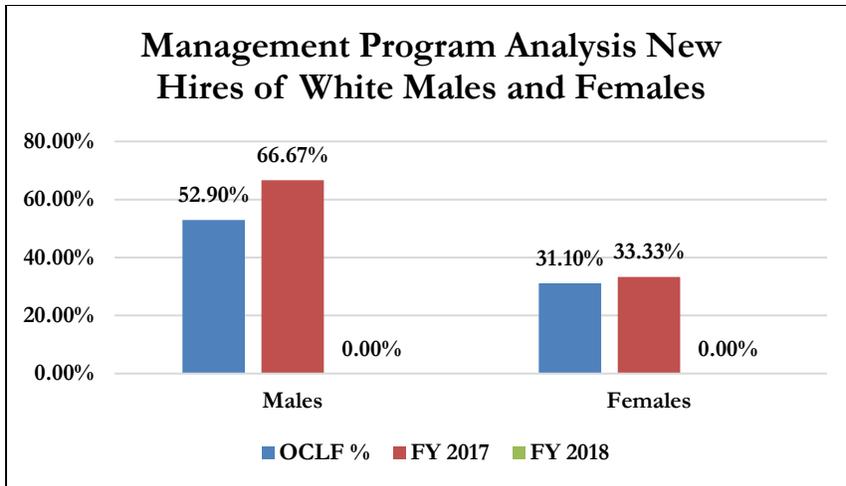


Chart 120

### (3) Internal Promotions

In FY 2017, the FCC promoted nine MPAs of which one (11.11%) White males and two (22.22%) White females were promoted (*see* Chart 121). In FY 2018, the FCC received two applications for one Management Program Analyst promotion. No (0.00%) White males or females applied for the position. From FY 2017 - 2018, the promotion rate of White males was 10.00%, while the promotion rate for White females was 20.00%. As the promotion rates are below their respective OCLF rates, a barrier may exist to the promotion of White males and females in the Management Program Analysis field.

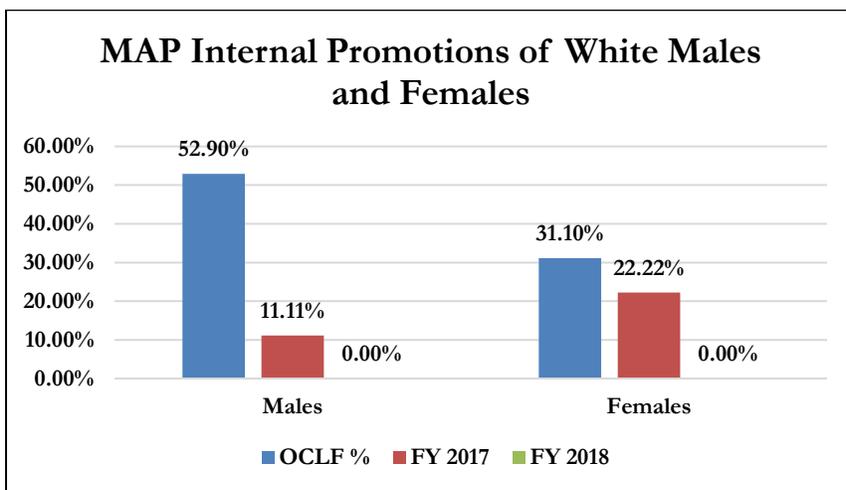


Chart 121

## e) Miscellaneous Clerk and Assistant<sup>40</sup>

### (1) Workforce

Since FY 2015, the participation rates of White males and females in the Miscellaneous Clerk and Assistant field has been significantly below their respective OCLF rates (*see* Chart 122). In FY 2018, the FCC had 54 Miscellaneous Clerk and Assistant employees. Although the participation rates of White males and females increased in FY 2018, the substantial difference between the participation rate and the OCLF indicates that a barrier to employment may exist for White males and females in the Miscellaneous Clerk and Assistant field. Accordingly, additional research and analysis will have to be performed to make this assessment.

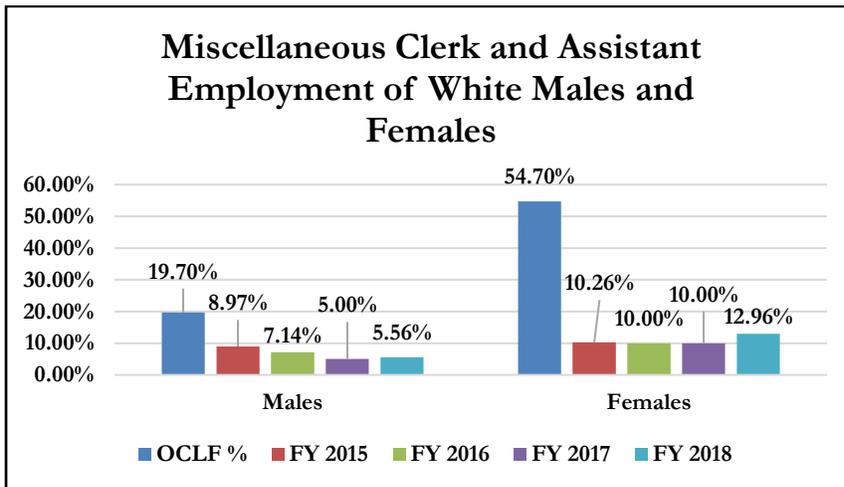


Chart 122

### (2) New Hires

Between FY 2015 and FY 2017, the FCC hired seven Miscellaneous Clerk and Assistants of which three (42.86%) were White males and one (14.29%) was a White female. In FY 2018, the FCC received five hundred sixteen applications for four Miscellaneous Clerk and Assistant positions of which two hundred ninety-four applicants qualified for the positions. Although 41 White males and 47 White females qualified for these positions, no (0.00%) White males or females were hired (*see* Chart 123). From FY 2017 - 2018, the hiring rate of White males was 27.27% which is comparable to the OCLF rate, while the hiring rate for White females was 9.09%. As the hiring rate for White females was significantly below the OCLF rate, a barrier may exist to the hiring of White females in the Miscellaneous Clerk and Assistant field.

### (3) Internal Promotions

Between FY 2016 and FY 2017, the FCC promoted ten Miscellaneous Clerks and Assistants of which no (0.00%) White females were promoted (*see* Chart 124). In FY 2018, the FCC received

<sup>40</sup> A description of the Miscellaneous Clerk and Assistant field is contained in Section V.B.5.e) Miscellaneous Clerk and Assistant.

eleven applications for seven Miscellaneous Clerks and Assistants promotions. No (0.00%) White males or females applied for these positions. From FY 2017 - 2018, the promotion rate of White males was 11.76%, while the promotion rate for White females was 0.00%. As the promotion rate for White males was below the OCLF and the promotion rate for White females was significantly below the OCLF rate, a barrier may exist to the promotion of White males and females in the Miscellaneous Clerk and Assistant field.

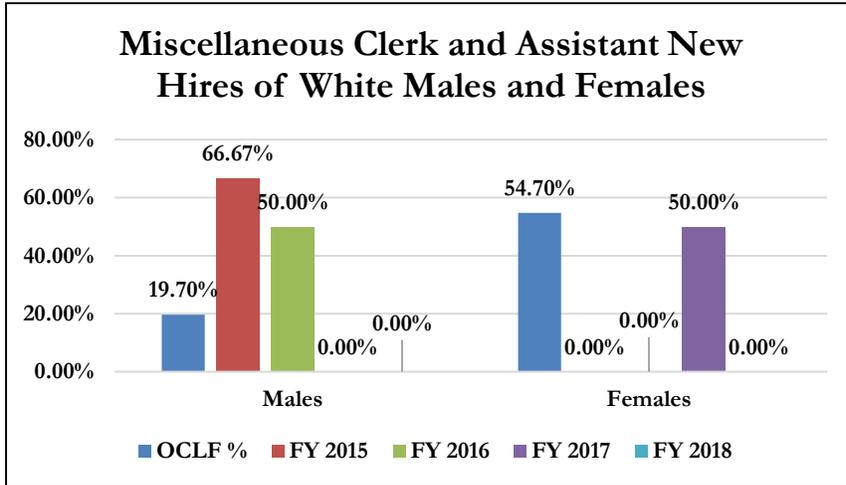


Chart 123

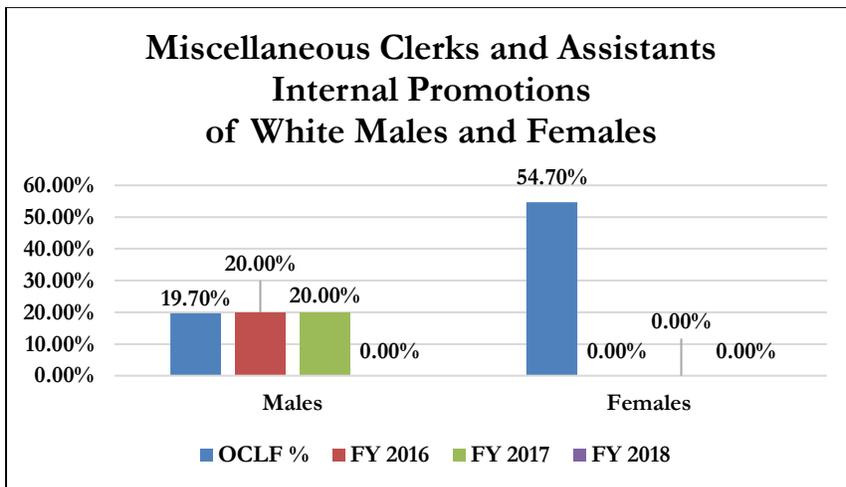


Chart 124

## f) Economist<sup>41</sup>

### (1) Workforce

The FCC has 60 economists. Since FY 2015, the participation rates of White males and females has been comparable to the OCLF (*see* Chart 125). Accordingly, a barrier does not exist regarding the employment of White males and females as economists.

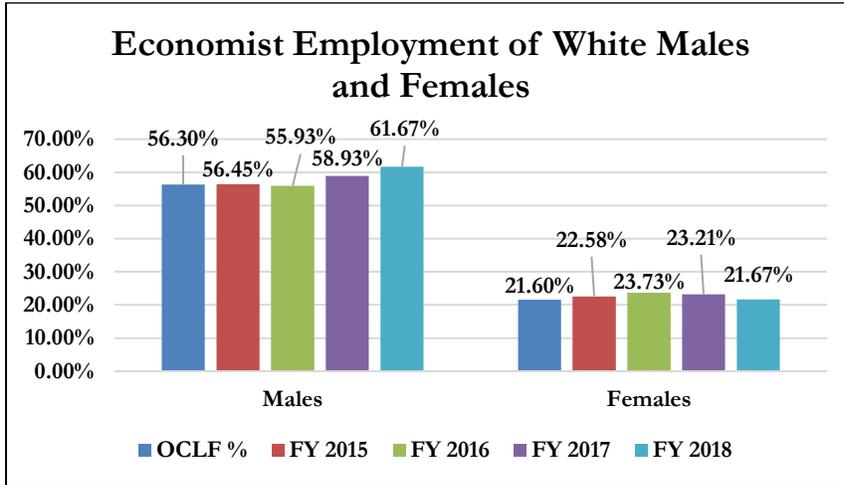


Chart 125

### (2) New Hires

Between FY 2015 and FY 2017, four White males and one White female were hired as economists. In FY 2018, the FCC received five hundred thirty-five applications for six economist positions. Of the 377 applicants who qualified for the positions, 175 were White males and 42 were White females. Five (83.33%) White males and no (0.00%) White females were hired (*see* Chart 126). From FY 2015 - 2018, the hiring rate of White males was 75.00%, while the hiring rate for White females was 8.33%. As the hiring rate for White males was above the OCLF rate, while the hiring rate for White females was below the OCLF rate, a barrier may exist to the hiring of White females in the economist field.

### (3) Internal Promotions

Between FY 2016 - 2017, the FCC promoted 14 economists. During that period, the FCC promoted five (35.71%) White males and four (28.57%) White females to an economist position. The promotion rate for White males is below the OCLF (56.30%), while the promotion rate for White females is above the OCLF (21.60%). In FY 2018, the FCC received three applications for two economist promotions. One White male and no White females applied for the positions. One White male was selected for one of the promotions (*see* Chart 127). From FY 2017 - 2018, the promotion rate of White males was 37.50%, while the promotion rate for White females was 25.00%. As the promotion rate for White males was below the OCLF, while the promotion rate for

<sup>41</sup> A description of the economist field is contained in Section V.B.5.f), Economists.

White females was above the OCLF rate, a barrier may exist to the promotion of White males in the economist field.

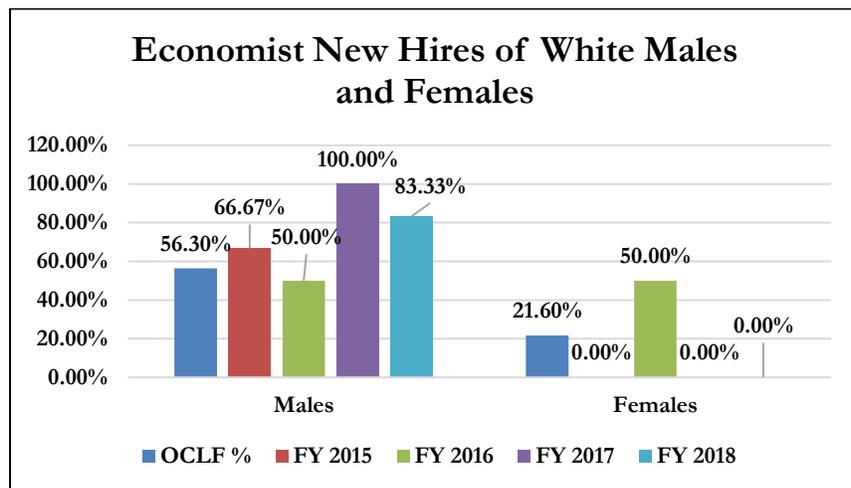


Chart 126

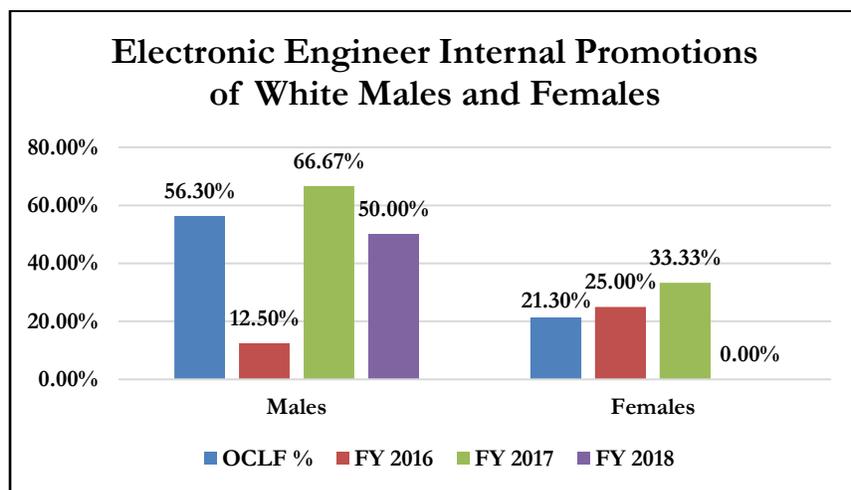


Chart 127

### G. Employment of Persons with Disabilities

The FCC is committed to being a “model employer” of persons with disabilities.<sup>42</sup> Accordingly, the FCC is taking “affirmative action to promote the recruitment, hiring, and advancement of qualified individuals with disabilities, with the goal of eliminating under-representation of individuals with disabilities in the federal workforce.”<sup>43</sup> Moreover, the FCC gives “full consideration to the retention of qualified individuals with disabilities. . . .”<sup>44</sup> As such, the FCC continues its initiatives to increase

<sup>42</sup> 29 CFR § 1614.203(c).

<sup>43</sup> *Id.*

<sup>44</sup> *Id.*

employment of people with disabilities, which encompasses and includes the increased employment of veterans with disabilities. The FCC continued to educate managers and supervisors on such issues 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, the percentage of persons with disabilities decreased to 7.22%, while the percentage of persons with targeted disabilities increased to 2.82% (*see* Chart 2). However, overall since FY 2015, the FCC has increased the participation rate of employees with disabilities and targeted disabilities (*see* Chart 128).<sup>45</sup>

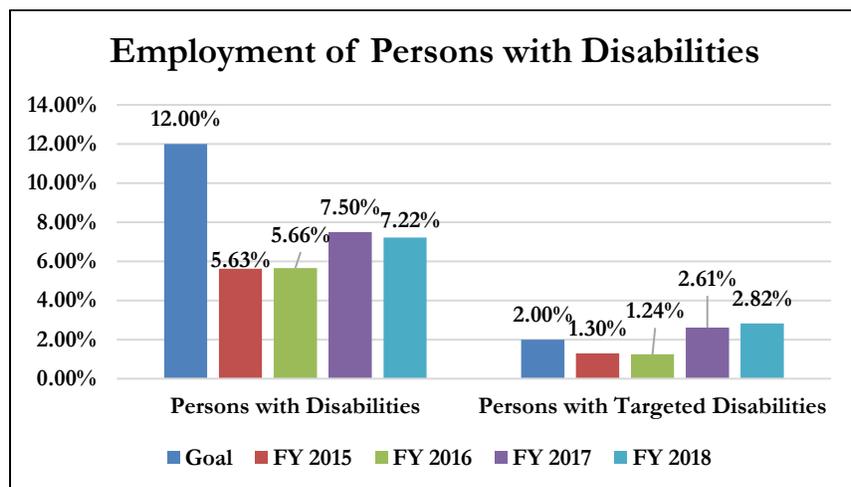


Chart 128

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

As of January 3, 2018, the EEOC requires Federal Agencies to adopt employment goals for Persons with Disabilities and Persons with Targeted Disabilities.<sup>46</sup> In accordance with section 1614.203(d)(7) of the EEOC’s Rules, the FCC is taking steps to gradually increase the number of persons with disabilities or targeted disabilities employed at the FCC in order to meet the goals of:

- No less than 12% of FCC employees at the GS-11 level and above are individuals with disabilities;

<sup>45</sup> The goal of 12% of the total workforce for employees with disabilities was chosen as the initial goal because 29 CFR § 1614.203(d)(7) requires the FCC to increase to not less than 12% the percentage of employees who have disabilities at both the “GS 10 and Below” grades and the “GS 11 and Above” grades. Additionally, the goal of 2% of the total workforce for employees with targeted disabilities was chosen as the initial goal because 29 CFR § 1614.203(d)(7) requires the FCC to increase to not less than 2% the percentage of employees who have targeted disabilities at both the “GS 10 and Below” grades and the “GS 11 and Above” grades.

<sup>46</sup> U.S. Equal Employment Opportunity Commission, Affirmative Action for Individuals with Disabilities in Federal Employment, 82 Fed. Reg. 654 (Jan. 3, 2017).

- No less than 2% of FCC employees at the GS-11 level and above are individuals with targeted disabilities;
- No less than 12% of FCC employees at the GS-10 level and below are individuals with disabilities; and
- No less than 2% of FCC employees at the GS-10 level and below are individuals with targeted disabilities.<sup>47</sup>

The FCC has used training programs to promote the advancement of employees with disabilities, by considering the specific needs of these individuals. In addition to educating managers and 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)<sup>48</sup> 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 Targeted Disabilities, increase outreach and recruitment opportunities that promote employment opportunities for Persons with Disabilities or Targeted Disabilities, provide job coaches, adopt mentoring, or internship programs for Persons with Disabilities or Targeted Disabilities, and work to eliminate retention obstructions of Persons with Disabilities and 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 percentage of Persons with Disabilities at the GS-10 and Below range increased almost 2.00% (*see* Chart 129). Additionally, the FCC saw improvement in the employment of Persons with Targeted Disabilities in both grade ranges (*see* Chart 129). 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.

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<sup>47</sup> 29 CFR § 1614.203(d)(7). Employees at the GS-11 level and above include employees who are not paid under the General Schedule but who have salaries equal to or greater than employees at the GS-11, step 1 level in the Washington, DC locality. Employees at the GS-10 level and below include employees who are not paid under the General Schedule but who have salaries less than employees at the GS-11, step 1 level in the Washington, DC locality.

<sup>48</sup> The “inclusion rate” is a comparison of the employment between persons with targeted disabilities with persons without targeted disabilities. Because there is no CLF category for Persons with Targeted Disabilities, the FCC uses the “inclusion rate” to assess the progress it is making towards the hiring of Persons with Targeted Disabilities.

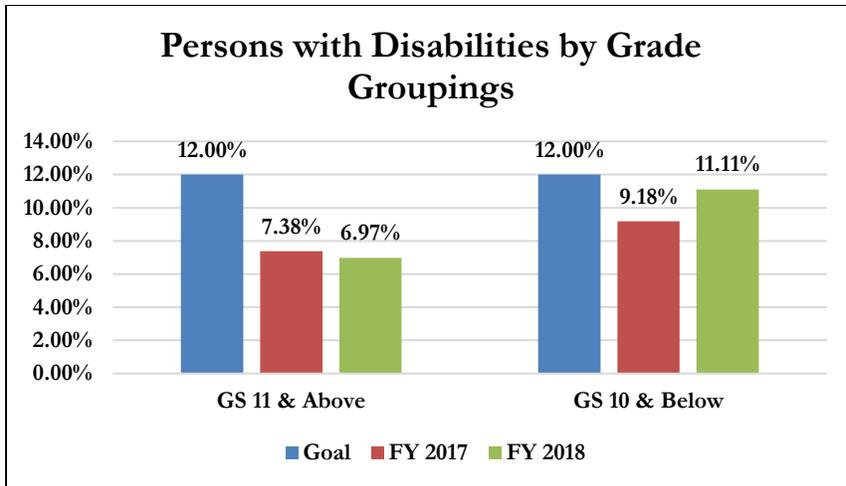


Chart 129

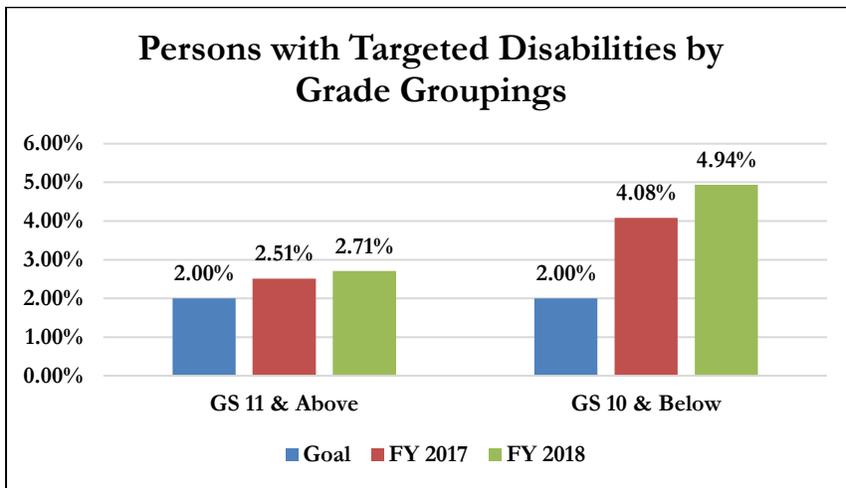


Chart 130

## 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 2.44% (*see* Chart 131).<sup>49</sup> In contrast, the participation rate of Persons with Disabilities at the GS-13 - 15 grades has increased since FY 2015. Although the participation of Persons with Disabilities increased from FY 2015 to FY 2018 at the GS 13 – 15 grades (*see* Chart 132) there was a decrease in the participation rate of Persons with Disabilities at the SES level by over 50% from FY 2015 to FY 2018 (*see* Chart 131). In light of 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, additional research and analysis will be performed to assess whether a barrier exists to the participation of Persons with Disabilities at the SES level.

<sup>49</sup> Data for FY 2016 was not available.

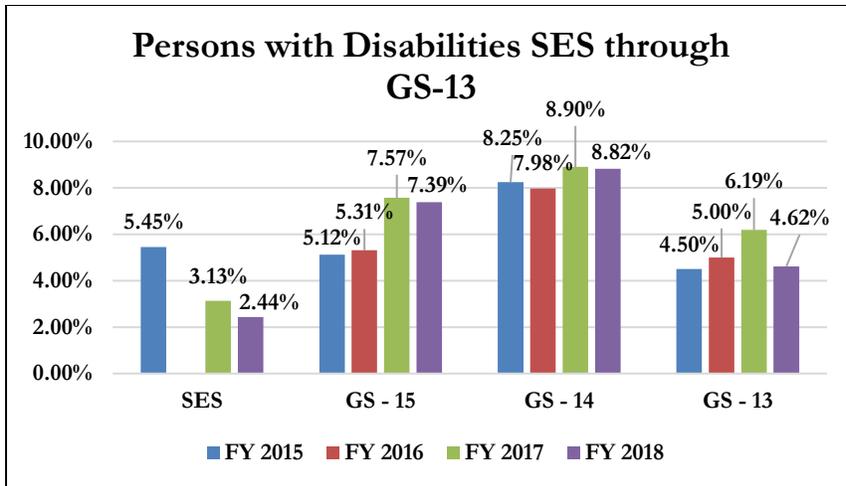


Chart 131

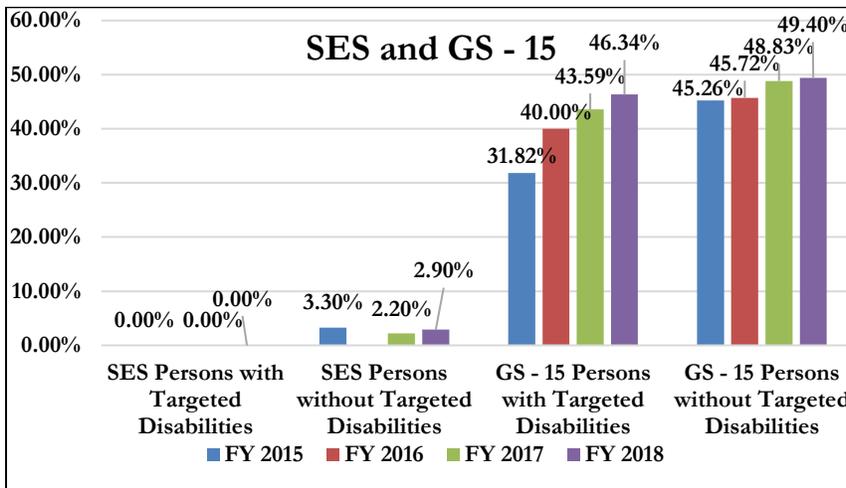


Chart 132

Regarding Persons with Targeted Disabilities, the data shows that the IR for Persons with Targeted Disabilities was below the IR for Persons without Targeted Disabilities at the SES, GS – 15 and GS – 13 grades (*see* Chart 132 and Chart 133). Although only the GS – 14 grade has an IR for Persons with Targeted Disabilities that is above the IR for Persons without Targeted Disabilities (*see* Chart 133), the IR of Persons with Targeted Disabilities at the GS-15 grade has improved such that it went from being significantly below (13.44%) in FY 2015 to below (3.06%) in FY 2018 the IR of Persons without Targeted Disabilities (*see* Chart 132). As there has been significant improvement in the IR of Persons with Targeted Disabilities at the GS-15 grade and the trend is encouraging, a barrier analysis will not be performed. However, additional research and analysis is necessary to perform a barrier analysis regarding the participation of Persons with Targeted Disabilities at the GS – 13 grade.

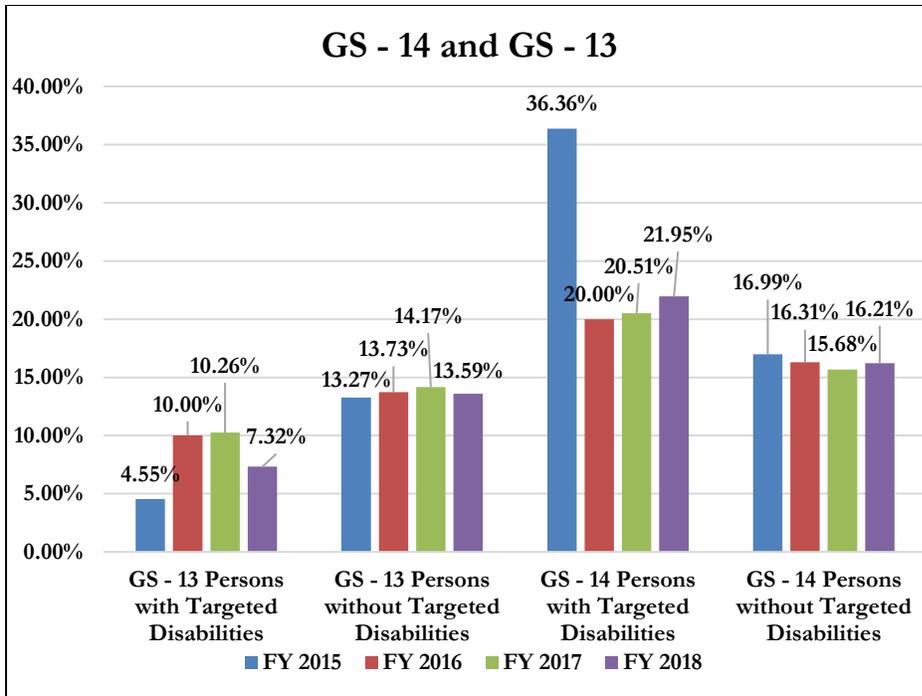


Chart 133

### 3. New Hires and Separations

The new hire rate of Persons with Disabilities hit a brick wall in FY 2018 as the rate fell from a high of 8.45% in FY 2017 to a low of 1.82% in FY 2018 (*see* Chart 134). This steep decline was exacerbated by an uptick in the separations rate of Persons with Disabilities from 4.09% in FY 2017 to 8.24% in FY 2018. Although the reasons for this steep decrease in the new hire rate and uptick in the separations rate are not readily known, additional research and analysis should illuminate the reasons for the decline.

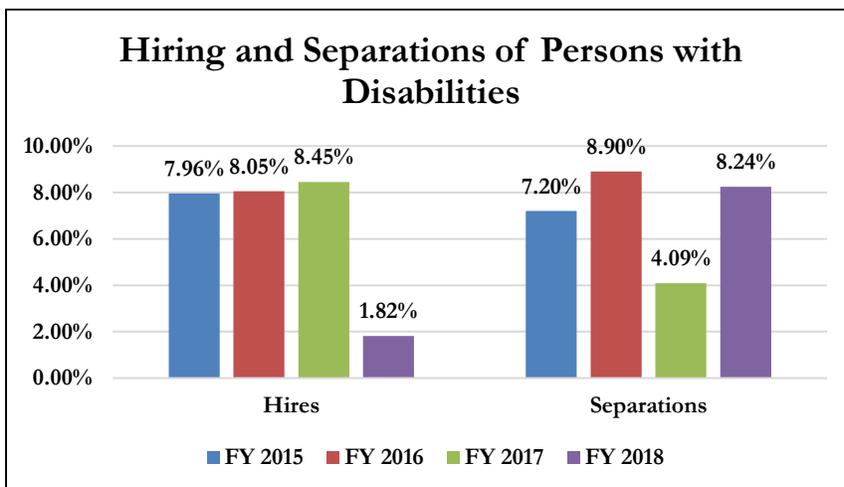


Chart 134

There was a similar pattern in the hiring of Persons with Targeted Disabilities from FY 2015 to FY 2018. Specifically, the hiring of Persons with Targeted Disabilities rose from FY 2015 to FY 2017, but then declined sharply in FY 2018 (see Chart 135). However, in contrast to the increase in separations of Persons with Disabilities, there was a sharp decline in the separations of Persons with Targeted Disabilities in FY 2018. Additionally, the separations data also shows a pattern of a low participation rate in odd fiscal years and a higher participation rate in even fiscal years. Without more data, these changes do not provide a clear indication of a trend. As the results in FY 2017 may have been an anomaly regarding Persons with Disabilities, 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 Targeted Disabilities.

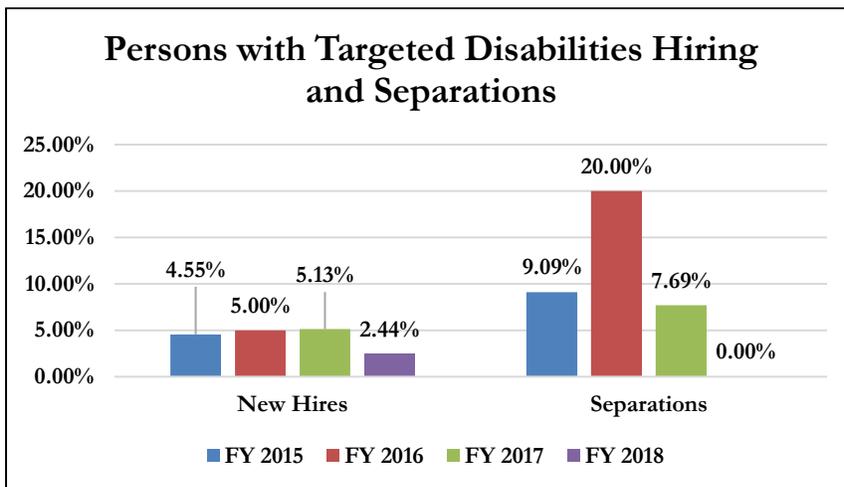


Chart 135

#### 4. Mission Critical Occupations

##### a) Persons with Disabilities

The FCC is doing very well with regards to the employment of Persons with Disabilities in the attorney field, the MAP field and the Miscellaneous Clerks and Assistants field (see Chart 136). Since FY 2015, the participation rate of Persons with Disabilities in the attorney field has been on an upward trajectory. Regarding the MAP field, the participation rate of Persons with Disabilities has increased over 24% since FY 2015, while the Miscellaneous Clerks and Assistants field has been comparable to the participation rate of Persons with Disabilities in the FCC workforce (see Chart 2 and Chart 136). However, 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 has been below the current participation rate of Persons with Disabilities (7.22%) in the FCC workforce.<sup>50</sup> For the Management Program Analysis field, additional data is required before a trigger analysis can be performed.

<sup>50</sup> Regarding Management Program Analysts, an initial assessment shows that the participation rate of Persons with Disabilities is on an upward track. However, a trigger analysis will not be performed until two additional years of data is obtained.

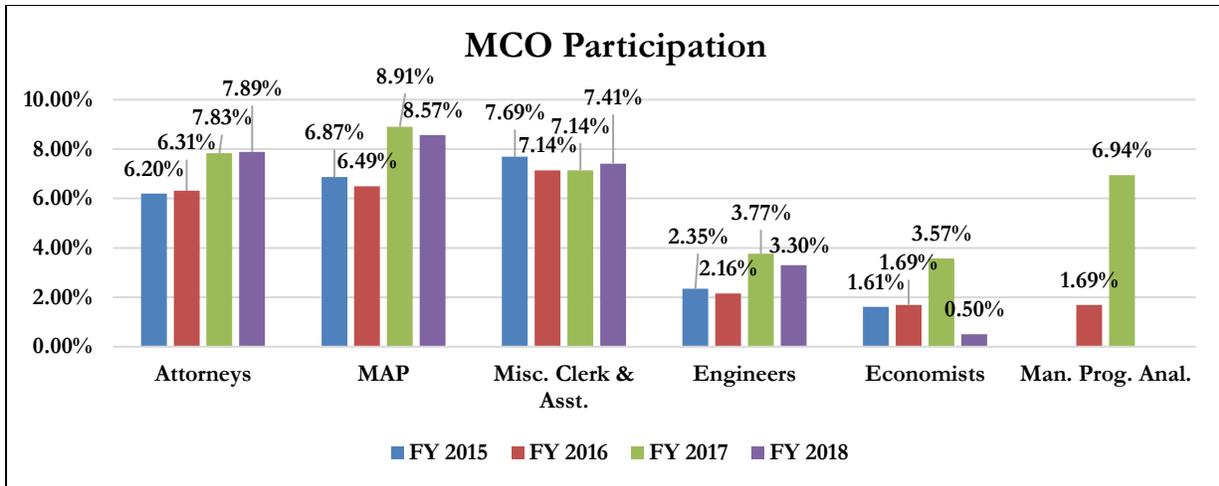


Chart 136

### b) Persons with Targeted Disabilities

Similar to Persons with Disabilities, the FCC is doing very well regarding the participation of Persons with Targeted Disabilities in the attorney field. Since FY 2015, the IR of Persons with Targeted Disabilities has significantly exceeded the Persons without Targeted Disabilities IR for three of the last four fiscal years (*see* Chart 137).

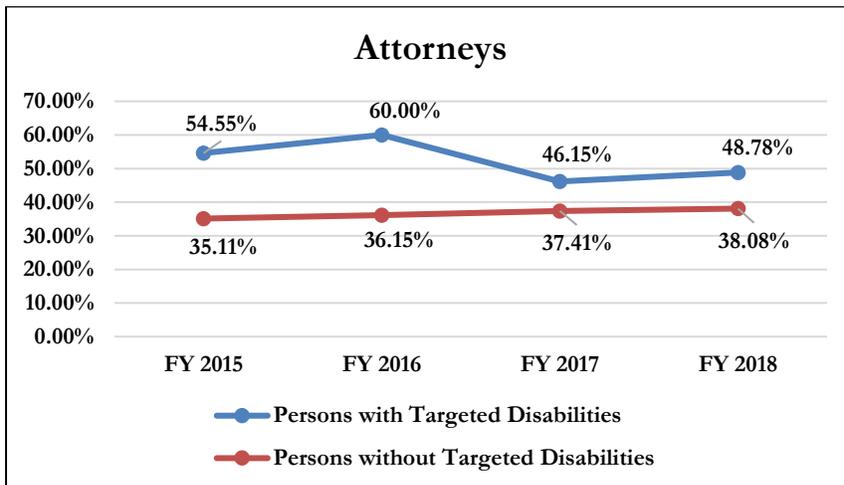


Chart 137

For the remaining MCOs, the FCC will have to improve the IRs of the Miscellaneous Clerks and Assistants field, the MAP field, engineer and economist. Specifically, although the IR of the Persons with Targeted Disabilities has been above the IR of Persons without Targeted Disabilities in the Miscellaneous Clerks and Assistants field since FY 2015, the IR of Persons with Targeted Disabilities is on a downward trend (*see* Chart 138). Additionally, the IR of the MAP field decreased three fiscal years before rebounding in FY 2018 to become comparable with the IR of Persons without Targeted Disabilities (*see* Chart 139). For the engineer field, the IR of Persons with Targeted Disabilities has been below the IR of the Persons without Targeted Disabilities for two fiscal years

and significantly below the IR of Persons without Targeted Disabilities for two fiscal years (*see* Chart 141). 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 142). Although the IR for the Management Program Analyst field is on an upward trend from FY 2016 – FY 2017 (*see* Chart 140), additional data is required before a trigger analysis can be performed.

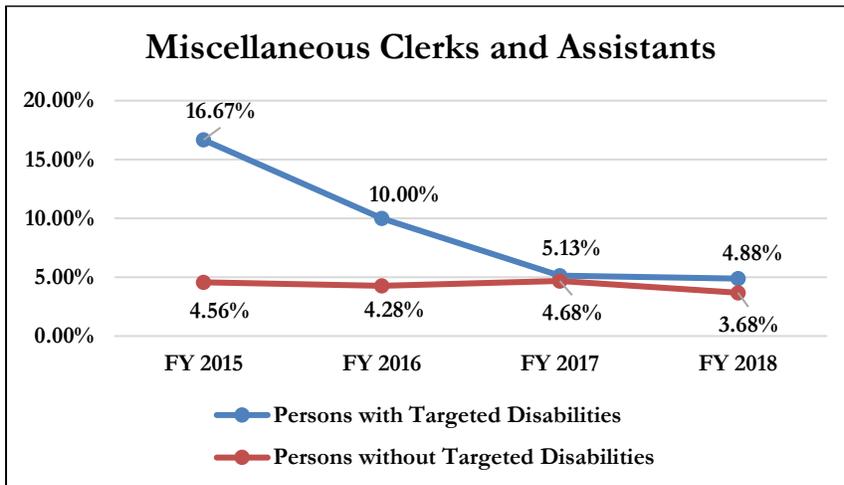


Chart 138

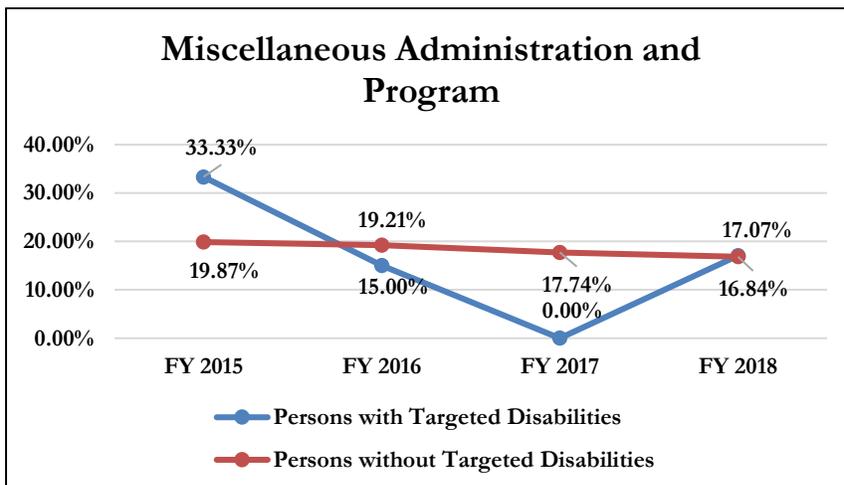


Chart 139

## VII. 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:

- Providing both International Coaching Federation (ICF) certified coaching and certified CliftonStrengths coaching services to the agency with more than 250 employees receiving CliftonStrengths coaching services and more than 50 employees receiving ICF coaching services.

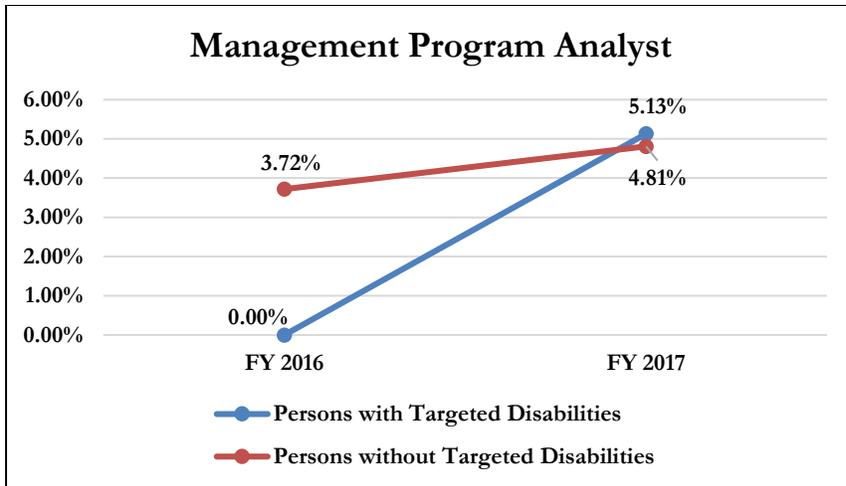


Chart 140

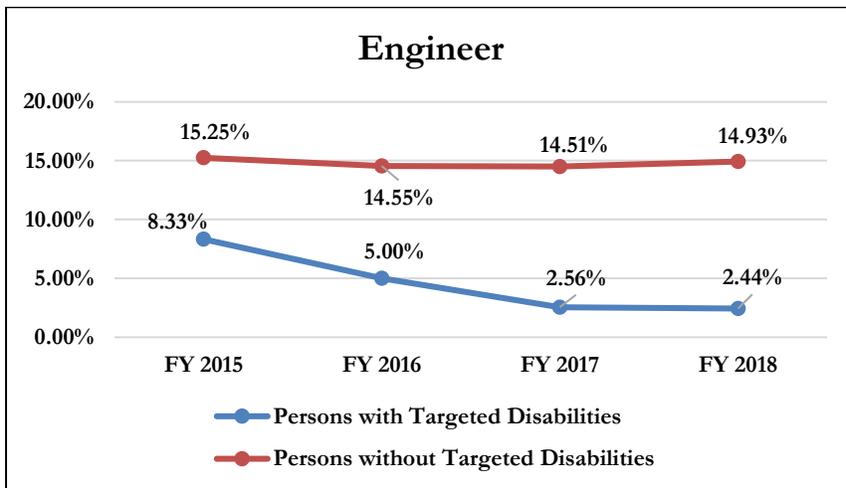


Chart 141

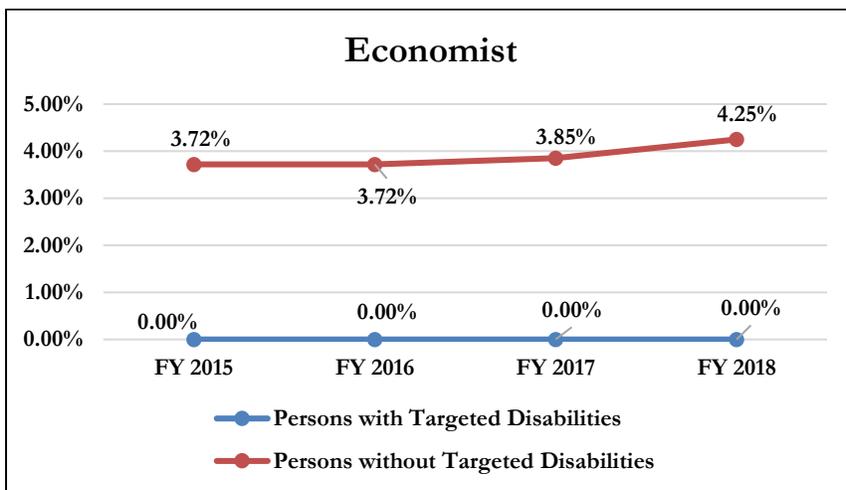


Chart 142

- Continuing to deliver gold-standard learning and development (LD) classes, workshops and events with more than 40 instructor-facilitated LD events delivered during FY 2018.

- Codifying micro-learning and performance support events into the psyche and mindset of the agency with monthly leadership book reviews, relevant webinars and videos 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.
- 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 2018, 12 economists from industry and academe visited and presented to the FCC staff.
- Continuing to contract with the Practising Law Institute (PLI) to provide access to a legal curriculum that provides FCC attorneys with Continuing Legal Education and developmental opportunities.
- Continuing to provide online curriculum from Skillsoft and Franklin-Covey to support leadership and employee development needs.

## **VII. Complaint Processing**

In FY 2018, informal traditional EEO counseling and ADR efforts addressed most employee concerns before they resulted in formal EEO complaints. During this period, 12 contacts participated in 18 pre-complaint activities. Of those pre-complaint activities, only nine 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, half of the pre-complaint activities were resolved due to either settlement by the parties or withdrawal from the EEO process.

In addition to the pre-complaint activities, there were 29 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 2019 Objectives and Initiatives**

The Commission's principal EEO objectives for FY 2019 and beyond include:

- Releasing its Strategic Diversity and Inclusion Plan;
- 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 reasonable accommodation resources, procedures and requirements; and
- Expanding education and training of managers, supervisors and employees on anti-harassment resources, procedures and requirements.

The Commission's principal EEO initiatives for FY 2019 and beyond include:

- Performing Barrier Analysis investigations concerning retention, low participation rates in the economist and engineer fields; and low participation of the Hispanic or Latino group; and
- Continuing to increase the collection of applicant flow data to improve data analysis.

## **IX. Conclusion**

This report demonstrates that, with the exceptions noted within, the Commission's workforce is proportionally represented when compared with the CLF. The FCC seeks to maintain a highly skilled, diverse workforce to accomplish its mission and goals. Through the initiatives outlined in this report, the Commission will continue working to increase the participation rates for all groups in the agency's workforce and promote equal access and opportunity for all employees and applicants for employment.