

# FEDERAL COMMUNICATIONS COMMISSION



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

For

FISCAL YEAR 2020

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## I. Introduction

The Federal Communications Commission (FCC or Commission) submits this report as required by the Equal Employment Opportunity Commission's (EEOC) Management Directive 715 (MD-715). This Equal Employment Opportunity (EEO) Program Status Report for Fiscal Year (FY) 2020

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

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

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

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

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<sup>1</sup> 29 CFR § 1614.102(a)(3); *see also* United States EEOC, *Instructions to Federal Agencies for EEO MD-715*, Section II Barrier Identification and Elimination, I. Purpose of Barrier Analysis, <https://www.eeoc.gov/federal/directives/md715/section2.cfm> (MD-715 Instructions) (last visited January 27, 2020).

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

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

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

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

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

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

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

## IV. Model Agency Elements

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

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

- *Effective EEO Policy Statement:* Former Chairman Pai issued a new EEO Policy Statement, a new Anti-Harassment Policy Statement, and an ADR Policy Statement on May 12, 2020.<sup>7</sup>
- *Communication of EEO Policies and Procedures to Employees:*
  - OWD published the EEO, Anti-Harassment and ADR policy statements on the intranet, internet and in high-traffic areas of the headquarters and field offices.
  - OWD leadership provides information regarding diversity and inclusion, EEO, alternative dispute resolution (ADR), reasonable accommodations, and affirmative employment matters to new employees during New Hire Orientations.
  - The FCC promotes increased awareness for staff, including managers and supervisors, regarding the benefits of employing and retaining individuals with disabilities. The Commission offers a number of programs, seminars and internal efforts designed to educate and remind selecting officials of the availability and benefits of accommodation to open advancement doors to individuals with disabilities. Additionally, the FCC has continued to require viewing of "FCC Sensitivity Training," which is included on the new hire learning plan and actively promoted to all new hires.

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

- *Authority and Resources of Principal EEO Official:*
  - OWD Director is under direct supervision of the Chairwoman's Office.
  - OWD Director controls all aspects of the EEO program.
- *Inclusion of EEO Director and EEO Professional Staff Regarding Agency Management Decision-Making:*

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



- During FY 2020, the FCC included specific diversity and inclusion measures to its FY 2021 Budget Estimates to Congress.<sup>8</sup>
- OWD staff continues to have a positive presence within the offices and bureaus by meeting with managers and supervisors regarding their EEO responsibilities.
- The FCC 508 Program Manager participates in an Intra Agency Accessibility Focus Group geared toward discussions to assist FCC employees with needs.
- Implementation of Agency's EEO Programs: During FY 2020, the FCC continued to expand its activities to promote diversity and inclusion through its FCC Diversity Series by including book and film discussions, video presentations, guest speakers and remembrances in the observances of the Martin Luther King, Jr. Holiday; African American/Black History Month; Women's History Month; Holocaust Remembrance, Asian American and Pacific Islander Heritage Month; Memorial Day; Older Americans Month; Mental Health Awareness Month; Lesbian, Gay, Bisexual, Transgender, Queer (and Questioning) (LGBTQ) Pride Month; Women's Equality Day; Hispanic Heritage Month; National Disability Employment Awareness Month; Veterans Day; and Native American History Month.

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

- Established Procedures to Prevent All Forms of EEO Discrimination:
  - OWD Acting Director provides regular EEO updates to the Chairwoman's Office.
  - FCC has EEOC-compliant anti-harassment policy and procedures, reasonable accommodations procedures and personal assistance services policy and procedures.
- Agency Efforts to Ensure EEO:
  - The FCC promptly complies with orders from the EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, Labor Arbitrators and District Courts.
  - FCC has an alternative dispute resolution policy statement and program for resolution of workplace problems, disagreements and conflicts.
  - FCC provides accommodations for persons with disabilities when such accommodations do not cause an undue hardship.
  - The FCC 508 Program Manager also participates in the Federal CIOC/CAOC Accessibility Community of Practice Group, working groups collaborating on Best Practices within the 508 Community for testing, and a 508 Partnership with the Universal Services Administrative Company (USAC) with ongoing mentoring regarding its overall 508 Program.
- Effective Coordination Between EEO Program and Human Resources Program:

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<sup>8</sup> See Federal Communications Commission 2021 Budget Estimates to Congress (Feb. 2020) at 83-85(Strategic Objective 4.3: Effectively manage and modernize the FCC's information technology (IT), financial, record keeping, facilities, and human capital resources to best achieve the FCC's mission).

- The FCC has continued to increase the number of employees who are persons with disabilities through its “Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of People with Disabilities,” which encompasses and includes the goal of increased employment of disabled veterans.
- The FCC engages in education to managers and supervisors on such issues as: partnering with non-governmental organizations who represent individuals with disabilities and using databases and resources such as the OPM Shared List of People with Disabilities and the Workforce Recruitment Program.

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

- *Monitoring of Progress Towards Achieving EEO:*
  - The Disabled Veterans Affirmative Action Program (DVAAP) Coordinator continues to report on veteran hiring, promotion and separation trends throughout the year, identifying numbers and percentages of veterans, veterans with disabilities and 30% or more disabilities for agency awareness and action.
  - OWD works with affinity groups as part of its ongoing efforts to address diversity and inclusion (D&I) concerns
- *Agency Process for Identifying Barriers:*
  - OWD leadership met with senior managers to identify barriers to EEO.
  - OWD prepared trend analysis of workforce profiles by demographics, such as race, age, national origin, gender and disability.
  - The FCC prepared trend analysis of the workforce’s major occupations, and grade level distribution by race, age, ethnicity, gender and disability.
- *Agency Training Initiatives Fostering EEO:*
  - All FCC employees completed online training modules concerning the No FEAR Act, Prohibited Personnel Practices and the Whistleblowers Act. Participation was mandatory, and participants received comprehensive training to identify, address and prevent workplace harassment and understand prohibited personnel practices and whistleblower rights. In addition, new FCC employees completed an online FCC Sensitivity training module to raise awareness and provide information about inclusion of persons with disabilities.
  - OWD continued to promote the benefits of the ADR program by delivering training to employees on the ADR process, online self-development tools, team building exercises and discussions on related topics.
- *Proactive Efforts Impacting People with Disabilities (including those with targeted disabilities):*
  - FCC has an affirmative action plan for people with disabilities, including those with targeted disabilities.
  - The FCC’s Disability Work Group met regularly to improve accessibility within the FCC.

- The FCC has continued its efforts to bolster awareness and compliance with Section 508 at outside entities engaged to assist the Commission in its programmatic mission – namely, USAC and Rolka Loube, administrators of the Universal Services Fund and the Interstate Telecommunications Relay Services Fund, respectively.

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

- *Effective EEO Complaint Resolution Process:*
  - Agency's EEO counseling and complaint processing procedures remain compliant with EEOC rules, policies and procedures.
  - OWD's new collateral-duty counselors received 32 hours of counselor training and continuing counselors received 8 hours of refresher counselor training.
  - OWD staff continues to work with the FCC IT staff to develop and deploy an online EEO complaint filing and tracking system.
- *Effective ADR Program:*
  - The FCC continues to have an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process.
  - The FCC encourages all employees to use ADR, where ADR is appropriate, and requires managers and supervisors to participate in ADR once it has been offered.
- *Ongoing Efforts to Enhance FCC Accessibility for Employees and the Public:*
  - The FCC rated as fully compliant with the Accessibility Standards of Section 508 of the Rehabilitation Act per AudioEye Certification in May of 2019.
  - OWD and FCC Section 508 IT Program Manager have established an informal partnership to ensure employees with IT accommodation needs are assisted in a timely manner.
  - FCC Section 508 Program Manager participates in an Intra Agency Accessibility Focus Group to address any existing needs that may not be known and coordinates and collaborates with OWD regarding matters that have the potential of impacting FCC employees generally and those which may impact employees with disabilities specifically.
  - FCC Section 508 IT Program Manager has a published Directive (March 2018) that includes OWD and the accommodations process.

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

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

## **V. Workforce Profile**

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

The Commission's FY 2020 total workforce was comprised of 1,486 employees, an approximately 2.20% increase from the prior year total of 1,454 (32 more employees). The distribution of the FY 2020 FCC workforce by Race/National Origin (RNO), Gender,<sup>9</sup> and Reported Disability was as follows (*see* Chart 1 and Chart 2):

- Hispanic or Latino males 1.82% (27)
- Hispanic or Latina females 1.88% (28)
- White males 35.06% (521)
- White females 25.50% (379)
- Black or African American males 7.87% (117)
- Black or African American females 18.24% (271)
- Asian males 5.25% (75)
- Asian females 3.36% (49)
- Native Hawaiian or Other Pacific Islander males 0.07% (1)
- Native Hawaiian or Other Pacific Islander females 0.07% (1)
- American Indian/Alaska Native males 0.20% (3)
- American Indian/Alaska Native females 0.27% (4)
- Two or More Races males 0.13% (2)
- Two or More Races females 0.27% (4)
- Reported Disability 9.42% (140)<sup>10</sup>
- Targeted Disability 3.23% (48)

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<sup>9</sup> Categories comprising less than 1% of the FCC workforce and less than 1% of the Civilian Labor Force (CLF) are not reflected in the charts included in this report.

<sup>10</sup> This number includes persons with targeted disabilities. The Office of Personnel Management's Standard Form 256 designates a "targeted disability or health condition" as one that falls under one of the first 12 categories of disability listed in Part A of question 5 of the EEOC's Demographic Information on Applicants form. 29 CFR § 1614.203(a)(9).

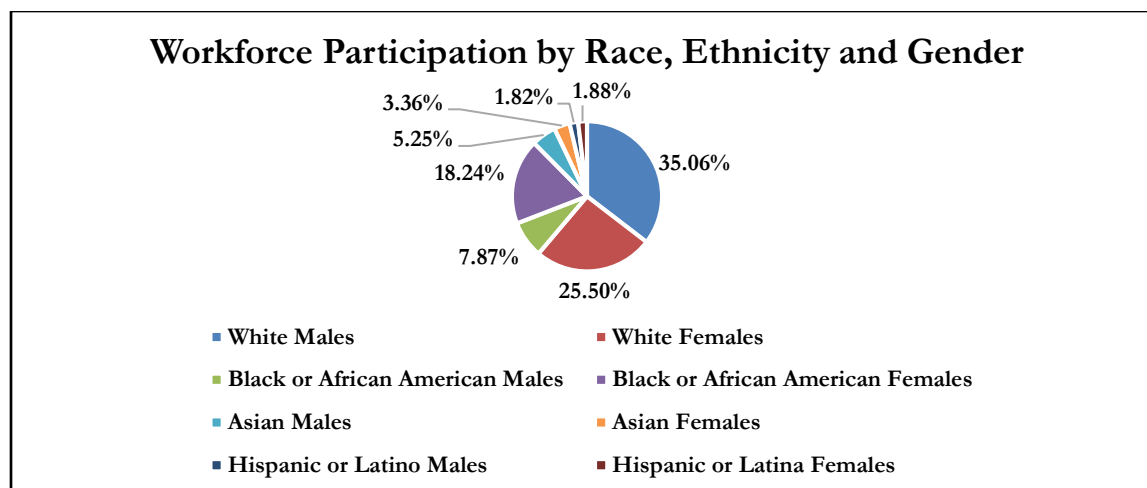


Chart 1

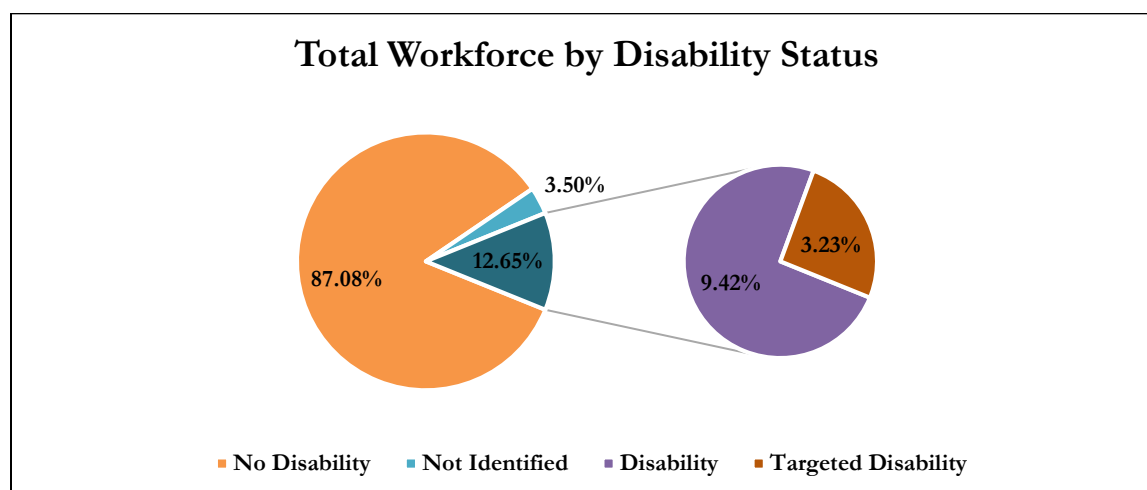


Chart 2

The results of the FCC's self-assessment demonstrate that the FCC has a diverse workforce. As mentioned above, federal agencies use the barrier identification and elimination process to continually eradicate every form of prejudice or discrimination from personnel policies, practices, and working conditions. In FY 2018, the data identified triggers<sup>11</sup> that required additional exploration to determine if any barriers to EEO existed. Accordingly, the FCC began its additional exploration (barrier analysis) to identify, examine, and remove barriers to equal participation

<sup>11</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 January 27, 2020). It is simply a red flag. *Id.* Triggers can be gleaned from various sources of information, beginning with workforce statistics. *Id.*

recognizing that barriers to EEO cannot be gleaned from data alone.<sup>12</sup> The FCC's barrier analysis process has included an investigation of anomalies, or triggers, found in its employment-related policies, procedures, practices, and conditions with the goal of identifying the root cause(s) of anomalies and developing plans for eliminating any identified barriers.

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

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

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<sup>12</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 January 27, 2020).

- Miscellaneous Administration and Program (MAP) workforce (males and females), hiring (females), and promotions (females);
- Economists workforce, hiring and promotions (males); and
- Electronic Engineer participation (females only).

In FY 2020, the FCC continued its barrier analysis process including, but not limited to an updated trigger identification to account for FY 2019 outcomes. As a result of this effort, the data suggested additional triggers existed in the following areas:

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

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



## B. Employment of Females

### 1. Workforce

Since FY 2016, the composition of females employed at the FCC has been comparable to the CLF.<sup>13</sup> During this period the FCC transitioned from an agency that was majority female to an agency that is majority male. Specifically, the participation rate of females at the FCC has decreased from a majority 50.68% to a minority 49.60% (see Chart 3). With this transition, evidenced by a 1.08% decline in the female participation rate, the participation rate of females remained above the CLF. As a result, the data suggests that a trigger does not exist regarding the employment of females in the FCC workforce.<sup>14</sup>

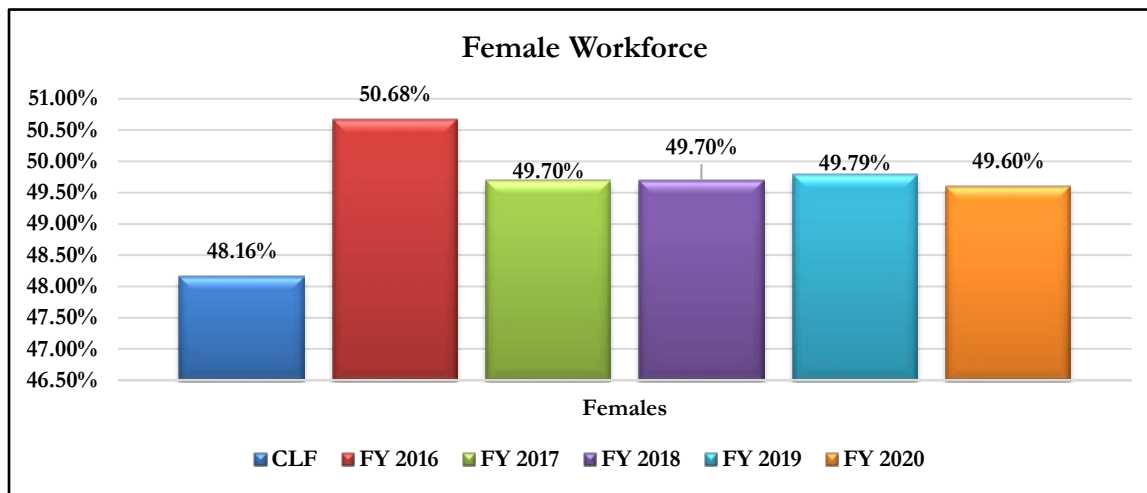


Chart 3

<sup>13</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.htm>. Employed persons include all civilians 16 years old and over who either (1) were "at work," that is, those who did any work at all during the reference week as paid employees, worked in their own business or profession, worked on their own farm, or worked 15 hours or more as unpaid workers on a family farm or in a family business; or (2) were "with a job but not at work," that is, those who did not work during the reference week but had jobs or businesses from which they were temporarily absent due to illness, bad weather, industrial dispute, vacation, or other personal reasons. See United States Census Bureau, *In Civilian Labor Force, total, percent (population 16 years and over)*, <https://www.census.gov/quickfacts/fact/note/US/LFE041217>, (last visited January 27, 2020). Excluded from the employed are people whose only activity consisted of work around the house or unpaid volunteer work for religious, charitable, and similar organizations; also excluded are all institutionalized people and people on active duty in the United States Armed Forces. See United States Census Bureau, *In Civilian Labor Force, total, percent (population 16 years and over)*, *Id.*

<sup>14</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.

## 2. Senior Executive Service (SES)<sup>15</sup>

In FY 2016, the participation rate of females at the SES level was 44.90% (3.26% below the CLF). In 2017, the female participation rate increased to 53.13% (4.97% above the CLF). Since FY 2017, the participation rate of females at the SES level has been above the CLF, except for FY 2018 when the participation rate was 42.86% (5.3% below the CLF) (*see* Chart 4). The average participation rate from FY 2016 through FY 2020 (47.93%) is comparable to the CLF. Given the downward trend after FY 2017, the FCC will continue to monitor and analyze the data to assess whether a trigger may exist for females at the SES level.

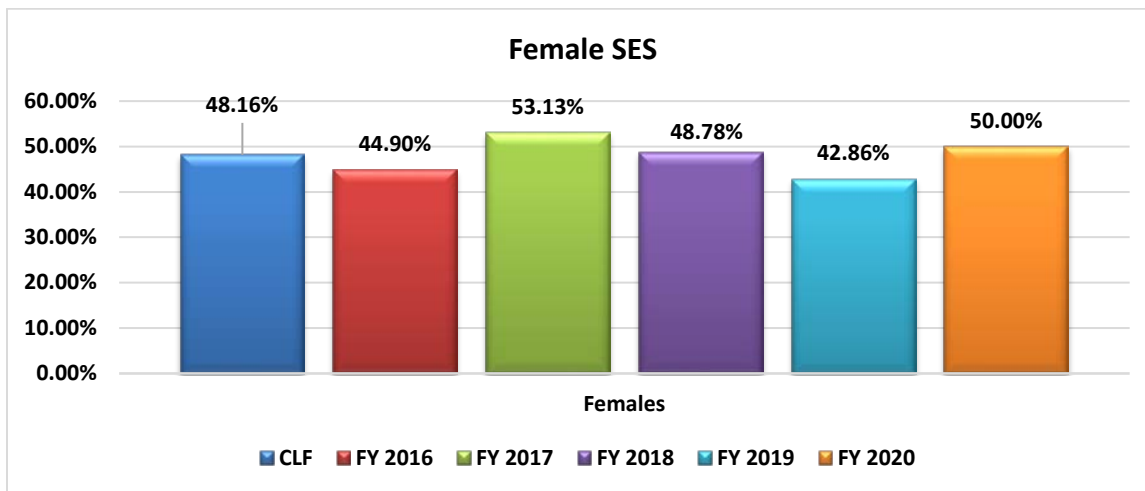


Chart 4

## 3. GS 13 – 15 Grade Levels

A further review of the participation rates of the workforce shows that as the grade level increases the percentage of male employees is higher than the percentage of female employees. Specifically, since FY 2015, the largest group of employees, over 45%, have been in the GS-15 grade. As the number of employees has decreased, the percentage of GS-15 employees has grown, the percentage of female employees at the GS-15 level has remained below the CLF. Since FY 2016, female employees at the GS-15 level have been below the CLF at less than 45% (*see* Chart 5). For FY 2020, the participation rate of female employees is below the CLF by over 3%. These data suggest a trigger may exist regarding the employment of females at the GS-15 grade. Thus, additional research and analysis is required to assess if any barriers to employment exist for females at the GS-15 grade level.

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

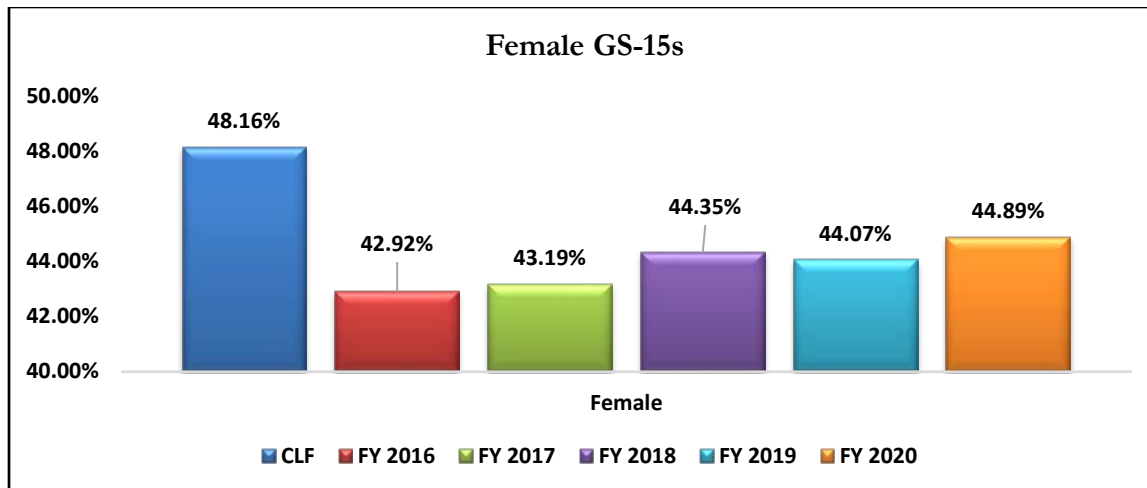


Chart 5

Since FY 2016, the participation rate of GS-14 female employees has consistently been below the CLF (see Chart 6). Between FY 2016 and FY 2020, the lowest participation rate of GS-14 females (38.66%) was in FY 2018. In FY 2019, the participation rate of GS-14 females (42.15%) reflected a significant increase (4.35%) from that of FY 2018. However, in FY 2020, the GS-14 female participation rate declined 2.32%. Given that there has been a continued downward trend in the participation rate of females at the GS-14 grade level, these data suggest that a trigger may exist regarding the employment of females at the GS-14 grade level. Thus, additional research and analysis is required to assess if any barriers to employment exist for females at the GS -14.

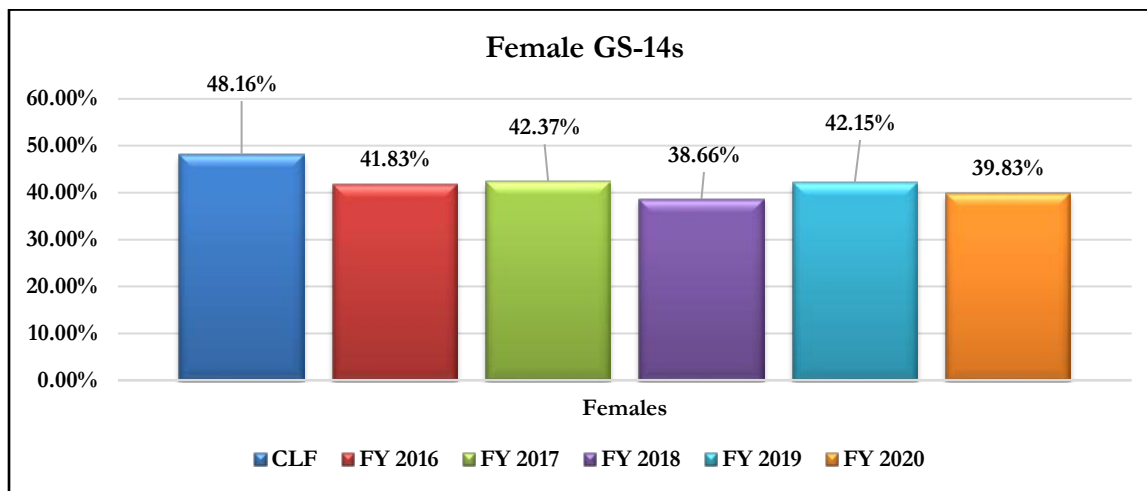


Chart 6

Unlike the GS -14 and higher grades, there is a clear shift in the participation rate for females at the GS-13 grade. For every fiscal year since FY 2016, females have exceeded the CLF by a minimum of 6.3%. These data show that there is not a trigger regarding the employment of females at the GS-13 grade level. However, reviewing the participation rate of females for the GS-13 - GS-15 grade levels collectively, the data suggest a potential “glass ceiling” effect for female employees above the GS-13

level. In this regard, it is anticipated that further exploration of this potential would be encompassed in additional research and analysis of whether any barriers exist for females at the GS-14 and GS-15 grade levels.

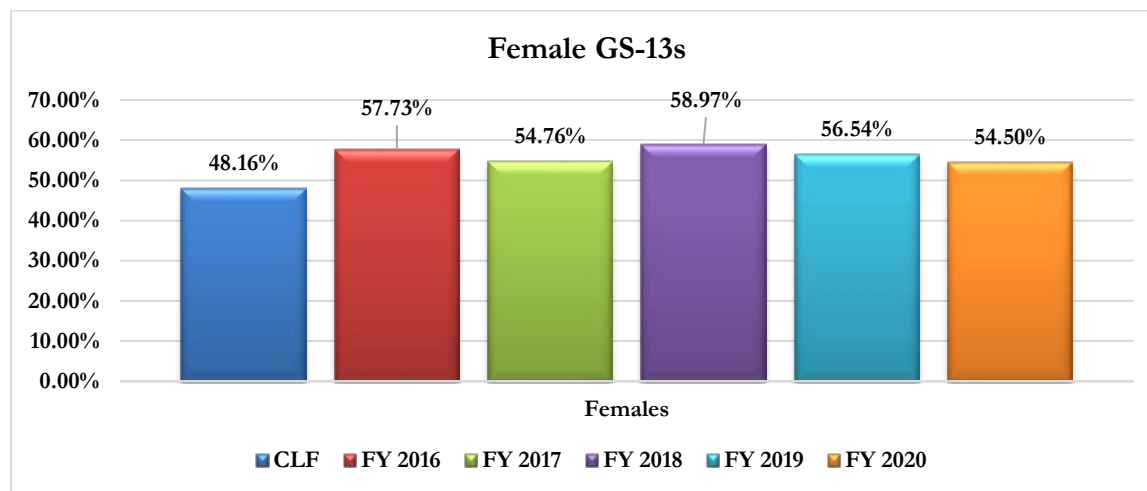


Chart 7

#### 4. New Hires and Separations

Since FY 2016, the FCC has hired 453 new employees. Of that number, the FCC hired 246 (54.30%) males and 207 (45.70%) females. From FY 2016 to FY 2020, the hiring of females was comparable to the CLF for FY 2017 and FY 2018. For the remaining three years, the female new hires rate was below the CLF. Given the variance over the five-year period, the FCC examined how the five-year average compared to the CLF. The five-year average shows the hiring rate for females was 46.24% (*see* Chart 9), which is 1.9% below the CLF. Thus, the average new hire rate for females between FY 2016 and FY 2020 is comparable to the CLF. These data suggest that a trigger does not exist regarding the hiring of females at the FCC.

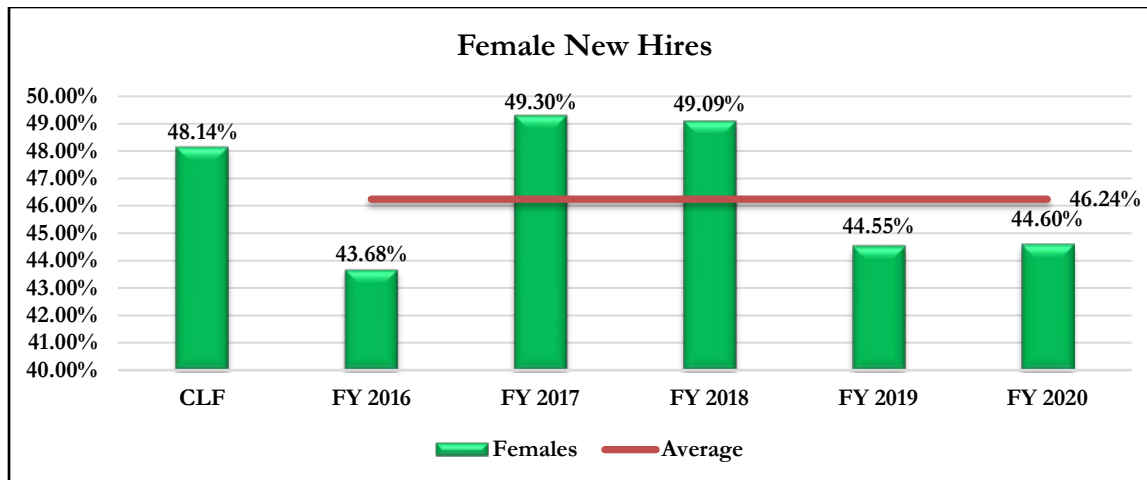


Chart 8

In contrast to the favorable hiring data, the separations data suggests a trigger exists regarding the separation of females. Specifically, between FY 2016 and 2019, 494 employees separated from the FCC. Of that number, 246 (49.78%) were female employees. In FYs 2017 and 2018, the separation of females was above the CLF. Based on this data, the FCC previously determined that additional research and analysis would be performed to assess whether any barriers exist regarding the retention of females. Since compiling that data, the separation rate of females decreased over 8% between FY 2018 and FY 2020 (see Chart 9). Moreover, the FY 2019 separation rate of females was significantly below the CLF (6.84%) and remained below the CLF in FY 2020. In addition, the average rate of female separations over the five-year period from FY 2016 to FY 2020 (47.81) is below the CLF. As a result, the FCC will continue to monitor future data to determine if the favorable trend reflected in the change between FY 2018 and FY 2020 continues.

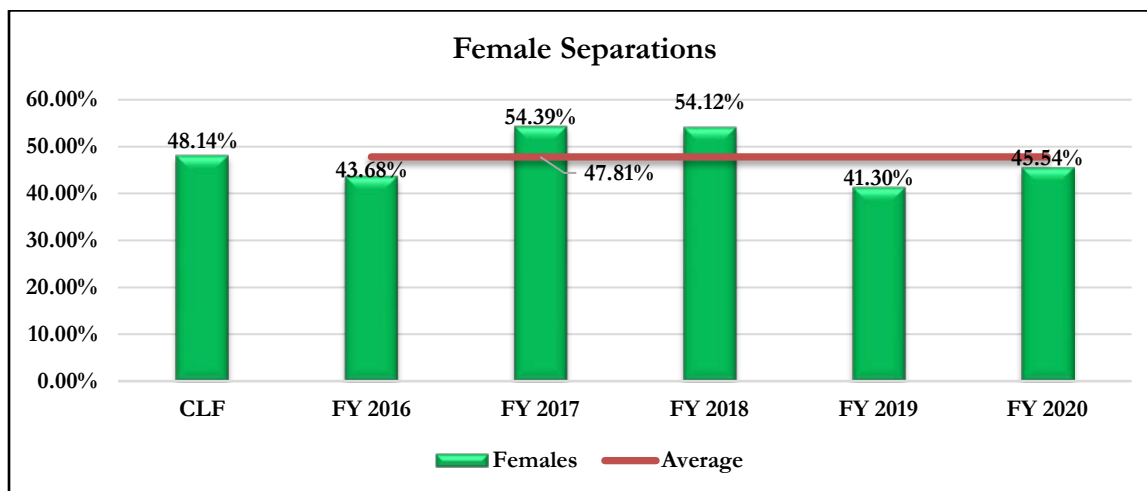


Chart 9

## 5. Mission Critical Occupations

The FCC has five MCOs – Attorney, Miscellaneous Administration & Program (MAP), Electronics Engineer, Management Program Analyst (MPA),<sup>16</sup> and Economist.<sup>17</sup> These MCOs comprise 79.34% of the FCC workforce. This section analyzes the employment of females in each of these MCOs.

### a) Attorneys

#### (1) Workforce

Attorneys provide a range of legal services such as serving as subject matter experts for the Communications Act of 1934, as amended; acting as the primary legal counsel to significant operating programs, or in adversarial proceedings where legal questions posed are of an extremely complex nature; and participating in administrative or judicial proceedings and developing research strategies for legal cases. They comprise approximately 38% of the FCC workforce. Since FY 2016, the participation rates for female attorneys have changed very little (*see* Chart 10). Specifically, the participation rate for female attorneys at 51.48% significantly exceeds the Occupational CLF (OCLF)<sup>18</sup> of 37.30%. The continued high participation rate for female attorneys over the five-year period suggests that a trigger to their employment does not exist.

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<sup>16</sup> Complete data was not available for 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>17</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>18</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 March 3, 2020).

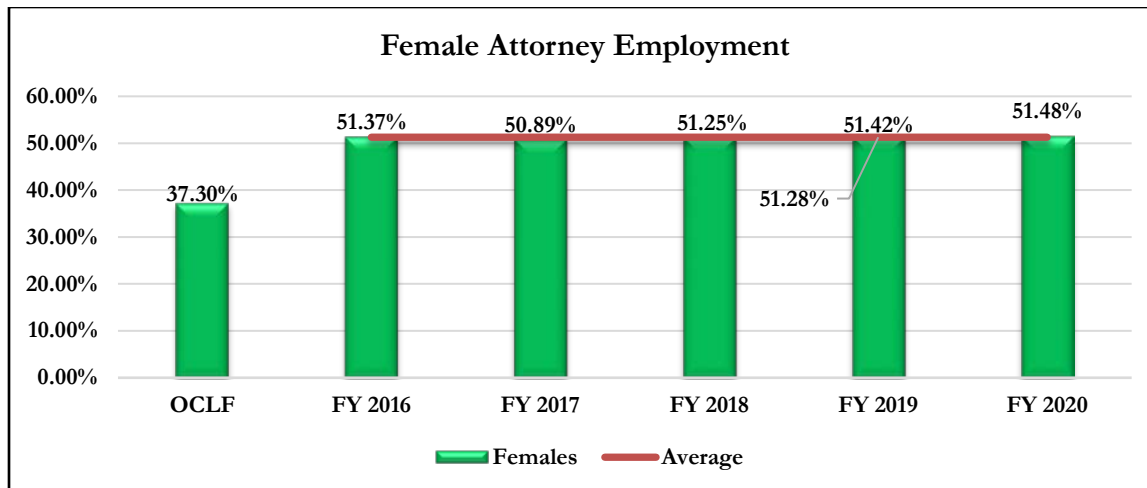


Chart 10

## (2) *New Hires*

Between FY 2016 and FY 2019, the FCC hired 102 attorneys of which 54 (52.94%) were female.<sup>19</sup> In FY 2020, the FCC received 2,841 applications for 39 attorney positions. Of the 1663 applicants who qualified for the positions, 725 (43.60%) were female. As the annual and average hiring rates since FY 2016 have significantly exceeded the attorney OCLF, a trigger to the hiring of females for the attorney position does not appear to exist.

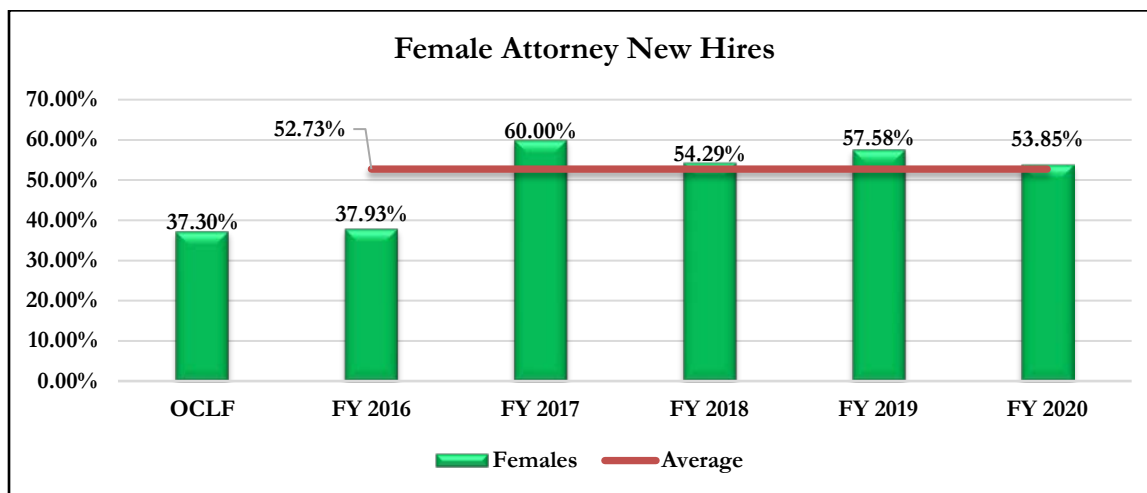


Chart 11

## (3) *Promotions*

From FY 2016 to FY 2019, the FCC promoted 60 (43.10%) female attorneys. In FY 2020, the FCC received 27 applications for five attorney promotions. While seventeen females (62.96%) qualified

<sup>19</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 2016 – 2017 due to insufficient data regarding the number of applications received and the number of applicants qualified for the positions.

for these positions, four females (80%) were promoted (*see* Chart 12). The average promotion rate for female attorneys since FY2016 (51.38%), which is significantly greater than the OCLF (37.30%), the data suggests that there is not a trigger for promotions of female attorneys.

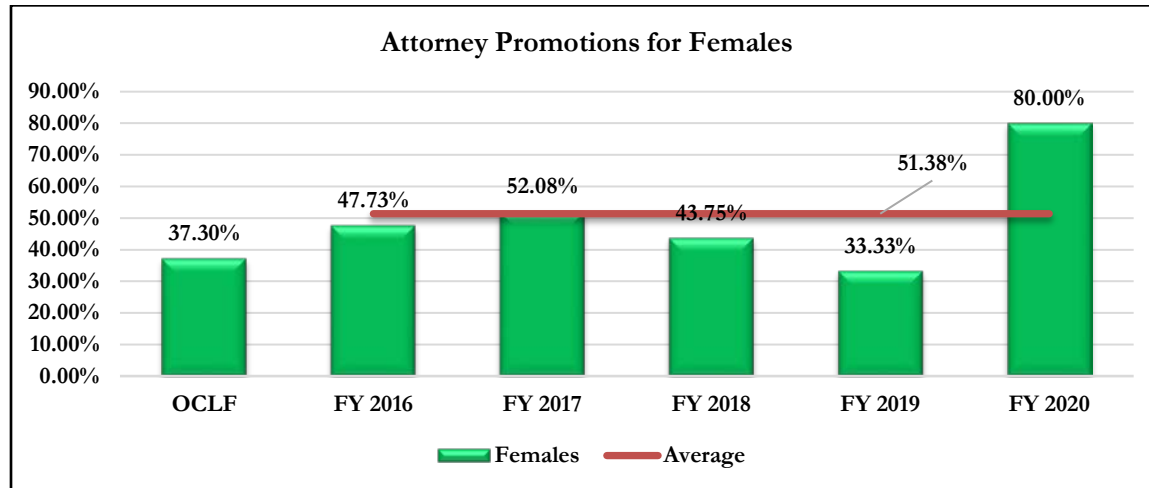


Chart 12

## b) Miscellaneous Administration and Program

### (1) Workforce

MAP employees perform clerical and administrative support work. They comprise 16.02% of the FCC workforce. Since FY 2016, the number of MAP employees has decreased by 61 employees. Between FY 2016 and FY 2020, the participation rate of female MAP employees was greater than the OCLF (56.60%). Further, the average participation rate of female MAP employees (65.89%) during this period exceeded the OCLF by more than nine percent (*see* Chart 13). Considering the favorable participation rates of female MAP employees from FY 2016 – FY 2020, a trigger does not exist to the employment of females in this MCO.



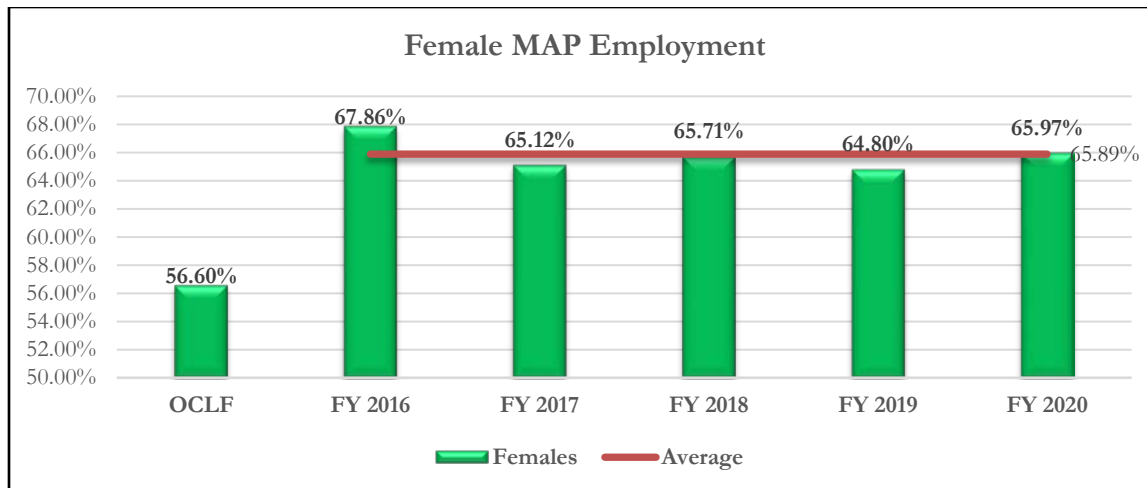


Chart 13

## (2) New Hires

Between FY 2016 and 2019, the FCC hired 38 MAP employees of which 17 (35.29%) were female. In FY 2020, the FCC received 773 for 8 MAP positions. 337 applicants qualified for the positions, of which 142 females (42.14%) qualified for these positions. Four females (50%) were hired. The FY 2020 hiring rate for female MAP employees was below the OCLF rate (56.60%); further, the average hiring rate of females from FY 2016 to FY 2020 (30.24%) was significantly below the OCLF (see Chart 14). Thus, these data suggest a trigger exists for the promotion of females as MAP employees. Accordingly, additional research and analysis will be performed to determine if a barrier exists.

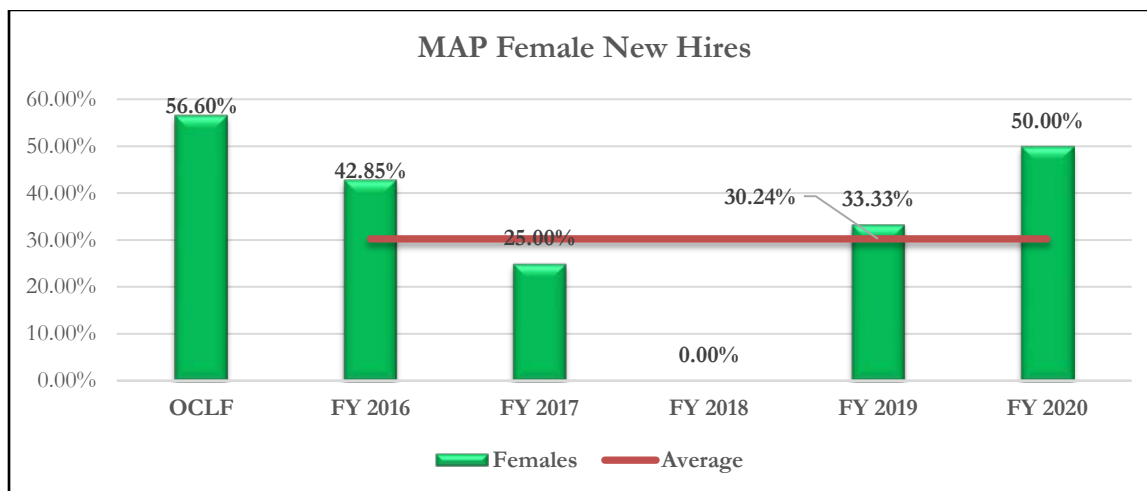


Chart 14

## (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 44 MAP employees. During that period, the FCC promoted 22 (50.00%) females in the MAP field. In FY 2020, the FCC received 20

applications for five MAP promotion. Four males (20.00%) and 16 (80.00%) females applied for the position. Three females (60%) were promoted (*see* Chart 15). For FY 2020, the participation rate of females in MAP promotions (60%) was above the OCLF (56.60%). However, the average promotion rate for females during the five-year period (44.97%) was significantly below the OCLF for the MAP field. Thus, these data suggest a trigger exists for the promotion of females as MAP employees. Accordingly, additional research and analysis will be performed to determine if a barrier exists.

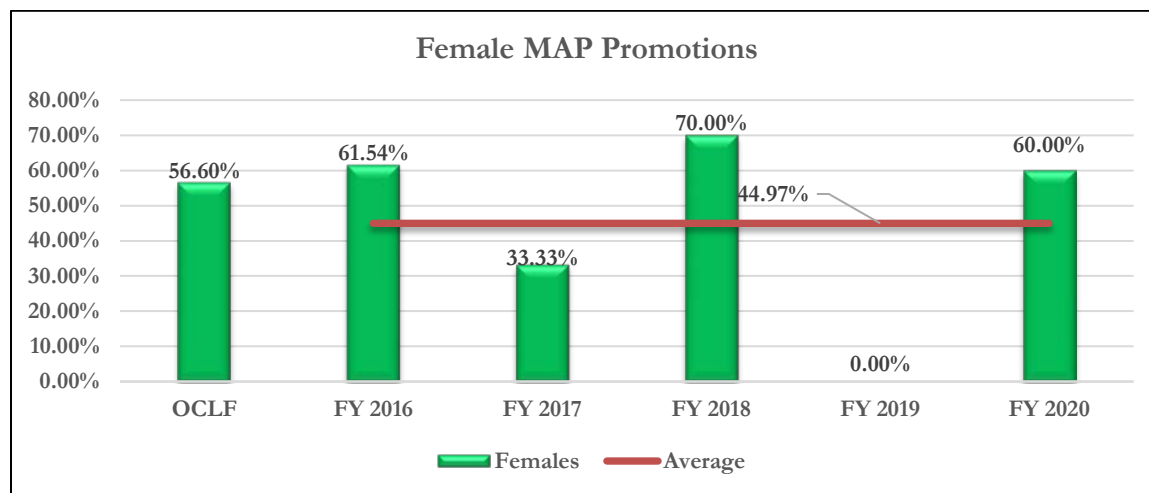


Chart 15

## c) Electronic Engineers

### (1) Workforce

Electronics engineers serve as technical engineering experts for communications networks and systems; initiate, plan, and direct engineering studies; research Commission and industry sources to obtain information on equipment, practices, problems, and developments; develop authoritative position papers and reports; and brief key government and non-government officials on complex technical issues relating to communications networks and systems; prepare, review, evaluate, and coordinate engineering documents; and conduct analysis. They comprise 13.86% of the FCC workforce.

Between FY 2016 and FY 2020, the participation rate of female electronic engineers has exceeded the OCLF (*see* Chart 16). Moreover, the average participation rate for female electronic engineers during this period exceeds the OCLF by nearly 5 percent. Considering the favorable participation rates of female electronics engineers during this period, it appears that a trigger does not exist to the employment of females in this MCO.

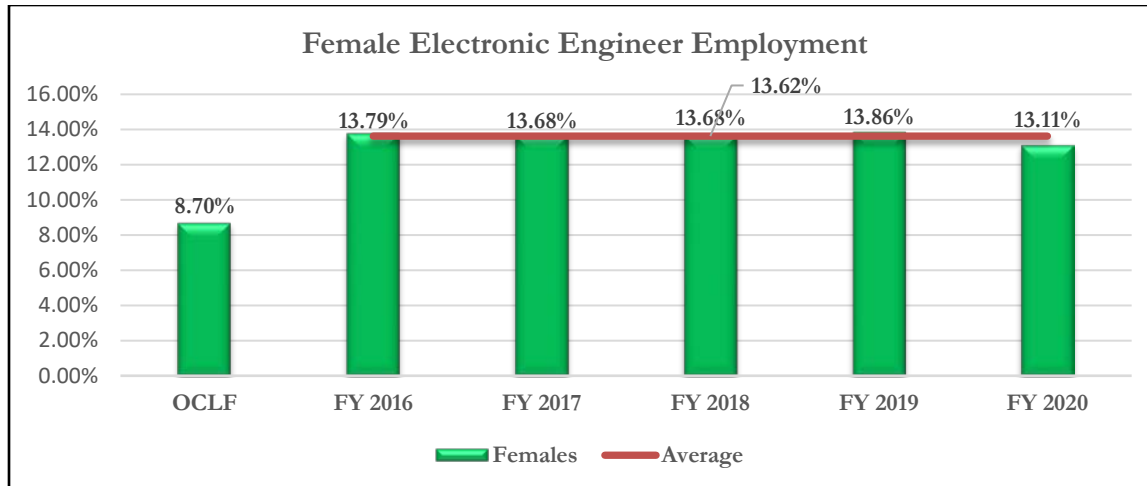


Chart 16

## (2) New Hires

Between FY 2016 and FY 2019, the FCC hired 49 electronic engineers of which twenty-one (42.86%) were female. In FY 2020, the FCC received 434 applications for twelve electronic engineer positions. Two hundred twenty-two applicants qualified for the positions, of which fourteen (6.31%) were female. The FCC hired twelve males (100%) for the positions. From FY 2016 through FY 2020, the participation rate of females as new hires in the electronics engineer field was above the OCLF in only one fiscal year, FY 2019. The average hiring rate for females (4%) was below the OCLF rate (*see* Chart 17). These data suggest there that a trigger exists for hiring females as electronic engineers. Accordingly, additional research and analysis will be performed to determine if a barrier exists.

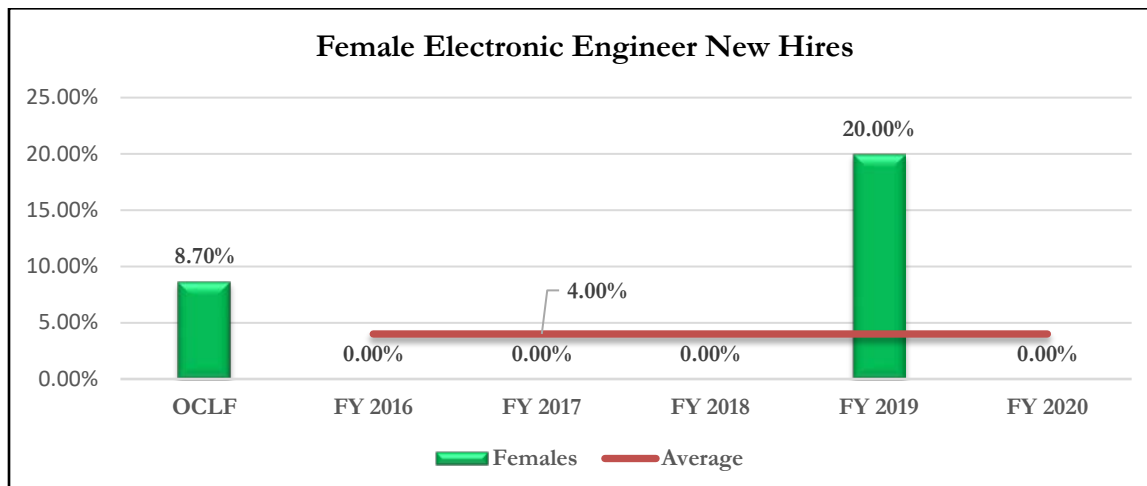


Chart 17

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 25 electronic engineers. During that period, the FCC promoted three (12.00 %) females. In FY 2020, the FCC did not promote any electronic engineers. From FY 2016 to FY 2020, the promotion rate for females exceeded the OCLF for three fiscal years (FYs 2016, 2017 and 2019) and was below the OCLF for the remaining fiscal years at 0% (*see* Chart 18). Further, the average promotion rate for females during the period (9.93%) is comparable to the OCLF. Accordingly, these data suggest there is not a trigger for the promotion of females in the electronic engineer field.

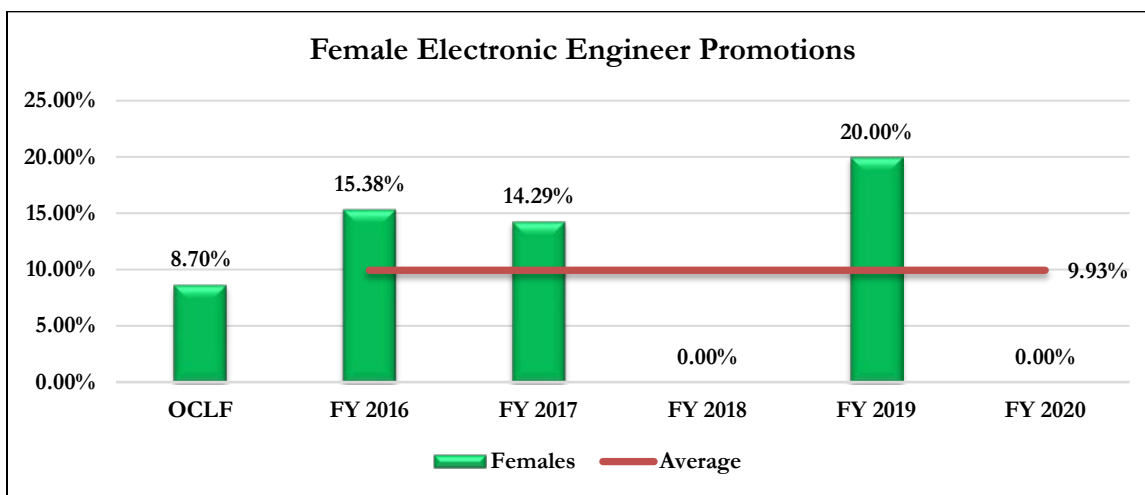


Chart 18

## d) Management Program Analysis

### (1) Workforce

MPA employees perform administrative analytical and evaluative work related to program operations, management and organizational efficiency, and productivity work. They comprise 4.44% of the FCC workforce. Since FY 2017,<sup>20</sup> the annual participation rates of female MPA employees have significantly exceeded the OCLF (*see* Chart 19). The average participation rate for females in the employment of MPA employees during this time period (76.54%) is almost double the OCLF. Consequently, these data suggest that a trigger does not appear to exist for the employment of female MPA employees.

<sup>20</sup> As data for this MCO was not available before FY 2017, the FCC will continue to monitor the data regarding participation rates in this MCO to determine whether a preliminary barrier analysis is warranted.

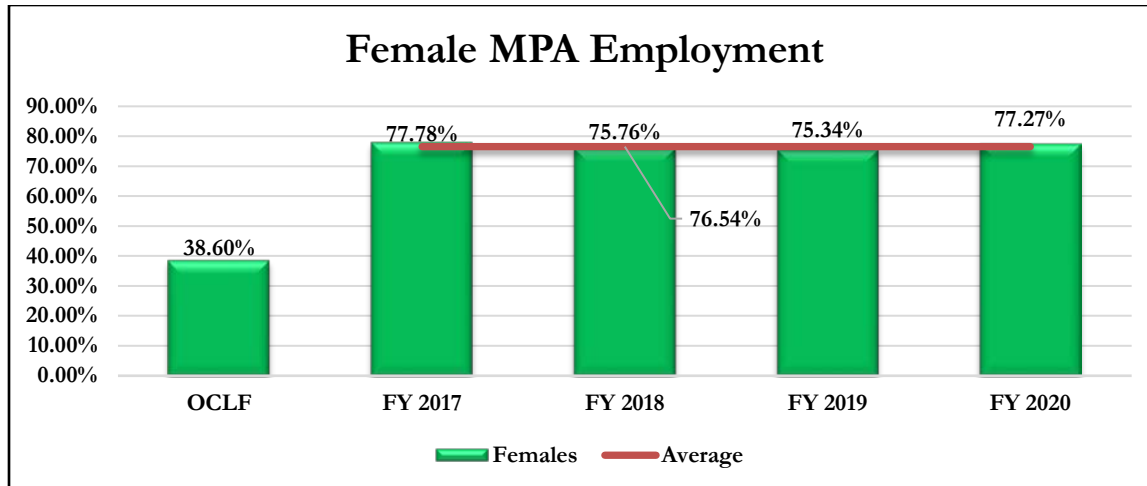


Chart 19

## (2) *New Hires*

From FY 2017 to FY 2019, the FCC hired six MPA employees of which three (50%) were male and three (50%) were female. In FY 2020, the FCC received 85 applications for four MPA positions. Eight applicants qualified for the positions, of which four (50%) were female. The FCC hired three females (75%) for the positions. Between FY 2017 and FY 2020, the hiring rate significantly exceeded the OCLF for two fiscal years (FYs 2018 and 2019) and was below the OCLF for the remaining fiscal year. In addition, during the period, the average participation rate for females as new MAP hires (52.08%) exceeded the OCLF. Thus, these data suggest that a trigger does not appear to exist for the hiring of females in the MPA field.

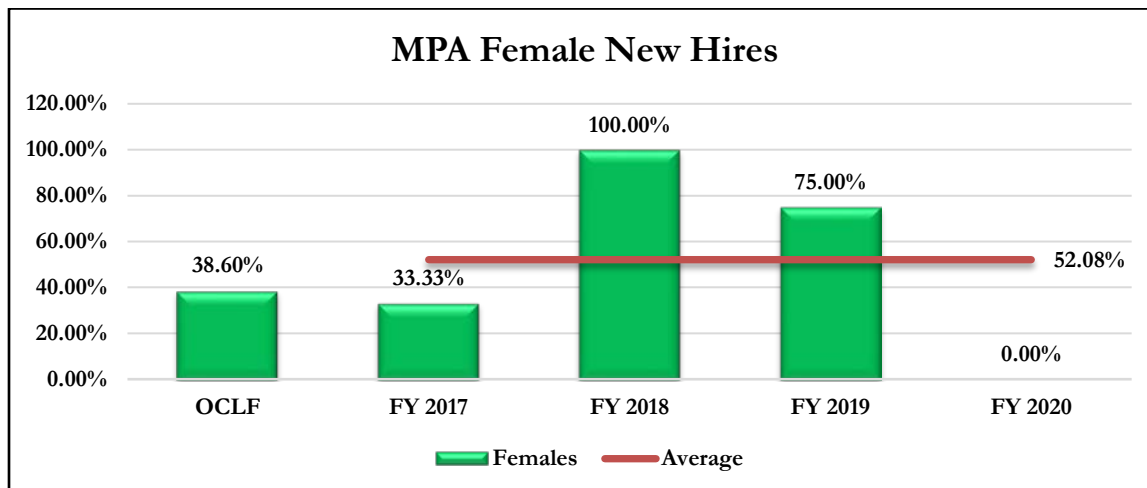


Chart 20

## (3) *Promotions*

From FY 2017 to FY 2019, the FCC promoted nineteen MPAs of which fourteen (73.68%) were female. For FY 2017 and FY 2018, the promotion rate for MPA females exceeded the OCLF rate of 38.60% (*see* Chart 21). In FY 2020, the FCC promoted 9 employees in the MPA field. Of the nine employees, seven were females, resulting in a promotion rate for females of 77.78%. The average promotion rate for females in the MPA field between FY 2017 and FY 2020 (61.11%) is above the OCLF. These data suggest that a trigger does not exist for the promotion of females in this MCO.

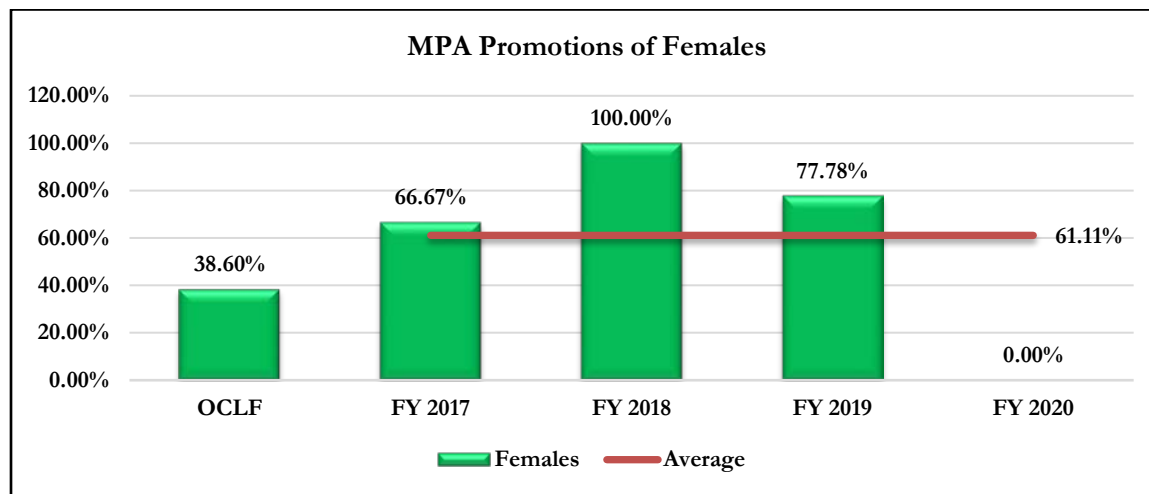


Chart 21

## e) Economists

### (1) Workforce

Economists serve as expert technical advisors on complex econometric issues that arise in connection with telecommunications and regulatory policy; and conduct studies of current and potential policy issues; and perform original research and investigative analysis. Economists comprise 4.24% of the FCC workforce.

Between FY 2016 and FY 2020, the annual participation rates of female economists have been comparable to the OCLF (30.60%) (*see* Chart 22). Moreover, for FYs 2016 and 2019, the participation rates of female economists were above the OCLF. In FY 2020, the participation rate of female economists was comparable to the OCLF. Further, the average participation rate for female economists in the FCC workforce between FY 2016 and FY 2020 (31.10%) is above the OCLF. Accordingly, these data suggest that no trigger for the employment of female economists exists.

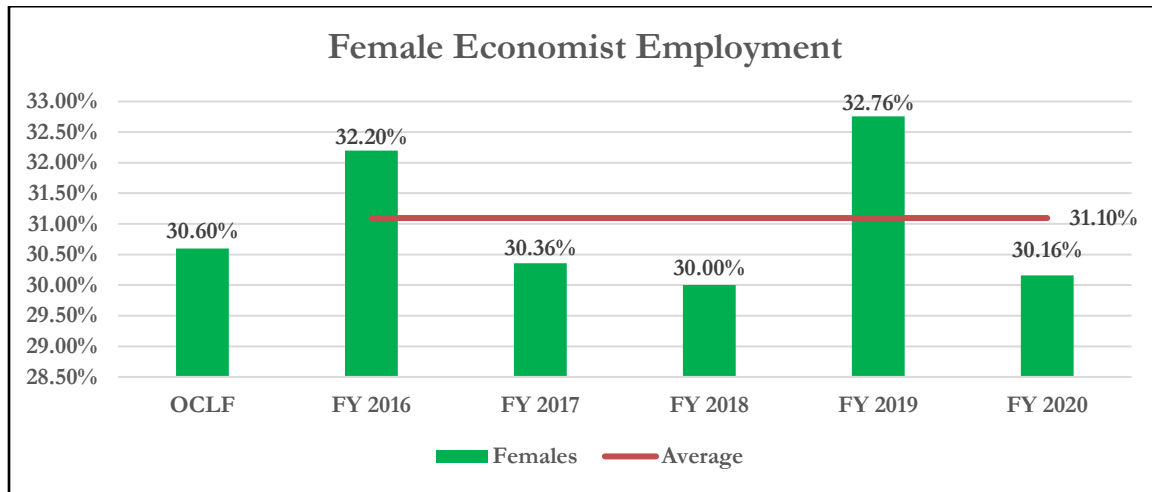


Chart 22

## (2) New Hires

Between FY 2016 and FY 2019, the FCC hired six economists of which, two (33.33%) were females. During this period, for two fiscal years – FYs 2016 and 2019 – the participation rate for hiring female economists exceeded the OCLF (30.60%) (*see* Chart 23). For FY 2020, the FCC hired six economists in FY 2020. Of the six, three were female; thus, the hiring rate for females was 50%. From FY 2016 through FY 2020, the average hiring rate for females (36.67%) was above the OCLF. For the two previous years, the data suggested that a trigger regarding the hiring of female economists exists; and, as a result, the FCC determined that additional research and analysis would be performed to assess whether any barriers exist. Given that the most recent data suggest that there is not a trigger regarding the hiring of female economists, additional information is needed to determine if a barrier exists to the hiring of females as economists.

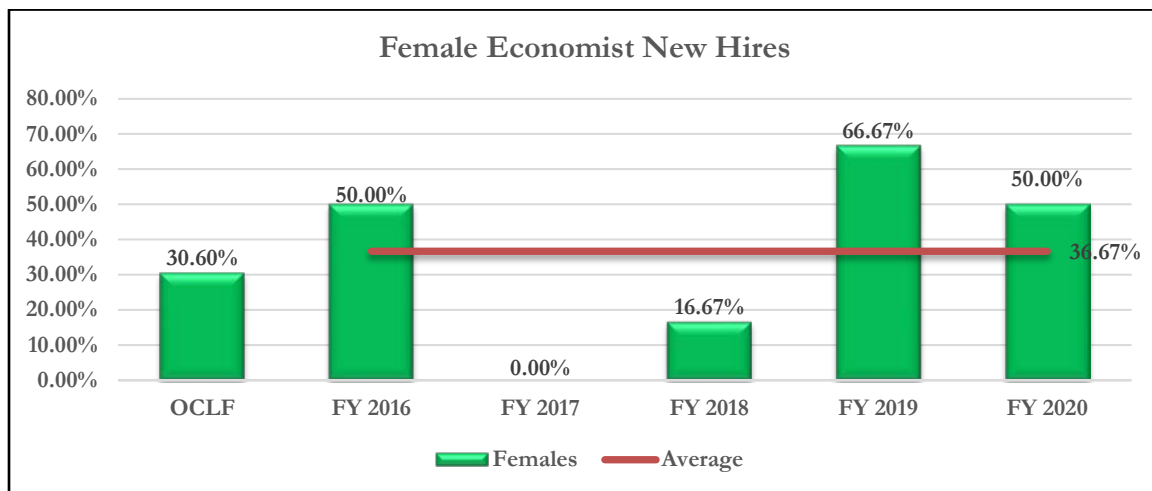


Chart 23

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 24 economists. During that period, the FCC promoted seven (29.17%) females. From FY 2016 through FY 2020, the promotion rate for females exceeded the OCLF (30.60%) for two fiscal years – FYs 2016 and 2018FY 2019 (*see* Chart 24). In FY 2020, the FCC did not promote any economists. From FY 2016 to FY 2020, the promotion rate for female economists was below the OCLF for two additional fiscal years – FYs 2017 and 2019. The average promotion rate for females (26.67%) between FY 2016 and FY 2020 is below the OCLF. These data suggest a trigger exists for the promotion of female economists. Accordingly, additional research and analysis will be performed to determine if a barrier exists.

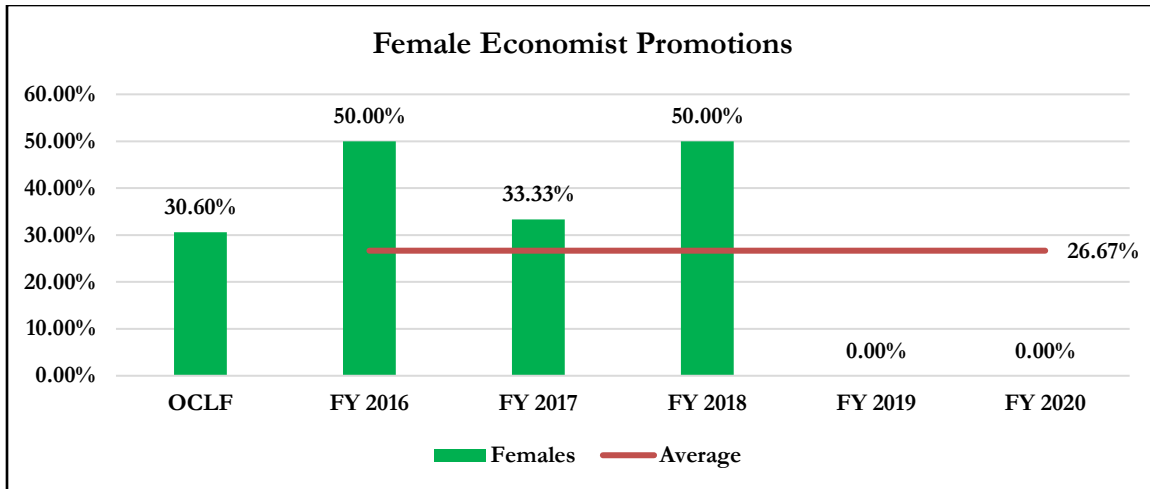


Chart 24

## C. Employment of Asian Americans

### 1. Workforce

Of the 1,486 FCC employees, 128 (8.61%) of the employees are Asian American. Specifically, Asian American males comprise 78 (5.25%) employees, while Asian American females comprise 50 (3.36%) employees. For FY 2020, the number for Asian American males represents a very small decrease from the total in FY 2019. At the same time, the number for Asian American females rose by 1. The participation levels for both remain above the CLF (1.97%) (*see* Chart 25). While there was a decrease (0.39%) in the participation level of Asian males saw between FY 2019 and FY 2020, the participation level of Asian American males employed at the FCC remained both higher than and more than double the CLF. Similarly, since FY 2016, the participation level of Asian American females has consistently exceeded the CLF (1.93%) by 75%. With a trend of participation levels



exceeding the CLF, this data suggests no trigger exists concerning the employment of Asian American males and females.

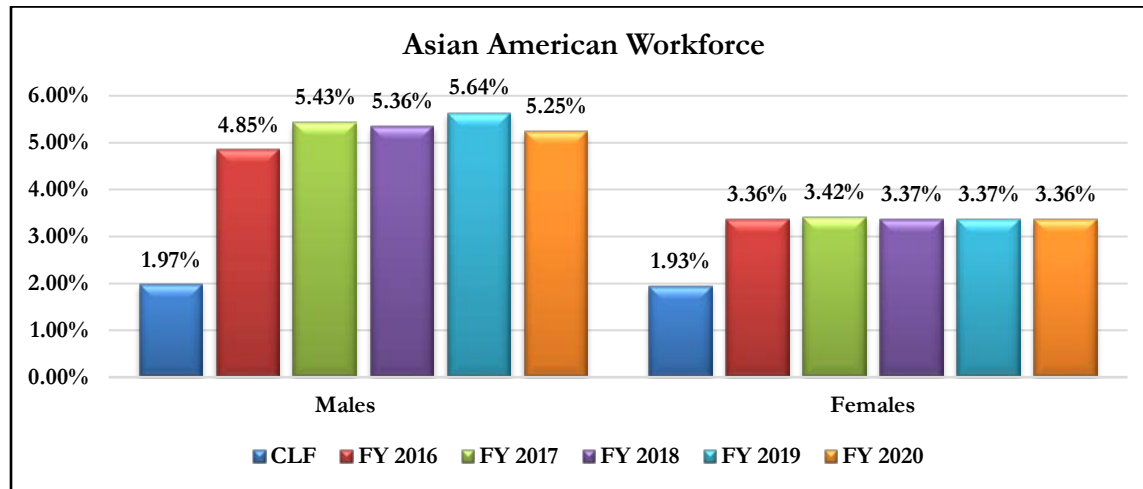


Chart 25

## 2. Senior Executive Service

Since FY 2016, the number of SES positions at the FCC has increased by 9.44% from 48 to 58. From FY 2016 through FY 2020, the participation rate of Asian American males and females has exceeded or was comparable to the CLF every fiscal year (*see* Chart 26). Accordingly, these data suggest there is no trigger for the employment of Asian Americans at the SES level.

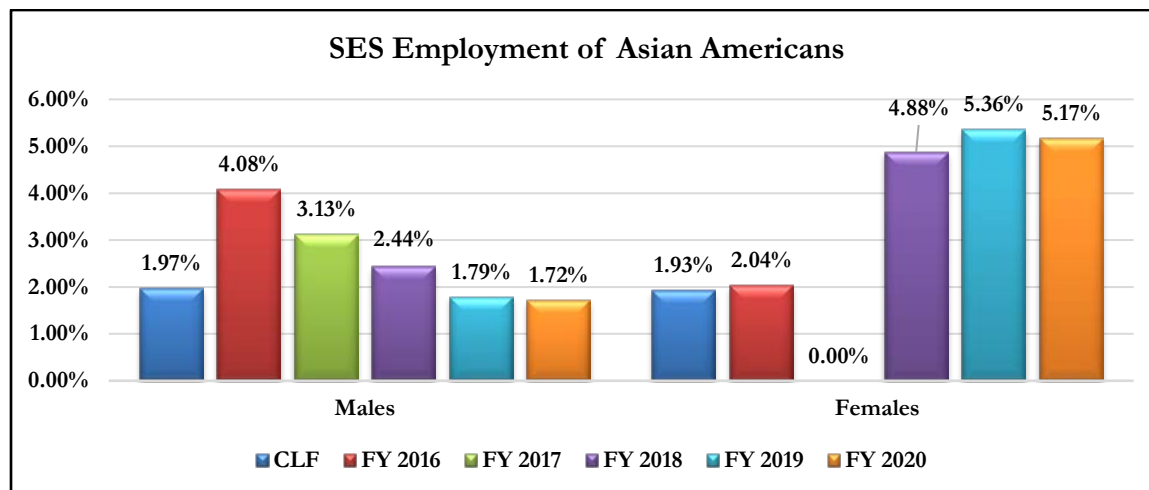


Chart 26

## 3. GS 13 - 15 Grade Levels

Since FY 2016, the participation rate of Asian American males at the GS- 15 grade has exceeded the CLF every year and, except for FY 2020, has increased each year (*see* Chart 27). During the same period, the participation rate of Asian American females has been above and comparable to the CLF. These data suggest a trigger does not exist for the employment of Asian Americans at the GS- 15 grade level.

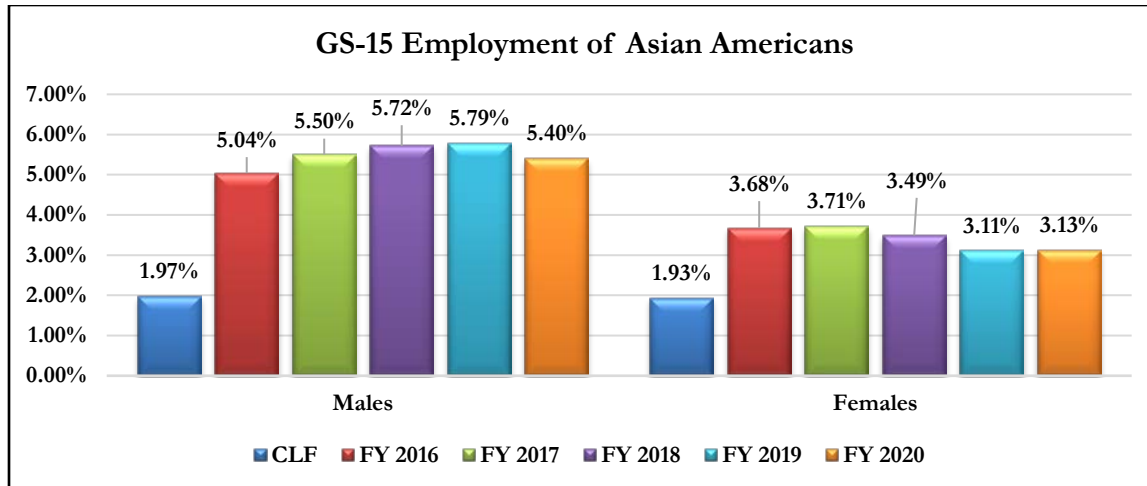


Chart 27

Since FY 2016, the participation rates of Asian American males and females at the GS-14 and GS-13 grades have been above the CLF (*see* Chart 28 and Chart 29). These data suggest that a trigger does not exist concerning the employment of Asian Americans at these grades.

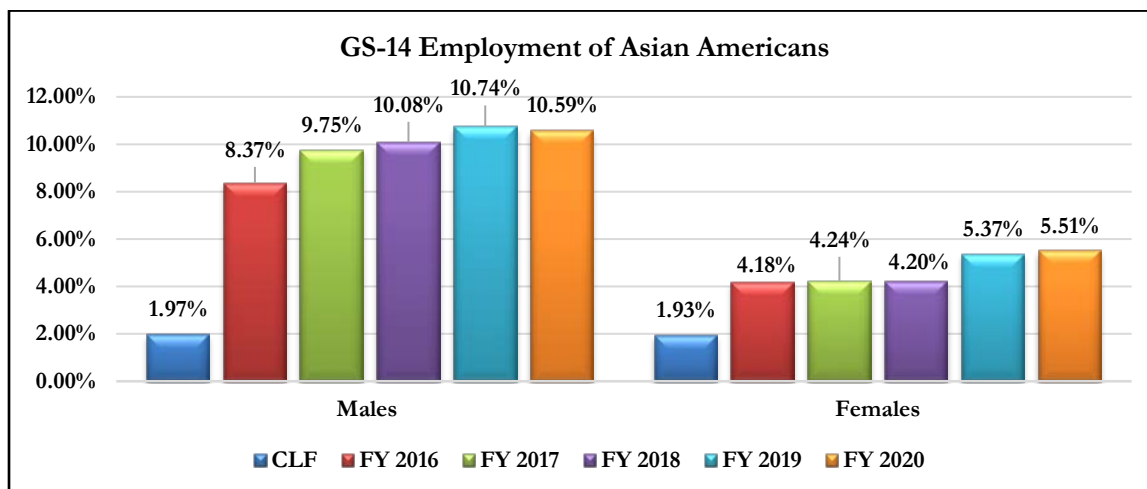


Chart 28

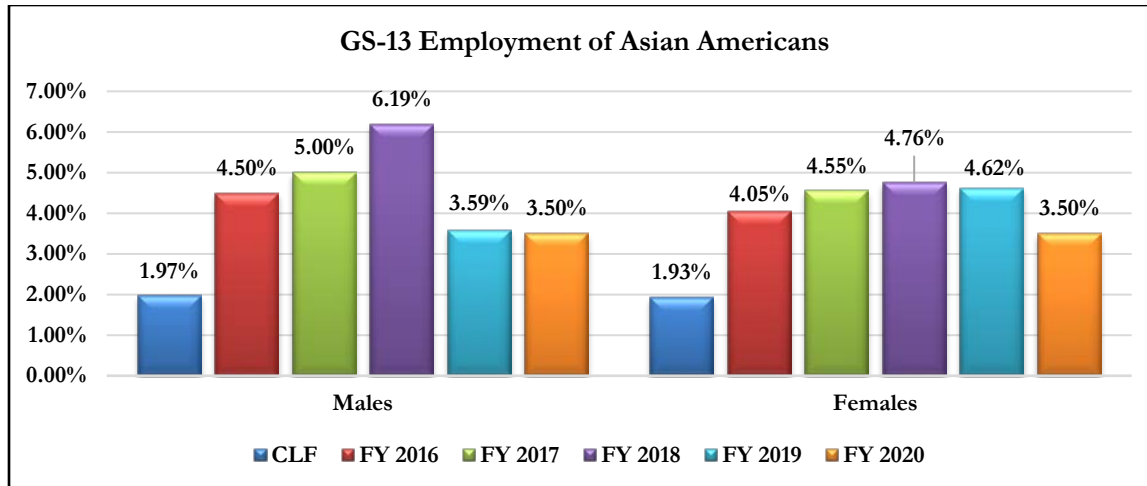


Chart 29

#### 4. New Hires and Separations

Since FY 2016, the new hire rate for Asian American males has been at least double the CLF, (1.97%) except for FY 2020 (*see* Chart 30). In FY 2020, the new hire rate was comparable to the CLF. Moreover, for FYs 2017 and 2019, the new hire rate was quadruple the CLF. Further, since FY 2016, for three of the five fiscal years (namely, FYs 2016, 2017 and 2019) the separation rate for Asian American males has been equal to or lower than the new hire rate for Asian American males. On the other hand, the separation rate was higher than the new hire rate in FYs 2018 and FY 2020. However, the separation rate for Asian American males has exceeded the CLF for two of the three most recent fiscal years. Given the high separation rate for Asian American males compared to the CLF, the separations data suggest a trigger exists regarding the retention of Asian American males. Consistent with its previous determinations that additional research and analysis would be performed to assess whether any barriers exist regarding the retention of Asian American males, the FCC will continue its ongoing efforts in that regard.

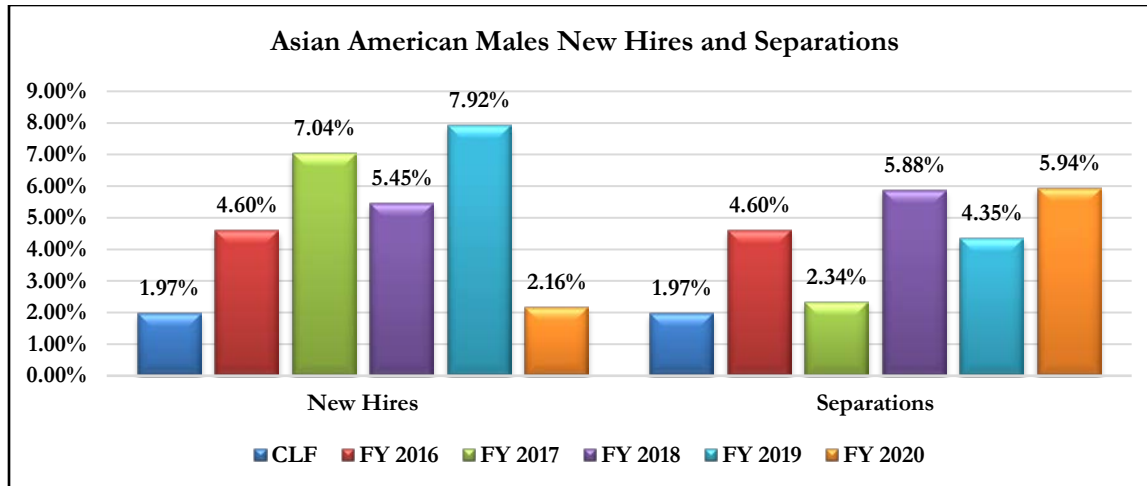


Chart 30

Since FY 2016, the new hire rate for Asian American females was either comparable to the CLF (1.93%) or higher (*see* Chart 31). In fact, for FY 2017, the new hire rate was more than double the CLF (7.04%). Similarly, during the same time period, the separation rate for Asian American females was either comparable with or higher than the CLF. Further, the separation rate exceeded the new hire rate in FYs 2018, 2019 and 2020, while being equal to or falling below it in FYs 2016 and 2017. Given the separation rate trend for Asian American females, these data suggest a trigger exists regarding the retention of Asian American males. Consistent with its previous determinations that additional research and analysis would be performed to assess whether any barriers exist regarding the retention of Asian American females, the FCC will continue its ongoing efforts in that regard.

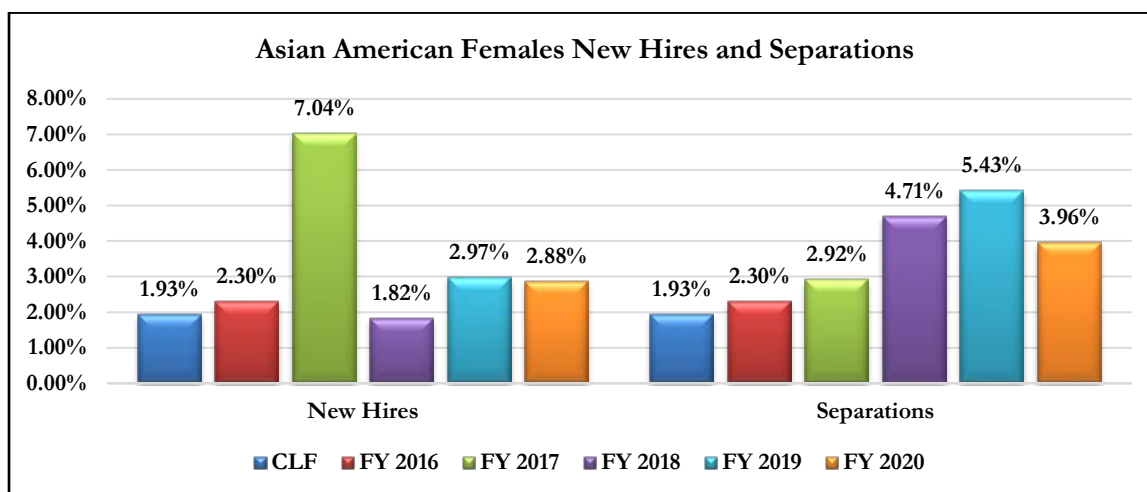


Chart 31

## 5. Mission Critical Occupations

### a) Attorneys

#### (1) Workforce

Currently, the FCC employs 595 attorneys. Since FY 2016, the FCC has experienced an increase in total attorneys (from 559 to 575), the number of Asian American attorneys has increased from 28 to 37 attorneys. From FY 2016 through FY 2020, the participation level of Asian American males and females in the attorney workforce was above the OCLF (1.00% and 0.60%, respectively) (*see* Chart 32). As the participation rate of Asian American males and females in the attorney field was consistently above the OCLF during the period, the data suggest that a trigger concerning employment of Asian American males and females as attorneys does not exist.

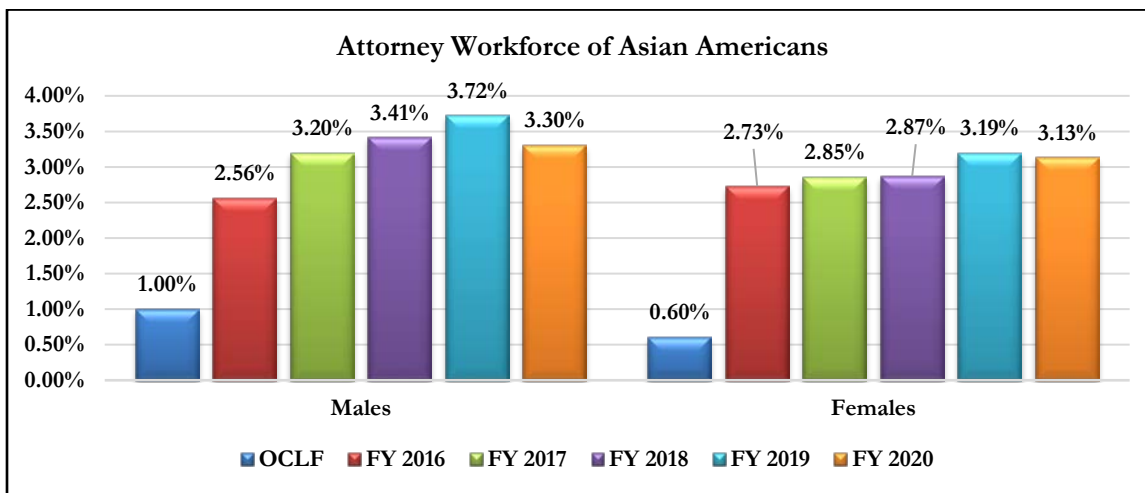


Chart 32

#### (2) New Hires

Between FY 2016 and FY 2019, the FCC hired 102 attorneys of which 8 (7.84%) were Asian American. Specifically, the FCC hired five Asian American males and three Asian American females. During this period, the hiring rate for Asian American males exceeded or was comparable to the OCLF (1.00%) (*see* Chart 33). Similarly, the hiring rate for Asian American females during this same period either exceeded or was comparable to the OCLF (0.60%) (*see* Chart 34). In FY 2020, the FCC received 2,841 applications for 39 attorney positions. One thousand six hundred sixty-three applicants qualified for the positions. From this applicant pool, 70 Asian American males (4.21%) and 79 (4.75%) Asian American females qualified for these positions, one (2.56%) Asian American female was hired. Further, from FY 2016 through FY 2020, the average hiring rate for Asian American male attorneys (4.56%) exceeded the OCLF. Additionally, for the same period, the

average hiring rate for Asian American female attorneys (2.52%) was above the OCLF. These data suggest a trigger does not exist for the hiring of Asian American males and females as attorneys.

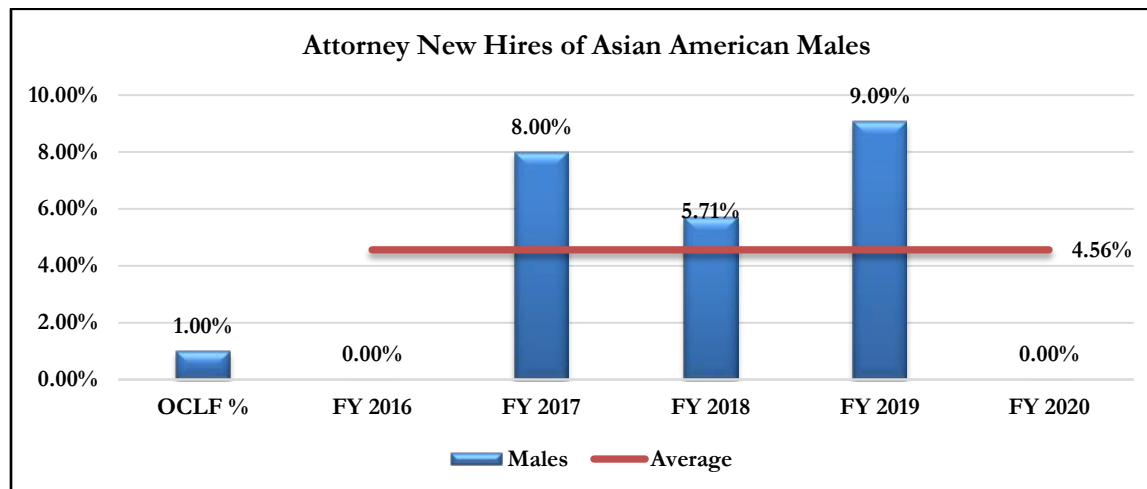


Chart 33

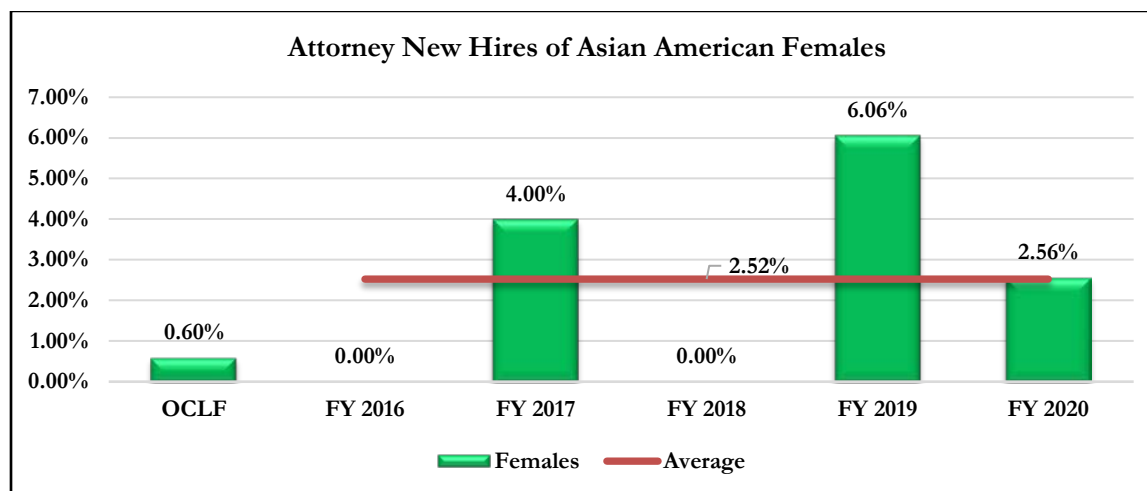


Chart 34

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 139 attorneys. During that period, the FCC promoted six (4.32%) Asian American males and eight (5.76%) Asian American females. In addition, the promotion rate for Asian American male attorneys was comparable to or exceeded the OCLF during that period (*see* Chart 35). Similarly, for Asian American female attorneys during the same period, the promotion rate was comparable to or exceeded the OCLF (*see* Chart 36). In FY 2020, the FCC received 27 applications for 5 attorney promotions. The average promotion rate from FY 2016 to FY 2020 for Asian American male attorneys (5.64%) and Asian American female attorneys (3.41%) are above the respective OCLFs. Given the favorable promotion rate for Asian American male and female attorneys since FY 2016, the data suggest there is not a trigger concerning promotions for Asian American attorneys.

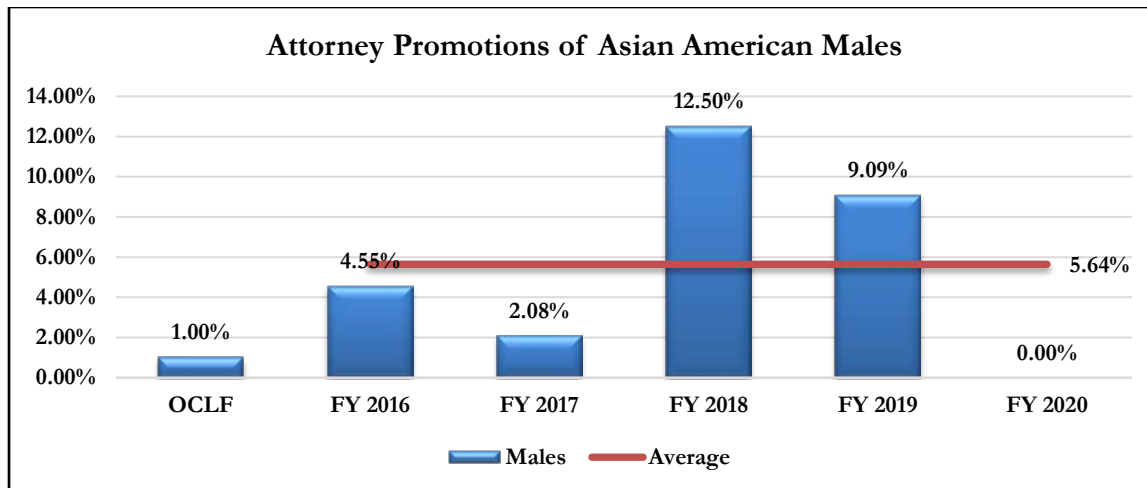


Chart 35

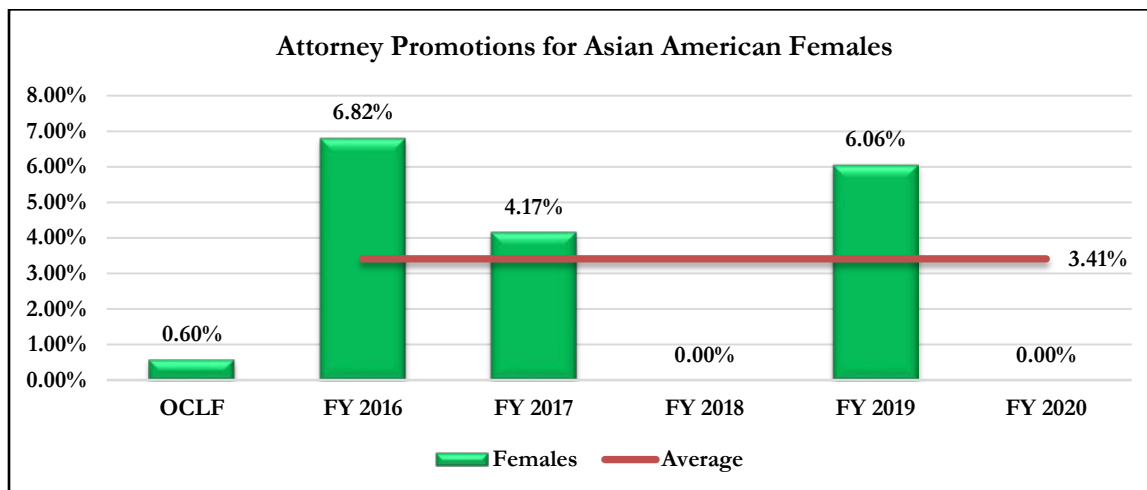


Chart 36

## b) Miscellaneous Administration and Program Employees

### (1) *Workforce*

Since FY 2016, the number of MAP employees has decreased by 59 employees from 308 to 249. From FY 2016 to FY 2020, the participation rates of Asian American males and females remained comparable to the OCLF (2.60% and 2.30%, respectively) (*see* Chart 37). Because the participation rates have been comparable, these data suggest there is no trigger concerning employment of Asian Americans in the MAP field.

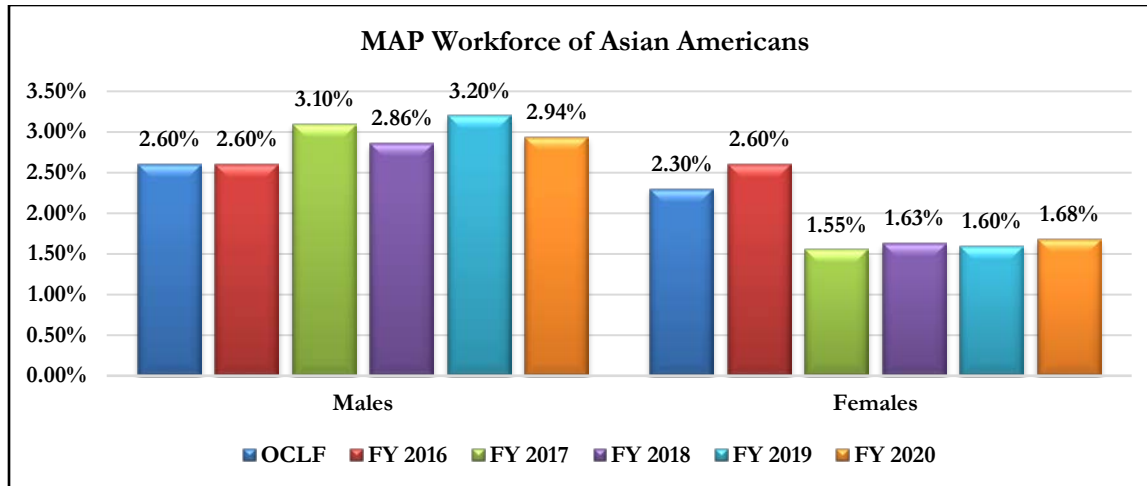


Chart 37

## (2) *New Hires*

Between FY 2016 to FY 2019, the FCC hired seventeen MAP employees of which two (28.57%) were Asian American. Specifically, the FCC hired one Asian American males and one Asian American females. During this period, the new hire rate for Asian American males as MAP employees was above the OCLF (2.60%) for only one fiscal year (FY 2017) and below the OCLF for the remaining three years (*see* Chart 38). For Asian American females during the same period, the hiring rate was above the OCLF (2.30%) for two fiscal years (FYs 2016 and 2018) (*see* Chart 39). In FY 2020, the FCC received 733 applications for eight MAP positions. Three hundred thirty-seven applicants qualified for the positions. Thirty-two (9.50%) Asian American males and fifteen (4.45%) Asian American females qualified for these positions; however, no Asian American males or females were hired. Between FY 2016 and FY 2020, the average hiring rate for Asian American males (5%) exceeds the OCLF. Similarly, for the same time period, the average hiring rate for Asian American females (4.52%) exceeds the OCLF. These data suggest there does not appear to be a trigger regarding the hiring of Asian American males and females for MAP positions.

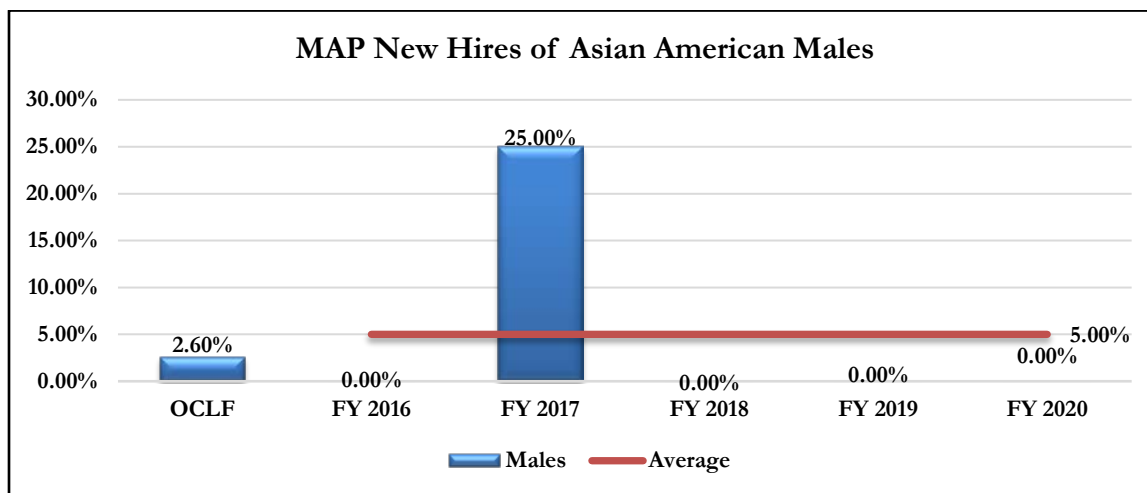


Chart 38



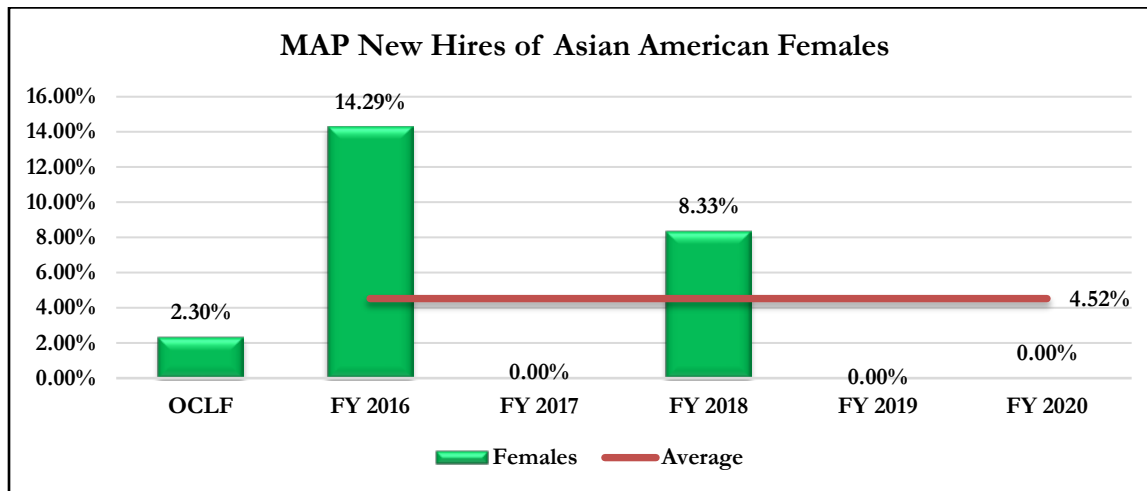


Chart 39

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 44 MAP employees. During that period, the FCC promoted four (9.09%) Asian American males and two (4.55%) Asian American female. In FY 2020, the FCC received twenty applications for five MAP promotion. No Asian American males and one Asian American female applied for this position. From FY 2016 to FY 2020, the promotion rate for Asian American male MAP employees was above the OCLF (2.60%) for two fiscal years (FYs 2016 and 2017); however, for the remaining fiscal years the rate was below the OCLF (*see* Chart 40). During the same period, the promotion rate for Asian American female MAP employees was above the OCLF for only one fiscal year, FY 2018, and below the OCLF for the remaining three fiscal years (*see* Chart 41). The average promotion rate, from FY 2016 to FY 2020, for Asian American males (4.87%) is above the OCLF. For Asian American females, the average promotion rate for this period (2%) is comparable to the OCLF. These data suggest there is no trigger concerning the promotion of Asian American male and female MAP employees.

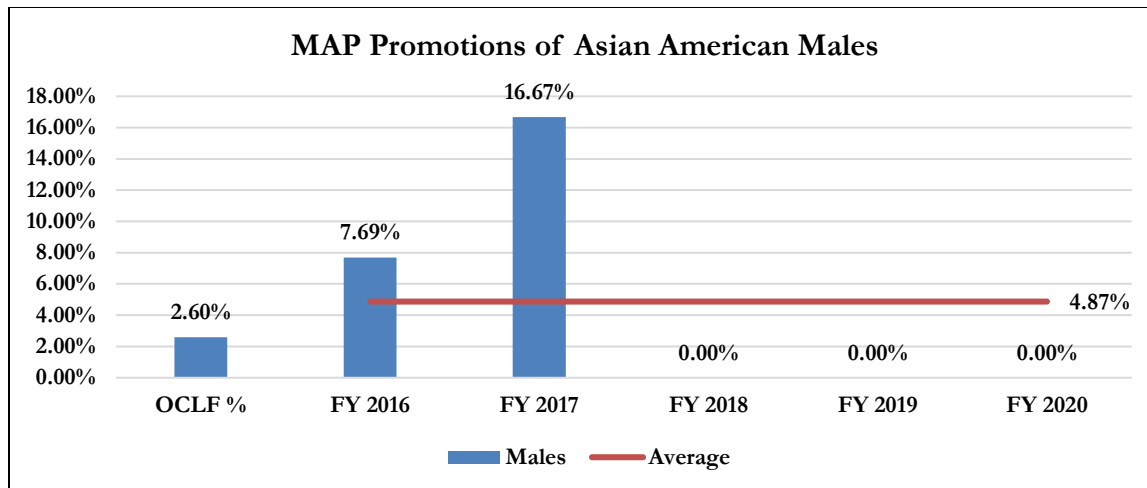


Chart 40

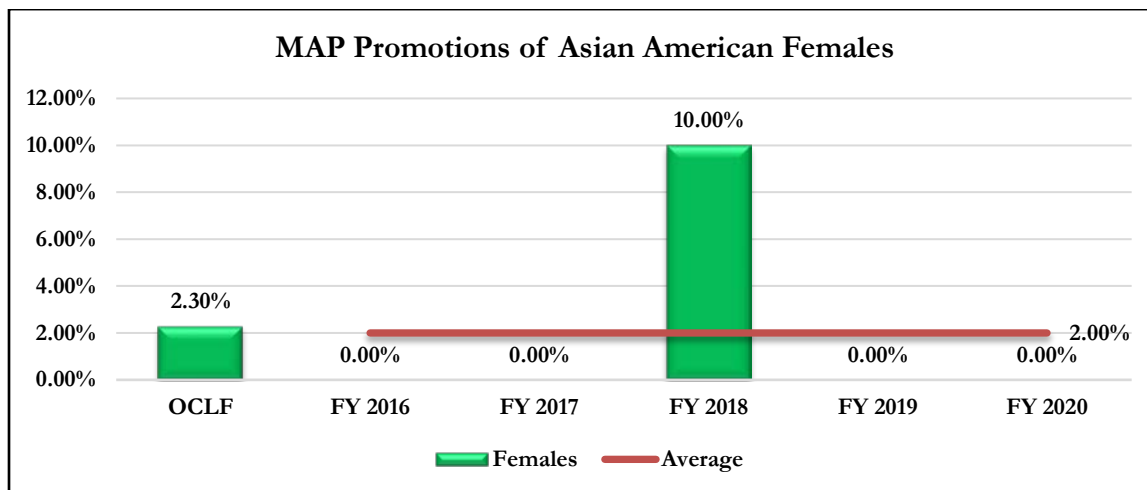


Chart 41

## c) Electronic Engineer

### (1) Workforce

From FY 2016 to FY 2020, the participation rate of Asian American males and females in the electronic engineer field has exceeded their respective OCLF rates (*see* Chart 42). Considering the favorable participation rates of Asian American males and females in comparison to their respective OCLF rates, these data suggest that a trigger concerning employment of Asian American males and females in this MCO does not exist.

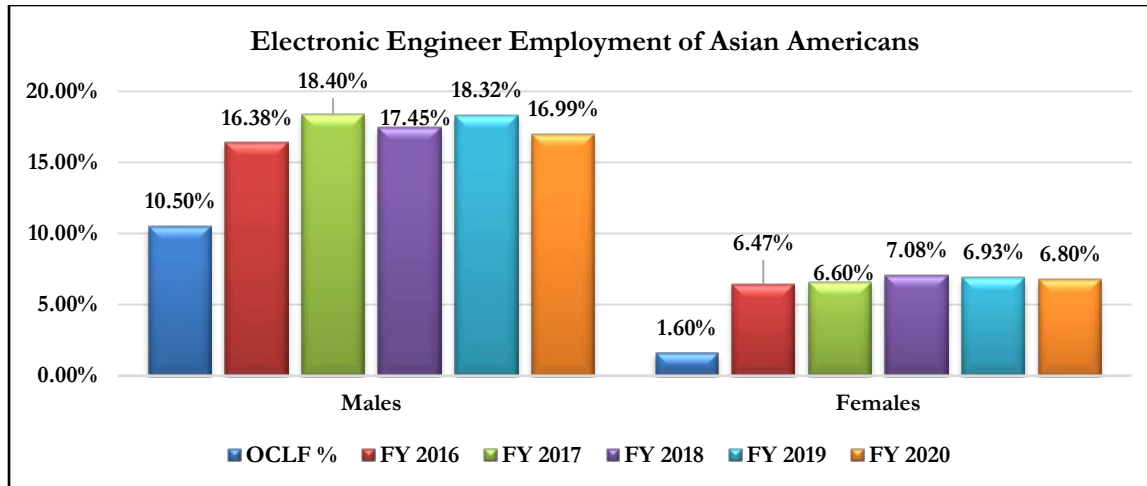


Chart 42

## (2) New Hires

Between FY 2016 and FY 2019, the FCC hired 49 electronic engineers of which five (10.20%) were Asian American. Specifically, the FCC hired four Asian American males and one Asian American female. In FY 2020, the FCC received 434 applications for twelve electronic engineer positions. Two hundred twenty-two applicants qualified for the positions. Fifty-three (23.87%) Asian American males and four (1.80%) Asian American females qualified for these positions. Three (25.00%) Asian American males were hired; and no Asian American females were hired. From FY 2016 to FY 2020, the hiring rate for Asian American males was above the OCLF (10.50%) for three fiscal years (FYs 2016, 2018 and 2020) and below the OCLF for the remaining fiscal years (*see* Chart 43). For the same period, the hiring rate for Asian American females was below the OCLF (1.60%) for every fiscal year (*see* Chart 44). During this period, the average hiring rate for Asian American males for the electronic engineer position (14.44%) was above the OCLF. By contrast, the average hiring rate for Asian American females (0%) was comparable to the OCLF. These data suggest that a trigger regarding the hiring of Asian American males and females as electronic engineers does not exist. However, because no Asian American females have been hired after FY 2016, additional analysis and research is in progress to ascertain if a barrier to the hiring of Asian American females exists.

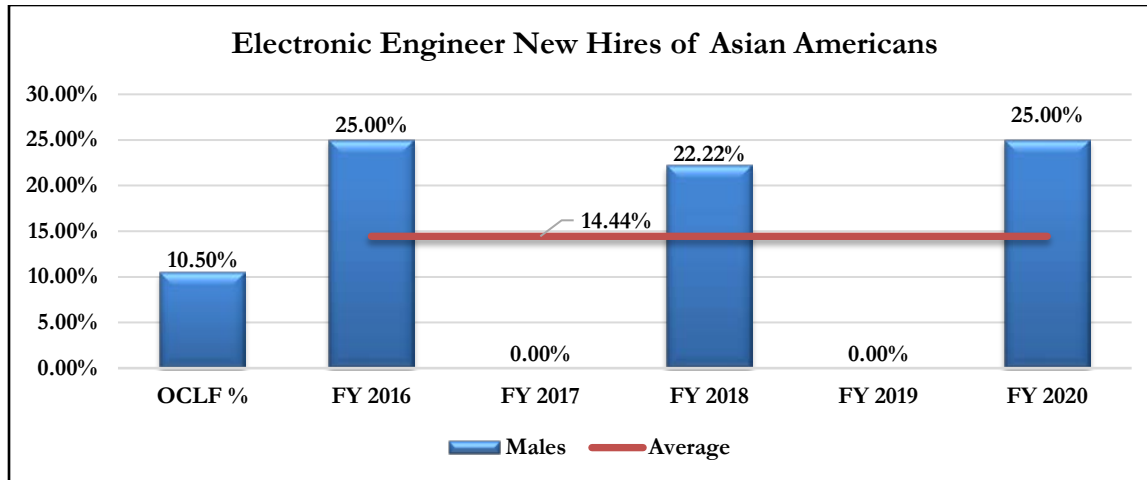


Chart 43

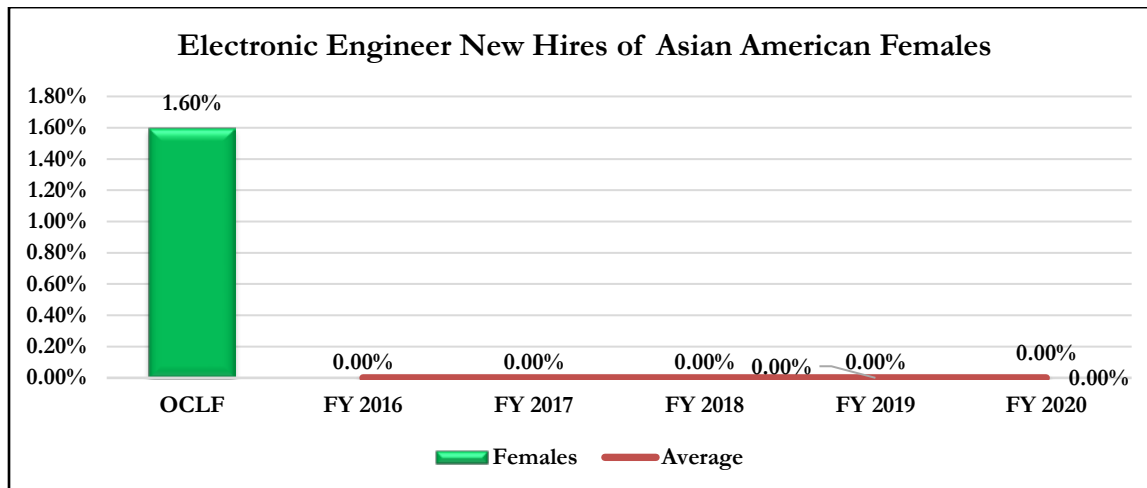


Chart 44

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 25 electronic engineers. During that period, the FCC promoted four (14.82%) Asian American males and three (11.11%) Asian American females. In FY 2020, the FCC promoted one electronic engineer. No Asian American male or female was promoted. From FY 2016 to FY 2020, the promotion rate for Asian American male electronic engineers was above the OCLF (10.50%) for three fiscal years (FYs 2017, 2018 and 2019) and below the OCLF for the remaining fiscal years (*see* Chart 45). During the same period, the promotion rate for Asian American females significantly exceeded the OCLF (1.60%) for two fiscal years (FYs 2016 and 2017) and was below the OCLF for the remaining fiscal years (*see* Chart 46). The average promotion rates of Asian American male and female electronic engineers during the period (19.405% and 5.93%, respectively) is above the OCL. These data suggest there does not appear to be a trigger concerning promotions of Asian American electronic engineers.

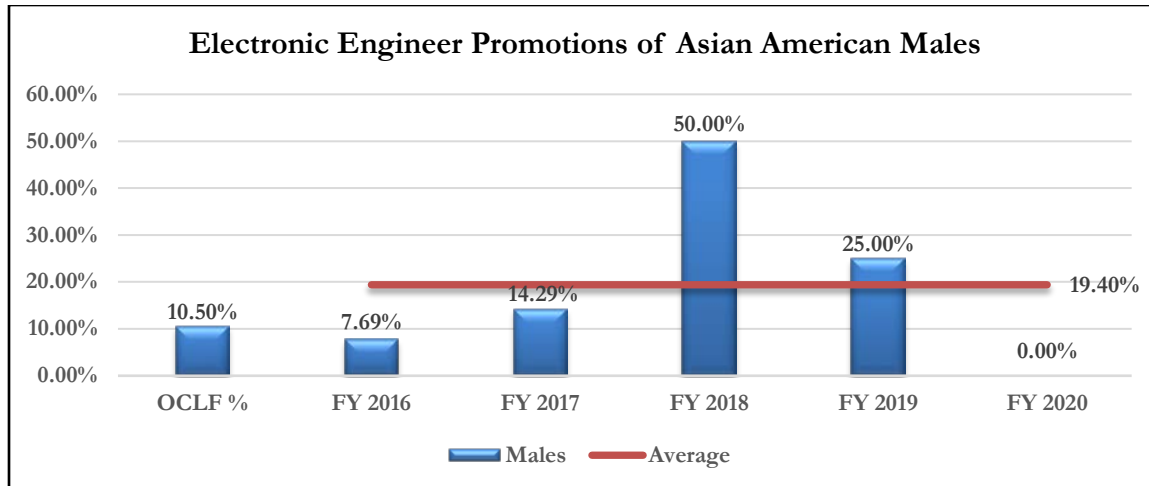


Chart 45

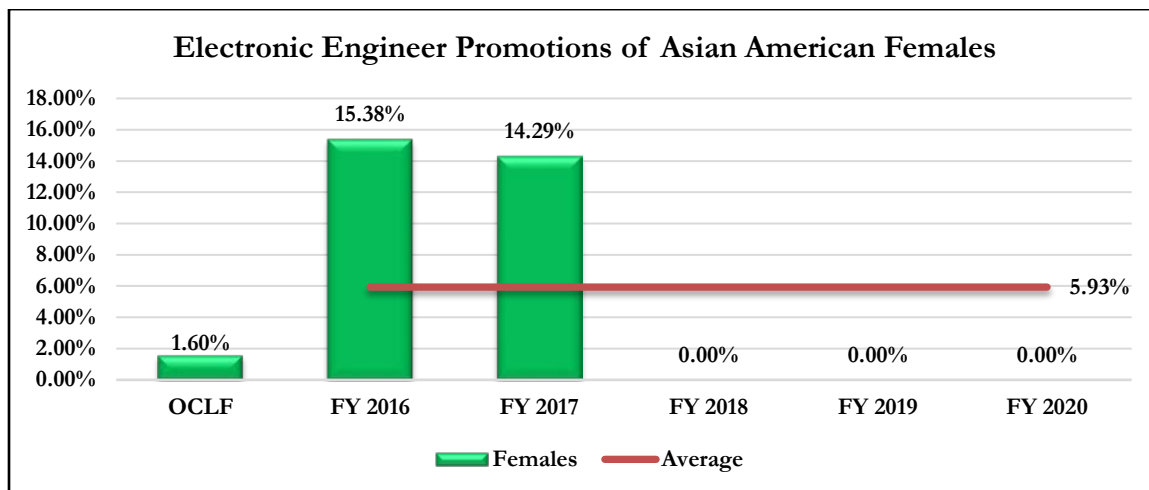


Chart 46

## d) Management Program Analysis

### (1) Workforce

Currently, the FCC has 66 MPA employees including no Asian American males and one (1.25%) Asian American female. Since FY 2017, the participation rate of Asian American males in the MPA field has remained below the OCLF (3.40%), while the participation rate for Asian American females has been comparable to the OCLF (1.90%) and was above the OCLF for one fiscal year (FY 2017) (*see* Chart 47). Given the absence of Asian American males in the MPA workforce coupled with consistent low participation rates for four fiscal years, these data suggest a trigger exists regarding the employment of Asian American males in the MPA field. By contrast, the data suggest that there is not a trigger for the employment of Asian American females in this MCO.

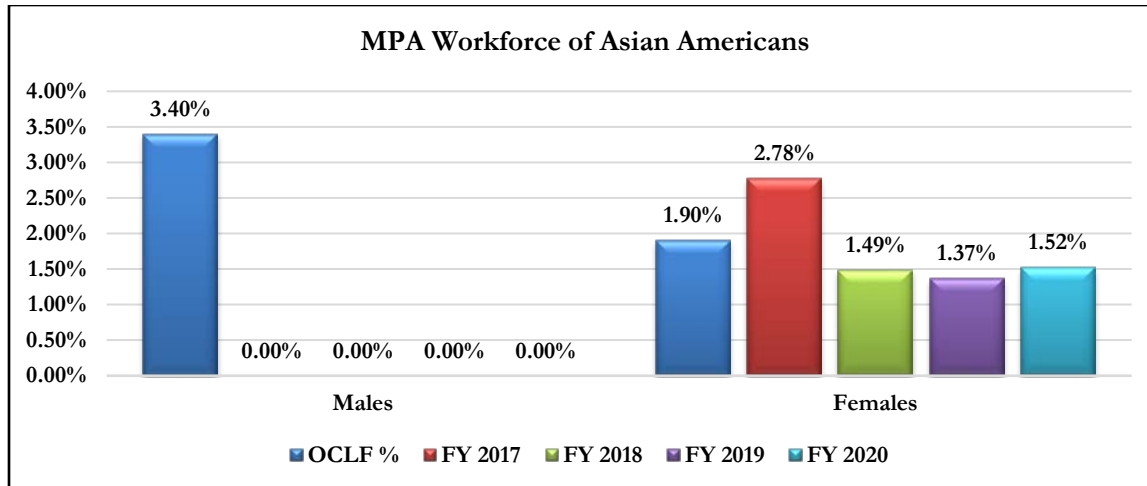


Chart 47

## (2) New Hires

From FY 2017 through FY 2019, the FCC hired eight MPAs of which none were Asian American. In FY 2020, the FCC received 85 applications for four MPA positions. Four Asian American males applied for these positions; and no Asian American females applied. Eight applicants qualified for the positions. No Asian American males or females were hired. Since FY 2017, the hiring rate for Asian American males has been below the OCLF (3.40%) (*see* Chart 48). On the other hand, hiring rate for Asian American females for the same period has been comparable to the OCLF (1.90%). While limited data is available regarding this MCO, these data suggest that a trigger exists regarding the hiring of Asian Americans (for both males and females) as the average hiring rate of Asian American males (0%) has been below the OCLF and no Asian American females have been hired during the past four fiscal years.

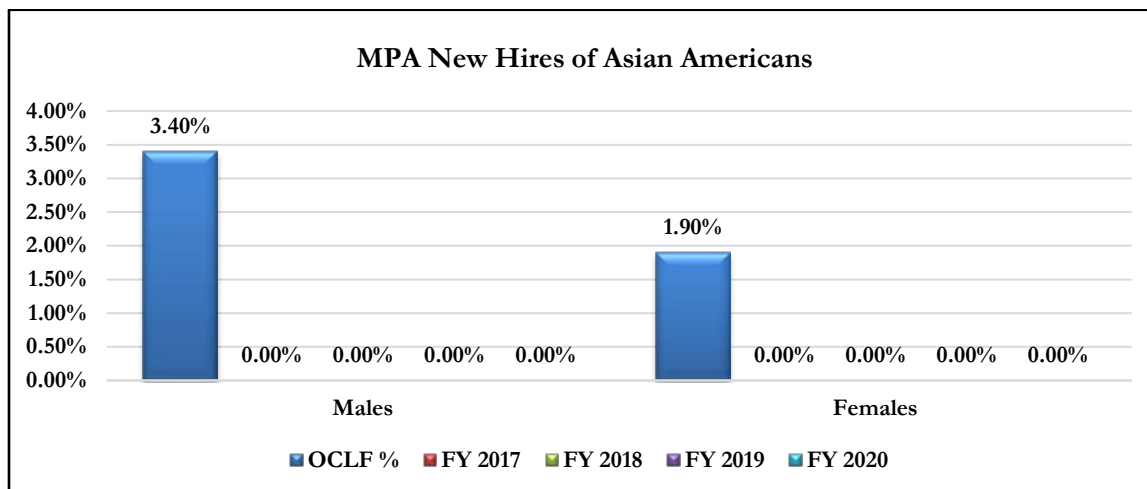


Chart 48

## (3) Promotions

From FY 2017 to FY 2019, the FCC promoted nineteen MPAs of which one Asian American female (5.26%) was promoted. In FY 2020, the FCC promoted 9 employees in the MPA field; none

were Asian American. Based solely on the limited data available for this MCO, the data suggest a trigger exists regarding the promotion of Asian American males in the MPA field as the promotion rates since FY 2017 (0.00%) have been and the average promotion rate for the past four years (0%) is below the OCLF (3.40%) (*see* Chart 49). In this connection, it is noted that this is an expected outcome given the absence of Asian American males in the workforce during this period. For Asian American females, during the same period, the promotion rate exceeded the OCLF (1.90%) for only one fiscal year (FY 2017) and was below the OCLF for the other three fiscal years. Further, the average promotion rate for Asian American female MAP employees is 2.78% which is above and comparable with the OCLF. Thus, these data suggest that no trigger exists concerning promotion of Asian American female MAP employees.

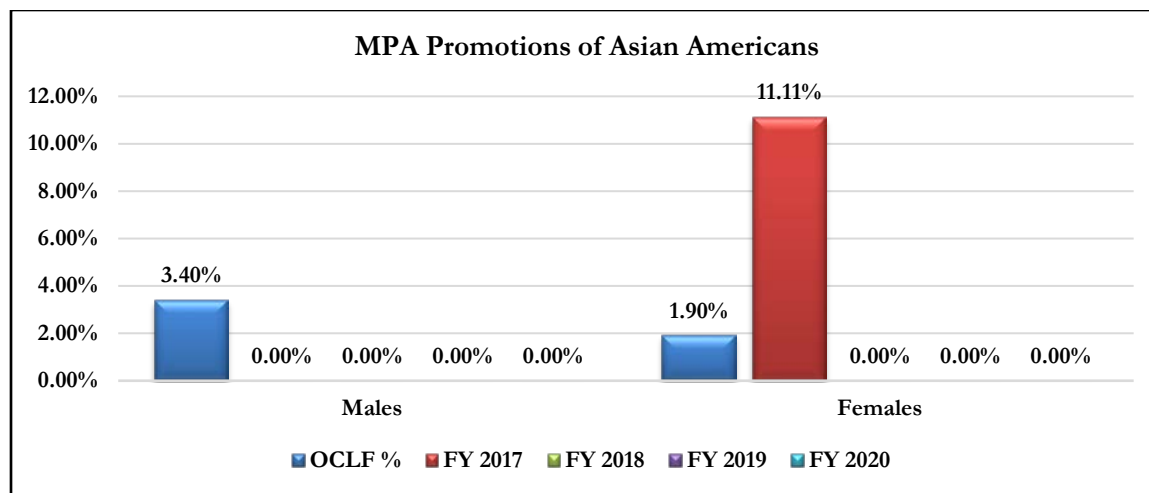


Chart 49

## e) Economist

### (1) Workforce

The FCC has 63 economists. From FY 2016 to FY 2019, the participation rate of Asian American males was above the OCLF (5.40%) (*see* Chart 50). Specifically, for FY 2016, the participation rate exceeded the OCLF and was comparable to the OCLF for the remaining fiscal years. For Asian American females, the participation rate was above the OCLF (3.70%) for FY 2016 and comparable to the OCLF for the remaining fiscal years. Further, there has been a steady decrease in the participation rate of Asian American females since FY 2016, except for an increase between FY 2019 and FY 2020 although the FY 2020 participation rate was still below the OCLF. As the participation rate for Asian American males is at least comparable to the OCLF, the data suggests that a trigger concerning their employment as economists does not exist. However, as the participation rate for Asian American females has decreased from FY 2016 to FY 2019 by nearly 5%, these data suggest that a trigger exists regarding Asian American females. As noted in last year's report, the Commission's efforts are underway to ascertain if a barrier to the employment of Asian American females as economists exists.

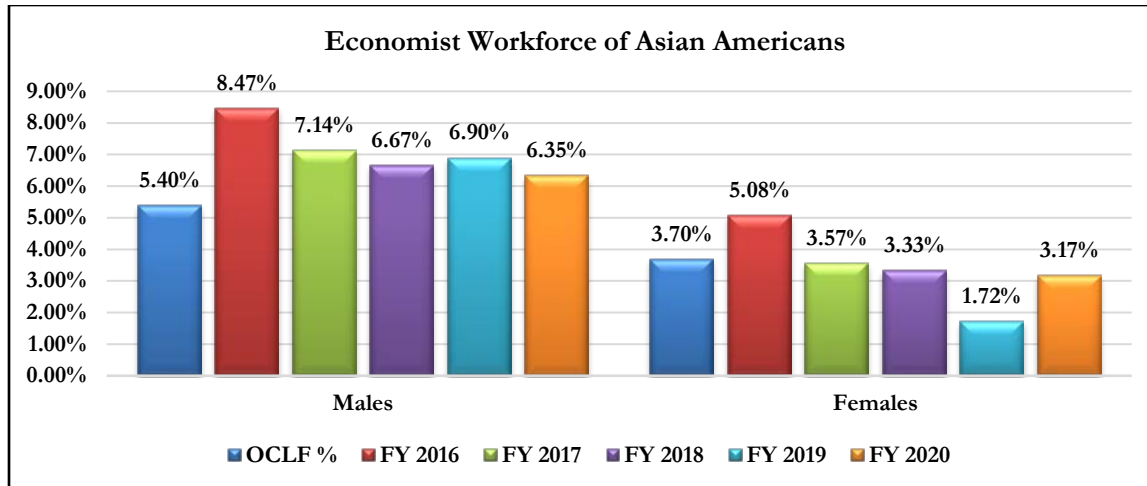


Chart 50

## (2) New Hires

Between FY 2016 and FY 2019, no Asian American male and no Asian American females were hired as an economist. In FY 2020, the FCC hired two Asian American female economists and no Asian American males as economists. From FY 2016 to FY 2020, the hiring rate for Asian American males was below the OCLF (5.40%) at 0% for the entire period (*see* Chart 51). Thus, the average hiring rate for Asian American male economists is 0%. As the average hiring rate for Asian American males is below the OCLF, these data suggest that a trigger exists concerning the hiring of Asian Americans as economists.

During the same period, the hiring rate for Asian American females was consistently below the OCLF (3.70%) at 0% from FY 2016 through FY 2019 (*see* Chart 52). In FY 2020, however, the hiring rate for Asian American female economists significantly exceeded the OCLF. Further, from FY 2016 to FY 2020, the average hiring rate for Asian American females is 6.67% which is above the OCLF. These data suggest that a trigger does not exist regarding the hiring of Asian American females as economists. In this connection, it is noted that last year's report indicated efforts were underway to ascertain if a barrier to the hiring of Asian American females as economists exists. As a result, these data will be considered in connection with such efforts.



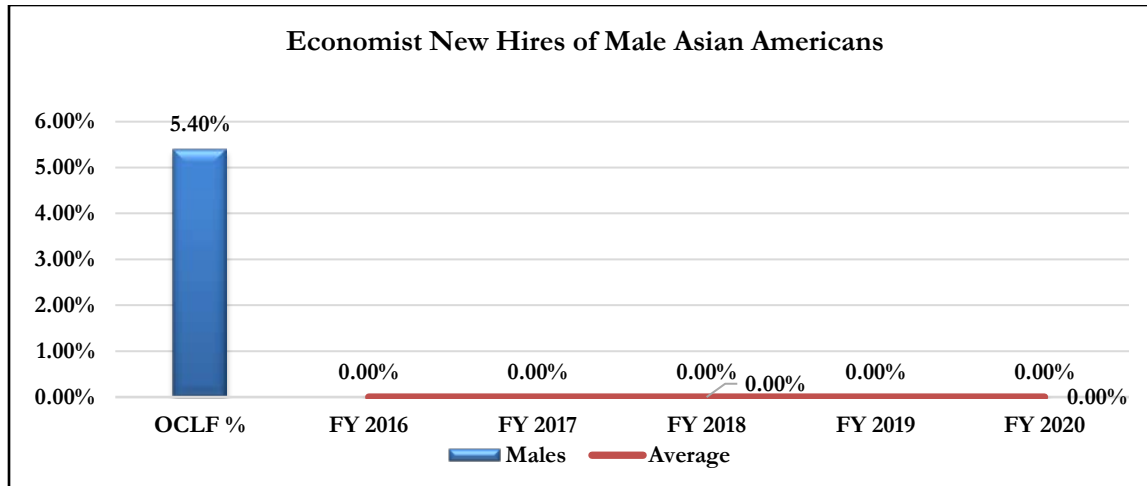


Chart 51

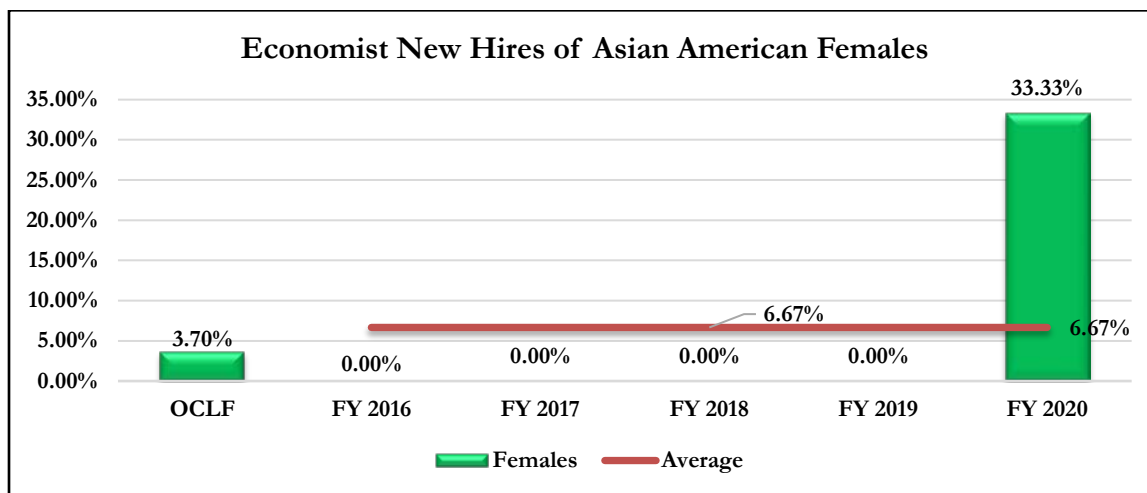


Chart 52

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 24 economists. During that period, the FCC promoted three Asian American males (12.50%) and one Asian American female (4.17%). In FY 2020, the FCC promoted no economists. The promotion rate for Asian American males from FY 2016 to FY 2020 exceeded the OCLF (5.40%) for one fiscal year (FY 2016) and was below the OCLF for the remaining fiscal years (*see* Chart 53). Similarly, for Asian American females, the promotion rate during the same period exceeded the OCLF (3.70%) for one fiscal year (FY 2016) and was below the OCLF for the remaining fiscal years. From FY 2016 to FY 2020, the average promotion rate for Asian American males (7.50%) is above the OCLF; and the average promotion rate for Asian American females (2.50%) is comparable to the OCLF. These data suggest that a trigger does not exist concerning the promotion of Asian Americans for economist positions.

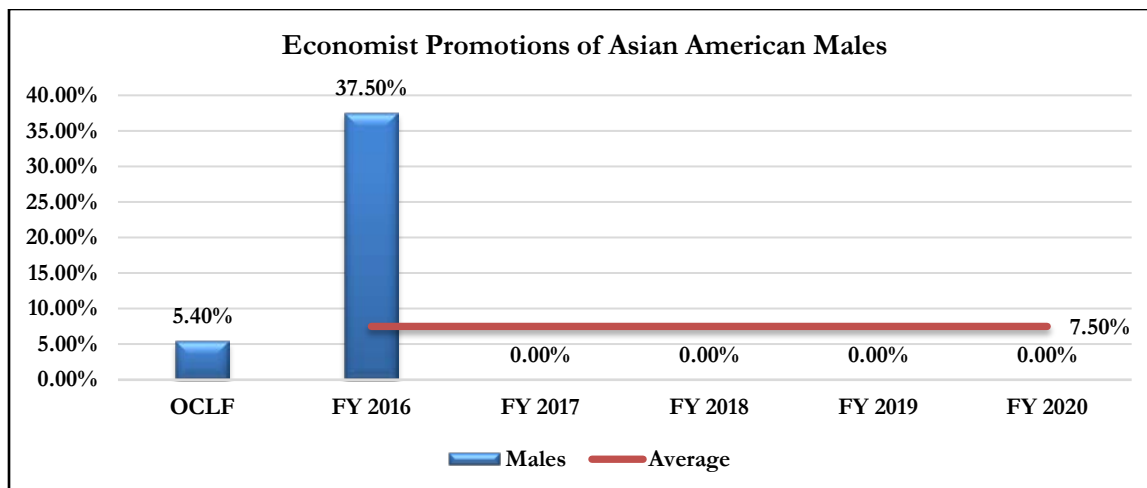


Chart 53

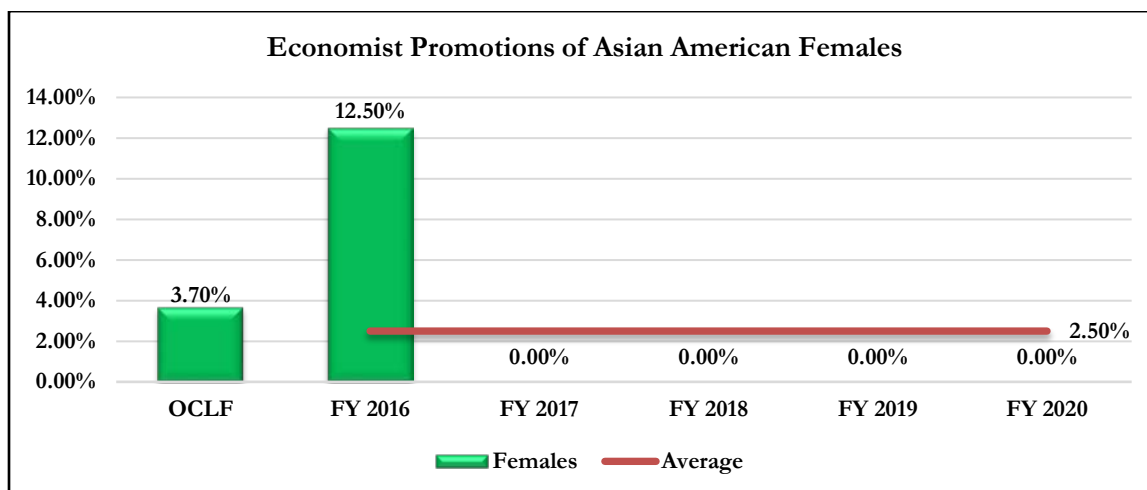


Chart 54

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

### **1. Workforce**

Of the 1,486 FCC employees, 388 of the employees are Black or African American. Specifically, Black or African American females comprise the third largest category of employees at 271 employees, while 117 are Black or African American male employees. The participation rate for Black or African American males is above the CLF (5.49%) while the participation rate for Black or African American females is significantly higher than the CLF (6.53%) (*see* Chart 55). Thus, these data suggest that a trigger concerning employment of Blacks or African Americans does not exist. We nonetheless note that between FY 2016 and FY 2020, there has been a steady decline in the participation rates for both Black or African American males and females.

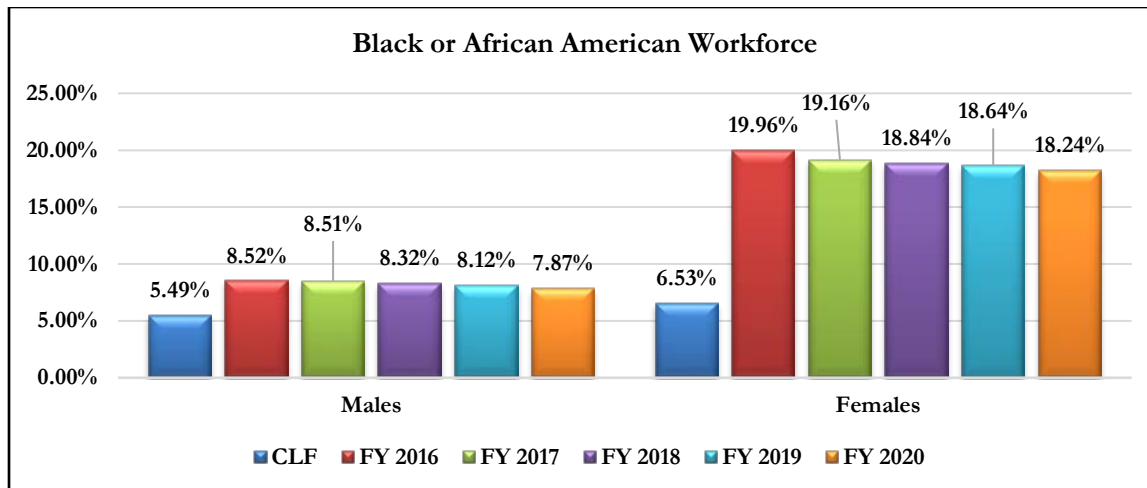


Chart 55

## 2. Senior Executive Service

Although the number of Senior Executive Service positions at the FCC has increased by 30.61% from 49 to 64, since FY 2016, the participation rate of Black or African American males has been below the CLF every year, including two fiscal years (FYs 2017 and 2020) where the participation rate was 0% (*see* Chart 56). Similarly, excluding FY 2017, when the participation rate of Black or African American females was comparable to the CLF, the participation rate of Black or African American females has been below the CLF for the remaining fiscal years during the same period. Accordingly, the data suggests there is a trigger regarding the employment of Black or African males and females at the SES level. Accordingly, additional research and analysis is required to determine if a barrier exists to the employment of Black or African American males and females at the SES level.

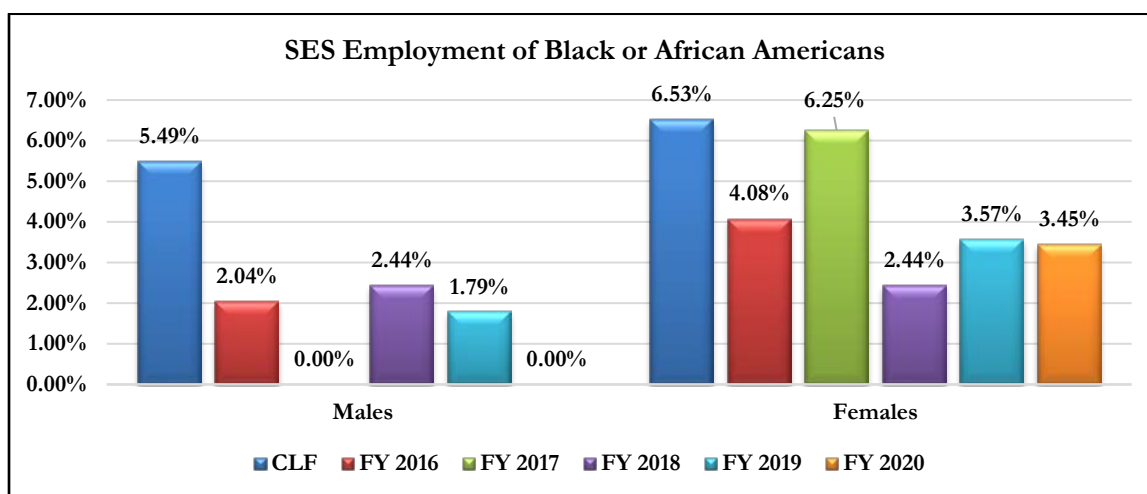


Chart 56

### 3. GS-13 - 15 Positions

Although the number of GS-15 positions has decreased since FY 2016, the participation rates of Black or African American males and females were consistently comparable to the CLF at the GS-15 grade (*see* Chart 57). Accordingly, the data suggests that a trigger does not exist concerning the employment of Black or African Americans at the GS-15 grade level. However, given the low participation rates at the SES level, the data suggests a potential “glass ceiling” effect for Black or African American male and female employees above the GS-15 level. As noted in last year’s report, the FCC envisions that further exploration of this potential would be encompassed in additional research and analysis of whether any barriers exist for Black or African American males and females at the SES level.

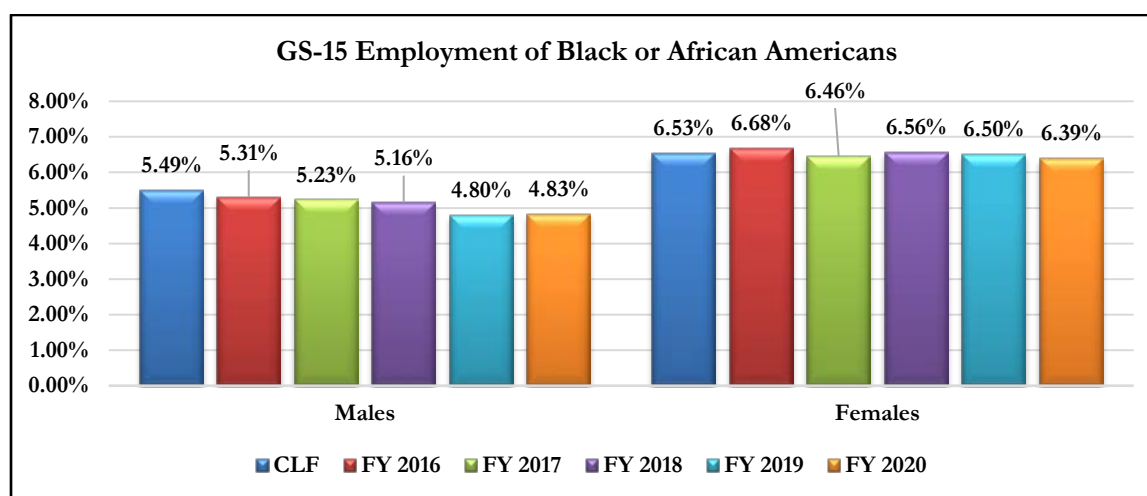


Chart 57

Additionally, the data suggest there is no trigger at the GS-14 and GS-13 grades for Black or African Americans concerning employment at these levels. Specifically, since FY 2016, the participation rates of Black or African American males exceeded the CLF at the GS-14 and GS-13 grades (*see* Chart 58 and Chart 59). Additionally, since FY 2016, the participation rates of Black or African American females exceeded the CLF at the GS-14 grade (*see* Chart 58) and significantly exceeded the CLF at the GS-13 grade (*see* Chart 59). Accordingly, triggers do not exist concerning the employment of Black or African Americans at the GS-14 and GS-13 grades.

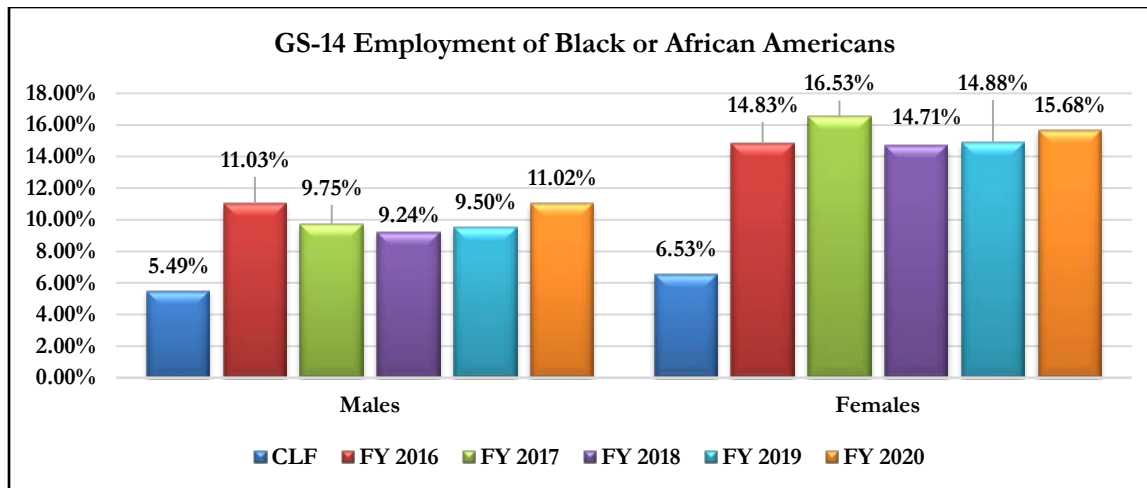


Chart 58

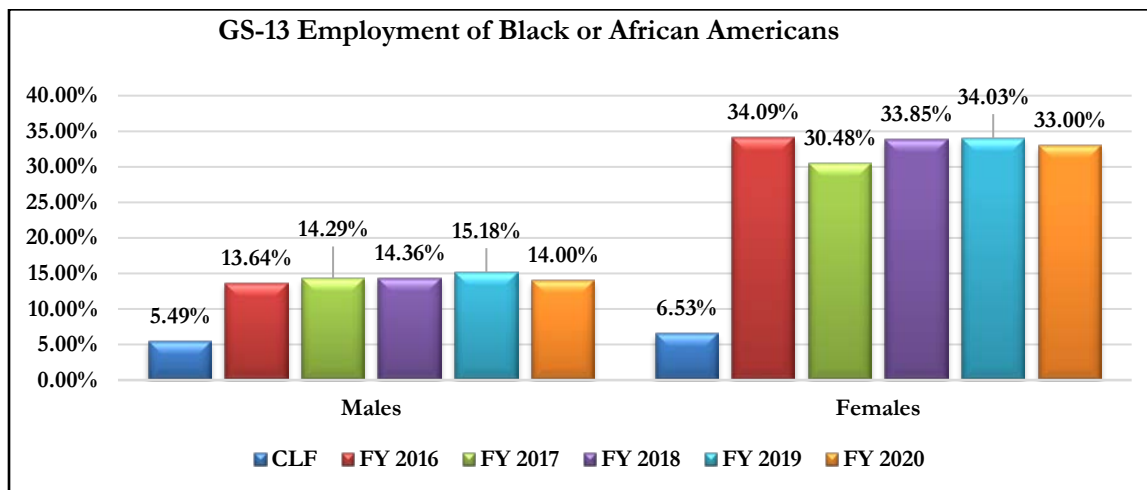


Chart 59

#### 4. New Hires and Separations

Since FY 2016, the new hire rate for Black or African American males has fluctuated widely. In FY 2016, the hiring rate was more than double the CLF. For FY 2017, there was a 10% drop in the hiring rate, which started a downward trend of the hiring rate for two consecutive fiscal years. For FYs 2019 and 2020, the hiring rates for Black or African American males were comparable to the CLF (*see* Chart 60). Notably, the separation rate for Black or African American males also fluctuated between FY 2016 and FY 2020. It was double the CLF in FY 2016. From FY 2017 to FY 2019, the separation rate for Black or African American males was either comparable to or higher than the OCLF. In FY 2020, the separation rate for Black or African American males exceeded the OCLF. Given the high separation rates when compared with the CLF and coupled with the hiring rate trends, the data suggests a trigger exists regarding the retention of Black or African American males. As noted in last year's report, the Commission's efforts are underway to ascertain if a barrier to retention exists regarding Black or African American males.

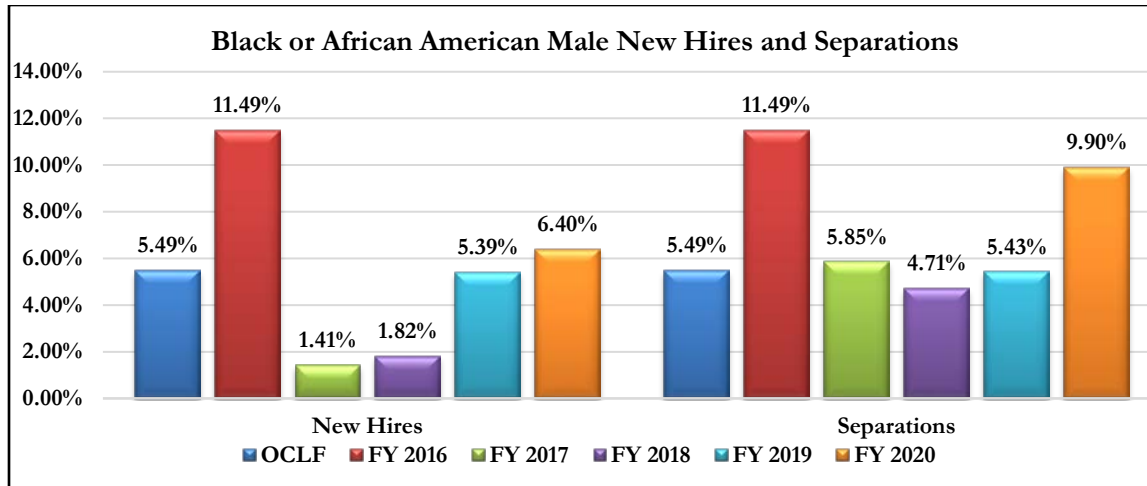


Chart 60

For Black or African American females, the hiring rate has been above or comparable to the CLF since FY 2016 (*see* Chart 61). However, since FY 2016, the separation rate for Black or African American females exceeded the CLF for every fiscal year. Further, for each fiscal year, the hiring rate was equal to or lower than the separation rate (*see* Chart 61). This high separation rate, particularly when compared to the hiring rate during the same period, suggests a trigger exist regarding the retention of Black or African American females. As noted in last year's report, the Commission's efforts are underway to ascertain if a barrier to retention exists regarding Black or African American females.

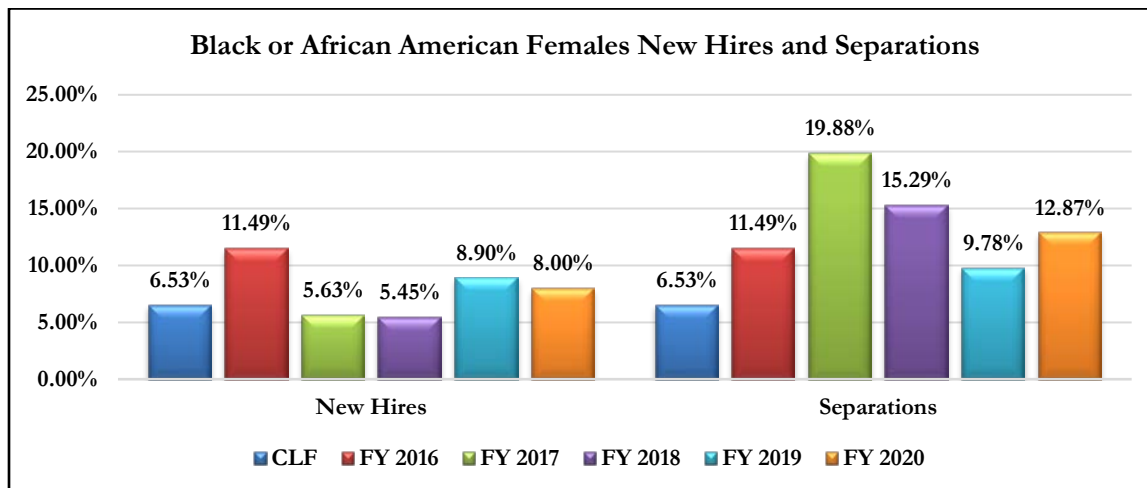


Chart 61

## 5. Mission Critical Occupations

### a) Attorneys

#### (1) Workforce

The FCC has 595 attorneys. Since FY 2016, the participation rate of Black or African American male employees in the attorney field has been comparable to the OCLF (3.90%) (*see* Chart 62). For Black or African American females, during the same period, the participation rate has exceeded the OCLF (4.90%) and has decreased for each fiscal year with the exception of FY 2020. The data suggests that no trigger exists concerning the participation of Black or African American males in the attorney field. Considering the steady decrease in the participation rate of Black or African American females, these data suggest a trigger may exist that requires additional study to determine if a barrier to employment exists in the attorney field for Black or African American females. In light of the slight uptick in the participation rate for FY2020, additional information is needed to determine whether this reflects the beginning of a positive trend.

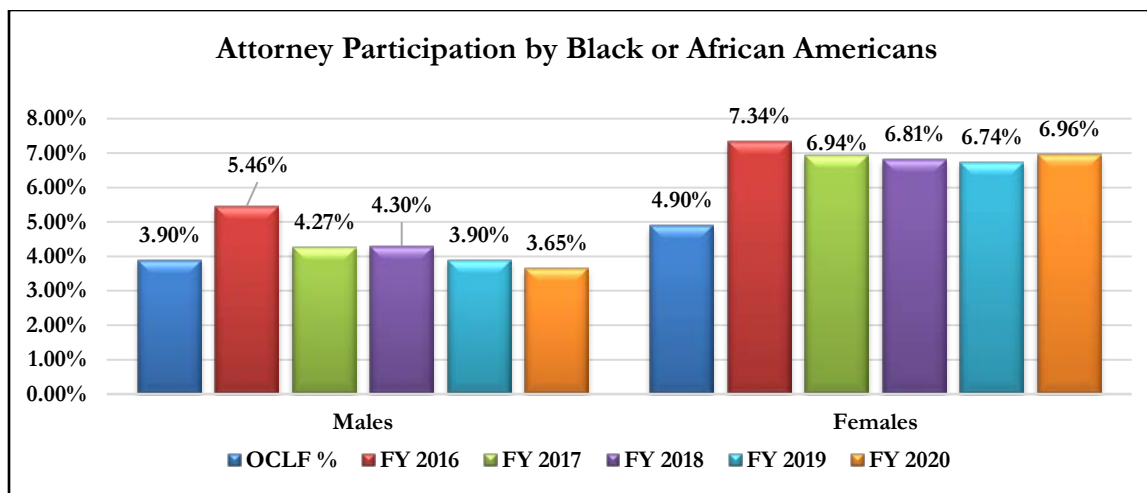


Chart 62

#### (2) New Hires

Between FY 2016 and FY 2019, the FCC hired 102 attorneys of which 7 (6.82%) were Black or African American. The FCC hired four Black or African American males and three Black or African American females. In FY 2020, the FCC received 2,841 applications for 39 attorney positions. One thousand six hundred sixty-three applicants qualified for the positions. While one hundred ninety-two Black or African American males and 234 Black or African American females qualified for these positions, two Black or African American males and one Black or African American female were hired. From FY 2016 to FY 2020, the hiring rate for Black or African American males in the attorney field were at least comparable with the OCLF for four of the fiscal years (*see* Chart 63). In fact, the hiring rate significantly exceeded the OCLF in FY 2016. During the same period, the hiring

rate for Black or African American females was comparable with the OCLF for two of the fiscal years (*see* Chart 64). For one year (FY 2017), however, the hiring rate was below the OCLF at 0.00%. For FY 2016 to FY 2020, the average hiring rate for Black or African American males (4.36%) and the average hiring rate for Black or African American females (3.70%) as attorneys is comparable to the OCLF. Thus, these data suggest there does not appear to be a trigger concerning the hiring of Black or African American males and females as attorneys.

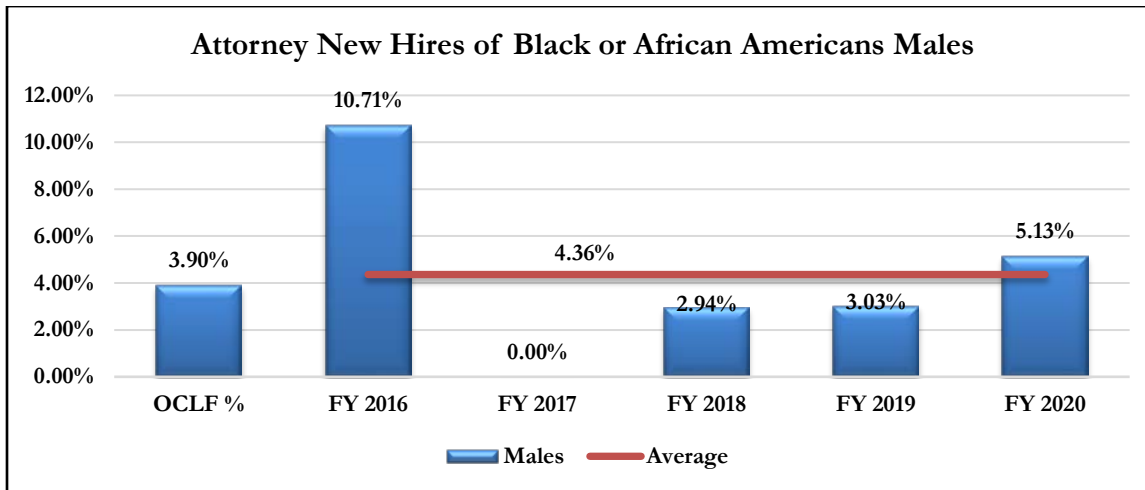


Chart 63

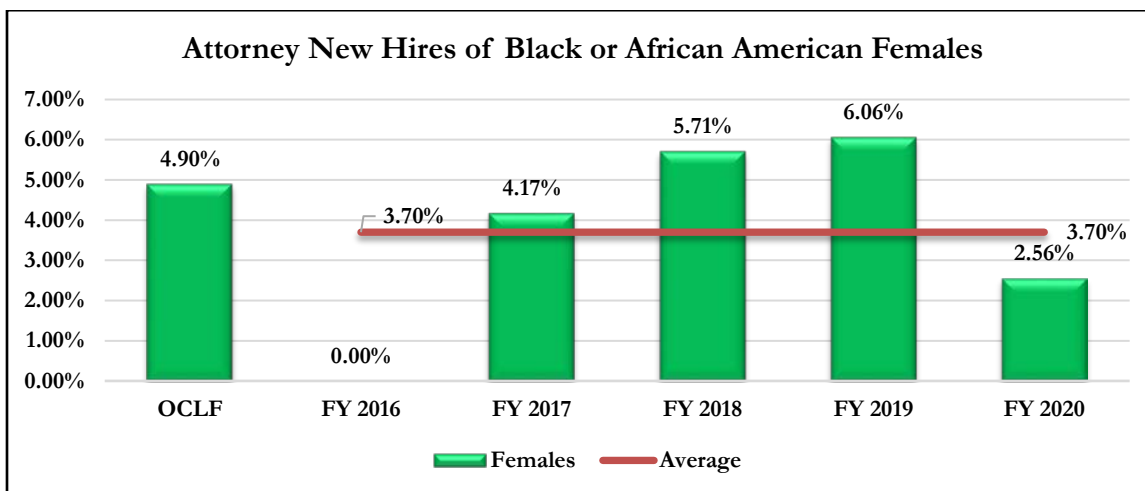


Chart 64

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 139 attorneys. During that period, the FCC promoted six Black or African American males (4.32%) and three Black or African American females (2.16%). In FY 2020, the FCC received 27 applications for five attorney promotions. Although five Black or African American females applied for and qualified for these positions, no Black or African American females were promoted. From FY 2016 to FY 2020, the promotion rate for Black or African American male attorneys was comparable to the OCLF (3.90%) for two fiscal years (FYs 2016 and 2017) and below the OCLF at 0.00% for the remaining fiscal years (*see* Chart



65). For Black or African American female attorneys during the same period, the promotion rate was comparable to OCLF (4.90) for one fiscal year (FY 2018) and below the OCLF for the remaining fiscal years (*see* Chart 66). For the period of FY 2016 through FY 2020, the average promotion rate for Black or African American males (1.29%), and the average promotion rate for Black or African American females (2.12%) are below their respective OCLF percentages. Accordingly, these data suggest a trigger does exist and additional research and analysis is required to assess whether a barrier exists to the promotion of Black or African American males and females in the attorney field.

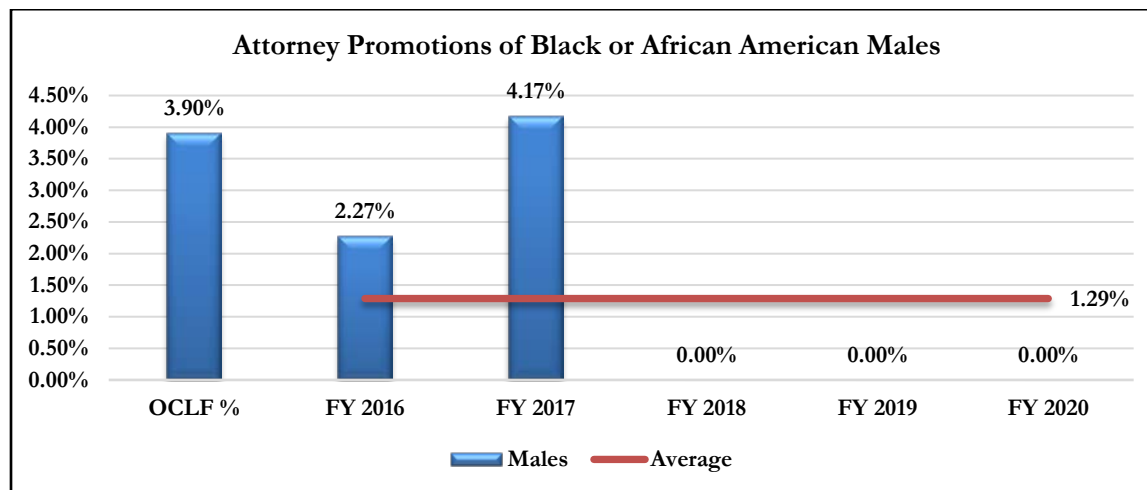


Chart 65

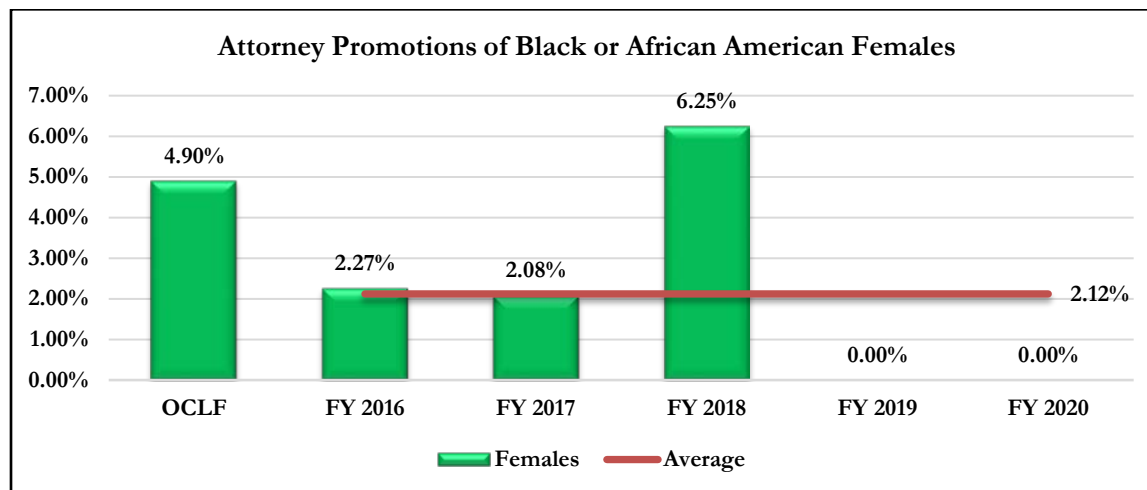


Chart 66

## b) Miscellaneous Administration and Program

### (1) Workforce

The FCC has 249 MAP employees. Of those employees, the participation rate of Black or African American males has been above the OCLF (4.90%) since FY 2016, while the participation rate of Black or African American females has significantly exceeded the OCLF (7.80%) during the same

period (*see* Chart 67). These data suggest that a trigger concerning employment of Black or African American males and females in the MAP field does not exist.

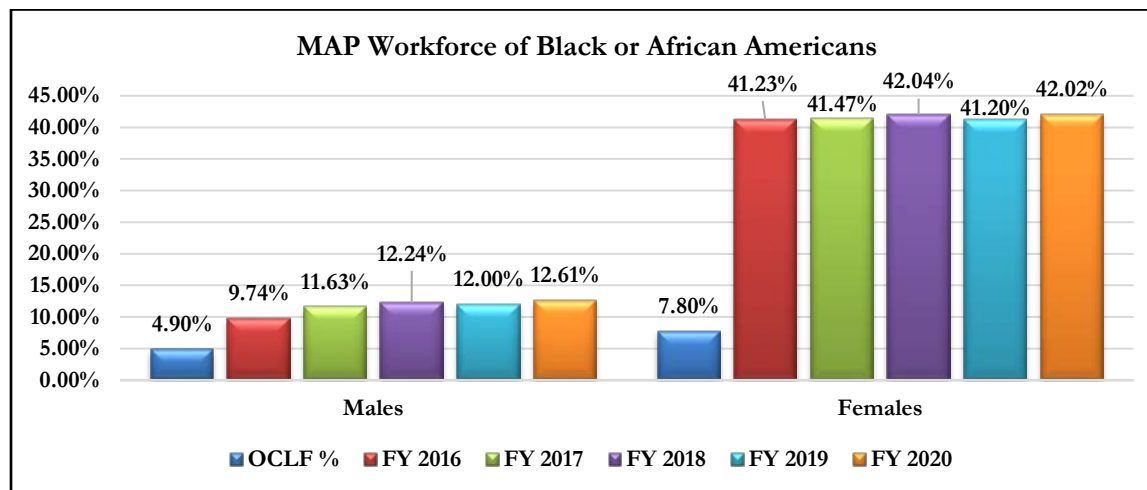


Chart 67

## (2) *New Hires*

Between FY 2016 and FY 2019, the FCC hired seventeen MAP employees of which five were Black or African American males (29.41%) and two were Black or African American females (11.76%). In FY 2020, the FCC received seven hundred thirty- three applications for eight MAP positions. Three hundred thirty-seven applicants qualified for the positions. Fifty-two Black or African American males and seventy-seven Black or African American females qualified for these positions. One Black or African American males (12.50%) and one (12.50%) Black or African American female were hired. From FY 2016 to FY 2020, the hiring rate for Black or African American males for MAP positions was above the OCLF for each fiscal year except for FY 2017 when the hiring rate was 0% (*see* Chart 68). For the same period, the average hiring rate of Black or African American males (18.21%) was significantly above and exceeded the OCLF. Accordingly, there is no trigger regarding the hiring of Black or African American males in the MAP field.

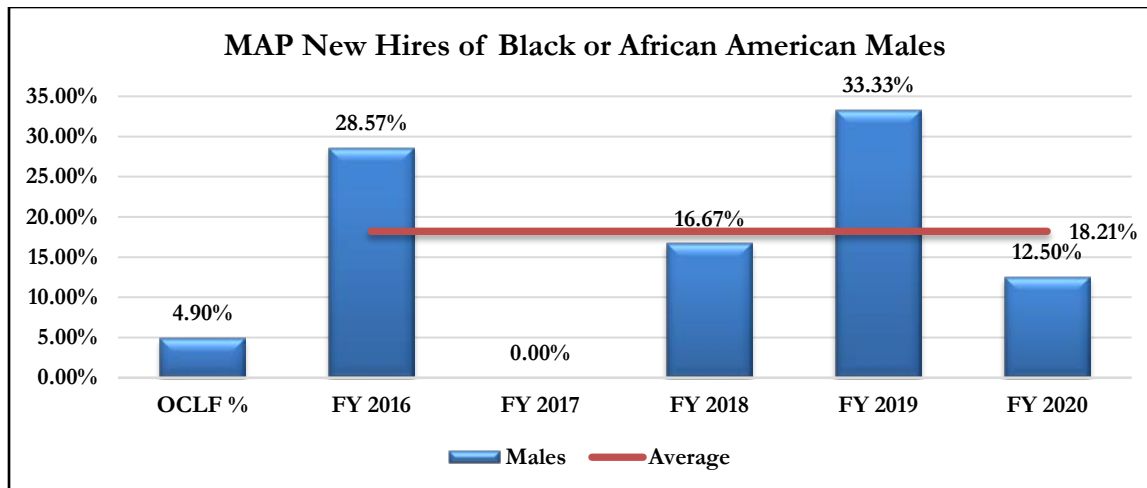


Chart 68

For Black or African American females, from FY 2016 to FY 2020, the hiring rate for MAP positions was significantly above the OCLF for three fiscal years (FYs 2018, 2019 and 2020); however, for the remainder of the period, the hiring rate was below the OCLF at 0% (*see* Chart 69). Further, from FY 2016 to FY 2020, the average hiring rate for Black or African American females in the MAP field (12.50%) exceeds the OCLF. As a result, these data suggest that a trigger does not exist regarding the hiring of Black or African American females in the MAP field.

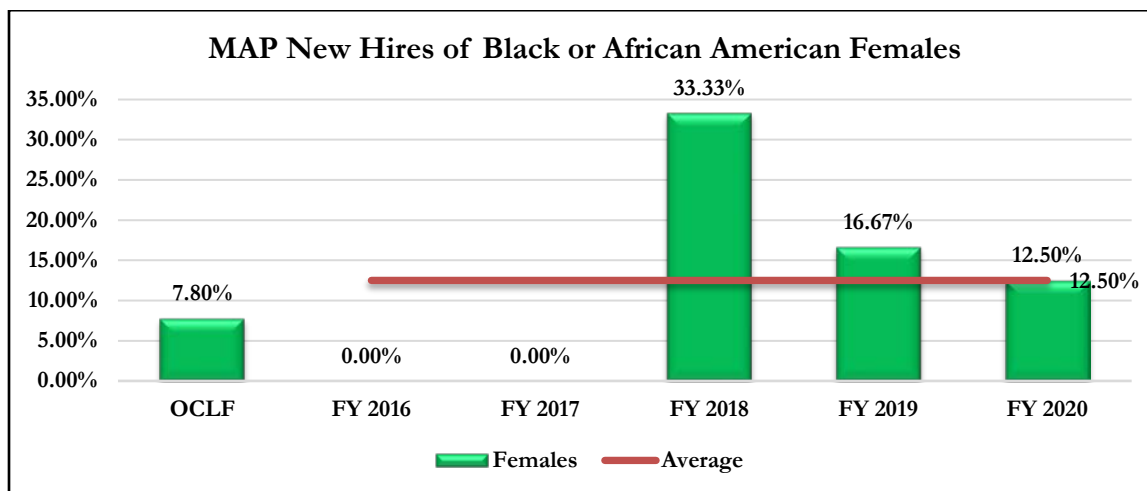


Chart 69

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 36 MAP employees. During that period, the FCC promoted six Black or African American males (16.67%) and four Black or African American females (11.11%). In FY 2020, the FCC received twenty applications for one MAP promotion. Two Black or African American male and eleven Black or African American females qualified for

this position. One Black or African American male and one Black or African American female was promoted. From FY 2016 to FY 2020, the promotion rate for Black or African American males exceeded the OCLF each fiscal year (*see* Chart 70). Similarly, the promotion rate for Black or African American females during the same period exceeded the OCLF for each fiscal year except for FY 2019 when the promotion rate was below the OCLF at 0% (*see* Chart 71). Further, the average promotion rate from FY 2016 through FY 2020 for Black or African American males (39.41%) and females (26.23%) significantly exceeded their respective OCLF rates. As a result, these data suggest that a trigger does not exist regarding the promotion of Black or African American male and female MAP employees.

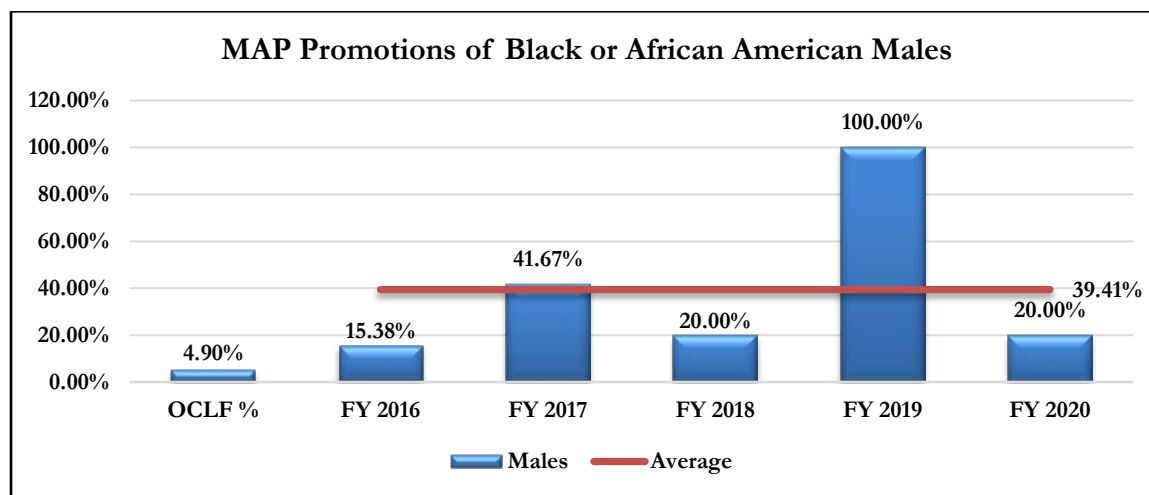


Chart 70

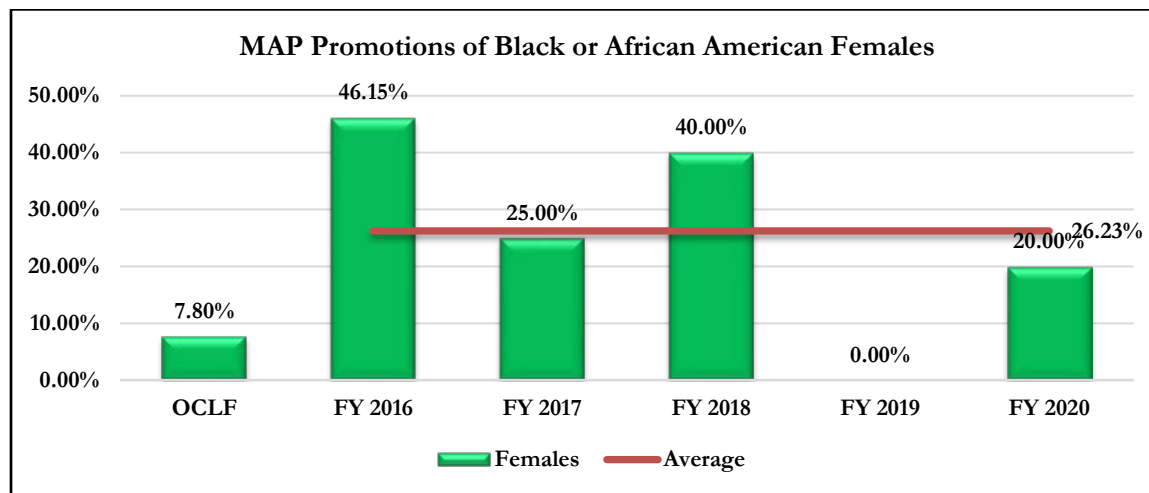


Chart 71

## c) Electronic Engineer

### (1) Workforce

The FCC has 206 electronic engineers. Of those electronic engineers, the participation rate of Black or African American males has exceeded the OCLF by more than double since FY 2016, while the participation rate for Black or African American females has been comparable to the OCLF (*see* Chart 72). Given the high participation rates of Black or African American males and the comparable participation rates of Black or African American females in the electronic engineer field, there does not appear to be a trigger concerning the employment of Black or African American males or females as electronic engineers.

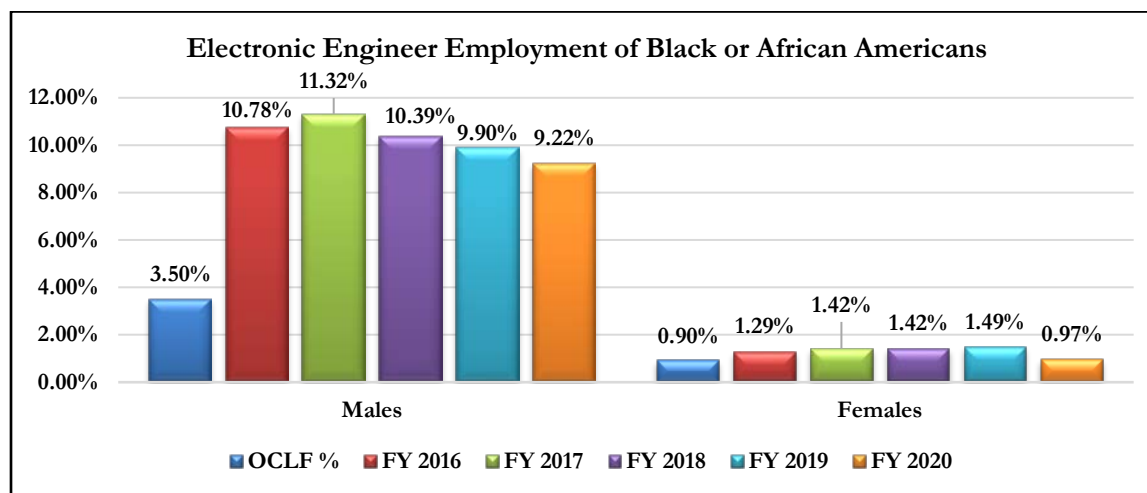


Chart 72

## (2) New Hires

Between FY 2016 and FY 2019, the FCC hired 49 electronic engineers of which none were Black or African American male and one was Black or African American female. In FY 2020, the FCC received 434 applications for twelve electronic engineer positions. Two hundred twenty-two applicants qualified for the positions. Thirty-four Black or African American males and four Black or African American females qualified for these positions, one African American male was hired. For the period of FY 2016 to FY 2020, the hiring rate for Black or African American males as electronic engineers significantly exceeded the OCLF (3.50%) for two fiscal years (FYs 2018 and 2020) but was below the OCLF at 0% for the other fiscal years (*see* Chart 73). For the same period, the hiring rate for Black or African American females significantly exceeded the OCLF (0.90%) for one fiscal year (FY 2019) but was below the OCLF at 0% for the other fiscal years (*see* Chart 74). From FY 2016 to FY 2020, the average hiring rate for Black or African American males (3.89%) and for Black or African American females (4.00%) is above their respective OCLFs. Given these data, there does not appear to be a trigger concerning the hiring of Black or African American males as electronic engineers. However, further research and analysis is being performed to ascertain if a barrier exists to the hiring of Black or African American females in the electronic engineer field because despite the average hiring rate for African American female electronic engineers being above the OCLF, as of FY 2020, only one Black or African American female was hired over the five most recent fiscal years.

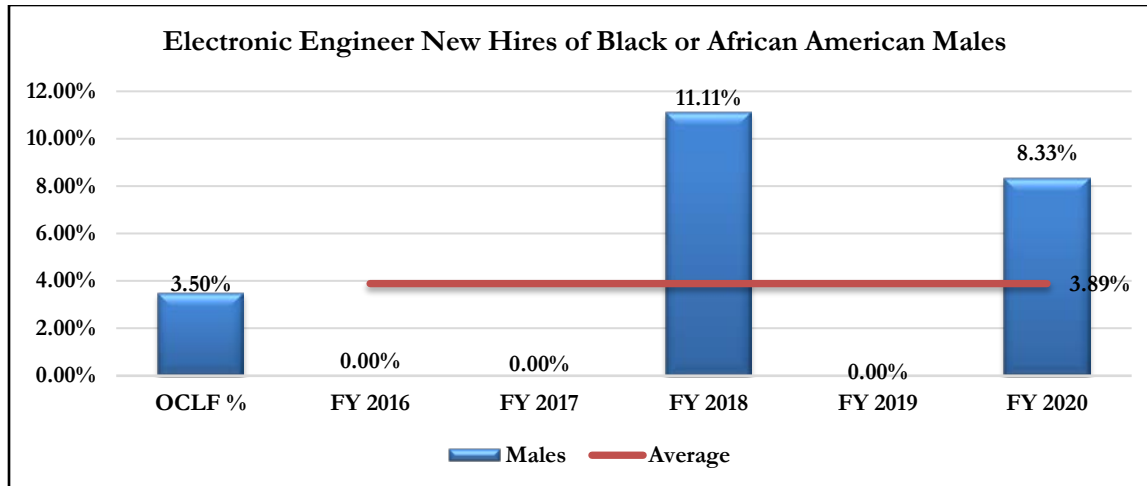


Chart 73

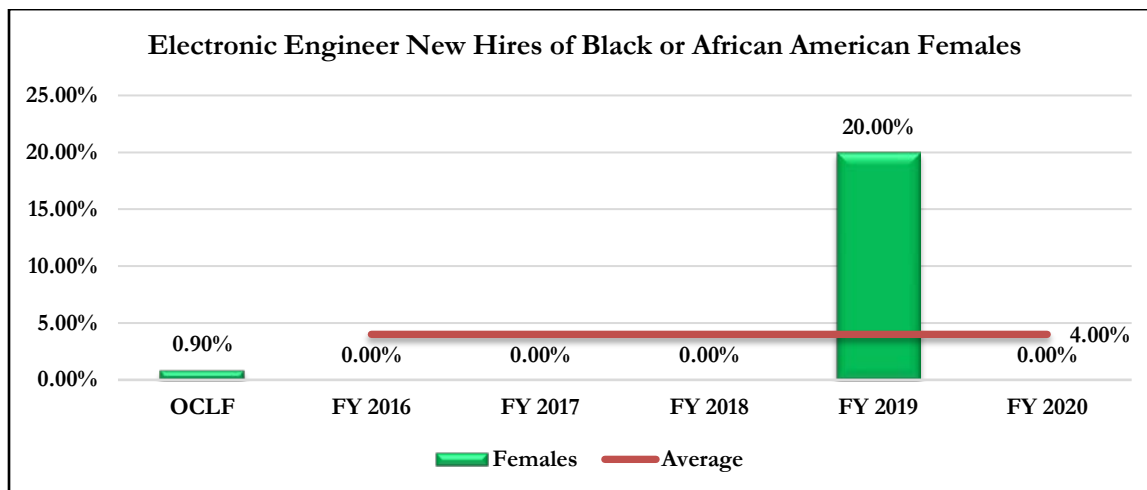


Chart 74

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 27 electronic engineers. During that period, the FCC promoted three Black or African American males (13.64%). In FY 2020, the FCC promoted one electronic engineer. No Black or African American electronic engineers were promoted. From FY 2016 to FY 2020, the promotion rate for Black or African American male electronic engineers exceeded the OCLF for one year (FY 2016), was comparable to the OCLF for one year (FY 2017) and was below the OCLF for the remaining fiscal years (*see* Chart 75). During the same period, although no Black or African American females were promoted, the promotion rate was comparable to the OCLF (*see* Chart 76). The average promotion rate for Black or African American males (2.11%) from FY 2016 to FY 2020 is comparable with the OCLF. Thus, these data suggest there does not appear to be a trigger concerning the promotion of Black or African American male electronic engineers. In contrast, during this same period, no Black or African American females were promoted. Given the low OCLF (0.90%), it is not clear that these data are sufficient to suggest that a trigger exists regarding the promotion of Black or African American females in this MCO.

Accordingly, the FCC will continue to monitor and analyze the data to ascertain whether there is a potential barrier to promotion of Black or African American female electronic engineers exists.

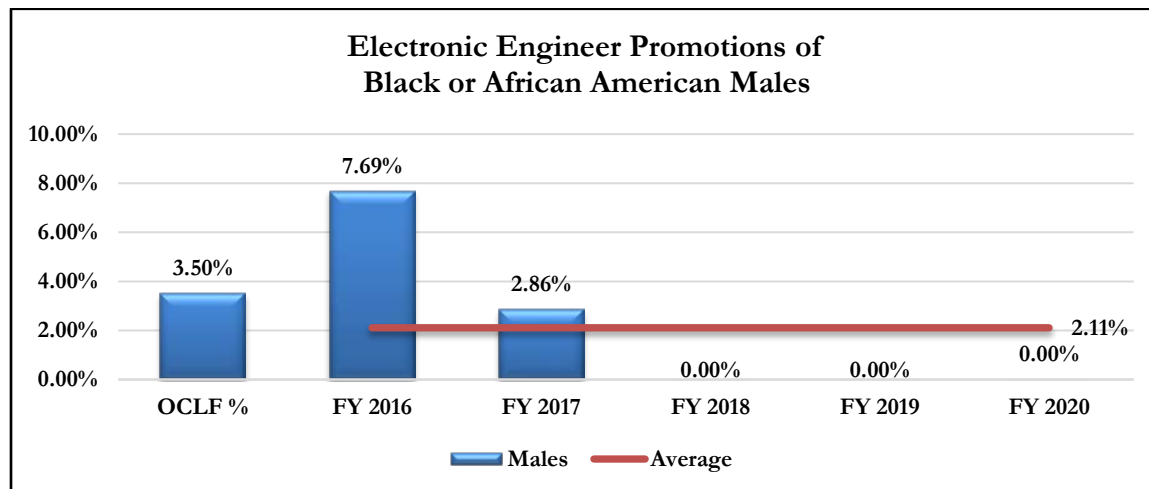


Chart 75

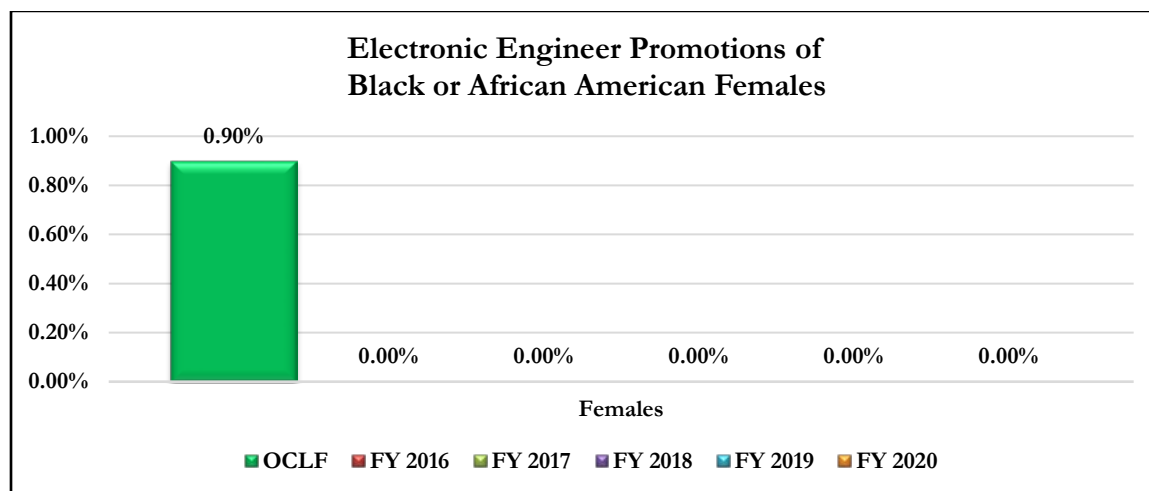


Chart 76

## d) Management Program Analysis

### (1) Workforce

Currently, the FCC has 66 MPA employees. Black or African American employees comprise over 46% of the MPA employees. Since FY 2017, the participation rate of Black or African American males in the MPA field has been at least double the OCLF rate (*see* Chart 77). During the same period, the participation rate for Black or African American females has significantly exceeded the OCLF. Given the high participation rates of Black or African American males and females in comparison to their respective OCLF, a trigger regarding employment does not appear to exist in the MPA field for Black or African American males and females.

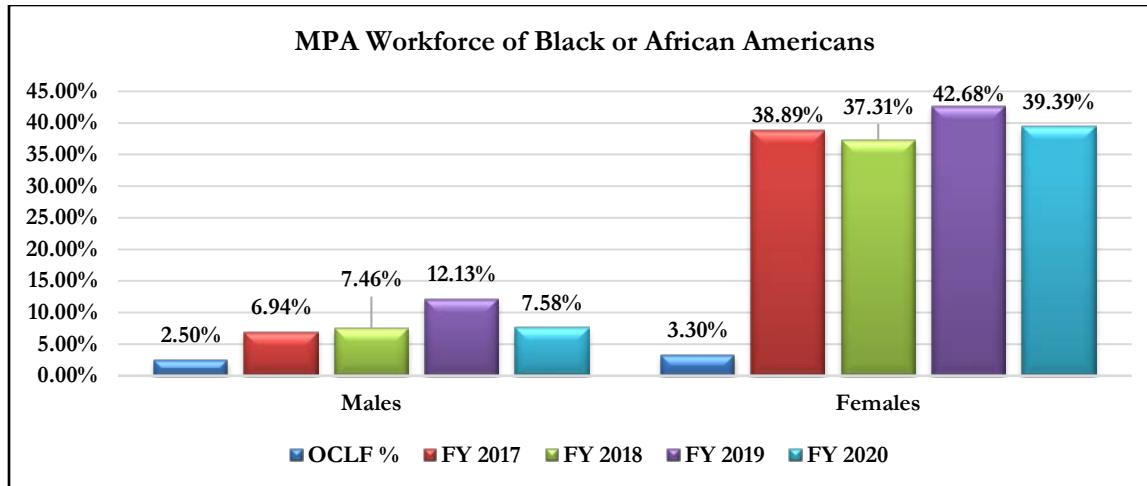


Chart 77

## (2) New Hires

Between FY 2017 and FY 2019, the FCC hired eight MPA employees, of which one (12.50%) was a Black or African American female. In FY 2020, the FCC received 85 applications for four MPA positions. Eight applicants qualified for the positions including two Black or African American females. No Black or African American males or females were hired. From FY 2017 to FY 2020, no Black or African American males were hired for MPA positions; thus, the hiring rate for Black or African American males (0.00%) was consistently below the OCLF (*see* Chart 78). Further, the average hiring rate for this period (0.00%) is below the OCLF. While there is limited available data, these data suggest there is a potential trigger concerning the hiring of Black or African American males as MPA employees. In this connection, the FCC will conduct additional research and analysis regarding the hiring of Black or African American males for MPA positions, recognizing that the overall participation rate of Black or African American males exceeds the OCLF. For Black or African American females, from FY 2017 to FY 2020, the hiring rate significantly exceeded the OCLF for one fiscal year (FY 2018) and was below the OCLF at 0% for the remaining fiscal years. The average hiring rate for the same period (25%) significantly exceeds the OCLF (3.30%). Although there is limited data available, given the hiring rate and the average hiring rate for Black or African American females for MAP positions are above the CLF, coupled with the overall participation rate of Black or African American females in the MAP workforce, these data suggest a trigger does not exist.



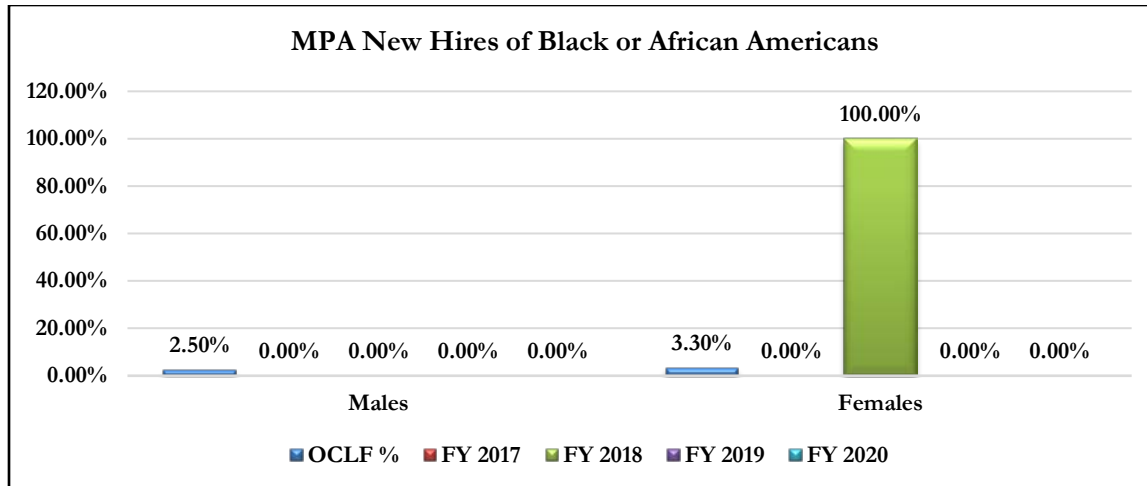


Chart 78

### (3) Promotions

Between FY 2017 and FY 2020, the FCC promoted nineteen MPA employees of which five Black or African American males (26.32%) and two Black or African American females (10.53%) were promoted. In FY 2020, the FCC promoted nine MPA employees. None were Black or African American male and female. From FY 2017 to FY 2020, the promotion rate for Black or African American MAP male employees significantly exceeded the OCLF in one fiscal year (FY 2017) and was below the OCLF at 0% for the remaining years (*see* Chart 79). During the same period, for Black or African American female MAP employees the promotion rate significantly exceeded the OCLF for two fiscal years (FYs 2017 and 2018) and was below the OCLF at 0% for the remaining years (*see* Chart 80). From FY 2017 through FY 2020, the average promotion rate for Black or African American males (13.89%) is significantly above the OCLF; and, for Black or African American females, the average promotion rate (27.78%) significantly exceeds the OCLF. Thus, these data suggest that no trigger exists concerning the promotion of Black or African or American employees in the MPA field.

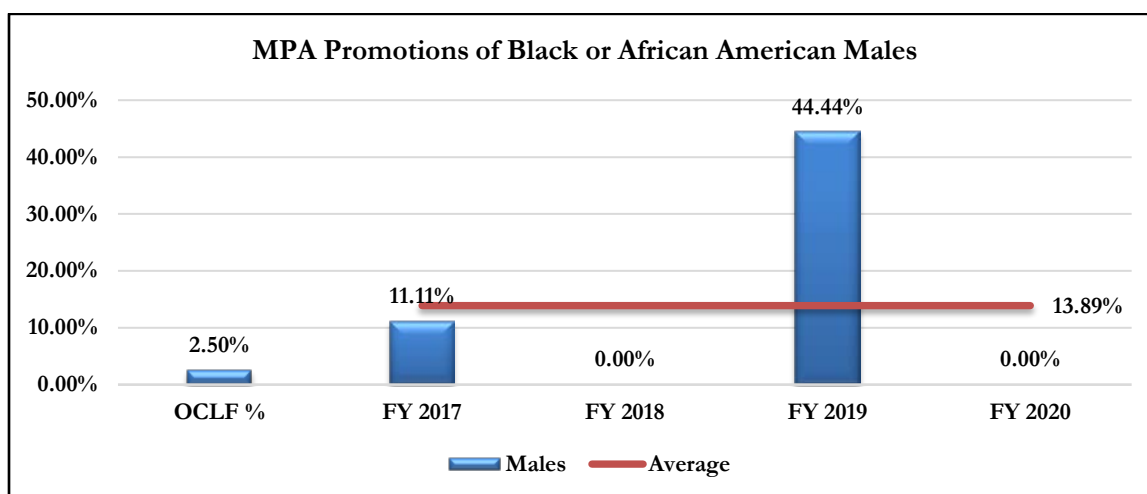


Chart 79

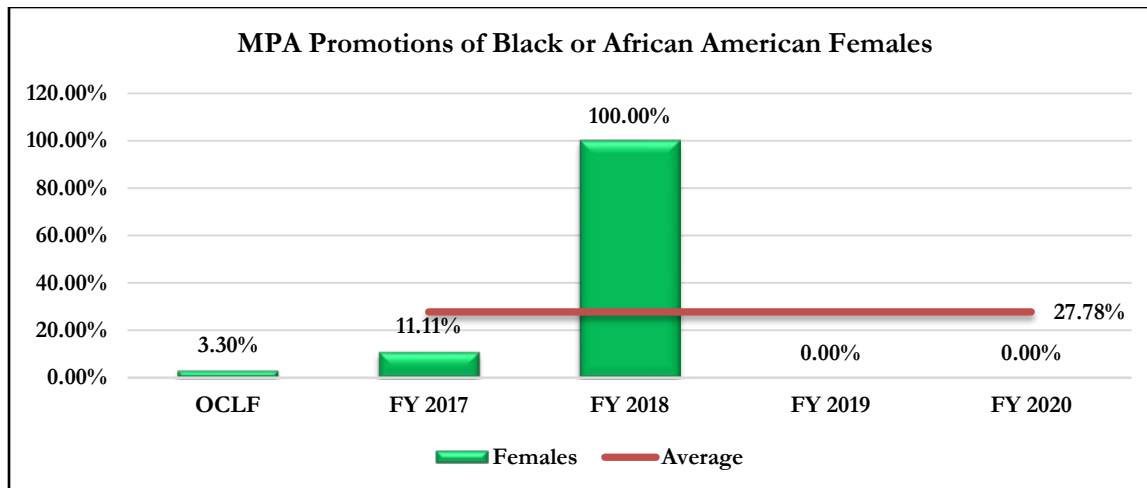


Chart 80

## e) Economist

### (1) Workforce

The FCC has 63 economists. Of those economists, the average participation rates of Black or African American males (2.39%) and females (3.07%) consistently have been comparable to the OCLF since FY 2016 (*see* Chart 81 and Chart 82). Further, the participation rates of Black or African American males and females have been comparable to the OCLF for every fiscal year from FY 2016 through FY 2020. As the participation rates of Black or African American males and females have been comparable to the OCLF, it appears that a trigger does not exist regarding the employment of Black or African American males and females as economists.

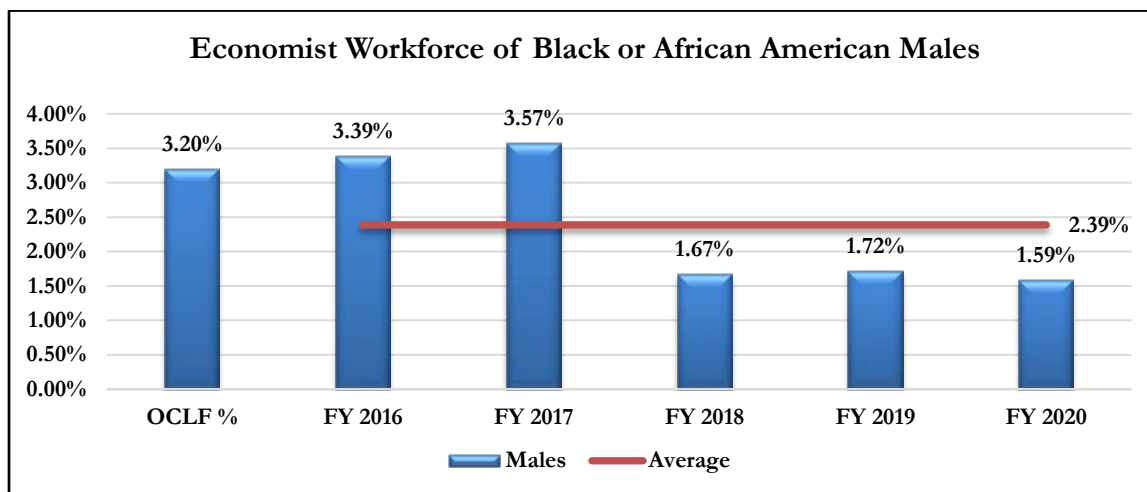


Chart 81

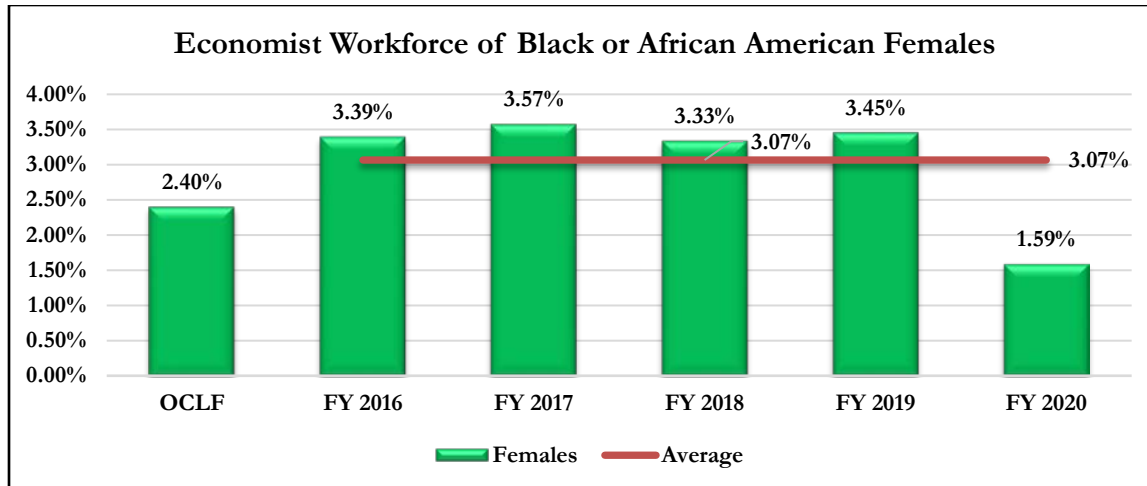


Chart 82

## (2) *New Hires*

Between FY 2016 and FY 2019, no Black or African American male or female was hired as an economist (*see* Chart 83). This trend continued in FY 2020. As these hiring rates are below their respective OCLF rates, these data suggest a trigger exists. As noted in last year's report, the FCC's efforts are underway to ascertain if a barrier to hiring exists regarding Black or African American males and females as economists.

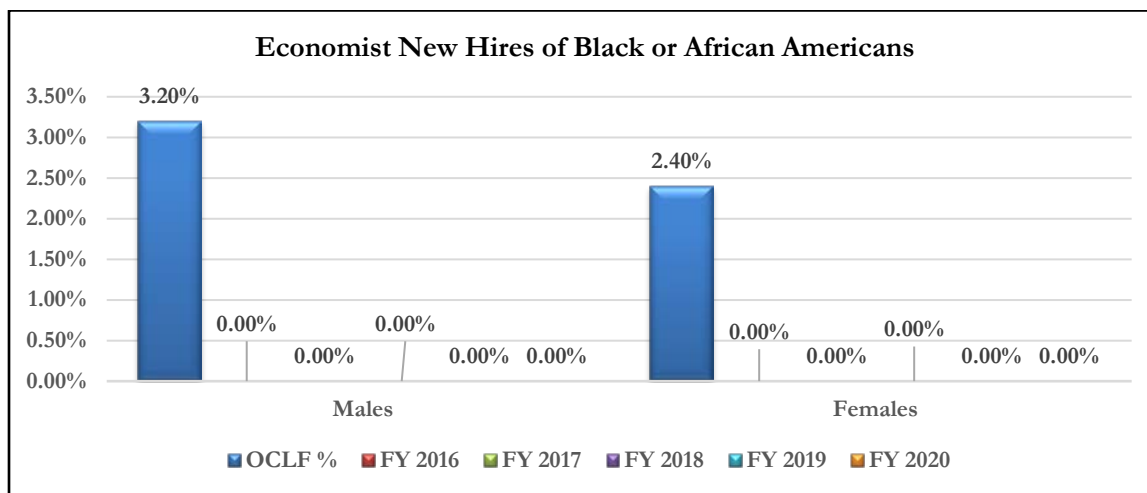


Chart 83

## (3) *Promotions*

Between FY 2016 and FY 2018, the FCC promoted 24 economists. During that period, the FCC promoted one (4.17%) Black or African American female. In FY 2020, the FCC promoted no economists. From FY 2016 to FY 2020, the promotion rate, which is also the average promotion rate during the period, for Black or African American males (0%) was below the OCLF (*see* Chart 84). For the same period, the promotion rate for Black or African American females significantly exceeded the OCLF for one fiscal year (FY 2016) and was below the OCLF at 0% for the remaining fiscal years (*see* Chart 85). In addition, the average promotion rate (2.50%) from FY 2016 to FY 2020 is comparable to the OCLF. As the promotion rate for Black or African American males between FY 2016 and FY 2019, was below the OCLF, as noted in last year's report, the Commission's efforts are underway to ascertain if a barrier to promotion exists regarding Black or African American males in the economist field. For Black or African American females, given the promotion rate and average promotion rate from FY 2016 to FY 2019 are comparable to the OCLF, these data suggest a trigger does not exist concerning the promotion of Black or African American females for the economist position.

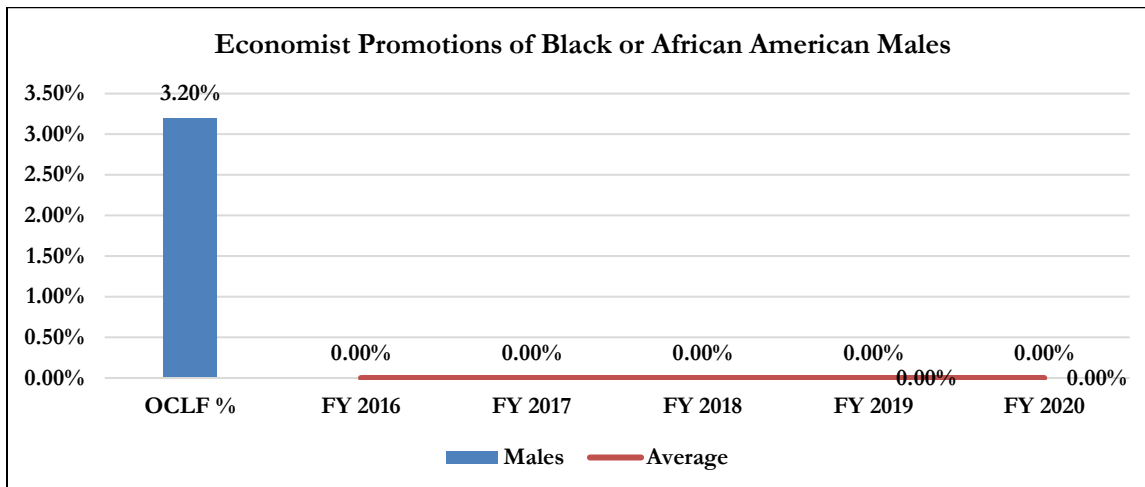


Chart 84

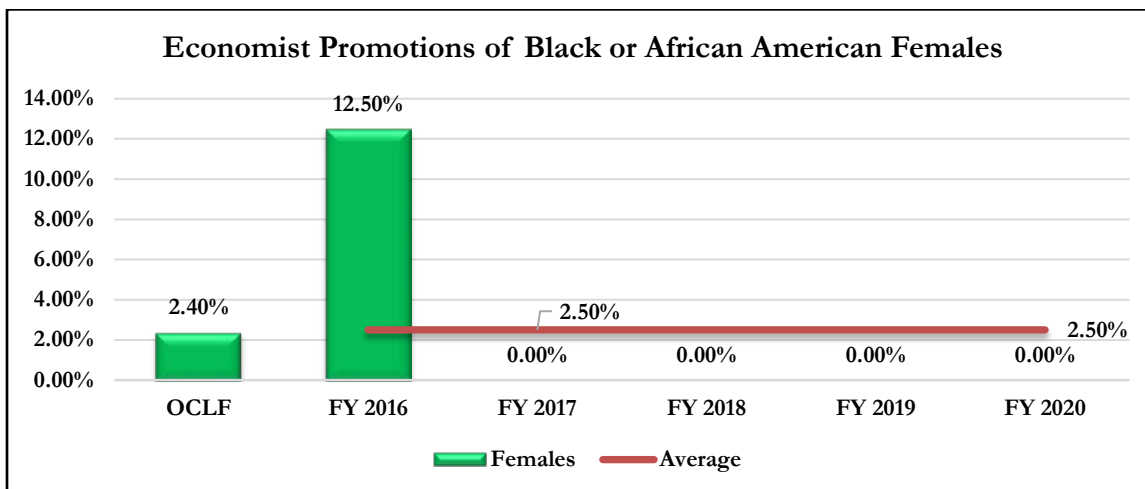


Chart 85

## ***E. Employment of Hispanics or Latinos***

### **1. Workforce**

Of the 1,486 FCC employees, 55 or 3.70% of the employees are Hispanic or Latino. Specifically, Hispanic or Latino males comprise 27 (1.82%) employees, while 28 (1.88%) are Hispanic or Latina females. In FY 2018, the FCC found a trigger existed because although the participation rates for Hispanic or Latino males and females rose in FY 2016, they were below their respective CLFs (*see* Chart 86). Moreover, the participation rates decreased in FY 2017 and FY 2018. As noted in last year's report, in FY 2019, the Commission began its further efforts to ascertain if any barriers exist to the employment of Hispanic or Latino employees. While there was a small increase in the participation rates of Hispanic or Latino males and females in FY 2019, the participation rates remained below their respective CLFs. While there was a slight increase in the participation rates of Hispanic or Latino males and females for FY 2020, the general trends continued. Accordingly, the FCC will continue its efforts regarding additional review and analysis.

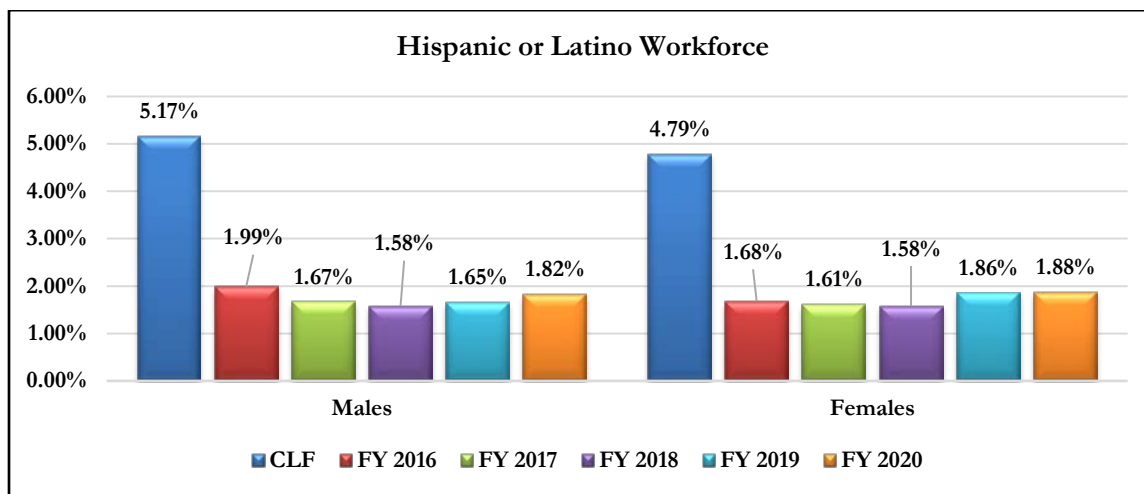


Chart 86

### **2. Senior Executive Service**

Although the number of Senior Executive Service positions at the FCC has increased by 30.61% from 49 to 64, since FY 2016, the low participation rate of Hispanic or Latino males and females in the SES positions has continued. Specifically, from FY 2016 to FY 2020, the participation rate of Hispanic or Latino males and females at the SES level has been below the CLF every fiscal year (*see* Chart 87). Further, for Hispanic or Latino males, the participation rate was at 0% for each fiscal year of the period. Similarly, except for one fiscal year (FY 2016), the participation rate for Hispanic or Latina females was at 0%. Accordingly, these data suggest there is a trigger regarding the employment of Hispanic or Latino males and females at the SES level. As a result, as noted in last

year's report, the FCC's efforts are underway to ascertain if a barrier to employment at the SES level exists regarding Hispanic or Latino males and females.

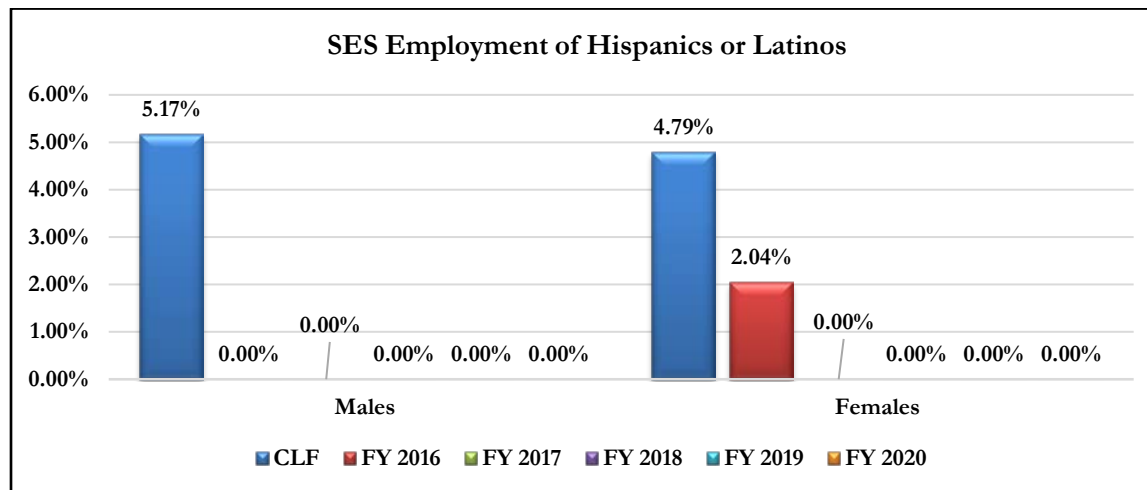


Chart 87

### 3. GS 13 - 15 Positions

As the number of GS-15 positions has decreased by 21 positions since FY 2016, the participation rate of Hispanic or Latino employees at the GS-15 grade has continued to be below the CLF (*see* Chart 88). From FY 2016 to FY 2020, while the participation rate for Hispanic or Latino males and females were below their respective CLFs for each fiscal year, the participation rates have increased slightly each year, with the exception of FY 2020 for Hispanic or Latina females where the participation rates for FYs 2019 and FY 2020 were the same. As noted in last year's report, these data suggest that a trigger exists regarding the participation of Hispanic or Latinos at the GS-15 grade. Considering continued trend of low participation rates of Hispanic or Latino males and females at the GS-15 grade, the FCC will continue its ongoing efforts to ascertain if a barrier exists regarding the employment of Hispanic or Latino males and females at this grade level.

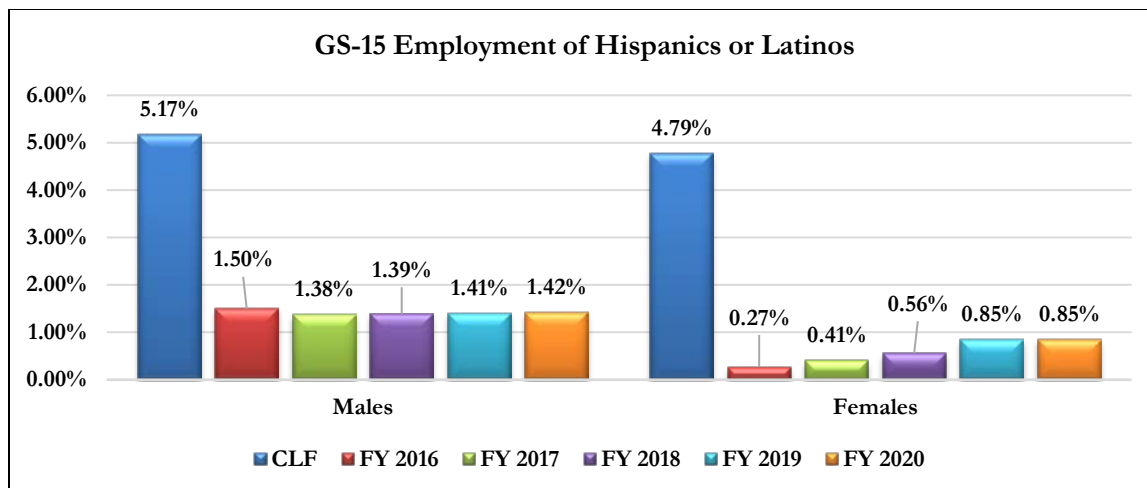


Chart 88

Since FY 2016, the participation rates of Hispanic or Latino males and females at the GS-14 grade has been below the CLF (*see* Chart 89). Specifically, since FY 2016, the participation rate of Hispanic or Latino males has declined slightly each year, except for the slight uptick (0.03%) in FY 2020. Considering this general downward trend, the data suggests that a trigger exists for Hispanic or Latino males at the GS-14 grade level. From FY 2016 to FY 2020, while the participation rate of Hispanic or Latina females fluctuated, it was below the CLF for each fiscal year. These data suggest a trigger exists regarding employment of Hispanic or Latina females at the GS-14 grade. As noted in last year's report, the FCC's efforts are underway to ascertain if a barrier exists for the employment of Hispanic or Latino males and females.

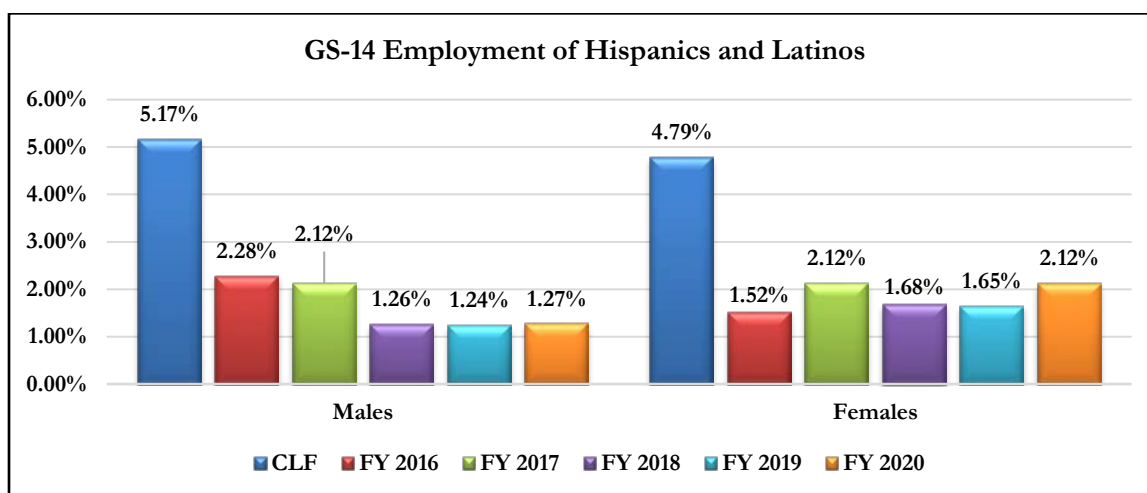


Chart 89

Similarly, the participation rates of Hispanic or Latino males and females at the GS-13 grade were below the CLF every fiscal year between FY 2016 and FY 2020 (*see* Chart 90). During this period,

the participation rates of Hispanic or Latino males at the GS-13 grade were comparable to the CLF for one fiscal year (FY 2016). Thus, these data suggest a trigger exists concerning the employment of Hispanic or Latino males and females at the GS-13 grade. As noted in last year's report and, similar to the GS-14 and GS-15 grade levels, the Commission's efforts are underway to ascertain if a barrier exists regarding employment of Hispanic or Latino males and females at the GS-13 grade.

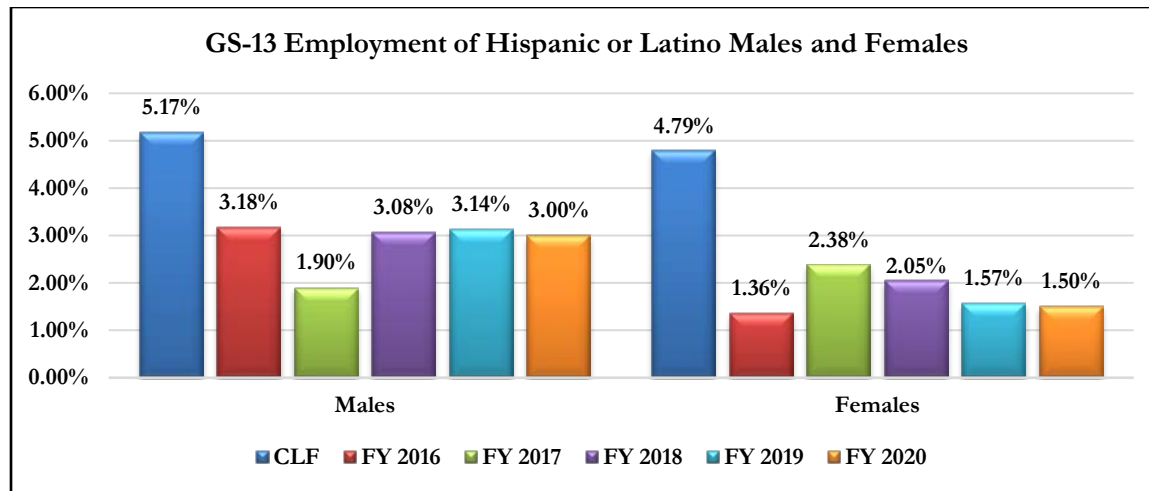


Chart 90

#### 4. New Hires and Separations

Since FY 2016, the hiring rates for Hispanic or Latino males were below the CLF (*see* Chart 91). Moreover, the separation rate for Hispanic or Latino males exceeded the hiring rate two of the last five fiscal years. These data suggest a trigger exists concerning the hiring and retention of Hispanic or Latino males. In contrast, the hiring rate of Hispanic or Latina females was comparable to the CLF for FY 2017, but below the CLF for FYs 2016, 2018, 2019 and 2020. Like the separation rate for Hispanic or Latino males, the separation rate for Hispanic or Latina females exceeded the hiring rate for Hispanic or Latina females for two of the last five fiscal years (*see* Chart 92). Accordingly, these data suggest a trigger exists regarding the hiring and retention of Hispanic or Latina females. As noted in last year's report, the FCC's efforts are underway to ascertain if a barrier to retention exists regarding Hispanic or Latino males and females.



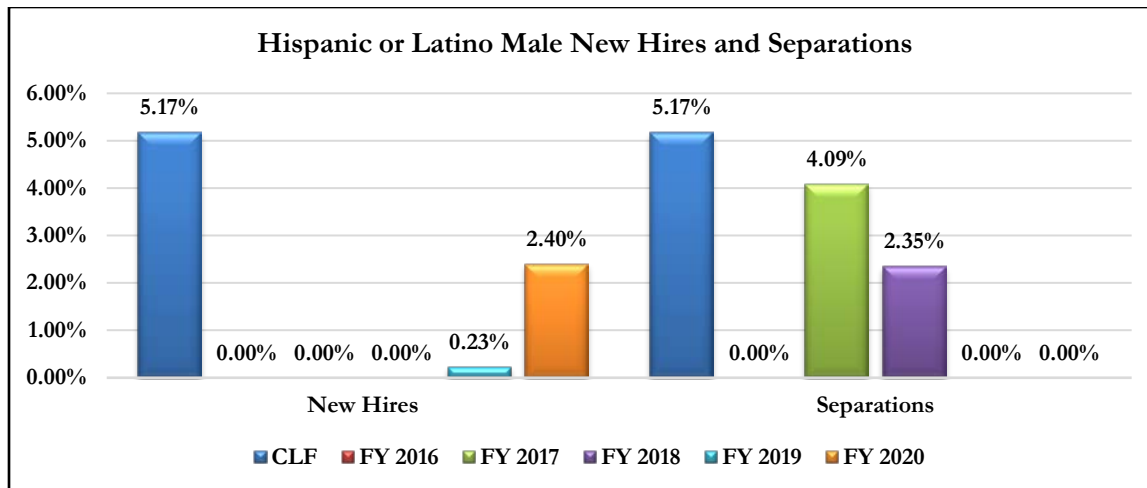


Chart 91

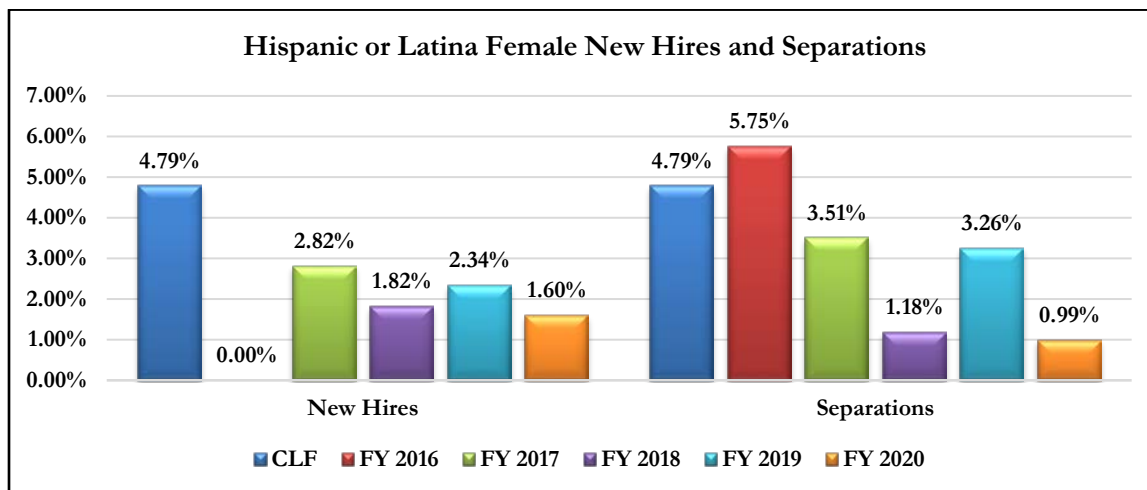


Chart 92

## 5. Mission Critical Occupations

### a) Attorneys

#### (1) Workforce

The FCC has 595 attorneys of which 13 (2.18%) are Hispanic or Latino males and females. Since FY 2016, the participation rates of Hispanic or Latino males and females in the attorney field has been comparable to the OCLF (2.50% and 2.10%, respectively) (*see* Chart 93). As the participation rates of Hispanic or Latino males and females has been comparable to the OCLF, these data suggest a trigger does not exist concerning employment of Hispanic or Latino males and females in the attorney field.

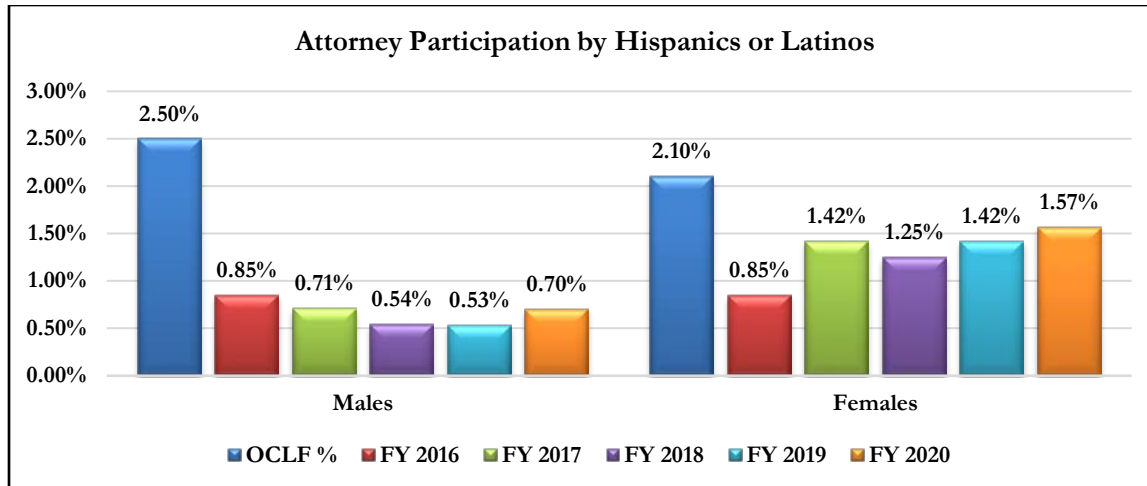


Chart 93

## (2) *New Hires*

Between FY 2016 and FY 2019, the FCC hired 102 attorneys of which one (0.98%) were Hispanic or Latino males and five (4.90%) Hispanic or Latina females. In FY 2020, the FCC received 2,841 applications for 39 attorney positions. One thousand six hundred sixty-three applicants qualified for the positions. Ninety-five Hispanic or Latino males and 79 Hispanic or Latina females qualified for these positions. One Hispanic or Latino male and two Hispanic or Latina females were hired. From FY 2016 to FY 2020, the hiring rates for Hispanic or Latino males were comparable with the OCLF for three fiscal years (FYs 2018, 2019 and 2020) and below the OCLF at 0% for the remaining fiscal years (*see* Chart 94). During the same period, the hiring rates for Hispanic or Latina females were comparable with the OCLF for three fiscal years (FYs 2017, 2018 and 2020), significantly above the OCLF for one year (FY 2019) and below the OCLF at 0.00% for the remaining fiscal year (*see* Chart 95). From FY 2016 to FY 2020, the average hiring rate for Hispanic or Latino males (1.69%) is comparable with the OCLF. For the same period, the average hiring rate for Hispanic or Latina females (5.39%) is slightly above the OLF rate. These data suggest that a trigger does not exist regarding the hiring of Hispanic or Latino males and females as attorneys.

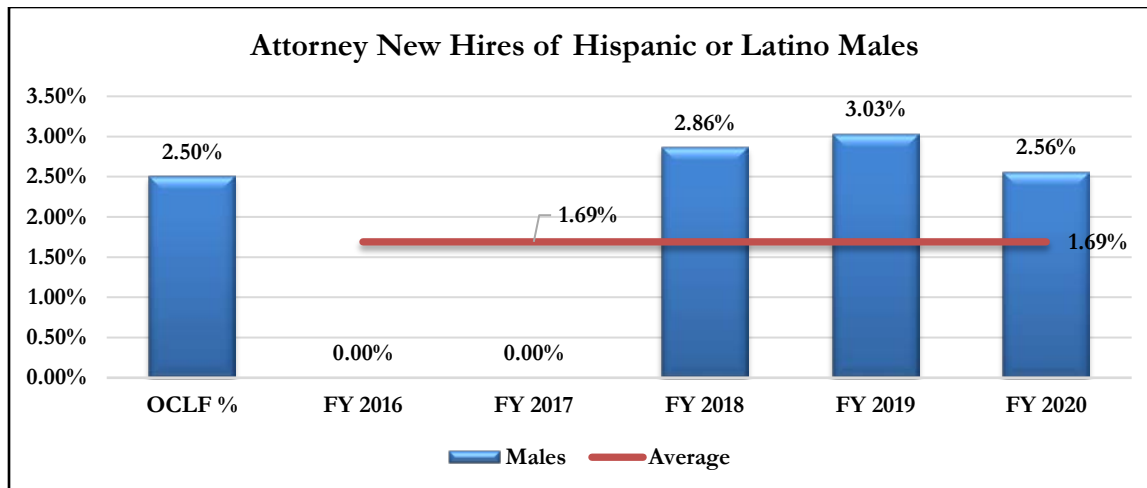


Chart 94

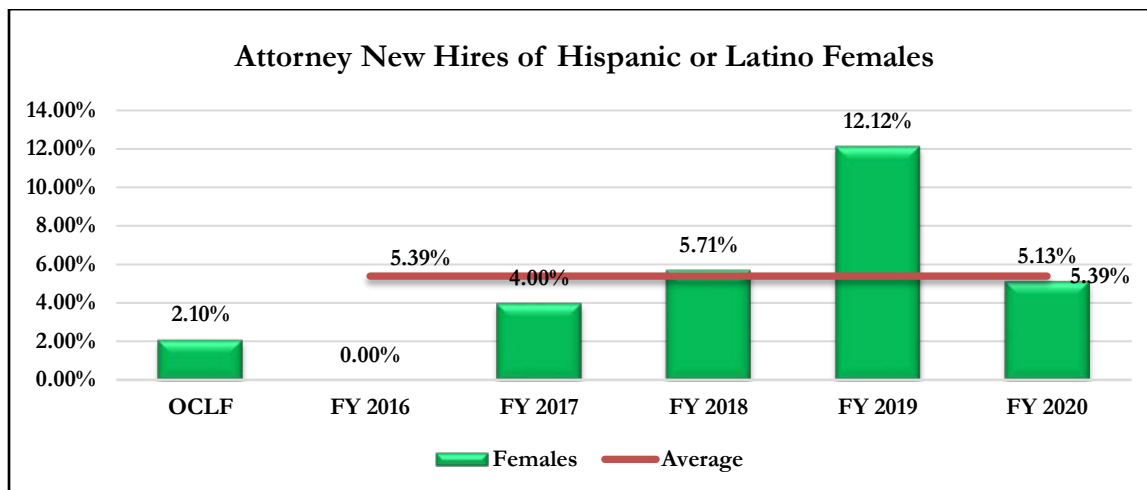


Chart 95

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 114 Attorneys. During that period, the FCC promoted three (2.63 %) Hispanic or Latino males and two (1.75%) Hispanic or Latino females. In FY 2020, the FCC received 27 applications for five attorney promotions. Six Hispanic or Latino males and three Hispanic or Latina females applied for these promotions, with no Hispanic or Latino males and one Hispanic or Latina females being qualified for these promotions. No Hispanic or Latino males and females were promoted. From FY 2016 to FY 2020, the promotion rates for Hispanic or Latino male attorneys were comparable with the OCLF for two fiscal years (FYs 2016 and 2017), above the OCLF for one fiscal year (FY 2018) and below the OCLF for the remaining two fiscal years at 0% (*see* Chart 96). During the same period, the promotion rates for Hispanic or Latina female attorneys were comparable with the OCLF for one fiscal year (FY 2017), above the OCLF for two fiscal years (FYs 2018 and 2020) and below the OCLF at 0% for the other two fiscal

years (*see* Chart 97). Considering the average promotion rates for Hispanic or Latino males (2.12%) and Hispanic or Latina females (5.67%) from FY 2016 to FY2020 are comparable to the OCLF, a trigger concerning promotion of Hispanic or Latino attorneys does not appear to exist.

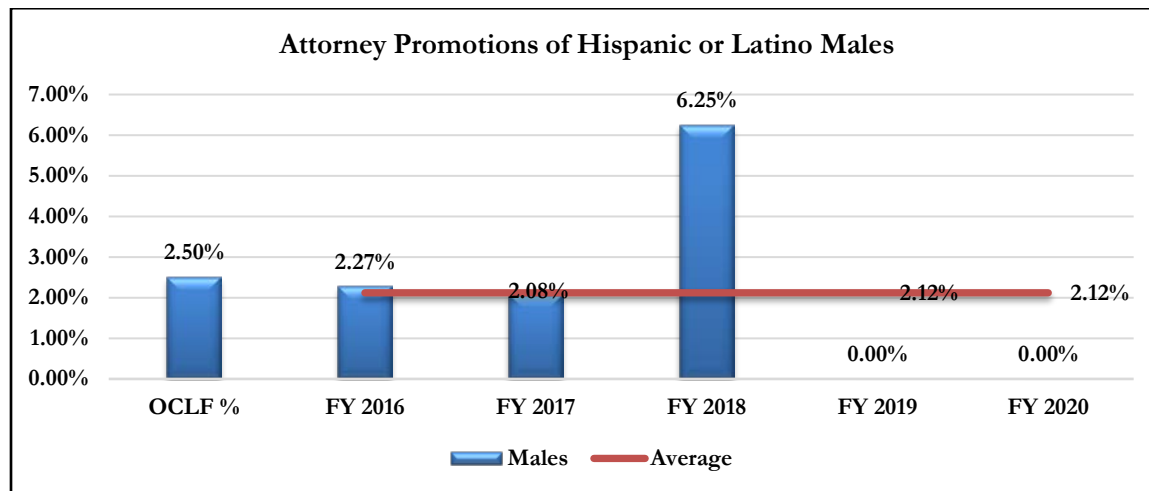


Chart 96

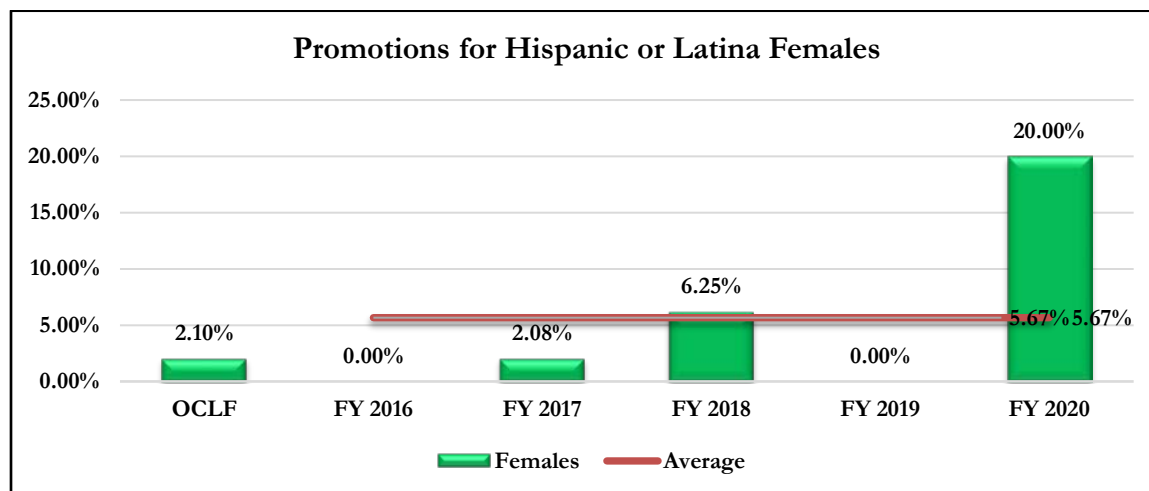


Chart 97

## b) Miscellaneous Administration and Program

### (1) Workforce

Since FY 2016, the number of MAP employees decreased from 308 to 249. For each fiscal year, the participation rates of Hispanic or Latino males and females was below the OCLF (*see* Chart 98). Accordingly, these data suggest that a trigger exists concerning employment for Hispanic or Latino males and females in the MAP field. Thus, as noted in last year's report, the FCC's efforts are underway to ascertain if a barrier to employment in the MAP field exists regarding Hispanic or Latino males and females.

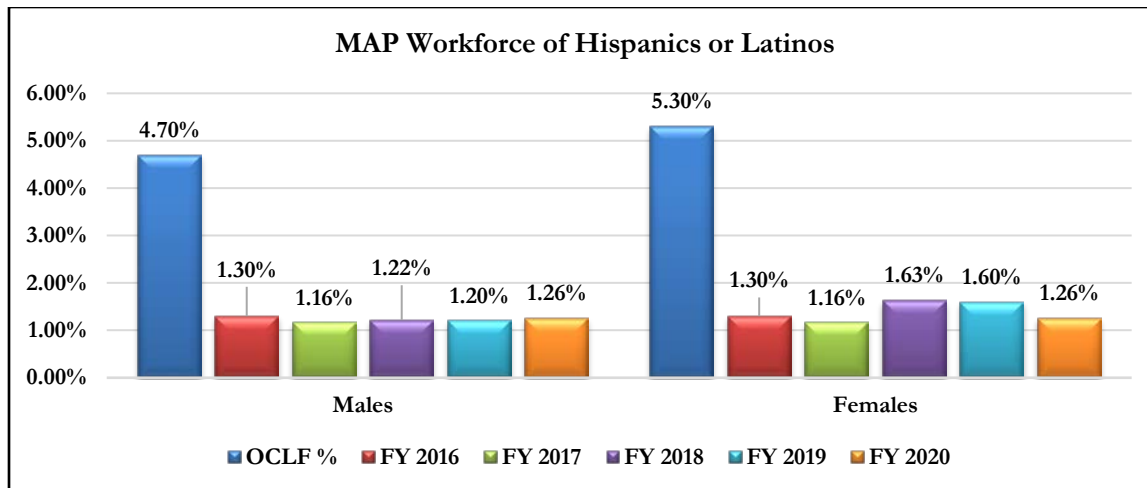


Chart 98

## (2) *New Hires*

Between FY 2016 and FY 2019, the FCC hired 17 MAP employees of which none were Hispanic or Latino (*see* Chart 99). In FY 2020, the FCC received 733 applications for eight MAP positions. Three hundred thirty-seven applicants qualified for the positions. Twenty-five Hispanic or Latino males and fifteen Hispanic or Latina females qualified for these positions, one Hispanic or Latino female was hired. From FY 2016 to FY 2020, the hiring rate for Hispanic or Latino males was above the OCLF for one fiscal year (FY 2018) and below the OCLF for the remaining four fiscal years (*see* Chart 99). During the same period, the hiring rate for Hispanic or Latina females exceeded the OCLF for one fiscal year (FY 2020) and was below the OCLF at 0% for four fiscal years (*see* Chart 100). From FY 2016 to FY 2020, the average hiring rate of Hispanic or Latino males (1.67%) is below the OCLF. For the same period, the average hiring rate of Hispanic or Latina females (2.50%) is below the OCLF. Accordingly, these data suggest there is a trigger regarding hiring of Hispanic or Latino males and females in the MAP field. As indicated in last year's report, the FCC will continue its ongoing efforts regarding assessment of a potential barrier regarding the hiring of Hispanic or Latino males and females.

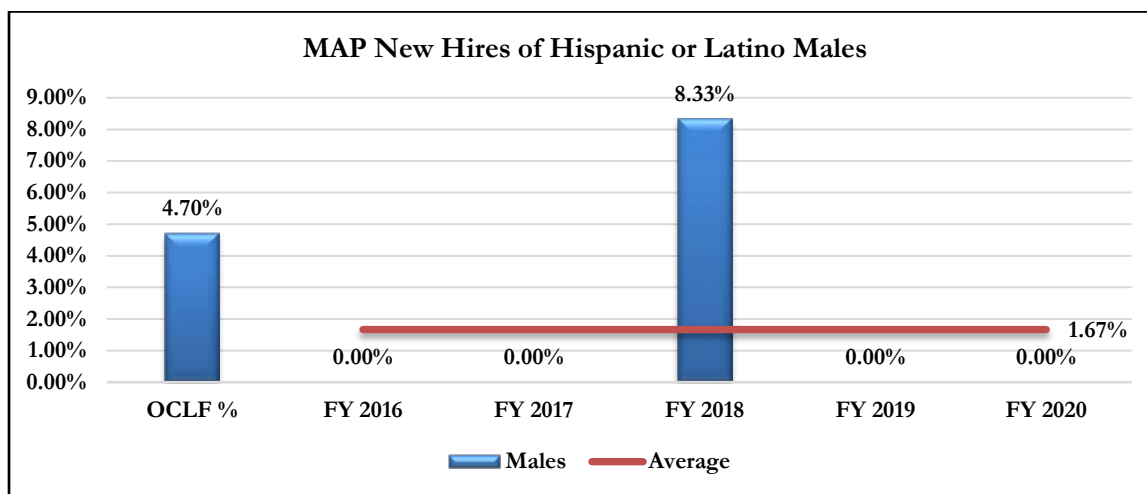


Chart 99

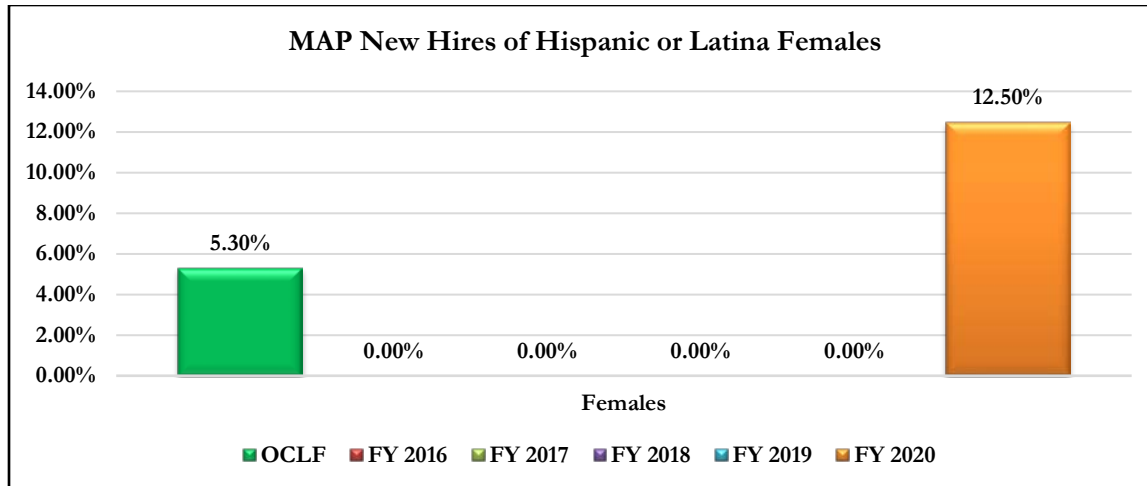


Chart 100

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 44 MAP employees. During that period, the FCC promoted one (2.86%) Hispanic or Latino male. In FY 2020, the FCC received twenty applications for five MAP promotions. No Hispanic or Latino males or females applied. From FY 2016 to FY 2020, the promotion rate for Hispanic or Latino males significantly exceeded the OCLF for one fiscal year (FY 2018) and was below the OCLF for the other fiscal years at 0% (*see* Chart 101). During the same period, the promotion rate for Hispanic or Latina females was consistently below the OCLF at 0% for each fiscal year (*see* Chart 102). Further, from FY 2016 to FY 2020, the average promotion rate for Hispanic or Latino males (2.00%) and Hispanic or Latina females (0%) are below their respective OCLF. Thus, the data indicates a trigger exists concerning promotion of Hispanic or Latino males and females. Accordingly, as noted in last year's report, the FCC's efforts are underway to ascertain if a barrier to promotions exists regarding Hispanic or Latino males and females in the MAP field.

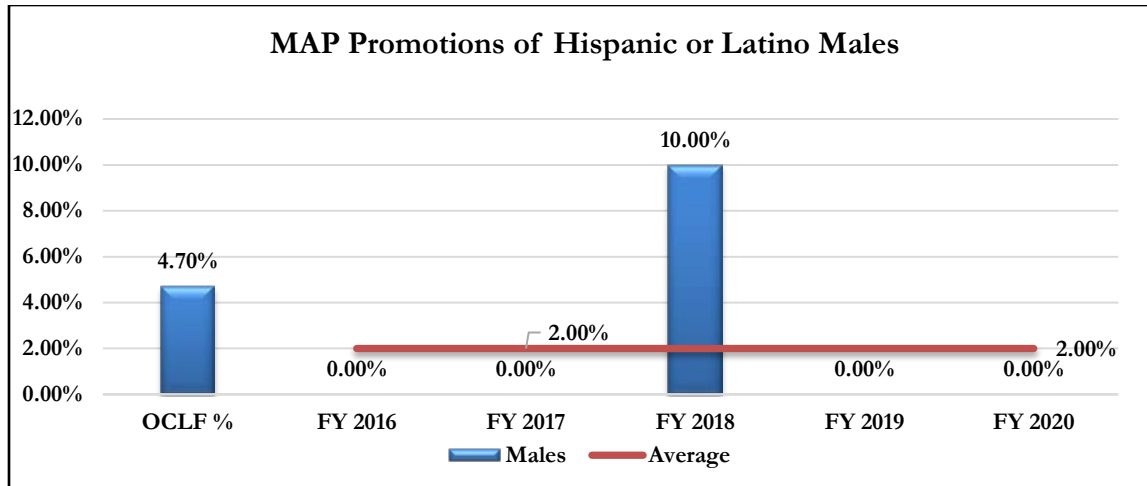


Chart 101

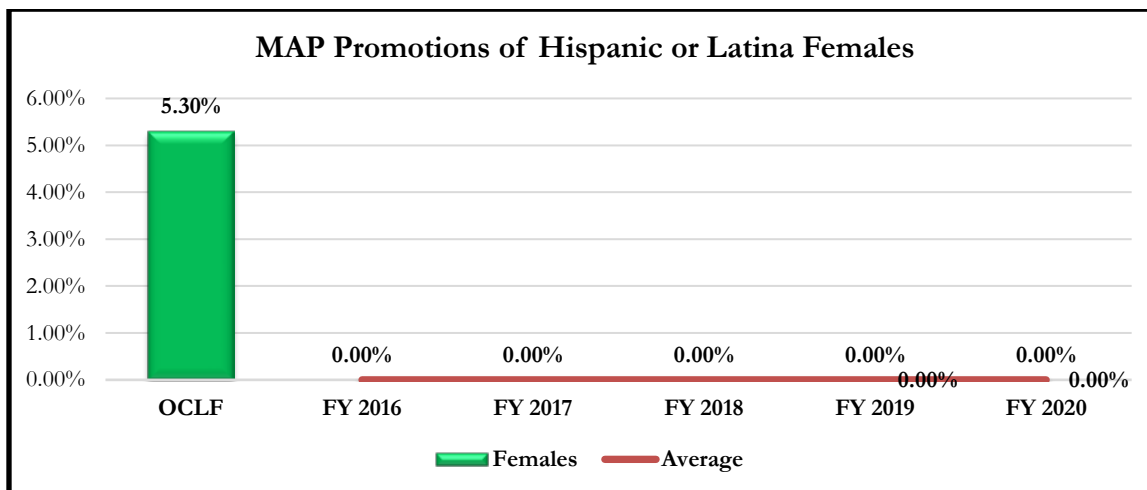


Chart 102

## c) Electronic Engineer

### (1) Workforce

The FCC has 206 electronic engineers. Of those electronic engineers, the participation rate of Hispanic or Latino males and females has been comparable with the CLF since FY 2016 (*see* Chart 103). These data suggest a trigger does not exist in the employment of Hispanic or Latino males and females as electronic engineers. While the participation rate of Hispanic or Latina females has been comparable with the CLF, the actual participation rate from FY 2016 to FY 2020 was at 0%. Accordingly, the FCC will continue to monitor and analyze the data to ascertain whether there is a potential barrier to participation of Hispanic or Latina females as electronic engineers.

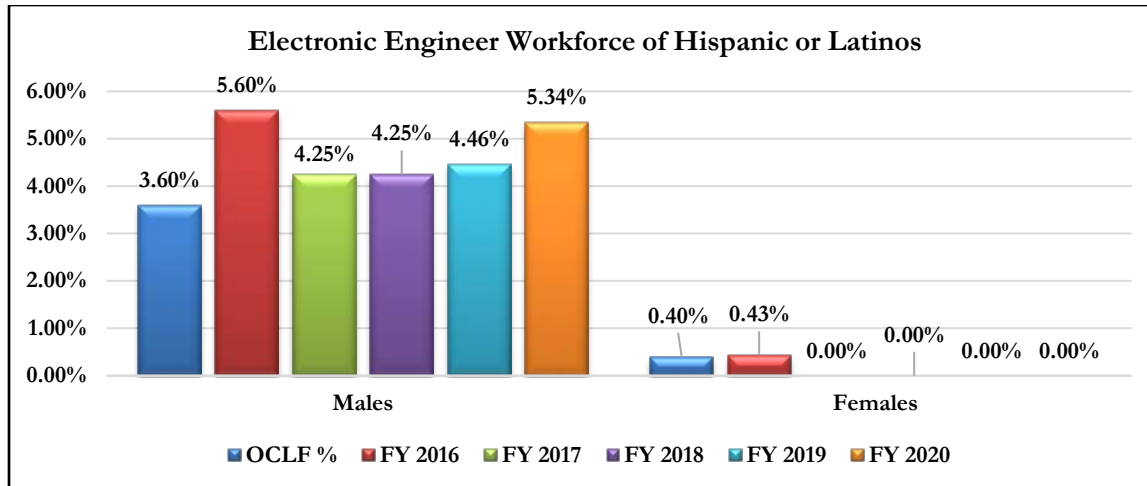


Chart 103

## (2) *New Hires*

Between FY 2016 and FY 2019, the FCC hired 26 electronic engineers of which one (3.85%) was a Hispanic or Latino male. In FY 2020, the FCC received 434 applications for twelve electronic engineer positions. Two hundred twenty-two applicants qualified for the positions. Twenty-eight Hispanic or Latino males and two Hispanic or Latina females qualified for these positions. Three Hispanic or Latino males and no Hispanic or Latina males were hired. From FY 2016 to FY 2020, the participation rate of Hispanic or Latino males significantly exceeded the OCLF for two fiscal years (FYs 2018 and 2020) and was below the OCLF for the remaining fiscal years at 0%. For the same period, the participation rate for Hispanic or Latina females was below the OCLF for every fiscal year at 0%. Further, for the same period, the average hiring rate for Hispanic or Latino males (7.22%) (*see* Chart 104) is more than double the OCLF. Consequently, there does not appear to be a trigger concerning the hiring of Hispanic or Latino males for electronic engineer positions. For Hispanic or Latina females, the average new hire rate (0.00%) is comparable to the OCLF rate (0.40%); thus, these data suggests that a trigger does not exist (*see* Chart 105). However, as noted in last year's report, the FCC is reviewing and analyzing additional data and information to ascertain if a barrier exists to the hiring of Hispanic or Latina females in the electronic engineer field, considering no Hispanic or Latina females were hired during this period and they have not participated in the workforce for the most recent four fiscal years.



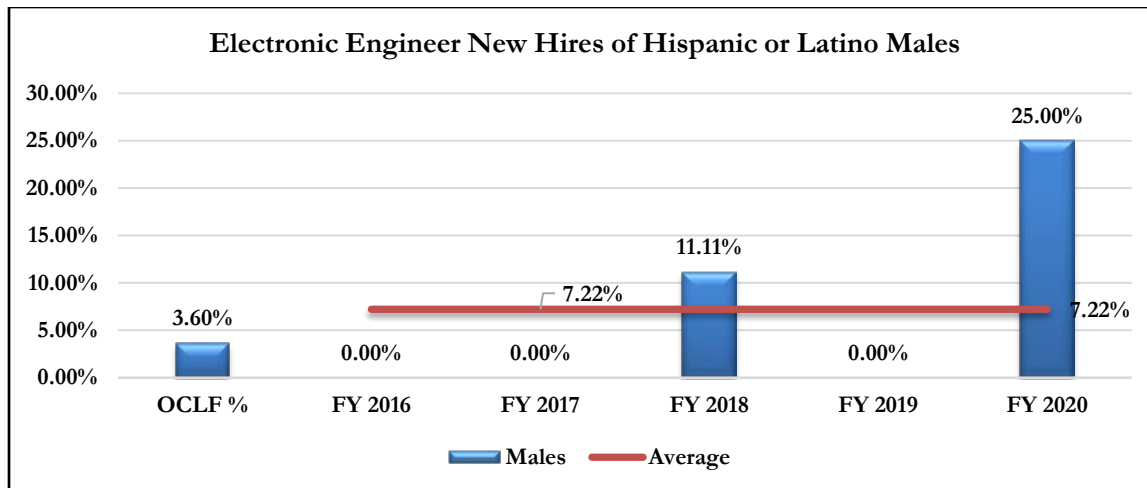


Chart 104

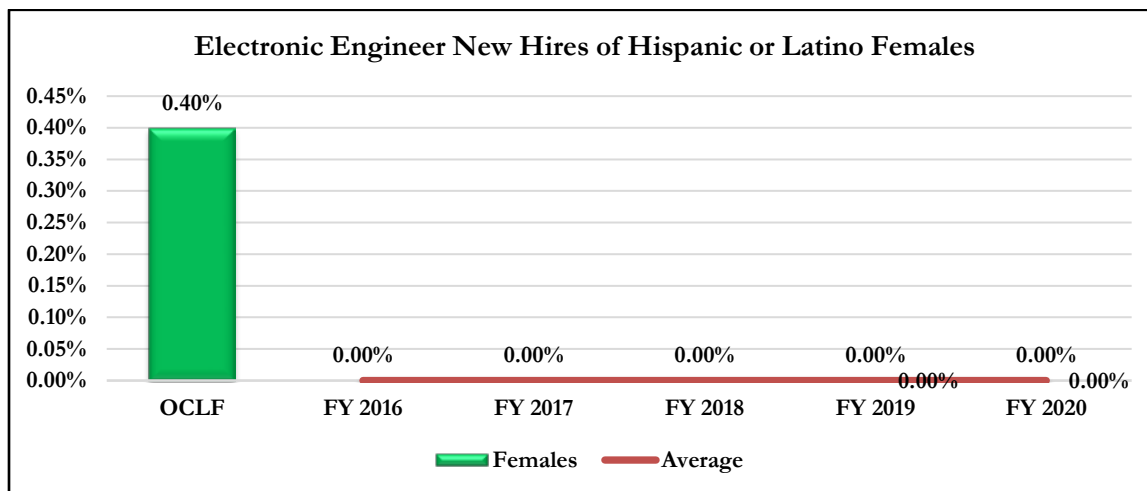


Chart 105

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 27 electronic engineers. During that period, the FCC promoted three Hispanic or Latino males (11.11%). In FY 2020, the FCC promoted one electronic engineer. No Hispanic or Latino electronic engineer was promoted. From FY 2016 to FY 2020, the participation rate of Hispanic or Latino males significantly exceeded the OCLF for one fiscal year (FY 2016) and was below the OCLF for the remaining fiscal years at 0%. For the same period, the participation rate for Hispanic or Latina females was below the OCLF for every fiscal year at 0%. Further, for the same period, the average promotion rate (4.62%) for Hispanic or Latino males from FY 2016 to FY 2019 is above the OCLF (*see* Chart 106). Due to the favorable promotion rate for Hispanic or Latino males during this period, there does not appear to be a trigger to promotions for Hispanic or Latino male electronic engineers. In contrast, during this same

period, no Hispanic or Latina females were promoted (*see* Chart 107). The average promotion rate (0%) is comparable to the OCLF (0.40%). While these data do not suggest that a trigger exists regarding the promotion of Hispanic or Latina females in the electronic engineer field, the FCC will continue to monitor and review additional data.

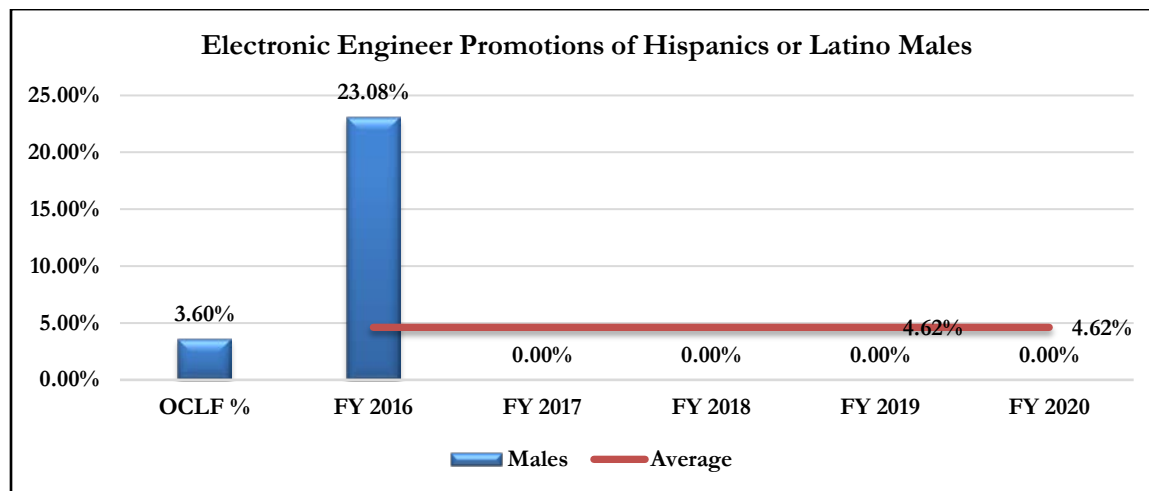


Chart 106

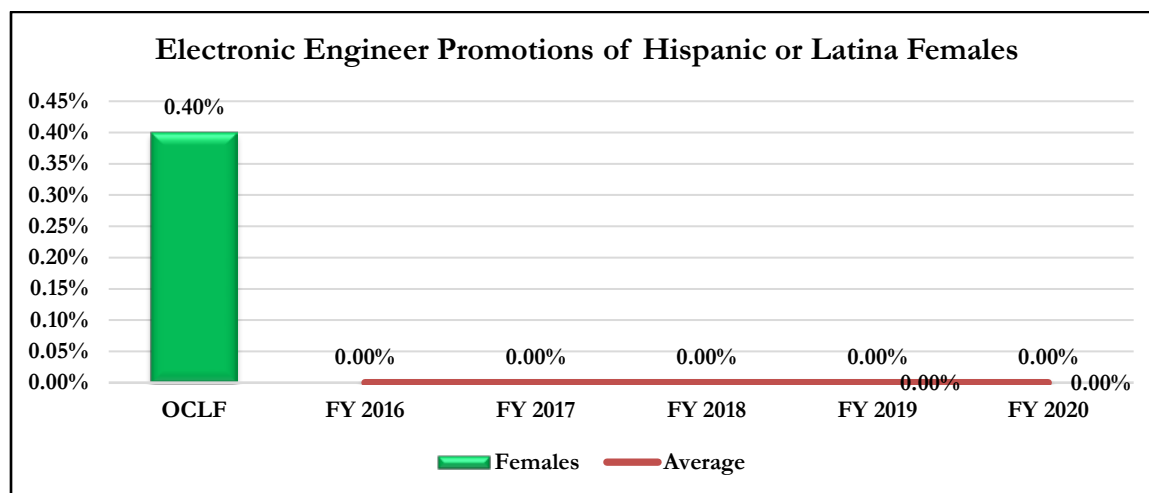


Chart 107

## d) Management Program Analysis

### (1) Workforce

Currently, the FCC has 53 MPA employees. The participation rate of Hispanic or Latino males and females in the Management Program Analysis (MPA) field has been comparable to the OCLF rate since FY 2017 (*see* Chart 108). Given the favorable participation rates of Hispanic or Latino males and females in comparison to the respective OCLF rates, these data suggest that a trigger concerning employment does not exist in the MPA field for Hispanic or Latino males and females.

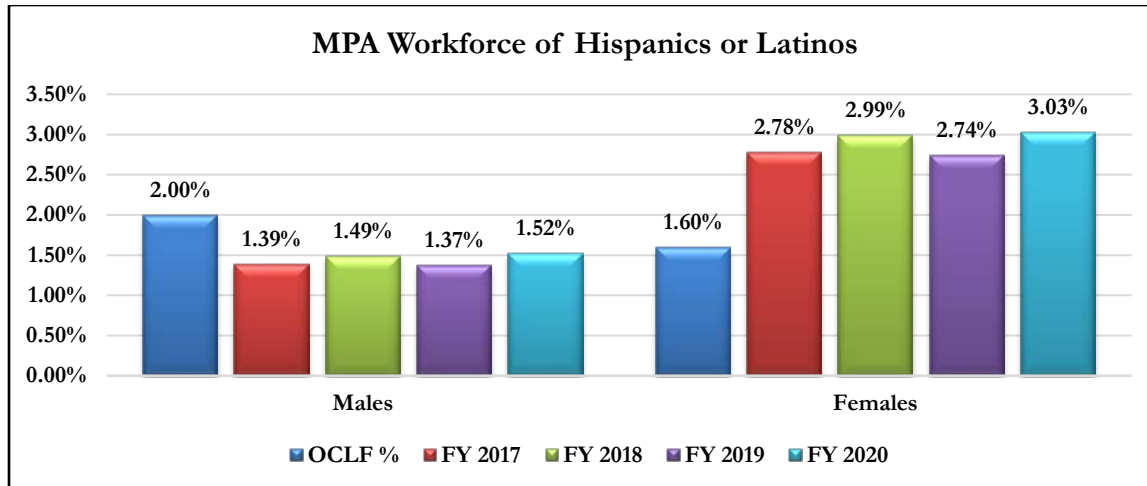


Chart 108

## (2) *New Hires*

From 2017 to FY 2019, the FCC hired eight MPAs of which none were a Hispanic or Latino male or female. In FY 2020, the FCC received 85 applications for MPA positions. Eight applicants qualified for the positions. One Hispanic or Latino male and no Hispanic or Latina females qualified for these positions. No Hispanic or Latino male or female was hired. Although no Hispanic or Latino males and females were hired for MPA positions from FY 2017 through FY 2019 (*see* Chart 109), the data suggest that no trigger concerning hiring of Hispanic or Latino males and females for the MPA position exists as the annual participation rates are comparable to the OCLF rate and there was a limited number of MPA positions available in this period.

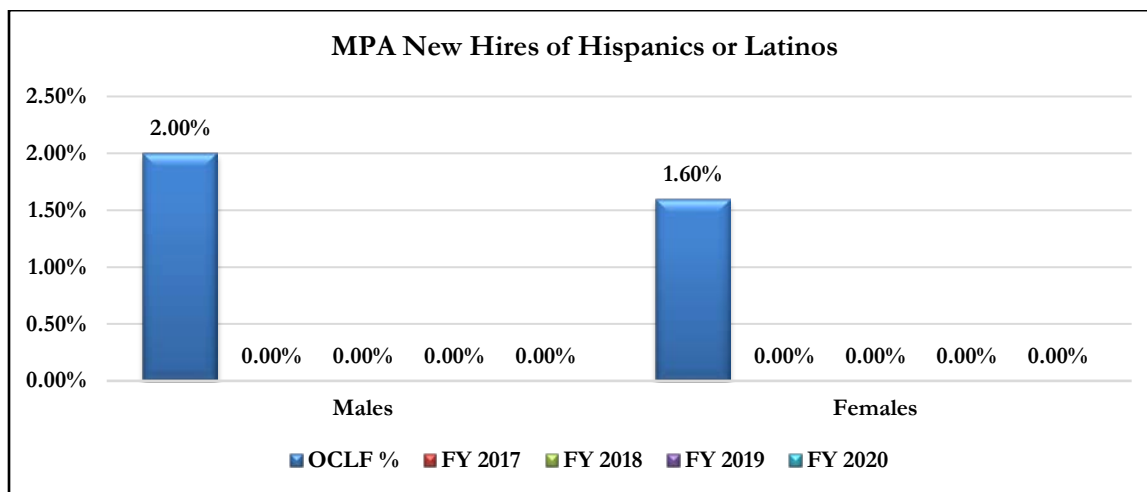


Chart 109

## (3) *Promotions*

From FY 2017 to FY 2019, the FCC promoted nineteen MPAs of which two Hispanic or Latino male (10.53%) and two Hispanic or Latina females (10.53%) were promoted. In FY 2020, the FCC promoted no MPA employees. From FY 2017 to FY 2020, the promotion rate of Hispanic or Latino males significantly exceeded the OCLF for two fiscal years (FYs 2017 and 2019) and was below the OCLF for the remaining fiscal years at 0%. For the same period, the promotion rate for Hispanic or Latina females significantly exceeded the OCLF for one fiscal year (FY 2017) and was below the OCLF for the remaining fiscal years at 0%. From FY 2017 to FY 2020, the average promotion rate for Hispanic or Latino males (5.56%) is comparable to the OCLF (*see* Chart 110), while the average promotion rate for Hispanic or Latina females (5.56%) is above the OCLF (*see* Chart 111). Thus, these data suggest no trigger exists to the promotion of Hispanic or Latino employees in the MPA field.

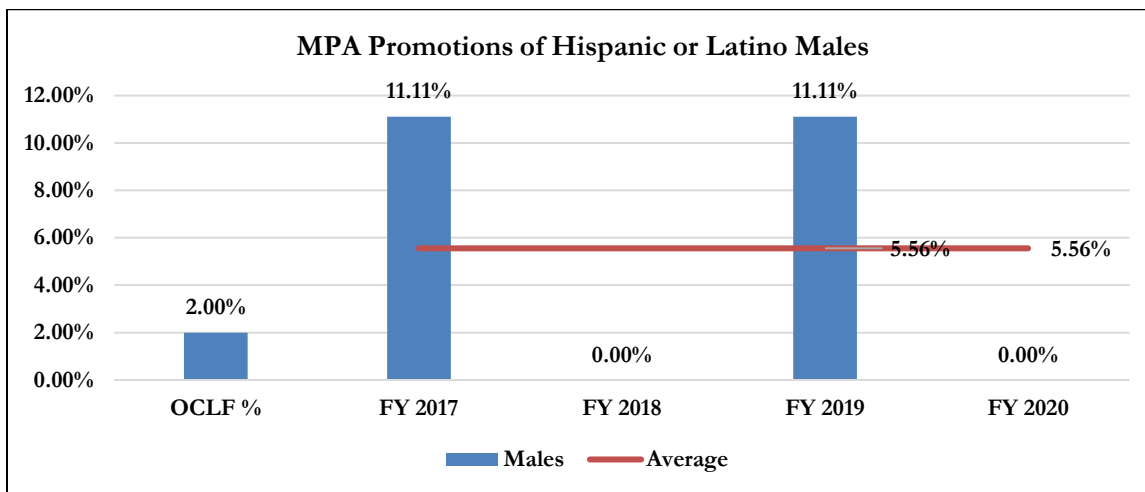


Chart 110

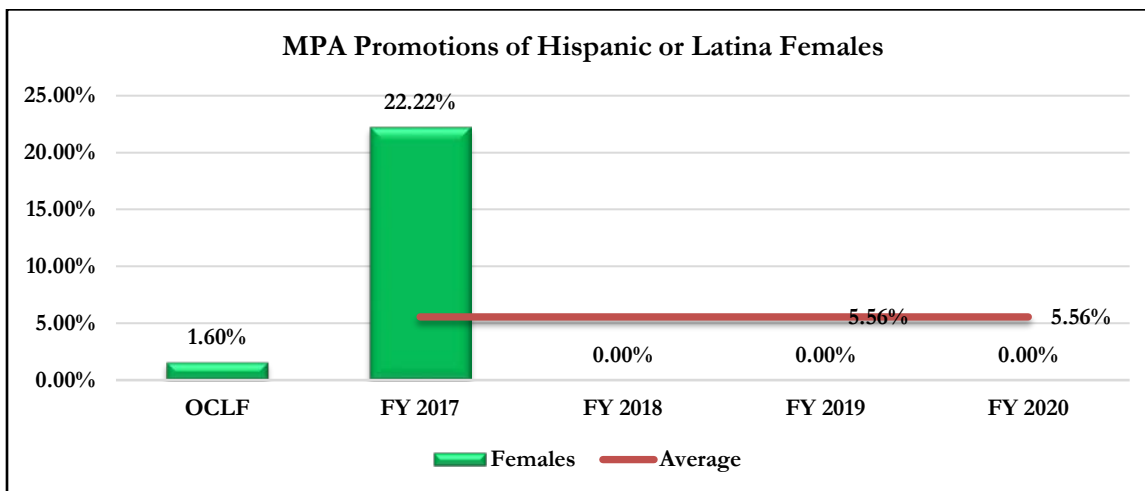


Chart 111

## e) Economist

### (1) Workforce

Currently, the FCC has 60 economists. Between FY 2016 and FY 2020, the FCC did not employ any Hispanic or Latino economists. As a result, the participation rate for Hispanic or Latino males was below the OCLF at 0% for every fiscal year (*see* Chart 112). During this same period, the participation rate for Hispanic or Latina females was comparable to the OCLF for three fiscal years (FYs 2018, 2019 and 2020) and below the OCLF for the remaining fiscal years at 0% (*see* Chart 113). For FY 2016 to FY 2020, the average participation rate for Hispanic or Latina females (1.00%) is comparable to the OCLF. As the participation rate of Hispanic or Latino males has been below the OCLF, since FY 2016, a trigger exists regarding employment for Hispanic or Latino males as economists. As noted in last year's report, the FCC's efforts are underway to ascertain whether a barrier may exist. For Hispanic or Latina females, these data suggest that no trigger exists regarding their employment as economists.

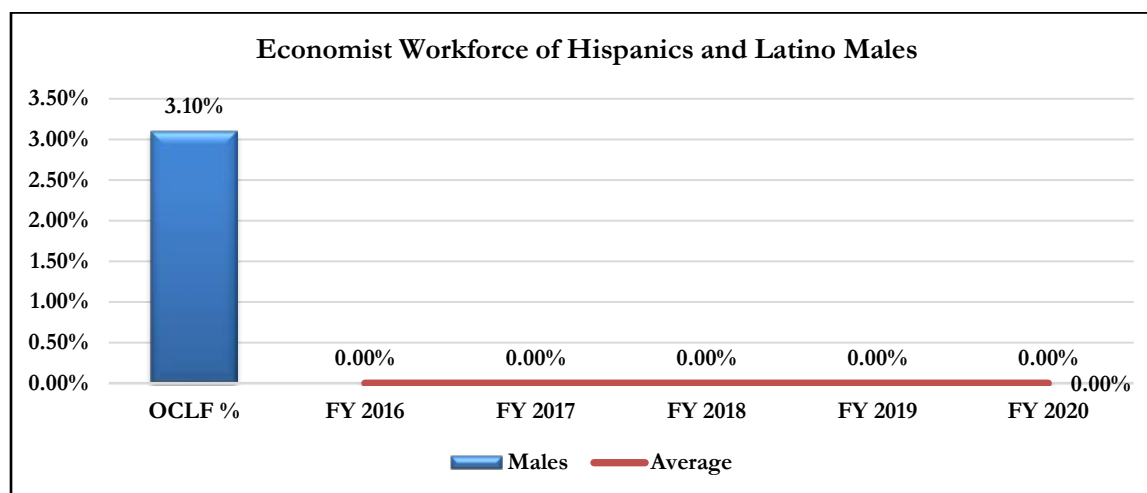


Chart 112

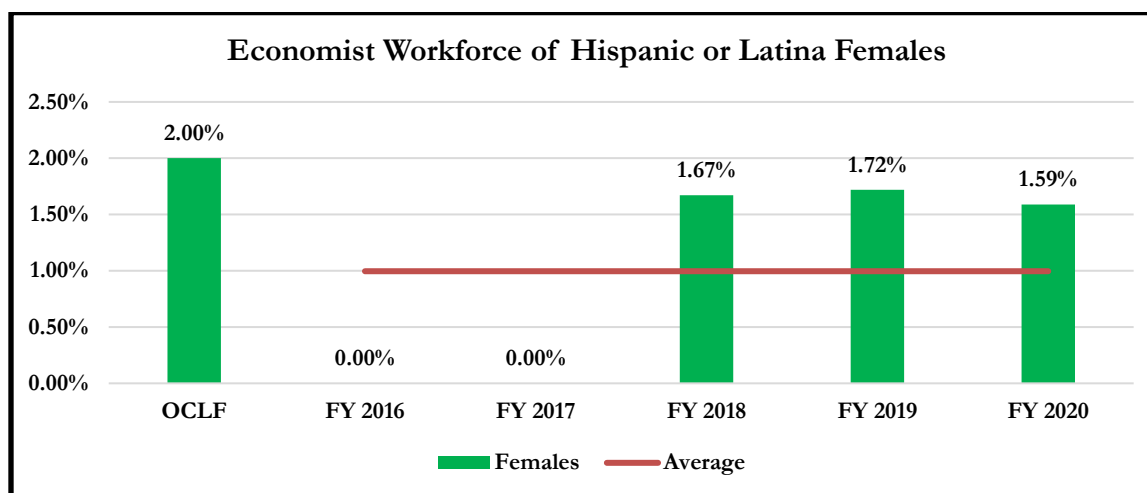


Chart 113

## (2) New Hires

Between FY 2016 and FY 2019, no Hispanic or Latino males were hired and one Hispanic or Latina female was hired as an economist. In FY 2020, the FCC received 151 applications for economist positions. Seventy-nine applicants qualified for the positions. While two Hispanic or Latino males and six Hispanic or Latina females qualified for these positions, none were hired.

From FY 2016 to FY 2020, the average hiring rate of Hispanic or Latino males is below the OCLF at 0% (*see* Chart 114). During the same period, the hiring rate of Hispanic or Latina females significantly exceeded the OCLF for one fiscal year (FY 2018) and was below the OCLF for the remaining fiscal years at 0%. For the same period, the average hiring rate for Hispanic or Latina females is above the OCLF (3.33%) (*see* Chart 115). Thus, a trigger does not exist regarding the hiring of Hispanic or Latina females as economists. However, a trigger does exist regarding the hiring of Hispanic or Latino males as economists. Accordingly, as noted in last year's report, the FCC's efforts are underway to ascertain if a barrier to hiring exists regarding Hispanic or Latino males as economists.

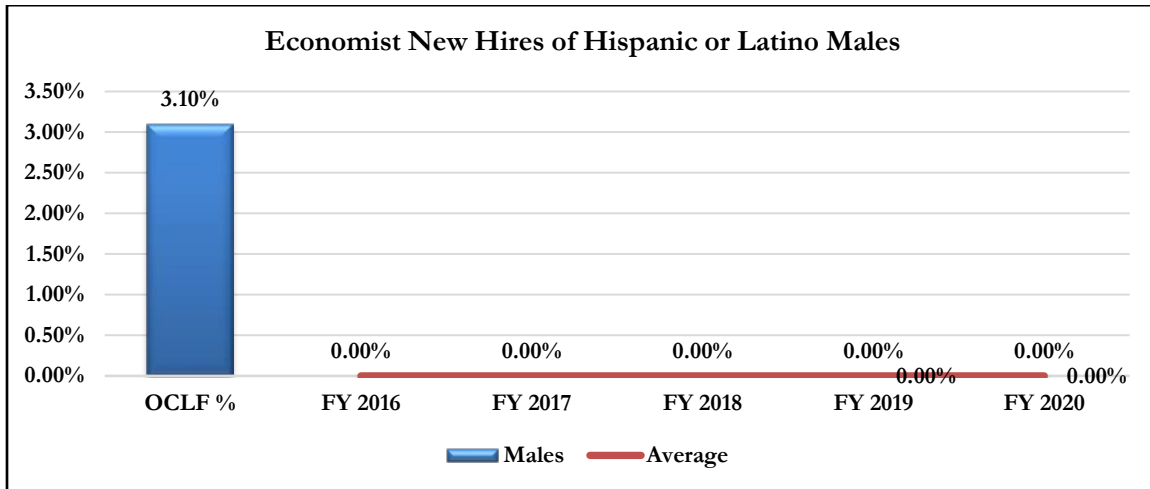


Chart 114

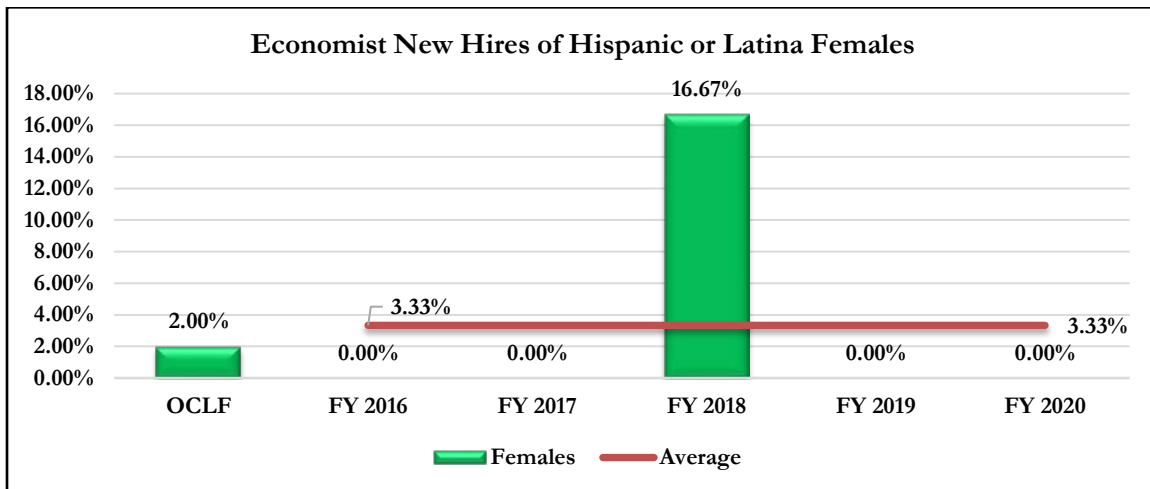


Chart 115

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 24 economists. During that period, the FCC promoted one Hispanic or Latino male (4.17%) and one Hispanic or Latino female (4.17%) in an economist position. In FY 2020, the FCC promoted no economists. From FY 2016 to FY 2020, there was one Hispanic or Latino male promoted. From FY 2016 to FY 2020, the promotion rate of Hispanic or Latino males significantly exceeded the OCLF for one fiscal year (FY 2019) and was below the OCLF for the remaining fiscal years at 0%. For the same period, the promotion rate of Hispanic or Latina females significantly exceeded the OCLF for one fiscal year (FY 2018) and was below the OCLF for the remaining fiscal years at 0% (*see* Chart 116). The average promotion rate for Hispanic or Latino male economists from FY 2016 to FY 2020 is comparable with the OCLF at 2.50%. During the same period, the average promotion rate for Hispanic or Latina females (10%) exceeds the OCLF (*see* Chart 117). These data suggest no trigger exists regarding the promotion of Hispanic or Latino males and females as economists. In this regard, it is noted that for the prior two reporting periods there were FCC efforts underway to ascertain if a barrier to promotions as economists exists regarding Hispanic or Latino males.

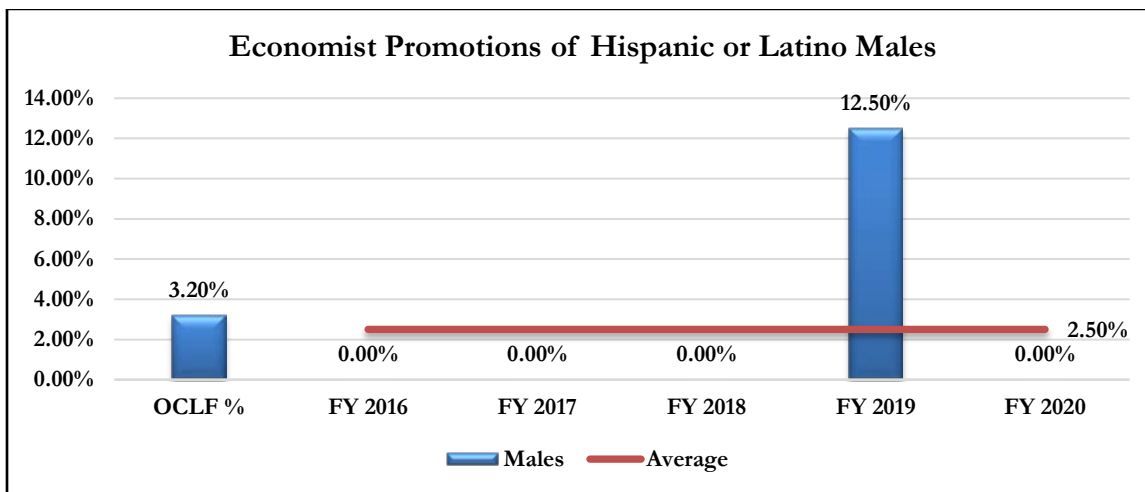


Chart 116

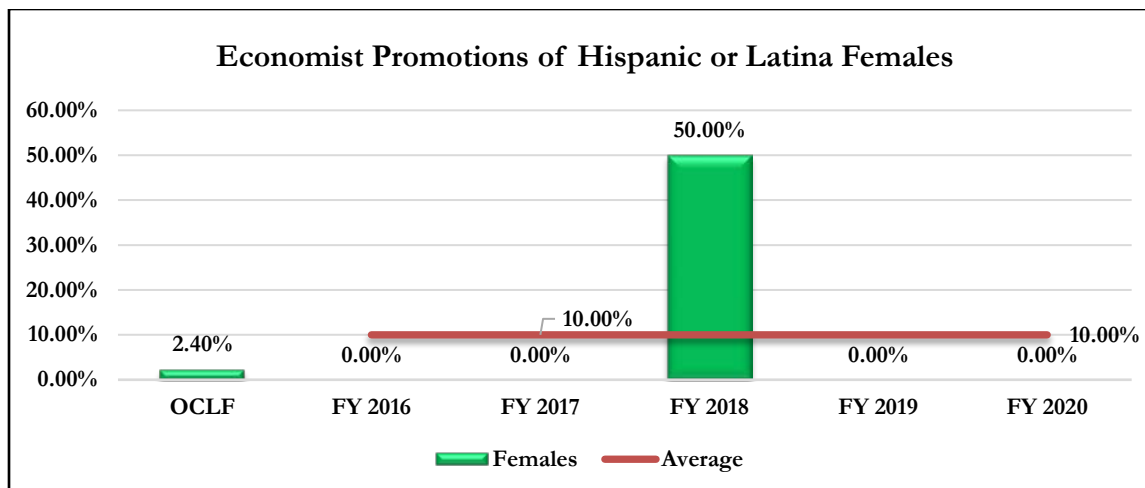


Chart 117

## F. Employment of White Females<sup>21</sup>

### 1. Workforce

Of the 1,486 FCC employees, white females comprise the second largest category of employees at 379 (25.50%). From FY 2016 to FY 2020, the participation rate of white females was below the CLF (see Chart 118). Accordingly, these data suggest a trigger exists with respect to the participation of white females. Additional research and analysis is required to ascertain if a barrier exists to their participation.

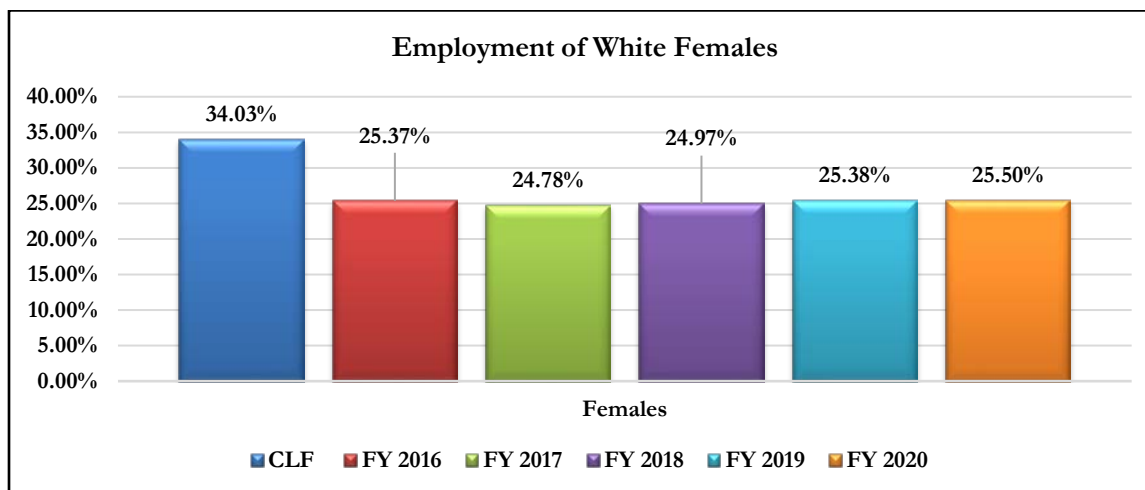


Chart 118

### 2. Senior Executive Service

Although the number of Senior Executive Service positions at the FCC has increased by **30.61%** from 49 to 64, since FY 2016, the participation rate of white females at the SES level has fluctuated.

<sup>21</sup> This section does not review the participation of white males as this report focuses on the participation of historically underrepresented groups.



Between FY 2017 and FY 2019, the participation rate for white females trended downward but reflected a significant uptick in FY 2020 (*see* Chart 119). The lowest participation rate for the entire period (33.93%) was reached in FY 2019, representing almost a 13% difference from the highest participation rate (46.88%) in FY 2017. From FY 2016 to FY 2019, the participation rate for white females in SES positions has been at least comparable to the CLF. Accordingly, these data suggest there is no trigger for employment of white females at the SES level.

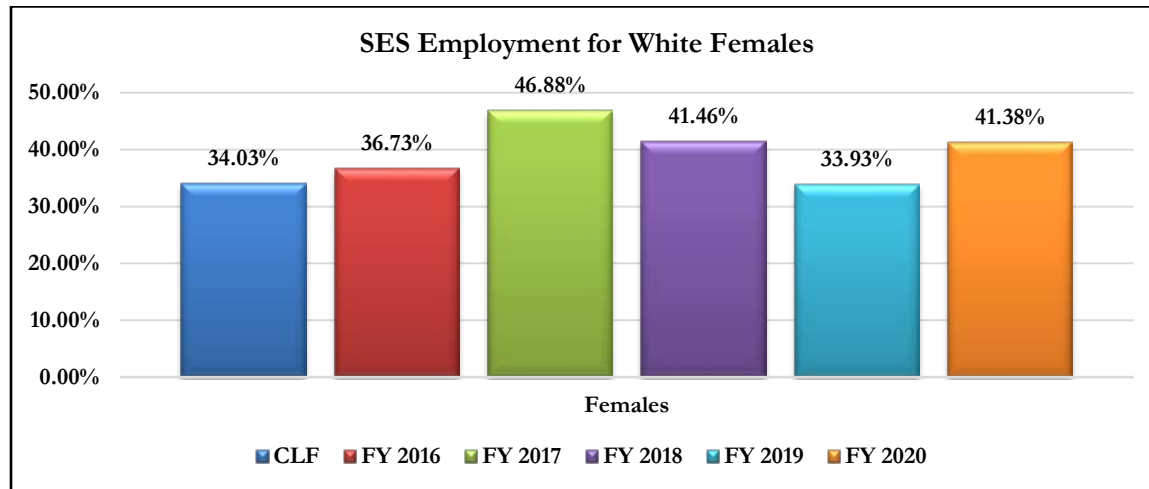


Chart 119

### 3. GS 13 - 15 Positions

Regarding GS-15 positions, the participation rate of white females has been comparable to the CLF since FY 2016 (*see* Chart 120). Consequently, a trigger does not exist concerning the employment of white females at the GS-15 grade.

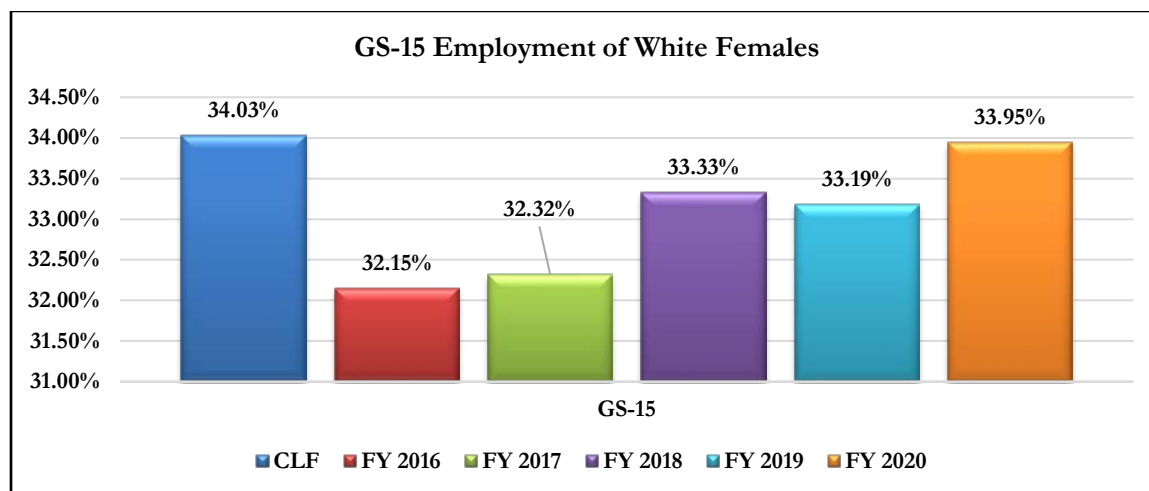


Chart 120

In contrast to the SES and GS-15 grade levels, since FY 2016, the participation rate of white females at the GS-14 grade has decreased to significantly below the CLF (*see* Chart 121). Further, the participation rate has not been comparable with the CLF for any fiscal year since FY 2016.

Consequently, the data suggest a trigger exists regarding the participation of white females at the GS-14 grade. Accordingly, additional research and analysis is required to ascertain if a barrier exists to the employment of white females at the GS-14 grade.

Similarly, since FY 2016, the participation rate of white females at the GS-13 grade has been significantly below the CLF (*see* Chart 121). These data suggest a trigger exists regarding the participation of white females at the GS-13 grade. Accordingly, additional research and analysis is required to assess whether a barrier exists to the participation of white females at the GS-13 grade.

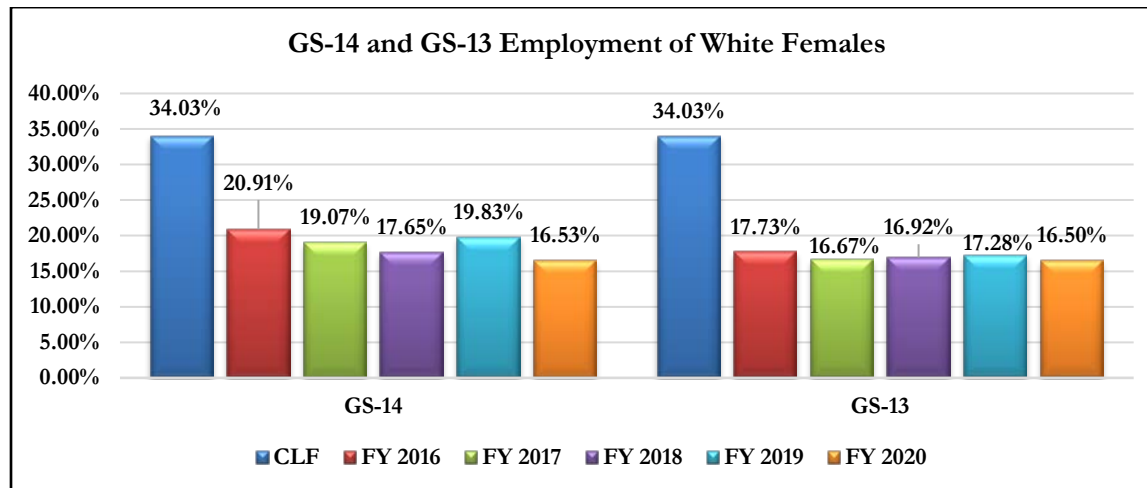


Chart 121

#### 4. New Hires and Separations

From FY 2016 to FY 2020, the hiring rate for white females was below the CLF for two fiscal years (FYs 2016 and 2020), comparable with the CLF for two fiscal years (FYs 2017 and 2019) and above the CLF for FY 2018 (*see* Chart 122). In addition, during the same period, the average hiring rate for white females (31.15%) is below the CLF. These data suggests that a trigger exists regarding the hiring of white females. Accordingly, additional research and analysis is required to ascertain if a barrier exists to the hiring of white females.

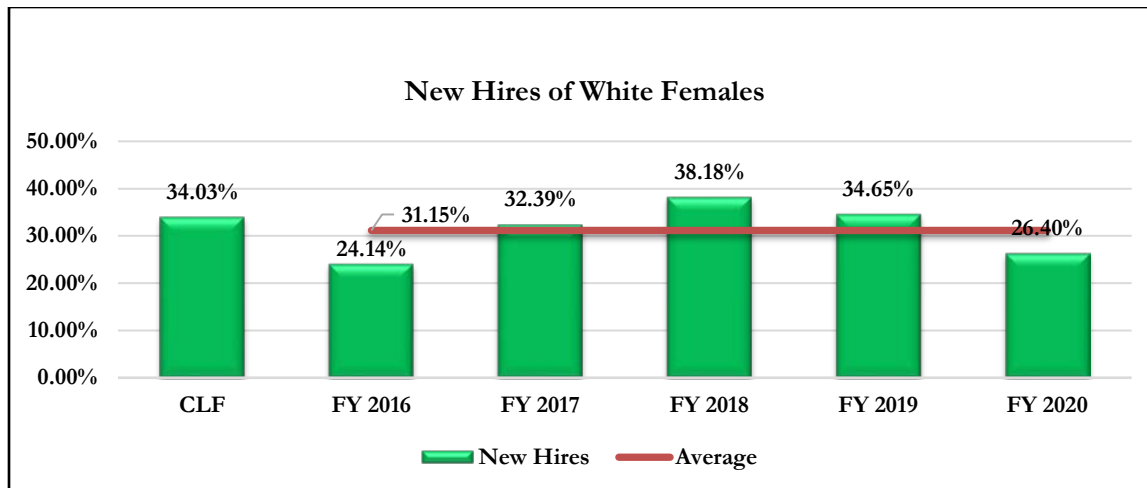


Chart 122

Since FY 2016, the separation rates for white females have been below the CLF (*see* Chart 123). Further, for three fiscal years (FYs 2016, 2019 and 2020), the separation rate for white females was significantly below the CLF. From FY 2016 to FY 2020, the average separation rate for white females (26.94%) is below the CLF and below the average hiring rate of 31.15%. Accordingly, these data suggest a trigger does not exist regarding the retention of white females.

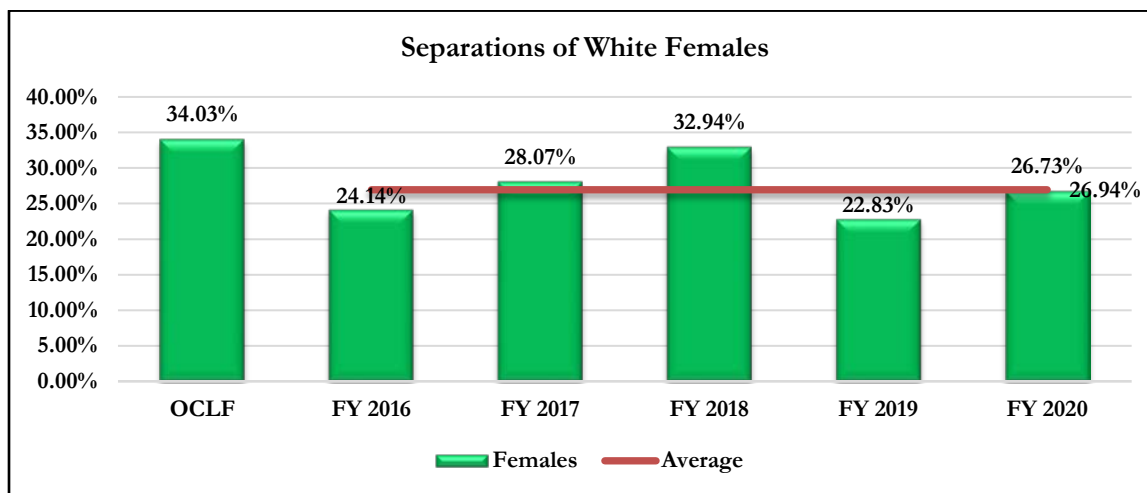


Chart 123

## 5. Mission Critical Occupations

### a) Attorneys

#### (1) Workforce

Attorneys comprise 40.04% of the FCC workforce. Since FY 2016, the participation rates of white females as attorneys have significantly exceeded the OCLF (*see* Chart 124). Consequently, the data suggests no trigger exists to the employment of white females in the attorney occupation.

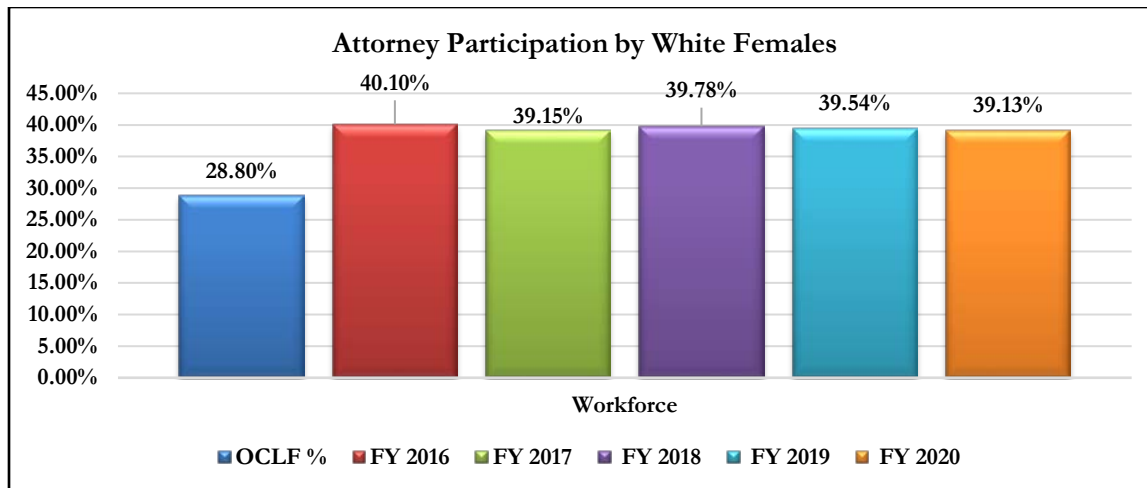


Chart 124

## (2) New Hires

Between FY 2016 and FY 2019, the FCC hired 102 attorneys of which 83 (81.37%) were white females. In FY 2020, the FCC received 2,841 applications for 39 attorney positions. One thousand six hundred sixty-three applicants qualified for the positions. While 321 white females qualified for these positions, 16 (41.03%) white females were hired. From FY 2016 to FY 2020, the hiring rate of white females was comparable to or above the OCLF (*see* Chart 125). Further, during this same period, the average hiring rate of white females (39.26%) is above the OCLF. Accordingly, these data suggest there is no trigger regarding hiring of white females as attorneys.

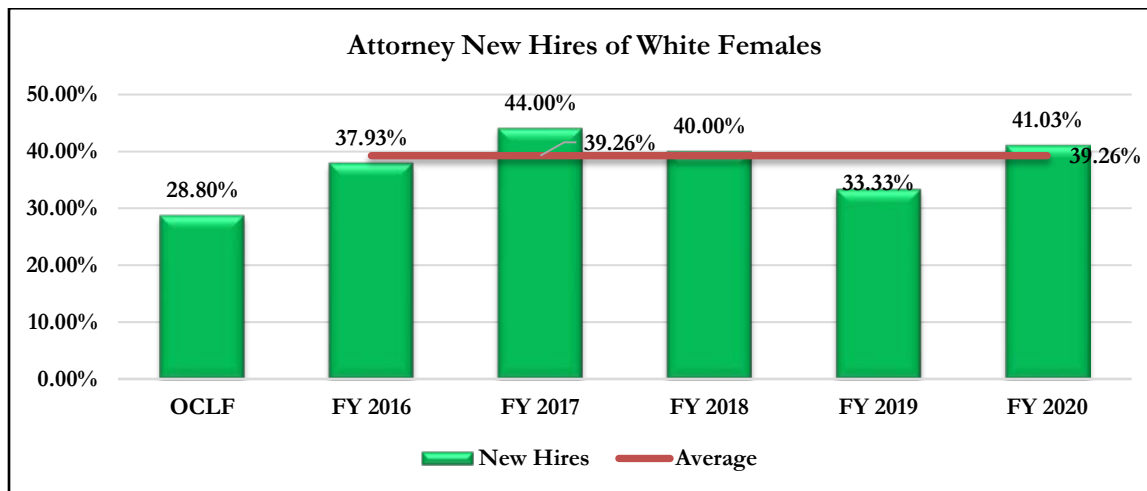


Chart 125

## (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 114 attorneys. During that period, the FCC promoted 40 white females (35.09%). In FY 2020, the FCC received 27 applications for five attorney promotions. Eleven white females applied for and were qualified for these promotions. Three (60%) white female was promoted. From FY 2016 to FY 2020, the promotion rate for white females was above the OCLF for one fiscal year, significantly exceeded the OCLF for two fiscal

years (FYs 2017 and 2020) and was below the OCLF for two fiscal years (FY 2018 and 2019) (*see* Chart 126). During this same period, the average promotion rate for white females (35.49%) is above the OCLF. Thus, despite the downward trend in the two recent fiscal years, the data suggests there is no trigger regarding the promotion of white female attorneys.

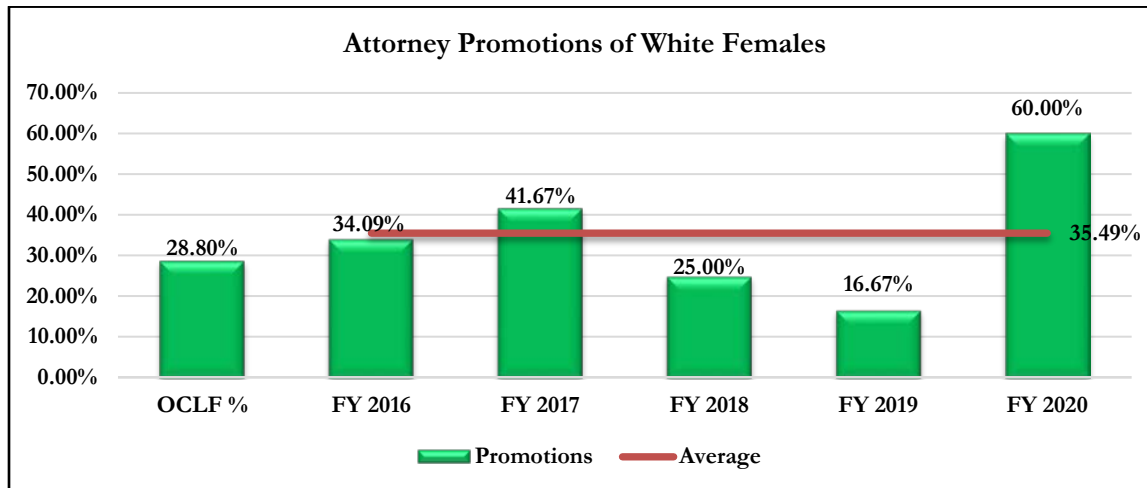


Chart 126

## b) Miscellaneous Administration and Program

### (1) Workforce

Since FY 2016, the number of MAP employees decreased from 308 to 249. From FY 2016 to FY 2020, the participation rates of white females were significantly below the OCLF for every fiscal year (*see* Chart 127). These data suggest there is a trigger regarding employment for white females in the MAP field. Accordingly, additional research and analysis is required to ascertain if a barrier to employment in the MAP field exists for white females.

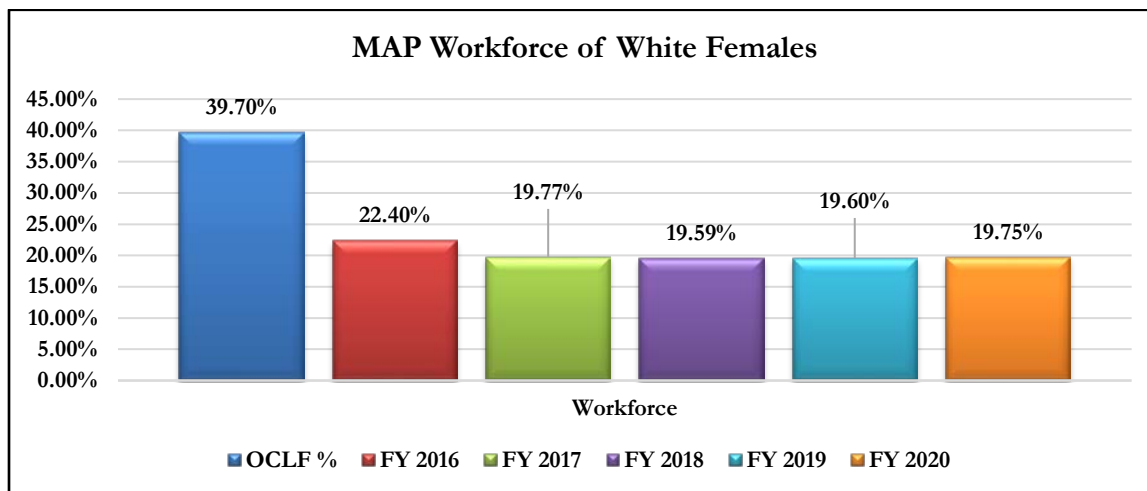


Chart 127

### (2) New Hires

Between FY 2016 and 2019, the FCC hired 17 MAP employees of which five (29.41%) were white females. In FY 2020, the FCC received 733 applications for eight MAP positions. Of the 337 applicants who qualified for the positions, 32 were white females. The FCC hired one (12.50%) white female. Since FY 2016, the hiring rate for white females was below the OCLF for each fiscal year. Further, the hiring rate decreased each year, becoming significantly below the OCLF in FY 2020 (*see* Chart 128). Given the downward trend in the hiring rate for white females since FY 2016, the data suggests a trigger exists regarding the hiring of white females in the MAP field. Accordingly, additional research and analysis is required to assess whether a barrier to employment exists for the hiring of white females in the MAP field.

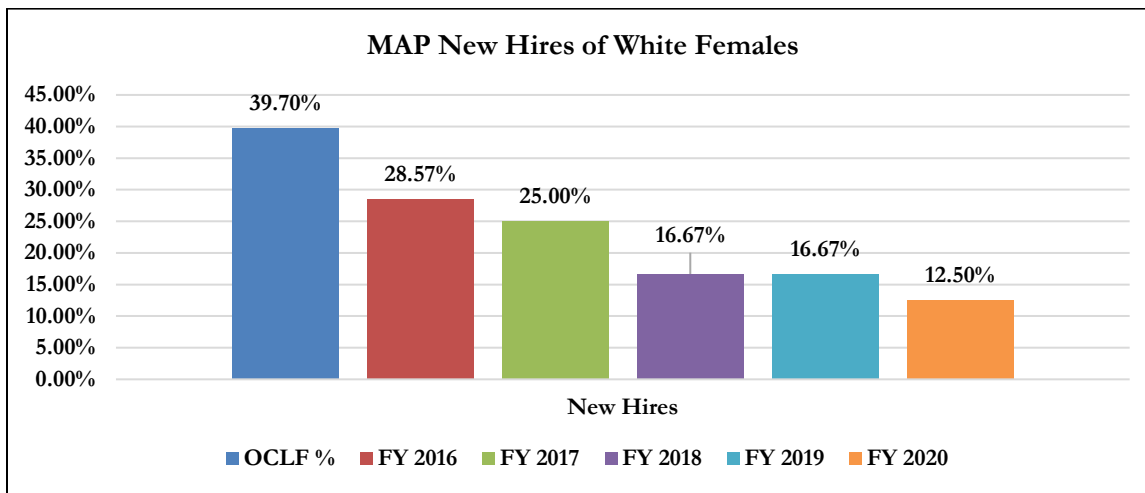


Chart 128

### (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 36 MAP employees. During that period, the FCC promoted four white females (11.11%). In FY 2020, the FCC received twenty applications for five MAP promotions. Four white females applied for this position. One white female was promoted. From FY 2016 to FY 2020, the promotion rate was significantly below the OCLF for each fiscal year (*see* Chart 129). Further, the average promotion rate for white females (11.20%) is significantly below the OCLF. These data suggest that a trigger exists regarding the promotion of white female MAP employees. Accordingly, additional research and analysis is necessary to assess whether a barrier exists to the promotion of white females in the MAP field.

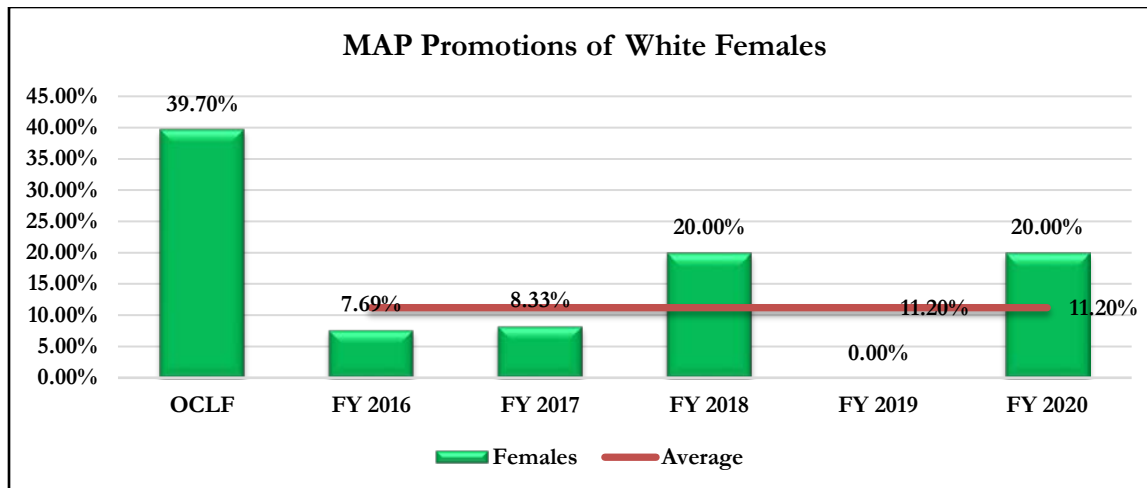


Chart 129

## c) Electronic Engineer

### (1) Workforce

The FCC has 206 electronic engineers. Since FY 2016, the participation rate of white females has been comparable to the OCLF (*see* Chart 130). Accordingly, a trigger regarding employment of white females in the electronic engineer field does not exist.

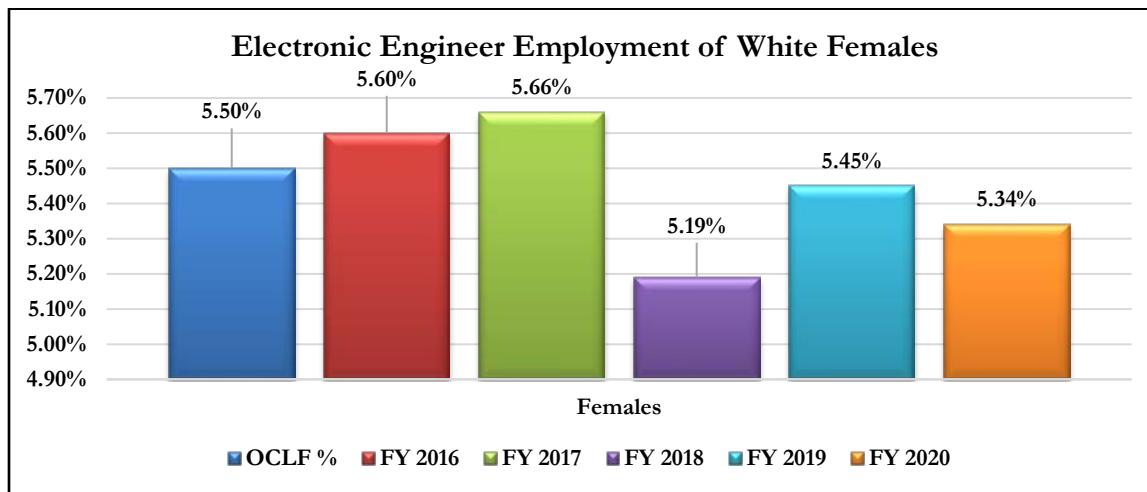


Chart 130

### (2) New Hires

Between FY 2016 and FY 2019, the FCC hired 49 electronic engineers of which none were white females. In FY 2020, the FCC received 434r applications for twelve electronic engineer positions. Two hundred twenty-two applicants qualified for the positions. Three white females qualified for these positions. No white females were hired. From FY 2016 to FY 2019, the hiring rate for white females as electronic engineers has been below the OCLF for each fiscal year at 0.00% (*see* Chart 131). Further, the average hiring rate of white females (0%) is below the OCLF. These data suggest a trigger for the hiring of white females in the electronic engineer field. Accordingly, as noted in last

year's report, the Commission's efforts are underway to ascertain if a barrier exists to hiring white females as electronic engineers.

### (3) *Promotions*

Between FY 2016 and FY 2019, the FCC promoted 27 electronic engineers. During that period, the FCC did not promote any white females. In FY 2020, the FCC promoted one electronic engineer, none were white female. From FY 2016 to FY 2020, the promotion rate for white females was below the OCLF for every fiscal year at 0% (*see* Chart 131). Consequently, the data suggest that a trigger exists regarding promotion of white female electronic engineers. Accordingly, additional research and analysis are needed to ascertain if a barrier exists to the promotion of white females in the electronic engineer field.

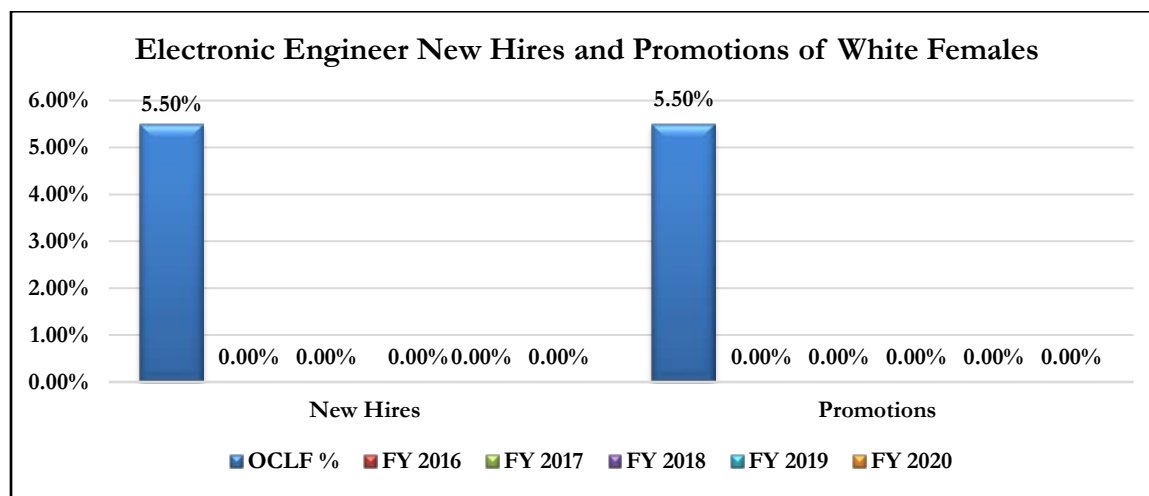


Chart 131

## d) Management Program Analysis

### (1) *Workforce*

Currently, the FCC has 66 MPA employees. Since FY 2017, the participation rate of white females in the MPA field has been at least comparable with the OCLF (*see* Chart 132). Moreover, the participation rate of white females has increased for three fiscal years. These data suggest a trigger regarding employment of white females in the MPA field does not exist.



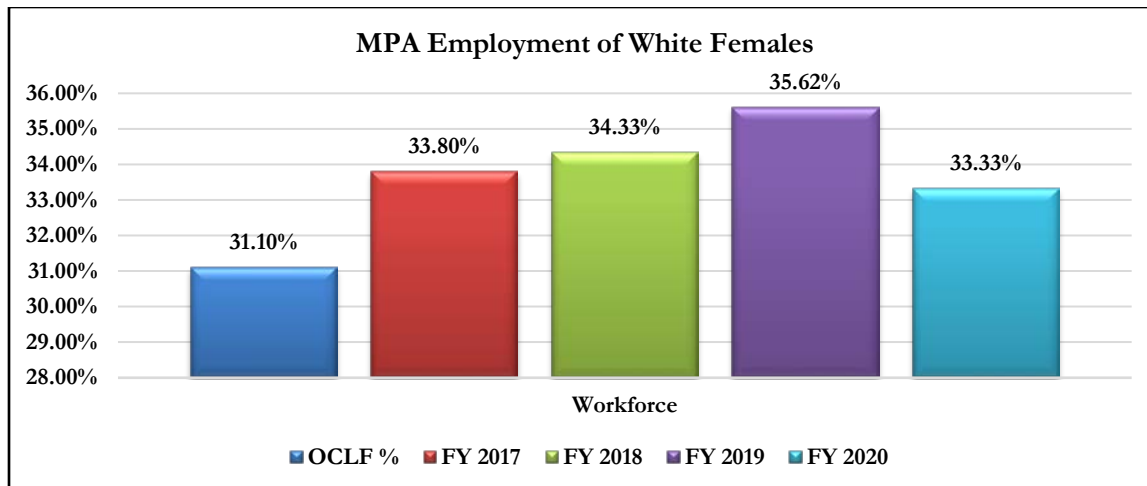


Chart 132

## (2) New Hires

From FY 2017 to FY 2019, the FCC hired eight MPAs of which four (50.00%) were white females. In FY 2020, the FCC received 85 applications for the MPA positions. Eight applicants qualified for the positions. No white females were hired. From FY 2017 to FY 2020, the hiring rate for white females was above the OCLF for one fiscal year (FY 2017), significantly exceeded the OCLF for one fiscal year (FY 2019) and below the OCLF at 0.00% for the other two fiscal years (*see* Chart 133). Further, the average hiring rate of white females (27.08%) during this period is below the OCLF. Although limited data is available, the data suggests that a trigger exists regarding hiring of white females in the MPA field. Accordingly, additional research and analysis is required to ascertain if a barrier exists to the hiring of white females as MPA employees.

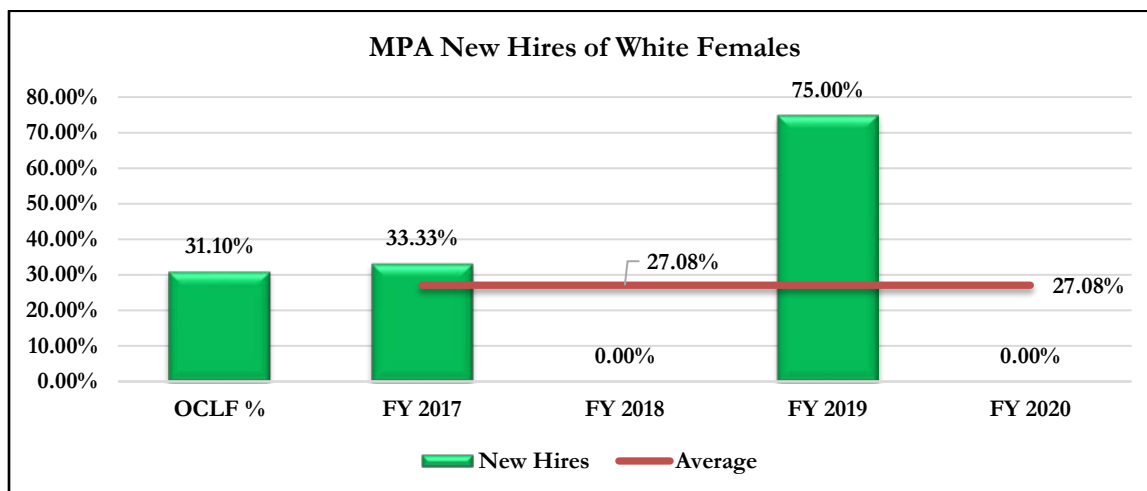


Chart 133

## (3) Promotions

Between FY 2017 and FY 2019, the FCC promoted nineteen MPA employees of which two white females (10.53%) were promoted. In FY 2020, the FCC promoted no MPA employees. From FY 2017 to FY 2020, the promotion rate for white females exceeded the OCLF for one fiscal year (FY 2017) and was below the OCLF for the remaining fiscal years (*see* Chart 134). Further, for the three most recent fiscal years, the promotion rate was 0.00%. From FY 2017 to FY 2020, the average promotion rate (5.56%) is significantly below the OCLF. These data suggest a trigger exists regarding the promotion of white female MPA employees. At this juncture, given the limited amount of data and limited number of promotion opportunities in the most recent fiscal years, the FCC will review additional data before undertaking an analysis of whether a barrier exists regarding the promotion of white females in the MPA field.

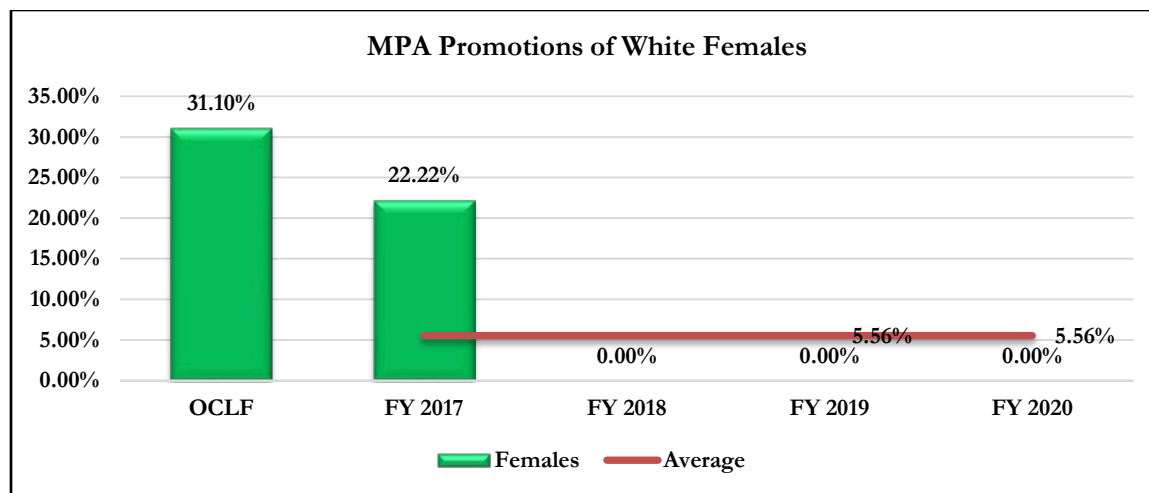


Chart 134

## e) Economist

### (1) Workforce

The FCC has 63 economists. Since FY 2016, the annual participation rates of white females have been at least comparable to the OCLF (*see* Chart 135). Accordingly, a trigger does not appear to exist regarding the employment of white females as economists.

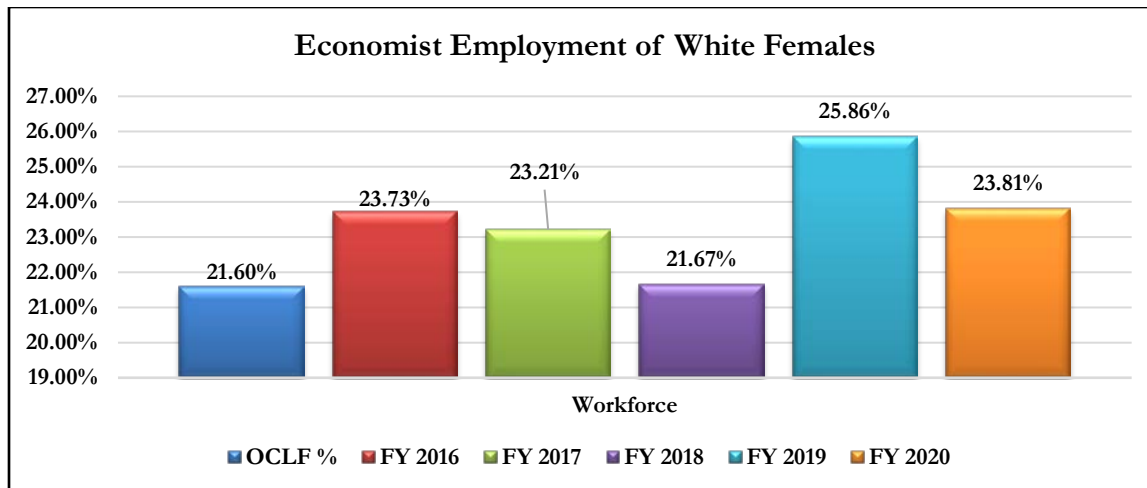


Chart 135

## (2) New Hires

Between FY 2016 and FY 2019, the FCC hired two white females as economists. In FY 2020, the FCC hired six economists. Of the six, one was white female. From FY 2016 to 2020, the hiring rate of white females as economists significantly exceeded the OCLF for two fiscal years (FYs 2016 and 2019) and was below the OCLF for the remaining fiscal years (with two fiscal years -- FYs 2017 and 2018 -- at 0.00%) (*see* Chart 136). For this same period, the average hiring rate of white females (26.67%) is above the OCLF. These data suggest a trigger does not exist regarding hiring of white females as economists. Accordingly, the Commission will include this in its ongoing analysis if a barrier to hiring white females as economists exists.

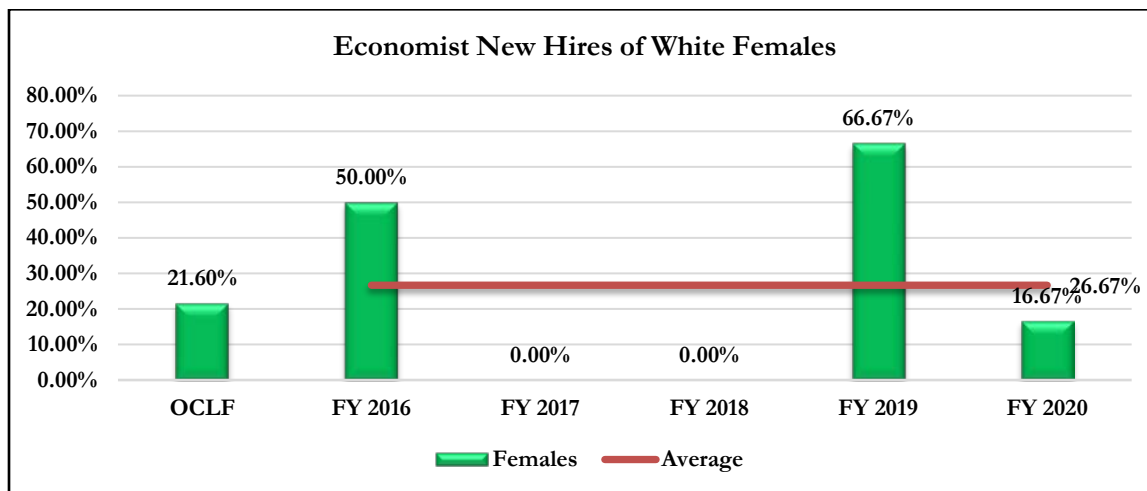


Chart 136

## (3) Promotions

Between FY 2016 and FY 2019, the FCC promoted 24 economists. During that period, the FCC promoted four white female economists (16.67%). In FY 2020, the FCC promoted no economists. From FY 2016 to FY 2020, the promotion rate for white females was above the OCLF for two fiscal years (FYs 2016 and 2017) and below the OCLF at 0.00% for the remaining fiscal years (*see*

Chart 137). Further, during this period, the average promotion rate for white females (11.67%) is below the OCLF. These data suggest that a trigger exists regarding promotion of white female economists. Accordingly, the Commission will continue its ongoing efforts concerning the promotion of white females as economists.

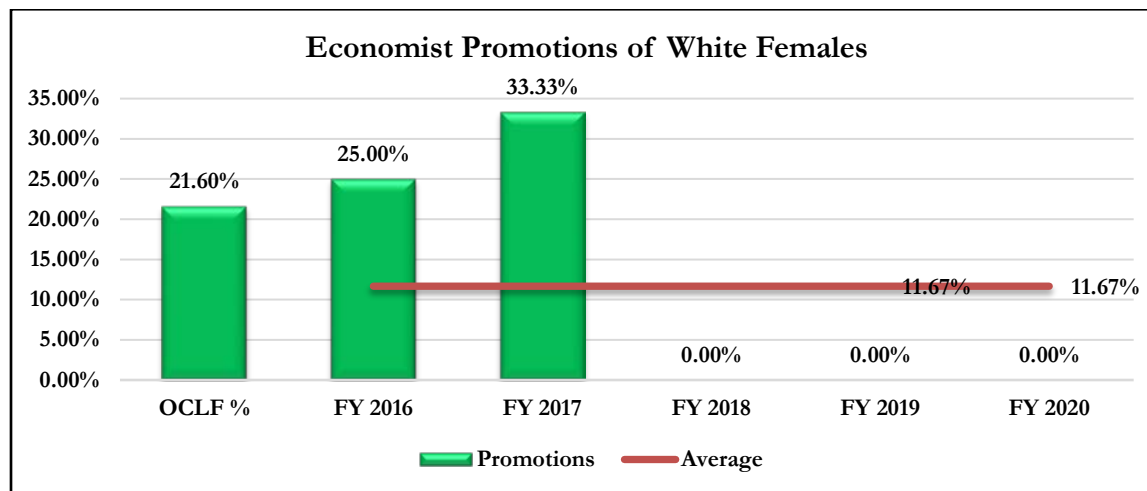


Chart 137

## G. Employment of Persons with Disabilities

The FCC is committed to being a “model employer” of persons with disabilities.<sup>22</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>23</sup> Moreover, the FCC gives “full consideration to the retention of qualified individuals with disabilities. . . .”<sup>24</sup> As such, the FCC continues its initiatives to increase employment of people with disabilities, which encompasses and includes the increased employment of veterans with disabilities. The FCC has continued to educate managers and supervisors on issues such as: working with local vocational rehabilitation offices, working with the Council of State Administrators of Vocational Rehabilitation, partnering with non-governmental organizations who represent individuals with disabilities, and using databases and resources such as the OPM Shared List of People with Disabilities and the Workforce Recruitment Program.

For the total workforce, in FY 2020, the percentage of persons with disabilities increased to 8.93%, while the percentage of persons with targeted disabilities increased to 3.25% (*see* Chart 138). Since

<sup>22</sup> 29 CFR § 1614.203(c).

<sup>23</sup> *Id.*

<sup>24</sup> *Id.*

FY 2016, the FCC has increased the participation rate of persons with disabilities by over 3% and persons with targeted disabilities by 2% (*see* Chart 138).<sup>25</sup>

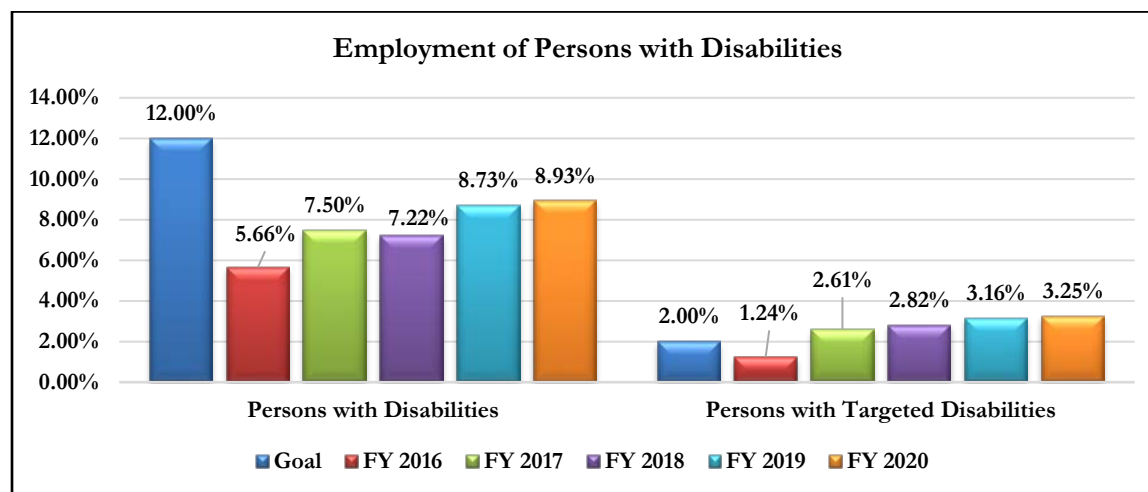


Chart 138

## 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>26</sup> In accordance with section 1614.203(d)(7) of the EEOC’s Rules, the FCC is taking steps to gradually increase the number of persons with disabilities or targeted disabilities employed at the FCC in order to meet the goals of:

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

<sup>25</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>26</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-10 level and below are individuals with targeted disabilities.<sup>27</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 survey of its workforce (most recently in 2017) to improve the data regarding individuals with disabilities, and providing responses to informal inquiries concerning reasonable accommodations, the FCC has implemented its Reasonable Accommodations Policy and Procedures. Going forward, to improve the participation of persons with disabilities and the Inclusion Rate (IR)<sup>28</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 persons with targeted disabilities, increase outreach and recruitment opportunities that promote employment opportunities for persons with disabilities or persons with targeted disabilities, provide additional support mechanisms for persons with disabilities or persons with targeted disabilities (for example, job coaches, mentoring or internship programs), and work to eliminate retention obstructions of persons with disabilities and persons with targeted disabilities.

The FCC is making progress towards the 12% goal regarding persons with disabilities and the 2% goal regarding persons with targeted disabilities as the FCC has met the 12% goal at the GS-10 and below grades and is 72% of the way to the 12% goal at the GS-11 and above grades (*see* Chart 139). Additionally, the FCC not only exceeds the 2% goal for persons with targeted disabilities at both grade ranges, it also has increased employment of persons with targeted disabilities in both grade ranges every fiscal year since FY 2017 (*see* Chart 140).

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<sup>27</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>28</sup> The “inclusion rate” calculates the proportion of employees with reportable or targeted disabilities in the permanent workforce who fall within a particular occupational category mission-critical occupation, grade level, or other type of workforce indicator. EEOC, MD-715 Instructions, <https://www.eeoc.gov/federal/directives/md715/section2.cfm> (last visited January 27, 2020). Because there is no CLF category for persons with targeted disabilities, the FCC uses the “inclusion rate” to assess the progress it is making towards the hiring of persons with targeted disabilities.

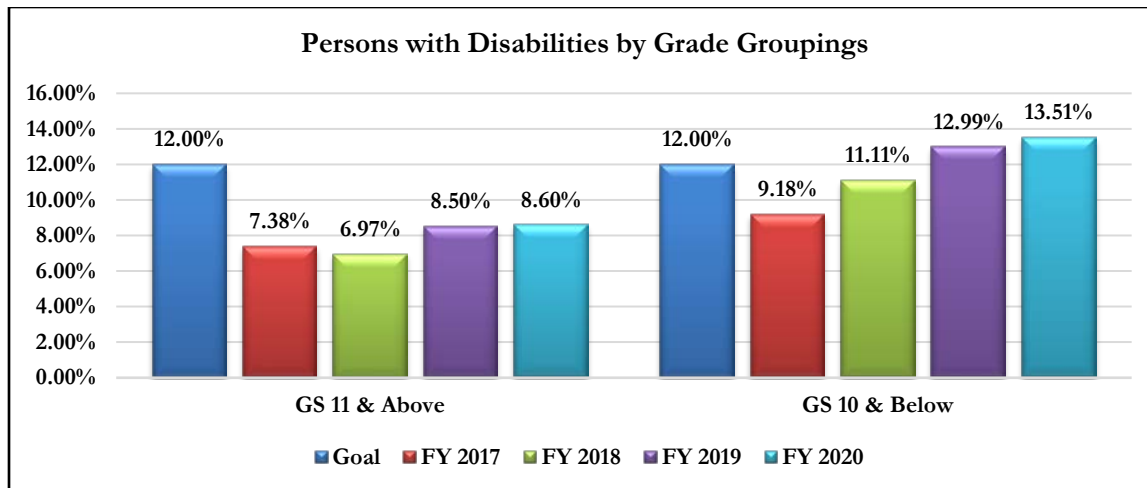


Chart 139

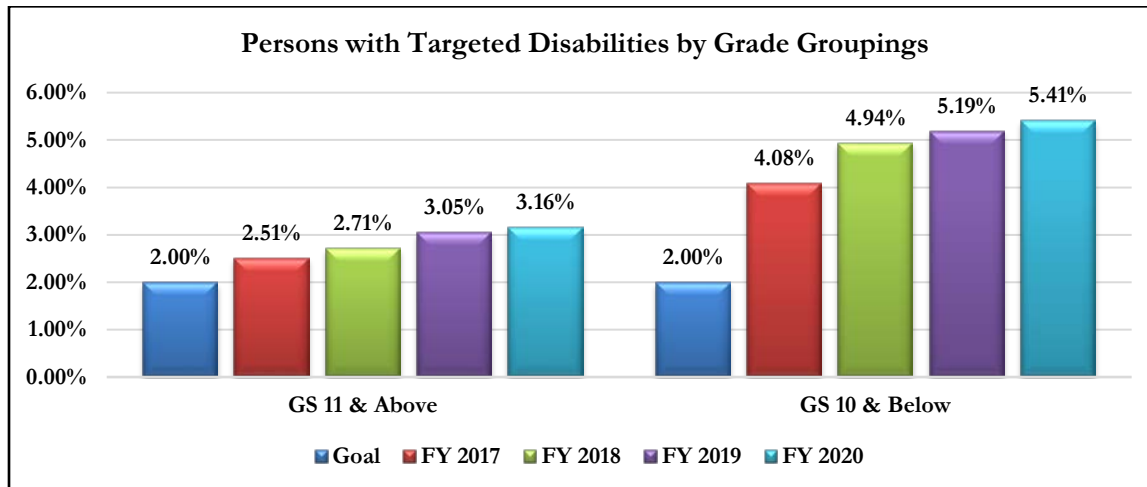


Chart 140

## 2. SES through GS - 13

At the SES level, the participation rate of persons with disabilities has decreased over the period of FY 2016 to FY 2020 from a high of 3.13% (FY 2017) to a low of 0% (FYs 2016 and FY 2020) (*see* Chart 141).<sup>29</sup> In contrast, the participation rates of persons with disabilities at the GS-14 and GS-15 grades has generally increased since FY 2016, with the exception of FY 2020 when there were slight decreases of .54% and .17% respectively. The participation rate of persons with disabilities at the GS-13 grade has been mixed as it rose from FY 2016 to FY 2017, but decreased in FY 2018 and then increased in FYs 2019 and 2020. Although the participation of persons with disabilities increased from FY 2016 to FY 2020 at the GS 13 – 15 grades (*see* Chart 141), there was a significant decrease in the participation rate of persons with disabilities at the SES level from FY 2016 to FY 2020 to 0% (*see* Chart 141). This data suggests a trigger does not exist to the employment of persons

<sup>29</sup> Data for FY 2016 was not available.

with disabilities at the GS-13 to 15 grades. However, given the decrease in participation by persons with disabilities at the SES level since FY 2016, the data suggests a trigger exists regarding the participation of persons with disabilities at the SES level. Accordingly, the FCC will continue its efforts to ascertain if a barrier to employment of persons with disabilities exists at the SES level.

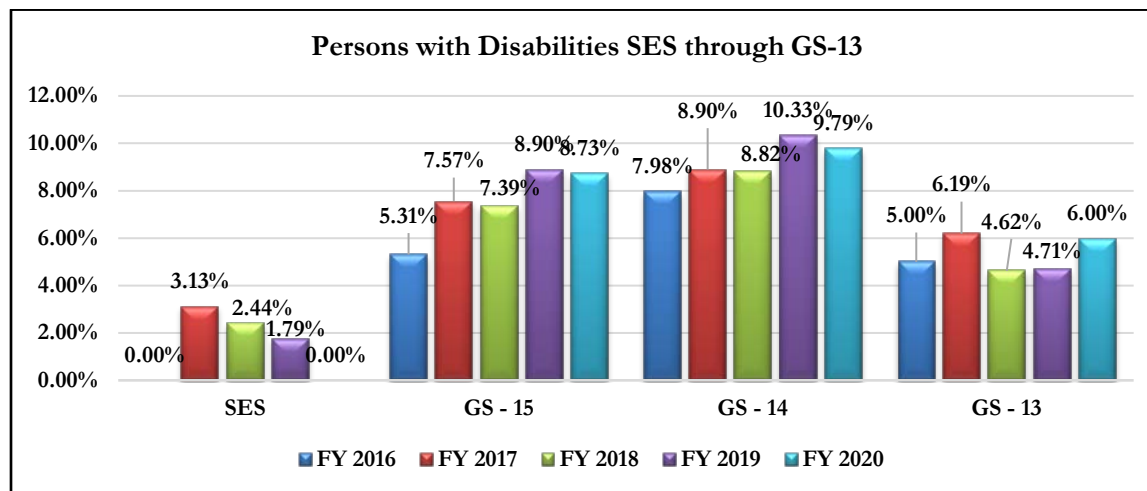


Chart 141

Regarding persons with targeted disabilities, the data shows that the participation rates for persons with targeted disabilities at the GS-13 to GS-15 grades is above 2% in each grade (*see* Chart 142). Additionally, for the GS-13 and GS-15 grades, the participation rates have generally increased since FY 2016, with the exception of FY 2020 when there were slight decreases for the GS-14 and GS-15 grades of .52% and .25% respectively. However, no persons with targeted disabilities have been employed at the SES level since FY 2016. Accordingly, these data suggest a trigger exists concerning the employment of persons with targeted disabilities at the SES level. The Commission's efforts are underway to ascertain if a barrier exists to their employment at the SES level.

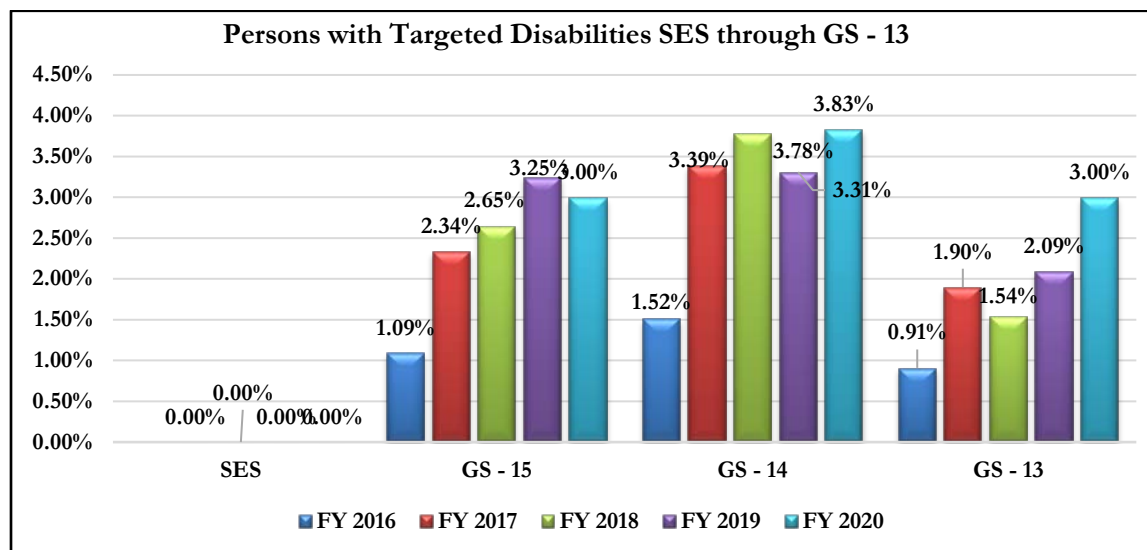


Chart 142



For FY 2020, the IR for GS-15 persons with targeted disabilities is below the IR for GS-15 persons without targeted disabilities. Additionally, the data shows that for FY 2020, the IR for persons with targeted disabilities at the GS-15 grade decreased and fell below the IR for persons without targeted disabilities (*see* Chart 143). Previously, the IR for persons with targeted disabilities at the GS-15 grade had steadily increased since FY 2016 as the IR rose from 40% to a high of 50%.

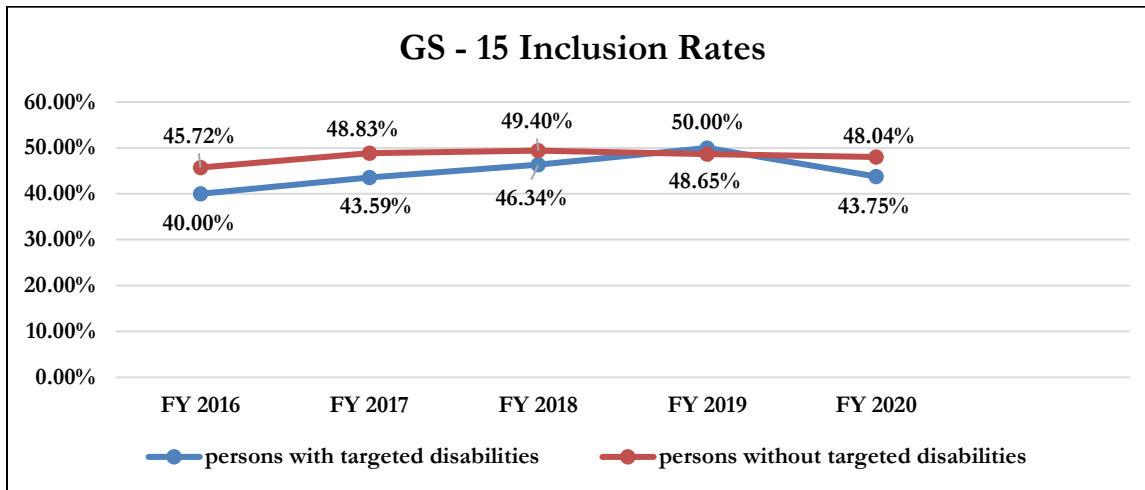


Chart 143

In contrast, the IR for persons with targeted disabilities at the GS-14 grade is above the IR for persons without targeted disabilities at the GS-14 grade. The IR of persons with targeted disabilities has fluctuated since FY 2016. From FY 2016 to FY 2018, the IR increased from 20% to 21.95%. In FY 2018, the IR decreased to 17.39% and then rose to 18.75% in FY 2020 (*see* Chart 144).

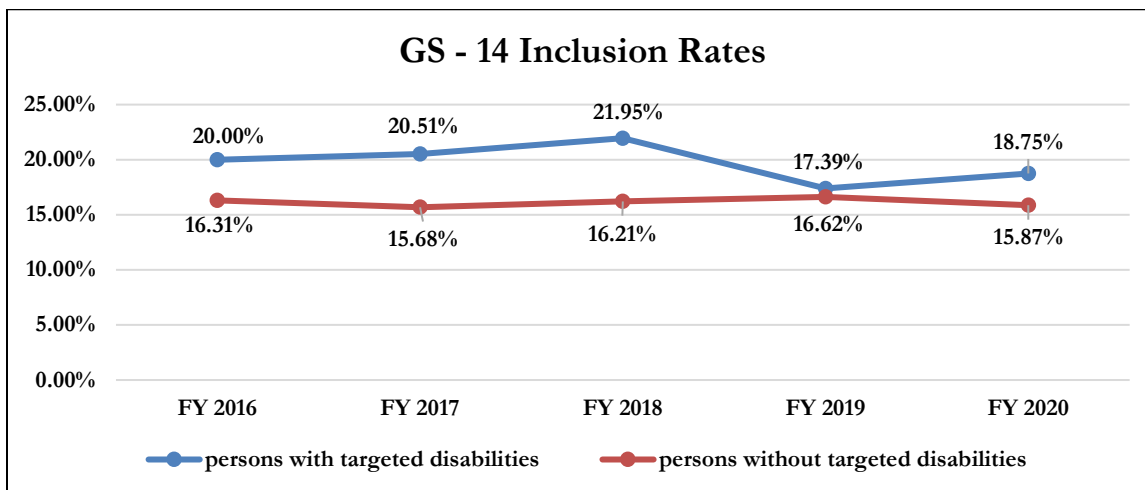


Chart 144

Similarly, the IRs for persons with targeted disabilities was below the IR for persons without targeted disabilities at the SES and GS – 13 grades (*see* Chart 145 and Chart 146). Accordingly, a trigger exists concerning the participation of persons with targeted disabilities at the SES and GS-13-15 grade levels. Accordingly, the Commission’s efforts are underway to ascertain whether a barrier exists.

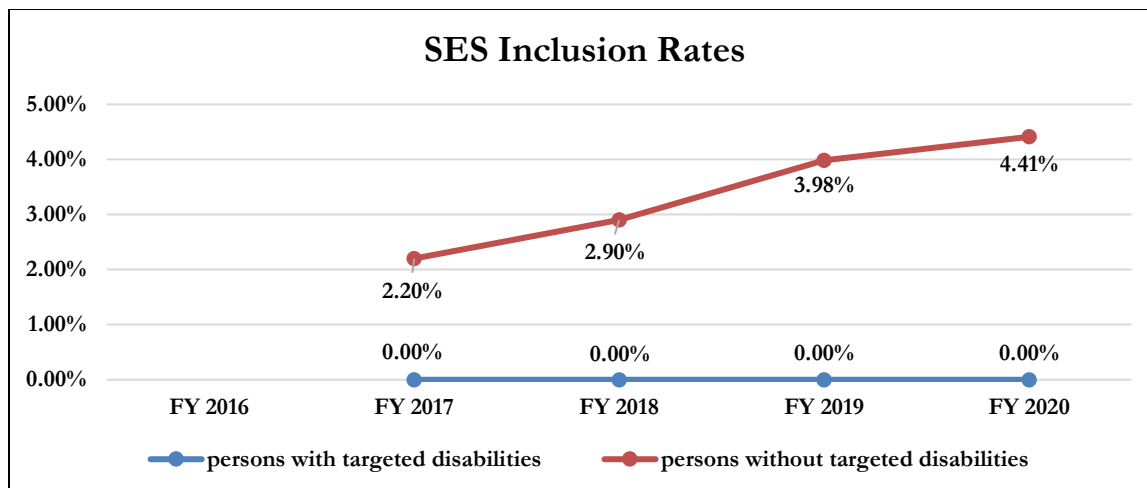


Chart 145

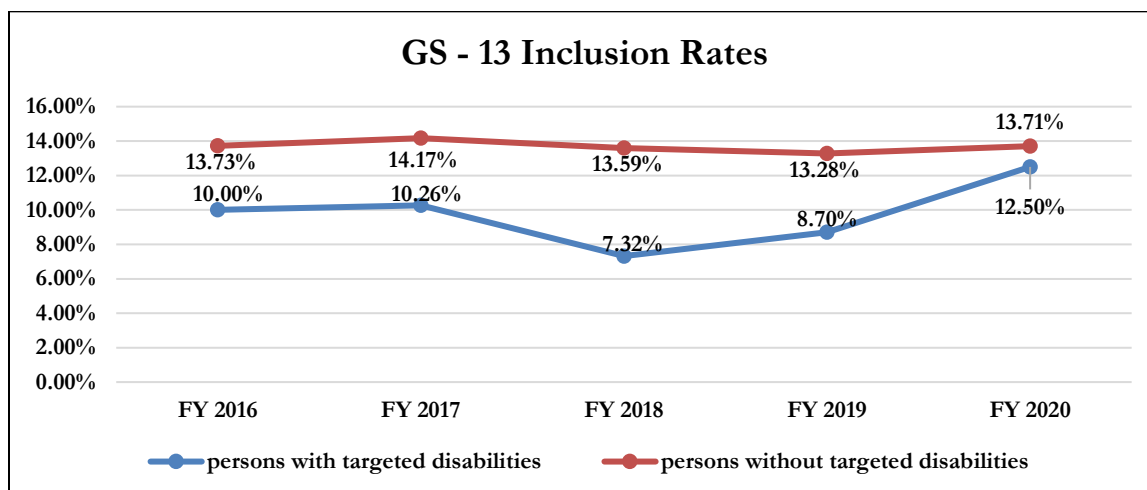


Chart 146

### 3. New Hires and Separations

In FY 2020, the hiring rate of persons with disabilities reached a new high as the rate rose from a low of 1.82% in FY 2018 to a high of 13.77% (*see* Chart 147). This increase shows that the steep decline in FY 2018 was an aberration from a steady increase in the hiring of persons with disabilities from FY 2016 to FY 2017. Relatedly, the sharp increase in separations of persons with disabilities declined to a new low of 2.17% in FY 2019 but then increased to 7.92% in FY 2020 (*see* Chart 147). More data is needed to assess whether a trigger exists regarding the hiring or retention of persons with disabilities.

From FY 2016 to FY 2019, there was a similar trend in the hiring of persons with targeted disabilities. Specifically, the hiring of persons with targeted disabilities rose from FY 2016 to FY 2017, declined sharply in FY 2018 and rose again in FYs 2019 and FY 2020, reading a new high of 4.35% (*see* Chart 148). However, in contrast to the fluctuations in the hiring data, the separation of persons with targeted disabilities decreased from FY 2016 to FY 2018 to 0%, where it remained in FY 2019, but then increased to a new high of 3.96% in FY2020. Notably, from FY 2016 to

FY2020, the hiring rate of persons with targeted disabilities generally exceeded their separations rate. These data do not suggest a trigger exists regarding the hiring and retention of persons with disabilities and persons with targeted disabilities.

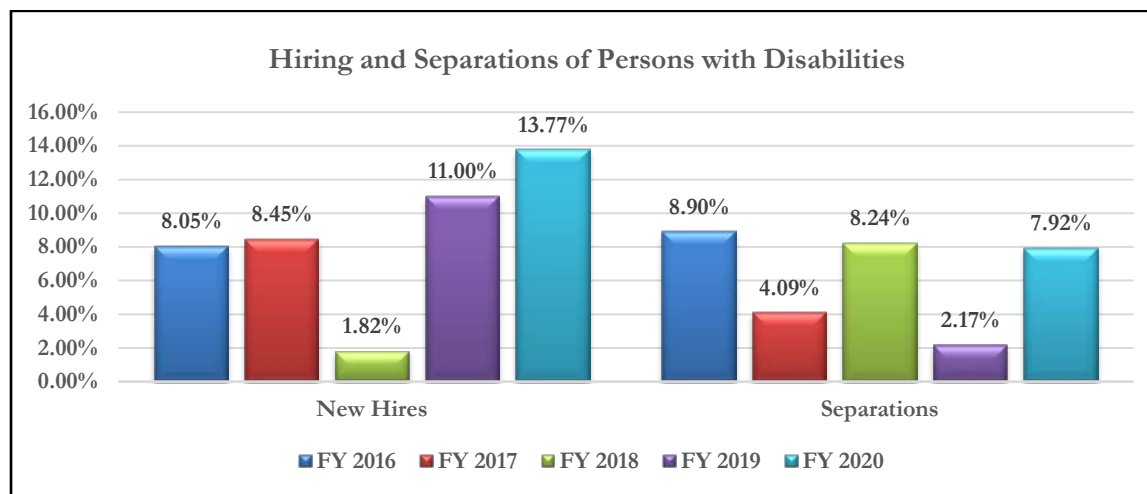


Chart 147

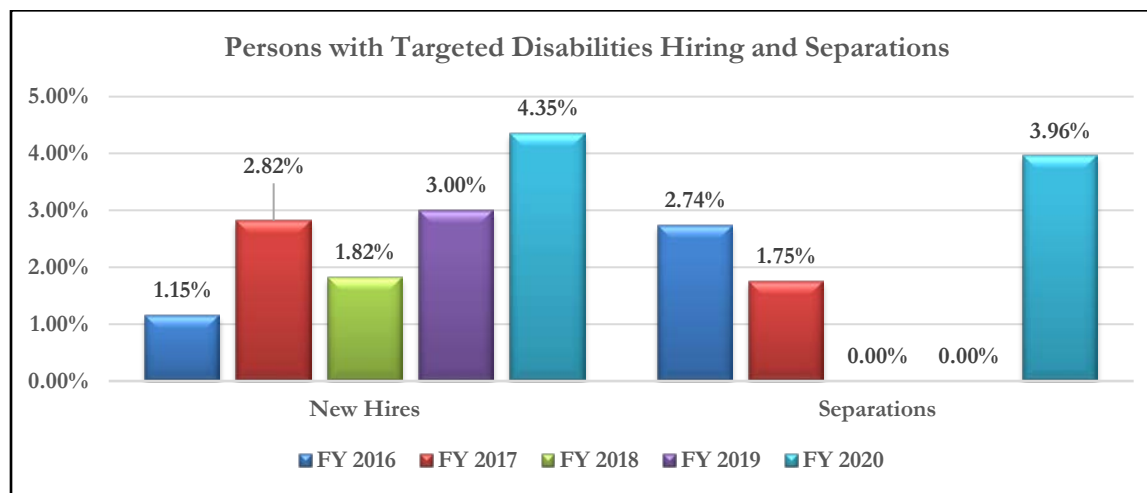


Chart 148

#### 4. Mission Critical Occupations

##### a) Persons with Disabilities

The data suggests that the FCC is making significant strides regarding employment of persons with disabilities in the attorney, MAP, and Management Program Analysis fields (*see* Chart 149 and Chart 150). Since FY 2016, the participation rate of persons with disabilities in the attorney field has been on an upward trajectory, except for FY 2020, and is at least comparable to the participation rate of persons with disabilities in the FCC workforce for each fiscal year from FY 2016 to FY 2020 (*see* Chart 149).

For the MAP field, from FY 2016 to FY 2020, the participation rate of persons with disabilities in the MAP is above the participation rate of persons with disabilities in the FCC workforce for two fiscal years (FYs 2017 and 2019), was comparable with the FCC workforce participation rate for one fiscal year (FY 2018) and below the FCC workforce participation rate for two fiscal years (FYs 2016 and FY 2020) (*see* Chart 149). More data is needed to assess whether a trigger exists regarding the employment of persons with disabilities in the MAP field.

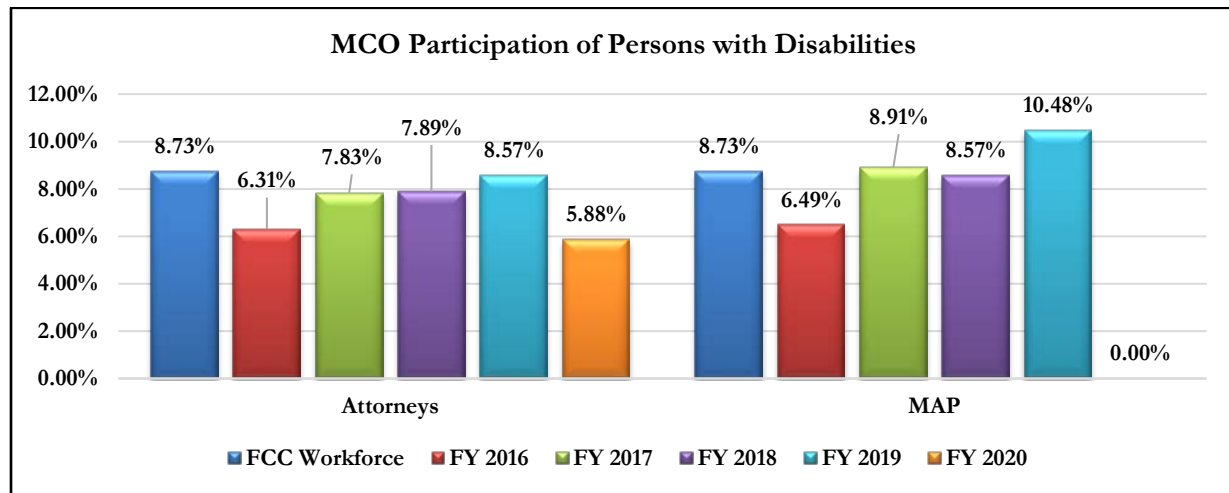


Chart 149

Since FY 2016, the participation rate of persons with disabilities in the Management Program Analysis field has been on a steady upward trend and was comparable to the participation rate of persons with disabilities in the FCC workforce except for FYs 2016 and FY 2020 (*see* Chart 150).

However, the data suggests that more research and analysis regarding the participation of persons with disabilities in the engineering and economist fields must be undertaken as the participation rates for these fields since FY 2016 have been below the current participation rate of persons with disabilities (8.73%) in the FCC workforce except for FY 2020 where the participation rate significantly exceeded the FCC workforce participation rate. (*see* Chart 150).

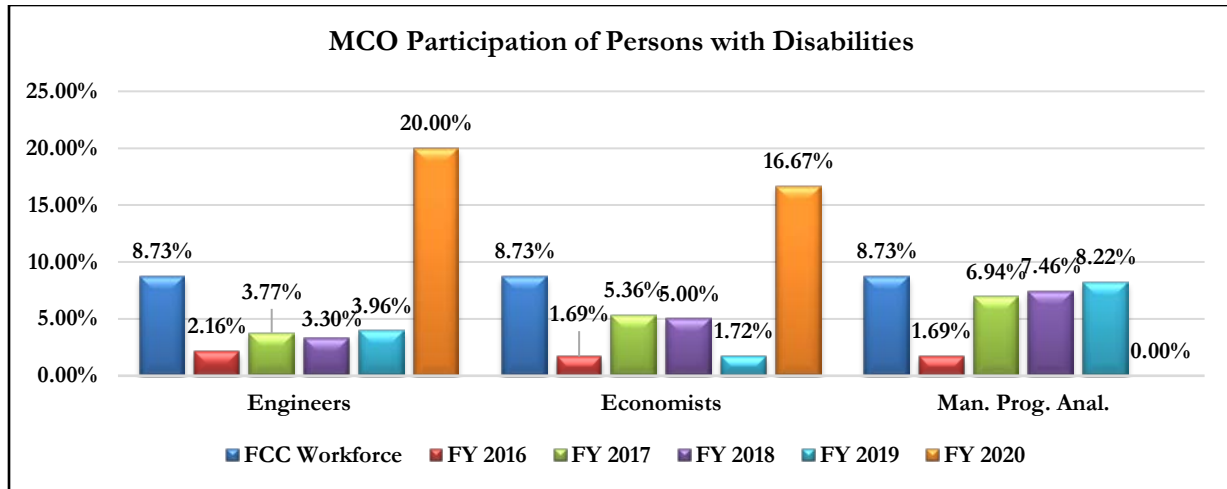


Chart 150

### b) Persons with Targeted Disabilities

The data suggests that the FCC also is making significant strides regarding the participation of persons with targeted disabilities in the attorney and Management Program Analyst fields. Since FY 2016, the IR of persons with targeted disabilities in the attorney field has exceeded the persons without targeted disabilities IR (*see* Chart 151).

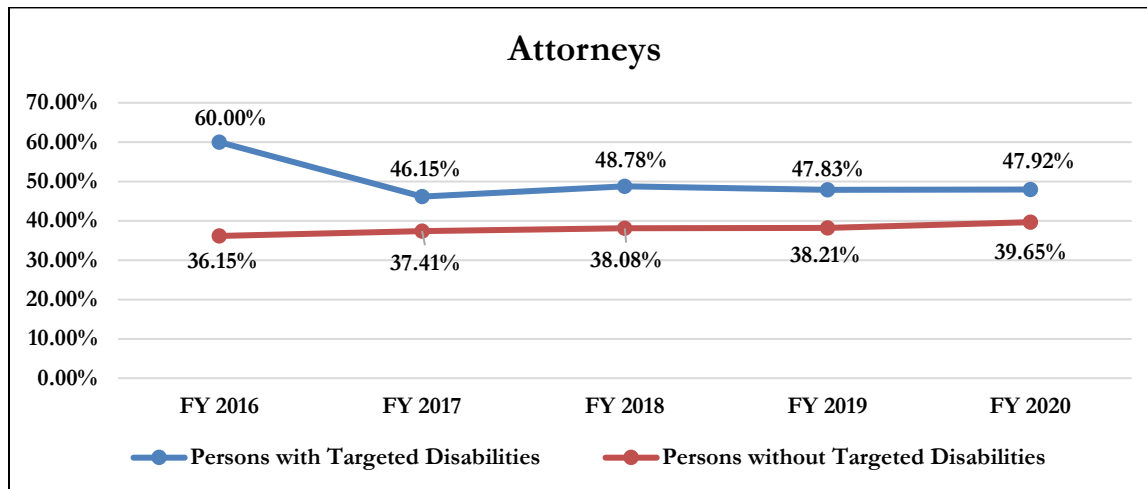


Chart 151

Regarding the IR for the Management Program Analyst field, the IR for persons with targeted disabilities since FY 2017, has been comparable to the IR of persons without targeted disabilities (*see* Chart 152).

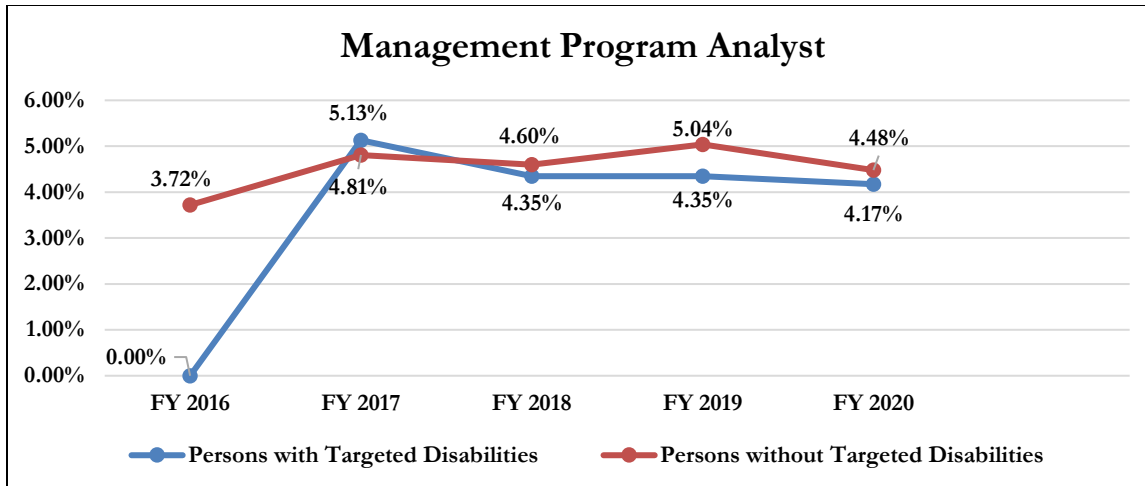


Chart 152

For the remaining MCOs, the data suggests that additional FCC review, analysis and strategic efforts are necessary to improve the IRs of the MAP, engineer and economist fields. The IR of the MAP field decreased two fiscal years before rebounding in FY 2018 to become comparable with the IR of persons without targeted disabilities for the last three fiscal years (*see* Chart 153). For the engineer field, the IR of persons with targeted disabilities has been below the IR of the persons without targeted disabilities since FY 2016 (*see* Chart 154). After a downward trend from 2016 to 2018, the IR began an upward trend in FY 2019 that continued in FY 2020. Finally, for economists, the IR of persons with targeted disabilities at 0.00% has been below the IR for persons without targeted disabilities since FY 2016 (*see* Chart 155).

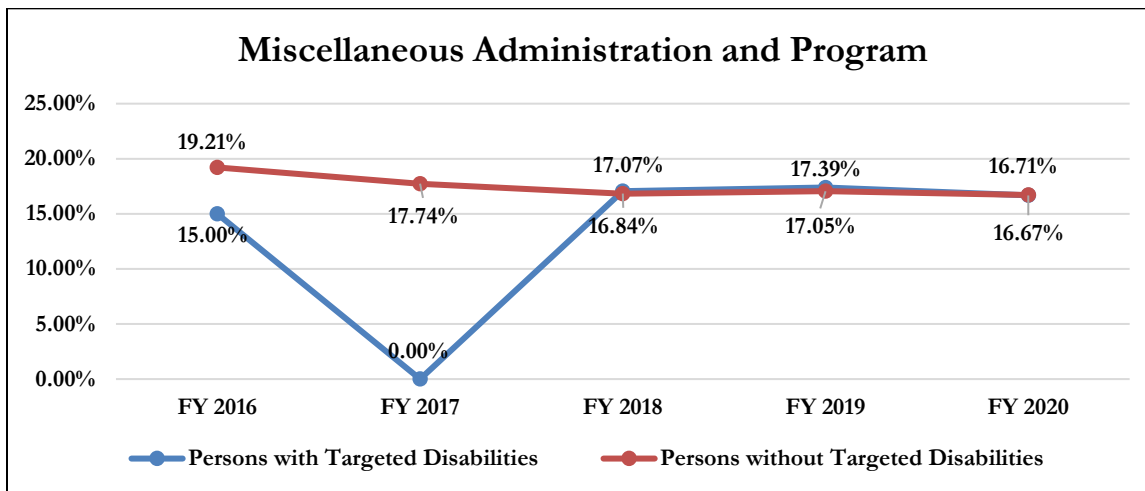


Chart 153

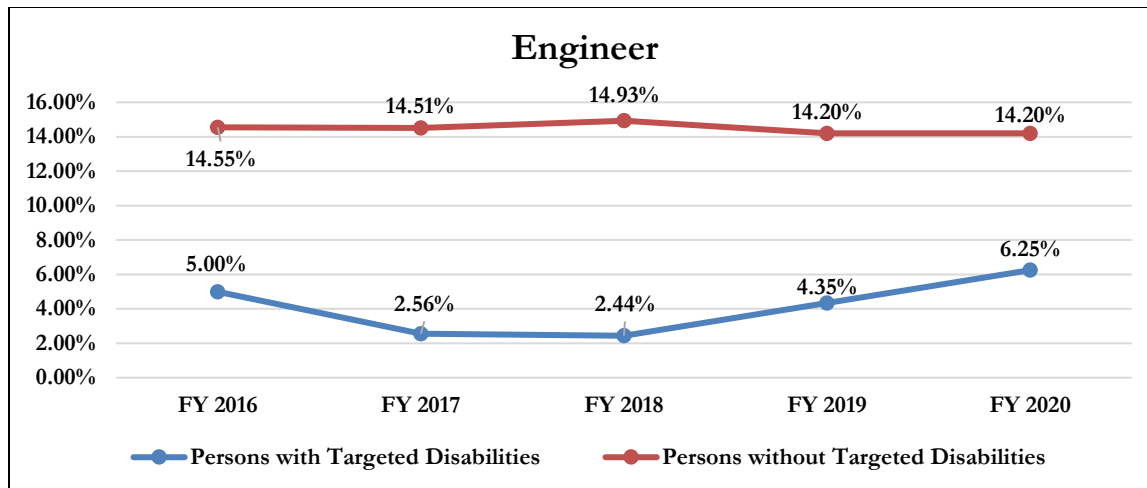


Chart 154

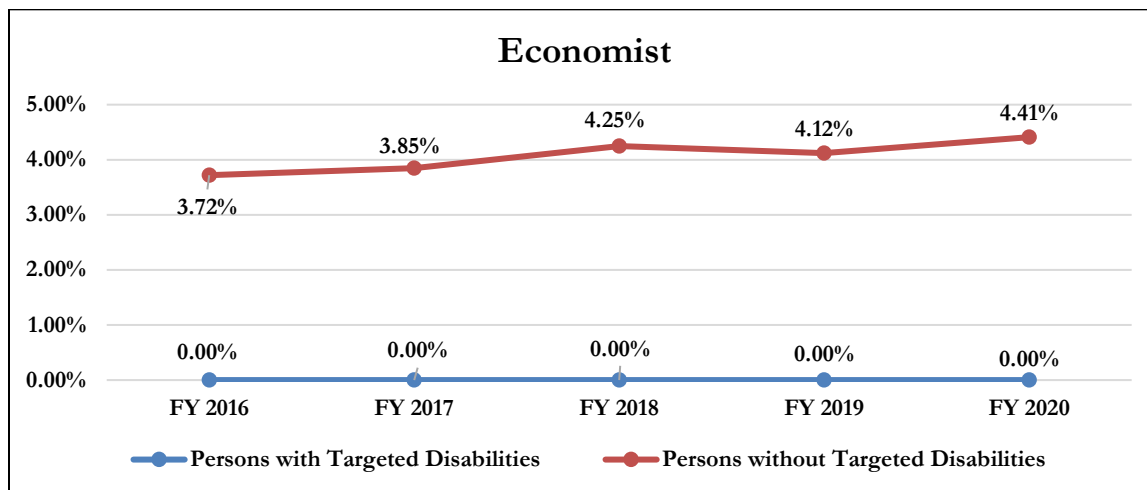


Chart 155

## VI. Career Development Opportunities

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

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

- Employee Career and Professional Development Support:
  - Providing both International Coaching Federation (ICF) certified coaching and certified CliftonStrengths coaching services to the agency with more than 400 employees receiving CliftonStrengths coaching services and more than 90 employees receiving ICF coaching services over the past four years.

- Continuing to deliver gold-standard learning and development (LD) classes, workshops and events with more than 290 instructor-facilitated LD events delivered during FY 2020. More than 2427 event registrations and completions occurred during FY 2020.
- Continuing to provide online curriculum from Skillsoft and Franklin-Covey to support leadership and employee development needs.
- Providing Accessible Formats of any training as requested as an accommodation by employees with disabilities. Tip Sheets on How to create Accessible Documents (Word) and How to create Accessible Email are available for employees.
- Organizational Performance and Management Support:
  - Codifying micro-learning and performance support events into the culture and mindset of the agency with monthly 1-2 hour webinars on leadership, collaboration, and supervisory best practices. These events have been conducted and attended with exuberance and fanfare.
  - Continuing to provide organizational development services, e.g., group facilitation and team building events to support business-unit operations.
  - Formal “What is Section 508” will be hosted on LMS for employees to take (in development).
  - Initiating a grassroots, strengths-based leadership and strengths-based development initiative using Gallup, Inc.’s research, best practices and their CliftonStrengths Assessment.
- Continuing Education and Professional Development for Mission-Critical Occupations:
  - Continuing to support electrical engineering development at the agency with a partnership with The George Washington University (GWU). Each semester at least 10 employees have attended graduate level electrical engineering courses the past three years.
  - Supporting instructional design and delivery efforts to build curriculum for the FCC’s field agents. Codified a partnership with the Federal Aviation Administration via a shared-services interagency agreement.
  - Support employee attendance at the Telecommunications Policy Research Conferences (TPRCs), which provides learning and development opportunities on current telecommunications and internet best practices and policies. In FY 2020, 23 FCC employees attended the TPRC conferences.

**VII. Continuing to contract with the Practicing Law Institute (PLI) to provide access to a legal curriculum that provides FCC attorneys with Continuing Legal Education and developmental opportunities.**  
**Complaint Processing**

In FY 2020, informal traditional EEO counseling and ADR efforts addressed most employee concerns before they resulted in formal EEO complaints. During this period, 11 contacts participated in 12 pre-complaint activities. Of those pre-complaint activities, only four formal complaints were filed. In light of the FCC’s encouragement to supervisors, managers, and employees to resolve EEO issues at the lowest level and utilize the FCC’s ADR, Employee Assistance Program, and other workplace conflict resolution mechanisms, none of the pre-



complaint activities were resolved due to settlement by the parties and four were resolved by withdrawal from the EEO process during FY 2020.

In addition to the pre-complaint activities, there were 21 formal complaints pending during the fiscal year. Also, during this period, 7 formal complaints were closed. Full participation of agency supervisors and managers is required in the EEO complaint resolution process.

## **VIII. FY 2021 Objectives and Initiatives**

The Commission's principal EEO objectives for FY 2021 and beyond include:

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

The Commission's principal EEO initiatives for FY 2021 and beyond include:

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

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

## **IX. Conclusion**

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