

MANAGEMENT DIRECTIVE (MD) 715

STATE OF THE AGENCY

FISCAL YEAR 2021



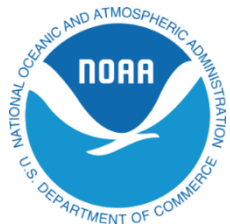
Presented by:
Mr. Richard R. Grant
Acting Director, Office of Inclusion and Civil Rights

As of: April 7, 2022

DISCUSSION POINTS

- Management Directive 715 Overview
- Model Workplace Assessment & Scorecard
- Workforce Analysis
- EEO and ADR Activity
- State of the Agency Highlights
- Next Steps

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MANAGEMENT DIRECTIVE 715 OVERVIEW

MANAGEMENT DIRECTIVE 715 (MD-715) MODEL WORKPLACE PLAN

Purpose:

To provide a framework for the Agency to:

- Assess the current state of equal opportunity and diversity management
- Define and publish a plan for the Agency to achieve a “Model Workplace” status

Governing Statues and Authorities:

- Title VII of the Civil Rights Act of 1964
- Section 501 of the Rehabilitation Act of 1973
- 29 Code of Federal Regulations (C.F.R) Part 1614
- Various Executive Orders
- EEOC’s MD-715
- EEOC’s MD-110

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SIX ESSENTIAL ELEMENTS OF A MODEL WORKPLACE



Demonstrated commitment from Agency leadership



Integration of EEO into the Agency's strategic mission



Management and program accountability



Proactive prevention of unlawful discrimination



Efficiency



Responsiveness and legal compliance

MODEL WORKPLACE ASSESSMENT & SCORECARD

FY21 MODEL WORKPLACE SCORECARD



FY21 MD-715 Overall Compliance: 97%

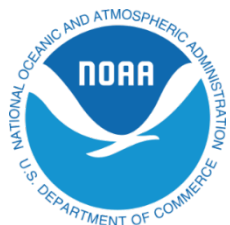
Element	Checklist Category	FY 2020 (91%)	FY 2021 (97%)
A 14 of 14	Demonstrated Commitment from Agency Leadership	79%	100%
B 36 of 37	Integration of EEO into Agency's Strategic Mission	95%	97%
C 39 of 42	Management and Program Accountability	93%	93%
D 13 of 14	Proactive Prevention	86%	93%
E 22 of 23	Efficiency	87%	96%
F 8 of 8	Responsiveness and Legal Compliance	100%	100%

KEY	0-74	75-89	90-100
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There are a total of 6 deficiencies and 11 Part H Plans to address the deficiencies contained within the Agency's FY21 MD-715.

Note: There are 19 questions not applicable to NOAA; managed by DOC.

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MD- 715 DEFICIENCIES

The following measures were not met in FY 2021:

1. Integration of EEO into the Agency's Strategic Mission

- The OICR Director is not supervised by the agency head.

2. Management and Program Accountability

- All Anti-harassment training materials do not include examples of disability-based harassment.
- All reasonable accommodation requests are not processed within the timeframe set forth in the reasonable accommodation procedures.
- The EEO Office does not have timely access to accurate and complete external and internal applicant flow data to prepare all MD-715 workforce data tables and complete the barrier analysis process.

3. Proactive Prevention

- The agency has not taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals.

4. Efficiency

- External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status


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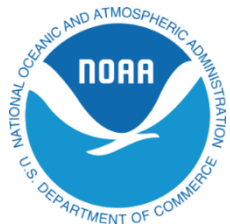


WORKFORCE ANALYSIS

KEY TERMS AND DEFINITIONS

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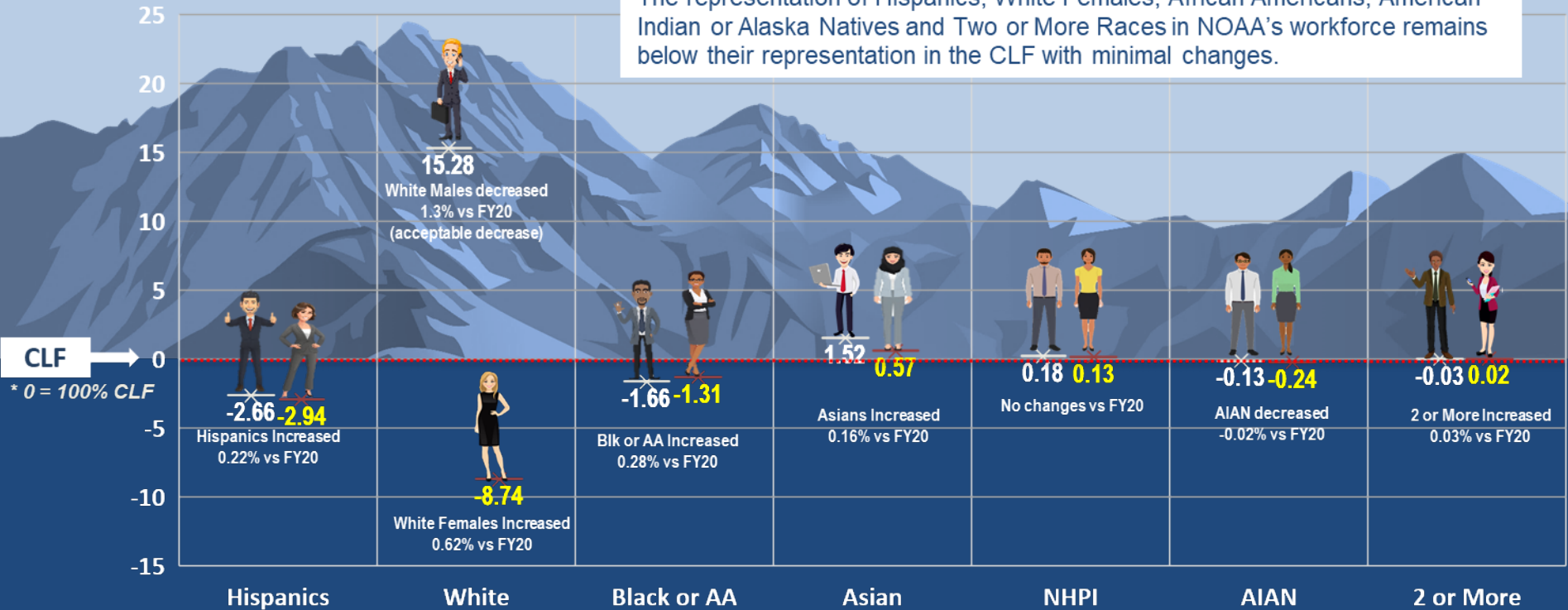
Acronym	Term
CLF	Civilian Labor Force (CLF): U.S. citizens, persons 16 years of age and over (except those in the armed forces), and non-felons who are employed or are unemployed and seeking work.
OCLF	Occupational Civilian Labor Force: Reflects civilian labor force by specific occupation/career series.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



NOAA TOTAL WORKFORCE DISTRIBUTION VS CLF

Total FY21 Workforce: 11,850

The representation of Hispanics, White Females, African Americans, American Indian or Alaska Natives and Two or More Races in NOAA's workforce remains below their representation in the CLF with minimal changes.



CLF →

* 0 = 100% CLF

	Hispanics		Whites		Black or AA		Asian		NHPI		AIAN		2 or More	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
FY 2021	2.51	1.85	53.61	25.29	3.83	5.22	3.49	2.50	0.25	0.20	0.42	0.29	0.23	0.30
CLF	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

■ = Above CLF ■ = Below CLF

(Data collected from HR Connect Data Insight Reporting System - Table A1 (All) – Data as of 09/14/2021)

FY21 NOAA WORKFORCE DISTRIBUTION BY STAFF OFFICES, UNSEC & LINE OFFICES

FY21 NOAA Staff Offices & UNSEC - Total Participation: 1,040

	Hispanic Males	Hispanic Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Pacific Islander Males	Native Hawaiian or Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or More Races Males	Two or More Races Females
AGO	1.98	6.32	26.09	33.60	7.51	16.21	2.77	3.95	0.00	0.79	0.00	0.40	0.40	0.00
OCAO	2.59	0.86	28.45	23.28	9.48	21.55	3.45	6.90	0.00	0.00	0.00	0.86	2.59	0.00
OCFO	2.67	3.21	16.04	34.22	6.42	16.58	3.21	16.58	0.00	0.00	0.53	0.00	0.00	0.53
OCIO	2.44	4.07	42.28	9.76	8.13	17.07	9.76	4.88	0.00	0.00	0.00	0.00	0.81	0.81
OHCS	0.85	4.24	13.56	29.66	11.86	34.75	0.85	0.85	0.00	0.00	0.00	0.85	0.00	2.54
UNSEC & OICR	0.82	3.70	31.69	41.15	4.53	13.99	0.00	2.88	0.00	0.41	0.41	0.00	0.00	0.41
CLF	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

FY21 NOAA Workforce by Line Offices - Total Participation: 10,607

	Hispanic Males	Hispanic Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Pacific Islander Males	Native Hawaiian or Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or More Races Males	Two or More Races Females
NMFS	2.11	1.84	45.47	37.02	1.77	3.13	3.41	3.24	0.31	0.31	0.34	0.37	0.24	0.44
NWS	2.76	1.30	68.31	17.08	2.54	2.56	2.83	1.32	0.22	0.20	0.52	0.16	0.13	0.07
OMAO	3.99	1.12	58.53	13.24	11.80	3.19	3.83	0.80	0.96	0.00	0.96	0.48	0.64	0.48
NOS	1.83	1.10	48.44	30.37	4.04	6.06	3.76	2.75	0.18	0.18	0.37	0.18	0.28	0.46
NESDIS	3.36	1.16	47.35	18.89	7.76	11.00	6.34	3.10	0.13	0.26	0.26	0.13	0.00	0.26
OAR	2.34	3.99	49.31	27.96	2.20	5.65	4.41	2.34	0.00	0.00	0.83	0.55	0.14	0.28
CLF	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

■ = Above the CLF

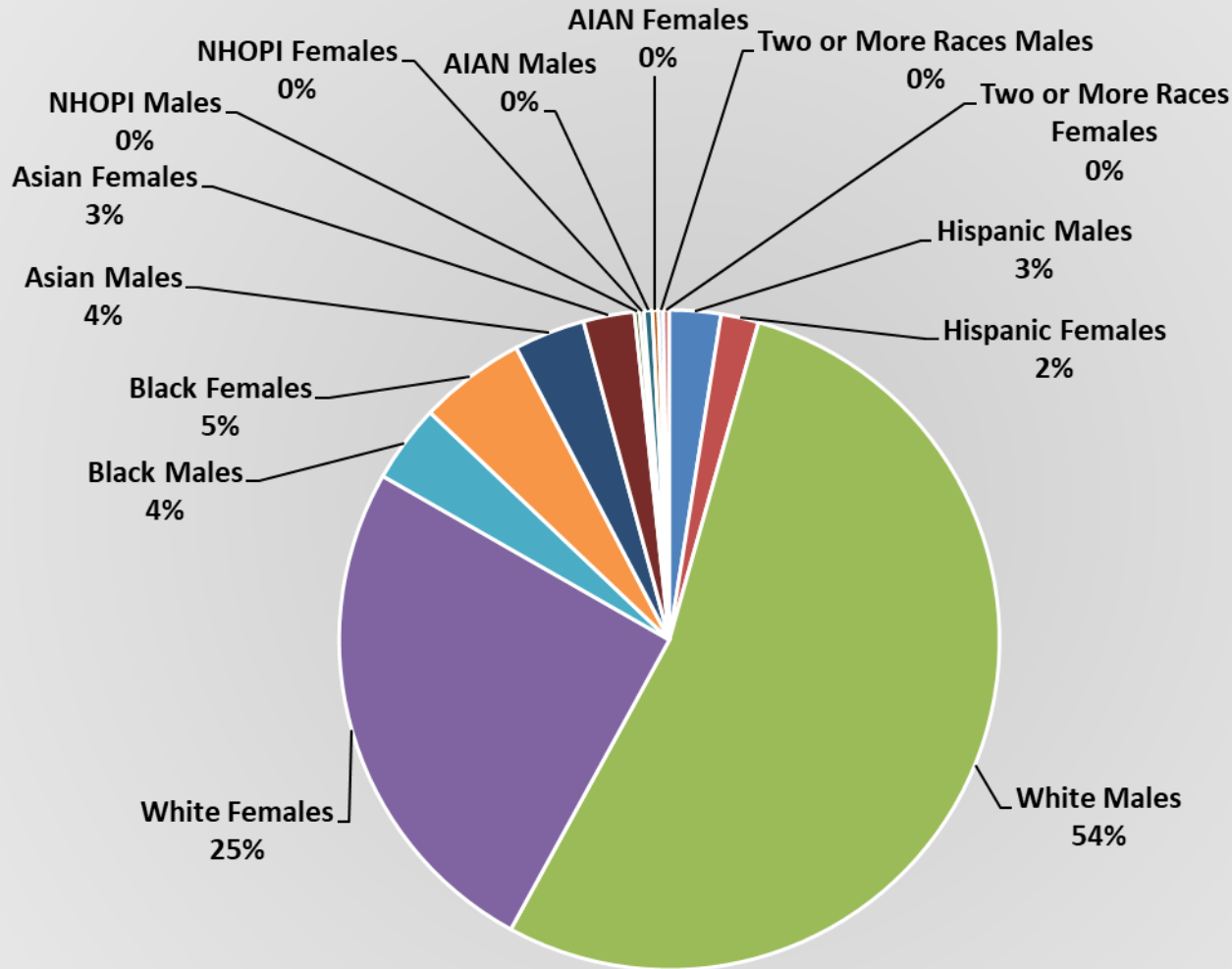
■ = Below the CLF

(Data collected from HR Connect Workforce Analytics Reporting System - Table A2 Permanent OICR combined with UNSEC because total staff assigned is less than 15)

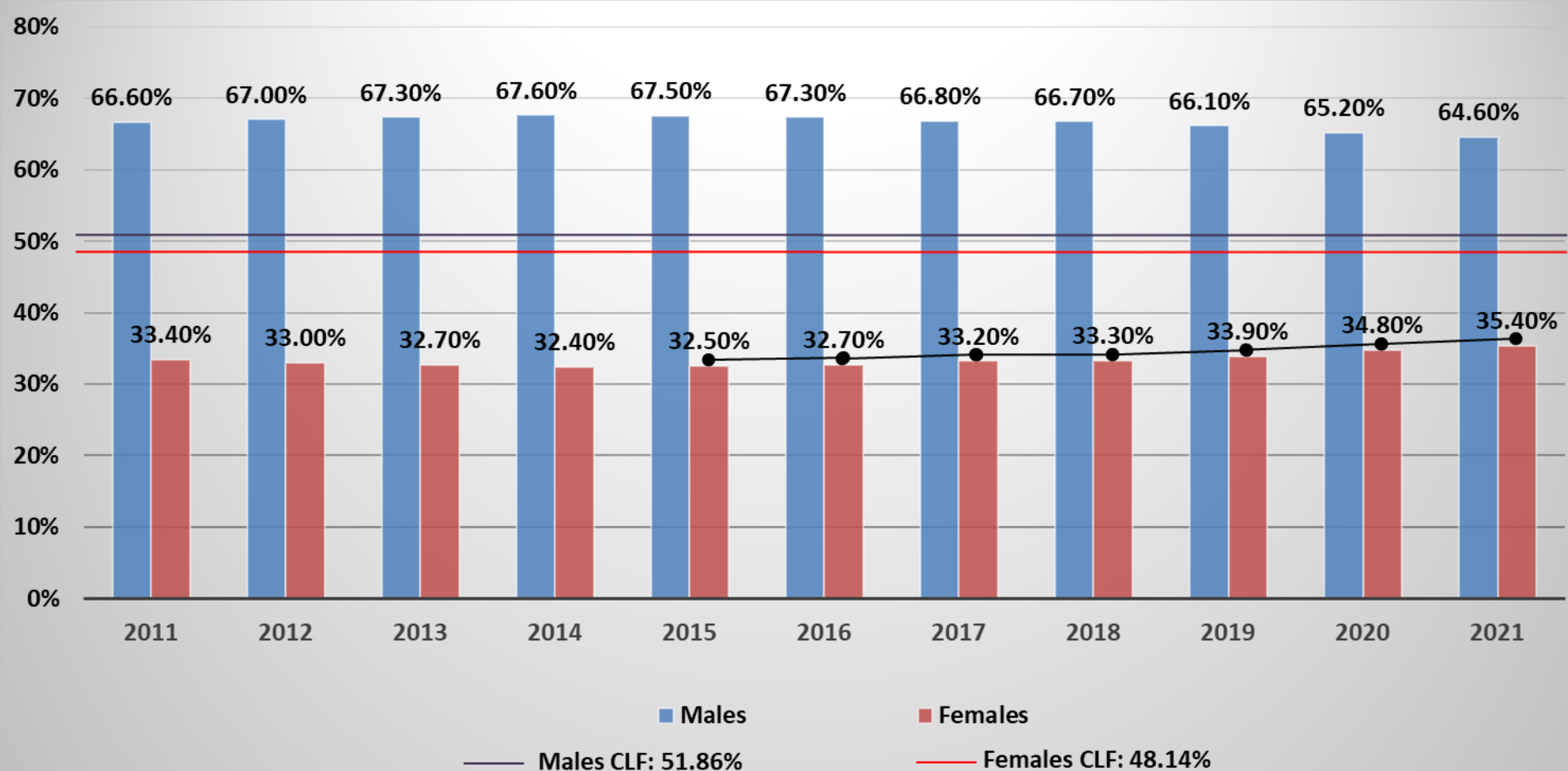
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NOAA TOTAL WORKFORCE BY DEMOGRAPHIC

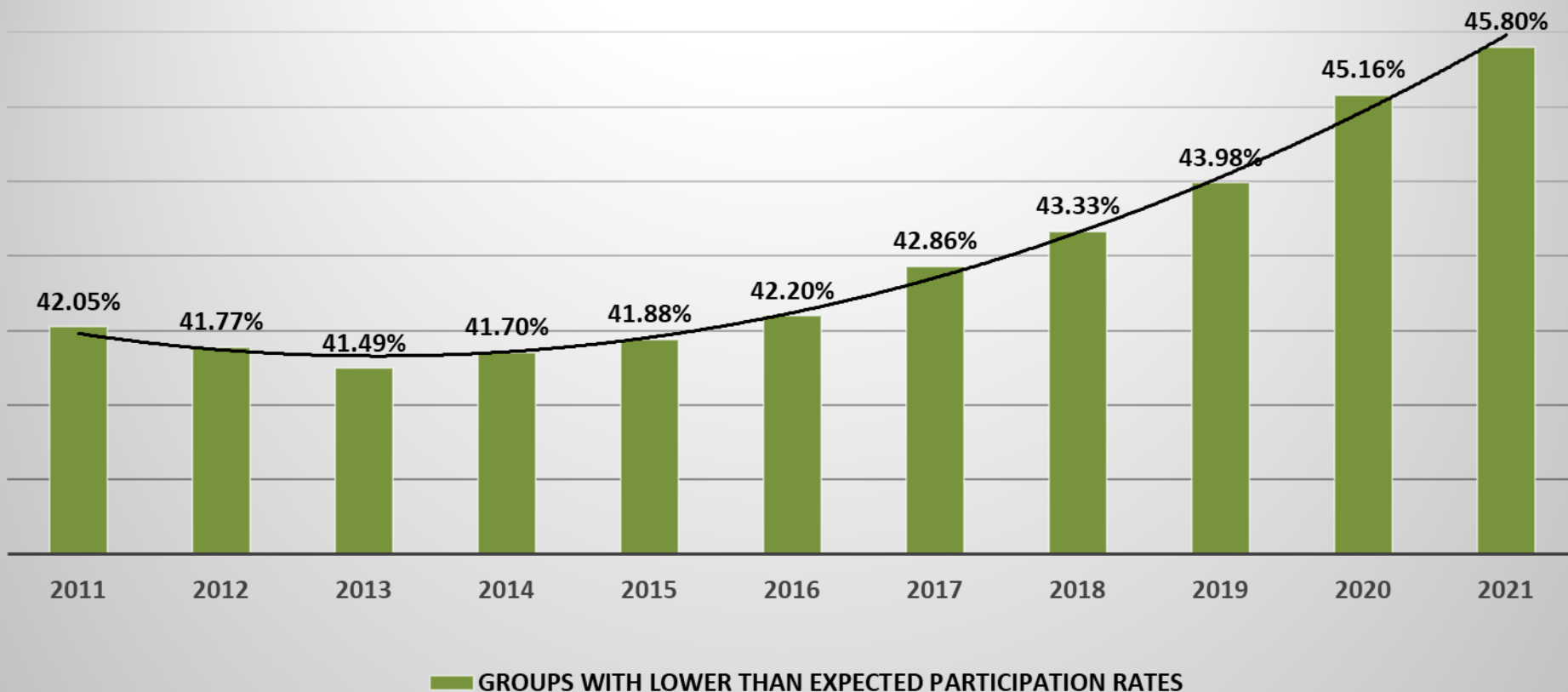


NOAA TOTAL WORKFORCE BY GENDER



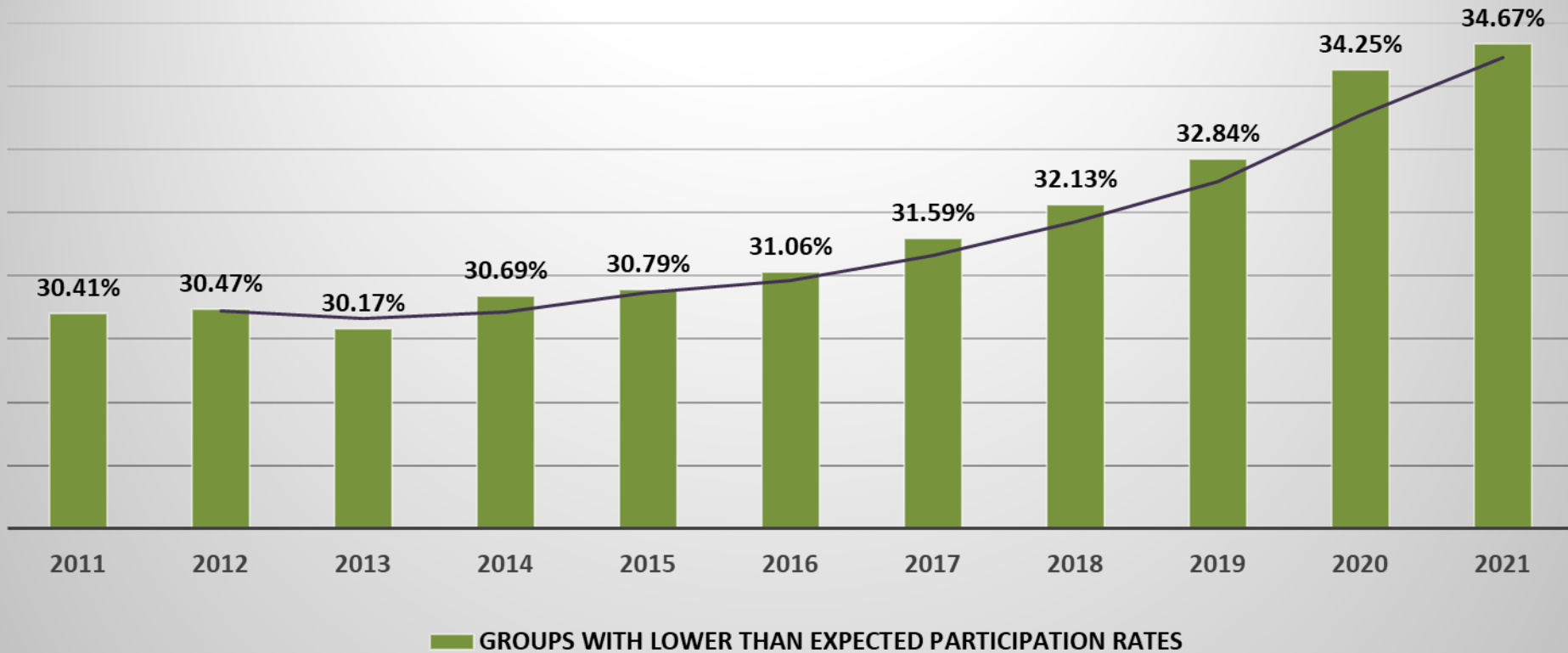
Since FY2015, the overall representation of females at NOAA has increased by 2.9%, with an average increase of 0.43% per year.

NOAA TOTAL WORKFORCE GROUPS WITH LOWER THAN EXPECTED PARTICIPATION RATES TRENDS



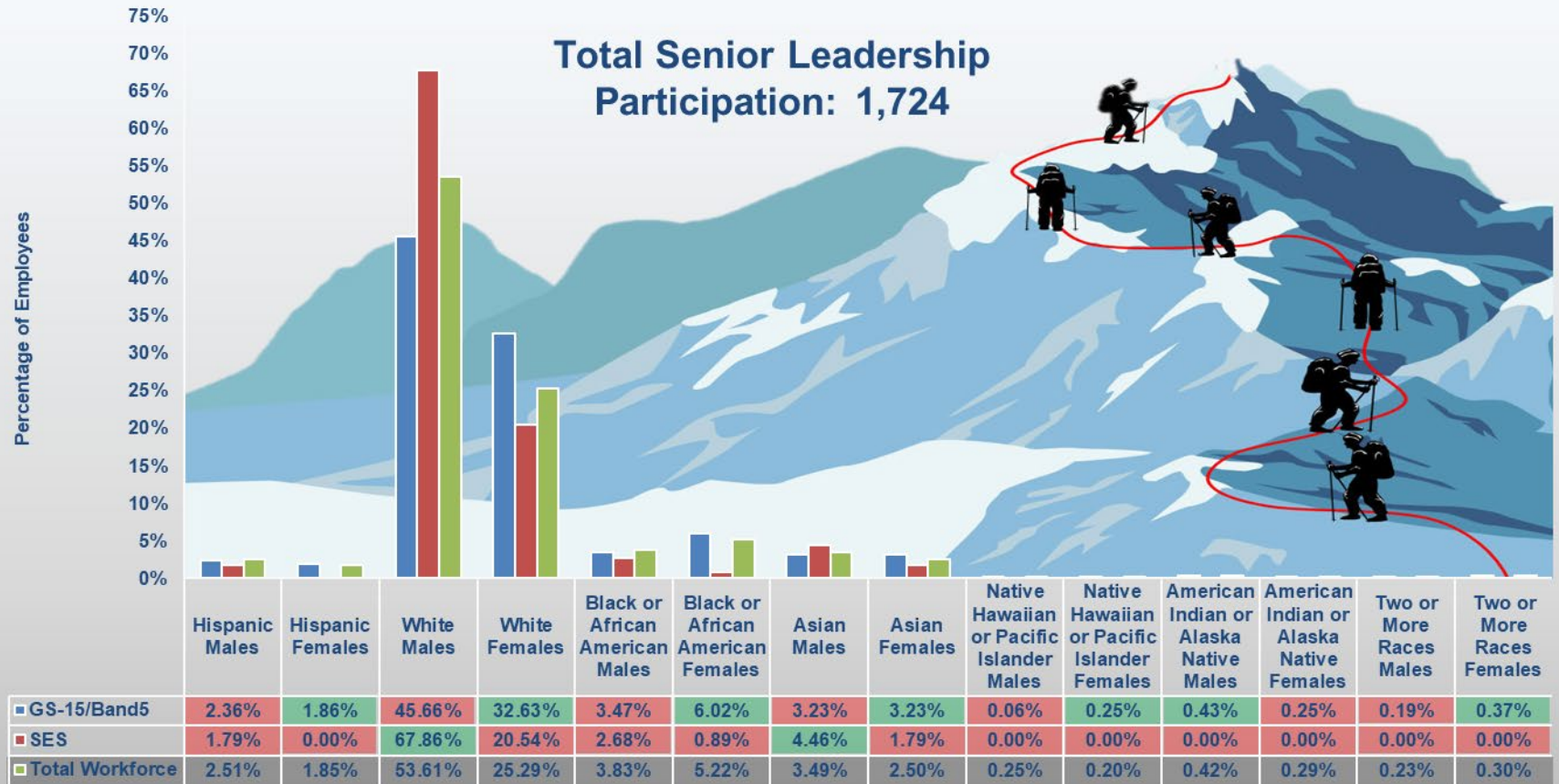
Since FY2014, the groups with lower than expected participation rates at NOAA has increased by 4.1%, with an average increase of 0.54% per year.

NOAA SCIENCE, TECHNOLOGY, ENGINEER, MATHEMATIC (STEM) GROUPS WITH LOWER THAN EXPECTED PARTICIPATION RATES



The STEM groups with lower than expected participation rates demonstrate a positive average upward trend of 0.56% since 2015. In 2021, STEM groups with lower participation rate increased 0.42% in comparison with FY20.

FY21 SENIOR LEADERSHIP WORKFORCE DISTRIBUTION



Overall, groups with lower than expected participation rates in senior leadership positions are not consistent with their representation in the NOAA workforce.

■ = Above NOAA total Workforce
 ■ = Below NOAA total Workforce

MAJOR CAREER OCCUPATIONS BY GENDER

With the exception of job series 0343, the representation of Females is below the OCLF in NOAA's remaining major occupations (job series 0482, 1301, 1340 and 2210).



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(Data collected from HR Connect Data Insight Reporting System - Table A6)

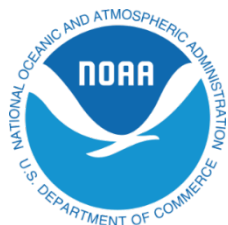
NOAA WORKFORCE DISTRIBUTION BY DISABILITY

- 11.92% of the workforce is comprised of **Individuals with Disabilities**, 0.08% below the 12% federal goal established by the EEOC and a 1.84% increase in comparison with FY20.
- 2.59% of the workforce is comprised of **Individuals with Targeted Disabilities**, 0.59% above the 2% federal goal established by the EEOC.



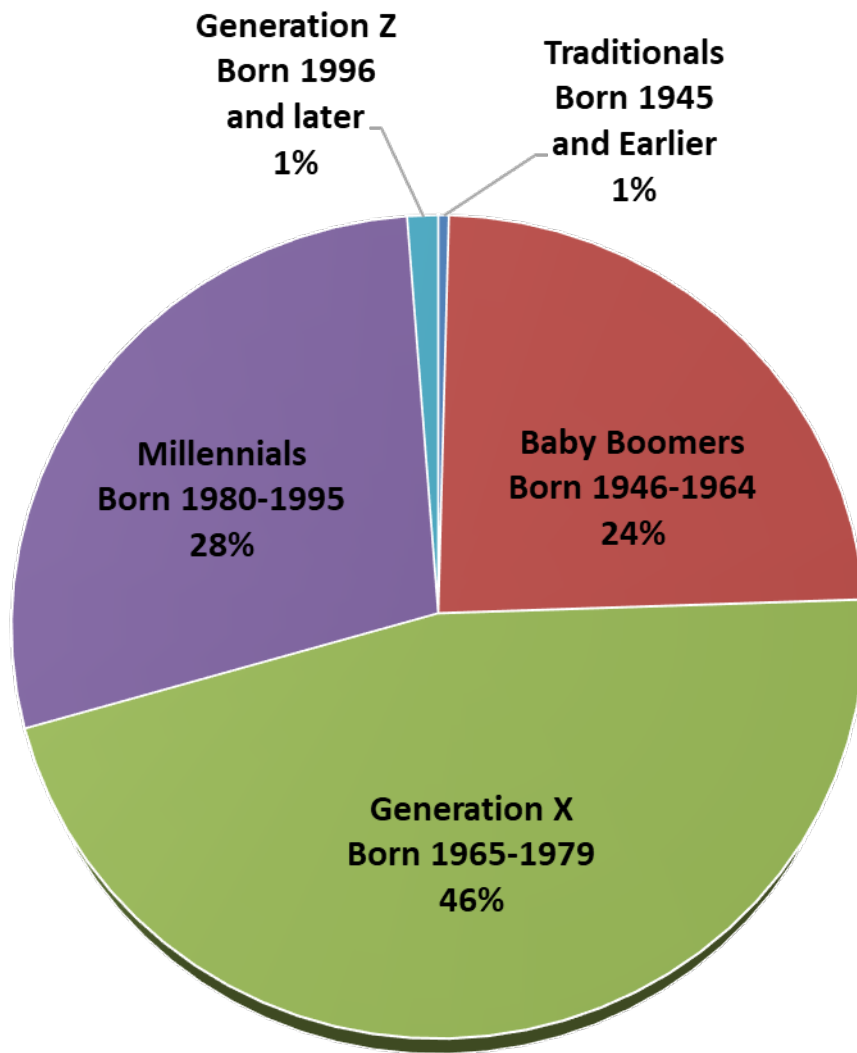
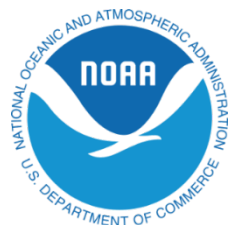
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Component		Fiscal Year 2020			Fiscal Year 2021		
		Total WF	IWD	IWTD	Total WF	IWD	IWTD
Federal Goal			12.00%	2.00%		12.00%	2.00%
Total	#	11,582	1,141	285	11,850	1,412	307
	%		10.08%	2.52%		11.92%	2.59%
UNSEC	#	224	22	3	236	26	3
	%		9.82%	1.34%		11.02%	1.27%
Staff Offices	#	758	139	29	805	160	42
	%		18.34%	3.83%		19.88%	5.22%
Office of Marine & Aviation Operati	#	587	71	15	632	88	17
	%		12.10%	2.56%		13.92%	2.69%
National Ocean Service	#	1,075	105	30	1,091	111	26
	%		9.77%	2.79%		10.17%	2.38%
National Weather Service	#	4,386	486	119	4,441	524	120
	%		11.08%	2.71%		11.80%	2.70%
National Marine Fisheries Service	#	2,907	234	53	2,934	275	56
	%		8.05%	1.82%		9.37%	1.91%
National Environmental Satellite, Data, and Information Service	#	729	73	17	774	104	18
	%		10.01%	2.33%		13.44%	2.33%
Office of Oceanic & Atmospheric Research	#	700	78	17	727	91	21
	%		11.14%	2.43%		12.52%	2.89%



GENERATIONS AT NOAA

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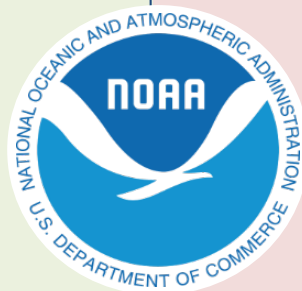
**Data provided by OHCS as of 3.21.22.*

FY21 HIRING & SEPARATIONS (PERMANENT ONLY)

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New Hires



The hiring rate for Females is 43.6%, 4.5% lower than the CLF (48.14%), 12.8% lower than the hiring rate for Males, and 2.6% lower than FY20's hiring rate of 46.2%.

The separation rate for Females is 31.4%, 4.1% lower than their total representation of 35.5% and 12.2% lower than their hiring rate.

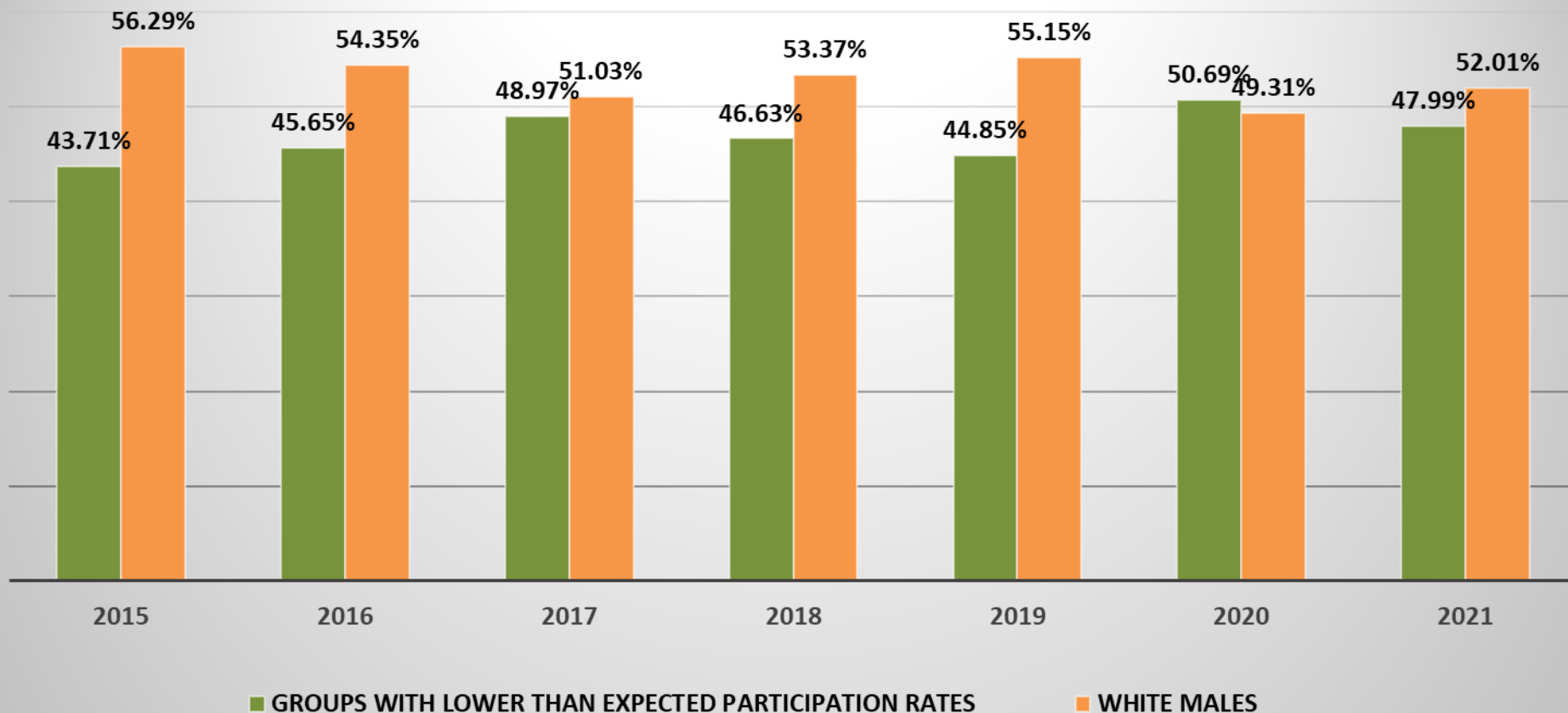


Separations



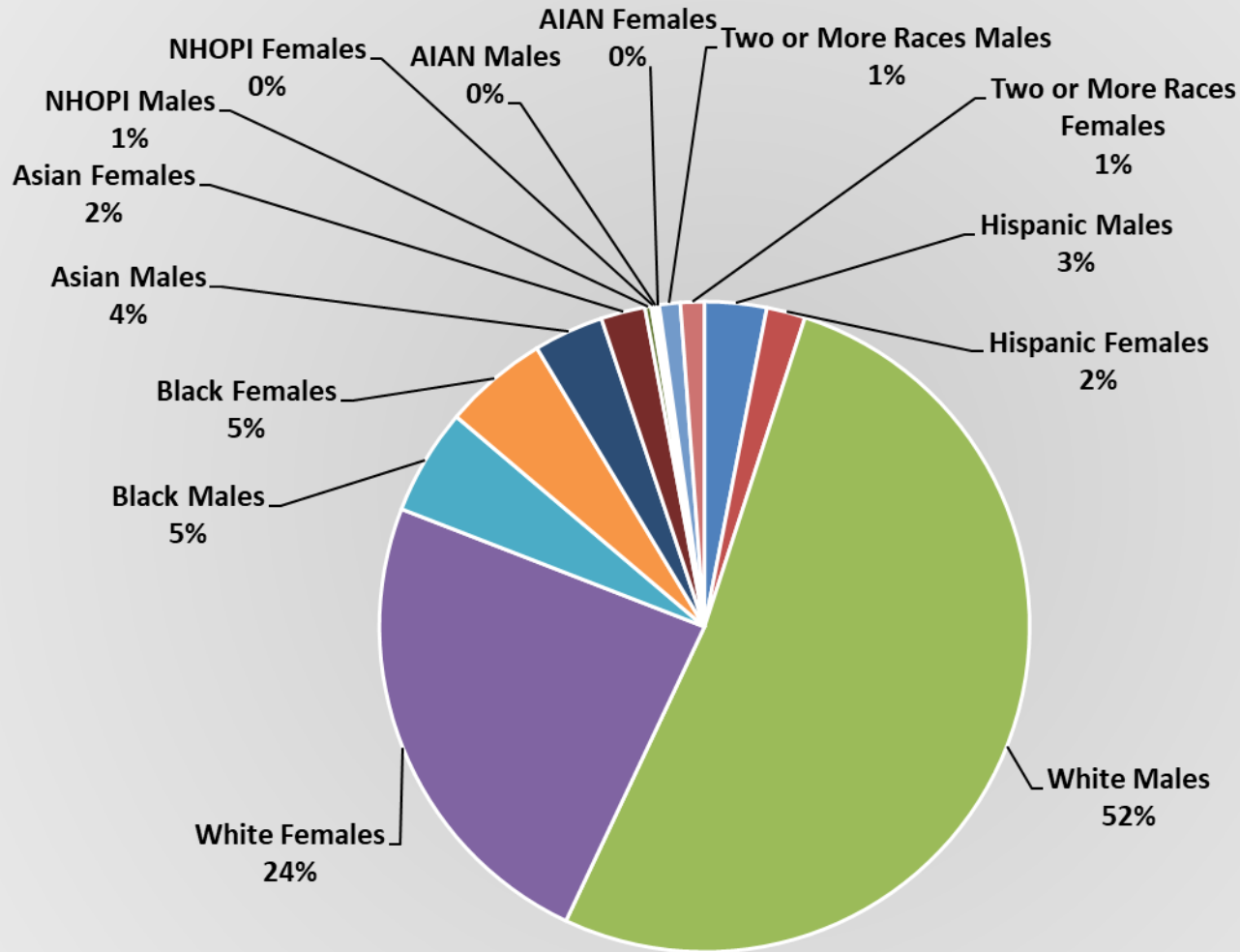
NOAA TOTAL HIRES

GROUPS WITH LOWER THAN EXPECTED PARTICIPATION RATES/WHITE MALES PROFILE

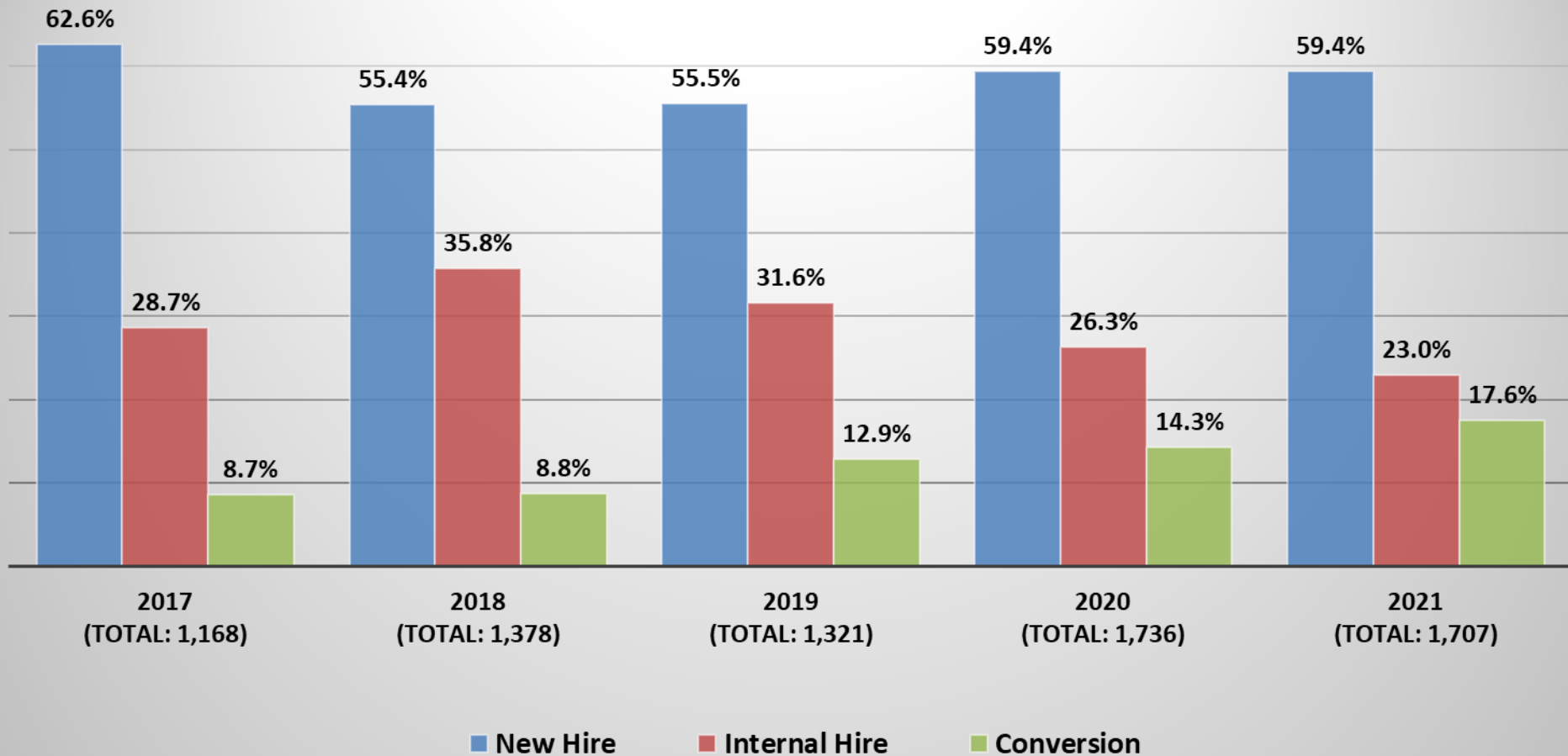


When looking at the total hiring of groups with lower than expected participation rates, there was a drastic decrease in FY21 of 2.70% in comparison with FY20.

NOAA TOTAL HIRES BY DEMOGRAPHIC



NOAA TOTAL HIRES TREND BY TYPE

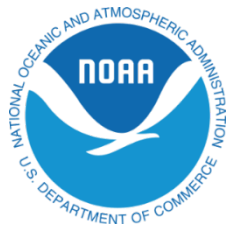


EEO AND ADR ACTIVITY

EEO COMPLAINT ACTIVITY

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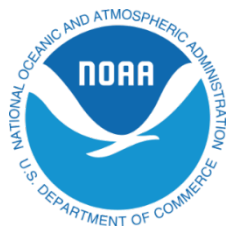
EEO Complaint Trends	FY 2018	FY 2019	FY 2020	FY 2021
Pre-Complaint Counseling	92	86	69	83
Alternate Dispute Resolution (ADR) Elections	30	22	22	32
Withdrawals/Not Filed	26	33	29	23
Formal Complaints Filed	66	46	41	65
In-Process/Pending End of FY	14	16	13	10
Top Bases	Reprisal, Age, Sex	Reprisal, Disability, Age	Reprisal, Race, Disability	Reprisal, Race, Disability
Top Issues	Harassment, Perf. Eval., Assignments	Harassment, Assignments, Perf. Eval.	Time and Attendance, Harassment, Terms/ Conditions of Employment	Harassment, Assignment of Duties, Terms/ Conditions of Employment
Informal Complaint Settlements	3	6	1	0
Formal Complaint Settlements	12	20	23	10
Settlements \$	105,383.99	735,750.00	377,338.00	305,500.00
Investigations \$	237,398.00	299,941.00	221,706.10	245,805.00
Findings of Discrimination #	1	2	0	0



EEO COMPLAINT ACTIVITY BY SO/LO

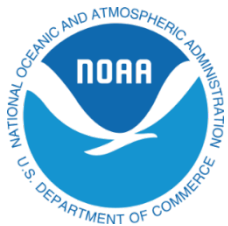
Staff Offices/Line Offices	FY 2018		FY 2019		FY 2020		FY 2021	
	Informal	Formal	Informal	Formal	Informal	Formal	Informal	Formal
Acquisition and Grants Office (AGO)	4	2	3	1	1	2	2 ↑	0 ↓
Office of Chief Information Officer (OCIO)	2	1	1	1	2	1	1 ↓	1
Office of Human Capital Services (OHCS)	7	4	7	4	6	1	9 ↑	10 ↑
Office of the Chief Administrative Officer (OCAO)	0	0	2	0	1	1	4 ↑	2 ↑
Office of the Chief Financial Officer (OCFO)	2	2	1	1	3	2	3	2
Office of the Under-Secretary	2	0	0	0	0	0	2 ↑	1 ↑
National Environmental Satellite, Data, and Information Service (NESDIS)	7	4	14	7	4	1	6 ↑	2 ↑
National Marine Fisheries Service (NMFS)	27	17	25	18	18	11	17 ↓	16 ↑
National Ocean Service (NOS)	8	4	9	2	3	0	7 ↑	3 ↑
National Weather Service (NWS)	19	18	12	7	20	13	18 ↓	16 ↑
Oceanic & Atmospheric Research (OAR)	6	3	10	5	5	2	2 ↓	2
Office of Marine & Aviation Operations (OMAO)	8	11	2	0	6	7	12 ↑	10 ↑
Total	92	66	86	46	69	41	83	65

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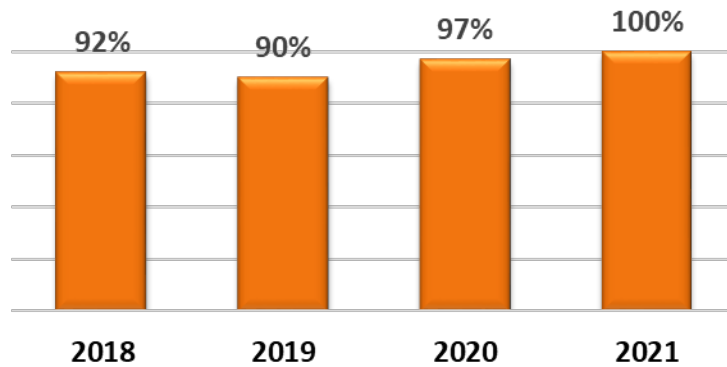


EEO COMPLAINT ACTIVITY TRENDS

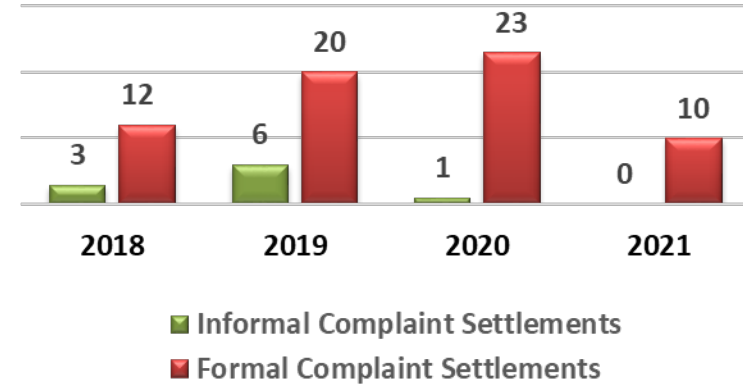
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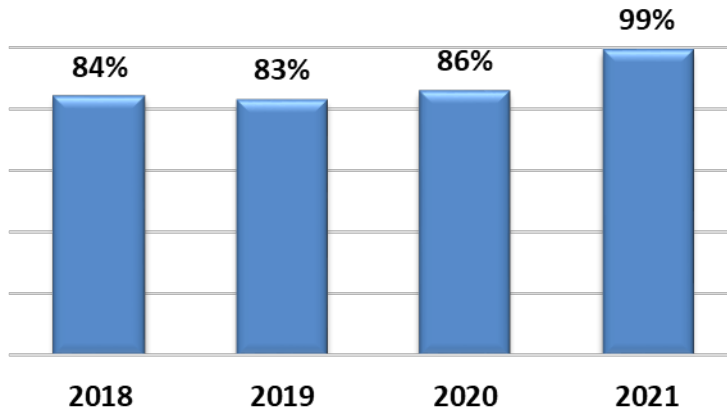
MD-110 TIMELY PRE-COMPLAINTS



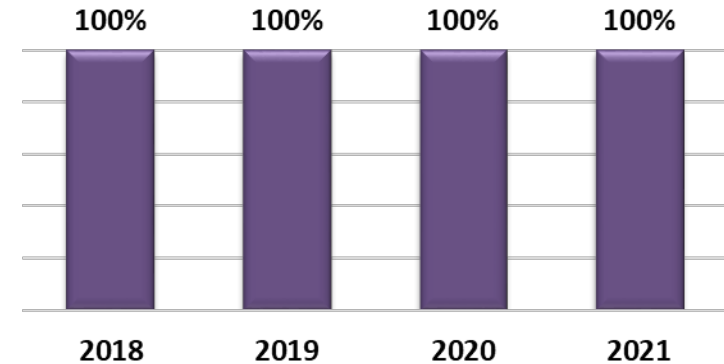
COMPLAINT SETTLEMENTS



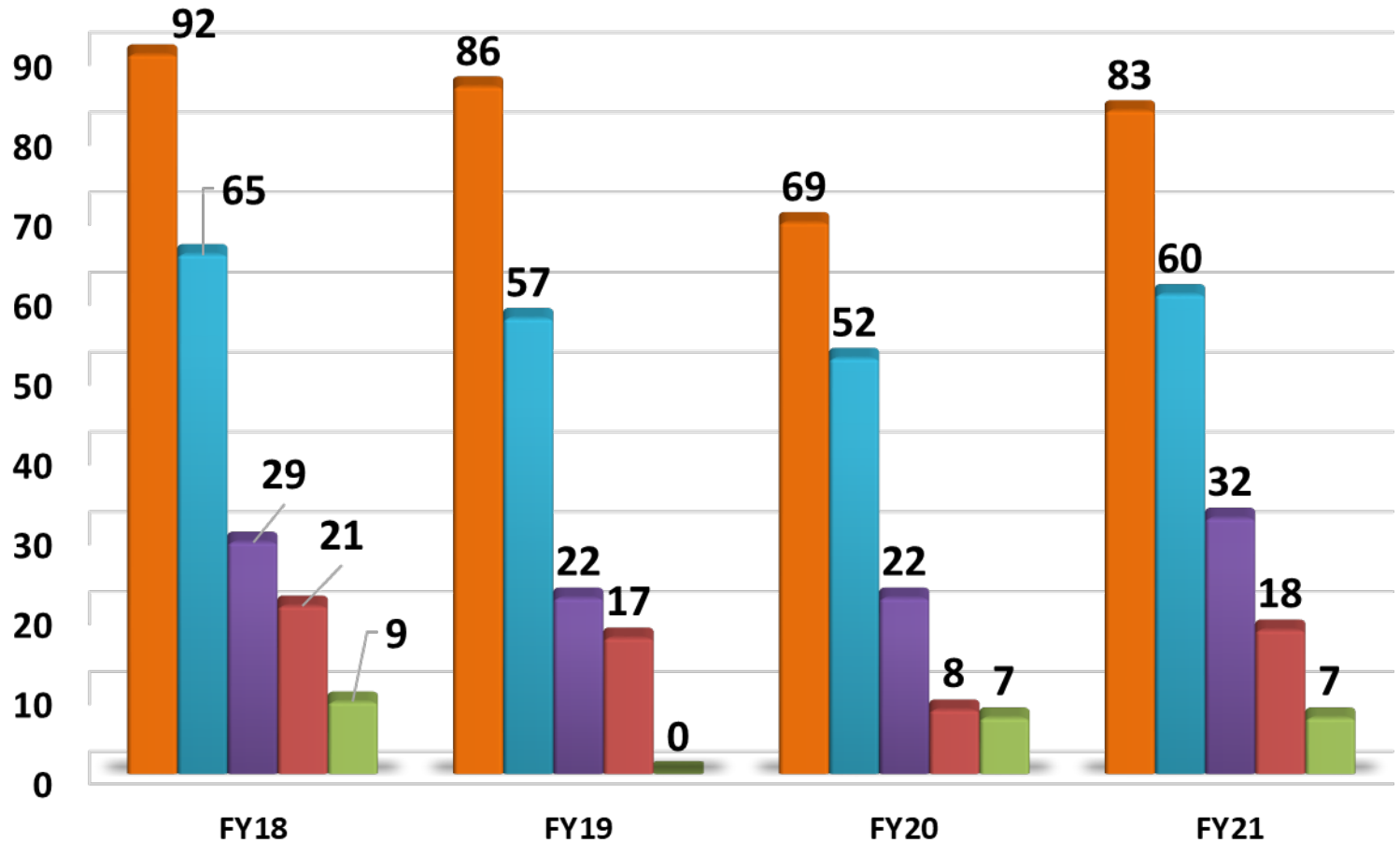
Timely Counseling Reports



EEO COMPLIANCE TO FINDINGS & SETTLEMENTS



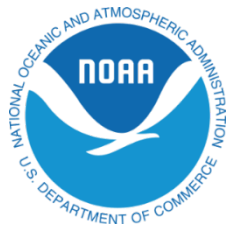
ALTERNATE DISPUTE RESOLUTION (ADR) (90 DAY)



- Informal Complaints
- ADR Offered
- Aggrieved Accepted
- ADR Conducted
- Did Not File Formal

(Data collected from iComplaints System as of March 14, 2022)

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NOAA

SEXUAL HARASSMENT CASES

This chart reflects all sexual harassment cases reported at NOAA since 2015 that were filed either with OHCS, pursuant to DAO 202-955 or NAO 202-1106, or with OICR through the EEO Process.

Staff Office/Line Office	FY 2018	FY 2019	FY 2020	FY 2021
Acquisition and Grants Office (AGO)	1			
National Environmental Satellite, Data, and Information Service (NESDIS)		3		
National Marine Fisheries Service (NMFS)	4	16*	2	7
NOAA Fishery Observer Program	NC	NS	9	21
National Ocean Service (NOS)	3	6	1	
National Weather Service (NWS)	4	8	5	1
Oceanic & Atmospheric Research (OAR)	3		1	1
Office of Chief Information Officer (OCIO)			1	
Office of Human Capital Services (OHCS)				
Office of Marine & Aviation Operations (OMAO)	7	4	7	5
Office of the Chief Administrative Officer (OCAO)			1	
Office of the Chief Financial Officer (OCFO)				
Office of the Under-Secretary				
Total	22	37	27	35

NC = Not Counted

NS = Not Separated from NMFS

*13 out of the 16 cases were from Fisheries Observer Program.

(Data collected from iComplaints System as of March 14, 2022)

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STATE OF THE AGENCY HIGHLIGHTS

STATE OF THE AGENCY OVERVIEW

Office of Inclusion and Civil Rights



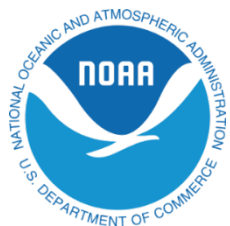
Accomplishments	Challenges
<ul style="list-style-type: none"> The Office of Inclusion and Civil Rights developed Administrative Order (NAO) 215-4 to advance NOAA's goal of a fully inclusive workplace by clarifying roles and setting expectations for respecting gender identity that applies to all employees, contractors, fellows, interns, and grantees. The Agency's Alternative Dispute Resolution (ADR) participation rate, during the pre-complaint stage, increased from 30.56% to 54.38%; above EEOC's goal of 50%. The OHCS drafted a NOAA specific Operational Plan for Recruiting, Hiring and Retaining Persons with Disabilities (PWD). The OHCS Work Life Branch developed and posted a reasonable accommodation webinar for employees on the Commerce Learning Center. In FY21, total reasonable accommodation process trainees increased 219% versus FY20 (FY21: 275 vs FY20: 86). 	<ul style="list-style-type: none"> Not all anti-harassment training materials include examples of disability-based harassment. All accommodation requests are not processed within the timeframe set forth in the reasonable accommodation procedures. The low response rate in exit interviews/surveys prevents the identification & removal of barriers to the retention of PWD & PWTDD. Triggers such as the low participation of Hispanics and People with Disabilities, and the low participation of females in the leadership pipeline continue to be "cross-cutting triggers" in all DOC bureaus. In FY21, Reasonable Accommodation timely processing decreased 3% versus FY20, (FY21: 91% vs FY20: 94%).

D&I

IMPROVEMENTS/ACCOMPLISHMENTS

- All LOs completed D&I Plans
- SES Executive Sponsor for 8 of 9 ERGs
- 3 ERGs (ADAPT, Diversity Professional Advancement Working Group and Generations with Genius) were nationally recognized for diversity impact awards. First time federal agencies are recognized.
- Applicants demographic information captured during Mentoring program application process
- LCDP implemented several recruitment strategies, including:
 - allowing panelists from other DOC bureaus to ensure diverse rating and ranking and interview panels
 - broadening applicant eligibility to include Pay Band 3 (GS-11/12)
 - shifting supervisor approval to the middle of the process, following rating and ranking, prior to interviews
- NOAA was chosen as a Top 20 Supporter of Historically Black Colleges and Universities (HBCU).

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NEXT STEPS

NEXT STEPS



Draft a new DEIA Strategic Plan that conforms with EO 14035

Improve timely RA processing

Increase # of PWTD in Career Development Programs (LCDP)

Increase underrepresented groups population in the total workforce and in STEM positions.

Increase representation of women in the total workforce and senior leadership positions.

Continue to conduct regular assessments of LO/SOs for possible deficiencies and develop strategies to remove identified barriers.

Expand on barrier analyses relating to identified triggers for:

- Hispanics/Latinos, particularly in job series 0482 and 2210
- Women in the workforce and in leadership positions.
- Individuals with Disabilities/Targeted Disabilities in mission critical occupations, career development programs, and incentive awards.
- African American Females in job series 0482 and 1340.
- Asian Females in job series 0432 and 1301.

