

MANAGEMENT DIRECTIVE (MD) 715

STATE OF THE AGENCY

FISCAL YEAR 2022



Presented by:
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Director, Office of Inclusion and Civil Rights

DISCUSSION POINTS

- Management Directive 715 Overview
- Model Workplace Scorecard
- Workforce Analysis
- EEO and ADR Activity
- State of the Agency Highlights
- Best Places To Work Ranking
- 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 SCORECARD

FY22 MODEL WORKPLACE SCORECARD



FY22 MD-715 Overall Compliance: 96%

Element	Checklist Category	FY2020 (91%)	FY2021 (97%)	FY2022 (96%)	
				Score	Deficiencies
A 14 of 14	Demonstrated Commitment from Agency Leadership	79%	100%	100%	
B 36 of 37	Integration of EEO into Agency's Strategic Mission	95%	97%	97%	B.1.a. The OICR Director is not supervised by the agency head.
C 41 of 42	Management and Program Accountability	93%	93%	98%	C.2.b.5. All reasonable accommodation requests are not processed within the timeframe set forth in the reasonable accommodation procedures.
D 13 of 14	Proactive Prevention	86%	93%	93%	D.4.d. The agency's Affirmative Action Plan for PWD/PWTD does not include a specific plan to ensure sufficient opportunities for advancement.
E 21 of 23	Efficiency	87%	96%	91%	E.1.a. The agency does not provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days to all participants. E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status
F 8 of 8	Responsiveness and Legal Compliance	100%	100%	100%	

KEY	0-74	75-89	90-100
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There are a total of 5 [deficiencies](#).

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

MANAGEMENT DIRECTIVE - 715

DEFICIENCIES and REQUIRED ACTIONS



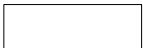
The following measures were not met in FY 2022:

- **Integration of EEO into the Agency's Strategic Mission**
 - **B.1.a. The OICR Director is not supervised by the agency head.**
- **Management and Program Accountability**
 - **C.2.b.5. All reasonable accommodation requests are not processed within the timeframe set forth in the reasonable accommodation procedures.**
 - ❑ RACs will develop a task reminder system for deciding officials (DOs) and a toolbox
- **Proactive Prevention**
 - **D.4.d. The agency's Affirmative Action Plan for PWD/PWTD does not include a specific plan to ensure sufficient opportunities for advancement.**
 - ❑ Create a NOAA-specific plan for Recruiting, Hiring, and Retaining PWDs/PWTDs
 - ❑ Explore best practices from other agencies for implementation at NOAA.
- **Efficiency**
 - **E.1.a. The agency does not provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days to all participants.**
 - ❑ Use ETK and other spreadsheets as a tracking mechanism for EEO counselor use to determine timeframes throughout the counseling process.
 - **E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status**
 - ❑ Initiate a quarterly review of data to ensure system feasibility of complete workforce data tables and progress with barrier analysis.
 - ❑ Discuss solutions to ongoing issues with accurate/complete internal applicant flow data with OHCS.

WORKFORCE ANALYSIS

KEY TERMS AND DEFINITIONS

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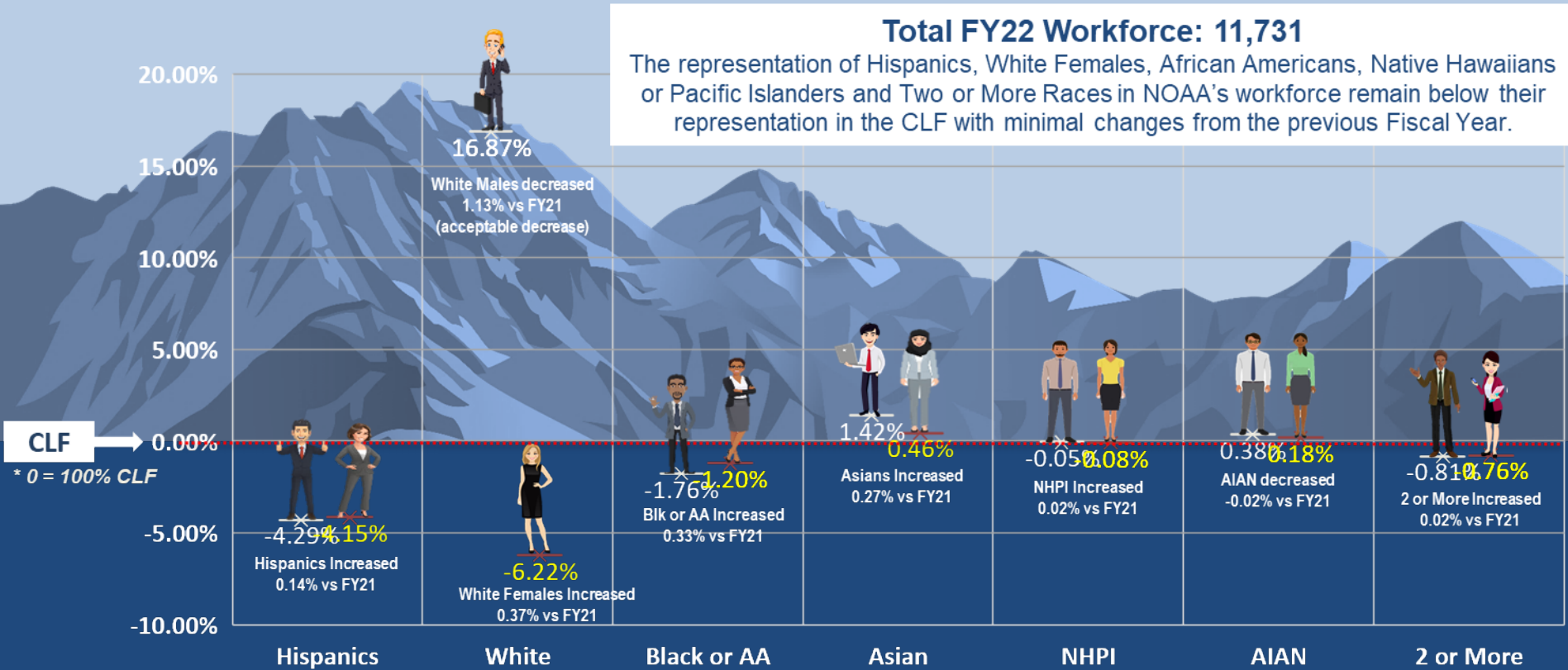
Acronym	Term
CLF	Civilian Labor Force (CLF): U.S. citizens, persons 16 years of age and over (except those in the armed forces), and non-felons who are employed or are unemployed and seeking work. (CLF: 2014-2018)
OCLF	Occupational Civilian Labor Force: Reflects civilian labor force by specific occupation/career series.
	NOAA total Workforce above CLF
	NOAA total Workforce below CLF
	NOAA total Workforce equal to CLF



NOAA TOTAL WORKFORCE DISTRIBUTION VS CLF

Total FY22 Workforce: 11,731

The representation of Hispanics, White Females, African Americans, Native Hawaiians or Pacific Islanders and Two or More Races in NOAA's workforce remain below their representation in the CLF with minimal changes from the previous Fiscal Year.



	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 2022	2.53	2.01	52.51	25.60	3.94	5.41	3.61	2.64	0.26	0.23	0.46	0.26	0.24	0.29
CLF	6.82	6.16	35.64	31.82	5.70	6.61	2.19	2.18	0.31	0.31	0.08	0.08	1.05	1.05

■ = Above CLF
 ■ = Below CLF
 ■ = Equal to CLF

FY22 NOAA WORKFORCE DISTRIBUTION BY STAFF OFFICES, UNSEC & LINE OFFICES

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NOAA Workforce by Staff Offices & UNSEC

	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 Alaskan Native Males	American Indian or Alaskan Native Females	Two or More Races Males	Two or More Races Females
AGO	1.89	6.04	27.17	32.08	8.30	16.6	2.26	4.15	0.00	0.75	0.00	0.38	0.38	0.00
OCAO	2.65	2.65	27.43	22.12	7.96	23.01	4.42	7.08	0.00	0.00	0.00	0.00	2.65	0.00
OCFO	2.81	3.37	17.42	32.58	8.43	16.85	2.25	15.17	0.00	0.00	0.56	0.00	0.00	0.56
OCIO	3.25	4.07	41.46	12.20	7.32	14.63	10.57	4.88	0.00	0.00	0.00	0.00	0.81	0.81
OHCS	0.00	4.2	15.97	26.05	10.08	39.50	0.84	0.84	0.00	0.00	0.00	0.00	0.00	2.52
UNSEC & OICR	1.17	4.30	29.30	41.80	3.91	13.67	0.00	4.30	0.00	0.78	0.39	0.00	0.00	0.39
CLF	6.82	6.16	35.64	31.82	5.70	6.61	2.19	2.18	0.31	0.31	0.08	0.08	1.05	1.05

NOAA Workforce by Line Offices

	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 Alaskan Native Males	American Indian or Alaskan Native Females	Two or More Races Males	Two or More Races Females
NMFS	2.25	1.87	44.38	37.15	1.94	3.01	3.63	3.49	0.35	0.31	0.48	0.42	0.28	0.45
NWS	2.72	1.32	67.52	17.46	2.72	2.58	3.01	1.30	0.21	0.25	0.48	0.21	0.16	0.07
OMAO	4.26	2.30	55.08	14.92	11.15	4.43	3.93	0.98	0.98	0.00	0.49	0.33	0.82	0.33
NOS	1.66	1.10	48.02	30.36	4.32	6.26	3.96	2.76	0.18	0.18	0.37	0.18	0.18	0.46
NESDIS	3.33	1.41	46.86	19.08	7.94	10.37	6.53	3.20	0.13	0.26	0.38	0.13	0.00	0.38
OAR	2.02	4.30	47.98	28.63	2.42	6.18	4.30	2.55	0.13	0.00	0.81	0.40	0.13	0.13
CLF	6.82	6.16	35.64	31.82	5.70	6.61	2.19	2.18	0.31	0.31	0.08	0.08	1.05	1.05

■ = Above the CLF

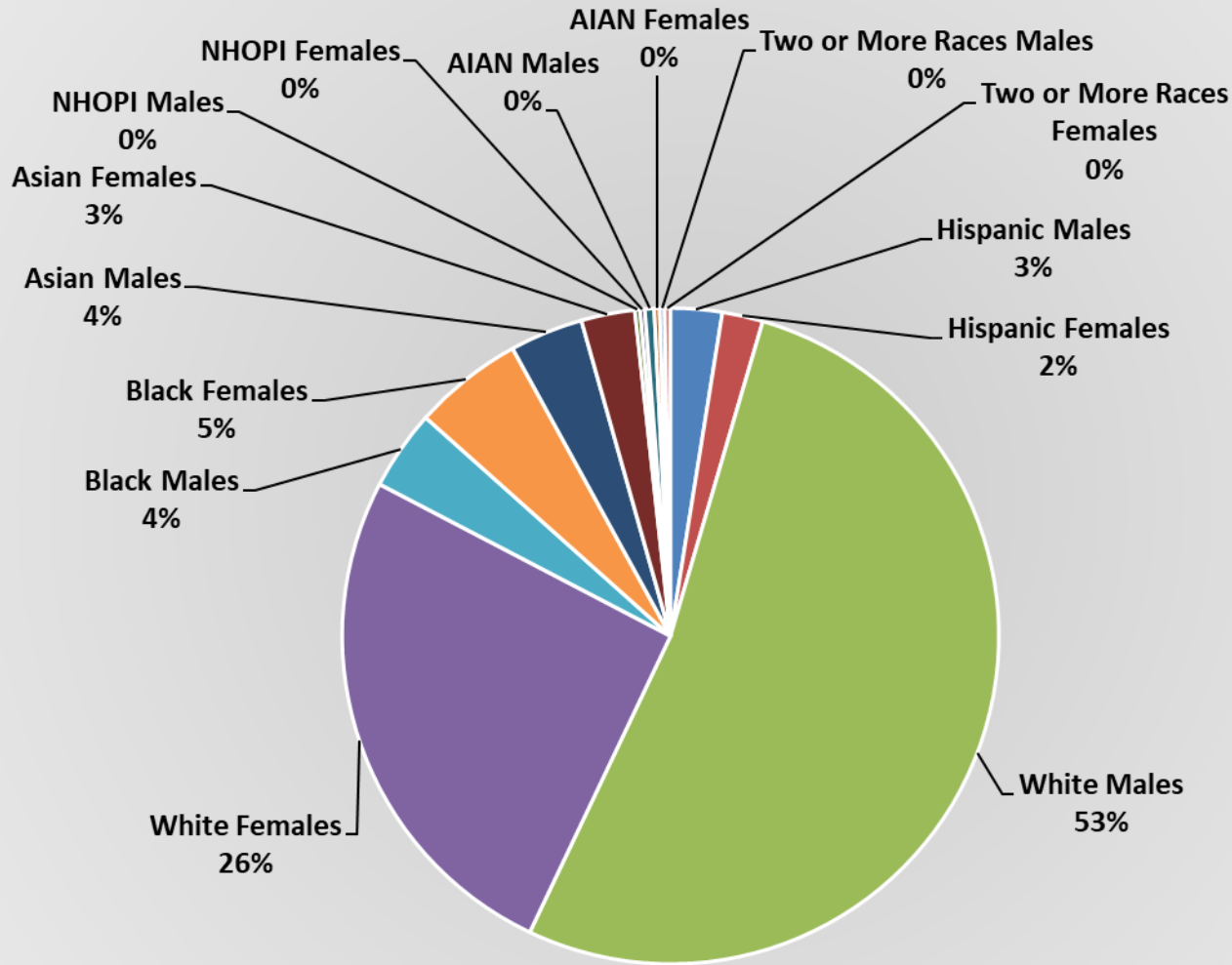
■ = Below the CLF

□ = Equal to the CLF

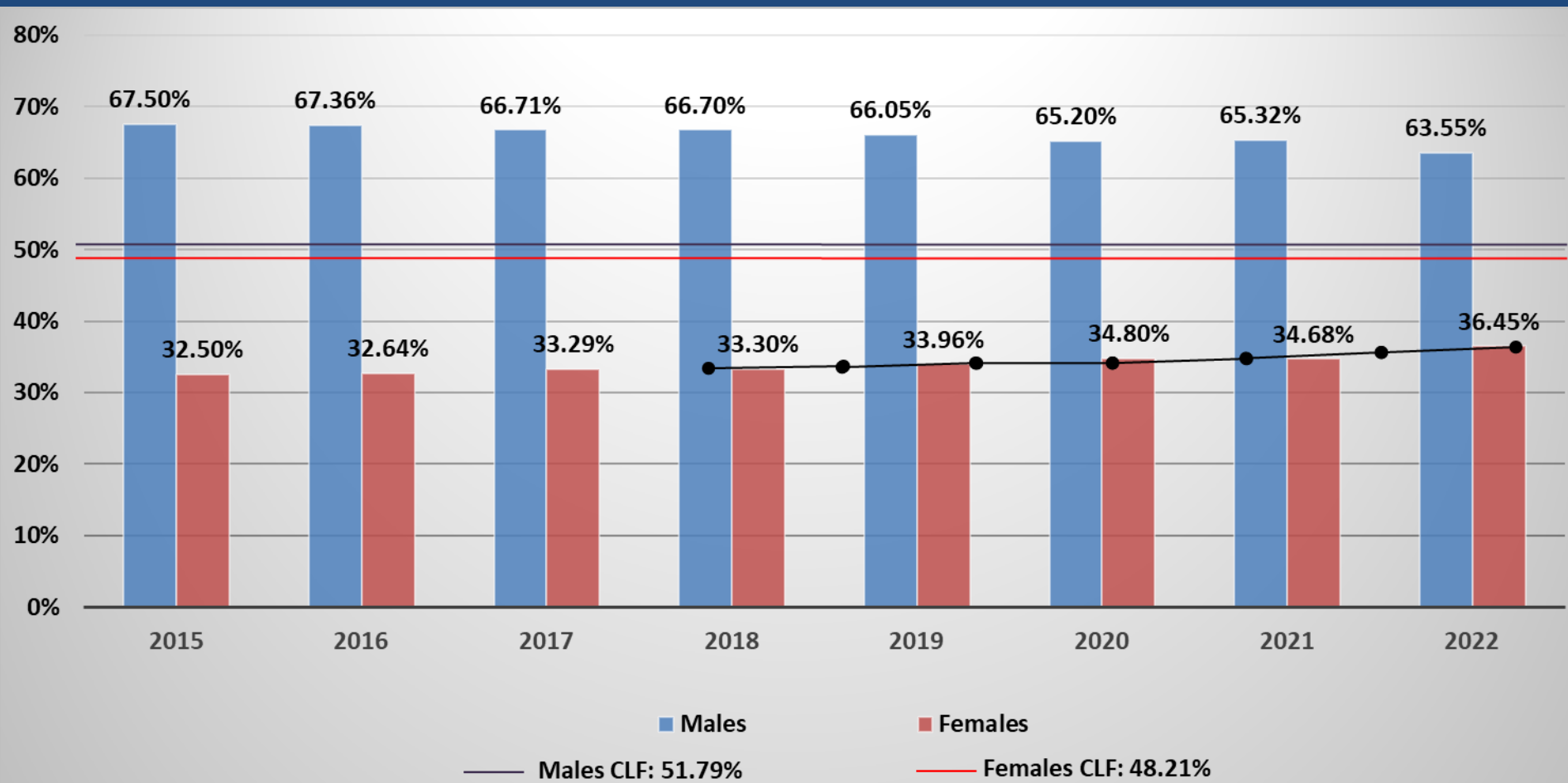
(Data collected from HR Connect Workforce Analytics Reporting System - Table A2 Permanent. OICR combined with UNSEC because total staff assigned is less than 15)



NOAA TOTAL WORKFORCE BY DEMOGRAPHIC

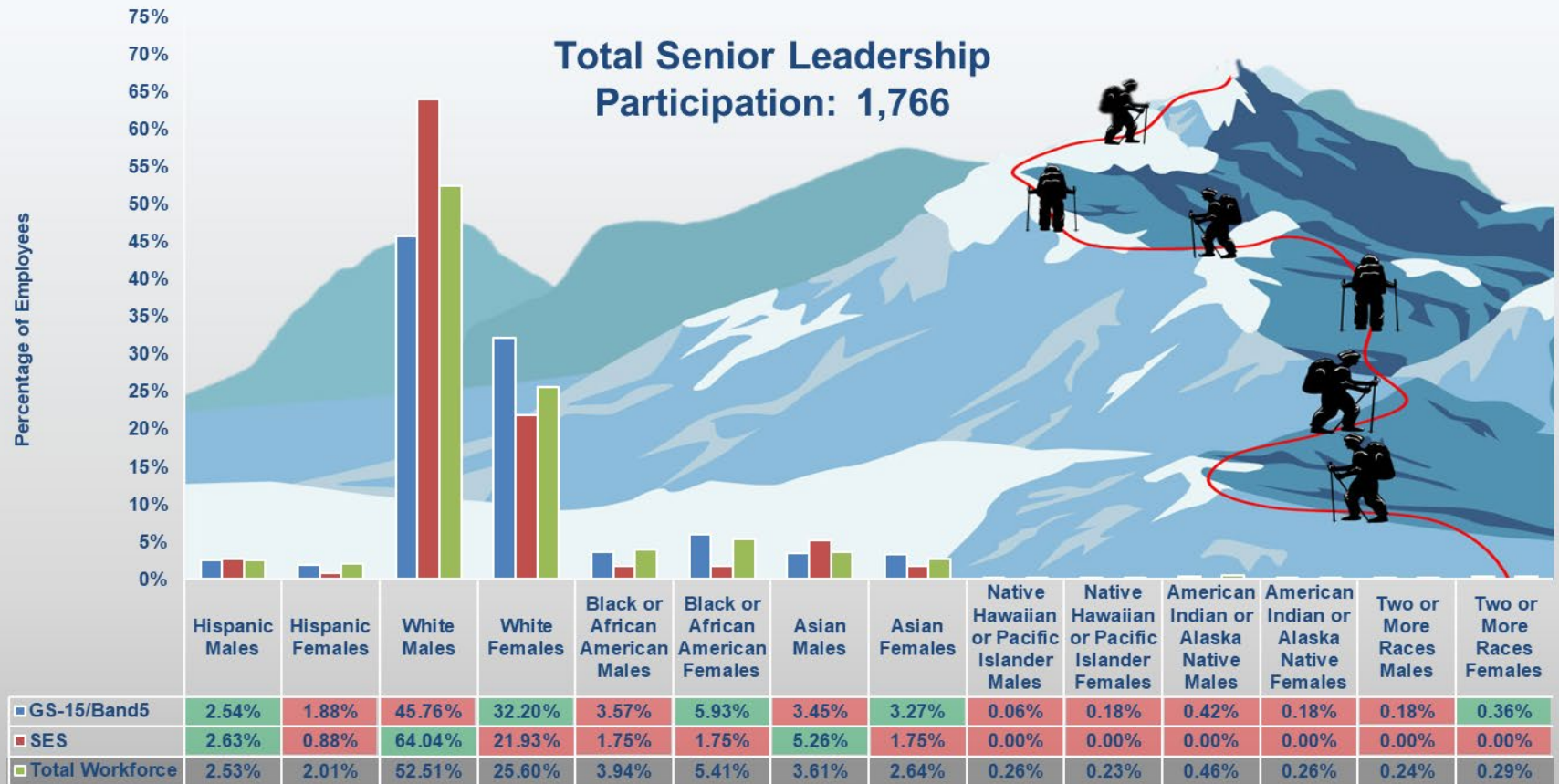


NOAA TOTAL WORKFORCE BY GENDER



Since FY2015, the overall representation of females at NOAA has increased by 3.95%, with an average increase of 0.56% per year.

FY22 SENIOR LEADERSHIP WORKFORCE DISTRIBUTION

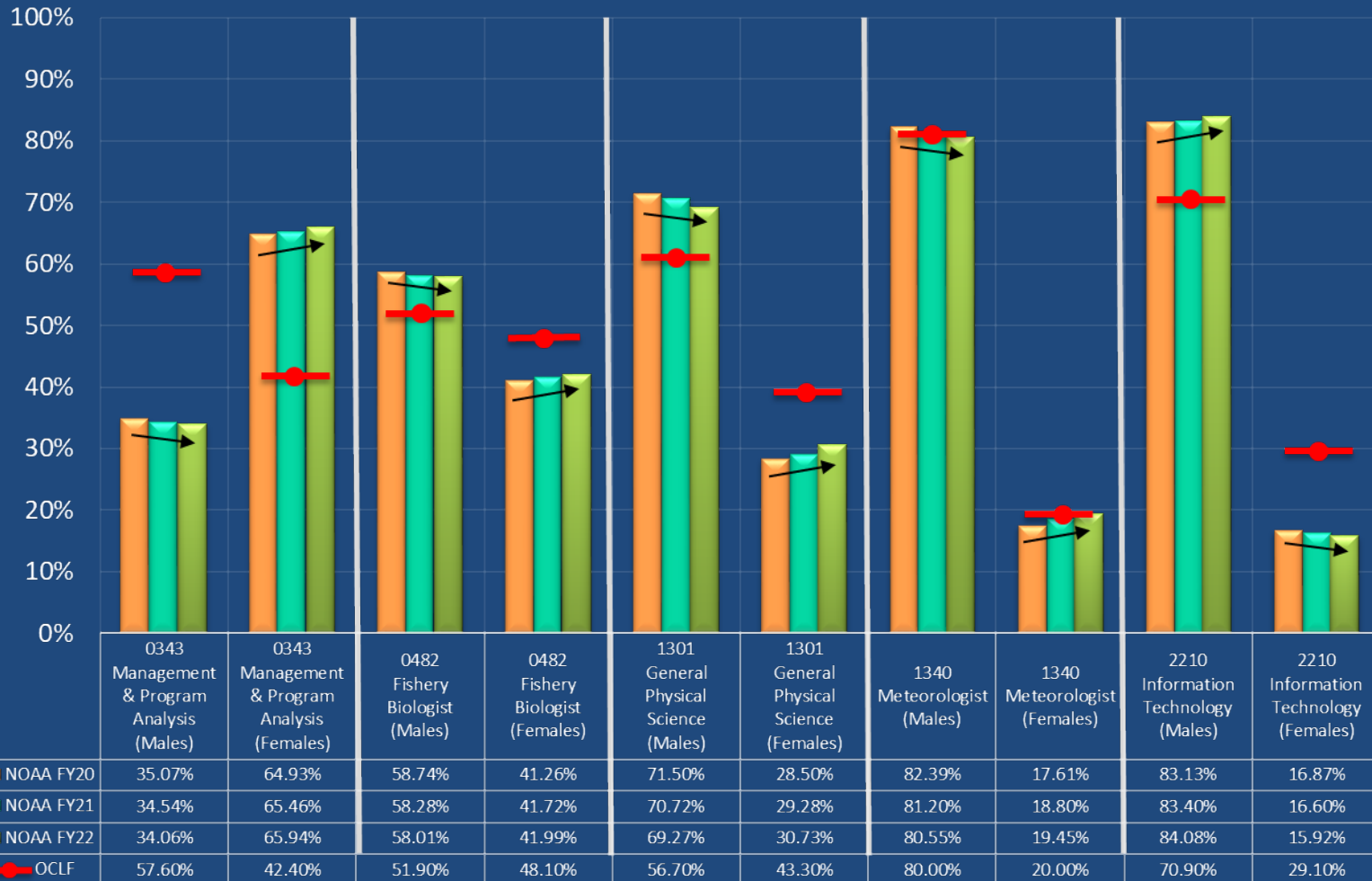


Overall, groups with lower than expected participation rates in senior leadership positions are not consistent with their representation in the NOAA workforce.

■ = 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).



→ Trend – Increase/Decrease

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

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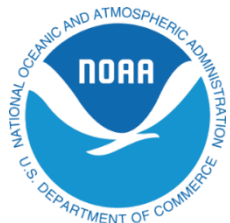
NOAA WORKFORCE DISTRIBUTION BY DISABILITY

- 13.09% of the workforce is comprised of **Individuals with Disabilities**, 1.09% above the 12% federal goal established by the EEOC and a 1.84% increase in comparison with FY20.
- 2.91% of the workforce is comprised of **Individuals with Targeted Disabilities**, 0.91% above the 2% federal goal established by the EEOC.



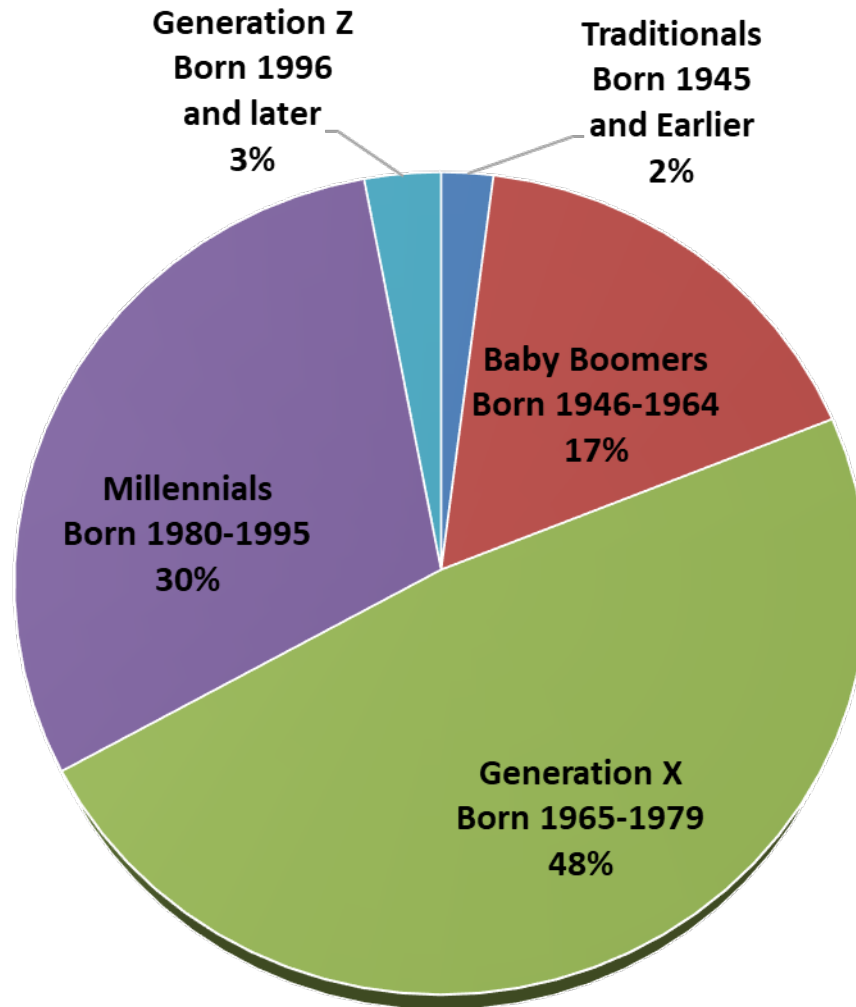
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Component		Fiscal Year 2021			Fiscal Year 2022		
		Total WF	IWD	IWTD	Total WF	IWD	IWTD
Federal Goal			12.00%	2.00%		12.00%	2.00%
Total	#	11,850	1,412	307	11,731	1,536	341
	%		11.92%	2.59%		13.09%	2.91%
UNSEC	#	236	26	3	265	36	3
	%		11.02%	1.27%		13.58%	1.13%
Staff Offices	#	805	160	42	815	178	44
	%		19.88%	5.22%		21.84%	5.40%
Office of Marine & Aviation Operations	#	632	88	17	629	80	21
	%		13.92%	2.69%		12.72%	3.34%
National Ocean Service	#	1,091	111	26	1,108	134	30
	%		10.17%	2.38%		12.09%	2.71%
National Weather Service	#	4,441	524	120	4,447	585	132
	%		11.80%	2.70%		13.15%	2.97%
National Marine Fisheries Service	#	2,934	275	56	2,982	301	65
	%		9.37%	1.91%		10.09%	2.18%
National Environmental Satellite, Data, and Information Service	#	774	104	18	787	111	21
	%		13.44%	2.33%		14.10%	2.67%
Office of Oceanic & Atmospheric Research	#	727	91	21	776	104	22
	%		12.52%	2.89%		13.40%	2.84%



GENERATIONS AT NOAA

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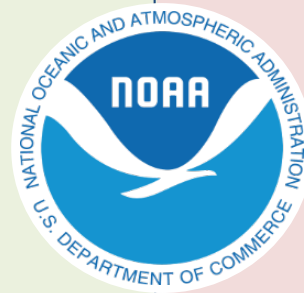
(Data collected from NFC - Age Profile Report dated 4/3/23)

FY22 HIRING & SEPARATIONS (PERMANENT ONLY)

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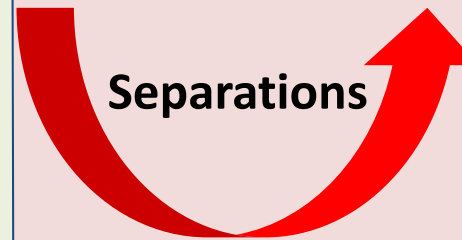


New Hires



The hiring rate for Females is 41.42%, 6.79% lower than the CLF (48.21%), 17.16% lower than the hiring rate for Males, and 1.88% lower than FY21's hiring rate of 43.6%.

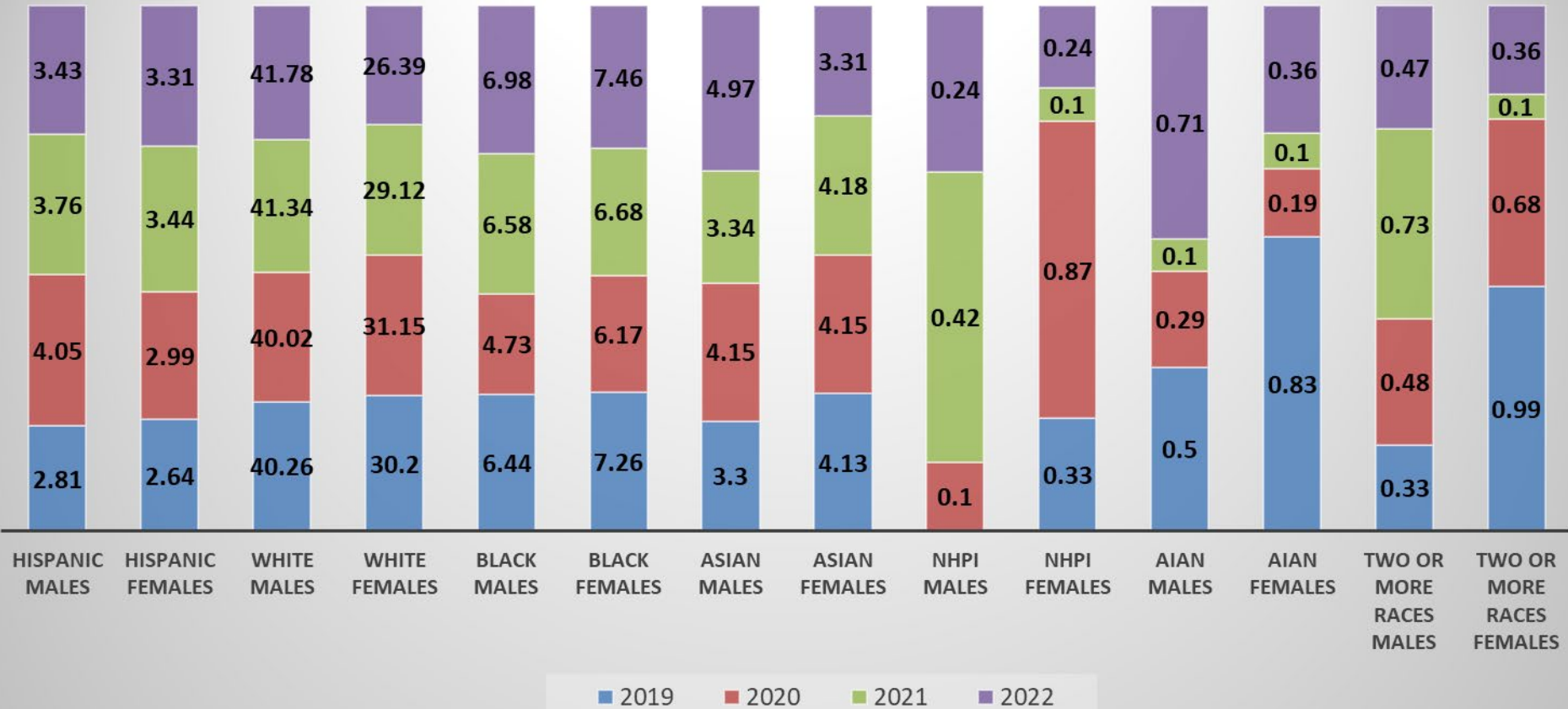
The separation rate for Females is 33.6%, 2.85% lower than their total representation of 36.45% and 9% lower than their hiring rate.



Separations

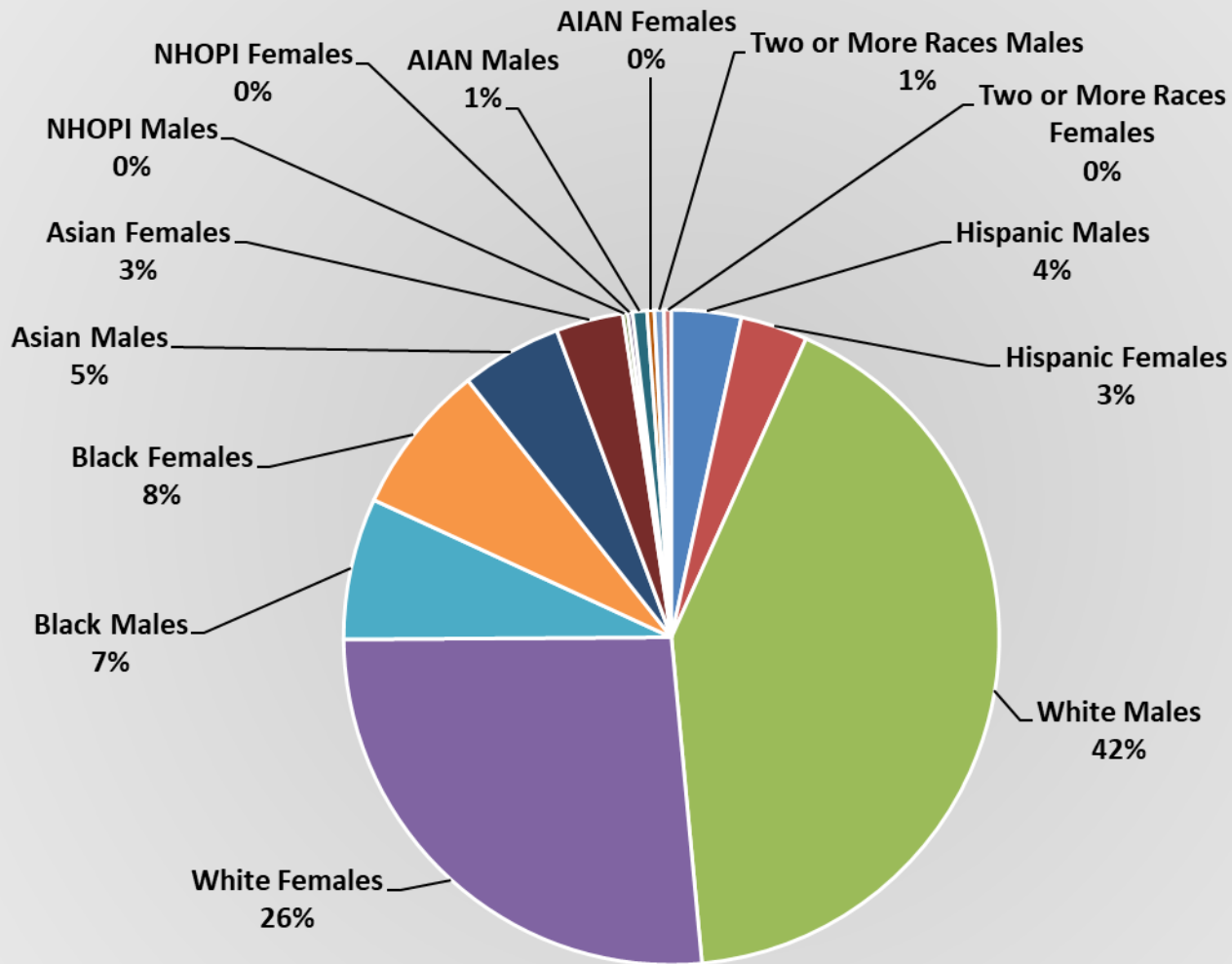


NOAA TOTAL HIRES TREND FY19-FY22 (PERMANENT ONLY)

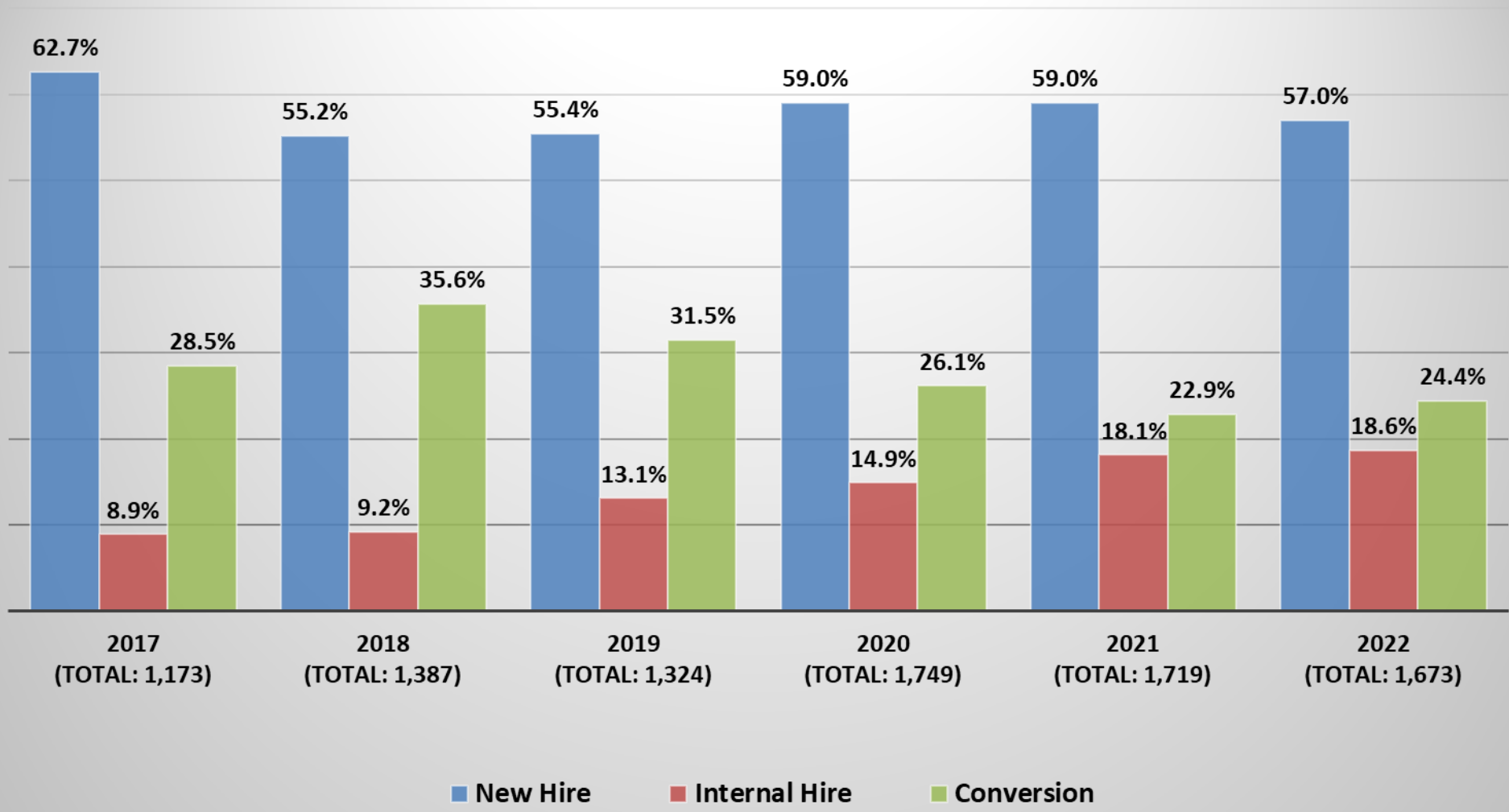


When looking at the total hiring of groups with lower than expected participation rates, there was a slight decrease in FY22 of 0.42% in comparison with FY21.

NOAA FY22 TOTAL NEW HIRES BY DEMOGRAPHIC

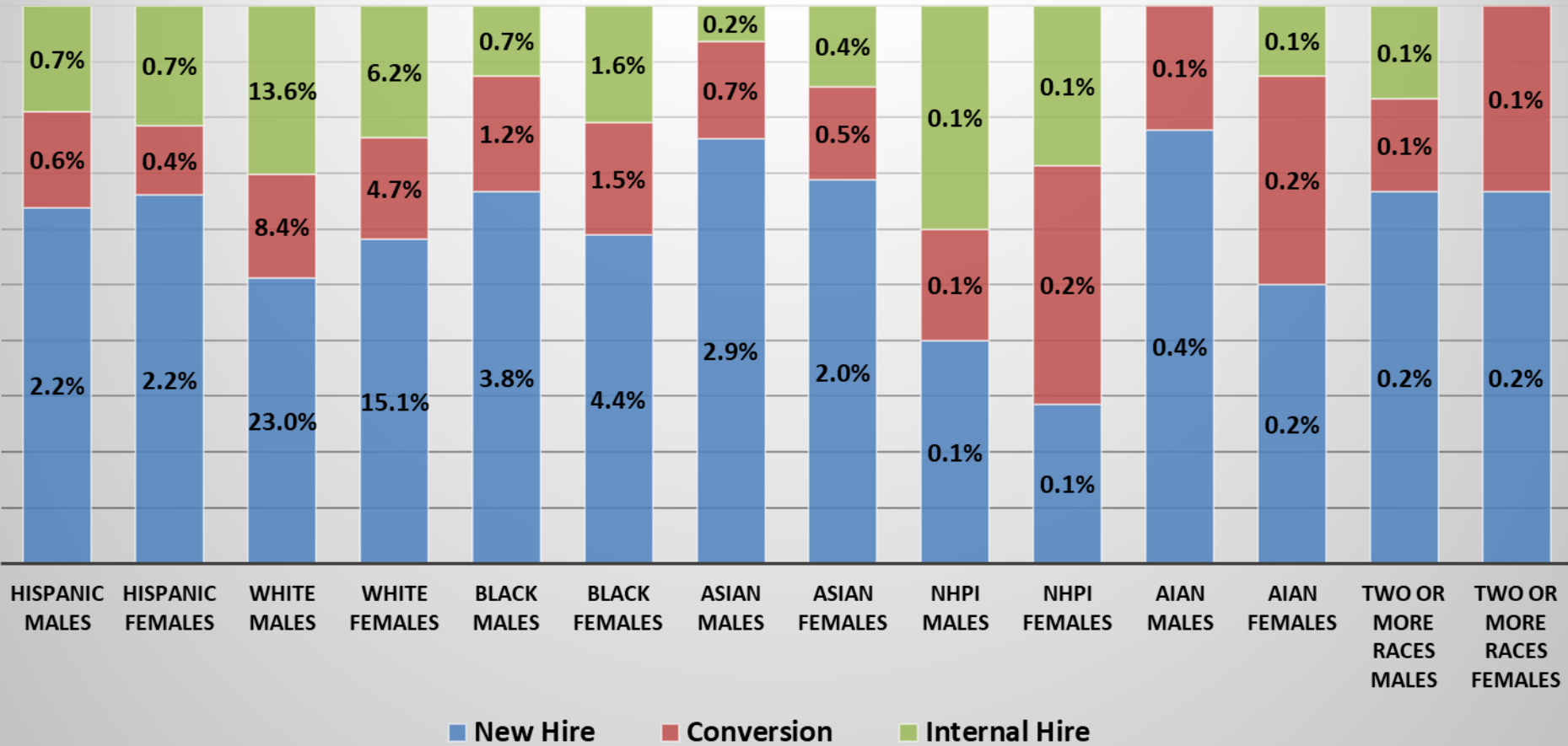


NOAA TOTAL HIRES TREND BY TYPE



NOAA FY22 TOTAL HIRES BY DEMOGRAPHIC

FY2022 Total Hires: 1,673



EEO AND ADR ACTIVITY

EEO COMPLAINT ACTIVITY

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EEO Complaint Trends	FY 2019	FY 2020	FY 2021	FY 2022
Pre-Complaint Counseling	86	69	83	96
Alternate Dispute Resolution (ADR) Elections	22	22	32	24
Withdrawals/Not Filed	33	29	23	33
Formal Complaints Filed	46	41	65	45
In-Process/Pending End of FY	16	13	10	18
Top Bases	Reprisal, Disability, Age	Reprisal, Race, Disability	Reprisal, Race, Disability	Disability, Religion, Reprisal
Top Issues	Harassment, Assignments, Perf. Eval.	Time and Attendance, Harassment, Terms/ Conditions of Employment	Harassment, Assignment of Duties, Terms/ Conditions of Employment	Harassment, Religious Accommodation Disciplinary Action
Informal Complaint Settlements	6	1	0	3
Formal Complaint Settlements	20	23	10	11
Settlements \$	735,750.00	377,338.00	305,500.00	162,190.40
Investigations \$	299,941.00	221,706.10	245,805.00	229,263.00
Findings of Discrimination #	2	0	0	1



EEO COMPLAINT ACTIVITY BY SO/LO

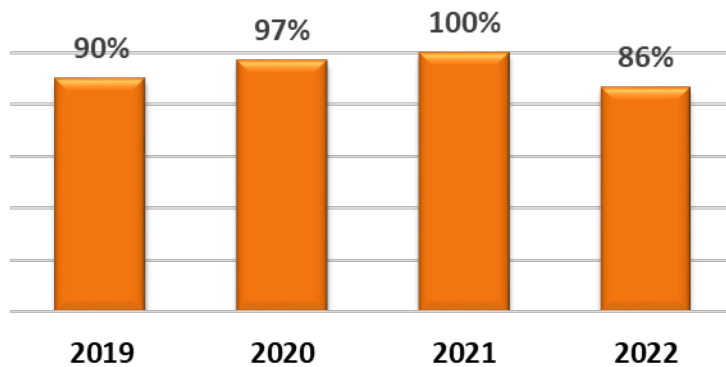
Staff Offices/Line Offices	FY 2019		FY 2020		FY 2021		FY 2022	
	Informal	Formal	Informal	Formal	Informal	Formal	Informal	Formal
Acquisition and Grants Office (AGO)	3	1	1	2	2	0	1 ↓	1 ↑
Office of Chief Information Officer (OCIO)	1	1	2	1	1	1	0 ↓	0 ↓
Office of Human Capital Services (OHCS)	7	4	6	1	9	10	5 ↓	2 ↓
Office of the Chief Administrative Officer (OCAO)	2	0	1	1	4	2	2 ↓	1 ↓
Office of the Chief Financial Officer (OCFO)	1	1	3	2	3	2	1 ↓	1 ↓
Office of the Under-Secretary	0	0	0	0	2	1	3 ↑	1
National Environmental Satellite, Data, and Information Service (NESDIS)	14	7	4	1	6	2	10 ↑	4 ↑
National Marine Fisheries Service (NMFS)	25	18	18	11	17	16	15 ↓	3 ↓
National Ocean Service (NOS)	9	2	3	0	7	3	6 ↓	4 ↑
National Weather Service (NWS)	12	7	20	13	18	16	29 ↑	12 ↓
Oceanic & Atmospheric Research (OAR)	10	5	5	2	2	2	2	1 ↓
Office of Marine & Aviation Operations (OMAO)	2	0	6	7	12	10	22 ↑	15 ↑
Total	86	46	69	41	83	65	96 ↑	45 ↓

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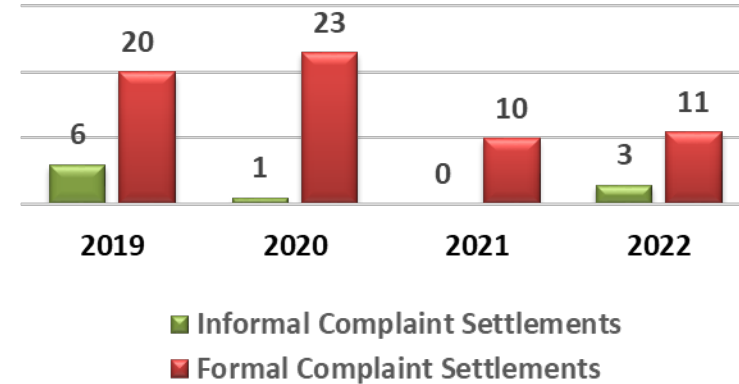


EEO COMPLAINT ACTIVITY TRENDS

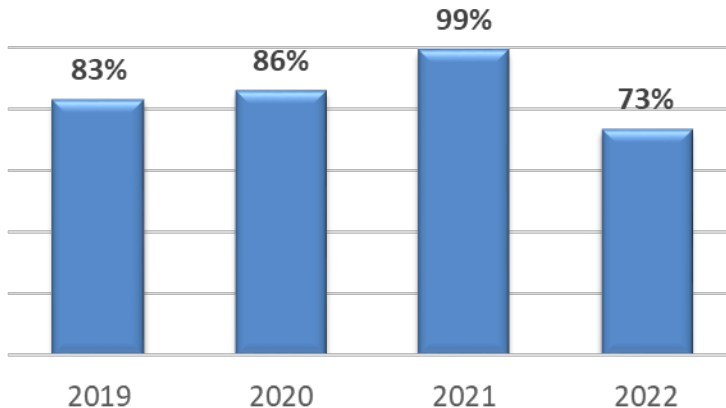
MD-110 TIMELY PRE-COMPLAINTS



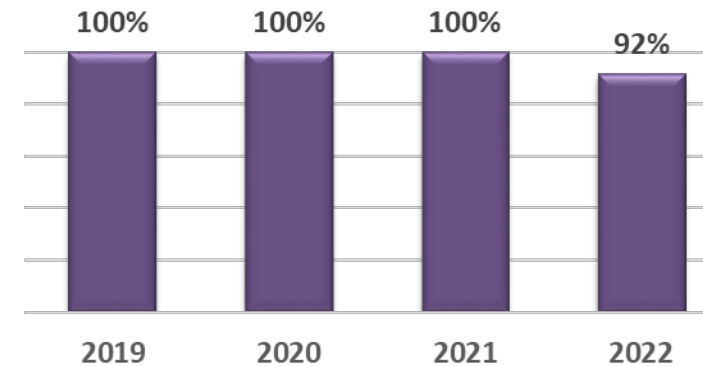
COMPLAINT SETTLEMENTS



Timely Counseling Reports



EEO COMPLIANCE TO FINDINGS & SETTLEMENTS

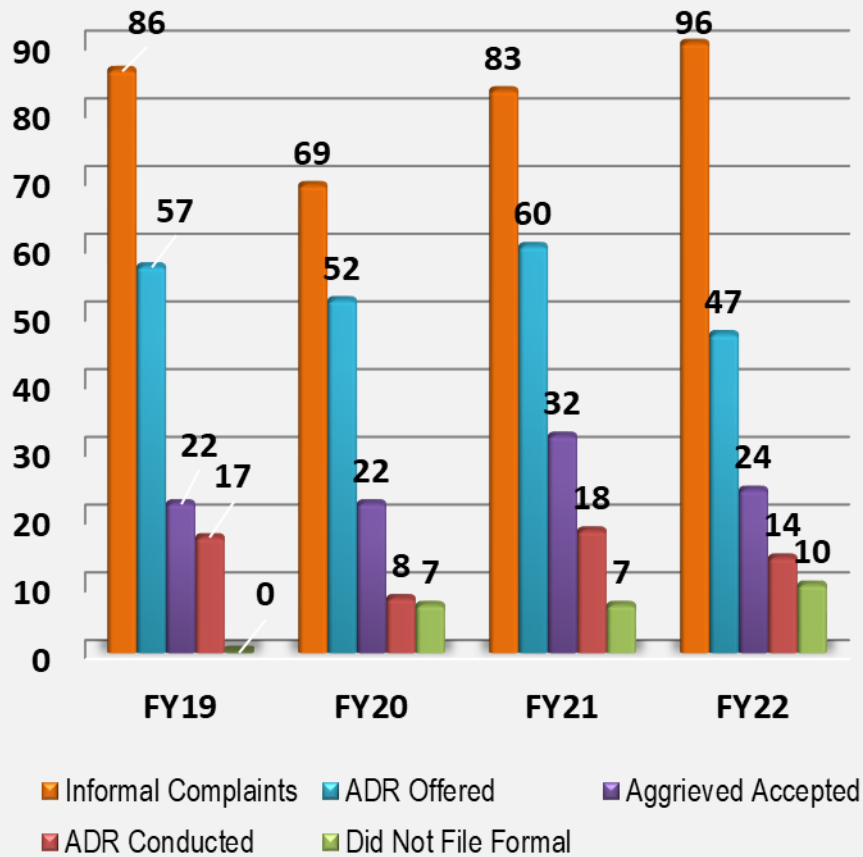


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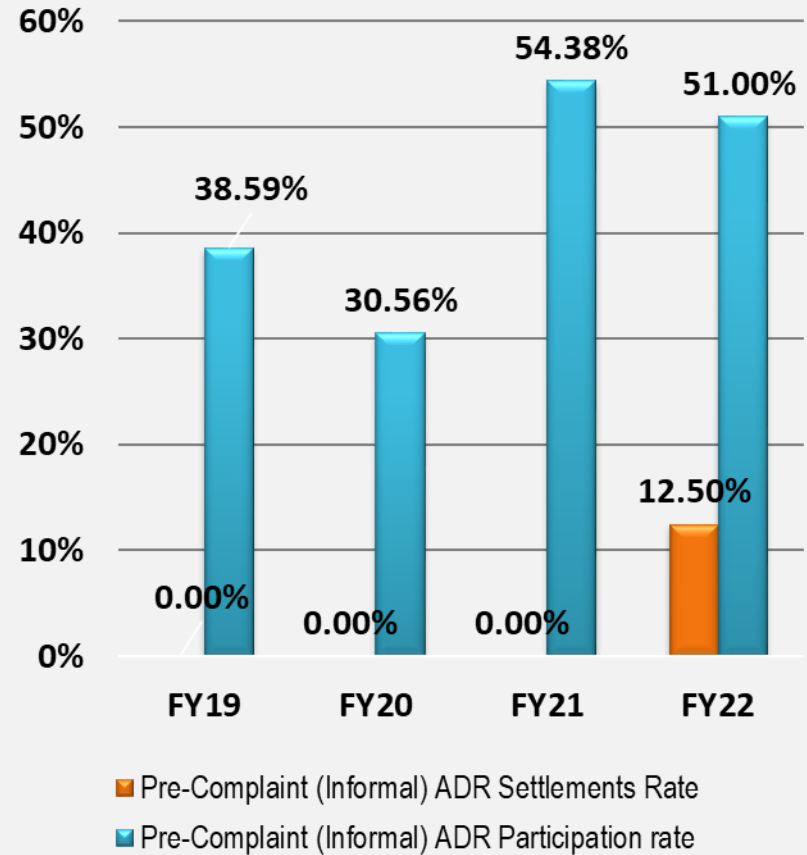


ALTERNATE DISPUTE RESOLUTION (ADR)

ADR - 90 DAY



ADR Participation/Settlements



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 2019	FY 2020	FY 2021	FY 2022
Acquisition and Grants Office (AGO)				
National Environmental Satellite, Data, and Information Service (NESDIS)	3			1
National Marine Fisheries Service (NMFS)	3	2	7	4
NOAA Fisheries Observers Program*	13	9	21	17
National Ocean Service (NOS)	6	1		
National Weather Service (NWS)	8	5	1	5
Oceanic & Atmospheric Research (OAR)		1	1	1
Office of Chief Information Officer (OCIO)		1		1
Office of Human Capital Services (OHCS)				
Office of Marine & Aviation Operations (OMAO)	4	7	5	3
Office of the Chief Administrative Officer (OCAO)		1		
Office of the Chief Financial Officer (OCFO)				
Office of the Under-Secretary				
Total	37	27	35	32

*The NOAA Fisheries Observer Program is part of NMFS but these cases are reported to the NMFS Office of Law Enforcement.

(Data collected from NOAA Quarterly SASH Reports)

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STATE OF THE AGENCY HIGHLIGHTS

STATE OF THE AGENCY OVERVIEW

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Accomplishments	Challenges
<ul style="list-style-type: none"> • All NOAA Line Offices include examples of disability-based harassment training, in accordance with EEOC guidelines. • ETK tracker was established to help track EEO complaint requests and timelines. • The RA program processed close to 500 requests in FY 22 - in regular years the program processes ~100. • OHCS drafted a NOAA-specific Operational Plan for Recruiting, Hiring, and Retaining Persons with Disabilities (PWD). 	<ul style="list-style-type: none"> • The OICR Director is not supervised by the agency head. • All accommodation requests are not processed within the timeframe set forth in the reasonable accommodation procedures. <ul style="list-style-type: none"> • In FY22, Reasonable Accommodation timely processing decreased 8% versus FY21 <ul style="list-style-type: none"> • FY22: 83%; FY21: 91%; FY20: 94% • The low response rate in exit interviews/surveys prevents the identification & removal of barriers to the retention of PWD, PWTD and groups with lower than expected participation. • 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. • Unity of DEIA efforts across NOAA and ensuring consistency in data and integrating data into decision making processes and business processes • Ensuring accessibility in products, services, facilities and platforms • Conducting sufficient analyses to eliminate barriers across the agency

D&I IMPROVEMENTS/ACCOMPLISHMENTS

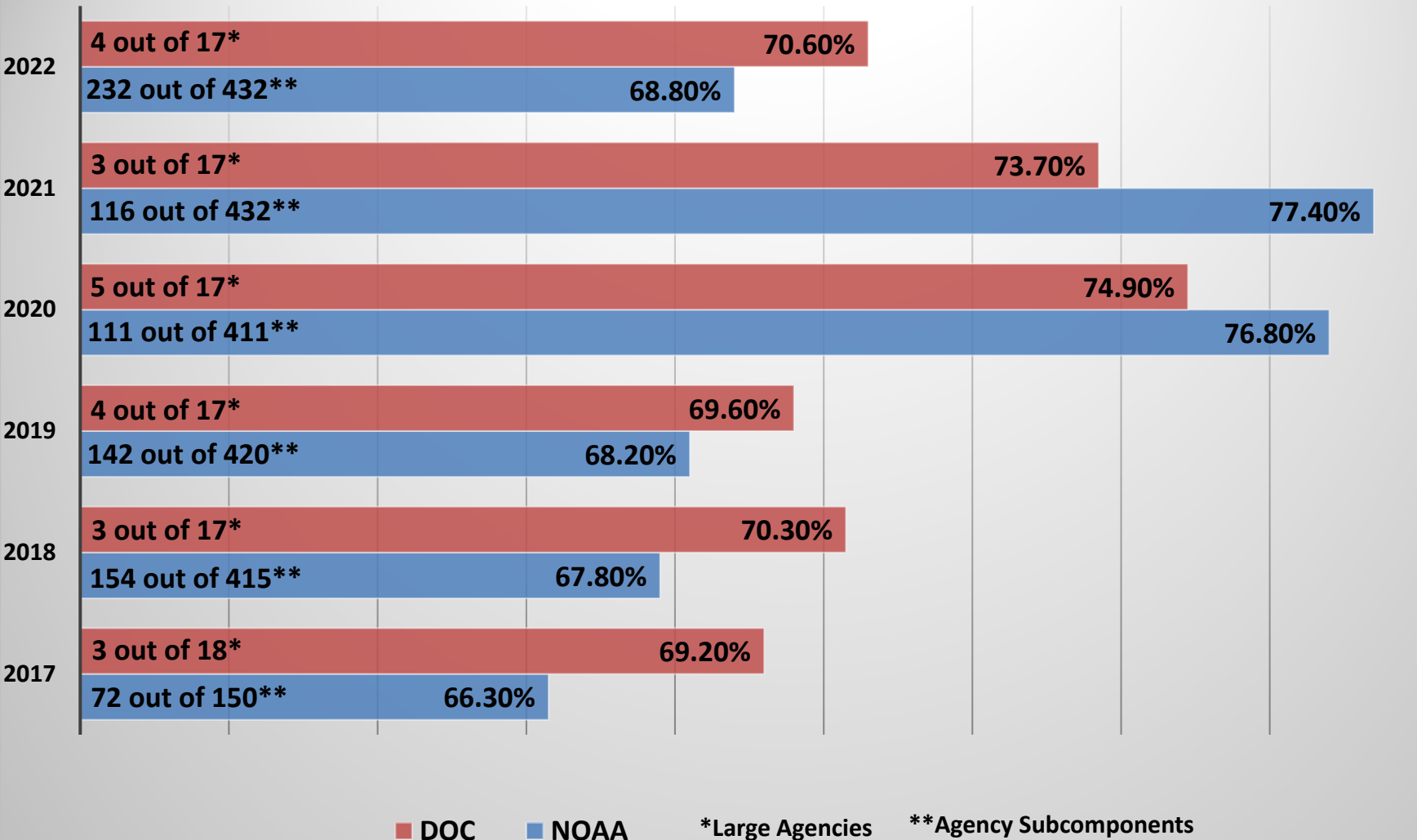
- Significant budgetary increase to support DEIA
- Three ERGs nationally recognized for second consecutive year.
- Established a Total Worker Health / Wellness / Culture & Future NOAA Work Group.
- Established and conducted first ever Equity In Action Symposium Speaker Series.

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BEST PLACES TO WORK RANKING

PARTNERSHIP FOR PUBLIC SERVICE BEST PLACES TO WORK RANKINGS 2017 - 2022



NEXT STEPS

NEXT STEPS



Draft a new DEIA Strategic Plan that conforms with EO 14035

Improve timely RA processing and EEO Complaint 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.

Create a NOAA-wide barrier analysis working group (BAWG).

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.

