

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

PART A Department or Agency Identifying Information	1. Agency	1. DOC National Oceanic and Atmospheric Administration
	1.a 2nd level reporting component	
	2. Address	2. 1305 East West Highway SSMC4, Room 7500
	3. City, State, Zip Code	3. Silver Spring, MD 20910
	4. Agency Code 5. FIPS code(s)	4. CM54 5. 1330

PART B Total Employment	1. Enter total number of permanent full-time and part-time employees	1. 11540
	2. Enter total number of temporary employees	2. 191
	3. TOTAL EMPLOYMENT [add lines B 1 through 2]	4. 11731

PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	Title Type	Name	Title
	Head of Agency	Dr. Richard Spinrad	Under Secretary of Commerce for Oceans and Atmosphere and NOAA Administrator
	Head of Agency Designee	Benjamin Friedman	Deputy Under Secretary for Operations
	Principal EEO Director/Official	Dr. Ngozi Butler-Guerrier	Director, Office of Inclusion & Civil Rights (OICR)
	Affirmative Employment Program Manager	Dr. Ngozi Butler-Guerrier	Director, OICR
	Complaint Processing Program Manager	Coneshea Simpson	EEO Specialist
	Diversity & Inclusion Officer	Richard Grant	Deputy Director, OICR
	Hispanic Program Manager (SEPM)	Amneris Caba	EEO Specialist
	Women's Program Manager (SEPM)	Angie Moore	Management Analyst
	Disability Program Manager (SEPM)	Dr. Melvin Jones	Chief of Staff
	Special Placement Program Coordinator (Individuals with Disabilities)	Kiana Campbell	Human Resource Specialist
	Reasonable Accommodation Program Manager	Debbie Ferrara	Reas. Accom. Coordinator
	Anti-Harassment Program Manager	Shannon Alfonso	Chief, Work Life Branch
	ADR Program Manager	Michelle Moore	EEO Specialist (EEO/ADR)
	ADR Program Manager	Debbie Ferrara	Reasonable Accommodation Coordinator
	Compliance Manager	Coneshea Simpson	EEO Specialist
	Principal MD-715 Preparer	Amneris Caba	EEO Specialist
	Other EEO Staff	Tillman Peck	IT Specialist
	Other EEO Staff	Salim Abddeen	EEO Specialist

For period covering October 1, 2021 to September 30, 2022

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	Country	Agency Code
	DOC National Oceanic and Atmospheric Administration Silver Spring, MD	United States	CM54
	DOC National Oceanic and Atmospheric Administration Silver Spring, MD	United States	CM54
	DOC National Oceanic and Atmospheric Administration Silver Spring, MD	United States	CM54
	DOC National Oceanic and Atmospheric Administration Silver Spring, MD	United States	CM54
	DOC National Oceanic and Atmospheric Administration Silver Spring, MD	United States	CM54
	DOC National Oceanic and Atmospheric Administration Silver Spring, MD	United States	CM54
	DOC National Oceanic and Atmospheric Administration Washington/Silver Spring, MD	United States	CM54

EEOC FORMS and Documents	Required	Uploaded	
Organization Chart	Y	Y	
Personal Assistance Services Procedures	Y	Y	
Agency Strategic Plan	Y	Y	
Alternative Dispute Resolution Procedures	Y	Y	
Anti-Harassment Policy and Procedures	Y	Y	
EEO Policy Statement	Y	Y	
Reasonable Accommodation Procedure	Y	Y	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	N	Y	
Federal Equal Opportunity Recruitment Program (FEORP) Report	N	N	
Disabled Veterans Affirmative Action Program (DVAAP) Report	N	Y	
Diversity Policy Statement	N	Y	
EEO Strategic Plan	N	Y	
Human Capital Strategic Plan	N	Y	

EXECUTIVE SUMMARY: MISSION

NOAA's Mission: Science, Service, and Stewardship:

To understand and predict changes in climate, weather, oceans, and coasts.

Science at NOAA is the systematic study of the structure and behavior of the ocean, atmosphere, and related ecosystems; integration of research and analysis; observations and monitoring; and environmental modeling. NOAA science includes discoveries and ever new understanding of the oceans and atmosphere, and the application of this understanding to such issues as the causes and consequences of climate change, the physical dynamics of high-impact weather events, the dynamics of complex ecosystems and biodiversity, and the ability to model and predict the future states of these systems. Science provides the foundation and future promise of the service and stewardship elements of NOAA's mission.

To share that knowledge and information with others.

Service is the communication of NOAA's research, data, information, and knowledge for use by the Nation's businesses, communities, and people's daily lives. NOAA services include climate predictions and projections; weather and water reports, forecasts, and warnings; nautical charts and navigational information; and the continuous delivery of a range of Earth observations and scientific data sets for use by public, private, and academic sectors.

To conserve and manage coastal and marine ecosystems and resources.

Stewardship is NOAA's direct use of its knowledge to protect people and the environment, as the Agency exercises its direct authority to regulate and sustain marine fisheries and their ecosystems, protect endangered marine and anadromous species, protect and restore habitats and ecosystems, conserve marine sanctuaries and other protected places, respond to environmental emergencies, and aid in disaster recovery. The foundation of NOAA's long-standing record of scientific, technical, and organizational excellence is its people. NOAA's diverse functions require an equally diverse set of skills and constantly evolving abilities in its workforce.

Also, underlying NOAA's continued success is its unique infrastructure. NOAA's core mission functions require satellite systems, ships, buoys, aircraft, research facilities, high-performance computing, and information management and distribution systems. The agency provides research-to-application capabilities that can recognize and apply significant new understanding to questions, develop research products and methods, and apply emerging science and technology to user needs. NOAA invests in and depends heavily on the science, management, and engagement capabilities of its partners. Collectively, NOAA's organizational enterprise-wide capabilities — its people, infrastructure, research, and partnerships — are essential for NOAA to achieve its vision, mission, and long-term goals.

NOAA's Vision of the Future:

Earth's ecosystems support people, communities, and economies. Our own human health, prosperity, and well-being depend upon the health and resilience of natural and social ecosystems. Managing this interdependence requires timely and usable scientific information to make decisions. Human well-being requires preparing for and responding to changes within these natural systems. NOAA's mission of science, service, and stewardship is directed to a vision of the future where societies and their ecosystems are healthy and resilient in the face of sudden or prolonged change.

A vision of resilience will guide NOAA and its partners in a collective effort to reduce the vulnerability of communities and ecological systems in the short-term while helping society avoid or adapt to potential long-term

EXECUTIVE SUMMARY: MISSION

environmental, social, and economic changes. To achieve this vision we must understand current Earth system conditions, project future changes, and help people make informed decisions that reduce their vulnerability to environmental hazards and stresses that emerge over time, while at the same time increasing their ability to cope with them. Resilient human communities and economies maintain or improve their health and vitality over time by anticipating, absorbing, diffusing, and adapting to change. Resilient communities and institutions derive goods from ecosystems in a way that does not compromise ecosystem integrity, yet is economically feasible and socially just for future generations.

NOAA, one of several operating units within the U.S. Department of Commerce (DOC), provides a variety of services to the Nation. These services are provided by NOAA's National Weather Service (NWS); National Marine Fisheries Service (NMFS); National Ocean Service (NOS); National Environmental Satellite, Data and Information Service (NESDIS); Office of Oceanic and Atmospheric Research (OAR); and the Office of Marine and Aviation Operations (OMAO).

NOAA's major occupations include the following job series: Meteorologist (1340), Information Technology Management (2210), Fishery Biologist (0482), General Physical Science (1301), and Management Program Analyst (0343).

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

A. Demonstrated Commitment from Agency Leadership

Strengths:

NOAA's line office leadership, from front-line supervisors to senior executives, collectively demonstrate their commitment to DEIA through actions and products which serve as examples to the NOAA workforce.

There are many examples of activities that display the collective leadership commitment to DEIA. One example is the development and updating of individual office DEIA Plans throughout NOAA. Another example is the collaboration with OICR on the development of a new NOAA DEIA Plan. Leaders further demonstrate their commitment to DEIA by attempting to gain insights into the perspectives of their employees through the use of Organizational Climate Assessments provided either by OICR or independently through contractors. Allocation of funds for DEIA-specific training such as "Implicit Bias Training for Hiring Managers" and others was another example of leadership's commitment to supporting and ensuring that employees complete all mandatory EEO Compliance Training. Operating units throughout NOAA also updated their office-specific Anti-Harassment Policy Statements with leadership support.

Several line offices ensure leadership includes DEIA duties in the performance plans of employees including metrics for accountability. Several NOAA senior leaders have elected to show their commitment to DEIA by serving as executive sponsors, and as members, of NOAA employee resource groups (ERGs). This provides them the opportunity to engage with the NOAA workforce as peers, allowing them to hear about issues and concerns through first-hand access to employees as opposed to through levels of subordinate leadership.

Many NOAA line offices make briefing executive leadership on the "State Of" their offices a priority to correspond with the annual "State of the Agency" briefing provided by OICR. This ensures their leaders are fully aware of the status of EEO and the level of diversity within their offices that are supported by data as opposed to assumptions or anecdotal information. These briefings highlight EEO issues and note the progress of the line offices compared to the requirements of the "Model Workplace" for the federal government.

NESDIS demonstrates commitment with weekly Senior Leadership tag-up meetings focused on EEO/DEIA activities to promote and encourage involvement from leadership and to maintain a DEIA focus in our NOAA-wide effort to remain an "Employee of Choice" for the American Workforce.

Activities such as those detailed above had led to statistical improvements. For example, NOS outperformed Government-wide statistics in the 2022 FEVS indices for Employee Engagement and Diversity, Equity, Inclusion, and Accessibility.

Leadership commitment is also being demonstrated through the active hiring of employees to directly support EEO and DEIA. For example, NOS expanded its staff from three employees to six employees in 2022, including the first NOS Chief Behavioral Health Officer. NOAA offices are also formalizing their DEIA offices. NWS fully integrated its DEIA program under a new SES-led Office of Organizational Excellence (OOE) in FY22. The staffing levels for the office also increased with the addition of a Communications Specialist, bringing the total level of staffing up to six employees.

Line office leaders also conveyed a message of accountability. Within NOS all Program Offices are required to report on their EEO and Diversity efforts via the NOS Quarterly Budget Execution and Program Performance Reviews (these are held twice per year). During these reviews Program Offices are assessed on their efforts to support NOAA's efforts to create a Model EEO Program (MD 715). Including identifying challenges and barriers; their progress in supporting the NOAA Diversity and Inclusion Plan, and suggestions to leadership.

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

To champion and encourage EEO/DEIA initiatives and promote “new thinking” that leads to accomplishment in these areas, several line office leaders have begun celebrating their employee's EEO/Diversity achievements and innovations with unique awards.

Line offices and their leaders have also participated in and or started their own mentoring programs. An OAR leader received a 2021 Presidential Rank Award for his DEIA Work, which specifically included instituting the first official mentorship program within OAR. He also personally mentored dozens of employees, particularly many women scientists. This leader also created and led an OAR-wide Diversity and Inclusion Advisory Committee (ODIAC), co-chaired NOAA's Executive Diversity and Inclusion Advisory Council, and championed International Women's Day activities yielding an NOAA-leading effort to promote and highlight the broad range of accomplishments by women in the organization.

Leaders also demonstrated a firm commitment to the prevention of sexual assault and sexual harassment (SASH). Many broadcast messages were issued, and training was conducted to support a workforce free of harassment. One example of note occurred in May 2022, NWS Leadership sent an all-hands message to all employees titled "Continuing Advancements to Improve Diversity, Equity, Inclusion." This particular communication focused on the prevention of harassment and ensuring that all employees know their rights and responsibilities when dealing with SASH and workplace violence issues. They also made their NWS SASH Prevention Training continuously available to all employees in the Commerce Learning Center (CLC). This training focuses on how to prevent, intervene and report sexual harassment or harassment of any kind in the workplace. More than 90% of NWS employees have voluntarily completed this training.

Another example also from NWS was its deployment of three short-term diversity-centric "Tiger Teams" in July of 2022. Each had the goal of developing recommendations for creating a positive climate that fosters belonging and inclusion across the NWS, along with ideas for creating and sustaining a unified and diverse workforce. In 2022, each of these teams concluded their research and presented their findings and recommendations to NWS leadership. The teams produced a total of 31 recommendations on how to improve the diversity and culture of the organization while enhancing the employee experience. The recommendations uncovered by the NWS Tiger Teams provide a substantial opportunity for the organization to make notable, sustainable changes, which they intend to accomplish through a special Task Force.

NWS also developed two targeted brochures to support its priority to recruit and retain employees from BIPOC (Black, Indigenous, and People of Color) backgrounds and to support outreach efforts. One brochure is geared toward general audiences, while the other is specifically targeted toward BIPOC communities and Minority Serving Institutions (MSIs).

With Organizational Health becoming a priority within NOAA, NWS developed an Organizational Health Blueprint (Organizational Health Action Plan (OHAP) v2). OOE spearheaded an effort to develop the Organizational Health Blueprint, the second iteration of the OHAP. This updated plan is intended to 1) drive the adoption of behaviors to support a healthier organizational culture, 2) demonstrate to the workforce that NWS is putting their feedback into action, and 3) connect cultural activities to each other and to organizational priorities. In addition to the Blueprint itself, OOE developed the following tools as part of the Blueprint Package:

- Organizational Health Toolkit: OOE developed an Organizational Health Toolkit site, which will act as a one-stop-shop for resources and tools related to organizational health and culture for all NWS employees.
- Organizational Health Custom Briefing Package: While still under construction, OOE developed a two-part briefing to accompany the Organizational Health Blueprint that all offices will use to learn about the Blueprint and select their respective focus areas.

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- OHAPv2 Planning Team: OOE stood up an OHAPv2 Planning Team, consisting of 45 members, to ensure that the workforce would resonate with the Blueprint and highlight early adopters who will champion the Blueprint in their respective offices and regions.
- Organizational Health Network: OOE formalized an Organizational Health Network to ensure a successful implementation of the Blueprint in offices at all levels.

This kind of innovation can serve as a best practice for leaders in line offices across NOAA.

All NOAA line offices and leaders are making great strides and accomplishments in demonstrating a commitment to EEO and DEIA to the advancement of NOAA's mission.

Deficiencies: There were no deficiencies identified in this element.

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

Strengths:

As an essential planning tool, NOAA developed a Strategic Plan for FY 2022-26 that aligns with the Department of Commerce Strategic Plan released in March 2022. It features three major priority areas, one of which is "Integrating equity into core operations." With the development of NOAA's new Strategic Plan, the agency now has more opportunities to integrate EEO and DEIA throughout NOAA's strategic mission in an impactful way.

The Deputy Under Secretary for Operations (DUSO) and OICR designated and employed an OICR Performance Lead dedicated to being a liaison with the NOAA, OCFO, Performance, Risk, & Social Science Office (PRSSO) to ensure EEO and DEIA alignment with the NOAA Strategic Plan and the NOAA Annual Operating Plan. OICR has established a NOAA DEIA Workgroup with participation from all line offices to develop the next NOAA DEIA plan. In addition, all Line Offices have developed their own DEIA plan or integrated DEIA elements into their strategic plans.

To foster a culture of inclusion, EEO and Diversity program managers participate in new employee onboarding for both employees and managers to display a commitment to EEO and Diversity at the start of an employee's life cycle. The OICR Deputy Director also briefs all new Senior Executive Service members on EEO and DEIA during their onboarding.

Another display of leadership commitment is that many internal EEO and Diversity Office Directors and program managers report directly to the heads of their respective line offices. This ensures a direct line of communication between them and executive leaders to ensure awareness of issues and collaboration for positive change.

The line offices also ensured that their offices were aware of Executive Order 14035. For example, NFMS hosted meetings with NMFS Assistant Administrators (AA), Deputy AAs, and Office Directors to discuss DEIA in the Federal Workforce and to update them on accomplishments tied to the NOAA Fisheries Diversity and Inclusion Strategic Plan 2022-2025.

NMFS also held a presentation entitled "Career Advancement Workshop for Veterans – Are you Ready to Join the Leadership Ranks?" This event served to educate both Veterans and Persons with Disabilities on ways in which we, as an organization, can better recruit and retain while providing educational tools that can further enhance growth and development.

Many strategic outreach efforts took place. For example, the NMFS NOAA Fisheries EEO and Diversity office

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

sponsored/hosted an outreach recruitment symposium at the American Fisheries Society Annual Meeting in Spokane, Washington (August 2022). The workshop entitled, "Ready, Set, Hire: Valuing Fish Perspectives through a Diversity, Equity, Inclusion and Accessibility (DEIA) Lens" was held in collaboration with staff from the Fisheries Human Capital Management Office, the West Coast Region, the office of Protected Resources and the NOAA Office of Human Capital Service (OHCS). Workshop attendees received information on non-traditional employment opportunities, the Federal Pathways Program, resume writing, navigating USAJobs, and resiliency tips for thriving as a fisheries and/or federal government professional.

NMFS also partnered with the Fisheries Human Capital Management Office to begin laying out a structure for a Diversity Recruitment Pilot. The pilot will provide for active engagement with students from various Minority Serving Institutions, showcase current Fisheries entry-level jobs, and increase awareness of open internship opportunities. The actual launching of this program will take place in the first quarter of FY 2023. During FY 2022, NOAA Fisheries sponsored the NOAA Fisheries Internship (IN-FISH) program between NOAA Fisheries and Research Partners in Academia and Non-Governmental Research Institutions. A total of 15 Interns from four countries and/or U.S. territories, 12 states, and 13 different colleges and universities in 11 states were selected. NMFS also launched the *NOAA Fisheries Cultural Voices Newsletter Workplace Diversity and Inclusion Newsletter*. This Newsletter is designed to serve as one of the many key resources to further advance diversity, equity, inclusion, and accessibility (DEIA) at NOAA Fisheries.

NESDIS held eleven monthly DEIA Lunchtime discussions to enhance cultural competency. Training subjects included addressing Unconscious Bias, Micro Aggression, Anti-Racism, Micro Inequities, Bias, Sexism in Science, Technology, Engineering, and Mathematics (STEM), and many other relevant subjects. In FY-22, these discussion drew 1,579 attendees, with an average of 153 attendees per month.

NESDIS also enhanced its outreach partnerships and strategies to increase the pipeline for Women in STEM into the workforce with Historically Black Colleges and Universities (HBCU), Cooperative Institutes (CI), and other STEM entities.

The NOS National Centers for Coastal Ocean Science began curating a long-term workforce management plan with a focus on EEO and D&I and also developing a shared vocabulary for NCCOS environmental justice efforts.

The NOS Office of Coastal Management (OCM) awarded over \$250K to the Alaska Native Tribal Health Consortium climate and equity pilot to expand tribal-led capacity to address climate change, it also coordinated quarterly meetings between the Consortium, state partners, and staff and rebuilt the Digital Coast with a new filter, "Equity and Justice," to help users with improved discovery and accessibility to related OCM products.

OCM also incorporated diversity, equity, inclusion, justice, and accessibility principles into the recruitment and selection process for the Coastal Management and Digital Coast Fellowship Programs. This year's cohort was the most diverse group in the history of these fellowship programs, with five members attending minority-serving institutions for graduate school, and multiple participants self-identifying as members from diverse backgrounds.

OCM also developed "Using Inclusive Language in Meetings" for OCM staff and partners, and "Culturally Relevant Engagement Questions/Activities" for OCM trainers and facilitators.

The NOS Office of National Marine Sanctuaries was selected to participate in a two-year workshop series on, "Building Racial Equity in Environmental and Outdoor Science Organizations." The workshop series is sponsored by The Lawrence Hall of Science and Justice Outside (formerly Youth Outside). This two-year series and associated research study will support environmental and outdoor science organizations to build the capacity to foster equitable, inclusive, and culturally relevant work environments and organizations.

OAR established a subgroup focused on sexual assault/sexual harassment (SASH) in fieldwork and the OAR EEO Office provided funding support for the following:

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- Federally Employed Women (FEW) STEM Day;
- Oceanography Magazine Special Diversity Edition

OMAO hired a D&I Program Manager to establish a D&I Program. The D&I Program Manager established an OMAO Diversity Equity and Inclusion Advisory Council (DEIA Council), and in June 2022, the DEIA Council (12 members) received D&I training from the prestigious Cornell University's Diversity & Inclusion Management Program. The OMAO DEIA Council meets bi-weekly to strategize and ideate key diversity and inclusion strategic objectives. Additionally, the OMAO Director recently required all supervisory personnel to embark on a D&I certification training course through the University of South Florida. This will ensure all 140 supervisors across OMAO understand key D&I concepts and have a common vernacular when addressing D&I concerns. During the year, leadership dedicated over \$35,000 to D&I training and education. Lastly, the D&I Program Manager has taken the EEO New Counselor Course (Sept 21) and EEO refresher training (Oct 22).

Deficiencies:

- The OICR Director is not supervised by the agency head, as mandated by the amended Notification and Federal Employee Antidiscrimination and Retaliation (NoFEAR) Act.

C. Management and Program Accountability

Strengths:

NOAA has taken many positive steps towards ensuring the management of EEO and Diversity Initiatives, with developing accountability measures to include but not limited to metrics.

The NMFS Deputies Council agreed to "stand up" a D&I committee within its ranks to better enable Fisheries to successfully operationalize diversity and inclusion through the organization. As a result, committee members were identified, co-chairs were selected and a mission statement was drafted. In addition, a working document was developed for further review and action necessary for reporting on metrics of the NMFS D&I Implementation Plan.

NESDIS Provided continuing support to NOAA SASH Prevention Training sessions for managers and employees at the NESDIS level, training over 128 managers and employees on SASH in FY-22.

NESDIS monthly Listening Sessions created and maintained a thriving communication platform that strengthened their workforce, by enhancing community, trust, belonging, and support. This leaders-led initiative has become the standard for effective ways to engage the workforce and empower them in advancing organizational improvements. FY 2022 numbers included; 10 listening sessions completed; total workforce attendance of over 3,118 with an average attendance of 312 attendees per session. This represents a nearly 50 percent increase from our FY-21 participation.

In FY 22, the NOS Diversity, Equity, Inclusion, and Accessibility Program began formal efforts to assess its DEIA efforts. NOS partnered with Deloitte Consulting to assess its current diversity, equity, inclusion, and accessibility efforts in line with the FY20-24 NOAA Diversity & Inclusion Strategic Plan and the NOS Diversity & Inclusion Implementation Plan.

Within NOS, a pamphlet was developed to help increase the participation of underrepresented groups within the NOAA Mentoring Program and also develop an Equity Lead position to focus on enhancing DEIA for both internal and external processes and programs.

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

NOS has also been developing and using Integrated Diverse Hiring Strategies and Diverse Recruiting Strategies to reduce unconscious bias and encourage diversity in hiring actions. As a result, in 2022, 100% of NOS hiring panels were diverse. NOS Program Offices also committed to using D&I-centric interview questions in interviews. To reduce bias, some NOS Program Offices have begun using blind resumes. Embracing the commitment to reduce bias, 100% of the managers of OCM and the NOS Office of Response and Restoration completed Unconscious Bias training. OCM followed its training with a discussion of applications and best practices.

NOS Program Offices are successfully leveraging direct hire authorities to attract and hire diverse, well-trained candidates, including from the Educational Partnership Program (EPP) and other internship programs. The NOS Office of National Centers for Coastal Ocean Science developed and successfully utilized a process for combining Schedule A and NOAA Conservation Corps Act hiring authorities to bring on board recent graduates. NOS uses Diverse Hiring Job Boards to advertise job announcements through sites that target specific groups and provides resources to hiring officials to facilitate utilizing this process. The results of the efforts were that NOS had seven new Schedule A Hires in FY 2022.

To share employment opportunities, the NOS Office of Coast Survey maintains a distribution list of job-forwarding to 38 Colleges and Universities. The NOS Center for Coastal Oceanographic Operational Products and Services shared open career opportunities with NOAA's ERGs and Affinity Groups to increase distribution to diverse communities.

Understanding the importance of data and collecting feedback to measure progress and show accountability, the NOS Office of Coast Survey completed an analysis of Retention Survey results (159 respondents) and presented recommendations for improvement to its leadership. The NOS National Centers for Coastal Ocean Science and the NOS Center for Coastal Operational Oceanographic Products and Services administered 360 Surveys of supervisors. The NOS Office of Response and Restoration conducted retention and D&I-focused interviews with staff to obtain feedback, which was used to inform their new D&I Action Plan. The NOS Center for Coastal Operational Oceanographic Products and Services utilized exit surveys. The NOS DEIA Program is working with the NOS Workforce Management Division to develop a NOS exit survey for use office-wide.

OCM's Davidson Fellow spearheaded a professional development and mentoring workshop series for first-generation college students in STEM. The NOS National Centers for Coastal Ocean Science hosted NOAA Experiential Research and Training Opportunities (NERTO) interns from the Center for Coastal and Marine Ecosystems (CCME). CCME is led by Florida A&M University. The NERTO internship gives postsecondary students, particularly from underrepresented communities, the chance to learn about NOAA's mission and workforce opportunities by interning for at least 12 consecutive weeks in an NOAA lab or office.

NOS partnered with the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS), an organization that aims to further the success of Chicano/Hispanic and Native American students in obtaining advanced degrees, careers, leadership positions, and equality in the STEM field.

The OAR EEO Director made a presentation to senior leadership on the Tribal Relations Program activities with the NOAA Tribal Relations Team.

NWS hosted a DEIA Terminology webinar for all employees to become more familiar with the DEIA language. Its employees participated in the NOAA Tribal Awareness Webinar. Monthly meetings held with the Office of Communications regarding DEIA were included in the NWS weekly (Insider). The DEIA internal and external web pages are continuously updated.

The OMAO D&I Program Manager conducts regular internal audits of the effectiveness of EEO & D&I program implementation. The OMAO DEIA Council has eight subcommittees that focus on key strategic priorities. The Employee Engagement Subcommittee annually assesses workplace culture/climate using inclusion indices such as

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

FEVs results, focus group discussions, and the OMAO Annual Safety Climate Survey. The D&I Program Manager has conducted a review of internal personnel policies to include NOAA Corps Officer Selection and promotion procedures and has updated the rules of conduct to promote a more diverse and inclusive Officer Corps. During the COVID pandemic, OMAO leadership considered numerous reasonable accommodation requests based on religion and various other factors. OMAO leadership takes every opportunity to discuss EEO compliance with any settlement agreement and orders issued by the agency, EEOC, and EEO- related cases from the Merit Systems Protection Board labor arbitrators, and the Federal Labor Relations Authority.

Deficiencies:

- All reasonable accommodation requests are not processed within the timeframe set forth in the reasonable accommodation procedures.

D. Proactive Prevention of Unlawful Discrimination

Strengths:

NOAA managers and non-managers received In-Service EEO/Anti-Harassment training and CLC Prevention of Harassment training as required and all line offices sponsored DEIA training for their staff. NOAA managers are encouraged to utilize the NOAA ADR program through NMFS annual training. It is also a noted reminder in the EEO and Anti-Harassment Policy statements.

NESDIS successfully completed the year-long ORDERS pilot program, which provided more volunteer diverse panel members for hiring panels, while also seeking to reduce hiring bias in the hiring process. The ORDERS Pilot directly supports the NOAA Executive Panel (NEP) and NOAA Strategic DEIA Plan's objectives and actions to address hiring bias in the hiring process.

NOS employees attended mandatory harassment training and had a new opportunity to take NOAA Anti-Harassment Program and Procedures training in 2022.

Within NOAA, program offices participated in the following local and national outreach events targeting underrepresented groups in the sciences:

- SACNAS
- The American Indian Science and Engineering Society (AISES)
- Women of Color (WOC)
- The Black Engineer of the Year Awards (BEYA)
- Office of Education Student Summer Orientation Program

OAR hosted student interns in all its laboratories, programs, and staff offices. OMAO leadership commissioned a Working Group to improve the representation of underrepresented groups in the NOAA Corps. In January 2022, the OMAO D&I Program Manager took six categorized recommendations and integrated them into the OMAO DEIA Implementation Plan. The six recommendations included: 1) Increase Representation 2) Address and Reduce Interpersonal Bias 3) Address and Reduce Organizational Bias 4) Expand Organizational Support and Visibility 5) Improve Career Flexibility and Leadership Development and 6) Enhance Work-life Balance. OMAO has moved to mitigate potential unconscious bias of personnel Boards by diversifying membership, ensuring they have clearly defined purpose statements, transparent and consistent evaluation criteria, language, and definitions, and less weight applied to significant outlier Officer Evaluation Reports (OERs). Additionally, OMAO has reviewed the evaluation process to qualify for career development opportunities and promotions and adjust as appropriate to reduce potential structural barriers and bias. They also removed pictures and names from bios, Google Profiles,

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

and promotion boards to limit the effects of unconscious bias.

Deficiencies:

The agency's Affirmative Action Plan for PWD/PWTD does not include a specific plan to ensure sufficient opportunities for advancement.

E. Efficiency

Strengths:

The Agency's Alternative Dispute Resolution (ADR) participation rate, during the pre-complaint stage, increased from 30.56% in FY21 to 50.0% in FY 22; meeting EEOC's goal of 50%. NOAA line offices regularly educate their workforce on the complaint resolution process and ensure employees are aware of the ADR program as a means of resolving EEO complaints.

In FY 22, technology supported data collection, analysis, and tracking progress. Recruitment and outreach events were held virtually through systems with data analytic capabilities. NESDIS leveraged listening session quantitative analysis to provide valuable feedback to Captain Rathke for his report on "Total Worker's Health" and workforce improvements within that office.

The NOS EEO, Diversity, and Inclusion Advisory Council developed and distributed an NOAA/NOS DEIA metrics tracking database. NOS increased the pool of diverse interview panelists by participating in the NESDIS ORDERS pilot program supported by the ERGs, an example of effective collaboration. NOS also created an extensive library of NOAA, NOS, and NOS Program Office resources and initiatives to increase awareness and leverage complementary efforts to improve the efficiency of recruiting and hiring initiatives.

Within OMAO, leadership encouraged the widespread use of the ADR process to facilitate the early, effective, and informal resolution of disputes. The D&I Program Manager established relationships with OICR to appropriately/aggressively investigate complaints and engage with managers who will participate in the ADR process. The D&I Program Manager consulted with OICR to track complaints and monitor system tracking to identify the location, status, and length of time elapsed at each stage of the agency's complaint. The D&I Program Manager partnered with OHCS & OICR to track applicant flow data, which identifies applicants by race, national origin, sex, and disability status, and the disposition of all applications. The OMAO DEIA Council established a system of tracking recruitment activities to permit analyses of the efforts. The OMAO DEIA Diversity Outreach Subcommittee led over 60 outreach events in CY22. Of note, the OMAO DEIA Council Recruiting Subcommittee co-led the agency's participation at this year's White House Initiative on HBCU's Annual Conference in Washington, DC.

Deficiencies:

- 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.
- The EEO Office does not have timely access to accurate and complete internal applicant flow data to prepare all MD-715 workforce data tables and complete the barrier analysis process.

F. Responsiveness and Legal Compliance

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

Strengths:

NOAA complied with federal EEO statutes and regulations, policy guidance, and other applicable written instructions with respect to responsiveness and legal compliance. This was enabled by leaders meeting with their EEO and D&I Program Managers monthly to discuss EEOC regulations, orders, and other written instructions. Through continued collaboration and partnership with OICR, all line offices continued to ensure their leadership had full awareness of final EEOC orders for corrective action and relief in all EEO matters.

Deficiencies: There were no deficiencies identified in this element.

EXECUTIVE SUMMARY: WORKFORCE ANALYSES

Based on an analysis of NOAA's workforce data tables A and B and the past EEOC Technical Assistance Review, NOAA developed and/or continued three (3) Part I Plans and three (3) Part J Plans, to address the recruitment, hiring, advancement, and retention of minorities, PWD, and PWTD.

Part I Plans to address the following conditions: 1) the low participation rates of women at the GS-13 level (or equivalent) and above; 2) the low participation rates of women in the total workforce; 3) the low participation rates of Hispanic males and females.

The Part J Plans address: 1) the low number of PWDs applying to the Leadership Competencies Development Program (LCDP), as well as the overall absence of PWTD as applicants or participants; 2) the low participation rate of PWDs in mission-critical occupations, and; 3) the separation rate of PWD/PWTD, which exceeds that of persons without disabilities/targeted disabilities.

These plans will focus resources on the completion of the barrier analysis process and align our efforts on addressing "cross-cutting triggers" such as the low participation of Hispanics and PWDs, and the low participation of females in the leadership pipeline, which are present in all DOC bureaus.

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

Activities were accomplished in the following areas:

Part I: Agency EEO Plan to Eliminate Identified Barrier

The ratio of women increased slightly by 0.78%, from a participation rate of 35.67% in FY21 to 36.45% in FY22. Despite the increase, the participation rate is still 11.76% lower than the expected CLF rate of 48.21%. The participation rate of permanent women at the GS-13 grade level and above is 32.31%, 3.91% below their permanent workforce participation rate of 36.22%. The overall participation rate of permanent females at the GS-13 grade level and above decreased by 2.6%, from 34.89% to 32.31%.

OHCS began the process of capturing demographic data during the application process of its mentoring program. The participation rate of Hispanics at the GS-13 grade level and above is 3.59%, 0.84% below their permanent workforce participation rate of 4.40%. The Latinos@NOAA Employee Resource Group continues its Leadership Development Program and Mentoring Program focusing on the Hispanic population.

Part J: Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of

Persons with Disabilities

OHCS drafted an NOAA-specific Operational Plan for Recruiting, Hiring, and Retaining Persons with Disabilities (PWD).

EXECUTIVE SUMMARY: PLANNED ACTIVITIES

Integration of EEO into the Agency's Strategic Mission:

The DOC Office of Civil Rights (OCR) will consult with the EEOC and Departmental Leadership to identify feasible steps to become compliant with the Act. OCR and Departmental Leadership will evaluate options for compliance and will identify the specific steps that will ensure compliance.

Management and Program Accountability:

NOAA will improve management and program accountability by reviewing and updating all anti-harassment training materials to include examples of disability-based harassment. Reasonable Accommodation Coordinators (RACs) will continue to conduct reasonable accommodation webinars for supervisors and employees and track participation. The RACs intend to enhance communications in multiple ways. They will develop a task reminder system for deciding officials to improve timeliness. The RACs will also develop a broadcast message for supervisors to improve awareness of the role and responsibilities of the deciding official. NOAA will revitalize discussions to identify solutions to rectify ongoing issues with accurate/complete internal applicant flow data.

Proactive Prevention:

Prevention measures will occur at multiple levels. NOAA will benchmark cabinet-level agencies to determine best practices for implementation at NOAA. The agency will also collaborate with the Disability Employee Resource Group to discuss challenges to the advancement and hold Lunch and Learn sessions with employees to discuss application procedures for Schedule A opportunities.

Efficiency:

To increase awareness, NOAA will develop a broadcast message on the EEO/ADR Program, highlighting the services and benefits of the process, and post it on the agency's website. It will create an EEO/ADR survey for participants to determine areas of improvement and increase customer satisfaction and develop training modules for managers and employees on the EEO/ADR process.

Part I:

NOAA will continue barrier analysis efforts to determine the cause of low participation rates of identified EEO groups and to enable effective engagement with established ERGs to assist with affirmative employment and D&I efforts. To further support data collection, NOAA will survey Latinos@NOAA members to identify possible barriers preventing Hispanics/Latinos from applying for NOAA's LCDP.

Part J:

NOAA will review the off-boarding process to determine opportunities to solicit feedback and improve Exit Survey results. This will enable the development of a robust plan to encourage the use of exit surveys.

EXECUTIVE SUMMARY: PLANNED ACTIVITIES

It will conduct employee-focused training sessions on preparing for career advancement opportunities (creating individual development plans, LANTERN) and discussion of other NOAA opportunities. In addition to communicating opportunities, NOAA will aside one percent (1%) of LANTERN opportunities for PWD/PWTD. It will also encourage managers to set aside positions for the career advancement of PWD during succession planning.

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

[Redacted] am the
(Insert Name Above) (Insert official title/series/grade above)

Principal EEO Director/Official for

[Redacted]
(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date

Signature of Agency Head or Agency Head Designee

Date

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

Essential Element: A Demonstrated Commitment From agency Leadership

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	A.1. The agency issues an effective, up-to-date EEO policy statement.				
	A.1.a. Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "Yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	X			12/8/2022
	A.1.b. Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column.	X			

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report

A.2.a. Does the agency disseminate the following policies and procedures to all employees:

A.2.a.1. Anti-harassment policy? [see MD 715, II(A)]	X			
A.2.a.2. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)]	X			

A.2.b. Does the agency prominently post the following information throughout the workplace and on its public website:

A.2.b.1. The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	X			
A.2.b.2. Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 CFR §1614.102(b)(5)]	X			
A.2.b.3. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	X			https://www.noaa.gov/organization/human-capital/reasonable-accommodation

A.2.c. Does the agency inform its employees about the following topics:

A.2.c.1. EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often and the means by which such training is delivered.	X			Annually
A.2.c.2. ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often.	X			Annually
A.2.c.3. Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.	X			Annually
A.2.c.4. Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If "yes", please provide how often.	X			Annually
A.2.c.5. Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR §2635.101(b)] If "yes", please provide how often.	X			Annually

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	A.3. The agency assesses and ensures EEO principles are part of its culture.			N/A	
	A.3.a. Does the agency provide recognition to employees, supervisors, managers and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If "yes", provide one or two examples in the comments section. .	X			OICR Challenge Coin and NOAA Administrator's Award
	A.3.b. Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	X			

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

Essential Element: B Integration of EEO into the agency's Strategic Mission

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.1. The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.				
	B.1.a. Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]		X		See Part H-1 Plan
	B.1.a.1. If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	X			Deputy Under Secretary for Operations (DUSO) & Senior Career Official
	B.1.a.2. Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	X			
	B.1.b. Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	X			
	B.1.c. During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	X			04/07/22
	B.1.d. Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	X			

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.2. The EEO Director controls all aspects of the EEO program.				
	B.2.a. Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)] If not, identify the office with this authority in the comments column.	X			
	B.2.b. Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]	X			
	B.2.c. Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]			X	This is managed by the DOC Office of Civil Rights.
	B.2.d. Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]			X	This is managed by the DOC Office of Civil Rights.
	B.2.e. Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	X			
	B.2.f. Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	X			
	B.2.g. If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2); (c)(3)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.3. The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.				
	B.3.a. Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	X			
	B.3.b. Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	X			Increase the number of employees with lower-than-expected participation rates in the NOAA workforce.

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.4. The agency has sufficient budget and staffing to support the success of its EEO program.				
B.4.a. Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:					
	B.4.a.1. to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	X			
	B.4.a.10. to effectively manage its reasonable accommodation program? [see 29 CFR §1614.203(d)(4)(ii)]	X			
	B.4.a.11. to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	X			
	B.4.a.2. to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	X			
	B.4.a.3. to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR §§ 1614.102(c)(5); 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	X			
	B.4.a.4. to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	X			
	B.4.a.5. to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	X			
	B.4.a.6. to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	X			
	B.4.a.7. to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)] If not, please identify the systems with insufficient funding in the comments section.	X			
	B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	X			
	B.4.a.9. to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I; EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C. 1]	X			
	B.4.b. Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	X			
	B.4.c. Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	X			
	B.4.d. Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II) (A) of MD-110?	X			
	B.4.e. Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	X			

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.5. The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills				

B.5.a. Pursuant to 29 CFR §1614.102(a)(5), have all managers and supervisors received orientation, training, and advice on their responsibilities under the following areas under the agency EEO program:

B.5.a.1. EEO complaint process? [see MD-715(II)(B)]	X			
B.5.a.2. Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)]	X			
B.5.a.3. Anti-harassment policy? [see MD-715(II)(B)]	X			
B.5.a.4. Supervisory, managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	X			
B.5.a.5. ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	X			

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.6. The agency involves managers in the implementation of its EEO program.				

B.6.a. Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	X			
B.6.b. Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	X			
B.6.c. When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	X			
B.6.d. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR §1614.102(a)(5)]	X			

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

Essential Element: C Management and Program Accountability

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.1. The agency conducts regular internal audits of its component and field offices.				
	C.1.a. Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	X			Annually
	C.1.b. Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	X			Annually
	C.1.c. Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	X			

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.2. The agency has established procedures to prevent all forms of EEO discrimination.				
	C.2.a. Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]			X	The Department Administrative Order 202-955, Allegations of Harassment, is being revised to include language that complies with EEOC guidance and feedback, as well as with EO 14035. The revised DAO is pending final review by the Office of the General Council (OGC). The Bureau policy will also align with the Department's DAO.
	C.2.a.1. Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	X			
	C.2.a.2. Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	X			
	C.2.a.3. Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	X			
	C.2.a.4. Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [See Enforcement Guidance, V.C.]	X			
	C.2.a.5. Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	X			
	C.2.a.6. Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)]	X			See Part H-2 Plan (Resolved)

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

<p>C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)]</p>			<p>X</p>	<p>Although, not compliant the RA procedures (DAO 215-10, Establishing Procedures for Requesting Reasonable Accommodations) currently posted are still in effect until the updated version is issued. The revised procedures are in the final stages of approval, pending final review by the Office of General Council (OGC) and Office of the Inspector General (OIG). The Bureaus utilize the Department's DAO.</p>
<p>C.2.b.1. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR §1614.203(d)(3)(D)]</p>	<p>X</p>			
<p>C.2.b.2. Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]</p>	<p>X</p>			
<p>C.2.b.3. Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR §1614.203(d)(1)(ii)(B)]</p>	<p>X</p>			
<p>C.2.b.4. Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR §1614.203(d)(3)(i)(M)]</p>	<p>X</p>			
<p>C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.</p>		<p>X</p>		<p>83% Timely for FY 2022 See Part H-3 Plan</p>
<p>C.2.c. Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR §1614.203(d)(6)]</p>	<p>X</p>			
<p>C.2.c.1. Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR §1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.</p>	<p>X</p>			<p>https://www.noaa.gov/organization/human-capital/reasonable-accommodation</p>

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.3. The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.				
	C.3.a. Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	X			
	C.3.b. Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:				
	C.3.b.1. Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	X			
	C.3.b.2. Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	X			
	C.3.b.3. Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	X			
	C.3.b.4. Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	X			
	C.3.b.5. Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	X			
	C.3.b.6. Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	X			
	C.3.b.7. Support the EEO program in identifying and removing barriers to equal opportunity?. [see MD-715, II(C)]	X			
	C.3.b.8. Support the anti-harassment program in investigating and correcting harassing conduct?. [see Enforcement Guidance, V.C.2]	X			
	C.3.b.9. Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	X			
	C.3.c. Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	X			OICR Director is on the Disciplinary Review Panel for EEO-related issues.
	C.3.d. When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	X			

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.4. The agency ensures effective coordination between its EEO program and Human Resources (HR) program.				
	C.4.a. Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	X			
	C.4.b. Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	X			
	C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	X			
	C.4.d. Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	X			
	C.4.e. Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:				
	C.4.e.1. Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	X			
	C.4.e.2. Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	X			
	C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)]	X			
	C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	X			
	C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	C.5.a. Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR §1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)]	X			
	C.5.b. When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.			X	C.3.c - OICR Director is on the Disciplinary Review Panel for EEO-related issues.
	C.5.c. If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct (e.g., post mortem to discuss lessons learned)? [see MD-715, II(C)]	X			

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	C.6. The EEO office advises managers/supervisors on EEO matters.				
	C.6.a. Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.	X			Annually/ Quarterly
	C.6.b. Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	X			

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

Essential Element: D Proactive Prevention

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	D.1. The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.			N/A	
	D.1.a. Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	X			
	D.1.b. Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	X			
	D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	D.2. The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Yes	No	N/A	
	D.2.a. Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	X			
	D.2.b. Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	X			
	D.2.c. Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	X			
	D.2.d. Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.	X			Complaints data, climate surveys, affinity groups, program evaluations

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	D.3. The agency establishes appropriate action plans to remove identified barriers.			N/A	
	D.3.a. Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	X			
	D.3.b. If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	X			
	D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	D.4. The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Yes	No	N/A	
	D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments.	X			https://www.noaa.gov/sites/default/files/2021-05/FY2020_AAP-for-the-Recruitment-Hiring-Advancement-and-Retention-of-Persons-with-Disabilities.pdf
	D.4.b. Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR §1614.203(d)(1)(i)]	X			
	D.4.c. Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR §1614.203(d)(1)(ii)(A)]	X			
	D.4.d. Has the agency 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? [see 29 CFR §1614.203(d)(7)(ii)]		X		See Part H-5 Plan

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

Essential Element: E Efficiency

 Compliance Indicator	 Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
E.1. The agency maintains an efficient, fair, and impartial complaint resolution process.			X		See Part H-6
E.1.a. Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?		X			
E.1.b. Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?				X	This is managed by the DOC Office of Civil Rights.
E.1.c. Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?				X	This is managed by the DOC Office of Civil Rights.
E.1.d. Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.				X	This is managed by the DOC Office of Civil Rights.
E.1.e. Does the agency ensure that all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?		X			
E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?				X	This is managed by the DOC Office of Civil Rights.
E.1.g. If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?				X	This is managed by the DOC Office of Civil Rights.
E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?				X	This is managed by the DOC Office of Civil Rights.
E.1.i. Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?				X	This is managed by the DOC Office of Civil Rights.
E.1.j. If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.				X	This is managed by the DOC Office of Civil Rights.
E.1.k. If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]		X			
E.1.l. Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]				X	This is managed by the DOC Office of Civil Rights.

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.2. The agency has a neutral EEO process.				
E.2.a. Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If "yes", please explain.		X			NOAA's Office of Inclusion and Civil Rights handles informal EEO complaints, while the formal complaint and investigation process is managed by the DOC's Office of Civil Rights. Both offices are separate and distinct from their respective Human Resources and Legal departments.
E.2.b. When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.				X	This is managed by the DOC Office of Civil Rights.
E.2.c. If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]				X	This is managed by the DOC Office of Civil Rights.
E.2.d. Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]		X			
E.2.e. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)]				X	This is managed by the DOC Office of Civil Rights.

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.3. The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.				
	E.3.a. Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	X			
	E.3.b. Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	X			
	E.3.c. Does the Agency encourage all employees to use ADR, where ADR is appropriate? [See MD-110, Ch. 3(IV)(C)]	X			ADR Participation was 51%
	E.3.d. Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	X			
	E.3.e. Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	X			
	E.3.f. Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	E.4. The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Yes	No	N/A	
	E.4.a. Does the agency have systems in place to accurately collect, monitor, and analyze the following data:				
	E.4.a.1. Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	X			
	E.4.a.2. The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	X			
	E.4.a.3. Recruitment activities? [see MD-715, II(E)]	X			
	E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]		X		Part H-4 Plan
	E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)]	X			
	E.4.a.6. The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	X			
	E.4.b. Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	X			

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.5. The agency identifies and disseminates significant trends and best practices in its EEO program.				
E.5.a. Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.		X			NOAA's Office of Inclusion and Civil Rights reviews all relevant data pertaining to the agency's EEO program annually, including trend analysis. This data is presented to senior leadership in the State of the Agency Report, which is used to identify areas of focus for the following fiscal year and beyond.
E.5.b. Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.		X			Created D&I Best Practices List
E.5.c. Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]		X			

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

Essential Element: F Responsiveness and Legal Compliance

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	F.1. The agency has processes in place to ensure timely and full compliance with EEOC orders and settlement agreements.				
	F.1.a. Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	X			
	F.1.b. Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	X			
	F.1.c. Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	X			
	F.1.d. Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	X			
	F.1.e. When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX) (H)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	F.2.a. Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	X			
	F.2.a.1. When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]			X	This is managed by the DOC Office of Civil Rights.
	F.2.a.2. When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	X			
	F.2.a.3. When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]			X	This is managed by the DOC Office of Civil Rights.
	F.2.a.4. Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?			X	This is managed by the DOC Office of Civil Rights.

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	F.3. The agency reports to EEOC its program efforts and accomplishments.			N/A	
F.3.a. Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]				X	This is managed by the DOC Office of Civil Rights.
F.3.b. Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]		X			

Essential Element: O Other

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.1

Brief Description of Program Deficiency:	B.1.a. Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]
--	--

The OICR Director is not supervised by the agency head, as mandated by the amended Notification and Federal Employee Antidiscrimination and Retaliation (NoFEAR) Act.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
03/01/2021	09/30/2021	09/30/2023		A reporting structure that meets the requirements of the NoFEAR Act, and provides the OICR Director with appropriate authority and resources to effectively carry out a successful EEO program.

Responsible Officials

Title	Name	Standards Address the Plan?
OICR Director	Dr. Ngozi Butler-Guerrier	Yes
Deputy Under Secretary for Operations (DUSO)	Benjamin Friedman	Yes
Director, Office of Civil Rights, Department of Commerce	Larry J. Beat	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
04/01/2021	The DOC-Office of Civil Rights will consult with the EEOC and Departmental Leadership to identify feasible steps to become compliant with the Act. OCR and Departmental Leadership will evaluate options for compliance and will identify the specific steps that will ensure compliance.	Yes	09/30/2023	

Accomplishments

Fiscal Year	Accomplishment

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.2

Brief Description of Program Deficiency:	C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]
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The EEO Office does not have timely access to accurate and complete internal applicant flow data to prepare all MD-715 workforce data tables and complete the barrier analysis process.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
03/30/2019	07/30/2019	09/30/2023		Regularly review data systems to verify the availability of accurate/complete data for all MD-715 data tables and the barrier analysis process.

Responsible Officials

Title	Name	Standards Address the Plan?
Branch Chief, Analytics & HRIT (AHRIT)	Lynne Dupree Kartsakalis	Yes
Director, Office of Human Capital Services	Hakeem Basheerud-Deen	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
07/01/2019	Initiate a quarterly review of data to ensure feasibility of complete workforce data tables and progress with barrier analysis.	Yes	03/31/2023	
01/31/2020	Identify OHCS personnel for the production and delivery of data to OICR.	Yes		01/31/2020
02/01/2022	Revitalize discussions on solutions to ongoing issues with accurate/complete internal applicant flow data with OHCS.	Yes	02/01/2023	

Accomplishments

Fiscal Year	Accomplishment

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.3

Brief Description of Program Deficiency: C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.

All accommodation requests are not processed within the timeframe set forth in the reasonable accommodation procedures.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
01/30/2019	09/30/2019	09/30/2023		Process all accommodation requests within the timeframe set forth in the reasonable accommodation procedures.

Responsible Officials

Title	Name	Standards Address the Plan?
Reasonable Accommodation Program Manager	Debbie Ferrara	No
Director, Office of Human Capital Services	Hakeem Basheerud-Deen	Yes
Branch Chief, Work Life Branch, OHCS	Shannon Alfonso	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2019	Disseminate a broadcast message to supervisors and managers requesting that they take the online training on reasonable accommodation and the interactive process.	Yes	09/30/2020	07/30/2020
09/30/2019	Reasonable Accommodation Coordinators (RACs) will continue conducting reasonable accommodation webinars for supervisors and track participation.	Yes	09/30/2022	09/30/2022
03/31/2020	Highlight reasonable accommodation training on a quarterly basis in the Learning Opportunities for Supervisors e-blasts.	Yes		07/30/2020
04/30/2020	Implement a RA Program tracking system to monitor request and provide accurate data.	Yes		04/30/2020
09/30/2020	RACs will continue webinars for employees to inform them of the interactive process.	Yes	09/30/2022	09/30/2022
02/01/2022	RACs will develop a task reminder system for deciding officials (DOs) to improve timeliness including a toolbox with a variety of communication tools to ensure that the DOs understand upfront their responsibility to adhere to the timeline outlined in DAO 215-10.	Yes	09/30/2023	
07/20/2021	RACs will develop a broadcast message for supervisors to improve awareness of the role and responsibilities of the deciding official.	Yes	04/30/2022	04/30/2022

Accomplishments

Fiscal Year	Accomplishment
2022	The RA program processed close to 500 requests in FY 22 - in regular years the program processes ~100. In FY22, there were 250 requests in the first two weeks of April that were reintegration/vaccine/COVID-19 related, which contributed to not meeting 100% accuracy. The RA program will continue to strengthen the relationships with the DO's to improve timeliness in FY 2023. ETK tracker was established to help track EEO complaint requests and timelines.

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.4

Brief Description of Program Deficiency:	C.2.a.6. Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)]
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Anti-harassment training materials do not include examples of disability-based harassment.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
03/01/2019	06/30/2019	06/30/2022	12/09/2022	Review and update all anti-harassment training materials to include examples of disability-based harassment.

Responsible Officials

Title	Name	Standards Address the Plan?
OICR Director	Dr. Ngozi Butler-Guerrier	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
04/30/2019	Inform all training partners that Anti-harassment training materials must include examples of disability-based harassment.	Yes	04/30/2020	04/30/2020
06/30/2019	Review and update Line/Staff Office Anti-harassment training materials to ensure inclusion of examples of disability-based harassment.	Yes	06/30/2022	12/09/2022

Accomplishments

Fiscal Year	Accomplishment
2022	All NOAA Line Offices include examples of disability-based harassment training, in accordance with EEOC guidelines.

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.5

Brief Description of Program Deficiency: D.4.d. Has the agency 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? [see 29 CFR §1614.203(d)(7)(ii)]

The agency's Affirmative Action Plan for PWD/PWTD does not include a specific plan to ensure sufficient opportunities for advancement.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
03/01/2021	09/30/2022	09/30/2023		Develop a plan that identifies specific steps to increase the number of PWD/PWTD and opportunities for advancement.

Responsible Officials

Title	Name	Standards Address the Plan?
OHCS Director	Hakeem Basheerud-Deen	Yes
OICR Director	Dr. Ngozi Butler-Guerrier	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
07/30/2021	Develop & present briefings on Individual Development Plans, Leadership Competencies Development Program (LCDP) & other career development programs.	Yes		07/30/2021
08/30/2021	Create a NOAA specific plan for Recruiting, Hiring, and Retaining People with Disabilities/ Targeted Disabilities.	Yes	09/30/2023	
06/30/2021	Explore Cabinet Level Agencies to determine best practices for implementation at NOAA.	Yes	06/30/2023	
07/30/2021	Collaborate with PWD/PWTD Employee Resource Group to discuss challenges in opportunities for advancement.	Yes		07/30/2021
09/30/2021	Present Lunch and Learn with employees to discuss application procedures for Schedule A opportunities.	Yes	09/30/2023	

Accomplishments

Fiscal Year	Accomplishment
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DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.6

Brief Description of Program Deficiency:

E.1.a. Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?

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.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
01/09/2023	09/30/2023			Provide EEO counseling within the regulatory timeframes established by EEOC, Management Directive (MD) 110 to all participants.

Responsible Officials

Title	Name	Standards Address the Plan?
OICR Director	Dr. Ngozi Butler-Guerrier	Yes
EEO Specialist/Complaints Team Lead	Coneshea Simpson	No

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
01/31/2023	The OICR will use ETK and other spreadsheets as a tracking mechanism for EEO counselor use to determine timeframes throughout the counseling process.	Yes		
02/28/2023	Develop and use positive incentives for EEO Counselors conducting timely EEO Counseling.	Yes		

Accomplishments

Fiscal Year	Accomplishment
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DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.7

Brief Description of Program Deficiency:	E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]
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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.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
03/30/2019	07/01/2019	09/30/2023		Regularly review data systems to verify the availability of accurate/complete data for all MD-715 data tables and the barrier analysis process.

Responsible Officials

Title	Name	Standards Address the Plan?
Branch Chief, Analytics & HRIT (AHRIT)	Lynne Dupree Kartsakalis	Yes
Director, Office of Human Capital Services	Hakeem Basheerud-Deen	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
02/01/2022	Revitalize discussions on solutions to ongoing issues with accurate/complete internal applicant flow data with OHCS.	Yes	02/01/2023	
07/30/2019	Initiate a quarterly review of data to ensure feasibility of complete workforce data tables and progress with barrier analysis.	Yes	03/31/2023	
01/31/2020	Identify OHCS personnel for the production and delivery of data to OICR.	Yes		01/31/2020

Accomplishments

Fiscal Year	Accomplishment
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DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

PART I.1

Source of the Trigger:	Workforce Data (if so identify the table)	
Specific Workforce Data Table:	Workforce Data Table - A1	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The representation of women in the total workforce is 36.45%; 11.76% below the CLF of 48.21%.	
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> All Women	
Barrier Analysis Process Completed?:	N	
Barrier(s) Identified?:	N	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name	Description of Policy, Procedure, or Practice
	Low representation of women in the total workforce.	The Barrier Analysis process was initiated, but not completed.

Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
01/30/2015	09/30/2018	Yes	09/30/2023		NOAA will focus recruitment for mission occupations 0482, 1301, 1340, 2210, and retention efforts for women.

Responsible Official(s)

Title	Name	Standards Address The Plan?
OHCS Director	Hakeem Basheerud-Deen	No
SEPM for Women	Angie Moore	No
OICR Director	Dr. Ngozi Butler-Guerrier	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
01/30/2017	Provide NOAA Leadership with briefings and periodic updates.	Yes		01/30/2017

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
03/30/2017	OICR will brief Line Offices on low participation of women in major occupations.	Yes		03/30/2017
02/28/2018	Special Emphasis Program Managers (SEPM) will continue to review NOAA recruitment efforts.	Yes	09/30/2023	
05/30/2018	OICR will continue to focus on new hires and retention efforts throughout NOAA.	Yes	09/30/2023	
06/30/2018	SEPM will conduct an ongoing analysis of mission occupations and brief OICR leadership.	Yes	06/30/2023	
09/30/2018	Increase the use of the Pathways Program for hiring.	Yes		09/30/2018
06/30/2020	Effectively engage with established Employee Resource Groups (ERG) to assist with affirmative employment and D&I efforts.	Yes		03/01/2020
09/30/2021	OICR will continue analyzing data sources such as Exit Surveys and FEVS to complete the barrier analysis process.	Yes	09/30/2023	

Report of Accomplishments

Fiscal Year	Accomplishments
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DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

PART I.2

Source of the Trigger:	Workforce Data (if so identify the table)	
Specific Workforce Data Table:	Workforce Data Table - A4	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The participation rate of permanent women at the GS-13 and above is 35.75%, 0.70% below their permanent workforce participation rate of 36.45%.	
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> All Women	
Barrier Analysis Process Completed?:	N	
Barrier(s) Identified?:	N	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name Low participation of women at senior leadership positions	Description of Policy, Procedure, or Practice The Barrier Analysis process was initiated, but not completed.

Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
01/30/2020	08/30/2020	Yes	08/30/2023		Regularly review recruitment, career development, promotion, and retention efforts.
11/01/2015	09/30/2022	No	08/30/2023		Increase participation rate for Hispanics or Latinos at NOAA

Responsible Official(s)

Title	Name	Standards Address The Plan?
SEPM for Women	Angie Moore	Yes
OICR Director	Dr. Ngozi Butler-Guerrier	Yes

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
02/28/2017	Brief NOAA leadership on the barrier and alternative agency policies, procedures, and practices.	Yes		02/28/2017
03/30/2017	Establishing Diversity and Inclusion within OICR.	Yes		03/30/2017
02/28/2018	Continue Barrier Analysis efforts to determine the cause of low participation rate.	Yes	09/30/2023	
02/28/2018	SEPMs to develop action plans to address identified triggers/barriers.	Yes	06/30/2023	
08/30/2018	Develop a survey for separating employees, to identify possible barriers to retention efforts.	Yes	08/30/2019	07/30/2019
06/30/2019	Review applicant/participant data for Mentoring Program	Yes	06/30/2023	02/28/2023
06/30/2020	Effectively engage with established Employee Resource Groups (ERG) to assist with affirmative employment and D&I efforts.	Yes		09/30/2020

Report of Accomplishments

Fiscal Year	Accomplishments
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DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

PART I.3

Source of the Trigger:	Workforce Data (if so identify the table)	
Specific Workforce Data Table:	Workforce Data Table - A1	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	A review of total workforce data revealed that the representation of Hispanics/Latinos is 4.54%, 8.44% lower than the expected CLF participation rate of 12.98%. The representation of Hispanic/Latino Males is 2.53%; this rate is 4.29% lower than the expected CLF participation rate of 6.82%. The representation of Hispanic/Latino Females is 2.01%; this rate is 4.15% lower than the expected CLF participation rate of 6.16%.	
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> Hispanic or Latino Males Hispanic or Latino Females	
Barrier Analysis Process Completed?:	N	
Barrier(s) Identified?:	N	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name	Description of Policy, Procedure, or Practice
	Low Representation of Hispanics/Latinos	Possible Glass Ceiling, Pipeline, or even a potential institutional barrier in the Recruitment/Selection Process for NOAA Senior Leadership Positions, which affects the overall representation of Hispanics/Latinos particularly in major occupations 0482 (Fishery Biology), 1340 (Meteorologist), and 2210 (Information Technology Management) job series.

Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
11/01/2015	09/30/2022	No	09/30/2023		Increase participation rate for Hispanics or Latinos at NOAA.
10/01/2018	07/31/2018	No	07/30/2019	07/30/2019	OICR and OHCS will develop a survey for separating employees to identify possible barriers to retention.
10/01/2018	08/31/2018	No	08/31/2023		Review hiring procedures, and the diversity of panel members and selecting officials to identify any possible barriers for Hispanic Senior Leadership positions in Major Occupations job series 0482 (Fishery Biologist) and 2210 (IT Management).

Responsible Official(s)

Title	Name	Standards Address The Plan?
Director, OHCS	Hakeem Basheerud	Yes
Director, OICR	Dr. Ngozi Butler-Guerrier	Yes

DOC National Oceanic and Atmospheric Administration

For period covering October 1, 2021 to September 30, 2022

Plan to Eliminate Identified Barriers

Responsible Official(s)

Title	Name	Standards Address The Plan?
SEPM for Hispanics	Amneris Caba	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
06/28/2019	Review Applicant Flow Data for job series 0482 & 2210.	Yes	06/30/2023	
08/30/2019	Develop a survey and disseminate to Latinos@NOAA members to identify possible barriers preventing Hispanics/Latinos from applying for the LCDP.	Yes	08/30/2022	12/09/2022

Plan to Eliminate Identified Barriers

Report of Accomplishments

Fiscal Year	Accomplishments
2022	<p>During FY22, NOAA participated in three major outreach events focusing on the hiring of Hispanics/Latinos to improve the representation and inclusion of Hispanics/Latinos at NOAA; The League of United Latin American Citizens (LULAC) Conference Expo where NOAA team interacted with over 365 attendees and 89% of those were Hispanics/Latinos, the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) Conference where NOAA team interacted with over 400 attendees and 56% of those were Hispanics/Latinos, the Hispanic Association for Colleges and Universities (HACU), and Supporting Emerging Aquatic Scientists (SEAS) Islands Alliance Project for Hispanic undergraduate students.</p> <p>NOAA continues its partnerships with different organizations and Diversity Councils such as LULAC, the LULAC Federal Training Institute Partnership (FTIP), the Hispanic Association of Colleges and Universities (HACU), and the National Council of Hispanic Employment Program Managers (NCHPM).</p> <p>NOAA continues its partnership with Latinos@NOAA Employee Resource Group (ERG) conducting Career Development/Mentoring sessions focusing on the Hispanic population.</p> <p>Latinos@NOAA ERG conducted a workshop/webinar for students on how to navigate the USAJobs application process; 156 registrants with 74 live attendees and at least 34 universities represented; the University of California, Davis had the most students who registered. Hispanic-serving Institutions (HSI) were represented: (10) from California and (1) from Florida.</p> <p>Latinos@NOAA ERG continues conducting three leadership sessions in FY22 with a total of 102 attendees combined.</p> <p>Latinos@NOAA ERG developed a Hiring Panel Program in partnership with the Women of NOAA ERG to prepare NOAA employees to serve as panelists in hiring interview panels. Its objective is: to effectively recruit qualified individuals at all levels whose diverse backgrounds, experience, education, and skills will advance NOAA's mission, reduce barriers and biases in NOAA's hiring of diverse, highly-qualified candidates, and create a culture that effectively promotes the employment of individuals with disabilities.</p> <p>The NOAA 2022 National Hispanic Heritage Month Program was conducted and broadcasted NOAA-Wide. NOAA had a panel of four members: Dr. John Cortinas, Director of Atlantic Oceanographic and Meteorological Laboratory, Oceanic and Atmospheric Research, National Oceanic and Atmospheric Administration, Dr. Rocio Caballero-Gill, Founder of GeoLatinas, Mr. Richard Toscano, Director, Equal Employment Opportunity Staff, U.S. Department of Justice and Ms. Letty Mayoral, Director, Human Resources, Office of the Inspector General, Department of the Treasury. Over 150 employees participated in the live session.</p> <p>As part of Hispanic Heritage Month, Latinos@NOAA ERG developed three special communications on Hispanic Traditions, Gastronomy, and Places/Music and Arts.</p> <p>NOAA's Hispanic Special Emphasis Program Manager established the Hispanic Employment Program Network (HEPN). This newly established group meets quarterly and provides participants opportunities to network, brainstorm, discuss ideas about Hispanic Emphasis Observance Programs, share resources, and best practices, discuss challenges and barriers preventing retention and recruitment of Hispanics/Latinos, establish partnerships with other Hispanic Employment Programs Managers (HEPMS) or HEP Representatives (HEPRs), etc. Open to all Federal Agencies. 45 members currently from around 30 different agencies.</p> <p>NOAA's Hispanic Employment Program Manager created a new LinkedIn profile for the Office of Inclusion and Civil Rights as an outreach initiative to promote the agency, welcome underrepresented groups, and share information about Equality, Diversity, and Inclusion to educate our audience.</p>

MD-715 – Part J
Special Program Plan
for the Recruitment, Hiring, Advancement, and
Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | | |
|-------------------------------|--------|----|
| a.Cluster GS-1 to GS-10 (PWD) | Answer | No |
| b.Cluster GS-11 to SES (PWD) | Answer | No |

a. No. PWD in GS-1 to GS-10 is 21.43%. b. No. PWD in GS-11 to SES is 12.08%.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d) (7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | | |
|--------------------------------|--------|----|
| a.Cluster GS-1 to GS-10 (PWTD) | Answer | No |
| b.Cluster GS-11 to SES (PWTD) | Answer | No |

a. No. PWTD in GS-1 to GS-10 is 6.25%. b. No. PWTD in GS-11 to SES is 2.59%.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The agency regularly holds training sessions for first-line supervisors and their designees. The training sessions include agency goals, current statistics, historical legislation, and a portion to advocate for program usage.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If "no", describe the agency's plan to improve the staffing for the upcoming year.

Answer Yes

Yes. The agency currently employs a Disability Program Manager. The Disability Program Manager provides oversight and advocacy for the program. The agency also employs 35+ human resources specialists who serve as points of contact to hiring managers for questions regarding program use.

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Architectural Barriers Act Compliance	1	0	0	Deirdre Jones Chief Administrative Officer, OCAO
Processing applications from PWD and PWTD	1	0	35	Kiana Campbell Disability Program Manager, Human Resources
Answering questions from the public about hiring authorities that take disability into account	1	0	35	Kiana Campbell Disability Program Manager, Human Resources
Processing reasonable accommodation requests from applicants and employees	2	0	0	Debbie (Zuniga) Ferrera, Reasonable Accommodations Coordinator, WFMO, Debbie.a.ferrera@noaa.gov carol.martin@noaa.gov
Section 508 Compliance	1	0	0	Natalie D. Smith IT Specialist, OCIO
Special Emphasis Program for PWD and PWTD	2	0	35	Melvin Jones melvin.jones@noaa.gov Kiana.D.Campbell@noaa.gov

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

The Disability Program Manager has received training from several outlets including USDA Graduate School, ASKEARN Training Center, and the Disability Management Employer Coalition, Conducting an Effective Needs Assessment conducted by DOD CAPTEC (for Bureau RACs), and History of Federal Disability Policies and Laws (ADA 30th Anniversary) conducted by a professor from Gallaudet University.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources

Answer Yes

Yes. To ensure the program’s success, funding has been designated for outreach and recruitment.

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

Currently the agency uses outreach to vocational rehabilitation centers, veteran organizations and the resume mining feature from USAJOBS to search for applicants with disabilities. We have also encouraged managers to use the Workforce Recruitment Program database to identify applicants to fill positions. Several of the line and staff offices have incorporated diversity and plans to hire individuals with disabilities in management performance plans. In addition, the agency holds an annual Hiring Event for Veterans and PWDs.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

The agency encourages managers to use Schedule A to fill vacant positions whenever possible. We have also used 30% or more disabled veterans to fill positions. Our outreach to vocational rehabilitation centers and disabled veterans organizations encourages eligible applicants to make resumes searchable in USAJOBS and to submit resumes to NOAA via a specific email address.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

If an applicant applies for a position outside of the competitive process, the human resources specialist will review qualifications and eligibility for appointments. Once an applicant meets both criteria, the specialist will use a secure file to forward the applicant's resume to the hiring manager for review.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer Yes

Yes. The agency offers bimonthly in person or webinar training to hiring managers. The agency also provides online training to managers. Also, all hiring managers are required to take the following online training as part of OPM's mandated annual training: 1) A Roadmap to Success: Hiring, Retaining, and Including People with Disabilities, and 2) Veteran Employment Training.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

The agency has a representative that connects with vocational rehabilitation centers near cities where NOAA has a large presence and offers assistance to PWD and PWTD including training on how to understand and apply for federal positions.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

a. New Hires for Permanent Workforce (PWD) Answer No
b. New Hires for Permanent Workforce (PWTD) Answer No

a. No. New hires for PWDs was 19.83%. b. No. New hires for PWTDs was 4.93%.

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for MCO (PWD) Answer Yes
b. New Hires for MCO (PWTD) Answer Yes

In comparison to the QAP benchmarks (BM), triggers exist in the following MCOs (Table B7P): PWD – 0343 (Management and Program Analysis): 80% (4 of 5 External Selections) (BM: 84.64% (281 of 332) Qualified External Applicants); 0482 (Fishery Biology): 100% (1 External Selection) (BM: 46.15% (18 of 39) Qualified External Applicants); 1301 (Gen Phys Sci): 41.67% (5 of 12 External Selections) (BM: 63.41% (52 of 82) Qualified External Applicants); 1340 (Meteorology): 48.48% (16 of 33 External Selections) (BM: 65.15% (172 of 264) Qualified External Applicants); 2210 (Information Technology Management): 90% (9 of 10 External Selections) (BM: 69.04% (165 of 239) Qualified External Applicants). PWTD – 0343 (Management and Program Analysis): 40% (2 of 5 External Selections) (BM: 37.35% (124 of 332) Qualified External Applicants); 0482 (Fishery Biology): 100% (1 External Selection) (BM: 25.64% (10 of 39) Qualified External Applicants); 1301 (Gen Phys Sci): 8.33% (1 of 12 External Selections) (BM: 21.95% (18 of 82) Qualified External Applicants); 1340 (Meteorology): 21.21% (7 of 33 External Selections) (BM: 27.27% (72 of 264) Qualified External Applicants); 2210 (Information Technology Management): 40% (4 of 10 External Selections) (BM: 30.54% (73 of 239) Qualified External Applicants).

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD) Answer N/A
- b. Qualified Applicants for MCO (PWTD) Answer N/A

There were internal promotions but due to how jobs are posted, system shortcomings and SES level not being fully automated the reports were zero. NOAA OICR is working with relevant stakeholders to address these issues and pull the data to properly conduct barrier analysis.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD) Answer N/A
- b. Promotions for MCO (PWTD) Answer N/A

There were internal promotions but due to how jobs are posted, system shortcomings and SES level not being fully automated the reports were zero. NOAA OICR is working with relevant stakeholders to address these issues and pull the data to properly conduct barrier analysis.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

Explore Cabinet Level Agencies to determine best practices for implementation at NOAA. Completed on 6/30/2022 Collaborate with PWD/ PWTD Employee Resource Group to discuss challenges in opportunities for advancement. Completed on 7/30/2022 Finalize the NOAA-specific plan for Recruiting, Hiring, and Retaining People with Disabilities/Targeted Disabilities. Completed on 8/30/2022 Present Lunch and Learn with employees to discuss application procedures for Schedule A opportunities. Completed on 9/30/2022 Track Leveraging Abilities, Needs, Talents, Energies & Resources Network (LANTERN) applicant flow data. Completed on 9/30/2022 Set aside 1% of LANTERN opportunities for PWD/PWTD. Completed on 9/30/2022 Encourage managers to set aside positions for the career advancement of PWD during succession planning. Completed on 9/30/2022

B. CAREER DEVELOPMENT OPPORTUNITES

1. Please describe the career development opportunities that the agency provides to its employees.

Leadership Competencies Development Program (LCDP) - a competitive, 18-month program that provides a series of training and developmental experiences for a cadre of NOAA individuals, GS-13-15, who have high potential for assuming leadership responsibilities. The NOAA Leadership Seminar (NLS) is a 4+ day residential training program for employees from all NOAA Line and Staff Offices, all occupations, from both the field and headquarters. The NOAA Leveraging Abilities, Needs, Talents, Energies & Resources Network (LANTERN) provides developmental assignments for employees at all grade levels to broaden their skills, gain knowledge, and enhance their personal and professional growth.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)
Internship Programs						
Fellowship Programs						
Other Career Development Programs	134	29	7.46	6.90	10	0
Coaching Programs						
Training Programs						
Detail Programs						
Mentoring Programs	133	43	UNK	UNK	UNK	UNK

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD) Answer Yes
- b. Selections (PWD) Answer Yes

Leadership Competencies Development Program (LCDP): Applicants PWDs were 5.87% below the benchmark of 13.33%. Selectees PWDs were 0.57% below the benchmark of 7.46%.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer Yes
- b. Selections (PWTD) Answer Yes

Leadership Competencies Development Program (LCDP): Applicants PWTDs were 2.66% below the benchmark of 12.66%. Selectees PWTDs were 10% below the benchmark of 10%.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

- a. Awards, Bonuses, & Incentives (PWD) Answer Yes
- b. Awards, Bonuses, & Incentives (PWTD) Answer Yes

a. Yes. Cash Awards \$501-\$999 for PWD was 12.77% as compared to the Inclusion Rate of 14.88%; \$1000-\$1999 was 10.52% vs. 34.45%; \$2000-\$2999 was 10.17% vs. 14.68% b. Yes. Cash Awards \$500 and under for PWTD was 3.67% as compared to the inclusion rate of 14.71%; \$501-999 was 2.47% vs. 12.91%; \$1000-\$1999 was 2.48% vs. 36.34%; 2000-\$2999 was 2.28% vs. 14.71%; \$3000-3999 was 1.76% vs. 6.61%; \$4000-\$4999 was 1.15% vs. 1.80%; \$5000+ was 2.36% vs. 2.40%. Time-off Awards 1-10 hours was 2.34% vs. 6.01%; 11-20 hours was 3.71% vs. 4.50%

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

- | | | |
|-------------------------|--------|----|
| a. Pay Increases (PWD) | Answer | No |
| b. Pay Increases (PWTD) | Answer | No |

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

- | | | |
|--------------------------------------|--------|-----|
| a. Other Types of Recognition (PWD) | Answer | N/A |
| b. Other Types of Recognition (PWTD) | Answer | N/A |

N/A

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|--|--------|-----|
| a. SES | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| b. Grade GS-15 | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| c. Grade GS-14 | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| d. Grade GS-13 | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |

There were internal promotions but due to how jobs are posted, system shortcomings and SES level not being fully automated the reports were zero. NOAA OICR is working with relevant stakeholders to address these issues and pull the data to properly conduct barrier analysis.

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|---|--------|-----|
| a. SES | | |
| i. Qualified Internal Applicants (PWTD) | Answer | N/A |
| ii. Internal Selections (PWTD) | Answer | N/A |
| b. Grade GS-15 | | |
| i. Qualified Internal Applicants (PWTD) | Answer | N/A |
| ii. Internal Selections (PWTD) | Answer | N/A |
| c. Grade GS-14 | | |
| i. Qualified Internal Applicants (PWTD) | Answer | N/A |
| ii. Internal Selections (PWTD) | Answer | N/A |
| d. Grade GS-13 | | |
| i. Qualified Internal Applicants (PWTD) | Answer | N/A |
| ii. Internal Selections (PWTD) | Answer | N/A |

There were internal promotions but due to how jobs are posted, system shortcomings and SES level not being fully automated the reports were zero. NOAA OICR is working with relevant stakeholders to address these issues and pull the data to properly conduct barrier analysis.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|-----------------------------|--------|-----|
| a. New Hires to SES (PWD) | Answer | No |
| b. New Hires to GS-15 (PWD) | Answer | Yes |
| c. New Hires to GS-14 (PWD) | Answer | Yes |
| d. New Hires to GS-13 (PWD) | Answer | Yes |

In comparison to the Qualified applicant pool (QAP) benchmarks, triggers exist in the following senior grade levels (Table B15): SES: No selections made for SES positions, (BM: 66.67% (2 of 3 QAP)); GS-15: 66.67% (2 of 3 total selections were PWD) (BM: 89.66% (26 of 29 QAP)); GS-14: 75% (3 of 4 selections were PWD) (BM: 75.56% (34 of 45 QAP)); GS-13: 50% (5 of 10 selections were PWD) (BM: 60% (42 of 70 QAP)).

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|------------------------------|--------|-----|
| a. New Hires to SES (PWTD) | Answer | No |
| b. New Hires to GS-15 (PWTD) | Answer | Yes |
| c. New Hires to GS-14 (PWTD) | Answer | Yes |
| d. New Hires to GS-13 (PWTD) | Answer | Yes |

Yes. In comparison to the QAP benchmarks, triggers exist in the following senior grade levels (Table B15): GS-15 hires were 33.33% (1 of 3 total selections) (BM: 48.28% (14 of 29 QAP)); GS-14: 25% (1 of 4 selections were PWTD) (BM: 40% (18 of 45 QAP)); GS-13: 20% (2 of 10 selections were PWTD) (BM: 24.29% (17 of 70 QAP)).

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|--|--------|-----|
| a. Executives | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| b. Managers | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| c. Supervisors | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |

There were internal promotions but due to how jobs are posted, system shortcomings and SES level not being fully automated the reports were zero. NOAA OICR is working with relevant stakeholders to address these issues and pull the data to properly conduct barrier analysis.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|---|--------|-----|
| a. Executives | | |
| i. Qualified Internal Applicants (PWTD) | Answer | N/A |
| ii. Internal Selections (PWTD) | Answer | N/A |

b. Managers

i. Qualified Internal Applicants (PWTB) Answer N/A

ii. Internal Selections (PWTB) Answer N/A

c. Supervisors

i. Qualified Internal Applicants (PWTB) Answer N/A

ii. Internal Selections (PWTB) Answer N/A

There were internal promotions but due to how jobs are posted, system shortcomings and SES level not being fully automated the reports were zero. NOAA OICR is working with relevant stakeholders to address these issues and pull the data to properly conduct barrier analysis.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWTB) Answer No

b. New Hires for Managers (PWTB) Answer Yes

c. New Hires for Supervisors (PWTB) Answer No

Yes. In comparison to the QAP benchmarks, triggers exist in the following supervisory positions: Managers: 0% were selected as compared to the qualified applicant pool of 85.71%.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWTB) Answer Yes

b. New Hires for Managers (PWTB) Answer Yes

c. New Hires for Supervisors (PWTB) Answer No

Yes. In comparison to the QAP benchmarks (BM), triggers exist in the following supervisory positions: Executives were selected at 0% as compared to the qualified applicant pool of 20%; Managers: 0% of 28.57%.

Section V: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 CFR § 213.3102(u)(6)(i))? If "no", please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

Yes; the agency has converted or will convert all eligible employees with two years of satisfactory service.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If "yes", describe the trigger below.

a. Voluntary Separations (PWTB) Answer Yes

b. Involuntary Separations (PWTB) Answer Yes

a. Yes. PWDs inclusion rate for Voluntary Separations was 9.12% as compared to 7.48%. b. Yes. PWDs inclusion rate for Involuntary Separations was 0.47%; as compared to 0.23%.

3. Using the inclusion rate as the benchmark, did the percentage of PWTB among voluntary and involuntary separations exceed that of persons without targeted disabilities? If "yes", describe the trigger below.

a. Voluntary Separations (PWTB) Answer Yes

b. Involuntary Separations (PWTB) Answer Yes

a. Yes. PWTD inclusion rate for Voluntary Separations was 9.91% as compared to 7.48% b. Yes. PWTD inclusion rate for Involuntary Separations was 0.00%, as compared to 0.23%.

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

Exit Interview Results related to the recruitment, hiring, inclusion, retention and advancement of PWDs were insignificant. Efforts to increase individual feedback will continue in FY 2023.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<http://www.noaa.gov/accessibility>

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

<http://www.noaa.gov/accessibility>

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

The NOAA Web Committee frequently provides advice and training for individuals across NOAA in the proper development and presentation of accessible electronic information. The Committee has a Section 508 working group that meets monthly with open membership to address specific regulatory requirements and implementation concerns and maintains an internal website which provides training materials, tools and other resources for developers and managers.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The average time frame for processing is 8.9 days.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

NOAA follows the DAO-215-10, which outlines the policies and procedures for providing RA to disabled employees. Periodic monitoring, from both the manager and the employee is recommended to ensure the accommodation continues to be effective. The number of individuals trained on the reasonable accommodation process increased from 275 in 2021 to 466 in FY2022. The timely processing of all reasonable accommodation requests was 82.8%. Reasonable accommodation webinars for employees and supervisors have been developed and remain available at the Commerce Learning Center.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The PAS policy was developed by the Department of Commerce in FY 2018. There are no current requests for PAS.

Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Answer Yes

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer Yes

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer No

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer N/A

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

Source of the Trigger:	Other					
Specific Workforce Data Table:	Workforce Data Table - B1					
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	There is a low number of PWDs applying to the Leadership Competencies Development Program (LCDP). There were no PWTD participants in the LCDP.					
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities					
Barrier Analysis Process Completed?:	N					
Barrier(s) Identified?:	N					
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name		Description of Policy, Procedure, or Practice			
	LCDP PWD/PWTD		NOAA does not have a formal plan to ensure advancement opportunities for PWD/PWTD.			
Objective(s) and Dates for EEO Plan						
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description	
03/30/2018	09/30/2018	Yes	09/30/2022		An effective operational/strategic plan to ensure advancement opportunities for PWD/PWTD.	
Responsible Official(s)						
Title		Name		Standards Address The Plan?		
OICR Director		Dr. Ngozi Butler-Guerrier		Yes		
OHCS Director		Hakeem Basheerud-Deen		Yes		
SEPM for PWDs and PWTDs		Melvin Jones		No		
DPM		Kiana Campbell		No		
Planned Activities Toward Completion of Objective						
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date
03/30/2018	Initiate Employee Resource Groups meetings			Yes	04/30/2019	04/30/2019
06/30/2018	Develop & present briefings on LCDP/IDPs & other career development programs.			Yes	07/30/2021	07/30/2021
09/30/2018	Track applicants/participants by RSNO/D.			Yes		07/30/2018
09/30/2021	Draft an Operational Plan for Recruiting Hiring, and Retaining PWDs			Yes		09/30/2021
Page 54						

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2021	Identify a mechanism to survey PWD/PWTDs to determine the low participation of LCDP applicants.	Yes	09/30/2023	
05/30/2022	Meet with cabinet level agencies to incorporate best recruitment practices.	Yes	05/31/2023	
03/31/2022	Develop language for all internal career development program announcements that encourage employees with disabilities to apply.	Yes	05/31/2023	
09/30/2022	Set aside 1% of LANTERN opportunities for PWD/PWTD.	Yes	09/30/2023	
09/30/2022	Encourage managers to set aside positions for the career advancement of PWD during succession planning.	Yes	09/30/2023	
06/30/2024	Reduce system shortcomings and SES level not being fully automated on the reports.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
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Source of the Trigger:	Workforce Data (if so identify the table)					
Specific Workforce Data Table:	Workforce Data Table - B14					
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The percentage of PWD and PWTB among voluntary and involuntary separations exceeded that of persons without disabilities and targeted disabilities.					
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities					
Barrier Analysis Process Completed?:	N					
Barrier(s) Identified?:	N					
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name	Description of Policy, Procedure, or Practice				
Objective(s) and Dates for EEO Plan						
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description	
10/30/2018	09/30/2019	Yes	09/30/2023		Improve efforts to encourage the use of available exit surveys by separating employees and decreasing the separation rate of PWD/PWTB in the workforce.	
Responsible Official(s)						
Title		Name		Standards Address The Plan?		
DPM		Kiana Campbell		No		
SEPM for PWDs and PWTBs		Melvin Jones		No		
OICR Director		Dr. Ngozi Butler-Guerrier		Yes		
OHCS Director		Hakeem Basheerud-Deen		Yes		
Planned Activities Toward Completion of Objective						
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date
06/30/2019	Continue barrier analysis process using various data sources, including Complaint Activity and the Federal Employee Viewpoint Survey.			Yes	06/30/2023	
09/30/2019	Develop exit interview survey.			Yes		07/01/2019
02/28/2020	Review out-boarding process to determine opportunities to solicit feedback.			Yes	03/31/2023	

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
04/28/2020	Discuss benefits of survey and encourage Line/Staff Office use.	Yes	04/30/2022	04/30/2022
08/31/2022	Conduct employee focused training sessions on preparing for career advancement opportunities (creating individual development plans, LANTERN) and discussion of other NOAA opportunities.	Yes		08/31/2022

Report of Accomplishments

Fiscal Year	Accomplishments
2022	DPM Conducted presentations at ERG and NOAA LO to discuss the use of special hiring authorities in career advancement

Source of the Trigger:	Workforce Data (if so identify the table)					
Specific Workforce Data Table:	Workforce Data Table - B6					
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The low selection rate of PWD and PWTD in mission-critical occupations.					
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i>					
	People with Disabilities People with Targeted Disabilities					
Barrier Analysis Process Completed?:	N					
Barrier(s) Identified?:	N					
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name	Description of Policy, Procedure, or Practice				
Objective(s) and Dates for EEO Plan						
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description	
12/30/2021	09/30/2022	Yes	09/30/2024		Increase the selection rate for PWD/PWTD in MCOs	
Responsible Official(s)						
Title		Name		Standards Address The Plan?		
OICR Director		Dr. Ngozi Butler-Guerrier		Yes		
Director OHCS		Hakeem Basheerud-Deen		Yes		
DPM		Kiana Campbell		No		
SEPM for PWDs and PWTDs		Melvin Jones		No		
Planned Activities Toward Completion of Objective						
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date
03/31/2022	Encourage managers to review existing non-competitive applicant repositories and engage ERG for PWD before posting announcements to USAJOBS.			Yes		03/31/2022
06/30/2022	Partner with Vocational Rehabilitation Centers and other external partners to advertise positions.			Yes		06/30/2022
08/31/2022	Interview new hires to discuss their experience through the hiring process.			Yes	08/31/2023	
Page 58						

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	Provide training through a NOAA wide platform on the effective use of the hiring authorities.	Yes		09/30/2022
09/30/2023	Conduct ongoing barrier analysis of mission-critical occupations	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2022	Positions are shared with TAP coordinators, State Vocational Rehabilitation Centers throughout the country

Source of the Trigger:	Workforce Data (if so identify the table)					
Specific Workforce Data Table:	Workforce Data Table - B13					
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Low level of the time-off awards, bonuses, or other incentives for PWDs and PWTDs.					
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i>					
	People with Disabilities People with Targeted Disabilities					
Barrier Analysis Process Completed?:	N					
Barrier(s) Identified?:	N					
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name	Description of Policy, Procedure, or Practice				
Objective(s) and Dates for EEO Plan						
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description	
10/01/2022	09/30/2023	Yes			Review awards evaluation criteria for PWDs and PWTDs.	
Responsible Official(s)						
Title		Name		Standards Address The Plan?		
OICR Director		Dr. Ngozi Butler-Guerrier		Yes		
OHCS Director		Hakeem Basheerud-Deen		Yes		
DPM		Kiana Campbell		No		
SEPM for PWDs and PWTDs		Melvin Jones		No		
Planned Activities Toward Completion of Objective						
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	Review awards evaluation criteria for PWDs and PWTDs.			Yes		
Report of Accomplishments						
Fiscal Year	Accomplishments					
4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.						

The lack of sufficient feedback from exit interviews/surveys prevents the identification & removal of barriers to the retention of PWTDS. Limited data analysis prevents the identification of triggers and removal of possible barriers to employment and advancement for PWD/PWTD.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

OHCS added the following statement to their website: "The LCDP program is open to employees with disabilities. The Federal Executive Institute training portion of the program will and can be modified to accommodate persons with disabilities." This provided an extra step towards the feeling of inclusion for PWD/PWTD, and increased the possibility of participation in future LCDP cohorts. OHCS released a revised NOAA Administrative Order (NAO) 202-1109, that provides specific guidance and procedures for the agency's Merit Assignment Plan. The LCDP implemented several recruitment strategies, including: 1) allowing panelists from other DOC bureaus to ensure diverse rating and ranking and interview panels, 2) broadening applicant eligibility to include Pay Band 3 (GS-11/12), and 3) shifting supervisor approval to the middle of the process, following rating and ranking, prior to interviews. OHCS drafted a NOAA Operating Plan for Recruiting, Hiring and Retaining PWD. The Office of Human Capital Management conducted presentations on the LCDP, LANTERN (Leveraging Abilities Needs Talents Energies Resources Network) and its Mentoring Program to ADAPT and other ERGs. The ERG ADAPT (Accommodating Differently Abled People) published its first newsletter, focusing on areas of awareness, inclusion, support and empowerment.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

Planned activities continue in 2023 towards the identified triggers and barriers.