## Affirmative Action 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

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

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numarical Goal		12%		2%	
Grades GS-11 to SES	1251	199	15.91	45	3.60
Grades GS-1 to GS-10	9	2	22.22	1	11.11

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

Information regarding the numerical goals is shared with hiring officials and Managers during the Strategic Recruitment Discussions (SRDs) to improve the incorporation of information regarding special hiring authorities for veterans, disabled veterans and 30% or more disabled veterans, PWDs and PWTDs.

## 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.

<sup>\*</sup>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.

# 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

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

Disability December Tools	# of FTE	Staff By Employm	ent Status	Responsible Official
Disability Program Task	Full Time	Part Time	Collateral Duty	(Name, Title, Office Email)
Processing applications from PWD and PWTD	1	0	0	Jacqueline Preliou-Holland Human Resource Specialist
Special Emphasis Program for PWD and PWTD	1	0	0	mary.l.dickson7.civ@mail.ı
Answering questions from the public about hiring authorities that take disability into account	1	0	0	mary.l.dickson7.civ@mail.ı
Processing reasonable accommodation requests from applicants and employees	1	0	0	
Section 508 Compliance	1	0	0	James Taylor 508 Coordinator
Architectural Barriers Act Compliance	1	0	0	Eric Reed Facilities Plans and Space Management eric.c.reed8.civ@mail.mil

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 Affirmative Employment Program Manager (AEP) served as the Disability Program Manager during FY2023, as the position was vacant. The AEP Manager previously completed Disability Program Manager Training provided by EEOC and DEOMI.

#### 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

## Section III: Program Deficiencies In The Disability Program

Brief Description of Program Deficiency	4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic mployment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 0.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]				
Objective	H-3: Fill the vacant SEPM position on the AEP team.				
Target Date	p 30, 2023				
<b>Completion Date</b>					
<b>Planned Activities</b>	<u>Target Date</u> <u>Completion Date</u> <u>Planned Activity</u>				
	Fiscal Year Accomplishment				
Accomplishments	The EI Office coordinated with HR completing all required documentation for the position to be posted to USAJobs.				

Brief Description of Program Deficiency	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)]
Objective	H-16: To obtain exit interview data related to the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities.
Target Date	Dec 31, 2024
<b>Completion Date</b>	
Planned Activities	Target Date Completion Date Planned Activity
Accomplishments	Fiscal Year Accomplishment

#### Section IV: 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.

During FY2023 the DTRA recruitment team participated in the following events providing information to individuals with disabilities and targeted disabilities. 1. Soldier Recovery Unit/Intelligence Community Career Fair. 2. Soldier Recovery Unit/Virtual Intelligence Community & Career Fair. 3. Nova Hispanic American Chamber of Commerce/National Diversity Career Expo. The Selective Placement Program Coordinator (SPCC) coordinated with hiring Managers to consider hiring noncompetitive applicants before announcing the job on USAJobs.gov.

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

During FY2023, the Agency used the following authorities to hire persons with disabilities: 1. Schedule A for PWD and PWTD 2. Pathways 3. Veterans with a 30% or greater disability rating 4. Workforce Recruitment Program (WRP) 5. Operation Warfighter 6. Veterans' Recruitment Appointment (VRA)

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.

The Agency USAJobs announcements included language informing applicants they can be considered under Schedule A. In the USAJobs announcements, we defined the position requirements and the required supporting documentation for Schedule A eligibility. Schedule A applicants must meet the specialized experience and best qualified category. To ensure eligibility, the applicant must provide a signed Schedule A letter or other documentation that indicates 30 percent or more disabled. The Special Emphasis Program Manager/DPM provided the Schedule A Applicant's resume to the HR Staffing Team, which is forwarded to a Hiring Official. This process was done outside of the USAJobs competitive all interested Schedule A Applicants have an immediate opportunity to be hired.

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

The HR Staffing Team incorporated information regarding special hiring authorities to recruit PWD and PWTD into the Strategic Recruitment Discussions with hiring Managers. Strategic recruitment discussions occurred at the beginning of each hiring request.

#### 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.

DTRA maintained partnerships with PWD/PWTD organizations (i.e., WRP, Operations Warfighter and other organizations that serve disabled Veterans). DTRA also utilized the Pathways program to recruit and fill positions within the Agency.

#### 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

		Reportable	Disability	Targeted Disability		
New Hires	Total	Permanent Workforce	Temporary Workforce	Permanent Workforce	Temporary Workforce	
	(#)	(%)	(%)	(%)	(%)	
% of Total Applicants	4143	6.71	0.00	3.72	0.00	
% of Qualified Applicants	2279	6.32	0.00	3.60	0.00	
% of New Hires	36	5.56	0.00	2.78	0.00	

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

Using the qualified applicant pool as the benchmark triggers were identified among PWD and PWTD new hires for the following MCO series. • Security Administration 0800; PWD 6.83% an increase of 0.81% in comparison with FY2022 representation in the qualified applicant pool. • International Relations 0131; PWD 3.95% a decrease of 1.78% in comparison with FY2022, PWTD 0.00% a decrease of 1.27% in comparison with FY2022 representation in the qualified applicant pool. • Intelligence 0132; PWD 5.70% a decrease of 1.59% in comparison with FY2022. • Human Resources Management 0201; PWD 6.21% an increase of 0.54% in comparison with FY2022 representation in the qualified applicant pool. • Logistics Management 0346; PWD 7.55% representation in the qualified applicant pool. • Telecommunications 0391; PWD 0.00% a decrease of 10.00% in comparison with FY2022, PWTD remains at 0.00% with no change in the qualified applicant pool in comparison with FY2022 representation in the qualified applicant pool. • Budget Analysis 0560; PWD 5.18% an increase of 2.42% in comparison with FY2022 representation in the qualified applicant pool. • Contracting 1102; PWD 5.96% a decrease of 1.02% in comparison with FY2022 representation in the qualified applicant pool. • General Education Training 1701; PWD 0.00% a decrease of 10% in comparison with FY2022, PWTD 0.00% representation in the qualified applicant pool. • Traffic Management 2130; PWD 11.77% representation in the qualified applicant pool. • Information Technology Management 2210; PWD 7.75% an increase of 2.21% in comparison with FY2022 representation in the qualified applicant pool. • NOTE: The analysis was conducted based on the data provided by USAStaffing.

	T-4-1	Reportable Disability	Targetable Disability
New Hires to Mission-Critical Occupations	Total	New Hires	New Hires
	(#)	(%)	(%)
Numerical Goal		12%	2%
0080 SECURITY	2	0.00	0.00
0130 FOREIGN AFFAIRS	0	0.00	0.00
0131 INTERNATIONAL RELATIONS	0	0.00	0.00
0132 INTELLIGENCE	12	8.33	8.33
0201 HUMAN RESOURCES	0	0.00	0.00
0341 ADMINISTRATIVE OFFICER	0	0.00	0.00
0346 LOGISTICS MANAGEMENT	0	0.00	0.00
0391 TELECOMMUNICATIONS	0	0.00	0.00
0501 FINANCIAL ADMINISTRATION & PROGRAM	0	0.00	0.00
0510 ACCOUNTING	0	0.00	0.00
0560 BUDGET ANALYSIS	4	0.00	0.00
1035 PUBLIC AFFAIRS	0	0.00	0.00
1102 CONTRACTING	8	0.00	0.00
1550 COMPUTER SCIENCE	0	0.00	0.00
1701 GENERAL EDUCATION TRAINING	0	0.00	0.00
1712 TRAINING INSTRUCTION	0	0.00	0.00
2010 INVENTORY MANAGEMENT	0	0.00	0.00
2101 TRANSPORTATION SPECIALIST	0	0.00	0.00
2130 TRAFFIC MANAGEMENT	0	0.00	0.00
2210 INFORMATION TECHNOLOGY MANAGEMENT	10	10.00	0.00

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 Yes

b. Qualified Applicants for MCO (PWTD)

Answer Yes

Using the qualified applicant pool as the benchmark triggers were identified among PWD and PWTD qualified internal applicants for the following MCO series. • Security Administration 0800; PWD 8.42% an increase of 0.66% in comparison with FY2022 representation in the qualified applicant pool. • Intelligence 0132; PWD 6.40% an increase of 1.33% in comparison with FY2022 representation in the qualified applicant pool. • Logistics Management 0346; PWD 6.02% representation in the qualified applicant pool. • Accounting 0510; PWD 0.00%, PWTD 0.00% representation in the qualified applicant pool. • General Education Training 1701; PWD 0.00% a decrease of 10% in comparison with FY2022, PWTD remains at 0.00% with no change in representation in comparison with FY2022 in the qualified applicant pool. • Training Instruction 1712; PWD 0.00% a decrease of 10% in comparison with FY2022, PWTD remains at 0.00% with no change in representation in comparison with FY2022 representation in the qualified applicant pool. • Information Technology Management 2210; PWD 7.31% a decrease of 2.61% in comparison with FY2022 representation in the qualified applicant pool. NOTE: The analysis was conducted based on the data provided by USAStaffing.

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 Yes

b. Promotions for MCO (PWTD)

Answer Yes

Using the qualified applicant pool as the benchmark triggers were identified among PWD and PWTD internal competitive promotions for the following MCO series. • Security Administration 0800; PWD 0.00%, PWTD 0.00% representation in internal selections. • Intelligence 0132; PWD 0.00%, PWTD 0.00% representation in internal selections. • Logistics Management 0346; PWD 6.08% an increase of 6.08% in comparison with FY2022 representation in internal selections. • Financial Administration 0510; PWD 0.00%, PWTD 0.00% representation in internal selections. • General Education 1711; PWD 0.00%, PWTD 0.00%, PWTD

# Section V: 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.

The Agency provided training for Managers and Supervisors with the goal of increasing their knowledge and equipping them with the tools and resources available for effectively managing PWD and PWTD Employees. Managers and Supervisors were encouraged to promote the career development of all Employees, including PWDs and PWTDs.

#### B. CAREER DEVELOPMENT OPPORTUNITES

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

DTRA offered training opportunities for employees via the DTRA Learning Management System (LMS) online portal and via various DTRA Training and Development SharePoint online portals. DTRA ensured announcements for the Competitive Academic Program, and Competitive Leadership Programs as well as Agency Group Training announcements are sent to all employees to include PWDs and PWTDs. Other training and development opportunities are available at will be all employees via various DTRA Training and Development SharePoint online portals. DTRA had three (3) PWDs who participated as Mentees, as well as three (3)

PWDs who participated as Mentors in the Mentoring program. Career Broadening – Detail Programs included two (2) PWD Selectees. Competitive Leadership Development Program included five (5) PWDs. Additionally, DTRA Competitive Training included 32 PWD participants and four (4) PWTD participants.

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

Come on Development	Total Participants		PWD		PWTD	
Career Development Opportunities	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs						
Fellowship Programs						
Coaching Programs						
Training Programs						
Other Career Development Programs	327	317	11.31%	11.67%	1.22%	1.26%
Mentoring Programs	73	73	5.48%	5.48%	0%	0%
Detail Programs	62	24	17.74%	12.5%	6.45%	4.17%

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.

Yes

Answer

Yes

a. Applicants (PWD) Answer

b. Selections (PWD) Answer Yes

Analysis of the available data indicated that there is a trigger in regard to PWD applicants (5.48%) and PWD Selectees (5.48%) in the Mentoring program. Additionally, analysis indicates that there is a trigger in regard to PWD applicants (10%) in the Competitive Leadership Development Program. NOTE: Analysis was conducted based on data provided by the Office of Human Resources.

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)

Analysis of the available data indicated that there is a trigger in regard to PWTD applicants (0.00%) and PWTD Selectees (0.00%) in the Mentoring program. Additionally, analysis indicates that there is a trigger in regard to PWTD applicants (0.00%) and PWTD selectees in the Competitive Leadership Development Program. NOTE: Analysis was conducted based on data provide by the Office of Human Resources.

#### 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

The Agency identified triggers involving the percentage of PWDs and PWTDs who received Time Off Awards hours using the inclusion rate as the benchmark, as follows: • PWTD who received a Time Off Award of 1-10 hours. • PWD who received a Time Off Award of 21-30 hours. • PWTD who received a Time Off Award of 31-40 hours. The Agency identified triggers involving the percentage of PWD and PWTD who received Cash Awards using the inclusion rate as the benchmark, as follows: • PWD who received a Cash Award \$500-\$999. • PWTD who received a Cash Award \$1,000-\$1,999. • PWD who received a Cash Award \$3,000-\$3,999. • PWTD who received a Cash Award \$3,000-\$3,999. • PWD who received a Cash Award \$5,000 or more. • PWTD who received a Cash Award \$5,000 or more. NOTE: The analysis was conducted based on the data provided by ADVANA.

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	84	9.00	5.42	2.08	11.04
Time-Off Awards 1 - 10 Hours: Total Hours	686	73.93	43.96	16.67	90.80
Time-Off Awards 1 - 10 Hours: Average Hours	8	3.79	0.83	16.67	0.00
Time-Off Awards 11 - 20 hours: Awards Given	67	2.84	4.79	6.25	1.84
Time-Off Awards 11 - 20 Hours: Total Hours	1141	45.50	81.77	100.00	29.45
Time-Off Awards 11 - 20 Hours: Average Hours	17	7.58	1.77	33.33	0.00
Time-Off Awards 21 - 30 hours: Awards Given	128	9.00	9.48	12.50	7.98
Time-Off Awards 21 - 30 Hours: Total Hours	3106	216.11	230.31	300.00	191.41
Time-Off Awards 21 - 30 Hours: Average Hours	24	11.37	2.50	50.00	0.00
Time-Off Awards 31 - 40 hours: Awards Given	780	60.19	58.65	58.33	60.74
Time-Off Awards 31 - 40 Hours: Total Hours	28339	2171.09	2138.44	2100.00	2192.02
Time-Off Awards 31 - 40 Hours: Average Hours	36	17.06	3.75	75.00	0.00
Time-Off Awards 41 or more Hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	0	0.00	0.00	0.00	0.00
Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	240	24.17	16.35	16.67	26.38
Cash Awards: \$501 - \$999: Total Amount	179110	18187.68	12138.13	12395.83	19893.25
Cash Awards: \$501 - \$999: Average Amount	746	356.40	77.29	1547.92	5.52
Cash Awards: \$1000 - \$1999: Awards Given	395	28.44	28.54	25.00	29.45
Cash Awards: \$1000 - \$1999: Total Amount	450575	33494.79	32177.08	32589.58	33761.35
Cash Awards: \$1000 - \$1999: Average Amount	1140	557.82	117.40	2714.58	-77.30

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$2000 - \$2999: Awards Given	152	13.74	10.31	12.50	14.11
Cash Awards: \$2000 - \$2999: Total Amount	373774	34125.12	25318.33	31589.58	34871.78
Cash Awards: \$2000 - \$2999: Average Amount	2459	1176.30	255.73	5264.58	-27.61
Cash Awards: \$3000 - \$3999: Awards Given	246	16.11	18.54	10.42	17.79
Cash Awards: \$3000 - \$3999: Total Amount	867241	56820.85	65440.73	36622.92	62768.71
Cash Awards: \$3000 - \$3999: Average Amount	3525	1671.09	367.60	7322.92	6.75
Cash Awards: \$4000 - \$4999: Awards Given	179	15.17	13.54	16.67	14.72
Cash Awards: \$4000 - \$4999: Total Amount	798130	67695.26	60270.52	73560.42	65968.10
Cash Awards: \$4000 - \$4999: Average Amount	4458	2115.17	463.54	9193.75	30.67
Cash Awards: \$5000 or more: Awards Given	267	18.48	21.04	14.58	19.63
Cash Awards: \$5000 or more: Total Amount	1975748	126235.07	159073.96	88083.33	137469.94
Cash Awards: \$5000 or more: Average Amount	7399	3236.49	787.40	12583.33	484.05

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 Yes

b. Pay Increases (PWTD)

Answer Yes

The Agency identified triggers related to Quality Step Increases (QSI), a total of 72 QSI were awarded, PWD 7 (9.73%), and PWTD 1 (1.39%). NOTE: The analysis was conducted based on the data provided by ADVANA.

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	0	0.00	0.00	0.00	0.00

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

#### **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)ii. Internal Selections (PWD)Answer No

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD)

Answer Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD)

Answer Yes

d. Grade GS-13

i. Qualified Internal Applicants (PWD)

Answer Yes

ii. Internal Selections (PWD)

Answer Yes

The Agency identified a potential trigger for PWD qualified internal applicants for internal competitive promotions as follows: GS-15 qualified internal applicants 7.77% participation is lower than the relevant applicant pool of 11.23%. GS-15 internal selections 6.67% participation is lower than the qualified applicant pool of 7.77%. GS-14 qualified internal applicants 6.63% participation is lower than the relevant applicant pool of 17.05%. GS-14 internal selections 4.55% participation is lower than the qualified applicant pool 6.63%. GS-13 qualified internal applicants 7.94% participation is lower than the relevant applicant pool of 14.75%. GS-13 internal selections 9.46% participation is lower than the qualified applicant pool 7.94%. NOTE: The analysis was conducted based on the data provided by ADVANA and the Office of Human Capital.

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 No

ii. Internal Selections (PWTD)

Answer No

b. Grade GS-15

i. Qualified Internal Applicants (PWTD)

Answer No

ii. Internal Selections (PWTD)

Answer No

c. Grade GS-14

i. Qualified Internal Applicants (PWTD)

Answer Yes

ii. Internal Selections (PWTD)

Answer No.

d. Grade GS-13

i. Qualified Internal Applicants (PWTD)

Answer No

ii. Internal Selections (PWTD)

Answer No

The Agency identified a potential trigger for PWTD qualified internal applicants for internal competitive promotions as follows: GS-14 qualified internal applicants 6.63% participation is lower than the relevant applicant pool of 17.05%. NOTE: The analysis was conducted based on the data provided by ADVANA and the Office of Human Capital.

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	No
c. New Hires to GS-14 (PWD)	Answer	No
d. New Hires to GS-13 (PWD)	Answer	Yes

The Agency identified a potential trigger for PWD new hires to the senior grades. GS-13 participation rate of new hires 2.86% is lower than the qualified applicant pool of 6.11%. NOTE: The analysis was conducted based on the data provided by ADVANA and the Office of Human Capital.

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	No
c. New Hires to GS-14 (PWTD)	Answer	No
d. New Hires to GS-13 (PWTD)	Answer	Yes

The Agency identified a potential trigger for PWTD new hires to the senior grades. GS-13 participation rate of new hires 0.96% is lower than the qualified applicant pool of 3.40%. NOTE: The analysis was conducted based on the data provided by ADVANA and the Office of Human Capital.

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	Yes

ii. Internal Selections (PWD)

Answer Yes

b. Managers

i. Qualified Internal Applicants (PWD)

Answer Yes

ii. Internal Selections (PWD)

Answer Yes

c. Supervisors

i. Qualified Internal Applicants (PWD)ii. Internal Selections (PWD)Answer Yes

The Agency identified a potential trigger for PWD qualified internal applicants for internal competitive promotions as follows: Executives qualified internal applicants 0.00% participation is lower than the relevant applicant pool of 12.68%. Executives internal selections 6.67% participation is lower than the qualified applicant pool of 7.77%. Managers qualified internal applicant benchmark nor selections data is available. Supervisors qualified internal applicant benchmark nor selections data is available. NOTE: The analysis was conducted based on the data provided by ADVANA and the Office of Human Capital.

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 Yes

ii. Internal Selections (PWTD)

Answer Yes

b. Managers

i. Qualified Internal Applicants (PWTD)

Answer Yes

ii. Internal Selections (PWTD)

Answer Yes

c. Supervisors

i. Qualified Internal Applicants (PWTD)

Answer Yes

ii. Internal Selections (PWTD)

Answer Yes

The Agency identified a potential trigger for PWD qualified internal applicants for internal competitive promotions as follows: Executives qualified internal applicant benchmark nor selections data is available. Managers qualified internal applicant benchmark nor selections data is available. Supervisors qualified internal applicant benchmark nor selections data is available. NOTE: The analysis was conducted based on the data provided by ADVANA and the Office of Human Capital.

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 (PWD)

Answer Yes

b. New Hires for Managers (PWD)

Answer Yes

c. New Hires for Supervisors (PWD)

Answer Yes

The Agency identified a potential trigger for PWD New Hires as follows: Executives qualified internal applicant benchmark nor selections data is available. Managers qualified internal applicant benchmark nor selections data is available. Supervisors qualified internal applicant benchmark nor selections data is available. NOTE: The analysis was conducted based on the data provided by ADVANA and the Office of Human Capital.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD 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 (PWTD)

Answer Yes

b. New Hires for Managers (PWTD)

Answer Yes

c. New Hires for Supervisors (PWTD)

Answer Yes

The Agency identified a potential trigger for PWTD New Hires as follows: Executives qualified internal applicant benchmark nor selections data is available. Managers qualified internal applicant benchmark nor selections data is available. Supervisors qualified internal applicant benchmark nor selections data is available. NOTE: The analysis was conducted based on the data provided by ADVANA and the Office of Human Capital.

## Section VI: 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 C.F.R. § 213.3102(u)(6)(i))? If "no", please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

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 (PWD)

Answer Yes

b.Involuntary Separations (PWD)

Answer Yes

The Agency identified a trigger regarding PWD Voluntary Separations (10.80%) a decrease in PWD Voluntary Separations of 5.62% in comparison with FY2022. Additionally, the Agency identified a trigger regarding PWD Involuntary Separations (6.12%) an increase of 5.62% in comparison with FY2022. NOTE: The analysis was conducted based on the data provided in the EEOC MD-715 table.

Seperations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	3	0.94	0.09
Permanent Workforce: Resignation	29	1.41	2.23
Permanent Workforce: Retirement	45	5.16	2.91
Permanent Workforce: Other Separations	67	3.76	5.06
Permanent Workforce: Total Separations	144	11.27	10.28

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

a. Voluntary Separations (PWTD)

Answer Yes

b.Involuntary Separations (PWTD)

Answer Yes

The Agency identified a trigger regarding PWTD Voluntary Separations (0.94%). Additionally, the Agency identified a trigger regarding PWTD Involuntary Separations (2%).

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	3	2.04	0.15
Permanent Workforce: Resignation	29	0.00	2.18
Permanent Workforce: Retirement	45	2.04	3.31
Permanent Workforce: Other Separations	67	4.08	4.88
Permanent Workforce: Total Separations	144	8.16	10.52

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.

No exit interview data is available for FY2023, as the Exit Interview is in the process of being revised and thus was not available for employees as they out-processed.

#### 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.

https://www.dtra.mil/Careers-Opportunities/Equity-Diversity-and-Inclusion-Office/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.

https://www.dtra.mil/Careers-Opportunities/Equity-Diversity-and-Inclusion-Office/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 Executive Order 13583 established a coordinated, government-wide initiative to promote diversity and inclusion in the Federal workforce. During FY2023, the Diversity and Inclusion (D&I) Council and the Employee Resource Groups (ERGs) continued working to build an inclusive workforce. All six of the ERGs established action plans which included steps toward improving the culture and educating the DTRA workforce regarding their perspective focus group. During FY2023 the ERGs received barrier analysis training from the Office of Equity, Diversity and Inclusion. The ERGs were provided data and tasked with initiating trigger analysis. The Women's ERG identified four (4) triggers related to women in the DTRA workforce. Currently they are preparing to initiate barrier analysis into two (2) of the identified triggers.

#### 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 initial requests for reasonable accommodations during FY2023 was 13.33 calendar days, a decrease of 16.67 processing days per request in comparison with FY2022.

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.

DTRA's Reasonable Accommodation Program (RA) provided requestors an approval of their request on average within 13.33 calendar days. The Agency processed 7 RA requests during FY2023, which included a combination of assistive technologies, sit/stand workstations, ergonomic chairs, extra laptop and dragon software. The RA coordinator worked closely with the Information Management and Technology Directorate and the Acquisition and Logistics Directorate to provide approved accommodations for individuals, such as sit/stand workstations, ergonomic chairs; extra laptop, dragon software and coordinated with the Environmental, Safety and Occupational Health Office (ES) to ensure ergonomic assessments were conducted upon request. The Agency provided Sign Language Interpreter (SLI) services for workplace meetings, conferences, training, and special events. The Agency maintained an SLI log which tracked expenditures for all events and requirements.

## 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.

DTRA did not receive any requests for PAS during FY2023.

## Section VII: 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 governmentwide average?

Answer No

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.

#### 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 No

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 No

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.

### Section VIII: 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 Yes

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

Answer Yes

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:	Workforce Da	ata (if so identify	the table)			
Specific Work Table:	-	Workforce Da	<u>-</u>	·			
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:  Trigger 1 - The lower than anticipated participation of New Hires in the Permanent Workforce, PWDs in the GS-1 to GS-10 Cluster. CLOSED					ew Hires in the Permanent Workforce,		
Provide a brief describing the issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	r <b>p</b>				
BARRIER G	ROUPS:	People with I	Disabilities				
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT		Barri	er Name	De	escription of	of Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A				fied at this time in regard to the lower than	
Provide a succ of the agency procedure or practice that determined to of the undesired cond	t has been be the barrier			anticipated re	epresentation.		
			Objective(s) a	nd Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	09/30/2022	Yes	09/30/2021			rier analysis to identify barriers related to an anticipated representation.	
	<u>.                                      </u>	·	Respoi	nsible Official	l(s)		
	Title			Name		Standards Address The Plan?	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dickson			Yes	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
	an Resource Di	+	Christine Enriquez, Colonel			Yes	
<u> </u>	an Resource Di		Zoraida Escobar	, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	

Planned Activities Toward Completion of Objective								
Target Date	Planned Activities Sufficient Staffing & Funding		Modified Date	Completion Date				
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	10/31/2022	06/23/2023				
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/30/2023				
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022	09/30/2023				
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	09/30/2023	09/30/2023				
	Report of Accomplishme	nts						
Fiscal Year	Accomplish	nment						
2023	*							
During FY2022, additional data became available via USAStaffing for the preparation of the MD-715 and for barrier analysis. USAStaffing data for FY2022 included Mission Critical Occupations with distribution by RNO and Disability.								
	The EI Office participated in discussions with HR and demonstrations of potential Data Dashboards during FY2022, and met with the individual who is creating the Data Dashboards to provide additional input.							

Source of the	Trigger:	Workforce D	ata (if so identify	the table)		
Specific Work Table:	xforce Data	Workforce D	ata Table - B1			
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:  Trigger 2 - The lower than anticipated participation of New Hires in the Perma PWDs one (1) (8.34%) in the SES Cluster. CLOSED					w Hires in the Permanent Workforce,	
Provide a brief describing the issue.						
How was the crecognized as a barrier?						
STATEMEN'		Barrier Grou	ıp			
BARRIER G	ROUPS:	People with I	Disabilities			
Barrier Analy Completed?:	ysis Process	N				
Barrier(s) Ide	entified?:	N				
STATEMEN		Barri	er Name	D	escription of	Policy, Procedure, or Practice
IDENTIFIED	BARRIER:	N/A				ried at this time in regard to the lower than
Provide a succ of the agency procedure or practice that determined to of the undesired cond	policy, t has been be the barrier			anticipated re	epresentation.	
			Objective(s) a	and Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2021	03/30/2022	Yes	09/30/2023			rier analysis to identify barriers related to an anticipated representation.
			Respo	nsible Officia	l(s)	
	Title			Name		Standards Address The Plan?
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes
Acting Director Inclusion Offi	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes
Director, Human Resource Directorate			Zoraida Escobar, Colonel			Yes
Acting Directorate	or, Human Reso	ource	James Powell			Yes
EEO Manager Programs	Affirmative E	mployment	Mary Lynn Dicl	kson		Yes

	Planned Activities Toward Completion of Objective								
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date					
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023					
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023					
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.			09/30/2023					
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	09/30/2023	09/30/2023					
	Report of Accomplishmen	nts							
Fiscal Year	Accomplish	nment							
2023	Representation increased for PWDs in the New Hires in the Permanent Workforce during FY2023. The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis.								

Source of the	Trigger:	Workforce Da	ata (if so identif	y the table)			
Specific Work Table:	xforce Data	Workforce Da	ata Table - B6				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 3 - The lower than anticipated participation of PWD in re Critical Occupations (MCO).				WD in regard to New Hires in Mission			
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMENT		Barrier Grou	ı <b>p</b>				
BARRIER G	ROUPS:	People with I	Disabilities				
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A				fied at this time in regard to the lower than	
Provide a succ of the agency I procedure or practice that determined to of the undesired cond	t has been be the barrier			anticipated re	epresentation	•	
			Objective(s)	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	09/30/2023	06/23/2023		rier analysis to identify barriers related to an anticipated representation.	
			Respo	onsible Officia	l(s)		
	Title		<u> </u>	Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes	
Director, Human Resource Directorate			Zoraida Escobar, Colonel			Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	ckson		Yes	

	Planned Activities Toward Completic	on of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date		
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023		
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/30/2023		
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022	09/30/2023		
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	09/30/2023	09/30/2023		
09/30/2024	Finalize the 5-year trend analysis.	Yes				
11/30/2024	Review the 5-year trend analysis to identify triggers for specific MCOs.	Yes				
	Report of Accomplishmen	nts				
Fiscal Year	Accomplish	nment				
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis.	Resources received	d increased access	to data during		
2022	Created Disability Etiquette in the Workplace Toolkit.					
	Created Quick Guide for Assisting PWDs in an Emergency	·.				
	Finalized the Disability Strategic Plan and developed the F	Y202021 Disabili	ity Implementation	ı Plan.		
	Developed a Disability Employment Program Training for	Supervisors and l	Hiring Managers.			
	Facilitated the Department of Labor Hiring Authorities train	ning.				
	Developed Veterans Toolkit for Supervisors and Hiring Ma	anagers.				
	Created a Special Emphasis Program Overview Guide.					
	Hired two WRP Interns during COVID.					
	Conducted two Disability Brown Bag sessions to inform SuPWDs.	apervisors of the	program and how	to hire a student/		
	Utilized the OPM Feds Hire Vets website for ideas on how	to reach Veteran	s and disabled Vet	erans.		
	Analysis of Table B1 demonstrates that the disability workforce increased in representation from 24 PWTD (1.87%) in FY202020 to PWTD 51 (3.45%) in FY202021. Thus, there was no trigger as it relates to the PWTD Permanent Workforce for FY202021.					
	Analysis of Table B1 Separation data utilizing the inclusion was no trigger related to separations of PWD and PWTDs f		hmark indicates th	at DTRA there		
	All triggers were resolved during FY202021 with the data analysis indicating that the Agency met the benchmarks affiliated with each previously identified trigger. Additionally, the ERGs will continue to assist with trend analysis for MCO new hires and qualified internal applicants for PWDs and PWTDs.					

Source of the	Trigger:	Workforce Da	ata (if so identif	y the table)			
Specific Work Table:	-	Workforce Da	ata Table - B6				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:  Trigger 4 - The lower than anticipated participation of PWTD in regard to New Hires in Missio.  Critical Occupations (MCO).					WTD in regard to New Hires in Mission		
Provide a brief describing the issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	p p				
BARRIER G	ROUPS:	People with	Targeted Disabi	ilities			
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	entified?:	N					
STATEMENT		Barri	er Name	D	escription of	f Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A				fied at this time in regard to the lower than	
Provide a succ of the agency procedure or practice that determined to of the undesired cond	t has been be the barrier			anticipated re	presentation	•	
			Objective(s)	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2023	06/23/2023		rier analysis to identify barriers related to an anticipated representation.	
		<u> </u>	Resno	nsible Officia		• •	
	Title		2205PC	Name	V-7	Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Human Resource Directorate C			Christine Enriquez, Colonel			Yes	
Director, Hum	an Resource Di	rectorate	Zoraida Escobar, Colonel			Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	ekson		Yes	

	Planned Activities Toward Completio	n of Objective			
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date	
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023	
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023	
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022	09/30/2023	
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	09/30/2023	09/30/2023	
09/30/2024	Finalize the 5-year trend analysis.	Yes			
11/30/2024	Review the 5-year trend analysis to identify triggers for specific MCOs.	Yes			
	Report of Accomplishmen	nts			
Fiscal Year	Accomplish	ment			
2023	The EI Office with the assistance of the Office of Human ReFY2023 allowing for additional analysis.	esources received	d increased access	to data during	
2022	Created Disability Etiquette in the Workplace Toolkit.				
	Created Quick Guide for Assisting PWDs in an Emergency.				
	Finalized the Disability Strategic Plan and developed the FY	7202021 Disabili	ity Implementation	n Plan.	
	Developed a Disability Employment Program Training for S Facilitated the Department of Labor Hiring Authorities train		Hiring Managers.		
	Developed Veterans Toolkit for Supervisors and Hiring Man	nagers.			
	Created a Special Emphasis Program Overview Guide.				
	Hired two WRP Interns during COVID.				
	Conducted two Disability Brown Bag sessions to inform SupPWDs.	pervisors of the p	program and how	to hire a student/	
	Utilized the OPM Feds Hire Vets website for ideas on how	to reach Veterans	s and disabled Vet	erans.	
	Analysis of Table B1 demonstrates that the disability workforce increased in representation from 24 PWTD (1.87%) in FY202020 to PWTD 51 (3.45%) in FY202021. Thus, there was no trigger as it relates to the PWTD Permanent Workforce for FY202021.				
	Analysis of Table B1 Separation data utilizing the inclusion was no trigger related to separations of PWD and PWTDs for		nmark indicates th	at DTRA there	
	All triggers were resolved during FY202021 with the data a benchmarks affiliated with each previously identified trigge with trend analysis for MCO new hires and qualified internal	r. Additionally, t	he ERGs will con	tinue to assist	

Source of the	Trigger:	Workforce Da	ata (if so identify	y the table)				
Specific Work Table:	xforce Data	Workforce Da	ata Table - B6					
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 5 - The lower than anticipated participation of PWD among qualified internal applicants for Mission Critical Occupations.						
Provide a brief describing the issue.								
How was the c recognized as a barrier?								
STATEMENT		Barrier Grou	p					
BARRIER G	ROUPS:	People with I	Disabilities					
Barrier Analy Completed?:	vsis Process	N						
Barrier(s) Ide	ntified?:	N						
STATEMENT		Barri	ier Name Description of Policy, Procedure, or Practice			f Policy, Procedure, or Practice		
IDENTIFIED	BARKIEK:	N/A		No barrier ha	s been ident	ified at this time.		
Provide a succ of the agency procedure or practice that determined to of the undesired cond	t has been be the barrier							
			Objective(s) a	and Dates for	EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description		
10/01/2021	03/30/2021	Yes	06/01/2023		Identify spe	ecific barriers and resolutions.		
			Respo	nsible Officia	l(s)			
	Title			Name		Standards Address The Plan?		
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes		
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes		
Director, Human Resource Directorate Christine Enriquez, Colonel Yes				Yes				
Acting Director, Human Resource Directorate			James Powell			Yes		
Director, Hum	an Resource Di	rectorate	Zoraida Escoba	r, Colonel		Yes		
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes		

	Planned Activities Toward Completion of Objective								
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date					
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	06/01/2023	09/30/2023					
09/30/2024	Finalize the 5-year trend analysis.	Yes							
11/30/2024	Review the 5-year trend analysis to identify triggers for specific MCOs.	Yes							
	Report of Accomplishme	ents							
Fiscal Year	Accomplis	hment							
2022	The Directorate and ERG workforce briefs were initiated and are in the process of being completed. The EI Office met with the ERGs and provided their leaders with Barrier Analysis instruction, the MD-715 A & B tables, and the EEOC Trigger Tables. The ERGs have begun a review of this data to identify potential triggers for further analysis.								
2023	The EI Office with the assistance of the Office of Human FY2023 allowing for additional analysis.	Resources received	d increased access	to data during					

Source of the	Trigger:	Workforce Da	ata (if so identif	y the table)		
Specific Work Table:	xforce Data	Workforce Da	ata Table - B6			
			ne lower than an ritical Occupati		cipation of P	WTD among qualified internal applicants
Provide a brief narrative describing the condition at issue.						
How was the c recognized as a barrier?						
STATEMENT		Barrier Grou	p			
BARRIER G	ROUPS:	People with	Targeted Disabi	lities		
Barrier Analy Completed?:	sis Process	N				
Barrier(s) Ide	ntified?:	N				
STATEMENT		Barri	er Name	D	escription of	f Policy, Procedure, or Practice
IDENTIFIED	BARRIER:	N/A		No barrier ha	s been ident	ified at this time.
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.						
			Objective(s)	and Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/30/2020	03/30/2021	Yes	06/01/2023	06/01/2023	Identify spe	ecific barriers and resolutions.
			Respo	nsible Officia	l(s)	
	Title			Name		Standards Address The Plan?
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes
Director, Hum	an Resource Di	rectorate	Christine Enriq	uez, Colonel		Yes
	an Resource Di		Zoraida Ines Es	cobar, Colonel	-	Yes
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes

	Planned Activities Toward Completion of Objective								
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date					
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	06/01/2023	06/01/2023					
09/30/2024	Finalize the 5-year trend analysis.	Yes							
11/30/2024	Review the 5-year trend analysis to identify triggers for specific MCOs.	Yes							
	Report of Accomplishme	ents							
Fiscal Year	Accomplis	hment							
2023	The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis.								
2022	The Directorate and ERG workforce briefs were initiated and are in the process of being completed. The EI Office met with the ERGs and provided their leaders with Barrier Analysis instruction, the MD-715 A & B tables, and the EEOC Trigger Tables. The ERGs have begun a review of this data to identify potential triggers for further analysis.								

Source of the	Trigger:	Workforce Da	ata (if so identify	y the table)		
Specific Work Table:	xforce Data	Workforce Da	ata Table - B6			
			ne lower than an cal Occupations		cipation of P	WD among employees promoted to
Provide a brief describing the issue.						
How was the c recognized as a barrier?						
STATEMENT		Barrier Grou	p			
BARRIER G	ROUPS:	People with I	Disabilities			
Barrier Analy Completed?:	sis Process	N				
Barrier(s) Ide	ntified?:	N				
STATEMENT		Barri	er Name	D	escription of	f Policy, Procedure, or Practice
IDENTIFIED	BARRIER:	N/A		No barrier ha	s been ident	ified at this time.
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.						
			Objective(s)	and Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2020	03/30/2021	Yes	06/01/2023	06/01/2023	Identify spe	ecific barriers and resolutions.
			Respo	nsible Officia	l(s)	
	Title			Name		Standards Address The Plan?
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes
Director, Hum	an Resource Di	rectorate	Christine Enriquez, Colonel			Yes
	an Resource Di		Zoraida Escoba	r, Colonel		Yes
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes

	Planned Activities Toward Completion of Objective								
Target Date	Planned Activities	Sufficient Staffing & Funding?	Staffing & Date						
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	06/01/2023	06/01/2023					
09/30/2024	Finalize the 5-year trend analysis.	Yes							
03/30/2025	Review the 5-year trend analysis to identify triggers specific to internal promotions among MCOs.	Yes							
	Report of Accomplishm	ents							
Fiscal Year	Accompli	shment							
2023	The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis.								
2022	The Directorate and ERG workforce briefs were initiated and are in the process of being completed. The EI Office met with the ERGs and provided their leaders with Barrier Analysis instruction, the MD-715 A & B tables, and the EEOC Trigger Tables. The ERGs have begun a review of this data to identify potential triggers for further analysis.								

Source of the	Trigger:	Workforce Da	ata (if so identify	y the table)		
Specific Worl Table:	xforce Data	Workforce Da	ata Table - B6			
			ne lower than an cal Occupations.		cipation of P	WTD among employees promoted to
Provide a brief describing the issue.						
How was the crecognized as a barrier?						
STATEMEN'		Barrier Grou	up .			
BARRIER G	ROUPS:	People with	Targeted Disabi	lities		
Barrier Analy Completed?:	sis Process	N				
Barrier(s) Ide	entified?:	N				
STATEMEN'		Barri	er Name	De	escription o	f Policy, Procedure, or Practice
IDENTIFIED	BARRIER:	N/A	No barrier has been identified at this time.			
Provide a succ of the agency procedure or practice that determined to of the undesired cond	policy, t has been be the barrier					
			Objective(s) a	and Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2020	03/30/2021	Yes	06/01/2023		Identify spe	ecific barriers and resolutions.
			Respo	nsible Officia	l(s)	
	Title			Name		Standards Address The Plan?
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald		Yes	
Acting Director Inclusion Offi	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes
Director, Hum	nan Resource Di	rectorate	Christine Enriquez, Colonel			Yes
· · · · · · · · · · · · · · · · · · ·	nan Resource Di		Zoraida Escoba	r, Colonel		Yes
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes
EEO Manager Programs	r, Affirmative E	mployment	Mary Lynn Dic	kson		Yes

	Planned Activities Toward Complete	tion of Objective					
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date			
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	06/01/2023	06/01/2023			
09/30/2024	Finalize the 5-year trend analysis.	Yes					
03/30/2025	Review the 5-year trend analysis to identify triggers specific to internal promotions among MCOs.	Yes					
	Report of Accomplishm	ents					
Fiscal Year	Accompli	shment					
2023	The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis.						
2022	The Directorate and ERG workforce briefs were initiated and are in the process of being completed. The EI Office met with the ERGs and provided their leaders with Barrier Analysis instruction, the MD-715 A & B tables, and the EEOC Trigger Tables. The ERGs have begun a review of this data to identify potential triggers for further analysis.						

Source of the	Trigger:	Other					
Specific Work Table:	xforce Data	Workforce D	ata Table - B1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 9 Programs.			he lower than an	ticipated partic	cipation of PW	/D applicants in Career Development	
Provide a brief narrative describing the condition at issue.							
How was the crecognized as a barrier?							
STATEMEN'		Barrier Grou	ıp				
BARRIER G	ROUPS:	People with l	Disabilities				
Barrier Analysis Process Completed?:		N					
Barrier(s) Ide	entified?:	N					
STATEMENT		Barri	ier Name	D	escription of	of Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A		To date no ba	arrier has beer	n identified.	
Provide a succ of the agency procedure or practice that determined to of the undesired cond	t has been be the barrier						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	09/30/2022	Yes	12/31/2024			iers and resolutions for PWD participation velopment Programs.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriqu			Yes	
-	an Resource Di		Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes	

	Planned Activities Toward Completic	on of Objective					
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date			
12/31/2021	Facilitate a meeting with HR to ensure all career development announcements contain information for PWDs in need of accommodations.	Yes	12/31/2024				
03/30/2022	Conduct analysis of workforce data by Career Development Program to identify trends.	Yes		02/09/2023			
06/30/2022	Conduct analysis of workforce data by Directorate to identify trends.	Yes	12/31/2024				
07/30/2022	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers address the participation of PWDs in Career Development Programs.	Yes	12/31/2024				
09/30/2022	Conduct benchmarking with other Federal agencies regarding Career Development Programs specifically designed for PWDs.	Yes	03/30/2025				
	Report of Accomplishmen	nts					
Fiscal Year	Accomplish	nment					
2023	The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis.						
2022	Analysis of Career Development data for the workforce and as requested data is received.	l ERGs was initia	ted during FY202	2 and is ongoin			

Source of the	Trigger:	Other				
Specific Work Table:	xforce Data	Workforce Da	ata Table - B1			
		Trigger - 10 T Programs.	The lower than a	nticipated part	icipation of P	WD selectees in Career Development
Provide a brief narrative describing the condition at issue.						
How was the crecognized as a barrier?						
STATEMENT OF BARRIER GROUPS:		Barrier Grou	p p			
Barrier Analy Completed?:	Barrier Analysis Process					
Barrier(s) Ide	entified?:	N				
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice
IDENTIFIED	BARRIER:	N/A		To date no ba	arrier has been	n identified.
Provide a succ of the agency procedure or practice that determined to of the undesired cond	t has been be the barrier					
			Objective(s) a	nd Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2021	12/31/2021	Yes	12/31/2024			iers and resolutions for PWD participation evelopment Programs.
			Respon	nsible Officia	l(s)	
	Title			Name		Standards Address The Plan?
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes
Acting Director, Equity, Diversity and Inclusion Office (EI)		rsity and	Henry Bass			Yes
Director, Human Resource Directorate			Christine Enriqu	-		Yes
· · · · · · · · · · · · · · · · · · ·	an Resource Di	+	Zoraida Escobar	, Colonel		Yes
Directorate	or, Human Reso		James Powell			Yes
EEO Manager Program	, Affirmative E	mployment	Mary Lynn Dickson Yes			Yes

	Planned Activities Toward Completic	on of Objective					
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date			
12/31/2021	Facilitate a meeting with HR to ensure all career development announcements contain information for PWDs in need of accommodations.	Yes	12/31/2024				
03/30/2022	Conduct analysis of workforce data by Career Development Program to identify trends.	Yes		02/09/2023			
06/30/2022	Conduct analysis of workforce data by Directorate to identify trends.	Yes	12/31/2024				
07/30/2022	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers address the participation of PWDs in Career Development Programs.	Yes	12/31/2024				
09/30/2022	Conduct benchmarking with other Federal agencies regarding Career Development Programs specifically designed for PWDs.	Yes	03/30/2025				
	Report of Accomplishmen	nts					
Fiscal Year	Accomplish	nment					
2023	The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis.						
2022	Analysis of Career Development data for the workforce and as requested data is received.	l ERGs was initia	ted during FY202	2 and is ongoin			

Source of the	Trigger:	Other					
Specific Work Table:	aforce Data	Workforce D	ata Table - B1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger11 - Programs.			he lower than ar	nticipated parti	cipation of PV	VTD applicants in Career Development	
Provide a brief describing the issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	ıp				
BARRIER GI	KOUPS:	People with	Targeted Disabi	lities			
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT		Barri	er Name	D	escription of	of Policy, Procedure, or Practice	
IDENTIFIED BARRIER: N/A		N/A		To date no ba	arrier has beer	n identified.	
of the agency procedure or practice that	or practice that has been determined to be the barrier of the						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	12/31/2021	Yes	12/31/2024			ers and resolutions for PWTD	
					11 1	in Career Development Programs.	
	TD\$43		Respo	nsible Officia	l(s)	C4IIAII TO DI O	
Director Faui	<b>Title</b> ty, Diversity an	d Inclusion	Willisa Donald	Name		Standards Address The Plan? Yes	
Office (EI)	ty, Diversity all	d Inclusion	vv iiiisa Dollaid			168	
Acting Director, Equity, Diversity and Inclusion Office (EI)		rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriqu			Yes	
	an Resource Di		Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell Yes			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dickson Yes			Yes	

	Planned Activities Toward Completic	on of Objective						
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date				
12/31/2021	Facilitate a meeting with HR to ensure all career development announcements contain information for PWTDs in need of accommodations.	Yes	12/31/2024					
03/30/2022	Conduct analysis of workforce data by Career Development Program to identify trends.	Yes		02/09/2023				
06/30/2022	Conduct analysis of workforce data by Directorate to identify trends.	Yes	12/31/2024					
07/30/2022	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers address the participation of PWTDs in Career Development Programs.	Yes	12/31/2024					
09/30/2022	Conduct benchmarking with other Federal agencies regarding Career Development Programs specifically designed for and PWTDs.	Yes	03/30/2025					
	Report of Accomplishmen	nts						
Fiscal Year	Accomplish	nment						
2023	The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis.							
2022	Analysis of Career Development data for the workforce and ERGs was initiated during FY2022 and is ongoing as requested data is received.							

Source of the	Trigger:	Other					
Specific Work Table:	xforce Data	Workforce Da	ata Table - B1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 12 - Programs.			The lower than a	nticipated part	icipation of P	WTD selectees in Career Development	
Provide a brief narrative describing the condition at issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	p p				
BARRIER GI	ROUPS:	People with	Targeted Disabil	ities			
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT		Barri	er Name	Description of Policy, Procedure, or Practice			
IDENTIFIED	<b>IDENTIFIED BARRIER:</b> $N/A$			To date no ba	arrier has been	n identified.	
of the agency procedure or practice that	or practice that has been determined to be the barrier of the						
			Objective(s) a	nd Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	12/31/2021	Yes	12/31/2024			iers and resolutions for PWD participation velopment Programs.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director, Equity, Diversity and Inclusion Office (EI)		rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriqu	ıez, Colonel		Yes	
Director, Hum	an Resource Di	rectorate	Zoraida Escobar	, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Program	, Affirmative E	mployment	Mary Lynn Dickson Yes				

	Planned Activities Toward Completic	on of Objective					
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date			
12/31/2021	Facilitate a meeting with HR to ensure all career development announcements contain information for PWTDs in need of accommodations.	Yes	12/31/2024				
03/30/2022	Conduct analysis of workforce data by Career Development Program to identify trends.	Yes	02/09/2023				
06/30/2022	Conduct analysis of workforce data by Directorate to identify trends.	Yes	12/31/2024				
07/30/2024	Program Manager to ensure that Disability Training for Supervisors and Managers address the participation of PWTDs in Career Development Programs.	Yes	12/31/2024				
09/30/2022	with other Federal agencies regarding Career Development Programs specifically designed for PWTDs.	Yes	03/30/2025				
	Report of Accomplishmen	nts					
Fiscal Year	Accomplish	nment					
2023	The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis.						
2022	Analysis of Career Development data for the workforce and ERGs was initiated during FY2022 and is ongoing as requested data is received.						

Source of the	Trigger:	Workforce Da	Workforce Data (if so identify the table)					
Specific Work Table:	xforce Data	Workforce Da	ata Table - B9					
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 13 - Lower than anticipated participation of PWTD Time-Off Awards of 1-10 Hours					TD Time-Off Awards of 1-10 Hours.			
	Provide a brief narrative describing the condition at issue.							
How was the crecognized as a barrier?								
STATEMENT		Barrier Grou	p					
BARRIER G	ROUPS:	People with	Targeted Disabi	lities				
Barrier Analy Completed?:	vsis Process	N						
Barrier(s) Ide	ntified?:	N						
STATEMENT		Barri	er Name	Description of Policy, Procedure, or Practice				
IDENTIFIED	BARRIER:	N/A No barrier has been identi				fied at this time.		
Provide a succ of the agency I procedure or practice that determined to of the undesired cond	t has been be the barrier							
			Objective(s)	and Dates for	EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description		
10/01/2020	07/01/2021	Yes	12/31/2023		Identify spec	cific barriers and resolutions.		
			Respo	nsible Official	l(s)			
	Title			Name		Standards Address The Plan?		
l—	_ •		Willisa Donald			Yes		
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes		
Director, Human Resource Directorate			Christine Enriq			Yes		
Director, Human Resource Directorate			Zoraida Ines Es	cobar, Colonel		Yes		
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes		
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes		

	Planned Activities Toward Completion of Objective										
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date							
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	Yes	12/31/2023								
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	Yes	12/31/2023								
	Report of Accomplishme	nts									
Fiscal Year	Accomplish	nment									
2022	The Directorate and ERG workforce briefs were initiated at Office met with the ERGs and provided their leaders with I tables, and the EEOC Trigger Tables. The ERGs have begun for further analysis.	Barrier Analysis ir	struction, the MD	0-715 A & B							

Source of the	Trigger:	Workforce D	ata (if so identif	y the table)			
Specific Work Table:	xforce Data	Workforce D	/orkforce Data Table - B1				
			ne lower than ar ) (8.34%) in the			ew Hires in the Permanent Workforce,	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMEN'		Barrier Grou	ıp				
BARRIER G	ROUPS:	People with I	Disabilities				
Barrier Analy Completed?:	Barrier Analysis Process Y Completed?:						
Barrier(s) Ide	entified?:	Y					
STATEMENT OF		Barri	rier Name Description of Policy, Pro			Policy, Procedure, or Practice	
<b>IDENTIFIED BARRIER:</b> $N/A$		N/A		No barrier w	as identified.		
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.							
			Objective(s)	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2022	03/30/2022	Yes	12/31/2022	06/23/2023		rier analysis to identify barriers related to an anticipated representation.	
			Respo	onsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director, Equity, Diversity and Inclusion Office (EI)		rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes	
-	nan Resource Di		Zoraida Escoba	ar, Colonel		Yes	
Directorate	or, Human Reso		James Powell Yes				
EEO Manager Programs	r, Affirmative E	mployment	Mary Lynn Dickson Yes			Yes	

	Planned Activities Toward Completion of Objective										
Target Date	Planned Activities	nned Activities Sufficient Staffing & Funding?		Completion Date							
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/30/2022	06/23/2023							
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023							
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022	09/30/2023							
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	09/30/2023	09/30/2023							
	Report of Accomplishmen	nts									
Fiscal Year	Accomplish	nment									
2023	Representation increased for PWDs in the New Hires in the Permanent Workforce during FY2023. The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis.										

Source of the	Trigger:	Workforce Da	ata (if so identify	y the table)			
Specific Work Table:	sforce Data	Workforce Da	Vorkforce Data Table - B9				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 14			Lower than antic	ipated particip	ation of PW	D Time-Off Awards 11-20 hours.	
Provide a brief narrative describing the condition at issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	ıp				
BARRIER G	ROUPS:	People with I	Disabilities				
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT		Barri	er Name	D	escription o	f Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A	No barrier has been identified at this time.				
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.							
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2020	04/30/2021	Yes	12/31/2023		Identify spe	ecific barriers and resolutions.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director, Equity, Diversity and Inclusion Office (EI)		rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriquez			Yes	
Director, Human Resource Directorate			Zoraida Ines Escobar, Colonel			Yes	
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dickson Yes				

	Planned Activities Toward Completion of Objective									
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date						
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	Yes	12/31/2023							
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.  Yes 12/31/2023									
	Report of Accomplishme	nts								
Fiscal Year	Accomplish	nment								
2022	Accomplishment  The Directorate and ERG workforce briefs were initiated and are in the process of being completed. The EI Office met with the ERGs and provided their leaders with Barrier Analysis instruction, the MD-715 A & B tables, and the EEOC Trigger Tables. The ERGs have begun a review of this data to identify potential triggers for further analysis.									

Source of the	Trigger:	Workforce D	ata (if so identif	y the table)			
Specific Work Table:	xforce Data	Workforce D	ata Table - B1				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 15 - I CLOSED	Lower than antic	ipated particip	ation of PW	TD Time-Off Awards 11-20 hours.	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMENT		Barrier Grou	ıp				
BARRIER GI	ROUPS:	People with	Targeted Disabi	lities			
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT		Barri	er Name	De	escription o	f Policy, Procedure, or Practice	
Provide a succ of the agency procedure or practice that	or practice that has been determined to be the barrier of the			No Barrier ha resolved in F		tified, per the data analysis the trigger was	
			Objective(s)	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2020	04/30/2021	Yes	07/01/2023	09/30/2023	Identify spe	ecific barriers and resolutions.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director, Equity, Diversity and Inclusion Office (EI)		rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes	
Director, Human Resource Directorate			Zoraida Ines Es	cobar, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dickson Yes			Yes	

	Planned Activities Toward Completion of Objective										
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date							
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	Yes	07/01/2023	09/30/2023							
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	Yes	07/01/2023	09/30/2023							
	Report of Accomplishme	nts									
Fiscal Year	Accomplish	hment									
2022	The Directorate and ERG workforce briefs were initiated and are in the process of being completed. The EI Office met with the ERGs and provided their leaders with Barrier Analysis instruction, the MD-715 A & B tables, and the EEOC Trigger Tables. The ERGs have begun a review of this data to identify potential triggers for further analysis.										
2023	Review of the Data Tables indicates the lower than anticipation	ated participation	was resolved in F	Y2023.							

Source of the	Trigger:	Workforce D	ata (if so identify	the table)			
Specific Work Table:	xforce Data	Workforce D	Vorkforce Data Table - B9				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 16 - I	Lower than antic	ipated particip	ation of PWD	Time-Off Awards 21-30 hours.	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMEN		Barrier Grou	ıp				
BARRIER G	BARRIER GROUPS: People wi		Disabilities				
Barrier Analy Completed?:	vsis Process	N					
Barrier(s) Ide	entified?:	N					
STATEMEN'		Barri	er Name	D	escription of	Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A		No barrier ha	as been identif	ied at this time.	
of the agency procedure or practice that	or practice that has been determined to be the barrier of the						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2020	04/30/2021	Yes	12/31/2023		Identify spec	ific barriers and resolutions.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Offi	or, Equity, Dive ce (EI)	ersity and	Henry Bass			Yes	
				Christine Enriquez, Colonel Yes			
Director, Hum	nan Resource Di	irectorate	Zoraida Ines Es	cobar, Colonel	l	Yes	
	or, Human Reso ting Director, H ectorate		James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes	

	Planned Activities Toward Completic	on of Objective		
Target Date	Planned Activities Sufficient Staffing & Funding?		Modified Date	Completion Date
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	Yes	12/31/2023	
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards. Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	Yes	12/31/2023	
	Report of Accomplishme	nts		
Fiscal Year	Accomplish	hment		
2022	The Directorate and ERG workforce briefs were initiated a Office met with the ERGs and provided their leaders with I tables, and the EEOC Trigger Tables. The ERGs have begu for further analysis.	Barrier Analysis ii	nstruction, the MI	D-715 A & B

Source of the	Trigger:	Workforce Da	ata (if so identif	y the table)			
Specific Work Table:	xforce Data	Workforce Da	ata Table - B9				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 17 - L	Lower than antic	ripated particip	ation of PWI	D Time-Off Award 31-40 hours. CLOSED	
Provide a brief narrative describing the condition at issue.							
How was the crecognized as a barrier?							
STATEMENT		Barrier Grou	p p				
BARRIER G	ROUPS:	People with I	Disabilities				
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT		Barri	er Name	D	escription of	f Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A	No barrier has been identified; data review indicates that the trigger				
Provide a succ of the agency procedure or practice that determined to of the undesired cond	t has been be the barrier			was resolved	in FY 2023.		
			Objective(s)	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2020	04/30/2021	Yes	07/01/2023	09/30/2023	Identify spe	ecific barriers and resolutions.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes	
Director, Human Resource Directorate			Zoraida Ines Escobar, Colonel			Yes	
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes	

	Planned Activities Toward Completion of Objective											
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date								
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	Yes	07/01/2023	09/30/2023								
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	Yes	07/01/2023	09/30/2023								
	Report of Accomplishme	nts										
Fiscal Year	Accomplish	hment										
2022	The Directorate and ERG workforce briefs were initiated and are in the process of being completed. The EI Office met with the ERGs and provided their leaders with Barrier Analysis instruction, the MD-715 A & B tables, and the EEOC Trigger Tables. The ERGs have begun a review of this data to identify potential triggers for further analysis.											
2023	Review of the Data Tables indicates the lower than anticipa	ated participation	was resolved in F	Y2023.								

Source of the	Trigger:	Workforce D	ata (if so identify	y the table)		
Specific Work Table:	xforce Data	Workforce D	ata Table - B9			
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 18 - I	Lower than antic	ipated particip	ation of PW	TD Time-Off Award 31-40 hours.
Provide a brief narrative describing the condition at issue.						
How was the crecognized as a barrier?						
STATEMENT		Barrier Grou	ıp			
BARRIER G	KOUPS:	People with	Targeted Disabi	lities		
Barrier Analy Completed?:	sis Process	N				
Barrier(s) Ide	entified?:	N				
			rier Name Description of Policy, Procedure, or Practice			f Policy, Procedure, or Practice
IDENTIFIED	BARRIER:	N/A	No barrier has been identified at this time.			
of the agency procedure or practice that	or practice that has been determined to be the barrier of the					
			Objective(s) a	and Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2020	04/30/2021	Yes			Identify spe	ecific barriers and resolutions.
			Respo	nsible Officia	l(s)	
	Title			Name		Standards Address The Plan?
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald Yes			Yes
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes
Director, Hum	nan Resource Di	rectorate	Christine Enriqu	uez, Colonel		Yes
	nan Resource Di		Zoraida Ines Es	cobar, Colonel	<u> </u>	Yes
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes
EEO Manager Program	r, Affirmative E	mployment	t Mary Lynn Dickson Yes			

	Planned Activities Toward Completion of Objective										
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date							
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	Yes	07/01/2023								
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	07/01/2023									
	Report of Accomplishme	nts									
Fiscal Year	Accomplish	hment									
2022	The Directorate and ERG workforce briefs were initiated a Office met with the ERGs and provided their leaders with I tables, and the EEOC Trigger Tables. The ERGs have begun for further analysis.	Barrier Analysis ii	nstruction, the MI	D-715 A & B							

Source of the	Trigger:	Workforce Da	ata (if so identify	y the table)		
Specific Work Table:	xforce Data	Workforce Da	ata Table - B9			
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 19 - L	ower than antic	ipated particip	ation in rece	ipt of Cash Awards PWD \$500-\$999.
Provide a brief narrative describing the condition at issue.						
How was the crecognized as a barrier?						
STATEMENT		Barrier Grou	p			
BARRIER G	KUUPS:	People with I	Disabilities			
Barrier Analy Completed?:	sis Process	N				
Barrier(s) Ide	ntified?:	N				
			rier Name Description of Policy, Procedure, or Practice			f Policy, Procedure, or Practice
IDENTIFIED	BARKIEK:	N/A	No barrier has been identified at this time.			
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.						
			Objective(s) a	and Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2020	03/30/2021	Yes	12/31/2024		Identify spe	ecific barriers and resolutions.
			Respo	nsible Officia	l(s)	
	Title			Name		Standards Address The Plan?
Director, Equi Office (EI)	ty, Diversity and	d Inclusion	Willisa Donald			Yes
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes
Director, Hum	Director, Human Resource Directorate			uez, Colonel		Yes
	an Resource Di		Zoraida Escoba	r, Colonel		Yes
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dickson Yes			

	Planned Activities Toward Completic	on of Objective		
Target Date	Planned Activities	Planned Activities Sufficient Staffing & Funding?		Completion Date
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	12/31/2024	
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	Yes	12/31/2024	
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	Yes	12/31/2023	
	Report of Accomplishme	nts		
Fiscal Year	Accomplish	hment		
2023	Initiated analysis of workforce data by Directorate.			
2022	The Directorate and ERG workforce briefs were initiated a Office met with the ERGs and provided their leaders with I tables, and the EEOC Trigger Tables. The ERGs have begu for further analysis.	Barrier Analysis ii	nstruction, the MI	D-715 A & B

Source of the	Trigger:	Workforce Da	ata (if so identif	y the table)			
Specific Work Table:	xforce Data	Workforce Da	ata Table - B9				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 20 - I	ower than antic	ipated particip	ation in rece	ipt of Cash Awards PWTD \$1000-\$1999.	
Provide a brief narrative describing the condition at issue.							
How was the crecognized as a barrier?							
STATEMEN'		Barrier Grou	p				
BARRIER G	KOUPS:	People with	Targeted Disabi	lities			
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	entified?:	N					
			rier Name Description of Policy, Procedure, or Practice			f Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A	No barrier has been identified at this time.				
Provide a succ of the agency procedure or practice that determined to of the undesired cond	policy, t has been be the barrier						
			Objective(s)	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2020	06/01/2023	Yes	12/31/2024		Identify spe	ecific barriers and resolutions.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Offi	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes	
l ————	nan Resource Di		Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes	
EEO Manager Programs	r, Affirmative E	mployment	Mary Lynn Dic	kson		Yes	

	Planned Activities Toward Completic	on of Objective		
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	12/31/2024	
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	Yes	12/31/2024	
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	Yes	12/31/2023	
	Report of Accomplishme	nts		
Fiscal Year	Accomplish	hment		
2023	Initiated analysis of workforce data by Directorate.			
2022	The Directorate and ERG workforce briefs were initiated a Office met with the ERGs and provided their leaders with I tables, and the EEOC Trigger Tables. The ERGs have begu for further analysis.	Barrier Analysis ii	nstruction, the MI	D-715 A & B

Source of the	Trigger:	Workforce Da	ata (if so identify	y the table)			
Specific Work Table:	xforce Data	Workforce Da	ata Table - B9				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 21 - I CLOSED	Lower than antic	ipated particip	ation in rece	ipt of Cash Awards PWD \$2000-\$2999.	
Provide a brief describing the issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	ıp				
BARRIER G	KOUPS:	People with I	Disabilities				
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT		Barri	er Name	D	escription of	f Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A	No barrier identified; data analysis indicates that the trigger was				
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.				resolved in F	1 2023.		
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2020	03/30/2021	Yes		09/30/2023	Identify spe	ecific barriers and resolutions.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
	Acting Director, Equity, Diversity and Inclusion Office (EI)		Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriqu	uez, Colonel		Yes	
Director, Human Resource Directorate			Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	t Mary Lynn Dickson Yes				

	Planned Activities Toward Completic	on of Objective		
Target Date	Planned Activities	tivities Sufficient Staffing & Funding?		Completion Date
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	06/01/2023	09/30/2023
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	07/01/2023	09/30/2023	
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	07/01/2023	09/30/2023	
	Report of Accomplishme	nts		
Fiscal Year	Accomplish	hment		
2023	Review of the Data Tables indicates the lower than anticipation	ated participation	was resolved in F	Y2023.
2022	The Directorate and ERG workforce briefs were initiated a Office met with the ERGs and provided their leaders with I tables, and the EEOC Trigger Tables. The ERGs have begu for further analysis.	Barrier Analysis ii	nstruction, the MI	D-715 A & B

Source of the	Trigger:	Workforce Da	ata (if so identify	y the table)			
Specific Worl Table:	xforce Data	Workforce Da	ata Table - B9				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 22 - I	Lower than antic	ipated particip	ation in rece	ipt of Cash Awards PWD \$3000-\$3999.	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMENT		Barrier Grou	ıp				
BARRIER G	ROUPS:	People with I	Disabilities				
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	entified?:	N					
			er Name	De	escription o	f Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A	Identify specific barriers and resolutions.				
of the agency procedure or practice that	or practice that has been determined to be the barrier of the						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2020	03/30/2021	Yes	12/31/2024		Identify spe	ecific barriers and resolutions.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Offi	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Hum	Director, Human Resource Directorate			uez, Colonel		Yes	
Director, Hum	nan Resource Di	rectorate	Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes	

	Planned Activities Toward Completic	on of Objective		
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	12/31/2024	
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	Yes	12/31/2023	
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	Yes	07/01/2023	
	Report of Accomplishme	nts		
Fiscal Year	Accomplish	hment		
2023	Initiated analysis of workforce data by Directorate.			
2022	The Directorate and ERG workforce briefs were initiated at Office met with the ERGs and provided their leaders with I tables, and the EEOC Trigger Tables. The ERGs have begut for further analysis.	Barrier Analysis ii	nstruction, the MI	D-715 A & B

Source of the	Trigger:	Workforce Da	ata (if so identif	y the table)			
Specific Work Table:	xforce Data	Workforce Da	ata Table - B9				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 23- CLOSED			ower than antici	ipated participa	ntion in recei	pt of Cash Awards PWD \$4000-\$4999.	
Provide a brief narrative describing the condition at issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	p				
BARRIER G	ROUPS:	People with I	Disabilities				
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	entified?:	N					
			er Name	D	escription of	f Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A	No barrier has been identified; data analysis indicates that the				
of the agency procedure or practice that	or practice that has been determined to be the barrier of the			trigger was re	esoived in F	Y 2023.	
			Objective(s)	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2020	03/30/2021	Yes	06/01/2023	09/30/2023	Identify spe	ecific barriers and resolutions.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes	
	nan Resource Di		Zoraida Escoba	r		Yes	
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes	
EEO Manager Programs	r, Affirmative E	mployment	Mary Lynn Dic	kson		Yes	

	Planned Activities Toward Completic	on of Objective			
Target Date	Planned Activities	Sufficient Staffing & Funding?		Completion Date	
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	06/01/2023	09/30/2023	
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	Yes	07/01/2023	09/30/2023	
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	ngage with Disability Program Manager to ensure that sability Training for Supervisors and Managers			
	Report of Accomplishme	nts			
Fiscal Year	Accomplis	hment			
2023	Review of the Data Tables indicates the lower than anticipation	ated participation	was resolved in F	Y2023.	
2022	The Directorate and ERG workforce briefs were initiated a Office met with the ERGs and provided their leaders with I tables, and the EEOC Trigger Tables. The ERGs have begun for further analysis.	Barrier Analysis ii	nstruction, the MI	D-715 A & B	

Source of the	Trigger:	Workforce Da	ata (if so identif	y the table)			
Specific Worl Table:	xforce Data	Workforce Da	ata Table - B9				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 25 -			ower than antic	cipated particip	ation in rece	ipt of Cash Awards PWTD \$4000-\$4999.	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMEN'		Barrier Grou	p				
BARRIER G	KOUPS:	People with '	Targeted Disabi	ilities			
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
			er Name	D	escription of	f Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A	No barrier has been identified at this time. Data analysis indicates				
of the agency procedure or practice that	Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the			that the trigg	er was resolv	ed in FY2023.	
			Objective(s)	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2020	03/30/2021	Yes	06/01/2023	09/30/2023	Identify spe	ecific barriers and resolutions.	
			Respo	onsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Offi	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes	
Director, Hum	an Resource Di	rectorate	Zoraida Escoba	ır, Colonel		Yes	
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes	

	Planned Activities Toward Completion of Objective										
Target Date	Planned Activities	Sufficient Staffing & Funding?		Completion Date							
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	06/01/2023	09/30/2023							
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	07/01/2023	09/30/2023								
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	Yes	07/01/2023	09/20/2023							
	Report of Accomplishme	nts									
Fiscal Year	Accomplish	hment									
2023	Review of the Data Tables indicates the lower than anticipa	ated participation	was resolved in F	Y2023.							
2022	The Directorate and ERG workforce briefs were initiated a Office met with the ERGs and provided their leaders with I tables, and the EEOC Trigger Tables. The ERGs have begu for further analysis.	Barrier Analysis ir	struction, the MD	D-715 A & B							

Source of the	Trigger:	Workforce Da	ata (if so identify	y the table)			
Specific Worl Table:	xforce Data	Workforce Da	ata Table - B6				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		ne lower than an ritical Occupation		cipation of P	WTD among qualified internal applicants	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMEN		Barrier Grou	ıp —				
BARRIER G	KOUPS:	People with	Targeted Disabi	lities			
Barrier Analy Completed?:	ysis Process	N					
Barrier(s) Ide	entified?:	N					
			rier Name Description of Policy, Procedure, or Practice			f Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A	No barrier has been identified at this time.				
of the agency procedure or practice that	or practice that has been determined to be the barrier of the						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2020	03/30/2021	Yes	06/01/2023		Identify spe	ecific barriers and resolutions.	
		,	Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Offi	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Hum	nan Resource Di	rectorate	Christine Enriqu	uez, Colonel		Yes	
l ————	nan Resource Di		Zoraida Ines Es	cobar, Colonel	-	Yes	
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes	
EEO Manager Programs	r, Affirmative E	mployment	Mary Lynn Dic	kson		Yes	

	Planned Activities Toward Completion of Objective									
Target Date	Planned Activities	Sufficient Modified Staffing & Date Funding?		Completion Date						
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	06/01/2023	06/01/2023						
09/30/2023	Finalize the 5-year trend analysis.	Yes								
11/30/2024	Review the 5-year trend analysis to identify triggers for specific MCOs.	Yes								
	Report of Accomplishme	ents								
Fiscal Year	Accomplis	hment								
2022	P									
2023	The EI Office with the assistance of the Office of Human FY2023 allowing for additional analysis.	Resources received	d increased access	to data during						

Source of the	Trigger:	Workforce Da	ata (if so identif	y the table)		
Specific Work Table:	xforce Data	Workforce Da	ata Table - B6			
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS Mission Critical Occupations.  FOR A					WTD among employees promoted to
Provide a brief describing the issue.		t				
How was the crecognized as a barrier?						
STATEMENT		Barrier Grou	p			
BARRIER G	KUUPS:	People with	Targeted Disabi	lities		
Barrier Analy Completed?:	sis Process	N				
Barrier(s) Ide	ntified?:	N				
STATEMENT		Barri	er Name	Description of Policy, Procedure, or Practice		
IDENTIFIED	BARRIER:	N/A No barrier has been identified				fied at this time.
Provide a succ of the agency I procedure or practice that determined to of the undesired cond	t has been be the barrier					
			Objective(s)	and Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2020	03/30/2021	Yes	06/01/2023		Identify spec	cific barriers and resolutions.
			Respo	nsible Official	l(s)	
	Title			Name		Standards Address The Plan?
l—	_ •		Willisa Donald			Yes
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes
	an Resource Di	+	Christine Enriq			Yes
	an Resource Di		Zoraida Escoba	r, Colonel		Yes
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes

	Planned Activities Toward Completion of Objective									
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date						
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	06/01/2023	06/01/2023						
09/30/2024	Finalize the 5-year trend analysis.	Yes								
03/30/2025	Review the 5-year trend analysis to identify triggers specific to internal promotions among MCOs.	Yes								
	Report of Accomplishm	ents								
Fiscal Year	Accompli	shment								
2023	The EI Office with the assistance of the Office of Human FY2023 allowing for additional analysis.	Resources received	d increased access	to data during						
2022	The Directorate and ERG workforce briefs were initiated Office met with the ERGs and provided their leaders with tables, and the EEOC Trigger Tables. The ERGs have beging further analysis.	Barrier Analysis in	nstruction, the MI	D-715 A & B						

Source of the	Trigger:	Workforce Da	ata (if so identify	y the table)		
Specific Work Table:	xforce Data	Workforce Da	ata Table - B9			
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 26 - I	Lower than antic	ipated particip	ation in reco	eipt of Cash Awards PWTD \$5000 or more.
Provide a brief describing the issue.		t ·				
How was the c recognized as a barrier?						
STATEMENT		Barrier Grou	ıp —			
BARRIER G	KOUPS:	People with	Targeted Disabi	lities		
Barrier Analy Completed?:	ysis Process	N				
Barrier(s) Ide	entified?:	N				
STATEMENT		Barri	rrier Name Description of Policy, Procedure, or Practice			
IDENTIFIED	BARRIER:	N/A	No barrier has been identified at this time.			
of the agency procedure or practice that	or practice that has been determined to be the barrier of the					
			Objective(s)	and Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2020	03/30/2021	Yes			Identify sp	ecific barriers and resolutions.
			Respo	nsible Officia	l(s)	
	Title			Name		Standards Address The Plan?
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes
Acting Director Inclusion Office	or, Equity, Dive ce (EI)		Acting Director Inclusion Office		rsity and	Yes
Director, Human Resource Directorate Christine Enriquez, Colonel Yes					Yes	
	nan Resource Di		Zoraida Escoba	r, Colonel		Yes
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes
EEO Manager Programs	r, Affirmative E	mployment	Mary Lynn Dic	kson		Yes

	Planned Activities Toward Completic	on of Objective						
Target Date	Planned Activities	es Sufficient Staffing & Funding?		Completion Date				
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	12/31/2024					
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	Yes	12/31/2023					
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	Yes 12/31/2023						
	Report of Accomplishme	nts						
Fiscal Year	Accomplish	hment						
2022	The Directorate and ERG workforce briefs were initiated and are in the process of being completed. The EI Office met with the ERGs and provided their leaders with Barrier Analysis instruction, the MD-715 A & B tables, and the EEOC Trigger Tables. The ERGs have begun a review of this data to identify potential triggers for further analysis.							
2023	Initiated analysis of workforce data by Directorate.							

Source of the	Trigger:	Workforce Da	ata (if so identify	y the table)			
Specific Work Table:	xforce Data	Workforce Da	ata Table - B9				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 27 - L	ower than antic	ipated particip	ation of PW	D receiving Quality Step Increases.	
	ride a brief narrative ribing the condition at e.						
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	p				
BARRIER G	ROUPS:	People with I	Disabilities				
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT		Barri	arrier Name Description of Policy, Procedure, or Practice				
IDENTIFIED	BARRIER:	N/A	No barrier has been identified at this time.				
of the agency procedure or practice that	or practice that has been determined to be the barrier of the						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2020	03/30/2021	Yes	12/31/2024		Identify spe	ecific barriers and resolutions.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass Yes			Yes	
Director, Human Resource Directorate Christine Enriquez, Colonel Yes						Yes	
Director, Hum	an Resource Di	rectorate	Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	urce	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes	

	Planned Activities Toward Completic	on of Objective	,	
Target Date	Planned Activities	sies Sufficient Staffing & Funding?		Completion Date
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	12/31/2024	
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	Yes	12/31/2023	
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	Yes	12/31/2023	
	Report of Accomplishme	nts		
Fiscal Year	Accomplish	hment		
2023	Initiated analysis of workforce data by Directorate.			
2022	The Directorate and ERG workforce briefs were initiated a Office met with the ERGs and provided their leaders with I tables, and the EEOC Trigger Tables. The ERGs have begu for further analysis.	Barrier Analysis ii	nstruction, the MI	D-715 A & B

Source of the	Trigger:	Workforce Da	ata (if so identify	the table)				
Specific Worl Table:			ata Table - B9					
STATEMEN' CONDITION A TRIGGER POTENTIAL	Trigger 28 - I	Lower than antic	ipated particip	ation of PWI	TD receiving Quality Step Increases.			
Provide a brief describing the issue.								
How was the orecognized as barrier?								
STATEMEN'		Barrier Grou	up.					
BARRIER GROUPS: People with Targeted Disabilities								
Barrier Analysis Process N Completed?:								
Barrier(s) Ide	entified?:	N						
STATEMEN'		Barri	er Name	D	escription of	f Policy, Procedure, or Practice		
IDENTIFIED	BARRIER:	N/A	No barrier has been identified at this time.					
Provide a succ of the agency procedure or practice that determined to of the undesired cond	policy, t has been be the barrier							
			Objective(s) a	nd Dates for	EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description		
10/01/2020	03/30/2021	Yes	12/31/2024		Identify spe	cific barriers and resolutions.		
			Respo	nsible Officia	l(s)			
	Title			Name		Standards Address The Plan?		
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes		
Acting Director Inclusion Offi	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes		
Colonel Directorate	tor, Human Res	ource	Christine Enriqu	ıez		Yes		
Director, Hum	nan Resource Di	irectorate	Zoraida Escobai	;, Colonel		Yes		
Acting Directorate	or, Human Reso	ource	James Powell			Yes		
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	cson		Yes		

	Planned Activities Toward Completic	on of Objective		
Target Date	Planned Activities	Planned Activities Sufficient Staffing & Funding?		Completion Date
03/30/2021	Conduct analysis of workforce data by Directorate to identify trends.	Yes	12/31/2024	
04/30/2021	Engage with Human Resources to review Supervisor and Manager Awards Training.	Yes	12/31/2023	
05/30/2021	Engage with Disability Program Manager to ensure that Disability Training for Supervisors and Managers addresses the provision of Awards.	Yes	12/31/2023	
	Report of Accomplishme	nts		
Fiscal Year	Accomplish	hment		
2023	Initiated analysis of workforce data by Directorate.			
2022	The Directorate and ERG workforce briefs were initiated a Office met with the ERGs and provided their leaders with I tables, and the EEOC Trigger Tables. The ERGs have begu for further analysis.	Barrier Analysis in	nstruction, the MI	D-715 A & B

Source of the	Trigger:	Workforce D	ata (if so identify	the table)				
Specific Work Table:	xforce Data	Workforce D	Vorkforce Data Table - B1					
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		There is a potenti r Promotions to			Qualified Internal Applicants for Internal 15.		
Provide a brief describing the issue.								
How was the orecognized as a barrier?								
STATEMEN		Barrier Grou	ıp					
BARRIER G	KOUPS:	People with l	Disabilities					
Barrier Analy Completed?:	vsis Process	N						
Barrier(s) Ide	entified?:	N						
STATEMEN'		Barri	er Name	D	escription of	Policy, Procedure, or Practice		
IDENTIFIED	BARRIER:	N/A		No barrier ha	as been identif	fied at this time.		
Provide a succ of the agency procedure or practice that determined to of the undesired cond	policy, t has been be the barrier							
			Objective(s) a	and Dates for	EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description		
10/01/2021	03/30/2022	Yes	12/31/2022			equired data to conduct the analysis and effic triggers, barriers and resolutions.		
			Respo	nsible Officia	l(s)			
	Title		_	Name		Standards Address The Plan?		
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes		
Acting Director Inclusion Offi	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes		
	nan Resource Di		Christine Enriqu			Yes		
-	nan Resource Di		Zoraida Escobar	r, Colonel		Yes		
Directorate	or, Human Reso		James Powell			Yes		
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes		

	Planned Activities Toward Completion of Objective									
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date						
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/30/2023						
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023						
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023							
10/15/2022	Receive all required data to complete the MD-715 required analysis.	06/30/2024								
	Report of Accomplishmen	nts								
Fiscal Year	Accomplish	nment								
2022	•									
	The EI Office participated in discussions with HR and demonstrations of potential Data Dashboards during FY2022 and met with the individual who is creating the Data Dashboards to provide additional input.									
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during						

Source of the	Trigger:	Workforce D	ata (if so identify	y the table)				
Specific Work Table:			Workforce Data Table - B1					
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		rigger 30 - There is a potential trigger regarding PWD Internal Selections for Promotions to the nior grade levels, GS-15.					
Provide a brief describing the issue.								
How was the crecognized as a barrier?								
STATEMENT		Barrier Grou	ıp					
BARRIER G	KUUPS:	People with 1	Disabilities					
Barrier Analy Completed?:	ysis Process	N						
Barrier(s) Ide	entified?:	N						
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice		
IDENTIFIED	BARRIER:	N/A		No barrier ha	s been identif	fied at this time.		
Provide a succ of the agency procedure or practice that determined to of the undesired cond	policy, t has been be the barrier				ELIO DI			
	T	G 001 1	1	and Dates for	EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description		
10/01/2021	03/30/2022	Yes	12/31/2022		identify spec	equired data to conduct the analysis and cific triggers, barriers and resolutions.  rier analysis to identify barriers related to an anticipated representation.		
			Respo	nsible Officia	l(s)			
	Title			Name		Standards Address The Plan?		
Office (EI)	ty, Diversity an		Willisa Donald			Yes		
Inclusion Offi			Henry Bass			Yes		
	nan Resource Di		Christine Enriq			Yes		
	nan Resource Di		Zoraida Escoba	·		Yes		
EEO Manager Programs	; Affirmative E	mployment	Mary Lynn Dic	kson		Yes		

Target Date	Planned Activities Toward Completic Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date				
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023				
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023				
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023					
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024					
	Report of Accomplishme	nts						
Fiscal Year	Accomplish	nment						
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during				
During FY2022, additional data became available via USAStaffing for the preparation of the MD-715 and for barrier analysis. USAStaffing data for FY2022 included Mission Critical Occupations with distribution by RNO and Disability.								
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da							

Source of the	Trigger:	Workforce D	ata (if so identif	y the table)				
Specific Worl Table:	kforce Data	Workforce D	ata Table - B1	-				
STATEMEN' CONDITION A TRIGGER POTENTIAL Provide a brief describing the issue.	THAT WAS FOR A BARRIER:		ger 31 - There is a potential trigger regarding PWD Qualified Internal Applicants for Internal licants for Promotions to the senior grade levels, GS-14.					
How was the orecognized as barrier?								
STATEMEN'		Barrier Grou	ıр					
BARRIER G	ROUPS:	People with	Disabilities					
Barrier Analy Completed?:	ysis Process	N						
Barrier(s) Ide	entified?:	N						
STATEMEN'		Barr	ier Name	D	escription of	Policy, Procedure, or Practice		
IDENTIFIED	BARRIER:	N/A		No barrier ha	as been identi	fied at this time.		
of the agency procedure or practice that determined to of the undesired conditions.	t has been be the barrier							
	1	Т	Objective(s)	and Dates for	EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description		
10/01/2021	03/30/2022	Yes	12/31/2022		Obtain the required data to conduct the analysis and identify specific triggers, barriers and resolutions.  Conduct barrier analysis to identify barriers related to the lower than anticipated representation.  Obtain the required data to conduct the analysis and identify specific triggers, barriers and resolutions.  Conduct barrier analysis to identify barriers related to the lower than anticipated representation.			
			Respo	onsible Officia	l(s)			
	Title			Name		Standards Address The Plan?		
Acting Director Inclusion Offi	or, Equity, Dive	ersity and	Henry Bass			Yes		
Director, Hun	nan Resource D	irectorate	Christine Enriq	uez, Colonel		Yes		
Director, Hun	nan Resource D	irectorate	Zoraida Escoba	ır, Colonel		Yes		
Acting Directorate	or, Human Reso	ource	James Powell			Yes		

		Responsible Official(s)					
	Title	Name		S	tandards Addres	s The Plan?	
EEO Manager, A Programs	Affirmative Employment	Mary Lynn Dickson			Yes		
Director, Equity Office (EI)	, Diversity and Inclusion	Willisa Donald			Yes		
	Plan	ned Activities Toward Completic	n of Obje	ective			
Target Date	Plan	ned Activities	Suffic Staffir Fundi	1g &	Modified Date	Completion Date	
03/30/2022	Meet with Human Resou	Yes		12/31/2022	06/23/2023		
06/30/2022	Coordinate with Human Resources for development of specified data reports.			S	06/30/2023	06/23/2023	
09/30/2022	Spot check data reports to identify additional needs	by conducting MD-715 analysis eds.	Ye	S	12/31/2023		
10/15/2022	Receive all required data required analysis.	to complete the MD-715	Ye	S	06/30/2024		
		Report of Accomplishmen	nts				
Fiscal Year		Accomplish	ment				
2022	During FY2022, additional data became available via USAStaffing for the preparation of the MD-715 and for barrier analysis. USAStaffing data for FY2022 included Mission Critical Occupations with distribution by RNO and Disability.						
		ed in discussions with HR and dem e individual who is creating the Da					
2023		ssistance of the Office of Human R ditional analysis, and identification				to data during	

Source of the	Trigger:	Workforce Da	ata (if so identify	y the table)		
Specific Work Table:		Workforce Da	ata Table - B1			
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 32 - 7 levels, GS-14		ial trigger rega	rding PWD S	Selectees for Promotions to the senior grade
Provide a brief describing the issue.						
How was the c recognized as a barrier?						
STATEMENT		Barrier Grou	ıp			
BARRIER GI	KOUPS:	People with I	Disabilities			
Barrier Analy Completed?:	sis Process	N				
Barrier(s) Ide	ntified?:	N				
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice
IDENTIFIED	BARRIER:	N/A		No barrier ha	as been identi	fied at this time.
of the agency procedure or practice that determined to of the	or practice that has been determined to be the barrier					
undesired cond	lition.					
	T (D)	CI 60° • 4	Objective(s) a		EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2021	03/30/2022	Yes	12/31/2022		identify spec	equired data to conduct the analysis and cific triggers, barriers and resolutions.
						rier analysis to identify barriers related to an anticipated representation.
	·		Respo	nsible Officia	l(s)	
	Title		_	Name		Standards Address The Plan?
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes
Acting Director, Equity, Diversity and Inclusion Office (EI)  Henry Bass  Yellow					Yes	
Director, Hum	an Resource Di	irectorate	Christine Enriqu	uez, Colonel		Yes
Director, Hum	an Resource Di	irectorate	Director, Huma	n Resource Di	rectorate	Yes
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes

	Planned Activities Toward Completic	on of Objective							
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date					
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023					
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	12/31/2023	06/23/2023					
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023						
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024						
	Report of Accomplishmen	nts							
Fiscal Year	Accomplish	nment							
2022	*								
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during					

Source of the	Trigger:	Workforce Da	ata (if so identify	the table)				
Specific Work Table:	force Data	Workforce Da	Yorkforce Data Table - B1					
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		There is a potenti r Promotions to			Qualified Internal Applicants for Internal -13.		
Provide a brief narrative describing the condition at issue.								
How was the condition recognized as a potential barrier?								
STATEMENT		Barrier Grou	ıp					
BARRIER GI	ROUPS:	People with I	Disabilities					
Barrier Analy Completed?:	rsis Process	N						
Barrier(s) Ide	ntified?:	N						
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice		
<b>IDENTIFIED BARRIER:</b> $N$		N/A		No barrier ha	as been identi	fied at this time.		
Provide a succinct statement of the agency policy, procedure or practice that has been								
determined to								
of the undesired cond	lition.							
			Objective(s) a	and Dates for	EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description		
10/01/2021	03/30/2022	Yes	12/31/2022			equired data to conduct the analysis and cific triggers, barriers and resolutions.		
						rier analysis to identify barriers related to an anticipated representation.		
			Respo	nsible Officia	l(s)			
	Title			Name		Standards Address The Plan?		
Office (EI)	ty, Diversity an		Willisa Donald			Yes		
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes		
	an Resource Di		Christine Enriqu			Yes		
l	an Resource Di		Zoraida Escobai	, Colonel		Yes		
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes		
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	cson		Yes		

Target Date	Planned Activities Toward Completic Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date					
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2022					
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023					
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023						
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024						
	Report of Accomplishme	nts							
Fiscal Year	Accomplish	nment							
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during					
2022	FY2023 allowing for additional analysis, and identification of additional data needs.  During FY2022, additional data became available via USAStaffing for the preparation of the MD-715 and for barrier analysis. USAStaffing data for FY2022 included Mission Critical Occupations with distribution by RNO and Disability.								
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da								

Source of the	Trigger:	Workforce Da	ata (if so identify	the table)			
Specific Work Table:		Workforce Da	ata Table - B1				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 34 - 7 levels, GS-13		al trigger rega	rding PWD S	Selectees for Promotions to the senior grade	
Provide a brief describing the issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	ıp				
BARRIER GI	ROUPS:	People with I	Disabilities				
Barrier Analy Completed?:	rsis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT OF		Barri	er Name	D	escription of	on of Policy, Procedure, or Practice	
<b>IDENTIFIED BARRIER:</b> $N/A$		N/A		No barrier ha	as been identi	fied at this time.	
Provide a succinct statement of the agency policy, procedure							
or practice that determined to of the undesired cond	be the barrier						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2022			equired data to conduct the analysis and cific triggers, barriers and resolutions.	
						rier analysis to identify barriers related to an anticipated representation.	
		Т	Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Office (EI)	ty, Diversity an		Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
	Director, Human Resource Directorate			iez, Colonel		Yes	
	an Resource Di		Zoraida Escobar	, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dickson Yes			Yes	

	Planned Activities Toward Completion of Objective										
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date							
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023							
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023							
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023								
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024								
	Report of Accomplishme	nts									
Fiscal Year	Accomplish	nment									
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.										
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da										
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during							

Source of the	Trigger:	Workforce Da	ata (if so identify	y the table)		
Specific Work Table:	xforce Data	Workforce Da	ata Table - B1			
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		There is a potent the senior grad			Qualified Internal Applicants for
Provide a brief narrative describing the condition at issue.						
How was the condition recognized as a potential barrier?						
STATEMENT		Barrier Grou	ıp			
BARRIER GI	ROUPS:	People with	Targeted Disabi	lities		
Barrier Analy Completed?:	vsis Process	N				
Barrier(s) Ide	ntified?:	N				
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice
<b>IDENTIFIED BARRIER:</b> $N$		N/A		No barrier ha	as been identi	fied at this time.
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier						
of the undesired cond	lition					
undesired cone	ition.		Objective(s) a	and Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2021	03/30/2022	Yes	12/31/2022			equired data to conduct the analysis and cific triggers, barriers and resolutions.
						rier analysis to identify barriers related to an anticipated representation.
			Respo	nsible Officia	l(s)	
	Title			Name		Standards Address The Plan?
Office (EI)	ty, Diversity an		Willisa Donald			Yes
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	ersity and	Henry Bass			Yes
	an Resource Di		Christine Enriqu	uez, Colonel		Yes
-	an Resource Di		Zoraida Escoba	r, Colonel		Yes
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date				
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023				
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023				
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022	09/30/2023				
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	09/30/2023	09/30/2023				
	Report of Accomplishmen	nts						
Fiscal Year	Accomplish	nment						
2023	Analysis of the workforce data indicates that the potential to	rigger was resolve	ed during FY2023					
2022	Analysis of the workforce data indicates that the potential trigger was resolved during FY2023.  During FY2022, additional data became available via USAStaffing for the preparation of the MD-715 and for barrier analysis. USAStaffing data for FY2022 included Mission Critical Occupations with distribution by RNO and Disability.							
	The EI Office participated in discussions with HR and demorp FY2022 and met with the individual who is creating the Da							

Source of the	Trigger:	Workforce D	ata (if so identify	y the table)			
Specific Work Table:		Workforce D	ata Table - B1				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		There is a potent levels, GS-15. C		rding PWTD	Internal selections for Promotions to the	
Provide a brief describing the issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	ир				
BARRIER GI	ROUPS:	People with	Targeted Disabi	lities			
Barrier Analysis Process Completed?:		N					
Barrier(s) Ide	ntified?:	N					
STATEMENT		Barr	ier Name	D	escription of	Policy, Procedure, or Practice	
Provide a succinct statement of the agency policy, procedure		N/A  No barrier has been identified at this time; workforce data demonstrates that the trigger was resolved in FY2023.					
or practice that determined to l of the undesired cond	be the barrier						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes		06/23/2023		equired data to conduct the analysis and cific triggers, barriers and resolutions.	
						rier analysis to identify barriers related to an anticipated representation.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Office (EI)	ty, Diversity an		Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
	an Resource Di		Christine Enriqu			Yes	
	an Resource Di		Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	Mary Lynn Dickson Yes			

	Planned Activities Toward Completion of Objective										
Target Date	Planned Activities Su Sta Fu		Modified Date	Completion Date							
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023							
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023							
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022	09/30/2023							
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	09/30/2023	09/30/2023							
	Report of Accomplishme	nts									
Fiscal Year	Accomplish	nment									
2022	During FY2022, additional data became available via USAStaffing for the preparation of the MD-715 and for barrier analysis. USAStaffing data for FY2022 included Mission Critical Occupations with distribution by RNO and Disability.										
2023	Analysis of the workforce data indicates that the potential t	rigger was resolve	ed during FY2023								

Source of the	Trigger:	Workforce D	ata (if so identify	y the table)		
Specific Work Table:		Workforce D	ata Table - B1			
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		There is a potenti the senior grade			Qualified Internal Applicants for
Provide a brief describing the issue.						
How was the condition recognized as a potential barrier?						
STATEMENT		Barrier Grou	ıp			
BARRIER GI	ROUPS:	People with	Targeted Disabi	lities		
Barrier Analy Completed?:	vsis Process	N				
Barrier(s) Ide	ntified?:	N				
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice
<b>IDENTIFIED BARRIER:</b> $N/A$		N/A		No barrier ha	as been identi	fied at this time.
of the agency procedure or practice that	Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier					
of the						
undesired cond	lition.					
			Objective(s) and Dates for EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2021	03/30/2022	Yes	12/31/2022			equired data to conduct the analysis and cific triggers, barriers and resolutions.
						rier analysis to identify barriers related to an anticipated representation.
			Respo	nsible Officia	l(s)	
	Title			Name		Standards Address The Plan?
Office (EI)	ty, Diversity an		Willisa Donald			Yes
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes
	an Resource Di		Christine Enriqu			Yes
	an Resource Di		Zoraida Escoba	r, Colonel		Yes
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dickson Yes			Yes

	Planned Activities Toward Completion	on of Objective						
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date				
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023				
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023				
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023					
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024					
	Report of Accomplishmen	nts						
Fiscal Year	Accomplish	nment						
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during				
2022								
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da							

Source of the	Trigger:	Workforce D	ata (if so identify	the table)		
Specific Work Table:	xforce Data	Workforce D	ata Table - B1			
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		There is a potenti evels, GS-14. Cl		rding PWTD	Internal selections for Promotions to the
Provide a brief describing the issue.						
How was the condition recognized as a potential barrier?						
STATEMENT		Barrier Grou	ıp			
BARRIER GI	ROUPS:	People with	Targeted Disabil	lities		
Barrier Analy Completed?:	sis Process	N				
Barrier(s) Ide	ntified?:	N				
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice
Provide a succinct statement of the agency policy, procedure or practice that has been		N/A				fied at this time; workforce data indicates ed in FY2023.
determined to	be the barrier					
of the undesired cond	lition.					
			Objective(s) a	and Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2021	03/30/2022	Yes	12/31/2022		identify spec	equired data to conduct the analysis and cific triggers, barriers and resolutions.
						rier analysis to identify barriers related to an anticipated representation.
			Respo	nsible Officia	•	
	Title			Name	· 	Standards Address The Plan?
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes
Director, Hum	an Resource Di	irectorate	Christine Enriqu	iez, Colonel		Yes
	an Resource Di		Zoraida Escoba	r, Colonel		Yes
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dickson Yes			Yes

	Planned Activities Toward Completion of Objective										
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date							
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023							
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023							
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022	09/30/2023							
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	09/30/2023	09/30/2023							
	Report of Accomplishme	nts									
Fiscal Year	Accomplish	nment									
2023	Analysis of the workforce data indicates that the potential t	rigger was resolve	ed during FY2023								
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MRNO and Disability.										

Source of the	Trigger:	Workforce Da	ata (if so identif	y the table)			
Specific Work Table:		Workforce Da	orkforce Data Table - B1				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		There is a potent evels, GS-13. C		rding PWTD	Internal Applicants for Promotions to the	
Provide a brief describing the issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	up.				
BARRIER GI	ROUPS:	People with	Targeted Disabi	lities			
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT OF		Barri	er Name	D	escription of	Policy, Procedure, or Practice	
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the		N/A				fied at this time; workforce data ger was resolved in FY2023.	
undesired cond	lition.						
	T			and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2022	09/30/2023	identify spec	equired data to conduct the analysis and cific triggers, barriers and resolutions.	
						rier analysis to identify barriers related to an anticipated representation.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
	Acting Director, Equity, Diversity and Inclusion Office (EI)		Henry Bass			Yes	
Director, Hum	an Resource D	irectorate	Christine Enriquez, Colonel			Yes	
	an Resource D		Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes	

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022	09/30/2023
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	09/30/2023	09/30/2023
	Report of Accomplishmen	nts		
Fiscal Year	Accomplish	nment		
2023	Analysis of the workforce data indicates that the potential to	rigger was resolve	ed during FY2023	
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.			
	The EI Office participated in discussions with HR and demorp FY2022 and met with the individual who is creating the Da			

Source of the	Trigger:	Workforce Da	ata (if so identif	v the table)			
Specific Work Table:		Workforce Da		, -,			
			There is a potent evels, GS-13. C		rding PWTD	Internal selections for Promotions to the	
Provide a brief narrative describing the condition at issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	up.				
BARRIER GI	ROUPS:	People with	Targeted Disabi	lities			
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT OF		Barri	er Name	D	escription of	Policy, Procedure, or Practice	
IDENTIFIED BARRIER:		N/A		No barrier has been identified at this time; workforce data			
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.				demonstrates	s mat me u igg	ger was resolved in FY2023.	
			Objective(s)	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2022	09/30/2023	identify spec	equired data to conduct the analysis and cific triggers, barriers and resolutions.  rier analysis to identify barriers related to	
						an anticipated representation.	
			Respo	nsible Officia	l(s)		
	Title		_	Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
	Acting Director, Equity, Diversity and Inclusion Office (EI)		Henry Bass			Yes	
Director, Hum	Director, Human Resource Directorate		Christine Enriquez, Colonel			Yes	
Director, Hum	an Resource D	irectorate	Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dickson Yes			Yes	

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022	09/30/2023
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	09/30/2023	09/30/2023
	Report of Accomplishmen	nts		
Fiscal Year	Accomplish	nment		
2023	Analysis of the workforce data indicates that the potential to	rigger was resolve	ed during FY2023	
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.			
	The EI Office participated in discussions with HR and demorp FY2022 and met with the individual who is creating the Da			

Source of the	Trigger:	Workforce D	ata (if so identif	y the table)			
Specific Work Table:		Workforce D	ata Table - B1	•			
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 41 - 7 CLOSED	There is a potent	ial trigger rega	rding New H	ires of PWD to Senior grade levels, SES.	
Provide a brief narrative describing the condition at issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	ıp				
BARRIER GI	KOUPS:	People with I	Disabilities				
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
		Barri	er Name	D	escription of	Policy, Procedure, or Practice	
<b>IDENTIFIED BARRIER:</b> $N/A$		N/A		No barrier ha	as been identi	fied at this time.	
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the							
undesired cond	lition.						
		1	Objective(s)	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2022	09/30/2023		equired data to conduct the analysis and cific triggers, barriers and resolutions.	
						rier analysis to identify barriers related to an anticipated representation.	
		<del></del>	Respo	onsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Office (EI)	ty, Diversity an		Willisa Donald			Yes	
	Acting Director, Equity, Diversity and Inclusion Office (EI)		Henry Bass			Yes	
	Director, Human Resource Directorate		Christine Enriquez, Colonel			Yes	
	an Resource D		Zoraida Escobar, Colonel			Yes	
Directorate	or, Human Reso		James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes	

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022	09/30/2023
10/18/2022	Receive all required data to complete the MD-715 required analysis.	Yes	09/30/2023	09/30/2023
	Report of Accomplishmen	nts		
Fiscal Year	Accomplish	nment		
2023	Analysis of the workforce data indicates that the potential to	rigger was resolve	ed during FY2023	
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.			
	The EI Office participated in discussions with HR and demorp FY2022 and met with the individual who is creating the Da			

Source of the	Trigger:	Workforce D	ata (if so identify	y the table)			
Specific Work Table:		Workforce D	ata Table - B1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 42 - GS-15. CLC				ial trigger rega	rding New H	ires of PWD to Senior grade levels,	
Provide a brief describing the issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	ıp				
BARRIER GI	ROUPS:	People with I	Disabilities				
Barrier Analy Completed?:	rsis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT OF		Barri	er Name	D	escription of	Policy, Procedure, or Practice	
Provide a succinct statement of the agency policy, procedure or practice that has been		N/A				fied at this time; workforce data ger was resolved in FY2023.	
determined to lof the	be the barrier						
undesired cond	lition.						
				and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2022	09/30/2023		equired data to conduct the analysis and cific triggers, barriers and resolutions.	
						rier analysis to identify barriers related to an anticipated representation.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Office (EI)	ty, Diversity an		Willisa Donald			Yes	
Inclusion Office	Acting Director, Equity, Diversity and Inclusion Office (EI)		Henry Bass			Yes	
	an Resource Di		Christine Enriqu			Yes	
	an Resource Di		Zoraida Escoba	r, Colonel		Yes	
Directorate	or, Human Reso		James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes	

	Planned Activities Toward Completion	on of Objective				
Target Date	Planned Activities	ivities Sufficient Staffing & Funding?		Staffing & Date		Completion Date
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023		
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023		
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	06/30/2023	06/23/2023		
10/15/2022	Receive all required data to complete the MD-715  Yes 09/30/2023 required analysis.					
	Report of Accomplishmen	nts				
Fiscal Year	Accomplish	nment				
2023	Analysis of the workforce data indicates that the potential t	rigger was resolve	ed during FY2023			
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.  The EI Office participated in discussions with HR and dem	ission Critical Occ	cupations with dis	tribution by		
	FY2022 and met with the individual who is creating the Da					

Source of the	Trigger:	Workforce D	ata (if so identif	v the table)				
Specific Worl			ata Table - B1	<i>y : : :::::==</i> /				
Table:  STATEMEN' CONDITION A TRIGGER POTENTIAL  Provide a brie describing the issue.  How was the control of t	THAT WAS FOR A L BARRIER: f narrative condition at	Trigger 43 - 7 GS-14. CLOS		tial trigger rega	arding New H	lires of PWD to Senior grade levels,		
recognized as barrier?	a potential							
STATEMENT OF BARRIER GROUPS:		Barrier Grou People with						
Barrier Analysis Process Completed?:		N						
Barrier(s) Ide	entified?:	N						
STATEMENT OF		Barr	ier Name	D	escription of	f Policy, Procedure, or Practice		
IDENTIFIED DADDIED.		N/A		No barrier ha	as been identi	fied at this time; workforce data ger was resolved in FY 2023.		
			Objective(s)	and Dates for	EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description		
10/01/2021	03/30/2022	Yes	12/31/2022	09/30/2023	identify spec Conduct bar	equired data to conduct the analysis and cific triggers, barriers and resolutions. Trier analysis to identify barriers related to an anticipated representation.		
			Respo	onsible Officia	l(s)			
	Title			Name		Standards Address The Plan?		
Director, Equi Office (EI)	ity, Diversity an	d Inclusion	Willisa Donald			Yes		
Acting Direct Inclusion Offi	or, Equity, Dive ice (EI)	ersity and	Henry Bass			Yes		
Director, Hun	nan Resource D	irectorate	Christine Enriq	uez, Colonel		Yes		
Director, Hun	nan Resource D	irectorate	Zoraida Escoba	ar, Colonel		Yes		
Acting Direct Directorate	or, Human Reso	ource	James Powell			Yes		
EEO Manager Programs	r, Affirmative E	mployment	Mary Lynn Dic	ekson		Yes		

Planned Activities Toward Completion of Objective									
Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date						
Meet with Human Resources to define specific data needs	Yes	12/31/2022	06/23/2023						
Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023						
Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022	09/30/2023						
Receive all required data to complete the MD-715 required analysis.	Yes	09/30/2023	09/30/2023						
Report of Accomplishmen	nts								
Accomplish	nment								
barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.  The EI Office participated in discussions with HR and demonstrated in the control of the cont	ession Critical Occ	cupations with dis ential Data Dashb	tribution by oards during						
		•	-						
	Planned Activities  Meet with Human Resources to define specific data needs Coordinate with Human Resources for development of specified data reports.  Spot check data reports by conducting MD-715 analysis to identify additional needs.  Receive all required data to complete the MD-715 required analysis.  Report of Accomplishment Accom	Planned Activities  Sufficient Staffing & Funding?  Meet with Human Resources to define specific data needs  Coordinate with Human Resources for development of specified data reports.  Spot check data reports by conducting MD-715 analysis to identify additional needs.  Receive all required data to complete the MD-715  Yes required analysis.  Report of Accomplishments  Accomplishment  During FY2022, additional data became available via USAStaffing for the pubarrier analysis. USAStaffing data for FY2022 included Mission Critical Occ RNO and Disability.  The EI Office participated in discussions with HR and demonstrations of pot FY2022 and met with the individual who is creating the Data Dashboards to	Planned Activities  Sufficient Staffing & Funding?  Meet with Human Resources to define specific data needs  Yes  12/31/2022  Coordinate with Human Resources for development of specified data reports.  Spot check data reports by conducting MD-715 analysis to identify additional needs.  Receive all required data to complete the MD-715  Yes  09/30/2023  Report of Accomplishments  Accomplishment  During FY2022, additional data became available via USAStaffing for the preparation of the Narrier analysis. USAStaffing data for FY2022 included Mission Critical Occupations with dis						

Source of the	Trigger:	Workforce D	ata (if so identify	the table)		
Specific Work Table:	xforce Data	Workforce D	Vorkforce Data Table - B1			
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 44 -			There is a potent	ial trigger rega	rding New Hi	ires of PWD to Senior grade levels, GS-13.
Provide a brief narrative describing the condition at issue.						
How was the crecognized as a barrier?						
STATEMENT		Barrier Grou	ıp			
BARRIER G	ROUPS:	People with l	Disabilities			
Barrier Analy Completed?:	sis Process	N				
Barrier(s) Ide	entified?:	N				
STATEMENT		Barri	ier Name	D	escription of	Policy, Procedure, or Practice
IDENTIFIED	<b>IDENTIFIED BARRIER:</b> N/A			No barrier ha	as been identif	fied at this time.
of the agency procedure or practice that	or practice that has been determined to be the barrier of the					
			Objective(s) a	and Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2021	03/30/2022	Yes	12/31/2022			rier analysis to identify barriers related to an anticipated representation.
			Respo	nsible Officia	l(s)	
	Title			Name		Standards Address The Plan?
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes
	an Resource Di		Christine Enriqu			Yes
-	an Resource Di		Zoraida Escoba	r, Colonel		Yes
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes

Planned Activities Toward Completion of Objective										
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date						
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023						
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023						
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022							
10/15/2022	Receive all required data to complete the MD-715 required analysis.	<u> </u>								
	Report of Accomplishmen	nts								
Fiscal Year	Accomplish	nment								
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.									
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da									
2023	Analysis of the available workforce data identified addition analysis.	al data requireme	ents in order to cor	nduct barrier						

Source of the	Trigger•	Workforce D	ata (if so identif	v the table)				
Specific Work				j inc table)				
Table:	Morce Data	WOIKIOICE D	orkforce Data Table - B1					
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 45 - 7 CLOSED	There is a potent	ial trigger rega	nrding New H	lires of PWTD to Senior grade levels, SES.		
Provide a brief describing the issue.								
How was the c recognized as a barrier?								
STATEMENT		Barrier Grou	ир					
BARRIER G	ROUPS:	People with	Targeted Disabi	lities				
Barrier Analy Completed?:	ysis Process	N						
Barrier(s) Ide	entified?:	N						
STATEMENT OF		Barr	ier Name	D	escription of	Policy, Procedure, or Practice		
<b>IDENTIFIED BARRIER:</b> $\frac{1}{N}$		N/.A		+	as been identified at this time; workforce data			
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.				demonstrate	s that the trigg	ger was resolved in FY2023.		
			Objective(s)	and Dates for	EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description		
10/01/2021	03/30/2022	Yes	12/31/2022	09/30/2023	identify spec	equired data to conduct the analysis and cific triggers, barriers and resolutions. Trier analysis to identify barriers related to an anticipated representation.		
			Respo	nsible Officia	l(s)			
	Title			Name		Standards Address The Plan?		
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes		
Acting Director, Equity, Diversity and Inclusion Office (EI)		ersity and	Henry Bass			Yes		
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes		
Director, Hum	nan Resource D	irectorate	Zoraida Escoba	r, Colonel		Yes		
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes		
EEO Manager Programs	r, Affirmative E	mployment	Mary Lynn Dic	kson		Yes		

Planned Activities  Meet with Human Resources to define specific data needs.  Coordinate with Human Resources for development of pecified data reports.	Sufficient Staffing & Funding? Yes	Modified Date	Completion Date	
Coordinate with Human Resources for development of			06/23/2023	
*	Yes			
		12/31/2022	06/23/2022	
Spot check data reports by conducting MD-715 analysis o identify additional needs.	Yes	12/31/2022	09/30/2023	
Receive all required data to complete the MD-715 equired analysis.	e MD-715 Yes 09/30/2023 09			
Report of Accomplishmen	nts			
Accomplish	nment			
parrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.  The EI Office participated in discussions with HR and demo	ission Critical Occ	cupations with dis	tribution by oards during	
		•		
Re economic Properties of the control of the contro	identify additional needs.  ceive all required data to complete the MD-715 quired analysis.  Report of Accomplishment  Accomplish  aring FY2022, additional data became available via USA arrier analysis. USAStaffing data for FY2022 included Mison and Disability.  e EI Office participated in discussions with HR and dem  Z2022 and met with the individual who is creating the Data	ring FY2022, additional data became available via USAStaffing for the partier analysis. USAStaffing data for FY2022 included Mission Critical Octavio and Disability.  e EI Office participated in discussions with HR and demonstrations of pot 72022 and met with the individual who is creating the Data Dashboards to	identify additional needs.  ceive all required data to complete the MD-715  Report of Accomplishments  Accomplishment  aring FY2022, additional data became available via USAStaffing for the preparation of the Marrier analysis. USAStaffing data for FY2022 included Mission Critical Occupations with distance of the Marrier analysis.	

Source of the	Trigger:	Workforce D	ata (if so identif	y the table)			
Specific Work Table:	force Data	Workforce D	Vorkforce Data Table - B1				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 46 - 7 GS-15. CLOS		ial trigger rega	rding New H	lires of PWTD to Senior grade levels,	
Provide a brief describing the issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	ıp				
BARRIER GI	ROUPS:	People with	Targeted Disabi	lities			
Barrier Analy Completed?:	rsis Process	N					
Barrier(s) Ide	ntified?:	N					
		Barri	ier Name	Description of Policy, Procedure, or Practice			
Provide a succinct statement of the agency policy,		N/A	N/A No barrier has been identified at this time; workforce data demonstrates that the trigger was resolved in FY2023.				
procedure or practice that determined to l of the undesired cond	be the barrier						
			Objective(s)	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2022	09/30/2023		equired data to conduct the analysis and cific triggers, barriers and resolutions.	
						rier analysis to identify barriers related to an anticipated representation.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Office (EI)	ty, Diversity an		Willisa Donald			Yes	
	Acting Director, Equity, Diversity and Inclusion Office (EI)		Henry Bass			Yes	
	Director, Human Resource Directorate		Christine Enriq			Yes	
	an Resource Di		Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes	

Planned Activities Toward Completion of Objective										
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date						
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023						
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023						
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022	09/30/2023						
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	09/30/2023	09/30/2023						
	Report of Accomplishmen	nts								
Fiscal Year	Accomplish	nment								
2022	During FY2022, additional data became available via USAS barrier analysis. USAStaffing data for FY2022 included Mi RNO and Disability.  The EI Office participated in discussions with HR and demonstrated in the control of the contro	ssion Critical Occoonstrations of pot	cupations with dis ential Data Dashb	tribution by oards during						
	FY2022 and met with the individual who is creating the Da		•							
2023	Analysis of the workforce data indicates that the potential to	rigger was resolve	ed during FY2023	•						

Source of the	Trigger:	Workforce D	ata (if so identif	y the table)		
Specific Work Table:		Workforce D	ata Table - B1			
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 47 - GS-14. CLC				ial trigger rega	rding New H	lires of PWTD to Senior grade levels,
Provide a brief describing the issue.						
How was the c recognized as a barrier?						
STATEMENT		Barrier Grou	ıp			
BARRIER GI	KOUPS:	People with	Targeted Disabi	lities		
Barrier Analy Completed?:	sis Process	N				
Barrier(s) Ide	ntified?:	N				
		Barri	ier Name	Description of Policy, Procedure, or Practice		
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier		N/A  No barrier has been identified at this time; workforce data demonstrates that the trigger was resolved in FY2023.				
of the undesired cond	lition					
undestred conc	iitioii.		Objective(s)	and Dates for	FFO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2021	03/30/2022	Yes	12/31/2022	09/30/2023		equired data to conduct the analysis and cific triggers, barriers and resolutions.
						rier analysis to identify barriers related to an anticipated representation.
			Respo	onsible Officia	l(s)	
	Title			Name		Standards Address The Plan?
Office (EI)	ty, Diversity an		Willisa Donald			Yes
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes
	Director, Human Resource Directorate		Christine Enriq			Yes
	an Resource Di		Zoraida Escoba	r, Colonel		Yes
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes

	Planned Activities Toward Completion	on of Objective			
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date	
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023	
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023	
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022	09/30/2023	
10/15/2022	Receive all required data to complete the MD-715  required analysis.  Yes  09/30/2023				
	Report of Accomplishmen	nts			
Fiscal Year	Accomplish	nment			
2023	Analysis of the workforce data indicates that the potential t	rigger was resolve	ed during FY2023		
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.  The EI Office participated in discussions with HR and dem	ission Critical Occ	cupations with dis	tribution by	
	FY2022 and met with the individual who is creating the Da				

Source of the	Trigger:	Workforce Da	ata (if so identify	the table)		
Specific Work Table:		Workforce Da				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 48 - GS-13.			There is a potenti	al trigger rega	rding New H	ires of PWTD to Senior grade levels,
Provide a brief describing the issue.						
How was the crecognized as a barrier?						
STATEMEN'		Barrier Grou	p			
BARRIER G	ROUPS:	People with	Targeted Disabi	lities		
Barrier Analysis Process N Completed?:		N				
Barrier(s) Identified?:						
STATEMENT OF		Barrier Name Description of			Policy, Procedure, or Practice	
IDENTIFIED	BARRIER:	N/A	No barrier has been identified at this time.			
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.						
			Objective(s) a	and Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2021	03/30/2022	Yes	12/31/2022			rier analysis to identify barriers related to an anticipated representation.
		<u> </u>	Respo	nsible Officia	<u> </u>	•
	Title		2105po	Name	\-/	Standards Address The Plan?
Director, Equi Office (EI)	ity, Diversity an	d Inclusion	Willisa Donald			Yes
	Acting Director, Equity, Diversity and Inclusion Office (EI)		Henry Bass			Yes
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes
Director, Hum	nan Resource Di	rectorate	Zoraida Escoba	r, Colonel		Yes
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes
EEO Manager Programs	r, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes

	Planned Activities Toward Completion	on of Objective				
Target Date	get Date Planned Activities		Modified Date	Completion Date		
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023		
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023		
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2022			
10/15/2022	Receive all required data to complete the MD-715  required analysis.  Yes  09/30/2023					
	Report of Accomplishmen	nts				
Fiscal Year	Accomplish	nment				
2023	Analysis of the available workforce data identified addition analysis.	al data requireme	nts in order to cor	nduct barrier		
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.	ission Critical Occ	cupations with dis	tribution by		
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da					

Source of the	Trigger:	Workforce Da	ata (if so identify	the table)			
Specific Work Table:	-	Workforce Da	<u> </u>				
			There is a potenti Supervisory posi			ions of PWD among qualified internal	
Provide a brief describing the issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	r <b>p</b>				
BARRIER G	ROUPS:	People with I	Disabilities				
Barrier Analysis Process N Completed?:		N					
Barrier(s) Identified?:							
STATEMENT OF		Barrier Name Description of			escription of	Policy, Procedure, or Practice	
<b>IDENTIFIED BARRIER:</b> $N/A$		N/A		No barrier ha	as been identi	fied at this time.	
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.							
			Objective(s) a	nd Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2022			rier analysis to identify barriers related to an anticipated representation.	
		<u> </u>	Respo	nsible Officia		•	
	Title			Name	\-/	Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
	Acting Director, Equity, Diversity and Inclusion Office (EI)		Henry Bass			Yes	
Director, Human Resource Directorate		rectorate	Christine Enriquez, Colonel			Yes	
Director, Hum	an Resource Di	rectorate	Zoraida Escobai	, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	cson		Yes	

Target Date	Planned Activities Toward Completic Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date		
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2022		
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023		
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023			
10/15/2022	Receive all required data to complete the MD-715  required analysis.  Yes  12/31/2023					
	Report of Accomplishme	nts				
Fiscal Year	Accomplish	nment				
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during		
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.					
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da					

Source of the	Trigger:	Workforce Da	ata (if so identify	the table)		
Specific Work Table:	xforce Data	Workforce Da	ata Table - B1			
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		There is a potenti ossitions, Execut		rding promoti	ons of PWD among internal selections to
Provide a brief describing the issue.						
How was the c recognized as a barrier?						
STATEMENT		Barrier Grou	r <b>p</b>			
BARRIER G	ROUPS:	People with I	Disabilities			
Barrier Analy Completed?:	sis Process	N				
Barrier(s) Ide	entified?:	N				
STATEMENT		Barri	rier Name Description of Policy, Procedure, or Practic			Policy, Procedure, or Practice
IDENTIFIED	IDENTIFIED BARRIER: $N/A$			No barrier ha	as been identif	ïed.
Provide a succ of the agency procedure or practice that determined to of the undesired cond	t has been be the barrier					
			Objective(s) a	and Dates for	EEO Plan	
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description
10/01/2021	03/30/2022	Yes	12/31/2022			rier analysis to identify barriers related to n anticipated representation.
			Respon	nsible Officia	l(s)	
	Title			Name		Standards Address The Plan?
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes
Director, Hum	an Resource Di	irectorate	Christine Enriqu	iez, Colonel		Yes
	an Resource Di		Zoraida Escobar	;, Colonel		Yes
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes
EEO Manager Program	, Affirmative E	mployment	Mary Lynn Dick	cson		Yes

	Planned Activities Toward Completic		<u> </u>	
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023	
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024	
	Report of Accomplishmen	nts		
Fiscal Year	Accomplish	nment		
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.			

Source of the	Trigger:	Workforce D	ata (if so identify	the table)			
Specific Work Table:	xforce Data	Workforce D	orkforce Data Table - B1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 51 - applicants to			There is a potenti Supervisory pos	ial trigger rega itions, Manage	rding promoti ers.	ions of PWD among qualified internal	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMENT		Barrier Grou	ир				
BARRIER G	ROUPS:	People with l	Disabilities				
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
			ier Name	D	escription of	Policy, Procedure, or Practice	
<b>IDENTIFIED BARRIER:</b> $N/A$		N/A		No barrier ha	as been identif	ried at this time.	
of the agency procedure or practice that	or practice that has been determined to be the barrier of the						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2022			rier analysis to identify barriers related to an anticipated representation.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriqu	ıez, Colonel		Yes	
-	an Resource Di		Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes	

	Planned Activities Toward Completion of Objective									
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date						
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023						
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023						
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023							
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024							
	Report of Accomplishmen	nts								
Fiscal Year	Accomplish	nment								
2022	During FY2022, additional data became available via USAStaffing for the preparation of the MD-715 and for barrier analysis. USAStaffing data for FY2022 included Mission Critical Occupations with distribution by RNO and Disability.									
	The EI Office participated in discussions with HR and demonstrations of potential Data Dashboards during FY2022 and met with the individual who is creating the Data Dashboards to provide additional input.									
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during						

Source of the	Trigger:	Workforce Da	ata (if so identify	the table)			
Specific Work Table:	xforce Data	Workforce Da	orkforce Data Table - B1				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		There is a potenti positions, Manag		rding promotio	ons of PWD among internal selections to	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMEN		Barrier Grou	p p				
BARRIER G	ROUPS:	People with I	Disabilities				
Barrier Analy Completed?:	vsis Process	N					
Barrier(s) Ide	entified?:	N					
STATEMEN'		Barri	er Name	D	escription of l	Policy, Procedure, or Practice	
IDENTIFIED	IDENTIFIED BARRIER: $N/A$			No barrier ha	as been identifi	ed at this time.	
of the agency procedure or practice that	or practice that has been determined to be the barrier of the						
			Objective(s) a	nd Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2022			ier analysis to identify barriers related to n anticipated representation.	
			Respon	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Hum	nan Resource Di	irectorate	Christine Enriqu	iez, Colonel		Yes	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Offi	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Zoraida Escobar	, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manger, Programs	Affirmative En	nployment	Mary Lynn Dick	cson		Yes	

Target Date	Planned Activities Toward Completion of Objective  Planned Activities  Sufficient Staffing & Funding?		Modified Date	Completion Date							
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2022							
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2022	06/23/2023							
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023								
10/15/2022	Receive all required data to complete the MD-715 required analysis.	<u> </u>									
	Report of Accomplishme	nts									
Fiscal Year	Accomplish	nment									
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during							
2022	·										
			The EI Office participated in discussions with HR and demonstrations of potential Data Dashboards during FY2022 and met with the individual who is creating the Data Dashboards to provide additional input.								

Source of the	Trigger:	Workforce D	ata (if so identify	the table)			
Specific Work Table:	xforce Data	Workforce D	orkforce Data Table - B1				
			There is a potenti Supervisory pos			ions of PWD among qualified internal	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMENT		Barrier Grou	ıp				
BARRIER G	ROUPS:	People with l	Disabilities				
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	entified?:	N					
			ier Name	D	escription of	Policy, Procedure, or Practice	
<b>IDENTIFIED BARRIER:</b> N/A		N/A		No barrier ha	as been identif	ried at this time.	
of the agency procedure or practice that	or practice that has been determined to be the barrier of the						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2022			rier analysis to identify barriers related to an anticipated representation.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriqu	ıez, Colonel		Yes	
-	an Resource Di		Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes	

Target Date	Planned Activities Toward Completic Planned Activities	Planned Activities Sufficient Staffing & Funding?		Completion Date				
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023				
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023				
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023					
10/15/2022	Receive all required data to complete the MD-715 required analysis.	<u> </u>						
	Report of Accomplishme	nts						
Fiscal Year	Accomplish	nment						
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during				
2022	·							
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da							

Source of the	Trigger:	Workforce D	ata (if so identify	the table)			
Specific Work Table:	xforce Data	Workforce D	orkforce Data Table - B1				
			There is a potenti Supervisory pos			ions of PWD among qualified internal	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMEN'		Barrier Grou	ıp				
BARRIER G	ROUPS:	People with l	Disabilities				
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
			ier Name	D	escription of	Policy, Procedure, or Practice	
IDENTIFIED BARRIER: $N/A$		N/A		No barrier ha	as been identif	ied.	
of the agency procedure or practice that	or practice that has been determined to be the barrier of the						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2022			rier analysis to identify barriers related to in anticipated representation.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes	
-	an Resource Di		Zoraida Escoba	r, Colonel		Yes	
Directorate	or, Human Reso		James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes	

Target Date	Planned Activities Toward Completic Planned Activities	Planned Activities Sufficient Staffing & Funding?		Completion Date				
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023				
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023				
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023					
10/15/2022	Receive all required data to complete the MD-715 required analysis.	<u> </u>						
	Report of Accomplishme	nts						
Fiscal Year	Accomplish	nment						
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during				
2022	·							
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da							

Source of the	Trigger:	Workforce D	ata (if so identify	the table)			
Specific Work Table:	xforce Data	Workforce D	Yorkforce Data Table - B1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 55 - applicants to			There is a potenti Supervisory pos	ial trigger rega itions, Executi	rding promoti ves.	ions of PWTD among qualified internal	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMEN		Barrier Grou	ıp				
BARRIER G	ROUPS:	People with	Targeted Disabi	lities			
Barrier Analy Completed?:	vsis Process	N					
Barrier(s) Ide	entified?:	N					
			er Name	D	escription of	Policy, Procedure, or Practice	
IDENTIFIED BARRIER: $N/A$		N/A		No barrier ha	as been identif	fied at this time.	
of the agency procedure or practice that	or practice that has been determined to be the barrier of the						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2022	03/30/2022	Yes	12/31/2022			rier analysis to identify barriers related to an anticipated representation.	
		-	Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Offi	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes	
Director, Hum	nan Resource Di	irectorate	Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes	

Target Date	Planned Activities Toward Completic	Sufficient	Modified	Completion					
		Staffing & Funding?	Date	Date					
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023					
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023					
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	06/30/2023	06/23/2023					
10/15/2022	Receive all required data to complete the MD-715 required analysis.	<u> </u>							
	Report of Accomplishme	nts							
Fiscal Year	Accomplish	nment							
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during					
2022									
	The EI Office participated in discussions with HR and demonstrations of potential Data Dashboards during FY2022 and met with the individual who is creating the Data Dashboards to provide additional input.								

Source of the	Trigger:	Workforce Da	ata (if so identify	the table)			
Specific Work Table:	xforce Data	Workforce Da	orkforce Data Table - B1				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		There is a potention ositions, Execut		rding promoti	ons of PWTD among internal selectees to	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMENT		Barrier Grou	up .				
BARRIER G	ROUPS:	People with	Targeted Disabil	lities			
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT		Barri	er Name	D	escription of l	Policy, Procedure, or Practice	
IDENTIFIED	IDENTIFIED BARRIER: $N/A$			No barrier ha	as been identif	ied at this time.	
Provide a succ of the agency procedure or practice that determined to of the undesired cond	t has been be the barrier						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2022			ier analysis to identify barriers related to n anticipated representation.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes	
	an Resource Di		Zoraida Escobai	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	

Target Date	Planned Activities Toward Completion of Objective Planned Activities Sufficient Staffing & Funding?		Modified Date	Completion Date					
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023					
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023					
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023						
10/15/2022	Receive all required data to complete the MD-715 required analysis.	• • • • • • • • • • • • • • • • • • • •							
	Report of Accomplishmen	nts							
Fiscal Year	Accomplish	nment							
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during					
2022									
	The EI Office participated in discussions with HR and demonstrations of potential Data Dashboards during FY2022 and met with the individual who is creating the Data Dashboards to provide additional input.								

Source of the	Trigger:	Workforce D	ata (if so identify	y the table)			
Specific Work Table:	xforce Data	Workforce D	Vorkforce Data Table - B1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 57 - applicants to			There is a potenti Supervisory posi	ial trigger rega itions, Manage	rding promoti ers.	ions of PWTD among qualified internal	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMEN		Barrier Grou	ıp				
BARRIER G	ROUPS:	People with	Targeted Disabil	lities			
Barrier Analy Completed?:	vsis Process	N					
Barrier(s) Ide	entified?:	N					
			er Name	D	escription of	Policy, Procedure, or Practice	
<b>IDENTIFIED BARRIER:</b> N/A		N/A		No barrier ha	as been identif	fied at this time.	
of the agency procedure or practice that	or practice that has been determined to be the barrier of the						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2022			rier analysis to identify barriers related to an anticipated representation.	
	·		Respo	nsible Officia	l(s)		
	Title		•	Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Offi	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Hum	nan Resource Di	irectorate	Christine Enriqu	ıez, Colonel		Yes	
-	nan Resource Di		Zoraida Escoba	r, Colonel		Yes	
Acting Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes	

Target Date	Planned Activities Toward Completic Planned Activities	Planned Activities Sufficient Staffing & Funding?		Completion Date
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023	
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024	
	Report of Accomplishme	nts		
Fiscal Year	Accomplish	nment		
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.	ission Critical Occ	cupations with dis	tribution by
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da			

Source of the	Trigger:	Workforce D	ata (if so identify	y the table)			
Specific Work Table:	xforce Data	Workforce D	orkforce Data Table - B1				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		There is a potention ositions, Manag		rding promoti	ions of PWTD among internal selectees to	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMEN		Barrier Grou	p p				
BARRIER G	ROUPS:	People with	Targeted Disabi	lities			
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	entified?:	N					
			er Name	D	escription of	Policy, Procedure, or Practice	
<b>IDENTIFIED BARRIER:</b> N/A		N/A		No barrier ha	as been identif	fied at this time.	
Provide a succ of the agency procedure or practice that determined to of the undesired cond	t has been be the barrier						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2023			rier analysis to identify barriers related to an anticipated representation.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Offi	or, Equity, Dive ce (EI)	rsity and	Acting Director	, Equity, Dive	rsity	Yes	
Director, Hum	an Resource Di	irectorate	Christine Enriqu	uez, Colonel		Yes	
Director, Hum	an Resource Di	irectorate	Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Program Mana	r, Affirmative E ager	mployment	Mary Lynn Dicl	kson		Yes	

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023	
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024	
	Report of Accomplishmen	nts		
Fiscal Year	Accomplish	nment		
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during
2022	2022 During FY2022, additional data became available via for barrier analysis. USAStaffing data for FY2022 included RNO and Disability.			
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da			

Source of the	Trigger:	Workforce D	ata (if so identify	the table)			
Specific Work Table:	xforce Data	Workforce D	Vorkforce Data Table - B1				
			There is a potenti Supervisory posi			ions of PWTD among qualified internal	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMENT		Barrier Grou	ıp				
BARRIER G	ROUPS:	People with	Targeted Disabil	lities			
Barrier Analy Completed?:	vsis Process	N					
Barrier(s) Ide	entified?:	N					
		Barri	er Name	D	escription of	Policy, Procedure, or Practice	
IDENTIFIED BARRIER: $N/A$		N/A		No barrier ha	as been identif	ried at this time.	
of the agency procedure or practice that	or practice that has been determined to be the barrier of the						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2023			rier analysis to identify barriers related to an anticipated representation.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
Director, Hum	nan Resource Di	irectorate	Christine Enriqu	iez, Colonel		Yes	
Director, Hum	nan Resource Di	irectorate	Zoraida Escoba	r, Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manger, Programs	Affirmative En	nployment	Mary Lynn Dicl	kson		Yes	

Target Date	Planned Activities Toward Completic Planned Activities	Planned Activities Sufficient Staffing & Funding?		Completion Date
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023	
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024	
	Report of Accomplishme	nts		
Fiscal Year	Accomplish	nment		
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.	ission Critical Occ	cupations with dis	tribution by
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da			

Source of the	Trigger:	Workforce D	ata (if so identify	the table)			
Specific Work Table:	xforce Data	Workforce D	ata Table - B1				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A		There is a potention ositions, Superv		rding promo	tions of PWTD among internal selectees to	
Provide a brief describing the issue.							
How was the crecognized as a barrier?							
STATEMENT		Barrier Grou	ıp				
BARRIER G	KOUPS:	People with	Targeted Disabi	lities			
Barrier Analy Completed?:	sis Process	N					
Barrier(s) Ide	entified?:	N					
			er Name	D	escription of	Policy, Procedure, or Practice	
IDENTIFIED BARRIER: $N/A$		N/A		No barrier ha	as been identi	fied at this time.	
Provide a succ of the agency procedure or practice that determined to of the undesired cond	t has been be the barrier						
			Objective(s) a	and Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/30/2022	Yes	12/31/2023			rrier analysis to identify barriers related to an anticipated representation.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes	
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes	
	an Resource Di		Christine Enriqu			Yes	
-	an Resource Di		Director, Huma	n Resource Di	rectorate	Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes	

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date					
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023					
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023					
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023						
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024						
	Report of Accomplishmen	nts							
Fiscal Year	Accomplish	nment							
2022	During FY2022, additional data became available via USA barrier analysis. USAStaffing data for FY2022 included MiRNO and Disability.								
	The EI Office participated in discussions with HR and demonstrations of potential Data Dashboards during FY2022 and met with the individual who is creating the Data Dashboards to provide additional input.								
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during					

Source of the	Trigger:	Workforce Da	ata (if so identify	the table)			
Specific Work Table:	force Data	Workforce Da	Vorkforce Data Table - B1				
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 61 - 7 Executives.	There is a potenti	al trigger rega	rding PWD N	New Hires to Supervisory positions,	
Provide a brief describing the issue.							
How was the c recognized as a barrier?							
STATEMENT		Barrier Grou	ıp				
BARRIER GI	ROUPS:	People with I	Disabilities				
Barrier Analy Completed?:	rsis Process	N					
Barrier(s) Ide	ntified?:	N					
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice	
IDENTIFIED BARRIER: N/A		N/A		No barrier ha	as been identi	fied at this time.	
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the							
undesired cond	lition.						
			Objective(s) a	nd Dates for	EEO Plan		
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description	
10/01/2021	03/20/2022	Yes	06/30/2024			equired data to conduct the analysis and cific triggers, barriers and resolutions.	
						rier analysis to identify barriers related to an anticipated representation.	
			Respo	nsible Officia	l(s)		
	Title			Name		Standards Address The Plan?	
Office (EI)	ty, Diversity an		Willisa Donald			Yes	
Acting Director, Equity, Diversity and Inclusion Office (EI)			Henry Bass			Yes	
Director, Human Resource Directorate			Christine Enriquez, Colonel			Yes	
	an Resource Di		Zoraida Escobai	; Colonel		Yes	
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes	
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	cson		Yes	

	Planned Activities Toward Completion of Objective									
Target Date	Planned Activities	Planned Activities Sufficient Staffing & Funding?		Completion Date						
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2022						
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023						
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023							
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024							
	Report of Accomplishmen	nts								
Fiscal Year	Accomplish	nment								
2022	A .									
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during						

Source of the	Trigger:	Workforce D	ata (if so identify	the table)				
Specific Work Table:	force Data	Workforce D	orkforce Data Table - B1					
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 62 - There is a potential trigger regarding PWD New Hires to Supervisory positions, Managers.						
Provide a brief describing the issue.								
How was the c recognized as a barrier?								
STATEMENT		Barrier Grou	ıp					
BARRIER GI	KOUPS:	People with l	Disabilities					
Barrier Analy Completed?:	rsis Process	N						
Barrier(s) Ide	ntified?:	N						
STATEMENT		Barri	ier Name	D	escription of	Policy, Procedure, or Practice		
IDENTIFIED BARRIER: $N/A$		N/A		No barrier ha	as been identi	fied at this time.		
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.								
			Objective(s) a	nd Dates for	EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description		
10/01/2021	03/30/2022	Yes	12/31/2023		identify spec	equired data to conduct the analysis and cific triggers, barriers and resolutions.		
					Conduct bar the lower the	rier analysis to identify barriers related to an anticipated representation.		
			Respo	nsible Officia	l(s)			
	Title			Name		Standards Address The Plan?		
Office (EI)	ty, Diversity an		Willisa Donald			Yes		
Acting Director, Equity, Diversity and Inclusion Office (EI)			Henry Bass			Yes		
Director, Hum	irector, Human Resource Directorate Christine Enriquez, Colonel Yes							
Director, Human Resource Directorate			Zoraida Escobai	, Colonel		Yes		
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes		
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dickson Yes					

Target Date	Planned Activities Toward Completic Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date				
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023				
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023				
10/15/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023					
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024					
	Report of Accomplishmen	nts						
Fiscal Year	Accomplish	nment						
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during				
2022	·							
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da							

Source of the Trigger:

Source of the			ata (11 30 Identity	( 110 14010)				
Specific Work Table:	force Data	Workforce Da	ata Table - B1					
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 63 - T Supervisors.	There is a potenti	ial trigger rega	rding PWD	New Hir	es to Supervisory	positions,
Provide a brief describing the issue.								
How was the c recognized as a barrier?								
STATEMENT		Barrier Grou	up .					
BARRIER G	ROUPS:	People with I	Disabilities					
Barrier Analy Completed?:	rsis Process	N						
Barrier(s) Ide	ntified?:	N						
STATEMENT		Barri	er Name	D	escription o	f Policy,	Procedure, or P	ractice
IDENTIFIED	BARRIER:	N/A		No barrier ha	s been ident	ified.		
Provide a succ of the agency procedure or practice that determined to of the undesired cond	has been be the barrier							
			Objective(s) a	and Dates for	EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Obj	jective Descriptio	on
10/01/2021	12/31/2022	Yes	09/30/2023		identify spe Conduct ba	cific trig	ata to conduct the gers, barriers and lysis to identify ba ipated representat	resolutions. arriers related to
			<u> </u>	11 000	1	ian antic	ipated representat	ion.
	Title		Kespo	nsible Officia Name	I(S)	Q	tandarde Addros	s The Plan?
Director, Equi Office (EI)	ty, Diversity an	nd Inclusion Willisa Donald				Standards Address The Plan? Yes		
` /		 Plann	ed Activities To	oward Compl	etion of Obi	ective		
Target Date	2		ed Activities		Suffic Staffi Fund	cient ng &	Modified Date	Completion Date
03/30/2022	Meet with l	Human Resour	ces to define spe	ecific data nee			12/31/2022	06/23/2023
06/30/2022		with Human F	Resources for dev		Ye	es	06/30/2023	06/23/2023

Workforce Data (if so identify the table)

Planned Activities Toward Completion of Objective									
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date					
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023	06/30/2024					
10/15/2022	<del>-                                    </del>								
	Report of Accomplishme	ents							
Fiscal Year	Accomplis	hment							
2023	The EI Office with the assistance of the Office of Human I FY2023 allowing for additional analysis, and identification			to data during					
During FY2022, additional data became available via USAStaffing for the preparation of the MD-715 and for barrier analysis. USAStaffing data for FY2022 included Mission Critical Occupations with distribution by RNO and Disability.									
The EI Office participated in discussions with HR and demonstrations of potential Data Dashboards during FY2022 and met with the individual who is creating the Data Dashboards to provide additional input.									

Source of the	Trigger:	Workforce Da	ata (if so identify	y the table)						
Specific Work Table:	force Data	Workforce Da	ata Table - B1							
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 64 - There is a potential trigger regarding PWTD New Hires to Supervisory positions, Executives.				New Hires to Supervisory positions,				
Provide a brief describing the issue.										
How was the c recognized as a barrier?										
STATEMENT		Barrier Grou	ıp							
BARRIER GI	ROUPS:	People with	Targeted Disabil	lities						
Barrier Analy Completed?:	sis Process	N								
Barrier(s) Ide	ntified?:	N								
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice				
IDENTIFIED	BARRIER:	N/A		No barrier ha	as been identi	fied at this time.				
Provide a succe of the agency procedure	policy,									
or practice that determined to of the undesired cond	be the barrier									
			Objective(s) a	and Dates for	EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description				
10/01/2021	12/31/2022	Yes	09/30/2023			equired data to conduct the analysis and cific triggers, barriers and resolutions.				
						rier analysis to identify barriers related to an anticipated representation.				
			Respo	nsible Officia	l(s)					
	Title			Name		Standards Address The Plan?				
Office (EI)	ty, Diversity an		Willisa Donald			Yes				
Acting Director, Equity, Diversity and Inclusion Office (EI)  Henry Bass  Yes			Yes							
	an Resource Di		te Christine Enriquez, Colonel Yes				ate Christine Enriquez, Colonel			
Director, Human Resource Directorate Zoraida Escobar, Colonel Yes				Yes						
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes				
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes				

Target Date	Planned Activities Toward Completic Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date				
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023				
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023				
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023					
10/15/2022	Receive all required data to complete the MD-715  Yes  106/30/2024  required analysis.							
	Report of Accomplishme	nts						
Fiscal Year	Accomplish	nment						
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during				
During FY2022, additional data became available via USAStaffing for the preparation of the MD-715 and for barrier analysis. USAStaffing data for FY2022 included Mission Critical Occupations with distribution by RNO and Disability.								
The EI Office participated in discussions with HR and demonstrations of potential Data Dashboards during FY2022 and met with the individual who is creating the Data Dashboards to provide additional input.								

Source of the	Trigger:	Workforce Da	ata (if so identify	the table)						
Specific Work Table:	force Data	Workforce Da	ata Table - B1							
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A					New Hires to Supervisory positions,				
Provide a brief describing the issue.										
How was the c recognized as a barrier?										
STATEMENT		Barrier Grou	ıp							
BARRIER GI	ROUPS:	People with	Targeted Disabil	lities						
Barrier Analy Completed?:	rsis Process	N								
Barrier(s) Ide	ntified?:	N								
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice				
IDENTIFIED	BARRIER:	N/A		No barrier ha	as been identi	fied at this time.				
Provide a succe of the agency procedure	policy,									
or practice that determined to of the undesired cond	be the barrier									
			Objective(s) a	and Dates for	EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description				
10/01/2021	12/31/2022	Yes	09/30/2023			equired data to conduct the analysis and cific triggers, barriers and resolutions.				
						rier analysis to identify barriers related to an anticipated representation.				
			Respo	nsible Officia	l(s)					
	Title			Name		Standards Address The Plan?				
Office (EI)	ty, Diversity an		Willisa Donald			Yes				
Acting Director, Equity, Diversity and Inclusion Office (EI)				Yes						
	an Resource Di		Christine Enriquez, Colonel Yes				orate Christine Enriquez, Colonel			
Director, Human Resource Directorate Zoraida Escobar, Colonel Yes				Yes						
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes				
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes				

Target Date	Planned Activities Toward Completic Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date					
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023					
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023					
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023						
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024						
	Report of Accomplishme	nts							
Fiscal Year	Accomplish	nment							
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during					
During FY2022, additional data became available via USAStaffing for the preparation of the MD-715 and for barrier analysis. USAStaffing data for FY2022 included Mission Critical Occupations with distribution by RNO and Disability.									
	The EI Office participated in discussions with HR and demonstrations of potential Data Dashboards during FY2022 and met with the individual who is creating the Data Dashboards to provide additional input.								

Source of the	Trigger:	Workforce Da	ata (if so identify	the table)				
Specific Work			Orkforce Data Table - B1					
Table:								
STATEMENT CONDITION A TRIGGER POTENTIAL	THAT WAS FOR A	Trigger 66 - 7 Supervisors.	rigger 66 - There is a potential trigger regarding PWTD New Hires to Supervisory positions, upervisors.					
Provide a brief describing the issue.								
How was the c recognized as a barrier?								
STATEMENT		Barrier Grou	ıp					
BARRIER GI	ROUPS:	People with	Targeted Disabi	lities				
Barrier Analy Completed?:	sis Process	N						
Barrier(s) Ide	ntified?:	N						
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice		
IDENTIFIED	BARRIER:	N/A		No barrier ha	as been identi	fied at this time.		
Provide a succe of the agency p procedure or practice that determined to of the undesired cond	t has been be the barrier							
			Objective(s) a	and Dates for	EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description		
10/01/2021	12/31/2022	Yes	09/30/2023		identify spec	equired data to conduct the analysis and cific triggers, barriers and resolutions.		
						rier analysis to identify barriers related to an anticipated representation.		
			Respo	nsible Officia	l(s)			
	Title		Willisa Donald	Name		Standards Address The Plan?		
Director, Equi Office (EI)	Director, Equity, Diversity and Inclusion Office (EI)					Yes		
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass Yes			Yes		
Director, Hum	an Resource Di	irectorate	Christine Enriquez, Colonel Yes					
	an Resource Di		Zoraida Escoba	r, Colonel		Yes		
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes		
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dic	kson		Yes		

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date			
03/30/2022	Meet with Human Resources to define specific data needs.	Yes	12/31/2022	06/23/2023			
06/30/2022	Coordinate with Human Resources for development of specified data reports.	Yes	06/30/2023	06/23/2023			
09/30/2022	Spot check data reports by conducting MD-715 analysis to identify additional needs.	Yes	12/31/2023				
10/15/2022	Receive all required data to complete the MD-715 required analysis.	Yes	06/30/2024				
	Report of Accomplishmen	nts					
Fiscal Year	Accomplish	nment					
2023	The EI Office with the assistance of the Office of Human R FY2023 allowing for additional analysis, and identification			to data during			
During FY2022, additional data became available via USAStaffing for the preparation of the MD-715 and for barrier analysis. USAStaffing data for FY2022 included Mission Critical Occupations with distribution by RNO and Disability.							
	The EI Office participated in discussions with HR and dem FY2022 and met with the individual who is creating the Da						

Source of the	Trigger:	Workforce D	ata (if so identify	the table)				
Specific Work Table:	xforce Data	Workforce D	ata Table - B1					
A TRIGGER	ION THAT WAS					untary separations for PWDs.		
Provide a brief describing the issue.								
How was the c recognized as a barrier?								
STATEMENT		Barrier Grou	ıp					
BARRIER G	ROUPS:	People with I	Disabilities					
Barrier Analy Completed?:	vsis Process	N						
Barrier(s) Ide	entified?:	N						
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice		
IDENTIFIED	BARRIER:	N/A		To date no ba	arrier has beer	n identified.		
Provide a succ of the agency procedure or practice that determined to of the undesired cond	policy, t has been be the barrier							
			Objective(s) a	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	09/30/2024			iers and resolutions for PWDs related to d involuntary separations.		
			Respo	nsible Officia	l(s)			
	Title			Name		Standards Address The Plan?		
Director, Equi Office (EI)	ty, Diversity an	d Inclusion	Willisa Donald			Yes		
Acting Director Inclusion Office	or, Equity, Dive ce (EI)	rsity and	Henry Bass			Yes		
	nan Resource Di		Christine Enriquez, Colonel			Yes		
-	nan Resource Di		Zoraida Escoba	r, Colonel		Yes		
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes		
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes		

	Planned Activities Toward Completion of Objective										
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date							
09/30/2023	Coordinate with the Office of Human Capital to determine if expanded Exit Interview Data is available.	Yes	09/30/2024								
09/30/2023	Review Exit Interview questions to determine if disability or Reasonable Accommodation information is collected.	Yes	09/30/2024								
12/31/2023	Analyze Separations data to identify trends.	Yes	12/31/2024								
	Report of Accomplishme	nts									
Fiscal Year	cal Year Accomplishment										
2023	Obtained separations data from HR, for review.										

Source of the	Trigger:	Workforce D	ata (if so identify	the table)				
Specific Work Table:	xforce Data	Workforce D	ata Table - B1					
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Trigger 68 -The higher than anticipated percentage of involuntary separations for PWDs.					oluntary separations for PWDs.			
Provide a brief describing the issue.								
How was the crecognized as a barrier?								
STATEMENT		Barrier Grou	ıp					
BARRIER G	ROUPS:	People with l	Disabilities					
Barrier Analy Completed?:	sis Process	N						
Barrier(s) Ide	entified?:	N						
STATEMENT		Barri	er Name	D	escription of	Policy, Procedure, or Practice		
IDENTIFIED	BARRIER:	N/A		To date no b	arrier has beer	n identified.		
Provide a succ of the agency procedure or practice that determined to of the undesired cond	t has been be the barrier							
			Objective(s) a	nd Dates for	EEO Plan			
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed		Objective Description		
10/01/2022	09/30/2023	Yes	09/30/2024			iers and resolutions for PWDs related to and involuntary separations.		
			Respo	nsible Officia	l(s)			
	Title			Name		Standards Address The Plan?		
Director, Equi Office	ty, Diversity an	d Inclusion	Willisa Donald			Yes		
Acting Director, Equity, Diversity and Inclusion Office (EI)			Henry Bass			Yes		
Director, Hum	an Resource Di	irectorate	Christine Enriquez, Colonel			Yes		
Director, Hum	an Resource Di	irectorate	Zoraida Escobar	r, Colonel		Yes		
Acting Director Directorate	or, Human Reso	ource	James Powell			Yes		
EEO Manager Programs	, Affirmative E	mployment	Mary Lynn Dicl	kson		Yes		

	Planned Activities Toward Completion of Objective										
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date							
09/30/2023	Coordinate with the Office of Human Capital to determine if expanded Exit Interview Data is available.	Yes	09/30/2024								
09/30/2023	Review Exit Interview questions to determine if disability or Reasonable Accommodation information is collected.	Yes	09/30/2024								
12/31/2023	Analyze Separations data to identify trends.	Yes	12/31/2024								
	Report of Accomplishme	nts									
Fiscal Year	cal Year Accomplishment										
2023	Obtained separations data from HR, for review.										

Source of the	Trigger:	Workforce Data (if so identify the table)						
Specific Workforce Data Table:		Workforce Data Table - B1						
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:		Trigger 69 - The higher than anticipated percentage of voluntary separations for PWTDs.						
Provide a brief narrative describing the condition at issue.								
How was the condition recognized as a potential barrier?								
STATEMENT OF BARRIER GROUPS:		Barrier Group						
		People with Targeted Disabilities						
Barrier Analysis Process Completed?:		N						
Barrier(s) Ide	entified?:	N						
STATEMEN		Barri	er Name	Description of Policy, Procedure, or Practice				
IDENTIFIED	BAKKIEK:	N/A To date no barrier has bee			n identified.			
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.								
	-		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	12/31/2024		Identify barriers and resolutions for PWTDs related to voluntary and involuntary separations.			
			Respo	onsible Officia	l(s)			
Title			Name			Standards Address The Plan?		
Director, Equity, Diversity and Inclusion Office			Willisa Donald			Yes		
Acting Director, Equity, Diversity and Inclusion Office (EI)		Henry Bass			Yes			
Director, Human Resource Directorate		Christine Enriquez, Colonel			Yes			
Director, Human Resource Directorate		Zoraida Escobar, Colonel			Yes			
EEO Manager, Affirmative Employment Programs		mployment	Mary Lynn Dickson Yes					

Planned Activities Toward Completion of Objective							
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date			
09/30/2023	Coordinate with the Office of Human Capital to determine if expanded Exit Interview Data is available.	Yes	09/30/2024				
09/30/2023	Review Exit Interview questions to determine if disability or Reasonable Accommodation information is collected.	Yes	09/30/2024				
12/31/2023	Analyze Separations data to identify trends.	Yes	12/31/2024				
	Report of Accomplishme	nts					
Fiscal Year	Accomplishment						
2023	Obtained separations data from HR, for review.						

Source of the	Trigger:	Workforce D	ata (if so identify	the table)				
Specific Workforce Data Table:		Workforce Data Table - B1						
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:		Trigger 70 - The higher than anticipated percentage of involuntary separations for PWTDs.						
Provide a brief narrative describing the condition at issue.								
How was the condition recognized as a potential barrier?								
STATEMEN'		Barrier Group						
BARRIER G	ROUPS:	People with Targeted Disabilities						
Barrier Analysis Process Completed?:		N						
Barrier(s) Ide	entified?:	N						
STATEMEN		Barri	er Name	D	escription of	Policy, Procedure, or Practice		
IDENTIFIED	BARRIER:	N/A	I/A To date no barrier has been identified.					
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.								
			Objective(s) a	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	09/30/2024		Identify barriers and resolutions for PWTDs related to voluntary and involuntary separations.			
			Respo	nsible Officia	l(s)			
	Title		Name			Standards Address The Plan?		
Director, Equity, Diversity and Inclusion Office		Willisa Donald			Yes			
Acting Director, Equity, Diversity and Inclusion Office (EI)		Henry Bass			Yes			
Director, Human Resource Directorate		Christine Enriquez, Colonel			Yes			
Director, Human Resource Directorate		Zoraida Escobar, Colonel			Yes			
Acting Director, Human Resource Directorate			James Powell			Yes		
EEO Manager, Affirmative Employment Programs		mployment	Mary Lynn Dickson Yes					

Planned Activities Toward Completion of Objective							
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date			
09/30/2023	Coordinate with the Office of Human Capital to determine if expanded Exit Interview Data is available.	Yes	09/30/2024				
12/31/2023	Review Exit Interview questions to determine if disability or Reasonable Accommodation information is collected.	Yes	09/30/2024				
12/31/2023	Analyze Separations data to identify trends.	Yes	12/31/2024				
	Report of Accomplishmen	nts					
Fiscal Year	Accomplishment						
2023	Obtained separations data from HR, for review.						

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

Although, the EI Office received additional data, staffing shortages in the EI Office limited the ability to conduct benchmarking and to review/ensure training addresses participation of PWDs in Career Development Programs.

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

The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis. The additional data allowed DTRA to initiate a 5-year trend analysis of MCOs to aid in the identification of triggers and/or potential barriers. The additional data allowed for further analysis of the applicants and selectees for Career Development programs.

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.

DTRA will be implementing a Barrier Analysis team that will assist in reviewing the available data, identifying barriers and resolutions. Although, the EI Office received additional data, staffing shortages in the EI Office limited the ability to conduct benchmarking and to review/ensure training addresses participation of PWTDs in Career Development Programs.