

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

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

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

a. Cluster GS-1 to GS-10 (PWTD) Answer No

b. Cluster GS-11 to SES (PWTD) Answer No

| Grade Level Cluster(GS or Alternate Pay Planb) | Total | Reportable Disability | | Targeted Disability | |
|--|-------|-----------------------|-------|---------------------|-------|
| | # | # | % | # | % |
| Numerical 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.

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 Program Task | # of FTE Staff By Employment Status | | | Responsible Official (Name, Title, Office Email) |
|--|-------------------------------------|-----------|-----------------|---|
| | Full Time | Part Time | Collateral Duty | |
| 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.mil |
| Answering questions from the public about hiring authorities that take disability into account | 1 | 0 | 0 | mary.l.dickson7.civ@mail.mil |
| 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 | B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709] | | |
| Objective | H-3: Fill the vacant SEPM position on the AEP team. | | |
| Target Date | Sep 30, 2023 | | |
| Completion Date | | | |
| Planned Activities | <u>Target Date</u> | <u>Completion Date</u> | <u>Planned Activity</u> |
| Accomplishments | <u>Fiscal Year</u> | <u>Accomplishment</u> | |
| | 2023 | 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 | | |
| Completion Date | | | |
| Planned Activities | <u>Target Date</u> | <u>Completion Date</u> | <u>Planned Activity</u> |
| Accomplishments | <u>Fiscal Year</u> | <u>Accomplishment</u> | |

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

| New Hires | Total (#) | Reportable Disability | | Targeted Disability | |
|---------------------------|--------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| | | 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.

| New Hires to Mission-Critical Occupations | Total (#) | Reportable Disability | Targetable Disability |
|---|--------------|-----------------------|-----------------------|
| | | 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. • Human Resources 0201; 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. • Budget Analysis 0560; PWD 0.00%, PWTD 0.00% representation in internal selections. • General Education Training 1701; PWD 0.00%, PWTD 0.00% representation in internal selections. • Training Instruction 1712; PWD 0.00%, PWTD 0.00% representation in internal selections. • Information Technology Management 2210; PWD 0.00%, PWTD 0.00% representation in internal selections. NOTE: The analysis was conducted based on the data provided by USAStaffing.

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.

| Career Development Opportunities | Total Participants | | PWD | | PWTD | |
|-----------------------------------|--------------------|---------------|----------------|---------------|----------------|---------------|
| | 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.

a. Applicants (PWD)

Answer Yes

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)

Answer Yes

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 11-20 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) Answer No

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) | 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: 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 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 (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 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 (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

- 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

- 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.

| Separations | 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 |

- 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.

- 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

- 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

- 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

- 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

- 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 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as 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 | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time in regard to the lower than anticipated representation. | | |
| Objective(s) 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 | 09/30/2021 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| EEO Manager, Affirmative Employment Programs | | Mary Lynn Dickson | | Yes | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | |

| 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

| | | | | | |
|---|---|---------------------------------------|---|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 2 - The lower than anticipated participation of New Hires in the Permanent Workforce, PWDs one (1) (8.34%) in the SES Cluster. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time in regard to the lower than anticipated representation. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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 Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B6 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 3 - The lower than anticipated participation of PWD in regard to New Hires in Mission Critical Occupations (MCO). | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time in regard to the lower than anticipated representation. | | |
| 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 | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 | 06/30/2023 |
| 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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 | <p>Created Disability Etiquette in the Workplace Toolkit.</p> <p>Created Quick Guide for Assisting PWDs in an Emergency.</p> <p>Finalized the Disability Strategic Plan and developed the FY202021 Disability Implementation Plan.</p> <p>Developed a Disability Employment Program Training for Supervisors and Hiring Managers.</p> <p>Facilitated the Department of Labor Hiring Authorities training.</p> <p>Developed Veterans Toolkit for Supervisors and Hiring Managers.</p> <p>Created a Special Emphasis Program Overview Guide.</p> <p>Hired two WRP Interns during COVID.</p> <p>Conducted two Disability Brown Bag sessions to inform Supervisors of the program and how to hire a student/PWDs.</p> <p>Utilized the OPM Feds Hire Vets website for ideas on how to reach Veterans and disabled Veterans.</p> <p>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.</p> <p>Analysis of Table B1 Separation data utilizing the inclusion rate as the benchmark indicates that DTRA there was no trigger related to separations of PWD and PWTDs for FY202021.</p> <p>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.</p> | | | |

| | | | | | |
|---|--|---------------------------------------|---|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B6 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 4 - The lower than anticipated participation of PWTD in regard to New Hires in Mission Critical Occupations (MCO). | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time in regard to the lower than anticipated representation. | | |
| 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 | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 |
| 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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 | <p>Created Disability Etiquette in the Workplace Toolkit.</p> <p>Created Quick Guide for Assisting PWDs in an Emergency.</p> <p>Finalized the Disability Strategic Plan and developed the FY202021 Disability Implementation Plan.</p> <p>Developed a Disability Employment Program Training for Supervisors and Hiring Managers.</p> <p>Facilitated the Department of Labor Hiring Authorities training.</p> <p>Developed Veterans Toolkit for Supervisors and Hiring Managers.</p> <p>Created a Special Emphasis Program Overview Guide.</p> <p>Hired two WRP Interns during COVID.</p> <p>Conducted two Disability Brown Bag sessions to inform Supervisors of the program and how to hire a student/PWDs.</p> <p>Utilized the OPM Feds Hire Vets website for ideas on how to reach Veterans and disabled Veterans.</p> <p>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.</p> <p>Analysis of Table B1 Separation data utilizing the inclusion rate as the benchmark indicates that DTRA there was no trigger related to separations of PWD and PWTDs for FY202021.</p> <p>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.</p> | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B6 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 5 - The lower than anticipated participation of PWD among qualified internal applicants for Mission Critical Occupations. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| | People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: | Barrier 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 of the undesired condition. | N/A | | No barrier has been identified at this time. | | |
| Objective(s) and Dates for EEO Plan | | | | | |
| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
| 10/01/2021 | 03/30/2021 | Yes | 06/01/2023 | | Identify specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | Willisa Donald | | Yes | |
| Acting Director, Equity, Diversity and Inclusion Office (EI) | | Henry Bass | | Yes | |
| Director, Human Resource Directorate | | Christine Enriquez, Colonel | | Yes | |
| Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| Director, Human Resource Directorate | | Zoraida Escobar, Colonel | | Yes | |
| EEO Manager, Affirmative Employment Programs | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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 Resources received increased access to data during FY2023 allowing for additional analysis. | | | |

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|---|--|---------------------------------------|--|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B6 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 6 - The lower than anticipated participation of PWTD among qualified internal applicants for Mission Critical Occupations. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 Ines Escobar, Colonel | | Yes | |
| Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| EEO Manager, Affirmative Employment Programs | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B6 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 7 - The lower than anticipated participation of PWD among employees promoted to Mission Critical Occupations. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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|---|--|---------------------------------------|--|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B6 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 8 - The lower than anticipated participation of PWTD among employees promoted to Mission Critical Occupations. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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|---|--|---------------------------------------|---|------------------------------------|---|
| Source of the Trigger: | Other | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B1 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 9 - The lower than anticipated participation of PWD applicants in Career Development Programs. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice To date no barrier has been identified. | | |
| Objective(s) 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 | | Identify barriers and resolutions for PWD participation in Career Development Programs. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | Yes | |

| Planned Activities Toward Completion 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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|---|--|---------------------------------------|---|------------------------------------|---|
| Source of the Trigger: | Other | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B1 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger - 10 The lower than anticipated participation of PWD selectees in Career Development Programs. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice To date no barrier has been identified. | | |
| Objective(s) 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 | | Identify barriers and resolutions for PWD participation in Career Development Programs. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 Program | | Mary Lynn Dickson | | Yes | |

| Planned Activities Toward Completion 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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|---|---|---------------------------------------|---|------------------------------------|--|
| Source of the Trigger: | Other | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B1 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger11 - The lower than anticipated participation of PWTD applicants in Career Development Programs. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice To date no barrier has been identified. | | |
| Objective(s) 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 | | Identify barriers and resolutions for PWTD participation in Career Development Programs. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | Yes | |

| Planned Activities Toward Completion 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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|---|---|---------------------------------------|---|------------------------------------|---|
| Source of the Trigger: | Other | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B1 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 12 - The lower than anticipated participation of PWTD selectees in Career Development Programs. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice To date no barrier has been identified. | | |
| Objective(s) 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 | | Identify barriers and resolutions for PWD participation in Career Development Programs. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 Program | | Mary Lynn Dickson | | Yes | |

| Planned Activities Toward Completion 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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|---|--|---------------------------------------|--|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 13 - Lower than anticipated participation of PWTB Time-Off Awards of 1-10 Hours. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Equity, Diversity and Inclusion Office (EI) | | 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 Ines Escobar, Colonel | | Yes | |
| Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| EEO Manager, Affirmative Employment Programs | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 2 - The lower than anticipated participation of New Hires in the Permanent Workforce, PWDs one (1) (8.34%) in the SES Cluster. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | Y | | | | |
| Barrier(s) Identified?: | Y | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier was identified. | | |
| 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 | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 | 12/30/2022 | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 14 - Lower than anticipated participation of PWD Time-Off Awards 11-20 hours. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| | People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: | Barrier 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 of the undesired condition. | N/A | | No barrier has been identified at this time. | | |
| 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 | 12/31/2023 | | Identify specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | Willisa Donald | | Yes | |
| Acting Director, Equity, Diversity and Inclusion Office (EI) | | Henry Bass | | Yes | |
| Director, Human Resource Directorate | | Christine Enriquez | | Yes | |
| Director, Human Resource Directorate | | Zoraida Ines Escobar, Colonel | | Yes | |
| Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| EEO Manager, Affirmative Employment Programs | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 15 - Lower than anticipated participation of PWTB Time-Off Awards 11-20 hours. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No Barrier has been identified, per the data analysis the trigger was resolved in FY2023. | | |
| Objective(s) and Dates for EEO Plan | | | | | |
| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
| 10/01/2020 | 04/30/2021 | Yes | 07/01/2023 | 09/30/2023 | Identify specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 Ines Escobar, Colonel | | Yes | |
| Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| EEO Manager, Affirmative Employment Programs | | 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 | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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 anticipated participation was resolved in FY2023. | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 16 - Lower than anticipated participation of PWD Time-Off Awards 21-30 hours. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| | People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: | Barrier 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 of the undesired condition. | N/A | | No barrier has been identified at this time. | | |
| 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 | 12/31/2023 | | Identify specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 Ines Escobar, Colonel | | Yes | |
| Acting Director, Human Resource Directorate Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| EEO Manager, Affirmative Employment Programs | | 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. 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 17 - Lower than anticipated participation of PWD Time-Off Award 31-40 hours. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified; data review indicates that the trigger was resolved in FY2023. | | |
| Objective(s) and Dates for EEO Plan | | | | | |
| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
| 10/01/2020 | 04/30/2021 | Yes | 07/01/2023 | 09/30/2023 | Identify specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 Ines Escobar, Colonel | | Yes | |
| Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| EEO Manager, Affirmative Employment Programs | | 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 | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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 anticipated participation was resolved in FY2023. | | | |

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| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 18 - Lower than anticipated participation of PWTB Time-Off Award 31-40 hours. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | | | Identify specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 Ines Escobar, Colonel | | Yes | |
| Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| EEO Manager, Affirmative Employment Program | | 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. | Yes | 07/01/2023 | |
| Report of Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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|---|--|---------------------------------------|--|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 19 - Lower than anticipated participation in receipt of Cash Awards PWD \$500-\$999. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| | People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: | Barrier 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 of the undesired condition. | N/A | | No barrier has been identified at this time. | | |
| 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 | 12/31/2024 | | Identify specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Initiated analysis of workforce data by Directorate. | | | |
| 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. | | | |

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| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 20 - Lower than anticipated participation in receipt of Cash Awards PWTB \$1000-\$1999. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Initiated analysis of workforce data by Directorate. | | | |
| 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. | | | |

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| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 21 - Lower than anticipated participation in receipt of Cash Awards PWD \$2000-\$2999. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier identified; data analysis indicates that the trigger was resolved in FY2023. | | |
| Objective(s) and Dates for EEO Plan | | | | | |
| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
| 10/01/2020 | 03/30/2021 | Yes | | 09/30/2023 | Identify specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 |
| 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Review of the Data Tables indicates the lower than anticipated participation was resolved in FY2023. | | | |
| 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. | | | |

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| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 22 - Lower than anticipated participation in receipt of Cash Awards PWD \$3000-\$3999. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| | People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: | Barrier 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 of the undesired condition. | N/A | Identify specific barriers and resolutions. | | | |
| 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 | 12/31/2024 | | Identify specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | Name | | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | 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 | Mary Lynn Dickson | | | 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 | 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 | 07/01/2023 |
| Report of Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Initiated analysis of workforce data by Directorate. | | | |
| 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. | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 23- Lower than anticipated participation in receipt of Cash Awards PWD \$4000-\$4999. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| | People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified; data analysis indicates that the trigger was resolved in FY2023. | | |
| Objective(s) and Dates for EEO Plan | | | | | |
| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
| 10/01/2020 | 03/30/2021 | Yes | 06/01/2023 | 09/30/2023 | Identify specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Yes | |
| Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| EEO Manager, Affirmative Employment Programs | | Mary Lynn Dickson | | 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 |
| 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Review of the Data Tables indicates the lower than anticipated participation was resolved in FY2023. | | | |
| 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. | | | |

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|---|---|---------------------------------------|---|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 25 - Lower than anticipated participation in receipt of Cash Awards PWTB \$4000-\$4999. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. Data analysis indicates that the trigger was resolved in FY2023. | | |
| Objective(s) and Dates for EEO Plan | | | | | |
| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
| 10/01/2020 | 03/30/2021 | Yes | 06/01/2023 | 09/30/2023 | Identify specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 |
| 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 | 09/20/2023 |
| Report of Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Review of the Data Tables indicates the lower than anticipated participation was resolved in FY2023. | | | |
| 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. | | | |

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|---|--|---------------------------------------|--|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B6 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 6 - The lower than anticipated participation of PWTD among qualified internal applicants for Mission Critical Occupations. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 Ines Escobar, Colonel | | Yes | |
| Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| EEO Manager, Affirmative Employment Programs | | Mary Lynn Dickson | | 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 |
| 09/30/2023 | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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 Resources received increased access to data during FY2023 allowing for additional analysis. | | | |

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|---|--|---------------------------------------|--|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B6 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 8 - The lower than anticipated participation of PWTD among employees promoted to Mission Critical Occupations. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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|---|--|--|--|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 26 - Lower than anticipated participation in receipt of Cash Awards PWTB \$5000 or more. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| | People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: | Barrier 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 of the undesired condition. | N/A | | No barrier has been identified at this time. | | |
| 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 specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | Willisa Donald | | Yes | |
| Acting Director, Equity, Diversity and Inclusion Office (EI) | | Acting Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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. | | | |

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|---|--|---------------------------------------|--|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 27 - Lower than anticipated participation of PWD receiving Quality Step Increases. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | 12/31/2024 | | Identify specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Initiated analysis of workforce data by Directorate. | | | |
| 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. | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| Source of the Trigger: | Workforce Data (if so identify the table) | | | | |
| Specific Workforce Data Table: | Workforce Data Table - B9 | | | | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 28 - Lower than anticipated participation of PWTD receiving Quality Step Increases. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| | People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name | | Description of Policy, Procedure, or Practice | | |
| | N/A | | No barrier has been identified at this time. | | |
| 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 | 12/31/2024 | | Identify specific barriers and resolutions. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | Willisa Donald | | Yes | |
| Acting Director, Equity, Diversity and Inclusion Office (EI) | | Henry Bass | | Yes | |
| Colonel Director, Human Resource Directorate | | Christine Enriquez | | Yes | |
| Director, Human Resource Directorate | | Zoraida Escobar, Colonel | | Yes | |
| Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| EEO Manager, Affirmative Employment Programs | | Mary Lynn Dickson | | 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 | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Initiated analysis of workforce data by Directorate. | | | |
| 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. | | | |

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|---|---|---------------------------------------|--|------------------------------------|--|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 29 - There is a potential trigger regarding PWD Qualified Internal Applicants for Internal Applicants for Promotions to the senior grade levels, GS-15. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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. | Yes | 06/30/2024 | |
| Report of Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 30 - There is a potential trigger regarding PWD Internal Selections for Promotions to the senior grade levels, GS-15. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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|---|---|---------------------------------------|--|------------------------------------|--|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 31 - There is a potential trigger regarding PWD Qualified Internal Applicants for Internal Applicants for Promotions to the senior grade levels, GS-14. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| 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 | |

| Responsible Official(s) | | | | |
|---|--|--------------------------------|-----------------------------|-----------------|
| Title | | Name | Standards Address The Plan? | |
| EEO Manager, Affirmative Employment Programs | | Mary Lynn Dickson | Yes | |
| Director, Equity, Diversity and Inclusion Office (EI) | | Willisa Donald | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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 Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 32 - There is a potential trigger regarding PWD Selectees for Promotions to the senior grade levels, GS-14. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Director, Human Resource Directorate | | Yes | |
| Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| EEO Manager, Affirmative Employment Programs | | Mary Lynn Dickson | | 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 | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 33 - There is a potential trigger regarding PWD Qualified Internal Applicants for Internal Applicants for Promotions to the senior grade levels, GS-13. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| | People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: | Barrier 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 of the undesired condition. | N/A | | No barrier has been identified at this time. | | |
| 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. |
| Responsible Official(s) | | | | | |
| Title | Name | | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | 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 | Mary Lynn Dickson | | | 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 | 06/23/2022 |
| 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 34 - There is a potential trigger regarding PWD Selectees for Promotions to the senior grade levels, GS-13. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 35 - There is a potential trigger regarding PWTD Qualified Internal Applicants for Promotions to the senior grade levels, GS-15. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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. |
| Responsible Official(s) | | | | | |
| Title | Name | | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | 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 | Mary Lynn Dickson | | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Analysis of the workforce data indicates that the potential trigger was resolved during FY2023. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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|---|---|---------------------------------------|---|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 36 - There is a potential trigger regarding PWTD Internal selections for Promotions to the senior grade levels, GS-15. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time; workforce data demonstrates that the trigger 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 | | 06/23/2023 | 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. |
| Responsible Official(s) | | | | | |
| Title | Name | | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | 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 | Mary Lynn Dickson | | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 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 trigger was resolved during FY2023. | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 37 - There is a potential trigger regarding PWTD Qualified Internal Applicants for Promotion to the senior grade levels, GS-14. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| | People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: | Barrier 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 of the undesired condition. | N/A | | No barrier has been identified at this time. | | |
| 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. |
| Responsible Official(s) | | | | | |
| Title | Name | | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | 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 | Mary Lynn Dickson | | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 38 - There is a potential trigger regarding PWTD Internal selections for Promotions to the senior grade levels, GS-14. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time; workforce data indicates that the trigger 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 | | 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. |
| Responsible Official(s) | | | | | |
| Title | Name | | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | 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 | Mary Lynn Dickson | | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Analysis of the workforce data indicates that the potential trigger was resolved during FY2023. | | | |
| 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. | | | |

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|---|---|---------------------------------------|---|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 39 - There is a potential trigger regarding PWTD Internal Applicants for Promotions to the senior grade levels, GS-13. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time; workforce data demonstrates that the trigger 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 | 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. |
| Responsible Official(s) | | | | | |
| Title | Name | | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | 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 | Mary Lynn Dickson | | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Analysis of the workforce data indicates that the potential trigger was resolved during FY2023. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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|---|---|---------------------------------------|---|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 40 - There is a potential trigger regarding PWTD Internal selections for Promotions to the senior grade levels, GS-13. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time; workforce data demonstrates that the trigger 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 | 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. |
| Responsible Official(s) | | | | | |
| Title | Name | | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | 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 | Mary Lynn Dickson | | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Analysis of the workforce data indicates that the potential trigger was resolved during FY2023. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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|---|--|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 41 - There is a potential trigger regarding New Hires of PWD to Senior grade levels, SES. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 |
| 10/18/2022 | Receive all required data to complete the MD-715 required analysis. | Yes | 09/30/2023 | 09/30/2023 |
| Report of Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Analysis of the workforce data indicates that the potential trigger was resolved during FY2023. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 42 - There is a potential trigger regarding New Hires of PWD to Senior grade levels, GS-15. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time; workforce data demonstrates that the trigger 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 | 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 | 06/30/2023 | 06/23/2023 |
| 10/15/2022 | Receive all required data to complete the MD-715 required analysis. | Yes | 09/30/2023 | 09/30/2023 |
| Report of Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Analysis of the workforce data indicates that the potential trigger was resolved during FY2023. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 43 - There is a potential trigger regarding New Hires of PWD to Senior grade levels, GS-14. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time; workforce data demonstrates that the trigger 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 | 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |
| 2023 | Analysis of the workforce data indicates that the potential trigger was resolved during FY2023. | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 44 - There is a potential trigger regarding New Hires of PWD to Senior grade levels, GS-13. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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. | Yes | 09/30/2023 | |
| Report of Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |
| 2023 | Analysis of the available workforce data identified additional data requirements in order to conduct barrier analysis. | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 45 - There is a potential trigger regarding New Hires of PWTD to Senior grade levels, SES. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time; workforce data demonstrates that the trigger 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 | 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. |
| Responsible Official(s) | | | | | |
| Title | Name | | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | 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 | Mary Lynn Dickson | | | Yes | |

| Planned Activities Toward Completion of Objective | | | | |
|---|---|--------------------------------|---------------|-----------------|
| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
| 03/30/2023 | 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 | 12/31/2022 | 06/23/2022 |
| 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |
| 2023 | Analysis of the workforce data indicates that the potential trigger was resolved during FY2023. | | | |

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|---|---|---------------------------------------|---|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 46 - There is a potential trigger regarding New Hires of PWTD to Senior grade levels, GS-15. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time; workforce data demonstrates that the trigger 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 | 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |
| 2023 | Analysis of the workforce data indicates that the potential trigger was resolved during FY2023. | | | |

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|---|---|---------------------------------------|---|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 47 - There is a potential trigger regarding New Hires of PWTD to Senior grade levels, GS-14. CLOSED | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time; workforce data demonstrates that the trigger 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 | 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Analysis of the workforce data indicates that the potential trigger was resolved during FY2023. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 48 - There is a potential trigger regarding New Hires of PWTD to Senior grade levels, GS-13. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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. | Yes | 09/30/2023 | |
| Report of Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Analysis of the available workforce data identified additional data requirements in order to conduct barrier analysis. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 49 - There is a potential trigger regarding promotions of PWD among qualified internal applicants to Supervisory positions, Executives. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 | 06/23/2022 |
| 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger - 50 There is a potential trigger regarding promotions of PWD among internal selections to Supervisory positions, Executives. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 Program | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 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. | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 51 - There is a potential trigger regarding promotions of PWD among qualified internal applicants to Supervisory positions, Managers. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 52 - There is a potential trigger regarding promotions of PWD among internal selections to Supervisory positions, Managers. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Human Resource Directorate | | Christine Enriquez, Colonel | | Yes | |
| Director, Equity, Diversity and Inclusion Office (EI) | | Willisa Donald | | Yes | |
| Acting Director, Equity, Diversity and Inclusion Office (EI) | | Henry Bass | | Yes | |
| Director, Human Resource Directorate | | Zoraida Escobar, Colonel | | Yes | |
| Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| EEO Manger, Affirmative Employment Programs | | Mary Lynn Dickson | | 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 | 06/23/2022 |
| 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. | Yes | 06/30/2024 | |
| Report of Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 53 - There is a potential trigger regarding promotions of PWD among qualified internal applicants to Supervisory positions, Supervisors. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 54 - There is a potential trigger regarding promotions of PWD among qualified internal applicants to Supervisory positions, Executives. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 55 - There is a potential trigger regarding promotions of PWTD among qualified internal applicants to Supervisory positions, Executives. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | Name | | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | 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 | Mary Lynn Dickson | | | 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 | 06/30/2023 | 06/23/2023 |
| 10/15/2022 | Receive all required data to complete the MD-715 required analysis. | Yes | 06/30/2024 | |
| Report of Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 56 - There is a potential trigger regarding promotions of PWTD among internal selectees to Supervisory positions, Executives. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| EEO Manager, Affirmative Employment Programs | | Mary Lynn Dickson | | Yes | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | |

| 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 | 12/31/2023 | |
| Report of Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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|---|--|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 57 - There is a potential trigger regarding promotions of PWTD among qualified internal applicants to Supervisory positions, Managers. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 58 - There is a potential trigger regarding promotions of PWTD among internal selectees to Supervisory positions, Managers. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | Willisa Donald | | Yes | |
| Acting Director, Equity, Diversity and Inclusion Office (EI) | | Acting Director, Equity, Diversity | | 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 Program Manager | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 59 - There is a potential trigger regarding promotions of PWTD among qualified internal applicants to Supervisory positions, Supervisors. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> | | | | |
| | People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: | Barrier 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 of the undesired condition. | N/A | | No barrier has been identified at this time. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | Name | | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | 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 Manger, Affirmative Employment Programs | Mary Lynn Dickson | | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 60 - There is a potential trigger regarding promotions of PWTD among internal selectees to Supervisory positions, Supervisors. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | | Conduct barrier analysis to identify barriers related to the lower than anticipated representation. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Director, Human Resource Directorate | | Yes | |
| Acting Director, Human Resource Directorate | | James Powell | | Yes | |
| EEO Manager, Affirmative Employment Programs | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 61 - There is a potential trigger regarding PWD New Hires to Supervisory positions, Executives. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| Objective(s) and 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 | | 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 | 06/23/2022 |
| 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |
| 2023 | <p>The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 62 - There is a potential trigger regarding PWD New Hires to Supervisory positions, Managers. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| 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 | | 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 |
| 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 63 - There is a potential trigger regarding PWD New Hires to Supervisory positions, Supervisors. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified. | | |
| Objective(s) 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 | | 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | Willisa Donald | | 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 |

| 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 | Receive all required data to complete the MD-715 required analysis. | Yes | 06/30/2024 | |
| Report of Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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|---|--|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 64 - There is a potential trigger regarding PWTD New Hires to Supervisory positions, Executives. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| Objective(s) 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 | | 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2024 | <p>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.</p> <p>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.</p> | | | |

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| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 65 - There is a potential trigger regarding PWTD New Hires to Supervisory positions, Managers. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| Objective(s) 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 | | 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. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | Mary Lynn Dickson | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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|---|---|---------------------------------------|--|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 66 - There is a potential trigger regarding PWTD New Hires to Supervisory positions, Supervisors. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice No barrier has been identified at this time. | | |
| Objective(s) 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 | | 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. |
| Responsible Official(s) | | | | | |
| Title | Name | | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | 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 | Mary Lynn Dickson | | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | The EI Office with the assistance of the Office of Human Resources received increased access to data during FY2023 allowing for additional analysis, and identification of additional data needs. | | | |
| 2022 | <p>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.</p> <p>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.</p> | | | |

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|---|--|---------------------------------------|---|------------------------------------|--|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 67 - The higher than anticipated percentage of voluntary separations for PWDs. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice To date no barrier has been identified. | | |
| 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 | 09/30/2024 | | Identify barriers and resolutions for PWDs related to voluntary and involuntary separations. |
| Responsible Official(s) | | | | | |
| Title | | Name | | Standards Address The Plan? | |
| Director, Equity, Diversity and Inclusion Office (EI) | | 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 | | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Obtained separations data from HR, for review. | | | |

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|---|---|---------------------------------------|---|------------------------------------|--|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 68 -The higher than anticipated percentage of involuntary separations for PWDs. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice To date no barrier has been identified. | | |
| 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 | 09/30/2024 | | Identify barriers and resolutions for PWDs related to involuntary and involuntary separations. |
| Responsible Official(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 | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Obtained separations data from HR, for review. | | | |

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|---|---|---------------------------------------|---|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 69 - The higher than anticipated percentage of voluntary separations for PWTDS. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice To date no barrier has been identified. | | |
| 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. |
| Responsible Official(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 | 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 Accomplishments | | | | |
| Fiscal Year | Accomplishment | | | |
| 2023 | Obtained separations data from HR, for review. | | | |

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|---|---|---------------------------------------|---|------------------------------------|---|
| 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: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | Trigger 70 - The higher than anticipated percentage of involuntary separations for PWTDS. | | | | |
| STATEMENT OF BARRIER GROUPS: | <i>Barrier Group</i> People with Targeted Disabilities | | | | |
| Barrier Analysis Process Completed?: | N | | | | |
| Barrier(s) Identified?: | N | | | | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name N/A | | Description of Policy, Procedure, or Practice To date no barrier has been identified. | | |
| 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 | 09/30/2024 | | Identify barriers and resolutions for PWTDS related to voluntary and involuntary separations. |
| Responsible Official(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 | | 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 Accomplishments | | | | |
| 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.