Secretary's Office of Diversity and Inclusion

U.S. DEPARTMENT of STATE

A Data-Driven Approach to Promoting Transparency in Diversity, Equity, Inclusion, and Accessibility (DEIA)

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Data and State Department Mission

- Data is foundational to the government's ability to formulate and evaluate public policy effectively
- Data captures all employees and provides insights into organizational patterns

DEIA Data

- E.O. 14035
  - “promote a data-driven approach to increase transparency and accountability…”
  - “take an evidence-based and data-driven approach to determine whether and to what extent agency practices result in inequitable employment outcomes, and whether agency actions may help to overcome systemic societal and organizational barriers…”

Secretary's Office of Diversity and Inclusion (S/ODI)

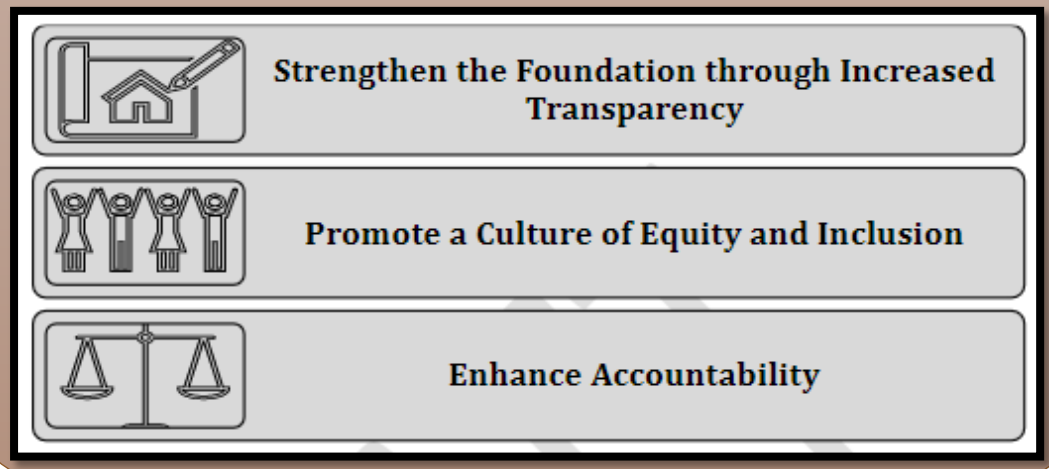
Strategic Vision:

The United States pursues its national security interests and foreign policy goals from a position of maximum strength when the Department of State's workforce reflects the rich diversity of the U.S. people

S/ODI Mission Statement

To advance national security by building a more diverse, equitable, inclusive, and accessible State Department.

Strategic Goals



Demographic Baseline Report (DBR): Challenges & Lessons Learned

- DoS already shares demographic data per Equal Employment Opportunity Commission's (EEOC) Management Directive 715 (MD-715) annual reporting requirements

- Data sharing:

  - Creation of data policy & defining "aggregate"
    - *DEIA Data Usage and Dissemination Policy*

  - Data sharing agreements with human capital bureau

- Privacy

- Release to the American Public

Demographic Baseline Report (DBR)

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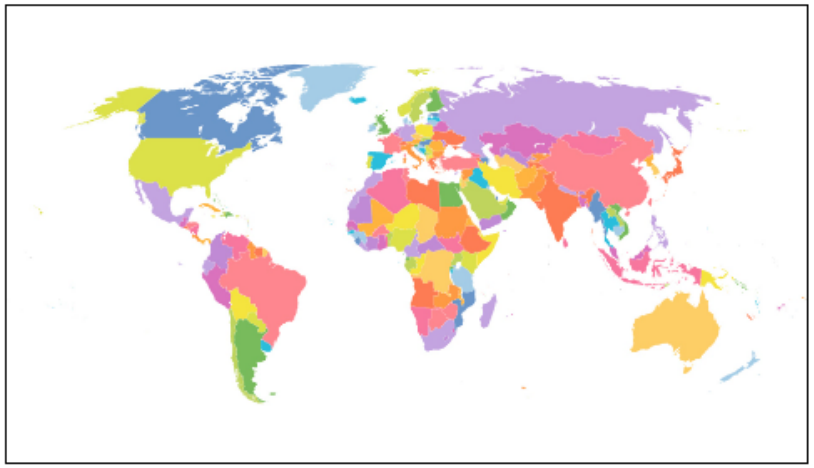
U.S. Department of State | Diversity, Equity, Inclusion, and Accessibility (DEIA) Demographic Baseline Report

Developed by the Secretary's Office of Diversity and Inclusion (S/ODI) in partnership with the DEIA Data Working Group (M/SS/CfA, GTM/OTA, and S/OCR).
***Please use Google Chrome or Microsoft Edge for optimal user experience. The dashboard views may display better at 100%.**
Depending on your computer/device, you may need to adjust your display settings.



*Boundary representation is not necessarily authoritative and colors in the map above do not reflect any data

Note: The Department's DEIA Demographic Baseline Report will be updated annually with new data posted at the beginning of each calendar year.

Demographic Dashboards

- Department Snapshot
- Demographic by Undersecretariat
- Demographic by Bureau

Comparison with U.S. Labor Force Dashboards

- Department Comparison
- Civil Service Comparison
- Foreign Service Generalist Comparison
- Foreign Service Specialist Comparison

Intersectional Dashboards

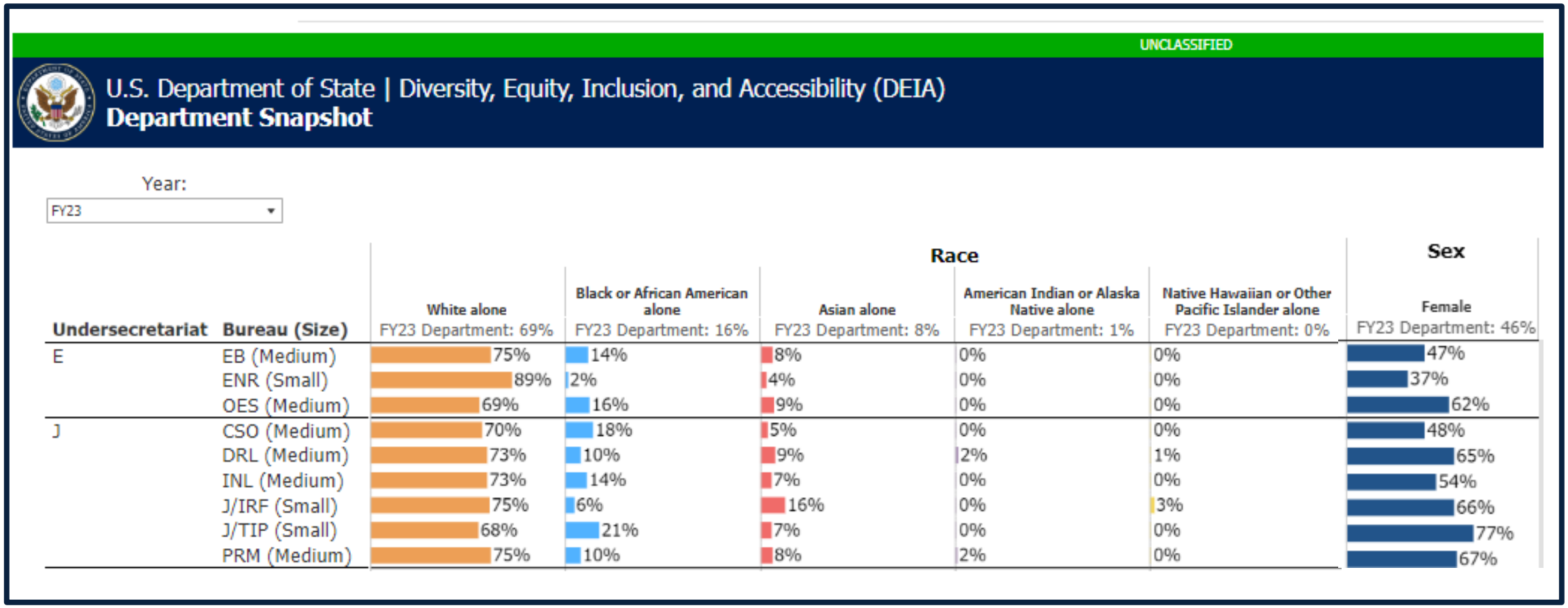
- Intersectional Department
- Intersectional Department SES & SFS
- Intersectional Bureau

Additional Dashboards & FAQs

- Civil Service Distribution by Grade
- Foreign Service Generalist Distribution by Rank
- Foreign Service Specialist Distribution by Rank
- Foreign Service Generalist Distribution by Cone
- About this Dashboard
- FAQs
- Glossary

The data presented in this report describes the characteristics of the Department of State full-time permanent workforce. Comparisons within or across groups with small differences may not be statistically significant.

Demographic Baseline Report (DBR)



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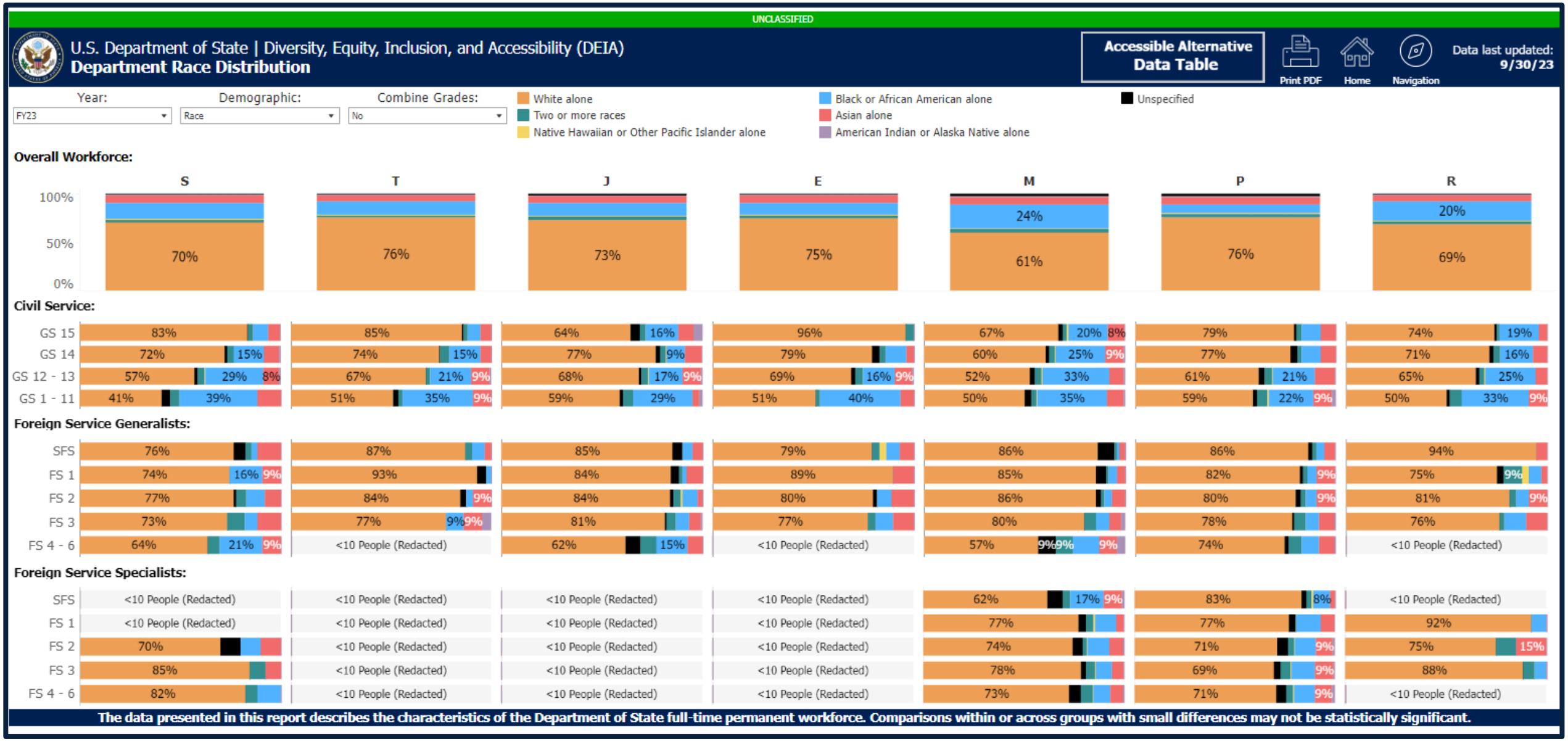
U.S. Department of State | Diversity, Equity, Inclusion, and Accessibility (DEIA)
Department Snapshot

Year: FY23

Undersecretariat	Bureau (Size)	Race: White alone (FY23 Department: 69%)	Race: Black or African American alone (FY23 Department: 16%)	Race: Asian alone (FY23 Department: 8%)	Race: American Indian or Alaska Native alone (FY23 Department: 1%)	Race: Native Hawaiian or Other Pacific Islander alone (FY23 Department: 0%)	Sex: Female (FY23 Department: 46%)
E	EB (Medium)	75%	14%	8%	0%	0%	47%
	ENR (Small)	89%	2%	4%	0%	0%	37%
	OES (Medium)	69%	16%	9%	0%	0%	62%
J	CSO (Medium)	70%	18%	5%	0%	0%	48%
	DRL (Medium)	73%	10%	9%	2%	1%	65%
	INL (Medium)	73%	14%	7%	0%	0%	54%
	J/IRF (Small)	75%	6%	16%	0%	3%	66%
	J/TIP (Small)	68%	21%	7%	0%	0%	77%
	PRM (Medium)	75%	10%	8%	2%	0%	67%

Demographic Baseline Report (DBR)



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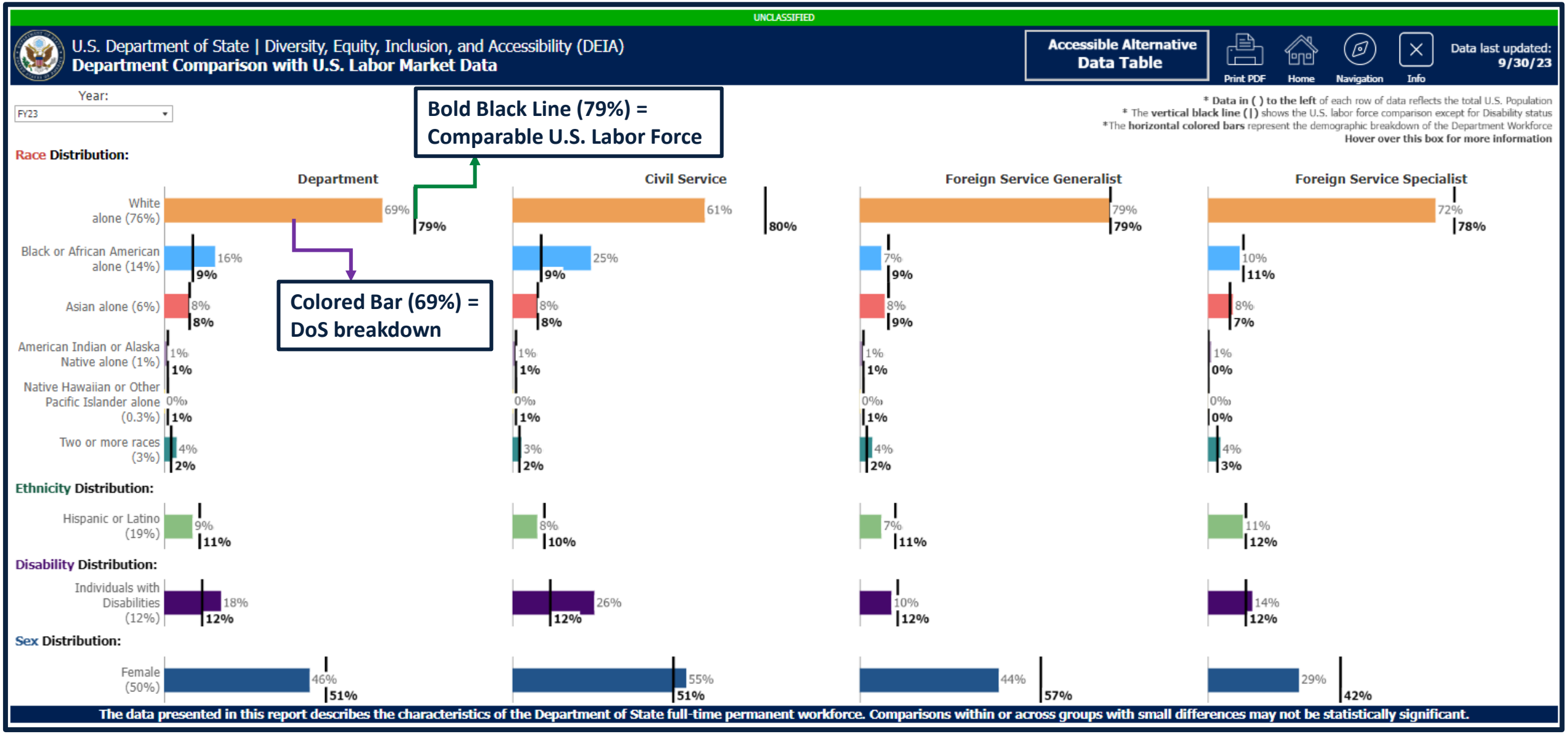

Demographic Baseline Report (DBR) Impacts

- Establish baseline from which to monitor future progress
- Better inform recruitment strategies or detect any anomalies that may suggest potential barriers to equal opportunity
- Public access helps ensure that the Department will continue to work to create a workforce that represents America in all its diversity as called for in the Foreign Service Act of 1980
- Expect to see trendlines emerge in 7-10 years

Thank you!