



# 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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**Department of State**

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# Data and State Department Mission



## About the U.S. Department of State

### Our Mission

To protect and promote U.S. security, prosperity, and democratic values and shape an international environment in which all Americans can thrive.

- 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...”



[Administration](#) [Priorities](#) [The Record](#)

JUNE 25, 2021

## Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce



[BRIEFING ROOM](#) [PRESIDENTIAL ACTIONS](#)

# 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



**Strengthen the Foundation through Increased Transparency**



**Promote a Culture of Equity and Inclusion**



**Enhance Accountability**

# 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)

UNCLASSIFIED

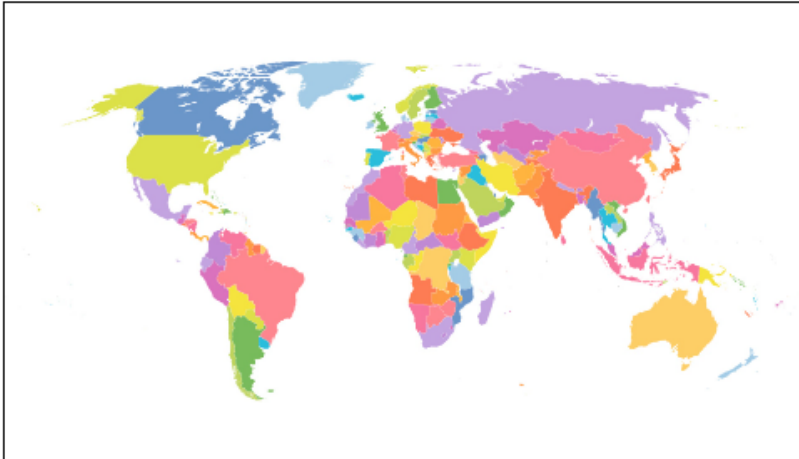


## U.S. Department of State | Diversity, Equity, Inclusion, and Accessibility (DEIA) Demographic Baseline Report

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.

<u>Demographic Dashboards</u>	<u>Intersectional Dashboards</u>
Department Snapshot	Intersectional Department
Demographic by Undersecretariat	Intersectional Department SES & SFS
Demographic by Bureau	Intersectional Bureau
<u>Comparison with U.S. Labor Force Dashboards</u>	<u>Additional Dashboards &amp; FAQs</u>
Department Comparison	Civil Service Distribution by Grade
Civil Service Comparison	Foreign Service Generalist Distribution by Rank
Foreign Service Generalist Comparison	Foreign Service Specialist Distribution by Rank
Foreign Service Specialist Comparison	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					Sex
		White alone FY23 Department: 69%	Black or African American alone FY23 Department: 16%	Asian alone FY23 Department: 8%	American Indian or Alaska Native alone FY23 Department: 1%	Native Hawaiian or Other Pacific Islander alone FY23 Department: 0%	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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U.S. Department of State | Diversity, Equity, Inclusion, and Accessibility (DEIA)  
Department Race Distribution

Accessible Alternative  
Data Table

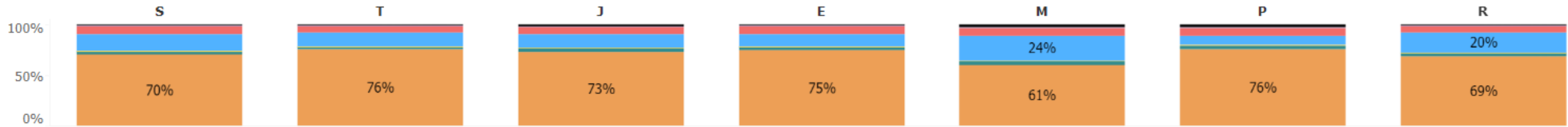


Data last updated:  
9/30/23

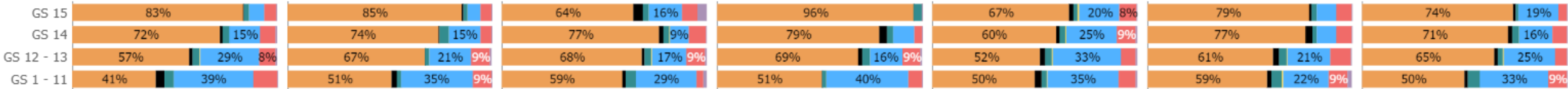
Year:  Demographic:  Combine Grades:

- White alone
- Black or African American alone
- Unspecified
- Two or more races
- Asian alone
- Native Hawaiian or Other Pacific Islander alone
- American Indian or Alaska Native alone

## Overall Workforce:



## Civil Service:



## Foreign Service Generalists:



## Foreign Service Specialists:



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# Demographic Baseline Report (DBR)

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U.S. Department of State | Diversity, Equity, Inclusion, and Accessibility (DEIA)  
Department Comparison with U.S. Labor Market Data

Accessible Alternative  
Data Table



Data last updated:  
9/30/23

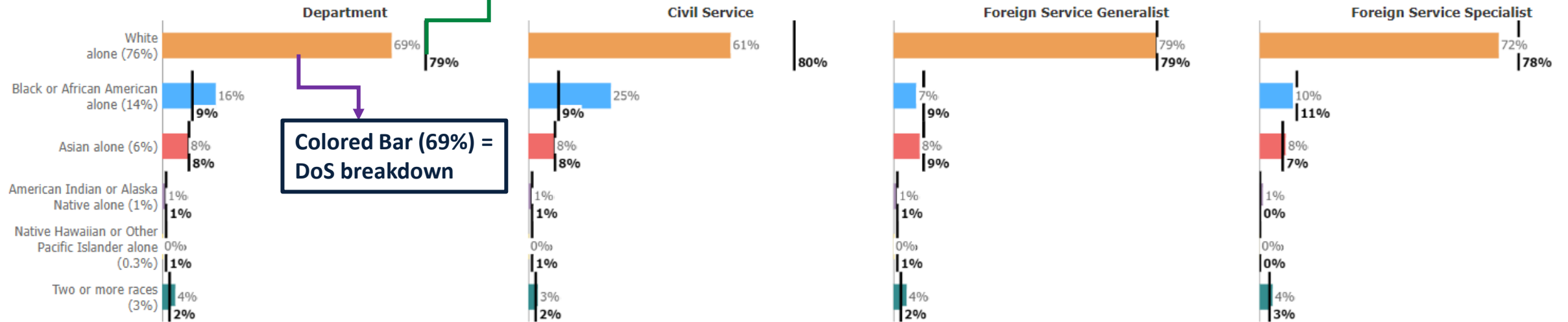
Year:

FY23

**Bold Black Line (79%) =  
Comparable U.S. Labor Force**

\* Data in ( ) to the left of each row of data reflects the total U.S. Population  
\* The vertical black line (|) shows the U.S. labor force comparison except for Disability status  
\* The horizontal colored bars represent the demographic breakdown of the Department Workforce  
Hover over this box for more information

**Race Distribution:**



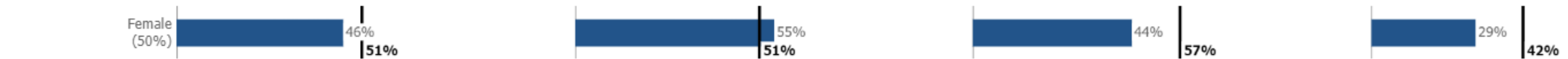
**Ethnicity Distribution:**



**Disability Distribution:**



**Sex Distribution:**



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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!**