

EEOC FORM  
715-01 PART I

*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan To Eliminate Identified Barrier**

<b>FY 2008</b> <b>Department of Bureaucracy</b>	
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	FY 2008 data shows that Hispanic females are underrepresented at Mid-level (Grades 13-14) and Executive/Senior level (Grades 15 and above) Officials and Managers Occupational Category when compared to their representation of 4.52% in the NCLF. Hispanic females representation is 2.26% of Mid-level grades positions and 1.43% at the Executive/Senior Levels in the DOB workforce.  <i>What is the appropriate comparator?</i>
<b>BARRIER ANALYSIS:</b>  Provide a description of the steps taken and data analyzed to determine cause of the condition.	Representation rates of occupation groups (Tables A 3-1 and A 3-2) and grade levels (Table A 4-1 and A 4-2) were compared to the NCLF.  <i>What other data should be considered?</i>
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Hispanic Females may have fewer developmental opportunities to enable them to progress above the Grades 12 level. While Hispanic Females reach entry level supervisory positions slightly above their representation in the NCLF (4.52), their representation at the higher levels decreases dramatically.  <i>Has the agency really identified a barrier?</i>  <i>What other barriers could exist?</i>
<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To increase the representation of Hispanic Females at the GS-13 Level and above in the workforce, including in the Officials and Managers Occupational category.  <i>Has the agency identified a policy, procedure, or practice that will change?</i>
<b>RESPONSIBLE OFFICIAL:</b>	Human Resources Center Director and hiring officials  <i>Has the agency selected the correct officials?</i>
<b>DATE OBJECTIVE INITIATED:</b>	February 1, 2007
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2009 <i>Is this date realistic?</i>

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<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b> <b>What other activities are needed to remove the barrier(s)?</b>	<b>TARGET DATE (Must be specific)</b>
Identify individuals who may be affected this barrier.	completed
Determine underlying reasons for the low representation of Hispanic Females at the GS 13 and above level.	2/1/2009
Review management development plans with career assistance center and other experts to develop options for addressing identified barriers.	3/30/2009
Use professional women's organizations and colleges/universities to target recruitment activities.	5/29/2009

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

At the end of FY 2007, DOB identified that Black Females were underrepresented in both the Mid-level and Executive/Senior Level Officials and Managers Occupational Category. At the end of FY 2008, the representation of Black Females in these segments of the Official and Managers Occupational Category is above their corresponding participation in the National Civilian Labor Force (NCLF). As well, the representation of Black Females in the First-Level (Grades 12 and Below) segment of the Officials and Managers Occupational Category is above their corresponding representation in the NCLF. Black Females comprise 7.29% of the Executive/Senior Level positions; 10.47% of Mid-level positions; and 22.64% of First-Level positions in DOB compared to their NCLF representation of 5.7%.

DOB hosted a leadership forum at the Annual Blacks in Government National Training Conference. The forum focused on addressing skill gaps and competencies for development of skill enhancements and career advancement opportunities.

**Has the agency demonstrated sufficient progress in removing the barrier(s)?**