

## EXCERPT FROM CLIMATE SURVEY – ARM Consultants, LLC.

The results of a climate survey released by the EEO/Diversity Leadership Council (ELC) indicate that black female employees of BEOC view their workplace experience less positively than whites, and Asians.

In January 20—ELC sent its WorkPlace Climate Survey to NUMBER OF EMPLOYEES and of the NUMBER OF EMPLOYEES, 95% completed the survey. In October 20--, ELC began the analysis of the survey results.

A portion of the survey revealed that when black female employees were asked, "Overall, how satisfied are you with the climate at BEOC," a little less than half of black female employees answered "satisfied" or "very satisfied," compared to 83 percent of white males, 78 percent of white females, 69 percent of Asian males and 50 percent Asian females who replied in agreement.

The climate survey further revealed a decline in job satisfaction and promotional opportunities among black female Staff Auditors. In a climate survey done 2 years ago when black female auditors were presented with the question, "Overall, how satisfied are you with career development and advancement opportunities at BEOC," 46% responded with satisfied or very satisfied. Presently, when posed with the same question, "Overall, how satisfied are you with career development and advancement opportunities at BEOC," 25% black female auditors responded with "satisfied" or "very satisfied," compared to 85 percent of white auditors and 64% percent Asian auditors.

The BSEPM (Black Special Emphasis Program Manager) was not surprised, and had anticipated these types of results. The BSEPM noted that ever since the agency had come into existence three years earlier, there has been an increase in complaints of discrimination filed by black female Auditors in the Auditing Division because of the perceived lack of promotional opportunities and developmental assignments. Moreover, the BSEPM says that there have been several meetings with the black affinity group, and during these meetings the black female auditors have expressed concerns about the promotion policy and development program that has been instituted in the last three years.

One disgruntled GS-09 Auditor (African-American female) had expressed her resentment at not attaining a promotion to GS-11. She felt that she was on track and had been performing successfully, but that the opportunity had been taken away from her when management changed the standards. She opined that, "it's not what you know, it's **who** you know (emphasis supplied). These sentiments had been expressed at several of the regional offices, including Dallas, New York, Chicago, Charlotte, and San Francisco.