

U.S. Department of Commerce
National Oceanic and Atmospheric
Administration

Management Directive 715
Equal Employment Opportunity
Program Status Report
FY 2023



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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715
Parts A Through E

Part A - Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code	Agency Code	FIPS Code
U.S. Department of Commerce	National Oceanic and Atmospheric Administration	Herbert C. Hoover Building, Room 5128 14 th and Constitution Avenue, N.W. OR 1305 East West Highway SSMC4, Room 7500	Washington, 20230 OR Silver Spring, MD 20910	DC OR MD	20230 OR 20910	CM54	1330

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	11,758	234	11,992

Part C.1 - Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	Dr. Richard Spinrad	Under Secretary of Commerce for Oceans and Atmosphere and NOAA Administrator
Head of Agency Designee	Benjamin Friedman	Deputy Under Secretary for Operations

Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)

EEO Program Staff	Name	Title	Occupational Series	Pay Plan and Grade	Phone Number	Email Address
Principal EEO Director/ Official	Dr. Ngozi Butler-Guerrier	Director, Office of Inclusion & Civil Rights (OICR)	0260	ZA-V	301-713-0500	ngozi.butler-guerrier@noaa.gov
Affirmative Employment Program Manager	Dr. Ngozi Butler-Guerrier	Director, OICR	0260	ZA-V	301-713-0500	ngozi.butler-guerrier@noaa.gov

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Complaint Processing Program Manager	Salim Abddeen	EEO Specialist	0260	ZA-IV	301-628-0956	salim.abddeen@noaa.gov
Diversity & Inclusion Officer	Dr. Ngozi Butler-Guerrier	Director, Office of Inclusion & Civil Rights (OICR)	0260	ZA-V	301-713-0500	ngozi.butler-guerrier@noaa.gov
Hispanic Program Manager (SEPM)	Amneris Caba	EEO Specialist	0260	ZA-IV	(240) 410-3475	amneris.caba@noaa.gov
Women's Program Manager (SEPM)	Angie Moore	Management Analyst	0343	ZA-II	202-360-5019	angie.moore@noaa.gov
Disability Program Manager (SEPM)	Dr. Melvin Jones	EEO Specialist	0260	ZA-IV	301-628-1039	melvin.jones@noaa.gov
Special Placement Program Coordinator (Individuals with Disabilities)	Kiana Campbell	Human Resource Specialist	0201	ZA-IV	301-628-1843	kiana.d.campbell@noaa.gov
Reasonable Accommodation Program Manager	Debbie Ferrara	Reasonable Accommodation Coordinator	0301	ZA-III	816-426-7822	debbie.a.ferrara@noaa.gov
Anti-Harassment Program Manager	Richard R. Grant	Human Resources Specialist	0201	ZA-IV	240-560-8561	richard.grant@noaa.gov
ADR Program Manager (non-EEO)	Debbie Ferrara	Reasonable Accommodation Coordinator	0301	ZA-III	816-426-7822	debbie.a.ferrara@noaa.gov
Compliance Manager	Salim Abddeen	EEO Specialist	0260	ZA-IV	301-628-0956	salim.abddeen@noaa.gov
Principal MD-715 Preparer	Amneris Caba	EEO Specialist	0260	ZA-IV	(240) 410-3475	amneris.caba@noaa.gov

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ADR Program Manager	Michelle Moore	EEO Specialist	0260	ZA-IV	301-628-0957	michelle.t.moore@noaa.gov
Other EEO Staff	Coneshea Simpson	Acting Deputy Director	0260	ZA-IV	301-628-0952	coneshea.simpson@noaa.gov
Other EEO Staff	Tasha H. Stewart	Special Emphasis Program Manager	0301	ZA-IV	202-297-3020	tasha.stewart@noaa.gov
Other EEO Staff	Hunter Scott	Budget Analyst	0560	ZA-IV	202-940-7213	hunter.scott@noaa.gov
Other EEO Staff	Rasheeda Smith	Management Analyst	0343	ZA-III	202-940-7241	rasheeda.smith@noaa.gov
Other EEO Staff	Matthew Giammetta	Data Scientist	1560	ZA-IV	202-940-7402	matthew.giammetta@noaa.gov

Part D.1 – List of Subordinate Components Covered in this Report

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

☐ If the agency does not have any subordinate components, please check the box.

Subordinate Component	City	State	Country (Optional)	Agency Code	FIPS Codes
National Weather Service (NWS)	Silver Spring	MD	USA	CM54	24031
National Ocean Service (NOS)	Silver Spring	MD	USA	CM54	24031
National Marine Fisheries Service (NMFS)	Silver Spring	MD	USA	CM54	24031
Office of Oceanic and Atmospheric Research (OAR)	Silver Spring	MD	USA	CM54	24031
National Environmental Satellite, Data and Information Service (NESDIS)	Silver Spring	MD	USA	CM54	24031
Office of Marine and Aviation Operations (OMAO)	Silver Spring	MD	USA	CM54	24031
NOAA Staff Offices	Washington/ Silver Spring	DC/MD	USA	CM54	24031

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Part D.2 – Mandatory and Optional Documents for this Report

In the table below, the agency must submit these documents with its MD-715 report.

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	Yes	
EEO Policy Statement	Yes	
Strategic Plan	Yes	
Anti-Harassment Policy and Procedures	Yes	
Reasonable Accommodation Procedures	Yes	
Personal Assistance Services Procedures	Yes	
Alternative Dispute Resolution Procedures	Yes	

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Federal Equal Opportunity Recruitment Program (FEORP) Report	Yes	
Disabled Veterans Affirmative Action Program (DVAAP) Report	Yes	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	Yes	
Diversity and Inclusion Plan under Executive Order 13583	Yes	
Diversity Policy Statement	Yes	
Human Capital Strategic Plan	Yes	
EEO Strategic Plan	No	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	

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Part E – Executive Summary

Part E.1 - Executive Summary - Agency Overview

Introduction:

This report serves as the National Oceanic and Atmospheric Administration's (NOAA) Annual Equal Employment Opportunity (EEO) Program Status Report for Fiscal Year (FY) 2023, covering October 1, 2022 to September 30, 2023. As required by the Equal Employment Opportunity Commission's Management Directive 715 (MD-715), this report assists NOAA in establishing and maintaining effective EEO programs and affirmative employment initiatives. This ensures NOAA employees, former employees, and applicants have equal opportunities regardless of national origin, race, color, sex, age, religion, disability, genetic information, or prior EEO activity.

The MD-715 Part G describes six essential elements of a Model Workplace. NOAA's score for each element is the percentage of completed action items. Once NOAA accomplishes all six essential elements, it will be considered a Model Workplace. NOAA's scores, accomplishments, and areas needing improvement are detailed in the Program Elements section below.

Over the past five years, NOAA has progressively improved compliance across the six essential elements of a Model Workplace. This includes demonstrated leadership commitment, timely processing of EEO complaints, and thorough internal investigation procedures. Remaining challenges include establishing an effective special emphasis program, workforce barrier analysis timetables, and policies to address low female participation rates and employment of Individuals with Targeted Disabilities.

NOAA's Mission: Science, Service, and Stewardship:

To understand and predict changes in climate, weather, oceans, and coasts.

Science at NOAA is the systematic study of the structure and behavior of the ocean, atmosphere, and related ecosystems; integration of research and analysis; observations and monitoring; and environmental modeling. NOAA science includes discoveries and ever new understanding of the oceans and atmosphere, and the application of this understanding to such issues as the causes and consequences of climate change, the physical dynamics of high-impact weather events, the dynamics of complex ecosystems and biodiversity, and the ability to model and predict the future states of these systems. Science provides the foundation and future promise of the service and stewardship elements of NOAA's mission.

To share that knowledge and information with others.

Service is the communication of NOAA's research, data, information, and knowledge for use by the Nation's businesses, communities, and people's daily lives. NOAA services include climate predictions and projections; weather and water reports, forecasts and warnings; nautical charts and navigational information; and the continuous delivery of a range of Earth observations and scientific data sets for use by public, private, and academic sectors.

To conserve and manage coastal and marine ecosystems and resources.

Stewardship is NOAA's direct use of its knowledge to protect people and the environment, as the Agency exercises its direct authority to regulate and sustain marine fisheries and their ecosystems, protect endangered marine and anadromous species, protect and restore habitats and ecosystems, conserve marine sanctuaries and other protected places, respond to environmental emergencies, and aid in disaster recovery. The foundation of NOAA's long-standing record of scientific, technical, and organizational excellence is its people. NOAA's diverse functions require an equally diverse set of skills and constantly evolving abilities in its workforce.

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Also, underlying NOAA's continued success is its unique infrastructure. NOAA's core mission functions require satellite systems, ships, buoys, aircraft, research facilities, high-performance computing, and information management and distribution systems. The agency provides research-to-application capabilities that can recognize and apply significant new understanding to questions, develop research products and methods, and apply emerging science and technology to user needs. NOAA invests in and depends heavily on the science, management, and engagement capabilities of its partners. Collectively, NOAA's organizational enterprise-wide capabilities — its people, infrastructure, research, and partnerships — are essential for NOAA to achieve its vision, mission, and long-term goals.

NOAA's Vision of the Future:

Earth's ecosystems support people, communities, and economies. Our own human health, prosperity, and well-being depend upon the health and resilience of natural and social ecosystems. Managing this interdependence requires timely and usable scientific information to make decisions. Human well-being requires preparing for and responding to changes within these natural systems. NOAA's mission of science, service, and stewardship is directed to a vision of the future where societies and their ecosystems are healthy and resilient in the face of sudden or prolonged change.

A vision of resilience will guide NOAA and its partners in a collective effort to reduce the vulnerability of communities and ecological systems in the short-term while helping society avoid or adapt to potential long-term environmental, social, and economic changes. To achieve this vision we must understand current Earth system conditions, project future changes, and help people make informed decisions that reduce their vulnerability to environmental hazards and stresses that emerge over time, while at the same time increasing their ability to cope with them. Resilient human communities and economies maintain or improve their health and vitality over time by anticipating, absorbing, diffusing, and adapting to change. Resilient communities and institutions derive goods from ecosystems in a way that does not compromise ecosystem integrity, yet is economically feasible and socially just for future generations.

NOAA, one of several operating units within the U.S. Department of Commerce (DOC), provides a variety of services to the Nation. These services are provided by NOAA's National Weather Service (NWS); National Marine Fisheries Service (NMFS); National Ocean Service (NOS); National Environmental Satellite, Data and Information Service (NESDIS); Office of Oceanic and Atmospheric Research (OAR); and the Office of Marine and Aviation Operations (OMAO).

NOAA's major occupations include the following job series: Meteorologist (1340), Information Technology Management (2210), Fishery Biologist (0482), General Physical Science (1301), and Management Program Analyst (0343).

Overview:

In FY 2023, NOAA made significant progress towards MD-715 compliance. The NOAA Office of Inclusion and Civil Rights provided oversight to the Senior Leadership and program offices, assisting the agency with completing NOAA's Diversity and Inclusion Strategic Plan objectives.

Both the MD-715 and NOAA's Strategic Plan are affirmative employment tools to ensure equal opportunities across NOAA. While the MD-715 allows NOAA to identify areas for improvement, the Strategic Plan proactively promotes and sustains diversity and inclusion. Continued use of workforce data analytics allows NOAA to develop strategies to maintain a diverse workforce with equal opportunities for all.

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This report will illustrate that NOAA's potential to achieve full compliance is within reach. Agency leaders know that to establish a culture that is fully inclusive and sustainable, it must go beyond compliance and implement innovative strategies and consistency of practice.

Part E.2 - Executive Summary: Essential Elements A - F

A. Demonstrated Commitment from Agency Leadership

Strengths:

NOAA's line office leadership, from front-line supervisors to senior executives, collectively demonstrate their commitment to DEIA through actions and products which serve as examples to the NOAA workforce.

Cultivating an equitable and inclusive culture requires dedication across an organization, but active leadership engagement remains essential. NOAA executives model this commitment through collaborative efforts with the Office of Inclusion and Civil Rights to maintain a unified vision through the NOAA DEIA Strategic Plan while empowering operating units to pursue complementary goals tailored to their distinct mission duties and workforce profiles. Intentional resourcing for bias mitigation, harassment prevention and related training accompanies rhetoric around inclusion, while regular organization climate surveying provides data-driven insights to focus leadership efforts without assumptions or anecdotal evidence alone.

NOAA executives spotlight their dedication to diversity, equity, inclusion and accessibility by directing their engagement through channels that authentically connect them to the lived experiences of the broader agency personnel. Rather than isolating themselves within senior management levels, many volunteer to champion employee resource groups that unite agency staffers around affinity identities and concerns. This fuels candid dialog that offers visibility into pressing issues leadership may otherwise remain insulated from. Leadership also prioritizes participation in organizational climate surveying to solicit anonymous feedback regarding workers' attitudes and obstacles related to DEIA. They further embed themselves within collaborative training sessions that unpack topics like unconscious bias rather than merely mandating such programming.

The National Weather Service (NWS) incorporated DEIA as a foremost priority in its new 2023-2033 Strategic Plan, boldly stating "People are our first priority." A specialized Recruitment & Retention Team was convened, tasked with developing innovative strategic approaches to hiring and retention that stretch beyond current NWS policies and practices. Additionally, the NWS DEIA Program crafted a comprehensive, multi-year Strategic Action Plan completely aligned with priorities from the White House, Department of Commerce (DOC), and NOAA leadership focused squarely on advancing critical DEIA efforts across key areas. Specifically, it outlines targeted steps to boost recruitment and retention of underrepresented groups, ensure rigorous alignment with relevant laws and policies pertaining to diversity, maximize DEIA training particularly for managers responsible for recruitment/mentoring/training/retention, and enhance beneficial outreach to marginalized and vulnerable communities and Minority-Serving Institutions.

Furthermore, NWS Service Equity Assessment Team evaluations uncovered gaps in equitable and accessible service delivery across underserved neighborhoods and populations. Corresponding NWS Service Equity Priority Actions aim to methodically address these gaps by reducing or eliminating stubborn barriers preventing simple access and comprehension of potentially lifesaving NWS information and products by Historically Underserved Socially Vulnerable Communities. Concurrently, the NWS Organizational Health Blueprint was launched to consolidate and translate existing plans/activities

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surrounding organizational culture initiatives. It leverages employee engagement across all levels to incrementally improve inclusion, guided by concrete resources that positively shift behaviors and attitudes. DEIA performance requirements were also systematically incorporated across NWS in all employee plans for FY23, initiated by the DEIA Program. Additional 2023 NWS management efforts supporting DEIA included onboarding more personnel specifically dedicated to EEO/DEIA functions and new mechanisms for virtual employee feedback on Recruitment and DEIA topics.

The National Ocean Service (NOS) firmly embedded comprehensive DEIA principles throughout development of its latest multi-year Strategic Plan, signaling strong, inherent organizational commitment. The NOS Diversity Council has both Deputy Directors serving as actively engaged co-chairs. A remarkable 9 out of 10 NOS program offices have their own independent diversity committees meeting regularly to continually assess and improve inclusion. All NOS program offices must report quarterly on EEO and diversity efforts, challenges, progress implementing NOAA DEIA priorities, and suggestions for leadership, during required Program/Budget Reviews. Without fail, every NOS-wide employee message reinforces organizational DEIA goals and philosophy expectations set by senior leadership. Additionally, DEIA responsibilities are fully incorporated into performance plans where applicable, tied directly to metrics driving accountability. NOS guidelines mandate utilization of diverse hiring panels for recruitment. Each year, NOS confers an EEO/Diversity Award, recognizing exemplary DEIA achievements from across the organization. Notably, the high-level NOS Assistant Administrator himself enthusiastically serves as executive sponsor for the NOAA-wide LGBTQ+ Employee Resource Group.

The National Marine Fisheries Service (NMFS) Assistant Administrator directly demonstrated steadfast leadership commitment to progressing DEIA by issuing updated policy statements on EEO and Anti-Harassment. These were broadcast across the agency through multiple channels to reach employees and onsite contractors at diverse remote facilities. In a vital move to continually reinforce EEO principles in practice, NMFS authorized a sizeable, multi-year training contract zoned in on equipping employees at all levels with current knowledge on EEO compliance, anti-harassment, reasonable accommodation accommodations, and the federal EEO complaint process. In mere months since June 2023 launch, over 600 NMFS employees already completed valuable training under this efficient new contract vehicle. Moreover, dedicated funding allotments enabled imperative implicit bias training specifically tailored for over 200 NMFS hiring managers thus far, helping significantly mitigate subtle biases that can permeate the recruitment process if left unaddressed.

The Office of Oceanic and Atmospheric Research (OAR) leadership and EEO office promoted myriad informational sessions centered on inclusion, unconscious bias, sexual assault/harassment resources, discrimination laws, prevention strategies, and reporting. Both OAR's EEO and Diversity/Inclusion Advisory Committees frequently convene to closely advise leadership on emerging issues and opportunities within their respective EEO and DEIA focus areas. Mirroring this prioritization from the top-down, numerous OAR laboratories and programs have now organically established their own local DEIA committees as well, that promote a culture of inclusion within OAR. Externally, individual OAR scientists were recognized by prestigious national organizations for remarkable personal commitments and achievements advancing diversity, bringing positive attention to the organization.

The National Environmental Satellite, Data and Information Service (NESDIS) maintains sharp focus on monitoring and incrementally improving DEIA program results each week in senior leadership meetings. Its awards program includes specific EEO/Diversity Award recognition categories. The NESDIS Assistant Administrator, Dr. Stephen Volz, enthusiastically serves as executive sponsor for the Asian American/Pacific Islander (AAPI) Employee Resource Group (ERG), which was nationally named one of the Top 25 Best ERGs by the Global ERG Network. Highly visible EEO informational flyers are posted prominently throughout NESDIS facilities. NESDIS senior leaders further demonstrate commitment through active participation in monthly DEIA training sessions and regularly help shape content for maximum relevance. Additionally, regular listening sessions directly involving NESDIS' Assistant

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Administrator generate vital employee feedback that directly informs future training and culture improvements. Financially, NESDIS consistently sponsored several key NOAA-wide ERG events this past fiscal year in support.

The Office of Marine and Aviation Operations (OMAO) Director and D&I Program Manager review OMAO's EEO and Diversity/Inclusion policies annually. They consider emerging policy changes from the Department of Commerce and NOAA's Office of Inclusion and Civil Rights. The policies state the Director's expectations for a discrimination/harassment/retaliation-free workplace regardless of race, gender, color, national origin, religion, disability, or orientation. The policies also detail procedures for filing a complaint based on the protected categories and provide contacts to initiate a complaint.

NOAA's organizational leadership demonstrated extensive commitment to diversity, equity, inclusion and accessibility through new policies, programs, training, staffing, communications, resource allocation, and accountability metrics. While continued effort is still needed, the progress toward a diverse and inclusive workplace culture this fiscal year has been substantial across all NOAA line and staff offices.

Deficiencies: There were no deficiencies identified in this element.

B. Integration of EEO into the Agency's Strategic Mission

Strengths:

The scope and ambition of NOAA's mission spanning science, service and stewardship relies upon a skilled and diverse workforce reflecting the full talent breadth of our society. As such, concerted efforts to cultivate inclusion and accessibility accompany programs addressing explicit equity barriers across the agency.

NOAA continued using the Strategic Plan for FY 2022-26 as an essential DEIA planning tool. To monitor progress and identify areas where conditions may be limiting opportunities for employees and job applicants ("barriers"), and to comply with the deficiencies identified by EEOC during a technical assistance visit conducted in 2021, OICR has established a Barrier Analysis Working Group (BAWG) in March 2023. The purpose of this group is to conduct an in-depth analysis into NOAA's workforce demographics, policies, procedures, and practices to determine if any barriers exist that hinder diversity, equity, inclusion, and accessibility (DEIA) or equal employment opportunities, especially for historically underrepresented communities. Despite ongoing efforts, NOAA continues to face representation gaps compared to the overall U.S. Civilian Labor Force. Forming a diverse and inclusive working group like the BAWG is a critical step to better understand the root causes behind NOAA's representation gaps so progress can be made toward regulatory compliance and positioning NOAA as a model employer of choice for DEIA.

The BAWG includes approximately 58 members representing NOAA Staff Offices, Line Offices, and Employee Resource Groups/Affinity Groups. With their diverse insights and experiences, the group is thoroughly analyzing workforce demographic trends while reviewing key policies related to recruitment, retention, training, promotions, and company culture as well as conducting focus groups and other efforts to identify barriers in the workplace.

The National Weather Service (NWS) formed a broad Diversity Management Council (DMC) of bargaining and non-bargaining employees at all grade levels to provide guidance on DEIA policies and drive implementation across the agency. Recommendations to boost DEIA emerging from internal NWS Tiger Teams are being implemented by a dedicated Tiger Team Task Force. Included in the recommendations from the TTTF was the establishment of a Black, Indigenous and People of Color (BIPOC) Recruitment

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Team, which became the DEIA Recruitment Team (RT). A specialized DEIA Recruitment Team was also established to focus sharply on partnerships, materials, events and training aimed at expanding the pool of applicants and selections from historically underrepresented groups. Importantly, an NWS Service Equity Summit shared finding from assessments revealing gaps in equitable service delivery and access for marginalized communities, laying the foundation for purposeful priority actions promoting inclusive access to potentially lifesaving NWS information.

The National Ocean Service (NOS) firmly embedded comprehensive DEIA principles as a central goal throughout development of its latest 2024-2028 Strategic Plan, signaling strong organizational commitment from the top-down. The NOS Equal Employment Opportunity, Diversity and Inclusion Advisory Council (NEDAC) then met directly with the NOS Deputy Assistant Administrator and Program Office Deputies specifically to help develop NEDAC's official work plan for Fiscal Years 2024-2025, directly incorporating strategic DEIA priorities straight from the highest tiers of organizational leadership. Multiple NOS offices have additionally taken proactive, tangible steps to advance DEIA through specialized fellowship and internship programs, enhancing website accessibility, providing extensive tribal climate resilience support, and translating vital public materials to reach vulnerable Limited English Proficiency (LEP) groups.

The National Marine Fisheries Service (NMFS) senior leadership overtly demonstrates ongoing commitment through consistent guidance from the NMFS EEO/Diversity Program Director on emerging organizational matters pertaining to EEO and DEIA mandates. Sufficient funding and resources are approved to enable successful implementation of a full-spectrum EEO/Diversity program, including adequate staffing as well as a strategic approach to regularly educating the widespread NMFS workforce. DEIA priorities are firmly integrated both in the overarching NMFS Strategic Plan and Annual Operating Plan. EEO policies and DEIA information are also now an integral part of standard NMFS New Employee Orientation and CORE Policy training sessions. A Cultural Voices newsletter broadly shares details on the vast array of EEO and DEIA initiatives pursued across the agency. The Equity and Environmental Justice Strategy guides concerted efforts to serve all communities more equitably. A new IT software has been implemented to effectively organize DEIA data and achievements into integrated plans, enabling the tracking of measurable progress.

The Office of Oceanic and Atmospheric Research (OAR) leadership and EEO office have provided information on updated sexual assault and harassment response resources, while the OAR EEO Manager directly participates in weekly senior leadership meetings to continue advising OAR's highest levels on developing EEO activities and events. Multiple EEO training offerings successfully reached managers and employees across the agency to cover fundamental anti-discrimination laws, harassment prevention strategies and reporting processes. Both the longstanding OAR Equal Employment Opportunity Advisory Committee (EEOAC) and the newer Diversity and Inclusion Advisory Committee (ODIAC) frequently assemble to closely consult and support OAR leadership on respective emerging issues within their EEO and DEIA focus areas.

The National Environmental Satellite, Data and Information Service (NESDIS) held nine monthly Diversity, Equity, Inclusion and Accessibility (DEIA) Lunchtime training discussions over the past year, drawing over 2,300 interested attendees working to expand their cultural competence on contemporary topics like multigenerational workplace dynamics, psychological safety, equity practices, and inclusion. Concurrently, NESDIS hammered focused recruitment and outreach efforts toward early career applicants, veterans, persons with disabilities, women in Science, Technology, Engineering and Math (STEM) by representing the agency at sixteen key hiring events. The EEO and DEIA Program Manager also now provides an informative presentation to the standardized NESDIS Onboarding Workforce (NOW) program tailored specifically to elucidate current EEO and DEIA initiatives across NOAA and NESDIS for each new wave of incoming employees.

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The Office of Marine and Aviation Operations (OMAO) took multiple efforts to integrate DEIA priorities into its organizational strategic vision. Leadership mandated completion of a specialized DEIA certification program for all OMAO supervisors, involving a sizeable dedication of over \$45,000 to further Diversity & Inclusion training and education across the agency's managerial corps. Furthermore, OMAO's 12-member DEIA Council underwent intensive training from the acclaimed Cornell University Diversity & Inclusion Management Program, ensuring a common vernacular and competency around key concepts that Council members can relay through their spheres of influence. Concurrently, OMAO's Diversity & Inclusion Program Manager completed both the EEOC's New Counselor Course and EEO Refresher Training in recent months to sharpen skills supporting EEO compliance and workforce inclusion. Collectively these efforts illustrate NOAA's emphasis on matching DEIA policy aspirations with practical action at every level. While the work remains incomplete, positive momentum exists across organizations through purposeful leadership, conscientious resourcing and employee population engagement. Continued focus and accountability can guide the evolution toward a Model EEO Agency.

Deficiencies:

- The OICR Director is not supervised by the agency head, as mandated by the amended Notification and Federal Employee Antidiscrimination and Retaliation (NoFEAR) Act.

C. Management and Program Accountability

Strengths:

NOAA continues taking positive steps towards ensuring the management of EEO and Diversity Initiatives, with developing accountability measures including mandatory EEO and DEIA training for all managers and supervisors.

The National Weather Service (NWS) received specific workplace violence data through engagement on the NOAA Expanded Sexual Assault/Sexual Harassment (SASH) Council, overseen by the centralized Workplace Violence Prevention and Response (WVPR) Program. Broad training was subsequently conducted to educate NWS staff on properly documenting diverse hiring efforts within the standardized NOAA Online Request, Review and Approval System (ORDERS). Additionally, a "What Can I Do?" informational brochure was developed outlining tangible actions any employee can take to support the overarching NWS Strategic Plan goal elevating "People" as the foremost organizational priority. Numerous recommendations put forward by internal NWS Tiger Teams aimed at advancing diversity and inclusion are actively being implemented under the stewardship of a designated Tiger Team Task Force, including critical initiatives like formalized DEIA performance plan requirements instituted agency-wide, launch of blind resume pilot programs, administration of stay and exit interviews gathering feedback on retention barriers, and creation of dedicated recruitment materials and teams expanding outreach.

The National Ocean Service (NOS) firmly held managers, supervisors and DEIA program staff accountable for effective implementation of organizational DEIA initiatives by directly tying performance reviews to measurable outcomes in this area. The NOS DEIA Program Manager also worked closely and transparently with both the Deputy Assistant Administrators and the NOAA Offices of Inclusion and Civil Rights and Workforce Management to swiftly address any emerging workplace issues. Additionally, NOS DEIA staff themselves underwent thorough training on contemporary best practices in diversity, equity and inclusion principles to equip personnel coordinating these efforts with current competencies. Every NOS Program Office must further report quarterly on efforts, challenges, successes, suggestions, and future steps on advancing NOAA DEIA priorities during mandatory Budget and Performance Reviews - creating regular opportunities for leadership to probe and assess progress.

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The National Marine Fisheries Service (NMFS) established a dedicated Diversity & Inclusion Committee within its influential Deputies Council specifically tracking implementation metrics associated with the overarching NMFS Diversity and Inclusion Strategic Plan. This working group convenes monthly meetings also attended by the NMFS EEO/Diversity Program Director, fostering senior leader visibility into barriers and opportunities influencing organizational inclusion. Concurrently, 21 EEO and DEIA training sessions covering anti-harassment, unconscious bias, cultural competence and related topics were efficiently offered over the past year, collectively drawing over 600 NMFS employees seeking to expand their understanding of these vital areas. Both New Employee Orientation and CORE Policy training sessions have also now been updated to incorporate foundational EEO and DEIA policy overviews, while the Cultural Voices newsletter regularly spotlights the myriad events and programs spearheading NMFS diversity efforts agency-wide to ensure transparency on progress.

The Office of Oceanic and Atmospheric Research (OAR) leadership and EEO office promoted accountability by directly providing sexual assault/harassment response resources to the entire organization and facilitating multiple EEO training sessions for OAR managers and staff covering fundamental anti-discrimination laws as well as prevention strategies and reporting processes to maintain a safe, inclusive workplace. The longstanding OAR Equal Employment Opportunity Advisory Committee (EEOAC) regularly convenes to help address and resolve emerging cases of potential workplace discrimination, while the OAR Diversity and Inclusion Advisory Committee (ODIAC) similarly assembles to closely advise senior OAR leadership on critical organizational gaps, barriers, and opportunities influencing diversity, equity, inclusion and accessibility.

The National Environmental Satellite, Data, and Information Service (NESDIS) has taken several steps to integrate accountability for inclusion efforts into organizational operations. Nine well-attended workforce listening sessions over the past year, engaging over 2,600 NESDIS employees on topics like psychological safety, helped capture vital feedback to inform DEIA-related improvements. NESDIS further maintains a centralized Diversity, Equity, Inclusion and Accessibility (DEIA) Council with representation spanning all major internal NESDIS offices to ensure coordinated data-driven efforts. Council members and senior leadership alike receive regular monthly EEO/DEIA data reports to continually gauge progress, with that vital information also tracked in an execution tracker linked to measurable deliverables.

The Office of Marine and Aviation Operations (OMAO), the Diversity & Inclusion Program Manager directly conducts periodic internal audits examining the qualitative and quantitative effectiveness of EEO and DEIA programs and policy implementation across units. A dedicated subcommittee within OMAO's broader DEIA Council also completes annual assessments leveraging climate surveys, focus groups, and other tools gauging the degree of inclusion and belonging perceived by OMAO personnel. These results further inform diversity strategy adjustments. Concurrently, OMAO leadership analyzing all relevant settlement agreements and EEO case decisions remain vigilant to judiciously reflect any constructive lessons learned into policy updates progressing equity and accessibility.

Deficiencies:

- All reasonable accommodation requests are not processed within the timeframe set forth in the reasonable accommodation procedures.
- The EEO office does not have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables.

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D. Proactive Prevention of Unlawful Discrimination

Strengths:

In fiscal year 2023, the 955 Program made strides in scaling organizational competencies, efficiency and policy guidance to enhance NOAA's infrastructure preventing and addressing workplace harassment. The program conducted 8 harassment prevention trainings for agency managers and supervisors to drive culture change through the leadership ranks. Process improvements focused on expediting support for impacted employees reduced average investigation phase length 20% (to 41 days) and average case closure time 47% (to 51 days) compared to FY22. These timeline declines reflect focused development of in-house investigative staff capacity on skills like trauma-informed questioning, enabled through specialized sexual harassment training. Additionally, the Program provided instrumental guidance during Department of Commerce policy revisions defining government-wide binding standards for anti-harassment complaint procedures and protocols. Overall the 955 Program advanced NOAA's climate of inclusion through three primary avenues in fiscal year 2023: expanding manager capability, streamlining response processes, and shaping Departmental authority establishing safeguards against unlawful workplace behavior.

The National Weather Service (NWS) DEIA Program leadership maintained continual communication with NOAA's centralized Office of Inclusion and Civil Rights (OICR) to consult on effective NWS DEIA Program operations per EEOC Management Directive 715 standards, gain assistance with dispute resolution, arrange cross-training and information sharing opportunities for EEO personnel, coordinate recruiting event participation, obtain support on barrier analyses of workforce demographic data, and discuss emerging EEO and DEIA issues. Additionally, updated sexual harassment and assault awareness materials were broadly distributed, including tailored reporting checklists for supervisors. Over 250 NWS employees Completed recent mandatory No FEAR Act training on protections for employees who make EEO complaints. Furthermore, the NWS Training Center massively expanded its curriculum by incorporating extensive new DEIA, organizational culture, leadership and management training content essential for an inclusive, high-performing workplace. The NWS also held over 50 dedicated management and supervision training sessions across the agency centrally covering pivotal topics like unconscious bias, diversity leadership competencies, service equity considerations, and effective utilization of demographic data in weather operations and decision-making.

The National Ocean Service (NOS) DEIA Program efficiently delivered 29 wide-reaching DEIA-focused training sessions over the past year, alongside 18 mandatory EEO compliance offerings, collectively reaching over 363 regional NOS personnel critical for advancement. Concurrently, various NOS Program Offices sponsored additional impactful DEIA events, like a well-attended session on constructive bystander intervention attended by 45 employees. Moreover, fundamental DEIA principles were firmly incorporated throughout development of the NOS multi-year Strategic Plan itself, inherently embedding these priorities across the organization. DEIA considerations were also systematically integrated into NOS program evaluation mechanisms to gauge the degree initiatives and services equitably serve vulnerable constituencies. Throughout the fiscal year, NOS leadership consistently reinforced applicable EEO and DEIA policies through all employee messages and mandatory manager engagements.

The National Marine Fisheries Service (NMFS) annually delivers comprehensive EEO and Anti-Harassment training to all managers and staff, as well as specialized offerings tailored specifically for hiring managers and supervisors. Updated workplace violence prevention posters and response resources were also distributed across agency facilities this fiscal year. Additionally, a highly informative special session was jointly hosted covering best practices in handling sensitive allegations of discrimination, harassment or abusive conduct in the workplace. This unique training brought together over 30 NMFS senior leadership personnel with topic experts from NOAA's Workforce Relations Division and the NOAA Centralized Workplace Violence Prevention Program. Concurrently, a centralized Cultural

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Voices newsletter features rotating content on impactful EEO and DEIA education available through the agency's Employee Development Center each edition.

The Office of Oceanic and Atmospheric Research (OAR) EEO office actively promoted accountability by directly offering multiple training sessions for OAR managers and employees covering fundamental anti-discrimination laws, constructive harassment prevention strategies and proper reporting processes - reaching both federal staff and onsite contractors. OAR's Equal Employment Opportunity Advisory Committee (EEOAC) also meets monthly, largely focused on properly advising leadership on EEO laws and directly helping OAR staff resolve any emerging workplace discrimination issues. Meanwhile, the complementary OAR Diversity and Inclusion Advisory Committee (ODIAC) specifically concentrates on advising senior leadership on diversity, equity, inclusion and accessibility organizational gaps, challenges and opportunities. Numerous OAR laboratories directly participated this year in local and national outreach events targeting underrepresented student groups in the sciences to foster an inclusive culture of accessibility.

The National Environmental Satellite, Data, and Information Service (NESDIS) actively encouraged use of diverse interview panels for new position vacancies across the organization this past year through updated guidance on properly documenting this practice in NOAA's online ORDERS recruitment system. Concurrently, NESDIS further met agency training requirements by sponsoring NOAA Sexual Assault/Sexual Harassment (SASH) prevention sessions for over 30 NESDIS managers and employees. Program leadership also devoted effort to systematically developing consistent working relationships with complementary NOAA offices focused on workplace safety, violence prevention and organizational justice to foster more collaborative and impactful solutions addressing barriers to EEO compliance.

The Office of Marine and Aviation Operations (OMAO) commissioned a dedicated Working Group in FY23 focused intently on formulating constructive recommendations to substantively improve representation of historically excluded demographic groups within the NOAA Officer Corps going forward. The OMAO Diversity & Inclusion Program Manager integrated into the DEIA Implementation Plan six recommendations: 1) Increase Representation 2) Address and Reduce Interpersonal Bias 3) Address and Reduce Organizational Bias 4) Expand Organizational Support and Visibility 5) Improve Career Flexibility and Leadership Development and 6) Enhance Work life Balance. Additionally, OMAO systematically reviewed internal personnel policies and officer candidate evaluation procedures, adjusting certain factors shown to unintentionally embed structural barriers or enable unconscious bias. Leadership also instituted use of gender-neutral pronouns on certain key personnel documents to promote a culture of belonging.

Deficiencies: Agency does not consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments.

E. Efficiency

Strengths:

The Agency's Alternative Dispute Resolution (ADR) participation rate, during the pre-complaint stage, increased from 50% in FY22 to 52.23% in FY23; meeting EEOC's goal of 50%. NOAA line offices regularly educate their workforce on the complaint resolution process, and ensure employees are aware of the ADR program as a means of resolving EEO complaints.

The National Weather Service (NWS) proactively developed a centralized database specifically focused on efficiently disseminating vital information on student training opportunities and job openings to veterans and interested external parties nationwide, with over 25 entities already subscribed.

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Concurrently, extensive demographic data collection and rigorous workforce analysis was performed internally to best inform development of policies and programs fostering an optimally inclusive culture across the agency. A dynamic NWS Demographic Dashboard is also now undergoing design to visually track and highlight key diversity metrics. Furthermore, the NWS Equal Employment Opportunity (EEO) office relaunched monthly "Can We Talk" listening sessions on pressing DEIA issues, including 2 sessions exclusively for supervisors on concrete leadership strategies that altogether drew over 200 NWS managers. And impactful messaging around heritage months and diversity observances was efficiently coordinated and broadcast across NWS communications channels, recognizing critical events.

The National Ocean Service (NOS) continued its partnership with Deloitte Consulting to evaluate and enhance its diversity, equity, inclusion, and accessibility (DEIA) efforts in alignment with NOAA's strategic goals. Deloitte conducted extensive research through workshops, focus groups, interviews, and policy review to analyze NOS's current DEIA initiatives and progress. Key outputs include a Workforce Dashboard with comprehensive demographics and survey data to track changes over time, as well as 16 specific recommendations to improve the efficiency and governance of the NOS DEIA program - such as increased collaboration on DEIA data/goals across NOS divisions, creating a workforce demographics dashboard, defining the DEIA budget and organizational values. Through this partnership, NOS performed an in-depth assessment of its DEIA strategies and obtained actionable feedback to drive continued improvement in this strategic priority area.

The National Marine Fisheries Service (NMFS) commissioned a dedicated study focused intently on holistically analyzing workforce performance patterns across all groups through a diversity, equity, inclusion and accessibility lens. Industrial-organizational psychologist expertise supplemented internal analytics capacity to strengthen validity and reliability of evaluation methods examining any indicators of inequities in employee experiences or outcomes across demographic indicators including race, gender identity, disability status or other protected class factors. Study findings will crucially inform planned interventions and culture change initiatives to optimize organizational excellence. Concurrently, NMFS actively collaborated with NOAA's centralized Office of Inclusion and Civil Rights to confirm effective systems enabling both high-quality evaluation of EEO program effectiveness as well as an efficient, fair dispute resolution apparatus accessible to all employees nationwide.

The Office of Oceanic and Atmospheric Research (OAR) demonstrated a comprehensive commitment to efficiently progressing diversity, equity, inclusion, and accessibility (DEIA) across the organization through initiatives at both the leadership and individual office levels. Specifically, the OAR EEO Diversity Program Office effectively administered systems to track workforce data, established advisory committees' laser-focused on EEO and DEIA, mandated quarterly reporting on related activities, and modernized external communications around these efforts. Concurrently, OAR laboratories, programs, and offices dedicated staff time/resources toward DEIA advancement, including through special positions and internships as well as hosting generational diversity workshops and participating in strategic planning around setting tangible DEIA goals. Additional strengths highlighted include streamlining equitable access for employees, strengthening EEO and DEIA awareness, and dedicating approximately 5-10% of select staff members' time to concentrating on EEO and DEIA priorities. In totality, OAR demonstrated both top-down leadership and bottom-up individual office commitment to efficiently progressing DEIA efforts in FY2023 through data-driven, actionable initiatives.

The Office of Marine and Aviation Operations (OMAO) leadership actively encourages use of alternative dispute resolution practices like flexible mediation and facilitated dialogue as an efficient pathway enabling early intervention in emerging interpersonal conflicts before situations escalate into formal complaints requiring lengthy investigations. Simultaneously, the OMAO D&I Program Manager strengthened collaboration with NOAA's centralized Office of Inclusion and Civil Rights experts to establish mutual accountability in appropriately responding to any allegations of discrimination or harassment through joint complaint data analysis and tracking at intake, referral, investigation and closure

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stages. Formalized systems now also track applicant flow statistics and outreach event return on investment.

Deficiencies:

- The agency does not provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days to all participants.
- The EEO Office does not have timely access to accurate and complete internal or external applicant flow data to prepare all MD-715 workforce data tables and complete the barrier analysis process.

F. Responsiveness and Legal Compliance

Strengths:

NOAA complied with federal EEO statutes and regulations, policy guidance, and other applicable written instructions with respect to responsiveness and legal compliance. However, rather than view workplace equality efforts as a detached compliance function, NOAA works to seamlessly interweave inclusion commitments across all organizational operations. Senior Leaders receive monthly updates from OICR leadership to discuss current and new EEO and DEIA regulations as well as EEOC orders for corrective action and relief in all EEO matters.

Deficiencies: There were no deficiencies identified in this element.

Part E.3 - Executive Summary: Workforce Analyses

Based on an analysis of NOAA's workforce data tables A and B and the past EEOC Technical Assistance Review, NOAA developed and/or continued three (3) Part I Plans and four (4) Part J Plans, to address the recruitment, hiring, advancement, and retention of minorities, PWD, and PWTD.

The Part I Plans address the following conditions: 1) the low participation rates of women at the GS-13 level (or equivalent) and above; 2) the low participation rates of women in the total workforce; 3) the low participation rates of Hispanic males and females.

The Part J Plans address: 1) the low number of PWDs applying to the Leadership Competencies Development Program (LCDP), as well as the overall absence of PWTD as applicants or participants; 2) the separation rate of PWD/PWTD, which exceeds that of persons without disabilities/targeted disabilities; 3) the low participation rate of PWDs in mission-critical occupations, and; 4) the low level of the time-off awards, bonuses, or other incentives for PWDs and PWTDs.

These plans will focus resources on the completion of the barrier analysis process and align our efforts on addressing "cross-cutting triggers" such as the low participation of Hispanics and PWDs, and the low participation of females in the leadership pipeline, which are present in all DOC bureaus.

DATA SOURCES

Workforce data (MD-715 tables) were pulled from Data Insight Workforce Analytics System. The main database for ethnicity, race, and gender analysis is the National Civilian Labor Force (NCLF), as derived from the calendar year 2014-2018 American Community Survey (ACS) from the U.S. Census Bureau. Major occupational benchmarks are likewise derived from the ACS. These comparisons are used in accordance with the EEOC's interpretive authority guidance in its MD-715 instructions to agencies.

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WORKFORCE TOTALS

At the end of FY23, NOAA employed 11,992 permanent and temporary employees, which reflects an increase of 2.22 percent from FY22. NOAA workforce is comprised almost exclusively of permanent employees in the Pay Band (CAPS) pay system. One percent of the workforce falls within the Senior Executive Service (SES), the Wage Grade (WG) system, or are temporary employees.

ETHNICITY/RACE INDICATOR (ERI) AND GENDER DATA (Table A1)

In FY23, while NOAA increased its total workforce population by 2 percent, ERI distributions remained relatively static. Figure 1 which is a snapshot of Table A1, shows the representation of Hispanics, White Females, African Americans, Native Hawaiians or Pacific Islanders and Two or More Races in NOAA's workforce remains below the CLF with minimal changes from the previous Fiscal Year.

The total workforce increased from 11,731 to 11,992 employees (+2.22%). The largest racial/ethnic group is White males, comprising 51.21% of the total workforce, which is overrepresented compared to 35.64% in the CLF.

The percentage of total females continues to show a slight average increase each year of 0.5%; however, female representation remains below the CLF by 5.74%. This discrepancy is one of the current triggers reflected in Part I. Compared to other Department of Commerce bureaus, NOAA has the second lowest level of female representation.

Hispanics or Latinos are the least represented group at just 4.76% of the total workforce, compared to 12.98% in the CLF. This under-representation is another trigger reflected in Part I. Again, compared to other DOC bureaus, NOAA ranks second to last in Hispanic representation. There has been a minor 0.22% increase compared to FY22.

Black or African Americans are the second least represented racial group relative to the CLF (9.55% versus 12.31%). However, their representation did increase slightly from FY22.

NOAA has not currently identified any causal relationships between the triggers in its workforce statistics and any specific policies, procedures, or practices. However, NOAA will continue examining these triggers, seeking to identify barriers that may exist and determine what actions, if any, need to be taken to eliminate those obstacles and increase the total representation of those groups currently underrepresented.

MAJOR OCCUPATIONS (Table A6P)

NOAA Employees ERI and Gender		FY22	FY23	CLF
Total Employees	Males	63.55%	62.48%	51.79%
	Females	36.45%	37.52%	48.21%
Hispanic or Latino	Males	2.53%	2.60%	6.82%
	Females	2.01%	2.16%	6.16%
White	Males	52.51%	51.21%	35.64%
	Females	25.60%	26.08%	31.82%
Black or African American	Males	3.94%	3.95%	5.70%
	Females	5.41%	5.60%	6.61%
Asian	Males	3.61%	3.78%	2.19%
	Females	2.64%	2.90%	2.18%
Native Hawaiian or Pacific Islander	Males	0.26%	0.27%	0.31%
	Females	0.23%	0.23%	0.31%
American Indian or Alaska Native	Males	0.46%	0.46%	0.08%
	Females	0.26%	0.25%	0.08%
Two or More Races	Males	0.24%	0.22%	1.05%
	Females	0.29%	0.29%	1.05%

Figure 1: Ethnicity and Race Indicator by Sex, FY 2022 in comparison with FY 2023. Total Workforce by Ethnicity Race Indicator and Gender. Data collected from Data Insight Workforce Analytics System Table A1.

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As reflected on Figure 2, 50% (5,853 of 11,758) of NOAA's permanent workforce is in the five occupational series identified as the agency's major occupations in MD-715, Table A6P: Management Program Analyst (0343), Fishery Biologist (0482), General Physical Science (1301), Meteorologist (1340), and Information Technology Management (2210). These occupations were identified as major occupations not only for their total representation but also based on how critical those occupations are to accomplish NOAA's mission.

Major Occupations By Gender			Total of Workforce
Management Program Analyst (0343)	Males	34.16%	6.17%
	Females	65.84%	
Fishery Biologist (0482)	Males	56.65%	6.20%
	Females	43.35%	
General Physical Science (1301)	Males	67.25%	7.74%
	Females	32.75%	
Meteorologist (1340)	Males	79.96%	21.05%
	Females	20.04%	
Information Technology Management (2210)	Males	84.40%	8.62%
	Females	15.60%	

Figure 2: Major Occupations at NOAA. Data collected from Data Insight Workforce Analytics System Table A6P

When examining the workforce demographics by MCO (Table A6P), we discovered that Hispanics/Latinos are drastically underrepresented below the OCLF for all five major occupations: 0343 job series: 5.79% Total vs 6.3% OCLF; 0482 job series: 3.7% Total vs 5.7% OCLF; 1301 job series: 4.18% Total vs 5.6% OCLF; 1340 job series: 3.79% Total vs 4.7% OCLF; 2210 job series: 4.74% Total vs 6.1% OCLF.

Black or African Americans are below the CLF benchmark for the job series: 0482 (1.37% Total vs 3% OCLF), 1301 (3.3% Total vs 3.8% OCLF) and 1340 (2.14% Total vs 4.9% OCLF). Asians are below OCLF levels for the job series: (0343 (6.34% Total vs 7.1% OCLF), 0482 (3.43% Total vs 9.2% OCLF) and 1301 (10.77% Total vs 16% OCLF). Those identifying as two or more races are below the relevant OCLFs for all five mission-critical occupations.

GRADE DATA (Table A4P)

Figure 3 shows the NOAA grade distribution by race and sex for FY23. In NOAA's permanent workforce, 29% of employees are in senior level positions (GS-14 and above), of which 1% are at the Senior Executive Service (SES) level. Some discrepancies emerge when grade ranges are compared against overall representation rates.

During the past year, the representation of White females, Black or African Americans, and Asian females did increase at the SES level. However, their representation remains low compared to their share of the total workforce and GS-14/15 feeder groups.

Hispanics or Latinos stand out as one of the most underrepresented groups. They comprise just 4.76% of NOAA's total workforce, but only 1.2% of senior level positions from GS-14 and GS-15 up to SES.

	GS 1-8 (or equivalent)	GS 9-13 (or equivalent)	GS 14-15 (or equivalent)	SES and other Senior Pay (or equivalent)	NOAA
All	28.83%	41.51%	28.35%	1.31%	100%
Male	16.66%	28.63%	16.58%	0.95%	62.48%
Female	12.17%	12.88%	11.77%	0.36%	37.52%
Hispanic/Latino	1.21%	2.31%	1.17%	0.03%	4.76%
Male	0.67%	1.28%	0.60%	0.03%	2.60%
Female	0.54%	1.04%	0.57%	0.01%	2.16%
White	21.27%	32.93%	22.10%	1.11%	77.28%
Male	13.07%	24.04%	13.66%	0.82%	51.21%
Female	8.20%	8.89%	8.45%	0.29%	26.08%
Black/African American	3.63%	3.29%	2.54%	0.06%	9.56%
Male	1.35%	1.54%	1.01%	0.03%	3.95%
Female	2.28%	1.75%	1.53%	0.03%	5.60%
Asian	2.22%	2.24%	2.08%	0.10%	6.68%
Male	1.35%	1.33%	1.04%	0.08%	3.78%
Female	0.87%	0.91%	1.05%	0.03%	2.90%
Native Hawaiian / Pacific Islander	0.14%	0.23%	0.13%	0.00%	0.50%
Male	0.06%	0.13%	0.08%	0.00%	0.27%
Female	0.09%	0.10%	0.05%	0.00%	0.23%
American Indian /Alaskan Native	0.14%	0.37%	0.19%	0.00%	0.71%
Male	0.08%	0.24%	0.13%	0.00%	0.46%
Female	0.06%	0.13%	0.06%	0.00%	0.25%
Two or More Races	0.22%	0.14%	0.14%	0.00%	0.51%
Male	0.08%	0.08%	0.07%	0.00%	0.22%
Female	0.14%	0.07%	0.07%	0.00%	0.29%

Figure 3: NOAA Permanent Workforce Distribution by Grade. Data collected from Data Insight Workforce Analytics System Table A-4P. When comparing total of NOAA versus grade breakdown, the percentages have approximately 0.01% margin of error due employees under unspecified GS.

NOAA continues creating efforts to improve the pipeline of minority, female, and other underrepresented groups into mid-level and senior-level roles could significantly improve parity across grades. NOAA

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recognizes continuously strengthening and diversifying our talent pipeline at all levels as vital to creating a more equitable and inclusive agency that reaps the benefits of empowering those with a breadth of experiences and perspectives to drive mission impact.

APPLICANT FLOW DATA (HIRINGS AND PROMOTIONS)

A key component of conducting thorough barrier analysis is reviewing applicant flow data tables to compare the diversity of the candidate pool to that of selectees for various roles. Unfortunately, those data tables were not available, therefore, we were unable to complete intended analyses assessing the ratio of applicants from underrepresented groups successfully progressing through recruitment and hiring processes. Lacking this granular data limited our ability to quantitatively diagnose the precise points in the talent acquisition lifecycle where diverse talent may be disproportionately falling out of the pipeline. We remain fully committed to obtaining the necessary data from OHCS and conduct barrier analysis in FY24.

AWARDS REVIEW

Total Workforce Summary of Awards (Table A13):

Time-Off Awards 1-10 hours: White females received 21.19% of awards compared to 26.08% of the workforce, a 4.89% disparity.

Total Time-Off Awards 11-20 hours: Hispanic or Latino males were overrepresented, receiving 1.93% of awards compared to 2.60% of the workforce, a 0.67% disparity.

Total Time-Off Awards 21+ hours: Awards consistent with workforce percentages

Cash Awards: \$100-\$500: Hispanics or Latinos were overrepresented in cash awards under \$500 (3.81% of awards vs 2.16% of workforce - 1.65% disparity). White males were underrepresented in cash awards under \$500 (receiving 52.69% of awards vs 51.21% workforce representation, a 1.48% disparity).

Cash Awards: \$501+: Awards consistent with workforce percentages

Employees with Disabilities Summary of Award (Table B13):

Total Time-Off Awards, Cash awards and Pay Increase: Awards consistent with workforce percentages. However, when using the inclusion rate as the benchmark, the distribution of awards, was inconsistent. While IWDs and IWTDs may be above EEOC federal goal, in some cash and time-off award categories, both appear to be under-represented in pay increases intended to reward performance.

DISABILITY DATA (Table B1)

The federal government recognizes the importance of ensuring that IWDs are given equal opportunity to succeed in the workplace, despite the significant barriers they may face when compared to individuals without disabilities. As of the end of FY23, 14.43% percent of NOAA employees identified themselves as IWDs, an increase of 1.34% versus FY22 and 2.43% above federal goal of 12%, 3.06% identified as having targeted disabilities, a slight increase of 0.15% versus FY22 and 1.06% above federal goal of 2%.

	FY 2022	FY 2023
Individuals with Disability (12% Federal Goal)	13.09%	14.43%
Individuals with Targeted Disability (2% Federal Goal)	2.91%	3.06%

Figure 4: NOAA Employees with Disabilities or Targeted Disabilities
Data collected from Data Insight Workforce Analytics System Table B1.

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TRIGGERS INDICATING POSSIBLE BARRIERS

In addition to the annual self-assessment, MD-715 requires federal agencies to analyze their workforce data for any triggers that may indicate the existence of barriers to equal employment opportunity. During the workforce analyses for this report, several trends were identified that will require further analyses to determine whether barriers exist that are inhibiting equal employment opportunity for employees and applicants. Multiple triggers have been combined into three overall areas for EEO study, including:

- **Low Participation Rate of Hispanics/Latinos and Females.** A review of Agency workforce demographic data revealed that the representation of Hispanics/Latinos and Females in the total workforce is significantly lower than their expected rates of participation. See Part I.
- **Low Participation Rate of Females at Senior Leadership Positions.** Analysis of current workforce data has reinforced earlier information, including the agency's prior MD-715 report's suggestion that the representation of women at the senior level positions GS-13 and above. See Part I.
- **Low Participation of IWDs/IWTDs in the Leadership Competencies Development Program (LCDP) and high separation rate.** See Part J.

EEO COMPLAINTS

OICR is responsible for ensuring all employees, including supervisors and managers, have unfettered access to the EEO complaints process. EEO complaints are processed without bias, based on the facts, and in accordance with the Code of Federal Regulations Title 29, Part 1614 and the U.S. Equal Employment Opportunity Commission's rules and regulations.

Pre-complaint Counseling (Informal):

In FY23, NOAA received 81 pre-complaints, which represent a 13% decrease in pre-complaint activity compared to the 94 pre-complaints received in FY22. Top bases reported were: Disability, Reprisal, and Race/Age. Top issues reported were: Harassment, Terms/Conditions of Employment, and Reasonable Accommodation. The total pre-complaints resulting in formal complaints filed increased by 27% in FY23 (57) versus FY22 (45).

NOAA is not currently capturing complaint data by race and national origin or by regional office in order to properly analyze trends among different groups. However, OICR intends to implement an improved process in FY2024 to collect this data and strengthen future barrier analyses with on-the-ground qualitative discoveries.

Alternative Dispute Resolution (ADR):

In FY23, NOAA offered ADR to 67 of the 81 pre-complainants, an ADR offer rate of 83 percent. This is an increase of 23% from FY22, when 47 of the 94 pre-complainants were offered ADR. NOAA's ADR participation rate also slightly increased to 52% in FY23, 1% above FY22. Even though settlement rate decreased in FY23, rate of formal complaints not filed after participating in ADR increased by 70%.

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Part E.4 - Executive Summary: Accomplishments

NOAA has corrected the following program deficiencies identified EEOC on the feedback letter dated December 22, 2023:

- The [EEO Policy](#) was updated and signed on 12/15/2023 in compliance with EEOC's guidance.
- [DOC's DAO 202-955 Anti-Harassment Policy](#) was updated and issued on 1/11/2024 in compliance with EEOC's guidance
- Agency's [Affirmative Action Plan](#) is posted on NOAA's public website
- Agency's [Reasonable Accommodation Procedures](#) are posted on NOAA's public website.
- Release in November 2023 new reporting system ([USA Staffing Resource Center](#)) to collect external and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status.
- The agency's ADR participation rate is at 52%, 2% above EEOC goal.
- The agency's notices concerning [Section 508 of the Rehabilitation Act](#) and the Architectural Barriers Act includes how to file a complaint.

NOAA is working in correcting the following deficiencies identified by EEOC:

- Complete Applicant Flow Data Tables A/B
- Timely process reasonable accommodation requests (FY23, 96% timely)

Activities were accomplished in the following areas:

Part I: Agency EEO Plan to Eliminate Identified Barrier

NOAA served as a premier sponsor of the Women of Color STEM conference and hosted a virtual booth managed by NOAA OHCS's recruiters, allowing NOAA staff to connect with talented and diverse candidates to build a more inclusive workforce. The Women's ERG became a member of NOAA's Barrier Analysis Working Group to identify gaps in the recruitment of women.

NOAA participated in three significant outreach events aimed at enhancing the representation and inclusion of Hispanics/Latinos within the organization. By participating in these events, we bolster our commitment to diversity and inclusion, particularly Hispanic/Latino representation, elevating NOAA's standing as a diversity champion and fostering an inclusive environment that values unique perspectives and talents, all in compliance with federal laws and directives.

Part J: Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

Finalized and published a NOAA-specific Operational Plan for Recruiting, Hiring, and Retaining Persons with Disabilities (PWD).

Part E.5 - Executive Summary: Planned Activities

Demonstrated Commitment from Agency Leadership:

Annually updating the EEO Policy Statement aligns with EEOC guidelines, ensuring a clear commitment to equal employment opportunities. Simultaneously, prominently posting the reasonable accommodations policy on the public website is scheduled to enhance accessibility and understanding for all stakeholders.

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Integration of EEO into the Agency's Strategic Mission:

Continue discussions about OICR's reporting structure with the EEOC and Departmental Leadership to identify feasible steps to become compliant with the Act.

Management and Program Accountability:

Reasonable Accommodation Coordinators (RACs) will continue to conduct reasonable accommodation webinars for supervisors and employees and track participation. The RACs will develop a plan for deciding officials to improve timeliness.

With the newly established Barrier Analysis Working Group, NOAA will conduct a quarterly review of workforce data to ensure feasibility of complete workforce data tables and progress with barrier analysis.

Proactive Prevention:

NOAA will benchmark cabinet level agencies to determine best practices for implementation at NOAA. The Disability Employment Program Manager will continue its partnership with the Disability ERG to discuss challenges to advancement and hold Lunch and Learn sessions with employees to discuss application procedures for Schedule A opportunities. Also, NOAA will send an annual broadcast about the EEO Complaint Process, Anti-Harassment and ADR Program.

Efficiency:

To increase awareness, NOAA will send an annual broadcast message on the EEO/ADR Program, highlighting the services and benefits of the process, and post it on the agency website. Also, it will create an EEO/ADR survey for participants to determine areas of improvement and increase customer satisfaction and develop training modules for managers and employees on the EEO/ADR process.

Part I:

NOAA newly established a Barrier Analysis Working Group will conduct barrier analysis to determine the cause of low participation rates of identified EEO groups; will continue conducting career development sessions for all employees; enable effective engagement with established ERGs to assist with affirmative employment and D&I efforts; and finally, NOAA will survey members to identify possible barriers preventing Hispanics/Latinos with Disabilities from applying for NOAA's LCDP.

Part J:

NOAA will review feedback collected from the Separating Employee Clearance Module launched in June 2023 to better determine the reason for high rate of voluntary separations.

NOAA will set aside one percent (1%) of LANTERN opportunities for PWD/PWTD, encourage LANTERN Opportunity Creators to include verbiage stating if the position is suitable for Individuals with Disabilities, and include language in the opportunity description that encourages them to apply.

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Conclusion:

Although the National Oceanic and Atmospheric Administration (NOAA) has maintained its satisfactory status in Fiscal Year 2023 according to the MD-715 Equal Employment Opportunity Program Status Checklist, Agency leaders and employees have shown an increasing awareness and dedication to the significance of diversity and inclusion initiatives as they relate to NOAA's strategic operational missions of environmental observation, weather forecasting, and climate monitoring.

Promoting a Model Workplace culture that values diversity and inclusion has become further embedded as a key priority across the organizational fabric of NOAA. Over the past year, the Agency has made meaningful progress in its continual quest to foster a fully inclusive working environment, where all employees—regardless of background—are proud and empowered to bring their authentic selves to work each day and display their full talents.

NOAA's senior leadership remains steadfastly committed not just in words, but more importantly in actions, to cultivating and sustaining a workplace culture centered on principles of equity, accessibility, diversity and inclusion. Through transparent communication, leading by example, holding all levels accountable and providing training opportunities focused on belonging, NOAA continues to evolve on its path to becoming a recognized Model Workplace and Employer of Choice that leverages and celebrates the diversity of all its exceptional personnel.

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715-01 PART F
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
CERTIFICATION OF ESTABLISHMENT OF CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Dr. Ngozi Butler-Guerrier, Director, Office of Inclusion and Civil Rights, ZA-0260-V,
am the Principal EEO Director/Official for the **National Oceanic and Atmospheric**
Administration (NOAA).

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Dr. Butler-Guerrier Ngozi Digitally signed by Dr. Butler-Guerrier Ngozi
Date: 2024.02.26 17:01:45 -05'00'

02/26/2024

Ngozi Butler-Guerrier, Ed.D., Director, NOAA Office of
Inclusion and Civil Rights

Date

Signature of Principal EEO Director and Reporting Component
Designee Certifies that this Federal Agency Annual EEO
Program Status Report is in compliance with EEO MD-715.

FRIEDMAN.BENJAMIN.PAUL.1 Digitally signed by
400785542 FRIEDMAN.BENJAMIN.PAUL.1400785542
Date: 2024.02.28 13:42:51 -05'00'

02/28/2024

Benjamin Friedman, J.D., Deputy Under Secretary for
Operations on behalf of Richard W. Spinrad, Ph.D., Under
Secretary of Commerce for Oceans and Atmosphere & NOAA
Administrator

Date

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MD-715 - PART G

Agency Self-Assessment Checklist

The Part G Self-Assessment Checklist is a series of questions designed to provide federal agencies with an effective means for conducting the annual self-assessment required in Part F of MD-715. This self-assessment permits EEO Directors to recognize, and to highlight for their senior staff, deficiencies in their EEO program that the agency must address to comply with MD-715's requirements. Nothing in Part G prevents agencies from establishing additional practices that exceed the requirements set forth in this checklist.

All agencies will be required to submit Part G to EEOC. Although agencies need not submit documentation to support their Part G responses, they must maintain such documentation on file and make it available to EEOC upon request.

The Part G checklist is organized to track the MD-715 essential elements. As a result, a single substantive matter may appear in several different sections, but in different contexts. For example, questions about establishing an anti-harassment policy fall within Element C (Management and Program Accountability), while questions about providing training under the anti-harassment policy are found in Element A (Demonstrated Commitment from Agency Leadership).





For each MD-715 essential element, the Part G checklist provides a series of "compliance indicators." Each compliance indicator, in turn, contains a series of "yes/no" questions, called "measures." To the right of the measures, there are two columns, one for the agency to answer the measure with "Yes", "No", or "NA;" and the second column for the agency to provide "comments", if necessary. Agencies should briefly explain any "N/A" answer in the comments. For example, many of the sub-component agencies are not responsible for issuing final agency decisions (FADs) in the EEO complaint process, so it may answer questions about FAD timeliness with "NA" and explain in the comments column that the parent agency drafts all FADs.

A "No" response to any measure in Part G is a program deficiency. For each such "No" response, an agency will be required in Part H to identify a plan for correcting the identified deficiency. If one or more sub-components answer "No" to a particular question, the agency-wide/parent agency's report should also include that "No" response.

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MD-715 - PART G
Agency Self-Assessment Checklist

ESSENTIAL ELEMENT A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.			
 Compliance Indicator  Measures	A.1 – The agency issues an effective, up-to-date EEO policy statement.	Measure Met? (Yes/No/NA)	Comments
A.1.a	Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comment's column. [see MD-715, II(A)]	YES	12/15/2023 https://www.noaa.gov/organization/inclusion-and-civil-rights/policy-statement-on-equal-employment-opportunity
A.1.b	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)]	YES	
 Compliance Indicator  Measures	A.2 – The agency has communicated EEO policies and procedures to all employees.	Measure Met? (Yes/No/NA)	Comments
A.2.a	Does the agency disseminate the following policies and procedures to all employees?		
A.2.a.1	Anti-harassment policy? [see MD 715, II(A)]	YES	https://www.noaa.gov/sites/default/files/2024-02/DAO_202-955_1_11_24.pdf
A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	YES	





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A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website?		
A.2.b.1	The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	YES	
A.2.b.2	Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]	YES	
A.2.b.3	Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	YES	https://www.noaa.gov/organization/human-capital/reasonable-accommodation
A.2.c	Does the agency inform its employees about the following topics:		
A.2.c.1	EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often.	YES	Annually
A.2.c.2	ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	YES	Annually
A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	YES	Annually
A.2.c.4	Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	YES	Annually
A.2.c.5	Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.	YES	Annually
 Compliance Indicator  Measures	A.3 – The agency assesses and ensures EEO principles are part of its culture.	Measure Met? (Yes/No/NA)	Comments
A.3.a	Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If “yes”, provide one or two examples in the comments section.	YES	OICR Challenge Coin & NOAA Administrator's Award
A.3.b	Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	YES	
ESSENTIAL ELEMENT B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION			
This element requires that the agency's EEO programs are structured to maintain a workplace that is free from discrimination and support the agency's strategic mission.			





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 Compliance Indicator  Measures	B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.	Measure Met? (Yes/No/NA)	Comments
B.1.a	Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	NO	See Part H-1 Plan
B.1.a.1	If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	YES	Deputy Under Secretary for Operations (DUSO) & Senior Career Official
B.1.a.2	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	YES	
B.1.b	Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	YES	
B.1.c	During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I)] If "yes", please provide the date of the briefing in the comments column.	YES	04/21/2023
B.1.d	Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	YES	
 Compliance Indicator  Measures	B.2 – The EEO Director controls all aspects of the EEO program.	Measure Met? (Yes/No/NA)	Comments
B.2.a	Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	YES	
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	YES	
B.2.c	Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	N/A	This is managed by the DOC Office of Civil Rights.

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B.2.d	Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	N/A	This is managed by the DOC Office of Civil Rights.
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	YES	
B.2.f	Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	YES	
B.2.g	If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	YES	
 Compliance Indicator  Measures	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure Met? (Yes/No/NA)	Comments
B.3.a	Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	YES	
B.3.b	Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	YES	Increase the number of employees with lower-than-expected participation rates in the NOAA workforce.
 Compliance Indicator  Measures	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Measure Met? (Yes/No/NA)	Comments
B.4.a	Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:		
B.4.a.1	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	YES	
B.4.a.2	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	YES	





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B.4.a.3	to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	YES	
B.4.a.4	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	YES	
B.4.a.5	to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	YES	
B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	YES	
B.4.a.7	to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.	YES	
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]	YES	
B.4.a.9	to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	YES	
B.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	YES	
B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	YES	
B.4.b	Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	YES	
B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	YES	
B.4.d	Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?	YES	
B.4.e	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	YES	





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 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
	B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.		
B.5.a	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:		
B.5.a.1	EEO Complaint Process? [see MD-715(II)(B)]	YES	
B.5.a.2	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	YES	
B.5.a.3	Anti-Harassment Policy? [see MD-715(II)(B)]	YES	
B.5.a.4	Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	YES	
B.5.a.5	ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	YES	
 Compliance Indicator  Measures	B.6 – The agency involves managers in the implementation of its EEO program.	Measure Met? (Yes/No/NA)	Comments
B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	YES	
B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	YES	
B.6.c	When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	YES	
B.6.d	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]	YES	
ESSENTIAL ELEMENT C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan.			

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 Compliance Indicator  Measures		Measure Met? (Yes/No/NA)	Comments
	C.1 – The agency conducts regular internal audits of its component and field offices.		
C.1.a	Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	YES	Annually
C.1.b	Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	YES	Annually
C.1.c	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	YES	
 Compliance Indicator  Measures	C.2 – The agency has established procedures to prevent all forms of EEO discrimination.	Measure Met? (Yes/No/NA)	Comments
C.2.a	Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	YES.	DOC's DAO 202-955 was updated and issued on 1/11/2024. https://www.noaa.gov/sites/default/files/2024-02/DAO_202-955_1_11_24.pdf
C.2.a.1	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	YES	
C.2.a.2	Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	YES	
C.2.a.3	Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	YES	



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C.2.a.4	Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]	YES	
C.2.a.5	Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <i>Complainant v. Dep't of Veterans Affairs</i> , EEOC Appeal No. 0120123232 (May 21, 2015); <i>Complainant v. Dep't of Defense (Defense Commissary Agency)</i> , EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	YES	
C.2.a.6	Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]	YES	
C.2.b	Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]	YES	DAO 215-10, Establishing Procedures for Requesting Reasonable Accommodations was updated on 8/22/2023. https://www.commerce.gov/sites/default/files/2023-09/DAO%20215-10%20Final%20Copy-8.18.2023%20%281500%29%20%28edited%20signed%20copy%29.pdf
C.2.b.1	Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]	YES	
C.2.b.2	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	YES	
C.2.b.3	Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	YES	
C.2.b.4	Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]	YES	
C.2.b.5	Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.	NO	96% Timely for FY 2023 See Part H-3 Plan



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C.2.c	Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]	YES	
C.2.c.1	Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	YES	https://www.noaa.gov/organization/human-capital/reasonable-accommodation#:~:text=Targeted%20Services,-Personal%20Assistance%20Services%20(PAS),-Department%20of%20Commerce
 Compliance Indicator  Measures	C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Measure Met? (Yes/No/NA)	Comments
C.3.a	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	YES	
C.3.b	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:		
C.3.b.1	Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	YES	
C.3.b.2	Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	YES	
C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	YES	
C.3.b.4	Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	YES	
C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	YES	
C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	YES	





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C.3.b.7	Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	YES	
C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	YES	
C.3.b.9	Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	YES	
C.3.c	Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	YES	OICR Director is on the Disciplinary Review Panel for EEO-related issues.
C.3.d	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	YES	
 Compliance Indicator  Measures	C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Measure Met? (Yes/No/NA)	Comments
C.4.a	Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	YES	
C.4.b	Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	YES	
C.4.c	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	NO	See Part H-2 Plan
C.4.d	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	YES	
C.4.e	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:		
C.4.e.1	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	YES	
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	YES	
C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	YES	





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C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	YES	
C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	YES	
 Compliance Indicator  Measures	C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Measure Met? (Yes/No/NA)	Comments
C.5.a	Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)]	YES	
C.5.b	When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	N/A	C.3.c - OICR Director is on the Disciplinary Review Panel for EEO-related issues.
C.5.c	If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	YES	
 Compliance Indicator  Measures	C.6 – The EEO office advises managers/supervisors on EEO matters.	Measure Met? (Yes/No/NA)	Comments
C.6.a	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column.	YES	Annually/ Quarterly
C.6.b	Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	YES	
<p style="text-align: center;">Essential Element D: PROACTIVE PREVENTION</p> <p>This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.</p>			

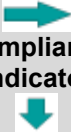

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 Compliance Indicator  Measures	D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Measure Met? (Yes/No/NA)	Comments
D.1.a	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	YES	
D.1.b	Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	YES	
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)]	YES	
 Compliance Indicator  Measures	D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Measure Met? (Yes/No/NA)	Comments
D.2.a	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	YES	
D.2.b	Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	YES	
D.2.c	Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	NO	See Part H -4 Plan (New)
D.2.d	Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If “yes”, please identify the data sources in the comments column.	YES	Complaints data, climate surveys, affinity groups, program evaluations.

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 Compliance Indicator Measures	D.3 – The agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No/NA)	Comments
D.3.a.	Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	YES	
D.3.b	If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	YES	
D.3.c	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	YES	
 Compliance Indicator Measures	D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Measure Met? (Yes/No/NA)	Comments
D.4.a	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.	YES	https://www.noaa.gov/sites/default/files/2023-12/Affirmative%20Action%20Plan%20-%202022.pdf
D.4.b	Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	YES	
D.4.c	Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	YES	
D.4.d	Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	YES	See Part H-5 Plan (Resolved)

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ESSENTIAL ELEMENT E: EFFICIENCY

This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.

 Compliance Indicator Measures	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No/ NA)	Comments
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	NO	93% Timely Pre-Complaints See Part H-6
E.1.b	Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	YES	
E.1.c	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?	N/A	This is managed by the DOC Office of Civil Rights.
E.1.d	Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.	N/A	This is managed by the DOC Office of Civil Rights.
E.1.e	Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	YES	
E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	N/A	This is managed by the DOC Office of Civil Rights.
E.1.g	If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?	N/A	This is managed by the DOC Office of Civil Rights.
E.1.h	When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?	N/A	This is managed by the DOC Office of Civil Rights.
E.1.i	Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?	N/A	This is managed by the DOC Office of Civil Rights.
E.1.j	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	N/A	This is managed by the DOC Office of Civil Rights.





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E.1.k	If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	YES	
E.1.l	Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	N/A	This is managed by the DOC Office of Civil Rights.
 Compliance Indicator  Measures	E.2 – The agency has a neutral EEO process.	Measure Met? (Yes/No/NA)	Comments
E.2.a	Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	YES	NOAA's Office of Inclusion and Civil Rights handles informal EEO complaints, while the formal complaint and investigation process is managed by the DOC's Office of Civil Rights. Both offices are separate and distinct from their respective Human Resources and Legal departments.
E.2.b	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	N/A	This is managed by the DOC Office of Civil Rights.
E.2.c	If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	N/A	This is managed by the DOC Office of Civil Rights.
E.2.d	Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	YES	
E.2.e	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)]	N/A	This is managed by the DOC Office of Civil Rights.





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 Compliance Indicator  Measures	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Measure Met? (Yes/No/NA)	Comments
E.3.a	Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	YES	
E.3.b	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	YES	
E.3.c	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	YES	ADR Participation was 52%
E.3.d	Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	YES	
E.3.e	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	YES	
E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	YES	
 Compliance Indicator  Measures	E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure Met? (Yes/No/NA)	Comments
E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:	YES	
E.4.a.1	Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	YES	
E.4.a.2	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	YES	
E.4.a.3	Recruitment activities? [see MD-715, II(E)]	YES	
E.4.a.4	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	NO	See Part H-2 Plan
E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	YES	
E.4.a.6	The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	YES	





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E.4.b	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	YES	
 Compliance Indicator  Measures	E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure Met? (Yes/No/NA)	Comments
E.5.a	Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If “yes”, provide an example in the comments.	YES	NOAA's Office of Inclusion and Civil Rights reviews all relevant data pertaining to the agency's EEO program annually, including trend analysis. This data is presented to senior leadership in the State of the Agency Report, which is used to identify areas of focus for the following fiscal year and beyond.
E.5.b	Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If “yes”, provide an example in the comments.	YES	Created D&I Best Practices List
E.5.c	Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]	YES	
ESSENTIAL ELEMENT F: RESPONSIVENESS AND LEGAL COMPLIANCE			
This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.			
 Compliance Indicator  Measures	F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.	Measure Met? (Yes/No/NA)	Comments
F.1.a	Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	YES	
F.1.b	Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	YES	

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F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	YES	
F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	YES	
F.1.e	When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	YES	
 Compliance Indicator  Measures	F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Measure Met? (Yes/No/NA)	Comments
F.2.a	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	YES	
F.2.a.1	When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	N/A	This is managed by the DOC Office of Civil Rights.
F.2.a.2	When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	YES	
F.2.a.3	When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	N/A	This is managed by the DOC Office of Civil Rights.
F.2.a.4	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	N/A	This is managed by the DOC Office of Civil Rights.
 Compliance Indicator  Measures	F.3 - The agency reports to EEOC its program efforts and accomplishments.	Measure Met? (Yes/No/NA)	Comments
F.3.a	Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	N/A	This is managed by the DOC Office of Civil Rights.
F.3.b	Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	YES	

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part H-1
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.1.a	The OICR Director is not supervised by the agency head, as mandated by the amended Notification and Federal Employee Antidiscrimination and Retaliation (NoFEAR) Act.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
03/1/2021	A reporting structure that meets the requirements of the NoFEAR Act, and provides the OICR Director with appropriate authority and resources to effectively carry out a successful EEO program.	09/30/2021	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
OICR Director	Dr. Ngozi Butler-Guerrier	Yes
Deputy Under Secretary for Operations (DUSO)	Benjamin Friedman	Yes
Director, Office of Civil Rights, Department of Commerce	Larry J. Beat	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
04/01/2021	The DOC-Office of Civil Rights will consult with the EEOC and Departmental Leadership to identify feasible steps to become compliant with the Act. OCR and Departmental	Yes	09/30/2024	

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	Leadership will evaluate options for compliance and will identify the specific steps that will ensure compliance.			
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Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	The Office of Inclusion and Civil Rights (OICR) has been working diligently to address this deficiency. In our efforts to rectify this issue, the OICR Director has been in constant communication with the agency head, discussing strategies to change OICR's reporting structure. The last meeting was conducted on 2/29/2024 and during this meeting, the agency head communicated their commitment to restructuring the reporting line, ensuring the EEO Director is supervised by the Agency Head in accordance with EEOC guidelines per 29 CFR §1614.102(b)(4)

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part H-2
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.4.c E.4.a.4	The EEO Office does not have timely access to accurate and complete <u>internal</u> and external applicant flow data to prepare all MD-715 workforce data tables and complete the barrier analysis process.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
03/30/2019	Regularly review data systems to verify the availability of accurate/complete data for all MD-715 data tables and the barrier analysis process.	07/30/2019	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, OHCS	Hakeem Basheerud-Deen	Yes
Branch Chief, Analytics & HRIT (AHRIT)	Lynne Dupree Kartsakalis	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
07/30/2019	Initiate a quarterly review of data to ensure system feasibility of complete workforce data tables and progress with barrier analysis.	Yes	03/31/2024	
01/31/2020	Identify OHCS personnel for the production and delivery of data to OICR.	Yes		1/31/2020
02/01/2022	Revitalize discussions on solutions to ongoing issues with accurate/complete internal applicant flow data with OHCS.	Yes	02/01/2024	

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Report of Accomplishments

Fiscal Year	Accomplishments
2023	NOAA/OHCS adopted new reporting system (USA Staffing Resource Center) that was release in November 2023 to collect external and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part H-3
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.2.b.5	All accommodation requests are not processed within the timeframe set forth in the reasonable accommodation procedures.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
01/30/2019	Process all accommodation requests within the timeframe set forth in the reasonable accommodation procedures.	09/30/2019	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, OHCS	Hakeem Basheerud-Deen	Yes
Branch Chief, Work Life Branch, OHCS	Shannon Alfonso	Yes
Reasonable Accommodation Program Manager	Debbie Ferrara	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	Disseminate a broadcast message to supervisors and managers requesting that they take the online training on reasonable accommodation and the interactive process.	Yes	09/30/2020	07/30/2020

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09/30/2019	Reasonable Accommodation Coordinators (RACs) will continue conducting reasonable accommodation webinars for supervisors and track participation.	Yes	09/30/2022	09/30/2022
03/30/2020	Highlight reasonable accommodation training on a quarterly basis in the Learning Opportunities for Supervisors e-blasts.	Yes		07/30/2020
04/30/2020	Implement a RA Program tracking system to monitor requests and provide accurate data.	Yes		04/30/2020
09/30/2020	RACs will continue webinars for employees to inform them of the interactive process.	Yes	09/30/2022	09/30/2022
02/01/2022	RACs will develop a task reminder system for deciding officials (DOs) to improve timeliness including a toolbox with a variety of communication tools to ensure that the DOs understand upfront their responsibility to adhere to the timeline outlined in DAO 215-10.	Yes	09/30/2023	08/18/2023
07/20/21	RACs will develop a broadcast message for supervisors to improve awareness of the role and responsibilities of the deciding official.	Yes	04/30/2022	04/30/2022
4/30/2024	Evaluate anomalies in an effort to support improvement	Yes		
4/30/2024	Develop and deliver training that reflects updates to NOAA policy which includes highlighting the rigorous timeline and consequences of not adhering to them	Yes		
4/30/2024	Review administrative practices to ensure communication with deciding officials understand the rigorous timeline and consequences of not adhering to them.	Yes		

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Report of Accomplishments

Fiscal Year	Accomplishments
2023	<p>ETK tracker was established to help track RA requests and timelines.</p> <p>96% of the time NOAA responds to RA requests within the timeline meeting DOC goal of 90%.</p> <p>An updated DAO 215-10 was issued on 08/18/2023 incorporating a separate section about RA timeliness compliance stating that DMOs who do not provide timely responses leading to delays in the RA process may be subject to disciplinary action, including potential removal from Federal Service, as outlined in DAO 202-751.</p>

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part H-4
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.2.c	Agency does not consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
2/21/2024	Consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, OICR	Dr. Ngozi Butler-Guerrier	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2024	OICR will work with Senior Leaders to ensure Line/Staff Offices conduct an adverse impact analysis to consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments.	Yes		

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09/30/2024	OICR will meet with managers, as necessary, to inform them of the importance of conducting an adverse impact analysis.	Yes		
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Report of Accomplishments

Fiscal Year	Accomplishments

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part H-5
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.4.d	The agency's Affirmative Action Plan for PWD/PWTD does not include a specific plan to ensure sufficient opportunities for advancement.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
03/01/2021	Develop a plan that identifies specific steps to increase the number of PWD/PWTD and opportunities for advancement.	9/30/2022	9/30/2023	9/30/2023

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, OICR	Dr. Ngozi Butler-Guerrier	Yes
Director, OHCS	Hakeem Basheerud-Deen	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
08/30/2021	Create a NOAA-specific plan for Recruiting, Hiring, and Retaining People with Disabilities/Targeted Disabilities.	Yes	09/30/2023	9/30/2023
07/30/2021	Develop & present briefings on Individual Development Plans, Leadership Competencies Development Program (LCDP) & other career development programs.	Yes		07/30/2021

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06/30/2021	Explore Cabinet Level Agencies to determine best practices for implementation at NOAA.	Yes	09/30/2023	05/08/2023
07/30/2021	Collaborate with PWD/PWTD Employee Resource Group to discuss challenges in opportunities for advancement.	Yes		07/30/2021
09/30/2021	Present Lunch and Learn with employees to discuss application procedures for Schedule A opportunities.	Yes	09/30/2023	07/13/2023

Report of Accomplishments

Fiscal Year	Accomplishments
2023	<p>NOAA DPM met with several agencies-added comments to all RON to encourage individuals with disabilities to apply, conducted trainings for employees and supervisors on using Schedule a u authority.</p> <p>Conducted three (3) Lunch and Learn presentations with employees to discuss application procedures for Schedule A opportunities.</p> <p>A NOAA Operational Plan for Recruiting, Hiring, and Retaining People with Disabilities/Targeted Disabilities was developed and published.</p>

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MD-715 – Part H-6
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
E.1.a	The agency does not provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days to all participants.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
01/09/2023	Provide EEO counseling within the regulatory timeframes established by EEOC, Management Directive (MD) 110 to all participants.	09/30/2023	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
OICR Director	Dr. Ngozi Butler-Guerrier	Yes
EEO Specialist/Complaints Team Lead	Coneshea Simpson	No

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Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
01/31/2023	The OICR will use ETK and other spreadsheets as a tracking mechanism for EEO counselor use to determine timeframes throughout the counseling process.	Yes		1/31/2023
02/28/2023	Develop and use positive incentives for EEO Counselors conducting timely EEO Counseling.	Yes		2/28/2023
1/31/2024	NOAA will implement its new EEO Counseling SOP	Yes		
6/30/2024	NOAA is filling two vacant EEO specialist positions	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2023	<p>Utilize ETK and Google Sheets for tracking case progress on a semi-weekly basis. Provide weekly briefings to the Deputy Director and Director, and conduct weekly follow-ups with EEO counselors to discuss the status of EEO cases.</p> <p>Timeliness for Pre-Complaints in Fiscal Year 2023 is 93%, a 7% increase from FY22.</p> <p>EEO Counseling is a weighted performance element that contributes to raises and bonuses in CAPS. In addition, Director can authorize time off as quarterly milestones are met.</p>

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MD-715 – Part I

Agency EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

☐ If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
HR Connect Workforce Analytics System	Table A1: Total Workforce	<p>A review of total workforce data revealed that the representation of Hispanics/Latinos is 4.76%, 8.22% lower than the expected CLF participation rate of 12.98%.</p> <p>The representation of Hispanic/Latino Males is 2.60%; this rate is 4.22% lower than the expected CLF participation rate of 6.82%.</p> <p>The representation of Hispanic/Latino Females is 2.16%; this rate is 4% lower than the expected CLF participation rate of 6.16%.</p>

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	No
Hispanic or Latino Males	Yes
Hispanic or Latino Females	Yes
White Males	No
White Females	No
Black or African American Males	No
Black or African American Females	No
Asian Males	No
Asian Females	No
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No

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Two or More Races Males	No
Two or More Races Females	No

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	<p>Review of MD715 Tables:</p> <p>Data collection and analysis included a review of tables A1, A4 and A6 to identify occupational series which tend to lead to NOAA's Senior Leadership positions up to SES. This analysis indicated that the top three major occupations that tend to lead to Senior Leadership positions are: 0482 (Fishery Biology), 1340 (Meteorologist), and 2210 (Information Technology Management), which represents 36% of total workforce.</p> <p>These three occupational series also make up 29% of the total Hispanic/Latino workforce at NOAA. However, this does not necessarily mean that 29% of Hispanics/Latinos are in senior leadership positions themselves. Rather, it simply indicates that 29% of Hispanic/Latino employees fall under these three occupational series that can feed into senior leadership roles.</p> <p><u>Table A1 – Total Workforce</u> A review of total FY-23 workforce data revealed that Hispanics/Latinos male and female representation increased by 0.22%, from a participation rate of 4.54% in FY22 to 4.76% in FY23. However, this rate is 8.22% below their permanent workforce participation rate of 12.98%. Both groups remain below the CLF rate of 12.98%.</p> <p>The breakdown is as follows: Hispanic/Latino Males representation increased by 0.07% and the representation of Hispanic/Latino Females increased 0.15%.</p> <p><u>Table A4P: Participation in GS/Equivalence</u> The combined participation rate of Hispanic males and females at the GS-13 and above is 4.18%, 0.58% below their permanent workforce participation rate of 4.72%.</p>

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		<p><u>GS-13:</u> Hispanics were 4.32%; 0.40% below their permanent workforce representation.</p> <p><u>GS-14:</u> Hispanics were 3.82%; 0.90% below their permanent workforce representation.</p> <p><u>GS-15:</u> Hispanics were 4.40%; 0.32% below their permanent workforce representation.</p> <p><u>SES:</u> Hispanics were 3.15%; 1.57% below their permanent workforce representation.</p> <p>At senior grade levels, Hispanic/Latino male representation drops to 1.95% and female representation drops to 0.65%, compared to the total workforce representation of 2.60% for males and 2.16% for females. This shows a promotion rate barrier (recommend using disparity/trigger as a barrier has not been identified) as evidenced by 0.65% lower Hispanic/Latino male representation and 1.51% lower female representation at higher grades.</p> <p><u>Table A6P – Participation Rate by Major Occupations</u> A review of Table A6P revealed that Hispanics/Latinos male and female representation at the 0482 Fishery Biology, 1340 Meteorology, and 2210 Information Technology Management job series is below the expected representation rate when compared to the OCLF.</p> <p>In 0482s, Hispanics/Latinos were at 3.70%, 2% below the OCLF of 5.70%, showing a slight increase of 0.47% from FY22. In 1340s, Hispanics/Latinos were at 3.49%, 0.91% below the OCLF of 4.70%, and saw a slight increase of 0.03% from FY22. Hispanics/Latinos in 2210s were at 4.74%, 1.36% below the OCLF of 6.10%, with a slight increase of 0.09% from FY22.</p> <p>Further analysis will be conducted in FY24.</p> <p><u>Table A7P – Applicants by Major Occupations</u> No applicant flow data available.</p> <p><u>Table A9P – Promotions</u> No applicant flow data available.</p> <p><u>Table A11 - Internal Selections to Senior Level Positions</u> No applicant flow data available.</p>
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		<p><u>Table A14 – Separations</u></p> <p>A review of Table A14 revealed that 6.18% (50) of the total separations (809) were Hispanics/Latinos which is 1.42% above the total representation. 88% (44) of the total Hispanics/Latinos separations were voluntary, out of those 44, 20 were transfers and 12 were resignations. 12% (6) of the total Hispanics/Latinos separations were involuntary due to discharge or removal.</p> <p>A higher Hispanic/Latino resignation rate may indicate potential barriers in inclusion, advancement opportunities, or workplace culture. Further analysis will be conducted in FY24 using data collected from the Separating Employee Clearance module.</p>
Complaint Data (Trends)	Yes	A review of FY23 462 report revealed that out of 81 total complaints filed in FY23, one (1) complaint was based on Race/National Origin - Hispanic/Latino.
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	A review of FY23 462 report revealed there were no findings for complaints filed by Hispanics/Latino employees.
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	Yes	<p>Out of 865 total FY23 separations, 38 employees completed the exit survey which is only a 4% participation rate, which is not a statistically relevant sample on which to perform sufficient analysis. No RNO data is available to properly conduct barrier analysis.</p> <p>NOAA implemented in June 2023 the Separating Employee Clearance module in HRConnect. This module will include the sending of the Exit Survey to increase participation and response. Further analysis will be conducted in FY24.</p>
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	

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Other (Leadership Career Development Program (LCDP))	Yes	<p><u>NOAA Leadership Competencies Development Program (LCDP)</u></p> <p>NOAA's LCDP is a competitive 18-month leadership development program. Open to GS-11 through GS-15 (and equivalent) levels. It provides a series of training and leadership development experiences for a cadre of NOAA employees who have high potential for assuming greater responsibilities. The program promotes cross-line, multidisciplinary experiences that broaden participants' understanding of NOAA's strategic vision, mission, and goals, as well as its business processes. The approximate cost for the program per person is \$25K + \$30K travel = \$55K total p/p.</p> <p>No changes or new data are to be reported for FY23. LCDP Cohort 12 began in January 2022 and concluded in August 2023. These dates will encompass the reporting period for FY23.</p> <p><u>Cohort 12</u></p> <p>Out of 32 slots, only 1 Hispanic/Latino male applicant for senior career development programs was selected out of 7 applicants. None of the 3 Hispanic/Latino female applicants were selected. This disparate impact suggests unconscious bias may exist in evaluating Hispanic/Latino applicants.</p> <p>When analyzing the Diversity of the selection process for Cohort 12 (FY22), the data collected reflected that 0% of the Interview Panelists, Rating/Ranking Panelists, and Selecting Officials were Hispanics/Latinos.</p> <p>GS-13 or Equivalent: Out of 4,601 total employees eligible, 1.87% (86) were Hispanics/Latinos, 3.45% (3) of them applied and 0% were selected.</p> <p>GS-14 or Equivalent: Out of 2,566 total employees eligible, 1.75% (45) were Hispanics/Latinos, 6.35% (4) of them applied, and 5.88% (1) were selected.</p>
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		<p>GS-15 or Equivalent: Out of 958 total employees eligible, 1.77% (17) were Hispanics/Latinos, and 0% applied.</p> <p>Further analysis will be conducted in FY24.</p>
	Yes	<p><u>Foundational Leadership Development Program (FLDP)</u></p> <p>Pilot launched in September 2022 with 60 participants. This is a six months career development program for employees at entry-level grades, Pay band 1 and 2 (GS 1-8, WG, WM equivalents). The program covers a wide range of OPM leadership competencies including but not limited to: strategic thinking, flexibility, resilience, leveraging diversity, continual learning, public service motivation, plus oral and written communication. It provides opportunities for participants to frequently practice their public speaking skills, meeting organization and facilitation skills, and collaboration skills. There is no cost to participate in this program.</p> <p>16% of total participants were Hispanics/Latinos. Limited data available (e.g. no data by grade) to conduct proper barrier analysis. Further analysis will be conducted during FY24.</p>
	Yes	<p><u>Mid-Career Leadership Development Program (MCLDP)</u></p> <p>Pilot launched in September 2022 with 60 participants. This is a nine months career development program for employees at mid-level grades, Pay band 3 (GS 9-12 and NOAA Corp, WM, WG equivalents). It will cover all OPM leadership competencies. The program provides career-long training that enlightens and fortifies employees on their leadership journey. Some additional features of the program include receiving coaching from certified NOAA Coaches, ERG/Affinity Group Diversity The approximate cost for the program per person is \$826.</p> <p>8% of total participants were Hispanics/Latinos. Limited data available (e.g. no data by grade) to conduct proper barrier analysis. Further analysis will be conducted during FY24.</p>

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NOAA-wide Mentoring Program	Yes	A review of the FY23 Mentoring Program revealed that out of 103 total applications, 5.83% (6) were Hispanics/Latinos, a 0.95% (3) decreased from FY22. Everyone who applied in FY23 was selected. Further analysis will be done in FY24 to explore reasons on low applications of Hispanics/Latinos.
Policies and Procedures	Yes	<p>NAO 202-1109: NOAA Merit Assignment Plan</p> <p>No triggers were identified in this policy that would disproportionately prevent the hiring or selection of Hispanics/Latinos. The policy contains strong anti-discrimination language explicitly stating that selection decisions must be made without regard to race, gender, disability status, or other non-merit factors (Section 4.02). There is an emphasis on fair and equitable treatment for all applicants (Sections 4.01, 5.01). Decisions are required to be made solely based on job-related criteria, qualifications, and merit factors (Section 4.01), which helps mitigate bias risks. Additionally, the inclusion of a Subject Matter Expert panel (Section 5.03) brings extra oversight and expertise to help counter any individual bias in hiring or selections. Overall, no overt provisions that would negatively impact equitable consideration of Hispanics/Latinos were identified.</p> <p>Non-Competitive Promotions Based Upon Reclassification Due to Accretion of Duties process (Bulletin 1002-2)</p> <p>No triggers were identified in this policy that would disproportionately prevent the non-competitive promotion of Hispanics/Latinos. The policy emphasizes adherence to merit system principles and open competition in promotions. This helps mitigate bias risks. Eligibility criteria focus on objective measures like performing higher level duties for a minimum time period, which helps ensure consistent, non-discriminatory application. There are oversight mechanisms and approval requirements designed to validate proper use of the non-competitive promotion authority and prevent abuse or manipulation that could disadvantage certain groups. The policy explicitly prohibits use of non-competitive promotions to circumvent competitive hiring processes, which</p>

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		counters attempts to unfairly favor particular individuals. Documentation and transparency requirements create accountability, making biased decision making more difficult. Overall, the implementation focus seems to be on equitable, merit-based promotion decisions.
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Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	To Be Determined

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
The Barrier Analysis process was initiated, but not completed.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Increase participation rate for Hispanics or Latinos at NOAA.	11/1/2015	9/30/2022	No	9/30/2024	
OICR and OHCS will develop a survey for separating employees to identify possible barriers to retention.	10/1/2018	7/31/2018	No	7/31/2019	7/31/2019
Review hiring procedures, and the diversity of panel members and selecting officials to identify any possible barriers for Hispanic Senior Leadership positions in Major Occupations job series 0482 (Fishery Biologist) and 2210 (IT Management).	10/1/2018	8/31/2018	No	8/31/2024	

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Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, OHCS	Hakeem Basheerud	Yes
Director, OICR	Dr. Ngozi Butler-Guerrier	Yes
SEPM for Hispanics	Amneris Caba	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
6/28/2019	Review Applicant Flow Data for job series 0482 & 2210.	6/30/2024	
8/30/2019	Develop a survey and disseminate to Latinos@NOAA members to identify possible barriers preventing Hispanics/Latinos from applying for the LCDP.	8/30/2022	12/9/2022
6/28/2024	Review exit survey responses collected from HRConnect Separating Employee Clearance Module		

Report of Accomplishments

Fiscal Year	Accomplishments
2023	Throughout FY23, NOAA actively participated in three significant outreach events aimed at enhancing the representation and inclusion of Hispanics/Latinos within the organization. These events included the League of United Latin American Citizens (LULAC) Conference Expo, where the NOAA team engaged with over 200 attendees, 80% of whom were Hispanics/Latinos. Similarly, at the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) Conference, NOAA interacted with over 500 attendees, 95% of whom were Hispanics/Latinos. Additionally, NOAA was present at the Hispanic Association for Colleges and Universities (HACU) event. Post-event surveys revealed that an average of 72% of attendees across these conferences were unaware of NOAA and its mission prior to our participation. Through actively engaging with over 1,200 students and professionals at these events, NOAA was able to significantly increase visibility and awareness of our work in oceanic, atmospheric, and environmental science. Additionally, connecting directly with prospective candidates from underrepresented backgrounds reinforced our commitment to building a more diverse and inclusive agency that reflects the communities we serve.

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	<p>NOAA maintains partnerships with various organizations and Diversity Councils such as LULAC, the LULAC Federal Training Institute Partnership (FTIP), HACU, SACNAS, and the National Council of Hispanic Employment Program Managers (NCHPM). These strategic collaborative partnerships allow NOAA to share Career Opportunities and Student Opportunities with a bigger diverse applicant pool, and help expand the visibility, and ability to connect and recruit top Hispanic and Latino talent.</p> <p>The Latinos@NOAA Employee Resource Group (ERG) continues to organize Career Development/Mentoring sessions specifically targeting the Hispanic population. Moreover, the ERG conducted two workshops/webinars guiding students through the USAJobs application process, one in English and another entirely in Spanish. In comparison with FY22, Latinos@NOAA increased its impact in FY23. The advertisement reached 52% more individuals (326 registered) and the attendance increased by 86% (138 attendees). Additionally, there was a guest panelist speaker from the NOAA Corps.</p> <p>NOAA hosted the 2023 National Hispanic Heritage Month Program, broadcasted across NOAA. The program featured a panel of four Senior Executives from diverse organizations: Mr. Javier E. Inclán (SES), Assistant Inspector General for Management and CIO, National Science Foundation Office of Inspector General; Ms. Lorena Orozco McElwain (SES), EEO Officer, Drug Enforcement Administration; Mr. Luis E. Perez (SES), Deputy Director, Enforcement at the Office for Civil Rights, US Department of Health & Human Services; and Ms. Maribel Duran (SES), Chief of Staff, Farm Credit Administration. The live session drew participation from over 95 employees.</p> <p>NOAA's Hispanic Special Emphasis Program Manager continues to spearhead the Hispanic Employment Program Network (HEPN), facilitating monthly meetings aimed at networking, brainstorming, discussing Hispanic Emphasis Observance Programs, sharing resources and best practices, addressing challenges and barriers to retention and recruitment of Hispanics/Latinos, and establishing partnerships with other Hispanic Employment Program Managers (HEPMs) or HEP Representatives (HEPRs). This network is open to all Federal Agencies and currently comprises 45 members from approximately 30 different agencies.</p>
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MD-715 – Part I
Agency EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

☐ If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	A1	The representation of women in the <u>total</u> workforce is 37.52%; 10.69% below the CLF of 48.21%.

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	Yes
Hispanic or Latino Males	No
Hispanic or Latino Females	No
White Males	No
White Females	No
Black or African American Males	No
Black or African American Females	No
Asian Males	No
Asian Females	No
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No
Two or More Races Males	No
Two or More Races Females	No

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	<u>Table A1- Total Workforce</u> A review of total workforce data revealed that the ratio of women increased slightly by 0.9%, from a participation rate of 36.42% in FY22 to 37.52% in

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		<p>FY23. This is 11.76% lower than the expected CLF rate of 48.21%.</p> <p><u>Table A5 – Salary</u> There are no significant differences in average salary by gender across equivalent GS grade levels.</p> <p><u>Table A6P – Participation Rate by Major Occupations</u> A review of Table A6 revealed that Women's representation at Major Occupations 1301 (General Physical Science), 1340 (Meteorology), and 2210 (Information Technology Management) is below the expected representation rate when compared to the OCLF. Women 1301s were at 30.73% which is 12.57% below the OCLF of 43.30%, Women 1340s were at 19.45% which is 0.55% below the OCLF of 20.00%, and Women 2210s were at 15.92% which is 13.18% below OCLF 29.10%.</p> <p><u>Table A7P – Applicants by Major Occupations</u> No Applicant Flow Data Available</p> <p><u>Table A14 – Separations</u> A review of Table A14 revealed that 40.67% (329) of the total separations (809) were Women which is 2.57% below the total representation and 7.77% below the total permanent women newly hired. No triggers were identified.</p>
Complaint Data (Trends)	Yes	A review of the FY23 462 report revealed that out of 81 total complaints filed in FY23, 21% (17) were based on Sex (Female. Further analysis will be conducted in FY24.
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	A review of the FY23 462 report revealed there were no findings for complaints filed by Women.
Climate Assessment Survey (e.g., FEVS)	No	No FY23 FEVS data available to conduct proper barrier analysis.
Exit Interview Data	Yes	Out of 865 total FY23 separations, 38 employees completed the exit survey which is only a 4% participation rate, which is not a statistically relevant sample on which to perform sufficient

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		analysis. No RNO data is available to properly conduct barrier analysis. NOAA implemented in June 2023 the Separating Employee Clearance module in HRConnect. This module will include the sending of the Exit Survey to increase participation and response. Further analysis will be conducted in FY24.
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Leadership Career Development Program (LCDP))	No	
Policies and Procedures	Yes	NAO 202-1109: NOAA Merit Assignment Plan No triggers were identified in this policy that would disproportionately prevent the hiring or selection of Women. The policy contains strong anti-discrimination language explicitly stating that selection decisions must be made without regard to race, gender, disability status, or other non-merit factors (Section 4.02). There is an emphasis on fair and equitable treatment for all applicants (Sections 4.01, 5.01). Decisions are required to be made solely based on job-related criteria, qualifications, and merit factors (Section 4.01), which helps mitigate bias risks. Additionally, the inclusion of a Subject Matter Expert panel (Section 5.03) brings extra oversight and expertise to help counter any individual bias in hiring or selections

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	To Be Determined

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
The Barrier Analysis process was initiated, but not completed.

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Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
NOAA will focus recruitment for mission occupations 0482, 1301, 1340, 2210, and retention efforts for women.	1/2015	9/2018	Yes	9/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
OICR Director	Dr. Ngozi Butler-Guerrier	Yes
Director, OHCS	Hakeem Basheerud-Deen	No
SEPM for Women	Angie Moore	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
1/30/2017	Provide NOAA Leadership with briefings and periodic updates.		1/30/2017
3/30/2017	OICR will brief Line Offices on low participation of women in major occupations.		3/30/2017
2/28/2018	Special Emphasis Program Manager (SEPM) will continue to review NOAA recruitment efforts.	9/30/2024	
5/30/2018	OICR will continue to focus on new hires and retention efforts throughout NOAA.	9/30/2024	
6/30/2018	SEPM will conduct ongoing analysis of mission occupations and brief OICR leadership.	6/30/2024	
9/30/2018	Increase use of Pathways Program for hiring.		9/30/2018
6/30/2020	Effectively engage with established Employee Resource Groups (ERG) to assist with affirmative employment and D&I efforts.		3/1/2020

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09/30/2021	OICR will continue analyzing data sources such as Exit Surveys and FEVS to complete the barrier analysis process.	9/30/2024	
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Report of Accomplishments

Fiscal Year	Accomplishments
2023	<p>NOAA served as a premier sponsor of the Women of Color STEM conference and hosted a virtual booth managed by NOAA OHCS's recruiters. The conference saw over 3,000 registrants, consisting of 19% college students and 40% STEM professionals. This platform allowed engagement with over 600 students across diverse STEM disciplines, comprising a 76% female population.</p> <p>In collaboration with the Women of NOAA Employee Resource Group and the NOAA Regional Collaboration Network, OICR sponsored a special panel discussion featuring women in the NOAA Corps. OICR also held discussions with OHCS recruiters to plan outreach and recruitment strategies, identifying venues, conferences, and clarifying purposes and roles.</p> <p>Additionally, a workshop on Gender Equity, attended by more than 50 individuals, addressed challenges associated with the glass ceiling. Members of the Women of NOAA ERG executive team are actively engaged in the NOAA Barrier Analysis Workgroup, aimed at identifying recruitment gaps for women. Furthermore, executive members of the Women of NOAA ERG conduct presentations at quarterly New Employee Orientations.</p>

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MD-715 – Part I
Agency EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

☐ If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Table	A4P	The participation rate of permanent women at the GS-13 and above is 36.64%, 0.19% below their permanent workforce participation rate of 36.82%.

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	Yes
Hispanic or Latino Males	No
Hispanic or Latino Females	No
White Males	No
White Females	No
Black or African American Males	No
Black or African American Females	No
Asian Males	No
Asian Females	No
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No
Two or More Races Males	No
Two or More Races Females	No

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Table A4P: Participation for GS/Equivalence

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		<p>The overall participation rate of permanent females at the GS-13 & above increased by 0.89%, from 35.75% to 36.64%.</p> <p><u>GS-13</u>: Females were 29.71%; 7.14% below their permanent workforce representation. <u>GS-14</u>: Females were 38.50%; 1.65% above their permanent workforce representation. <u>GS-15</u>: Females were 44.76%; 7.91% above their permanent workforce representation <u>SES</u>: Females were 30.71%; 6.14% below their permanent workforce representation.</p> <p><u>Table A9 – Promotions</u> No Data Available</p> <p><u>Table A11 - Internal Selections to Senior-Level Positions</u> No Applicant Flow Data Available</p>
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Career Development Program Data)	Yes	<p>NOAA's LCDP is a competitive 18-month leadership development program. Open to GS-11 through GS-15 (and equivalent) levels. It provides a series of training and leadership development experiences for a cadre of NOAA employees who have a high potential for assuming greater responsibilities. The program promotes cross-line, multidisciplinary experiences that broaden participants' understanding of NOAA's strategic vision, mission, and goals, as well as its business processes. The approximate cost for the program per person is \$25K + \$30K travel = \$55K total p/p.</p>

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		<p>No changes or new data are to be reported for FY23. LCDP Cohort 12 began in January 2022 and concluded in August 2023. These dates will encompass the reporting period for FY23.</p> <p><u>Cohort 12</u></p> <p>Out of 32 slots, 63% (20) of the total selectees were Women. When analyzing the Diversity of the selection process for Cohort 12 (FY22), the data collected reflected that 55% of the Interview Panelists, Rating/Ranking Panelists, and Selecting Officials were Women.</p> <p>GS-13 or Equivalent: Out of 4,601 total employees eligible, 38.90% (1,790) were Women, 69.35% (43 of them applied and 85.71% (6) were selected.</p> <p>GS-14 or Equivalent: Out of 2,566 total employees eligible, 36.55% (938) were Women, 58.73% (37) of them applied, and 70.59% (12) were selected.</p> <p>GS-15 or Equivalent: Out of 958 total employees eligible, 36.53% (350) were Women, 44.44% (4) of them applied, and 40.00% (2) were selected.</p>
NOAA-wide Mentoring Program	Yes	<p>A review of the FY23 Mentoring Program revealed that out of 103 total applications, 69.9% (72) were women, a 26.29% (14) increase from FY22. Everyone who applied in FY23 was selected. No triggers identified regarding participation of women in NOAA's Mentoring Program.</p>
Policies and Procedures	Yes	<p>Non-Competitive Promotions Based Upon Reclassification Due to Accretion of Duties process (Bulletin 1002-2)</p> <p>No triggers were identified in this policy that would disproportionately prevent the non-competitive promotion of Women. The policy emphasizes adherence to merit system principles and open competition in promotions. This helps mitigate bias risks. Eligibility criteria focus on objective measures like performing higher level duties for a minimum time period, which helps ensure consistent, non-discriminatory application. There are oversight mechanisms and approval requirements designed to validate proper use of</p>

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		the non-competitive promotion authority and prevent abuse or manipulation that could disadvantage certain groups. The policy explicitly prohibits use of non-competitive promotions to circumvent competitive hiring processes, which counters attempts to unfairly favor particular individuals. Documentation and transparency requirements create accountability, making biased decision making more difficult. Overall, the implementation focus seems to be on equitable, merit-based promotion decisions.
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Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	To Be Determined.

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
The Barrier Analysis process was initiated, but not completed.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Enhance efforts to increase the pool of female applicants to GS-13-SES level, through focused outreach.	3/30/2012	8/2018	Yes	8/30/2024	
Regularly review recruitment, career development, promotion, and retention efforts.	1/30/2020	8/2020	Yes	8/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
OICR Director	Dr. Ngozi Butler-Guerrier	Yes
SEPM for Women	Angie Moore	No

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Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
2/28/2017	Brief NOAA leadership on the barrier and alternative agency policies, procedures, and practices.		2/28/2017
3/30/2017	Establishing Diversity and Inclusion within OICR.		3/30/2017
2/28/2018	Continue Barrier Analysis efforts to determine the cause of low participation rate.	9/30/2024	
2/28/2018	SEPMs to develop action plans to address identified triggers/barriers.	6/30/2024	
8/30/2018	Develop a survey for separating employees, to identify possible barriers to retention efforts.	8/30/2019	7/30/2019
6/30/2019	Review applicant/participant data for Mentoring Program	6/30/2023	2/28/2023
6/30/2020	Effectively engage with established Employee Resource Groups (ERG) to assist with affirmative employment and D&I efforts.		9/30/2020

Report of Accomplishments

Fiscal Year	Accomplishments
2023	<p>OICR continues to work with the Women's ERG to develop/finalize action plans that address identified triggers/barriers.</p> <p>The Women of NOAA ERG and the NOAA Regional Collaboration Network sponsored a special panel discussion featuring women in the NOAA Corps. Before the panel discussion, we welcomed attendees to watch the 2018 film Women of NOAA Corps: Reflections from the Sky and Sea.</p> <p>With the implementation of USA Staffing, there is greater capability in reporting for the MD-715. We are seeing a larger volume of hires in the system which should allow us to assess the reporting capabilities and completeness of data.</p>

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MD-715 – Part J

**Special Program 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 plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and 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) | Yes 0 | <u>No 0</u> |
| b. Cluster GS-11 to SES (PWD) | Yes 0 | <u>No 0</u> |

- a. No. PWD in GS-1 to GS-10 is 21.47%.

b. No. PWD in GS-11 to SES is 13.86%.

- 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) | Yes 0 | <u>No 0</u> |
| b. Cluster GS-11 to SES (PWTD) | Yes 0 | <u>No 0</u> |

- a. No. PWTD in GS-1 to GS-10 is 4.93%.

b. No. PWTD in GS-11 to SES is 2.96%.

- 3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.**

The agency regularly holds training sessions for first line supervisors and their designees. The training sessions include agency goals, current statistics, historical legislation, and a portion to advocate for program usage.

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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.**

Yes 0 No 0

Yes. The agency currently employs a Disability Program Manager. The Disability Program Manager provides oversight and advocacy for the program. The agency also employs 35+ human resources specialists who serve as points of contact to hiring managers for questions regarding program use.

- 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		35	Kiana Campbell Disability Program Manager, Human Resources Kiana. D.Campbell@noaa.gov
Answering questions from the public about hiring authorities that take disability into account	1		35	Kiana Campbell Disability Program Manager, Human Resources Kiana. D.Campbell@noaa.gov
Processing reasonable accommodation requests from applicants and employees	2			Debbie (Zuniga) Ferrera, Reasonable Accommodations Coordinator, OHCS, Debbie.a.ferrera@noaa.gov Ijohli Braxton, HR Specialist, OHCS, ijohli.braxton@noaa.gov
Section 508 Compliance	1			Natalie D. Smith, IT Specialist, OCIO, natalie.d.smith@noaa.gov
Architectural Barriers Act Compliance	1			Deirdre Jones, Chief Administrative Officer, OCAO, Deirdre.jones@noaa.gov
Special Emphasis Program for PWD and PWTD	2		35	Melvin Jones, SEPM for PWD/PWTD, Office of Inclusion &

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				Civil Rights, melvin.jones@noaa.gov Kiana Campbell Disability Program Manager, Human Resources Kiana.D.Campbell@noaa.gov
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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.

Yes 0 No 0

The Disability Program Manager has received training from several outlets including ASKEARN Training Center, Office of Personnel Management, EEOC and Conducting an Effective Needs Assessment conducted by DOD CAPTEC (for Bureau RACs).

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*.

Yes 0 No 0

Yes. To ensure the program’s success, funding has been designated for outreach and recruitment.

Section III: 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 APPLICANTS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

Currently, the agency uses outreach to vocational rehabilitation centers, veteran organizations and the resume mining feature from USAJOBS to search for applicants with disabilities. We have also encouraged managers to use the Workforce Recruitment Program database to identify applicants to fill positions. Several of the line and staff offices have incorporated diversity and plans to hire individuals with disabilities in management performance plans. In addition, the agency holds an annual Hiring Event for Veterans and PWDs. We offer training to encourage managers to review applications from PWD before posting positions on USAJOBS.

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- 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.**

The agency encourages managers to use Schedule A to fill vacant positions whenever possible. We have also used 30% or more disabled veterans to fill positions. Our outreach to vocational rehabilitation centers and disabled veterans' organizations encourages eligible applicants to make resumes searchable in USAJOBS and to submit resumes to NOAA via a specific email address.

- 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.**

If an applicant applies for a position outside of the competitive process, the human resources specialist will review qualifications and eligibility for appointments. Once an applicant meets both criteria, the specialist will use a secure file to forward the applicant's resume to the hiring manager for review.

- 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.**

Yes 0 No 0 N/A 0

Yes. The agency offers quarterly in person or webinar training to hiring managers. The agency also provides online training to managers. Also, all hiring managers are required to take the following online training as part of OPM's mandated annual training: 1) A Roadmap to Success: Hiring, Retaining, and Including People with Disabilities, and 2) Veteran Employment Training. In addition, the Agency has provided sessions to employees on the use of the Schedule A (u.) hiring authority.

**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.

The agency has a representative that connects with vocational rehabilitation centers near cities where NOAA has a large presence and offers assistance to PWD and PWTD including training on how to understand and apply for federal positions.

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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)	Yes 0	No 0
b. New Hires for Permanent Workforce (PWTD)	Yes 0	No 0

No Applicant Flow Data Available

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.**

a. New Hires for MCO (PWD)	Yes 0	No 0
b. New Hires for MCO (PWTD)	Yes 0	No 0

No Applicant Flow Data Available

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.**

a. Qualified Applicants for MCO (PWD)	Yes 0	No 0
b. Qualified Applicants for MCO (PWTD)	Yes 0	No 0

No Applicant Flow Data Available

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.**

a. Promotions for MCO (PWD)	Yes 0	No 0
b. Promotions for MCO (PWTD)	Yes 0	No 0

No Applicant Flow Data Available

Section IV: 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

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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.

- Explore Cabinet Level Agencies to determine best practices for implementation at NOAA. Completed on **5/8/2023**
- Collaborate with PWD/PWTD Employee Resource Group to discuss challenges in opportunities for advancement. Completed on **5/8/2023**
- Finalize the NOAA specific plan for Recruiting, Hiring, and Retaining People with Disabilities/Targeted Disabilities. Completed on **9/2023**
- Present Lunch and Learn with employees to discuss application procedures for Schedule A opportunities. Completed on **6/30/2023**
- Track Leveraging Abilities, Needs, Talents, Energies & Resources Network (LANTERN) applicant flow data. Completed on **9/30/2022**
- Set aside 1% of LANTERN opportunities for PWD/PWTD. Completed on **9/30/2023**
- Identify a mechanism to survey PWD/PWTDs to determine the low participation of LCDP applicants.

B. CAREER DEVELOPMENT OPPORTUNITIES

1. Please describe the career development opportunities that the agency provides to its employees.

- **Leadership Competencies Development Program (LCDP)** - a competitive, 18-month program that provides a series of training and developmental experiences for a cadre of NOAA individuals, GS-13-15, who have high potential for assuming leadership responsibilities.
- **The NOAA Leadership Seminar (NLS)** is a 4+ day residential training program for employees from all NOAA Line and Staff Offices, all occupations, from both the field and headquarters.
- **The NOAA Leveraging Abilities, Needs, Talents, Energies & Resources Network (LANTERN)** provides developmental assignments for employees at all grade levels to broaden their skills, gain knowledge, and enhance their personal and professional growth.

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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						
Mentoring Programs	103	103	22	22	1	1
Coaching Programs						
Training Programs						
Detail Programs						
Other Career Development Programs (LCDP) – Cohort 12	134	29	7.46%	6.90%	10%	0%

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.

a. Applicants (PWD) Yes 0 No 0
b. Selections (PWD) Yes 0 No 0

Leadership Competencies Development Program (LCDP): Applicants PWDs were 5.87% below the benchmark of 13.33%. Selectees PWDs were 0.57% below the benchmark of 7.46%. A request for voluntary disclosure of disabilities or limitations will be included upfront in the application. All OHCS Leadership Development Programs. Marketing material and program literature will include language that encourages people who live with disabilities to apply.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.

a. Applicants (PWTD) Yes 0 No 0
b. Selections (PWTD) Yes 0 No 0

Leadership Competencies Development Program (LCDP): Applicants PWTDs were 2.66% below the benchmark of 12.66%. Selectees PWTDs were 10% below the benchmark of 10%. A request for voluntary disclosure of disabilities or limitations will be included upfront in the application. All OHCS Leadership Development Programs. Marketing material and program literature will include language that encourages people who live with disabilities to apply.

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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)	<u>Yes 0</u>	No 0
b. Awards, Bonuses, & Incentives (PWTD)	<u>Yes 0</u>	No 0

- a. Yes. **Cash Awards \$501 and under** for PWD was 13.55% as compared to the Inclusion Rate of 11.55%; **\$501-\$999** for PWD was 12.46% vs. 14.99%; **\$1000-\$1999** was 12.32% vs. 40.04%; **\$2000-\$2999** was 9.77% vs. 14.52%;
- b. Yes. **Cash Awards \$500 and under** for PWTD was 3.01% as compared to the inclusion rate of 11.55%; **\$501-999** was 2.81% vs. 15.20; **\$1000-\$1999** was 2.82% vs. 41.34%; **2000-\$2999** was 2.05% vs. 13.68%; **\$3000-3999** was 1.98% vs. 7.90%; **\$4000-\$4999** was 1.44% vs. 2.74%; **\$5000+** was 1.62% vs. 2.13%. **Time-off Awards 1-10 hours** was 2.67% vs. 7.90%; **11-20 hours** was 2.78% vs. 3.95%

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases (QSI) or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD)	<u>Yes 0</u>	No 0
b. Pay Increases (PWTD)	<u>Yes 0</u>	No 0

- a. Yes. PWD was 10.53%.
- b. Yes. PWTD was 1.32%.

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)	Yes 0	No 0	<u>N/A 0</u>
b. Other Types of Recognition (PWTD)	Yes 0	No 0	<u>N/A 0</u>

N/A

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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.

a. SES

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0

b. Grade GS-15

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0

c. Grade GS-14

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0

d. Grade GS-13

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0

No Applicant Flow Data Available

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.

a. SES

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes 0	No 0

b. Grade GS-15

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes 0	No 0

c. Grade GS-14

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- | | | |
|---|-------|------|
| i. Qualified Internal Applicants (PWTD) | Yes 0 | No 0 |
| ii. Internal Selections (PWTD) | Yes 0 | No 0 |
| d. Grade GS-13 | | |
| i. Qualified Internal Applicants (PWTD) | Yes 0 | No 0 |
| ii. Internal Selections (PWTD) | Yes 0 | No 0 |

No Applicant Flow Data Available

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.

- | | | |
|-----------------------------|-------|------|
| a. New Hires to SES (PWD) | Yes 0 | No 0 |
| b. New Hires to GS-15(PWD) | Yes 0 | No 0 |
| c. New Hires to GS-14 (PWD) | Yes 0 | No 0 |
| d. New Hires to GS-13(PWD) | Yes 0 | No 0 |

No Applicant Flow Data Available

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.

- | | | |
|------------------------------|-------|------|
| a. New Hires to SES (PWTD) | Yes 0 | No 0 |
| b. New Hires to GS-15 (PWTD) | Yes 0 | No 0 |
| c. New Hires to GS-14 (PWTD) | Yes 0 | No 0 |
| d. New Hires to GS-13 (PWTD) | Yes 0 | No 0 |

No Applicant Flow Data Available

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.

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a. Executives

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0

b. Managers

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0

c. Supervisors

i. Qualified Internal Applicants (PWD)	Yes 0	No 0
ii. Internal Selections (PWD)	Yes 0	No 0

No Applicant Flow Data Available

6. Does your agency have a trigger involving PWTD 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.

a. Executives

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes 0	No 0

b. Managers

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes 0	No 0

c. Supervisors

i. Qualified Internal Applicants (PWTD)	Yes 0	No 0
ii. Internal Selections (PWTD)	Yes 0	No 0

No Applicant Flow Data Available

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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.

a. New Hires for Executives (PWD)	Yes 0	No 0
b. New Hires for Managers (PWD)	Yes 0	No 0
c. New Hires for Supervisors (PWD)	Yes 0	No 0

No Applicant Flow Data Available

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving **PWTD** among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.

a. New Hires for Executives (PWTD)	Yes 0	No 0
b. New Hires for Managers (PWTD)	Yes 0	No
c. New Hires for Supervisors (PWTD)	Yes 0	No 0

No Applicant Flow Data Available

E. Section V: Plan to Improve Retention of Persons with Disabilities

To be a 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 personal assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. 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.

Yes 0 No 0 N/A 0

Yes; the agency has converted or will convert all eligible employees with two years of satisfactory service.

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2. 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)	<u>Yes 0</u>	No 0
b. Involuntary Separations (PWD)	<u>Yes 0</u>	No 0

- a. Yes. 15.19% of the total voluntary separations were PWDs, 0.76% above their total representation.

b. Yes. 25.33% of the total involuntary separations were PWDs, 10.9% above their total representation.

3. 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)	<u>Yes 0</u>	No 0
b. Involuntary Separations (PWTD)	<u>Yes 0</u>	No 0

- a. Yes. 4.05% of the total voluntary separations were PWTD% above their total representation

b. Yes. 10.67% of the total involuntary separations were PWTDs, 7.61% above their total representation.

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*.

Exit Interview Results related to the recruitment, hiring, inclusion, retention and advancement of PWDs were insignificant. Efforts to increase individual feedback will continue in FY 2024.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES (OCIO)

Pursuant to 29 C.F.R. § 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.

<http://www.noaa.gov/accessibility>

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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.

<http://www.noaa.gov/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 NOAA Web Committee frequently provides advice and training for individuals across NOAA in the proper development and presentation of accessible electronic information. The Committee has a Section 508 working group that meets bi-weekly with open membership to address specific regulatory requirements and implementation concerns and maintains an internal website which provides training materials, tools and other resources for developers and managers.

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 is 8.15 days.

2. 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.

NOAA follows the DAO-215-10, which outlines the policies and procedures for providing RA to individuals with disabilities. Periodic monitoring, from both the manager and the employee is recommended to ensure the accommodation continues to be effective.

The number of individuals trained on the reasonable accommodation process, decreased from 466 in FY2022 to 430 in FY2023.

The timely processing of all reasonable accommodation requests was 96%.

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Reasonable accommodation webinars for employees and supervisors have been developed and remain available at the Commerce Learning Center.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 C.F.R. § 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.

The PAS policy was developed by the Department of Commerce in FY 2018. There are no current requests for PAS.

Section VI: EEO Complaint and Findings Data

A. EEO Complaint data involving Harassment

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average (23.12%)?

Yes 63% No 0 N/A 0

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Yes 0 No 0 N/A 0

3. 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.

N/A

B. EEO Complaint Data involving Reasonable Accommodation

1. 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 (13.79%)?

Yes 33% No 0 N/A 0

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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?

Yes 0 No 0 N/A 0

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.

N/A

Section VII: 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?

Yes 0 No 0

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Yes 0 No 0 N/A 0

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.

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Trigger 1	There is a low number of PWDs applying to the Leadership Competencies Development Program (LCDP). Applicants' IWDs were 5.87% below the benchmark of 13.33%. Selected IWDs were 0.57% below the benchmark of 7.46%. There were no PWTB participants in the LCDP.	
Barrier(s)	To Be Determined.	
Objective(s)	An effective operational/strategic plan to ensure advancement opportunities for PWD/PWTB.	
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)
Dr. Ngozi Butler-Guerrier, Director, OICR		Yes
Hakeem Basheerud-Deen, Director, OHCS		Yes
Kiana Campbell, DPM		No
Melvin Jones, SEPM for PWDs and PWTBs		No
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)
No		No
Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	No	
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Career Development Program Data)	Yes	<p>Leadership Competencies Development Program (LCDP) - Cohort 12 (FY22)</p> <p>No changes or new data are to be reported for FY23. LCDP Cohort 12 began in January 2022 and concluded in August 2023. These dates will encompass the reporting period for FY23.</p> <p>Out of 32 slots, 6.9% (2) of the total selectees were IWDs, 0% of them were IWTBs. When analyzing the Diversity of the selection process for Cohort 12 (FY22), the data collected reflected that 0% of the</p>

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		<p>Interview Panelists, Rating/Ranking Panelists, and Selecting Officials were IWDs or IWTDs.</p> <p>GS-13 or Equivalent: Out of 4,601 total employees eligible, 15.7% (723) were IWDs, 4.8% (3) applied (0% were IWTDs) and 0% were selected.</p> <p>GS-14 or Equivalent: Out of 2,566 total employees eligible, 14.8% (383) were IWDs, 9.5% (6) applied (0% were IWTDs), and 5.88% (1) were selected.</p> <p>GS-15 or Equivalent: Out of 958 total employees eligible, 7.20% (69) were IWDs, and the one employee who applied got selected.</p> <p>For future iterations of the course, the LCDP Program Manager will request for voluntary disclosure of disabilities or limitations be included as part of the application process and develop language for all internal career development program announcements to include language that encourages individuals with disabilities to apply in all of the OHCS Leadership Development program marketing and literature. Monitoring will occur as the application process opens for all OHCS Leadership Development Programs.</p> <p>Supporting Human Resources Business Advisors include Staffing/Succession planning in discussions with Line and Staff Office Leadership and hiring managers.</p> <p>The PWD ERG Chair manages the Mid-Career Leadership Development Course and actively engages manager, employees and senior leaders, as well as PWD ERG members to attend career development courses.</p>
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Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yy yy)	Completion Date (mm/dd/yyyy)
3/30/2018	Initiate Employee Resource Groups meetings	Yes	4/30/2019	4/30/2019
6/30/2018	Develop & present briefings on LCDP/IDPs & other career development programs.	Yes	7/30/2021	7/30/2021
9/30/2018	Track applicants/participants by RSNO/D	Yes		7/30/2018
9/30/2021	Draft an Operational Plan for Recruiting Hiring, and Retaining PWDs	Yes		9/30/2023
9/30/2021	Identify a mechanism to survey PWD/PWTDs to determine the low participation of LCDP applicants.	Yes	9/30/2024	
5/30/2022	Meet with cabinet level agencies to incorporate best recruitment practices.	Yes	5/31/2023	5/31/2023
3/31/2022	Develop language for all internal career development program announcements that encourage employees with disabilities to apply.	Yes	5/31/2023	5/31/2023
9/30/2022	Set aside 1% of LANTERN opportunities for PWD/PWTD.	Yes		9/30/2023
9/30/2022	Encourage managers to set aside positions for the career advancement of PWD during succession planning.	Yes	9/30/2023	5/31/2023
6/30/2024	Reduce system shortcomings and SES level not being fully automated on the reports.	Yes		
Fiscal Year	Accomplishments			
2023	LCDP – Incorporated language that encourages individuals with disabilities to apply in all of the OHCS Leadership Development program marketing and literature.			

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Trigger 2	The percentage of PWD and PWTD among voluntary and involuntary separations exceeded that of persons without disabilities and targeted disabilities.	
Barrier(s)	To Be Determined.	
Objective(s)	Improve efforts to encourage use of available exit surveys by separating employees and decrease the separation rate of PWD/PWTD in the workforce.	
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)
Dr. Ngozi Butler-Guerrier, Director, OICR		Yes
Hakeem Basheerud-Deen, Director, OHCS		Yes
Kiana Campbell, DPM		No
Melvin Jones, SEPM for PWDs and PWTDs		No
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)
No		No
Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	<u>Table B14</u> Total Separations for PWDs was 16.07%, 1.64% above their total representation rate of 14.43%. Voluntary Separations: 15.19% and Involuntary Separations: 25.33%. Total Separations for PWTDs was 4.62%, 1.56% above their total representation rate of 3.06%. Voluntary Separations: 4.05% and Involuntary Separations: 10.67%.
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	Yes	Low response rate in exit interviews/surveys prevents the identification & removal of barriers to the retention of PWD & PWTD.
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	

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Other : RA Requests		No	No Disability data for RA requests available.		
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)	
6/30/2019	Continue barrier analysis process using various data sources, including Complaint Activity and the Federal Employee Viewpoint Survey.	Yes	6/30/2024		
9/30/2019	Develop exit interview survey.	Yes		7/30/2019	
2/28/2020	Review the out-boarding process to determine opportunities to solicit feedback.	Yes	3/31/2024		
4/30/2020	Discuss benefits of survey and encourage Line/Staff Office use.	Yes	4/30/2022	4/30/2022	
08/31/2022	Conduct employee focused training sessions on preparing for career advancement opportunities (creating individual development plans, LANTERN) and discussion of other NOAA opportunities.	Yes		8/31/2022	
Fiscal Year	Accomplishments				
2023	NOAA implemented the Separating Employee Clearance module in HRConnect. This module will send the Exit Survey to all separating employees.				

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Trigger 3	The low selection rate of PWD and PWTD in mission-critical occupations.			
Barrier(s)	To Be Determined.			
Objective(s)	Increase the selection rate for PWD/PWTD in MCOs			
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
Dr. Ngozi Butler-Guerrier, Director, OICR		Yes		
Hakeem Basheerud-Deen, Director, OHCS		Yes		
Kiana Campbell, DPM		No		
Melvin Jones, SEPM for PWDs and PWTDs		No		
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)		
No		No		
Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected		
Workforce Data Tables	Yes	<u>Table B6P – Participation by MCOs</u> PWD - 0482 : 6.17%, 5.83% below 501 goal of 12%, 1301 : 9.12%, 2.88% below 501 goal, 1340 : 11.92%, 0.08% below 501 goal. PWTD – 0482 : 1.37%, 0.63% below 501 goal of 2% <u>Table B7P – New Hires by MCOs</u> No applicant flow data available.		
Complaint Data (Trends)	No			
Grievance Data (Trends)	No			
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No			
Climate Assessment Survey (e.g., FEVS)	No			
Exit Interview Data	No			
Focus Groups	No			
Interviews	No			
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No			
Other	No			
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
3/31/2022	Encourage managers to review existing non-competitive applicant	Yes		3/31/2022

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	repositories and engage ERG for PWD before posting announcements to USAJOBS.			
6/30/2022	Partner with Vocational Rehabilitation Centers and other external partners to advertise positions.	Yes		6/30/2022
2022-08-31	Interview new hires to discuss their experience through the hiring process.	Yes	8/31/2024	
09/30/2022	Provide training through a NOAA wide platform on the effective use of the hiring authorities.	Yes		9/30/2022
9/30/2023	Conduct ongoing barrier analysis of mission critical occupations	Yes	9/30/2024	
Fiscal Year	Accomplishments			
2023	<p>Positions are shared with Trajectory Analysis Planner coordinators, State Vocational Rehabilitation Centers throughout the country.</p> <p>DPM Conducted presentations at ERG and NOAA LO to discuss the use of special hiring authorities in career advancement</p>			

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Trigger 4	Low level of the time-off awards, bonuses, or other incentives for PWDs and PWTDs.	
Barrier(s)	To Be Determined.	
Objective(s)	Increase level of awards for PWD and PWTD	
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)
Dr. Ngozi Butler-Guerrier, Director, OICR		Yes
Hakeem Basheerud-Deen, Director, OHCS		Yes
Kiana Campbell, DPM		No
Melvin Jones, SEPM for PWDs and PWTDs		No
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)
No		No
Sources of Data	Sources Reviewed ? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Table B13 The following categories were below the Inclusion Rate: Cash Awards \$501 and under for PWD was 13.55% as compared to the Inclusion Rate of 11.55%; \$501-\$999 for PWD was 12.46% vs. 14.99%; \$1000-\$1999 was 12.32% vs. 40.04%; \$2000-\$2999 was 9.77% vs. 14.52%; Cash Awards \$500 and under for PWTD was 3.01% as compared to the inclusion rate of 11.55%; \$501-999 was 2.81% vs. 15.20; \$1000-\$1999 was 2.82% vs. 41.34%; 2000-\$2999 was 2.05% vs. 13.68%; \$3000-3999 was 1.98% vs. 7.90%; \$4000-\$4999 was 1.44% vs. 2.74%; \$5000+ was 1.62% vs. 2.13%. Time-off Awards 1-10 hours was 2.67% vs. 7.90%; 11-20 hours was 2.78% vs. 3.95%
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	

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Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Policies & Procedures	Yes	<p>NAO 202-451: NOAA Incentive Awards Program</p> <p>No triggers affecting individuals with disabilities or individuals with targeted disabilities were identified in this incentive awards policy. The policy appears designed to encourage and reward all employees fairly based on their achievements and contributions, regardless of race, gender, or disability status. Section 3.05 states that the awards are available to all NOAA federal employees, which promotes inclusion. Additionally, there are no eligibility criteria or procedures that seem likely to inadvertently disadvantage any groups. The policy emphasizes fairness, objectivity, and transparency in the granting of awards, which helps mitigate bias. Finally, responsibilities are clearly defined, with oversight mechanisms like the NOAA Incentive Awards Board to help ensure consistent application across groups.</p>
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)
9/30/23	Review awards evaluation criteria for PWDs and PWTDS.	Yes
9/30/24	Conduct ongoing barrier analysis of awards for PWD and PWTD	Yes
Fiscal Year	Accomplishments	
FY2023	<p>A review of awards evaluation criteria determined there was no special evaluation criteria for PWD and PWTD. Further policy review will be conducted in FY24 as part of the Barrier Analysis.</p> <p>SEPM Participated on the NOAA Award evaluation board.</p>	