



U.S. ARMY

A grayscale background image showing several hands of different skin tones stacked together in a circle, symbolizing unity and teamwork. The text 'EQUITY AND INCLUSION AGENCY' is overlaid in white on this image.

**EQUITY AND INCLUSION
AGENCY**

FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM (FEORP)

Accomplishments and Promising Practices
Hispanic Employment Strategies
Strategic Activities Related to People with Disabilities

FISCAL YEAR 2024

Within This Report

This report is submitted in accordance with the Memorandum, Subject: Request for the Annual Equal Opportunity Recruitment Program (FEORP) Report, Hispanic Employment Report, and Individuals with Disabilities Report for Fiscal Year 2022, from Ms. Janice Underwood, Director, Office of Diversity, Equity, Inclusion, and Accessibility, dated June 7, 2022. We received notification via Defense Civilian Personnel Advisory Service (DCPAS) Message 2024066 with a suspense of August 4, 2024. This report is submitted in accordance with 5 U.S.C. 7201; 5 C.F.R. Part 720, Subpart B; and Executive Order 13171, to support the U.S. Office of Personnel Management's annual FEORP Report to Congress and annual report to the President on Hispanic Employment in the Government. This report contains the following:

1. Accomplishments and Promising Practices
2. Hispanic Employment Strategies
3. Strategic Activities Related to People with Disabilities
4. Certification of the Deputy Assistant Secretary of the Army for Equity and Inclusion (DASA-EI) and the Deputy Assistant Secretary of the Army for Civilian Personnel (DASA-CP)

As of September 30, 2023, the Army total civilian workforce population was 218,648, which included permanent, temporary, and Non-Appropriated Fund (NAF) employees¹. This represented a net increase of 1.40 percentage points from FY22. The Army's permanent workforce was 194,972 in FY23, an increase of 0.5 percentage points from FY22. The temporary workforce was 1,931 in FY23, a decrease of 15 percentage points from FY22, and the NAF workforce was 21,745, which was an increase of 12.39 percentage points from FY22. The disabled workforce was 29,386 in FY23, an increase of 3.11 percentage points from FY22.

In FY23, the civilian workforce population composition by race/ethnicity for the Army were as follows: Hispanic or Latino (7.35%), White (62.51%), Black or African American (13.22%), Asian (3.52%), Native Hawaiian and Pacific Islander (NH/PI) (0.51%), American Indian and Alaskan Native (AI/AN) (.62%), and Two or More Races (12.24%). The total workforce representation for historically underserved and marginalized groups² (as defined by the Equal Employment Opportunity Commission (EEOC)) vary when compared to the National Civilian Labor Force (NCLF) Benchmark. The following groups are underrepresented relative to the NCLF benchmark: Females (overall) (12.91 percentage points), Hispanic or Latino males (1.85 percentage points), Hispanic or Latino females (3.80 percentage points), and White females (14.08 percentage points).

¹ Source: MD-715 Reporter Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Across), Ethnicity, and Sex (Participation Rate) FY21-23.

² Marginalized groups is defined as "community groups that are negatively perceived as socially and or physically outside the larger community structure, and are prevented from, or are unable to, participate in, or interact with, the mainstream community groups," accessed at <<https://www.lawinsider.com/dictionary/marginalized-groups>>

United States Department of the Army

1. Fiscal Year 2023 Federal Equal Opportunity Recruitment Program (FEORP) Accomplishments and Successful Promising Practices:

Army FY23 Accomplishments:

Army Special Emphasis Program Manager

On March 15, 2023, the Army assigned Special Emphasis Program Manager (SEPM) duties to a staff member within the Equity and Inclusion Agency (EIA). The EIA also issued guidance on Employee Resource Groups (ERGs) and Special Emphasis Programs (SEP) on June 15, 2023. The EIA is in the process of revising AR 690-12 (Equal Employment Opportunity Program), which will provide additional guidance on federally mandated and Office of the Secretary of Defense (OSD) authorized SEPs, SEPM responsibilities, SEP Committees (SEPC), and SEP staffing requirements across the enterprise.

Outreach and Engagements to Affinity Groups and Non-Federal Entity Groups

In FY23, the Army's civilian hiring teams collected approximately 5,700 resumes during hiring fairs at affinity group and Non-Federal Entity (NFE) events, interviewed almost 900 candidates, and provided over 550 tentative job offers. The Army conducted an outreach and engagement planning workshop from 21-23 August 2023 with Army stakeholders, 20 affinity groups, and NFEs to connect and learn about mutual objectives, discuss ways to engage, and plan hiring events for FY24.

Hiring Individuals with Disabilities

The Army continuously hires IWD, utilizing hiring authorities such as *Schedule A* and *30% or More Disabled Veteran* to find talented recruits to join the civilian ranks. The percentage of Army civilians with a disability has increased steadily from about 8% in 2012 to 13.49% in 2023. Hiring practices, increased knowledge of authorities that aim to recruit IWD into the federal workforce, general destigmatization, and wider cultural understanding of disabilities in the United States, explain the overall increase in employees with a disability in the Army. Employees voluntarily self-identify their status and are not required to inform the Army of their disability.

Army Talent Acquisition

In FY23, CHRA-ACCMA developed and the CHRA Director signed the second civilian talent acquisition plan for Army, incorporating lessons learned and reinforcing success from the previous year. The plan was based on analysis to determine the most difficult to fill occupations and identify the most significant under participation at the GS-11 level and above. As of December 2023, the Army achieved record high participation rates for women in the Army Fellows Program, the Army's premier entry-level developmental program with approximately 1200 participants each year. Participation by women reached 47%, matching the national civilian labor force rate for the first time in the 41-year history of the program.

Mandatory Equal Employment Opportunity, Anti-harassment, and Notification and Federal Employee Anti-discrimination and Retaliation Training

In September 2023, Army updated its mandatory EEO, Anti-harassment (AH), and Notification and Federal Employee Anti-discrimination and Retaliation (No FEAR) Act (NFA) training and included the reasonable accommodation (RA) process and associated timelines, the Pregnant Workers Fairness Act (PWFA), sexual harassment reporting procedures for Department of the Army civilians, and the requirements of the Elijah E. Cummings Act. The training is required annually for the civilian workforce and military supervisors of civilian employees.

Secretary of Defense Disability Awards

The Army received the FY23 Secretary of Defense Award for excellence for its Disability Program. Additionally, eight Army employees received individual FY23 Secretary of Defense Disability Awards for distinguishing themselves among their peers for their contributions to the mission, exemplifying excellence in service, and epitomizing the qualities and core values of DoD.

Army Promising Practices

- On August 4, 2023, the Honorable (HON) Carrie Ricci, Army General Counsel; Ms. Yvette Bourcicot, Principal Deputy Assistant Secretary of the Army (PDASA), Manpower & Reserve Affairs; Dr. Lyle Hogue, Acting Deputy Assistant Secretary of the Army, Equity and Inclusion; Ms. Pamela Blechinger, The Research and Analysis Center, Army Futures Command; and Mr. Barry Hoffman, Chief Financial Officer, Army Futures Command, participated in a Senior Executive Service (SES) speed mentoring session that mentored 101 attendees. The mentorship engagement brought together SES leaders and aspiring federal government professionals for a panel discussion focused on the transformative power of mentoring and building networks. Attendees learned about the invaluable role of mentoring and networking for career development, leadership growth, and fostering a knowledge-sharing culture.
- In May 2023, the EIA implemented a Bi-monthly MD-715 working group meeting to review plans of action developed by the Army and its subordinate commands to ensure continuous progress toward establishing model EEO programs across the enterprise and eliminating barriers to EEO.
- The EIA completed 12 engagements in FY23 reaching nearly 28,150 outreach event attendees and another 4,500 “in-reach” attendees, for a total of 32,650. During these events across the country, the EIA leveraged 22 different Army Senior Leaders as speakers to articulate the Army’s message of “Be All You Can Be.”
- The Army re-instituted its Barrier Analysis Working Group (BAWG) in March 2023. Using guidance from the agency head, triggers identified in the FY22 and previous MD-715 reports, and EEOC recommendations, the Army focused its BAWG efforts on women and Hispanic or Latino in FY23 and will continue those efforts into FY24 and FY25.

United States Department of the Army

2. Fiscal Year 2023 Federal Equal Opportunity Recruitment Program (FEORP) Hispanic Employment Strategies:

In FY23, the civilian workforce population composition by race/ethnicity for Hispanic or Latino was 16,085 (7.35%). The total workforce representation for historically underserved and marginalized groups³ (as defined by EEOC) vary when compared to the NCLF Benchmark. Hispanic or Latino males and females were underrepresented relative to the NCLF benchmark: males by 1.85 percentage points and females by 3.80.

Army FY23 Accomplishments/ Promising Practices (Hispanic and Latino):

Headquarters, Department of the Army

- Honorable Christine Wormuth, Secretary of the Army, was the keynote speaker for LATINA Style during their annual awards ceremony. She delivered an impactful speech celebrating the contributions of Latina service members in the U.S. Army. Highlighting the integral role of diversity, the Secretary emphasized that Latinas comprise over 20% of all active-duty women in the Army, underscoring their significant influence and leadership within the force.
- League of United Latin American Citizens (LULAC) Albuquerque, NM. On 3 August 2023, the EIA hosted a center of influence (COI) event with 160 participants. The Army presented access and opportunity to Army service information to national organizations, academic officials, community groups, and influencers. This event continued to strengthen the Army brand, fostered new relationships, built trust amongst communities by providing awareness, access, and opportunity in the Army. The EIA coordinated the following speakers: HON Carrie Ricci, Ms. Yvette Bourcicot, Major General (MG) Antonio Munera, United States Army Cadet Command (USACC); Ms. Hong Miller, Army Futures Command (AFC); Brigadier General (BG) Daphne Davis, United States Army Recruiting Command (USAREC); and Ms. Myrna Trevino, Civilian Aide to the Secretary of the Army (CASA) (TX). MG Munera presented two Reserve Officers' Training Corps (ROTC) checks totaling over \$75,000 in scholarship money. There was also a panel discussion on Army opportunities with Chief Warrant Officer 3 (CW3) Mercedes Taylor-Quianes, 116th Military Intelligence Brigade, Command Sergeant Major (CSM) Hilda Garcia, 3rd Recruiting Brigade, and Ms. Tina Manns, Civilian Human Resources Command (CHRA). Additionally, the newest CASA from New Mexico, Ms. Donna White, attended the COI. Notable non-Army attendees included HON Cisneros and HON Wagner, Representative Patricia Caballero, District 13, New Mexico, Chief of Albuquerque Police, and Albuquerque Senior Affairs Associate Director, and Mayor's Liaison.
- The League of United Latin American Citizens (LULAC), 2023 National Convention, Albuquerque, NM hosted a multi-day leadership conference for over 4,000 young

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professional Latinos and collegiate students. The engagement directly enhanced the attendee's exposure to the opportunities and benefits of federal civilian and military employment within the Department of the Army. The Army had a significant number of organizations participate in the LULAC Career Fair. As a result, Army agencies collected 372 resumes, interviewed 105 candidates, and made 24 tentative job offers.

- In FY 2023, the Army hosted three COI events with 500 participants. The events provided the Army a way to share the Army story to national organizations, school officials, community groups, thought leaders and influencers, and highlight the opportunities and benefits that exist within the Army for those interested in pursuing military or civilian careers. The COI events proved to be a premier outreach and engagement venue at non-federal entity conferences.

U.S. Army Materiel Command (AMC)

AMC participated in nationally recognized Hispanic serving forums like Great Minds in STEM (GMiS) and the League of United Latin American Citizens (LULAC). The purpose of these events was to directly support Army recruiting and hiring at different entry levels and providing awareness of AMC civilian job opportunities to attendees.

U.S. Army Medical Command (MEDCOM)

Although the participation rate of Hispanics is significantly lower than expected across the Army enterprise, MEDCOM has a notably higher participation rate of both Hispanic males and females as compared to the Relative Civilian Labor Force (RCLF). Within the MEDCOM workforce in FY 23, Hispanic males participated at a rate of 4.50% as compared to the RCLF of 2.06%, and Hispanic females participated at a rate of 6.04% as compared to the RCLF of 5.37%.

U.S. Army Criminal Investigation Division (DACID)

During FY 2023, DACID participated in the Houston Christian University, Spring 2023 HCU Business & STEM Career Fair (Houston Christian University is part of the Hispanic Association of Colleges and Universities- HACU). The Recruiting Program Manager registered for a Handshake account and connected with colleges/universities that are part of the HACU and registered to recruit at the Hispanic American Police Command Officers Association (HAPCOA).

Army Civilian Career Management Activity (ACCMA) Talent Acquisition Division

In FY23, the Army achieved record high participation rates for Hispanics in the Army Fellows Program, the Army's premier entry-level developmental program with approximately 1200 participants each year. Participation by those who identified as Hispanic grew to 9%, a 16% increase over the previous year and another historic high.

United States Department of the Army

3. Fiscal Year 2023 Federal Equal Opportunity Recruitment Program (FEORP) Plan Strategic Activities Related to the Employment of Individuals with Disabilities:

Individuals with Disability (IWD) and Individuals with Targeted Disability (IWTD)

The Army continues to have an annual increase in IWD and IWTD. IWD make up 14.51% and IWTD make up 4.40% of the permanent Army civilian workforce, exceeding the Section 501 goals of the Rehabilitation Act of 1973, as amended, of 12% and 2%, respectively.

When viewing the Applicant Flow Data for those self-identifying as disabled:

- The percentage of applicants self-identifying as IWD and IWTD is above the Section 501 goals of 12% and 2%, respectively.
- IWD and IWTD were qualified and referred at rates greater than those who did not identify with disabilities.

Army FY23 Accomplishments & Promising Practice (IWD):

- **Updated Reasonable Accommodation (RA) Tracker:** The Army is developing an improved MD-715 Reporter that will include an updated RA tracker to better track RA requests and more accurately measure processing times of complaints. The Army has already updated the RA Tracker and requires its use enterprise-wide. Army is also taking action to ensure all EEO specialists and supervisors of civilian employees are trained on the reasonable accommodation process.
- **Accessibility Statement:** The Army developed and posted on the EIA's public-facing website an accessibility statement that addresses RA and personal assistance services (PAS), as well as Sections 504 and 508 of the Rehabilitation Act, and the Architectural Barriers Act, at <https://www.army.mil/armyequityandinclusion#org-army-accessibility>.
- **Section 508 Program:** In FY23, the Army established a Section 508 Program under the Office of the Chief Information Officer (OCIO).
- **Schedule A and Direct Hire Authorities Training:** In the Army's Supervisor HR Orientation Course, which all new Army supervisors will have to take once the Supervisor Certification Program Policy is signed, there is a significant discussion on day 2 about Schedule A and Direct Hire Authorities. This information is part of our Recruitment and Hiring module. To date, the Army has already trained about 1000 Army supervisors in this course and execute the training every other week.

U.S. Army Corp of Engineers (USACE)

USACE Divisions, Centers, and Districts continued to advance employment opportunities for IWD through outreach with local and state vocational agencies, education of the

Schedule A Hiring Authority with Civilian Personnel Advisory Center (CPAC) and hiring officials, and utilization of the Workforce Recruitment Program (WRP).

U.S. Medical Command (MEDCOM)

MEDCOM successfully hired a total of six Schedule A employees with disabilities into a wide variety of healthcare and support occupations. MEDCOM currently has nine employees with excepted service that were appointed under Schedule A. Of the nine employees hired using Schedule A, three recently became eligible for conversion after two years of satisfactory service. MEDCOM converted all eligible Schedule A employees after two years of satisfactory service.

U.S. Army Training and Doctrine Command (TRADOC)

During the National Disability Employment Awareness Month (NDEAM), TRADOC used social media to highlight direct hiring authorities for IWD and IWTD. In FY23 TRADOC has seen an increase in the use of the 30% or more disabled Veteran hiring authority.

U.S. Army Forces Command (FORSCOM)

FORSCOM Human Resources Directorate provided Schedule A training to supervisors and managers during FORSCOM onboarding orientation of new employees which occurred every six weeks. FORSCOM also provides training on Schedule A hiring during its Mandatory Supervisory Development Course (SDC) to educate supervisors/managers on the use of civilian hiring authorities.

The Office of the Administrative Assistant to the Secretary of the Army (OAA)

The OAA Disability Program Manager (DPM) and HR directorate partnered to take specific steps to ensure qualified IWD were aware of and encouraged to apply for job vacancies by attending the Spring 2023 internship and job fair at Gallaudet University. These efforts promoted job opportunities within OAA and HQDA for IWD (Schedule A, Workforce Recruitment Program (WRP), and other special hiring authorities).

U.S. Army Space and Missile Defense Command (SMDC)

During NDEAM, the SMDC DPM developed a Reasonable Accommodation Policy and Procedure Guide which provided step-by-step instructions on the policy and procedures associated with requesting a reasonable accommodation. The SMDC commanding general also signed and distributed a memorandum to the workforce asking them to update their disability status to accurately reflect the number of IWD.

U.S. Army Europe and Africa (USAREUR-AF)

The United States Army Europe and Africa's (USAREUR-AF) EEO Office conducts monthly audits of all digital case files within the iComplaints database and quarterly audits to assess Disabled Veterans Affirmative Action Plans (DVAAP). Semi-monthly, USAREUR-AF reviewed the MD-715 RA database to ensure compliance with the Rehabilitation Act.