

FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM (FEORP)

Accomplishments and Promising Practices

Hispanic Employment Strategies

Strategic Activities Related to People with Disabilities

FISCAL YEAR 2022

**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, 2023. 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 DASA for Civilian Personnel

As of September 30, 2022, the Department of the Army (DA or Army) total civilian workforce population was 215,610, which included permanent, temporary, and Non-Appropriated Fund (NAF) employees. This represented a net decrease of -13.40% from FY21. The Army’s permanent workforce was 193,989 in FY22, a decrease of -14.00% since FY21.

In FY22, the civilian workforce population breakdowns by race/ethnicity for the Army were: Hispanic or Latino (7.16%), White (63.65%), Black or African American (14.19%), Asian (4.20%), Native Hawaiian or Other Pacific Islander (0.57%), American Indian or Alaskan Native (1.31%), and Two or More races (8.85%). The total workforce representation for the historically underserved and marginalized groups[1](#_bookmark0) (as defined by EEOC) vary when compared to the National Civilian Labor Force (NCLF[2](#_bookmark1)) Benchmark. Underrepresentation occurs with the following groups: Hispanic or Latino males (-1.98%), Hispanic or Latino females (-3.86%), White females (-13.81), Black females (-0.38%), and Asian females (-0.61%). American Indian/Alaskan Native females, Native Hawaiian or other Pacific Islander females, and females who identify as Two or More Races are above the NCLF. For purpose of this report our focus will be on initiatives to increase Hispanic or Latino employees’ full participation and representation within the Army.

1 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>>.

2 EEOC identifies the appropriate benchmarks for comparison. The total agency workforce should be compared to the Civilian Labor

Force (CLF), which includes all non-institutionalized civilians age 16 and over who are either employed or unemployed. U.S. Census Bureau, “Labor Force: Glossary,” accessed at <[https://www.census.gov/topics/employment/labor-force/about/ glossary.html](https://www.census.gov/topics/employment/labor-force/about/%20glossary.html)>.

Subgroups of the agency workforce (e.g., those in senior grades) should be compared to overall agency workforce.

**United States Department of the Army Appendix 1**

1. **Fiscal Year 2022 Federal Equal Opportunity Recruitment Program (FEORP) Accomplishments and Successful Promising Practices:**

**Accomplishments throughout Army are as follows:**

**Army Base (Installation) Renaming**

The Army recently renamed six bases to ensure the installations where Soldiers work, train, and live reflect the Army values. One such base was Fort Hood which was redesignated as Fort Cavazos in honor of Gen. Richard Cavazos, a person of Hispanic decent and a Texas-born hero of the Korean and Vietnam wars. Renaming ceremonies will continue through October 2023 and are open to the public.

**Your Voice Matters Listening Sessions**

In FY22 the U.S. Army Equity and Inclusion Agency (EIA) conducted 59 listening sessions at 8 military installations and heard from over 2,990 Soldiers and Department of the Army Civilians. These sessions: identified atmospherics that may present barriers to quality of life, culture and spectrums of talent, and/or disparately affect personnel readiness; determined local and Army-wide diversity and inclusion policy requirements or practices; and demonstrated care and commitment to the well-being of our military and civilian personnel.

**Revitalize Special Emphasis Programs (SEP) & Establish Employee Resource Groups (ERG)** The Army relies on several tools to assist in making the Army an employer of choice. Employee Resource Groups (ERG) are defined by the Office of Personnel Management (OPM) as "voluntary, employee-led groups that serve as a resource for its members, constituency, and the Army Enterprise." To support Army Commands and personnel wishing to form ERGs, in FY22 the DASA-EI researched, developed, and staffed a resource guide entitled “Supporting Equity & Inclusion Through Special Emphasis Programs and Employee Resource Group”.

**League of United Latin American Citizens (LULAC) 25th Annual National Legislative Awards Gala & Emerge Latino Conference March 17-18, 2022, Washington D.C.** During the 25th Annual National Legislative Awards Gala & Emerge Latino Conference, the Acting Assistant Secretary of the Army, Manpower and Reserve Affairs provided remarks during the 25th Annual LULAC Legislative Awards Gala honoring community leaders and policy makers that have contributed to the empowerment, health, safety, and education in the Hispanic community. The EIA coordinated Army conference participation and attendance. The conference venue provided a platform for college students and young professional Latinos to engage in public policy briefings on health, education, federal employment, and immigration.

**The 93rd League of United Latin American Citizens (LULAC), 2022 National Convention, San Juan, Puerto Rico**

LULAC hosted a multi-day leadership conference for over 4000 young professional Latinos and collegiate students. The benefit of 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 U.S. Army had a significant number of organizations participate in the LULAC Puerto Rico Career Fair. As a result, Army agencies encountered 81 leads from the 800 attendees using Army messaging during various speaking opportunities. In response to the tentative job offers, 30 candidates accepted positions with the Army.

**Headquarters Department of the Army Diversity Outreach & Engagement Awards**

The HQDA Diversity Outreach & Engagement Awards Program fosters professional development by recognizing contributions and professional achievements of the Army’s military and civilian personnel in support of the mission. In FY22, the Army advertised 14 national affinity group awards, resulting in 129 nominations from across the enterprise. Of the 129 nominations, the Army had 50 national affinity award winners. Additionally, the Army submitted 21 nominees for the Secretary of the Army Diversity and Leadership Award and had 3 winners.

**Promising Practices**

During the 25th Annual National Legislative Awards Gala & Emerge Latino Conference, the Acting Assistant Secretary of the Army, Manpower and Reserve Affairs provided remarks during the 25th Annual LULAC Legislative Awards Gala honoring community leaders and policy makers that have contributed to the empowerment, health, safety, and education in the Hispanic community. The EIA coordinated Army conference participation and attendance. The conference venue provided a platform for college students and young professional Latinos to engage in public policy briefings on health, education, federal employment, and immigration.

Headquarters, Department of the Army (HQDA) developed a Special Emphasis Program Committee to ensure that all HQDA employees are provided an equal opportunity in all aspects of employment. The committee currently consists of 15 members, 4 of which who have volunteered to serve as collateral duty program managers. In FY23, the focus will be on training program managers to provide the tools to stand up other programs.

The EIA continued to host Center of Influence (COI) events during affinity group events. As the Army continues to build consistent and sustainable relationships with organizations across the country, COI events bring leaders from communities, schools, industry, service organizations, and government together to better understand the Army’s commitment to inclusion through access to career, professional development, and educational opportunities. The COI venue includes civilian recruiting and advertising, branding, and creating interest where there may be none or access has been denied.

Headquarters, U.S. Army Corp of Engineers established a Diversity, Equity, Inclusion, and Accessibility Strategic Plan. This strategic plan includes goals, objectives, and initiatives targeted to improve and advance data collection, recruitment, retention, hiring, internships, professional development, internal and external partnerships, and equity for under-represented groups throughout the Army Enterprise.

**United States Department of the Army Appendix 1**

1. **Fiscal Year 2022 Federal Equal Opportunity Recruitment Program (FEORP) Hispanic Employment Strategies:**

In FY22, the civilian workforce population breakdowns by race/ethnicity for the Army were: Hispanic or Latino (7.16%), White (63.65%), Black or African American (14.19%), Asian (4.20%), Native Hawaiian or Other Pacific Islander (0.57%), American Indian or Alaskan Native (1.31%), and Two or More races (8.85%). The total workforce representation for the historically underserved and marginalized groups (as defined by EEOC) vary when compared to the NCLF Benchmark.

**Accomplishments/ Promising Practices:**

**U.S. Army Equity & Inclusion Agency**

* League of United Latin American Citizens (LULAC) 25th Annual National Legislative Awards Gala & Emerge Latino Conference March 17-18, 2022, Washington D.C. The Acting Assistant Secretary of the Army, Manpower and Reserve Affairs provided remarks during the 25th Annual LULAC Legislative Awards Gala honoring community leaders and policy makers that have contributed to the empowerment, health, safety, and education in the Hispanic community.
* The U.S. Army Equity and Inclusion Agency (EIA) coordinated Army conference participation and attendance for LULAC’s 25th Annual National Legislative Awards Gala & Emerge Latino Conference. The Conference venue provided a platform for college students and young professional Latinos to engage in public policy briefings on health, education, federal employment, and immigration. The Equity and Inclusion Agency executed the following: 1) Coordinated for five U.S. Recruiters to attend the conference to recruit. 2) The Army’s recruiting organizations (military) collaborated to create a one-stop-shop footprint which ensured maximum exposure and traffic of over 500 participants registered at the conference.
* The 93rd League of United Latin American Citizens (LULAC), 2022 National Convention, San Juan, Puerto Rico hosted a multi-day leadership conference for over 4000 young professional Latinos and collegiate students. The benefit of 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 Puerto Rico Career Fair. As a result, Army agencies encountered 81 leads from the 800 attendees using Army messaging during various speaking opportunities. In response to the tentative job offers, 30 candidates accepted positions with the Army.

.

* The EIA will continue to host Centers of Influence (COI) events in 2023. As the Army continues to build consistent and sustainable relationships with organizations across the country, COI events bring leaders from communities, schools, industry, service organizations, and government together to better understand the Army’s commitment to inclusion through access to career, professional development, and educational opportunities.

**U.S. Army Corps of Engineers**

* Hispanic Engineer National Achievement Awards Corporation (HENAAC)/Great Minds in STEM (GMiS). In 2022, The U.S. Army Corps of Engineers had three winners of the HENAAC/GMiS award.

**Army Civilian Career Management Activity (ACCMA) Talent Acquisition Division**

* In FY22, ACCMA developed the first civilian talent acquisition plan for Army. The plan was based on analysis to determine the most difficult to fill occupations and most significant under participation at the GS-11 level and above. Once ACCMA identified that computer science and a range of engineering positions were consistently among the most difficult positions to fill and that women and those who identify as Hispanic under participate most significantly, ACCMA identified universities across the United States that graduate the highest numbers of females and Hispanic computer scientists and engineers. ACCMA targeted these universities for strategic outreach to key influencers such as academic deans of colleges of engineering for recruitment.
* As of the end of 2022, participation in the Army Fellows Program (AFP) by females and those who identify as Hispanic reached the highest rates in the 40-year history of the program. Females are participating in the AFP at a rate of 43.3% compared to an all-Army rate of 31.3% for the equivalent population; participation in STEM fields is eight percentage points above the all-Army rate. Those who identify as Hispanic are participating at a rate of 9.6%, nearly two percentage points above the all-Army rate.
* The talent acquisition plan also set the conditions for continued success through 2023 by requiring coordination and contracting to participate in large, national career fairs such as the BEYA and LULAC conferences career fairs.

**The Office of the Administrative Assistant to the Secretary of the Army (OAA) has set the following goals for FY23’s strategic initiatives to increase hiring and retention of Hispanics within the organization:**

* The Hispanic Employment Program (HEP) working group will begin meeting monthly and will establish goals for FY23-FY24. In addition to making senior leaders aware of their efforts and soliciting Champions, they will also work towards obtaining funding for activities such as affinity award events, cultural observances, and training.
* The HEP will begin working with the Agency’s executive leadership on barriers that affect Hispanic employment, particularly at the GS-12 through SES grade levels.
* The Directorate of Diversity and EEO (DEEO) under OAA and the HEP will partner with the Civilian Personnel Advisory Center (CPAC) to ensure human capital and workforce succession plans contain strategies that address HQDA’s low participation rates in mission critical occupations and senior grades.

**United States Department of the Army Appendix 1**

1. **Fiscal Year 2022 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)**

* In FY22, the Army initiated action to have the Defense Finance and Accounting Service (DFAS) include the disability status update request notice printed on each civilian employee’s leave and earning statement. This action was in addition to the widely distributed memorandum from leadership requesting all employees review and update their disability status.

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

* The percentage of applicants self-identifying as IWD and IWTD is below the 12% and 2% federal employment benchmarks, respectively.
* While referral rates are at a level consistent with qualified rates for IWD and IWTD, the selection rate for IWD and IWTD is disproportionately lower than the rate for those with no disability.
* The selection rate for IWDs was below the 501 goal by 6.46%.
* For IWTDs, the selection rate was .99% above the 2% goal.
* Overall, the Army’s exceeds the Section 501 goals by employing 14.19% IWDs and 4.15% for IWTD.
* For IWTD, the selection rate exceeded the 2% federal benchmark by .99% for IWDs.

**Workforce Recruitment Program (WRP)**

ACCMA reviewed candidates from the WRP site and provided announcements to prospective hires. Additionally, ACCMA promotes positions in multiple LinkedIn groups such as " Diversity and Disability@Work," Professionals with Disabilities," and " Disability Group." Lastly, the Army is building relationships with career services directorates and directors for services for students with disabilities at colleges and universities across the country.

**Army-Wide Accomplishments & Promising Practice:**

* **Reasonable Accommodation (RA) and Section 508 Compliance:** The Agency processed at least 4,383 RA requests, which included a combination of assistive technologies, sit/stand workstations, chairs, keyboards, flexible work schedules, and medical telework.
* **Sign Language Interpreting Services:** DEEO provides sign language interpreting services, both virtually and in-person, for HQDA employees who are deaf or hard of

hearing.

**Fiscal Year 2022 FEORP Plan Accomplishments and Successful/Promising Practices.**

* Criminal Investigation Division (CID) routinely utilized special hiring authorities to employee persons with disabilities. All CID vacancies are announced via USAJOBS.gov. As of 30 Sep 2022, 64% of the CID workforce self-identified as disabled and 33% of the workforce were disabled veterans with a 30% or more disability rating.
* Army Cyber Command (ARCYBER) utilized a variety of outreach and recruitment strategies to increase the number of qualified applicants with disabilities and targeted disabilities. This was a collaborative effort between the Disability Employment Program Manager and HR Specialists. The command participated in career fairs and outreach events targeting active duty or transitioning military and persons with disabilities and targeted disabilities. The command established a Corporate Recruitment team with specialty areas including expert knowledge in consulting, and dedicated development and evaluation of customized recruitment efforts for ARCYBER’s encompassing strategic methods for increasing veteran outreach and hiring and utilization of other special hiring authorities. In FY22, the Disability Program Manager and Human Resource Officer partnered to expand ARCYBER’s relationships with diverse and disabled veteran organizations, accredited colleges and universities, and participate in outreach and recruitment events to include developing a tracking system for outreach events.
* U.S. Army Forces Command (FORSCOM) informed and encouraged the workforce of the importance of employee self-identification of disability status through various methods. Marquees are posted throughout the Command to promote self-identification of disability status. Emails and the FORSCOM EEO newsletter provide announcements to the workforce to promote the need to self- identify. The information is used in aggregate to support and promote opportunities and programs for IWD.
* U.S. Army Medical Command (MEDCOM) was successful in efforts to reach veterans and people with disabilities during recruitment events and through employment websites and social media platforms. These successful recruiting efforts resulted in hiring 4,774 new employees of which 127 had a 10 Point Compensable 30% Disabled Veteran Preference. Out of the total 4,744 new hires, 318 (7%) were candidates who had disability preference for employment purposes. MEDCOM also hired a total of 31 Schedule A employees with disabilities into a wide variety of healthcare and support occupations.
* OAA total workforce was comprised of 6,801 employees, of whom approximately half were veterans. Disabled veterans’ number 2,397, which is 37.05 percent of the total workforce. These numbers are indicative of an OAA’s commitment to employing veterans and disabled veterans.