

STATE OF THE DISTRICT BRIEFING

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Authority

- Equal Employment Opportunity Commission Management Directive 715
- Title VII of the Civil Rights Act of 1964
- Section 501 of the Rehabilitation Act of 1973

Objective

- Model EEO Program Six Essential Elements:
 - Demonstrated Commitment from Agency Leadership
 - Integration of EEO into the Agency's Strategic Mission
 - Management and Program Accountability
 - Proactive Prevention of Unlawful Discrimination
 - Efficiency
 - Responsiveness and Legal Compliance



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It is the policy of the Government of the United States to provide equal opportunity in employment for all persons, to prohibit discrimination in employment because of race, color, religion, sex, national origin, age, disability, gender identity, sexual orientation, or genetic information and to promote the full realization of equal employment opportunity through a continuing affirmative program in each agency.

No person shall be subject to retaliation for opposing any practice made unlawful by title VII of the Civil Rights Act (title VII) (42 U.S.C. 2000e et (29 CFR 1614.101)



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Workforce by Race/Ethnicity/Gender

RNO	Number	Percent	CLF*	RCLF**	Net Change (#) from FY 19
White Male	200	67.11 %	39.00%	44.90%	-7
White Female	79	26.51%	33.70%	41.20%	-1
Black Male	2	0.67%	4.80%	4.00%	+1
Black Female	5	1.67%	5.70%	5.20%	+1
Hispanic Male	4	1.34%	6.20%	1.10%	+1
Hispanic Female	2	0.67%	4.50%	1.00%	0
Asian Male	2	1.00%	1.90%	0.60%	0
Asian Female	1	0.33%	1.70%	0.50%	+1
Native Hawaiian or Pacific Islander Male	0	0.00%	0.10%	0.00%	0
Native Hawaiian or Pacific Islander female	0	0.00%	0.10%	0.00%	0
American Indian or Alaskan Male	1	0.33%	0.30%	0.30%	0
American Indian or Alaskan Female	0	0.00%	0.30%	0.30%	0
Two or More races Male	0	0.33%	0.80%	0.20%	0

*= National Civilian Labor Force (CLF)

**= Relevant Civilian Labor Force (Greater Buffalo New York)



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TARGETED DISABILITIES

1. Hearing
2. Vision
3. Missing Extremities
4. Partial Paralysis
5. Complete Paralysis
6. Epilepsy
7. Severe Intellectual Disability
8. Psychiatric Disability
9. Dwarfism

LRB Targeted Disability

2.37%

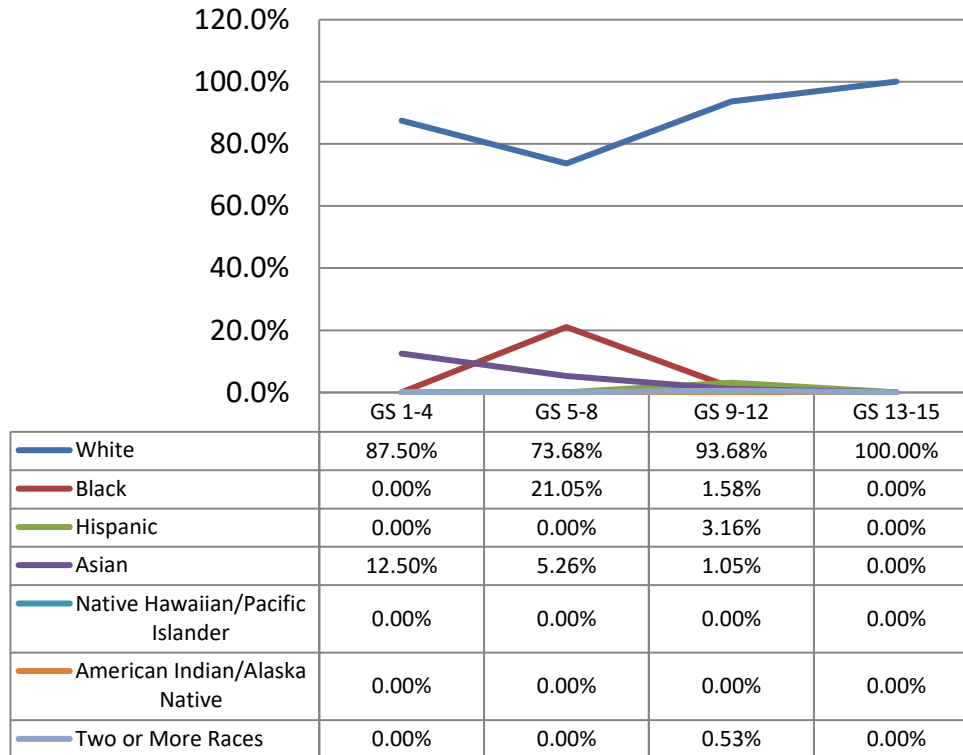
DoD Goal

2.00%



PARTICIPATION RATES

FY 2020 Ethnicity/Race by Grade:



Does not include Wage Grade employees

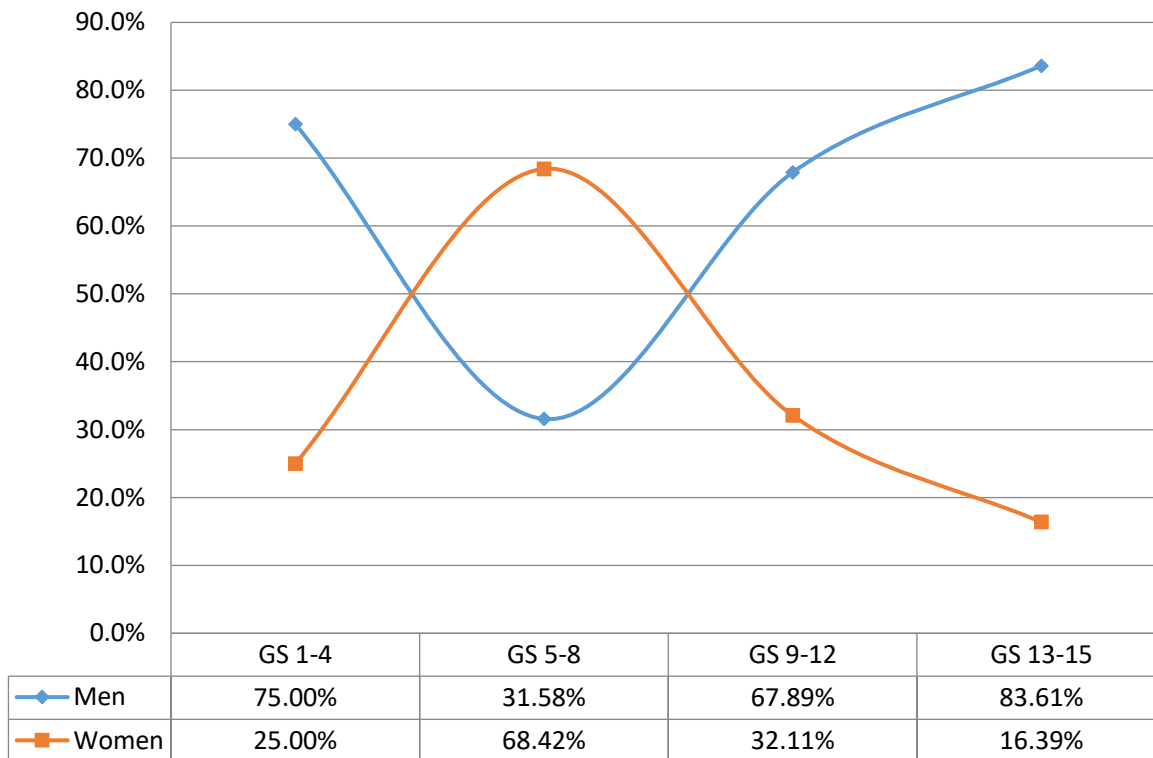


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PARTICIPATION RATES

GRADE & GENDER



Does not include Wage Grade employees



PARTICIPATION RATES

GENDER

	Men		Women		Total	
	FY 20	FY 19	FY 20	FY 19	FY 20	FY 19
Population						
GS 1-4	6	5	2	4	8	9
GS 5-8	13	10	6	13	19	23
GS 9-12	129	127	61	55	190	182
GS 13-15	51	48	10	9	61	57
Total	199	190	79	81	278	271

Does not include Wage Grade employees



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USACE SELF ASSESSMENT/PART G SCORECARD

Essential element	Percentage "Yes"	# Deficiencies
A: Demonstrated Commitment from Agency Leadership	100%	0
B: Integration of EEO into the Agency's Strategic Mission	90%	3
C: Management and Program Accountability	95%	1
D: Proactive Prevention of Unlawful Discrimination	100%	0
E: Efficiency	100%	0
F: Responsiveness and Legal Compliance	100%	0

Standard (80% or above)



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FORMAL COMPLAINTS FILED IN FY 2018

Complaints Processing Summary

- 0 complaints filed formal/informal in FY20
- 1 complaint withdrawn at hearing stage
- Trends in Complaints for past 5 years have been Non-Selection on the basis of Gender, Retaliation, and Sexual Orientation.
- Processing times at the informal and formal levels are “green.”



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ACCOMPLISHMENTS

The Buffalo District has met/exceeded federal goals for individuals with disabilities in the workplace.

- The Buffalo District has 7 (2.37%) employees self-identifying as having a targeted disability, exceeding the Federal goal of 2% goal for the second year in a row. Targeted disabilities are severe, including deafness, blindness, paralysis, and mental illness.
- The District has also exceeded the Federal goal of 12% of the workforce self-identifying as having a disability. In FY 2020, 43 (15.25%) of employees self-identified as having a disability.
- There are barriers to the advancement of individuals with disabilities, with lower than expected numbers of individuals with disabilities found at the GS-11 through GS-15 levels.



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REPORTABLE DEFICIENCIES AND CHALLENGES

Four main deficiencies identified:

- EEO Director does not regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues.
- Training is needed that provides every supervisor and manager with the background and tools in communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and to avoid disputes arising from ineffective communications.
- Senior managers do not successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans.
- Managers and supervisors do not support the EEO program in identifying and removing barriers to equal opportunity.



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WAY AHEAD

- Create simple process to redact names/addresses from the resume review portion of the selection process.
- Hiring Officials commit to selecting one new recruiting source off of the EEO recruitment list to specifically target as part of the vacancy process.
- The command will review plans for hiring GS-12 positions and higher at the PMC, including selection board membership.
- For GS-12 and higher, selection panels should include a member from outside LRB. At a minimum, the selection panel will include a member from outside the position's division. Concerted effort to ensure female representation on every hiring panel.
- Include EEO in senior-level staff meetings on personnel, recruitment, outreach, and diversity/inclusion, or any meetings on technology that could impact reasonable accommodation requests and accessibility issues.
- Identify trainers and training for supervisors, managers in communication, cultural awareness, cultural competency, navigating work in a world of social unrest.

WAY AHEAD

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- Identify trainers and training for supervisors, managers in communication, cultural awareness, cultural competency, navigating work in a world of social unrest.
- Include EEO Office in planning annual training for Supervisors and Managers
- Identify all areas in District's strategic plans, including OPlan, that can incorporate one or more EEO Action Plan Objectives.
- Transparent, fully executed SOPs for reoccurring activities such as Employee Recognition Awards, Selection to LDP II, III.
- Senior leaders, managers, and supervisors provide input into MD 715 for 2021