



STATE OF THE AGENCY



U.S. Fish and Wildlife Service EEO Program MD-715 Status Report

For Fiscal Year 2019

CONTENTS

PART A: Agency Identifying Information	3
PART B: Total Employment	3
PART C: Agency Officials Responsible For Oversight of EEO Programs	3
PART D: List of Subordinate Components	5
PART E: Executive Summary	7
PART F: Certification of Establishment of Continuing EEO Programs	27
PART G: Agency Self-Assessment	28
PART H: Plan to Attain the Essential Elements of an EEO Program	43
PART I: Plan to Eliminate Identified Barriers	47
PART J: Special Program for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities	59

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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 the Interior (DOI)	U.S. Fish and Wildlife Service (FWS)	1849 C Street, N.W.	Washington	DC	20240	IN15	1448

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	7449	852	8301

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

Agency Leadership	Name	Title
Head of Agency	Margaret Everson	Principal Deputy Director, Exercising the Authority of the Director
Head of Agency Designee	Bryan Arroyo	Deputy Director

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	Inez Uhl	EEO Director	0260	GS-15	703-358-2396	Inez_Uhl@fws.gov
Affirmative Employment Program Manager	Gina Huck	Diversity and Inclusion Program Manager	0260	GS-14	503-736-4784	Gina_Huck@fws.gov
Complaint Processing Program Manager	Ronald Niemann	EEO Complaints Manager	0260	GS-14	703-358-2194	Ronald_Niemann@fws.gov

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

EEO Program Staff	Name	Title	Occupational Series	Pay Plan and Grade	Phone Number	Email Address
Public Civil Rights Program	Julia Bumbaca	Public Civil Rights Manager	0260	GS-14	703-358-2349	Julia_Bumbaca@fws.gov
Diversity & Inclusion Program	Gina Huck	Diversity Program Manager	0260	GS-14	503-736-4784	Gina_Huck@fws.gov
Hispanic Program Manager (SEPM)	Sharon Fuller-Barnes	Program Analyst/ Recruiter	0343	GS-12	503-736-4784	sharon_fuller-barnes@fws.gov
Women's Program Manager (SEPM)	Gina Huck	Diversity Program Manager	0260	GS-14	503-736-4784	Gina_Huck@fws.gov
Disability Program Manager (SEPM)	Courtney Williams	Program Analyst/ Recruiter	0343	GS-12	703-358-2349	Courtney_Williams@fws.gov
Special Placement Program Coordinator (Individuals with Disabilities)	Bill Fuller	Accountability Officer	0201	GS-14	703-358-2367	Bill_Fuller@fws.gov
Anti-Harassment Program Manager	Rebekah Giddings	Chief, Human Capital	0201	GS-15	703-358-2525	Rebekah_Giddings@fws.gov
ADR Program Manager	Ronald Niemann	EEO Complaints Manager	0260	GS-14	703-358-2194	Ronald_Niemann@fws.gov
Compliance Manager	Ronald Niemann	EEO Complaints Manager	0260	GS-14	703-358-2194	Ronald_Niemann@fws.gov
Principal MD-715 Preparer	Hector Zarate	EEO Specialist	0260	GS-13	703-358-2003	Hector_Zarate@fws.gov

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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
Region 1	Hadley	MA		IN1505	1448
Region 2 & 4	Atlanta	GA		IN1504	1448
Region 3	Bloomington	MN		IN1503	1448
Region 5 & 7	Lakewood	CO		IN1506	1448
Region 6 & 8	Albuquerque	NM		IN1502	1448
Region 9 & 12	Portland	OR		IN1501	1448
Region 10	Sacramento	CA		IN1508	1448
Region 11	Anchorage	AK		IN1507	1448
Headquarters	Falls Church	VA		IN1509	1448
Management & Administration / IRTM	Falls Church	VA		IN1510	1448

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	

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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	Yes	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

PART E	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Executive Summary	



“The Service is committed to ensuring that we stand out as an employer of choice in order to attract and maintain a diverse and highly skilled workforce. With unemployment at a 50-year low, we understand that the competition for talent is fierce and that we must provide an inclusive and respectful work environment where employees of all backgrounds feel welcome. Our conservation mission is complex, requiring innovative work processes and collaborative problem solving. We need employees with diverse skills, lifestyles and ways of thinking to ensure that we succeed in our conservation mission and empower the next generation of conservationists.”

— Margaret Everson, Principal Deputy Director
U.S. Fish and Wildlife Service



"As the incoming Director of U.S. Fish and Wildlife Service, I believe being relevant to the public is one of the biggest wildlife conservation challenges facing us today. The Service is at its best when we reflect the public we serve, and our mission can only be assured when we are able to consistently attract, develop and retain a diverse workforce. Our employees have made it clear through numerous surveys, exit interviews, and focus groups, that they expect a workplace free of harassment, where different perspectives are valued, and where they are treated with dignity and respect. Going forward, expectation will be our measure of success."

— Aurelia Skipwith, Director
U.S. Fish and Wildlife Service

Part E.1 - Executive Summary: Mission

The U.S. Fish and Wildlife Service (FWS) is the principal Federal agency responsible for conserving, protecting, and enhancing fish, wildlife, and plants and their habitats for the continuing benefit of the American people. Here are a few of the ways we work to meet our mission:

- Enforce federal wildlife laws;
- Protect endangered species;
- Manage migratory birds;
- Restore nationally significant fisheries;
- Conserve and restore wildlife habitat such as wetlands;

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- Help foreign governments with their international conservation efforts;
- Distribute hundreds of millions of dollars, through our Wildlife & Sport Fish and Restoration Program, in excise taxes on fishing and hunting equipment to State fish and wildlife agencies.

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

Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP
<p>Executive Diversity Committee (EDC): The EDC develops and implements innovative diversity and inclusion initiatives and ensures that barriers in the employment life cycle are identified and addressed. The EDC consists of five Senior Executive Service members. In addition, the Deputy Director, the EEO Director, the Chair, Deputies' Group, the Chief, Human Capital, and the Human Resources Senior Advisor serve as ex-officio members.</p> <p>In FY 2019, the EDC led the development of the FY 2020-2024 Diversity and Inclusion Implementation Plan (DIIP) for the FWS. The DIIP sets forth strategic objectives that engage employees at all levels of the organization and communicates that each employee has specific roles and responsibilities in ensuring our agency is diverse and inclusive. This new iteration of the DIIP has a strong focus on accountability.</p> <p>FY 2020-2024 Diversity and Inclusion Implementation Plan (DIIP): The goal of the Diversity and Inclusion Implementation Plan (DIIP) for FY 2020-2024 is to support the Service's mission by guiding the organization toward a more inclusive work environment where employees are inspired to excel. This DIIP sets forth three strategic objectives that will energize the diversity and inclusion message and engage employees at all levels of the Service to take specific actions.</p> <ul style="list-style-type: none">• Objective 1: Engagement - Engage employees with a consistent and meaningful message that prioritizes inclusion, acknowledges the lack of progress to date, and outlines the actions that will lead to success.• Objective 2: Barrier Analysis and Removal - Continuously learn what the barriers to diversity and inclusion are at the Service, engage in barrier elimination, and monitor the metrics that show how employees are responding to initiatives.• Objective 3: Recruitment and Hiring - Connect with the values of a diverse public and enhance support for conservation with a recruitment and hiring strategy that focuses on excellence and is supported by a large and diverse applicant pool. <p>Strong management accountability is a central feature of this DIIP. In FY 2019, the FWS leadership directed the creation of an online accountability dashboard. Regional and program directors will be required to report progress towards completing each action item within the DIIP on this dashboard. The Principal Deputy Director, FWS, and Deputy Director, FWS, will review accomplishments from each region and program and they will address any delays in carrying out activities outlined in the plan.</p> <p>Directorate Meetings: The Deputy Director emphasizes the priority of issues related to diversity and inclusion (D&I) at quarterly Directorate meetings. The Directorate evaluates progress on the implementation of the provisions in the MD-715 and the DIIP. The Directorate continued to discuss statistical reports on the demographic composition of the workforce which is generated monthly.</p> <p>Anti-Harassment Initiatives: The FWS's top leadership has demonstrated its commitment to eradicating harassment from our work environment and holding individuals who are found to be harassing others accountable. During FY 2019, the Service's Principal Deputy Director sent out multiple anti-harassment messages and created an all-employee anti-harassment video message, which was sent to all employees via email. All supervisor performance plans include an anti-harassment element that</p>

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

requires supervisors to address and prevent harassment within their respective work environments. A comprehensive, multi-year anti-harassment action plan has been established, which is designed to eliminate instances of harassment, intimidation and retaliation and address their root causes. In addition, a Directorate Anti-Harassment Team (DAHT) has been established and meets monthly to implement and assess actions identified within the plan. The FWS also established a National Harassment Hotline for employees who may not feel comfortable reporting harassment to a management official.

Barrier Analysis Team (BAT): In FY 2019, for the third year in a row, the FWS established an organization-wide Barrier Analysis Team (BAT) to help identify and eliminate barriers to equal employment opportunity. The BAT conducts an in-depth examination of barriers pertaining to the recruitment, hiring, and retention of women, minorities, and persons with disabilities. The BAT generates a report examining barriers to workforce diversity with the goal of determining why workforce data anomalies persist, despite continued implementation of initiatives to increase diversity. In FY 2019, the BAT briefed leadership on the identification of a barrier in the area of communications. The BAT described a history of inconsistent and disconnected communications on the diversity and inclusion strategy and core values that is inhibiting organizational understanding and buy-in. The Principal Deputy Director, FWS, the Deputy Director, FWS, and the EDC outlined their plan to remove this barrier in the first objective of the new DIIP which addresses communications and engagement.

Diversity Joint Venture: The Diversity Joint Venture (DJV) is a partnership of 34 federal and state agencies, universities, non-governmental organizations, foundations, and professional societies, working in collaboration to increase the number of women and minorities in the conservation workforce. In FY 2019, the Deputy Director, provided guidance to increase the value proposition for the partners amid growing demand. This guidance led to a shift in focus towards creating scale efficiencies with partners, with an emphasis on recruitment and outreach. The DJV launched a website that provides job-related resources for students, professionals and employers in the field. In FY 2019, the DJV website increased its visitor volume -now averaging over 800 sessions per month. Support from the FWS leadership allowed work to continue in the area of asset inventory mapping. An asset inventory database will facilitate sharing of resources among DJV partners in the areas of onboarding and retention (including mentoring and leadership development). In FY 2019, the DJV added to the website a video library of students and professionals, both women and people of color, who work in the conservation field to serve as a resource for anyone interested in understanding the culture, opportunities, and nature of work in the field of conservation.

Diversity Change Agents (DCA): The Deputy Assistant Director, International Affairs, serves as the lead for the DCA program, this includes leading national meetings throughout the year for collaborating on implementation of best practices, providing training, and presenting recommendations to the Directorate on DCA initiatives.

Program Funding: The Deputy Director, FWS, continued to provide the appropriate level of funding for program operations and staff to implement the EEO, AEP, Public Civil Rights, and Diversity and Inclusion functions in accordance with EEOC and DOJ requirements.

Element B:

INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION

Integration of the EEO Director: The EEO Director is under the direct supervision of the agency head and reports to the Deputy Director for Operations. The EEO Director meets with the Deputy Director regularly to provide briefings on the EEO program. The EEO Director is an ex-officio member of the Executive Diversity Committee and the Directorate Anti-Harassment Team. The EEO Director is part of the Deputies Group, which has the responsibility of carrying out duties of Chief Operating Officers for the FWS. The EEO Director is involved in, and consulted on, management and personnel actions.

Integration of the Office of Diversity and Inclusive Workforce Management (ODIWM): ODIWM provides the FWS leadership recommendations, guidance and consultation in the development and

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

implementation of strategies to promote and maintain a diverse and inclusive workforce. All regional EEO staff have been realigned to one national program in ODIWM. The realignment of all staff under the EEO Director has enabled the FWS to develop a national enterprise approach to enhance capabilities and generate capacity in the management of equal employment opportunity, affirmative employment, public civil rights, and D&I functions. The integrated operation mitigates vacancy risks, capability gaps, and ensures “ready now” is deployed for pivotal roles across the organization. The Deputy Director, FWS, ensures the ODIWM has the ability to meet and exceed the quality, quantity, and timeliness of mission-support operations now and in the future.

Optimization of Public Civil Rights (PCR) Program: In FY 2019, the FWS finalized the 5-Year Federally Assisted Plan. The EEO staff received training needed to conduct on-site compliance reviews from the USAccess Board, the DOI Office of Civil Rights, the National Park Service, and through experiential learning opportunities (ELOs). The National Wildlife Refuge System, in collaboration with the Office of Diversity and Inclusive Workforce Management (ODIWM), finalized the first version of the accessibility module for the Service Assessment Management Inventory (SAMI), which will play a vital role in standardizing expectations and resources for improving access to facilities and programs throughout FWS. FWS leadership and support of the PCR Program will improve facility accessibility for all, including individuals with disabilities.

Workforce Participation Goals: The ODIWM statistician provides leadership with regular updates and statistical reports on the demographic composition of the workforce. These reports highlight the importance of each selection for the purpose of broadening the understanding of realistic workforce participation goals.

20 Partnership Universities: In FY 2019, the FWS conducted research on data retrieved from the U.S. Department of Education National Center for Education Statistics. This research validated the selection of 20 partnership universities. The number of degrees conferred to minority students over a four-year period in relevant majors to the professional biology (400) series was a main factor in the selection methodology. FWS recruiters are developing long-term relationships with these 20 partnership universities, and will form a national targeted recruitment team to involve all levels of leadership in this effort.

Funding for Programs that Maximize Hiring Flexibilities and Entry-Level Workforce Planning: In FY 2019, funds continued to be allocated to support the following programs:

- **Directorate Resource Assistant Fellows Program (DFP):** The FWS sponsored the annual DFP in compliance with the Direct Hiring Authority authorized under DOI Personnel Bulletin No. 12-15. The program’s primary focus is to reach individuals who are enrolled in an institution of higher education with particular attention given to ensure full representation of women and participants from historically Black, Hispanic, Asian Pacific Islander and Native American schools or other schools with diverse student populations. The DFP allows greater flexibility in hiring, which enhances FWS’s ability to achieve a more diverse workforce through targeted recruitment.
- **Career Discovery Internship Program (CDIP):** The FWS leadership continued their support of regional participation in the Student Conservation Association’s (SCA) Career Discovery Internship Program. The FWS partners with SCA to provide internships for students at field stations throughout the country to help build the next generation of conservation leaders.
- **Funding for Targeted Recruitment Events:** Working with community partners provides the FWS contacts to reach targeted candidates and engage their constituents in FWS programs, activities, and job opportunities. The FWS is actively engaged in creating and developing new relationships with schools, communities and their organizations; establishing new partnerships; and meeting with FWS managers and supervisors to discuss recruitment and outreach events. The FWS has developed partnerships with Minority Serving Institutions, community organizations and other contacts to reach targeted groups for mission critical positions. The national recruiters have established vital partnerships to assist with the targeted recruitment initiatives to ensure the FWS has a qualified pipeline of applicants for our mission critical positions.

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- The national recruitment team maintained relationships with professional organizations through attendance at regional and national conferences. In FY 2019, the FWS participated at the following events:
 - Minorities in Agricultural & Natural Resources Related Sciences (MANRRS) (National and Regional Clusters);
 - League of United Latin American Citizens (LULAC);
 - American Indian Society for Engineering and Science (AISES);
 - Society of Asian Scientists & Engineers (SACE);
 - Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS);
 - Conference on Asian Pacific American Leadership (CAPAL).

Funding for Partnerships and Outreach Events: The FWS leadership funded nontraditional partnerships, events, training, and outreach efforts. Some of the accomplishments for FY 2019 are as follows:

- The FWS developed and distributed information to underrepresented groups on more than 300 internship opportunities, including those associated with the Career Discovery Internship Program and the Directorate Resource Assistants Fellow Program;
- The FWS promoted and announced approximately 1,250 term and permanent positions, including those associated with the National Hiring Initiative. Near the end of the fiscal year, all internship and job announcements were sent out by the Office of Diversity and Inclusive Workforce Management (ODIWM) via an email subscription service;
- The FWS compiled a time sensitive list of conservation-related and other scholarship opportunities available to students of color, and to other under-represented groups. The list was shared directly with nontraditional stakeholders prior to being posted on the FWS's website and broadcasted through the FWS's email subscription service;
- The FWS compiled a time sensitive list of internship opportunities available in FWS facilities across the country. The internship list was shared directly with nontraditional stakeholders prior to being posted on the FWS's website and broadcast through our email subscription network;
- Throughout the fiscal year, the FWS identified, summarized and distributed notices of funding opportunities to nontraditional stakeholder organizations such as minority serving institutions of higher education, tribes, and other entities, helping promote opportunities among a broader network of stakeholders;
- In partnership with the White House Initiative on Historically Black Colleges and Universities (WHI-HBCUs), the FWS shared funding, internship and employment opportunities with faculty and staff at HBCUs across the country, and participated in events on campuses, including the 2019 HBCU Week Conference;
- The FWS helped coordinate and promote National Urban Kids Fishing Derbies in Kansas City, Kansas and Washington, DC, hosted by Urban American Outdoors. These fishing derbies resulted in approximately 1,000 kids across the country (many minority youth) engaged in fishing as well as educational activities related to wildlife and environmental conservation;
- The FWS conducted *Zeta Days at the Refuge*, a national initiative that encourages members of the Zeta Phi Beta Sorority to visit local national wildlife refuges across the country to enjoy the outdoors and learn about wildlife conservation;
- The FWS supported and promoted local refuge visits by members of Phi Beta Sigma Fraternity and the organization's youth affiliate organization, Sigma Beta Clubs, encouraging outdoor recreational and educational activities;

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- The FWS's Office of Law Enforcement developed an internship initiative for underrepresented students interested in conservation law enforcement; and,
- The FWS developed and delivered the new course "Three Repetitive Steps toward Diversity & Inclusion in Environmental Organizations" for the Partnership and Community Collaboration Academy and the National Conservation Training Center.

Essential Element C:
MANAGEMENT AND PROGRAM ACCOUNTABILITY

- The FWS's Diversity and Inclusion Implementation Plan (DIIP) sets forth our agency's strategic diversity and inclusion initiatives for the next five fiscal years (FY 2020-2024). Management accountability is a major feature of the DIIP, and specifically requires leaders to regularly report progress towards completing strategic goals set forth in the plan. Directorate members are required to prepare an annual DIIP step-down communications strategy, outlining specific actions they have taken. A diversity and inclusion accountability dashboard will be utilized to track progress towards completing actions outlines in the DIIP.
- The FWS includes the EEO and Diversity advocacy performance critical element in all SES performance appraisals. The performance element provides the necessary information to evaluate commitment to agency EEO policies and principles and participation in the EEO program. Directorate members are held accountable for communicating responsibilities to subordinate managers and supervisors to ensure they have a clear understanding of expectations.
- All supervisors and managers have a critical element regarding EEO and Diversity in their performance standards. Supervisors and managers are evaluated on compliance with these standards. The EEO Director and EEO staff are also evaluated on ensuring compliance.
- In FY 2019, the FWS continued to require all supervisors and managers to take a minimum of four hours of EEO training (one of which must be on Reasonable Accommodations/Personal Assistance Services), and four hours of Diversity training annually. Additionally, in FY 2019, the FWS continued to require all employees to take two hours of EEO training and two hours of Diversity training. These training requirements for employees, supervisors, and managers are in addition to the biennial requirement to complete training required pursuant to the No FEAR Act.
- The FWS received no findings of discrimination in FY 2019.
- The FWS ensured full and prompt compliance with the terms of settlement agreements that were reached in FY 2019. Once settlement agreements were finalized, the EEO Director issued execution and compliance letters to all responsible officials and tracked compliance.
- The Management & Administration (MA) program ensured that performance reviews and expectations for senior level executives, managers, and supervisors, include a performance element that supports the Department of the Interior's EEO and Diversity mission.

Essential Element D: PROACTIVE PREVENTION

- The FWS takes a proactive approach to preventing discrimination and identify/eliminating barriers to equal employment opportunity through its comprehensive EEO/Diversity training program, which includes mandatory annual EEO/Diversity training requirements for all employees (eight

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

hours for supervisors/managers and four hours for employees in non-supervisory positions). Training accomplishments for FY 2019 are as follows:

- EEO staff developed online training which was posted to the Service's ODIWM SharePoint site, reaching a total of 4,225 employees. Training topics included presentations on Reasonable Accommodations, Prevention of Harassment, the EEO Complaint Process, and Service Animals. Each presentation included a link to a quiz, where employee participation and responses were tracked;
- EEO staff conducted 52 EEO/Diversity instructor-led training sessions for 1,969 participants and coordinated Civil Treatment for Leaders training for more than 100 supervisors. Additional training throughout FWS was provided through webinars and teleconferencing. Training topics included: The Importance of Diversity and Inclusion, Diversity Management, Special Hiring Authorities, Disability Sensitivity, MD-715 Barrier Analysis Training, EEO Laws and Regulations, Disability Awareness, Reasonable Accommodations/ Personal Assistance Services, Prevention of Sexual Harassment, Alternative Dispute Resolution, Reprisal, Communicating Across Generations, Civil Treatment for Leaders, Civil Treatment for Employees, EEO complaints, Unconscious Bias and Barrier Analysis.
- The EEO Office partnered with the Federal Mediation and Conciliation Service (FCMS) to develop Alternate Dispute Resolution training, which is scheduled to be made available Service wide in early FY 2020.

Policies: The EEO Non-Discrimination Policy, Anti-Harassment Policy and PAS Procedures, and the annual Director's Memorandum on Mandatory Equal Employment Opportunity and Diversity Training for managers, supervisors, and employees were issued and distributed to all FWS staff members.

- FWS followed the Department of the Interior's (DOI) Civil Rights Directive 2014-02, Personnel Bulletin 14-01, DOI Policy and Procedures on Reasonable Accommodation for Individuals with Disabilities, issued on February 20, 2014, which sets policy for DOI Bureaus and Offices, when responding to reasonable accommodation requests.
- FWS continues to provide Personal Assistance Services (PAS) in accordance with the January 2017 regulations, amending Section 501 of the Rehabilitation Act. FWS offers a fact sheet for employees on the new Personal Assistance Services procedures as well as training for all employees available on its intranet site.
- FWS has an Anti-Harassment Policy that: (1) informs employees what type of behavior is prohibited and the appropriate steps to take if they believe harassment has occurred; (2) provides for multiple avenues of redress, in addition to the EEO complaint process; (3) provides for a prompt management inquiry and appropriate corrective and disciplinary action; and, (4) prohibits acts of retaliation against employees and witnesses.

Essential Element E:
EFFICIENCY

- The FWS has an efficient, fair, and impartial complaint resolution and adjudication process under the management of the EEO Director. When a conflict of interest is determined, the relevant complaint is forwarded to the Departmental Office of Civil Rights for processing.
- The ODIWM is kept separate from the Office of the Solicitor or other agency offices having conflicting or competing interests.

EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

- The FWS has an Alternative Dispute Resolution (ADR) program that facilitates the early, effective, neutral, efficient, and informal resolution of disputes. Managers and supervisors are required to participate in ADR when mediation is elected by a complainant.
- In FY 2019, ADR participation remained above the Equal Employment Opportunity Commission's (EEOC's) goal of 50%, at 53%.
- The FWS tracked complaint information through the Department's complaint tracking system (iComplaints). The FWS also electronically tracks complaints using a computerized complaint log to provide live updates of complaint status.
- The FWS has sufficient staffing, funding, and authority to achieve the identification and elimination of barriers.
- The FWS uses full-time permanent counselors and contract counselors, as needed. Work performed by the counselors is monitored for technical accuracy and to ensure timeframes are met. If the work by a contract counselor is not completed in the specified timeframes, the FWS negotiates costs to reflect a reduction due to the delay.
- The FWS employs a Public Civil Rights and Accessibility Division (PCR) within the ODIWM to improve accessibility at FWS facilities. The PCR Division works closely with the Regions and Program offices and responds to complaints involving the lack of availability of access to FWS facilities.
- The FWS employs a Reasonable Accommodation Coordinator to assist individuals and to provide guidance and assistance on the Reasonable Accommodation Process.

Essential Element F:
RESPONSIVENESS AND LEGAL COMPLIANCE

The FWS has a system in place to ensure that officials comply promptly with any orders or directives issued by EEOC, the Department of the Interior, and all other adjudicatory bodies with jurisdiction over EEO laws. There were no findings of discrimination in FY 2019.

Part E.3 - Executive Summary: Workforce Analyses

Summary of Analysis of Workforce and Program Improvements

FY 2019 was a year in which diversity outcomes for the FWS were disappointing. The participation of White men in the permanent workforce increased, while the participation of women and minorities declined. Statistical analysis of accessions and separations yielded an expected increase in the participation of women and minorities of +0.6%, which contrasts sharply with the actual participation decline of -0.1%. This departure from expectation was highly significant.

Drilling down, we find that as a group, the expected change in participation of minorities was a +0.3% increase, in contrast to the actual -0.1% decline. The expected change in the participation of White women was a +0.2% increase, while the actual change was a -0.1% decline.

Statistical analysis of accessions and separations indicates that the sources of these disappointing results were both accessions and separations. Statistical analysis of accessions indicated that Hispanic or Latino women, Asian men, and White women were hired in numbers significantly below their availability in the Civilian Labor Force (CLF) in the occupations filled, while Native Hawaiian or Other Pacific Islanders, American Indian or Alaska Natives, and White men were hired in numbers which were significantly above theirs. All other RNO/gender groups were hired in numbers which were consistent with their availability in

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U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

the CLF.

Additionally, the FWS experience a high rate of separations in FY 2019, with its workforce shrinking by 108 permanent positions (-1.4%). During FY 2019, 612 permanent employees left the FWS, while only 511 permanent employees were hired. Statistical analysis of separations indicated that all RNO/gender groups, left the FWS in numbers above or consistent with their participation in the permanent workforce. Black or African American women, who left at an even higher rate than would have been expected based on an equal probability statistical model, were the group affected most by separations.

To increase the availability of qualified members of low-participation groups, the FWS reduced the initial grades for many of its Administrative and Professional vacancies, effectively making them developmental positions. 51.1% of permanent outside hires in Administrative or Professional occupations were filled at grades GS 05, 07, or 09. This percentage is down substantially from the 68.6% of outside hires in administrative or professional occupations which were at developmental levels achieved in FY 2018.

During FY 2019, in conjunction with targeted recruiting, the FWS undertook two initiatives to increase the participation of low-participation groups. First, during the Summer months, 54 students worked for the FWS on specially designed 11-week projects as Directorate Resource Fellows (DRF). On completion of their education, successful DRF fellows are eligible for non-competitive appointment to the permanent competitive workforce. Secondly, in February 2019, the FWS nationally competed 68 biology positions in its large mission-critical professional biology occupations at entry levels, with a full-performance level of GS-11 ("National Hire").

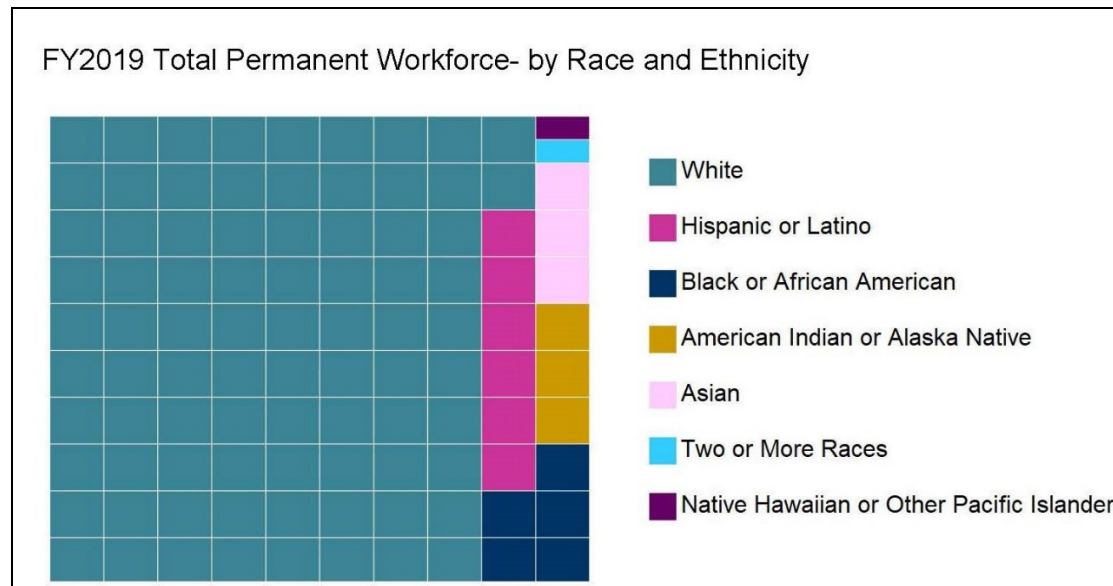


Figure 1: FY2019 FWS Permanent Workforce- by Race and Ethnicity

*Each square equals approximately 1% of total permanent workforce

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FY2010 Civilian Labor Force- by Race and Ethnicity

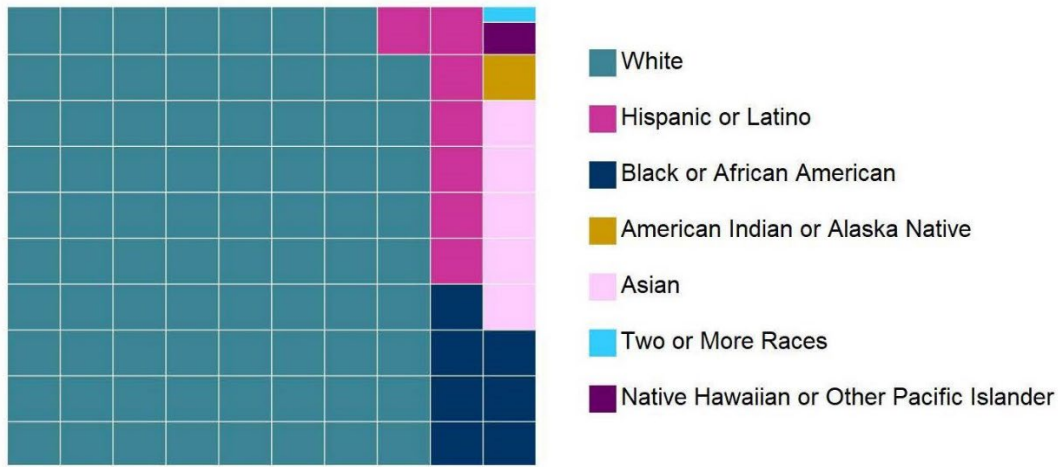


Figure 2: FY2010 Organizational Civilian Labor Force (CLF)- by Race and Ethnicity

*Each square equals approximately 1% of total CLF

FY 2019 FWS Total Hires- Permanent Workforce

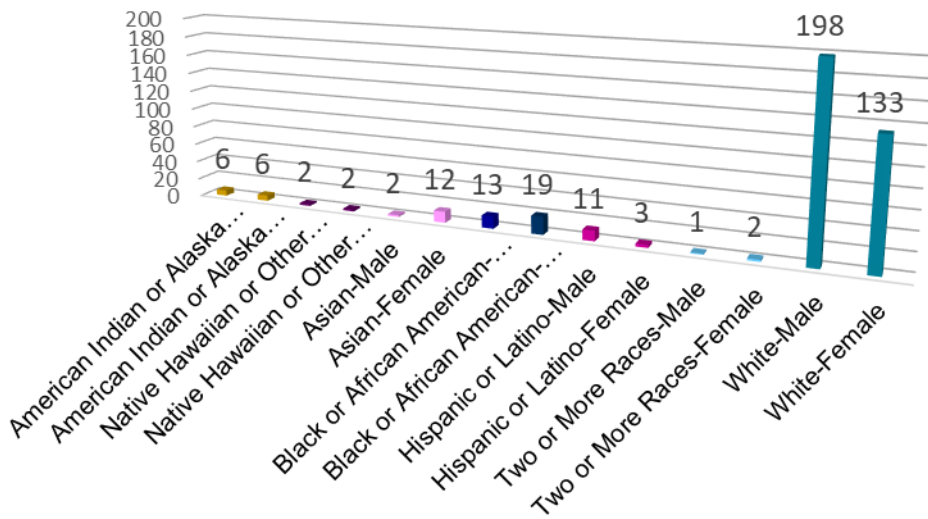


Figure 3: FY2019 FWS Total Hires-Permanent Workforce

Professional Biology:

Professional biologists constitute 47.9% of the FWS permanent workforce and 60.1% of its senior positions (GS-13 and above). Thus, the diversity of the professional biology workforce today is central to the diversity of the FWS's leadership tomorrow and to the diversity of the organization as a whole.

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The participations of women, of Black or African American men, and of Asian men in the FWS professional biology workforce are low when compared to their participation in similar occupations in the CLF. Outcomes of efforts to ameliorate this low participation rate during FY 2019 were mixed. The participation of Asian women and of White women increased, while the participation of Black or African American men declined.

During FY 2019, the FWS hired 160 Professional Biologists from outside and competitively selected another 10 from other occupations to fill professional biology positions. Unfortunately, 51.2% of these 170 hires were in these low-participation groups, which is indistinguishable from their 51.8% participation in the CLF. The good news is that 8 of these biologists were Asian women (4.7% > CLF = 4.1%) and 77 were White women (45.3% > CLF = 38.9%). The bad news is that among these 170 biologist hires, there were no Black or African American men, no Hispanic women, and no Asian men. Additionally, nine of the 10 internal competitive selections were White men.

In professional biology, all RNO/gender groups left the FWS in numbers consistent with their participation in the professional biology workforce at the beginning of the fiscal year. Thus, the decline in the participation of Black or African American men and failure to increase participations for many of the other low-participation groups appears to be largely related to shortfalls in accessions.

To increase opportunities for recruiting qualified members of low-participation groups, the FWS appointed 84 professional biologists to entry-level developmental positions, constituting 49.1% of the total of outside hires and competitive internal selections in these occupations. One of the 2 Black or African women hired, 5 of the 8 Asian women hired, and 37 of the 77 White women hired in these occupations were appointed at developmental levels.

Looked at differently, Black or African American women constituted 1.2% of developmental appointments vs. 1.2% of all appointments. Asian women constituted 6.5% of developmental appointments vs. 4.5% of all appointments, and White women constituted 48.1% of developmental appointments vs. 45.3% of all appointments.

In conjunction with targeted recruiting, the FWS employed a variety of special-appointment authorities to fill these entry-level developmental biology positions, chiefly the Directorate Resources Fellows and Pathways intern programs. Twenty-one Directorate Resource Fellows were appointed to permanent professional biology positions, all but one of whom were members of low participation groups (two Black or African American women, two Asian women, and 16 White women). During FY 2019 only five Pathways biology interns were appointed (three White women and two White men).

Also, 31 of the 58 national Hire selectees on board by the end of November 2019 were members of low-participation groups (one Black or African American woman, three Hispanic or Latino women, three Asian women and 24 White women). Notably, five of the seven minority women on-board so far were appointed at developmental levels, while only six of the 24 White women on-board so far were appointed at developmental levels.

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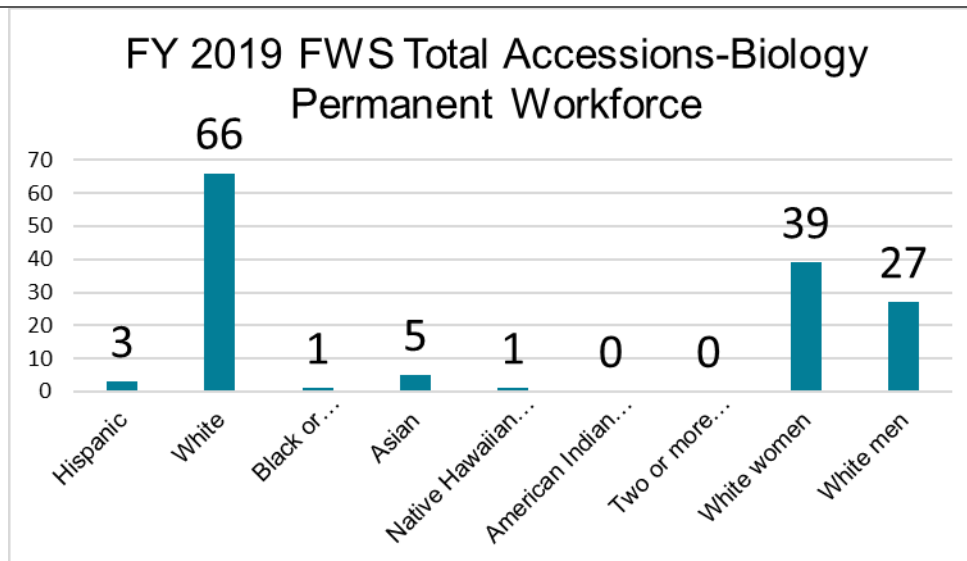


Figure 4: FY2019 FWS Total Accessions- Biology, Permanent Workforce

Law Enforcement Officers:

It is well understood that effective law enforcement requires a diverse law enforcement officer workforce, and diversity of the FWS's law enforcement officer workforce is essential to its mission.

Currently, the FWS has 472 full-time law enforcement officers, 261 in Refuges and 211 in the Office of Law Enforcement. Overall, the participations of women and minorities in the law-enforcement officer workforce are low when compared to the participations of women and minorities in similar occupations in the CLF. Outcomes of efforts to ameliorate this low participation during FY 2019 were mixed. The participation of women increased, while the participation of minorities as a group (in particular, Hispanic or Latino men) declined.

Overall, all groups except White men and minorities as a group were hired in numbers consistent with their participation in similar occupations in the CLF. Significantly more White men and significantly fewer minorities were hired than suggested by their availability in the CLF.

During FY 2019, the Service appointed 24 land management law enforcement officers in Refuges. Three of the 24 new land-management law enforcement officers were members of the low-participation groups (12.5%), which is significantly below the 42.1% availability of these groups in similar occupations in the CLF. Of the 24 new land-management law-enforcement officers, only two were members of minority groups (8.3%), which is significantly below the 26.9% availability of minorities as a group in similar occupations. Additionally, only two of the 24 new officers were women (8.3%), which is significantly below the 23.7% availability of women in similar occupations. On the other hand, 21 of the 24 new officers in Refuges were veterans, 12 of whom were veterans with disabilities, including 11 who have service-connected disabilities rated 30% or more.

The FWS also appointed 18 criminal investigators in the Office of Law Enforcement, including 8 competitively selected from FWS employees in other occupations. Six of these 18 new criminal investigators were members of low-participation groups (33.3%); however, with only 18 hires, 33.3% is not significantly different from the 42.1% availability of these groups in the CLF. Four of the 18 new criminal investigators were women (22.2%) and 4 were members of minority groups (22.2%), which with 18 hires, are statistically indistinguishable from the 23.7% and the 26.9% availability of the corresponding group in similar occupations in the CLF.

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Six of the 18 new criminal investigators came from the Office of Law Enforcement's wildlife inspector workforce, including all 4 of the newly appointed criminal investigators who were members of minority groups. These appointments were effectively competitive promotions in that the employees moved from GS-11 Wildlife Inspector positions to Criminal Investigator positions with a full-performance-level grade of GS-13.

Overall, all individual RNO/gender groups except Hispanic or Latino men and White men left the FWS in numbers consistent with their participation in the law enforcement officer workforce at the beginning of the fiscal year. Significantly more Hispanic or Latino men left than would have been expected, and significantly fewer White men left based on an equal probability statistical model.

Professional/Administrative occupations (except Professional Biology and Law Enforcement Officers):

Professional occupations in this group include a mix of non-biology STEM occupations such as Geology, Chemistry, Hydrology, Cartography, Engineering, Archeology, Geography, Statistics, as well as occupations such as Accounting, Economics, Contracting, and others. Administrative occupations include occupations such as Park Ranger, Recreation Planning, Human Resources, Program Management, Public Affairs, Administrative Officer, Budget Analysis, and others. While these occupations are essential to the Service's mission, most are too small to focus on separately, and many have similar enough demographic distributions to make analyzing them together meaningful.

These occupations constitute 27.0% of the FWS's permanent workforce and 29.8% of its senior positions (GS-13 and above). Thus, the diversity of these occupations are key to the diversity of the FWS leadership and to the FWS as a whole. Asian women and Men in all RNO groups, except Native Hawaiian or Other Pacific Island men and American Indian or Alaska Native men, have low participation in these occupations in the FWS relative to their participation in similar occupations in the CLF.

With the exception of White men, diversity outcomes for low-participation groups in these occupations during FY 2019 were disappointing. The participations of White men increased +0.8%, while the participations of Asian women and of minority men declined -0.2% and -0.1%, respectively.

During FY 2019, the Service hired 115 employees in these occupations from outside sources and competitively selected another 20 from occupations not included in this group. All RNO/gender groups except Asians were selected in numbers consistent with their participation in similar occupations in the CLF. Significantly fewer Asians as a group were selected than expected based on the CLF for these occupations. The only Asian woman selected was competitively selected from another occupation within the FWS. No Asian men were selected.

During FY 2019, 187 permanent employees in these occupations left the FWS. All RNO/gender groups except Asians separated from the FWS in numbers consistent with their participation in this segment of the workforce at the beginning of the fiscal year. Significantly fewer Asians as a group separated than expected by an equal-probability model.

During FY 2019, the FWS appointed 61 individuals to entry-level developmental positions, constituting 45.2% of the total of outside hires and competitive internal selections in these occupations. This is down substantially from the 71.7% developmental hires in these occupations during FY 2018. For the low participation groups, 1 Asian woman, 6 of the 12 minority men, and 19 of the 54 White men appointed were appointed to developmental positions.

In conjunction with targeted recruiting, the FWS employed a variety of special-appointment authorities to fill the 49 entry-level developmental positions from the outside, chiefly noncompetitive veteran appointment authorities, schedule A authorities for severely disabled persons, Public Lands Corps non-competitive authority, Pathways Internships and the Directorate Resources Fellow Program.

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During FY 2019, seven appointments used noncompetitive veterans authorities, three used schedule A appointments, four used Public Lands Corps non-competitive authority, 11 used Pathways authorities, three were Directorate Resource Fellows, and 20 were filled competitively.

Insofar as the low participation groups are concerned, five of the six minority men appointed to entry level developmental positions came from the outside. Two were appointed based on veteran's non-competitive authorities, while the remaining three were selected from competitive certificates. The one Asian woman was competitively selected internally from an occupation outside of this group. All sources yielded White men.

Technical Biology and Wage Grade Occupations:

There are 837 Biology technician and wage-grade employees in the FWS constituting 11.2% of the permanent workforce. At year's end, the break out is 149 Biological Science Technicians, 132 Forest and Range Technicians, and 556 employees in wage-grade occupations. In the FWS, these occupations have similar demographics: they are overwhelmingly male (91.5%) and White (86.5%). In contrast, CLF 2010 for this group of occupations is male (78.2%) and White (76.3%).

During FY 2019, the FWS hired 115 employees in these occupations and competitively selected 2 others from occupations outside this group. Although the CLF percentages and the number hired are small, minority men and minority women were hired in numbers which were significantly below their participation in the CLF, while American Indian or Alaska Native men and White men were hired in numbers which were significantly above theirs.

During FY 2019, 86 employees in these occupations left the FWS and 15 others were selected for positions in other occupation groups. All groups except Hispanic or Latinos as a group left the FWS in numbers consistent with their participation in this segment of the workforce at the beginning of the fiscal year. Significantly fewer Hispanic or Latinos left than expected by an equal probability model. The net effect of accessions and separations on the low participation groups was an increase in the participation of White women +0.7%, an increase the participation of minority women +0.3% and a decrease in participation of minority men -0.3%.

Senior Workforce:

The FWS uses the total permanent administrative/professional workforce as the standard for comparing the demographic distribution of its senior workforce. The participations of women and of minorities in the senior workforce are low in comparison to this standard.

On the whole, FY 2019 diversity outcomes for the Service's senior workforce were mixed: while the participation of women increased +0.7%, the participation of minority men declined -0.3%.

Historically, roughly two thirds of entrants to the Service's senior workforce gain entry through internal promotion; while the other third are hired from outside. During FY 2019, 31.9% of entrants to the FWS senior workforce were hired from outside the FWS, in line with historical trends. This contrasts sharply with FY 2018 during which only 9.8% of entrants to the senior workforce came from the outside.

All RNO/gender groups except Hispanic or Latino women were promoted to GS-13 in numbers consistent with their participation in the GS-12 workforce at the beginning of the fiscal year. In positive news, the FWS made some progress toward achieving a higher representation of Hispanic or Latino women in the senior workforce, as slightly more were promoted than expected in FY 2019 using an equal-probability model. However, senior additions of Black or African American men and Asian men were significantly less than expected. Surprisingly, with 138 additions, no Black or African American men and no Asian men

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

were added to the GS-13 and above workforce during FY 2019.

All RNO/gender groups, except Asian women and American Indian or Alaska Native men, left the FWS in numbers which were consistent with their participation in the senior workforce at the beginning of the fiscal year. The FWS made some progress in retaining Asian women, while more American Indian or Alaska Native men separated from the senior workforce than expected by an equal-probability model.

Leadership Development:

In FY 2019, the Fish and Wildlife Service sponsored two formal leadership development programs. Stepping Up To Leadership was open to employees in grades GS-11 and GS-12 as well as wage grade (WG) supervisors, and employees in WG-9/10/11 positions. The Advanced Leadership Development Program (ALDP) was available to GS-13/14 employees. There was no new application cycle for the department-level SES candidate development program during the fiscal year.

In regards to SUTL, significantly more White women and significantly fewer minority women from the pool of eligibles applied than would be expected based on an equal probability statistical model. All other individual RNO/gender groups applied in numbers which were consistent with their participation in the pool of eligibles.

For SUTL, all individual RNO/gender groups were selected in numbers which were consistent with an equal probability statistical model from the list of applicants. Although no minority women were selected for the SUTL program, few applied. Only four of the 210 eligible minority women applied.

The applicant pool for the ALDP program was considerably smaller than in previous years. This is partly due to the fact that the number of those who were eligible was smaller, and partly due to the fact that a smaller percentage of those who were eligible applied. In FY 2018, 63 (3.5%) of the 1801 eligible employees applied. In FY 2019, 1681 employees were eligible and only 43 (2.6%) of those applied. As a result, only 20 applicants were selected to participate this year, down from the usual 24.

The ALDP saw a FY 2019 applicant pool in which all individual RNO/gender groups except Asian women applied in numbers which were consistent with their participation in the pool of eligibles. Significantly more Asian women applied than predicted by an equal probability statistical model.

Although neither result quite reached statistical significant, a large proportion of White women who applied and none of the minority women who applied were selected. Ten of the 15 White women who applied and none of the four minority women who applied were selected.

Finally, we note that there are several groups missing from the final cohorts for both ALDP and SUTL. Notably, no minority women were selected for either ALDP or SUTL in FY 2019. Additionally, no individuals with targeted disabilities were selected for SUTL, and no employees with any type of disability were selected for the ALDP. This can be attributed to the smaller applicant pool in comparison to previous years, as only one individual with a disability applied to the ALDP program.

Employees with Disabilities:

At the end of FY 2019, the participation of persons with targeted disabilities in the FWS was 2.2% of the overall workforce. This is above the EEOC's 2.0% federal goal and is identical to the 2.2% reached at the end of FY 2018.

To ensure that persons with targeted disabilities participate at all levels in an organization, the EEOC also promulgated separate 2.0% participation goals for the segment of the workforce in grades GS-10 and below and for the segment of the workforce in grades GS-11 and above. At the end of FY 2019 3.3% of the overall workforce in grades GS-10 and below had a targeted disability, slightly up from the 3.2% achieved at the end of FY2018 and well above the 2.0% EEOC goal. In contrast, only 1.6% of the overall

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

workforce in grades GS-11 and above had a targeted disability, which was identical to the 1.6% achieved at the end of FY2018 and is slightly below the 2.0% EEOC goal.

Focusing on the permanent workforce, we find that at the end of FY 2019 the participation of persons with targeted disabilities in the permanent workforce stood at 2.2%, up from the 2.1% at the end of FY2018, and above the 2.0% EEOC goal. At the end of FY2019, the participation of persons with targeted disabilities in the segment of the permanent workforce in grades GS-10 and below stood at 3.4%, up slightly from the 3.2% at the end of FY2018 and substantially above the EEOC's 2.0% goal. The source of disappointment in this otherwise positive report is that the participation of persons with targeted disabilities in the permanent workforce in grades GS-11 and above was unchanged at 1.6%, and is below the EEOC's 2.0% goal.

Accessions of persons with targeted disabilities were up, but separations were up as well, so the increase in participation can be credited entirely to successes in hiring. During FY 2019, persons with targeted disabilities constituted 4.3% of additions to the permanent workforce, up substantially from the 3.0% achieved during FY 2018 and well above the EEOC's 2.0% goal. Eighteen of these additions were appointed to the permanent workforce directly, while four were converted from temporary appointments. Simultaneously during FY2019, persons with targeted disabilities constituted 3.4% of separations from the permanent workforce, up from the 3.1% obtained in FY 2018.

In line with EEOC guidelines, the FWS Director promulgated a numerical hiring goal for persons with targeted disabilities. The goal is to annually hire at least three persons with targeted disabilities in each region and in Headquarters, for a bureau-wide total of at least 27. During FY 2019 the FWS handily overshot this goal, hiring 33 employees with targeted disabilities.

The EEOC has a separate 12% Federal goal for the participation of permanent employees with reportable disabilities (i.e., targeted + not targeted). At the end of the fiscal year the participation of all persons with reportable disabilities was 10.3% of the permanent workforce, well below the 12% Federal goal and down from the 10.4% reached at the end of FY 2018.

Applying this 12.0% EEOC goal to the two grade-defined cohorts, we find that employees with reportable disabilities constituted 14.9% of the permanent workforce in grades GS-10 and below, well above the 12.0% goal, and 8.3% of the permanent workforce in grades GS-11 and above, well below the 12.0% EEOC goal.

Disappointing participation outcomes for employees with reportable disabilities are primarily attributable to increased separations. On the one hand, persons with reportable disabilities constituted a respectable 14.9% of additions to the permanent workforce, well above the 12.0% EEOC goal, and adding 76 to the permanent workforce. On the other hand, separations of persons with reportable disabilities constituted 13.0% of separations, removing 92 from the permanent workforce.

Statistical analysis shows that as was the case in FY2018, significantly more persons with both targeted and reportable disabilities left the FWS than would have been expected by an equal-probability statistical model based on their participation in the permanent workforce at the beginning of the fiscal year. This was true for voluntary separations and for all separations combined.

To explore this issue further, the FY 2019 Barrier Analysis Team conducted a focus group comprised of volunteer employees throughout the FWS. Focus group participants described work environments where disabilities are often looked down upon, and shared their perception that reasonable accommodations were often perceived as an inability to carry out job duties. Overall, participants had a lack of knowledge regarding basic concepts related to the Schedule A hiring authority, and they mentioned that this lack of knowledge was widespread. Most participants reported that they initially felt welcomed in their workplaces, despite their disability status. However, a couple of participants indicated that they were no longer in welcoming or inclusive work environments and were considering seeking employment outside of

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

the FWS.

Trends in EEO Complaints

Pre-complaints declined slightly from 44 in FY 2018 to 43 in FY 2019. Formal complaint activity increased from 16 in FY 2018 to 23 in FY 2019. However, despite the increase, the number of formal complaints filed in FY 2019 fell below the five-year average of 27 formal complaints.

Similarly, FY 2019 showed a slight increase from FY 2018 in the percentage of individuals who proceeded from the pre-complaint process to the formal complaint process. In FY 2018, only 36% of pre-complainants filed formal complaints. In FY 2019, 47% of pre-complainants filed formal complaints. However, this percentage remains well below the five-year average of 66%.

Trends in FWS Complaints FY 2011- FY 2017

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Pre-Complaints	65	39	33	51	41	44	43
Formal Complaints	41	31	23	37	29	16	23
% Pre-Complaints Go Formal	63%	79%	70%	72%	71%	36%	47%

Consistent with FY 2018 and with government-wide trends, reprisal was the most common basis of discrimination reported in FY 2019; alleged in 16 complaints. The number of disability based complaints, which were the second most frequently alleged basis, more than doubled from FY 2018. Five complainants alleged discrimination based on disability in FY 2018, compared to 11 in FY 2019. The third most frequent basis of alleged discrimination in FY 2019 was age, with a total of 10 allegations. This number is a 70% increase from allegations of age discrimination in FY 2018.

Trends in Basis for Discrimination Complaints
(Referenced from Part IV of the EEOC 462 Report)

Basis	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Race	18	14	10	9	8	3	2
Sex	14	9	11	15	13	5	6
Age	10	8	7	8	9	3	10
Color	5	4	2	1	0	0	0
National Origin	4	4	1	4	0	1	0
Religion	2	0	3	2	1	0	0
Disability	13	13	8	15	18	5	11
Reprisal	23	18	16	20	12	10	16
Genetics	0	0	0	0	0	0	0

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Harassment (non-sexual) remains the number one issue in FWS complaints (see chart below), as it is government-wide. The number of harassment complaints (15) was a slight increase from FY 2017 and FY 2018, but still falls below the average of the past five years.

Harassment (Non-Sexual) Complaint Trends (Referenced 4 th Quarter FY 2017 No FEAR Report)						
FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
17	21	15	21	12	12	15

Other issues only represent a fraction of the harassment allegations, with no more than three allegations in any other category. Other alleged issues include: disciplinary action, removal, termination, denial of telework, and denial of reasonable accommodations.

Employees who enter the EEO process are given the choice of traditional EEO counseling or Alternative Dispute Resolution (ADR), when appropriate. FWS continues to bring awareness to its managers, supervisors, and employees regarding the benefits of the ADR process. ADR participation improved to 57% in 2018, up from 27% the year before. It decreased slightly to 53% in FY 2019, but remains above the EEOC’s goal of 50%.

Part E.4 - Executive Summary: Accomplishments

Barrier Analysis Team (BAT): In FY 2019, for the third year in a row, FWS established an organization-wide Barrier Analysis Team (BAT) to help identify and eliminate barriers to a diverse and inclusive workplace. The BAT conducts an in-depth examination of barriers pertaining to the recruitment, hiring, and retention of women, minorities, and persons with disabilities, and generates a report examining barriers to workforce diversity with the goal of determining why data anomalies persist, despite continued implementation of initiatives to increase diversity. In FY 2019, the BAT identified “communications” as a significant barrier and briefed leadership on the results of the analysis. The BAT described a history of inconsistent and disconnected communications on the diversity and inclusion strategy and core values that is inhibiting organizational understanding and buy-in. The FWS leadership outlined a plan to remove this barrier in the first objective of the new DIIP, which addresses communications and engagement, with the goal of engaging employees with a consistent and meaningful message that prioritizes inclusion, acknowledges the lack of progress to date, and outlines future actions to reinvigorate the D&I message.

FY2020-2024 Diversity and Inclusion Implementation Plan (DIIP): In FY 2019, the Principal Deputy Director, the Deputy Director, and the EDC led the development of the Diversity and Inclusion Implementation Plan (DIIP) for FY 2020-2024. The DIIP supports the FWS mission by guiding the organization toward a more inclusive work environment where employees are inspired to excel. Strong management accountability is a feature of the updated DIIP. In FY 2019, FWS leadership directed the creation of an online accountability dashboard. Members of the FWS Directorate will be required to report progress on the dashboard towards completing each action item in the DIIP on a regular basis. The FWS Director, Principal Deputy Director, and Deputy Director will review accomplishments from each Directorate member and address any delays in carrying out activities outlined in the plan.

Anti-Harassment Initiatives: Eradicating workplace harassment has been a top priority for the FWS during FY 2019. As part of this effort, the Principal Deputy Director released an all-employee anti-harassment video message, and other communications to include a message titled “Harassment: Know The Facts!” which outlined the definition of harassment, employee and management responsibilities, how to report harassment, the investigation process, and reiterated the availability of the FWS anti-harassment hotline. In addition, the Directorate Anti-Harassment Team (DAHT) met monthly to implement and assess actions identified in the anti-harassment action plan. All supervisor performance plans include an anti-harassment element that requires supervisors to address and prevent harassment within their respective work environments. To complement these efforts, a survey was conducted to help identify core

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

workplace values that employees believe should define how they interact and treat each other. This survey is part of a Department-wide Workplace Culture Transformation initiative.

Special Emphasis Programs: As part of its national enterprise approach, FWS created a centralized planning team for monthly special emphasis program events. In FY 2019, centralized planning of monthly events, hosted by members of the Directorate, enhanced FWS's ability to reach more employees on a national scale. This allowed for greater employee engagement in special emphasis programs. A live online dashboard was created to track participation and engagement of events. In FY 2019, FWS special emphasis events attracted an estimated average of 190 participants per event, including virtual participants which is a significant increase from previous years.

Employee Resource Groups (ERGs): In FY 2019, the FWS distributed information on how to join ERGs as part of monthly special emphasis programs. In addition, the Barrier Analysis Team (BAT) briefed the EDC on its recommendation to utilize ERGs in a more robust and strategic way. The EDC directed the BAT to create a strategy to outline how ERGs can be implemented across FWS.

Diversity Joint Venture: The Diversity Joint Venture (DJV) is a partnership of 34 federal and state agencies, universities, non-governmental organizations, foundations, and professional societies, working in collaboration to increase the number of women and minorities in the conservation workforce. In FY 2019, the Deputy Director, provided guidance to increase the value proposition for the partners amid growing demand. This guidance led to a shift in focus towards creating scale efficiencies with partners, with an emphasis on recruitment and outreach. The DJV launched a website that provides job-related resources for students, professionals and employers in the field. In FY 2019, the DJV website increased its visitor volume -now averaging over 800 sessions per month. Support from the FWS leadership allowed work to continue in the area of asset inventory mapping. An asset inventory database will facilitate sharing of resources among DJV partners in the areas of onboarding and retention (including mentoring and leadership development). In FY 2019, the DJV added to the website a video library of students and professionals, both women and people of color, who work in the conservation field to serve as a resource for anyone interested in understanding the culture, opportunities, and nature of work in the field of conservation.

Part E.5 - Executive Summary: Planned Activities

Engage Employees to Achieve a Diverse and Inclusive Workforce

- The FWS will develop messages to support consistent and meaningful Diversity and Inclusion (D&I) communication by leadership in the following areas: the conservation and relevancy case for diversity, the Civilian Labor Force (CLF) as a benchmark, barrier elimination, and workforce planning. (Due Date: December 2019)
- Directorate and Deputies will prepare and post to the online accountability dashboard their annual step-down communication strategy which spells out the specific actions they will take to ensure each employee in their Region/Program receives the D&I messages and is provided the opportunity for engagement (Q&A) with Regional/Program leadership. (Due Date: February 2020)
- The Director's Office will review quarterly dashboard updates, highlighting progress and challenges. (Due Date: March, June, September, December, 2020)

Analyze and Remove the Barriers to a Diverse and Inclusive Workforce

- The FY 2019 BAT will brief the EDC on their findings and recommendations, including the status of previous recommendations, areas for continued focus, and additional actions where warranted. (Due: April 2020)
- The BAT will brief the EDC on a strategy (inclusive of action items, timeline, and road map) to

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U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

achieve integration of Employee Resource Groups in the human capital management strategy of the organization. (Due Date: April 2020)

- The BAT will brief the ODIWM and Management & Administration (MA) on recommendations to improve the exit survey tool as well as recommendations to increase participation in the survey. (Due Date: April 2020)
- The FWS will release a FY2020 Diversity and Inclusion Climate Survey which will complement the FEVS and other service-wide data points. Specific questions will be asked about employee perceptions for D&I goals and initiatives, relationships with peers, and additional relevant topics. Survey results will be used to help inform decisions related to D&I initiatives and enable management to implement data-driven programs. (Due date: May 2020)

Recruit and Hire a Diverse and Inclusive Workforce

- The FWS will assess recruitment and outreach related activities bureau-wide and consolidate efforts and activities to align with the FWS's workforce planning goals. (Due Date: October 2019)
- The FWS will establish the requirement and process for HR officials to coordinate and provide timely information to the Recruitment Program Manager on opportunities that will advertised on OPM's USA Jobs for seasonal and temporary and term entry level positions. (Due Date: December 2019)
- The FWS will develop a hiring manager toolkit to include the business rules for using the Public Lands Corp Act and OPM's special hiring authorities/flexibilities. (Due Date: December 2019)
- The FWS will deploy a National Recruitment Team. The team will be charged with a clear mandate and a membership commitment to supporting the recruitment of individuals representative of America. (Due Date: April 2020)
- ODIWM will evaluate previous quarter's hiring success, modify approach as needed, and brief EDC on needed adjustments. (Due Dates: February, May, August, November, 2020)

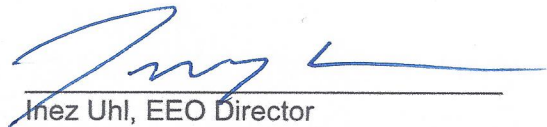
Certification of Establishment of Continuing Equal Employment Opportunity Programs

I, Inez Uhl, GS-0260-15, am the Principal EEO Director for the U.S. Fish and Wildlife Service (FWS).

FWS 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.

FWS has also analyzed its workforce 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.

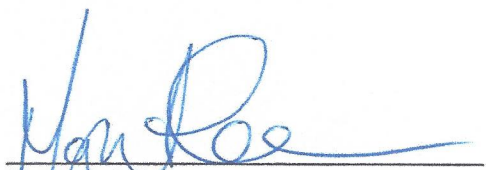
I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Inez Uhl, EEO Director
U.S. Fish and Wildlife Service

01/23/2020
Date

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEOC MD-715.











Margaret Everson
Principal Deputy Director
Exercising the authority of the Director
U.S. Fish and Wildlife Service





1-23-20
Date



MD-715 - PART G





Agency Self-Assessment Checklist

 Compliance Indicator  Measures		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 comments column. [see MD-715, II(A)]	Yes	December 11, 2017
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	
A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	Yes	
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.doi.gov/accesscenter/accomodations
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 New Compliance Indicator
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	The two Co-Chairs and team members of the Barrier Analysis Team received awards for their work on the Team. Multiple employees from External Affairs, NCTC, and Science Applications were recognized last year for their outstanding support of monthly Special Emphasis Observances.
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.			
 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)]	Yes	The EEO Director is under the direct supervision of the agency head and reports to the Deputy Director for Operations.
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.	N/A	
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	The EEO Director meets with the Deputy Director regularly to provide briefings on the EEO Program. The EEO Director is an ex officio member of the Executive Diversity Committee and provides guidance at the Directorate meetings.
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	On January 11, 2018, the EEO Director provided a briefing to the Director, the Deputy Directors, and other senior leaders on the “State of the Agency” covering all components of MD-715,

			including an assessment of the six elements of the Model EEO Program, a report of accomplishments, and plan of action to correct deficiencies.
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 New Compliance Indicator
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.]	Yes	
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.]	Yes	Although the FADs are issued by the OCR-DOI, the EEO Director monitors their completion to ensure they are issued timely.
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	FWS is covered under the DOI's FY2018 – FY2022 Strategic Plan. The current Departmental Strategic Plan, the Secretary's Priorities and the Director's Nine Core Priorities, are required to be reflected in 2019 SES performance standards.





			https://www.fws.gov/planning/Documents/DOI%20Strategic%20Plan.pdf “Senior executives provide leadership in achieving Presidential and Secretarial goals and are expected to: ensure cost-effective operations and quality service to the public; facilitate organizational cooperation and conflict resolution; ensure workplace environment conducive to employee productivity and safety; and hold individuals accountable for their actions.” Federal Employee Viewpoint Survey (e.g., employee engagement). Bureau plans in response to the Department-wide Workplace Environment Survey.
 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	
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	Yes	

	MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.		
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	
 Compliance Indicator  Measures	B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	Yes	Comments New Indicator
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 New Indicator
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	Senior leadership (Special Assistant to the Regional Director and Assistant Regional Director) were responsible for the development and implementation of the Service-wide Barrier Analysis Team.
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.







 Compliance Indicator		Measure Met? (Yes/No/NA)	Comments
 Measures			
C.1	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	The EEO Director meets with the Directorate quarterly to bring any program deficiencies to their attention.
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	The FWS Barrier Analysis Team reviews data annually from bureau sub-components, as data becomes available, in order to track progress on barrier analysis and removal.
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		Measure Met? (Yes/No/NA)	Comments
 Measures			
C.2	C.2 – The agency has established procedures to prevent all forms of EEO discrimination.		New Indicator
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	DOI holds Bureaus accountable for being in compliance with https://www.doi.gov/employees/anti-harassment/personnel-bulletin-18-01
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	
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 <u>Complainant v. Dep't of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dep't of Defense (Defense Commissary Agency)</u> , 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	
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.	Yes	
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	FWS processes PAS requests in accordance with the Department of the Interior's (DOI) Reasonable Accommodation Policies and Procedures.
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",	Yes	https://www.doi.gov/accesscenter/accomodations

	please provide the internet address in the comments column.		
 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 New Indicator
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	
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	
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	Yes	

	procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]		
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)]	Yes	
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	FWS develops and conducts EEO and Diversity training for all employees. Non-supervisory employees, permanent and temporary, are required to complete a minimum of two hours of equal employment opportunity (EEO) training and two hours of workforce diversity or inclusion training annually. Managers and supervisors are required to complete a minimum of eight hours of training on an annual basis: four hours related to EEO and four hours related to workforce diversity or inclusion. Requirements for the completion of this training is included in the performance plans for all managers and supervisors. Newly promoted or hired supervisors are required to complete their 8 hours of training within the first 60 days of their appointment. S/he is provided a copy of the EEO policy statement and the memorandum on



			mandatory EEO and Diversity training requirements.
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	There were no findings of discrimination in FY 2019.
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	The EEO Office provides management/supervisory officials with a copy of the EEOC MD-715 Report, which includes the 462 Report on Complaints, barrier analysis plans and special emphasis accomplishments. Workforce demographics and data summaries are provided monthly.
C.6.b	Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]	Yes	
Essential Element D: PROACTIVE PREVENTION			
This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.			
 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	Yes	





	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]		
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 New Indicator
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)]	Yes	
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	Check Page Number: See Part I (Page 50) - for full list.
 Compliance Indicator  Measures	D.3 – The agency establishes appropriate action plans to remove identified barriers.	Measure Met? (Yes/No/NA)	Comments New Indicator
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 New Indicator
D.4.a	Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please	Yes	https://www.fws.gov/odiw/disability_program.html



	provide the internet address in the comments.		https://www.fws.gov/odiwm/MD-715.html
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	



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	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Measure Met? (Yes/No/NA)	Comments
 Measures			
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes	
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)?	Yes	
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.	Yes	Average Days - 30 days
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?	Yes	FWS investigations were 100% timely.
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)?	Yes	
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)?	Yes	DOI's Office of Civil Rights issues FADs which are monitored for timeliness by FWS.
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)?	Yes	DOI's Office of Civil Rights oversees this process which is monitored by FWS for compliance.
E.1.j	If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them	Yes	FWS holds the firms accountable by



	accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If “yes”, please describe how in the comments column.		withholding payment until legally sufficient work products are received.
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)]	Yes	
 Compliance Indicator  Measures	E.2 – The agency has a neutral EEO process.	Measure Met? (Yes/No/NA)	Comments Revised Indicator
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	
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	FWS does not request legal sufficiency reviews.
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	FWS does not request legal sufficiency reviews
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	
 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	
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	E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.	Measure Met? (Yes/No/NA)	Comments
 Measures			
E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:		
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)]	Yes	
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	
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	E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.	Measure Met? (Yes/No/NA)	Comments
 Measures			
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	FWS monitors trends in the EEO Program and conducts barrier analysis in compliance with the statutes EEOC enforces.
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	FWS participates in best practices meetings and discussions with other DOI Bureaus on at least a monthly basis for the purpose of improving the effectiveness of the EEO program.
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	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
 Measures			

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	
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 Indicator moved from E-III Revised
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)]	Yes	
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)]	Yes	
F.2.a.4	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes	
 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)]	Yes	
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	

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
Deficiency Identified by EEOC in Affirmative Action review letter dated 09/17/2018: inaccurate/incomplete applicant data due to lack of unique identifiers in USA Staffing Data	<p>DEFICIENCY ELIMINATED:</p> <p>Tables A/B 11 Data: There were zero SES vacancies in FY 2017, leading to blanks in the SES section of Table 11. FWS is again providing full Table 11 Data as part of this FY 2019 MD-715 report.</p> <p>Tables A/B 7 Data: The FWS provided OPM with extended examples of how certificate data in legacy was used to analyze data from the FWS national-hire initiative and asked OPM to revisit their decision not to include certificate unique IDs in upgrade. Because single applicants commonly apply for jobs at multiple grade levels, accurate workforce analysis is not possible without this function. In June of 2019, this issue was resolved, when OPM added unique identifiers, allowing for accurate demographic analysis.</p>

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)
01/10/2019	Obtain unique identifiers for applicant flow data.	10/30/2019		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Diversity Program Manager	Gina Huck	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)
01/25/19	Brief OPM on the need to obtain unique identifiers for applicant flow data		01/25/2019	06/01/2019
9/30/2019	Conduct research and provide a report on how other agencies are obtaining accurate applicant flow data			09/30/2019

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2019	In FY 2019, the FWS appealed to OPM for reconsideration of the use of unique identifiers in applicant flow data. The FWS established bi-weekly meetings with OPM from January through May of 2019 to discuss this issue, and provided concrete examples of the impact of unique identifiers on data accuracy. In June of 2019, OPM reinstated the legacy unique identifiers, and this issue was resolved.

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
Unavailable applicant flow data	<p>Tables A/B 9 & 11 Data:</p> <p>Currently, applicant-flow data from for Tables A/B-9 and Tables A/B-11 cannot be obtained from USAStaffing, nor is it available from any other system or database. Instead, the compilation of any applicant flow data must be done manually; by researching each applicant and matching to employee information in FPPS, in an attempt to determine (a) whether the applicant was an FWS permanent employee at the time of their application, (b) whether the employee was in a mission series, (c) the applicant’s job series (whether a selection would result in a promotion, or a lateral, etc), and then (d) the applicant’s ethnicity/race, gender, and disability.</p> <p>The manual research and matching required to produce any promotions data for tables A/B-9 and A/B-11 has historically required at least two months of full-time work from a statistician, and still did not result in accurate data. Additionally, this time-consuming process has prevented the Service from utilizing our statistician to produce demographic reports specific to our agency diversity needs. For these reasons, data on applicants for internal competitive promotions in major occupations has been excluded from the MD-715 for FY 2019.</p>

Objective(s) and Dates for EEO Plan

Target Date (mm/dd/yy yy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Completion Date (mm/dd/yyyy y)
10/30/2020	Explore ways to capture and obtain applicant flow/promotions data.	Yes		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Diversity Program Manager	Gina Huck	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)
01/30/2020	Produce a memorandum informing OPM of the need to include fields in USAStaffing that capture (1) whether the applicant is a federal employee; (2) if so, current agency; and (3) current grade level.	Yes		
9/30/2020	On at least a quarterly basis, meet with the Department or OPM on the issue applicant flow data requirements, and potential solutions for capturing this data.	Yes		

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:

Asian Employees

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1 Table A8 Table A14	<p style="text-align: center;">Asians in the Permanent Workforce</p> <p>Representation:</p> <p>A review of FY 2019 permanent workforce data reveals a low participation rate of Asians (2.8%) in the permanent workforce in comparison to their rate in the Organizational CLF (5.8%). The participation rate of Asians in the FWS permanent workforce in FY 2019 (2.8%) increased when compared to FY 2018 (2.7%).</p> <p>Hires and Separations:</p> <p>A total of 17 Asians were hired into the permanent workforce in FY 2018; that is 3.3% of the total hires, which is below the 5.8% participation rate of Asians in the CLF. A review of separations from the permanent workforce indicates that there were 18 (3%) separations of Asians in FY 2019, which is higher than their on-board participation rate in the FWS permanent workforce. By comparison, in FY 2018, 8 Asians were hired (2.7% of total hired), and 18 Asians separated from the FWS permanent workforce (2.4% of total separations).</p>
Workforce Data Tables	Table A6	<p style="text-align: center;">Asians in Professional Biology</p> <p>Representation:</p> <p>The participation rate of Asian permanent employees in the professional biology workforce series is 2.4%, which is below the CLF (7.2%).</p> <p>A review of participation of Asians in the professional biologist series and biology students indicates that there are 87 Asian professional biologists. Their 2.4% participation rate in the professional biology series is an increase from the rate of 2.3% in FY 2018, but still below the Professional Biology CLF (7.2%).</p> <p>The participation rate of Asian women in the professional biologist series and biology students in the FWS permanent workforce is 1.4% in comparison to the Professional Biology CLF of 4.1% for Asian women. The participation rate of Asian men in the same category in the FWS permanent workforce is 1.0% in comparison to the rate of 3.1% in the Professional Biology CLF.</p> <p>Hires and Separations:</p> <p>In FY 2019, there were 160 accessions of professional biologists to the FWS permanent workforce; 8 (5%) of these were Asian, which is below their Professional</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>Biology CLF of 7.2%.</p> <p>In FY 2019, of the 216 separations of professional biologists from the FWS permanent workforce, 5 were Asian. Their 2.3% rate of separation is below their on-board participation rate of 2.4% in the Professional Biology occupations; therefore, it does not constitute a concern. By comparison, in FY 2018, 299 professional biologists separated from the FWS permanent workforce, and 2 of those were Asian (0.7%).</p>

EEO Group(s) Affected by Trigger

EEO Group
Asian Men
Asian Women

Black or African American Employees

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1 Table A8 Table A14	<p align="center">Black or African Americans in the Permanent Workforce</p> <p>Representation:</p> <p>A review of FY 2019 permanent workforce data reveals a low participation rate (4.6%) of Black or African Americans in the permanent workforce in comparison to their availability (6.8%) in the Organizational CLF.</p> <p>The number of Black or African Americans in the FWS permanent workforce at the end of FY 2019 was 342, compared to 339 in FY 2018. Their participation rate (4.6%) increased by 0.1% compared to FY 2018 (4.5%).</p> <p>Hires and Separations:</p> <p>A total of 35 Black or African Americans were hired into the FWS permanent workforce in FY 2019; that is 6.8% of the total 511 hires, which is at their 6.8% CLF availability. A review of separations indicates that there were 32 (5.3%) separations of Black or African Americans from the FWS permanent workforce in FY 2019, which is above their 4.6% on-board participation.</p> <p>In FY 2018, for comparison, a total of 3 Black or African Americans were hired (1% of Hires), and a total of 39 (5.2% of Separations) Black or African Americans separated from the permanent workforce (Table A14).</p>
	Table A6	<p align="center">Black or African Americans in Professional Biology</p> <p>Representation:</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>The overall participation of Black or African Americans in the permanent professional biology series was 1.6% which is below the Professional Biology CLF of 3.0%.</p> <p>A review of Black or African Americans in the permanent professional biology workforce indicates that there are 58 Black or African American professional biologists. Their 1.6% participation rate in the professional biology series is a 0.1% decrease from the rate of 1.7% in FY 2018.</p> <p>Hires and Separations:</p> <p>In FY 2019, there were 160 accessions of professional biologists to the FWS permanent workforce; 2 (1.3%) of these accessions was Black or African American biologists, which is below the Professional Biology CLF of 3.0% and an increase over the FY 2018 accessions of 1 (0.9%) Black or African American biologists out of a total of 109.</p> <p>Of the 216 separations in FY 2019 of professional biologists from the FWS permanent workforce, 5 (2.3%) were Black or African Americans, which is higher than their on-board participation of 1.6%. In FY 2018, of the 299 separations of professional biologists from the permanent workforce, 3 (1%) were Black or African Americans.</p>
		<p style="text-align: center;">Black or African Americans in Law Enforcement Officer series</p> <p>Representation:</p> <p>The overall participation of Black or African American law enforcement officers in the permanent workforce is 2.5%, which is below their CLF of 11.8%.</p> <p>A review of the FWS permanent law enforcement officers indicates that there are 12 Black or African Americans—1 woman and 11 men—out of 472 law enforcement officers. Their participation rate of 2.5% in FY 2019 was an increase of 0.1% over the rate of 2.4% in FY 2018.</p> <p>Hires and Separations:</p> <p>In FY 2019, there were 32 accessions of the FWS permanent law enforcement officers. One of these accessions were Black or African Americans, resulting in a 3.1% accession rate, which is below their 11.8% CLF, and is an increase over their 0% (0 Accessions) FY 2018 accession rate.</p> <p>In FY 2019, of the 32 separations of the FWS permanent law enforcement officers, 1 (3.1%) were Black or African American, which is above the on-board participation of 2.5%. In comparison, there were 2 (7.4%) separation of Black or African Americans in FY 2018.</p>
EEO Group(s) Affected by Trigger		
EEO Group		
Black or African American Men		
Black or African American Women		

Hispanic or Latino Employees

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1 Table A8 Table A14	<p style="text-align: center;">Hispanic or Latino Employees in the Permanent Workforce</p> <p>Representation:</p> <p>The analysis of FY 2018 permanent workforce data reveals a low participation rate (6.3%) of Hispanic or Latino employees in the permanent workforce in comparison to their availability in the Organizational CLF (6.8%). Hispanic or Latino men participated at 3.7%— above their rate in the Organizational CLF. Hispanic or Latino women participated at 2.6%, below their Organizational CLF (3.2%). In FY 2018, the participation rate of Hispanics or Latinos was 6.4%.</p> <p>Hires and Separations:</p> <p>A total of 21 Hispanic or Latino employees were hired into the FWS permanent workforce in FY 2019; that is 4.1% of the total hires. This was below the 6.8% participation rate of Hispanics or Latinos in the Organizational CLF, and a decline over FY 2018's 7.2% of total hires (21 out of 293).</p> <p>In FY 2019, 39 Hispanic or Latino employees separated from the FWS permanent workforce, 6.4% of the total 612 separations, which above their 6.3% on-board participation, an increase over FY 2018's 5.7% rate of separations (42 out of 743).</p>
Workforce Data Tables	Table A6	<p style="text-align: center;">Hispanic or Latino Employees in Professional Biology</p> <p>Representation:</p> <p>The participation rate for Hispanic or Latino women in the FWS professional biology permanent workforce was 1.7%, which is 0.4% below their CLF of 2.1%.</p> <p>The overall participation rate of Hispanic or Latino employees in the FY 2019 professional biology permanent workforce is 5.0%, which is above the Professional Biology Occupational CLF rate of 4.6%. The participation rate for Hispanic or Latino men in the FWS professional biology permanent workforce was 3.4%, which is above their Professional Biology Occupational CLF rate of 2.4%. However, the participation rate for Hispanic or Latino women in the FWS professional biology permanent workforce was 1.7%, which is 0.4% below their Professional Biology Occupational CLF of 2.1%, and unchanged from FY 2018.</p> <p>Hires and Separations:</p> <p>In FY 2019, there were 160 accessions of professional biologists to the FWS permanent workforce; 7 (4.4%) of these accessions were of Hispanic or Latino biologists—0 woman (0.0%) and 7 men (4.4%). Their combined accession rate of 4.4% is below their CLF of 4.6% and a decrease over their FY 2018 accession rate of 7.3% (8 out of 109).</p> <p>The 7 accessions of Hispanic men professional biologists constitute 4.4% of the total biologist accessions in FY 2019, which is below their availability in the CLF. However, no accessions of Hispanic women professional biologist constitute 0.0% of the total biologist accessions compared to their rate of 2.1% in the CLF.</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>In FY 2019, of the 216 separations of professional biologists from the FWS permanent workforce, 5 (2.3%) were Hispanic or Latino professional biologists—2 women and 3 men. This 2.3% separation rate is below their on-board participation rate in the professional biology workforce of 5%. When analyzed separately, both Hispanic men and women separated from the FWS permanent professional biology workforce at an equal or lower rate than their participation rates: men 1.4% over 3.4% participation; women 0.9% over 1.7% participation.</p>

EEO Group(s) Affected by Trigger

EEO Group
Hispanic or Latino Men
Hispanic or Latino Women

Women in Law Enforcement

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A6	<p style="text-align: center;">Women Law Enforcement Officers in the Permanent Workforce</p> <p>The analysis of FY 2019 permanent workforce data reveals a participation rate for women Law Enforcement Officers of 10.4%, which is below the CLF of 23.7%.</p> <p>Representation:</p> <p>The number of the FWS permanent law enforcement officers increased from 460 employees in FY 2018 to 472 in FY 2019. The participation rate of women increased 0.6% (from 9.8% in FY 2018 to 10.4% in FY 2019).</p> <p>Hires and Separations:</p> <p>In FY 2019, of the 32 law enforcement officers accessions, 4 (12.5%) were women, compared to the availability in the CLF of 23.7%. In FY 2019, of the 32 separations of law enforcement officers from the FWS permanent workforce, 3 (9.4%) were women, which is below their on-board participation rate of 10.4%.</p>

EEO Group(s) Affected by Trigger

EEO Group
All Women

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	MD-715 A Tables. MD-715 B Tables.
Complaint Data (Trends)	Yes	Informal and Formal Complaints data and trends from IComplaints platform, internal tracking systems, and 462 Report.
Grievance Data (Trends)	Yes	Harassment allegations and actions for FY 2019.
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	EEO Decisions (No Findings of Discrimination in FY 2019 FY 2019).
Climate Assessment Survey (e.g., FEVS)	Yes	FY 2019 Federal Employee Viewpoint Survey.
Exit Interview Data	Yes	FWS Employee Exit Survey responses.
Focus Groups	Yes	FWS Barrier Analysis Team conducted a Focus Group with employees with disabilities and targeted disabilities.
Interviews	Yes	FWS Barrier Analysis Team conducted interviews with employees with disabilities and targeted disabilities.
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	GAO Report to the Ranking Minority Member, Committee on Homeland Security and Governmental Affairs, U.S. Senate Johnson S.K. 2019. Leaking Talent – How People of Color are Pushed Out of Environmental Organizations.
Other (Please Describe)		

Status of Barrier Analysis Process

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

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
Resistance in Organizational Culture: Diversity and Inclusion (D&I) is facing resistance from the existing organizational culture. Misinformation, perceptions and resistance to the perspective of others have not been addressed, and are undermining or limiting the effectiveness of D&I initiatives. D&I initiatives also face resistance due

Description of Policy, Procedure, or Practice

to perceived unintended consequences related to equal employment opportunity mandates.

Employee Communications: A history of inconsistent and disconnected communications strategy on the D&I plan and core values is inhibiting FWS-wide understanding and buy-in.

Perception of Unfairness in Career Growth Opportunities: Women, minorities, and people with disabilities perceive a lack of fairness throughout their employment cycle at the FWS.

Inconsistent and decentralized recruitment and selection: Inconsistent and decentralized recruitment and selection practices have negatively influenced the ability of the FWS to meet its D&I goals and effectively shape its workforce.

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)
FY 2019	Begin roll out of a communication strategy that reduces organizational resistance to D&I goals and initiatives and addresses organizational accountability.	02/01/2019	09/30/2019	Yes		09/30/2019
	Launch a National Hiring Initiative for jobs in the GS-401,482,485 and 486 series.	09/01/2018	01/30/2019	Yes	09/30/2020	
FY 2020	Complete action items under DIIP Objective 1: "Engage Employees to Achieve a Diverse and Inclusive Workforce".	10/01/2019		Yes		09/30/2020
	Complete action items under DIIP Objective 2: "Analyze and Remove the Barriers to a Diverse and Inclusive Workforce".	10/01/2019		Yes		09/30/2020
	Complete action items under DIIP Objective 3: "Recruit and Hire a Diverse and Inclusive Workforce".	10/01/2019		Yes		09/30/2020

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
FWS Deputy Director	Bryan Arroyo	Yes
FWS Directorate	<u>Deputy Directors</u> Bryan Arroyo– Operations Steve Guertin – Program Management & Policy <u>Assistant Directors</u> Barbara Wainman – External Affairs Cynthia Martinez – National Wildlife Refuge System Jerome Ford – Migratory Bird Program Paul Rauch – Wildlife and Sport Fish Restoration Edward Grace – Office of Law Enforcement David Hoskins – Fish and Aquatic Conservation Eric Alvarez (Acting) – International Affairs Gary Frazer – Ecological Services Deborah Rocque (Acting) – Science	Yes

Title	Name	Performance Standards Address the Plan? (Yes or No)
	<p>Applications Janine Velasco –Management and Administration Shelley Hartmann – Information Resources and Technology Management Steve Chase – National Conservation Training Center</p> <p><u>Regional Directors</u> Wendi Weber - R1 Leopoldo Miranda - R2, R4 Charlie Wooley - R3 Noreen Walsh - R5, R7 Amy Lueders - R6, R8 Robyn Thorson - R9,R12 Paul Souza - R10 Greg Siekaniec - R11</p>	
Executive Diversity Committee Chair	Paul Rauch	Yes
Project Leaders and Hiring Officials	N/A	Yes
Assistant Director, Management and Administration	Janine Velasco	Yes
EEO Director Chief, Office of Diversity and Inclusive Workforce Management	Inez Uhl	Yes
Recruitment Program Manager	Kary Allen	Yes
Diversity Program Manager	Gina Huck	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
05/31/2019	Increase the engagement of D&I events FWS-wide and track engagement through performance indicators (feedback forms, participation rates, and satisfaction) in the form of a dashboard.		09/30/2019
06/30/2019	Support the participation and development of Employee Resource Groups (ERGs) at the FWS level to build on progress made at the Department level by increasing outreach efforts to all employees explaining how Personnel Bulletin 17-07 on Employee Groups impacts them.		06/30/2019
06/30/2019	Conduct an after-action review of the January 2019	09/30/2020	

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	National Hiring Initiative.		
06/01/2019	Present workplace culture and accountability communication strategy to the FWS Directorate.		04/01/2019
10/31/2019	The FWS will assess recruitment and outreach related activities Service-wide and consolidate efforts and activities to align with Service's workforce planning goals.		
12/31/2019	The FWS will develop messages to support consistent and meaningful Diversity and Inclusion (D&I) communication by leadership in the following areas: the conservation and relevancy case for diversity, the Civilian Labor Force (CLF) as a benchmark, barrier elimination, and workforce planning.		
12/31/2019	The FWS will establish the requirement and process for HR officials to coordinate and provide timely information to the Recruitment Program Manager on opportunities that will advertised on OPM's USA Jobs for seasonal and temporary and term entry level positions.		
12/31/2019	The FWS will develop a hiring manager toolkit to include the business rules for using the Public Lands Corp Act and OPM's special hiring authorities/flexibilities.		
2/29/2020	Directorate and Deputies will prepare and post to the online accountability dashboard their annual step-down communication strategy which spells out the specific actions they will take to ensure each employee in their Region/Program receives the D&I messages and is provided the opportunity for engagement (Q&A) with Regional/Program leadership.		
4/30/2020	The FY 2019 BAT will brief the EDC on their findings and recommendations, including the status of previous recommendations, areas for continued focus, and additional actions where warranted.		
4/30/2020	The BAT will brief the EDC on a strategy (inclusive of action items, timeline, and road map) to achieve integration of Employee Resource Groups in the human capital management strategy of the organization.		
4/30/2020	The BAT will brief the ODIWM and Management & Administration (MA) on recommendations to improve the exit survey tool as well as recommendations to increase participation in the survey.		
4/30/2020	The FWS will request members from each Directorate member to establish a National Recruitment Team. The team will be charged with a clear mandate and a membership commitment to supporting the recruitment of individuals representative of America.		

5/31/2020	The FWS will release a FY2020 Diversity and Inclusion Climate Survey which will supplement the FEVS and other service-wide surveys. Specific questions will be asked about employee perceptions for D&I goals and initiatives, relationships with peers, and additional relevant topics. Survey results will be used to help inform decisions related to D&I initiatives and enable management to implement data-driven programs.		
8/31/2020	ODIWM will evaluate previous quarter's hiring success, modify approach as needed, and brief EDC on needed adjustments.		
9/30/2020	The Director's Office will review quarterly dashboard updates, highlighting progress and challenges.		

Report of Accomplishments

Fiscal Year	Accomplishments
2019	<p>Increase the engagement of D&I events FWS-wide and track engagement through performance indicators (feedback forms, participation rates, and satisfaction) in the form of a live online dashboard.</p> <p>As part of its national enterprise approach, ODIWM created a centralized planning team for the FWS monthly special emphasis program events. In FY 2019, the centralized planning team engaged regional and program leadership in leading the monthly programs which have a national reach. This puts accountability for employee engagement in special emphasis programs in the hands of leadership. A live online dashboard was created to track participation and engagement of events. In FY 2019, the FWS special emphasis events attracted an estimated average of 190 participants per event, including virtual participants. In FY 2019, the FWS Deputy Director, met with leaders in ODIWM, External Affairs, and Management & Administration, to outline expectations of coordination, communication, and support for all special emphasis events.</p>
	<p>Support the participation and development of Employee Resource Groups (ERGs) at the FWS level to build on progress made at the Department level by increasing outreach efforts to all employees explaining how Personnel Bulletin 17-07 on Employee Groups impacts them.</p> <p>In FY 2019, the FWS distributed information on how to join ERGs as part of monthly special emphasis programs. In addition, in FY 2019, the Barrier Analysis Team (BAT) briefed the EDC on its recommendation to utilize ERGs in a more robust and strategic way. The EDC directed the BAT to create a strategy to outline how ERGs can be implemented across the FWS.</p>
	<p>Conduct an after-action review of the January 2019 National Hiring Initiative.</p> <p>A second round of centralized national hiring was postponed until FY 2020, when it will be implemented as part of the new DIIP.</p>
	<p>Present workplace culture and accountability communication strategy to the FWS Directorate.</p>

In FY 2019, the BAT briefed leadership on the identification of a barrier in the area of communications. The BAT described a history of inconsistent and disconnected communications on the diversity and inclusion strategy and core values that is inhibiting organizational understanding and buy-in. The FWS Principal Deputy Director, the FWS Deputy Director, and the EDC outlined their plan to remove this barrier in the first objective of the new DIIP which addresses communications and engagement. The goal is to engage employees with a consistent and meaningful message that prioritizes inclusion, acknowledges the lack of progress to date, and outlines future actions. Directorate members are now required to prepare an annual DIIP step-down communications strategy outlining specific communications actions they have taken to reinvigorate the D&I message.

U.S. Fish and Wildlife Service (FWS)

Affirmative Action Plan

(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.

The FWS is continuing its annual goal of hiring 27 PWD and/or PWTD (3 per Region). The FWS was not able to exceed this goal in FY 2018. However, during FY 2019, 29 individuals with targeted disabilities were hired from outside the organization.

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 | No X |
| b. Cluster GS-11 to SES (PWD) | Yes X | No 0 |

The percentage of PWD in FY 2019 for the GS-11 to SES cluster is 8.3%. The percentage has decreased by 0.1% from FY 2018.

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 | No X |
| b. Cluster GS-11 to SES (PWTD) | Yes X | No 0 |

The percentage of PWTD in FY 2019 for the GS-11 to SES cluster is 1.6%. The percentage has decreased by 0.1% from FY 2018.

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

The FWS Director identified specific priorities and action items with the Directorate, regarding their responsibilities for the annual hiring goal for PWD and PWTD. The numerical goal is provided to managers annually. The Directorate and hiring managers received monthly progress reports on the changes in workforce participation rates.

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 X No 0

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		24		Human Resources Specialists, Office for Human Resources Phone: (703) 358-1743
Answering questions from the public about hiring authorities that take disability into account	1	24		Bill Fuller, Accountability Officer/Human Resources Specialist Bill_Fuller@fws.gov
Processing reasonable accommodation requests from applicants and employees	1	7		Benjamin Livingston, Employee/Labor Relations Specialist, Joint Administrative Operations (JAO), Email: benjamin_livingston@fws.gov
Section 508 Compliance	1		8	Keon Sheffield, National Section 508 Coordinator, Email: Keon_sheffield@fws.gov
Architectural Barriers Act Compliance	8			Julia Bumbaca, Public Civil Rights Program Manager, Office of Diversity and Inclusive Workforce Management (ODIWM), Email: Julia_Bumbaca@fws.gov
Special Emphasis Program for PWD and PWTD	1	7		Julia Bumbaca, Disability Program Manager, Office of Diversity and Inclusive Workforce Management (ODIWM), Email:

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 X No 0

- Provided targeted recruitment strategies and best practices for increasing the recruitment of PWD and PWTD for positions GS-11 and above.
- Developed online training that reached a total of 4,225 employees. Training topics included presentations on Reasonable Accommodations, Prevention of Harassment, the EEO Complaint Process, and Service Animals and the ADA. Each presentation included a link to a quiz where employee participation and responses were tracked.
- Conducted 52 EEO/Diversity instructor-led training sessions for 1,969 participants and coordinated Civil Treatment for Leaders training for more than 100 supervisors. Additional training was provided through webinars and teleconferencing. Training topics include The Importance of Diversity and Inclusion, Diversity Management, Special Hiring Authorities, Disability Sensitivity, MD-715 Barrier Analysis Training, EEO Laws and Regulations, Disability Awareness, Reasonable Accommodations/ Personal Assistance Services, Prevention of Sexual Harassment, Alternative Dispute Resolution, Reprisal, Communicating Across Generations, Civil Treatment for Leaders, Civil Treatment for Employees, EEO complaints, Unconscious Bias and Barrier Analysis.
- Disability Program Manager partnered with the Office of Human Resources to standardize operating procedures for reasonable accommodations.

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 X No 0

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.

The FWS National Targeted Recruitment Team continues to assist in increasing the current network of contacts and relationships with organizations that serve PWD/PWTD. The FWS Workforce Recruiters and the National Targeted Recruitment Team work together to increase:

- Contacts at the Department of Aging and Rehabilitative Services, Non Paid Work Experience Program, to provide experience and potential job opportunities to individuals with targeted disabilities
- Recruiting partnerships with community, academic and governmental groups that reach individuals with targeted disabilities to maximize recruiting from all sources when filling positions GS-11 and above,

including managerial and supervisory positions at grades GS-13 to GS-15 and SES

- Contacts at over 200 military/veterans, women, minority and disability affinity organizations at IHE's, America Job Centers, State Vocational Rehabilitation Agencies, Centers for Independent Living, and Employment Network Service Providers
- Contacts through Workforce Recruitment Program (WRP) annual on-line recruitment list to identify and contact students and graduates with targeted disabilities with potential opportunities for positions before they are advertised

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 Division of Human Resources and the Office of Diversity and Inclusive Workforce Management use the Schedule A appointing authority and eligible 30% or more disabled veterans, to identify and hire qualified PWD and PWTD professionals for positions in the permanent workforce.

The FWS recruited PWD and PWTD under the 30% or more disabled veterans hiring authority at veteran career fairs sponsored by the Departments of Defense and Veterans Administration at several venues across the country.

The FWS recruiters and hiring managers worked with contacts at the Department of Aging and Rehabilitative Services to recruit PWD and PWTD under Schedule A or 30% or more disabled veterans.

Vacancy announcements included statements indicating that the FWS encourages and will accept applications from veterans with compensable disabilities of 30% or more disabled veterans.

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.

- (1) The FWS HR specialists determine if applicants are eligible for appointment under special hiring authorities in 5 CFR §213.31.02(u). The FWS HR specialists ensure that the application packages from a PWD or PWTD applicant include the following:

For Schedule A Eligible candidates:

- Current Resume with places and dates of employment, including month/year to month/year and number of hours worked per week (e.g. 40 hours, 32 hours, etc.)
- Schedule A Letter from a licensed medical professional (e.g., a physician or other medical professional duly certified by a State, the District of Columbia, or a U.S. territory, to practice medicine); a licensed vocational rehabilitation specialist (State or private); or any Federal agency, State agency, or an agency of the District of Columbia or a U.S. territory that issues or provides disability benefits as described in 5 CFR §213.3102 (3) (ii)

For Eligible Disabled Veteran candidates:

- Current Resume with places and dates of employment, including month/year to month/year and number of hours worked per week (e.g. 40 hours, 32 hours, etc.)
- Copy of DD-214, Record of Military Service (member copy 4) to determine eligibility for veterans preference and honorable discharge
- Copy of SF-15 stating they have a 30% or more disability rating and are able to perform the duties of the position for which they are applying
- Veterans Affairs Rating Letter that identifies the disability percentage for the applicant

- (2) HR forwards the applications to the hiring officials and meets with them to explain the hiring flexibilities and how and when the applicant may be appointed non-competitively. If the vacancy is advertised on USAJobs.gov, PWD and PWTD can apply even after the vacancy has closed. HR specialists forwards those

applicants to the hiring officials and meets with them to provide guidance on the hiring authorities.

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 X No 0 N/A

Formal and informal training on the use of the hiring authorities that take disability into account was provided to managers and supervisors during the year as part of the mandatory annual 8 hour EEO and Diversity training requirements. Training was conducted quarterly and annually for hiring managers at the National Conservation Training Center for the Advanced Supervision Course, the Refuge Academy, the Fisheries Academy, and the Advanced Leadership Development Program. All managers and hiring officials are individually provided guidance and training from Human Resources and Workforce Recruiters on the use of special hiring authorities to directly appoint PWD and PWTD.

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.

- Recruited at career fairs on military bases and Institutions of Higher Education (IHE) to identify qualified PWDs and PWTDs for employment
- Established and maintained contacts with various disabled veterans’ organizations, centralized veterans’ applicant referral services on military bases, the Disabled American Veterans National Service Offices and FedWorld Gateway National Technical Information Services
- Created a database of over 300 U.S. military installations, Veterans Employment Service, state job offices, and veterans’ assistance centers nationwide
- Developed a working relationship with veterans’ groups to promote employment of PWD and PWTD

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

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 X
- b. New Hires for MCO (PWTD) Yes 0 No X

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 X
- b. Qualified Applicants for MCO (PWTD) Yes 0 No X

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 X
- b. Promotions for MCO (PWTD) Yes 0 No X

The FWS is currently in the process of improving the analysis of the qualified applicant pool for triggers with PWD and PWTD among new hires for any mission critical occupations. Please see Part H for plan to address applicant tracking data program deficiency.

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 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.

- Managers and supervisors are required to adhere to the policy on the development and establishment of Individual Development Plans (IDPs) for each employee, supervisor, and manager. The National Conservation Training Center (NCTC) and the Office of Human Resources send periodic reminders and resources to all employees regarding their IDPs. IDPs at the FWS include formal and informal training and mentoring programs, career development opportunities, details to promotions, and similar programs that address advancement
- The FWS also develops one-year training plans for eligible veterans with a 30% or more disability rating who have been hired under the Veterans Readjustment Appointment

B. Career Development Opportunities

The FWS regularly evaluates data of PWD and PWTD among the applicants and/or selectees for the Advanced Leadership and Development Program (ALDP) and the Stepping Up to Leadership (SUTL) Programs to determine if a statistical significance difference exists in participation rates of PWD and PWTD. Guidance is provided through the FWS Diversity and Inclusion Implementation Plan (DIIP) to managers and supervisors regarding their responsibility to provide career development opportunities, both formal and informal, to all employees.

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

The FWS promotes two formal career development programs nationwide to develop its next cadre of leaders: (1) Stepping Up to Leadership Program (SUTL), offered for GS-11/12 and (2) Advanced Leadership Development Program (ALDP), offered for GS/GM 13/14. Participants in these programs are selected by a merit selection process. In addition, the FWS provides opportunities for employees to participate in various mentoring and training programs.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate. [Collection begins with the FY 2018 MD-715 report, which is due on February 28, 2019.]

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Advanced Leadership Development Program (ALDP)	43	20	4.7%	0%	2.3%	0.0%
Stepping Up to Leadership Program (SUTL)	156	48	7.1%	8.3%	1.3%	0.0%

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 X | No 0 |
| b. Selections (PWD) | Yes X | No 0 |

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. ALDP Applicants (PWTD) | Yes 0 | No X |
| b. ALDP Selections (PWTD) | Yes X | No 0 |
| c. SUTL Applicants (PWTD) | Yes 0 | No X |
| d. SUTL Selections (PWTD) | Yes X | No 0 |

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) | Yes 0 | No X |
| b. Awards, Bonuses, & Incentives (PWTD) | Yes 0 | No X |

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

- | | | |
|-------------------------|-------|------|
| a. Pay Increases (PWD) | Yes 0 | No X |
| b. Pay Increases (PWTD) | Yes 0 | No X |

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 | N/A X |
| b. Other Types of Recognition (PWTD) | Yes 0 | No 0 | N/A X |

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 X
 - ii. Internal Selections (PWD) Yes 0 No X
- b. Grade GS-15
 - i. Qualified Internal Applicants (PWD) Yes 0 No X
 - ii. Internal Selections (PWD) Yes 0 No X
- c. Grade GS-14
 - i. Qualified Internal Applicants (PWD) Yes 0 No X
 - ii. Internal Selections (PWD) Yes 0 No X
- d. Grade GS-13
 - i. Qualified Internal Applicants (PWD) Yes 0 No X
 - ii. Internal Selections (PWD) Yes 0 No X

2. 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 X
- b. New Hires to GS-15 (PWTD) Yes 0 No X
- c. New Hires to GS-14 (PWTD) Yes 0 No X
- d. New Hires to GS-13 (PWTD) Yes 0 No X

3. 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.

- a. Executives
 - i. Qualified Internal Applicants (PWD) Yes 0 No X
 - ii. Internal Selections (PWD) Yes 0 No X
- b. Managers
 - i. Qualified Internal Applicants (PWD) Yes 0 No X
 - ii. Internal Selections (PWD) Yes 0 No X
- c. Supervisors
 - i. Qualified Internal Applicants (PWD) Yes 0 No X
 - ii. Internal Selections (PWD) Yes 0 No X

4. 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 X
 - ii. Internal Selections (PWTD) Yes 0 No X
- b. Managers
 - i. Qualified Internal Applicants (PWTD) Yes 0 No X
 - ii. Internal Selections (PWTD) Yes 0 No X
- c. Supervisors
 - i. Qualified Internal Applicants (PWTD) Yes 0 No X
 - ii. Internal Selections (PWTD) Yes 0 No X

5. 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 X
- b. New Hires for Managers (PWD) Yes 0 No X
- c. New Hires for Supervisors (PWD) Yes 0 No X

6. 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 X
- b. New Hires for Managers (PWTD) Yes 0 No X
- c. New Hires for Supervisors (PWTD) Yes 0 No X

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 X N/A 0

The FWS prepared a quarterly analysis of eligible employees ready for conversion and coordinates with the Human Resources Specialist to remind the supervisor. The FWS had one eligible Schedule A employee with a disability in the competitive service during FY 2019 that was awaiting conversion after the two years of satisfactory service. The conversion is currently in process with the Office of Human Resources.

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)	Yes X	No 0
b. Involuntary Separations (PWD)	Yes 0	No X

Voluntary separations were higher than expected – 11.2% of PWD onboard at the start of FY 2019 voluntarily separated compared to 7.4% of individuals without documented disabilities.

3. Using the inclusion rate as the benchmark, did the percentage of PWTB among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTB)	Yes X	No 0
b. Involuntary Separations (PWTB)	Yes 0	No X

Voluntary separations were higher than expected – 12.5% of PWTB onboard at the start of FY 2019 voluntarily separated compared to 7.4% of individuals without documented disabilities.

4. If a trigger exists involving the separation rate of PWD and/or PWTB, please explain why they left the agency using *exit interview results and other data sources*.

The Barrier Analysis Team analyzed exit survey responses submitted from October 2018 to July 2019. Out of 135 respondents, 25 (18%) identify as having a disability and two (1.4%) identify as having a targeted disability. Of the 25, four (16%) note that they experienced discrimination based on a disability, combined with other discrimination based on age, race, reprisal, or non-merit factors.

B. Accessibility of Technology and Facilities

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.

Section 508:

In 1998, Congress amended the Rehabilitation Act of 1973 to require Federal agencies to make their electronic and information technology (EIT) accessible to people with disabilities. The law (29 U.S.C. § 794 (d)) applies to all Federal agencies when they develop, procure, maintain, or use electronic and information technology. Under Section 508, agencies must give disabled employees and members of the public access to information that is comparable to access available to others. The United States Access Board discusses its responsibility for developing accessibility standards for EIT to incorporate into regulations that govern Federal procurement practices.

The Department of the Interior (DOI) is committed to making its electronic and information technologies accessible to individuals with disabilities by meeting or exceeding the requirements of Section 508 of the Rehabilitation Act of 1973, as amended. If an individual with a disability believes that a bureau or office has failed to procure EIT conforming to Section 508, that individual has the right to file a complaint with the DOI Office of Civil Rights (OCR). The OCR shall apply the complaint procedures outlined in 43 CFR Part 17, Subpart E, which are established to implement Section 504 for resolving allegations of discrimination in a Federally conducted program or activity.

Link to DOI's Section 508 policies and guidelines:

<https://www.doi.gov/ocio/section508>

Complaints must be submitted in writing to DOI's OCR at the following address:

U.S. Department of the Interior
Attn: Director, Office of Civil Rights
1849 C Street, N.W.
Washington, D.C. 20240

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.

How to File a Public Civil Rights Complaint:

Within 180 days of the date of the alleged discrimination, a signed, written complaint should be filed with the Director, Office of Civil Rights, Department of the Interior, 1849 C Street, NW Washington, DC, 20240.

The complaint should include your name, address, zip code, and telephone number; the name and address of the alleged discriminatory official(s) and/or public entity; the nature of the complaint, the basis of the complaint (race, color, national origin, gender, age, sex and/or disability), and the date the alleged discrimination occurred. If the alleged discrimination occurred outside DOI jurisdiction, we will forward your complaint to the State or Federal agency that has jurisdiction.

You can read more about the PCR complaint process in Civil Rights Directive 2011-01.

<https://www.doi.gov/pmb/eeo/Public-Civil-Rights>

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.

Accessibility data and reports are collected from the Refuges Program. The FWS is continuing to develop a new accessibility module in the Service Asset Management Inventory (SAMI) system. This module will make all accessibility information available to facility managers FWS-wide. Accessibility information has also been included in the SAMI Handbook.

The FWS has centralized the resources of 504 site reviews to more efficiently accomplish them agency-wide.

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 period 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 number of business days to grant an accommodation is 5 days.

The average number of business days to implement an accommodation is 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.

The FWS is committed to providing reasonable accommodations (RA) to our employees and reasonable accommodations to applicants for employment in order to assure that individuals with disabilities enjoy equal employment opportunity at the WS, unless to do so would cause undue hardship.

The FWS follows the Department of the Interior (Department) policies that direct bureaus and offices: (1) Personnel Bulletin 14-01, Reasonable Accommodation for Individuals with Disabilities; (2) Personnel Bulletin 08-09, Procedures for Conducting a Department-wide Search and Position Reassignment for Cases Involving Reasonable Accommodations; and (3) Personnel Bulletin 17-18, Personal Assistance Services Procedures.

OCR provided a supplemental Compliance Report to the OFO in January 2019, updating the Department's reasonable accommodation policy and procedures to ensure that it complied with the EEOC's regulations at 29 C.F.R. §1614.203(d)(3) issued on January 3, 2017, requiring agencies to adopt reasonable accommodation procedures that meet the twenty minimum requirements outlined in the regulation.

The Director and Directorate members are responsible for implementing Departmental policy and procedures for Reasonable Accommodations and Personal Assistance Services (RA/PAS) within their Regions/programs and for ensuring that sufficient resources are available for providing RAs to qualified individuals with disabilities and PAS for individuals with targeted disabilities. In FY 2019, all managers and supervisors were required to complete one hour of RA/PAS training. The FWS provided training for all employees. The Disability Program Manager and HR Specialists consulted with supervisors to ensure that requests for RA/PAS were processed in a timely manner. Requests for RA/PAS were also collected, tracked, and monitored for trends.

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 FWS is regulated by the Department of the Interior’s (DOI) Reasonable Accommodations/Personal Assistance Services Policy, which has been sent to the EEOC. The policy is posted on the DOI website and linked to the FWS website. The FWS is an active member of the DOI Community of Practice for Reasonable Accommodations/Personal Assistance Services Committee.

Requests for PAS will follow the same process as requests for Reasonable Accommodations and will include timely processing of approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The FWS Fact sheet for PAS procedures has been posted on the public FWS website as well as on its internal employee website. Additionally, the Director’s office sent an all-employee message to distribute the PAS Fact Sheet and to remind managers of the one-hour mandatory Reasonable Accommodations/Personal Assistance Services training requirement.

The FWS funded the deployment of training for all employees that included webcasts conducted by EEOC and online training. The Disability Program Manager responded to PAS questions from supervisors and employees throughout FY 2019. PAS requests were also tracked and monitored for FY 2019.

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?
Yes 0 No X N/A
- 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 X N/A
- 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?
Yes 0 No X N/A
- 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 X N/A

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 X No 0

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

Yes X No 0 N/A

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.

Trigger 1	Inclusion Rate in the GS-11 to SES Cluster <ul style="list-style-type: none"> • The percentage of PWD in the GS-11 to SES cluster is 8.3%, which falls below the goal of 12%. The percentage of PWTD in the GS-11 to SES cluster is 1.6%, which falls below the goal of 2%.
Trigger 2	Voluntary and Involuntary Separations <ul style="list-style-type: none"> • Voluntary Separations of PWD were higher than expected – 11.2% of PWD voluntarily separated as compared to the inclusion benchmark of 10.4% • Voluntary Separations of PWTD were higher than expected – 12.5% of PWTD voluntarily separated as compared to the inclusion benchmark of 2.1%
Trigger 3	Career Development - Stepping Up To Leadership Program (SUTL) and Advanced Leadership Development Program (ALDP) <ul style="list-style-type: none"> • 4.7% of ALDP applicants were PWD compared to the eligible pool of 7.1% • 0% of ALDP selectees were PWD compared to the applicant benchmark of 4.7% • 0% of ALDP selectees were PTWD compared to the applicant benchmark of 2.3% • 7.1% of SUTL applicants were PWD compared to the eligible pool of 9.3% • 1.3% of SUTL applicants were PWTD compared to the eligible pool of 1.7% <p>0% of SUTL selectees were PWTD compared to the applicant benchmark of 1.3%</p>
Trigger 4	Inclusion Rate in the GS-11 to SES Cluster <ul style="list-style-type: none"> • The percentage of PWD in the GS-11 to SES cluster is 8.3%, which falls below the goal of 12%. • The percentage of PWTD in the GS-11 to SES cluster is 1.6%, which falls below the goal of 2%.
Barrier(s)	<p style="text-align: center;">Barriers that impact all low participation groups, including PWD and PWTD:</p> <p>Resistance in Organizational Culture: Diversity and Inclusion (D&I) is facing resistance from the existing organizational culture. Misinformation, perceptions and resistance to the perspective of others have not been addressed, and are undermining or limiting the effectiveness of D&I initiatives. D&I initiatives also face resistance due to perceived unintended consequences related to equal employment opportunity mandates.</p> <p>Employee Communications: A history of inconsistent and disconnected communications strategy on the D&I plan and core values is inhibiting FWS-wide understanding and buy-in.</p> <p>Perception of Unfairness in Career Growth Opportunities: Women, minorities, and people with disabilities perceive a lack of fairness throughout their employment cycle at the FWS.</p> <p>Inconsistent and decentralized recruitment and selection: Inconsistent and decentralized recruitment and selection practices have negatively influenced the ability of the FWS to meet its D&I goals and effectively shape its workforce.</p>

	Barriers that impact PWD and PWTB specifically:			
	There is a lack of knowledge among employees and supervisors regarding the Schedule A hiring authority. Including lack of knowledge about how it is used in the recruitment and selection process both externally and internally. There is also lack of knowledge among employees and supervisors about probationary periods for Schedule A.			
Objective(s)	<ul style="list-style-type: none"> • Complete action items under DIIP Objective 1: “Engage Employees to Achieve a Diverse and Inclusive Workforce.” • Complete action items under DIIP Objective 1: “Engage Employees to Achieve a Diverse and Inclusive Workforce.” • Complete action items under DIIP Objective 3: “Recruit and Hire a Diverse and Inclusive Workforce.” • Increase communication on reasonable accommodation processes and resources available. • Increase communication on Schedule A hiring authority and resources available. 			
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
FWS Deputy Director FWS Directorate Project Leaders and Hiring Officials Division of Human Resources Office of Diversity and Inclusive Workforce Management Workforce Recruiters		Yes		
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)		
Yes		Yes		
Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected		
Workforce Data Tables	Yes	MD-715 A Tables. MD-715 B Tables.		
Complaint Data (Trends)	Yes	Informal and Formal Complaints data and trends from IComplaints platform, internal tracking systems, and 462 Report.		
Grievance Data (Trends)	Yes	Harassment allegations and actions for FY 2019.		
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	EEO Decisions (No Findings of Discrimination in FY 2019 FY 2019).		
Climate Assessment Survey (e.g., FEVS)	Yes	FY 2019 Federal Employee Viewpoint Survey.		
Exit Interview Data	Yes	FWS Employee Exit Survey responses.		
Focus Groups	Yes	FWS Barrier Analysis Team conducted a Focus Group with employees with disabilities and targeted disabilities.		
Interviews	Yes	FWS Barrier Analysis Team conducted interviews with employees with disabilities and targeted disabilities.		
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	GAO Report to the Ranking Minority Member, Committee on Homeland Security and Governmental Affairs, U.S. Senate. Johnson S.K. 2019. Leaking Talent – How People of Color are Pushed Out of Environmental Organizations.		
Other (Please Describe)				
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
05/31/2019	Increase the engagement of D&I events FWS-wide and track that engagement through performance indicators (feedback forms, participation rates, and satisfaction) in the form of a live online dashboard.	Yes		09/30/2019

06/30/2019	Support the participation and development of Employee Resource Groups (ERGs) at the FWS level to build on progress made at the Department level by increasing outreach efforts to all employees explaining how Personnel Bulletin 17-07 on Employee Groups impacts them.	Yes		06/30/2019
06/30/2019	Conduct an After-Action Review of the January 2019 National Hiring Initiative.	Yes	09/30/2020	
06/01/2019	Present workplace culture and accountability communication strategy to the FWS Directorate.	Yes		04/01/2019
07/30/2019	Send out all-employee communication on reasonable accommodation processes, resources, and the Disability Program Manager's contact information.	Yes	01/30/2020	
10/31/2019	The FWS will assess recruitment and outreach related activities Service-wide and consolidate efforts and activities to align with Service's workforce planning goals.	Yes		
12/31/2019	The FWS will develop messages to support consistent and meaningful Diversity and Inclusion (D&I) communication by leadership in the following areas: the conservation and relevancy case for diversity, the Civilian Labor Force (CLF) as a benchmark, barrier elimination, and workforce planning.	Yes		
12/31/2019	The FWS will establish the requirement and process for HR officials to coordinate and provide timely information to the Recruitment Program Manager on opportunities that will advertised on OPM's USA Jobs for seasonal and temporary and term entry-level positions.	Yes		
12/31/2019	The FWS will develop a hiring manager toolkit to include the business rules for using the Public Lands Corp Act and OPM's special hiring authorities/flexibilities.	Yes		
2/29/2020	Directorate and Deputies will prepare and post to the online accountability dashboard their annual step-down communication strategy which spells out the specific actions they will take to ensure each employee in their Region/Program receives the D&I messages and is provided the opportunity for engagement (Q&A) with Regional/Program leadership.	Yes		
4/30/2020	The FY 2019 Barrier Analysis Team (BAT) will brief the EDC on their findings and recommendations, including the status of previous recommendations, areas for continued focus, and additional actions where warranted.	Yes		
4/30/2020	The BAT will brief the EDC on a strategy (inclusive of action items, timeline, and road map) to achieve integration of	Yes		

	Employee Resource Groups in the human capital management strategy of the organization.			
4/30/2020	The BAT will brief the ODIWM and Management & Administration (MA) on recommendations to improve the exit survey tool as well as recommendations to increase participation in the survey.	Yes		
4/30/2020	The FWS will request members from each Directorate member to establish a National Recruitment Team. The team will be charged with a clear mandate and a membership commitment to supporting the recruitment of individuals representative of America.	Yes		
5/31/2020	The FWS will release a FY2020 Diversity and Inclusion Climate Survey which will supplement the FEVS and other service-wide surveys. Specific questions will be asked about employee perceptions for D&I goals and initiatives, relationships with peers, and additional relevant topics. Survey results will be used to help inform decisions related to D&I initiatives and enable management to implement data-driven programs.	Yes		
8/31/2020	ODIWM will evaluate previous quarter's hiring success, modify approach as needed, and brief EDC on needed adjustments.	Yes		
9/30/2020	The Director's Office will review quarterly dashboard updates, highlighting progress and challenges.	Yes		
05/30/2020	Increase communication on Schedule A hiring authority to managers and employees.	Yes		
09/30/2020	The Barrier Analysis Team will conduct interviews with SUTL and ALDP selection officials regarding barriers to participation for PWD and PWTD.	Yes		
Fiscal Year	Accomplishments			
2019	<p>Increase the engagement of D&I events FWS-wide and track engagement through performance indicators (feedback forms, participation rates, and satisfaction) in the form of a live online dashboard.</p> <p>As part of its national enterprise approach, ODIWM created a centralized planning team for the FWS monthly special emphasis program events. In FY 2019, the centralized planning team engaged regional and program leadership in leading the monthly programs which have a national reach. This puts accountability for employee engagement in special emphasis programs in the hands of leadership. A live online dashboard was created to track participation and engagement of events. In FY 2019, the FWS special emphasis events attracted an estimated average of 190 participants per event, including virtual participants. In FY 2019, the FWS Deputy Director met with leaders in ODIWM, External Affairs, and Management & Administration, to outline expectations of coordination, communication, and support for all special emphasis events.</p>			
2019	<p>Support the participation and development of Employee Resource Groups (ERGs) at the FWS level to build on progress made at the Department level by increasing outreach efforts to all employees explaining how Personnel Bulletin 17-07 on Employee Groups impacts them.</p> <p>In FY 2019, the FWS distributed information on how to join ERGs as part of monthly special emphasis programs. In addition, in FY 2019, the Barrier Analysis Team (BAT) briefed the EDC on its recommendation to utilize ERGs in a more robust and strategic way. The EDC directed</p>			

	the BAT to create a strategy to outline ho ERGs can be implemented across the FWS.
2019	<p>Present workplace culture and accountability communication strategy to the FWS Directorate.</p> <p>In FY 2019, the BAT briefed leadership on the identification of a barrier in the area of communications. The BAT described a history of inconsistent and disconnected communications on the diversity and inclusion strategy and core values that is inhibiting organizational understanding and buy-in. The FWS Principal Deputy Director, the FWS Deputy Director, and the EDC outlined their plan to remove this barrier in the first objective of the new DIIP, which addresses communications and engagement. The goal is to engage employees with a consistent and meaningful message that prioritizes inclusion, acknowledges the lack of progress to date, and outlines future actions. Directorate members are now required to prepare an annual DIIP step-down communications strategy outlining specific communications actions they have taken to reinvigorate the D&I message.</p>
2019	<p>Increase training and communication on reasonable accommodation processes, resources, and the Disability Program Manager’s contact information.</p> <p>The FWS Disability Program Manager partnered with the Office of Human Resources to standardize operating procedures for reasonable accommodations. The FWS provided targeted recruitment strategies and best practices for increasing the recruitment of PWD and PWTB for positions GS-11 and above. The FWS developed online training that reached a total of 4,225 employees. Training topics included presentations on Reasonable Accommodations, Prevention of Harassment, the EEO Complaint Process, and Service Animals and the ADA. Each presentation included a link to a quiz where employee participation and responses were tracked. The WS conducted 52 EEO/Diversity instructor-led training sessions for 1,969 participants and coordinated Civil Treatment for Leaders training for more than 100 supervisors. Additional training was provided through webinars and teleconferencing. Training topics include The Importance of Diversity and Inclusion, Diversity Management, Special Hiring Authorities, Disability Sensitivity, MD-715 Barrier Analysis Training, EEO Laws and Regulations, Disability Awareness, Reasonable Accommodations/ Personal Assistance Services, Prevention of Sexual Harassment, Alternative Dispute Resolution, Reprisal, Communicating Across Generations, Civil Treatment for Leaders, Civil Treatment for Employees, EEO complaints, Unconscious Bias and Barrier Analysis.</p>

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

Activity: Conduct an after-action review of the January 2019 National Hiring Initiative.

A second round of centralized national hiring was postponed until FY 2020, when it will be implemented as part of the new DIIP.

Activity: Send out all-employee communication on reasonable accommodation processes, resources, and the Disability Program Manager’s contact information.

In FY 2019, The FWS prioritized standardizing reasonable accommodation processes and procedures. The Disability Program Manager partnered with the Office of Human Resources to standardize operating procedures for reasonable accommodations. In FY 2020, the FWS will increase communications on reasonable accommodation processes, resources, and the Disability Program Manager’s contact information as well as the contact information of responsible parties in the Office of Human Resources.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

The completed activities support components of the newly adopted FY2020-2024 Diversity and Inclusion Implementation Plan (DIIP), which aims to address diversity and inclusion barriers, including barriers to PWD and

PWTD holistically, tying each action item to the talent management cycle. The goal of the DIIP for FY 2020-2024 is to support the Service's mission by guiding the organization toward a more inclusive work environment where employees are inspired to excel. This DIIP sets forth three strategic objectives that will energize the diversity and inclusion message and engage employees at all levels of the Service to take specific actions. The objectives are in the areas of (1) engagement and communications, (2) barrier analysis and removal, and (3) recruitment and hiring. The FWS leadership directed the creation of an online accountability dashboard. Regional and program directors will be required to report progress towards completing each action item in the DIIP on this dashboard. The FWS Principal Deputy Director and the FWS Deputy Director will review accomplishments from each region and program and they will address any delays in carrying out activities outlined in the plan.

In FY 2019, the BAT conducted a focus group with PWD and PWTD. The focus group provided further indication that PWD and PWTD are impacted by the same employment barriers that low-participation groups encounter at the FWS. For example, they encounter deficiencies in the areas of organizational culture, employee communications, career growth opportunities, and inconsistent and decentralized recruitment and selection. The focus group findings also indicate that there is a lack of knowledge of reasonable accommodation procedures and the Schedule A process.

In FY 2019, the FWS provided targeted recruitment strategies and best practices for increasing the recruitment of PWD and PWTD for positions GS-11 and above. The FWS developed online training that reached a total of 4,225 employees.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

In FY 2019, the FWS increased the focus of its barrier analysis efforts for people with disabilities and people with targeted disabilities by collecting more data in the form of a focus group and a survey. In FY 2020, the FWS will increase communications on reasonable accommodation processes, resources, and the Disability Program Manager's contact information as well as the contact information of responsible parties in the Office of Human Resources. This action will help in the removal of the identified barrier of insufficient supervisor understanding of reasonable accommodation process and resources.

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Organizational Component	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total	#	7,449	4,448	3,001	277	194	3,757	2,388	149	193	95	110	14	16	136	84	20	16
	%	100.0%	59.7%	40.3%	3.7%	2.6%	50.4%	32.1%	2.0%	2.6%	1.3%	1.5%	0.2%	0.2%	1.8%	1.1%	0.3%	0.2%
All Occupations CLF	%	100%	51.9%	48.1%	5.2%	4.8%	38.3%	34.0%	5.5%	6.5%	2.0%	1.9%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Organizational CLF	%	100%	54.4%	45.6%	3.6%	3.1%	44.2%	35.2%	3.1%	3.6%	2.6%	3.0%	0.1%	0.1%	0.6%	0.4%	0.2%	0.2%
Region 1 (Hadley, MA)	#	597	344	253	10	8	304	225	14	10	5	8	1		8	2	2	
	%	100.0%	57.6%	42.4%	1.7%	1.3%	50.9%	37.7%	2.3%	1.7%	0.8%	1.3%	0.2%	0.0%	1.3%	0.3%	0.3%	0.0%
Regions 2 & 4 (Atlanta, GA)	#	1,015	663	352	42	22	573	289	29	30	8	5			8	5	3	1
	%	100.0%	65.3%	34.7%	4.1%	2.2%	56.5%	28.5%	2.9%	3.0%	0.8%	0.5%	0.0%	0.0%	0.8%	0.5%	0.3%	0.1%
Region 3 (Bloomington, MN)	#	810	505	305	12	5	469	281	6	5	2	5	4	1	11	7	1	1
	%	100.0%	62.3%	37.7%	1.5%	0.6%	57.9%	34.7%	0.7%	0.6%	0.2%	0.6%	0.5%	0.1%	1.4%	0.9%	0.1%	0.1%
Regions 5 & 7 (Lakewood, CO)	#	707	458	249	16	18	411	215	5	1	3	4	1		18	10	4	1
	%	100.0%	64.8%	35.2%	2.3%	2.5%	58.1%	30.4%	0.7%	0.1%	0.4%	0.6%	0.1%	0.0%	2.5%	1.4%	0.6%	0.1%
Regions 6 & 8 (Albuquerque, NM)	#	707	468	239	88	39	342	174	4	11	7	4			26	11	1	
	%	100.0%	66.2%	33.8%	12.4%	5.5%	48.4%	24.6%	0.6%	1.6%	1.0%	0.6%	0.0%	0.0%	3.7%	1.6%	0.1%	0.0%
Regions 9 & 12 (Portland, OR)	#	801	475	326	14	10	420	274	5	3	17	21	3	9	12	6	4	3
	%	100.0%	59.3%	40.7%	1.7%	1.2%	52.4%	34.2%	0.6%	0.4%	2.1%	2.6%	0.4%	1.1%	1.5%	0.7%	0.5%	0.4%
Region 10 (Sacramento, CA)	#	756	442	314	30	17	381	260	5	4	15	22		1	9	6	2	4
	%	100.0%	58.5%	41.5%	4.0%	2.2%	50.4%	34.4%	0.7%	0.5%	2.0%	2.9%	0.0%	0.1%	1.2%	0.8%	0.3%	0.5%
Region 11 (Anchorage, AK)	#	384	226	158	7	6	185	128	5	2	1	8		1	27	13	1	
	%	100.0%	58.9%	41.1%	1.8%	1.6%	48.2%	33.3%	1.3%	0.5%	0.3%	2.1%	0.0%	0.3%	7.0%	3.4%	0.3%	0.0%
Headquarters	#	1,157	623	534	43	44	503	370	40	78	21	21	3	3	13	14		4
	%	100.0%	53.8%	46.2%	3.7%	3.8%	43.5%	32.0%	3.5%	6.7%	1.8%	1.8%	0.3%	0.3%	1.1%	1.2%	0.0%	0.3%
MA & IRTM	#	515	244	271	15	25	169	172	36	49	16	12	2	1	4	10	2	2
	%	100.0%	47.4%	52.6%	2.9%	4.9%	32.8%	33.4%	7.0%	9.5%	3.1%	2.3%	0.4%	0.2%	0.8%	1.9%	0.4%	0.4%

All Occupations CLF is based on all workers in all Census Occupation groups.
Organizational CLF is based on the number of incumbents in each occupation in the organization.

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table A3-1: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Occupational Categories	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
1. Officials and Managers ▼																		
Executive/Senior Level (Grades 15 and Above)	#	131	81	50	7	4	68	44	2	2	1		1		2			
	%	100.0%	61.8%	38.2%	5.3%	3.1%	51.9%	33.6%	1.5%	1.5%	0.8%	0.0%	0.8%	0.0%	1.5%	0.0%	0.0%	0.0%
Mid-level (Grades 13-14)	#	962	641	321	27	21	568	265	18	13	8	15	3	1	14	6	3	
	%	100.0%	66.6%	33.4%	2.8%	2.2%	59.0%	27.5%	1.9%	1.4%	0.8%	1.6%	0.3%	0.1%	1.5%	0.6%	0.3%	0.0%
First-Level (Grades 12 and Below)	#	363	257	106	16	3	222	95	6	1	3	2		3	8	2	2	
	%	100.0%	70.8%	29.2%	4.4%	0.8%	61.2%	26.2%	1.7%	0.3%	0.8%	0.6%	0.0%	0.8%	2.2%	0.6%	0.6%	0.0%
Other	#	1,260	605	655	45	57	456	440	48	98	24	15	2	6	26	32	4	7
	%	100.0%	48.0%	52.0%	3.6%	4.5%	36.2%	34.9%	3.8%	7.8%	1.9%	1.2%	0.2%	0.5%	2.1%	2.5%	0.3%	0.6%
Officials and Managers TOTAL	#	2,716	1,584	1,132	95	85	1,314	844	74	114	36	32	6	10	50	40	9	7
	%	100.0%	58.3%	41.7%	3.5%	3.1%	48.4%	31.1%	2.7%	4.2%	1.3%	1.2%	0.2%	0.4%	1.8%	1.5%	0.3%	0.3%
2. Professionals	#	3,031	1,748	1,283	100	57	1,520	1,114	31	32	39	48	2	4	49	22	7	6
	%	100.0%	57.7%	42.3%	3.3%	1.9%	50.1%	36.8%	1.0%	1.1%	1.3%	1.6%	0.1%	0.1%	1.6%	0.7%	0.2%	0.2%
3. Technicians	#	309	252	57	20	5	213	47	3	2	5	1	5		5	1	1	1
	%	100.0%	81.6%	18.4%	6.5%	1.6%	68.9%	15.2%	1.0%	0.6%	1.6%	0.3%	1.6%	0.0%	1.6%	0.3%	0.3%	0.3%
4. Sales Workers	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	484	137	347	20	32	83	242	24	37	8	16		2		16	2	2
	%	100.0%	28.3%	71.7%	4.1%	6.6%	17.1%	50.0%	5.0%	7.6%	1.7%	3.3%	0.0%	0.4%	0.0%	3.3%	0.4%	0.4%
6. Craft Workers	#	469	462	7	26	1	404	6	7		4				20		1	
	%	100.0%	98.5%	1.5%	5.5%	0.2%	86.1%	1.3%	1.5%	0.0%	0.9%	0.0%	0.0%	0.0%	4.3%	0.0%	0.2%	0.0%
7. Operatives	#	9	9		1		6		1						1			
	%	100.0%	100.0%	0.0%	11.1%	0.0%	66.7%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%
8. Laborers and Helpers	#	50	40	10	1		34	9					1		4	1		
	%	100.0%	80.0%	20.0%	2.0%	0.0%	68.0%	18.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	8.0%	2.0%	0.0%	0.0%
9. Service Workers	#	376	212	164	14	14	179	125	9	8	3	13			7	4		
	%	100.0%	56.4%	43.6%	3.7%	3.7%	47.6%	33.2%	2.4%	2.1%	0.8%	3.5%	0.0%	0.0%	1.9%	1.1%	0.0%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2019

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Permanent Workforce

GS/GL/GM, SES, AND RELATED GRADES	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Servicewide as of September 30, 2019

Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE GRADES by Race/Ethnicity and Sex - Temporary Workforce

GS/GL/GM, SES, AND RELATED GRADES	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-01	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
GS-02	#	5	2	3			2	2		1								
	%	0.7%	0.5%	1.0%	0.0%	0.0%	0.5%	0.7%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	72	49	23	5	1	41	18		3	3				1			
	%	9.7%	11.3%	7.4%	20.8%	6.7%	10.7%	6.5%	0.0%	33.3%	21.4%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	-
GS-04	#	99	69	30	2	1	67	27		1					1			
	%	13.3%	15.9%	9.7%	8.3%	6.7%	17.5%	9.8%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	-
GS-05	#	257	147	110	5	8	132	95	3	1	6	3		1	1	2		
	%	34.5%	33.8%	35.6%	20.8%	53.3%	34.6%	34.5%	37.5%	11.1%	42.9%	75.0%	0.0%	100.0%	20.0%	40.0%	0.0%	-
GS-06	#	50	34	16	3		26	15		1	2		1		2			
	%	6.7%	7.8%	5.2%	12.5%	0.0%	6.8%	5.5%	0.0%	11.1%	14.3%	0.0%	100.0%	0.0%	40.0%	0.0%	0.0%	-
GS-07	#	91	46	45	3	3	38	41	3	1	1				1			
	%	12.2%	10.6%	14.6%	12.5%	20.0%	9.9%	14.9%	37.5%	11.1%	7.1%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	-
GS-08	#	5	4	1			4	1										
	%	0.7%	0.9%	0.3%	0.0%	0.0%	1.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
GS-09	#	83	40	43	3	2	34	40			1				1	1	1	
	%	11.2%	9.2%	13.9%	12.5%	13.3%	8.9%	14.5%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	20.0%	20.0%	100.0%	-
GS-10	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
GS-11	#	51	29	22	3		25	21	1			1						
	%	6.9%	6.7%	7.1%	12.5%	0.0%	6.5%	7.6%	12.5%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
GS-12	#	22	12	10			10	9	1	1	1							
	%	3.0%	2.8%	3.2%	0.0%	0.0%	2.6%	3.3%	12.5%	11.1%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
GS-13	#	6	1	5			1	5										
	%	0.8%	0.2%	1.6%	0.0%	0.0%	0.3%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
GS-14	#	1		1				1										
	%	0.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
GS-15	#	2	2				2											
	%	0.3%	0.5%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
All other (unspecified GS)	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
Senior Executive Service	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
TOTAL	#	744	435	309	24	15	382	275	8	9	14	4	1	1	5	5	1	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

WD, WG, WL, XD, XL, & XP	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	11	6	5			6	5									
	%	2.0%	1.1%	26.3%	0.0%	0.0%	1.3%	29.4%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%
Grade-02	#	5	2	3			1	3			1						
	%	0.9%	0.4%	15.8%	0.0%	0.0%	0.2%	17.6%	0.0%	-	20.0%	-	0.0%	-	0.0%	0.0%	0.0%
Grade-03	#	5	5				4						1				
	%	0.9%	0.9%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%	-	0.0%	-	100.0%	-	0.0%	0.0%	0.0%
Grade-04	#	1	1		1												
	%	0.2%	0.2%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%
Grade-05	#	35	33	2			25	1	1					7	1		
	%	6.4%	6.2%	10.5%	0.0%	0.0%	5.4%	5.9%	12.5%	-	0.0%	-	0.0%	-	25.9%	100.0%	0.0%
Grade-06	#	23	23		2		16		1		3			1			
	%	4.2%	4.3%	0.0%	6.9%	0.0%	3.5%	0.0%	12.5%	-	60.0%	-	0.0%	-	3.7%	0.0%	0.0%
Grade-07	#	43	41	2	7		29	2	2					3			
	%	7.8%	7.7%	10.5%	24.1%	0.0%	6.3%	11.8%	25.0%	-	0.0%	-	0.0%	-	11.1%	0.0%	0.0%
Grade-08	#	200	195	5	11	1	175	4	1					7		1	
	%	36.4%	36.8%	26.3%	37.9%	100.0%	38.1%	23.5%	12.5%	-	0.0%	-	0.0%	-	25.9%	0.0%	100.0%
Grade-09	#	89	88	1	3		77	1	1		1			6			
	%	16.2%	16.6%	5.3%	10.3%	0.0%	16.8%	5.9%	12.5%	-	20.0%	-	0.0%	-	22.2%	0.0%	0.0%
Grade-10	#	128	128		4		120		2					2			
	%	23.3%	24.2%	0.0%	13.8%	0.0%	26.1%	0.0%	25.0%	-	0.0%	-	0.0%	-	7.4%	0.0%	0.0%
Grade-11	#	4	4		1		2							1			
	%	0.7%	0.8%	0.0%	3.4%	0.0%	0.4%	0.0%	0.0%	-	0.0%	-	0.0%	-	3.7%	0.0%	0.0%
Grade-12	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%
Grade-13	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%
Grade-14	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%
Grade-15	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%
Other Non-supervisory Wage Grades	#	5	4	1			4	1									
	%	0.9%	0.8%	5.3%	0.0%	0.0%	0.9%	5.9%	0.0%	-	0.0%	-	0.0%	-	0.0%	0.0%	0.0%
Total Non-supervisory Wage Grades	#	549	530	19	29	1	459	17	8		5		1		27	1	1
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	-	100.0%	-	100.0%	100.0%	100.0%

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table A5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Temporary Workforce

WD, WG, WL, XD, XL, & XP	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade-01	#	7	4	3			4	3									
	%	6.5%	4.3%	18.8%	-	-	4.7%	21.4%	0.0%	-	0.0%	0.0%	-	-	0.0%	0.0%	-
Grade-02	#	4	3	1			3	1									
	%	3.7%	3.3%	6.3%	-	-	3.5%	7.1%	0.0%	-	0.0%	0.0%	-	-	0.0%	0.0%	-
Grade-03	#	17	15	2			15	2									
	%	15.7%	16.3%	12.5%	-	-	17.6%	14.3%	0.0%	-	0.0%	0.0%	-	-	0.0%	0.0%	-
Grade-04	#	5	2	3			2	2				1					
	%	4.6%	2.2%	18.8%	-	-	2.4%	14.3%	0.0%	-	0.0%	100.0%	-	-	0.0%	0.0%	-
Grade-05	#	36	30	6			28	6			1			1			
	%	33.3%	32.6%	37.5%	-	-	32.9%	42.9%	0.0%	-	100.0%	0.0%	-	-	20.0%	0.0%	-
Grade-06	#	19	19				16		1					2			
	%	17.6%	20.7%	0.0%	-	-	18.8%	0.0%	100.0%	-	0.0%	0.0%	-	-	40.0%	0.0%	-
Grade-07	#	3	3				3										
	%	2.8%	3.3%	0.0%	-	-	3.5%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	0.0%	-
Grade-08	#	12	11	1			10							1	1		
	%	11.1%	12.0%	6.3%	-	-	11.8%	0.0%	0.0%	-	0.0%	0.0%	-	-	20.0%	100.0%	-
Grade-09	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	0.0%	-
Grade-10	#	5	5				4							1			
	%	4.6%	5.4%	0.0%	-	-	4.7%	0.0%	0.0%	-	0.0%	0.0%	-	-	20.0%	0.0%	-
Grade-11	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	0.0%	-
Grade-12	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	0.0%	-
Grade-13	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	0.0%	-
Grade-14	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	0.0%	-
Grade-15	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	0.0%	-
Other Non-supervisory Wage Grades	#																
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	0.0%	-	0.0%	0.0%	-	-	0.0%	0.0%	-
Total Non-supervisory Wage Grades	#	108	92	16			85	14	1		1	1		5	1		
	%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	100.0%	-	100.0%	100.0%	-	-	100.0%	100.0%	-

Fish & Wildlife Service - Servicewide as of September 30, 2019

Table A5S-2: PARTICIPATION RATES FOR SUPERVISORY WAGE GRADES by Race/Ethnicity and Sex - Permanent Workforce

WS & XS	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Grade-01	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
Grade-02	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
Grade-03	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
Grade-04	#	1	1														1	
	%	14.3%	16.7%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	100.0%	-
Grade-05	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
Grade-06	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
Grade-07	#	1	1				1											
	%	14.3%	16.7%	0.0%	-	-	20.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
Grade-08	#	1		1				1										
	%	14.3%	0.0%	100.0%	-	-	0.0%	100.0%	-	-	-	-	-	-	-	-	0.0%	-
Grade-09	#	1	1				1											
	%	14.3%	16.7%	0.0%	-	-	20.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
Grade-10	#	3	3				3											
	%	42.9%	50.0%	0.0%	-	-	60.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
Grade-11	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
Grade-12	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
Grade-13	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
Grade-14	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
Grade-15	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
All Other Supervisory Wage Grades	#																	
	%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	-	-	-	-	-	-	0.0%	-
Total Supervisory Wage Grades	#	7	6	1			5	1									1	
	%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	-	-	-	-	-	-	-	-	100.0%	-

Fish & Wildlife Service - Servicewide as of September 30, 2019

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Job Title/Series Agency Rate Occupational CLF	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	1,616	889	727	56	30	777	632	5	12	21	35	2	5	24	8	4	5
	%	100.0%	55.0%	45.0%	3.5%	1.9%	48.1%	39.1%	0.3%	0.7%	1.3%	2.2%	0.1%	0.3%	1.5%	0.5%	0.2%	0.3%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Biological Science Technician (0404)	#	149	111	38	4	5	99	31			3		3		1	1	1	1
	%	100.0%	74.5%	25.5%	2.7%	3.4%	66.4%	20.8%	0.0%	0.0%	2.0%	0.0%	2.0%	0.0%	0.7%	0.7%	0.7%	0.7%
Occupational CLF	%	100%	52.6%	47.4%	3.4%	5.4%	37.6%	32.3%	4.2%	2.7%	5.2%	5.9%	0.1%	0.0%	1.6%	0.6%	0.5%	0.4%
Fish and Wildlife Administration (0480)	#	235	146	89	7	4	134	76	2	4		2			3	3		
	%	100.0%	62.1%	37.9%	3.0%	1.7%	57.0%	32.3%	0.9%	1.7%	0.0%	0.9%	0.0%	0.0%	1.3%	1.3%	0.0%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Fish Biology (0482)	#	559	433	126	20	5	388	112	9	5	7	2			9	2		
	%	100.0%	77.5%	22.5%	3.6%	0.9%	69.4%	20.0%	1.6%	0.9%	1.3%	0.4%	0.0%	0.0%	1.6%	0.4%	0.0%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Wildlife Refuge Management (0485)	#	537	381	156	21	13	326	129	11	3	6	4			14	7	3	
	%	100.0%	70.9%	29.1%	3.9%	2.4%	60.7%	24.0%	2.0%	0.6%	1.1%	0.7%	0.0%	0.0%	2.6%	1.3%	0.6%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Wildlife Biology (0486)	#	482	282	200	13	7	257	181	3	2	1	8			7	2	1	
	%	100.0%	58.5%	41.5%	2.7%	1.5%	53.3%	37.6%	0.6%	0.4%	0.2%	1.7%	0.0%	0.0%	1.5%	0.4%	0.2%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Criminal Investigating (1811)	#	218	188	30	11	4	166	20	6	1	1	4	1		3	1		
	%	100.0%	86.2%	13.8%	5.0%	1.8%	76.1%	9.2%	2.8%	0.5%	0.5%	1.8%	0.5%	0.0%	1.4%	0.5%	0.0%	0.0%
Occupational CLF	%	100%	76.3%	23.7%	8.2%	3.0%	57.9%	15.3%	7.5%	4.4%	1.6%	0.5%	0.1%	0.0%	0.8%	0.3%	0.4%	0.2%
Refuge LE, Land Mgmt LE & Conservation LE (0025LE & 1801LE)	#	245	226	19	19	2	187	16	5		5		1		8	1	1	
	%	100.0%	92.2%	7.8%	7.8%	0.8%	76.3%	6.5%	2.0%	0.0%	2.0%	0.0%	0.4%	0.0%	3.3%	0.4%	0.4%	0.0%
Occupational CLF	%	100%	76.3%	23.7%	8.2%	3.0%	57.9%	15.3%	7.5%	4.4%	1.6%	0.5%	0.1%	0.0%	0.8%	0.3%	0.4%	0.2%

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	67	34	33	2	1	31	32			1						
	%	100.0%	50.7%	49.3%	3.0%	1.5%	46.3%	47.8%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%
Biological Science Technician (0404)	#	354	210	144	8	6	185	131	4	4	8		1	1	4	2	
	%	100.0%	59.3%	40.7%	2.3%	1.7%	52.3%	37.0%	1.1%	1.1%	2.3%	0.0%	0.3%	0.3%	1.1%	0.6%	0.0%
Occupational CLF	%	100%	52.6%	47.4%	3.4%	5.4%	37.6%	32.3%	4.2%	2.7%	5.2%	5.9%	0.1%	0.0%	1.6%	0.6%	0.5%
Fish and Wildlife Administration (0480)	#	1	1				1										
	%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%
Fish Biology (0482)	#	45	24	21	4		20	19				1				1	
	%	100.0%	53.3%	46.7%	8.9%	0.0%	44.4%	42.2%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	2.2%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%
Wildlife Refuge Management (0485)	#	4	1	3			1	3									
	%	100.0%	25.0%	75.0%	0.0%	0.0%	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%
Wildlife Biology (0486)	#	16	3	13	1	2	2	11									
	%	100.0%	18.8%	81.3%	6.3%	12.5%	12.5%	68.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%
Criminal Investigating (1811)	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100%	76.3%	23.7%	8.2%	3.0%	57.9%	15.3%	7.5%	4.4%	1.6%	0.5%	0.1%	0.0%	0.8%	0.3%	0.4%
Refuge LE, Land Mgmt LE & Conservation LE (0025LE & 1801LE)	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100%	76.3%	23.7%	8.2%	3.0%	57.9%	15.3%	7.5%	4.4%	1.6%	0.5%	0.1%	0.0%	0.8%	0.3%	0.4%

Fish & Wildlife Service - Servicewide FY2019
Table A7-Alt: HIRES FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex - Temporary Workforce

Job Title/Series Agency Rate Occupational CLF	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
General Natural Resources Management and Biological Sciences (0401)																		
Accessions	#	16	4	12	1		3	12										
	%	100.0%	25.0%	75.0%	6.3%	0.0%	18.8%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Biological Science Technician (0404)																		
Accessions	#	280	156	124	5	6	139	106	2	4	4	4		1	6	3		
	%	100.0%	55.7%	44.3%	1.8%	2.1%	49.6%	37.9%	0.7%	1.4%	1.4%	1.4%	0.0%	0.4%	2.1%	1.1%	0.0%	0.0%
Occupational CLF	%	100%	52.6%	47.4%	3.4%	5.4%	37.6%	32.3%	4.2%	2.7%	5.2%	5.9%	0.1%	0.0%	1.6%	0.6%	0.5%	0.4%
Fish and Wildlife Administration (0480)																		
Accessions	#	1	1				1											
	%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Fish Biology (0482)																		
Accessions	#	13	6	7	1	1	5	5				1						
	%	100.0%	46.2%	53.8%	7.7%	7.7%	38.5%	38.5%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Wildlife Refuge Management (0485)																		
Accessions	#	2	1	1			1	1										
	%	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Wildlife Biology (0486)																		
Accessions	#	4		4				4										
	%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF	%	100%	52.0%	48.0%	2.4%	2.2%	44.3%	39.5%	1.4%	1.6%	3.2%	4.1%	0.1%	0.0%	0.5%	0.4%	0.2%	0.2%
Criminal Investigating (1811)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100%	76.3%	23.7%	8.2%	3.0%	57.9%	15.3%	7.5%	4.4%	1.6%	0.5%	0.1%	0.0%	0.8%	0.3%	0.4%	0.2%
Land Management LE & Conservation LE (0025LE & 1801LE)																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational CLF	%	100%	76.3%	23.7%	8.2%	3.0%	57.9%	15.3%	7.5%	4.4%	1.6%	0.5%	0.1%	0.0%	0.8%	0.3%	0.4%	0.2%

Fish & Wildlife Service - Servicewide FY2019
Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Permanent Workforce																		
Accessions	#	410	233	177	11	3	198	133	13	19	2	12	2	2	6	6	1	2
	%	100.0%	56.8%	43.2%	2.7%	0.7%	48.3%	32.4%	3.2%	4.6%	0.5%	2.9%	0.5%	0.5%	1.5%	1.5%	0.2%	0.5%
From Temporary	#	101	63	38	4	3	55	31	1	2	1	2			2			
	%	100.0%	62.4%	37.6%	4.0%	3.0%	54.5%	30.7%	1.0%	2.0%	1.0%	2.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%
Total Hires	#	511	296	215	15	6	253	164	14	21	3	14	2	2	8	6	1	2
	%	100.0%	57.9%	42.1%	2.9%	1.2%	49.5%	32.1%	2.7%	4.1%	0.6%	2.7%	0.4%	0.4%	1.6%	1.2%	0.2%	0.4%
Temporary Workforce																		
Accessions	#	624	386	238	18	14	340	200	6	7	11	10		1	10	6	1	
	%	100.0%	61.9%	38.1%	2.9%	2.2%	54.5%	32.1%	1.0%	1.1%	1.8%	1.6%	0.0%	0.2%	1.6%	1.0%	0.2%	0.0%
Non-Appropriated Workforce																		
Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total - Permanent & Temporary																		
Accessions	#	1034	619	415	29	17	538	333	19	26	13	22	2	3	16	12	2	2
	%	100.0%	59.9%	40.1%	2.8%	1.6%	52.0%	32.2%	1.8%	2.5%	1.3%	2.1%	0.2%	0.3%	1.5%	1.2%	0.2%	0.2%
All Occupations CLF	%	100%	51.9%	48.1%	5.2%	4.8%	38.3%	34.0%	5.5%	6.5%	2.0%	1.9%	0.1%	0.1%	0.6%	0.5%	0.3%	0.3%
Organizational CLF	%	100%	54.6%	45.4%	3.6%	3.2%	44.0%	34.9%	3.3%	3.5%	2.7%	3.1%	0.1%	0.1%	0.7%	0.4%	0.3%	0.2%

All Occupations CLF is based on all workers in all Census Occupation groups.
 Organizational CLF is based on the number of incumbants in each occupation in the organization.

Fish & Wildlife Service - Servicewide FY2019

**Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee after the promotion**

Actions	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Series of Vacancy: General Natural Resources Management and Biological Sciences (0401)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	61	30	31	1	4	29	25		1					1			
	%	100.0%	49.2%	50.8%	1.6%	6.6%	47.5%	41.0%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%
Relevant Pool	#	1,675	939	736	56	32	824	640	5	13	23	33	2	4	24	9	5	5
	%	100.0%	56.1%	43.9%	3.3%	1.9%	49.2%	38.2%	0.3%	0.8%	1.4%	2.0%	0.1%	0.2%	1.4%	0.5%	0.3%	0.3%
Job Series of Vacancy: Biological Science Technician (0404)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	2	2				2											
	%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	131	103	28	4	4	91	23			2	1	3		2		1	
	%	100.0%	78.6%	21.4%	3.1%	3.1%	69.5%	17.6%	0.0%	0.0%	1.5%	0.8%	2.3%	0.0%	1.5%	0.0%	0.8%	0.0%
Job Series of Vacancy: Fish and Wildlife Administration (0480)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	17	13	4	1	1	12	2				1						
	%	100.0%	76.5%	23.5%	5.9%	5.9%	70.6%	11.8%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	232	148	84	6	4	134	73	3	3		1		4	3	1		
	%	100.0%	63.8%	36.2%	2.6%	1.7%	57.8%	31.5%	1.3%	1.3%	0.0%	0.4%	0.0%	0.0%	1.7%	1.3%	0.4%	0.0%
Job Series of Vacancy: Fish Biology (0482)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	23	16	7		1	15	6			1							
	%	100.0%	69.6%	30.4%	0.0%	4.3%	65.2%	26.1%	0.0%	0.0%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	550	427	123	18	4	383	112	9	4	7	1			10	2		
	%	100.0%	77.6%	22.4%	3.3%	0.7%	69.5%	20.2%	1.6%	0.7%	1.3%	0.2%	0.0%	0.0%	1.8%	0.4%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2019
Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee after the promotion

Actions	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Relevant Pool	% 100.0%	77.6%	22.4%	3.3%	0.7%	69.6%	20.4%	1.6%	0.7%	1.3%	0.2%	0.0%	0.0%	1.8%	0.4%	0.0%	0.0%
Job Series of Vacancy: Wildlife Refuge Management (0485)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	25	15	10	3	1	12	7		1		1					
	%	100.0%	60.0%	40.0%	12.0%	4.0%	48.0%	28.0%	0.0%	4.0%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	540	392	148	19	13	338	121	10	3	6	5		16	6	3	
	%	100.0%	72.6%	27.4%	3.5%	2.4%	62.6%	22.4%	1.9%	0.6%	1.1%	0.9%	0.0%	0.0%	3.0%	1.1%	0.6%
Job Series of Vacancy: Wildlife Biology (0486)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	3	3				3										
	%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	485	290	195	14	8	261	176	5	2	1	6		8	3	1	
	%	100.0%	59.8%	40.2%	2.9%	1.6%	53.8%	36.3%	1.0%	0.4%	0.2%	1.2%	0.0%	0.0%	1.6%	0.6%	0.2%
Job Series of Vacancy: Criminal Investigating (1811)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	7	7				6						1				
	%	100.0%	100.0%	0.0%	0.0%	0.0%	85.7%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	214	187	27	13	3	162	18	6	1	1	4	1	4	1		
	%	100.0%	87.4%	12.6%	6.1%	1.4%	75.7%	8.4%	2.8%	0.5%	0.5%	1.9%	0.5%	0.0%	1.9%	0.5%	0.0%
Job Series of Vacancy: Park Ranger (LE/Refuge), Land Mgmt LE & Conservation LE (0025LE & 1801LE)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	6	6		1		4							1			
	%	100.0%	100.0%	0.0%	16.7%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2019

**Table A9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee after the promotion**

Actions	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Relevant Pool	#	240	222	18	24	2	180	15	4		5		1		7	1	1	
	%	100.0%	92.5%	7.5%	10.0%	0.8%	75.0%	6.3%	1.7%	0.0%	2.1%	0.0%	0.4%	0.0%	2.9%	0.4%	0.4%	0.0%

Fish & Wildlife Service - Servicewide FY2019

**Table A9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee before the promotion**

Action	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Job Series of Applicant: General Natural Resources Management and Biological Sciences (0401)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	66	30	36	2	5	28	27		2		1			1			
	%	100.0%	45.5%	54.5%	3.0%	7.6%	42.4%	40.9%	0.0%	3.0%	0.0%	1.5%	0.0%	0.0%	0.0%	1.5%	0.0%	0.0%
Relevant Pool	#	1,675	939	736	56	32	824	640	5	13	23	33	2	4	24	9	5	5
	%	100.0%	56.1%	43.9%	3.3%	1.9%	49.2%	38.2%	0.3%	0.8%	1.4%	2.0%	0.1%	0.2%	1.4%	0.5%	0.3%	0.3%
Job Series of Applicant: Biological Science Technician (0404)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	4	4				4											
	%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	131	103	28	4	4	91	23			2	1	3		2		1	
	%	100.0%	78.6%	21.4%	3.1%	3.1%	69.5%	17.6%	0.0%	0.0%	1.5%	0.8%	2.3%	0.0%	1.5%	0.0%	0.8%	0.0%
Job Series of Applicant: Fish and Wildlife Administration (0480)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	6	4	2	1	1	3	1										
	%	100.0%	66.7%	33.3%	16.7%	16.7%	50.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	232	148	84	6	4	134	73	3	3		1		4	3	1		
	%	100.0%	63.8%	36.2%	2.6%	1.7%	57.8%	31.5%	1.3%	1.3%	0.0%	0.4%	0.0%	0.0%	1.7%	1.3%	0.4%	0.0%
Job Series of Applicant: Fish Biology (0482)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	22	17	5			16	5			1							
	%	100.0%	77.3%	22.7%	0.0%	0.0%	72.7%	22.7%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	550	427	123	18	4	383	112	9	4	7	1			10	2		
	%	100.0%	77.6%	22.4%	3.3%	0.7%	69.6%	20.4%	1.6%	0.7%	1.3%	0.2%	0.0%	0.0%	1.8%	0.4%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2019
Table A9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee before the promotion

Action	Total Workforce			Hispanic or Latino		Not Hispanic or Latino											
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Relevant Pool	% 100.0%	77.6%	22.4%	3.3%	0.7%	69.6%	20.4%	1.6%	0.7%	1.3%	0.2%	0.0%	0.0%	1.8%	0.4%	0.0%	0.0%
Job Series of Applicant: Wildlife Refuge Management (0485)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	26	17	9	1	1	16	7			1						
	%	100.0%	65.4%	34.6%	3.8%	3.8%	61.5%	26.9%	0.0%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	540	392	148	19	13	338	121	10	3	6	5		16	6	3	
	%	100.0%	72.6%	27.4%	3.5%	2.4%	62.6%	22.4%	1.9%	0.6%	1.1%	0.9%	0.0%	0.0%	3.0%	1.1%	0.6%
Job Series of Applicant: Wildlife Biology (0486)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	5	4	1	1		3	1									
	%	100.0%	80.0%	20.0%	20.0%	0.0%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	485	290	195	14	8	261	176	5	2	1	6		8	3	1	
	%	100.0%	59.8%	40.2%	2.9%	1.6%	53.8%	36.3%	1.0%	0.4%	0.2%	1.2%	0.0%	0.0%	1.6%	0.6%	0.2%
Job Series of Applicant: Criminal Investigating (1811)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	7	7				6						1				
	%	100.0%	100.0%	0.0%	0.0%	0.0%	85.7%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	214	187	27	13	3	162	18	6	1	1	4	1	4	1		
	%	100.0%	87.4%	12.6%	6.1%	1.4%	75.7%	8.4%	2.8%	0.5%	0.5%	1.9%	0.5%	0.0%	1.9%	0.5%	0.0%
Job Series of Applicant: Park Ranger (LE/Refuge), Land Mgmt LE & Conservation LE (0025LE & 1801LE)																	
Applied	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	6	6		1		4							1			
	%	100.0%	100.0%	0.0%	16.7%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2019

**Table A9-2: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS by Race/Ethnicity and Sex
Based on occupational series of employee before the promotion**

Action	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Relevant Pool	#	240	222	18	24	2	180	15	4		5		1		7	1	1	
	%	100.0%	92.5%	7.5%	10.0%	0.8%	75.0%	6.3%	1.7%	0.0%	2.1%	0.0%	0.4%	0.0%	2.9%	0.4%	0.4%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex

Permanent Workforce	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Eligible for Career Ladder Promotions	#	64	40	24	5	2	30	16	2	3	1			2	2	1		
	%	100.0%	62.5%	37.5%	7.8%	3.1%	46.9%	25.0%	3.1%	4.7%	1.6%	0.0%	0.0%	3.1%	3.1%	1.6%	0.0%	0.0%
Time in grade in excess of minimum																		
1 - 12 months	#	29	19	10	1	1	16	7	1	1				1	1			
	%	100.0%	65.5%	34.5%	3.4%	3.4%	55.2%	24.1%	3.4%	3.4%	0.0%	0.0%	0.0%	3.4%	3.4%	0.0%	0.0%	0.0%
13 - 24 months	#	16	10	6	3	1	5	4	1		1					1		
	%	100.0%	62.5%	37.5%	18.8%	6.3%	31.3%	25.0%	6.3%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%
25+ months	#	19	11	8	1		9	5		2				1	1			
	%	100.0%	57.9%	42.1%	5.3%	0.0%	47.4%	26.3%	0.0%	10.5%	0.0%	0.0%	0.0%	5.3%	5.3%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2019

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, AND SES) by Race/Ethnicity and Sex

Action	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-13 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	51	24	27	1	4	23	19		2		2						
	%	100.0%	47.1%	52.9%	2.0%	7.8%	45.1%	37.3%	0.0%	3.9%	0.0%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	1,668	949	719	47	37	822	592	29	48	17	19	1	5	28	14	5	4
	%	100.0%	56.9%	43.1%	2.8%	2.2%	49.3%	35.5%	1.7%	2.9%	1.0%	1.1%	0.1%	0.3%	1.7%	0.8%	0.3%	0.2%
GS-14 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	46	26	20	1	2	22	14	1	2		1	1	1	1			
	%	100.0%	56.5%	43.5%	2.2%	4.3%	47.8%	30.4%	2.2%	4.3%	0.0%	2.2%	2.2%	2.2%	2.2%	0.0%	0.0%	0.0%
Relevant Pool	#	1,390	873	517	46	34	756	410	26	33	18	26	2	2	20	11	5	1
	%	100.0%	62.8%	37.2%	3.3%	2.4%	54.4%	29.5%	1.9%	2.4%	1.3%	1.9%	0.1%	0.1%	1.4%	0.8%	0.4%	0.1%
GS-15 Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	12	7	5		1	6	4					1					
	%	100.0%	58.3%	41.7%	0.0%	8.3%	50.0%	33.3%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	539	353	186	14	11	317	151	11	10	2	8	1		8	6		
	%	100.0%	65.5%	34.5%	2.6%	2.0%	58.8%	28.0%	2.0%	1.9%	0.4%	1.5%	0.2%	0.0%	1.5%	1.1%	0.0%	0.0%
Senior Executive Service Vacancies																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected	#	3	3		1		2											
	%	100.0%	100.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Relevant Pool	#	148	96	52	6	5	80	43	3	4	2			4		1		
	%	100.0%	64.9%	35.1%	4.1%	3.4%	54.1%	29.1%	2.0%	2.7%	1.4%	0.0%	0.0%	0.0%	2.7%	0.0%	0.7%	0.0%

Fish & Wildlife Service - Servicewide FY2019

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Award	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Time-Off awards: 1-9 hours																		
Total Time-Off Awards Given	#	295	163	132	9	12	139	109	4	3	6	7	2		3	1		
	%	100.0%	55.3%	44.7%	3.1%	4.1%	47.1%	36.9%	1.4%	1.0%	2.0%	2.4%	0.7%	0.0%	1.0%	0.3%	0.0%	0.0%
Total Hours	#	1,996	1,133	863	60	85	972	724	24	24	46	26	15		16	4		
Average Hours	#	7	7	7	7	7	7	7	6	8	8	4	8	-	5	4	-	-
Time-Off awards: 9+ hours																		
Total Time-Off Awards Given	#	2,698	1,432	1,266	75	77	1,230	1,028	48	77	30	42	2	8	43	29	4	5
	%	100.0%	53.1%	46.9%	2.8%	2.9%	45.6%	38.1%	1.8%	2.9%	1.1%	1.6%	0.1%	0.3%	1.6%	1.1%	0.1%	0.2%
Total Hours	#	77,811	40,658	37,153	1,981	2,251	35,282	30,490	1,294	2,000	739	1,212	36	209	1,202	841	124	150
Average Hours	#	29	28	29	26	29	29	30	27	26	25	29	18	26	28	29	31	30
Cash Awards: \$100 - \$500																		
Total Cash Awards Given	#	1,083	645	438	37	33	555	360	20	15	8	14	1	2	20	11	4	3
	%	100.0%	59.6%	40.4%	3.4%	3.0%	51.2%	33.2%	1.8%	1.4%	0.7%	1.3%	0.1%	0.2%	1.8%	1.0%	0.4%	0.3%
Total Amount	\$	\$419,260	\$249,357	\$169,903	\$14,173	\$12,067	\$216,005	\$140,026	\$7,195	\$6,388	\$3,191	\$4,890	\$441	\$690	\$6,366	\$4,513	\$1,986	\$1,329
Average Amount	\$	\$387	\$387	\$388	\$383	\$366	\$389	\$389	\$360	\$426	\$399	\$349	\$441	\$345	\$318	\$410	\$497	\$443
Cash Awards: \$501+																		
Total Cash Awards Given	#	6,304	3,714	2,590	229	174	3,181	2,075	104	164	78	92	9	17	99	61	14	7
	%	100.0%	58.9%	41.1%	3.6%	2.8%	50.5%	32.9%	1.6%	2.6%	1.2%	1.5%	0.1%	0.3%	1.6%	1.0%	0.2%	0.1%
Total Amount	\$	#####	\$6,496,889	#####	\$402,146	\$335,757	#####	#####	\$177,126	\$321,955	\$143,229	\$171,808	\$17,310	\$27,122	\$172,231	\$104,647	\$23,286	\$10,046
Average Amount	\$	\$1,762	\$1,749	\$1,779	\$1,756	\$1,930	\$1,748	\$1,753	\$1,703	\$1,963	\$1,836	\$1,867	\$1,923	\$1,595	\$1,740	\$1,716	\$1,663	\$1,435
Senior Executive Service Performance Awards																		
Total Cash Awards Given	#	15	8	7		1	6	6	2									
	%	100.0%	53.3%	46.7%	0.0%	6.7%	40.0%	40.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Amount	\$	\$195,755	\$111,726	\$84,029		\$9,303	\$94,351	\$74,726	\$17,375									
Average Amount	\$	\$13,050	\$13,966	\$12,004	-	\$9,303	\$15,725	\$12,454	\$8,688	-	-	-	-	-	-	-	-	-
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	379	197	182	10	10	165	143	13	16	2	8			6	5	1	
	%	100.0%	52.0%	48.0%	2.6%	2.6%	43.5%	37.7%	3.4%	4.2%	0.5%	2.1%	0.0%	0.0%	1.6%	1.3%	0.3%	0.0%
Total Benefit	\$	#####	\$552,909	\$499,290	\$25,869	\$26,120	\$461,004	\$398,181	\$39,539	\$37,876	\$5,866	\$22,748			\$19,229	\$14,365	\$1,402	
Average Benefit	\$	\$2,776	\$2,807	\$2,743	\$2,587	\$2,612	\$2,794	\$2,784	\$3,041	\$2,367	\$2,933	\$2,844	-	-	\$3,205	\$2,873	\$1,402	-

Fish & Wildlife Service - Servicewide FY2019

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex - Permanent Workforce

Type of Separation	Total Workforce			Hispanic or Latino		Not Hispanic or Latino												
	#	All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Island		American Indian or Alaska Native		Two or more Races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Voluntary	#	595	336	259	17	19	285	196	9	23	6	12		1	16	8	3	
	%	100.0%	56.5%	43.5%	2.9%	3.2%	47.9%	32.9%	1.5%	3.9%	1.0%	2.0%	0.0%	0.2%	2.7%	1.3%	0.5%	0.0%
Involuntary	#	17	10	7	3		6	7							1			
	%	100.0%	58.8%	41.2%	17.6%	0.0%	35.3%	41.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%
RIF	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	612	346	266	20	19	291	203	9	23	6	12		1	17	8	3	
	%	100.0%	56.5%	43.5%	3.3%	3.1%	47.5%	33.2%	1.5%	3.8%	1.0%	2.0%	0.0%	0.2%	2.8%	1.3%	0.5%	0.0%
Total Permanent Workforce (9/30/2018)	#	7,557	4,502	3,055	282	207	3,798	2,430	144	195	98	108	12	15	146	86	22	14
	%	100.0%	59.6%	40.4%	3.7%	2.7%	50.3%	32.2%	1.9%	2.6%	1.3%	1.4%	0.2%	0.2%	1.9%	1.1%	0.3%	0.2%

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability

Component	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure-ment	
Total	#	7,449	6,367	312	770	161	2	7	32	11	8	8	29	12	1	50		1
	%	100.0%	85.5%	4.2%	10.3%	2.2%	0.0%	0.1%	0.4%	0.1%	0.1%	0.1%	0.4%	0.2%	0.0%	0.7%	0.0%	0.0%
Federal Goal				12.0%	2.0%													
Region 1 (Hadley, MA)	#	597	518	20	59	14		1	6		1		4	2				
	%	100.0%	86.8%	3.4%	9.9%	2.3%	0.0%	0.2%	1.0%	0.0%	0.2%	0.0%	0.7%	0.3%	0.0%	0.0%	0.0%	0.0%
Regions 2 & 4 (Atlanta, GA)	#	1,015	892	44	79	14			2		1	1	4	1		5		
	%	100.0%	87.9%	4.3%	7.8%	1.4%	0.0%	0.0%	0.2%	0.0%	0.1%	0.1%	0.4%	0.1%	0.0%	0.5%	0.0%	0.0%
Region 3 (Bloomington, MN)	#	810	698	46	66	15		3	4		1		3			4		
	%	100.0%	86.2%	5.7%	8.1%	1.9%	0.0%	0.4%	0.5%	0.0%	0.1%	0.0%	0.4%	0.0%	0.0%	0.5%	0.0%	0.0%
Regions 5 & 7 (Lakewood, CO)	#	707	638	16	53	11			3	1			2	2	1	2		
	%	100.0%	90.2%	2.3%	7.5%	1.6%	0.0%	0.0%	0.4%	0.1%	0.0%	0.0%	0.3%	0.3%	0.1%	0.3%	0.0%	0.0%
Regions 6 & 8 (Albuquerque, NM)	#	707	605	24	78	12		1	1	2		1	1	1		4		1
	%	100.0%	85.6%	3.4%	11.0%	1.7%	0.0%	0.1%	0.1%	0.3%	0.0%	0.1%	0.1%	0.1%	0.0%	0.6%	0.0%	0.1%
Regions 9 & 12 (Portland, OR)	#	801	682	34	85	10			1	1	1		2	1		4		
	%	100.0%	85.1%	4.2%	10.6%	1.2%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.2%	0.1%	0.0%	0.5%	0.0%	0.0%
Region 10 (Sacramento, CA)	#	756	664	26	66	12	1		1		1		2			7		
	%	100.0%	87.8%	3.4%	8.7%	1.6%	0.1%	0.0%	0.1%	0.0%	0.1%	0.0%	0.3%	0.0%	0.0%	0.9%	0.0%	0.0%
Region 11 (Anchorage, AK)	#	384	326	21	37	12			5	1		1	1	1		3		
	%	100.0%	84.9%	5.5%	9.6%	3.1%	0.0%	0.0%	1.3%	0.3%	0.0%	0.3%	0.3%	0.3%	0.0%	0.8%	0.0%	0.0%
Headquarters	#	1,157	971	46	140	33	1	2	3	2	3	3	6	3		10		
	%	100.0%	83.9%	4.0%	12.1%	2.9%	0.1%	0.2%	0.3%	0.2%	0.3%	0.3%	0.5%	0.3%	0.0%	0.9%	0.0%	0.0%
MA & IRTM	#	515	373	35	107	28			6	4		2	4	1		11		
	%	100.0%	72.4%	6.8%	20.8%	5.4%	0.0%	0.0%	1.2%	0.8%	0.0%	0.4%	0.8%	0.2%	0.0%	2.1%	0.0%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table B3-1: OCCUPATIONAL CATEGORIES - Distribution by Disability - Participation Rate in Occupational Category (Permanent Workforce)

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure-ment	
1. Officials and Managers ▼																		
Executive/Senior Level (Grades 15 and Above)	#	131	119	4	8													
	%	100.0%	90.8%	3.1%	6.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mid-level (Grades 13-14)	#	962	875	33	54	14		1	5	2		2	1		2		1	
	%	100.0%	91.0%	3.4%	5.6%	1.5%	0.0%	0.1%	0.5%	0.2%	0.0%	0.0%	0.2%	0.1%	0.0%	0.2%	0.0%	0.1%
First-Level (Grades 12 and Below)	#	363	330	7	26	3			1	1						1		
	%	100.0%	90.9%	1.9%	7.2%	0.8%	0.0%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%
Other	#	1,260	1,001	68	191	42	1	2	6	3	3	4	8	4		11		
	%	100.0%	79.4%	5.4%	15.2%	3.3%	0.1%	0.2%	0.5%	0.2%	0.2%	0.3%	0.6%	0.3%	0.0%	0.9%	0.0%	0.0%
Officials and Managers TOTAL	#	2,716	2,325	112	279	59	1	3	12	6	3	4	10	5		14		1
	%	100.0%	85.6%	4.1%	10.3%	2.2%	0.0%	0.1%	0.4%	0.2%	0.1%	0.1%	0.4%	0.2%	0.0%	0.5%	0.0%	0.0%
2. Professionals	#	3,031	2,681	103	247	47	1	1	12	3	3	2	5	5		15		
	%	100.0%	88.5%	3.4%	8.1%	1.6%	0.0%	0.0%	0.4%	0.1%	0.1%	0.1%	0.2%	0.2%	0.0%	0.5%	0.0%	0.0%
3. Technicians	#	309	271	13	25	3		1	1							1		
	%	100.0%	87.7%	4.2%	8.1%	1.0%	0.0%	0.3%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%
4. Sales Workers	#	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5. Administrative Support Workers	#	484	314	34	136	41		2	6	1	1	2	9	2	1	17		
	%	100.0%	64.9%	7.0%	28.1%	8.5%	0.0%	0.4%	1.2%	0.2%	0.2%	0.4%	1.9%	0.4%	0.2%	3.5%	0.0%	0.0%
6. Craft Workers	#	469	388	29	52	3							1			2		
	%	100.0%	82.7%	6.2%	11.1%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%
7. Operatives	#	9	7	1	1													
	%	100.0%	77.8%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
8. Laborers and Helpers	#	50	38	5	7	1										1		
	%	100.0%	76.0%	10.0%	14.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%
9. Service Workers	#	376	338	15	23	7			1	1	1		4					
	%	100.0%	89.9%	4.0%	6.1%	1.9%	0.0%	0.0%	0.3%	0.3%	0.3%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide as of September 30, 2019

Table B3-2: OCCUPATIONAL CATEGORIES - Distribution by Disability - Participation Rate in Total Permanent Workforce

Occupational Category	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure-ment	
1. Officials and Managers ▼																		
Executive/Senior Level (Grades 15 and Above)	#	131	119	4	8													
	%	1.8%	1.9%	1.3%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
Mid-level (Grades 13-14)	#	962	875	33	54	14		1	5	2			2	1		2		1
	%	12.9%	13.7%	10.6%	7.0%	8.7%	0.0%	14.3%	15.6%	18.2%	0.0%	0.0%	6.9%	8.3%	0.0%	4.0%	-	100.0%
First-Level (Grades 12 and Below)	#	363	330	7	26	3			1	1						1		
	%	4.9%	5.2%	2.2%	3.4%	1.9%	0.0%	0.0%	3.1%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	-	0.0%
Other	#	1,260	1,001	68	191	42	1	2	6	3	3	4	8	4		11		
	%	16.9%	15.7%	21.8%	24.8%	26.1%	50.0%	28.6%	18.8%	27.3%	37.5%	50.0%	27.6%	33.3%	0.0%	22.0%	-	0.0%
Officials and Managers TOTAL	#	2,716	2,325	112	279	59	1	3	12	6	3	4	10	5		14		1
	%	36.5%	36.5%	35.9%	36.2%	36.6%	50.0%	42.9%	37.5%	54.5%	37.5%	50.0%	34.5%	41.7%	0.0%	28.0%	-	100.0%
2. Professionals	#	3,031	2,681	103	247	47	1	1	12	3	3	2	5	5		15		
	%	40.7%	42.1%	33.0%	32.1%	29.2%	50.0%	14.3%	37.5%	27.3%	37.5%	25.0%	17.2%	41.7%	0.0%	30.0%	-	0.0%
3. Technicians	#	309	271	13	25	3		1	1							1		
	%	4.1%	4.3%	4.2%	3.2%	1.9%	0.0%	14.3%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	-	0.0%
4. Sales Workers	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
5. Administrative Support Workers	#	484	314	34	136	41		2	6	1	1	2	9	2	1	17		
	%	6.5%	4.9%	10.9%	17.7%	25.5%	0.0%	28.6%	18.8%	9.1%	12.5%	25.0%	31.0%	16.7%	100.0%	34.0%	-	0.0%
6. Craft Workers	#	469	388	29	52	3							1			2		
	%	6.3%	6.1%	9.3%	6.8%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%	0.0%	4.0%	-	0.0%
7. Operatives	#	9	7	1	1													
	%	0.1%	0.1%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
8. Laborers and Helpers	#	50	38	5	7	1										1		
	%	0.7%	0.6%	1.6%	0.9%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	-	0.0%
9. Service Workers	#	376	338	15	23	7			1	1	1		4					
	%	5.0%	5.3%	4.8%	3.0%	4.3%	0.0%	0.0%	3.1%	9.1%	12.5%	0.0%	13.8%	0.0%	0.0%	0.0%	-	0.0%
Permanent Workforce	#	7,449	6,367	312	770	161	2	7	32	11	8	8	29	12	1	50		1
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Permanent Workforce

GS/GM, SES & Related Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities											
			(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure-ment
GS-01	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
GS-02	#	4	1		3													
	%	0.1%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-
GS-03	#	5	2	1	2	2								1	1			
	%	0.1%	0.0%	0.4%	0.3%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.1%	-	0.0%	
GS-04	#	22	10	3	9	5		1	1	1			1	1				
	%	0.3%	0.2%	1.1%	1.3%	3.2%	0.0%	14.3%	3.1%	9.1%	0.0%	0.0%	3.6%	8.3%	0.0%	0.0%	-	0.0%
GS-05	#	204	140	20	44	12		2				4				6		
	%	3.0%	2.4%	7.2%	6.2%	7.6%	0.0%	28.6%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	12.8%	-	0.0%
GS-06	#	162	122	10	30	12			4			1	1			6		
	%	2.4%	2.1%	3.6%	4.2%	7.6%	0.0%	0.0%	12.5%	0.0%	0.0%	12.5%	3.6%	0.0%	0.0%	12.8%	-	0.0%
GS-07	#	427	331	25	71	18	1		3	1		1	3	2		7		
	%	6.2%	5.6%	9.1%	10.0%	11.5%	50.0%	0.0%	9.4%	9.1%	0.0%	12.5%	10.7%	16.7%	0.0%	14.9%	-	0.0%
GS-08	#	108	85	4	19	3					1					2		
	%	1.6%	1.4%	1.4%	2.7%	1.9%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	4.3%	-	0.0%
GS-09	#	844	684	53	107	24	1	2	2		1	1	5	4		8		
	%	12.2%	11.6%	19.2%	15.1%	15.3%	50.0%	28.6%	6.3%	0.0%	12.5%	12.5%	17.9%	33.3%	0.0%	17.0%	-	0.0%
GS-10	#	9	8		1													
	%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
GS-11	#	1,447	1,254	46	147	30			7	1	4	3	5	2		8		
	%	21.0%	21.2%	16.7%	20.8%	19.1%	0.0%	0.0%	21.9%	9.1%	50.0%	37.5%	17.9%	16.7%	0.0%	17.0%	-	0.0%
GS-12	#	1,611	1,424	52	135	25			8	5	2	2	2			6		
	%	23.4%	24.1%	18.8%	19.1%	15.9%	0.0%	0.0%	25.0%	45.5%	25.0%	25.0%	7.1%	0.0%	0.0%	12.8%	-	0.0%
GS-13	#	1,369	1,227	44	98	16		2	7				4	1		2		
	%	19.9%	20.8%	15.9%	13.8%	10.2%	0.0%	28.6%	21.9%	0.0%	0.0%	0.0%	14.3%	8.3%	0.0%	4.3%	-	0.0%
GS-14	#	535	488	14	33	10				3			3	2		1		1
	%	7.8%	8.3%	5.1%	4.7%	6.4%	0.0%	0.0%	0.0%	27.3%	0.0%	0.0%	10.7%	16.7%	0.0%	2.1%	-	100.0%
GS-15	#	125	113	4	8													
	%	1.8%	1.9%	1.4%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
All other (unspecified GS)	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
Senior Executive Service	#	21	20		1													
	%	0.3%	0.3%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
TOTAL	#	6,893	5,909	276	708	157	2	7	32	11	8	8	28	12	1	47		1
	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table B4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability - Temporary Workforce

GS/GM, SES & Related Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities											
			(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure-ment
GS-01	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	-	0.0%	-	0.0%
GS-02	#	5	3	1	1													
	%	0.7%	0.5%	2.0%	1.4%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	-	0.0%	-	0.0%
GS-03	#	72	62	3	7													
	%	9.7%	9.9%	6.0%	10.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	-	0.0%	-	0.0%
GS-04	#	99	78	9	12	2							1	1				
	%	13.3%	12.5%	18.0%	17.1%	11.1%	-	-	0.0%	-	-	-	100.0%	25.0%	-	0.0%	-	0.0%
GS-05	#	257	214	17	26	8			2				1		5			
	%	34.5%	34.3%	34.0%	37.1%	44.4%	-	-	50.0%	-	-	-	0.0%	25.0%	-	62.5%	-	0.0%
GS-06	#	50	45	2	3													
	%	6.7%	7.2%	4.0%	4.3%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	-	0.0%	-	0.0%
GS-07	#	91	76	8	7	3							1		1		1	
	%	12.2%	12.2%	16.0%	10.0%	16.7%	-	-	0.0%	-	-	-	0.0%	25.0%	-	12.5%	-	100.0%
GS-08	#	5	4		1													
	%	0.7%	0.6%	0.0%	1.4%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	-	0.0%	-	0.0%
GS-09	#	83	70	6	7	3							1		2			
	%	11.2%	11.2%	12.0%	10.0%	16.7%	-	-	0.0%	-	-	-	0.0%	25.0%	-	25.0%	-	0.0%
GS-10	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	-	0.0%	-	0.0%
GS-11	#	51	47	2	2													
	%	6.9%	7.5%	4.0%	2.9%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	-	0.0%	-	0.0%
GS-12	#	22	17	2	3	2			2									
	%	3.0%	2.7%	4.0%	4.3%	11.1%	-	-	50.0%	-	-	-	0.0%	0.0%	-	0.0%	-	0.0%
GS-13	#	6	5		1													
	%	0.8%	0.8%	0.0%	1.4%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	-	0.0%	-	0.0%
GS-14	#	1	1															
	%	0.1%	0.2%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	-	0.0%	-	0.0%
GS-15	#	2	2															
	%	0.3%	0.3%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	-	0.0%	-	0.0%
All other (unspecified GS)	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	-	0.0%	-	0.0%
Senior Executive Service	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	-	-	-	0.0%	0.0%	-	0.0%	-	0.0%
TOTAL	#	744	624	50	70	18			4				1	4		8		1
	%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	-	-	-	100.0%	100.0%	-	100.0%	-	100.0%

NOTE: Percentages computed down columns and NOT across rows.

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table B5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Permanent Workforce

WG, WL & Equivalent Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities										
			(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism
Grade-01	#	11	10	1													
	%	2.0%	2.2%	2.8%	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	0.0%	-
Grade-02	#	5	4		1												
	%	0.9%	0.9%	0.0%	1.6%	0.0%	-	-	-	-	-	-	0.0%	-	-	0.0%	-
Grade-03	#	5	3	1	1												
	%	0.9%	0.7%	2.8%	1.6%	0.0%	-	-	-	-	-	-	0.0%	-	-	0.0%	-
Grade-04	#	1		1													
	%	0.2%	0.0%	2.8%	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	0.0%	-
Grade-05	#	35	28	2	5	1										1	
	%	6.4%	6.2%	5.6%	8.2%	25.0%	-	-	-	-	-	-	0.0%	-	-	33.3%	-
Grade-06	#	23	15	2	6												
	%	4.2%	3.3%	5.6%	9.8%	0.0%	-	-	-	-	-	-	0.0%	-	-	0.0%	-
Grade-07	#	43	33	2	8	2										2	
	%	7.8%	7.3%	5.6%	13.1%	50.0%	-	-	-	-	-	-	0.0%	-	-	66.7%	-
Grade-08	#	200	158	13	29	1							1				
	%	36.4%	35.0%	36.1%	47.5%	25.0%	-	-	-	-	-	-	100.0%	-	-	0.0%	-
Grade-09	#	89	80	8	1												
	%	16.2%	17.7%	22.2%	1.6%	0.0%	-	-	-	-	-	-	0.0%	-	-	0.0%	-
Grade-10	#	128	113	6	9												
	%	23.3%	25.0%	16.7%	14.8%	0.0%	-	-	-	-	-	-	0.0%	-	-	0.0%	-
Grade-11	#	4	3		1												
	%	0.7%	0.7%	0.0%	1.6%	0.0%	-	-	-	-	-	-	0.0%	-	-	0.0%	-
Grade-12	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	0.0%	-
Grade-13	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	0.0%	-
Grade-14	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	0.0%	-
Grade-15	#																
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	0.0%	-
Other Non-supervisory Wage Grades	#	5	5														
	%	0.9%	1.1%	0.0%	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	0.0%	-
Total Non-supervisory Wage Grades	#	549	452	36	61	4							1			3	
	%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	-	-	-	-	100.0%	-	-	100.0%	-

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table B5NS-2: PARTICIPATION RATES FOR NON-SUPERVISORY WAGE GRADES by Disability - Temporary Workforce

WG, WL & Equivalent Pay Plans		Total	Total by Disability Status				Detail for Targeted Disabilities											
			(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure-ment
Grade-01	#	7	3		4	2				1			1					
	%	6.5%	3.7%	0.0%	26.7%	40.0%	-	-	0.0%	100.0%	-	-	100.0%	-	-	0.0%	-	-
Grade-02	#	4	3	1														
	%	3.7%	3.7%	9.1%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Grade-03	#	17	13	2	2													
	%	15.7%	15.9%	18.2%	13.3%	0.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Grade-04	#	5	3	1	1													
	%	4.6%	3.7%	9.1%	6.7%	0.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Grade-05	#	36	27	4	5	2										2		
	%	33.3%	32.9%	36.4%	33.3%	40.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	100.0%	-	-
Grade-06	#	19	15	2	2	1			1									
	%	17.6%	18.3%	18.2%	13.3%	20.0%	-	-	100.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Grade-07	#	3	3															
	%	2.8%	3.7%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Grade-08	#	12	12															
	%	11.1%	14.6%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Grade-09	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Grade-10	#	5	3	1	1													
	%	4.6%	3.7%	9.1%	6.7%	0.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Grade-11	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Grade-12	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Grade-13	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Grade-14	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Grade-15	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Other Non-supervisory Wage Grades	#																	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.0%	-	-	0.0%	-	-	0.0%	-	-
Total Non-supervisory Wage Grades	#	108	82	11	15	5			1	1			1			2		
	%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	-	-	100.0%	-	-	100.0%	-	-

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability - Permanent Workforce

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure-ment	
Gen Natural Resources Mgmt & Bio Sciences (0401)	#	1,616	1,450	47	119	17		1	4		1		4			7		
	%	100.0%	89.7%	2.9%	7.4%	1.1%	0.0%	0.1%	0.2%	0.0%	0.1%	0.0%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%
Biological Science Technician (0404)	#	149	127	5	17	3		1	1							1		
	%	100.0%	85.2%	3.4%	11.4%	2.0%	0.0%	0.7%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%
Fish and Wildlife Administration (0480)	#	235	221	3	11	1							1					
	%	100.0%	94.0%	1.3%	4.7%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Fish Biology (0482)	#	559	514	20	25	3	1		1							1		
	%	100.0%	91.9%	3.6%	4.5%	0.5%	0.2%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%
Wildlife Refuge Management (0485)	#	537	484	18	35	8		1	3	1	1			1				1
	%	100.0%	90.1%	3.4%	6.5%	1.5%	0.0%	0.2%	0.6%	0.2%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%
Wildlife Biology (0486)	#	482	433	13	36	6			3	1	1					1		
	%	100.0%	89.8%	2.7%	7.5%	1.2%	0.0%	0.0%	0.6%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%
Criminal Investigating (1811)	#	218	204	9	5													
	%	100.0%	93.6%	4.1%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Refuge LE, Land Mgmt LE & Conservation LE (0025LE & 1801LE)	#	245	212	12	21	4	1	1								2		
	%	100.0%	86.5%	4.9%	8.6%	1.6%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2019
Table B8-ALT: NEW HIRES By Type of Appointment - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure-ment	
Permanent Workforce																		
FY2019 Accessions	#	410	302	48	60	18	1	2	2	1						12		
	%	100.0%	73.7%	11.7%	14.6%	4.4%	0.2%	0.5%	0.5%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%
FY2019 From Temporary	#	101	78	7	16	4		2						1		1		
	%	100.0%	77.2%	6.9%	15.8%	4.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	1.0%	0.0%	0.0%
FY2019 Total Hires	#	511	380	55	76	22	1	4	2	1				1		13		
	%	100.0%	74.4%	10.8%	14.9%	4.3%	0.2%	0.8%	0.4%	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	2.5%	0.0%	0.0%
FY2018 Accessions	#	211	162	13	36	6			3							3		
	%	100.0%	76.8%	6.2%	17.1%	2.8%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%
FY2018 From Temporary	#	94	72	11	11	3	1									2		
	%	100.0%	76.6%	11.7%	11.7%	3.2%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.1%	0.0%	0.0%
FY2018 Total Hires	#	305	234	24	47	9	1		3							5		
	%	100.0%	76.7%	7.9%	15.4%	3.0%	0.3%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%
Temporary Workforce																		
FY2019 Accessions	#	624	534	40	50	11			2					1		7		1
	%	100.0%	85.6%	6.4%	8.0%	1.8%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	1.1%	0.0%	0.2%
FY2018 Accessions	#	656	549	48	59	16		1	4		1	1		2		7		
	%	100.0%	83.7%	7.3%	9.0%	2.4%	0.0%	0.2%	0.6%	0.0%	0.2%	0.2%	0.0%	0.3%	0.0%	1.1%	0.0%	0.0%
Non-Appropriated Workforce																		
FY2019 Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FY2018 Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total - Permanent & Temporary																		
FY2019 Accessions	#	1034	836	88	110	29	1	2	4	1				1		19		1
	%	100.0%	80.9%	8.5%	10.6%	2.8%	0.1%	0.2%	0.4%	0.1%	0.0%	0.0%	0.0%	0.1%	0.0%	1.8%	0.0%	0.1%
FY2018 Accessions	#	867	711	61	95	22		1	7		1	1		2		10		
	%	100.0%	82.0%	7.0%	11.0%	2.5%	0.0%	0.1%	0.8%	0.0%	0.1%	0.1%	0.0%	0.2%	0.0%	1.2%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2019
Table B8-ALT_SchedA: NEW SCHEDULE A HIRES By Type of Appointment - Distribution by Disability

Employment Tenure	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure-ment	
Permanent Workforce																		
FY2019 Accessions	#	11		2	9	3				1						2		
	%	100.0%	0.0%	18.2%	81.8%	27.3%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	0.0%	0.0%
FY2019 From Temporary	#	5			5	2								1		1		
	%	100.0%	0.0%	0.0%	100.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%
FY2019 Total Hires	#	16		2	14	5				1				1		3		
	%	100.0%	0.0%	12.5%	87.5%	31.3%	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	6.3%	0.0%	18.8%	0.0%	0.0%
FY2018 Accessions	#	5			5	2			1							1		
	%	100.0%	0.0%	0.0%	100.0%	40.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%
FY2018 From Temporary	#	4		2	2	1										1		
	%	100.0%	0.0%	50.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%
FY2018 Total Hires	#	9		2	7	3			1							2		
	%	100.0%	0.0%	22.2%	77.8%	33.3%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	0.0%	0.0%
Temporary Workforce																		
FY2019 Accessions	#	2		1	1	1										1		
	%	100.0%	0.0%	50.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%
FY2018 Accessions	#	4			4	2			1							1		
	%	100.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%
Non-Appropriated Workforce																		
FY2019 Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FY2018 Accessions	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total - Permanent & Temporary																		
FY2019 Accessions	#	13		3	10	4				1						3		
	%	100.0%	0.0%	23.1%	76.9%	30.8%	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	23.1%	0.0%	0.0%
FY2018 Accessions	#	9			9	4			2							2		
	%	100.0%	0.0%	0.0%	100.0%	44.4%	0.0%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2019

Table B9-1: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Disability
Based on occupational series of employee after the promotion

Applicants	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Developmental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigurement	
Job Series of Vacancy: General Natural Resources Management and Biological Sciences (0401)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	61	57	1	3													
	%	100.0%	93.4%	1.6%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	1,675	1,500	50	125	19			5		1		5		8			
	%	100.0%	89.6%	3.0%	7.5%	1.1%	0.0%	0.0%	0.3%	0.0%	0.1%	0.0%	0.3%	0.0%	0.5%	0.0%	0.0%	
Job Series of Vacancy: Biological Science Technician (0404)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	2	2															
	%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	131	113	6	12	2			1						1			
	%	100.0%	86.3%	4.6%	9.2%	1.5%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	
Job Series of Vacancy: Fish and Wildlife Administration (0480)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	17	16		1	1						1						
	%	100.0%	94.1%	0.0%	5.9%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	232	219	3	10													
	%	100.0%	94.4%	1.3%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Job Series of Vacancy: Fish Biology (0482)																		
Applied	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Qualified	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected	#	23	21	1	1													
	%	100.0%	91.3%	4.3%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Relevant Pool	#	550	507	20	23	3	1		1						1			
	%	100.0%	92.2%	3.6%	4.2%	0.5%	0.2%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	

Fish & Wildlife Service - Servicewide as of September 30, 2019
Table B10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE by Disability - Permanent Workforce

	Total	Total by Disability Status				Detail for Targeted Disabilities											
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure-ment
Total Employees Eligible for Career Ladder Promotions	#	64	46	5	13	5						2	1		2		
	%	100.0%	71.9%	7.8%	20.3%	7.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	1.6%	0.0%	3.1%	0.0%
Time in grade in excess of minimum																	
1 - 12 months	#	29	20	3	6	1									1		
	%	100.0%	69.0%	10.3%	20.7%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%
13 - 24 months	#	16	12	1	3	2						1			1		
	%	100.0%	75.0%	6.3%	18.8%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%	6.3%	0.0%	0.0%
25+ months	#	19	14	1	4	2						1	1				
	%	100.0%	73.7%	5.3%	21.1%	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	5.3%	0.0%	0.0%	0.0%	0.0%

Fish & Wildlife Service - Servicewide FY2019
Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability - Permanent Workforce

Type of Award	Total	Total by Disability Status				Detail for Targeted Disabilities													
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure-ment		
Time-Off awards: 1-9 hours																			
Total Time-Off Awards Given	#	295	246	15	34	8			3					1			4		
	%	100.0%	83.4%	5.1%	11.5%	2.7%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	1.4%	0.0%	0.0%
Total Hours	#	1,996	1,661	94	241	52			24					4			24		
Average Hours	#	7	7	6	7	7	-	-	8	-	-	-	-	4	-	-	6	-	-
Time-Off awards: 9+ hours																			
Total Time-Off Awards Given	#	2,698	2,285	102	311	62			3	7	4	4	6	9	7	1	20		1
	%	100.0%	84.7%	3.8%	11.5%	2.3%	0.0%	0.1%	0.3%	0.1%	0.1%	0.1%	0.2%	0.3%	0.3%	0.0%	0.7%	0.0%	0.0%
Total Hours	#	77,811	65,810	3,030	8,971	1,635			86	150	136	80	162	198	180	32	579		32
Average Hours	#	29	29	30	29	26	-	29	21	34	20	27	22	22	26	32	29	-	32
Cash Awards: \$100 - \$500																			
Total Cash Awards Given	#	1,083	929	32	122	27			2	2	1	4	2	2	1	13			
	%	100.0%	85.8%	3.0%	11.3%	2.5%	0.0%	0.0%	0.2%	0.2%	0.1%	0.4%	0.2%	0.2%	0.1%	1.2%	0.0%	0.0%	
Total Amount	\$	\$419,260	\$359,332	\$11,843	\$48,085	\$10,836			\$862	\$715	\$414	\$1,239	\$1,000	\$606	\$355	\$5,645			
Average Amount	\$	\$387	\$387	\$370	\$394	\$401	-	-	\$431	\$358	\$414	\$310	\$500	\$303	\$355	\$434	-	-	
Cash Awards: \$501+																			
Total Cash Awards Given	#	6,304	5,485	233	586	120	1	3	29	8	5	6	25	10		31		2	
	%	100.0%	87.0%	3.7%	9.3%	1.9%	0.0%	0.0%	0.5%	0.1%	0.1%	0.1%	0.4%	0.2%	0.0%	0.5%	0.0%	0.0%	
Total Amount	\$	#####	\$9,690,671	\$390,473	#####	\$214,928	\$2,023	\$5,700	\$47,577	\$18,894	\$5,098	\$10,519	\$38,405	\$24,543		\$57,850		\$4,319	
Average Amount	\$	\$1,762	\$1,767	\$1,676	\$1,749	\$1,791	\$2,023	\$1,900	\$1,641	\$2,362	\$1,020	\$1,753	\$1,536	\$2,454	-	\$1,866	-	\$2,160	
Senior Executive Service Performance Awards																			
Total Cash Awards Given	#	15	14		1														
	%	100.0%	93.3%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Amount	\$	\$195,755	\$176,795		\$18,960														
Average Amount	\$	\$13,050	\$12,628	-	\$18,960	-	-	-	-	-	-	-	-	-	-	-	-	-	
Quality Step Increases (QSIs)																			
Total QSIs Awarded	#	379	337	10	32	4			1					1		2			
	%	100.0%	88.9%	2.6%	8.4%	1.1%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.5%	0.0%	0.0%	
Total Benefit	\$	#####	\$940,807	\$28,124	\$83,268	\$10,372		\$2,970					\$1,732		\$5,670				
Average Benefit	\$	\$2,776	\$2,792	\$2,812	\$2,602	\$2,593	-	\$2,970	-	-	-	-	-	\$1,732	-	\$2,835	-	-	

Fish & Wildlife Service - Servicewide FY2019
Table B14: SEPARATIONS By Type of Separation- Distribution by Disability - Permanent Workforce

Type of Separation	Total	Total by Disability Status				Detail for Targeted Disabilities												
		(04, 05) No Disability	(01) Not Identified	(02,03,06-99) Reportable Disability	Targeted Disability	(02) Develop-mental Disability	(03) Traumatic Brain Injury	(16-19) Deaf or Serious Difficulty Hearing	(20,21,23,25) Blind or Serious Difficulty Seeing	(26-38) Missing Extremities	(40) Significant Mobility Impairment	(60-79) Partial or Complete Paralysis	(82) Epilepsy or other Seizure Disorders	(90) Severe Intellectual Disability	(91) Significant Psychiatric Disability	(92) Distortion of Limb/Spine, Dwarfism	(93) Significant Disfigure-ment	
Voluntary	#	595	479	28	88	20		1	4				2			12		1
	%	100.0%	80.5%	4.7%	14.8%	3.4%	0.0%	0.2%	0.7%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	2.0%	0.0%	0.2%
Involuntary	#	17	11	2	4	1										1		
	%	100.0%	64.7%	11.8%	23.5%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%
RIF	#																	
	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Separations	#	612	490	30	92	21		1	4				2			13		1
	%	100.0%	80.1%	4.9%	15.0%	3.4%	0.0%	0.2%	0.7%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	2.1%	0.0%	0.2%
Total Permanent Workforce (09/30/2018)	#	7,557	6,481	289	787	160	1	4	34	10	8	8	31	11	1	50		2
	%	100.0%	85.8%	3.8%	10.4%	2.1%	0.0%	0.1%	0.4%	0.1%	0.1%	0.1%	0.4%	0.1%	0.0%	0.7%	0.0%	0.0%