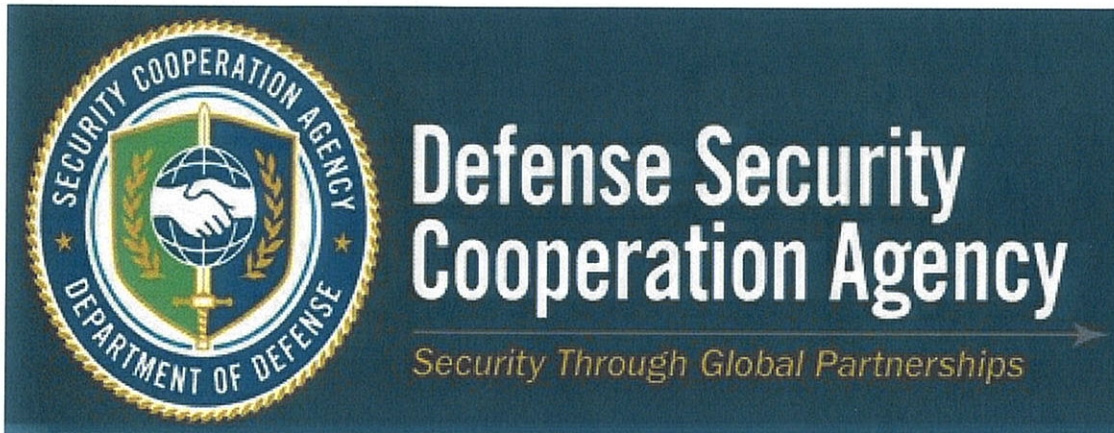


# ANNUAL EQUAL EMPLOYMENT OPPORTUNITY (EEO) STATUS REPORT

October 1, 2021 - September 30, 2022



Defense Security Cooperation Agency  
201 12<sup>th</sup> Street South, Suite 207  
Arlington, Virginia 22202

**DEFENSE SECURITY COOPERATION AGENCY**  
**Equal Employment Opportunity Commission (EEOC)**  
**Management Directive (MD) 715**  
**Fiscal Year 2022 Report and Fiscal Year 2023 Agency Plan**

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**MD-715**

**Parts A through D  
For period covering October 1, 2021 - September 30, 2022**

**Part A – Department or Agency Identifying Information**

<b>Agency</b>	<b>Second Level Component</b>	<b>Address</b>	<b>City</b>	<b>State</b>	<b>Zip Code</b>	<b>Agency Code</b>	<b>FIPS Code</b>
Department of Defense	Defense Security Cooperation Agency	201 12 <sup>th</sup> Street South, Suite 207	Arlington	VA	22202	DD06	8840

**Part B – Total Employment**

<b>Total Employment</b>	<b>Permanent Workforce</b>	<b>Temporary Workforce</b>	<b>Total Workforce</b>
<b>Number of Employees</b>	509	48	557

**Part C.1 – Head of Agency and Head of Agency Designee**

<b>Agency Leadership</b>	<b>Name</b>	<b>Title</b>
Head of Agency	James A. Hursch	Director
Head of Agency Designee	Joseph A. Harding	Acting Deputy Director

**Part C.2 – Agency Officials Responsible for Oversight of EEO Programs**

<b>EEO Program Staff</b>	<b>Name</b>	<b>Title</b>	<b>Occupational Series</b>	<b>Pay Plan-Grade</b>	<b>Phone Number</b>	<b>Email Address</b>
Principal EEO Director/ Official	Beverly Johnson	Staff Director, DLA Headquarters EEO Operations Division (DO-S)	0260	GS-14	571.767.0043	<a href="mailto:Beverly.d.johnson@dla.mil">Beverly.d.johnson@dla.mil</a>
Complaints Program Manager	Brenda Fleming	EEO Specialist/ Complaints Manager	0260	GS-13	571.459.9985	<a href="mailto:Brenda.fleming@dla.mil">Brenda.fleming@dla.mil</a>
Affirmative Employment Program Manager (AEPM)	Michael Bellinger, Jr.	EEO Specialist/ AEPM	0260	GS-12	571.767.6777	<a href="mailto:Michael.bellinger@dla.mil">Michael.bellinger@dla.mil</a>
Reasonable Accommodat	Quentin Mason	Disability Program	0260	GS-13	571.459.0562	<a href="mailto:Quentin.mason@dla.mil">Quentin.mason@dla.mil</a>

EEO Program Staff	Name	Title	Occupational Series	Pay Plan-Grade	Phone Number	Email Address
ion Program Manager		Coordinator (DPC)				
Other Responsible EEO Staff	Leonard Starr, Jr.	EEO Specialist	0260	GS-12	571.268.9441	<a href="mailto:Leonard.starrjr@dlamail.com">Leonard.starrjr@dlamail.com</a>
Other Responsible EEO Staff	Michelle Crafts	Program Analyst	0343	GS-12	571.767.1105	<a href="mailto:Michelle.crafts@dlamail.com">Michelle.crafts@dlamail.com</a>

**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 this box.

Subordinate Component	City	State	Country (optional)	Agency Code	FIPS Codes
N/A					

**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 mandatory document?	Comments
<b>Mandatory documents</b>		
Organization Chart	Yes	
Strategic Plan	Yes	
EEO Policy Statement	Yes	
Anti-Harassment Policy & Procedures	Yes	
Reasonable Accommodation Procedures	Yes	
Personal Assistance Services Procedures	Yes	
Alternative Dispute Resolution Procedures	Yes	

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

<b>Optional documents</b>	<b>Did the agency submit the optional document?</b>	<b>Comments</b>
Diversity Policy Statement	Yes	
Human Capital Strategic Plan	Yes	
EEO Strategic Plan	Yes	
Results from most recent Federal Employment Viewpoint Survey or Annual Employee Survey	Yes	
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	

### **Part E – Executive Summary**

All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to Part E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to complete Part E.2 to E.5.

#### **Part E.1 – Executive Summary: Mission**

The Defense Security Cooperation Agency (DSCA) administers security cooperation programs that support the United States (U.S.) policy interests and objectives identified by the White House, Department of Defense (DoD), and the Department of State. These objectives include developing specific partner capabilities, building alliances and partnerships, and facilitating U.S. access. DSCA integrates security cooperation activities in support of a whole-of-government approach; provides execution guidance to DoD entities that implement security cooperation programs exercises financial and program management for the Foreign Military Sales system and many other security cooperation programs and educates and provides for the long-term development of the security cooperation workforces.

The mission of DSCA is to advance the U.S. national security and foreign policy interests by building the capacity of foreign partners in order to encourage and enable allies and partners to respond to shared challenges. DSCA leads the broader U.S. Security Cooperation enterprise in its efforts to train, educate, advise, and equip foreign partners. The Agency’s vision is to lead the Security Cooperation in delivering effective, enduring, and timely solutions, and serve as the source for SC expertise and innovation for our defense and foreign policy stakeholders to ensure the United States remains the global partner of choice. DSCA’s latest strategic plan outlines the agency’s focus and efforts on a full-spectrum whole-of-nation approach with its partners, while simultaneously strengthening a diverse, certified, adaptable, and resilient SC workforce. The foundation of DSCA’s vision is the PARTNER culture (e.g., Proactive, Accountable, Respectful, Transparent, Networked, Empowered, and Representative) which is aimed at strengthening

and inspiring the workforce; honoring diversity and inclusivity of thinking, experiences, and backgrounds; and treating everyone and conduct all aspects of the Agency's mission with dignity.

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

### **Essential Element A**

Demonstrated Commitment from Agency Leadership – requires the agency head to issue written statements ensuring a workplace free of discriminatory harassment and commitment to equal employment opportunity.

Equality of opportunity for our workforce is one of DSCA's unwavering endeavors. Equality, diversity, and inclusion are integral components of DSCA's mission and strategic goals. As such, the Agency's Director participates in student diversity engagement groups as well as serves as a featured speaker at Special Emphasis Programs (SEP) offerings throughout the DoD community. This commitment helped inform the decision for the Agency's leadership to partner with an established force in the DoD EEO community such as DLA. This collaboration ensures as an independent agency, DSCA is better postured to restructure the current EEO offerings to provide a model EEO program for our employees.

DLA Headquarters (HQ) EEO Operations Division (DO-S) is the servicing agency for DSCA. DO-S ensures DSCA maintains an effective model EEO program in accordance with the EEOC regulations for establishing the agency's MD-715 report throughout each Fiscal Year.

In FY22, DO-S was comprised of a Staff Director, Complaints Manager, Affirmative Employment Program Manager (AEPM), Disability Program Coordinator (DPC), EEO Specialist, Program Analyst, and Sign Language Interpreters with support from the DLA EEO Diversity and Inclusion at the HQ level.

The DO-S Staff Director reports to the DLA Deputy Director of HQ, Office of EEO Diversity and Inclusion, who reports to the DLA Director of HQ Office of EEO Diversity and Inclusion Director. The DO-S Staff Director also reports to the DSCA Director. Refer to [Essential Element B](#) for further details regarding this reporting structure.

### **Policies and Procedures:**

DSCA ensured policy statements and procedures were disseminated to its workforce in accordance with EEOC regulations in establishing a model EEO program. DSCA has its EEO policy statements and procedures posted on its public website. In March and October 2022, the agency's head signed new policy statements and DSCA ensured they were posted to its public website: (1) EEO, (2) Diversity and Inclusion, (3) Alternative Dispute Resolution, (4) Prevention of Sexual Harassment, (5) RA for Persons with Disabilities, and (6) Sexual Orientation and Gender Identity Harassment and Discrimination. DO-S continues to work with DSCA in creating an anti-harassment policy statement. Refer to [Essential Element B](#) regarding training.

### **Communication on the EEO Program**

In FY22, DO-S continued to provide DSCA the EEO office's contact information to post throughout their workplace. These posters included DO-S' telephone numbers, email addresses, website, and EEO laws. DSCA continues to disseminate the required EEO information in accordance with a model EEO program through the DO-S posters in its workplace and on its public website.

**Recognition for Superior Accomplishments in EEO:**

During FY22, DSCA completed a comprehensive EEO awards instruction and nomination form for EEOC review in July 2022. This draft instruction was approved by EEOC in August 2022 and is currently pending incorporation into the agency's awards program.

**Essential Element B**

Integration of EEO into the Agency's Strategic Mission – requires agency EEO programs be organized and structured to maintain a workplace free of discrimination in any of the policies, procedures, or practices and supports the strategic mission.

**Strategic Plan:**

As mentioned in [Part E.1](#) of the Executive Summary above, DSCA embraces a PARTNER culture, meaning the Agency values being proactive, accountable, respectful, transparent, networked, empowered, and representative. DSCA is aimed at strengthening and inspiring the workforce; honoring diversity and inclusivity of thinking, experiences, and backgrounds; and treating everyone and conduct all aspects of the Agency's mission with dignity.

**Training Program:**

During FY22, DSCA made significant strides in locating training courses and scheduling training for its workforce. DO-S found in FY22 that DSCA was utilizing training provided by DLA Human Resources (HR) and had been providing training to its workforce in No FEAR Act using its Joint Knowledge Management - Learning Management System (JKO-LMS). In September and October 2022, DSCA began coordinating with DO-S to add EEO, RA anti-harassment, and sexual harassment training for its workforce. DO-S and DSCA will continue to work together in establishing a timetable for recurring training for its workforce.

**DSCA and EEO Reporting Structure:**

DO-S provides EEO services to DSCA; therefore, DO-S has its own internal EEO and agency reporting structure within the DLA. DSCA delegated a liaison to ensure proper structure between DO-S (EEO office) and the DSCA Director, and compliance with EEOC regulations. Ms. Heather Meyer, the Assistant Director of the DSCA Office of Administration serves as the liaison. During FY22, DO-S continued to coordinate with DSCA and provide guidance on associated regulations to guide the agency.

**Regular and Recurring Meetings Between EEO and Agency Head:**

DSCA promotes strategic commitment by providing qualified staff and resources to ensure quality customer service. The DO-S Staff Director serves as the principal EEO Director for DSCA, providing formal "State of the Agency" briefings to the DSCA Director and other designated senior leaders on a quarterly basis. During the briefing, DO-S reviews the status of DSCA's EEO complaints, reasonable accommodations, workforce training, special emphasis programs, MD-715 reporting, trends, etc. Recommendations are discussed regarding resolution and future improvements to processing complaints, RA requests, and the EEO program. The last "State of the Agency" briefing was conducted on August 18, 2022. During FY22, DO-S also began sending DSCA quarterly updates on the EEO program that included a summary of DSCA's EEO program. The last update was sent to DSCA on July 5, 2022. FY23 briefing currently being scheduled for February 2023.

**Special Emphasis Programs:**

DO-S provides EEO services to DSCA, including Special Emphasis Program (SEP) observances throughout the year. SEPs were established in the Federal government to remove barriers to EEO for groups that were not traditionally represented or subjected to discrimination in the workforce. As the



Coronavirus (COVID-19) altered work environment continued in FY22 and to meet social distancing requirements set forth by the Center for Disease Control (CDC) and DoD regulations, DO-S continued to research new platforms to bring awareness to the workforce through the SEP observances. For monthly SEP observances, DO-S provided DSCA virtual SEP observances using blogs; articles; sharing “fun facts” about underrepresented groups, highlighting individuals throughout history, their accomplishments, culture, etc.; sharing of DoD virtual events, etc. to disseminate to its workforce. Moving forward, DO-S will continue to research other virtual efforts to provide SEP observances to the DSCA workforce. The following are the FY22 observances shared with the DSCA workforce.

- **National African American/Black History Month:** “Health and Wellness.” This theme highlighted the contributions made by African Americans/Blacks in the medical field.
- **Women’s History Month** – EEOC hosted a webinar on the Equal Pay Act, featuring Lilly Ledbetter.
- **Holocaust Days of Remembrance:** “Memory, Dignity, and Holocaust Remembrance Day.” This theme focused on telling the stories of those who survived the Holocaust.
- **Asian American and Pacific Islander Heritage Month:** “Advancing Leaders Through Collaboration.” This theme highlighted the achievements Asian Americans, Native Hawaiians, and Pacific Islanders have contributed and highlighting some the achievements and advancements of Asian American, Native Hawaiians, and Pacific Islanders.
  - “Federal Protections for Asian Americans, Native Hawaiians, and Pacific Islanders in the Workplace.” This was an EEOC hosted webinar with the keynote speaker, Dr. Russell Jeung, co-founder of Stop AAPI Hate.
- **Lesbian, Gay, Bisexual, Transgender, and Queer or Questioning (LGBT+) Pride Month:** “Service, Dignity, and Respect, ALL TOGETHER.” This theme focused on the many laws and regulations that restricted the rights of the LGBTQ+ community and their struggle for equality.
  - Department of the Air Force hosted a LGBTQ+ Pride Month Kick Off to celebrate the achievements in diversity and inclusion.
  - DoD hosted a live stream event to bring recognition to LGBTQ+ Service members and DoD Civilians and to recognize their contributions.
  - “Harassment and Discrimination in the Workplace – With a focus upon Sexual Harassment.” EEOC hosted webinar on sexual harassment and discrimination in the workplace, with a focus on sexual harassment and transgender advocacy.
- **Juneteenth:** “Celebrating Juneteenth with the Sound of Freedom.” This theme recognized and celebrated the freedom of enslaved African Americans in the United States.
- **Women’s Equality Day:** “Follow Your Yellow Brick Road.” This theme celebrated the 19<sup>th</sup> Amendment to the Constitution which guaranteed all American women the right to vote and changed the federal law and face of the American electorate forever.
- **National Hispanic Heritage Month:** “Unidos: Inclusivity for a Stronger Nation.” This theme celebrated the many contributions, achievements, and hope of the Hispanic Americans while serving our grate nation.
- **National Disability Employment Awareness Month:** “Disability: Part of the Equity Equation.” This theme reminds us of the importance of incorporating all members of our teams and ensuring everyone has a voice to serve.
  - Information and website links were provided for the Job Accommodation Network (JAN) and Computer/Electronic Accommodations Program (CAP)
  - Information for the CAP virtual Lunch and Learn series through October.
  - Information for the Eventbrite virtual events hosted through October.
- **National American Indian Heritage Month:** “Celebrating Respect, Culture, and Education.” This theme acknowledges the vast achievements of America’s original

indigenous people. We recognize the rich and diverse cultures, traditions, and histories of American Indians and Alaskan Natives.

### **Essential Element C**

Management and Program Accountability – 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.

Managers are held accountable for complying with EEO standards and expectations. DO-S will ensure that DSCA continues to maintain a performance element related to EEO for its managers and supervisors.

#### **EEOC Technical Assistance Visit (TAV):**

On June 15, 2022, EEOC conducted a Technical Assistance Visit (TAV) on the DSCA’s EEO program. Since EEOC’s TAV, DSCA has made progress in its anti-harassment and EEO awards programs.

#### **Anti-Harassment Program:**

DSCA established an anti-harassment procedure (FY21) which was approved by EEOC (FY22). Refer to [Essential Element A](#) regarding dissemination of EEO information to its workforce. DSCA also established an Anti-Harassment policy statement on October 27, 2022 and was added it to its public website.

#### **Recognition for Superior Accomplishments in EEO:**

DSCA established a draft awards instruction; and submitted to and was approved by EEOC. Refer to [Essential Element A](#). DSCA is working to incorporate into its existing awards program.

#### **Reasonable Accommodations:**

The RAs for the DSCA workforce are handled by DO-S under the auspices of the DLA RA Instruction 1440.01. DO-S continues to address the RA needs of its servicing population utilizing the Agency’s RA Instruction. Refer to [Essential Element A](#) regarding dissemination of DO-S’ contact information to DSCA’s workforce. DSCA’s public website contains the agency’s RA policy statement, procedures, and EEO contact information, including Personal Assistance Services (PAS). Refer to [Essential Element B](#) regarding its training program for its workforce.

### **Essential Element D**

Proactive Prevention of Unlawful Discrimination – requires the agency head to make early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.

#### **Affirmative Action Plan:**

During FY22, DSCA posted its FY20 Affirmative Action Plan to its public website and in February 2023, DSCA posted its FY21 Affirmative Action Plan to its public website.

### **Essential Element E**

Efficiency – requires the agency to have effective systems in place for evaluating the impact and effectiveness of the agency’s EEO program, as well as an efficient and fair dispute resolution program.

**Reasonable Accommodations**

During FY22, a total of five (5) RA requests were made by DSCA employees which were all closed during FY22: four (4) were granted and one (1) was withdrawn before an accommodation could be provided. Two of the main reasons RAs were withdrawn were (1) the employee failed to engage in the interactive process, and (2) the employee withdrew their request. Refer to [Part J, Section V](#) for timeliness of RAs during the reporting period.

**Sign Language Interpreting Services**

Two full-time interpreters and ad-hoc support provided RAs for interpreting services. In addition to interpreting, they performed duties critical to mission execution, including the duties of subject matter experts and Contracting Officer Representatives (CORs). The type of sign language requests are typically briefings, trainings, and meetings. During FY22, DSCA had zero (0) sign language interpreting requests.

**EEO Complaints**

During FY22, there were two (2) informal, one (1) formal that resulted from an informal complaint filed in FY22, and two (2) additional formal complaints filed against DSCA. At the end of FY22, there was one (1) informal complaint pending counseling, two (2) formal complaints pending Final Agency Decision (FAD).

DSCA has ensured the discrimination of complaints were processed in accordance with 29 Code of Federal Regulations (CFR) § 1614. DSCA complaint activity is tracked through a local electronic database. In FY22, DO-S provided complaint updates through its Staff Director and Complaints Manager who oversees the complaint process, monitors compliance, and works with EEO Counselors to ensure timely, accurate, and consistent case processing as well as consistent within the EEO program. The Staff Director and Complaints Manager provided regular status updates to DSCA management and advised them on liability.

**Essential Element F**

Responsiveness and Legal Compliance – requires the agency or agencyhead to certify to the EEOC that the agency is in full compliance with EEO laws and EEOC regulations, policy guidance, and other written instructions.

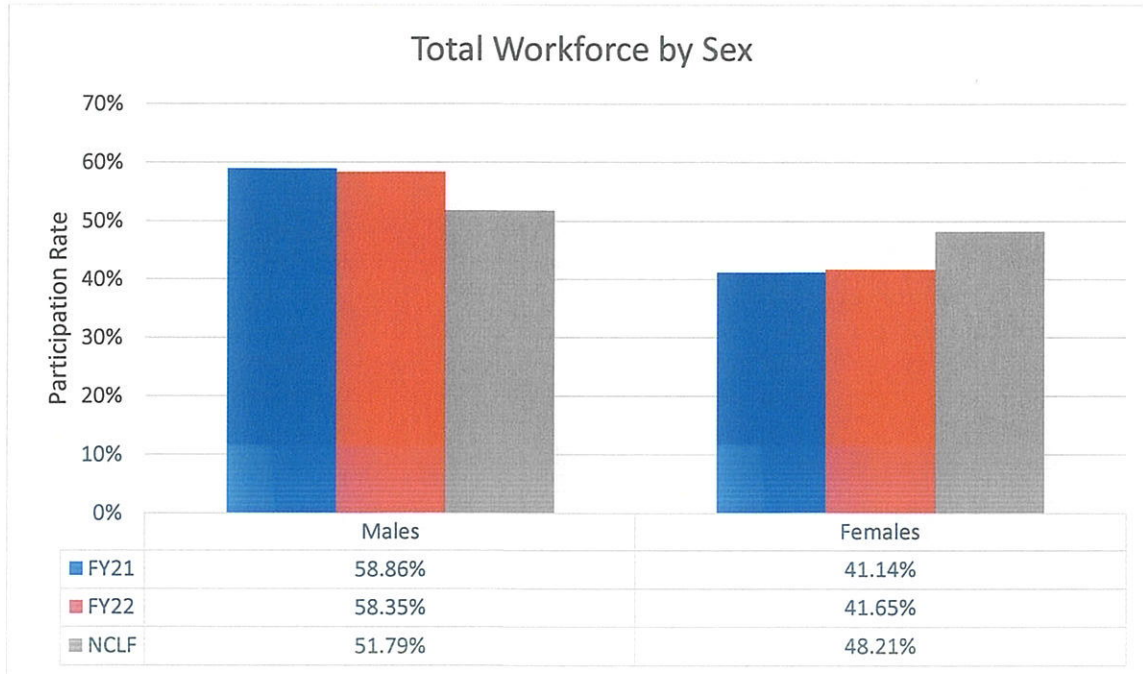
In FY22, DSCA posted its FY22 fourth quarter No FEAR Act report for FY22 was posted to its public website at [www.dsca.mil/no-fear-act](http://www.dsca.mil/no-fear-act).

The agency head certifies that DSCA is working with DO-S with respect to EEO and diversity to work toward full compliance with EEOC regulations.

**Part E.3 – Executive Summary: Workforce Analysis**

**Total Workforce by Sex**

In FY22,<sup>1</sup> DSCA’s total workforce was 557 which included 48 temporary and 509 permanent full-time employees. As compared to FY21, this is an increase of 24 permanent employees (485), 8 part-time (40), and 32 of the overall workforce (525). Although female representation increased in FY22 by 16 employees from FY21, they remained underrepresented, falling below the National Civilian Labor force (NCLF). Male representation increased in FY22 by 16 employees from FY21, remaining well represented.



**FY22 Total Workforce – by sex – 557 (employees)**

- Males: 58.35% (325 employees)
- Females: 41.65% (232 employees)

**FY21 Total Workforce – by sex – 525 (employees)**

- Males: 58.86% (309 employees)
- Females: 41.14% (216 employees)

<sup>1</sup> This data reflects onboarding and departures during FY22 (October 1, 2021 through September 30, 2022).

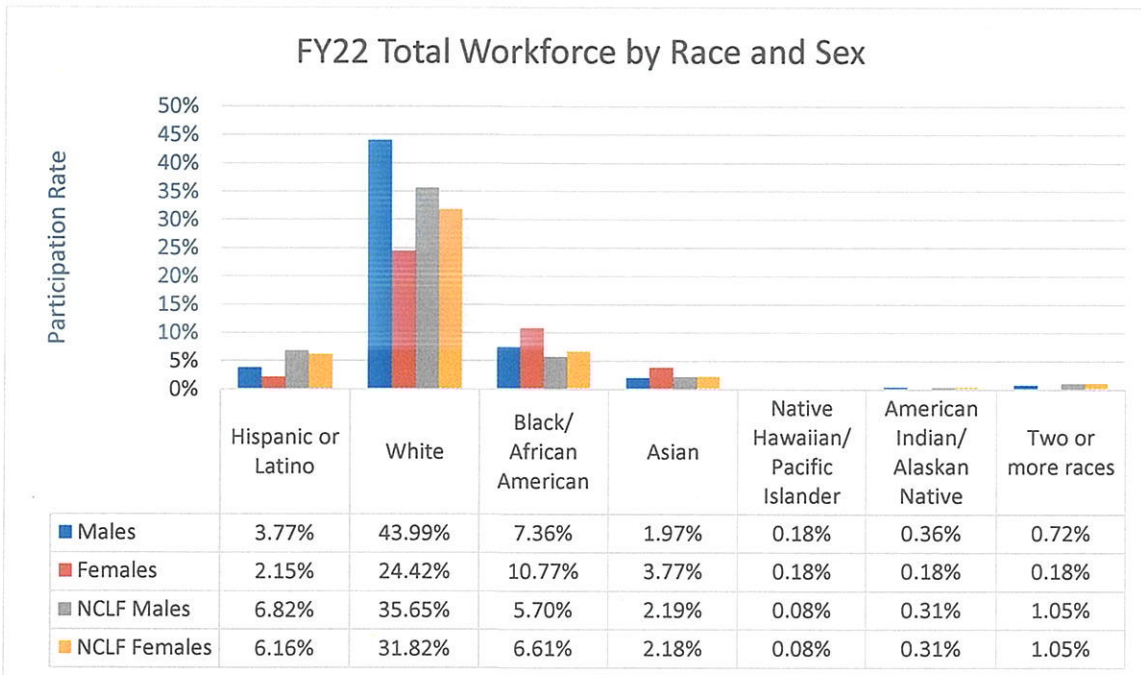
### Total Workforce by Race and Sex

During FY22, White males remained the most represented groups; their participation rates increased from FY21 and remained above the NCLF. Although there was a high participation rate in White females in FY22, they were underrepresented as they were remained under the NCLF. Black/ African American male and female participation rates remained above the NCLF, rising above rates from FY21.

Underrepresented groups in FY22 were Asian males and Two or more races (males and females); while Hispanic males and females, and American Indian/ Alaskan Native females remained underrepresented in FY22, declining from the agency’s FY21 participation rates and the NCLF. Asian male participation was underrepresented in FY22 and declined from FY21 rates.

Native Hawaiian/ Pacific Islander male and female participation rates increased in FY22 and were well represented; they were not represented in FY21. American Indian/ Alaskan Native male participation rates increased from FY21, rising above the NCLF.

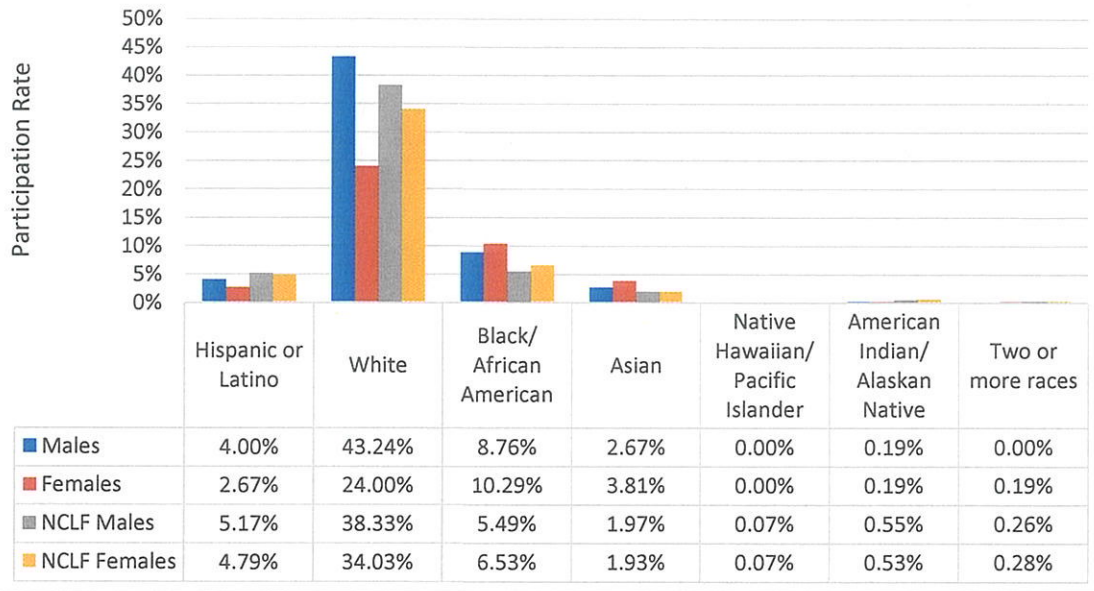
It is important to note that although Two or more races (males) were underrepresented in FY22, their participation rates increased from FY21 where they had no participation. It is also important to note regarding Two or more races and (females) that although their participation rates increased from FY21, they remain underrepresented in FY22.



### FY22 Total Workforce – by race and sex – 557 (employees)

- Hispanic or Latino: 5.92% (33 employees) – 3.77% (21) males and 2.15% (12) females
- White: 68.40% (381 employees) – 43.99% (245) males and 24.42% (136) females
- Black/African American: 18.13% (101 employees) – 7.36% (41) males and 10.77% (60) females
- Asian: 5.75% (32 employees) – 1.97% (11) males and 3.77% (21) females
- Native Hawaiian/Pacific Islander: 0.36% (2 employees) – 0.18% (1) male and 0.18% (1) female
- American Indian/Alaskan Native: 0.54% (3 employees) – 0.36% (2) males and 0.18% (1) female
- Two or more races: 0.90% (5 employees) – 0.72% (4) males and 0.18% (1) female

FY21 Total Workforce by Race and Sex

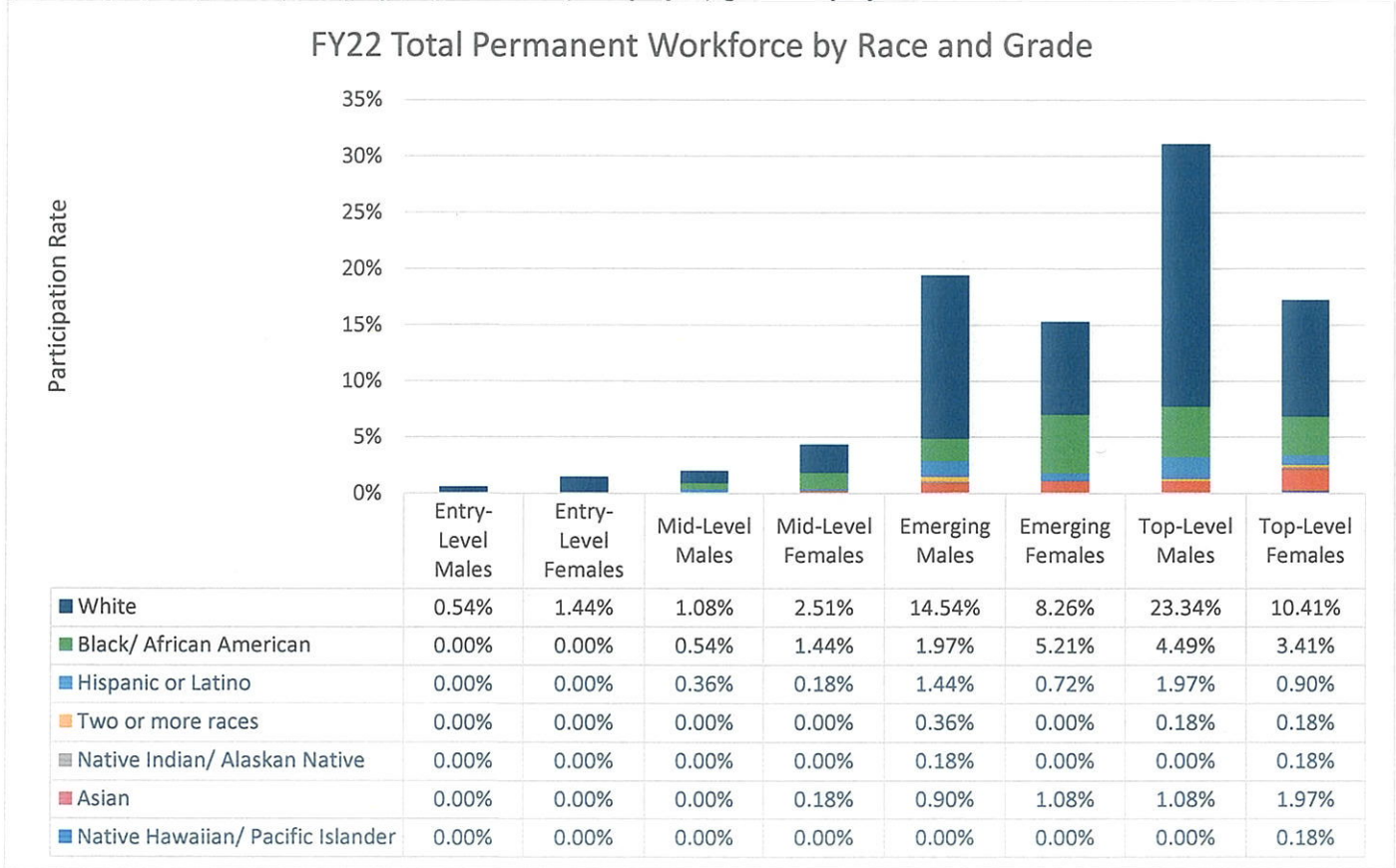


**In FY21, DSCA’s workforce was comprised of 525 employees.**

- The majority of DSCA’s workforce was comprised of White males (227, 43.24%) which was above their NCLF (38.33%) by 4.91%.
- Black/ African American: Both above their NCLF (5.49% and 6.53%, respectively) - Males (46, 8.76%) and females (54, 10.29%) were well represented.
- Hispanic or Latino: Underrepresented - Males at 4% (21 employees) and females at 2.67% (14 employees)
- Asian: Well represented and above their NCLF - Males at 2.67% (14 employees) and females at 3.81% (20 employees)
- Native Hawaiian/Pacific Islander: Males and females were not represented.
- American Indian/Alaskan Native: Males and females underrepresented – Males at 0.19% (1 employee) and females at 0.19% (1 employee)
- Two or more races: Males were not represented, and females were underrepresented – Females at 0.19% (1 employee)

**Total Workforce by Grade Levels**

During FY22, DSCA’s total permanent workforce was comprised of 509 employees and included GS (505 employees), SES (3 employees), and WG (1 employee) grade employees.



**Summation of participation rates by grade levels:**

For Entry-Level positions (GS-01 through GS-08), White males and females only represented, while all other groups were not represented.

Highest participation rates for Mid-Level (GS-09 through GS-11) were for White females and Black/ African American females. There was no representation for Asian male; Native Hawaiian/ Pacific Islander male and female; Native Indian/ Alaskan Native male and female; and Two or more races male and female.

- Hispanic or Latino males represented 0.36% (2 employees)
- Hispanic or Latino females represented 0.18% (1 employee)
- White males represented 1.08% (6 employees)
- White females represented 2.51% (14 employees)
- Black/African American males represented 0.54% (3 employees)
- Black/African American females represented 1.44% (8 employees)
- Asian females represented 0.18% (1 employee)

Highest participation rates for Emerging leaders (GS-12 and GS-13) were for White males, followed by White females and Black/ African American females; while there was no representation for Native

Hawaiian/ Pacific Islander female; Native Indian/ Alaskan Native female; and Two or more races' females.

- Hispanic or Latino males represented 1.44% (8 employees)
- Hispanic or Latino females represented 0.72% (4 employees)
- White males represented 14.54% (81 employees)
- White females represented 8.26% (46 employees)
- Black/African American males represented 1.97% (11 employees)
- Black/African American females represented 5.21% (29 employees)
- Asian males represented 0.90% (5 employees)
- Asian females represented 1.08% (6 employees)
- Native Hawaiian/Pacific Islander males 0.18% (1 employee)
- Two or more races' males 0.36% (2 employees)

Highest participation rates for top/senior-level positions were for White males and females, while there was no representation for Native Hawaiian/ Pacific Islander males and American Indian/ Alaskan Native males.

- Hispanic or Latino males represented 1.97% (11 employees)
- Hispanic or Latino females represented 0.90% (5 employees)
- White males represented 23.34% (130 employees)
- White females represented 10.41% (58 employees)
- Black/African American males represented 4.49% (25 employees)
- Black/African American females represented 3.41% (19 employees)
- Asian males represented 1.08% (6 employees)
- Asian females represented 1.97% (11 employees)
- American Indian/Alaskan Native females 0.18% (1 employee)
- Native Hawaiian/Pacific Islander females 0.18% (1 employee)
- Two or more races' males 0.18% (1 employee)
- Two or more races' females 0.18% (1 employee)

#### **Summation of participation rates by race:**

- Hispanic or Latino – highest rates at Top-Level males, followed by Emerging males, and no representation of males and females at the Entry-level positions.
- White – highest rates at Top-Level males and females, followed by Emerging males.
- Black/ African American – highest rates at Emerging females, followed by Top-Level males and females, while no representation of males and females at Entry-Level positions.
- Asian – highest rates at Top-Level females, while there was no representation of males and females at Entry-Level and males at the Mid-Level.
- Native Hawaiian/ Pacific Islander males were not represented at any grade levels.
- Native Indian/ Alaskan Native only had participation at the Emerging males and Top-Level females, while there was no representation at the other grade levels.
- Two or more races only had participation rates at Emerging males and Top-Level males and females, while no representation at the other grade levels.

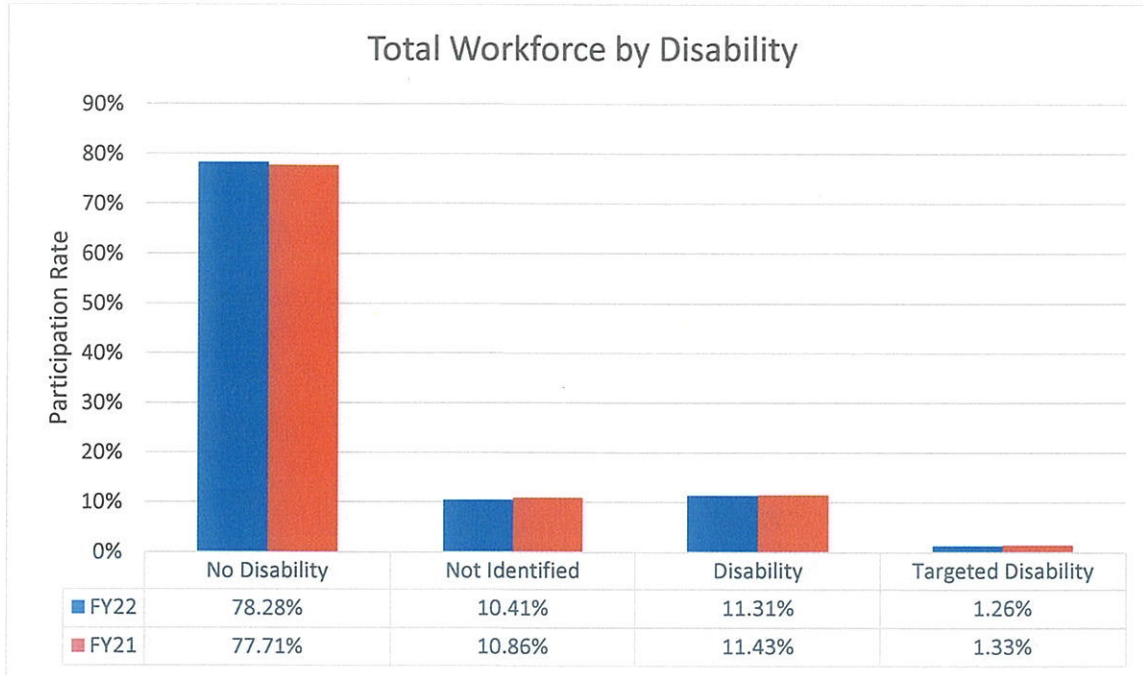
#### **Disability Workforce Analysis**

The Equal Employment Opportunity Commission (EEOC) requires each federal agency to adopt the goal of having 12% of its workforce as persons with disabilities (PWDs), and 2% of its workforce as persons



with targeted disabilities (PWTDs). Below is DSCA’s workforce based on disability status in the following areas: No Disability, employees who have not self-identified as having a disability (Not Identified), Disability, and Targeted Disability.

DSCA’s FY22 participation rates have declined from FY21 and remain below EEOCs targeted goals.



**FY22 Total Workforce – by disability**

- No Disability: 78.28% (436 employees)
- Not Identified: 10.41% (58 employees)
- Disability: 11.31% (63 employees) – 1.26% (7 employees) of the total workforce had Targeted Disabilities. The number of employees who had Targeted Disabilities (7) were counted in the total number of employees who had Disabilities (63).

**FY21 Total Workforce – by disability**

- No Disability: 77.71% (408) employees
- Not Identified: 10.86 % (57 employees). These individuals did not self-identify as having a disability.
- Disability: 11.43% (60 employees) – 1.33% (7 employees) of the total workforce had Targeted Disabilities. The number of employees who had Targeted Disabilities (7) were counted in the total number of employees who had Disabilities (60).

#### Part E.4 – Executive Summary: Accomplishments

On June 16, 2022, EEOC conducted a Technical Assistant Visit (TAV) on DSCA’s EEO program. As a result, DSCA has accomplished the following:

- EEO policy statement did not comply with EEOC guidance. DSCA did not post the agency’s EEO policy, RA and Personal Assistance Services procedures, Architectural Barriers Act information. In October 2022, DSCA posted all to its to public website.
- DSCA does not timely post its quarterly No FEAR Act data on its public website. In November 2022, DSCA posted its FY22 Q4 No FEAR Act report to its public website.
- DSCA’s anti-harassment policy and procedures do not comply with EEOC guidance. On April 25, 2022, EEOC approved DSCA’s Anti-Harassment instruction 1020.01 Workplace Harassment Prevention and Response and on October 22, 2022 DSCA established its agency Anti-Harassment policy statement and posted to its public website.
- DSCA’s did not post its Affirmative Action Plan (AAP) for person with disabilities to its public website. In February 2023 DSCA posted its FY21 AAP to its public website.
- DSCA did not have systems in place to accurately collect, monitor, and analyze external and internal applicant flow data. In FY22, DO-S received applicant flow data that contained all demographic data such as race, sex, and disability status.
- Career Development Data (CDD) was not provided for the FY21 report. In FY22, DSCA provided CDD data.

#### Part E.5 – Executive Summary: Planned Activities

Planned activities for FY23 will include establishment of a training program, finalize the EEO awards instruction that was approved by EEOC August 31, 2022, and coordination regarding an EEO training program. DO-S will continue to support DSCA by implementing [Part H](#) plans to ensure timeframes are met in accordance with EEOC regulations, DSCA continues to leverage those underrepresented groups to continue to meet their mission.

**Part F – Certification of establishment of Continuing EEO Program**

I, Beverly Johnson, EEO Staff Director of Headquarters Equal Employment Opportunity, Diversity & Inclusion, Operations Division (DO-S), GS-0260-14 am the Principal EEO Director/Official for DO-S, Defense Logistics Agency.

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

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

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

BEVERLY JOHNSON  
DLA HQ EEO Operations Division (DO-S)

Signature of Principal EEO Director/Official  
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEOC MD-715.

JAMES A. HURSCH  
DSCA Director



Signature of Agency Head or Agency Head Designee