

NCHHSTP Workforce: Diversity in 2013 and 2023

STATEMENT OF COMMITMENT

NCHHSTP is committed to a diverse workforce that respects race, ethnicity, sexual orientation, gender identity, and disability status. As part of the NCHHSTP Equity Initiative, the Center analyzed workforce demographic data trends, comparing years 2013 and 2023. These metrics have informed new recruitment, screening, and interviewing practices, and have improved internal policies to ensure diverse representation and prevent discrimination.

ACTION STEPS

- ↑ Increase Hispanic/Latino representation in NCHHSTP.
- ↑ Continue to increase racial/ethnic minority representation at highest General Schedule (GS) levels.

NCHHSTP WORKFORCE DIVERSITY FROM 2013 TO 2023

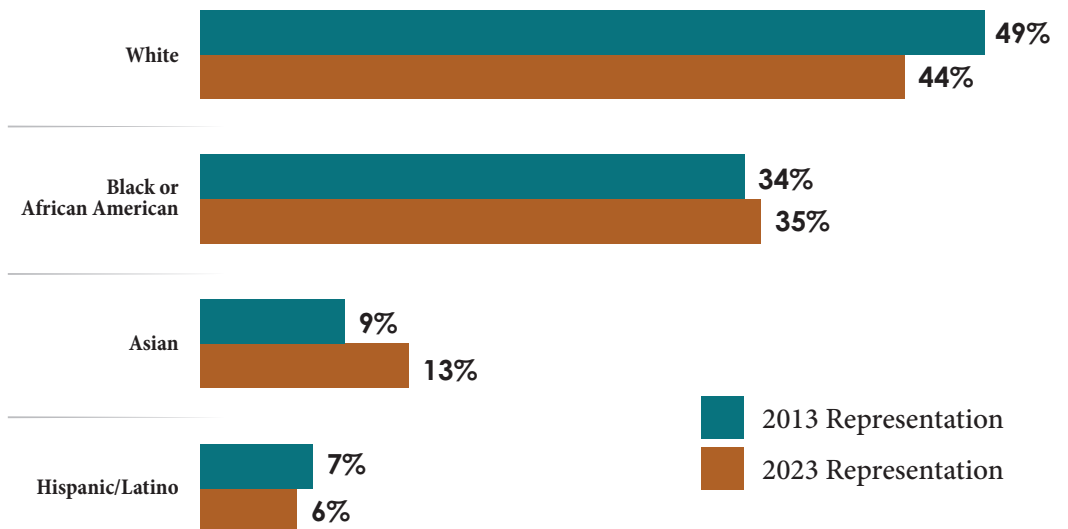
Comparing workforce data in 2013 to data in 2023, racial/ethnic minority representation in the NCHHSTP workforce increased from 51% to 56%.

The percentage of Asian persons in the NCHHSTP workforce increased in 2023 when compared to 2013. However, the percentages of Black/African American and Hispanic/Latino persons in the NCHHSTP workforce remained mostly unchanged.

*Percentage totals vary across figures because employee representation equaled less than 2% for each of the following groups of people: American Indian, Alaska Native, Native Hawaiian, and Pacific Islander people, as well as people of two or more races.

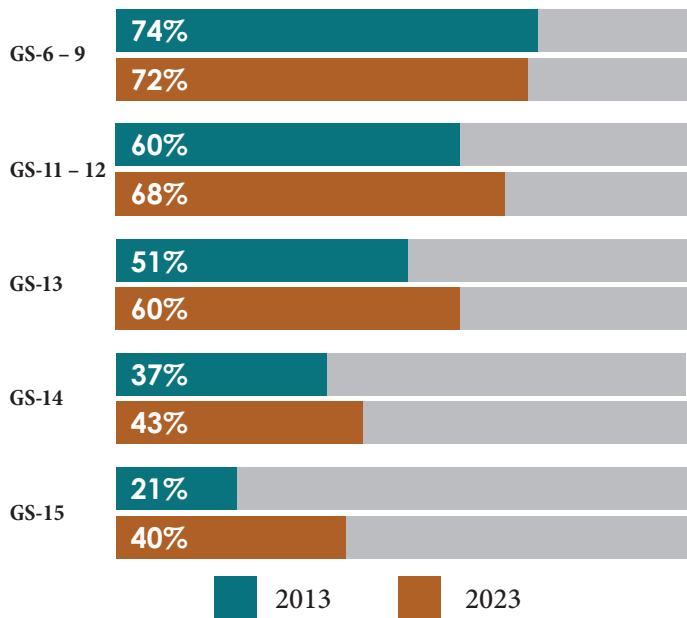


Workforce Diversity*

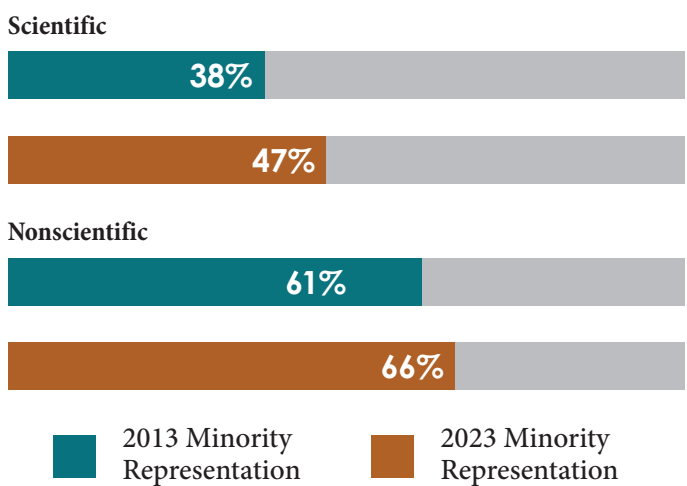


Comparing NCHHSTP workforce data in 2013 to 2023 data, the percentage of female employees and employees with a disability increased.

Comparing 2013 to 2023, racial/ethnic minority representation increased overall across GS levels 11–15; specifically, GS-14 employees increased from 37% to 43% and GS-15 employees increased from 21% to 40%.

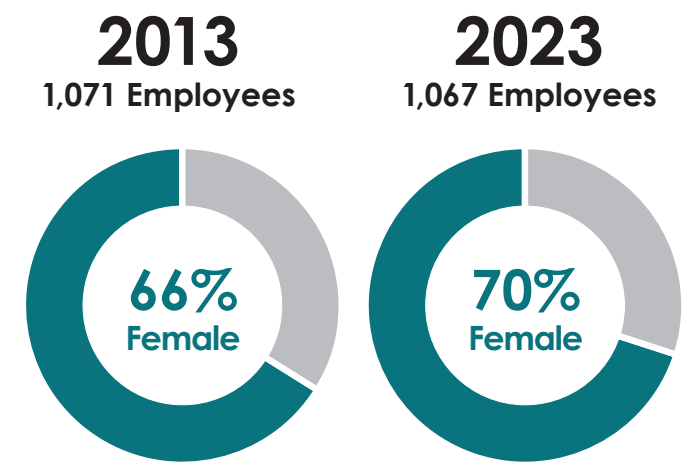


Comparing 2013 to 2023, racial/ethnic minority representation increased 9% for scientific job series and 5% for nonscientific job series.



REPRESENTATION OF FEMALE EMPLOYEES IN NCHHSTP WORKFORCE IN 2013 AND 2023

Female representation among NCHHSTP employees increased from 66% to 70%.



REPRESENTATION OF PERSONS WITH A DISABILITY IN 2013 AND 2023

Representation of persons with a known disability among NCHHSTP employees increased from 11% to 18%.

