



NCHHSTP Workforce: Race/Ethnicity and Gender¹ in 2023

STATEMENT OF COMMITMENT

NCHHSTP leadership is committed to a diverse workforce, including diversity by race, ethnicity, and gender. In 2023, NCHHSTP measured the characteristics of the workforce to gauge progress and identify areas for improvement. This document highlights the 2023 NCHHSTP workforce, identifies key areas for improvement, and enhances our capability to monitor changes in our workforce. NCHHSTP continues to focus on increasing underrepresented populations in the applicant pool and use techniques to reduce any unconscious bias in the screening and interviewing process.

ACTION STEPS

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

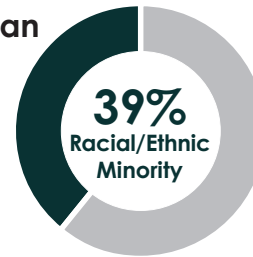
RACIAL/ETHNIC MINORITY REPRESENTATION

NCHHSTP has a greater percentage of employees who are members of racial and ethnic minority groups than the federal civilian workforce overall and the total U.S. civilian workforce.²

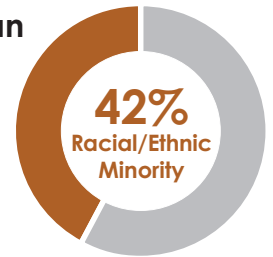
NCHHSTP Workforce
1,067
GS
Employees



Federal Civilian Workforce
2M
GS
Employees

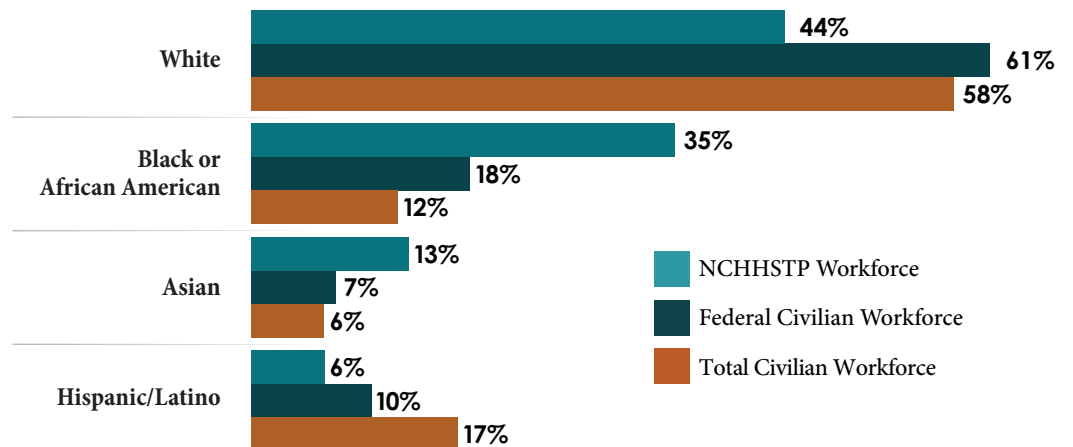


Total Civilian Workforce
173M



Black/African American and Asian employees are represented at greater percentages in NCHHSTP compared with the federal civilian workforce overall and the total U.S. civilian workforce. However, Hispanic/Latino employees are represented at a lower percentage in NCHHSTP compared to the federal civilian workforce and the total U.S. civilian workforce.

Workforce Diversity*

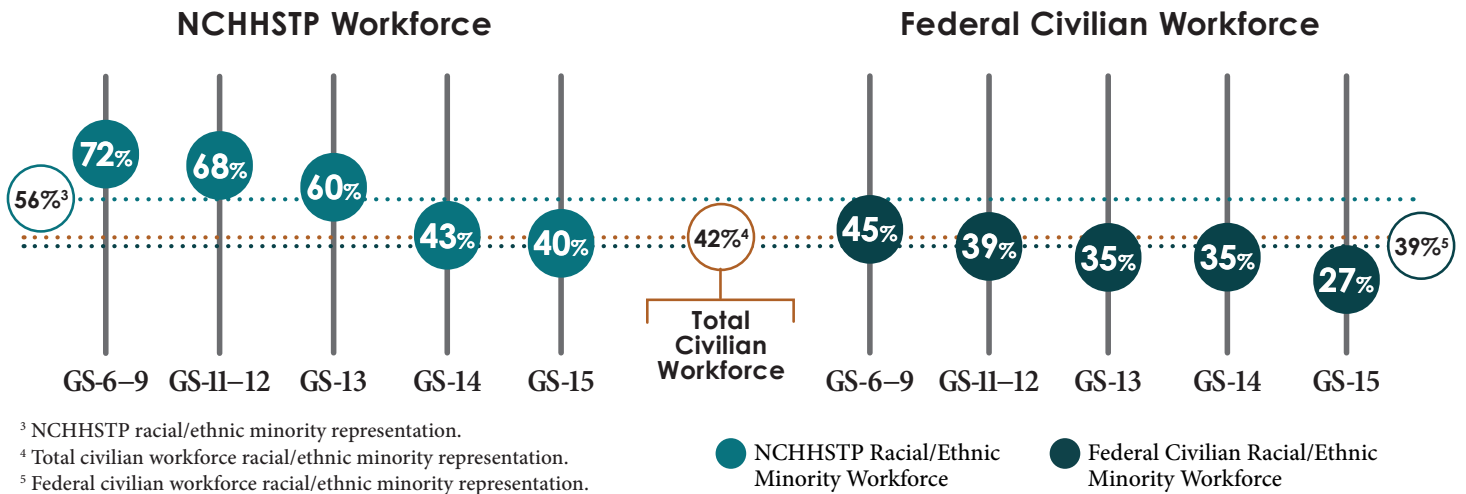


*Percentage totals vary across figures because employee representation equaled less than 2% for each of the following groups of people: American Indian, Alaska Native, Native Hawaiian, and Pacific Islander people, as well as people of two or more races.

¹ These data are derived from available information in human resource databases. The analysis will be revised as more data become available.

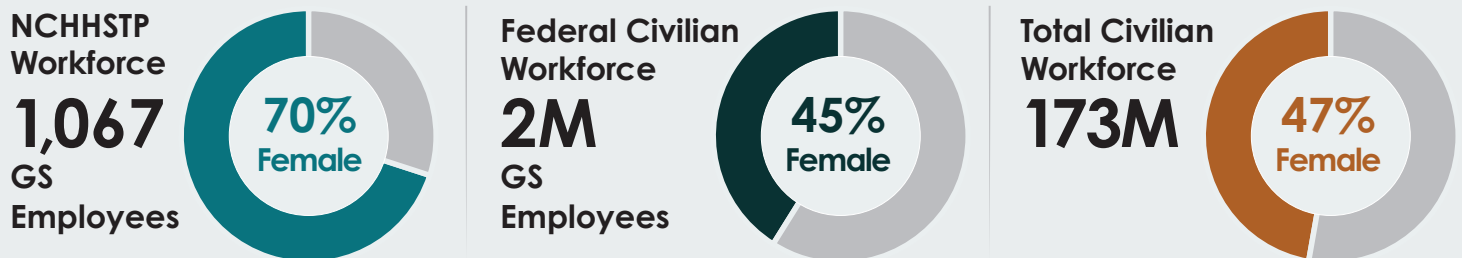
² 2022 federal civilian workforce data obtained from the U.S. Office of Personnel Management. In this fact sheet, we use the term “total civilian workforce” to refer to the 2021 civilian labor force data obtained by the U.S. Census Bureau through the American Community Survey. Total civilian workforce data include persons 16 years of age and older, except those in the armed forces, who are employed or are unemployed and seeking work.

NCHHSTP has a greater percentage of racial and ethnic minority employees in most GS levels when compared with the federal civilian workforce. In addition, racial and ethnic minority group representation at the GS-15 level is above the federal civilian workforce.



GENDER REPRESENTATION

NCHHSTP has a greater percentage of female employees than the federal civilian workforce and the total civilian workforce.



NCHHSTP has a greater percentage of female employees throughout the GS series than the federal civilian workforce, including high levels of female representation at the upper GS levels.

