



# NCHHSTP Workforce: Diversity from 2010 to 2021

## 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 2010 and 2021. These metrics will inform new recruitment, screening, and interviewing practices, and improve internal policies to ensure diverse representation and prevent discrimination.

## ACTION STEPS

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

## NCHHSTP WORKFORCE DIVERSITY FROM 2010 TO 2021

From 2010 to 2021, racial/ethnic minority representation in the NCHHSTP workforce increased from 45% to 54%, representing a 20% increase. Black/African American and Asian representation increased while Hispanic/Latino representation decreased.

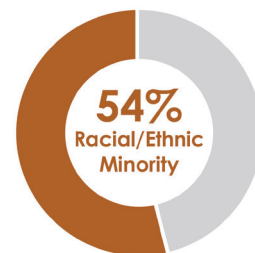
From 2010 to 2021, the percent of Black/African American persons in the NCHHSTP workforce increased from 29% to 35%. The percent of Asian persons increased from 11% to 13% and the percent of Hispanic/Latino persons decreased from 6% to 4%.

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.

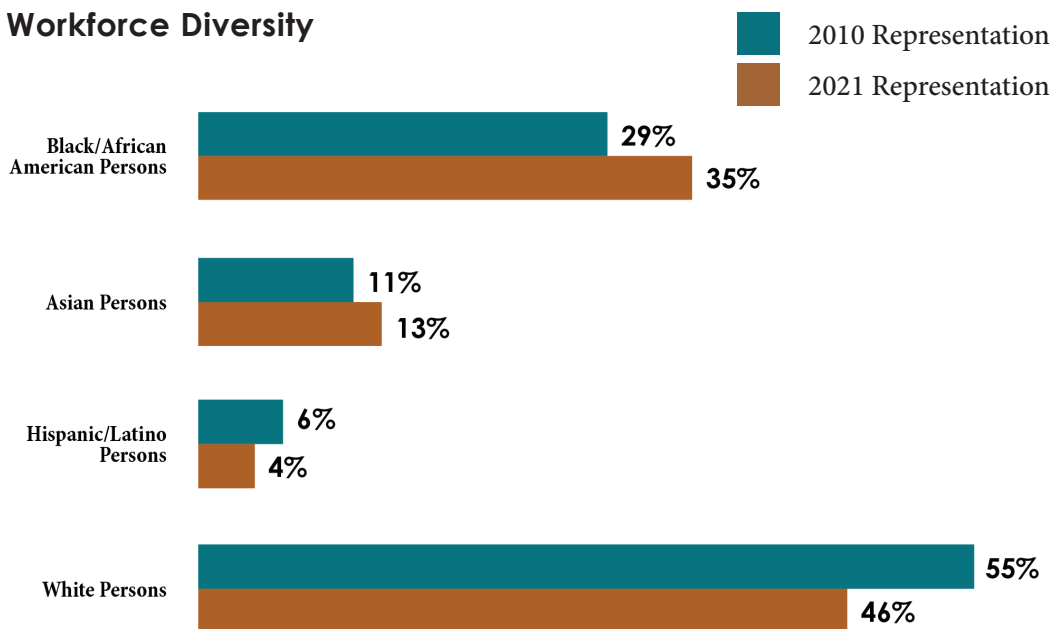
**2010**  
1266  
Employees



**2021**  
1052  
Employees

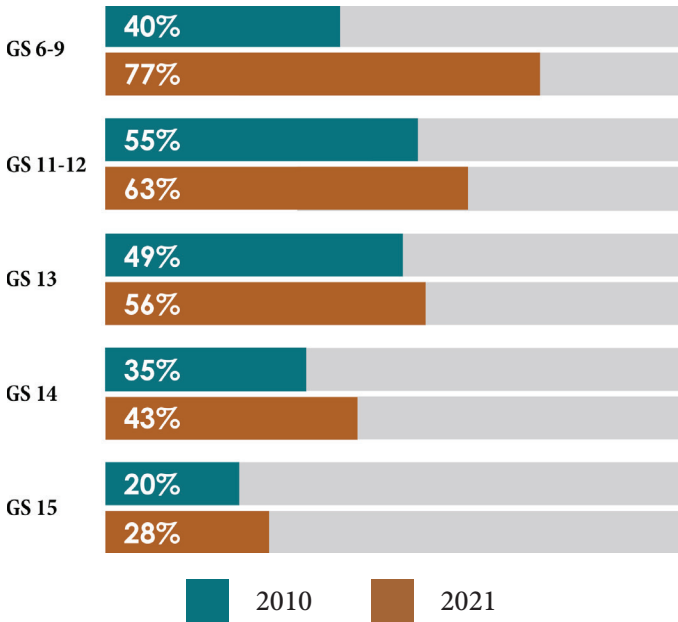


### Workforce Diversity

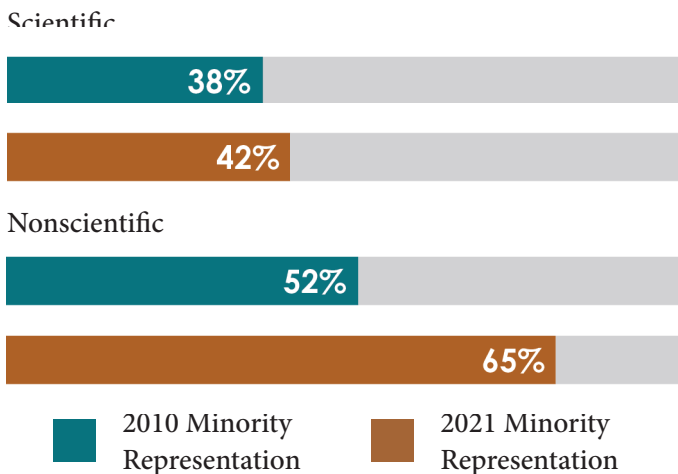


From 2010 to 2021, the percentage of female employees and employees with a disability increased by 13% and 44%, respectively. Racial/ethnic minority representation at General Schedule (GS) level 14 and 15 (leadership positions), increased by 23% and 40%, respectively. NCHHSTP is committed to continuing and expanding efforts to ensure diverse workforce representation.

From 2010 to 2021, racial/ethnic minority representation increased across all GS levels, including 35% to 43% and 20% to 28%, for GS-14 and GS-15 employees, respectively.

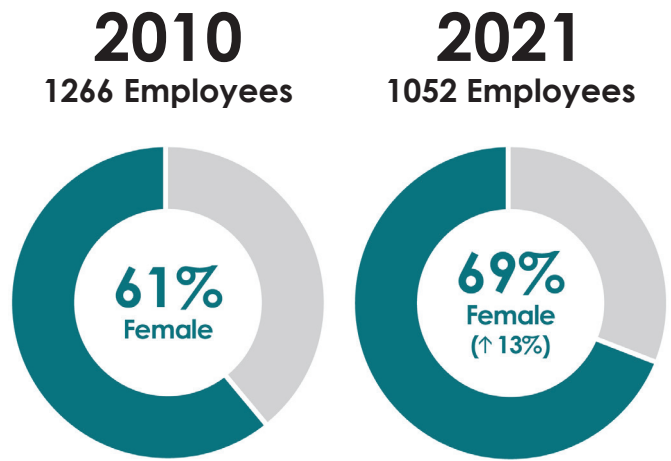


From 2010 to 2021, racial/ethnic minority representation increased slightly (38% to 42%) in scientific job series and moderately (52% to 65%) in nonscientific job series.



## FEMALE REPRESENTATION FROM 2010 TO 2021

Female representation among NCHHSTP employees increased from 61% to 69%, representing a 13% relative increase.



## REPRESENTATION OF PERSONS WITH A DISABILITY FROM 2010 TO 2021

Representation of persons with a known disability among NCHHSTP employees increased from 9% to 13%, representing a 44% relative increase.

