

NCHHSTP Workforce: Race/Ethnicity and Gender¹ in 2020

STATEMENT OF COMMITMENT

NCHHSTP leadership is committed to a diverse workforce, including diversity by race, ethnicity, and gender. In 2020, NCHHSTP measured the characteristics of the workforce to identify potential deficits. This document highlights the 2020 NCHHSTP workforce, identifies key areas for improvement, and establishes a baseline for comparison as we monitor the future workforce. NCHHSTP will establish new recruitment activities focused on increasing underrepresented populations in the applicant pool and utilize techniques to reduce any unconscious bias in the screening and interviewing process.

ACTION STEPS

-  Increase Hispanic/Latino representation in NCHHSTP²
-  Increase racial/ethnic minority representation at highest General Schedule (GS) levels

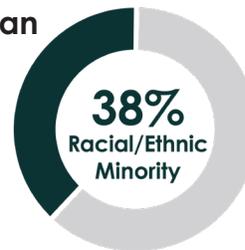
RACIAL/ETHNIC MINORITY REPRESENTATION

NCHHSTP has a greater percentage of minority employees than the federal civilian workforce overall and the U.S. total civilian workforce³.

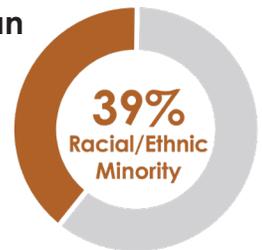
NCHHSTP Workforce
968
GS
Employees



Federal Civilian Workforce
2M
GS
Employees

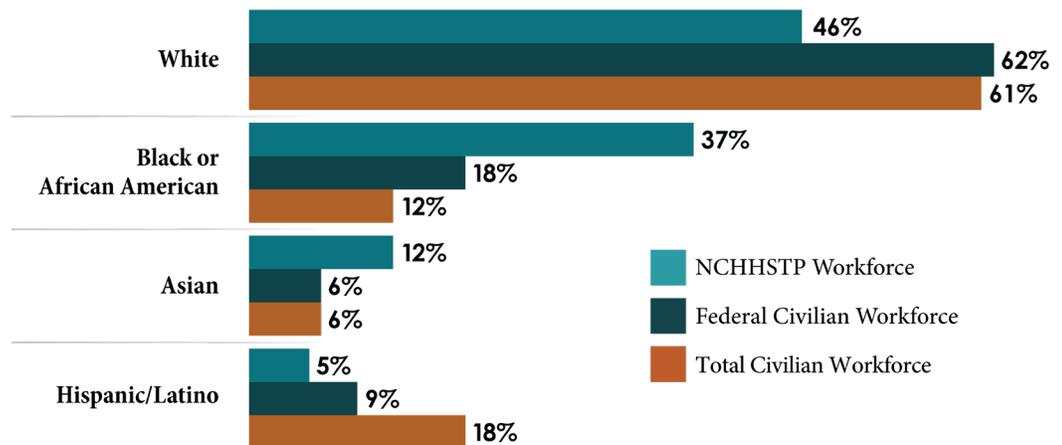


Total Civilian Workforce
166M



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

Workforce Diversity



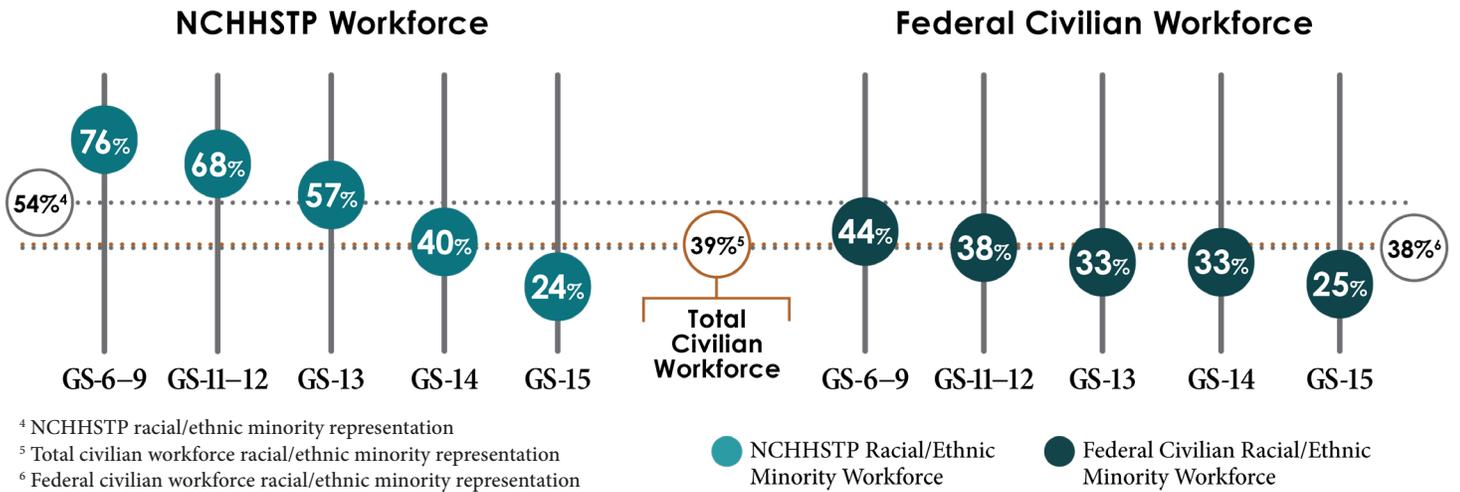
Across NCHHSTP, federal civilian, and total civilian workforces, employee representation equaled less than 2% for each of the following groups of people: American Indian, Alaska Native, Native Hawaiian, and Pacific Islander people, as well as people of two or more races.

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

² Hispanic/Latino representation in NCHHSTP is low across GS levels.

³ 2019 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 2019 civilian labor force data obtained by the U.S. Census Bureau through the American Community Survey. Total civilian workforce data includes persons 16 years of age and over, except those in the armed forces, who are employed or are unemployed and seeking work.

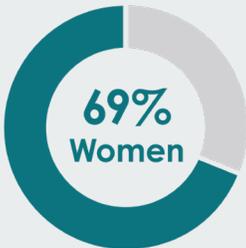
NCHHSTP has a greater percentage of racial and ethnic minority employees in all GS levels, except GS-15, compared with the federal civilian workforce. In addition, NCHHSTP minority representation at the GS-15 level is below the overall minority representation within the federal civilian and total civilian workforces.



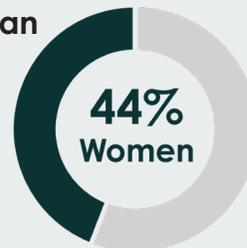
GENDER REPRESENTATION

NCHHSTP has a greater percentage of women employees than the federal civilian workforce overall and the U.S. total civilian workforce.

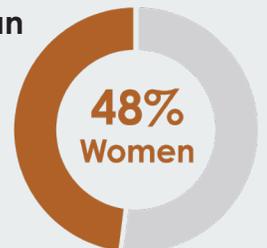
NCHHSTP Workforce
968
 GS Employees



Federal Civilian Workforce
2M
 GS Employees



Total Civilian Workforce
166M



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

