

AFFIRMATIVE EMPLOYMENT PROGRAM

1991 INDUSTRIAL REVIEW

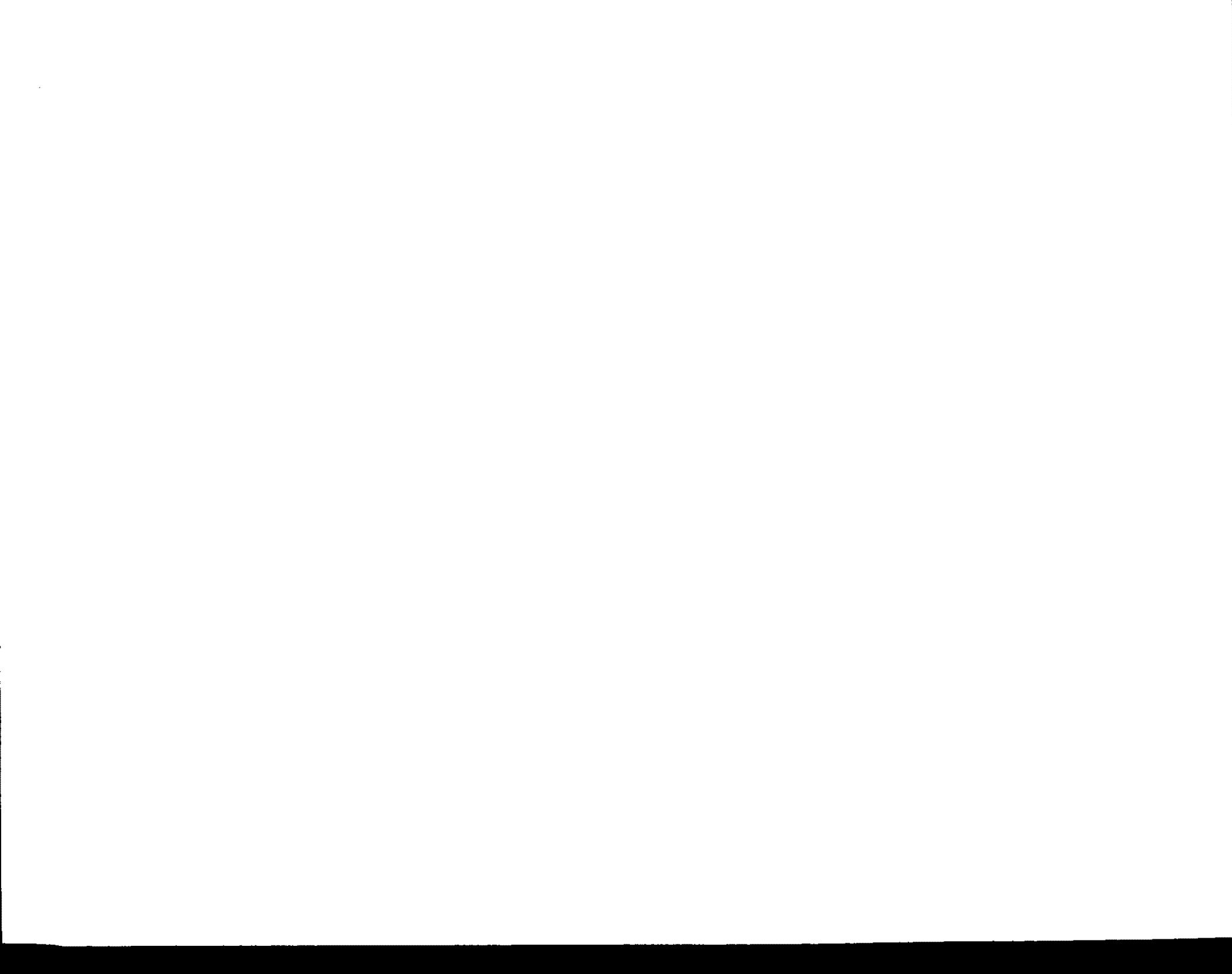
Openings April 10, 1992

Minorities, Nonminority Women
In Management



U.S. DEPARTMENT OF COMMERCE

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AFFIRMATIVE EMPLOYMENT PROGRAM
FY 1992 MID-YEAR REVIEW

October 1, 1991 - April 18, 1992

This data report addresses the status of minorities and nonminority women in supervisory and managerial positions in grades GM 13-15 and the Senior Executive Service (SES) to include hires/conversions, and affirmative employment goals for senior management positions in Professional and Administrative occupations and the extent to which each AAShip and Region has achieved the targeted goals during the first half of FY 1992.

The benchmark for determining affirmative employment progress is the civilian labor force¹ since the Equal Employment Opportunity Commission (EEOC) assesses each Federal agencies progress in taking affirmative employment actions by comparing the representation of minorities and nonminority women in the appropriate civilian labor force with the agencies work force population.

Some targeted groups have increased their presence in the EPA's upper management levels. Nevertheless, even with these increases, a substantial disparity exists at grade levels GM 14, GM 15 and SES. While the EPA shares this condition with many other Federal agencies, it must be rectified. We are not alone in this opinion. In her October 23, 1991, testimony before the Senate Committee on Governmental Affairs, Constance Newman, Director, Office of Personnel Management (OPM) said that "...the percentages of women and minorities in the SES and the pipeline to the SES are unacceptable."

While some AAships and Regions have made progress, others continue to show little or no increases. It is recognized that a number of factors, such as job requirements, educational levels of employees, employees' time in grade, and the number of job vacancies all influence the progression employees have made in the EPA's hierarchy. However, much of the data in this report depicts a low rate of representation and, in some instances, a total absence of minorities and nonminority women which is sufficient to warrant continued use of affirmative employment/advancement initiatives.

¹ To measure representation, the September 1988, civilian labor force data from the Bureau of Labor Statistics was used. However, the levels of underrepresentation identified in this report may be even more severe than depicted since the Bureau's data does not cover enough households to provide statistically sound projections of a number of targeted groups and more current benchmarking data were not readily available.

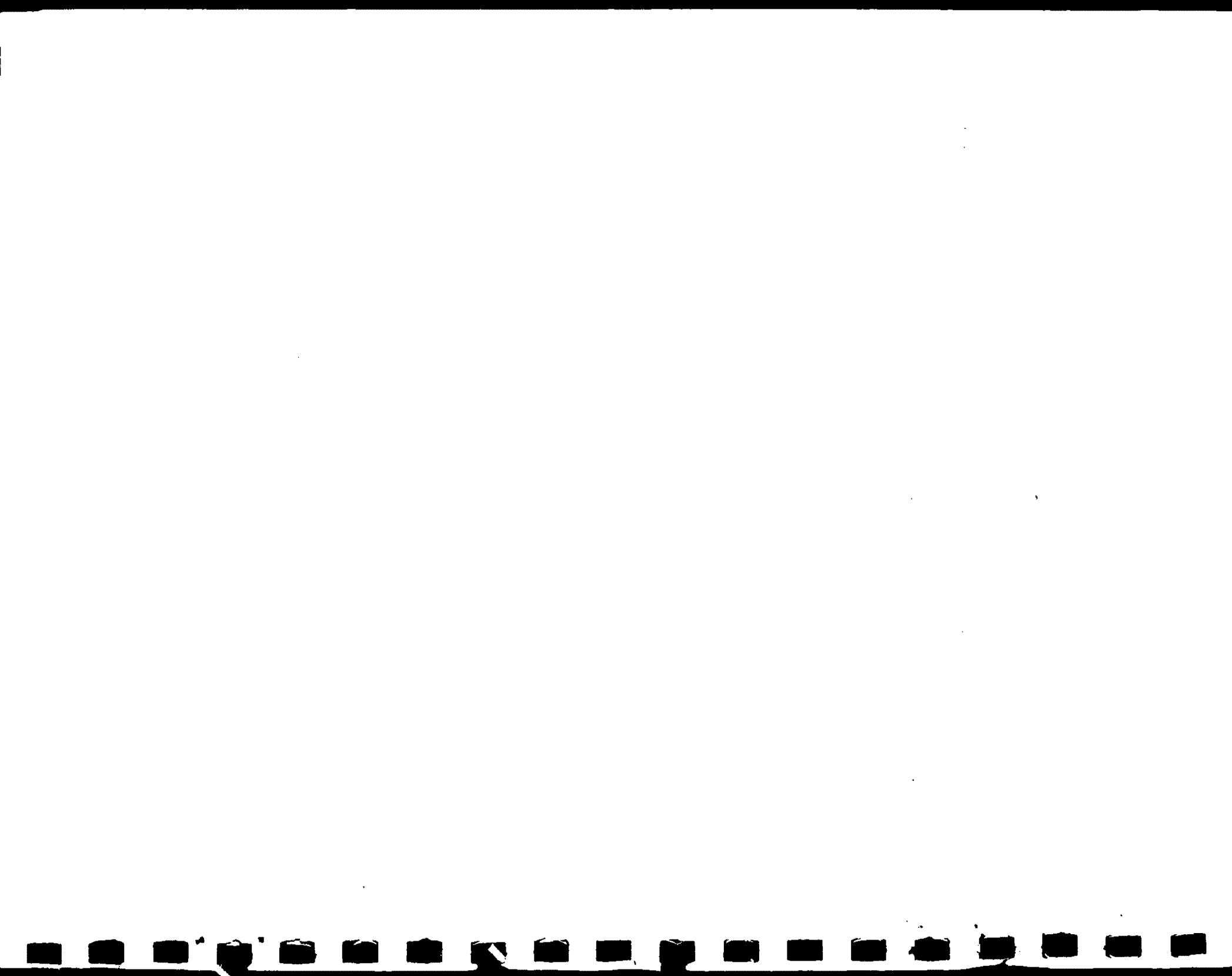


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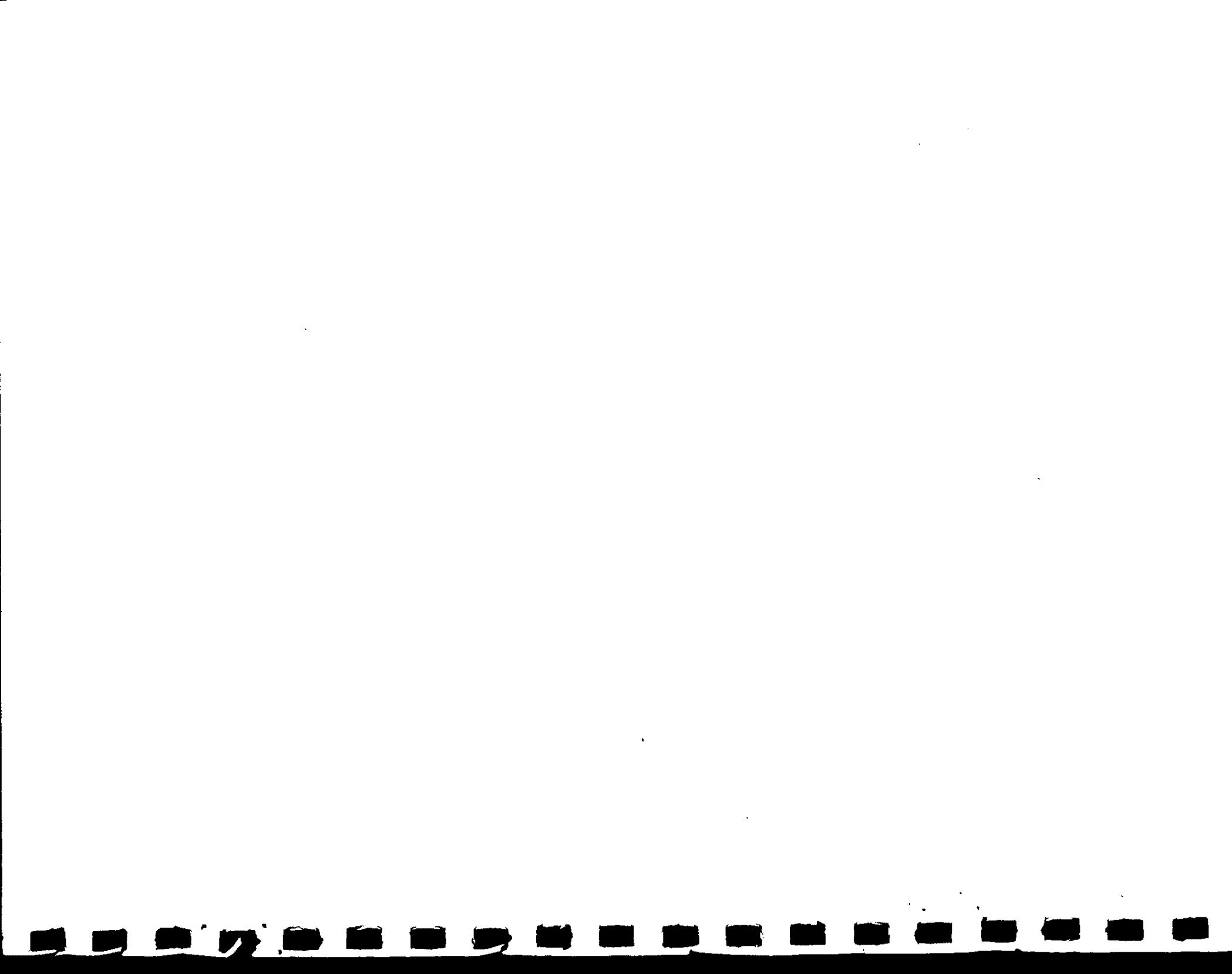
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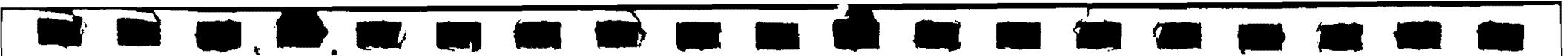
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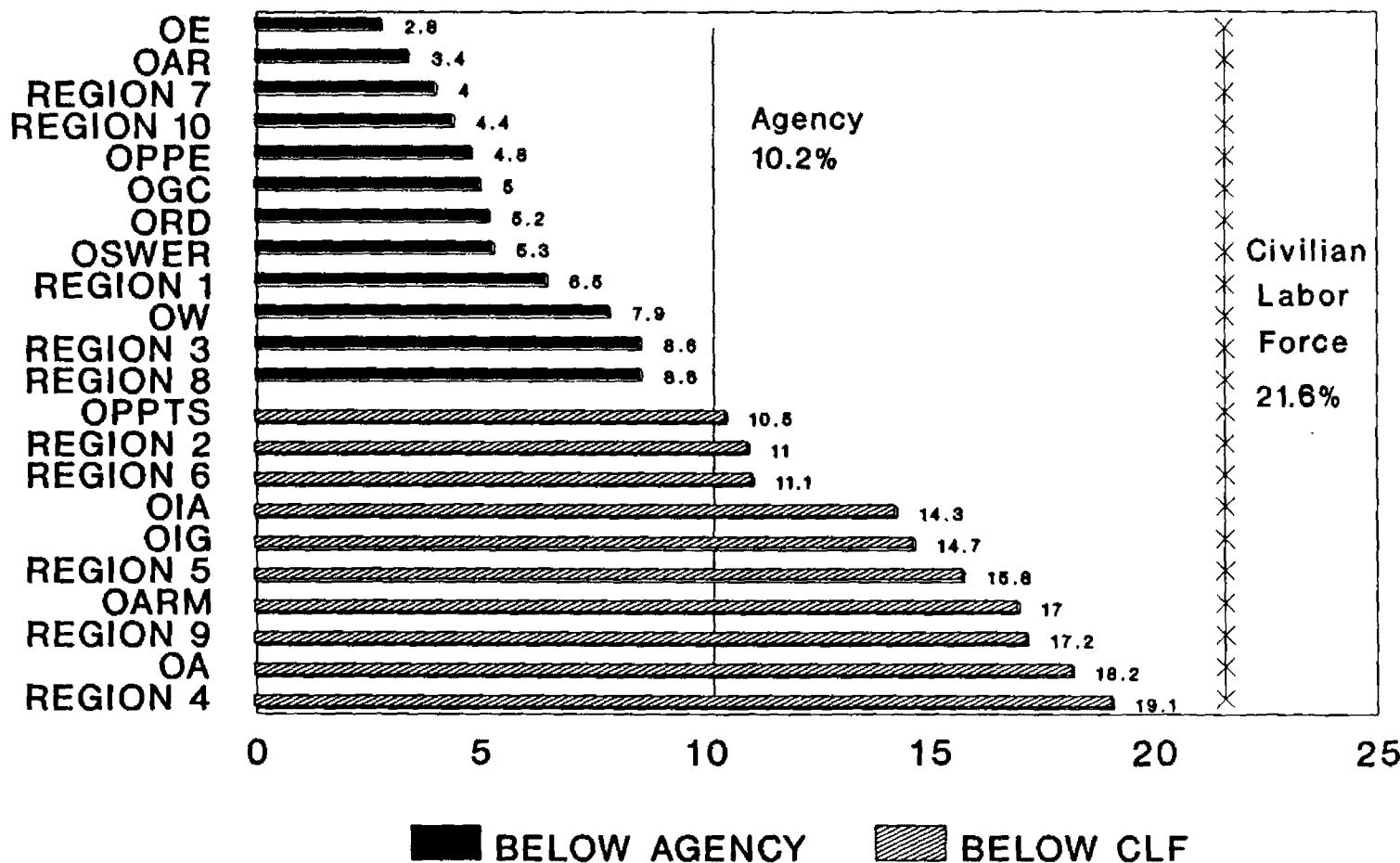
WORK FORCE PROFILE



GM 13 - 15

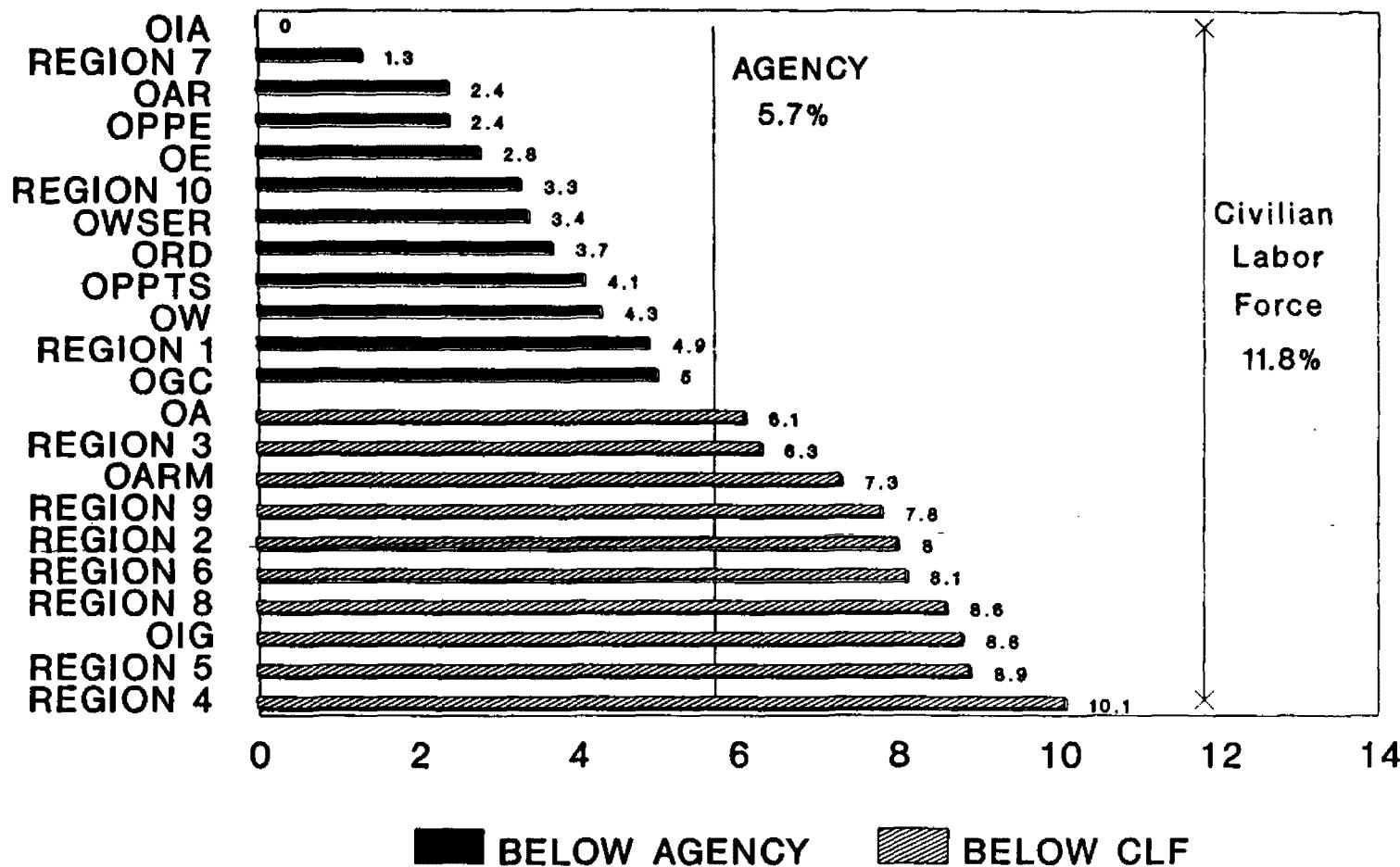


PERCENT MINORITY MANAGERS GM 13-15

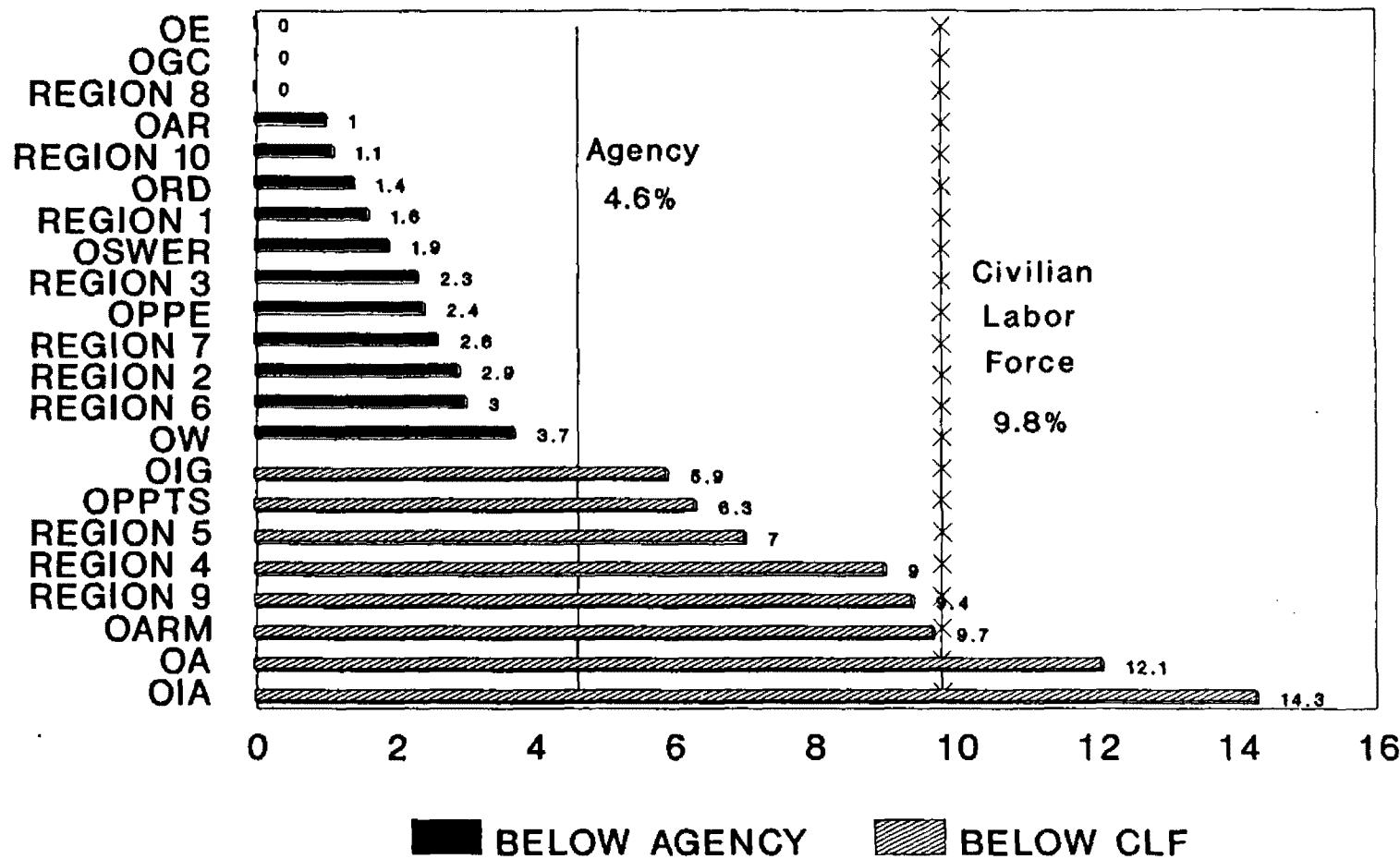


DATA SOURCE: EPAYS AS OF: March 7, 1992

PERCENT MINORITY MEN MANAGERS GM 13-15



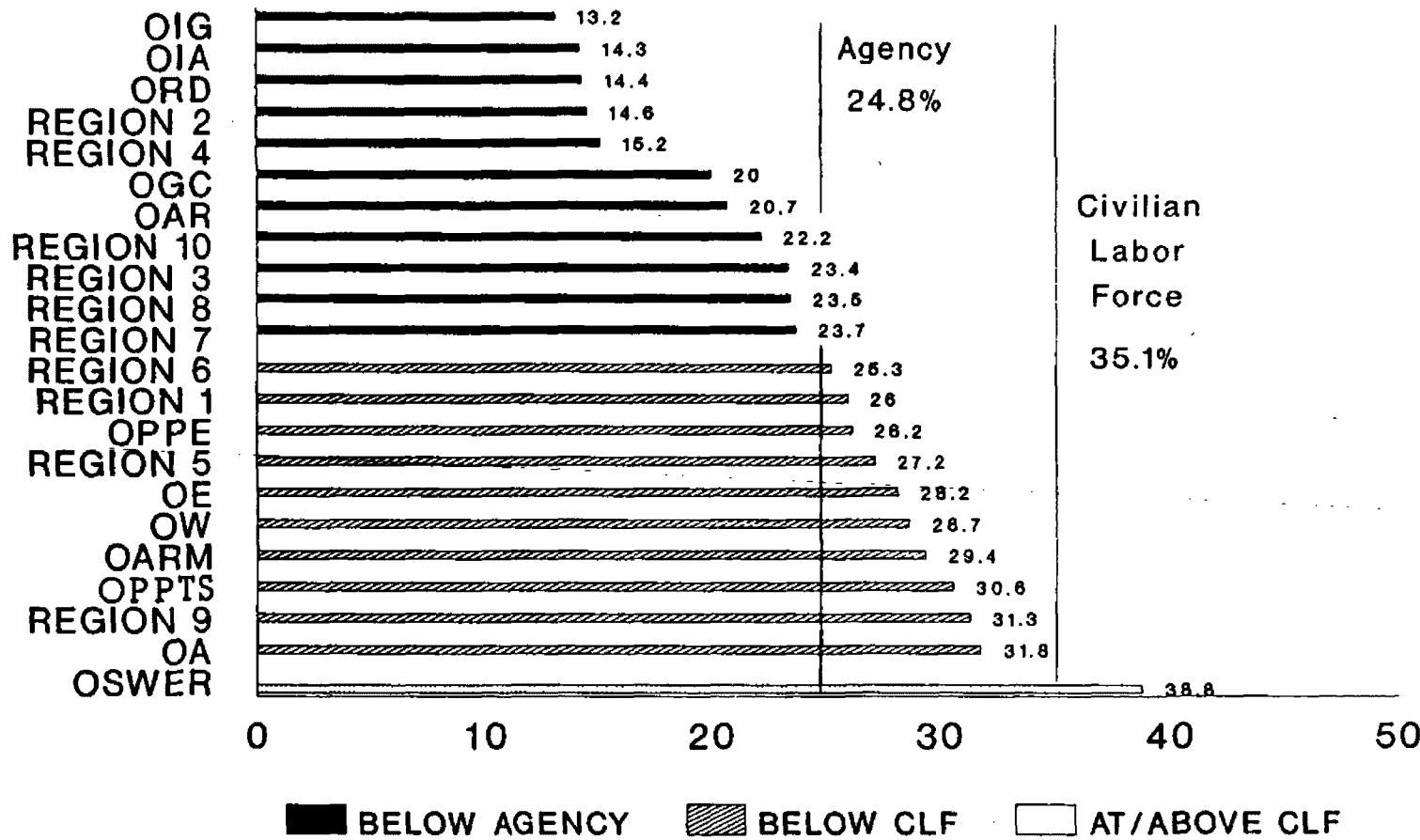
PERCENT MINORITY WOMEN MANAGERS GM 13-15



DATA SOURCE: EPAYS AS OF: March 7, 1992

PERCENT NONMINORITY WOMEN MANAGERS

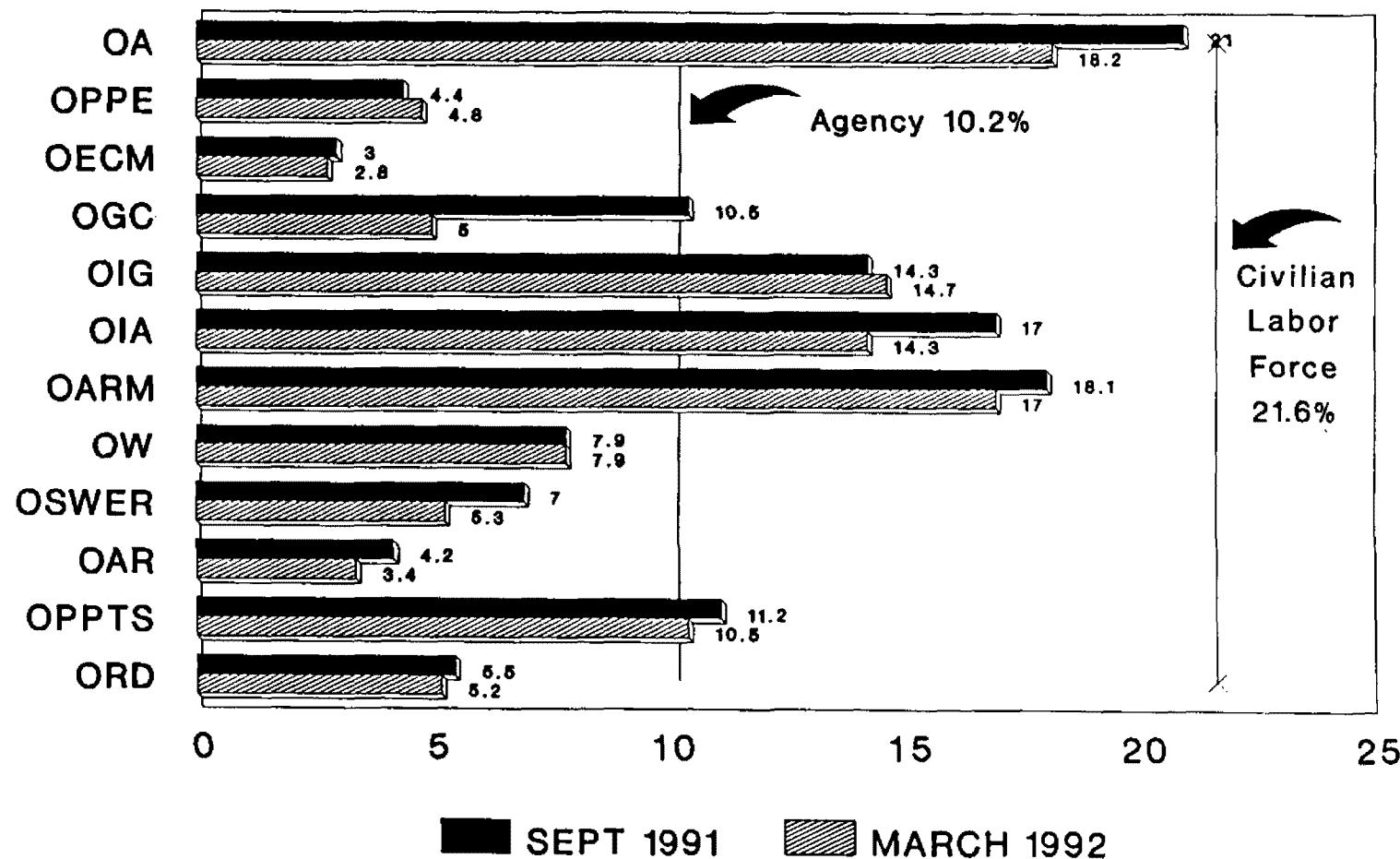
GM 13-15



DATA SOURCE: EPAYS
AS OF: March 7, 1992

PERCENT MINORITY MANAGERS GM 13-15

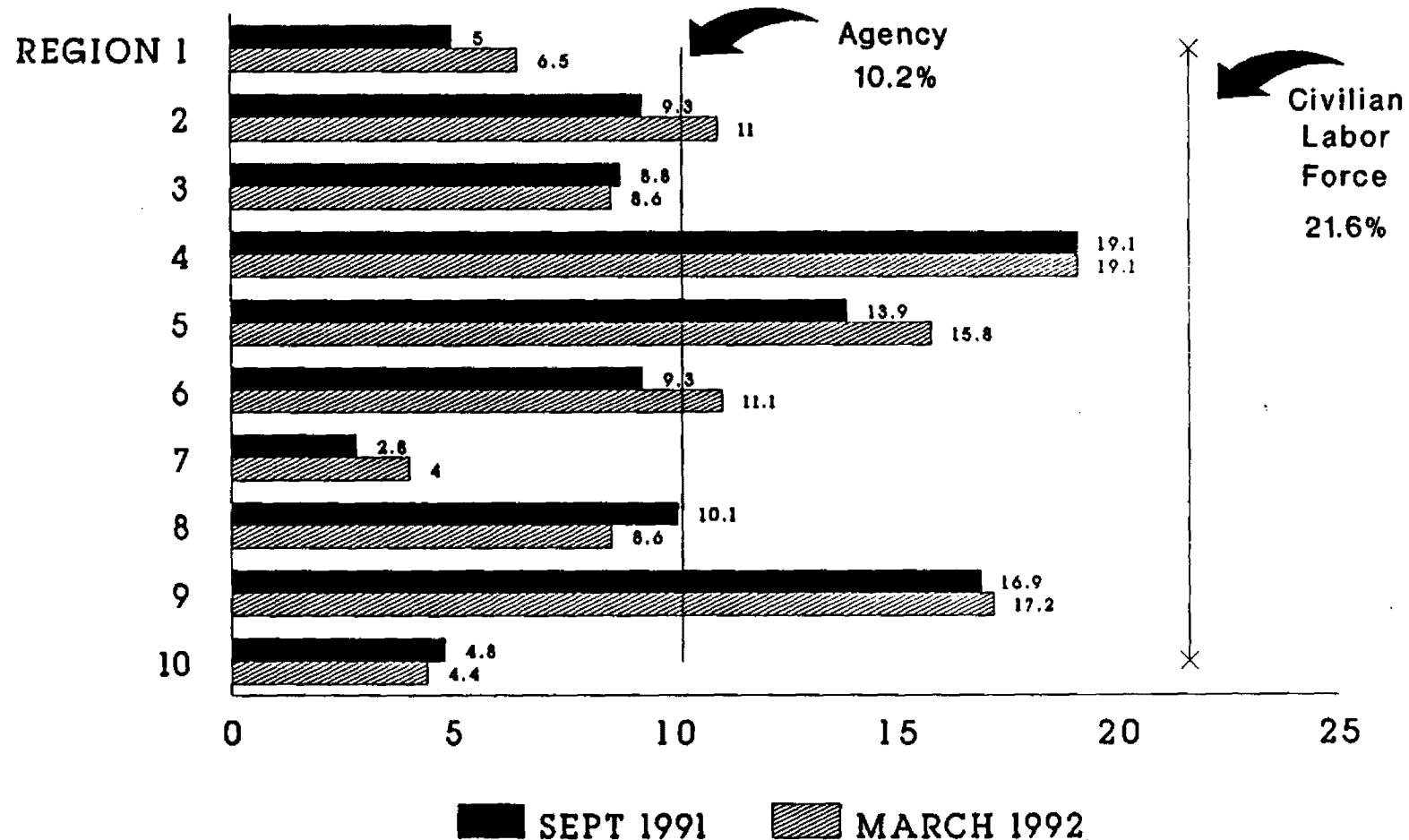
Sept 1991 as compared to March 1992



■ SEPT 1991 ■ MARCH 1992

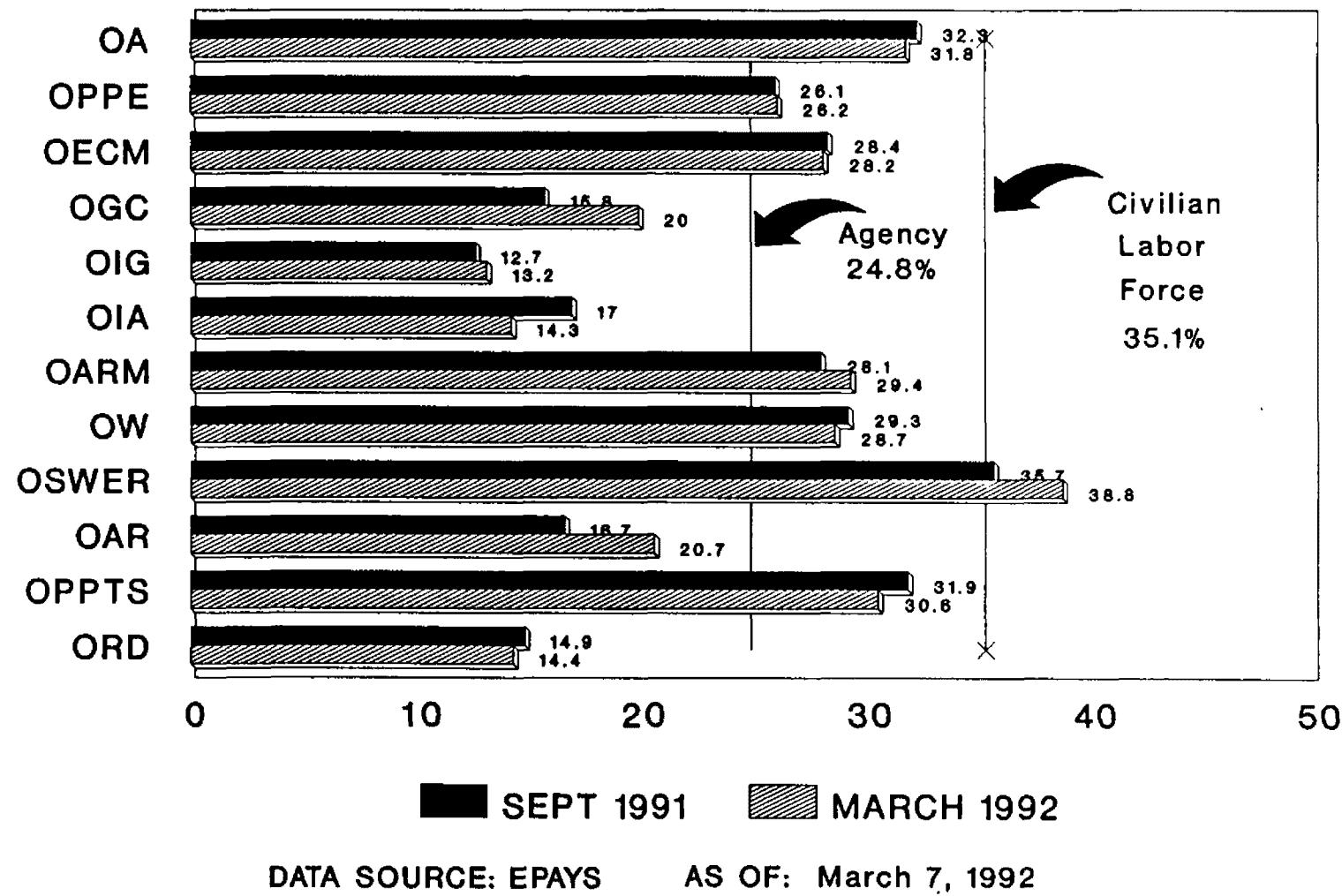
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PERCENT MINORITY MANAGERS 13-15 Sept 1991 as compared to March 1992



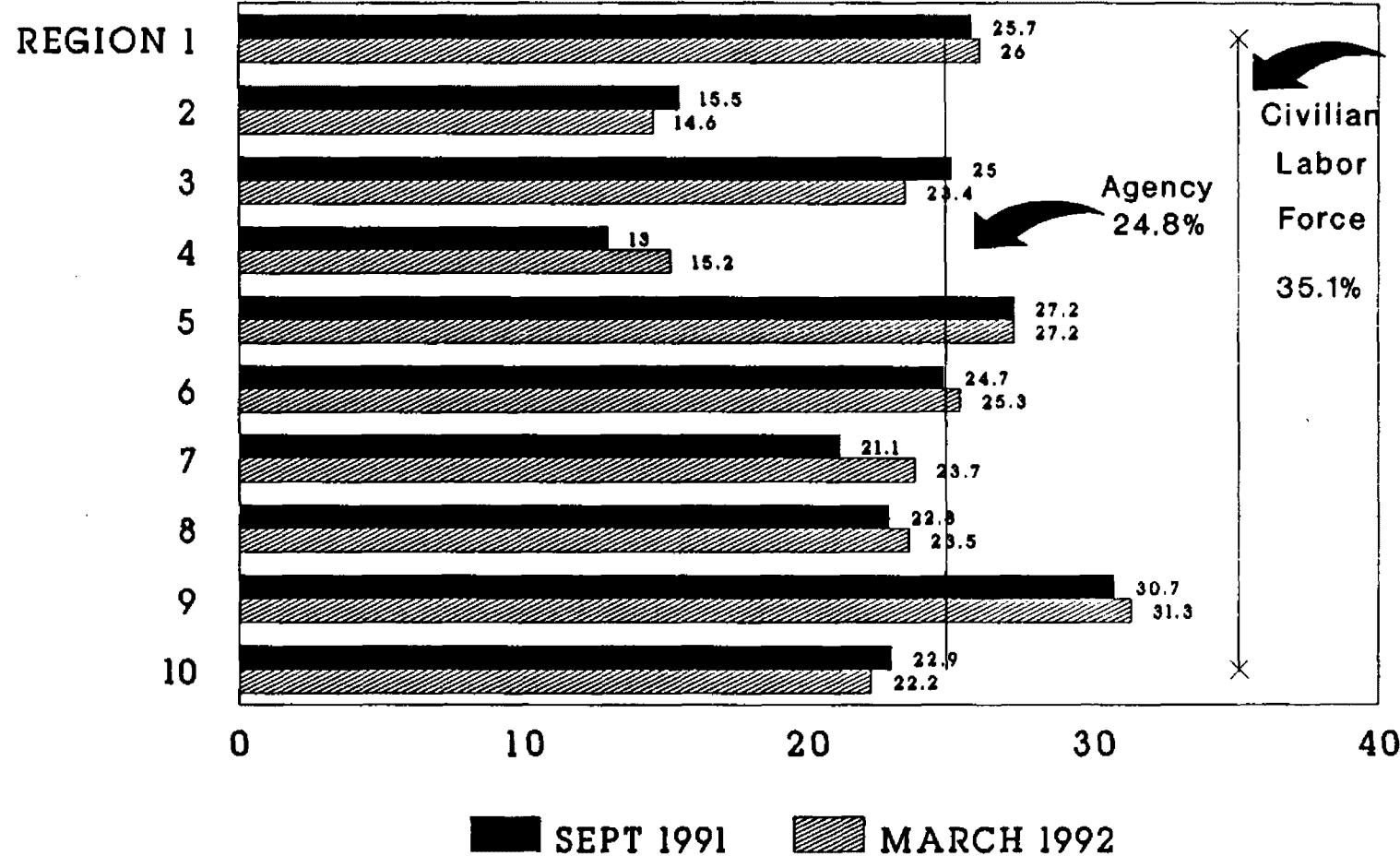
PERCENT NONMINORITY WOMEN MANAGERS 13-15

Sept 1991 as compared to March 1992

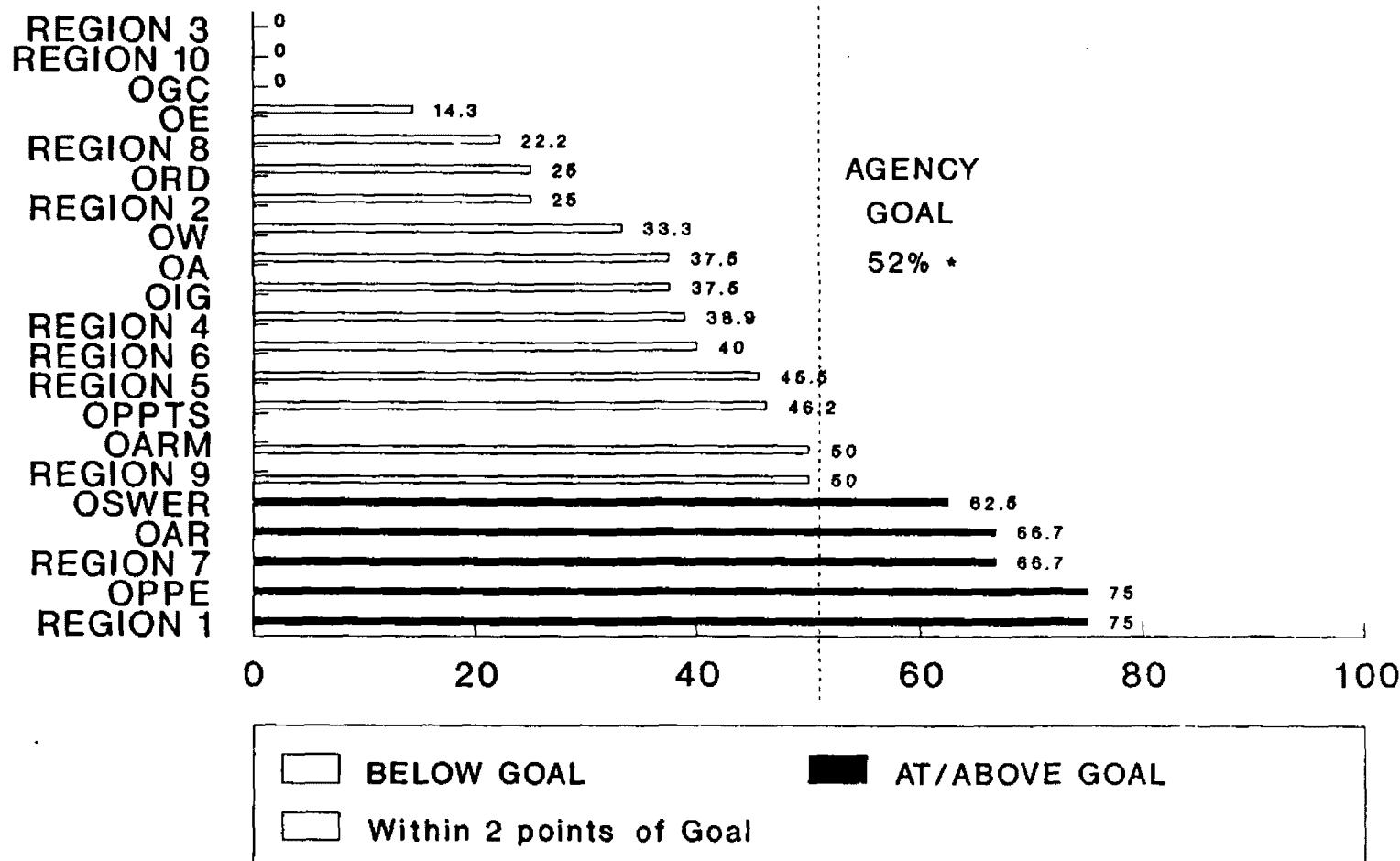


PERCENT NONMINORITY WOMEN MANAGERS 13-15

Sept 1991 as compared to March 1992



PERCENT OF MANAGEMENT HIRES
GM 13-15 Minorities/Nonminority Women
October 1, 1991 - March 7, 1992



* Where underrepresented

MANAGEMENT HIRES VS OPPORTUNITIES

GM 13-15 Minorities/Nonminority Women

October 1, 1991 - March 7, 1992

AASHIPS



OPPORTUNITIES	2	4	1	8	8	12	12	13	16	16	22
52% GOAL	1	2	0	5	5	7	7	7	9	9	12
Hires *	0	3	1	3	3	4	8	6	4	10	11
(Minorities)	0	0	0	0	2	0	0	0	0	0	3
(Nonminority women)	0	3	1	3	1	4	8	6	4	10	8

DATA SOURCE: EPAYS

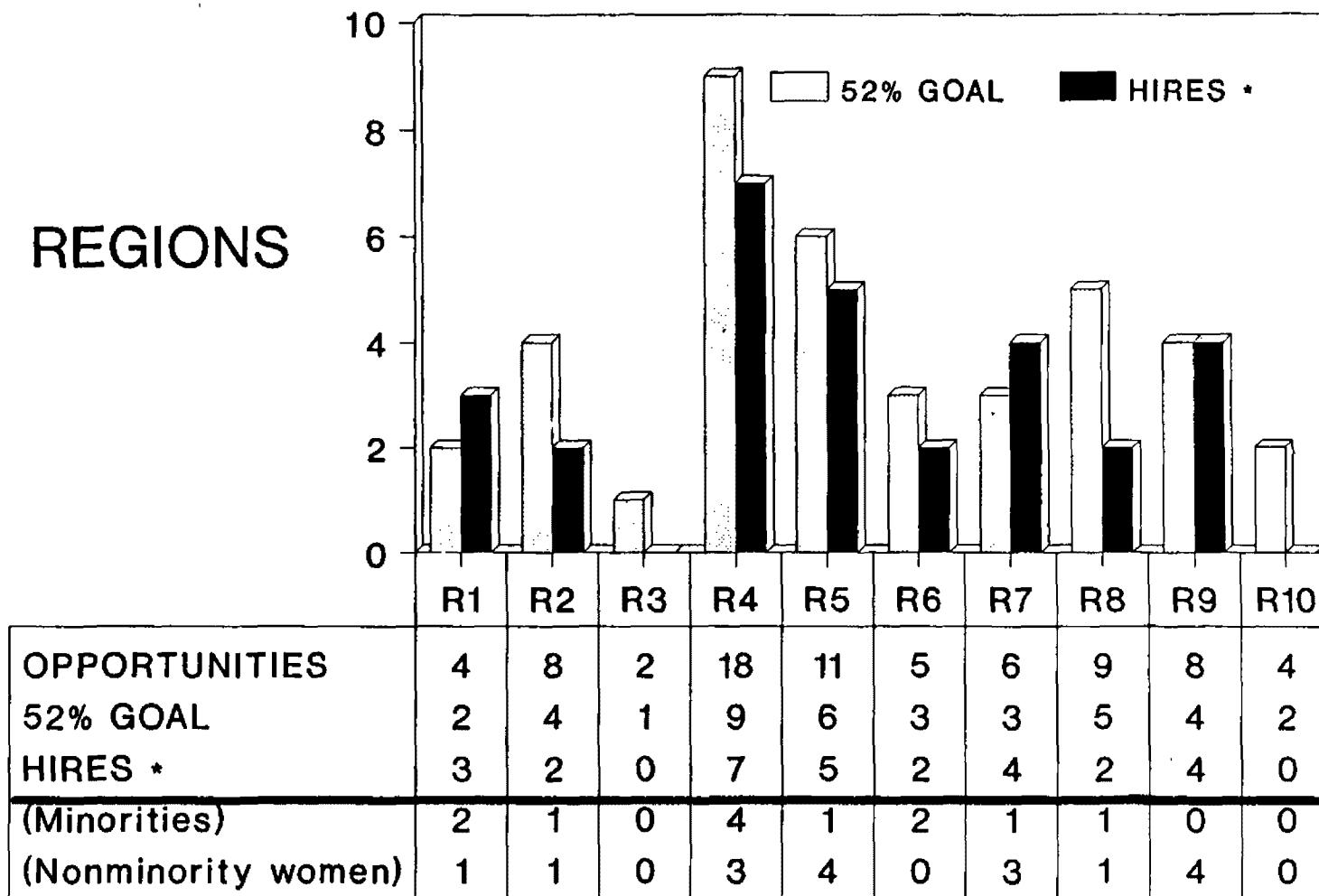
* Total Minorities/Nonminority women

MANAGEMENT HIRES VS OPPORTUNITIES

GM 13-15 Minorities/Nonminority Women

October 1, 1991 - March 7, 1992

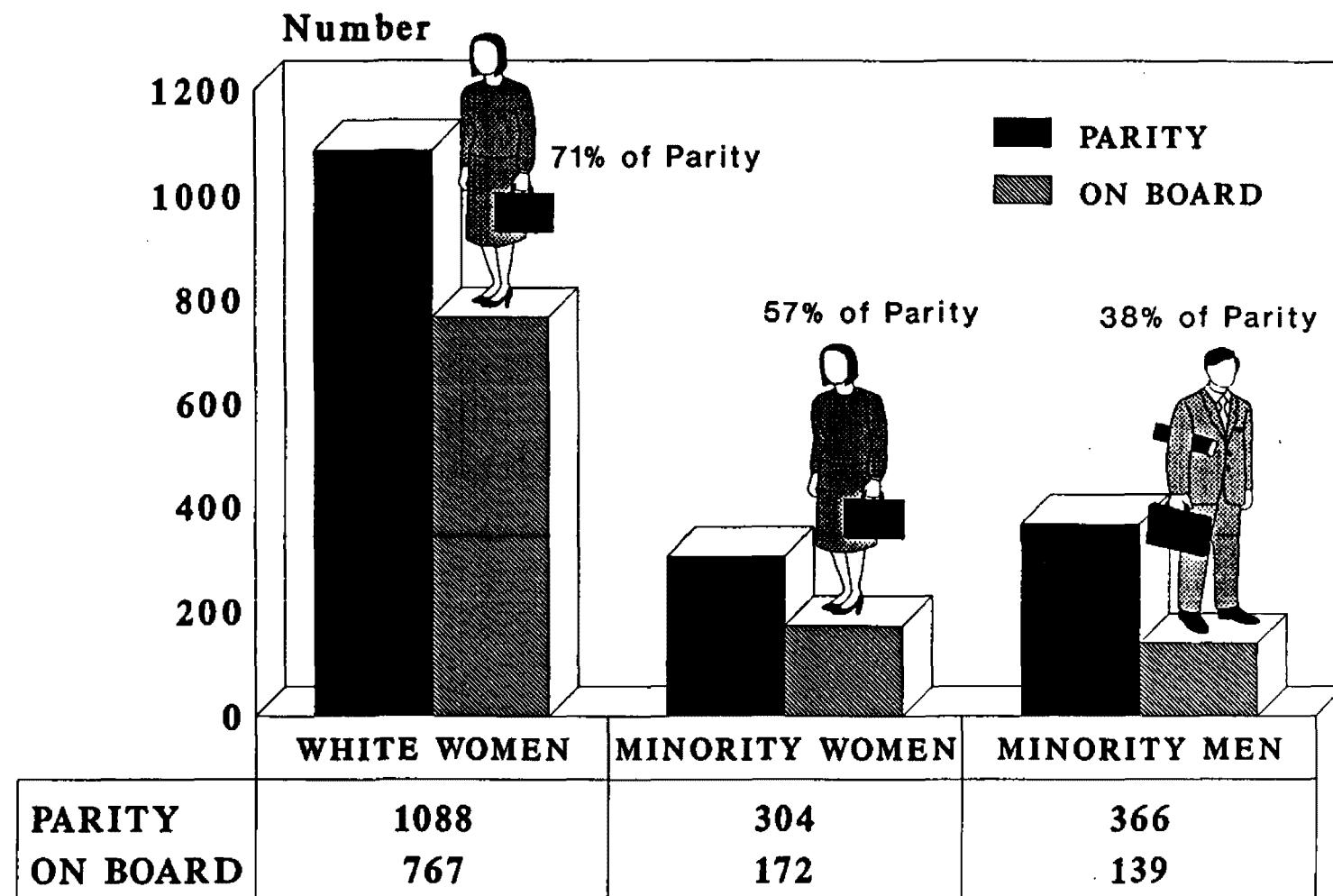
REGIONS



DATA SOURCE: EPAYS

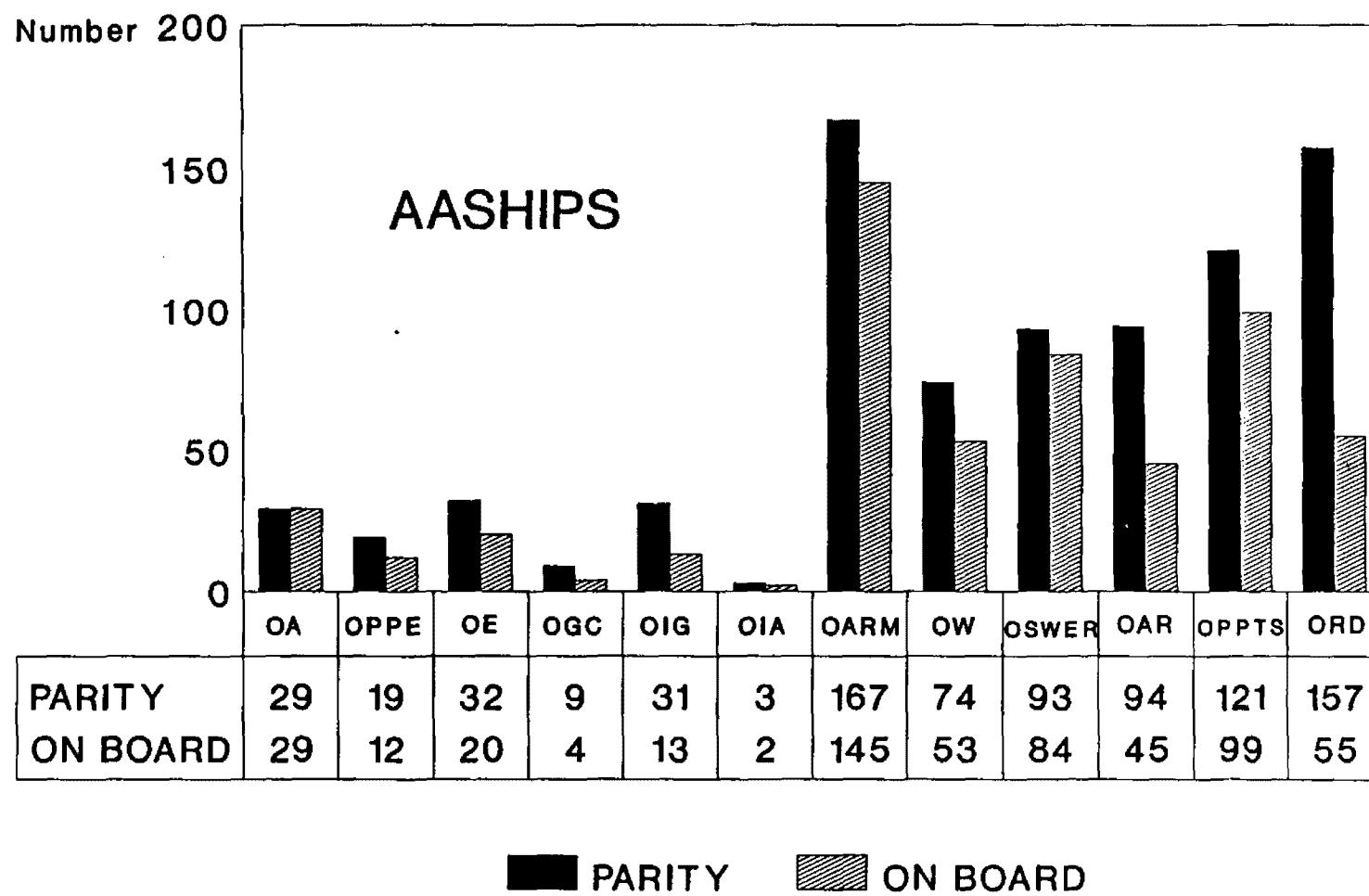
* Total Minorities/Nonminority women

NUMBER MINORITIES/WHITE WOMEN MANAGERS GM 13 - 15



DATA SOURCE: EPAYS (March 21, 1992)

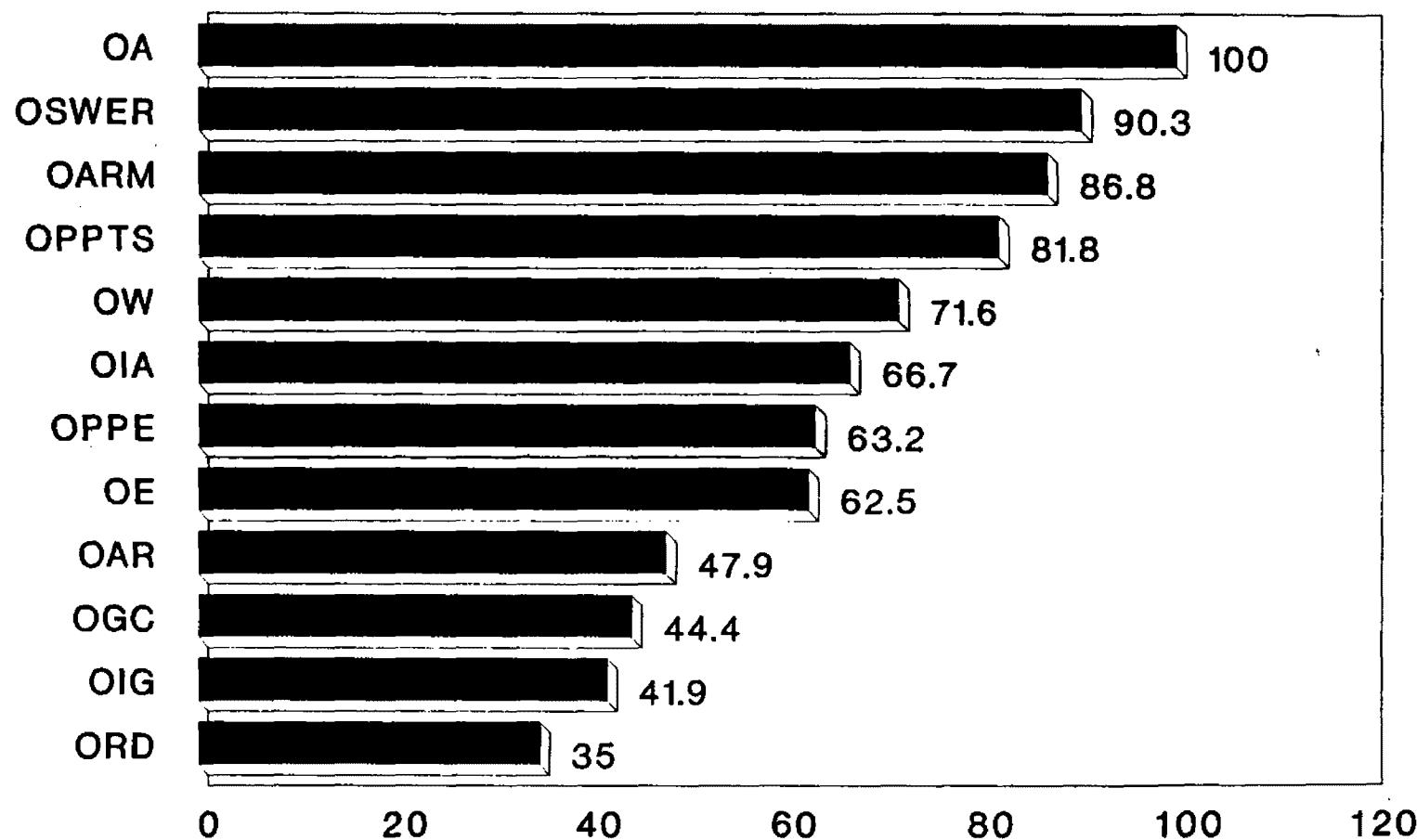
NUMBER WOMEN MANAGERS GM 13-15 COMPARED TO NUMBER FOR PARITY



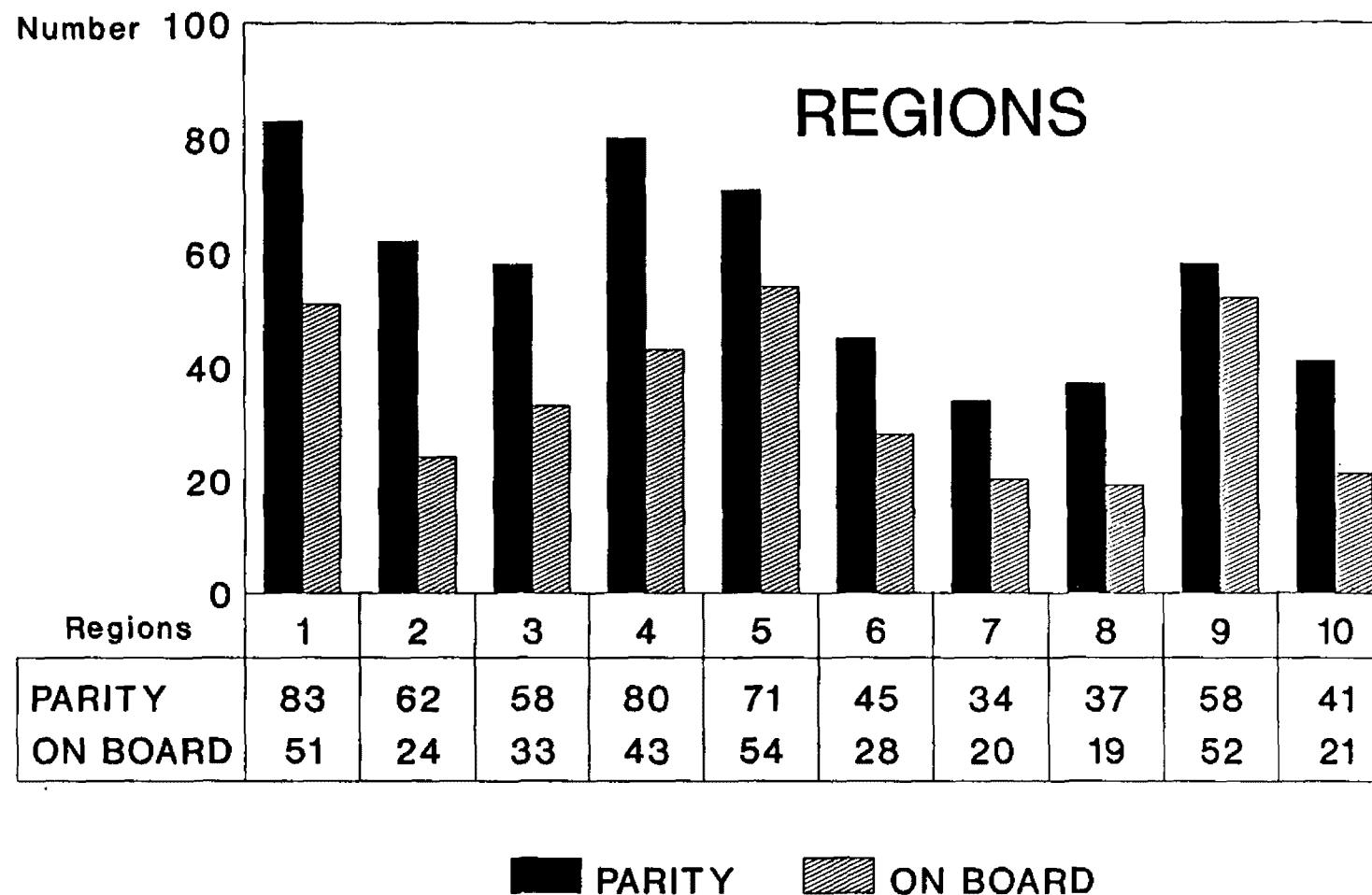
PERCENT OF PARITY

WOMEN MANAGERS GM 13-15

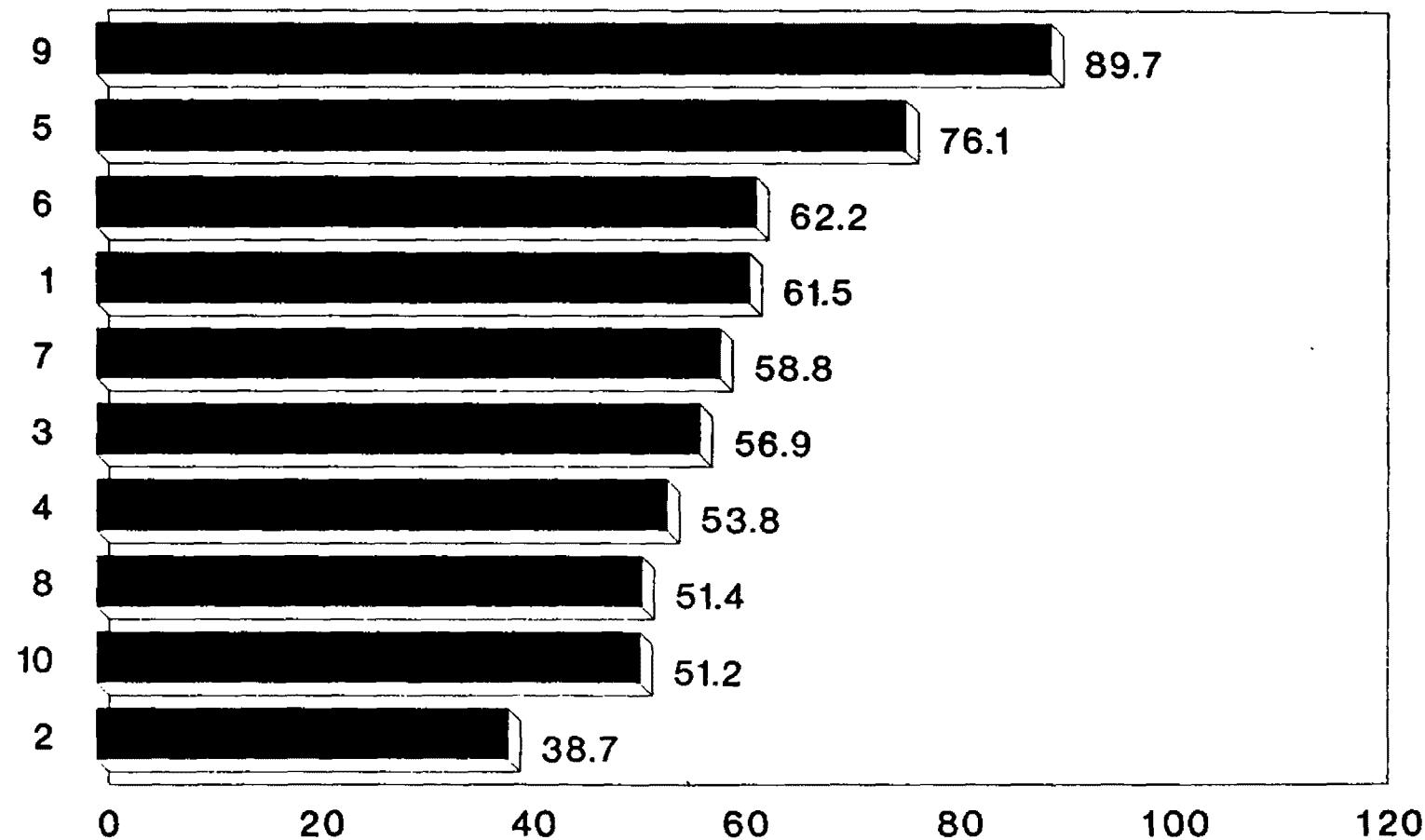
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NUMBER WOMEN MANAGERS GM 13-15 COMPARED TO NUMBER FOR PARITY

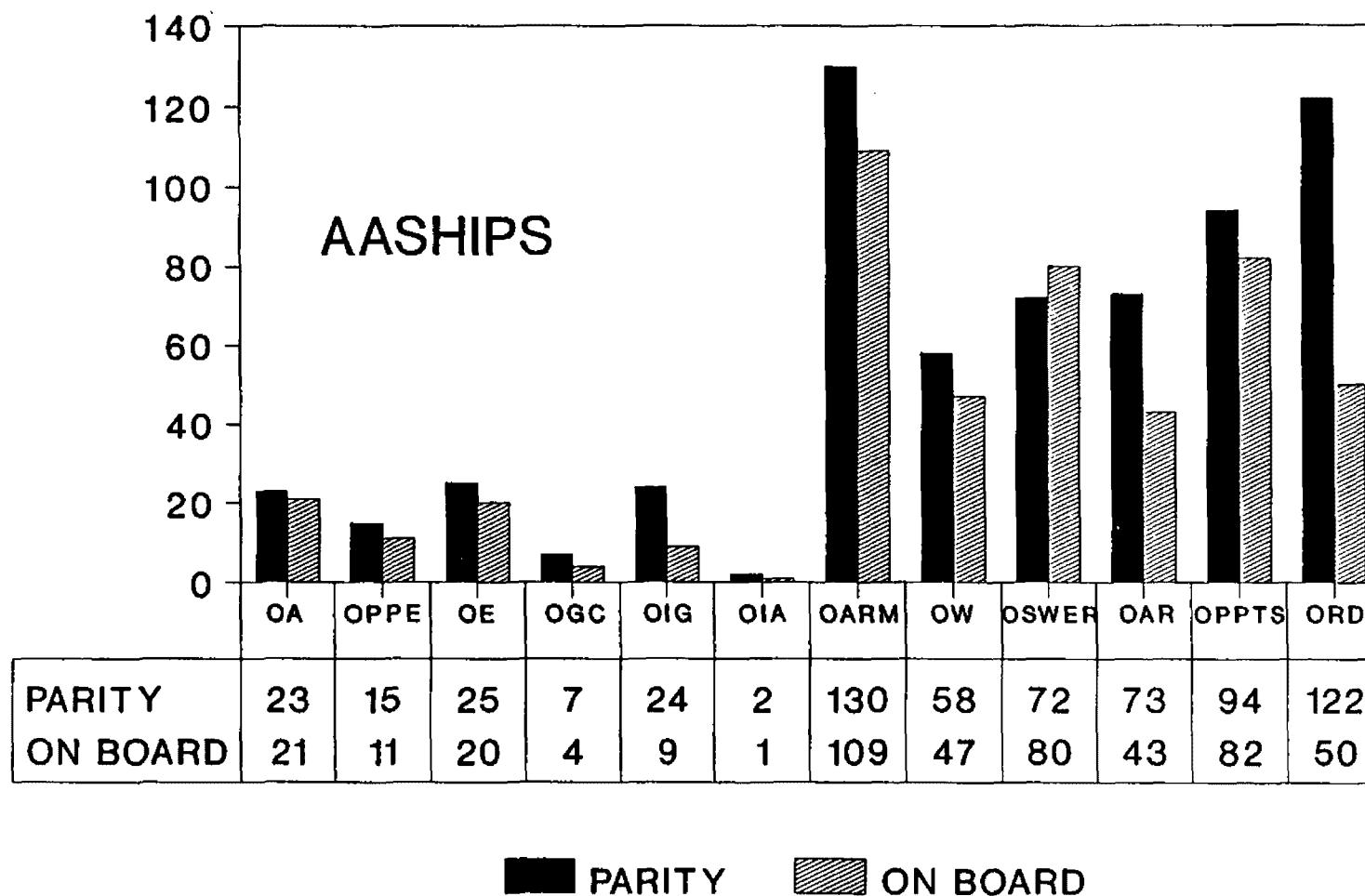


PERCENT OF PARITY WOMEN MANAGERS GM 13-15 REGIONS



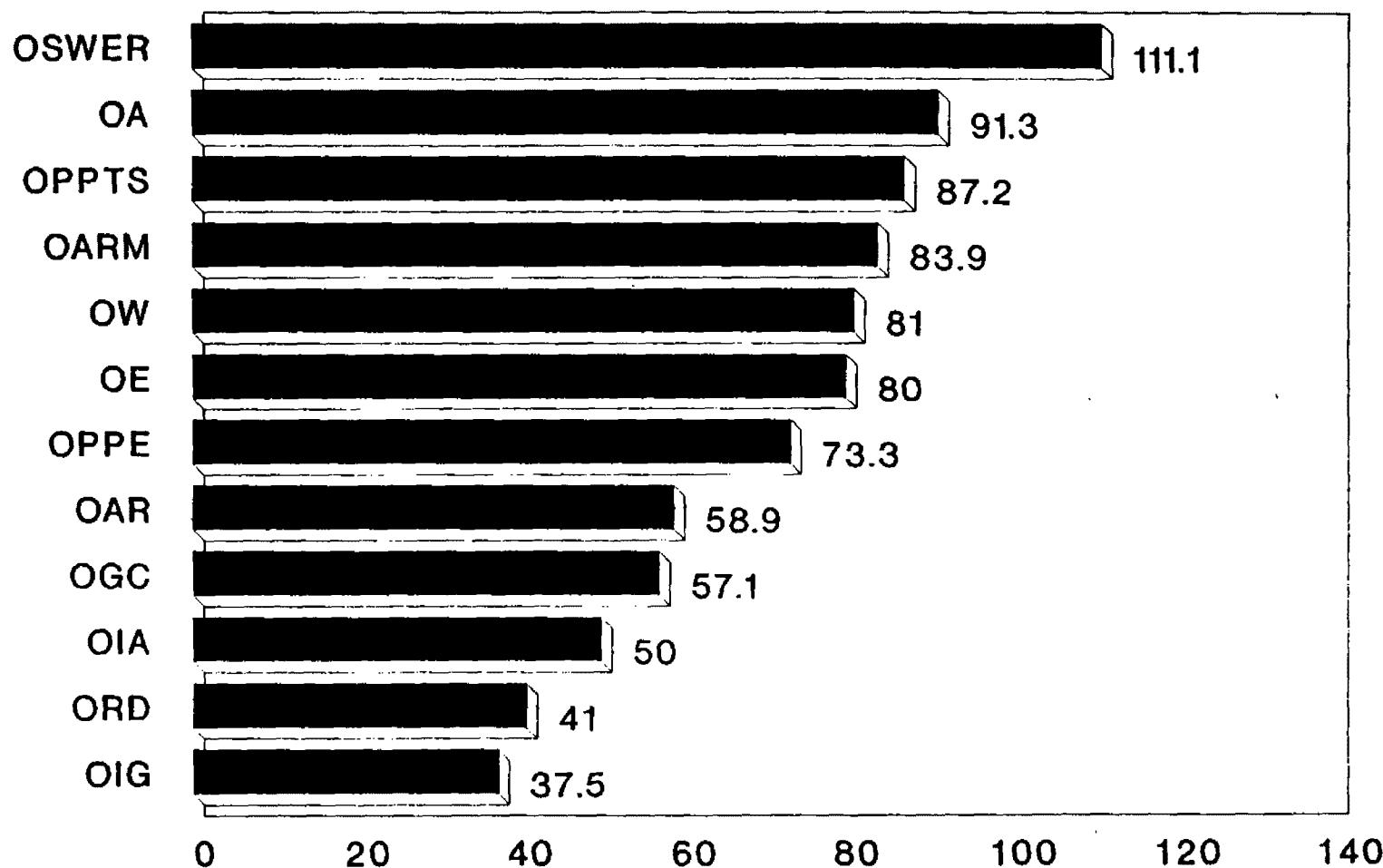
NUMBER NONMINORITY WOMEN MANAGERS GM 13-15 COMPARED TO NUMBER FOR PARITY

AS OF: MARCH 7, 1992



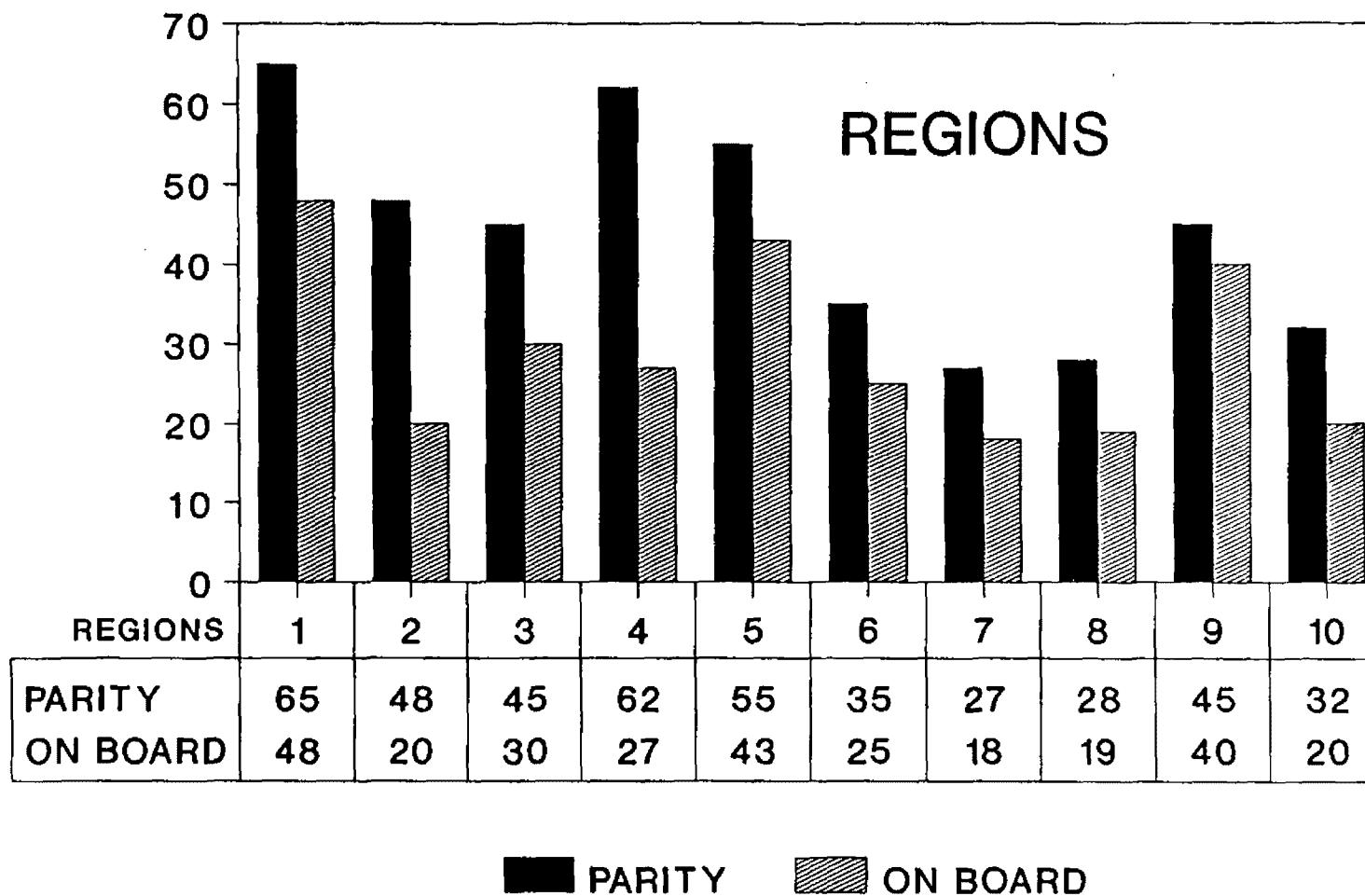
DATA SOURCE: EPAYS

PERCENT OF PARITY NONMINORITY WOMEN MANAGERS GM 13-15 AASHIPS



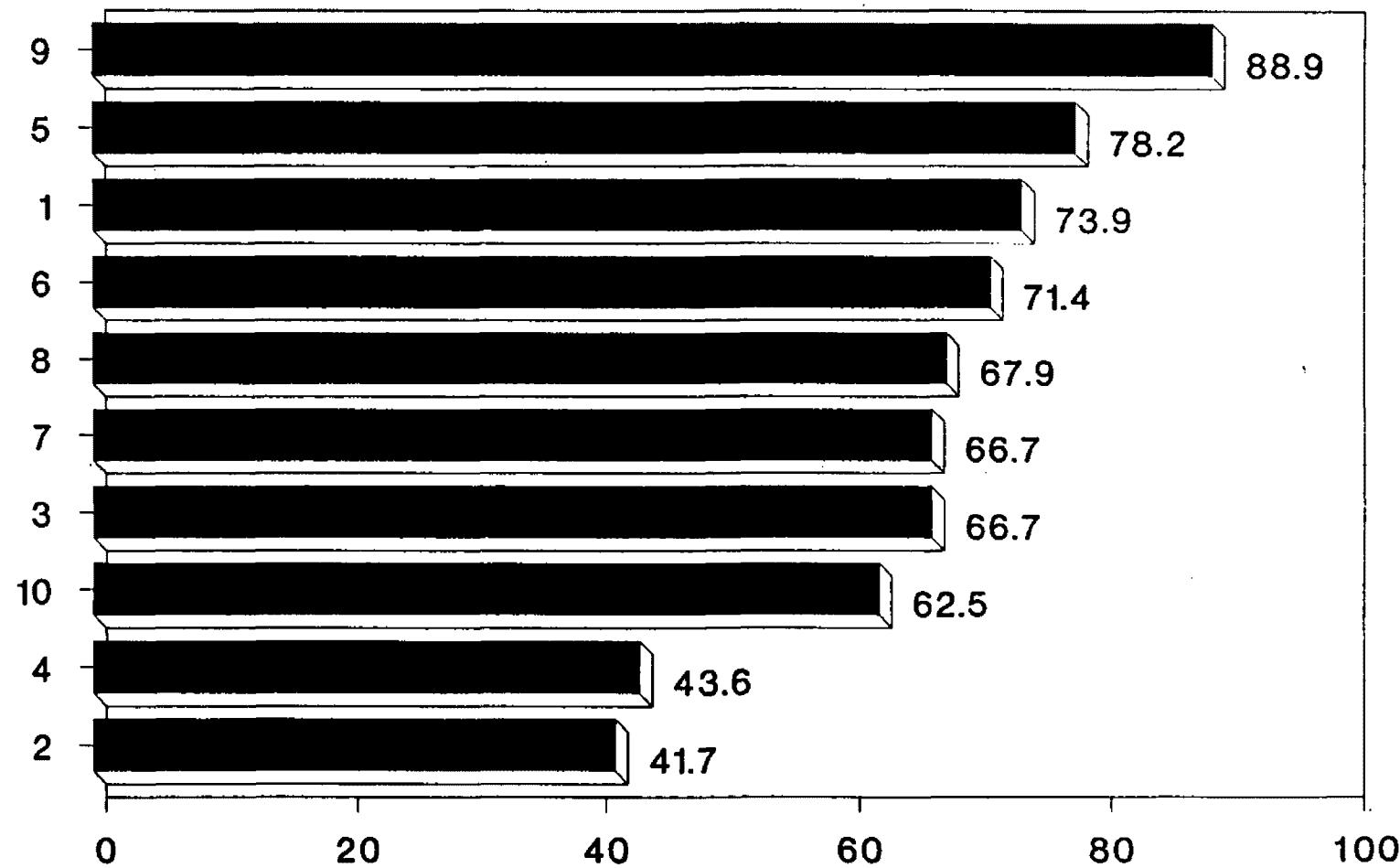
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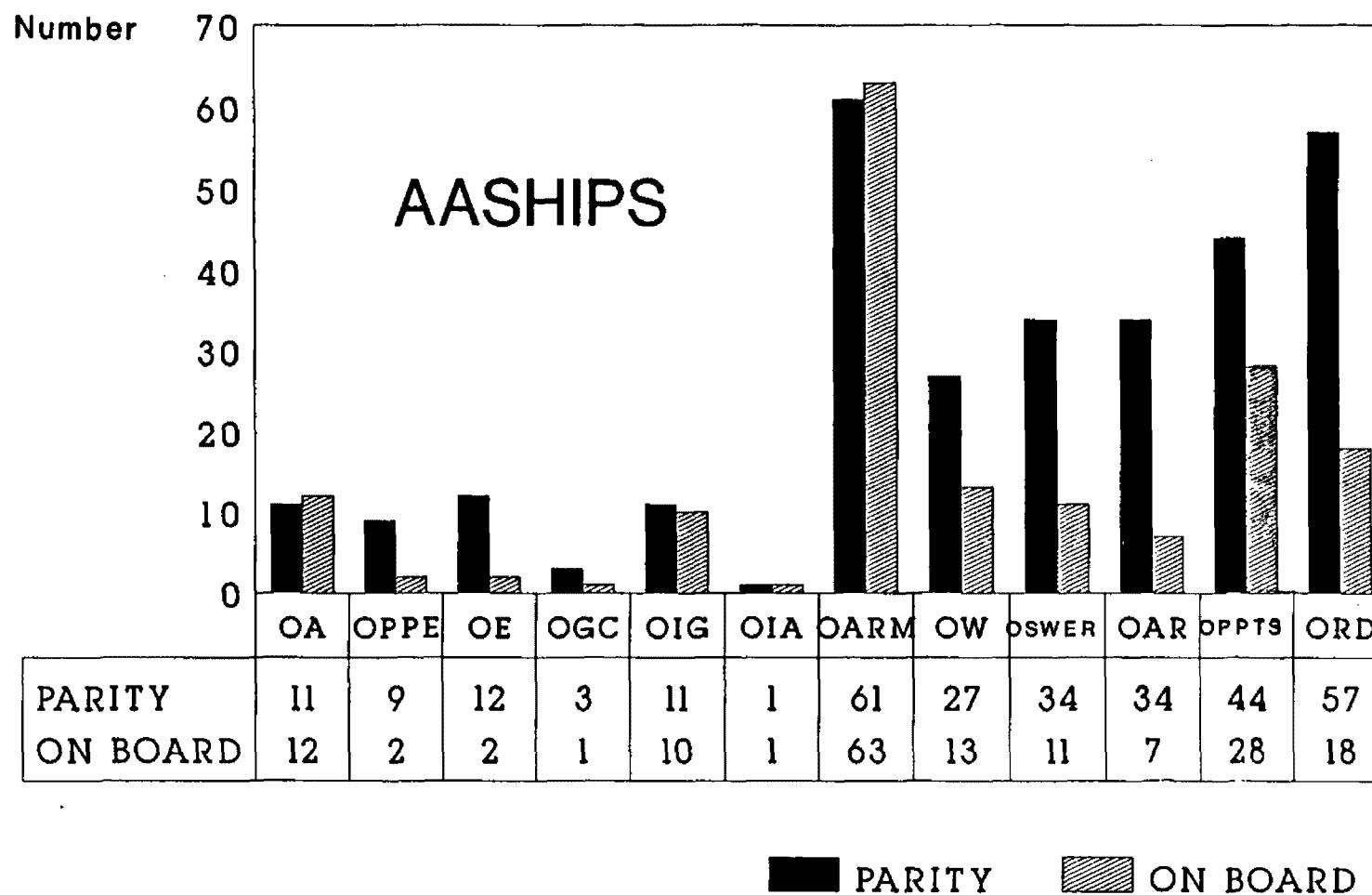


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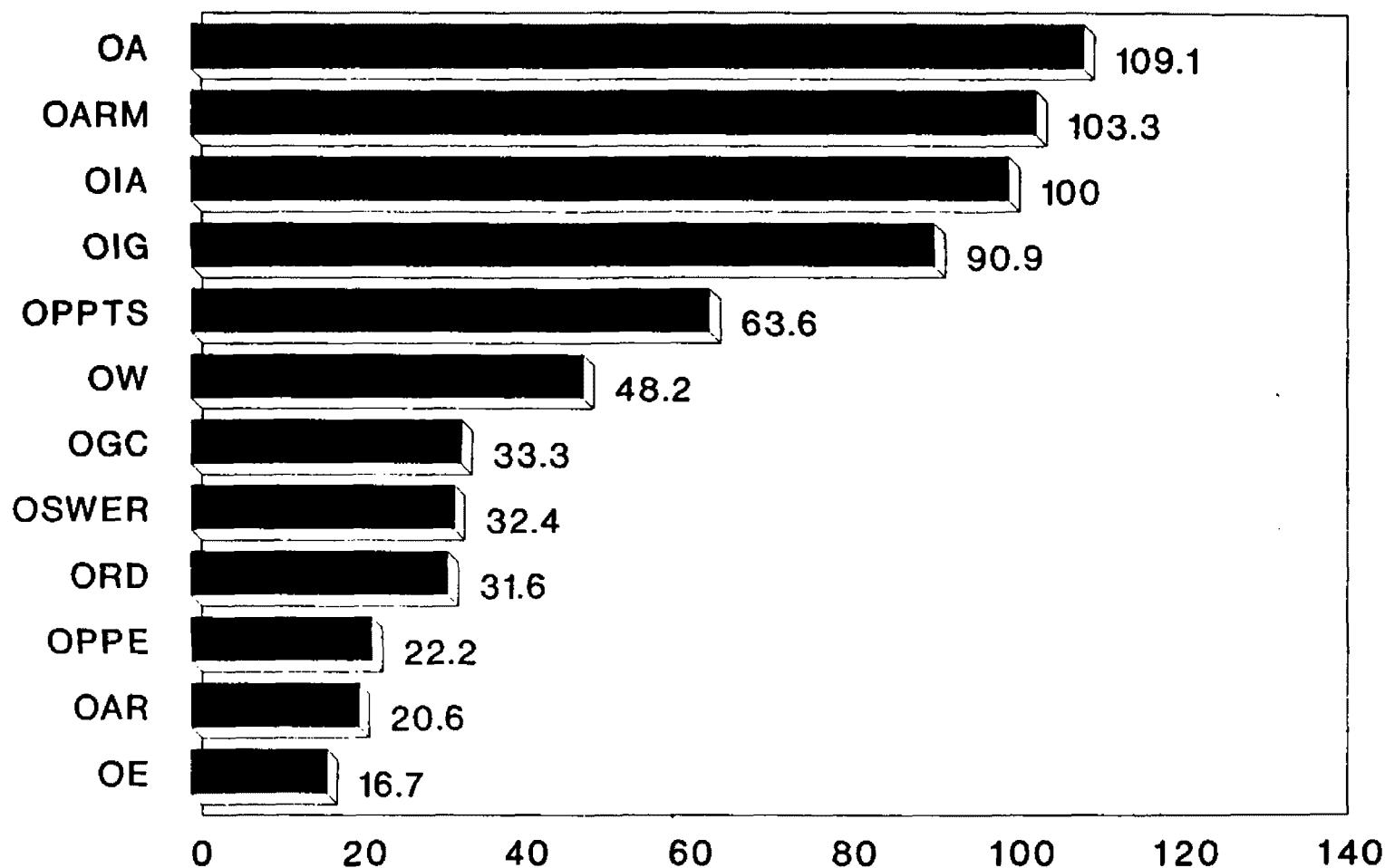
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NONMINORITY WOMEN MANAGERS GM 13-15
REGIONS**



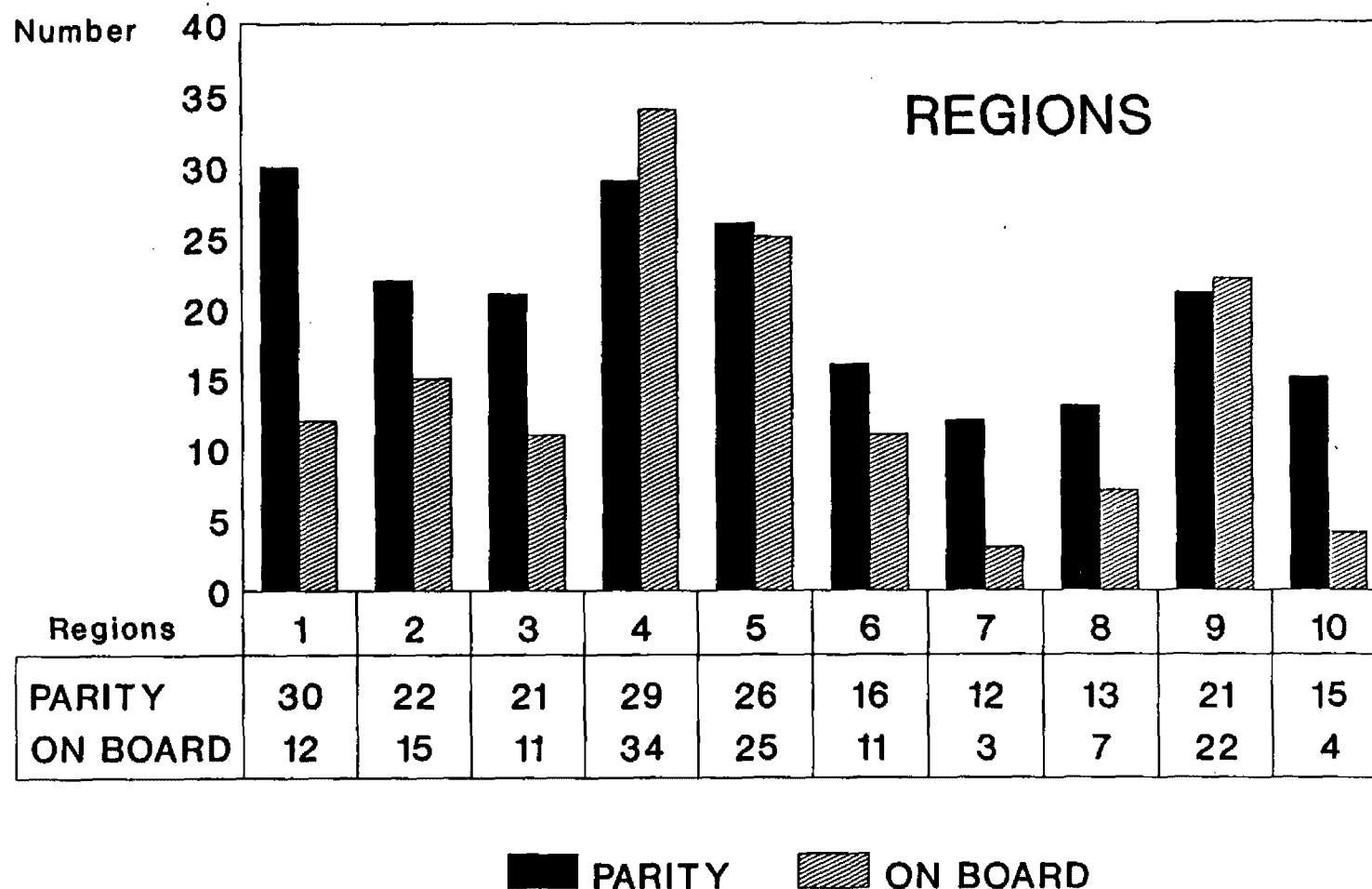
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COMPARED TO NUMBER FOR PARITY



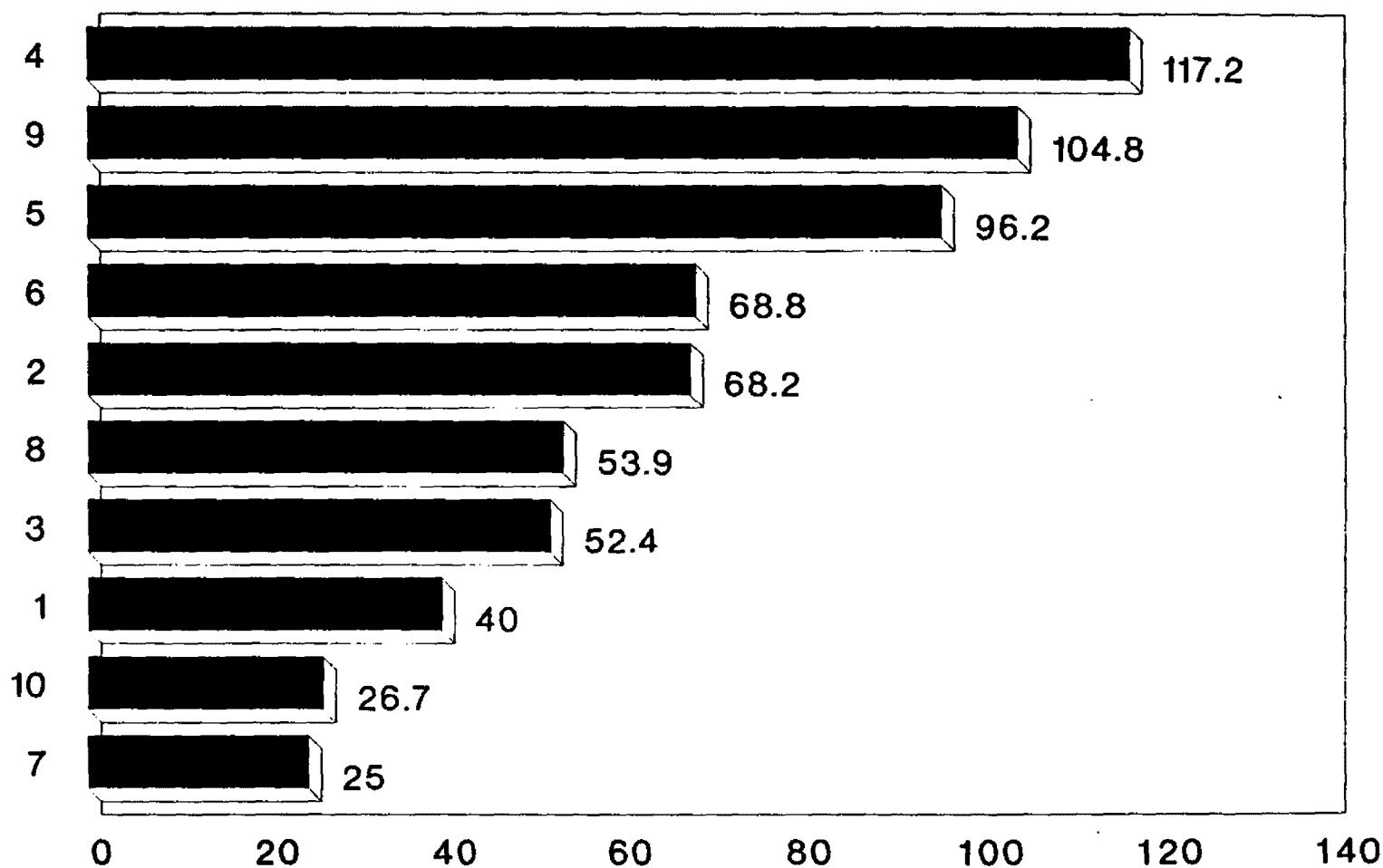
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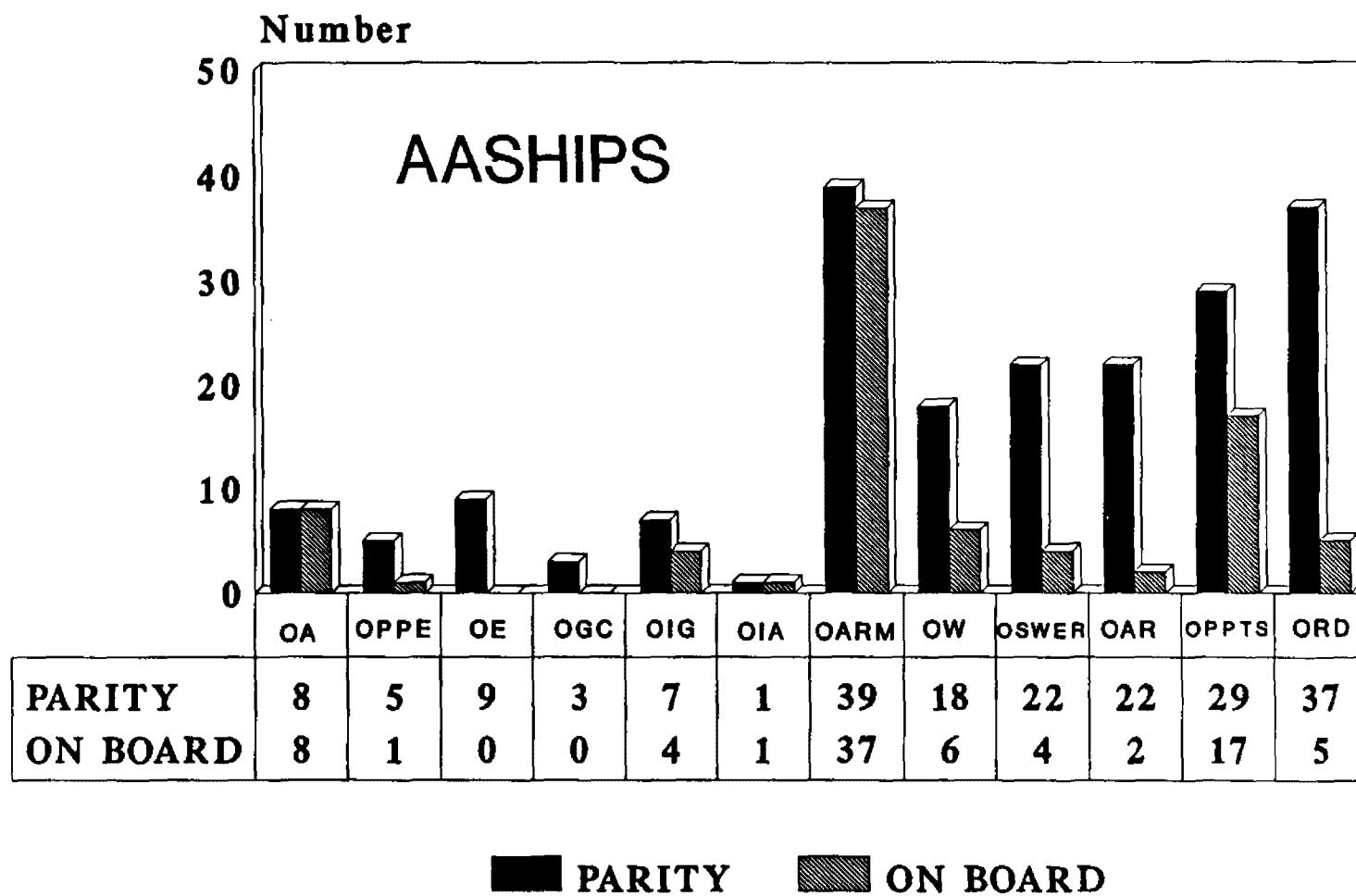
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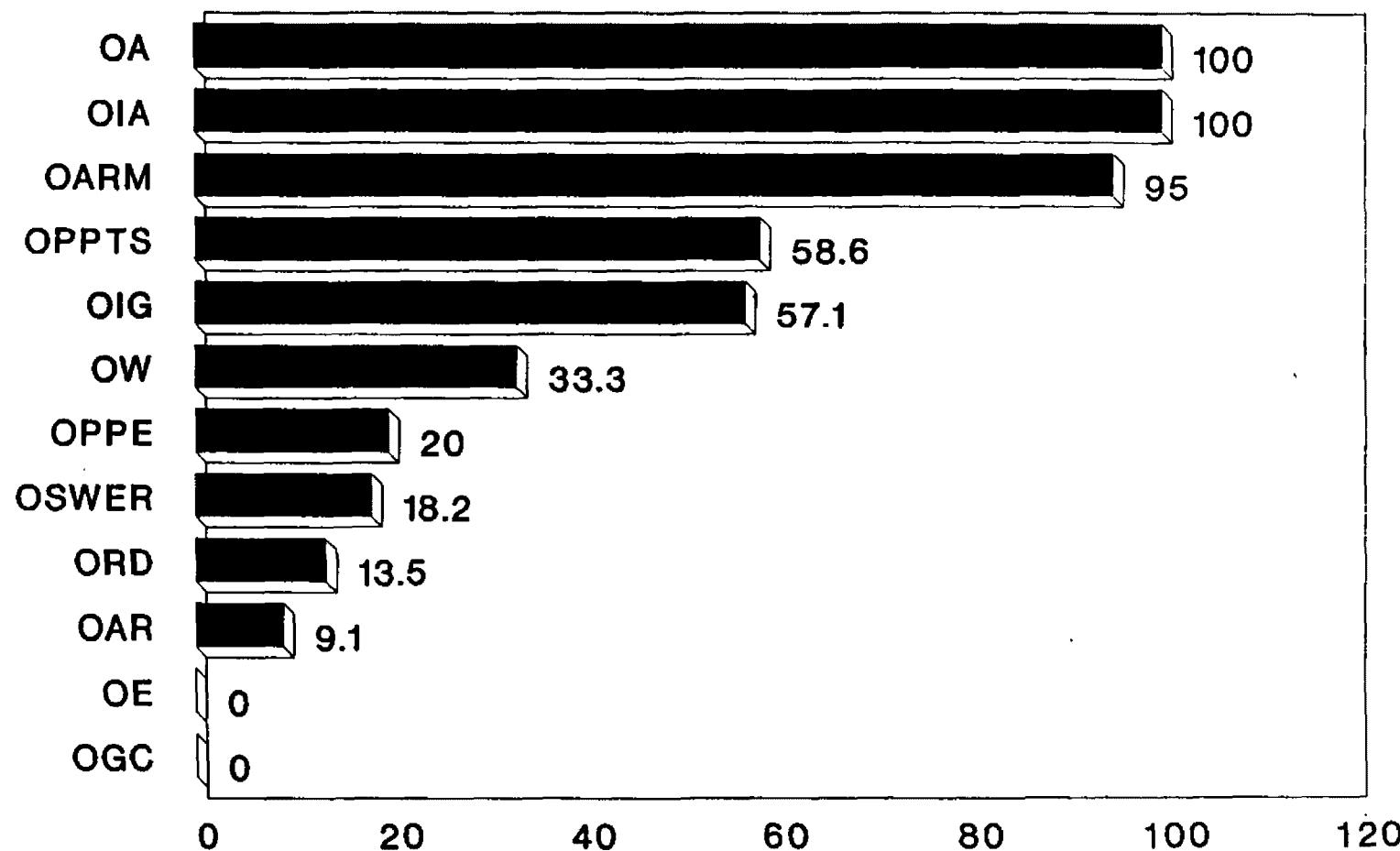
PERCENT OF PARITY MINORITY MANAGERS GM 13-15 REGIONS



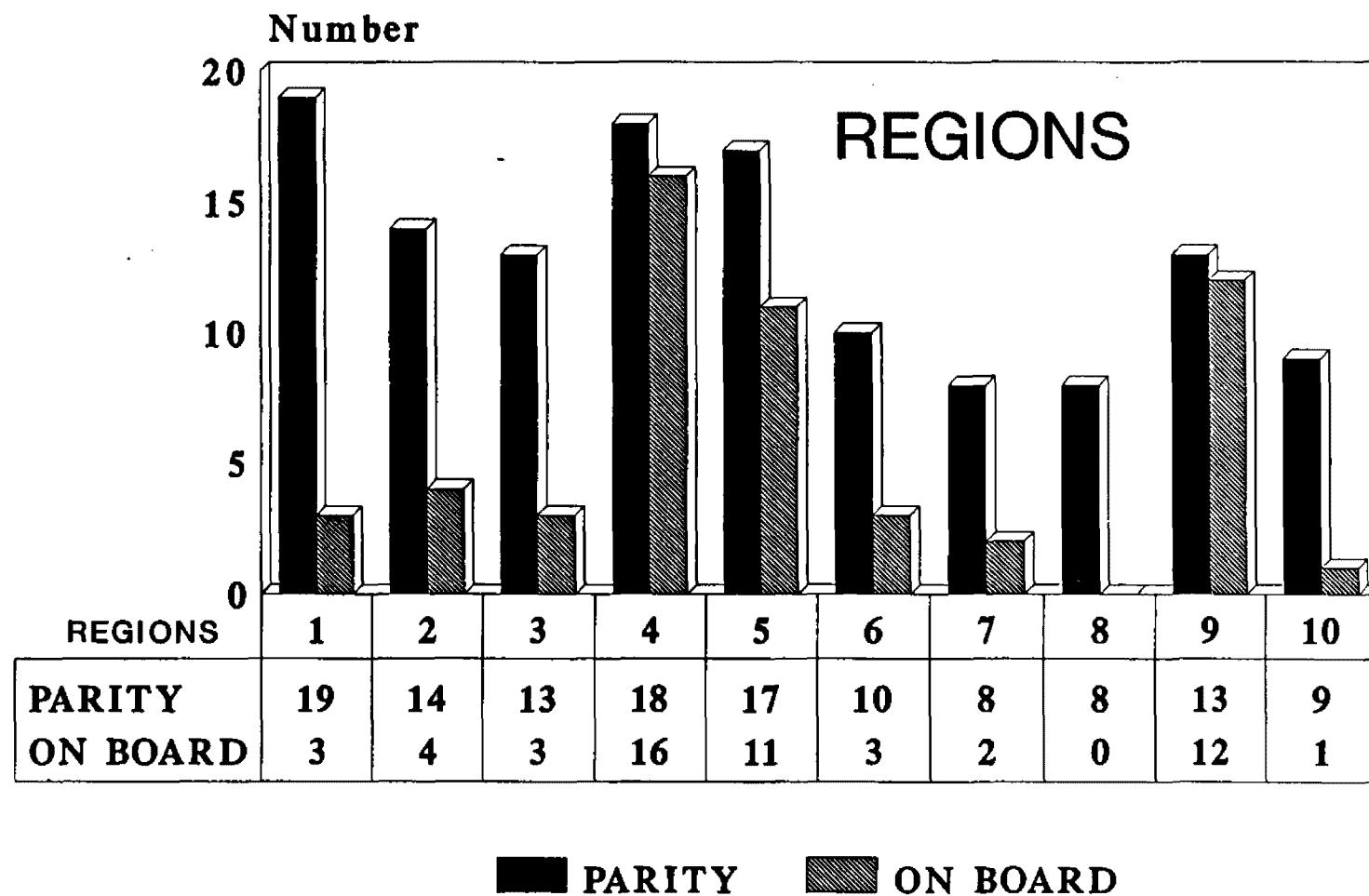
NUMBER MINORITY WOMEN MANAGERS GM 13 - 15



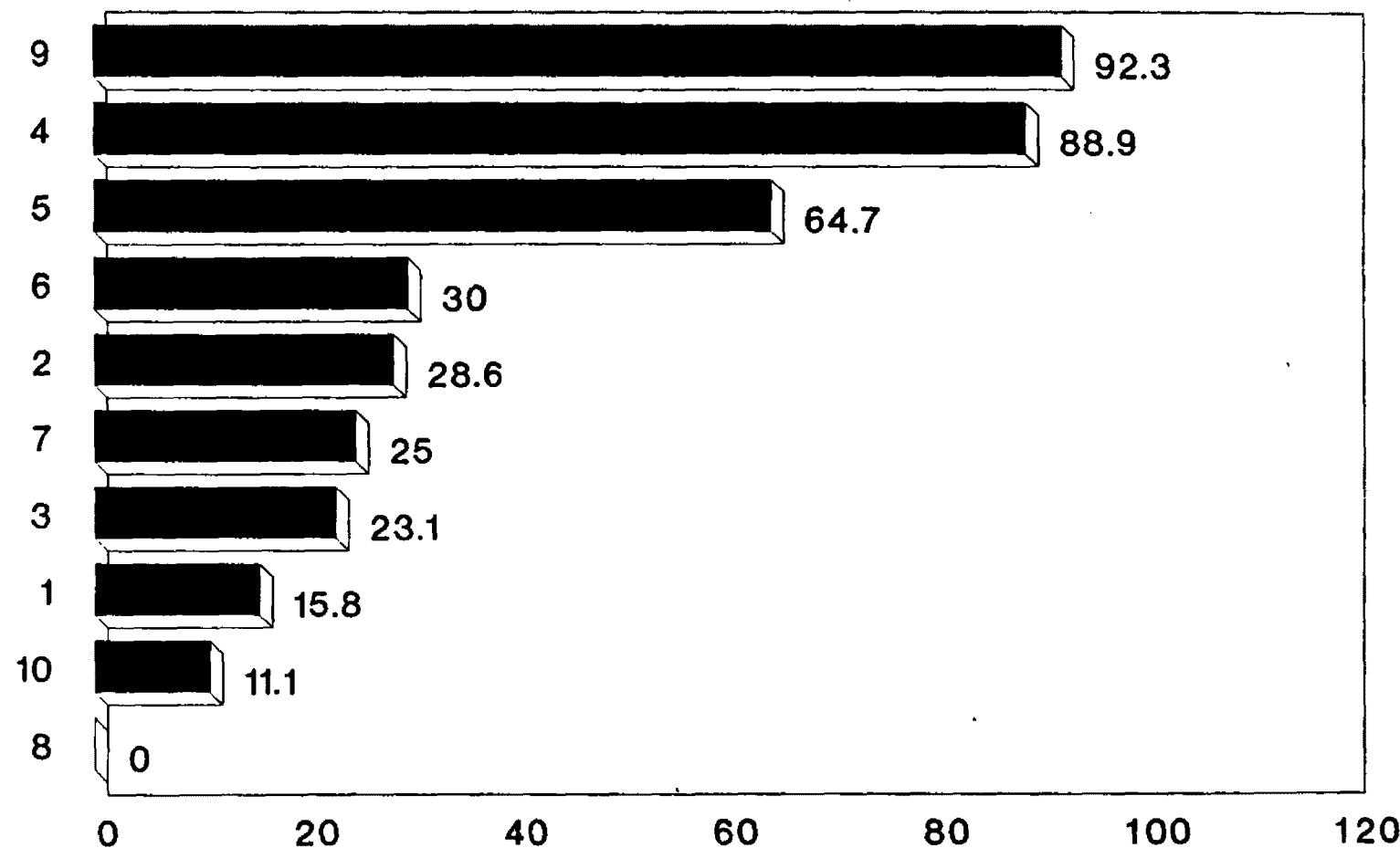
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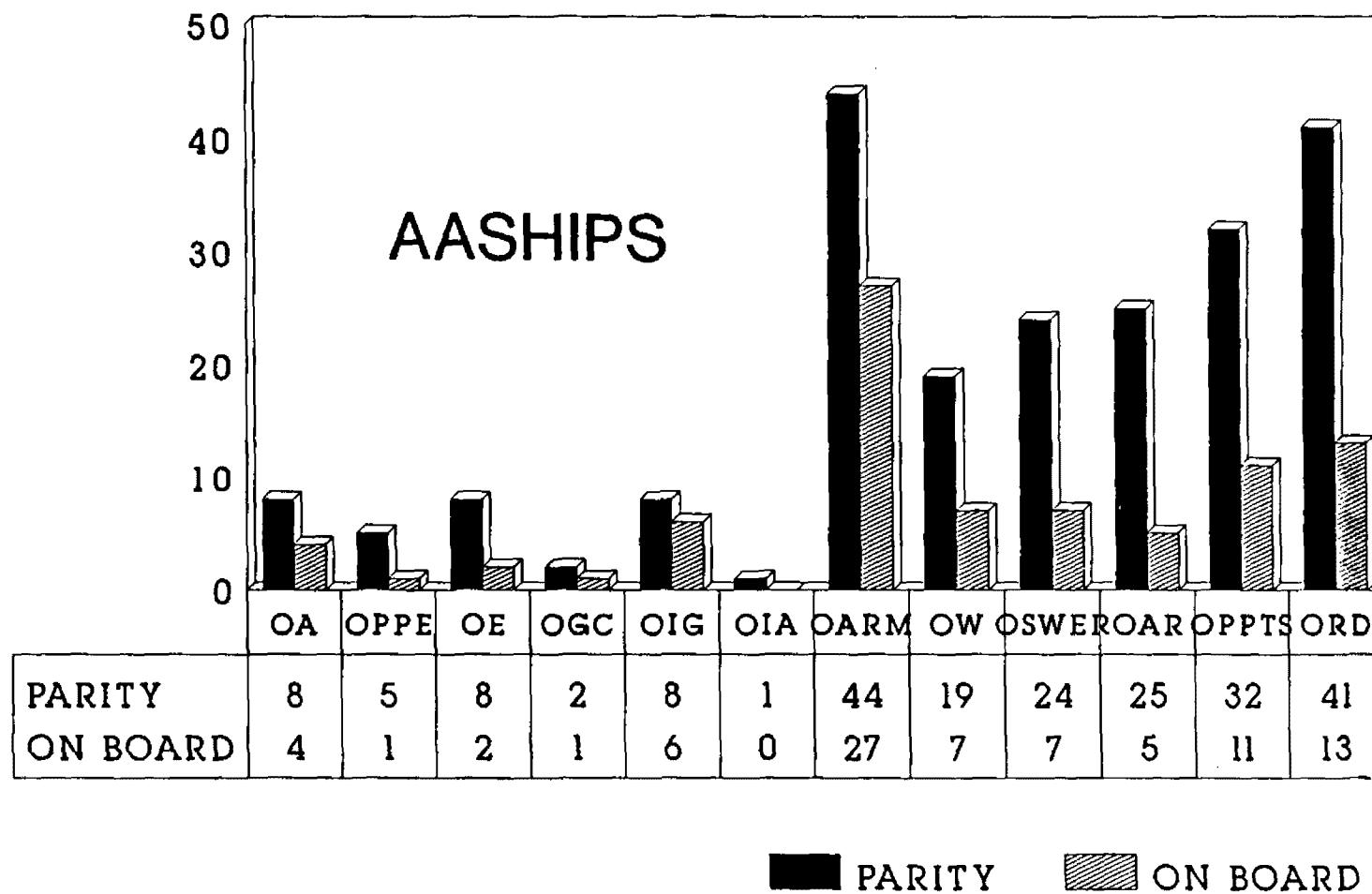
NUMBER MINORITY WOMEN MANAGERS GM 13 - 15



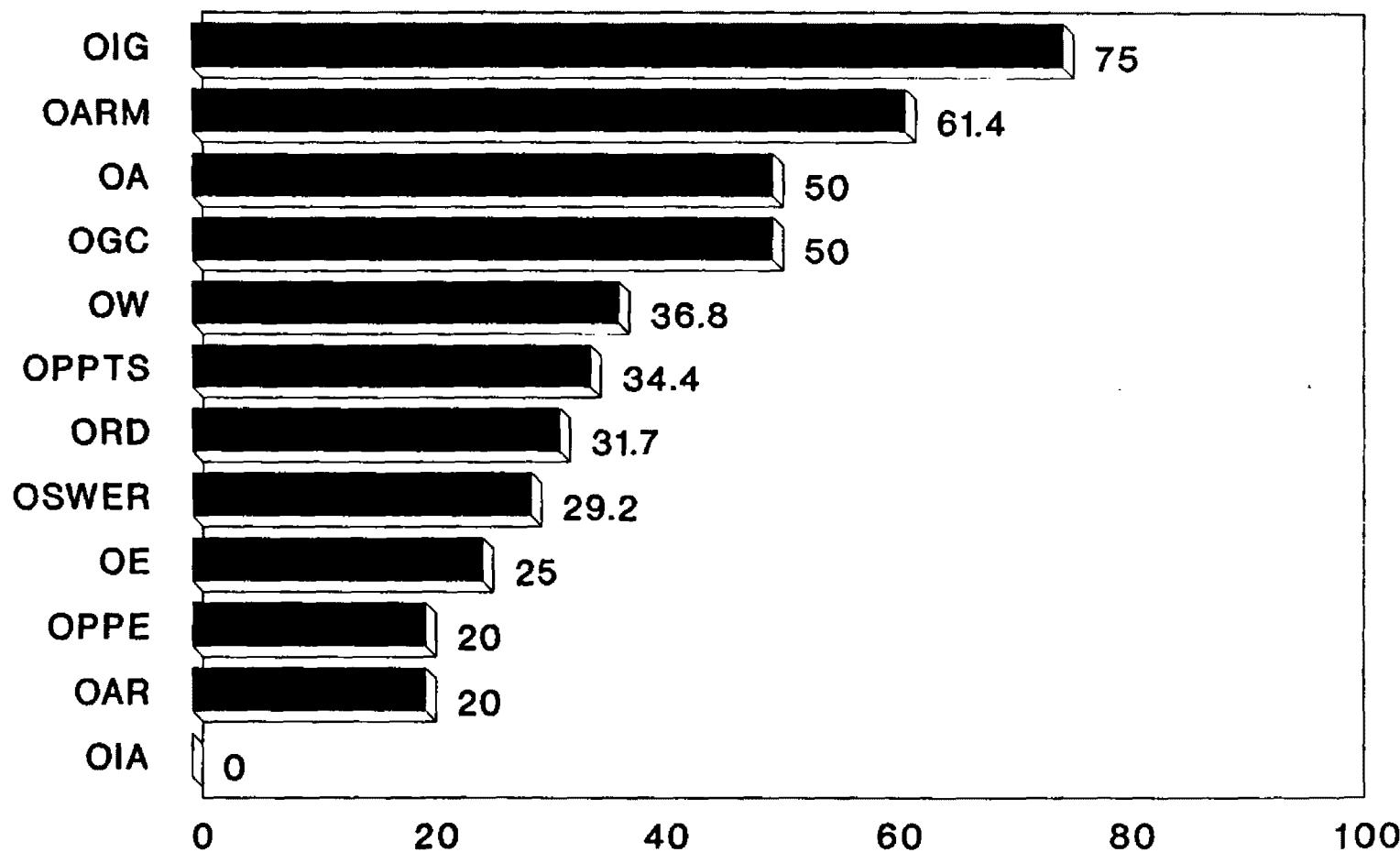
PERCENT OF PARITY MINORITY WOMEN MANAGERS GM 13-15 REGIONS



NUMBER MINORITY MEN MANAGERS
GM 13-15

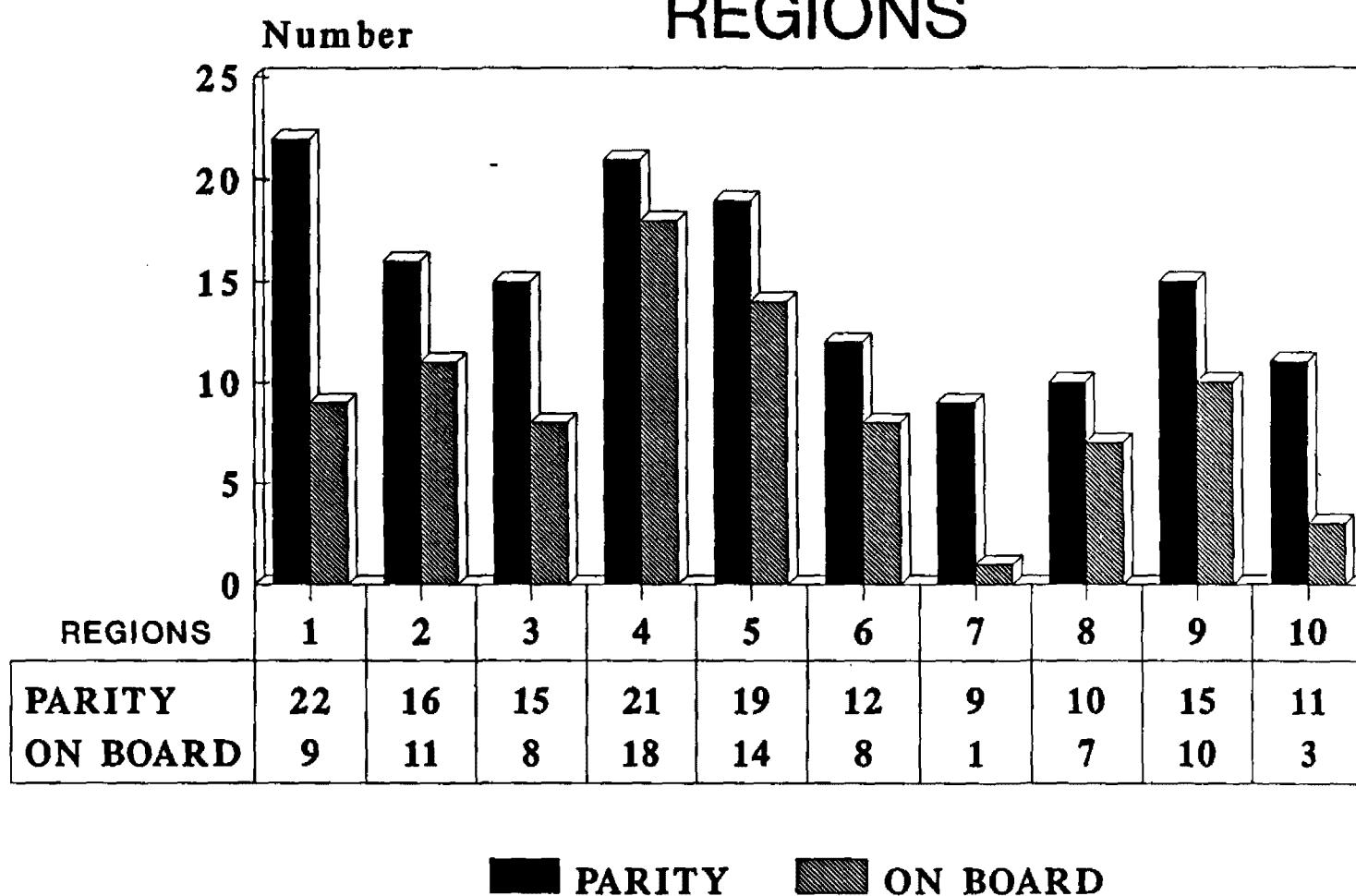


PERCENT OF PARITY MINORITY MEN MANAGERS GM 13-15 AASHIPS

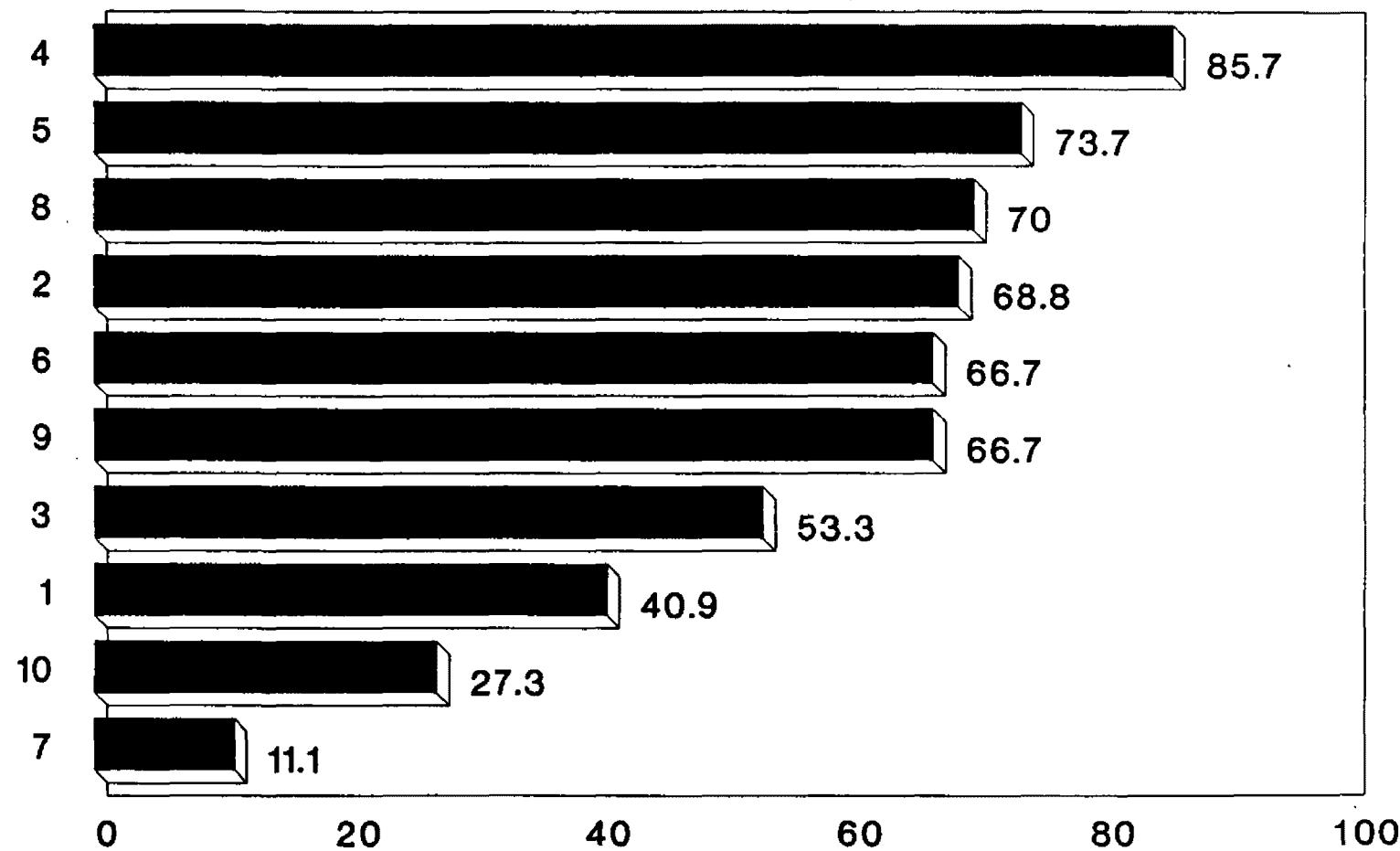


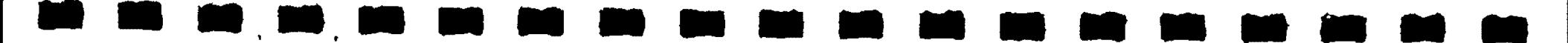
NUMBER MINORITY MEN MANAGERS
GM 13 - 15

REGIONS

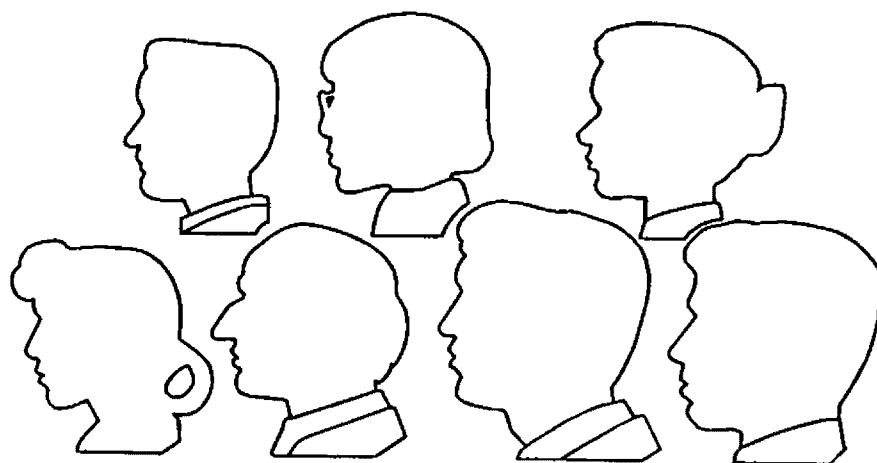


PERCENT OF PARITY MINORITY MEN MANAGERS GM 13-15 REGIONS





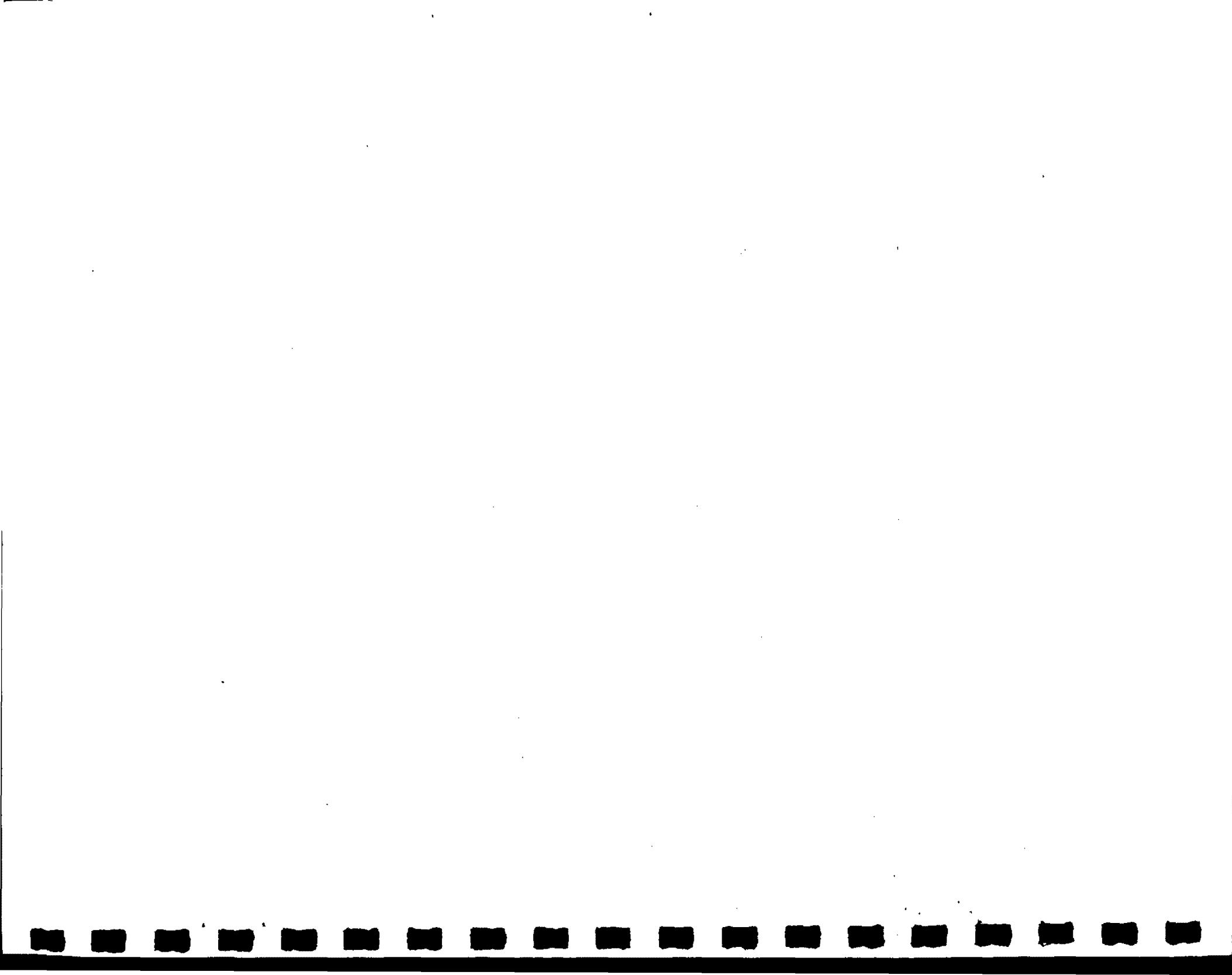
SES



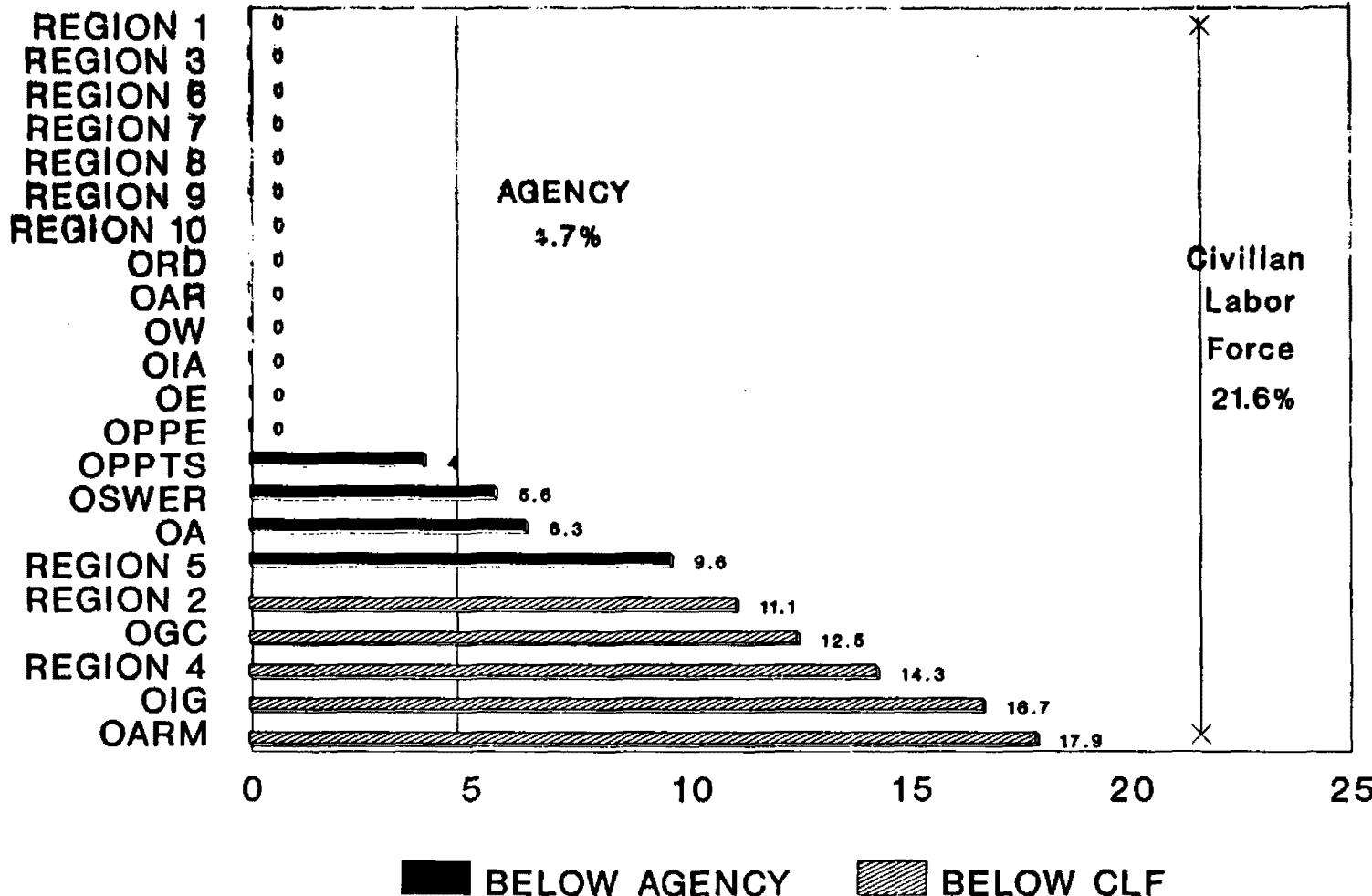
MINORITIES

and

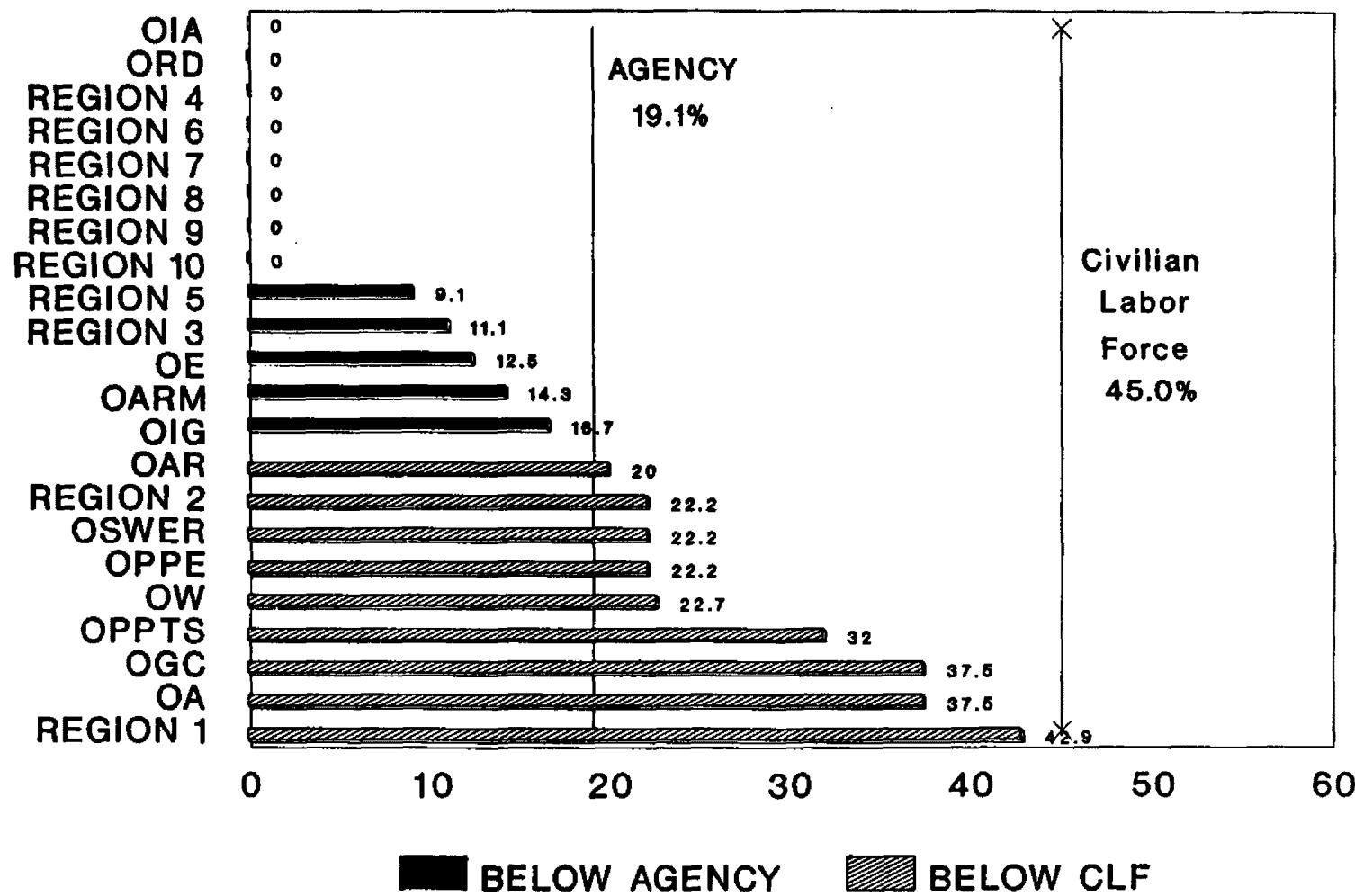
**NONMINORITY
WOMEN**



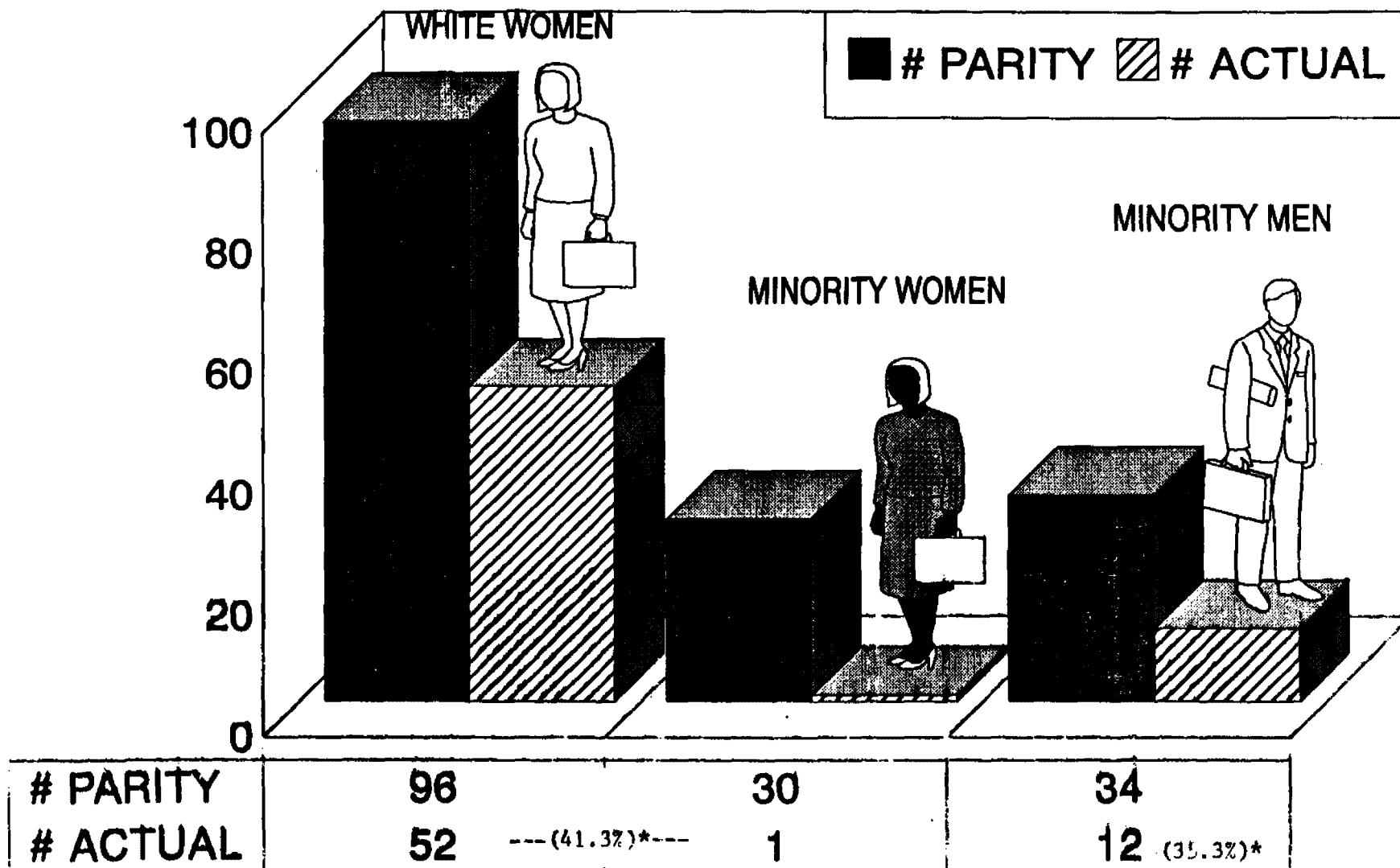
PERCENT MINORITY SES MANAGERS



PERCENT WOMEN SES MANAGERS



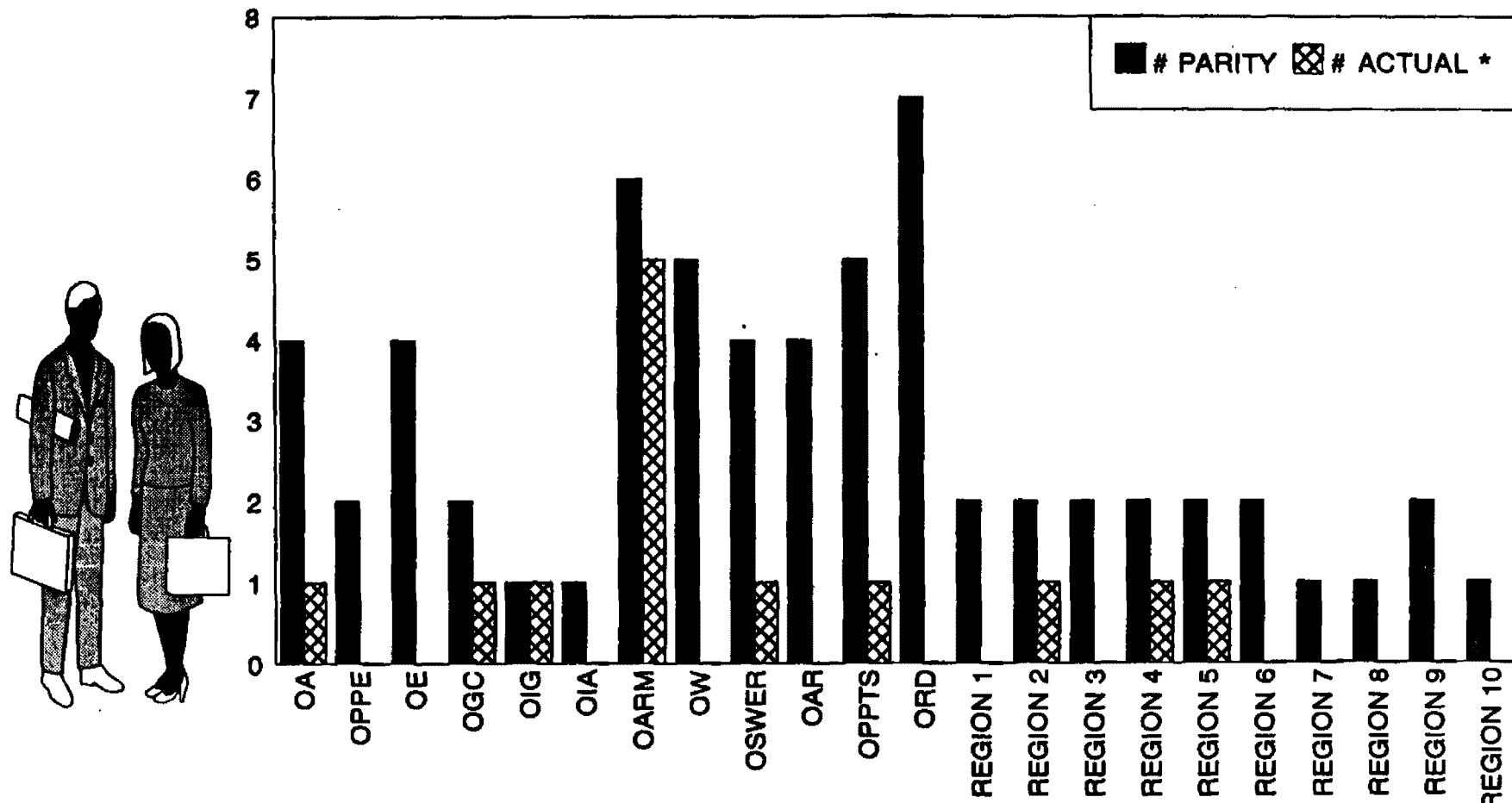
NUMBER MINORITIES/WHITE WOMEN SES AS COMPARED TO THE NUMBER FOR PARITY



* % of Parity

NUMBER MINORITY SES AS COMPARED TO THE NUMBER FOR PARITY

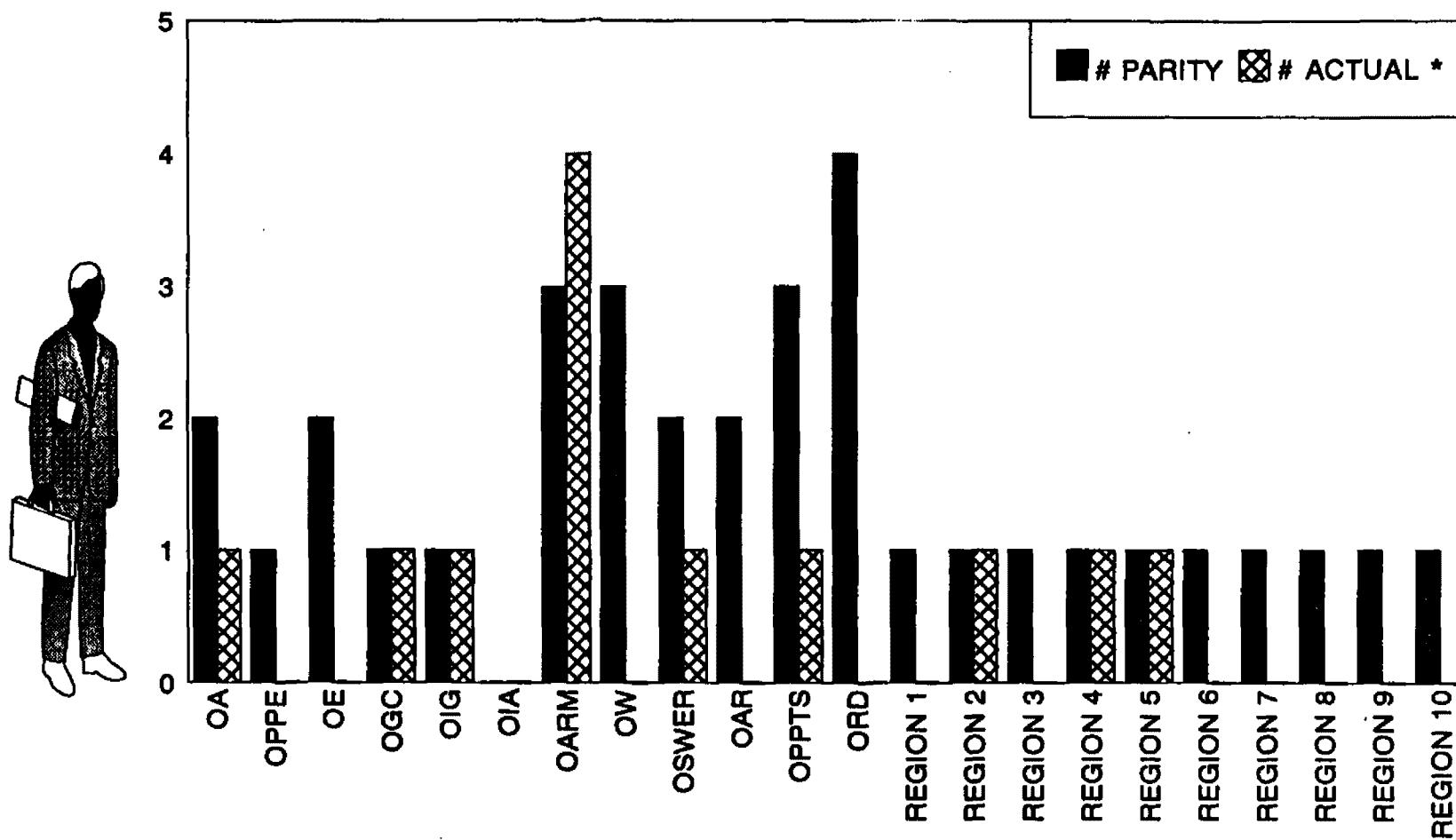
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NUMBER MINORITY MEN SES AS COMPARED TO THE NUMBER FOR PARITY

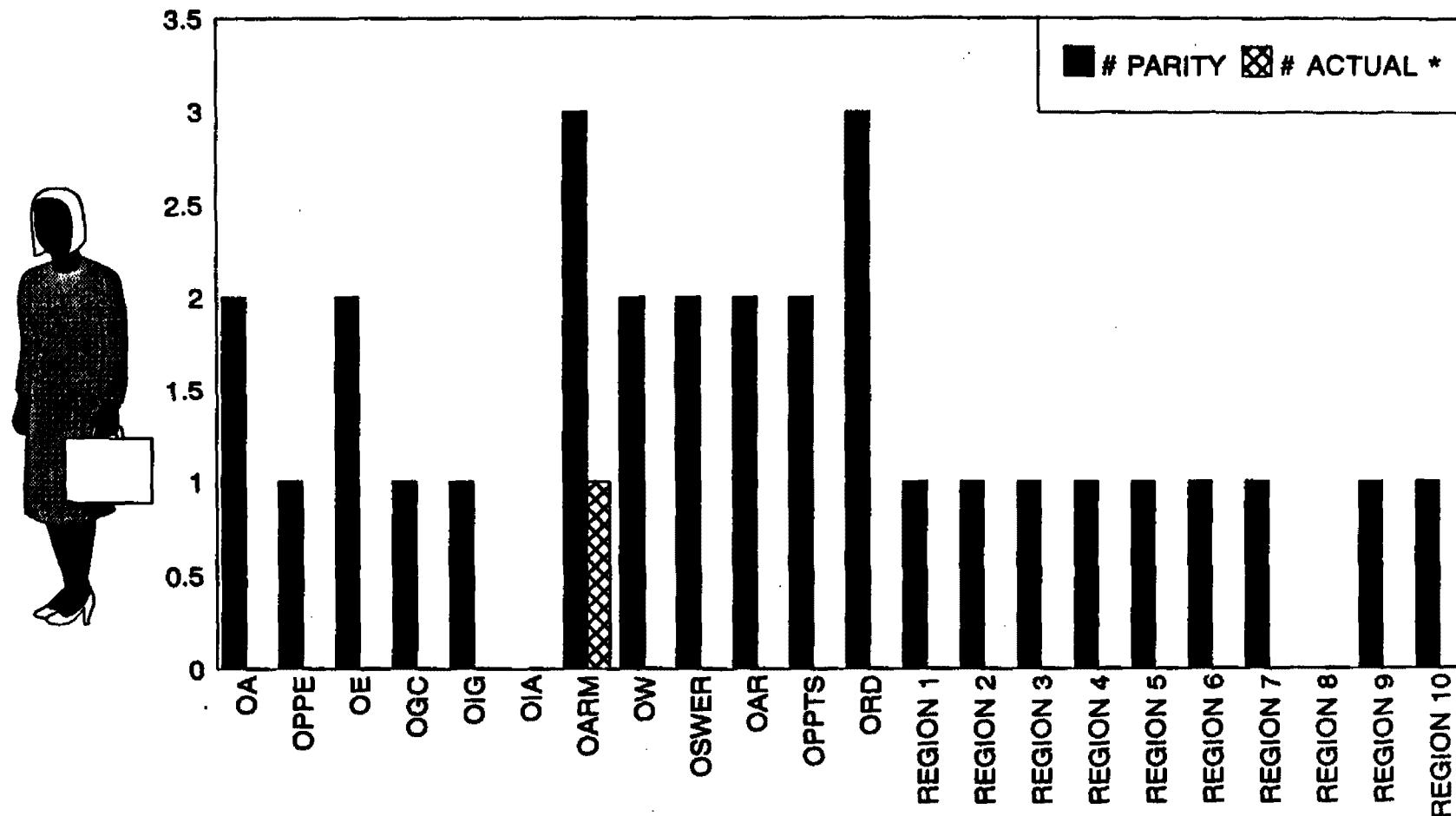
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# ACTUAL *	1	0	0	1	1	0	4	0	1	0	1	0	0	1	0	1	1	0	0	0	0	0

NUMBER MINORITY WOMEN SES AS COMPARED TO THE NUMBER FOR PARITY

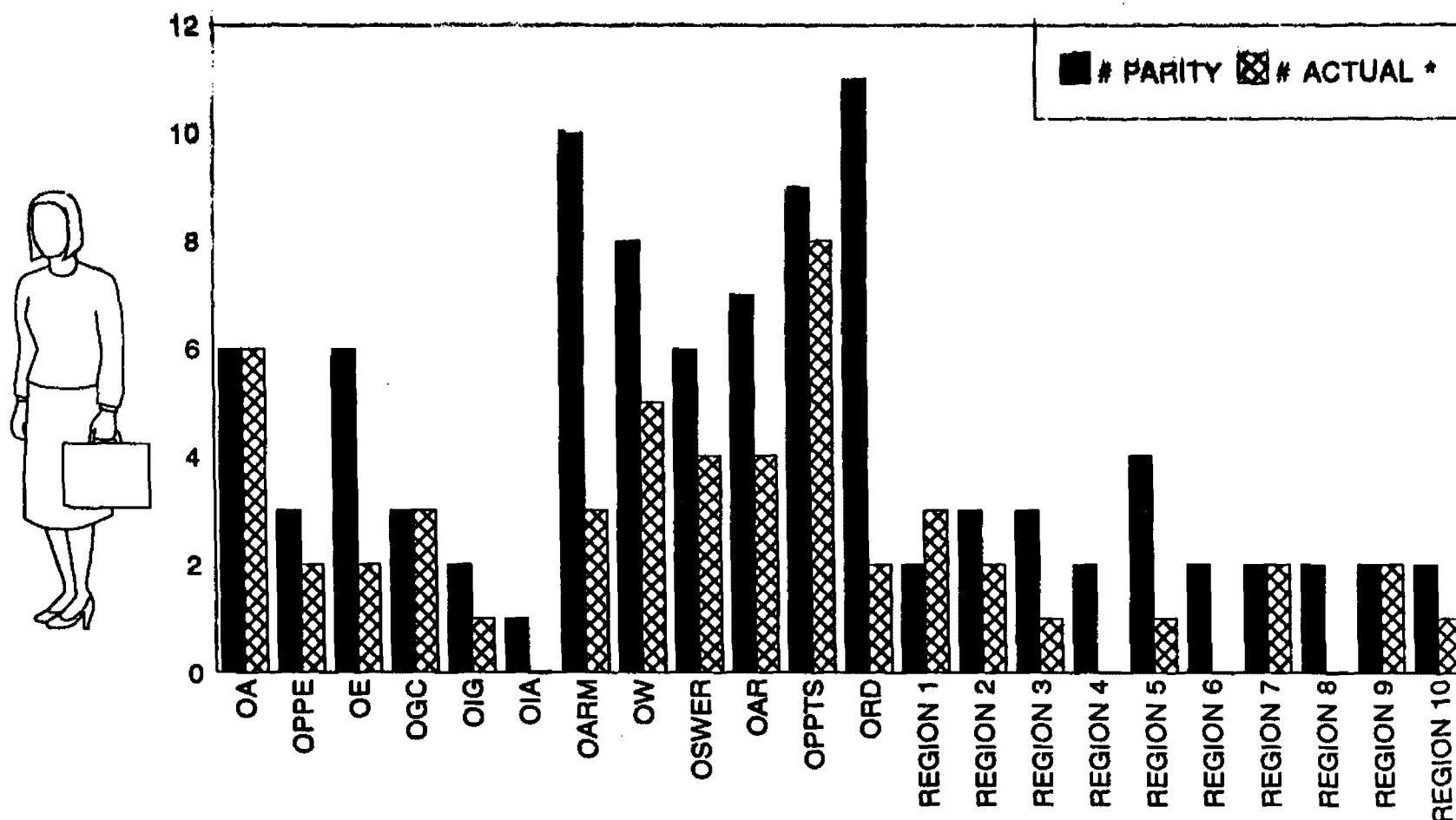
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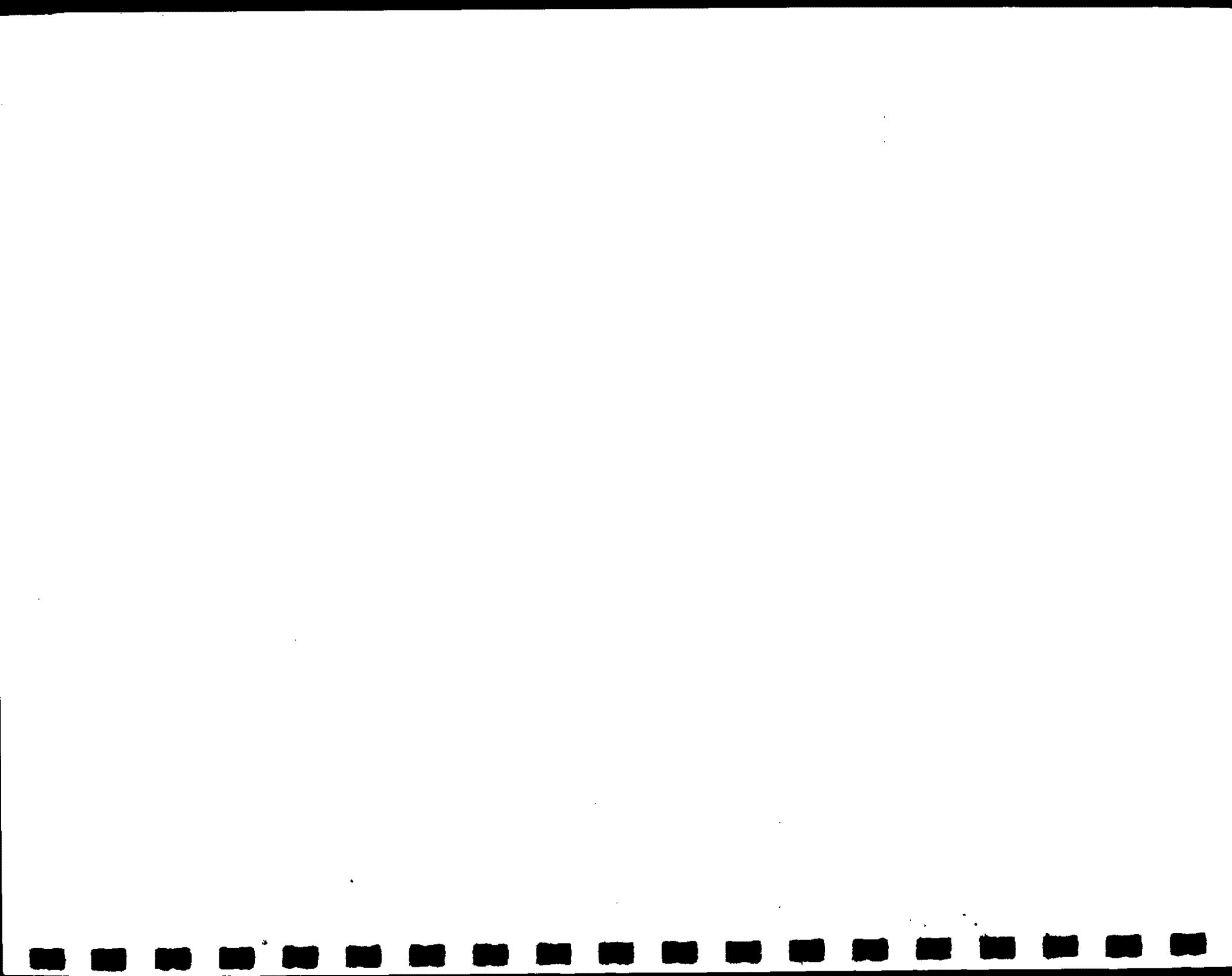
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# PARITY	2	1	2	1	1	0	3	2	2	2	2	3	1	1	1	1	1	1	1	0	1	1
# ACTUAL *	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

NUMBER NONMINORITY WOMEN SES AS COMPARED TO THE NUMBER FOR PARITY

Number

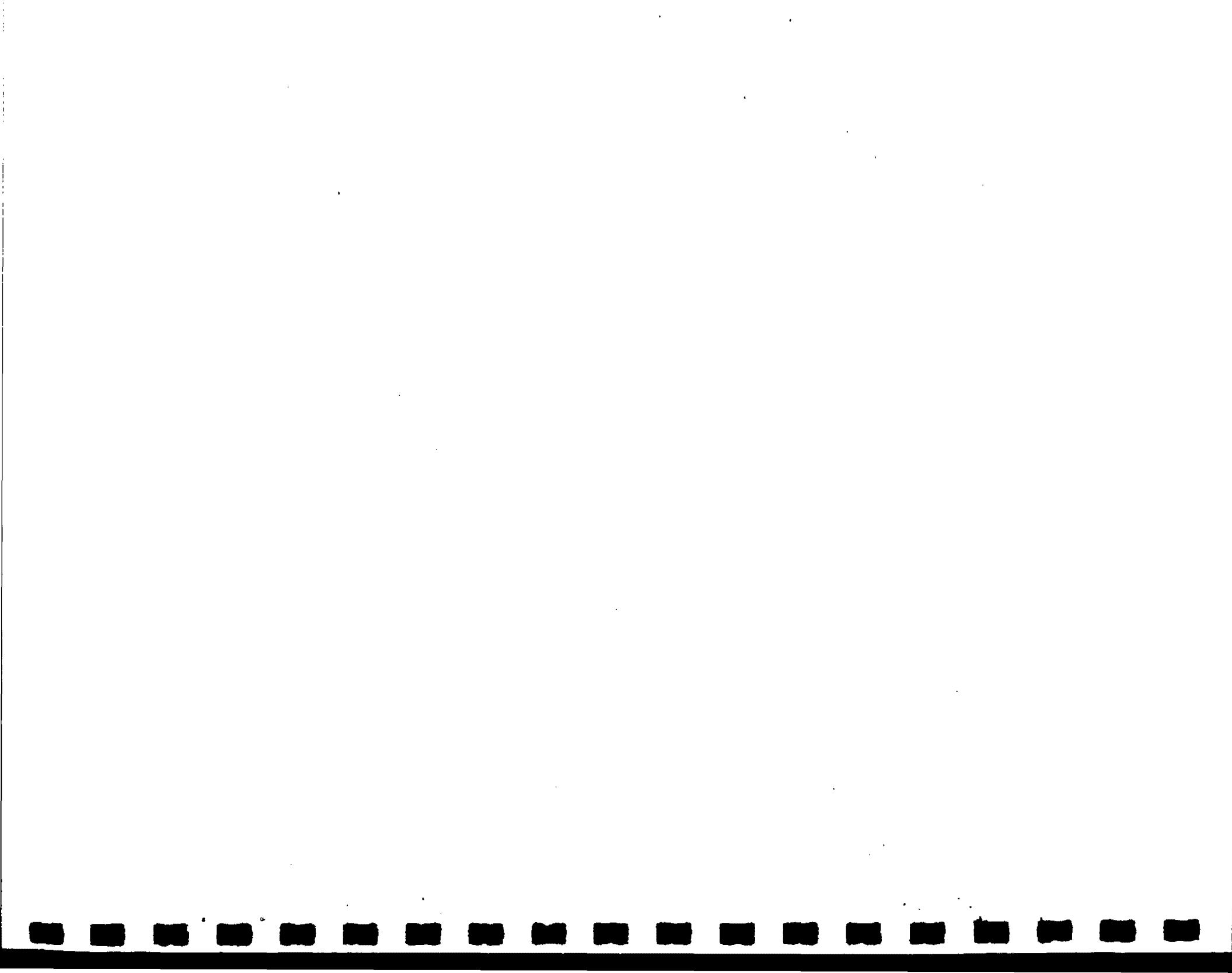


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# ACTUAL *	6	2	2	3	1	0	3	5	4	4	8	2	3	2	1	0	1	0	2	0	2	1

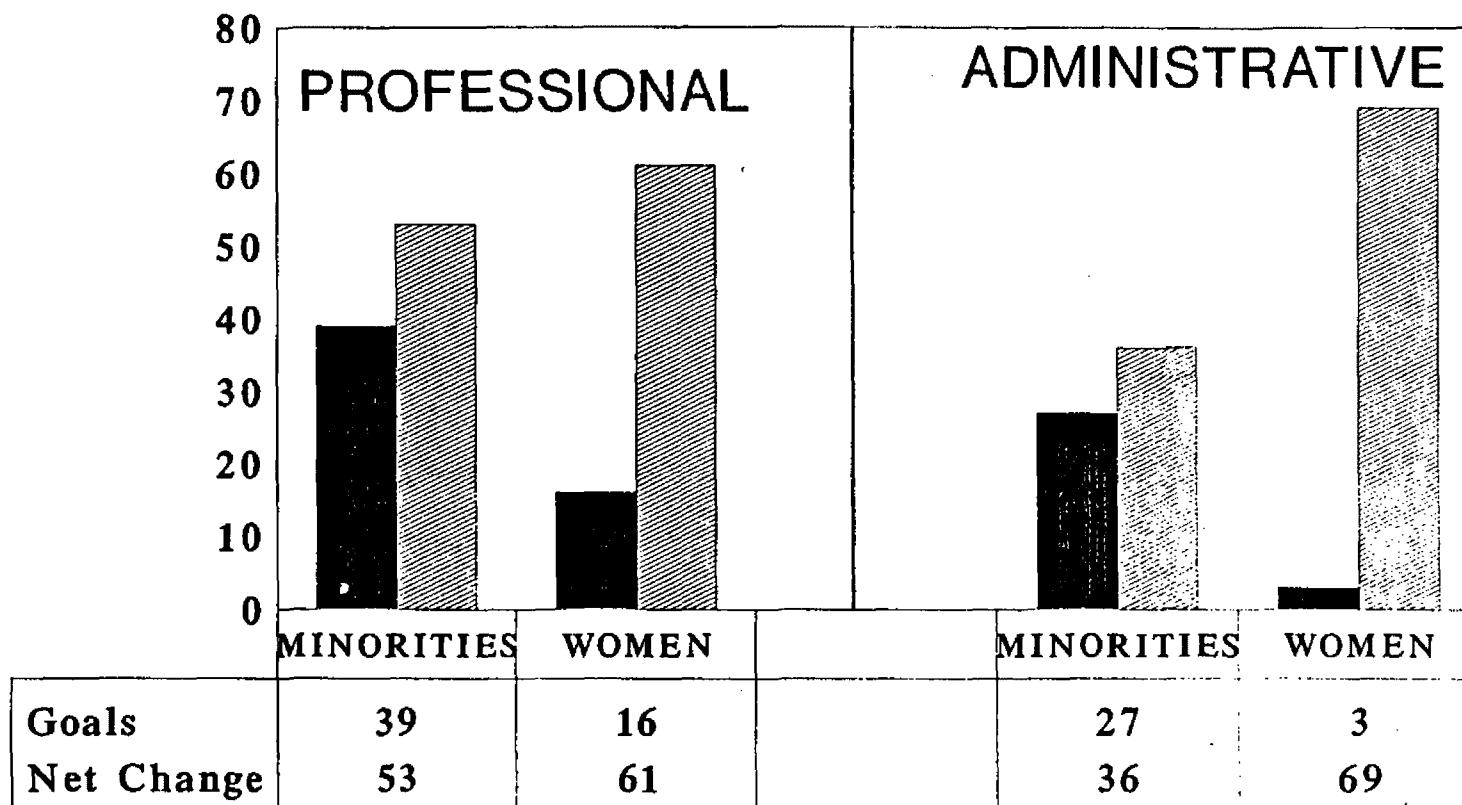


FY 1992

GOALS STATUS

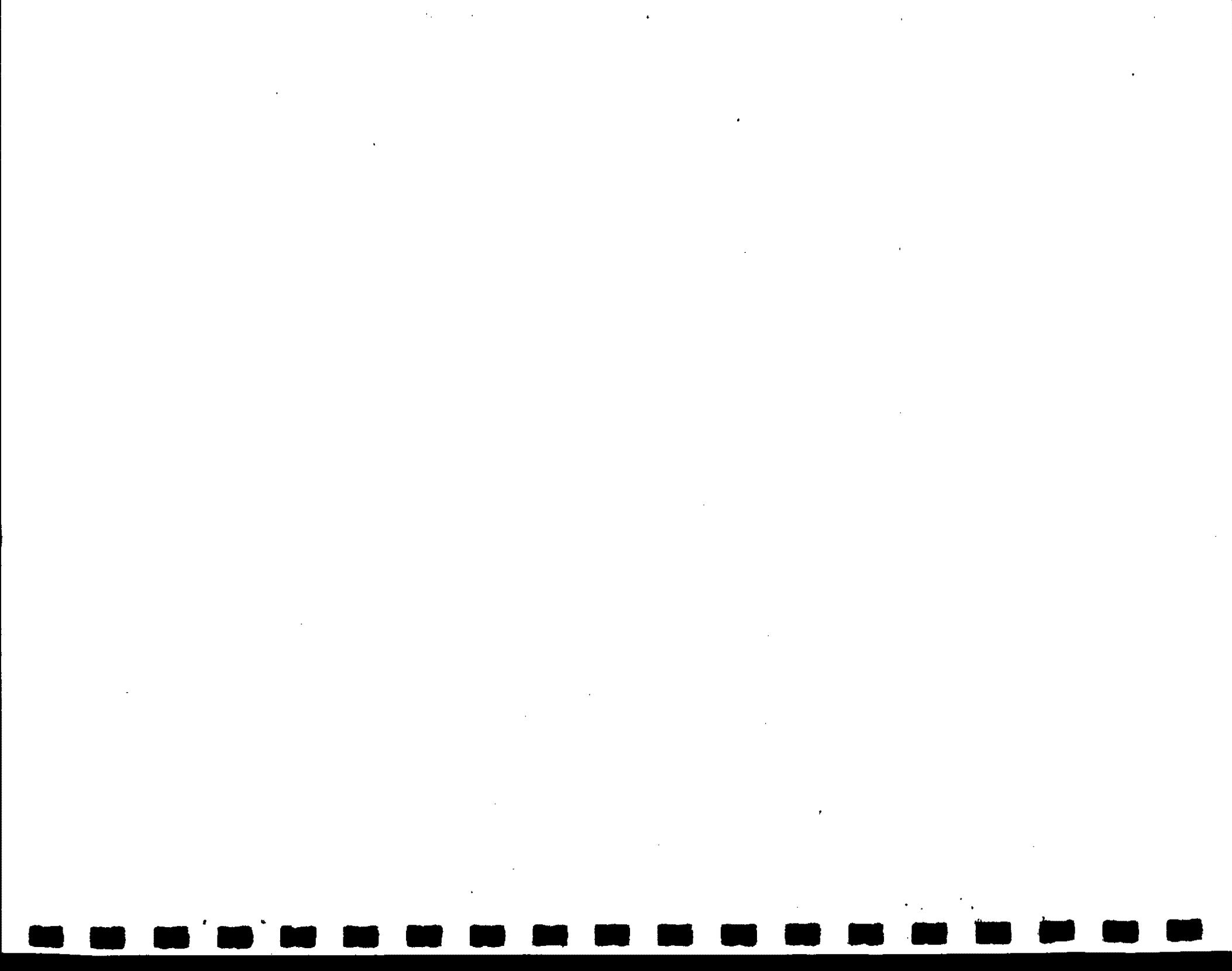


FY 1992 MID YEAR GOALS STATUS GRADES 13-15 AGENCY-WIDE



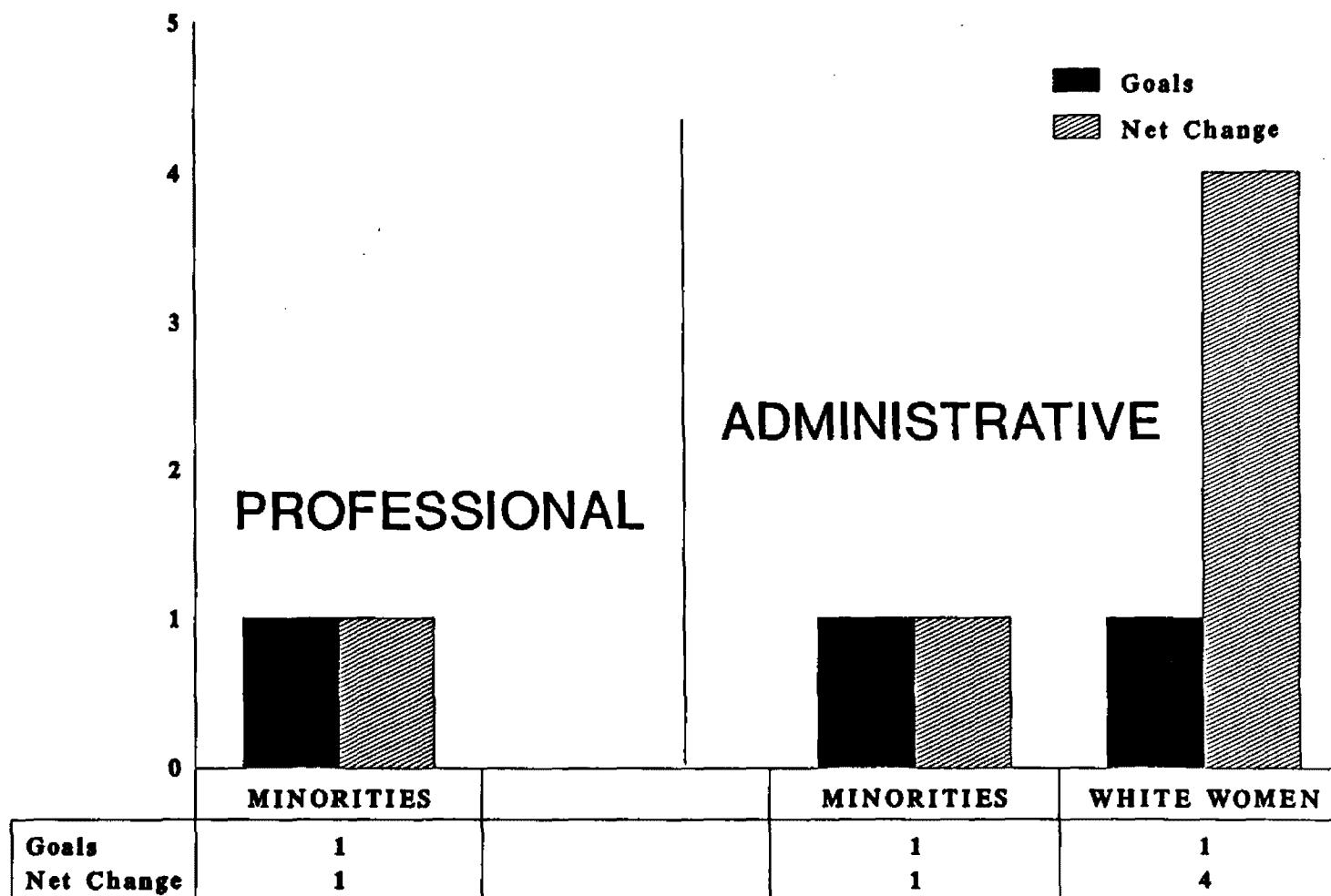
Sept 21, 1991 - March 21, 1992
Data Source: FY 92 AEP Plan Update

■ Goals ■ Net Change
Status = Net numerical change between
Sept 21, 1991 and March 21, 1992



FY 1992 MID YEAR GOALS STATUS SES AGENCY-WIDE

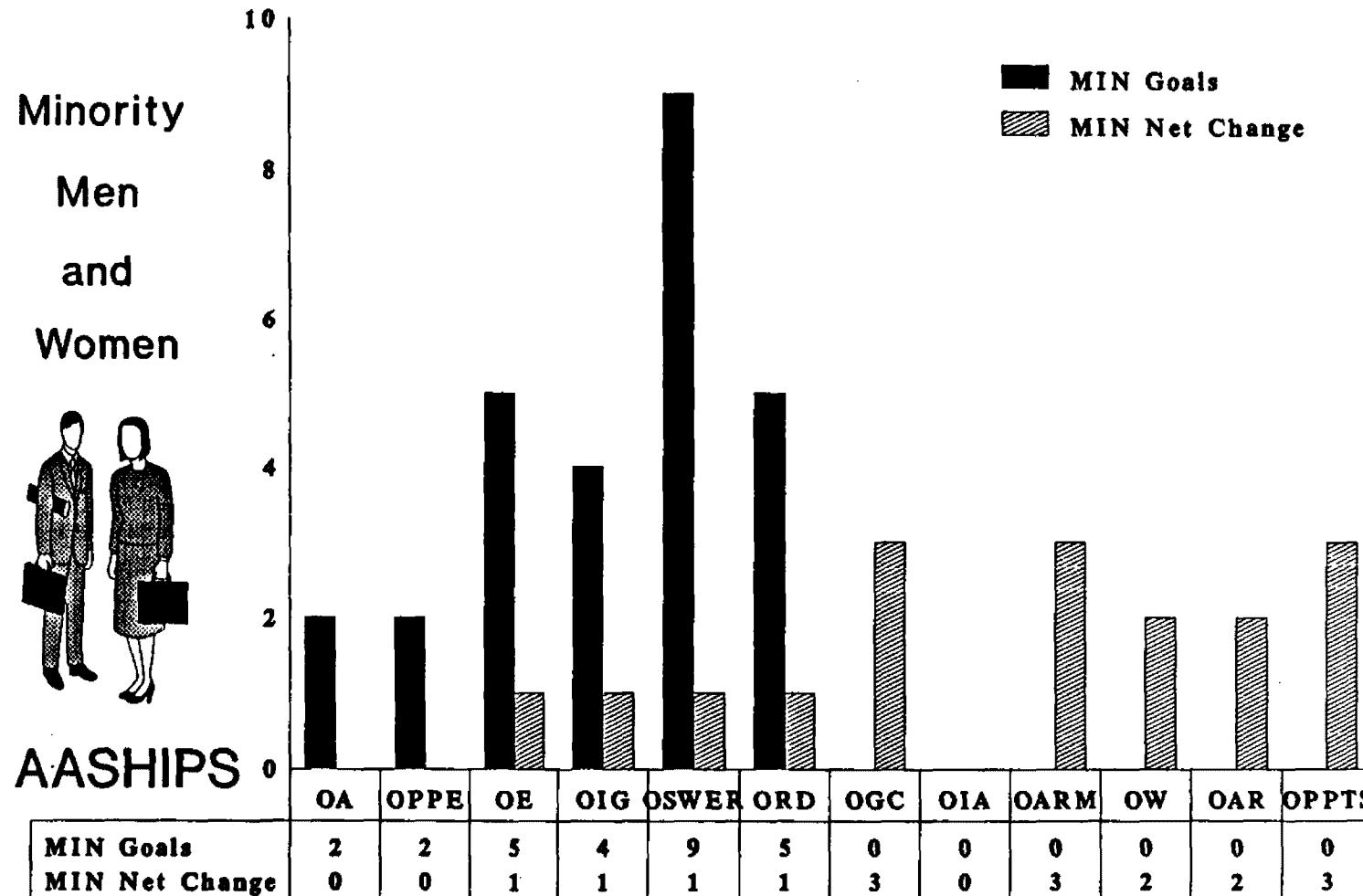
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Data Source: FY 92 AEP Plan Update and Status = Net numerical change between
EPAYS March 21, 1992

FY 1992 MID YEAR GOALS STATUS PROFESSIONAL GOALS/GRADES 13-15

Sept 21, 1991 - March 21, 1992

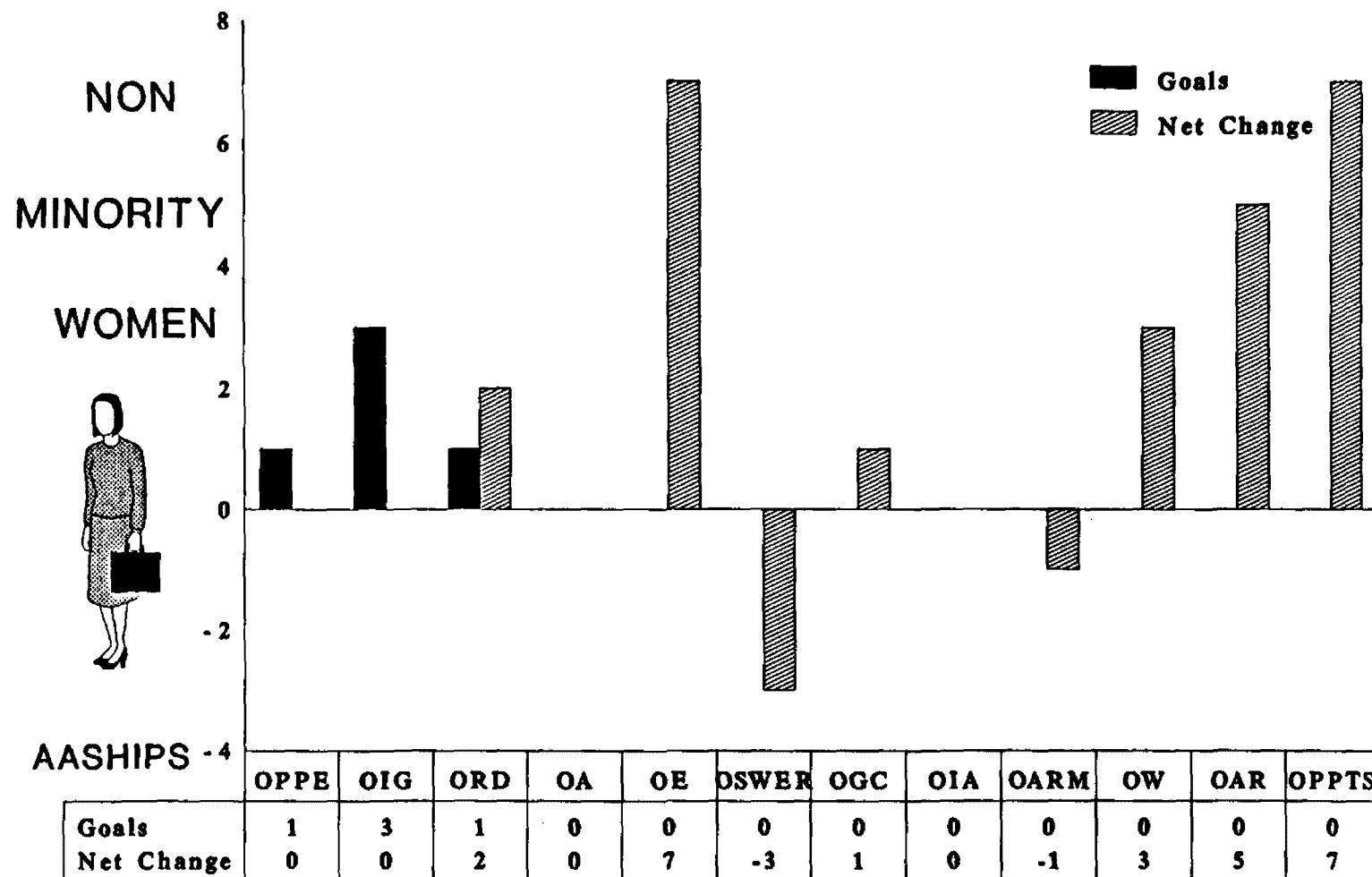


Data Source: FY 92 AEP Plan Update

Status = Net numerical change between
Sept 21, 1991 and March 21, 1992

FY 1992 MID YEAR GOALS STATUS PROFESSIONAL GOALS/GRADES 13-15

Sept 21, 1991 - March 21, 1992

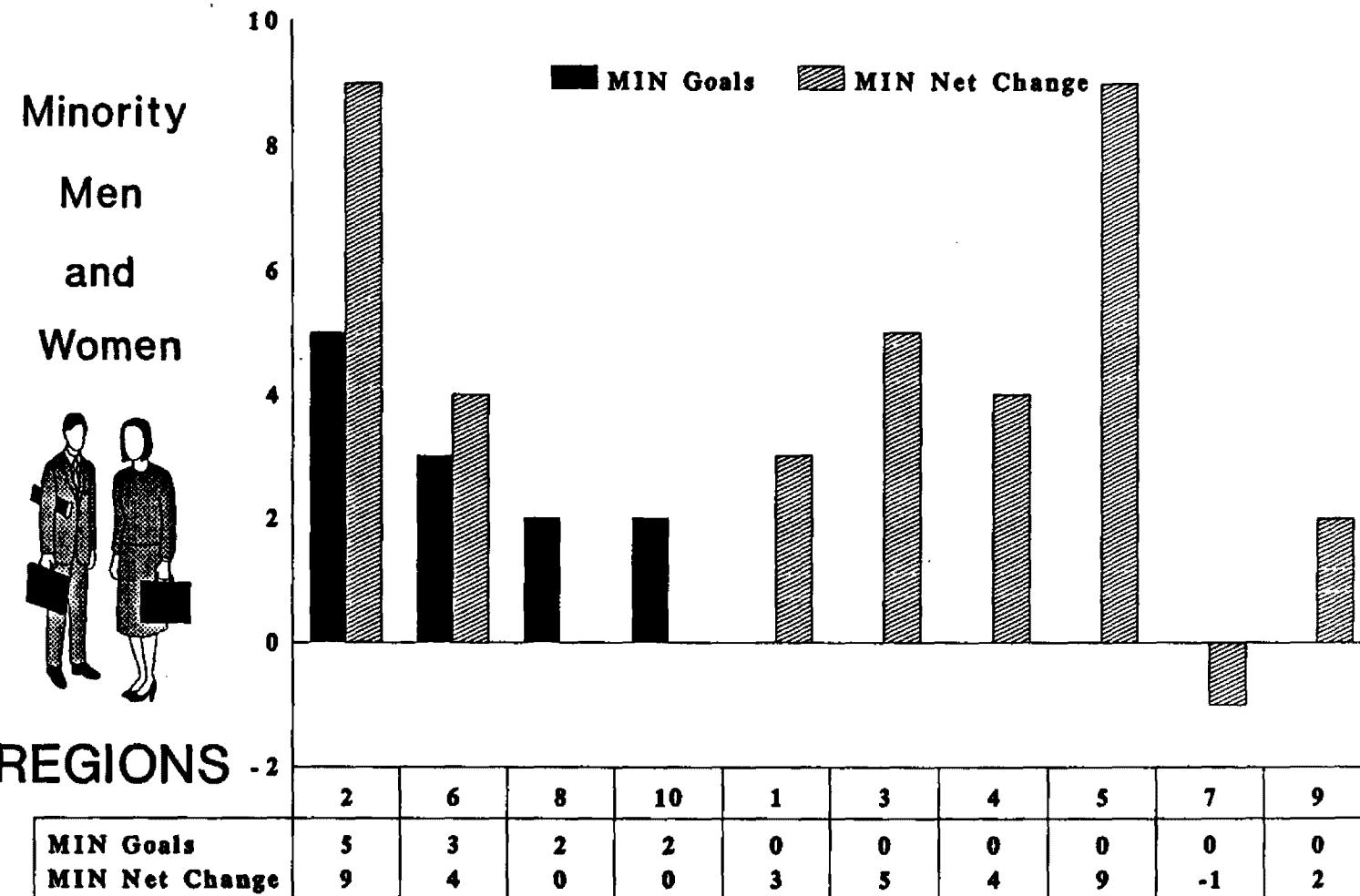


Data Source: FY 92 AEP Plan Update

Status = Net numerical change between
Sept 21, 1991 and March 21, 1992

FY 1992 MID YEAR GOALS STATUS PROFESSIONAL GOALS/GRADES 13-15

Sept 21, 1991 - March 21, 1992

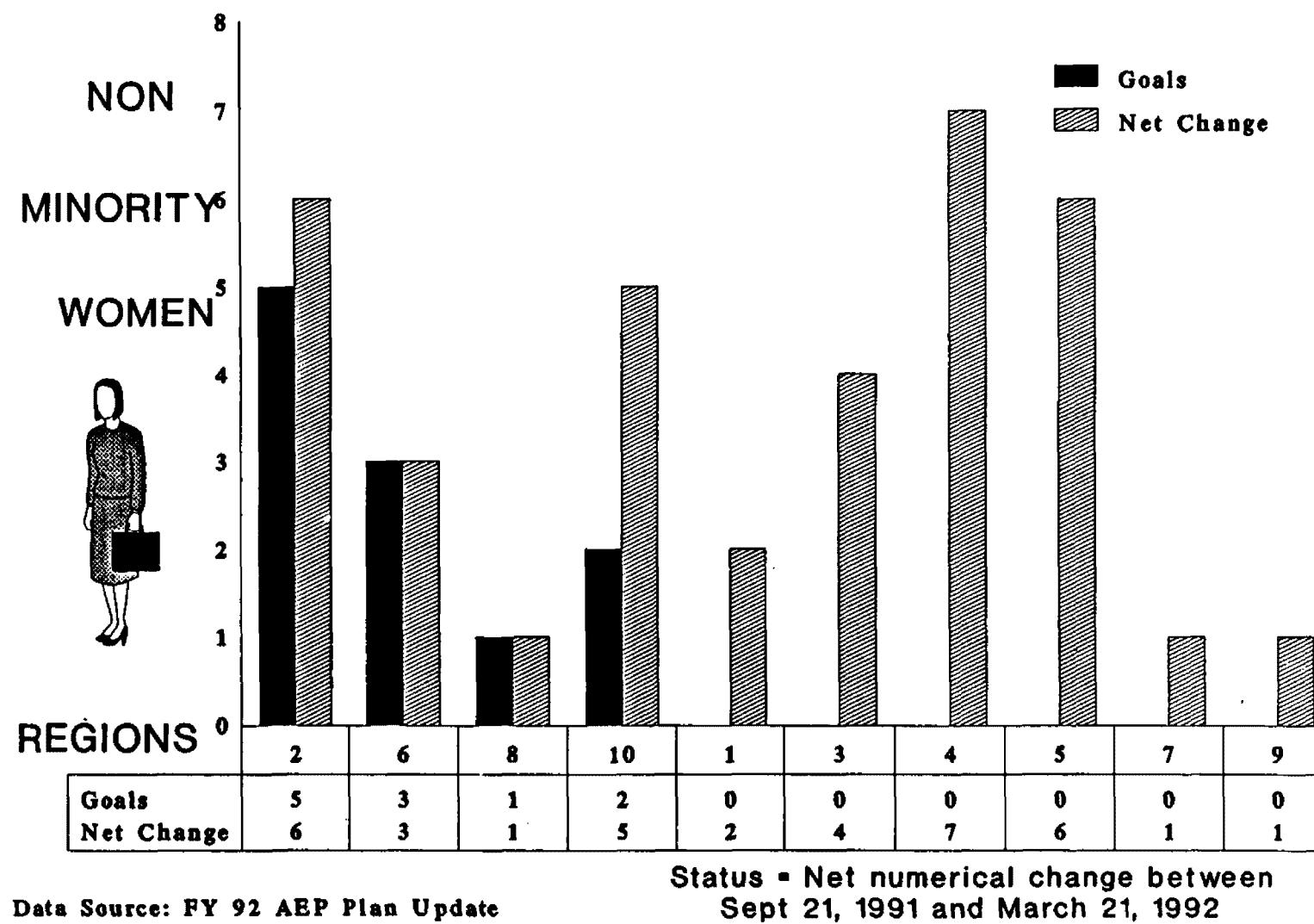


Data Source: FY 92 AEP Plan Update

Status = Net numerical change between
Sept 21, 1991 and March 21, 1992

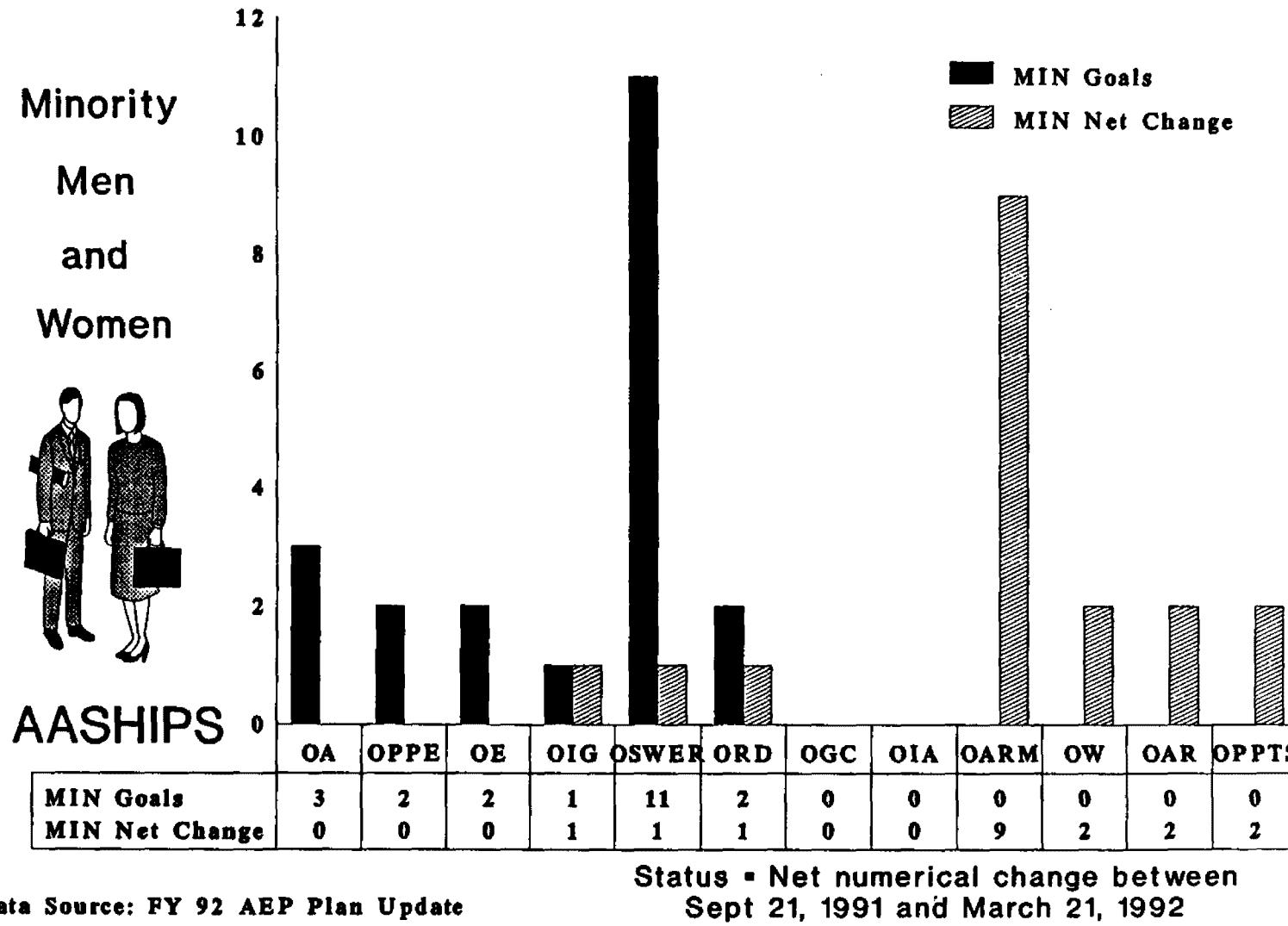
FY 1992 MID YEAR GOALS STATUS PROFESSIONAL GOALS/GRADES 13-15

Sept 21, 1991 - March 21, 1992



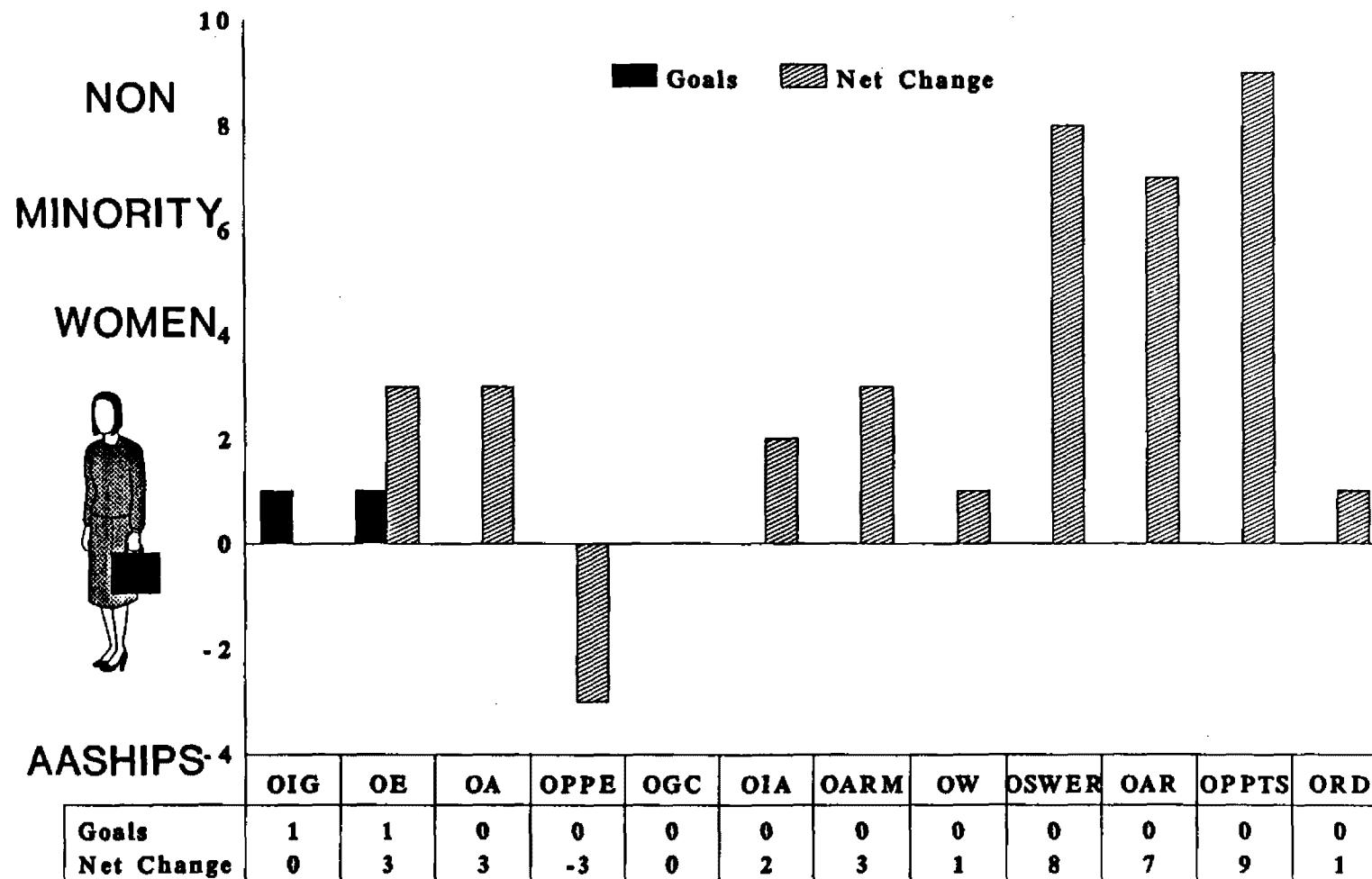
FY 1992 MID YEAR GOALS STATUS ADMINISTRATIVE GOALS/GRADES 13-15

Sept 21, 1991 - March 21, 1992



FY 1992 MID YEAR GOALS STATUS ADMINISTRATIVE GOALS/GRADES 13-15

Sept 21, 1991 - March 21, 1992

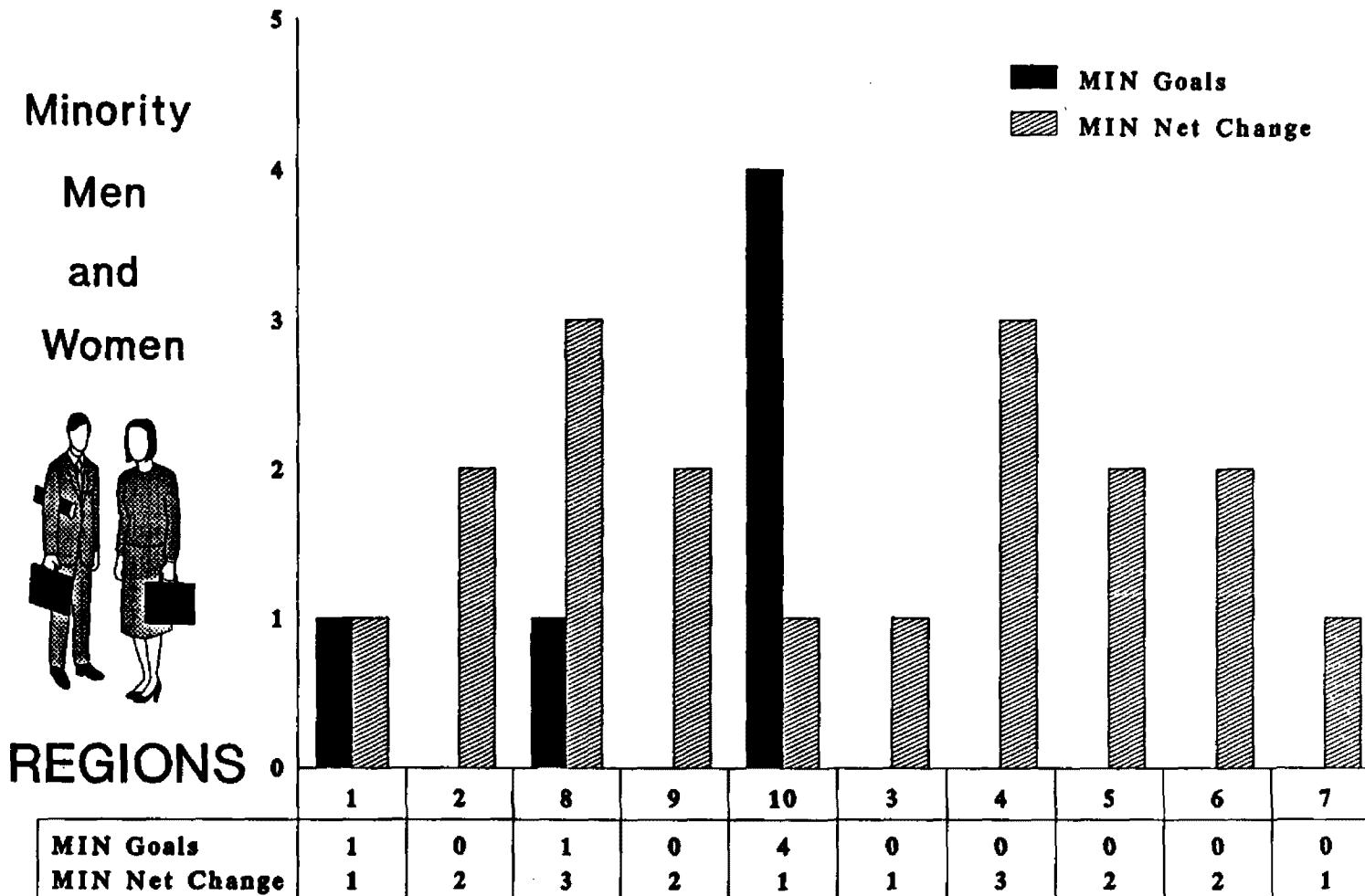


Data Source: FY 92 AEP Plan Update

Status = Net numerical change between
Sept 21, 1991 and March 21, 1992

FY 1992 MID YEAR GOALS STATUS ADMINISTRATIVE GOALS/GRADES 13-15

Sept 21, 1991 - March 21, 1992

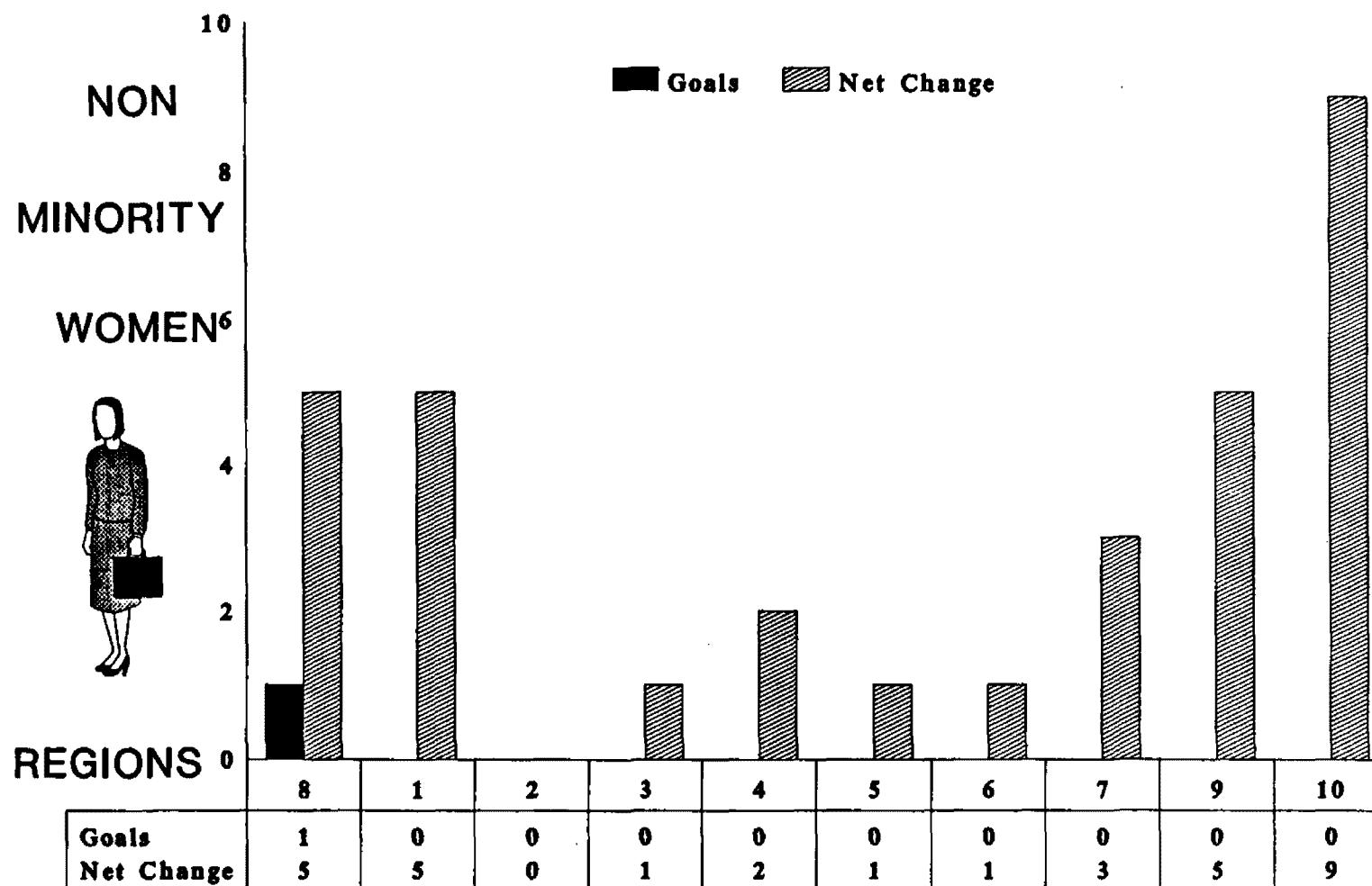


Data Source: FY 92 AEP Plan Update

Status = Net numerical change between
Sept 21, 1991 and March 21, 1992

FY 1992 MID YEAR GOALS STATUS ADMINISTRATIVE GOALS/GRADES 13-15

Sept 21, 1991 - March 21, 1992



Data Source: FY 92 AEP Plan Update

Status = Net numerical change between
Sept 21, 1991 and March 21, 1992

GM 13 - 15 SUPERVISORS/MANAGERS

	AMERICAN INDIAN		ASIAN		BLACK		HISPNAIC		WHITE		TOTAL
	F	M	F	M	F	M	F	M	F	M	
100 ADMIN	1	0	0	1	6	3	1	0	20	32	64
210 OPPE	0	0	0	0	1	1	0	0	11	29	42
220 OECM	0	0	0	1	0	1	0	0	21	50	73
230 OGC	0	0	0	0	0	1	0	0	4	14	19
240 OIG	0	0	0	1	5	2	0	3	9	49	69
260 INT ACT	0	0	1	0	0	0	0	0	1	5	7
300 OARM	0	1	4	0	32	19	0	7	108	202	373
400 WATER	0	0	1	6	5	0	0	1	48	106	167
500 OSWER	0	0	1	3	2	2	1	2	83	115	209
600 AIR RAD	0	0	0	1	1	3	1	1	46	155	208
700 OPTS	1	0	3	4	11	7	2	1	80	155	264
800 ORD	0	0	0	9	4	1	0	3	49	282	348
901 REG 1	0	0	2	6	0	3	1	1	51	124	188
902 REG 2	0	0	0	3	1	3	3	4	19	99	132
903 REG 3	0	0	1	0	1	6	1	2	32	87	130
904 REG 4	0	1	0	2	15	12	1	3	27	114	175
905 REG 5	0	0	0	5	11	9	1	1	43	93	163
906 REG 6	0	0	0	0	3	3	1	5	25	64	101
907 REG 7	0	0	0	0	2	1	0	0	19	54	76
908 REG 8	0	0	0	1	0	3	0	3	19	56	82
909 REG 9	0	0	9	7	1	1	2	2	40	67	129
910 REG 10	0	0	1	1	0	1	0	1	20	66	90
TOTAL	2	2	23	51	101	82	15	40	775	2018	3109

DATA SOURCE: EPAYS (APRIL 18, 1992)

SES SUPERVISORS/MANAGERS

	ASIAN		BLACK		HISPANIC		WHITE		TOTAL
	M	F	M		M	F	M		
100 ADMIN	0	0	1		0	6	8		15
210 OPPE	0	0	0		0	2	6		8
220 OECM	0	0	0		0	1	14		15
230 OGC	1	0	0		0	3	4		8
240 OIG	0	0	1		0	1	4		6
260 INT ACT	0	0	0		0	0	3		3
300 OARM	0	1	3		1	3	20		28
400 WATER	0	0	0		0	5	17		22
500 OSWER	0	0	1		0	4	13		18
600 AIR RAD	0	0	0		0	4	16		20
700 OPTS	0	0	1		0	8	15		24
800 ORD	0	0	0		0	2	30		32
901 REG 1	0	0	0		0	3	4		7
902 REG 2	0	0	1		0	2	6		9
903 REG 3	0	0	0		0	1	8		9
904 REG 4	0	0	1		0	0	6		7
905 REG 5	0	0	1		0	1	9		11
906 REG 6	0	0	0		0	0	8		8
907 REG 7	0	0	0		0	2	4		6
908 REG 8	0	0	0		0	1	5		6
909 REG 9	0	0	0		0	2	5		7
910 REG 10	0	0	0		0	1	5		6
TOTAL	1	1	10		1	52	210		275

DATA SOURCE: EPAYS (APRIL 18, 1992)

