

**U.S. Environmental Protection Agency
Office of Civil Rights**

**Work Force Status
And
Analysis Reports**



Data As of

March 31, 2001

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U.S. ENVIRONMENTAL PROTECTION AGENCY AGENCY WIDE

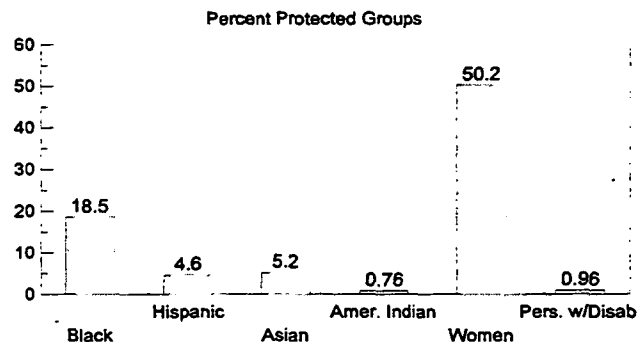
This summary presents a work force profile for the U.S. Environmental Protection Agency (EPA)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (90.3%) of EPA's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 17,810 employees in EPA. Minorities occupied 29.0% of the positions while women occupied 50.2%. Blacks held 18.5% of the positions, Hispanics 4.6%, Asians 5.2%, American Indians 0.76%, and Persons with Targeted Disabilities 0.96%. Chart 1 shows the percent distribution of the protected groups in the total work force.

CHART 1. WORK FORCE COMPOSITION



Of EPA's total work force, 64.0% percent or 11,399 employees were at grades GS/GM 13-15. Minorities held 21.3% of the positions in this grade group, while women held 41.1%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 11.7%, Hispanics 3.8%, Asians 5.1%, and American Indians 0.61%.

There were 6,513 employees at the GS/GM-13 level. Minorities comprise 24.8% while women comprise 43.4%. Among minorities, Blacks held 13.7% of the positions, Hispanics 4.2%, Asians 6.2%, and American Indians 0.74%. Minorities were 18.9% of the 3,045 employees at the GS/GM-14 level while women were 40.5%. Among minorities, Blacks held 10.4% of the positions, Hispanics 3.7%, Asians 4.3%, and American Indians 0.53%. Minorities represented 12.6% of the 1,841 employees at the GS/GM-15 level, while women comprised 34.2%. Among minorities, Blacks held 7.1% of the positions, Hispanics 2.7%, Asians 2.5%, and American Indians 0.33%.

Of the 264 SES positions in EPA, 14.8% were held by minorities and 33.0% by women. Among minorities, Blacks held 8.3% of the positions, Hispanics 3.4% and Asians 3.0%. There were no American Indians.

Of the 1,570 supervisory and managerial positions in EPA, 15.2% were held by minorities and 35.4% by women. Among the minorities, Blacks occupied 8.8% of the positions, Hispanics 3.2%, Asians 3.1%, and American Indians 0.19%.

PROFESSIONAL POSITIONS: EPA had 8,592 employees in the Professional job category, comprising 48.2% of the Agency's work force. This analysis includes the twelve most populous (series with 100 or more employees) Professional occupations in EPA. Table 1 shows the protected groups in those series. Eight of the twelve series show under representation which can be eliminated with the addition of 2 Hispanics and 18 women in the Economist series 110; 5 Hispanics, 36 Asians, and 25 women in the Biologist series 401; 2 Hispanics and 11 women in the Toxicologist series 415; 5 Hispanics in the Accountant series 510; 3 Hispanics and 18 women in the Auditor series 511; 3 Blacks in the Chemist series 1320; 10 Asians in the Contracting and Procurement series 1102; and 2 Hispanics in the Geologist series 1350.

There were no Hispanic women or American Indians in the Economist series; no American Indians in the Toxicologist series; no Hispanic men or American Indian men in the Accounting series; no American Indian women in the Auditor series; no American Indian women in the Chemical Engineer series; no Hispanics or American Indian women in the Geologist series; and no Hispanic women or American Indian men in the Health Science series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Environmental Engineer Series 819 Total: 2050	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On board	153	143	219	8	584
	# Parity*	70	62	154	7	201
	# Difference	+83	+81	+65	+1	+383
Attorney Series 905 Total: 1062	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On board	91	49	53	8	511
	# Parity*	36	27	15	2	260
	# Difference	+55	+22	+38	+6	+251
Physical Scientist Series 1301 Total: 2043	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On board	139	81	94	16	721
	# Parity*	91	39	67	8	592
	# Difference	+45	+42	+27	+8	+129

Chemical Engineer Series 893 Total: 151	Percent CLF	3.5	2.8	6.8	0.1	11.1
	# On board	8	13	24	1	46
	# Parity*	5	4	10	0	17
	# Difference	+3	+9	+14	+1	+29
Economist Series 0110 Total: 116	Percent CLF	4.6	2.8	3.2	0.2	43.9
	# On board	7	1	8	0	33
	# Parity*	5	3	4	0	51
	# Difference	+2	-2	+4	0	-18
Biologist Series 0401 Total: 747	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On board	53	19	19	10	286
	# Parity*	29	24	55	3	311
	# Difference	+24	-5	-36	+7	-25
Toxicologist Series 0415 Total: 165	Percent CLF	3.9	3.7	14.4	0.2	42.7
	# On board	9	4	26	0	59
	# Parity*	6	6	24	0	70
	# Difference	+3	-2	+2	0	-11
Accountant Series 0510 Total: 175	Percent CLF	6.7	4.2	5.4	0.3	52.7
	# On board	44	2	14	1	95
	# Parity*	12	7	9	1	92
	#Difference	+32	-5	+5	0	+3
Auditor Series 0511 Total: 218	Percent CLF	6.7	4.2	5.4	0.3	52.7
	# On board	49	6	12	1	97
	# Parity*	15	9	12	1	115
	# Difference	+34	-3	0	0	-18
Contract/ Procurement Series 1102 Total: 309	Percent CLF	5.6	3.5	5.4	0.4	37.0
	# On board	95	13	7	2	182
	# Parity	17	11	17	1	114
	# Difference	+78	+2	-10	+1	+68
Chemist Series 1320 Total: 613	Percent CLF	6.1	3.2	9.8	0.2	27.4
	# On board	34	27	64	2	208
	# Parity	37	20	60	1	168
	# Difference	-3	+7	+4	+1	+40

Geologist Series 1350 Total: 102	<i>Percent CLF</i>	1.1	2.4	1.8	0.3	14.4
	<i># On board</i>	4	0	4	1	17
	<i># Parity</i>	1	2	2	0	15
	<i># Difference</i>	+3	-2	+2	+1	+2
Health Science Series 601 Total: 102	<i>Percent CLF</i>					
	<i># On board</i>	7	1	6	1	44
	<i># Parity</i>					
	<i># Difference</i>					

**Parity is achieved when the work force representation of a protected group is equal to the group's percentage of the relevant civilian labor force of a specific occupational series or occupational category.*

An analysis by grade level shows that 76.6% or 6,578 employees of EPA's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 17.9% of the positions and women held 33.3%. Among minorities, Blacks held 7.1% of the positions, Hispanics 4.0%, Asians 6.4%, and American Indians 0.52%.

ADMINISTRATIVE POSITIONS: EPA had 7,494 employees in the Administrative job category, comprising 42.1% of its total work force. This analysis includes all the most populous (series with 100 or more employees) Administrative occupations in EPA. Table 2 shows the protected groups in those series. Eight of the ten show under representation which can be eliminated with the addition of 33 Hispanics in the Environmental Protection Specialist series; 1 Asian in the Personnel Management Specialist series; 5 Hispanics and 4 Asians in the General Administration series; 4 Hispanics and 72 women in the Computer Specialist series; 11 Hispanics and 56 women in the Program Manager series; 27 Hispanics, 4 Asians and 1 American Indian in the Management Analyst series; 1 Hispanic in the Public Affairs series; and 1 Asian and 57 women in the Criminal Investigator series.

There were no Asian men or American Indian men in the 028 series; no American Indian women in the 340 series; no American Indian men in the 501 series; no American Indian men in the 1035 series; and no Asian men in the 1811 series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Environmental Protection Specialist Series 028 Total: 2779	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	428	108	110	42	1589
	# Parity*	248	145	78	14	1390
	# Difference	+180	-37	+32	+28	+199

Personnel Management Specialist Series 201 Total: 145	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	68	14	3	1	114
	# Parity*	13	8	5	1	73
	# Difference	+55	+6	-2	0	+41
General Administration Series 301 Total: 891	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	270	39	21	4	606
	# Parity*	80	47	25	5	446
	# Difference	+190	-8	-4	-1	+160
Computer Specialist Series 334 Total: 554	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	113	24	47	3	210
	# Parity*	50	29	16	3	277
	# Difference	+63	-5	+31	0	-67
Program Manager Series 0340 Total: 410	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	36	12	11	2	142
	# Parity*	37	22	12	3	205
	# Difference	-1	-10	-1	-1	-63
Management Analyst Series 0343 Total: 1421	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	410	45	32	7	983
	# Parity*	127	74	40	8	711
	# Difference	+283	-29	-8	-1	+272
Accounting Clerical Series 0501 Total: 148	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	63	8	7	1	112
	# Parity*	14	8	5	1	74
	# Difference	+49	0	+2	0	+38
Public Affairs Series 1035 Total: 143	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	22	6	5	1	87
	# Parity*	13	8	5	1	72
	#Difference	+9	-2	0	0	+15
General Business Series 1101 Total: 133	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	43	8	5	1	101
	# Parity*	12	7	4	1	67
	# Difference	+31	1	+1	0	+34

Criminal Investigator	Percent CLF	8.9	5.2	2.8	0.5	50.
	# On board	27	12	5	1	59
Series 1811	# Parity	21	13	7	2	117
Total: 233	# Difference	+6	-1	-2	-1	-58

**Parity is achieved when the work force representation of a protected group is equal to the group's percentage of the relevant civilian labor force of a specific occupational series or occupational category.*

Further analysis by grade level shows that 64.3% or 4,821 employees of EPA's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 25.8% of the positions and women held 51.8%. Among minorities, Blacks held 18.1% of the positions, Hispanics 3.6%, Asians 3.3%, and American Indians 0.75%.

STATUS OF PERSONS WITH DISABILITIES: *In Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2001, 171 EPA employees, or 0.96%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

EPA had a net increase of 2.0% or 364 employees in its total work force (from 17,446 to 17,810). The representation of minorities increased from 26.7% to 29.0%, however, the representation of women increased from 49.4% to 50.2%. There was a net increase of 190 Blacks, 106 Hispanics, 171 Asians, 40 American Indians, and 324 women.

In Professional occupations, there was an increase of 1.8% or 154 employees (from 8,438 to 8,592). Minority representation increased from 18.7% to 20.4%, and the representation of women increased from 34.3% to 35.6%. There was a net increase of 14 Blacks, 39 Hispanics, 101 Asians, 22 American Indians, and 165 women.

In Administrative occupations, there was an increase of 8.4% or 626 employees (from 6,868 to 7,494). Minority representation increased from 27.1% to 31.7% and the representation of women increased from 56.2% to 58.6%. There was a net increase of 347 Blacks, 80 Hispanics, 62 Asians, 21 American Indians, and 532 women.

At the GS/GM-13 level, there was an increase of 16.4% or 1068 employees (from 5,445 to 6,513). Minority representation increased from 21.4% to 24.8% and the representation of women increased

from 42.0% to 43.4%. There was a net increase of 234 Blacks, 64 Hispanics, 131 Asians, 23 American Indians, and 541 women.

At the GS/GM-14 level, there was an increase of 11.6% or 353 employees (from 2,692 to 3,045). Minority representation increased from 13.9% to 18.9% and the representation of women increased from 37.4% to 40.5%. There was a net increase of 95 Blacks, 49 Hispanics, 47 Asians, and 10 American Indians, and 226 women.

At the GS/GM-15 level, there was an increase of 17.7% or 325 employees (from 1,516 to 1,841). Minority representation increased from 10.3% to 12.6% and the representation of women increased from 30.6% to 34.2%. There was a net increase of 48 Blacks, 17 Hispanics, 8 Asians, 3 American Indians, and 166 women.

At the SES level there was an increase of 1.5% or 4 employees (from 260 to 264). Minority representation increased from 8.8% to 14.8% and the representation of women increased from 26.9% to 33.0%. There was a net increase of 5 Blacks, 7 Hispanics, 6 Asians, and 17 women, while American Indians decreased by 2.

There was a decrease of 22 employees (from 1,592 to 1,570) in supervisory and managerial positions. However, minority representation increased from 13.2% to 15.2% and women increased from 34.1% to 35.4%. There was a net increase of 13 Blacks, 12 Hispanics, 6 Asians, 13 women, while American Indians decreased by 2.

Employees with targeted disabilities had a net increase of 23 (from 148 to 171). Their representation in the total work force increased from 0.83% to 0.96%.

**U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF THE ADMINISTRATOR**

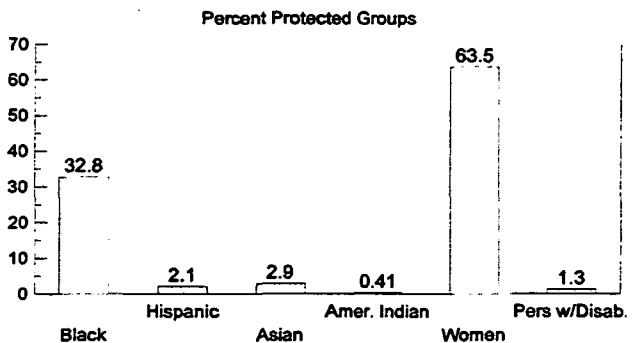
This summary presents a work force profile for the Office of the Administrator's (AO) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (87.8%) of AO's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 105 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis show the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 485 employees in AO. Minorities occupied 38.1% of AO's positions, while women occupied 63.5%. Blacks held 32.8% of AO's positions, Hispanics 2.1%, Asians 2.9%, American Indians 0.41%, and Persons with Targeted Disabilities 1.3%. American Indian men were absent from the work force. Chart 1 shows the percent distribution of the protected groups of AO's total work force.

CHART 1. WORK FORCE COMPOSITION



Of AO's total work force, 60.0% percent or 286 employees were at grades GS/GM 13-15. Minorities held 25.5% of the positions in this grade group, while women held 54.9%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 18.5%, Hispanics 2.8%, Asians 3.9%, and American Indians 0.35%. There were no American Indian men in this grade group.

There were 90 employees at the GS/GM-13 level. Minorities comprised 41.1% and women comprised 66.7%. Among minorities, Blacks held 33.3% of the positions, Hispanics 3.3%, and Asians 4.4%. There were no American Indian men or women at this level. Minorities were 18.0% of the 117 employees at the GS/GM-14 level and women are 53.9%. Among minorities, Blacks held 10.3% of the positions, Hispanics 2.6%, Asians 4.3%, and American Indians 0.85%. There were no American Indian men. Minorities represented 19.0% of the 79 employees at the

GS/GM-15 level, while women comprised 43.0%. Among minorities, Blacks held 13.9% of the positions, Hispanics 2.5%, and Asians 2.5%. There were no American Indian men, or American Indian women at this level.

Of the 30 SES positions in AO, 13.3% were held by minorities and 46.7% by women. Among minorities, Blacks held 10.0% of the positions and Hispanics held 3.3%. There were no Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in SES positions.

Of the 44 supervisory and managerial positions in AO, 15.9% were held by minorities and 47.7% by women. Among the minorities, 11.4% of the positions were occupied by Blacks, 2.3% by Hispanics and 2.3% by Asians. There were no Hispanic women, Asian men, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: AO had 98 employees in the Professional job category, comprising 20.2% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in AO. Table 1 shows the protected groups in Attorney series 905 and Economist series 110. Under representation in this job series can be eliminated with the addition of 1 Hispanic and 3 women Economist. There were no Black women, Hispanics, Asian women or American Indians in the Economist series and no Black men, Hispanic women or American Indians in the Attorney series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Attorney Series 905 Total 29	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	2	2	2	0	10
	# Parity*	1	1	0	0	7
	# Difference	+1	+1	+2	0	+3
Economist Series 110 Total 28	Percent CLF	4.6	2.8	3.2	0.2	43.9
	# On Board	1	0	2	0	9
	# Parity*	1	1	1	0	12
	# Difference	0	-1	+1	0	-3

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 77.6 % or 76 employees of AO's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 13.2% of the positions and

women held 31.6%. Among minorities, Blacks held 4.0% of the positions, Hispanics 2.6%, and Asians 6.6%. There were no Hispanic women, American Indian men, or American Indian women in this grade group.

There were no Hispanic women or American Indians in the Environmental Protection Specialist series; no Hispanic women, Asians or American Indian in the General Administration series and no American Indian in the Management Analyst series.

ADMINISTRATIVE POSITIONS: AO had 328 employees in the Administrative job category, comprising 67.6% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in AO. Table 2 shows the protected groups in Environmental Protection Specialist series 028, General Administration series 301 and Management Analysis series 343. Under representation in these job series can be eliminated with the addition of 3 Hispanic Environmental Protection Specialist; 5 Hispanic, 3 Asian and 1 American Indian in the General Administration series and 2 Hispanic Management Analyst.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S Series 028	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	12	1	3	0	45
	# Parity*	7	4	2	0	37
	# Difference	+5	-3	+1	0	+8
Gen.Admi Series 301	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	44	1	0	0	87
	# Parity*	10	6	3	1	58
	# Difference	+34	-5	-3	-1	+29
Mgmt.Ana Series 343	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	32	3	3	0	64
	# Parity*	8	5	2	0	44
	# Difference	+24	-2	+1	0	+20

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 64.0% or 210 employees of AO's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 30.0% of the positions and women held 63.3%. Among minorities, Blacks held 23.8% of the positions, Hispanics 2.9%, Asians 2.9%, and American Indians 0.48%. There were no American Indian men in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2001, 6 AO employees or 1.3% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

AO had a net increase of 59.8% or 195 employees in its total work force (from 290 to 485). The representation of minorities decreased from 42.1% to 38.1% and the representation for women decreased from 66.6% to 63.5%. There was a net increase of 52 Blacks, 2 Hispanics, 7 Asians, 2 American Indians and 115 women. There were no American Indian men as of March 31, 2001.

In Professional occupations, there was an increase of 51.0% or 50 employees (from 48 to 98). Minority representation decreased from 12.5% to 11.2% while the representation for women decreased from 35.4% to 31.6%. There was a net increase of 1 Black, 1 Hispanic, 3 Asians and 14 women. There were no Hispanic women, American Indian men, or American Indian women in Professional occupations as of March 31, 2001.

In Administrative occupations, there was an increase of 43.0% or 141 employees (from 187 to 328). Minority representation decreased from 40.1% to 38.4% and the representation for women decreased from 69.0% to 68.6%. There was a net increase of 46 Blacks, 1 Hispanic, 3 Asians, 1 American Indian and 96 women. There were no American Indian men in Administrative occupations as of March 31, 2001.

At the GS/GM-13 level, there was an increase of 42.2% or 52 employees (from 38 to 90). Minority representation increased from 34.2% to 41.1% and the representation for women decreased from 76.3% to 66.7%. There was a net increase of 22 Blacks, 2 Asians and 31 women, while Hispanics remained the same at 3. There were no American Indians at this level as of March 31, 2001.

At the GS/GM-14 level, there was an increase of 49.6% or 59 employees (from 58 to 117). The percentage of minorities decreased from 27.6% to 17.9% and the percentage for women decreased

from 67.2% to 53.8%. There was a net increase of 1 Hispanic, 3 Asians, 1 American Indian and 24 women. Blacks remained the same at 12. There were no American Indian men at this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 45.6% or 43 employees (from 36 to 79). The percentage of minorities decreased from 19.4% to 19.0% and the percentage for women increased from 33.3% to 43.0%. There was a net increase of 7 Blacks, 1 Asian and 22 women. Hispanics remained the same at 2. There were no American Indian men, or American Indian women at this level as of March 31, 2001.

The SES members increased by 15.0% or 3 employees (from 17 to 30). The representation of minorities decreased from 17.6% to 13.3% and the representation for women increased from 29.4% to 46.7%. There was a net gain of 1 Hispanic and 9 women. Blacks remained the same at 3. Asian men, Asian women, American Indian men, and American Indian women were absent at the SES level as of March 31, 2001.

There was an increase of 34.1% or 15 employees (from 29 to 44) in supervisory and managerial positions. Minority representation increased from 3.1% to 15.9%, while the representation for women increased from 44.8% to 47.7%. There was a net increase of 1 Hispanic and 8 women, while there was a net decrease of 3 Blacks. Asians remained the same at 1. There were no Hispanic women, Asian men, American Indian men, or American Indian women in these positions as of March 31, 2001.

Employees with targeted disabilities decreased by 20.0% or 1 (from 6 to 5). Their representation in the total work force decreased from 2.1% to 1.0%.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF AIR AND RADIATION

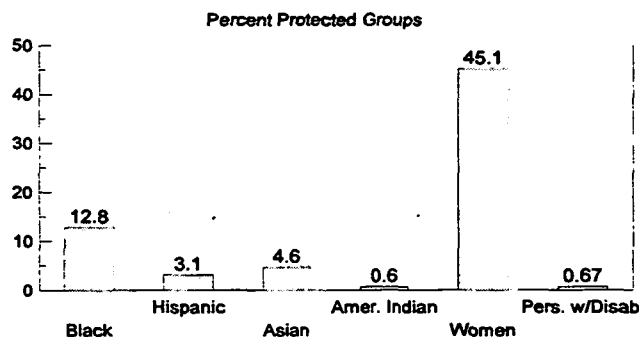
This summary presents a work force profile for the Office of Air and Radiation (OAR) 's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (89.1%) of OAR's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001 , there were 1,334 employees in the OAR. Minorities occupied 21.0% of OAR's positions while women occupied 45.1%. Blacks held 12.8% of OAR's positions, Hispanics 3.1%, Asians 4.6%, American Indians 0.60% and Persons with Targeted Disabilities 0.67%. Chart 1 shows the percent distribution of the protected groups of OAR's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OAR's total work force, 69.9% or 933 employees were at grades GS/GM 13-15. Minorities held 17.0% of the positions in this grade group, while women held 38.3%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 9.0%, Hispanics 3.3%, Asians 4.4%, and American Indians 0.32%.

There were 594 employees at the GS/GM-13 level; minorities comprised 21.0% and women 39.1%. Among minorities, Blacks held 10.9% of the positions, Hispanics 3.4%, Asians 6.4%, and American Indians 0.34%. There were no American Indian women represented at this level. Minorities were 14.4 of the 167 employees at the GS/GM-14 level and women 41.3%. Among minorities, Blacks held 7.2% of the positions, Hispanics 4.8%, and Asians 1.8%. There were no Asian women or American Indian men at this level. Minorities represented 5.8% of the 172 employees at the

GS/GM-15 level, while women comprised 32.6%. Among minorities, Blacks held 4.1% of the positions and Hispanics held 1.7%. There were no Hispanic men, and no Asians or American Indians represented at this level.

Of the 17 SES positions in OAR, 47.1% were held by women. Minorities held 11.8% of the positions with 1 Black male and 1 Asian woman at the SES level. There are no Black women, Hispanics, Asian men, or American Indians represented at this level.

Of the 118 supervisory and managerial positions in OAR, 6.8% were held by minorities and 36.4% by women. Among the minorities, 4.2% of the positions were occupied by Blacks, 0.85% by Hispanics and 1.7% of the positions were held by Asians. There were no Hispanic men, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OAR had 581 employees in the Professional job category, comprising 43.6% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OAR. Table 1 shows the protected groups in the Environmental Engineer series 819, Mechanical Engineer Series 830, General Physical Scientist series 1301 and Economist series 110. Under representation can be eliminated with the addition of 3 Asian Environmental Engineers; 3 Asian Mechanical Engineers; 1 Hispanic Physical Scientists and 1 Hispanic and 3 women Economist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engr.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	16	9	12	1	48
819	# Parity*	7	6	15	1	19
Total 194	# Difference	+9	+3	-3	0	+29
Mech. Engr.	Percent CLF	2.7	2.4	5.9	0.2	5.3
Series	# On Board	3	2	2	0	4
830	# Parity*	2	2	5	0	4
Total 80	# Difference	+1	0	-3	0	0
Phy. Sci.	Percent CLF	4.6	1.9	3.3	0.4	29
Series	# On Board	11	2	9	1	45
1301	# Parity*	6	3	4	1	39
Total 134	# Difference	+5	-1	+5	0	+6

Economist	Percent CLF	4.6	2.8	3.2	0.2	43.9
Series	# On Board	4	0	2	0	9
110	# Parity*	1	1	1	0	12
Total 28	# Difference	+3	-1	+1	0	-3

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

An analysis by grade level shows that 83.3% or 484 employees of OAR's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 14.7% of the positions and women held 23.6%. Among minorities, Blacks held 5.6% of the positions, Hispanics 3.3%, Asians 5.4%, and American Indians 0.41%.

ADMINISTRATIVE POSITIONS - OAR had 607 employees in the Administrative job category, comprising 45.5% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in OAR. Table 2 shows the protected groups in the Environmental Protection Specialist series 028, General Administration series 301, Computer Specialist series 334 and Management Analyst series 343. Under representation can be eliminated with the addition of 8 Black, 2 Hispanic, 1 American Indian and 4 women Environmental Protection Specialist; 2 Hispanic and 1 Asian in the General Administration series; 1 Hispanic Computer Specialist; 3 Hispanic Management Analyst.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Prot.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	19	14	11	1	148
028	# Parity*	27	16	8	2	152
Total 303	# Difference	-8	-2	+3	-1	-4
Gen. Admin.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	11	1	1	0	44
301	# Parity*	6	3	2	0	33
Total 65	# Difference	+5	-2	-1	0	+11
Comp.Spec.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	5	1	7	0	21
334	# Parity*	4	2	1	0	21
Total 42	# Difference	+1	-1	+6	0	0

Mgmt.Anlys.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	38	5	5	1	110
343	# Parity*	14	8	4	1	77
Total 154	# Difference	+24	-3	+1	0	+33

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 74.0% or 449 employees of OAR's administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 19.6% of the positions and women held 54.1%. Among minorities, Blacks held 12.7% of the positions, Hispanics 3.3%, and Asians 3.3%. There were no American Indian men in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2001, 11 OAR employees or 0.85% had targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, to MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OAR had a net increase of 5.4% or 72 employees in its total work force (from 1,262 to 1,334). The representation of minorities increased from 18.2% to 21.1% and the representation for women increased from 45.0% to 45.1%. There was a net increase of 17 Blacks, 11 Hispanics, 22 Asians, 1 American Indian and 34 women.

In Professional occupations, employee representation decreased by 0.68% or 4 employees (from 585 to 581). Minority representation increased from 12.8% to 16.7%, and the representation for women decreased from 27.2% to 26.0%. There was a net increase of 6 Blacks, 5 Hispanics, 8 Asians and 3 American Indians, while there was a net decrease of 8 women.

In Administrative occupations, there was an increase of 16.6% or 101 employees (from 506 to 607). Minority representation increased from 19.6% to 20.6% and the representation for women increased from 56.7% to 57.2%. There was a net increase of 7 Blacks, 8 Hispanics, 12 Asians and 60 women, while there was a net decrease of 1 American Indian. There were no American Indian men as of March 31, 2001.

At the GS/GM-13 level, there was an increase of 15.2% or 90 employees (from 504 to 594). Minority representation increased from 17.7% to 21.0% and the representation for women decreased from 40.5% to 39.1%. There was a net increase of 17 Blacks, 4 Hispanics, 14 Asians, 1 American Indian and 28 women.

At the GS/GM-14 level, there was a net increase of 27.5% or 46 employees (from 121 to 167). The percentage of minorities increased from 5.8% to 14.4% and the percentage for women increased from 36.4% to 41.3%. There was a net increase of 8 Blacks, 6 Hispanics, 3 Asians and 25 women, while American Indian remained the same at 1. There were no American Indians at this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 8.1% or 14 employees (from 158 to 172). The percentage of minorities increased from 5.1% to 5.8% while the percentage for women increased from 31.0% to 32.6%. There was a net increase of 1 Black, 1 Hispanic and 7 women. There were no Hispanic men, Asians or American Indians at this level as of March 31, 2001.

The SES level experienced an increase of 5.9% or 1 employee (from 16 to 17). Minorities had an increase from 0% to 11.8%. The representation of women increased from 31.3% to 47.1%. There was a net increase of 1 Black, 1 Asian and 3 women. There were no Black women, Hispanics, Asian men or American Indians represented at this level as of March 31, 2001.

There was a decrease of 2.5% or 3 employees in supervisory and managerial positions (from 115 to 112). Minority representation increased from 5.2% to 6.8%, while the representation for women increased from 33.0% to 36.4%. There was a net increase of 1 Black, 2 Asians and 5 women, while Hispanics decreased by 1. There were no Hispanic men or American Indians in these positions as of March 31, 2001.

Employees with targeted disabilities remained the same at 2. Their representation of the total work force decreased from 0.71% to 0.67%.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF ADMINISTRATION AND RESOURCES MANAGEMENT

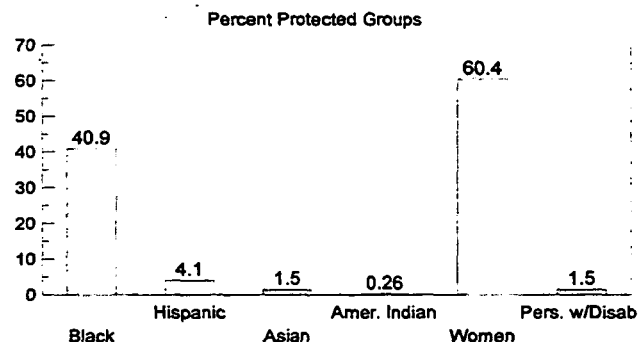
This summary presents a work force profile for the Office of Administration and Resources Management's (OARM) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (88.4%) of OARM's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 778 employees in the OARM. Minorities occupied 46.8% of OARM's positions, while women occupied 60.4%. Among minorities, Blacks held 40.9% of OARM's positions, Hispanics 4.1%, Asians 1.5%, American Indians 0.26%, and Persons with Targeted Disabilities 1.5%. Chart 1 shows the percent distribution of the protected groups of OARM's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OARM's total work force 62.0% percent or 482 employees were at grades GS/GM 13-15. Minorities held 39.6 of the positions in this grade group, while women held 53.1%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 32.8%, Hispanics 4.8%, Asians 1.9%, and American Indians 0.21%.

There were 211 employees at the GS/GM-13 level. Minorities comprised 46.9% and women comprised 62.6%. Among minorities, Blacks held 41.2% of the positions, Hispanics 3.8% and Asians 1.9%. There were no American Indians at this level. Minorities, were 37.8% of the 172 employees at the GS/GM-14 level and women were 48.8%. Among minorities, Blacks held 30.0% of the positions, Hispanics 5.8%, Asians 1.7%, and American Indians 0.58%. There were no American Indian women at this level. Minorities represented 27.3% of the 99 employees at the

GS/GM-15 level, while women comprised 40.4%. Among minorities, Blacks held 20.2% of the positions, Hispanics 5.1%, and Asians 2.0%. There were no Asian men American Indian men or American Indian women at this level.

Of the 13 SES positions in OARM, 15.4% were held by minorities and 23.1% by women. Among the minorities, Blacks held 7.7% of the positions and Hispanics held 7.7%. There were no Black women, Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in SES positions.

Of the 73 supervisory and managerial positions in OARM, 26.0% were held by minorities and 41.1% by women. Among the minorities, 20.6% of the positions were occupied by Blacks, 2.7% by Hispanics, and 2.7% by Asians. There were no Asian men, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OARM had 265 employees in the Professional job category, comprising 34.1% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in OARM. Table 1 shows the protected groups in Contract & Procurement series 1102. Under representation in this job series can be eliminated with the addition of 2 Asians and 1 American Indian.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Contr. & Proc.	Percent CLF	5.1	4.2	2.1	0.4	45.9
Series	# On Board	70	9	2	0	121
1102	# Parity*	10	9	4	1	94
Total 204	# Difference	+60	0	-2	-1	+27

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 68.3% or 181 employees of OARM's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 32.6% of the positions and women held 46.4%. Among minorities, Blacks held 24.9% of the positions, Hispanics 5.5%, and Asians 2.2%. There were no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: OARM had 423 employees in the Administrative job category, comprising 54.4% of its total work force. This analysis includes the most populous (series with 25 or more employees) Administrative occupations in OARM. Table 2 shows the protected groups in Personnel Management series 201, General Administration series 301, Computer

Specialist series 334, Support Service Administration series 342, Management Analysis series 343 and General Business series 1101. Under representation can be eliminated with the addition of 3 Hispanic and 2 Asian Personnel Management Specialist; 1 Hispanic and 1 Asian in the General Administration series; 2 Asian and 1 American Indian Computer Specialist; 1 Asian Support Service Administrator and 1 American Indian in the General Business series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Per. Mgmt.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	47	2	1	1	62
201	# Parity*	7	5	3	1	39
Total 78	# Difference	+40	-3	-2	0	+23
Gen. Admin.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	23	1	0	0	32
301	# Parity*	4	2	1	0	24
Total 48	# Difference	+19	-1	-1	0	+8
Comp.Spec.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	10	2	0	0	19
334	# Parity*	4	2	2	1	19
Total 37	# Difference	+6	0	-2	-1	0
Supp.Srv.Ad	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	18	1	0	0	17
342	# Parity*	2	1	1	0	13
Total 26	# Difference	+16	0	-1	0	+4
Mgmt Ana.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	27	6	3	1	59
343	# Parity*	9	5	3	1	52
Total 104	# Difference	+18	+1	0	0	+7
Gen. Bus.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	17	1	1	0	26
1101	# Parity*	3	2	1	0	17
Total 34	# Difference	+14	-1	0	0	+9

** Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category*

Further analysis by grade level shows that 71.2% or 301 employees of OARM's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 43.9% of the positions and women held 57.1%. Among minorities, Blacks held 37.5% of the positions, Hispanics 4.3%, Asians 1.7%, and American Indians 0.33%.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2001, 12 OARM employees or 1.5% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OARM had a net decrease of 26.3% or 205 employees in its total work force (from 983 to 778). The representation of minorities increased from 41.7% to 46.8% and the representation for women increased from 57.6% to 60.4%. There was a net increase of 4 Hispanics and a net decrease of 48 Blacks, 2 Asians and 96 women, while American Indians remained the same at 2.

In Professional occupations, there was a decrease of 8.7% or 23 employees (from 288 to 265). Minority representation increased from 37.5% to 39.6% and the representation for women decreased from 55.6% to 53.2%. There was a net increase of 3 Hispanics and 2 Asians, while there was a net decrease of 7 Blacks, 19 women and 1 American Indian. There were no American Indians as of March 31, 2001.

In Administrative occupations, there was a decrease of 35.0% or 148 employees (from 571 to 423). Minority representation increased from 38.4% to 47.3% and the representation for women increased from 54.3% to 61.5%. There was a net increase of 1 Hispanic and 2 American Indians. There was a net decrease of 17 Blacks, 5 Asians and 50 women.

At the GS/GM-13 level, there was a decrease of 20.4% or 43 employees (from 254 to 211). Minority representation increased from 41.3% to 46.9% and the representation for women increased from 60.2% to 62.6%. There was a net decrease of 5 Hispanics, 3 Asians and 21 women. There was a net increase of 2 blacks. There were no American Indians at this level as of March 31, 2001.

At the GS/GM-14 level, the number of employees decreased by 25.0% or 43 employees (from 215 to 172). The percentage of minorities increased from 27.9% to 37.8%, while the percentage for women increased from 47.9% to 48.8%. There was a net increase of 6 Hispanics and 1 American Indian, while there was a net decrease of 2 Blacks and 19 women. Asians remained the same at 3. There were no American Indian women at this level as of March 31, 2001.

At the GS/GM-15 level, there was a decrease of 18.2% or 18 employees (from 117 to 99). The percentage of minorities increased from 21.4% to 27.3% and the percentage for women increased from 31.6% to 40.4%. There was a net increase of 1 Hispanic, 1 Asian and 3 women, while Blacks remained the same at 20. There were no Asian men, American Indian men or American Indian women at this level as of March 31, 2001.

The SES members decreased by 61.5% or 8 employees (from 21 to 13). The representation of minorities increased from 4.8% to 15.4% and the representation for women increased from 19.0% to 23.1%. There was a net increase of 1 Black and a net decrease of 1 woman. Hispanics remained the same at 1. Black women, Hispanic women, Asian men, Asian women, American Indian men, and American Indian women were absent at the SES level as of March 31, 2001.

There was a decrease of 28.8% or 21 employees (from 94 to 73) in supervisory and managerial positions. Minority representation increased from 22.3% to 26.0%, while the representation of women increased from 34.0% to 41.1%. There was a net decrease of 2 Blacks, 1 Hispanic and 2 women. There was a net increase of 1 Asian. There were no Asian men, American Indian men, or American Indian women in these positions as of March 31, 2001.

Employees with targeted disabilities decreased by 33.3% or 4 employees (from 16 to 12). Their representation in the total work force decreased from 1.6% to 1.5%.

**U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF THE CHIEF FINANCIAL OFFICER**

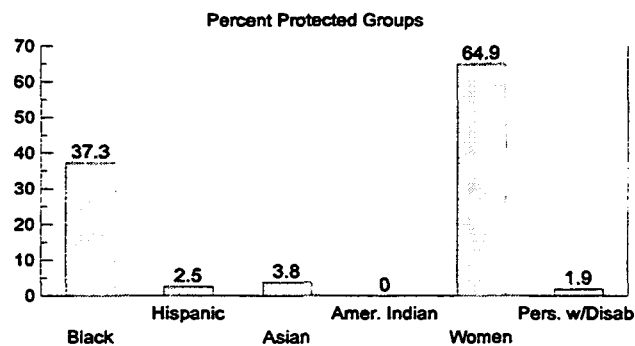
This summary presents a work force profile for the Office of the Chief Financial Officer (OCFO)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (84.6%) of OCFO's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 319 employees in OCFO. Minorities occupied 43.6% of the positions while women occupied 64.9%. Blacks held 37.3% of the positions, Hispanics 2.5%, Asians 3.8%, and Persons with Targeted Disabilities 1.9%. There were no American Indians in OCFO's work force. Chart 1 shows the percent distribution of the protected groups in the total work force.

CHART 1. WORK FORCE COMPOSITION



Of OCFO's total work force, 57.7% or 184 employees were at grades GS/GM 13-15. Minorities held 34.2% of the positions in this grade group, while women held 57.6%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 25.5%, Hispanics 2.7%, and Asians 6.0%. There were no American Indians in this grade group.

There were 78 employees at the GS/GM-13 level. Minorities comprised 46.2% while women comprised 73.1%. Among minorities, Blacks held 33.3% of the positions, Hispanics 1.3%, and Asians 11.5%. There were no Hispanic women or American Indians at this grade level. Minorities were 33.3% of the 63 employees at the GS/GM-14 level while women were 55.6%. Among minorities, Blacks held 25.4% of the positions, Hispanics 6.4%, and Asians 1.6%. There were no

Asian women or American Indians at this grade level. Minorities represented 14.0% of the 43 employees at the GS/GM-15 level, while women comprised 32.6%. Among minorities, Blacks held 11.6% of the positions and Asians 2.3%. There were no Hispanics or American Indians at this level.

Of the 7 SES positions in OCFO, 14.3% were held by Blacks and 28.6% by women. There were no Black women, Hispanics, Asians, or American Indians in SES positions.

Of the 27 supervisory and managerial positions in OCFO, 22.2% were held by minorities and 29.6% by women. Among the minorities, 22.2% of the positions were occupied by Blacks. There were no Hispanics, Asians or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OCFO had 90 employees in the Professional job category, comprising 28.2% of its work force. This analysis includes the only populous (series with 25 or more employees) Professional occupation in OCFO, Accountant series 510. Table 1 shows the protected groups in that series. Under representation in this series can be eliminated with the addition of 4 Hispanic Accountants.

Table 1. Most Populous Professional Occupation by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Acct.	Percent CLF	6.7	4.2	5.4	0.3	52.7
Series 0510	# On Board	29	0	5	0	50
	# Parity*	6	4	5	0	45
Total 86	# Difference	+23	-4	0	0	+5

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 75.6% or 68 employees of OCFO's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 36.8% of the positions and women held 58.8%. Among minorities, Blacks held 29.4% of the positions and Asians 7.4%. There were no Hispanics or American Indians in this grade group.

ADMINISTRATIVE POSITIONS: OCFO had 180 employees in the Administrative job category, comprising 56.4% of its total work force. This analysis includes the only populous (series with 25 or more employees) Professional occupation in OCFO, Management Analysis series 343 and General Accounting Clerk series 501. Table 2 shows the protected groups in that series. Under representation in this series can be eliminated with the addition of 1 Hispanic, Management Analyst, 1 Hispanic and 1 Asian General Accounting. There were no American Indians in the 343 series; no Asians and American Indians in the 501 series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Mgmt.Anlyst	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	13	3	2	0	45
343	# Parity*	6	4	2	0	37
Total 73	# Difference	+7	-1	0	0	+8
Gen.Acctg..	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	28	2	0	0	42
501	# Parity*	5	3	1	0	27
Total 53	# Difference	+23	-1	-1	0	+15

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category

Further analysis by grade level shows that 64.4% or 116 employees of OCFO's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 32.8% of the positions and women held 56.9%. Among minorities, Blacks held 23.3% of the positions, Hispanics 4.3%, and Asians 5.2%. There were no American Indians in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2001, 6 employees, or 1.9%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OCFO had a net increase of 1.6% or 5 employees in its total work force (from 314 to 319). The representation of minorities decreased from 44.9% to 43.6% and the representation of women increased from 64.0% to 64.9%. There was a net decrease of 2 Blacks and a net increase of 6 women. Hispanics and Asians remained the same at 8 and 12, respectively. There were no American Indians as of March 31, 2001.

In Professional occupations, there was a decrease of 8.8% or 8 employees (from 98 to 90). Minority representation increased from 35.7% to 37.8%, and the representation for women increased from 54.1% to 56.7%. There was a net decrease of 1 Hispanic and 2 women, while Blacks and Asians remained the same at 29 and 5. There were no Hispanics or American Indians as of March 31, 2001.

In Administrative occupations, there was an increase of 15.0% or 27 employees (from 153 to 180). Minority representation increased from 38.6% to 38.9%, while the representation for women increased from 60.8% to 63.3%. There was a net increase of 9 Blacks, 1 Hispanic, 1 Asian and 21 women. There were no American Indians as of March 31, 2001.

At the GS/GM-13 level, employees remained the same at 78. Minority representation increased from 42.3% to 46.2% and the representation of women increased from 66.7% to 73.1%. There was a net increase of 5 Blacks, 2 Asians and 5 women, while there was a net decrease of 4 Hispanics. There were no American Indians as of March 31, 2001.

At the GS/GM-14 level, there was an increase of 25.4% or 16 employees (from 47 to 63). The percentage of minorities increased from 21.3% to 33.3%, while the percentage for women increased from 38.3% to 55.6%. There was a net increase of 7 Blacks, 4 Hispanics and 17 women, while Asians remained the same at 1. There were no Asian women or American Indians as of March 31, 2001.

At the GS/GM-15 level there was an increase of 30.2% or 13 employees (from 30 to 43). The percentage of minorities decreased from 16.7% to 14.0% and the percentage of women decreased from 36.7% to 32.6%. There was a net increase of 2 Blacks and 3 women, while there was a net decrease of 1 Hispanic. Asians remained the same at 1. There were no Black men, Hispanics, Asian men or American Indians as of March 31, 2001.

The SES members increased by 42.9% or 3 employees (from 4 to 7). The percentage of minorities increased from 0% to 14.3% and the percentage of women decreased from 50.0% to 28.6%. There was a net increase of 1 Black. Women remained the same at 2. There were no Black women, Hispanics, Asians, or American Indians at the SES level as of March 31, 2001.

Supervisory and managerial employees increased by 18.5% or 5 (from 22 to 27). Minority representation decreased from 22.7% to 22.2% and the representation of women decreased from 36.4% to 29.6%. There was a net increase of 2 Blacks and a net decrease of 1 Hispanic. Women remained the same at 8. There were no Hispanics, Asians or American Indians at this level as of March 31, 2001.

Employees with targeted disabilities increased by 50.0% or 3 employees (from 3 to 6). Their representation in the total work force increased from 0.96% to 1.9%.

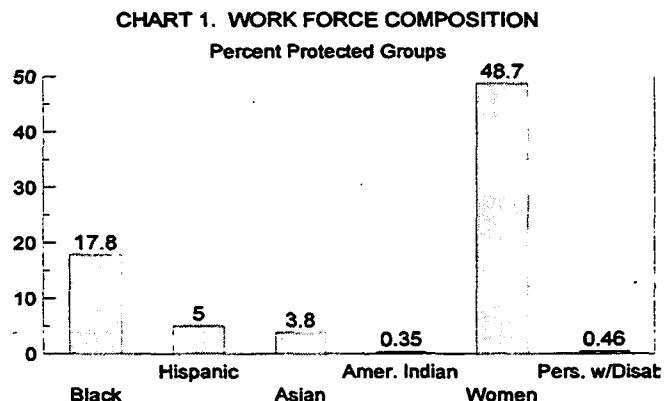
U. S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF ENFORCEMENT AND COMPLIANCE ASSURANCE

This summary presents a work force profile for the Office of Enforcement and Compliance Assurance (OECA) 's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (92.6%) of OECA 's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 869 employees in OECA. Minorities occupied 26.9% of the positions while women occupied 48.7%. Blacks held 17.8% of the positions, Hispanics 5.0%, Asians 3.8%, American Indians 0.35%, and Persons with Targeted Disabilities 0.46%. Chart 1 shows the percent distribution of the protected groups in OECA 's total work force.



Of OECA 's total work force, 80.7% or 701 employees were at grades GS/GM 13-15. Minorities held 22.3% of the positions in this grade group while women held 43.4%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 13.0%, Hispanics 5.1%, Asians 3.9%, and American Indians 0.29%.

There were 357 employees at the GS/GM-13 level. Minorities held 31.1% of the GS/GM 13 level positions, while women held 42.3%. Minorities were represented in this grade level as follows: Blacks 19.3%, Hispanics 6.7%, Asians 4.8%, and American Indians 0.28%. There were 157 employees at the GS/GM-14 level. Minorities held 17.8% of the GS/GM 14 level positions, while women held 52.2%. Minorities were represented as follows: Blacks 8.9%, Hispanics 5.1%, Asians 3.2% and American Indians were 0.64%. There were no American Indian men at this grade level. There were 187 employees at the GS/GM-15 level. Minorities held 9.1% of the

GS/GM 15 level positions, while women held 38.0%. Minorities were represented as follows: Blacks 4.3%, Hispanics 2.1%, and Asians 2.7%. There were no American Indians at this grade level.

Of the 18 SES positions in OECA, 11.1% were held by minorities and 16.7% by women. Among minorities, Blacks made up 11.1% of the positions. There were no Black women, Hispanics, Asians, or American Indians in the SES.

Of the 92 supervisory and managerial positions in OECA, 13.0% were held by minorities and 32.6% by women. Blacks held 7.6%, Hispanics 3.3%, and Asians 2.2%. There were no Hispanic women, Asian men or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OECA had 301 employees in the Professional job category, comprising 34.6% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in OECA. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, Physical Scientist series 1301, and Chemist series 1320. Under representation in these series can be eliminated with the addition of 1 American Indian Environmental Engineer, 1 Hispanic Physical Scientist, and 2 Black, 1 Hispanic and 1 American Indian Chemist.

There were no American Indians in the Environmental Engineer series, Hispanic men or American Indian men in the Attorney series; Black women, Hispanics or American Indians in the Physical Scientist series; and no Black women, Hispanic women and American Indians in the Chemistry series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Environmental Engineer Series 819 Total: 37	Percent CLF	3.4%	3.0%	7.5%	0.3%	9.8%
	# On board	4	2	3	0	16
	# Parity*	1	1	3	0	4
	# Difference	+3	+1	0	0	+12
Attorney Series 905 Total: 164	Percent CLF	3.4%	2.5%	1.4%	0.2%	24.5%
	# On board	6	7	5	1	82
	# Parity*	6	4	2	0	40
	# Difference	+2	+3	+3	+1	+42
Physical Scientist Series 1301 Total: 35	Percent CLF	4.6%	1.9%	3.3%	0.4%	29%
	# On board	3	0	3	0	11
	# Parity*	2	1	1	0	10
	# Difference	+1	-1	+2	0	+1

Chemist	Percent CLF	6.1%	3.2%	9.8%	0.2%	27.4%
Series 1320	# On board	1	1	4	0	10
Total: 35	# Parity	3	2	4	1	10
	# Difference	-2	-1	0	-1	0

**Parity is achieved when the work force representation of a protected group is equal to the group's percentage of the relevant civilian labor force of a specific occupational series or occupational category.*

An analysis by grade level shows that 92.7% or 279 of OECA's Professional employees were at grades GS/GM 13-15. In this grade grouping, minorities held 16.1% of the positions and women held 43.4%. Blacks held 5.7%, Hispanics 3.9%, Asians 6.1%, and American Indians 0.36%. There were no American Indian men in this grade group.

ADMINISTRATIVE POSITIONS: OECA had 504 employees in the Administrative job category, comprising 58.0% of its total work force. This analysis includes the most populous (series with 25 or more employees) Administrative occupations in OECA. Table 2 shows the protected groups in Environmental Protection Specialist series 819, General Administration series 301, Management Analyst series 343 and Criminal Investigator series 1811. Under representation in these series can be eliminated with the addition of 4 Hispanic Environmental Protection Specialist; 3 Hispanic and 1 Asian Management Analyst; and 4 Black, 2 Asian and 52 women Criminal Investigators.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	17	3	5	1	70
028	# Parity*	11	7	4	1	65
Total 129	# Difference	+6	-4	+1	0	-5
Gen.Admi	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	14	5	2	0	29
301	# Parity*	4	2	1	0	22
Total 44	# Difference	+10	+3	+1	0	+7
Mgmt.Ana	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	45	2	2	0	74
343	# Parity*	9	5	3	0	50
Total 99	# Difference	+36	-3	-1	0	+24

Crim.Inv	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	12	14	3	1	37
1811	# Parity*	16	9	5	1	89
Total 178	# Difference	-4	+5	-2	0	-52

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 83.7% or 422 employees of OECA's Administrative work force were at grades GS/GM 13-15. Minorities held 26.3% of the positions and women held 43.4%. Among the minorities, Blacks held 17.8% of the positions, Hispanics 5.9%, Asians 2.4%, and American Indians 0.24%. There were no American Indian women.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the U.S. Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2001, 4 OECA employees, or 0.44%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997, to March 31, 2001, is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OECA had a net decrease of 8.5% or 74 employees, in its total work force (from 943 to 869). The representation of minorities increased from 25.5% to 26.9% and the representation of women remained the same at 48.7%. There was a net increase of 4 Hispanics and 4 Asians and a net decrease of 15 Blacks and 36 women. American Indians remained the same at 3.

In Professional occupations, the employee representation decreased by 0.33% or 1 employee (from 302 to 301). Minority representation increased from 16.2% to 16.6%, while the representation of women increased from 41.7% to 42.9%. There was a net increase of 3 women and 2 Asians, while there was a net decrease of 1 Black. Hispanics and American Indians remained the same at 12 and 1. There were no American Indian men.

In Administrative occupations, there was a decrease of 8.7%, or 44 employees (from 548 to 504). Minority representation increased from 23.9% to 27.4% while the representation of women increased from 45.1% to 46.4%. There was a net increase of 1 Black, 3 Hispanics and 3 Asians, while there was a net decrease of 13 women. American Indians remained the same at 2.

At the GS/GM 13 level, there was an increase of 15.1% or 54 employees (from 303 to 357). Minority representation increased from 22.8% to 31.1% while the representation of women decreased from 43.2% to 42.3%. There was a net increase of 24 Blacks, 13 Hispanics, 4 Asians, 1 American Indian and 20 women.

At the GS/GM 14 level, there was a decrease of 15.3% or 24 employees (from 181 to 157). Minority representation increased from 9.9% to 17.8% while the representation of women increased from 45.3% to 52.2%. There was a net increase of 2 Blacks, 4 Hispanics, 3 Asians and 1 American Indian, while women remained the same at 82. There were no American Indian men at this level as of March 31, 2001.

At the GS/GM 15 level, there was an increase of 20.3% or 38 employees (from 149 to 187). Minority representation decreased 10.1% to 9.1% while the representation of women increased from 32.9% to 38.0%. There was a net increase of 1 Black, 1 Hispanic and 22 women, while Asians remained the same at 5, respectively. There were no American Indians at this level as of March 31, 2001.

The SES members decreased by 5.6% or 1 employee (from 19 to 18). The percentage of minorities increased from 5.3% to 11.1% and the representation of women decreased from 26.3% to 16.7%. There was a net increase of 1 Black and a net decrease of 2 women. There were no Black women, Hispanics, Asians, or American Indians in the SES level as of March 31, 2001.

There was a decrease of 4.3% or 4 employees (from 96 to 92) in supervisory and managerial positions. Minority representation increased from 8.3% to 13.0% while the representation of women decreased from 34.4% to 32.6%. There was a net increase of 1 Black, 3 Hispanics, while Asians remained the same at 2, respectively. Women decreased by 3. There were no Hispanic women, Asian men or American Indians in these positions as of March 31, 2001.

Employees with targeted disabilities remained the same at 4. Their representation in the total work force increased from 0.42% to 0.46%.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF ENVIRONMENTAL INFORMATION

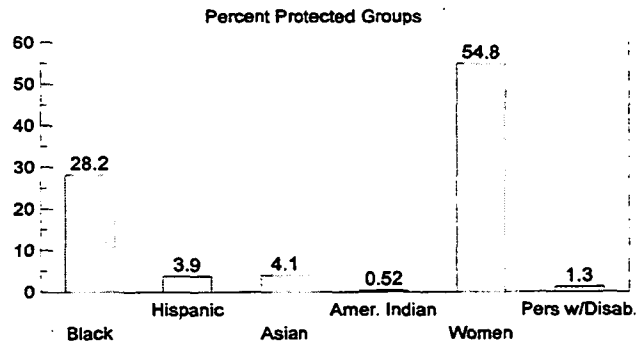
This summary presents a work force profile for the Office of Environmental Information's (OEI) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (94.8%) of OEI's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 105 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis show the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 387 employees in OEI. Minorities occupied 36.7% of OEI's positions, while women occupied 54.8%. Blacks held 28.2% of OEI's positions, Hispanics 3.9%, Asians 4.1%, American Indians 0.52%, and Persons with Targeted Disabilities 1.3%. American Indian men were absent from the work force. Chart 1 shows the percent distribution of the protected groups of OEI's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OEI's total work force, 77.8% percent or 301 employees were at grades GS/GM 13-15. Minorities held 30.6% of the positions in this grade group, while women held 48.2%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 21.9%, Hispanics 4.3%, Asians 4.0%, and American Indians 0.33%. There were no American Indian men in this grade group.

There were 115 employees at the GS/GM-13 level. Minorities comprised 46.1% and women comprised 58.3%. Among minorities, Blacks held 35.7% of the positions, Hispanics 3.5%, Asians 6.1% and American Indians 0.87%. There were no American Indian men. Minorities were 23.4% of the 107 employees at the GS/GM-14 level and women are 44.9%. Among minorities, Blacks held 15.9% of the positions, Hispanics 2.8% and Asians 4.7%. There were no American Indians. Minorities represented 17.7% of the 79 employees at the GS/GM-15 level, while women comprised

38.0%. Among minorities, Blacks held 10.1% of the positions and Hispanics 7.6%. There were no Asians or American Indians at this level.

Of the 9 SES positions in OEI, 66.7% were held by women. There were no minorities in SES positions.

Of the 39 supervisory and managerial positions in OEI, 20.5% were held by minorities and 53.9% by women. Among the minorities, 10.3% of the positions were occupied by Blacks and 10.3% by Hispanics. There were no Asians or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OEI had 52 employees in the Professional job category, comprising 13.4% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OEI. There were no Professional occupations in OEI with 25 or more employees.

An analysis by grade level shows that 96.2 % or 50 employees of OEI's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 22.0% of the positions and women held 48.0%. Among minorities, Blacks held 14.0% of the positions, Hispanics 2.0%, and Asians 6.0%. There were no Hispanic women, American Indian men, or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: OEI had 315 employees in the Administrative job category, comprising 81.4% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in OEI. Table 2 shows the protected groups in Environmental Protection Specialist series 028, General Administration series 301, Computer Specialist series 334 and Management Analyst series 343. Under representation in these job series can be eliminated with the addition of 1 Hispanic in the General Administration series; 1 American Indian and 20 women Computer Specialist; and 2 Hispanic Management Analyst.

There were no Black men, Asian men or American Indian men in the Environmental Protection Specialist series; no Hispanic men, Asian men or American Indians in the General Administration series; no American Indians in the Computer Specialist series and no American Indian men in the Management Analyst series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	4	4	1	1	28
028	# Parity+	4	2	1	0	21
Total 42	# Difference	0	2	0	1	+7

Gen.Admi	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	18	1	2	0	33
301	# Parity*	4	2	1	0	22
Total 43	# Difference	+14	-1	+1	0	+11
Comp.Spe	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	37	6	7	0	42
334	# Parity*	11	6	3	1	62
Total 124	# Difference	+26	0	+4	-1	-20
Mgmt.Ana	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	26	3	3	1	57
343	# Parity*	8	5	3	0	47
Total 93	# Difference	+18	-2	0	+1	+10

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 79.7% or 251 employees of OEI's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 32.3% of the positions and women held 48.2%. Among minorities, Blacks held 23.5% of the positions, Hispanics 4.8%, Asians 3.6%, and American Indians 0.40%. There were no American Indian men in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2001, 3 OEI employees or 0.82% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OEI was established in FY 1999, therefore there is no data for the change analysis.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF GENERAL COUNSEL

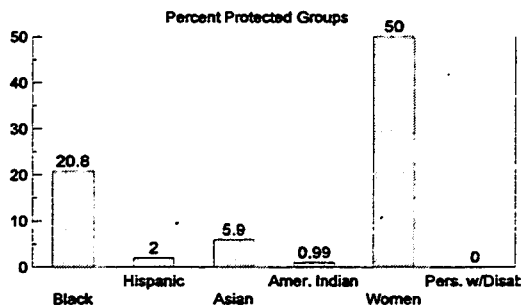
This summary presents a work force profile for the Office of General Counsel's (OGC) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (91.6%) of OGC's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 202 employees in OGC. Minorities occupied 29.7% of OGC's positions while women occupied 50.0%. Blacks held 20.8% of OGC's positions, Hispanics 2.0%, Asians 5.9%, and American Indians 0.99%. There were no Persons with Targeted Disabilities in OGC's work force. Chart 1 shows the percent distribution of the protected groups in OGC's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OGC's total work force, 75.0% percent or 151 employees were at grades GS/GM 13-15. Minorities held 20.5% of the positions in this grade group, while women held 41.1%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 9.9%, Hispanics 2.0%, Asians 7.3% and American Indians 1.2%.

There were 14 employees at the GS/GM-13 level. Minorities comprised 50.0% and women comprised 57.1%. Among minorities, Blacks held 42.9% of the positions and Asians held 7.1%. There were no Hispanics, Asian women or American Indians at this level. Minorities were 26.3% of the 38 employees at the GS/GM-14 level and women were 44.7%. Among minorities, Blacks held 13.2% of the positions, Hispanics held 2.6% and Asians 7.9% and American Indians 2.6%. There were no Hispanic men or American Indian women at this level. Minorities represented 14.1% of the 99 employees at the GS/GM-15 level, while women comprised 37.4%. Among

minorities, Blacks held 4.0% of the positions, Hispanics 2.0%, and Asians 7.1%. There were no American Indian women at this level.

Of the 9 SES employees, minorities held 22.2% and women comprised 55.6% of the positions at this level. Among minorities Blacks held 11.1% and Hispanics held 11.1%. There were no Black men, Hispanic women, Asians or American Indians at this level.

Of the 13 supervisory and managerial positions in OGC, 30.8% were held by minorities and 46.2% by women. Among the minorities, Blacks held 23.1% and Hispanics held 7.7%. There were no Hispanic women, Asians or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OGC had 161 employees in the Professional job category, comprising 79.7% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OGC. Table 1 shows the protected groups in Attorney series 905. The analysis shows that there is no under representation among the Professional occupations. Further analysis shows that there were no American Indian women in the Attorney series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series	# On Board	10	4	12	2	67
905	# Parity*	5	4	2	0	39
Total 158	# Difference	+5	0	+10	+2	+28

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 85.0 % or 138 employees of OGC's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 18.1% of the positions and women held 39.9%. Among minorities, Blacks held 6.5% of the positions, Hispanics 2.2%, Asians 8.0% and American Indians 1.5%. There were no American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - OGC had 24 employees in the Administrative job category, comprising 11.9% of its total work force.

Further analysis by grade level shows that 54.2% or 13 employees of OGC's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 46.2% of the positions and women held 53.9%. Blacks were the only minorities represented in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95%, as a benchmark, to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

There were no employees in OGC with targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OGC had a net increase of 8.9% or 18 employees in its total work force (from 184 to 202). The representation of minorities increased from 26.6% to 29.7% and the representation for women increased from 48.9% to 50.0%. There was a net increase of 8 Blacks, 3 Asians, 2 American Indians and 11 women, while there was a net decrease of 2 Hispanics. There were no American Indian women in the OGC work force as of March 31, 2001.

In Professional occupations, there was an increase of 8.7% or 14 employees (from 147 to 161). Minority representation increased from 14.3% to 18.0%, and the representation for women increased from 39.5% to 42.2%. There was a net increase of 4 Blacks, 3 Asians, 2 American Indians and 10 women, while there was a net decrease of 1 Hispanic. There were no American Indian women in Professional occupations as of March 31, 2001.

In Administrative occupations, there was an increase of 29.2% or 7 employees (from 17 to 24). Minority representation increased from 64.7% to 66.7% and the representation for women increased from 70.6% to 70.8%. There was a net increase of 6 Blacks and 5 women, while there was a net decrease of 1 Hispanic. There were no Hispanics, Asians, or American Indians in Administrative occupations as of March 31, 2001.

At the GS/GM-13 level, there was an increase of 50.0% or 7 employees (from 7 to 14). Minority representation increased from 42.9% to 50.0% and the representation for women remained the same at 57.1%. There was a net increase of 5 Blacks and 4 women, while there was a net decrease of 1 Hispanic. Asians remained the same at 1. There were no Hispanics, Asian women or American Indians at this level as of March 31, 2001.

At the GS/GM-14 level, there was an increase of 21.1% or 8 employees (from 30 to 38). The percentage of minorities decreased from 26.7% to 26.3% and the percentage for women increased from 40.0% to 44.7%. There was a net increase of 1 Asian, 1 American Indian and 5 women. Blacks and Hispanics remained the same at 5 and 1. There were no Hispanic men or American Indian women at this level as of March 31, 2001.

At the GS/GM-15 level, the number of employees increased by 14.1% or 14 employees (from 85 to 99). The percentage of minorities increased from 8.2% to 14.1% and the percentage for women increased from 36.5% to 37.4%. There was a net increase of 3 Blacks, 3 Asians and 4 women, while Hispanics remained the same at 2, respectively. There were no American Indian women at this level as of March 31, 2001.

At the SES level, decreased by 11.1% or 1 employee (from 10 to 9). The percentage of minorities increased from 10.0% to 22.2%, while the percentage of women increased from 30.0% to 55.6%. There was a net increase of 1 Hispanic and 2 women, while Blacks remained the same at 1. There were no Black men, Hispanic women, Asians or American Indians at this level as of March 31, 2001.

Supervisory and managerial positions decreased by 23.1% or 3 employees (from 16 to 13). Minority representation increased from 12.5% to 30.8%, and the representation for women increased from 31.3% to 46.2%. There was a net increase of 2 Blacks and 1 woman, while Hispanics remained the same at 1. There were no Hispanic women, Asians or American Indians in these positions as of March 31, 2001.

Persons with targeted disabilities remain absent from the OGC workforce.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF INTERNATIONAL ACTIVITIES

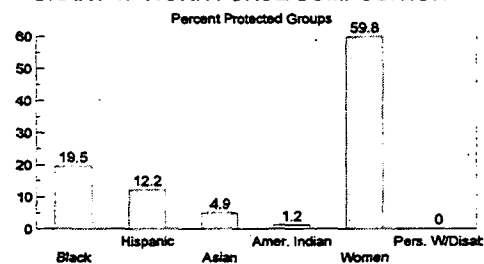
This summary presents a work force profile for the Office of International Activities (OIA) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and persons with disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (91.5%) of OIA's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 1210; Section 501 of the Rehabilitation Act of 1973, as amended; Reorganization Plan No. 1 of 1978; and Executive Order 11478, as amended by Executive Order 12106.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there are 82 employees in the OIA. Minorities occupy 37.8% of OIA's positions while women occupy 59.8%. Among minorities, Blacks hold 19.5% of OIA's positions, Hispanics 12.2%, Asians 4.9%, and American Indians 1.2%. There is no representation of employees with Targeted Disabilities. Chart 1 shows the percent distribution of the five protected groups of OIA's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OIA's total work force 74.4% percent or 61 employees are at grades GS/GM 13-15. Minorities hold 29.5% of the positions in this grade group while women hold 52.5%. Among minorities at the GS/GM 13-15 level, Blacks hold 11.5% of the positions, Hispanics 14.8%, Asians 3.3%. There are no American Indian men and women in this grade group.

There are 13 employees at the GS/GM-13 level. Minorities comprise 46.2% and women comprise 76.9%. Among minorities, Blacks hold 15.4% of these positions, Hispanics hold 23.1% of these positions and Asians hold 7.7%. There were no Asian men or American Indians represented at this level. Minorities are 23.3% of 30 employees at the GS/GM-14 level and women are 56.7%. Among minorities, Blacks hold 6.7% of the positions, Hispanics 13.3%, and Asians 3.3%. There are no Asian women or American Indian men and women at this level. Minorities represent 27.8% of the

18 employees at the GS/GM-15 level, while women comprise 27.8%. Among minorities, Blacks hold 16.7% of the positions and Hispanics 11.1%. There are no Hispanic women, Asian men, Asian women, American Indian men, or American Indian women at this level.

Of the 3 SES positions in OIA, 33.3% are held by minorities and 33.3% by women. Among minorities, only Asian women hold 33.3% of these positions and rest of the 75.0% are held by white men. No other minorities are represented at this level.

OIA is a very small organization. Therefore, there are not too many positions available at the supervisory or managerial level. Of the 6 supervisor, manager positions, and management official in OIA, 16.7% are held by minorities and 33.3% by women. Among the minorities, 16.7% of the positions are occupied by Asians. There are no Blacks, Hispanics, Asian men or American Indians at this level.

PROFESSIONAL POSITIONS: Because of the nature of program responsibilities and mission of the program, only 7.3% or 6 employees are in professional occupations. These 6 seven positions are occupied by various groups; 3 white men, 1 Hispanic man, 1 Asian man and 1 American Indian. No other group is represented in this category. There is 1 Environmental Engineer, 1 Attorney, and 4 Physical Scientist.

ADMINISTRATIVE POSITIONS - OIA has 69 employees in the Administrative job category, comprising 84.2% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in OAR. Table 1 shows the protected groups in the General Administration series 301. Under representation can be eliminated with the addition of 1 Asian in the General Administration series.

Table 1. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Gen. Admin.	Percent	8.9	5.2	2.8	0.5	50.0
Series	# On Board	7	8	1	0	30
301	# Parity*	5	3	2	0	28
Total 55	# Difference	+2	+5	-1	0	+2

** Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category*

Further analysis by grade level shows that 82.6% or 57 employees of OIA's administrative work force are at grades GS/GM 13-15. Of this grade group, minorities hold 28.1% of the positions and

women hold 56.1%. Among minorities, Blacks hold 12.3% of the positions, Hispanics 14.0% and Asians hold 1.8%. There are no Asian men or American Indians in this grade group.

STATUS OF PERSONS WITH DISABILITIES: In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95%, as a benchmark, to determine under representation for persons with targeted disabilities. There are no Persons with Targeted Disabilities in OIA. Targeted disabilities are deafness, blindness, missing extremities, partial and complete paralysis, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OIA had a net increase of 22.0% or 18 employees in its total work force going from 64 to 82. The representation of minorities increased from 32.8% to 37.8% and the representation for women increased from 53.1% to 59.8%. There was a net increase of 2 Blacks, 5 Hispanics, 2 Asians, 1 American Indian and 15 women. There were no American Indian men as of March 31, 2001.

In Professional occupations, there was an increase of 16.7% or 1 employee (from 5 to 6). Minority representation increased from 20.0% to 50.0% and women increased from 0% to 16.7%. There was a net increase of 1 Hispanic, 1 American Indian and 1 woman, while Asian representation remained the same at 1. There were no Blacks, Hispanic women, Asian women or American Indian men at this level.

In Administrative occupations, there was an increase of 21.7% or 15 employees (from 54 to 69). Minority representation increased from 27.8% to 30.4% and representation of women increased from 53.7% to 59.4%. There was a net increase of 1 Black, 4 Hispanics, 1 Asian and 12 women. There were no Asian men or American Indians as of March 31, 2001.

At the GS/GM-13 level, there was an increase of 23.1% or 3 employees (from 10 to 13). There was an increase of minority representation from 40.0% to 46.2% and the representation for women increased from 60.0% to 76.9%. There was a net increase of 3 Hispanics, 1 Asian and 4 women, while there was a net decrease of 2 Blacks. There were no Black men, Asian men or American Indians at this level as of March 31, 2001.

At the GS/GM-14 level, the representation of employees increased by 13.3% or 4 employees (from 26 to 30). The percentage of minorities increased from 23.1% to 23.3% and the percentage of women increased from 53.9% to 56.7%. There was a net increase of 1 Hispanic and 3 women. Blacks and Asians remained the same at 2 and 1, respectively. There are no Asian women or American Indians representation at this level.

At the GS/GM-15 level, the representation of employees increased by 33.3% or 6 employees (from 12 to 18). The percentage of minorities increased from 8.3% to 27.8% and the representation of women increased from 16.7% to 27.8% . There was a net increase of 3 Blacks, 1 Hispanic and 3 women. There are no Hispanic women, Asians or American Indians at this level.

The SES members decreased by 33.3% or 1 employee (from 4 to 3). Asians and women remained the same at 1. There were no other minorities represented.

There was a decrease of 16.7% or 1 employee in the managerial and supervisory positions (from 7 to 6). The percentage of minorities increased from 14.3% to 16.7% and the percentage of women increased from 28.6% to 33.3%. There were no Blacks, Hispanics, Asian men or American Indians as of March 31, 2001. Asian and women remained the same at 1 and 2, respectively. There are no other minority groups represented in managerial and supervisory positions.

There is no change in employees with targeted disabilities. The representation remains the same at 0.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF THE INSPECTOR GENERAL

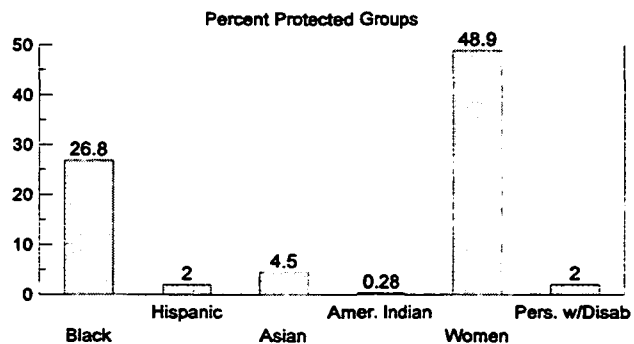
This summary presents a work force profile for the Office of the Inspector General (OIG)'s permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (93.6%) of OIG's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 358 employees in OIG. Minorities occupied 33.5% of OIG's positions while women occupied 48.9%. Blacks held 26.8% of the positions, Hispanics 2.0%, Asians 4.5%, American Indians 0.28, and Persons with Targeted Disabilities 2.0%. American Indian women were absent from the OIG work force. Chart 1 shows the percent distribution of the protected groups in the total work force.

CHART 1. WORK FORCE COMPOSITION



Of OIG's total work force, 66.2% or 237 employees were at grades GS/GM 13-15. Minorities held 25.3% of the positions in this grade group, while women held 41.8%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 19.0%, Hispanics 1.7%, Asians 4.2%, and American Indians 0.42%.

There were 169 employees at the GS/GM-13 level. Minorities comprised 30.2% while women comprised 46.8%. Among minorities, Blacks held 21.9% of the positions, Hispanics 1.8%, Asians 5.9%, and American Indians 0.59%. There were no American Indian women at this level. Minorities were 15.9% of the 44 employees at the GS/GM-14 level, while women were 22.7%. Among minorities, Blacks held 13.6% of the positions and Hispanics 2.3%. There were no Hispanic women, Asians or American Indians at this grade level. Minorities represented 8.3% of

the 24 employees at the GS/GM-15 level, while women comprised 41.7%. Among minorities, Blacks held 8.3% of the positions. There were no Black men, Hispanics, Asians, or American Indians at this level.

Of the 10 SES positions in OIG, 40.0% were held by minorities and 20.0% by women. Among minorities, Blacks held 30.0% of the positions and Hispanics held 10.0%. There were no Black women, Hispanics, Asian women, or American Indians in SES positions.

Of the 27 supervisory and managerial positions in OIG, 22.2% were held by minorities and 29.6% by women. Among the minorities, 18.5% of the positions were occupied by Blacks and 3.7% were occupied by Asians. There were no Hispanics, Asian women, or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OIG had 211 employees in the Professional job category, comprising 58.9% of its work force. This analysis includes the only populous (series with 25 or more employees) Professional occupation in OIG, Auditor series 511. Table 1 shows the protected groups in that series. Under representation in this series can be eliminated with the addition of 3 Hispanics and 17 women.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Auditor Series 0511 Total 198	Percent CLF	6.7	4.2	5.4	0.3	52.7
	# On Board	42	5	11	1	87
	# Parity*	13	8	11	1	104
	# Difference	+29	-3	0	0	-17

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 79.2% or 167 employees of OIG's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 24.0% of the positions and women held 40.7%. Among minorities, Blacks held 16.8% of the positions, Hispanics 2.4%, Asians 4.2%, and American Indians 0.60%. There were no American Indian women in this grade group.

ADMINISTRATIVE POSITIONS: OIG had 124 employees in the Administrative job category, comprising 34.6% of its total work force. This analysis includes the only populous (series with 25 or more employees) Administrative occupation in OIG, Criminal Investigator series 1811 and the General Administration series 301. Table 2 shows the protected groups in that series. Under representation in this series can be eliminated with the addition of 2 Hispanic and 10 women Criminal Investigators; 2 Hispanic and 1 Asian in the General Administration series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Criminal Investgr. Series 1811 Total 54	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	15	1	2	0	17
	# Parity*	5	3	2	0	27
	# Difference	+10	-2	0	0	-10
Gen.Admin. Series 301 Total 34	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	10	0	0	0	24
	# Parity*	3	2	1	0	17
	# Difference	+7	-2	-1	0	+7

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 56.4% or 70 employees of OIG's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 28.6% of the positions and women held 44.3%. Among minorities, Blacks held 24.3% of the positions and Asians held 4.3% of the positions. There were no Hispanics or American Indians in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2001, 7 OIG employees, or 2.0%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OIG had a net increase of 1.1% or 4 employees in its total work force (from 354 to 358). The representation of minorities increased from 27.7% to 33.5%, while the representation of women increased from 48.0% to 48.9%. There was a net increase of 14 Blacks, 8 Asians and 5 women, while Hispanics remained the same at 7. There were no American Indians as of March 31, 2001.

In Professional occupations, there was a decrease of 8.5% or 18 employees (from 229 to 211). Minority representation increased from 24.0% to 28.0%, while the representation for women decreased from 43.2% to 42.7%. There was a net increase of 4 Asians and 1 American Indian and a net decrease of 1 Hispanic and 9 women. Blacks remained the same at 42. There were no American Indian women as of March 31, 2001.

In Administrative occupations, there was an increase of 23.4% or 29 employees (from 95 to 124). Minority representation increased from 28.4% to 36.3% and the representation for women increased from 44.2% to 50.0%. There was a net increase of 14 Blacks, 1 Hispanic, 4 Asians and 20 women. American Indians decreased by 1. There were no Hispanic women or American Indian women as of March 31, 2001.

At the GS/GM-13 level, there was an increase of 23.1% or 39 employees (from 130 to 169). Minority representation increased from 21.5% to 30.2% and the representation of women increased from 43.1% to 46.7%. There was a net increase of 16 Blacks, 6 Asians, 1 American Indian and 23 women, while Hispanics remained the same at 3. There were no American Indian women at this level as of March 31, 2001.

At the GS/GM-14 level, there was an increase of 4.5% or 2 employees (from 42 to 44). The percentage of minorities increased from 14.3% to 15.9% and the percentage for women decreased from 26.2% to 22.7%. There was a net increase of 1 Black and a net decrease of 1 woman, while Hispanic representation remained the same at 1. There were no Hispanic women, Asians or American Indians at this level as of March 31, 2001.

At the GS/GM-15 level, the representation decreased by 4.2% or 1 employee (from 25 to 24). The percentage of minorities increased from 8.0% to 8.3% and the percentage of women increased from 16.0% to 41.7%. There was a net increase of 1 Black and 6 women, while there was a net decrease of 1 American Indian. There were no Black men, Hispanics, Asians, or American Indians at this level as of March 31, 2001.

The SES members increased by 30.0% or 3 employees (from 7 to 10). The representation of minorities decreased from 42.9% to 40.0% and the representation of women decreased from 28.6% to 20.0%. There was a net increase of 1 Asian, while Blacks and women remained the same at 3 and 2, respectively. There were no Black women, Hispanics, Asian women, or American Indians at the SES level as of March 31, 2001.

There was a decrease of 29.6% or 8 employees (from 35 to 27) in supervisory and managerial positions. Minority representation increased from 14.3% to 22.2% while the representation of women increased from 22.9% to 29.6%. There was a net increase of 1 Black and 1 Asian, while there was a net decrease of 1 American Indian. Women remained the same at 8. There were no Hispanics, Asian women, or American Indians in these positions as of March 31, 2001.

Employees with targeted disabilities had a net increase of 57.1% or 4, going from 3 to 7. Their representation in the total work force increased from 0.85% to 2.0%.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF PREVENTION, PESTICIDES & TOXIC SUBSTANCES

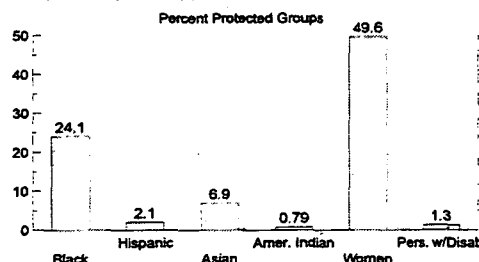
This summary presents a work force profile for the Office of Prevention, Pesticides & Toxic Substances (OPPTS) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (96.1%) of OPPTS's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 1,267 employees in OPPTS. Minorities occupied 33.9% of the positions while women occupied 49.6%. Blacks held 24.1% of OPPTS' positions, Hispanics 2.1%, Asians 6.9%, American Indians 0.79%, and Persons with Targeted Disabilities 1.3%. Chart 1 shows the percent distribution of the protected groups in OPPTS' total work force.

CHART 1. WORK FORCE COMPOSITION



Of OPPTS' total work force 82.4% or 1,044 employees were at grades GS/GM 13-15. Minorities held 29.2% of the positions in this grade group, while women held 45.1%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 18.9%, Hispanics 2.0%, Asians 7.6%, and American Indians 0.77%.

There were 582 employees at the GS/GM-13 level. Minorities comprised 38.3% and women comprised 51.0%. Among minorities, Blacks held 25.3% of these positions, Hispanics 2.9%, Asians 9.1%, and American Indians 1.0%. Minorities were 20.2% of the 297 employees at the GS/GM-14 level and women were 36.7%. Among minorities, Blacks held 12.8% of the positions, Hispanics 0.67%, Asians 6.1% and American Indians 0.67% at this level. However, there are no Hispanic men or American Indian women at GS/GM-14 level. Minorities

represented 13.3% of the 165 employees at GS/GM-15 level, while women comprised 39.4%. Among minorities, Blacks held 7.3% of the positions, Asians held 4.9% and Hispanics held 1.2%. There were no American Indian men, or American Indian women at this level.

Of the 19 SES positions in OPPTS, 15.8% were held by minorities and 52.6% by women. Among minorities, Blacks held 10.5% and Hispanics 5.3% of the positions. There are no Black women, Hispanic women, Asians, or American Indians in SES positions.

Of the 106 supervisory and managerial positions in OPPTS, 15.1% were held by minorities and 45.3% by women. Among the minorities, Blacks occupied 10.4% of the positions, Hispanics 0.94%, and Asians 3.8%. There were no Hispanic women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OPPTS had 637 employees in the Professional job category, comprising 50.3% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in OPPTS. Table 1 shows the protected groups in Economist series 110, Biologist series 401, Toxicologist series 415, Physical Scientist series 1301, and Chemist series 1320. Under representation can be eliminated with the addition of 8 women Economist; 1 Hispanic, 7 Asian and 6 women Biologist; 1 Black, 1 Hispanic and 3 women Toxicologist; and 5 Black Chemist.

There were no Black men, Hispanic women, Asian women or American Indians in the Economist series; no American Indian women Biologist; no Black men, Hispanic men or American Indian Toxicologist; no Hispanic women, Asian women or American Indian Physical Scientist and no American Indian men Chemist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Economist Series 110	Percent CLF	4.6	2.8	3.2	0.2	43.9
	# On Board	1	1	2	0	5
	# Parity*	1	1	1	0	13
	Total 30	0	0	+1	0	-8
Biologist Series 401	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	24	5	6	1	69
	# Parity*	7	6	13	1	75

Total 179	# Difference	+17	-1	-7	0	-6
Toxicolo- Series 415	Percent CLF	3.9	3.7	14.4	0.2	42.7
	# On Board	1	1	12	0	19
	# Parity*	2	2	7	0	22
Total 52	# Difference	-1	-1	+5	0	-3
Physical - Scientist Series 1301	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	3	1	3	0	11
	# Parity*	2	1	1	0	11
Total 39	#Difference	+1	+0	+2	0	0
Chemist Series 1320	Percent CLF	6.1	3.2	9.8	0.2	27.4
	# On Board	6	6	27	1	70
	# Parity*	11	6	17	0	48
Total 174	#Difference	-5	0	+10	+1	+22

** Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 92.2% or 587 employees of OPPTS' Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 21.5% of the positions and women held 34.8%. Among minorities, Blacks held 7.7% of the positions, Hispanics 2.4%, Asians 11.1%, and American Indians 0.34% in this grade grouping.

ADMINISTRATIVE POSITIONS: OPPTS had 581 employees in the Administrative job category, comprising 45.9% of its total work force. This analysis includes the most populous (series with 25 or more employees) Administrative occupations in OPPTS. Table 2 shows the protected groups in Environmental Protection Specialist series 028, General Administration series 301, Computer Specialist series 334 and Management Analysis series 343. Under representation can be eliminated with the addition of 9 Hispanic Environmental Protection Specialist; 2 Hispanics, 3 Asians in the General Administration series; 2 Hispanic and 3 women Computer Specialist; and 4 Hispanic, 2 Asian, 1 American Indian Management Analysis.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S Series 028	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	75	6	9	2	170

	# Parity*	26	15	8	1	147
Total 294	# Difference	+49	-9	+1	+1	+23
Gen.Admin	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series 301	# On Board	61	3	0	2	66
	# Parity*	8	5	3	0	48
Total 95	# Difference	+53	-2	-3	+2	+18
Comp.Spec	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series 334	# On Board	14	0	5	3	18
	# Parity*	4	2	1	0	21
Total 41	# Difference	+10	-2	+4	+3	-3
Mgmt.Ana	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series 343	# On Board	56	2	1	0	90
	# Parity*	10	6	3	1	59
Total 117	# Difference	+46	-4	-2	-1	+31

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 78.7% or 457 employees of OPPTS's administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 39.2% of the positions and women held 58.4%. Among minorities, Blacks held 33.3% of the positions, Hispanics 1.5%, Asians 3.1%, and American Indians 1.3%.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, blindness, missing extremities, partial and complete paralysis, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2001, 16 OPPTS employees, or 1.3%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OPPTS had a net increase of 0.15% or 2 employees in its total work force (from 1,265 to 1,267). The representation of minorities increased from 31.3% to 33.9% and the representation for women decreased from 49.8% to 49.6%. There was a net increase of 9 Blacks, 4 Hispanics, 14 Asians and 6 American Indians and a decrease of 2 women.

In Professional occupations, there was an increase of 2.0% or 13 employees (from 624 to 637). Minority representation increased from 20.5% to 22.0% and the representation of women increased from 34.3% to 35.6%. There was a net increase of 2 Blacks, 10 Asians, 1 American Indian and 13 women, while there was a net decrease of 1 Hispanic.

In Administrative occupations, there was an increase of 5.0% or 29 employees (from 552 to 581). Minority representation increased from 36.4% to 43.4% while the representation of women increased from 62.0% to 62.3%. There was a net increase of 38 Blacks, 5 Hispanics, 3 Asians, 5 American Indians and 20 women.

At the GS/GM-13 level, there was a decrease of 4.5% or 26 employees (from 608 to 582). Minority representation increased from 33.4% to 38.3% and the representation for women increased from 48.9% to 51.0%. There was a net increase of 11 Blacks, 1 Hispanic, 6 Asians and 2 American Indians. Women remained the same at 297.

At the GS/GM-14 level, there was an increase of 25.9% or 77 employees (from 220 to 297) employees. Minority representation increased from 11.8% to 20.2% and the representation of women increased from 35.9% to 36.7%. There was a net increase of 25 Blacks, 1 Hispanic, 6 Asians, 2 American Indian and 30 women. There were no Hispanic men or American Indian women at this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 10.3% or 17 employees (from 148 to 165). Minority representation increased from 10.1% to 13.3%, and the representation of women increased from 39.2% to 39.4%. There was a net increase of 4 Blacks, 3 Asians and 7 women. Hispanics remained the same at 2. There were no American Indians at this level as of March 31, 2001.

The SES members decreased by 31.6%, or 6 (from 25 to 19). Minority representation increased from 12.0% to 15.8% while the representation of women increased from 48.0% to 52.6%. There was a net increase of 1 Hispanic and a net decrease of 1 Asian and 2 women. Blacks remained the same at 2. There were no Black women, Hispanic women, Asians or American Indians at this level.

There was a decrease of 34.9% or 37 employees in managerial and supervisory positions (from 143 to 106) employees. Minority representation increased from 13.3% to 15.1%, and the representation of women decreased from 45.5% to 45.3%. There was a net decrease of 2 Blacks and 16 women, while Hispanics remained the same at 1. Asians decreased by 1. There were no Hispanic women or American Indians at this level.

Employees with targeted disabilities remained the same at 16. Their representation in the total work force also remained the same at 1.3%.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF RESEARCH AND DEVELOPMENT

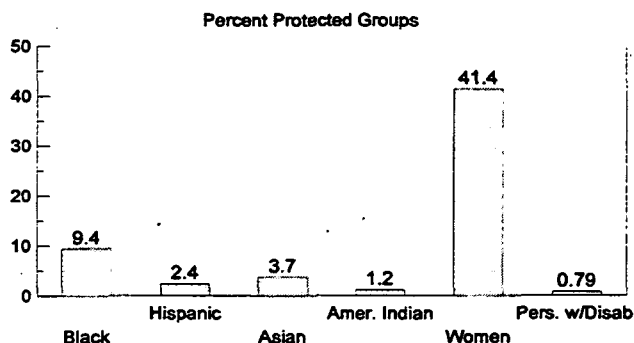
This summary presents a work force profile for the Office of Research and Development's (ORD) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (87.6%) of ORD's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001 there were 1,899 employees in ORD. Minorities occupied 16.7% of the positions, while women occupied 41.4%. Among minorities, Blacks held 9.4% of ORD's positions, Hispanics 2.4%, Asians 3.7%, American Indians 1.2%, and Persons with Targeted Disabilities 0.79%. Chart 1 shows the percent distribution of the protected groups in ORD's total work force.

CHART 1. WORK FORCE COMPOSITION



Of ORD's total work force, 56.0% percent or 1,063 employees were at grades GS/GM 13-15. Minorities held 11.9% of the positions in this grade group, while women held 28.5%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 4.9%, Hispanics 1.8%, Asians 4.3%, and American Indians 0.85%.

There were 502 employees at the GS/GM 13 level. Minorities comprised 13.0% and women comprised 31.3%. Among minorities, Blacks held 6.0% of the positions, Hispanics 1.8%, Asians 3.8%, and American Indians 1.4%. Of the 339 employees at the GS/GM 14 level, minorities comprised of 14.2% and women comprised 28.9%. Among minorities, Blacks held 5.3% of the positions, Hispanics 2.4%, Asians 6.2%, and American Indians 0.29%. There were no American Indian men. Minorities represented 5.9% of the 222 positions at the GS/GM-15 level, while women comprised 21.6%. Among minorities, Blacks held 1.8% of the positions, Hispanics 0.90%, Asians

2.7%, and American Indians 0.45%. There were no Hispanic women, Asian women or American Indian women at this level.

Of the 28 SES positions in ORD, 10.7% were held by minorities and 17.9% by women. Among minorities, Hispanics occupied 7.1% and Asians occupied 3.6%. There were no Blacks, Asian men, or American Indians in SES positions.

Of the 149 supervisory and managerial positions in ORD, 4.7% were held by minorities and 26.2% by women. Among the minorities, 0.67% of the positions were occupied by Blacks, 2.0% by Hispanics, 2.0% by Asians. There were no American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: ORD has 1,270 employees in the Professional job category, comprising 66.9% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in ORD. Table 1 shows the protected groups in Biologist series 401, Microbiologist series 403, Ecology series 408, Toxicologist series 415, General Health Science series 601, Environmental Engineer series 819, Chemical Engineer series 893, General Physical Science series 1301, and Chemist series 1320. Under representation can be eliminated with the addition of 5 Hispanic, 16 Asian, and 15 women Biologist; 2 Asian and 3 women Microbiologist; 2 Black, 1 Hispanic, 4 Asian and 7 women Ecologist; 2 Hispanic and 8 women Toxicologist; 2 Hispanic, 5 Asian and 2 women Health Scientist; and 3 Black, 9 Asian, and 5 women Chemist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Biologist Series 401 Total 302	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	13	5	6	6	111
	# Parity*	12	10	22	1	126
	# Difference	+1	-5	-16	+5	-15
Microbio. Series 403 Total 55	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	4	3	2	0	20
	# Parity*	2	2	4	0	23
	# Difference	+2	+1	-2	0	-3
Ecologist Series 408 Total 57	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	0	1	0	0	17
	# Parity*	2	2	4	0	24
	# Difference	-2	-1	-4	0	-7

Toxico.	Percent CLF	3.9	3.7	14.4	0.2	42.7
Series	# On Board	2	0	7	0	14
415	# Parity*	2	2	7	0	22
Total 51	# Difference	0	-2	0	0	-8
Hlth.Sci.	Percent CLF	3.9	3.7	14.4	0.2	42.7
Series	# On Board	3	0	4	1	24
601	# Parity*	2	2	9	0	26
Total 60	# Difference	+1	-2	-5	+1	-2
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series	# On Board	3	3	7	0	15
819	# Parity*	3	3	7	0	9
Total 95	# Difference	0	0	0	0	+6
Chem. Eng	Percent CLF	3.5	2.8	6.8	0.1	11.1
Series	# On Board	3	4	3	0	11
893	# Parity*	2	1	3	0	5
Total 48	# Difference	+1	+3	0	0	+6
G. Phys.Sci	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	18	7	12	5	85
1301	# Parity*	13	5	10	1	84
Total 289	# Difference	+5	+2	+2	+4	+1
Chemist	Percent CLF	6.1	3.2	9.8	0.2	27.4
Series	# On Board	6	6	6	1	37
1320	# Parity*	9	5	15	0	42
Total 154	# Difference	-3	+1	-9	+1	-5

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 67.3 % or 855 employees of ORD's Professional work force are at grades GS/GM 13-15. In this grade grouping, minorities hold 11.1% of the positions and women hold 22.1%. Among minorities, Blacks hold 3.0% of the positions, Hispanics 2.0%, Asians 5.3%, and American Indians 0.82%.

ADMINISTRATIVE POSITIONS: ORD has 395 employees in the Administrative job category, comprising 20.8% of its total work force. This analysis includes the most populous (series with 25 or more employees) Administrative occupations in ORD. Table 2 shows the protected groups in the Environmental Protection Specialist series 028, General Administration series 301, Computer Specialist series 334 and Management Analyst series 343. Under representation can be eliminated with the addition of 1 Hispanic and 1 Asian Environmental Protection Specialist, 4 Hispanics and 2 Asians in the General Administration series; 2 Hispanics and 9 women in the Computer Specialist series; 4 Hispanics and 2 Asians in the Management Analyst series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S Series 028 Total 38	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	4	3	0	0	24
	# Parity*	3	2	1	0	19
	# Difference	+1	+1	-1	0	+5
Gen.Admi Series 301 Total 70	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	10	0	0	1	54
	# Parity*	6	4	2	0	35
	# Difference	+4	-4	-2	+1	+19
Comp.Spe Series 334 Total 45	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	4	0	4	0	14
	# Parity*	4	2	1	0	23
	# Difference	0	-2	+3	0	-9
Mgmt.Ana Series 343 Total 176	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	44	5	3	2	128
	# Parity*	16	9	5	1	88
	# Difference	+28	-4	-2	+1	+40

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 52.7% or 208 employees of ORD's Administrative work force are at grades GS/GM 13-15. Of this grade group, minorities hold 14.9% of the positions and women hold 54.8%. Among minorities, Blacks hold 12.5% of the positions, Hispanic 0.96%, Asians 0.48% and American Indians 0.96%.

STATUS OF PERSONS WITH DISABILITIES: In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, blindness, missing extremities, partial and complete paralysis, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).

As of March 31, 2001, 15 ORD employees, or 0.79%, had targeted disabilities, therefore, this group is under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.

ORD had a net increase of 3.1% or 58 employees in its total work force (from 1,841 to 1,899). Minority representation increased from 15.6% to 16.7% and the representation of women increased from 38.7% to 41.1%. There was a net increase of 9 Hispanics, 11 Asians 11 American Indians and 74 women. There was a net decrease of 2 Blacks.

In Professional occupations, ORD had a net increase of 2.6% or 33 employees (from 1,237 to 1,270). Minority representation increased from 12.3% to 12.7% and the representation of women increased from 24.9% to 28.7%. There was a net increase of 1 Hispanic, 8 Asians, 6 American Indians and 31 women, while Blacks decreased by 7.

In Administrative occupations, ORD had a net increase of 14.9% or 59 employees (from 336 to 395). Minority representation increased from 20.3% to 23.3% and representation of women increased from 61.6% to 67.3%. There was a net increase of 15 Blacks, 3 Hispanics, 4 American Indians and 45 women. There was a net decrease of 1 Asian.

At the GS/GM-13 level, there was an increase of 10.4% or 52 employees (from 450 to 502). Minority representation decreased from 13.3% to 12.9% and the representation of women increased from 28.2% to 31.3%. There was a net increase of 2 Asians, 4 American Indians and 30 women, while Blacks remained the same at 30, respectively. There was a net decrease of 1 Hispanic.

At the GS/GM-14 level, there was a decrease of 3.2% or 11 employees (from 350 to 339). Minority representation increased from 9.7% to 14.2%, while the representation of women increased from 22.6% to 28.9%. There was a net increase of 6 Blacks, 4 Hispanics, 4 Asians and 19 women. American Indian remained the same at 1.

At the GS/GM-15 level, there was an increase of 18.0% or 40 employees (from 182 to 222). Minority representation increased from 4.9% to 5.9% and the representation of women increased from 18.1% to 21.6%. There was a net increase of 2 Blacks, 1 Hispanic, 1 American Indian and 15 women. Asians remained the same at 6, respectively. There were no Hispanic women, Asian women or American Indian women at this level as of March 31, 2001.

The SES members decreased by 7.1% or 2 employees (from 30 to 28). Minority representation increased from 10.0% to 10.7% and the representation of women increased from 13.3% to 17.9%. There was a net increase of 1 Hispanic, 1 Asian and 1 woman, while there was a net decrease of 1 Black and 1 American Indian. Blacks, Asian men, and American Indians are absent at the SES level.

There was a net increase of 5.4% or 8 employees (from 141 to 149) in managerial and supervisory positions. Minority representation decreased from 5.0% to 4.7% and the representation of women increased from 23.4% to 26.2%. There was a net increase of 1 Hispanic, 1 Asian and 6 women, while there was a net decrease of 1 Black and 1 American Indian. There were no Black men or American Indians in these positions as of March 31, 2001.

Employees with targeted disabilities increased by 20.0% or 3 employees (from 12 to 15). Their representation in the total work force increased from 0.65% to 0.79%.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF SOLID WASTE AND EMERGENCY RESPONSE

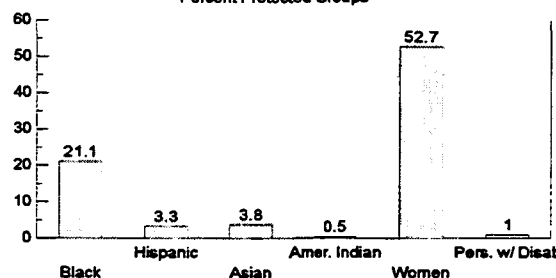
This summary presents a work force profile for the Office of Solid Waste and Emergency Response's (OSWER) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (94.0%) of OSWER's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 602 employees in the OSWER. Minorities occupied 28.7% of OSWER's positions while women occupied 52.7%. Blacks held 21.1% of OSWER's positions, Hispanics 3.3%, Asians 3.8%, American Indians 0.50%, and Persons with Targeted Disabilities 1.0%. Chart 1 shows the percent distribution of the protected groups in OSWER's total work force.

CHART 1: WORK FORCE COMPOSITION
Percent Protected Groups



Of OSWER's total work force, 80.4% percent or 484 employees were at grades GS/GM 13-15. Minorities held 21.9% of the positions in this grade group, while women held 46.7%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 13.6%, Hispanics 3.5%, Asians 4.3%, and American Indians 0.41%.

There were 241 employees at the GS/GM-13 level. Minorities comprised 30.7% and women comprised 53.5%. Among minorities, Blacks held 19.5% of the positions, Hispanics 4.2% and Asians 6.8%. There were no American Indians at this level. Minorities were 11.8% of the 144 employees at the GS/GM-14 level and women were 45.1%. Among minorities, Blacks held 7.6% of the positions, Hispanics 2.1%, and Asians 2.1%. There were no American Indian men, or American Indian women at this level. Minorities represented 15.2% of the 99 employees at the GS/GM-15 level, while women comprised 32.3%. Among minorities, Blacks held 8.1% of the positions,

Hispanics 4.0%, Asians 1.0% and American Indians 2.0%. There were no Hispanic women or Asian women at this level.

Of the 13 SES positions in OSWER, 23.1% were held by women. Minorities were absent in SES positions.

Of the 59 supervisory and managerial positions in OSWER, 13.6% were held by minorities and 32.2% by women. Among the minorities, 5.1% of the positions were occupied by Blacks, 6.8% by Hispanics and 1.7% by Asians. There were no Black men, Hispanic women, Asian women or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OSWER had 193 employees in the Professional job category, comprising 32.1% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OSWER. Table 1 shows the protected groups in Environmental Engineers' series 819, and Physical Scientists' series 1301. The analysis shows that there is no under representation among these series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Series 819 Total 52	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	2	5	5	0	12
	# Parity*	2	2	4	0	5
	# Difference	0	+3	+1	0	+7
Phy. Sci. Series 1301 Total 73	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	4	1	5	0	22
	# Parity	3	1	2	0	21
	# Difference	+1	0	+3	0	+1

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 90.2% or 174 employees of OSWER's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 20.8% of the positions and women held 31.6%. Among minorities, Blacks held 7.5% of the positions, Hispanics 4.0%, and Asians 8.6%. There were no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - OSWER had 373 employees in the Administrative job category, comprising 62.0% of its total work force. This analysis includes all the most populous

(series with 25 or more employees) Administrative occupations in OSWER. Table 2 shows the protected groups in Environmental Protection Specialist series 028 and Management Analyst series 343. Under representation can be eliminated with the addition of 5 Hispanic and 1 Asian Environmental Protection Specialist and 6 Hispanic, 3 Asian and 1 American Indian Management Analyst.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	17	4	4	3	88
028	# Parity*	15	9	5	1	84
Total 168	# Difference	+2	-5	-1	+2	+4
Mgmt.Ana	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	49	2	2	0	102
343	# Parity*	14	8	4	1	77
Total 153	# Difference	+35	-6	-2	-1	+25

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 83.1% or 310 employees of OSWER's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 22.9% of the positions and women held 55.2%. Among minorities, Blacks held 17.1% of the positions, Hispanics 3.2%, Asians 1.9%, and American Indians 0.65%.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

In OSWER, 6 employees or 1.0% had targeted disabilities, therefore, this group was under represented as of March 31, 2001.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OSWER had a net decrease of 10.8% or 65 employees in its total work force (from 667 to 602). The representation of minorities increased from 25.5% to 28.7% and the representation for women decreased from 52.8% to 52.3%. There was a net increase of 1 Black, 3 Hispanics and 1 American Indian, while there was a net decrease of 2 Asians and 35 women.

In Professional occupations, the number of employees decreased by 1.6% or 3 employees (from 196 to 193). Minority representation increased from 19.4% to 20.7%, while the representation for women decreased from 35.2% to 32.6%. There was a net increase of 2 Hispanics and 1 Asian and a net decrease of 6 women. Blacks decreased by 1. There were no American Indians in Professional occupations as of March 31, 2001.

In Administrative occupations, there was a decrease of 10.7% or 40 employees (from 413 to 373). Minority representation increased from 20.8% to 27.1% and the representation for women increased from 55.0% to 59.0%. There was a net increase of 16 Blacks, 1 Hispanic and 1 American Indian, while there was a net decrease of 3 Asians and 7 women.

At the GS/GM-13 level, there was a decrease of 9.5% or 23 employees (from 264 to 241). Minority representation increased from 21.6% to 30.7% and the representation for women increased from 52.7% to 53.5%. There was a net increase of 16 Blacks, 1 Hispanic and 1 Asian, while there was a net decrease of 10 women and 1 American Indian. There were no American Indian women at this level as of March 31, 2001.

At the GS/GM-14 level, there was an increase of 3.5% or 5 employees (from 139 to 144). The percentage of minorities increased from 11.5% to 11.8% and the percentage for women increased from 41.7% to 45.1%. There was a net increase of 7 women and 1 Hispanic. Blacks and Asians remained the same at 11 and 3. There were no American Indians at this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 11.1% or 11 employees (from 88 to 99). The percentage of minorities increased from 9.1% to 15.2% and the percentage of women increased from 30.7% to 32.3%. There was a net increase of 5 Blacks, 1 Hispanic, 1 American Indian and 5 women. Asians remained the same at 1. There were no Hispanic women or Asian women at this level as of March 31, 2001.

The number of SES members increased by 7.7% or 1 employee (from 12 to 13). The representation of minorities decreased from 8.3% to 7.0% and the representation for women decreased from 25.0% to 23.1%. Minorities were absent at the SES level as of March 31, 2001.

There was a decrease of 3.4% or 2 employees (from 61 to 59) in supervisory and managerial positions. Minority representation increased from 6.6% to 13.6%, while the representation for women decreased from 36.1% to 32.2%. There was a net increase of 3 Hispanics and 1 Asian, while there was a net decrease of 3 women. Blacks remained the same at 3. There were no Black men, Hispanic women, Asian women or American Indians in these positions as of March 31, 2001.

Employees with targeted disabilities increased by 33.3% or 2 employees (from 4 to 6). Their representation in the total work force increased from 0.60% to 1.0%.

U.S. ENVIRONMENTAL PROTECTION AGENCY
OFFICE OF WATER

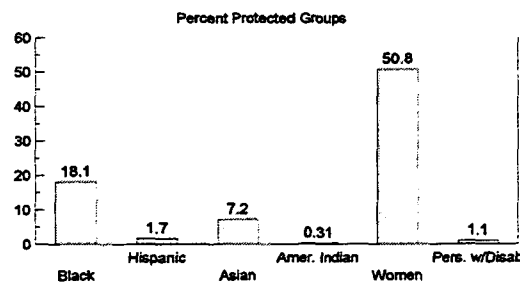
This summary presents a work force profile for the Office of Water (OW) permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (93.8%) of OW's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 640 employees in OW. Minorities occupied 27.3% of OW's positions while women occupied 50.8%. Blacks held 18.1% of OW's positions, Hispanics 1.7%, Asians 7.2%, American Indians 0.31%, and Persons with Targeted Disabilities 1.1%. Chart 1 shows the percent distribution of the protected groups in OW's total work force.

CHART 1. WORK FORCE COMPOSITION



Of OW's total work force, 75.8% percent or 488 employees were at grades GS/GM 13-15. Minorities held 20.6% of the positions in this grade group, while women held 43.7%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 12.2%, Hispanics 1.7% and Asians 6.8%. There were no American Indians in this grade group.

There were 230 employees at the GS/GM-13 level. Minorities comprised 29.1% and women comprised 52.6%. Among minorities, Blacks held 20.0% of the positions, Hispanics 1.7% and Asians 7.4%. There were no American Indians at this level. Minorities were 14.6% of the 164 employees at the GS/GM-14 level and women were 40.9%. Among minorities, Blacks held 6.1% of the positions, Hispanics 1.8% and Asians 6.7%. There were no American Indians at this level. Minorities represented 9.9% of the 91 employees at the GS/GM-15 level, while women comprised 26.4%. Among minorities, Blacks held 3.3% of the positions, Hispanics 1.1%, and Asians 5.5%. There were no Hispanic women, American Indian men, or American Indian women at this level.

There were 17 employees at the SES level in OW. Women held 35.3% of the positions at this level while minorities were absent from the OW work force at this level.

Of the 59 supervisory and managerial positions in OW, 10.2% were held by minorities and 32.2% by women. Among the minorities, 6.8% of the positions were occupied by Blacks, and 3.4% by Asians. There were no Hispanics or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: OW had 259 employees in the Professional job category, comprising 40.5% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in OW. Table 1 shows the protected groups in Environmental Engineer series 819, and Physical Scientist series 1301. The analysis shows that there was no under representation in the Environmental Engineer series 819 or the Physical Scientist series 1301. There were no Hispanic women or American Indian women in the Environmental Engineer series. There were no Hispanic women, American Indian men or American Indian women in the 1301 series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series 819	# On Board	4	2	9	0	17
	# Parity*	2	2	5	0	7
Total 72	# Difference	+2	0	+4	0	+10
Phy. Sci.	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series 1301	# On Board	6	1	7	0	21
	# Parity*	3	1	2	0	17
Total 59	# Difference	+3	0	+5	0	+4

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 86.9% or 225 employees of OW's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 17.8% of the positions and women held 28.9%. Among minorities, Blacks held 4.9% of the positions, Hispanics 2.2% and Asians 10.7%. There were no American Indians in this grade group.

ADMINISTRATIVE POSITIONS - OW had 341 employees in the Administrative job category, comprising 53.3% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in OW. Table 2 shows the protected groups in Environmental Protection Specialist series 028, General Administration series 301 and Management

Analyst series 343. Under representation can be eliminated with the addition of 1 Black, 4 Hispanic Environmental Protection Specialist; 2 Hispanics in the General Administration series; and 5 Hispanic Management Analyst.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S Series 028 Total 172	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	14	5	11	2	97
	# Parity*	15	9	5	1	86
	# Difference	-1	-4	+6	+1	+11
Gen.Admi Series 301 Total 34	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	18	0	1	0	23
	# Parity*	3	2	1	0	17
	# Difference	+15	-2	0	0	+6
Mgmt.Ana Series 343 Total 99	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	27	0	4	0	67
	# Parity*	9	5	3	0	50
	# Difference	+18	-5	+1	0	+17

*Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 76.3% or 260 employees of OW's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 23.1% of the positions and women held 56.5%. Among minorities, Blacks held 18.5% of the positions, Hispanics 1.2% and Asians 3.5%. There were no Hispanic men or American Indians in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

In OW, 7 employees or 1.1% had targeted disabilities, therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

OW had a net increase of 3.8% or 24 employees in its total work force (from 616 to 640). The representation of minorities increased from 24.5% to 27.3% and the representation for women increased from 50.2% to 50.8%. There was a net increase of 12 Blacks, 2 Hispanics, 8 Asians, 2 American Indians and 16 women. There were no American Indian men.

In Professional occupations, there was a decrease of 2.7% or 7 employees (from 266 to 259). Minority representation increased from 17.7% to 18.9%, while the representation for women increased from 32.0% to 32.8%. There was a net increase of 3 Asians, while Blacks decreased by 1. Hispanics and women remained the same as 6 and 85, respectively. There were no American Indians in Professional occupations as of March 31, 2001.

In Administrative occupations, there was an increase of 11.4% or 39 employees (from 302 to 341). Minority representation increased from 22.5% to 27.3% and the representation for women remained the same at 58.9%. There was a net increase of 16 Blacks, 2 Hispanics, 5 Asians, 2 American Indians and 23 women. There were no Hispanic men or American Indian men in Administrative occupations as of March 31, 2001.

At the GS/GM-13 level, there was an increase of 18.7% or 43 employees (from 187 to 230). Minority representation increased from 19.2% to 29.1% and the representation for women increased from 52.4% to 52.6%. There was a net increase of 22 Blacks, 9 Asians and 23 women. Hispanics remained the same at 4. There were no American Indians at this level as of March 31, 2001.

At the GS/GM-14 level, there was an increase of 15.2% or 25 employees (from 139 to 164). The percentage of minorities increased from 13.0% to 14.6% and the percentage for women increased from 34.5% to 40.9%. There was a net increase of 4 Blacks, 1 Hispanic, 1 Asian and 19 women. There were no American Indians at this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 8.8% or 8 employees (from 83 to 91). The percentage of minorities increased from 9.6% to 9.9% and the percentage for women decreased from 30.1% to 26.4%. There was a net increase of 3 Blacks, while there was a net decrease of 2 Asians and 1 woman. Hispanics remained the same at 1. There were no American Indian men or American Indian women at this level as of March 31, 2001.

The number of SES members increased by 5.9% or 1 employee (from 16 to 17). The percentage of women increased from 18.8% to 35.3%. There was a net increase of 3 women, while Blacks, Hispanics, Asians, and American Indians remained the same at 0. There were no minorities at this level in OW as of March 31, 2001.

Supervisory and managerial positions remained the same at 59 positions. Minority representation increased from 6.8% to 10.2%, and the representation for women increased from 23.7% to 32.2%.

There was a net increase of 4 Blacks and 5 women. There was a net decrease of 2 Asians. There were no Hispanics or American Indians in these positions as of March 31, 2001.

Employees with targeted disabilities decreased by 12.5% or 1 employee (from 8 to 7). Their representation in the total work force decreased from 1.3% to 1.1%.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION I

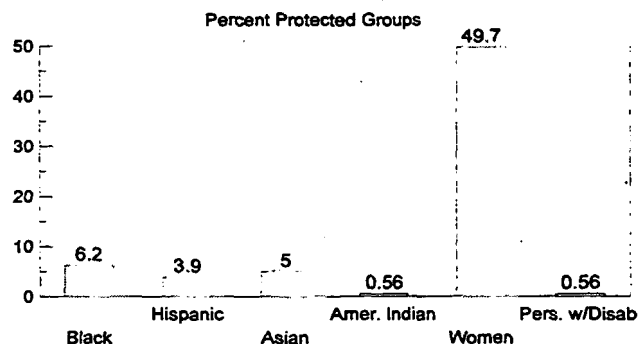
This summary presents a work force profile for Region I's permanent full-time and part-time employees and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (92.7%) of Region I's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 714 employees in Region I. Minorities occupied 15.7% of the positions, while women occupied 49.7%. Blacks held 6.2% of Region I's positions, Hispanics 3.9%, Asians 5.0%, American Indians 0.56%, and Persons with Targeted Disabilities 0.56%. Chart 1 shows the percent distribution of the protected groups of Region I's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region I's total work force, 67.9% or 485 employees were at grades GS/GM 13-15. Minorities held 10.9% of the positions in this grade group, while women held 41.0%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 3.9%, Hispanics 1.2%, Asians 5.0%, and American Indians 0.82%.

There were 337 employees at the GS/GM-13 level, minorities comprised 9.8% and women 42.1%. Among minorities, Blacks held 2.4% of the positions, Hispanics 1.2%, Asians 5.3%, and American Indians 0.89%. There were no American Indian men at this grade level. Minorities were 11.1% of the 90 employees at the GS/GM-14 level and women 40.0%. Among minorities, Blacks held 6.7% of the positions, Asians 3.3% and American Indians 1.1%. There were no Hispanics, Asian women and American Indians at this grade level. Minorities represented 17.2% of the 58 employees at the

GS/GM-15 level, while women comprised 36.2%. Among minorities, Blacks held 8.6% of the positions, Hispanics 3.5%, and Asians 5.2%. There were no American Indians at this level.

Of the 5 SES positions in Region I, 40.0% or 2 positions were held by women. There were no minorities in SES positions.

Of the 58 supervisory and managerial positions in Region I, 15.5% were held by minorities and 32.8% by women. Among the minorities, 6.9% of the positions were occupied by Blacks, 3.5% by Hispanics, and 5.2% by Asians. There were no American Indian men or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region I had 393 employees in the Professional job category, comprising 55.0% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region I. Table 1 shows the protected groups in the, Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation in these job series can be eliminated with the addition of 1 Hispanic Attorney, and 3 Black Physical Scientist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Engineer Series 819 Total 187	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	8	6	20	1	57
	# Parity*	6	6	14	1	18
	# Difference	+2	0	+6	0	+39
Attorney Series 905 Total 61	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	4	1	2	0	32
	# Parity*	2	2	1	0	15
	# Difference	+2	-1	+1	0	+17
Physical Sci. Series 1301 Total 86	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	1	3	4	0	31
	# Parity*	4	2	3	0	25
	# Difference	-3	+1	+1	0	+6

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

An analysis by grade level shows that 83.5% or 328 employees of Region I's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 10.4% of the positions

and women held 35.1%. Among minorities, Blacks held 2.7% of the positions, Hispanics 1.5%, Asians 5.8%, and American Indians 0.30%.

ADMINISTRATIVE POSITIONS: Region I had 269 employees in the Administrative job category, comprising 37.7% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region I. Table 2 shows the protected groups in Environmental Protection Specialist series 028. Under representation in the Environmental Protection Specialist series can be eliminated with the addition of 3 Blacks, 4 Hispanics, and 3 Asians.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Prot.	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	9	3	1	2	88
028	# Parity*	12	7	4	1	68
Total 135	# Difference	-3	-4	-3	+1	+20

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 58.4% or 157 employees of Region I's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 12.1% of the positions and women held 53.5%. Among minorities, Blacks held 6.4% of the positions, Hispanics 0.64%, Asians 3.2%, and American Indians 1.9%. There were no Hispanic men in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

In Region I, 0.56% or 4 employees have targeted disabilities; therefore, this group is under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region I increased by 1.4% or 10 employees (from 704 to 714). The representation of minorities increased from 13.2% to 15.7% and the representation for women decreased from 52.3% to 49.7%. There was a net increase of 4 Blacks, 10 Hispanics, 5 Asians and a net decrease of 13 women. American Indians remained the same.

In Professional occupations, there was an increase of 3.1% or 12 employees (from 381 to 393). Minority representation increased from 11.5% to 13.2%, and the representation of women decreased from 36.8% to 35.9%. There was a net increase of 6 Hispanics and 5 Asians, while there was a net decrease of 1 American Indian. Blacks and women remained the same at 15 and 10. There were no American Indian men in Professional occupations as of March 31, 2001.

In Administrative occupations, there was an increase of 5.5% or 14 employees (from 241 to 255). Minority representation increased from 11.2% to 14.5% and the representation of women decreased from 63.1% to 62.8%. There was a net increase of 6 Blacks, 6 Hispanics, 1 Asian, 1 American Indian and 15 women.

At the GS/GM-13 level, there was an increase of 23.1% or 78 employees (from 259 to 337). Minority representation increased from 9.7% to 9.8%, while the representation of women decreased from 42.5% to 42.1%. There was a net increase of 4 Hispanics, 6 Asians and 32 women, while there was a net decrease of 2 Blacks. American Indians remained the same at 3.

At the GS/GM-14 level, there was a decrease of 1.1% or 1 employee (from 91 to 90). The percentage of minorities increased from 8.8% to 17.1%, and the percentage for women decreased from 50.6% to 40.0%. There was a net increase of 1 Black, 1 Asian, 1 American Indian; a net decrease of 10 women and 1 Hispanic. There were no Hispanics, Asian women, or American Indian women at this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 34.5% or 20 employees (from 38 to 58). The percentage of minorities increased from 7.9% to 17.2% and the percentage for women increased from 23.7% to 36.2%. There was a net increase of 4 Blacks, 1 Hispanic, 2 Asians and 12 women. There were no American Indians at this level as of March 31, 2001.

The SES members decreased by 20.0% or 1 employee (from 6 to 5). There are no minorities in SES positions. Women remained the same at 2. The representation for women increased from 33.3% to 40.0%.

There was a decrease of 5.2% or 3 employees (from 61 to 58) in supervisory and managerial positions. Minority representation increased from 13.1% to 15.5%, while the representation of women increased from 31.2% to 32.8%. There was a net increase of 1 Hispanic, while Blacks and Asians remained the same at 4 and 3, respectively. There were no American Indian men or American Indian women in these positions as of March 31, 2001.

Employees with targeted disabilities increased by 25% or 3 employees (from 1 to 4).

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION II

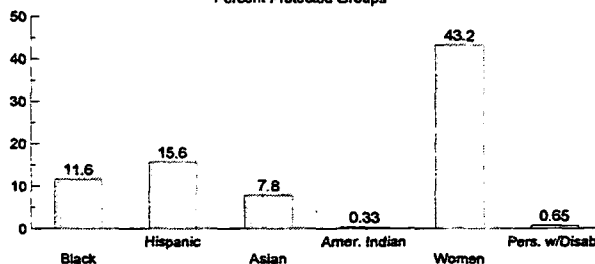
This summary presents a work force profile for Region II's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (87.8%) of the Region's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 923 employees in Region II. Minorities occupied 35.3% of the Region's positions while women occupied 43.2%. Blacks held 11.6% of the Region's positions, Hispanics 15.6%, Asians 7.8%, American Indians 0.33%, and Persons with Targeted Disabilities 0.65%. Chart 1 shows the percent distribution of the protected groups in Region II's total work force.

CHART 1. WORK FORCE COMPOSITION
Percent Protected Groups



Of Region II's total work force, 60.0% percent or 554 employees were at grades GS/GM 13-15. Minorities held 24.6% of the positions in this grade group, while women held 32.9%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 6.0%, Hispanics 10.1%, Asians 8.3%, and American Indians 0.18%. There were no American Indian men in this grade group.

There were 362 employees at the GS/GM-13 level. Minorities comprised 29.6% and women comprised 35.6%. Among minorities, Blacks held 7.5% of the positions, Hispanics 10.2%, Asians 11.6%, and American Indians 0.28%. There were no American Indian men at this level. Minorities were 17.3% of the 139 employees at the GS/GM-14 level and women were 30.2%. Among minorities, Blacks held 2.9% of the positions, Hispanics held 12.2%, and Asians held 2.2%. There were no American Indian men or American Indian women at this level. Minorities represented

9.4% of the 53 employees at the GS/GM-15 level, while women comprised 20.8%. Among minorities, Blacks held 3.8% of the positions, Hispanics held 3.8% and Asians held 1.9%. There were no Hispanic women, Asians women, American Indian men or American Indian women at this level.

There were 8 employees at the SES level in Region II. Among minorities Hispanics occupied 12.5% of the positions, while women comprised 25.0%. There were no Blacks, Hispanic women, Asians or American Indians at this level.

Of the 92 supervisory and managerial positions in Region II, 14.1% were held by minorities and 19.6% by women. Among the minorities, 3.3% of the positions were occupied by Blacks, 8.7% by Hispanics, and 2.2% by Asians. There were no Asian women, American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region II had 651 employees in the Professional job category, comprising 70.5% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region II. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. There was no under representation in the 819 series or in the Attorney's series 905. Under representation can be eliminated in the Physical Scientist series with the addition of 6 Blacks and 1 American Indian. Further analysis shows that there were no American Indian men in the 819 series; no Black men, American Indian men or American Indian women in the 905 series; no American Indian men or American Indian women in the 1301 series, and no Hispanic men or American Indians in the 1320 series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Series 819 Total 257	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	23	33	44	1	66
	# Parity*	9	8	19	1	25
	# Difference	+14	+25	+25	0	+41
Attorney Series 905 Total 80	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	3	11	3	0	38
	# Parity*	3	2	1	0	20
	# Difference	0	+9	+2	0	+18

Phy. Sci. Series 1301 Total 205	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	3	26	8	0	74
	# Parity*	9	4	7	1	59
	# Difference	-6	+22	+1	-1	+15

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 73.7 % or 480 employees of Region II's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 24.0% of the positions and women held 30.2%. Among minorities, Blacks held 4.8% of the positions, Hispanics 9.8%, and Asians 9.4%. There were no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - Region II had 159 employees in the Administrative job category, comprising 17.2% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region II. Table 2 shows the protected groups in Environmental Protection Specialist series 028. Under representation can be eliminated in the Environmental Protection Specialist series 028 with the addition of 1 Asian. Further analysis shows that there were no Asians women or American Indian men in this series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Prot. Series 028 Total 67	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	15	7	1	1	40
	# Parity*	6	3	2	0	34
	# Difference	+9	+4	-1	+1	+6

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 46.5% or 74 employees of Region II's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 28.4% of the positions and women held 50.0%. Among minorities, Blacks held 13.5% of the positions, Hispanics 12.2%, Asians 1.4%, and American Indians 1.4%. There were no Asian men or American Indian men in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95% as a*

benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).

In Region II, 6 employees or 0.65% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997 TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region II had a net increase of 0.54% or 5 employees in its total work force (from 918 to 923). The representation of minorities increased from 34.2% to 35.3% and the representation for women decreased from 43.6% to 43.2%. There was a net decrease of 16 Blacks and 1 woman, while there was a net increase of 16 Hispanics, 11 Asians and 1 American Indian. American Indian men were absent from the Region's work force as of March 31, 2001.

In Professional occupations, there was an increase of 1.8% or 12 employees (from 639 to 651). Minority representation increased from 24.7% to 27.2%, while the representation for women increased from 31.3% to 32.3%. There was a net decrease of 10 Blacks and a net increase of 19 Hispanics, 9 Asians, 1 American Indian and 10 women. There were no American Indian men in Professional occupations as of March 31, 2001.

In Administrative occupations, there was an increase of 13.8% or 22 employees (from 137 to 159). Minority representation increased from 34.3% to 39.0% and the representation for women decreased from 54.7% to 54.1%. There was a net increase of 6 Blacks, 7 Hispanics, 2 Asians and 11 women. American Indians remained the same at 1. There were no American Indian men in Administrative occupations as of March 31, 2001.

At the GS/GM-13 level, there was an increase of 18.8% or 68 employees (from 294 to 362). Minority representation increased from 23.5% to 29.6% and the representation for women increased from 33.0% to 35.6%. There was a net increase of 10 Blacks, 15 Hispanics, 13 Asians and 32 women. The number of American Indians remained the same at 1, respectively. There were no American Indian men at this level as of March 31, 2001.

At the GS/GM-14 level, there was an increase of 19.4% or 27 employees (from 112 to 139). The percentage of minorities increased from 14.3% to 17.3% and the percentage for women increased from 29.5% to 30.2%. There was a net increase of 6 Hispanics, 2 Asians and 9 women, while Blacks remained the same at 4. There were no American Indian men or American Indian women at this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 15.1% or 8 employees (from 45 to 53). The percentage of minorities increased from 8.9% to 9.4% and the percentage for women increased from

15.6% to 20.8%. There was a net increase of 1 Hispanic and 4 women, while the number of Blacks and Asians remained the same at 2 and 1, respectively. There were no Hispanic women, Asian women, American Indian men, or American Indian women at this level as of March 31, 2001.

The number of SES members in Region II remained the same at 8 employees. The percentage of minorities remained the same at 12.5%, and the percentage of women decreased from 37.5% to 25.0%. There was a net increase of 1 Hispanic, while there was a net decrease of 1 Black and 1 woman. There were no Blacks, Hispanic women, Asians or American Indians at this level.

The number of supervisory and managerial positions remained the same at 92 employees. Minority representation decreased from 15.2% to 14.1%, and the representation for women decreased from 20.7% to 19.6%. There was a net decrease of 2 Blacks and 1 woman, while Hispanics increased by 1. Asians remained the same at 2. There were no Asian women, American Indian men or American Indian women in these positions as of March 31, 2001.

Employees with targeted disabilities increased by 16.7% or 1 employee (from 5 to 6). Their representation in the total work force increased from 0.60% to 0.65%.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION III

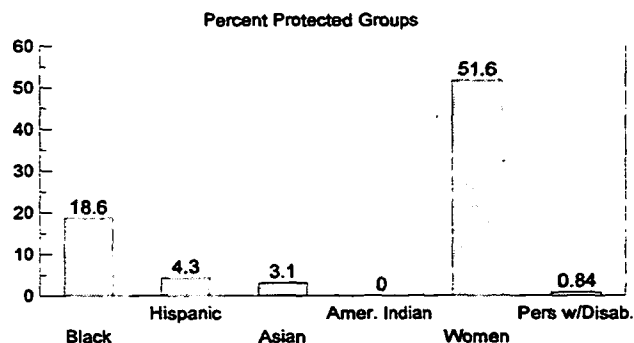
This summary presents a work force profile for Region III's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (87.5%) of Region III's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 954 employees in the Region III. Minorities occupied 26.0% of Region III's positions, while women occupied 51.6%. Among minorities, Blacks held 18.6% of Region III's positions, Hispanics 4.3%, Asians 3.1%, American Indians 0.0%, and Persons with Targeted Disabilities 0.84%. American Indians were absent from the work force. Chart 1 shows the percent distribution of the protected groups of Region III's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region III's total work force 60.8% percent or 580 employees were at grades GS/GM 13-15. Minorities held 15.0% of the positions in this grade group, while women held 38.8%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 8.8%, Hispanics 2.9%, Asians 3.3%, and American Indians 0%. There were no American Indians in this grade group.

There were 367 employees at the GS/GM-13 level. Minorities comprised 15.5% and women comprised 40.1%. Among minorities, Blacks held 8.2%, Hispanics 3.5%, Asians 3.8%, and American Indians 0%. There were no American Indians at this level. Minorities were 15.7% of the 153 employees at the GS/GM-14 level and women are 37.3%. Among minorities, Blacks held 11.8% of the positions, Hispanics 1.3%, and Asians 2.6%. There were no American Indian men or

American Indian women at this level. Minorities represented 10.0% of the 60 employees at the GS/GM-15 level, while women comprised 35.0%. Among minorities, Blacks held 5.0% of the positions, Hispanics 3.3% and Asians 1.7%. There were no Asian women, American Indian men, or American Indian women at this level.

Of the 10 SES positions in Region III, 10.0% were held by Blacks, 10.0% were held by Hispanics, and 20.0% were held by women. There were no Black women, Hispanic women, Asian men, Asian women, American Indian men, or American Indian women in SES positions.

Of the 87 supervisory and managerial positions in Region III, 12.6% were held by minorities and 32.2% by women. Among the minorities, 9.2% of the positions were occupied by Blacks, 2.3% by Hispanics and 1.2% by Asians. There were no Asian women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region III had 506 employees in the Professional job category, comprising 53.0% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region III. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation in these job series can be eliminated with the addition of 1 American Indian Environmental Engineer, and 1 each Asian and American Indian Physical Scientist. There are no American Indians in the Environmental Engineer series; no American Indians in the Attorney series; and no Asian men, American Indian men or American Indian women in the Physical Scientist series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Engineer Series 819 Total 170	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	14	14	13	0	46
	# Parity*	6	5	13	1	17
	# Difference	+8	+9	0	-1	+29
Attorney Series 905 Total 82	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	13	3	3	0	43
	# Parity*	3	3	2	0	21
	# Difference	+10	0	+1	0	+22
Phys. Scientist Series 1301 Total 173	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	12	4	5	0	69
	# Parity*	8	3	6	1	50
	# Difference	+4	+1	-1	-1	+19

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 80.2% or 406 employees of Region III's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 15.8% of the positions and women held 37.0%. Among minorities, Blacks held 7.9% of the positions, Hispanics 4.2% and Asians 3.7%. There were no American Indians in this grade group.

ADMINISTRATIVE POSITIONS: Region III had 329 employees in the Administrative job category, comprising 34.5% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region III. Table 2 shows the protected groups in Environmental Protection Specialist series 028, and Computer Specialist series 334. Under representation in these job series can be eliminated with the addition of 5 Hispanic, 3 Asian and 1 American Indian Environmental Protection Specialist, and 1 American Indian and 2 women Computer Specialist. There are no Hispanic men, Asian men or American Indians in the Environmental Protection Specialist and no Asian men or American Indians in the Computer Specialist series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Pro.Spc. Series 028 Total 158	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	35	3	1	0	93
	# Parity*	14	8	4	1	79
	# Difference	+21	-5	-3	-1	+14
Comp. Spec. Series 334 Total 28	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	5	2	1	0	12
	# Parity*	3	2	1	1	14
	# Difference	+2	0	0	-1	-2

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 52.9% or 174 employees of Region III's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 13.2% of the positions and women held 43.1%. Among minorities, Blacks held 10.9% of the positions, and Asians 2.3%. There were no Hispanics, Asian men, or American Indians in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a*

benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).

As of March 31, 2001, 8 Region III employees or 0.84% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region III had a net increase of 1.4% or 13 employees in its total work force (from 941 to 954). The representation of minorities increased from 24.4% to 26.0%, while the representation for women decreased from 51.9% to 51.6%. There was a net increase of 4 Blacks, 8 Hispanics, 8 Asians and 4 women, while American Indians decreased by 1. There were no American Indians as of March 31, 2001.

In Professional occupations, there was an increase of 2.0% or 10 employees (from 496 to 506). Minority representation increased from 17.3% to 19.0% and the representation of women increased from 37.3% to 37.7%. There was a net increase of 5 Hispanics, 6 Asians and 6 women, while American Indians decreased by 1. Blacks remained the same at 45. There were no American Indians as of March 31, 2001.

In Administrative occupations, there was an increase of 6.7% or 22 employees (from 307 to 329). Minority representation increased from 21.2% to 22.5% and the representation of women increased from 55.1% to 56.5%. There was a net increase of 7 Blacks, 2 Asians and 17 women, while Hispanics remained the same at 7, respectively. There were no Asian men, American Indian men, or American Indian women in Administrative occupations as of March 31, 2001.

At the GS/GM-13 level, there was an increase of 18.8% or 69 employees (from 298 to 367). Minority representation decreased from 16.8% to 15.5%, while the representation for women increased from 37.9% to 40.1%. There was a net increase of 2 Blacks, 4 Hispanics, 2 Asians and 34 women, while American Indians decreased by 1. There were no American Indians at this level as of March 31, 2001.

At the GS/GM-14 level, there was an increase of 9.2% or 14 employees (from 139 to 153). The percentage of minorities increased from 14.4% to 15.7% and the percentage for women increased from 36.0% to 37.3%. There was a net increase of 4 Blacks, 1 Asian and 7 women, while there was a net decrease of 1 Hispanic. There were no American Indian men or American Indian women at this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 21.7% or 13 employees (from 47 to 60). The percentage of minorities decreased from 12.8% to 10.0% and the percentage for women increased

from 29.8% to 35.0%. There was a net increase of 1 Asian and 7 women and a net decrease of 1 Black, while Hispanics remained the same at 2, respectively. There were no Asian women, American Indian men, or American Indian women at this level as of March 31, 2001.

The SES members increased by 10.0% or 1 employee (from 9 to 10). There was a net increase of 1 Black and 1 Hispanic. The representation for women remained the same at 2. Black women, Hispanic women, Asian men, Asian women, American Indian men, and American Indian women were absent at the SES level as of March 31, 2001.

The managerial and supervisory positions, remained the same at 87 employees. Minority representation increased from 10.4% to 12.6% and the representation for women decreased from 33.3% to 32.2%. The representation of Blacks remained the same at 8, while Hispanics and Asians increased by 1. There were no Asian women, American Indian men, or American Indian women in these positions as of March 31, 2001.

Employees with targeted disabilities increased by 37.5% or 3 employees (from 5 to 8). Their representation in the total work force increased from 0.53% to 0.84%.

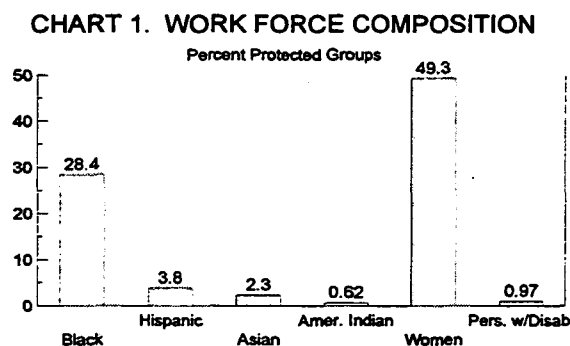
U.S. ENVIRONMENTAL PROTECTION AGENCY REGION IV

This summary presents a work force profile for Region IV's permanent full-time and part-time employees and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (88.5%) of Region IV's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 1,135 employees in Region IV. Minorities occupied 35.1% of the positions while women occupied 49.3%. Blacks held 28.4% of Region IV's positions, Hispanics 3.8%, Asians 2.3%, American Indians 0.62%, and Persons with Targeted Disabilities 0.97%. Chart 1 shows the percent distribution of the protected groups in Region IV's total work force.



Of Region IV's total work force, 48.8% or 554 employees were at grades GS/GM 13-15. Minorities held 22.7% of the positions in this grade group, while women held 35.6%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 16.1%, Hispanics 4.0%, Asians 1.8%, and American Indians 0.90%.

There were 357 employees at the GS/GM-13 level. Minorities comprised of 23.3% of these positions and women 35.0%. Among minorities, Blacks held 15.1%, Hispanics 5.0%, Asians 2.2%, and American Indians 0.84%. Minorities were 23.0% of the 139 employees at the GS/GM-14 level and women were 38.9%. Among minorities, Blacks held 18.7% of the positions, Hispanics 2.2%, Asians 0.72%, and American Indians 1.4%. There were no Hispanic women or Asian men at this

grade level. Minorities represented 19.0% of the 58 employees at the GS/GM-15 level, while women comprised 31.0%. Among minorities, Blacks held 15.5% of the positions, Hispanics 1.7% and Asians 1.7%. There were no Hispanic women, Asian women or American Indians at this level.

Of the 8 SES positions in Region IV, 25.0% were held by women. Among minorities, Blacks held 37.5% of the positions. There were no Hispanics, Asians or American Indians in SES positions.

Of the 103 supervisory and managerial positions in Region IV, 22.3% were held by minorities and 31.1% by women. Among the minorities, 18.5% of the positions were occupied by Blacks, 2.9% by Hispanics, and 0.97% by Asians. There were no Hispanic women, Asian women, or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region IV had 657 employees in the Professional job category, comprising 57.9% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region IV. Table 1 shows the protected groups in the Biologist series 401, Attorney series 905, Environmental Engineer series 819, and Physical Scientist series 1301. Under representation in these job series can be eliminated with the addition of 4 Asian and 6 women Biologist; 3 Asian Environmental Engineers and 6 Asian Physical Scientist. There were no Asian men or American Indians in the Biologist series; no Asian men in the Attorney series; no American Indian women in the Environmental Engineer series, and no Hispanic women or Asian women in the Physical Scientist series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Biologist Series 401 Total 74	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	9	2	1	0	25
	# Parity*	3	2	5	0	31
	# Difference	+6	0	-4	0	-6
Attorney Series 905 Total 77	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	17	2	2	2	45
	# Parity*	3	2	1	0	19
	# Difference	+14	0	+1	+2	+26
Envir. Eng. Series 819 Total 234	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	39	18	15	1	75
	# Parity*	8	7	18	1	23
	# Difference	+31	+11	-3	0	+52
Physical Sci. Series	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	35	5	1	3	72

1301	# Parity*	9	4	7	1	58
Total 201	# Difference	+26	+1	-6	+2	+14

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

An analysis by grade level shows that 60.6% or 398 employees of Region IV's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 21.6% of the positions and women held 35.2%. Among minorities, Blacks held 13.8% of the positions, Hispanics 4.3%, Asians 2.3%, and American Indians 1.3%.

ADMINISTRATIVE POSITIONS: Region IV had 347 employees in the Administrative job category, comprising 30.6% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region IV. Table 2 shows the protected groups in the Environmental Protection Specialist series 028, General Administration series 301, Program Management series 340 and Management Analyst series 343. Under representation in these job series can be eliminated with the addition of 3 Hispanics and 1 Asian Environmental Protection Specialist; 2 Hispanics in the General Administration series; 1 Hispanic, 1 Asian, and 21 women in the Program Management series; 1 Hispanic and 1 Asian in the Management Analyst series. There were no Hispanic men, Asian women or American Indians in the Environmental Protection Specialist series; no Hispanics, Asian women or American Indian men in the General Administration series; no Hispanic women, Asian women or American Indians in the Program Management series, and no Hispanic men, Asians or American Indians in the Management Analyst series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot. Series 028 Total 77	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	39	1	1	0	56
	# Parity*	7	4	2	0	39
	# Difference	+32	-3	-1	0	+17
Gen. Admin. Series 301 Total 46	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	11	0	1	0	31
	# Parity*	4	2	1	0	23
	# Difference	+ 7	-2	0	0	+8
Prog. Mgmt. Series 340 Total 85	Percent CLF	8.9	5.2	2.8	0.5	50.0
	# On Board	14	3	1	0	22
	# Parity*	8	4	2	0	43
	# Difference	+6	-1	-1	0	-21

Mgmt.Analyst	Percent CLF	8.9	5.2	2.8	0.5	50.0
Series	# On Board	8	1	0	0	23
343	# Parity*	3	2	1	0	16
Total 31	# Difference	+5	-1	-1	0	+7

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force

Further analysis by grade level shows that 45.0% or 156 employees of Region IV's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 25.6% of the positions and women held 36.5%. Among minorities, Blacks held 21.8% of the positions, Hispanics 3.2%, Asians 0.64%. There were no Hispanic women, Asian women or American Indians in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from Region IV Standard Form 256, Self-Identification of Handicap).*

In Region IV, 11 employees or 0.97% had targeted disabilities, therefore, this group was under represented as of March 31, 2001.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region IV had a net increase of 5.9% or 67 employees in its total work force (from 1,068 to 1,135). The representation of minorities increased from 34.2% to 35.1% and the representation for women increased from 48.9% to 49.3%. There was a net increase of 30 Blacks, 3 Asians and 37 women. Hispanics and American Indians remained the same at 43 and 7.

In Professional occupations, there was an increase of 6.5% or 43 employees (from 614 to 657). Minority representation increased from 23.3% to 25.6%, and the representation of women increased from 34.7% to 36.8%. There was a net increase of 22 Blacks, 3 Asians, 3 American Indians and 29 women, while there was a net decrease of 3 Hispanics.

In Administrative occupations, there was an increase of 18.7% or 65 employees (from 282 to 347). Minority representation increased from 37.6% to 38.6% and the representation of women increased from 53.2% to 57.1%. There was a net increase of 29 Blacks, 2 Hispanics and 48 women, while Asians remained the same at 4. American Indians decreased by 3. There were no American Indian men in Administrative occupations as of March 31, 2001.

At the GS/GM-13 level, there was an increase of 24.9% or 89 employees (from 268 to 357). Minority representation decreased from 26.1% to 23.2% while the representation of women

increased from 34.0% to 35.0%. There was a net increase of 10 Blacks, 1 Hispanic, 3 Asians and 34 women, while American Indians decreased by 1.

At the GS/GM-14 level, there was an increase of 19.4% or 27 employees (from 112 to 139). The percentage of minorities increased from 20.5% to 23.0% and the percentage for women increased from 33.0% to 38.8%. There was a net increase of 7 Blacks, 1 Hispanic, 1 American Indian and 17 women, while Asians remained the same at 1. There were no Hispanic women or Asian men this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 19.0% or 11 employees (from 47 to 58). The percentage of minorities increased from 17.0% to 19.0% and the percentage for women decreased from 31.9% to 31.0%. There was a net increase of 2 Blacks, 1 Hispanic and 2 women, while Asians remained the same at 1, respectively. There were no Hispanic women, Asian women, or American Indians at this level as of March 31, 2001.

The number of SES members increased by 25.0% or 2 employees (from 6 to 8). The representation of minorities increased from 16.7% to 37.5%, while the representation for women increased from 16.7% to 25.0%. There was a net increase of 2 Blacks and 1 woman. There were no Hispanics, Asians or American Indians at this level as of March 31, 2001.

There was a decrease of 3.9% or 4 employees (from 107 to 103) in supervisory and managerial positions. Minority representation increased from 20.6% to 22.3% while the representation of women decreased from 34.6% to 31.1%. There was a net increase of 1 Hispanic and a net decrease of 5 women, while Blacks and Asians remained the same at 19 and 1, respectively. There were no Hispanic women, Asian women or American Indians in these positions as of March 31, 2001.

Employees with targeted disabilities increased by 36.0% or 4 employees (from 7 to 11). The total work force increased from 0.66% to 0.97%.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION V

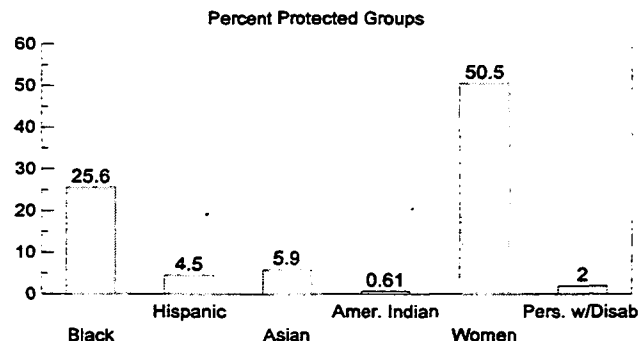
This summary presents a work force profile for Region V's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (88.8%) of Region V's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis show the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 1,307 employees in Region V. Minorities occupied 36.6% of positions, while women occupied 50.5%. Among minorities, Blacks held 25.6% of Region V's positions, Hispanics 4.5%, Asians 5.9%, American Indians 0.61%, and Persons with Targeted Disabilities 2.0%. Chart 1 shows the percent distribution of the protected groups of Region V's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region V's total work force, 52.9% percent or 691 employees were at grades GS/GM 13-15. Minorities held 20.6% of the positions in this grade group, while women held 37.3%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 10.4%, Hispanics 3.5%, Asians 5.9%, and American Indians 0.72%.

There were 436 employees at the GS/GM-13 level. Minorities comprised 21.8% and women comprised 36.0%. Among minorities, Blacks held 11.2% of the positions, Hispanics 3.2%, Asians 6.7%, and American Indians 0.69%. Minorities were 20.1% of the 194 employees at the GS/GM-14 level and women were 38.1%. Among minorities, Blacks held 9.3% of the positions, Hispanics 4.1%, Asians 6.2% and American Indians 0.52%. There were no American Indian men at this grade level. Minorities represented 13.1% of the 61 employees at the GS/GM-15 level, while women comprised 44.3%. Among minorities, Blacks held 8.2% of the positions, Hispanics 3.3% and

American Indian 1.6%. There were no Hispanic women, Asian men, Asian women or American Indian women at this level.

Of the 8 SES positions in Region V, 12.5% were held by minorities and 25.0% by women. Among minorities, Asians hold 12.5% of the positions. There were no Blacks, Hispanics, Asian women or American Indians in SES positions.

Of the 110 supervisory and managerial positions in Region V, 18.2% were held by minorities and 38.2% by women. Among the minorities, 10.9% of the positions were occupied by Blacks, 1.8% by Hispanics, and 4.6% by Asians. There were no Hispanic women or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region V had 625 employees in the Professional job category, comprising 47.8% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in Region V. Table 1 shows the protected groups in Biologist series 401, Environmental Engineer series 819, Attorney series 905, Physical Scientist series 1301, and Chemist series 1320. Under representation in these job series can be eliminated with the addition of 1 Asian Biologist, 1 American Indian Environmental Engineer; and 1 American Indian Physical Scientist. There were no Hispanic men, Asian men or American Indian men in the Biologist series; no American Indians in the Environmental Engineer series; no American Indian men in the Attorney series; no American Indians in the Physical Scientist series and no American Indians in the Chemist series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Biologist Series 401 Total 37	Percent CLF	3.9	3.2	7.3	0.4	41.7
	# On Board	3	1	2	1	20
	# Parity*	1	1	3	0	15
	# Difference	+2	0	-1	+1	+5
Env. Engineer Series 819 Total 172	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	12	10	24	0	46
	# Parity*	6	5	13	1	17
	# Difference	+6	+5	+11	-1	+29
Attorney Series 905 Total 113	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	7	7	9	1	49
	# Parity*	4	3	2	0	28
	# Difference	+3	+4	+7	+1	+21

Phys. Scientist	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series	# On Board	12	4	10	0	60
1301	# Parity*	8	3	6	1	50
Total 173	# Difference	+4	+1	+4	-1	+10
Chemist	Percent CLF	6.1	3.2	9.8	0.2	27.4
Series	# On Board	3	4	8	0	14
1320	# Parity*	2	1	4	0	10
Total 37	# Difference	+1	+3	+4	0	+4

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 66.2 % or 414 employees of Region V's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 18.1% of the positions and women held 32.9%. Among minorities, Blacks held 6.8% of the positions, Hispanics 4.1%, Asians 6.8%, and American Indians 0.48%. There were no American Indian men in this grade group.

ADMINISTRATIVE POSITIONS - Region V had 536 employees in the Administrative job category, comprising 41.0% of its total work force. This analysis includes the most populous (series with 25 or more employees) Administrative occupations in Region V. Table 2 shows the protected groups in Environmental Protection Specialist series 028, General Administration series 301, Computer Specialist series 334, Program Management series 340 and Management Analyst series 343. Under representation in these job series can be eliminated with the addition of 8 Hispanic Environmental Protection Specialist; 2 Hispanics in the General Administration series; 7 women Computer Specialist; 1 Black, 2 Hispanic and 7 women in the Program Management series; 1 Hispanic Management Analyst.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.Spec.	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	81	6	10	2	155
028	# Parity*	24	14	8	1	134
Total 268	# Difference	+57	-8	+2	+1	+21
Gen. Admin.	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	17	1	2	0	43

301	# Parity*	5	3	2	0	30
Total 59	# Difference	+12	-2	0	0	+13
Comp.Spec.	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	19	4	3	0	11
334	# Parity*	3	2	1	0	18
Total 36	# Difference	+16	+2	+2	0	-7
Prog. Mgmt.	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	3	1	2	1	13
340	# Parity*	4	2	1	0	20
Total 40	# Difference	-1	-1	+1	+1	-7
Mgmt.Analyst	Percent CLF	8.9	5.2	2.8	0.5	50
Series	# On Board	4	1	2	0	21
343	# Parity*	3	2	1	0	19
Total 38	# Difference	+1	-1	+1	0	+2

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 51.7% or 277 employees of Region V's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 24.2% of the positions and women held 44.0%. Among minorities, Blacks held 15.9% of the positions, Hispanics 2.5%, Asians 4.7%, and American Indians 1.1%. There were no American Indian women in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2001, 26 Region V employees or 2.0% had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region V had a net increase of 3.0% or 39 employees in its total work force (from 1,268 to 1,307). The representation of minorities increased from 35.0% to 36.6% and the representation for women increased from 50.1% to 50.5%. There was a net increase of 21 Blacks, 7 Hispanics, 6 Asians, 1 American Indian and 25 women.

In Professional occupations, there was an increase of 3.4% or 21 employees (from 604 to 625). Minority representation increased from 21.5% to 21.9%, while the representation for women increased from 33.8% to 35.7%. There was a net increase of 2 Blacks, 2 Hispanics, 3 Asians and 19 women, while American Indians remained the same at 3, respectively. There were no American Indian men in the Professional occupations as of March 31, 2001.

In Administrative occupations, there was an increase of 8.8% or 47 employees (from 489 to 536). Minority representation increased from 33.7% to 40.3%, while the representation for women increased 55.2% to 56.3%. There was a net increase of 42 Blacks, 4 Hispanics, 4 Asians, and 32 women.

At the GS/GM-13 level, there was an increase of 15.1% or 66 employees (from 370 to 436). Minority representation increased from 18.4% to 21.8% and the representation for women increased from 32.4% to 36.0%. There was a net increase of 14 Blacks, 4 Hispanics, 8 Asians, 1 American Indian and 37 women.

At the GS/GM-14 level, there was an increase of 14.9% or 29 employees (from 165 to 194). Minority representation increased from 17.0% to 20.1%, while the percentage for women decreased from 38.8% to 38.1%. There was a net increase of 1 Black, 3 Hispanics, 6 Asians, 1 American Indian and 10 women. There were no American Indian men at this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 27.9% or 17 employees (from 44 to 61). Minority representation increased from 6.8% to 13.1% and the percentage for women increased from 40.9% to 44.3%. There was a net increase of 3 Blacks, 1 Hispanic, 1 American Indian and 9 women. There were no Hispanic women, Asian men, Asian women or American Indian women at this level as of March 31, 2001.

The SES members decreased by 12.5% or 1 employee (from 9 to 8). The representation of minorities increased from 11.1% to 12.5%, while the representation of women decreased from 33.3% to 25.0%. There was a net increase of 1 Asian. Blacks and women decreased by 1. Blacks, Hispanics, Asian women and American Indians were absent at the SES level as of March 31, 2001.

Supervisory and managerial positions increased by 9.1% or 10 employees (from 100 to 110). Minority representation increased from 18.0% to 18.1%, while the representation for women increased from 38.0% to 38.2%. There was a net increase of 3 Blacks, 1 American Indian and 4

women; a net decrease of 1 Hispanic and 1 Asian. There were no Hispanic women or American Indian women in these positions as of March 31, 2001.

Employees with targeted disabilities increased by 34.6% or 9 employees (from 17 to 26). There were no Black men, Hispanic women, Asian women or American Indians.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION VI

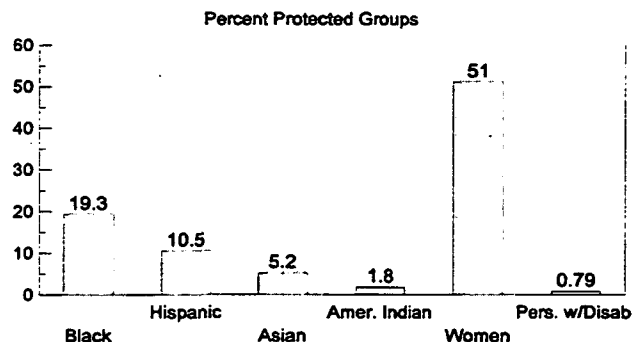
This summary presents a work force profile for Region VI's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (90.5%) of Region VI's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 890 employees in Region VI. Minorities occupied 36.7% of Region VI's positions while women occupied 51.0%. Blacks held 19.3% of the positions, Hispanics 10.5%, Asians 5.2%, American Indians 1.8%, and Persons with Targeted Disabilities 0.79%. Chart 1 shows the percent distribution of the protected groups of Region VI's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region VI's total work force, 54.2% percent or 482 employees were at grades GS/GM 13-15. Minorities held 26.8% of the positions in this grade group, while women held 37.8%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 11.2%, Hispanics 9.1%, Asians 5.2%, and American Indians 1.2%.

There were 319 employees at the GS/GM-13 level. Minorities comprised 28.2% while women comprised 37.9%. Among minorities, Blacks held 11.3% of the positions, Hispanics 9.4%, Asians 6.0%, and American Indians 1.6%. Minorities were 27.9% of the 111 employees at the GS/GM-14 level while women were 41.4%. Among minorities, Blacks held 12.6% of the positions, Hispanics 9.9%, Asians 4.5% and American Indians 0.90%. There were no American Indian women at this grade level. Minorities represented 15.4% of the 52 employees at the GS/GM-15 level, while

women comprised 28.9%. Among minorities, Blacks held 7.7% of the positions, Hispanics 5.8%, and Asians 1.9%. There were no Black women, Asian women, American Indian men, or American Indian women at this level.

Of the 7 SES positions in Region VI, 42.9% were held by minorities and 14.3% by women. Among minorities, Blacks held 28.6% of the positions and Asians held 14.3%. There were no Hispanics, Asian women or American Indians in SES positions.

Of the 75 supervisory and managerial positions in Region VI, 20.0% were held by minorities and 32.0% by women. Among the minorities, 12.0% of the positions were occupied by Blacks, 5.3% by Hispanics, and 2.7% by Asians. There were no Asian women, American Indian men, or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region VI had 453 employees in the Professional job category, comprising 50.9% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region VI. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. There was no under representation in these series. There were no American Indian women in the 819 series; no Hispanic women, Asian men or American Indian women in the 905 series; and no American Indian women in the 1301 series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engineer Series 0819 Total 169	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	13	20	18	1	39
	# Parity*	6	5	13	1	17
	# Difference	+7	+15	+5	0	+22
Attorney Series 0905 Total 59	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	14	3	3	1	26
	# Parity*	2	1	1	0	14
	# Difference	+12	+2	+2	+1	+12
Physical Scientist Series 1301 Total 159	Percent CLF	4.6	1.9	3.3	0.4	29
	# On Board	15	14	10	1	57
	# Parity*	7	3	5	1	46
	# Difference	+8	+11	+5	0	+11

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 74.8% or 339 employees of Region VI's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 26.3% of the positions and women held 30.1%. Among minorities, Blacks held 10.6% of the positions, Hispanics 8.9%, Asians 6.2%, and American Indians 0.59%.

ADMINISTRATIVE POSITIONS: Region VI had 353 employees in the Administrative job category, comprising 39.7% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region VI. Table 2 shows the protected groups in Environmental Protection Specialist series 028, Computer Specialist series 334 and Management Analyst series 343. Under representation can be eliminated with the addition of 5 women Computer Specialist; and 1 Asian Management Analyst.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S Series 028 Total 195	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	52	16	5	10	133
	# Parity*	17	10	5	1	98
	# Difference	+35	+6	0	+9	+35
Comp.Spec Series 334 Total 25	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	4	1	2	0	8
	# Parity*	2	1	1	0	13
	# Difference	+2	0	+1	0	-5
Mgmt.Anal Series 343 Total 38	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	9	4	0	0	30
	# Parity*	3	2	1	0	19
	# Difference	+6	+2	-1	0	+11

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 40.5% or 143 employees of Region VI's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 28.0% of the positions and women held 55.9%. Among minorities, Blacks held 12.6% of the positions, Hispanics 9.8%, Asians 2.8%, and American Indians 2.8%.

STATUS OF PERSONS WITH DISABILITIES: In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a

benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).

As of March 31, 2001, 7 of Region VI employees, or 0.79%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region VI had a net decrease of 0.22% or 2 employees in its total work force (from 892 to 890). The representation of minorities increased from 33.3% to 36.7% while the representation of women increased from 50.7% to 51.0%. There was a net increase of 9 Blacks, 2 Hispanics, 18 Asians, 1 American Indian and 2 women.

In Professional occupations, there was a decrease of 2.0% or 9 employees (from 462 to 453). Minority representation increased from 26.6% to 28.9% and the representation of women increased from 30.3% to 32.0%. There was a net increase of 10 Asians and 5 women, while there was a net decrease of 2 American Indians. Blacks and Hispanics remained the same at 49 and 44. There were no American Indian women.

In Administrative occupations, there was an increase of 8.8% or 31 employees (from 322 to 353). Minority representation increased from 32.0% to 39.7% while the representation for women decreased from 66.8% to 66.0%. There was a net increase of 18 Blacks, 7 Hispanics, 7 Asians, 5 American Indians and 18 women.

At the GS/GM-13 level, there was an increase of 30.4% or 97 employees (from 222 to 319). Minority representation increased from 26.6% to 28.2% and the representation of women increased from 36.0% to 37.9%. There was a net increase of 9 Blacks, 7 Hispanics, 11 Asians, 4 American Indians and 41 women.

At the GS/GM-14 level, there was an increase of 26.1% or 29 employees (from 82 to 111). The percentage of minorities increased from 13.4% to 27.9% and the percentage of women increased from 36.6% to 41.4%. There was a net increase of 8 Blacks, 7 Hispanics, 5 Asians and 16 women, while American Indians remained the same at 1. There were no American Indian women at this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 40.4% or 21 employees (from 31 to 52). The percentage of minorities decreased from 22.6% to 15.4% while the percentage of women increased from 22.6% to 28.8%. There was a net increase of 1 Asian and 8 women. Blacks and Hispanics remained the same at 4 and 3. There were no Black women, Asian women, American Indian men, or American Indian women at this level as of March 31, 2001.

The SES members increased by 28.6% or 2 employees (from 5 to 7). The representation of minorities increased from 20.0% to 42.9% while the representation of women increased from 0% to 14.3%. There was a net gain of 1 Black, 1 Asian and 1 woman. Hispanics, Asian women, and American Indians were absent at the SES level as of March 31, 2001.

There was an increase of 4.0% or 3 employees (from 72 to 75) in supervisory and managerial positions. Minority representation increased from 19.5% to 20.0% while the representation of women decreased from 34.7% to 32.0%. There was a net increase of 2 Asians and a net decrease of 1 Hispanic and 1 woman. Blacks remained the same at 9. There were no Asian women, American Indian men, or American Indian women in these positions as of March 31, 2001.

Employees with targeted disabilities decreased by 22.2% or 2 employees (from 9 to 7). Their representation in the total work force decreased from 1.0% to 0.79%.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION VII

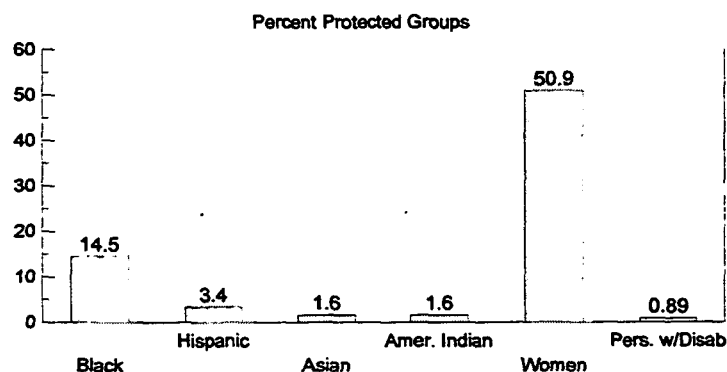
This summary presents a work force profile for Region VII's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (87.9%) of the Region's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 564 employees in Region VII. Minorities occupied 21.1% of the Region's positions while women occupied 50.9%. Blacks held 14.5% of the Region's positions, Hispanics 3.4%, Asians 1.6%, American Indians 1.6%, and Persons with Targeted Disabilities 0.89%. Chart 1 shows the percent distribution of the protected groups in Region VII's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region VII's total work force, 59.0% percent or 333 employees were at grades GS/GM 13-15.

Minorities held 14.7% of the positions in this grade group, while women held 36.3%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 8.7%, Hispanics 3.0%, Asians 0.90%, and American Indians 2.1%.

There were 246 employees at the GS/GM-13 level. Minorities comprised 15.0% and women comprised 35.4%. Among minorities, Blacks held 8.9% of the positions, Hispanics 3.3%, Asians 0.41%, and American Indians 2.4%. There were no Asian women at this level. Minorities were 13.9% of the 72 employees at the GS/GM-14 level and women were 37.5%. Among minorities, Blacks held 6.9% of the positions, Hispanics held 2.8% and Asians held 2.8% and American Indians held 1.4%. There were no American Indian men at this level. Minorities represented 13.3% of the

15 employees at the GS/GM-15 level, while women comprised 46.7% and Blacks held 13.3% of the positions. There were no Hispanics, Asians, or American Indians at this level.

There were 6 employees at the SES level in Region VII. Minorities comprised 16.7% of the positions at this level, and women comprised 16.7%. Blacks held 16.7% of the positions. There were no Black women, Hispanics, Asians or American Indians at this level.

Of the 47 supervisory and managerial positions in Region VII, 17.0% were held by minorities and 34.0% by women. Among the minorities, 10.4% of the positions were held by Blacks, Hispanics held 4.3% and Asians held 2.1%. There were no Asian women, or American Indians in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region VII had 277 employees in the Professional job category, comprising 49.1% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region VII. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation can be eliminated with the addition of 6 Asian Environmental Engineer; and 1 Black, 2 Hispanic, 1 Asian and 5 women Physical Scientist. There were no Asian women or American Indians in the 819 series; no Hispanic men or American Indians in the 905 series and no Hispanics, or Asian women in the 1301 series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series 819	# On Board	4	4	1	0	21
	# Parity*	3	3	7	0	9
Total 89	# Difference	+1	+1	-6	0	+12
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series 905	# Difference	2	1	2	0	19
	# Parity	1	1	1	0	9
Total 38	# Difference	+1	0	+1	0	+10
Phy. Sci.	Percent CLF	4.6	1.9	3.3	0.4	29.0
Series 1301	# On Board	3	0	2	3	20
	# Parity*	4	2	3	0	25
Total 87	# Difference	-1	-2	-1	+3	-5

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 78.7 % or 218 employees of Region VII's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 9.2% of the positions and women held 28.9%. Among minorities, Blacks held 3.7% of the positions, Hispanics 2.3%, Asians held 0.46% and American Indians 2.3%.

ADMINISTRATIVE POSITIONS - Region VII had 219 employees in the Administrative job category, comprising 38.7% of its total work force. The analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region VII. Table 2 shows the protected groups in Environmental Protection Specialist series 028, Program Management series 340, and Management Analyst series 343. Under representation can be eliminated with the addition of 1 Hispanic and 1 Asian Environmental Protection Specialist; 1 Hispanic and 5 women Program Managers; 1 Asian Management Analyst.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Prot. Series 028 Total 78	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	15	3	1	3	48
	# Parity*	7	4	2	0	39
	# Difference	+8	-1	-1	+3	+9
Prog.Mgmt. Series 340 Total 35	Percent CLF	8.9	5.2	2.8	0.5	50
	# Difference	3	1	1	0	13
	# Parity	3	2	1	0	18
	# Difference	0	-1	0	0	-5
Mgmt. Analyst Series 343 Total 26	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	8	2	0	0	18
	# Parity*	2	1	1	0	13
	# Difference	+6	+1	-1	0	+5

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

Further analysis by grade level shows that 52.5% or 115 employees of Region VII's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 25.2% of the positions and women held 50.4%. Among minorities, Blacks held 18.3% of the positions,

Hispanics 4.4%, Asians 0.87%, and American Indians 1.7%. There were no Asian women or American Indian men in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95%, as a benchmark, to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

In Region VII, 5 employees or 0.89% have targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region VII had a net increase of 5.5% or 31 employees in its total work force (from 533 to 564). The representation of minorities increased from 15.8% to 21.1% and the representation for women increased from 48.8% to 50.9%. There was a net increase of 18 Blacks, 8 Hispanics, 5 Asians, 4 American Indians and 27 women.

In Professional occupations, there was an increase of 3.2% or 9 employees (from 268 to 277). Minority representation increased from 10.8% to 13.0%, while the representation for women increased from 29.9% to 31.8%. There was a net increase of 1 Hispanic, 3 Asians, 4 American Indians and 8 women, while there was a net decrease of 1 Black.

In Administrative occupations, there was an increase of 11.4% or 25 employees (from 194 to 219). Minority representation increased from 17.0% to 27.4% and the representation for women increased from 58.8% to 60.3%. There was a net increase of 19 Blacks, 5 Hispanics, 2 Asians, 1 American Indian and 18 women. There were no Asian women in these occupations as of March 31, 2001.

At the GS/GM-13 level, there was an increase of 43.5% or 107 employees (from 139 to 246). Minority representation increased from 8.6% to 15.0% and the representation for women increased from 30.9% to 35.4%. There was a net increase of 15 Blacks, 5 Hispanics, 5 American Indians and 44 women, while Asians remained the same at 1. There were no Asian women at this level as of March 31, 2001.

At the GS/GM-14 level, there was an increase of 19.4% or 14 employees (from 58 to 72). The percentage of minorities increased from 10.3% to 13.9% and the percentage for women increased from 31.0% to 37.5%. There was a net increase of 1 Black, 1 Hispanic, 2 Asians and 9 women, while American Indians remained the same at 1. As of March 31, 2001, there were no American Indians at this level.

At the GS/GM-15 level, there was a decrease of 20.0% or 3 employees (from 18 to 15). The percentage of minorities increased from 0% to 13.3% and the percentage for women decreased from 50.0% to 46.7%. There was a net increase of 2 Blacks and a net decrease of 2 women. There were no Hispanics, Asians, or American Indians at this level as of March 31, 2001.

The number of SES members in Region VII decreased by 16.7% or 1 employee (from 7 to 6). The percentage of minorities and the percentage of women increased from 14.3% to 16.7%. The number of minorities and women remained the same at 1 Black and 1 woman. There were no Black women, Hispanics, Asians or American Indians at this level as of March 31, 2001.

There was an increase of 2.1% or 1 employee (from 46 to 47) in supervisory and managerial positions. Minority representation increased from 10.9% to 17.0%, and the representation for women decreased from 34.8% to 34.0%. There was a net increase of 2 Blacks, 1 Hispanic, 1 Asian, while there was a net decrease of 1 American Indian. Women remained the same at 16, respectively. There were no Asian women or American Indians in these positions as of March 31, 2001.

Employees with targeted disabilities remained the same at 5. Their representation in the total work force decreased from 0.94% to 0.89%.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION VIII

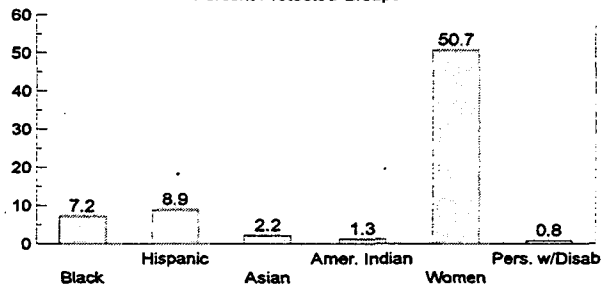
This summary presents a work force profile for Region VIII's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (92.5%) of Region VIII's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 627 employees in Region VIII. Minorities occupied 19.6% of the positions while women occupied 50.7%. Blacks held 7.2% of Region VIII's positions, Hispanics 8.9%, Asians 2.2%, American Indians 1.3%, and Persons with Targeted Disabilities 0.80%. Chart 1 shows the percent distribution of the protected groups of Region VIII's total work force.

CHART 1. WORK FORCE COMPOSITION
Percent Protected Groups



Of Region VIII's total work force, 62.4% or 391 employees were at grades GS/GM 13-15. Minorities held 12.5% of the positions in this grade group, while women held 42.5%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 3.8%, Hispanics 5.6%, Asians 2.3%, and American Indians 0.77%.

There were 259 employees at the GS/GM-13 level. Minorities comprised 12.4% and women comprised 44.4%. Among minorities, Blacks held 3.5% of these positions, Hispanics 5.8%, Asians 2.3%, and American Indians 0.77%. Minorities were 8.9% of the 90 employees at the GS/GM-14 level and women were 43.3%. Among minorities, Blacks held 2.2% of the positions, Hispanics 4.4%, and Asians 2.2%. Black men, Asian men and American Indians were not represented at this level. Minorities represented 21.4% of the 42 employees at GS/GM-15 level,

while women comprised 28.6%. Among minorities, Blacks held 9.5% of the positions, Hispanics 7.1%, Asians 2.4%, and American Indians 2.4%. There were no Hispanic women, Asian men, or American Indian men at this level.

Of the 6 SES positions in Region VIII, 33.3% were held by women. There were no minorities in the SES positions.

Of the 59 supervisory and managerial positions in the Region, 11.9% were held by minorities and 32.2% by women. Among the minorities, 3.4% of the positions were occupied by Blacks, 5.1% by Hispanics, 1.7% by Asians, and 1.7% by American Indians. There were no Hispanic women, Asian men or American Indian men in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region VIII had 29488 employees in the Professional job category, comprising 46.9% of its work force. This analysis includes the most populous (series with 25 or more employees) Professional occupations in Region VIII. Table 1 shows the protected groups in the Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation can be eliminated by hiring 2 Asian Environmental Engineers, 1 American Indian Attorney as well as 4 Black, and 4 Asian Physical Scientist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Engineer Series 819 Total 98	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	6	9	6	1	40
	# Parity*	4	3	8	1	10
	# Difference	+2	+6	-2	0	+30
Attorney Series 905 Total 46	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	3	2	3	0	23
	# Parity*	2	2	1	1	12
	# Difference	+1	0	+2	-1	+11
Physical Scientist 1301 Total 100	Percent CLF	4.6	1.9	3.3	0.4	29.0
	# On Board	1	7	0	2	37
	# Parity*	5	2	4	1	29
	# Difference	-4	+5	-4	+1	+8

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

An analysis by grade level shows that 78.2% or 230 employees of Region's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 14.8% of the positions and women held 37.8%. Among minorities, Blacks held 4.4% of the positions, Hispanics 6.5%, Asians 3.5%, and American Indians 0.43%. There were no American Indian women at this level.

ADMINISTRATIVE POSITIONS: Region VIII had 286 employees in the Administrative job category, comprising 45.6% of its total work force. This analysis includes the most populous (series with 25 or more employees) Administrative occupations in Region VIII. Table 2 shows the protected groups in the Environmental Protection Specialist series and General Administration series. Under representation can be eliminated with the addition of 7 Black, 3 Hispanic and 1 Asian Environmental Protection Specialist, and 1 American Indian in the General Administration series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S Series 028 Total 177	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	9	7	4	3	92
	# Parity*	16	10	5	1	89
	# Difference	-7	-3	-1	+2	+3
Gen.Admin Series 301 Total 25	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	4	2	1	0	18
	# Parity*	3	2	1	1	13
	# Difference	+1	0	0	-1	+5

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 56.3% or 161 employees of the Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities hold 9.3% of the positions and women hold 49.1%. Among minorities, Blacks hold 3.1% of the positions, Hispanics 4.4%, Asians 0.62%, and American Indians 1.2%.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission recommends that Federal agencies use 5.95%, as a benchmark, to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, blindness, missing extremities, partial and complete paralysis, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2001, 5 of Region VIII employees, or 0.80%, had targeted disabilities; therefore, this group is under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region VIII total work force increased by 6.4% or 40 employees (from 587 to 627). The representation of minorities increased from 18.9% to 19.6% and the representation for women increased from 47.0% to 50.7%. There was a net increase of 2 Blacks, 6 Hispanics, 2 Asians, 2 American Indians and 42 women.

In Professional occupations, there was an increase of 5.8% or 17 employees (from 277 to 294). Minority representation increased from 13.0% to 16.3% and the representation of women increased from 36.1% to 40.1%. There was a net increase of 2 Blacks, 5 Hispanics, 2 Asians, 3 American Indians and 18 women.

In Administrative occupations, there was an increase of 11.5% or 33 employees (from 253 to 286). Minority representation decreased from 21.7% to 18.2% while the representation of women increased from 50.6% to 56.3%. There was an increase of 1 Asian and 33 women, while there was a net decrease of 3 Blacks and 1 American Indian. Hispanics remained the same at 22.

At the GS/GM-13 level, there was an increase of 17.0% or 44 employees (from 215 to 259). Minority representation increased from 11.6% to 12.9% and the representation of women increased from 38.6% to 44.4%. There was a net increase of 3 Blacks, 1 Hispanic, 1 Asian, 2 American Indians and 32 women.

At the GS/GM-14 level, there was an increase of 12.2% or 11 employees (from 79 to 90). Minority representation increased from 7.6% to 8.9% and the representation of women increased from 34.2% to 43.3%. There was a net increase of 2 Hispanics and 9 women, while Blacks and Asians remained the same at 2 and 1, respectively. There were no Black men, Asian men or American Indians at this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 31.0% or 13 employees (from 29 to 42). Minority representation increased from 17.3% to 21.4% while the representation of women increased from 27.6% to 28.6%. There was a net increase of 1 Black, 2 Hispanics, 1 Asian and 4 women, while American Indian remained the same at 1. There were no Hispanic women, Asian men, or American Indian men at this level as of March 31, 2001.

At the SES level, there was a decrease of 16.7% or 1 employee (from 7 to 6). The representation of minorities decreased from 14.4% to 0 and women increased from 28.6% to 33.3%. There were no Blacks, Hispanics, Asians, or American Indian women in the SES level as of March 31, 2001.

The number of employees in supervisory and managerial positions increased by 13.6% or 8 employees (from 51 to 59). The representation of minorities decreased from 13.7% to 11.9% and the representation of women increased from 29.4% to 32.2%. There was a net increase of 1 Hispanic, 1 Asian and 4 women, while there was a net decrease of 1 Black and 1 American Indian. There were no Hispanic women, Asian men or American Indian men in supervisory and managerial positions as of March 31, 2001.

Employees with targeted disabilities decreased by 40.0% or 2 employees (from 7 to 5). Their representation in the total work force decreased from 1.2% to 0.80%.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION IX

This summary presents a work force profile for Region IX's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (91.5%) of Region IX's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

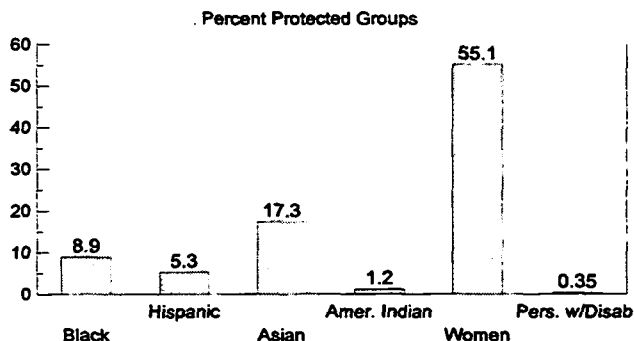
Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001, there were 856 employees in Region IX.

Minorities occupied 32.6% of the positions while women occupied 55.1%. Blacks held 8.9% of the positions, Hispanics 5.3%, Asians 17.3%, American Indians 1.2%, and Persons with Targeted Disabilities 0.35%. Chart 1 shows the percent distribution of the protected groups of Region IX's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region IX's total work force, 64.6% percent or 553 employees were at grades GS/GM 13-15. Minorities held 23.9% of the positions in this grade group, while women held 50.1%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 5.2%, Hispanics 4.9%, Asians 12.7%, and American Indians 1.1%.

There were 385 employees at the GS/GM-13 level. Minorities comprised 26.2% while women comprised 52.2%. Among minorities, Blacks held 4.9% of the positions, Hispanics 6.0%, Asians 14.0%, and American Indians 1.3%. Minorities were 21.9% of the 128 employees at the GS/GM-14 level while women were 43.8%. Among minorities, Blacks held 7.0% of the positions, Hispanics 2.3%, Asians 11.7%, and American Indians 0.78%. There were no Hispanic women or American Indian men at the GS-14 level. Minorities represented 7.5% of the 40

employees at the GS/GM-15 level, while women comprised 50.0%. Among minorities, Blacks held 2.5% of the positions, Hispanics 2.5%, and Asians 2.5%. There were no Black men, Hispanic men, Asian women or American Indians at this level.

Of the 7 SES positions in Region IX, 42.9% were held by minorities and 57.1% by women. Among minorities, Hispanics held 14.3% of the positions and Asians held 28.6%. There were no Hispanic women, Blacks, or American Indians in SES positions.

Of the 73 supervisory and managerial positions in Region IX, 24.7% were held by minorities and 50.7% by women. Among the minorities, 5.5% of the positions were occupied by Blacks, 5.5% by Hispanics, and 13.7% by Asians. There were no Black women, American Indian men, or American Indian women in this group.

PROFESSIONAL POSITIONS: Region IX had 366 employees in the Professional job category, comprising 42.8% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region IX. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation can be eliminated with the addition of 1 Black Environmental Engineer. There were no American Indian men in the 819 series; no American Indian men in the 905 series and no Hispanic women or American Indian men in the 1301 series.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Engineer Series 0819 Total 125	Percent CLF	3.4	3.0	7.5	0.3	9.8
	# On Board	4	6	29	1	50
	# Parity*	5	4	10	1	13
	# Difference	-1	+2	+19	0	+37
Attorney Series 905 Total 65	Percent CLF	3.4	2.5	1.4	0.2	24.5
	# On Board	4	2	5	1	36
	# Parity*	3	2	1	1	16
	# Difference	+1	0	+4	0	+20
Phy.Scient. Series 1301 Total 116	Percent CLF	4.6	1.9	3.3	0.4	29
	# On Board	6	3	10	1	57
	# Parity*	6	3	4	1	34
	# Difference	0	0	+6	0	+23

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 77.3 % or 283 employees of Region IX's Professional work force were at grades GS/GM 13-15. In this grade grouping, minorities held 20.5% of the positions and women held 46.6%. Among minorities, Blacks held 4.6% of the positions, Hispanics 3.5%, Asians 11.3%, and American Indians 1.1%. There were no American Indian men in this grade group.

ADMINISTRATIVE POSITIONS - Region IX had 417 employees in the Administrative job category, comprising 48.7% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region IX. Table 2 shows the protected groups in Environmental Protection Specialist series 028 and General Administration series 301. Under representation can be eliminated with the addition of 4 Black Environmental Protection Specialist. There were no American Indian women in the 028 series; no Hispanic men or American Indian men in the 301 series and no Hispanic or American Indians in the 334 series.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env.Prot.S	Percent CLF	8.9	5.2	2.8	0.5	50
Series 028	# On Board	18	14	28	5	127
	# Parity*	22	13	7	2	120
Total 240	# Difference	-4	+1	+21	+3	+7
Gen.Admin	Percent CLF	8.9	5.2	2.8	0.5	50
Series 301	# On Board	7	6	8	1	34
	# Parity*	6	4	2	1	30
Total 59	# Difference	+1	+2	+6	0	+4
Comp.Spec	Percent CLF	8.9	5.2	2.8	0.5	50
Series 334	# On Board	1	0	8	0	9
	# Parity*	3	2	1	1	13
Total 26	# Difference	-2	-2	+7	-1	-4

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 64.8% or 270 employees of Region IX's Administrative work force were at grades GS/GM 13-15. Of this grade group, minorities held 27.4% of the positions and women held 53.7%. Among minorities, Blacks held 5.9% of the positions, Hispanics 6.3%, Asians 14.1%, and American Indians 1.1%. There were no American Indian women in this grade group.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2001, 3 Region IX employees, or 0.35%, had targeted disabilities; therefore, this group was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region IX had a net decrease of 0.58% or 5 employees in its total work force (from 861 to 856). The representation of minorities increased from 30.2% to 32.6% while the representation of women increased from 54.4% to 55.1%. There was a net increase of 6 Blacks, 13 Asians, 2 American Indians and 4 women, while there was a net decrease of 2 Hispanics.

In Professional occupations, there was a decrease of 1.4% or 5 employees (from 371 to 366). Minority representation increased from 22.1% to 23.5%, while the representation of women increased from 44.5% to 47.0%. There was a net increase of 8 Asians, 1 American Indian and 7 women, while there was a net decrease of 1 Black and 4 Hispanics. There were no American Indian men.

In Administrative occupations, there was an increase of 0.02% or 8 employees (from 409 to 417). Minority representation increased from 28.8% to 32.4% and the representation of women increased from 56.0% to 56.1%. There was a net increase of 7 Blacks, 4 Hispanics, 5 Asians, 1 American Indian and 5 women.

At the GS/GM-13 level, there was an increase of 27.0% or 104 employees (from 281 to 385). Minority representation increased from 20.3% to 26.2% and the representation of women increased from 49.1% to 52.2%. There was a net increase of 4 Blacks, 11 Hispanics, 26 Asians, 3 American Indians and 63 women.

At the GS/GM-14 level, there was an increase of 10.9% or 14 employees (from 114 to 128). The percentage of minorities increased from 14.0% to 21.9% and the percentage for women increased from 43.0% to 43.8%. There was a net increase of 8 Blacks, 4 Asians and 7 women. Hispanic and American Indian remained the same at 1. There were no Hispanic women or American Indian men at this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 10.0% or 4 employees (from 36 to 40). The percentage of minorities decreased from 11.1% to 7.5% while the percentage of women

increased from 44.4% to 50.0%. There was a net increase of 1 Black and 4 women, while there was a net decrease of 2 Asians. Hispanic remained the same at 1. There were no Black men, Hispanic men, Asian women, American Indian men, or American Indian women at this level as of March 31, 2001.

The SES members remained the same at 7 employees. The representation of minorities increased from 0% to 42.9% and the percentage for women remained the same at 57.1%. There was a net gain of 1 Hispanic and 2 Asians. Women remained the same at 4. Blacks, Hispanic women, and American Indians were absent at the SES level as of March 31, 2001.

There was a decrease of 13.7% or 10 employees (from 83 to 73) in supervisory and managerial positions. Minority representation increased from 16.9% to 24.7%, while the representation of women decreased from 51.8% to 50.7%. There was a net increase of 4 Blacks, while there was a net decrease of 6 women. Hispanics and Asians remained the same at 4 and 10. There were no Black women, American Indian men, or American Indian women in these positions as of March 31, 2001.

Employees with targeted disabilities decreased by 33.3% or 1 employee (from 4 to 3). Their representation in the total work force decreased from 0.46% to 0.35%.

U.S. ENVIRONMENTAL PROTECTION AGENCY REGION X

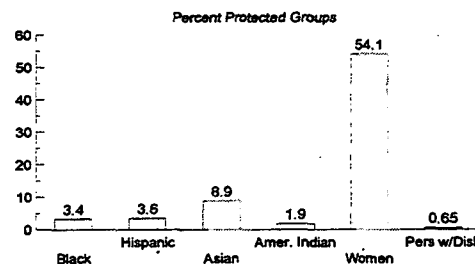
This summary presents a work force profile for Region X's permanent full-time and part-time employees, and addresses the existence of under representation among protected groups. For this analysis, the protected groups are Blacks, Hispanics, Asians, American Indians, women, and Persons with Targeted Disabilities. The analysis concentrates on the Professional and Administrative occupations because they represent the vast majority (90.8%) of Region X's work force. In the analysis, the percentages are rounded to one decimal place except when the percentage is less than 1 percent.

Federal agencies are required to develop and implement affirmative employment programs to eliminate under representation of minorities, women, and persons with disabilities in the Federal work force. This is done pursuant to Title VII of the Civil Rights Act of 1964, as amended; Executive Order 11478, as amended by Executive Order 12106; Section 501 of the Rehabilitation Act of 1973, as amended; and Reorganization Plan No. 1 of 1978.

Numerical goals are set when a work force analysis shows the existence of under representation of individual protected groups for each job category or major occupation. The Agency does not set goals by grade levels or SES positions. The statistics for grade levels GS/GM 13-15 and SES positions are provided for information only.

OVERVIEW: As of March 31, 2001 there were 618 employees in Region X. Minorities occupied 17.8% of the positions while women occupied 54.1%. Blacks held 3.4% of the positions, Hispanics 3.6%, Asians 8.9%, American Indians 1.9%, and Persons with Targeted Disabilities 0.65%. Chart 1 shows the percent distribution of the groups of the Region's total work force.

CHART 1. WORK FORCE COMPOSITION



Of Region X's total work force, 58.9% percent or 364 employees were at grades GS/GM 13-15. Minorities held 10.7% of the positions in this grade group, while women held 42.0%. Minorities were represented at the GS/GM 13-15 level as follows: Blacks 1.7%, Hispanics 3.0%, Asians 5.2%, and American Indians 0.82%.

There were 249 employees at the GS/GM-13 level. Minorities comprised 10.8% and women 41.4%. Among minorities, Blacks held 1.2% of the positions, Hispanics 2.8%, Asians 6.0%, and American Indians 0.80%. Minorities were 22.2% of the 90 employees at the GS/GM-14 level and women were 42.2%. Among minorities, Blacks held 2.2% of the positions, Hispanics 4.4%, and Asians 4.4% and American Indians 1.1%. There were no Black men or American Indian women at the GS-14 level. Minorities represented 4.0% of the 25 employees at the GS/GM-15 level, while women comprised 48.0%. Among minorities, Blacks held 4.0% of the positions.

There were no Black men, Hispanic men, Hispanic women, Asian men, Asian women, American Indian men, or American Indian women at this level.

Of the 6 SES positions in Region X, minorities held 16.7%. Blacks and women both held 16.7%. There were no Black women, Hispanics, Asians or American Indians women at this level.

Of the 54 supervisory and managerial positions in Region X, 13.0% were held by minorities and 50.0% by women. Among the minorities, 5.6% of the positions were occupied by Blacks, 5.6% by Asians and 1.9% by American Indians. There were no Hispanics or American Indian women in supervisory and managerial positions.

PROFESSIONAL POSITIONS: Region X had 246 employees in the Professional job category, comprising 39.8% of its work force. This analysis includes all the most populous (series with 25 or more employees) Professional occupations in Region X. Table 1 shows the protected groups in Environmental Engineer series 819, Attorney series 905, and Physical Scientist series 1301. Under representation can be eliminated with the addition of 3 Black and 2 Hispanic Environmental Engineers; 1 Black and 1 American Indian Attorney; and 3 Black and 1 American Indian Physical Scientist.

Table 1. Most Populous Professional Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Env. Eng.	Percent CLF	3.4	3.0	7.5	0.3	9.8
Series 819	# On Board	0	1	10	1	30
	# Parity	3	3	6	1	8
Total 77	# Difference	-3	-2	+4	0	+22
Attorney	Percent CLF	3.4	2.5	1.4	0.2	24.5
Series 905	# On Board	1	3	1	0	20
	# Parity	2	1	1	1	10
Total 37	# Difference	-1	+2	0	-1	+10
Physical	Percent CLF	4.6	1.9	3.5	0.4	29.0
Scientist	# On Board	1	2	4	0	30
	# Parity	4	2	3	1	21
Total 71	# Difference	-3	0	+1	-1	+9

**Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.*

An analysis by grade level shows that 78.9 % or 194 employees of the Professional work force in Region X were at grades GS/GM 13-15. In this grade grouping, minorities held 10.8% of the

positions and women held 41.2%. Among minorities, Blacks held 1.6% of the positions, Hispanics 3.6%, and Asians 5.7%. There are no American Indian men or American Indian women in this grade group.

ADMINISTRATIVE POSITIONS - Region X has 315 employees in the Administrative job category, comprising 51.0% of its total work force. This analysis includes all the most populous (series with 25 or more employees) Administrative occupations in Region X. Table 2 shows the protected groups in Environmental Protection Specialist series 028 and Program Manager series 340. Under representation can be eliminated with the addition of 12 Black Environmental Protection Specialist; 2 Black, 3 Hispanic and 1 woman Program Manager.

Table 2. Most Populous Administrative Occupations by Race, Hispanic Origin, and Women: March 31, 2001

SERIES		BLACK	HISPANIC	ASIAN	AMERICAN INDIAN	WOMEN
Envir. Prot. Specialist Series 028 Total 192	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	6	11	14	7	101
	# Parity*	18	10	6	1	96
	# Difference	-12	+1	+8	+6	+5
Prog. Mgr. Series 340 Total 54	Percent CLF	8.9	5.2	2.8	0.5	50
	# On Board	3	0	3	1	26
	# Parity*	5	3	2	1	27
	# Difference	-2	-3	+1	0	-1

* Parity is achieved when the percentage of a protected group is equal to the group's percentage of the relevant civilian labor force for a specific occupational series or occupational category.

Further analysis by grade level shows that 54.0% or 170 employees of the Region's Administrative work force are at grades GS/GM 13-15. Of this grade group, minorities hold 10.6% of the positions and women hold 42.9%. Among minorities, Blacks hold 1.8% of the positions, Hispanics 2.4%, Asians 4.7%, and American Indians 1.8%.

STATUS OF PERSONS WITH DISABILITIES: *In its Management Directive 713, the U.S. Equal Employment Opportunity Commission (EEOC) recommends that Federal agencies use 5.95% as a benchmark to determine under representation for persons with targeted disabilities. Targeted disabilities are deafness, vision impairments, missing extremities, partial and complete paralysis, convulsive disorder, mental retardation and illness, and distortion of limbs and/or spine (identified from OPM Standard Form 256, Self-Identification of Handicap).*

As of March 31, 2001, 4 of Region X employees, or 0.64%, had targeted disabilities; therefore, this groups was under represented.

CHANGE FROM SEPTEMBER 30, 1997, TO MARCH 31, 2001: *The reference period of September 30, 1997 to March 31, 2001 is used for the change analysis because it reflects the time period from the beginning of the Diversity Action Plan Initiative.*

Region X had a net increase of 2.3% or 14 employees in its total work force (from 604 to 618). The representation of minorities increased from 14.4% to 17.8% and the representation for women increased from 51.8% to 54.0%. There was a net increase of 3 Blacks, 2 Hispanics, 15 Asians, 3 American Indians and 21 women.

In Professional occupations, there was an increase of 2.1% or 5 employees (from 241 to 246). Minority representation increased from 11.2% to 13.0% and the representation of women increased from 41.5% to 43.1%. There was a net increase of 1 Hispanic, 5 Asians and 6 women, while Blacks decreased by 1. American Indians remained the same at 2.

In Administrative occupations, there was an increase of 6.7% or 21 employees (from 294 to 315). Minority representation increased from 14.3% to 20.0% and the representation for women increased from 52.0% to 56.2%. There was a net increase of 7 Blacks, 4 Hispanics, 8 Asians, 2 American Indians and 24 women.

At the GS/GM-13 level, there was an increase of 17.3% or 43 employees (from 206 to 249). Minority representation increased from 6.3% to 10.8% and the representation for women increased from 40.3% to 41.4%. There was a net increase of 12 Asians, 2 American Indians and 20 women. Blacks and Hispanics remained the same at 3 and 7, respectively.

At the GS/GM-14 level, there was an increase of 12.2% or 11 employees (from 79 to 90). The percentage of minorities decreased from 11.4% to 11.0% while the percentage of women increased from 34.2% to 39.6%. There was a net increase of 2 Hispanics, 1 American Indian and 11 women, while Blacks had a net decrease of 1. Asians remained the same at 4. There were no Black men or American Indian women at this level as of March 31, 2001.

At the GS/GM-15 level, there was an increase of 12.0% or 3 employees (from 22 to 25). The percentage of minorities decreased from 4.6% to 4.0% and the percentage for women increased from 40.9% to 48.0%. There was a net increase of 3 women, while Blacks remained the same at 1. There were no Black men, Hispanics, Asians, and American Indians at this level as of March 31, 2001.

The SES members remained the same at 6 employees. Minority representation increased from 0% to 16.7% while the percentage of women remained the same at 16.7%. There was a net increase of 1 Black, while women remained the same at 1. There were no Black women, Hispanics, Asians or American Indians.

Supervisory and management positions increased by 11.1% or 6 employees (from 48 to 54). Minority representation increased from 12.5% to 13.0%, while the representation of women increased from 41.7% to 50.0%. There was a net increase of 1 Black, 1 American Indian and 7

women, while there was a net decrease of 1 Hispanic. Asians remained the same at 3. There were no Hispanics or American Indian women in these positions as of March 31, 2001.

Employees with targeted disabilities increased by 50.0% or 2 employees (from 2 to 4). Their representation in the total work force increased from 0.33% to 0.65%.