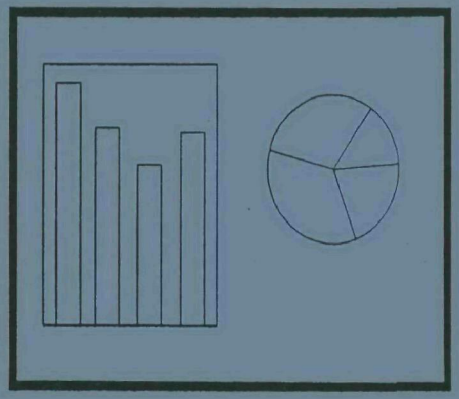
AFFIRMATIVE EMPLOYMENT PROGRAM

FY 1992 MID-YEAR REVIEW

October 1, 1991 - April 18, 1992

* Minorities/Nonminority Women in Management

* FY 1992 Affirmative Employment Goals Status



ENVIRONMENTAL PROTECTION AGENCY

OFFICE OF CIVIL RIGHTS

May 1992

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AFFIRMATIVE EMPLOYMENT PROGRAM
FY 1992 MID-YEAR REVIEW

October 1, 1991 - April 18, 1992

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

The benchmark for determining affirmative employment progress is the civilian labor force[1] since the Equal Employment Opportunity Commission (EEOC) assesses each Federal agencies progress in taking affirmative employment actions by comparing the representation of minorities and nonminority women in the appropriate civilian labor force with the agencies work force population.

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

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

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

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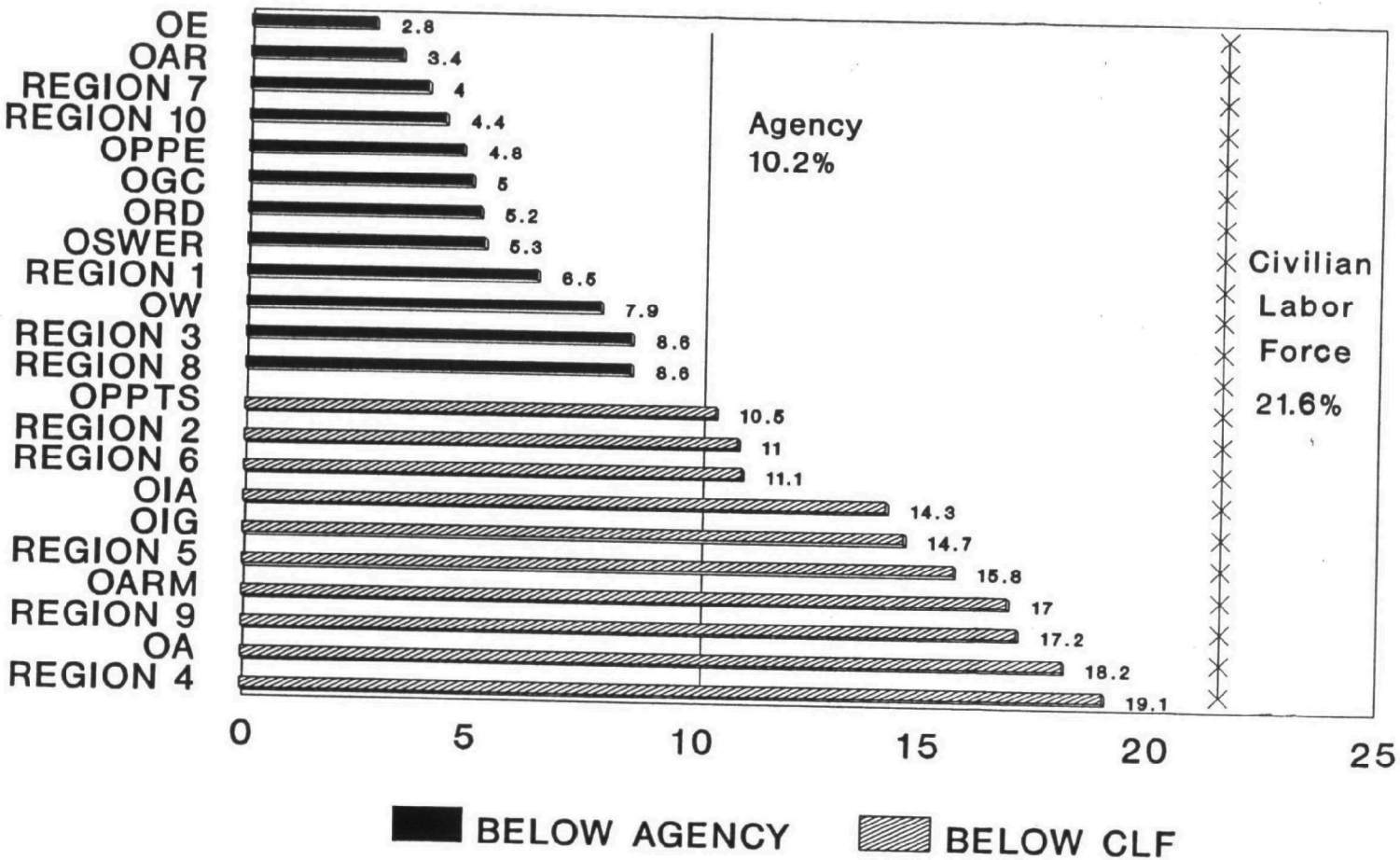
WORK FORCE PROFILE

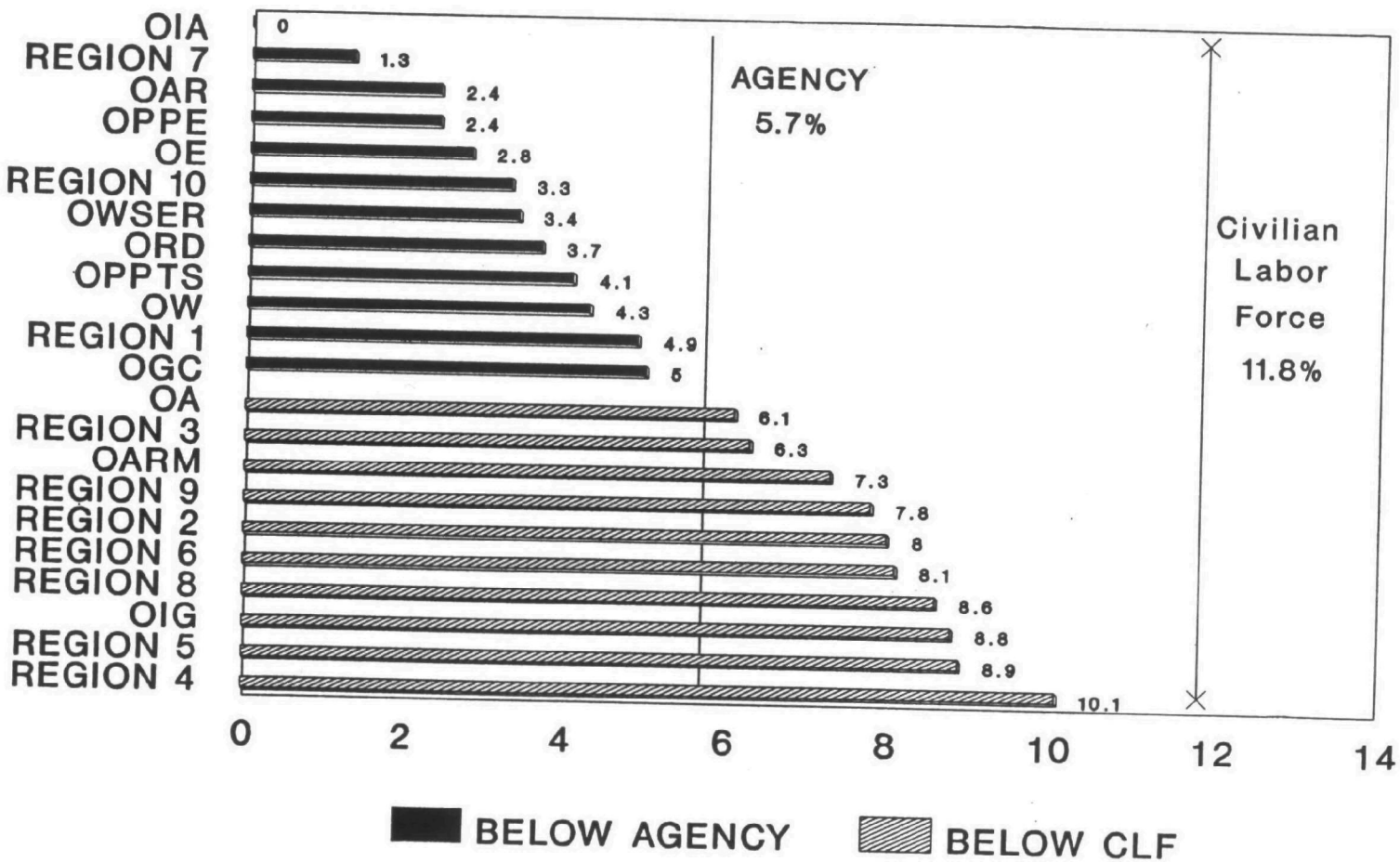
GM 13 - 15

PERCENT MINORITY MANAGERS
GM 13-15

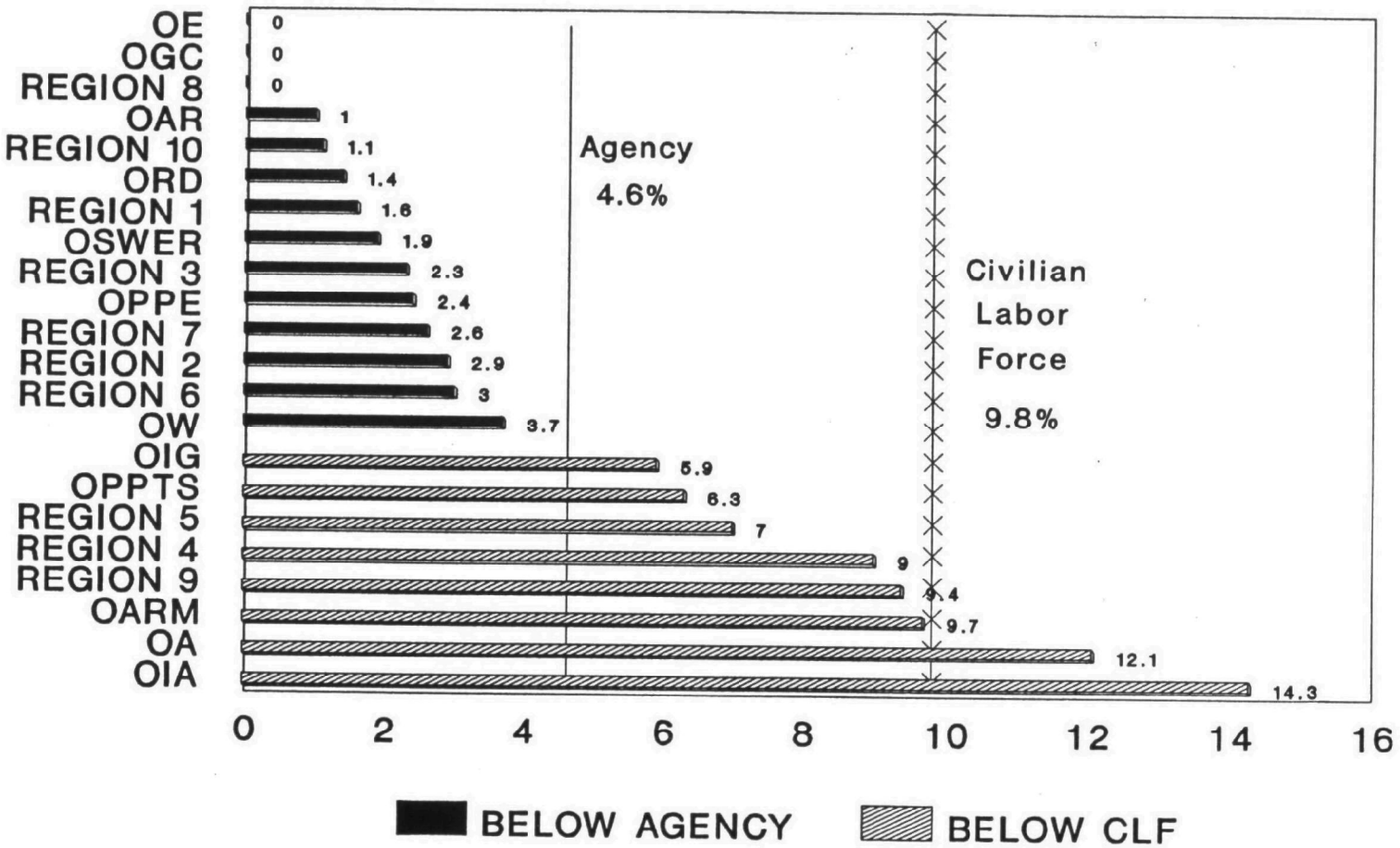


DATA SOURCE: EPAYS AS OF: March 7, 1992

PERCENT MINORITY MEN MANAGERS
GM 13-15



PERCENT MINORITY WOMEN MANAGERS
GM 13-15



DATA SOURCE: EPAYS AS OF: March 7, 1992

PERCENT NONMINORITY WOMEN MANAGERS
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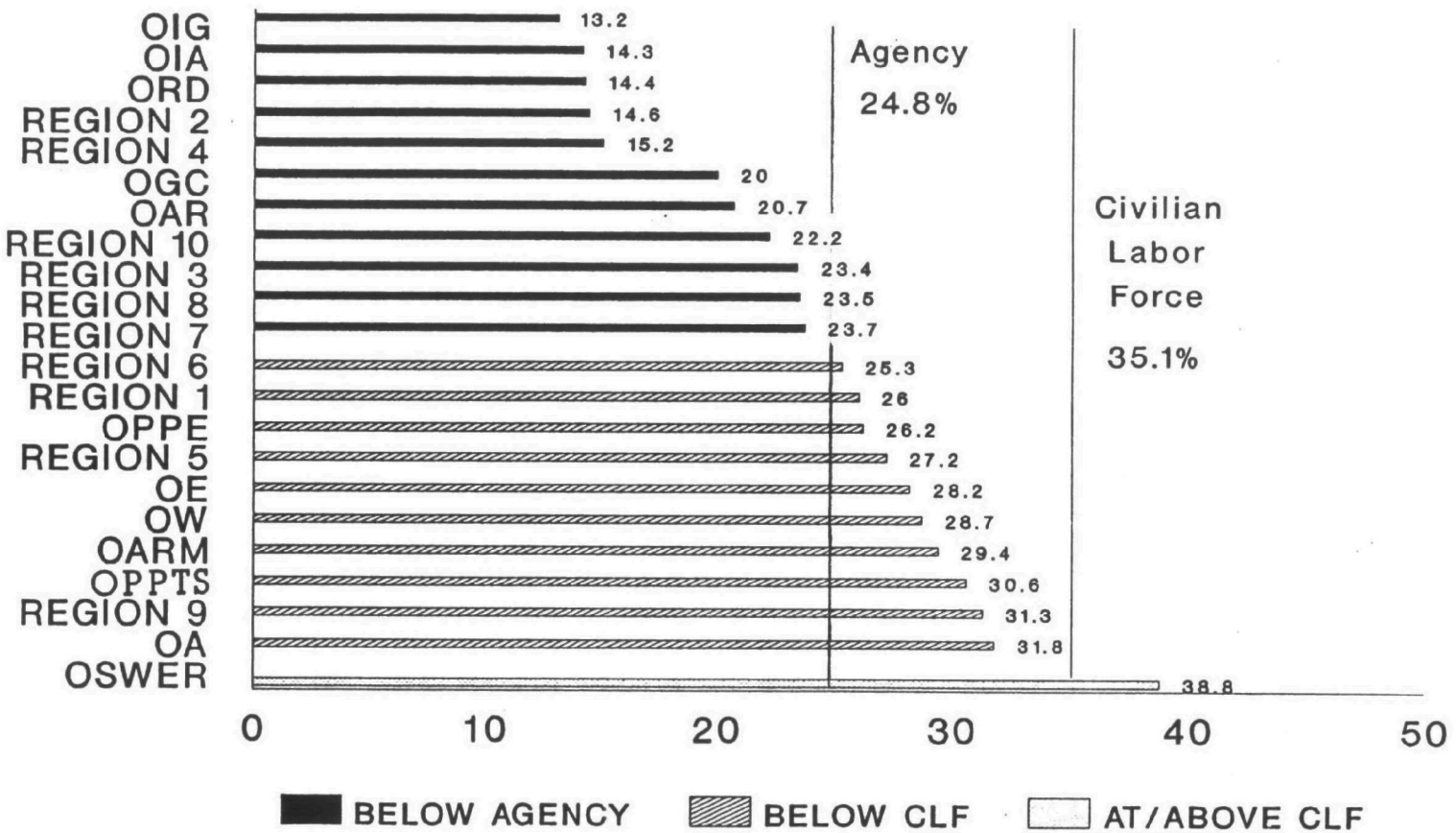
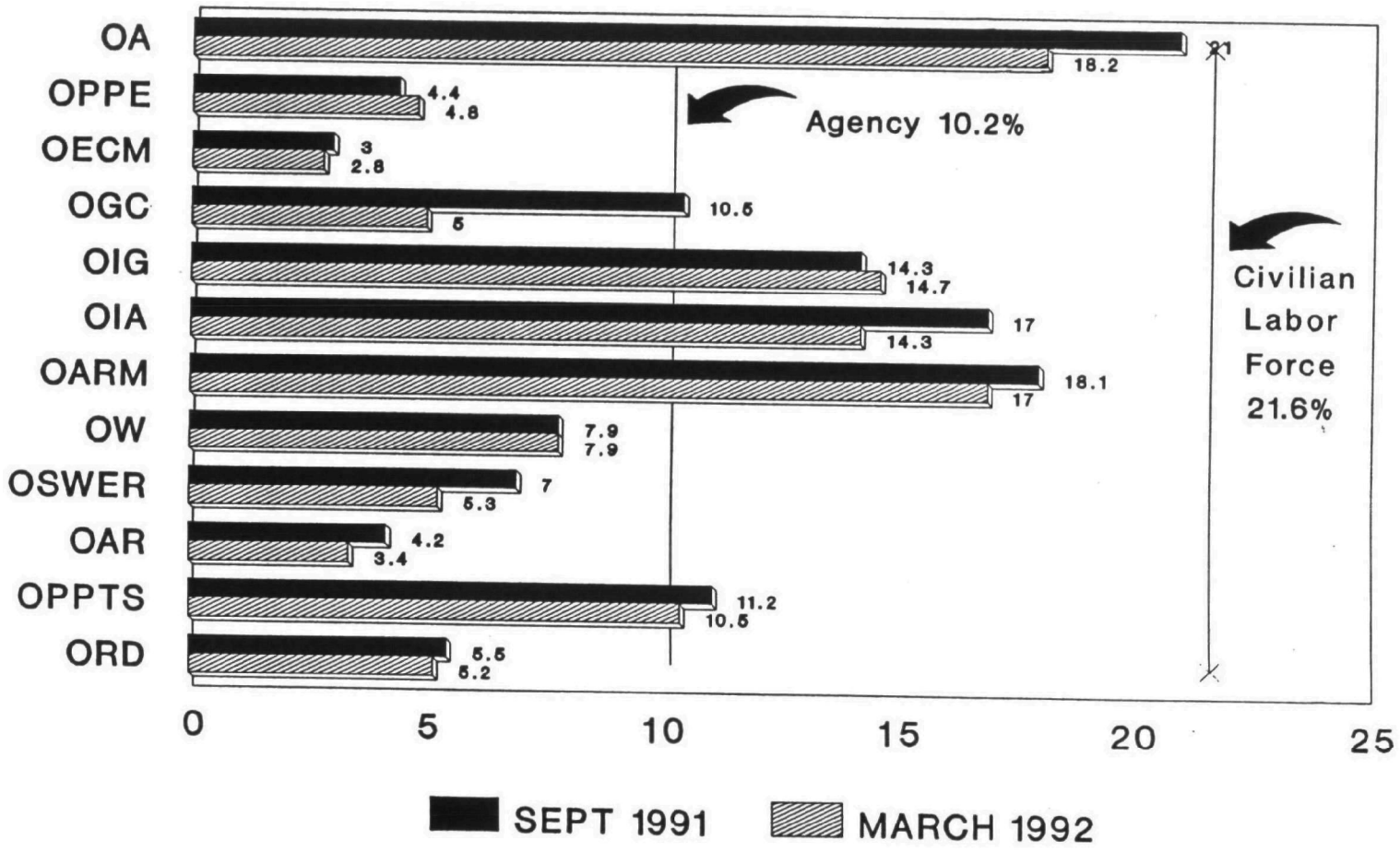


DATA SOURCE: EPAYS
AS OF: March 7, 1992

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



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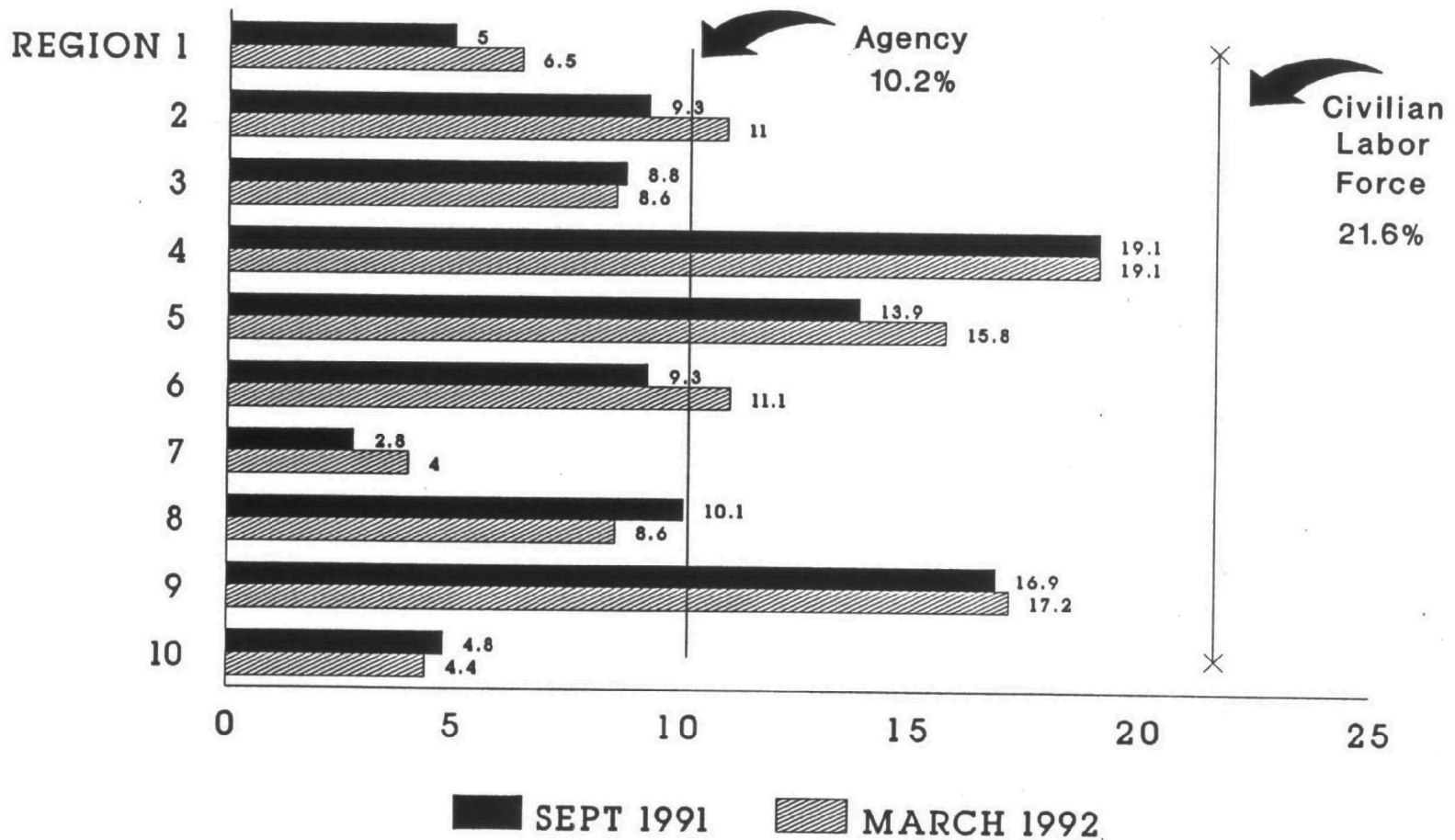
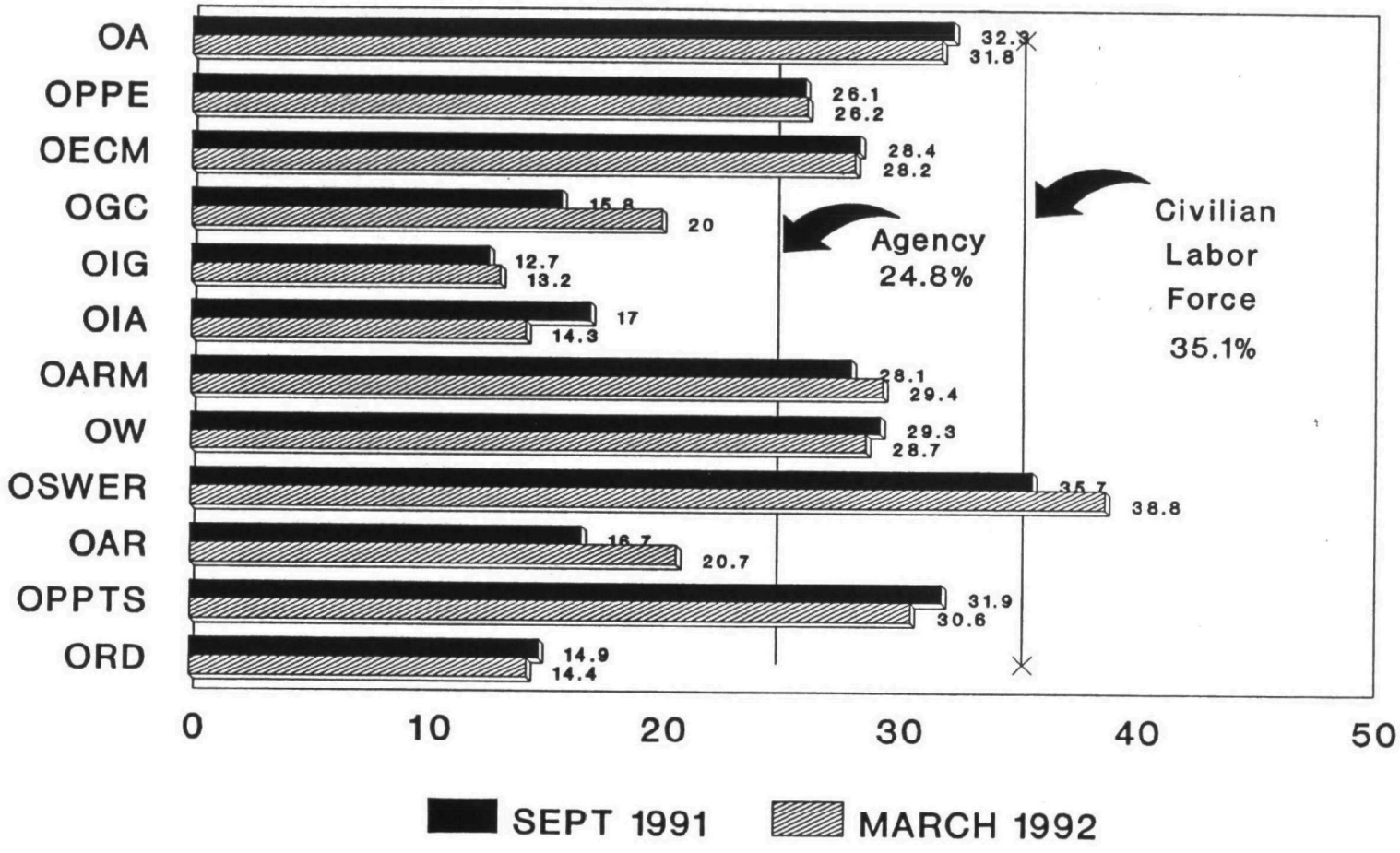
PERCENT MINORITY MANAGERS 13-15
Sept 1991 as compared to March 1992

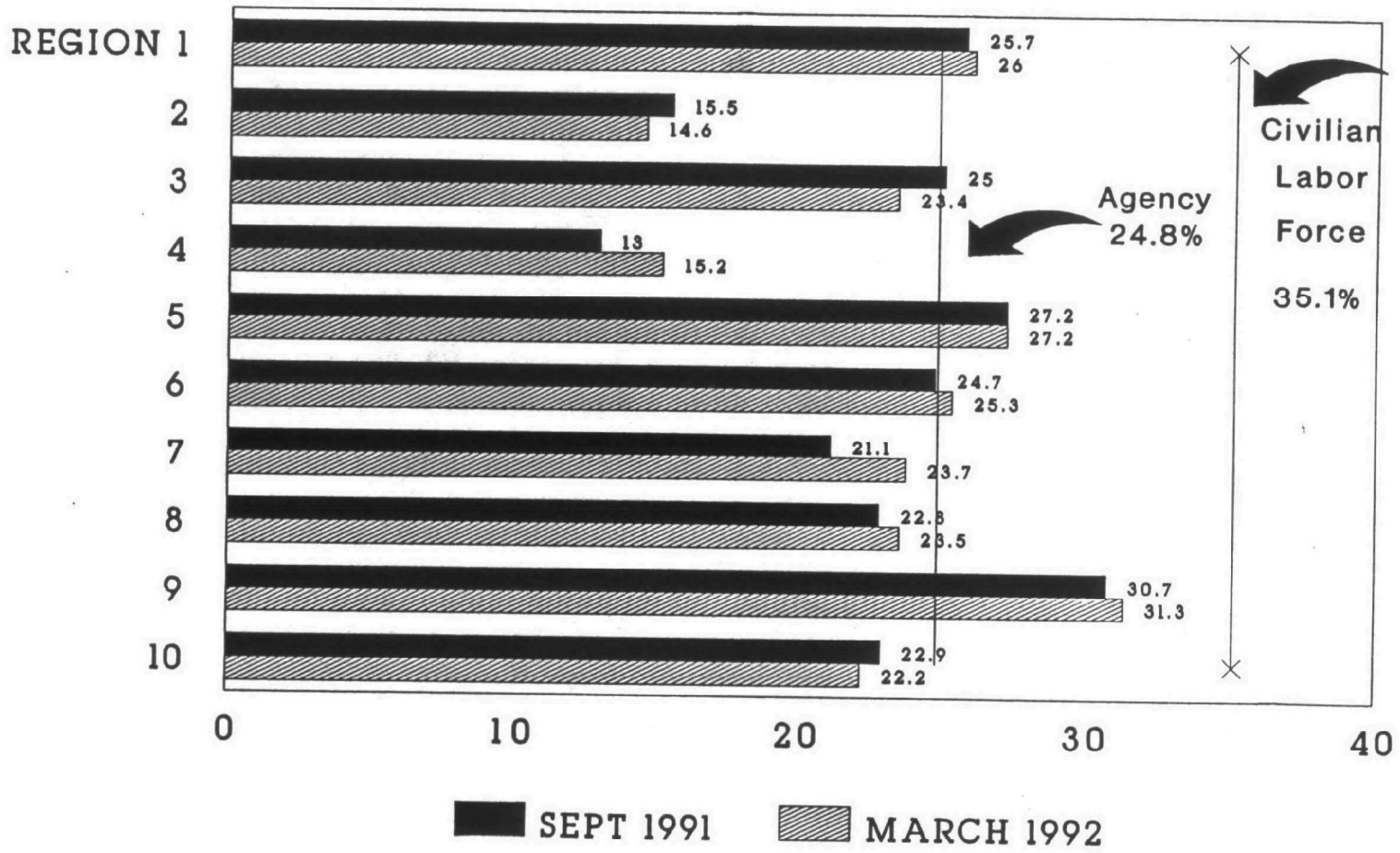


PERCENT NONMINORITY WOMEN MANAGERS 13-15
Sept 1991 as compared to March 1992

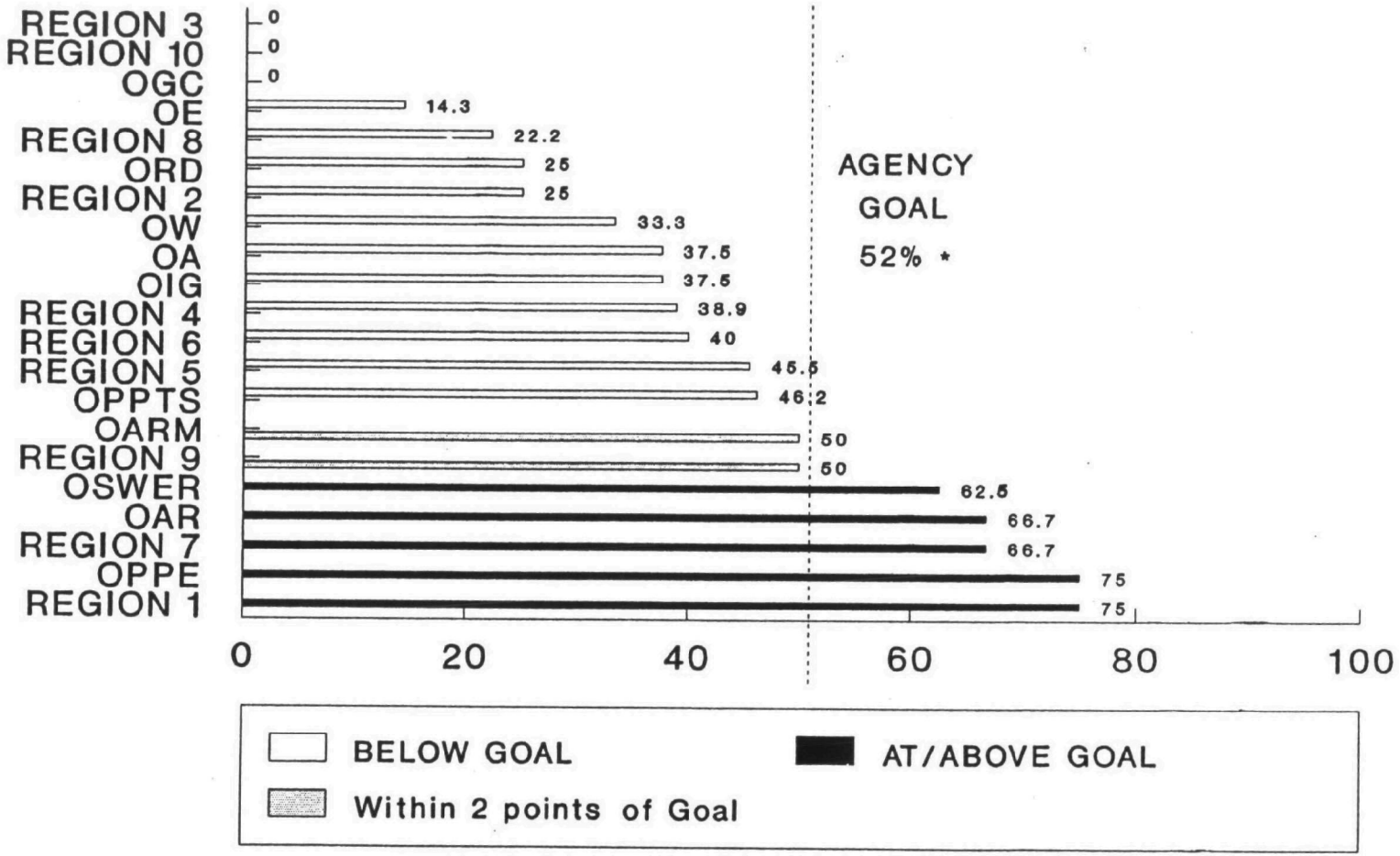


DATA SOURCE: EPAYS AS OF: March 7, 1992

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



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



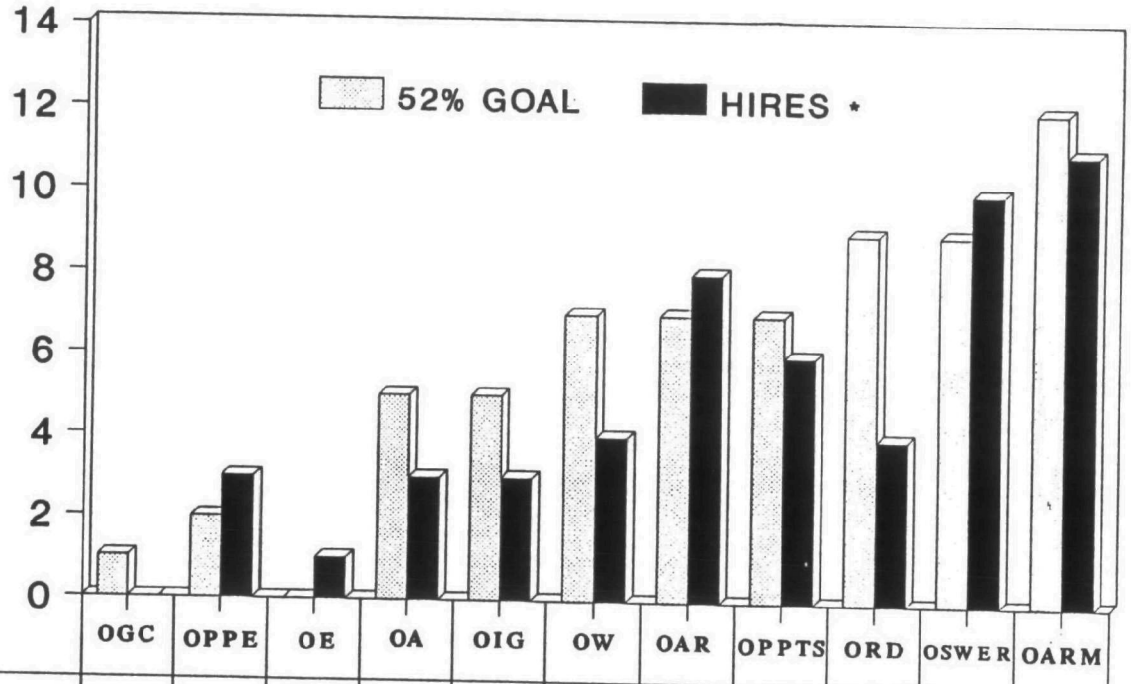
* Where underrepresented

MANAGEMENT HIRES VS OPPORTUNITIES

GM 13-15 Minorities/Nonminority Women

October 1, 1991 - March 7, 1992

AASHIPS



	OGC	OPPE	OE	OA	OIG	OW	OAR	OPPTS	ORD	OSWER	OARM
OPPORTUNITIES	2	4	1	8	8	12	12	13	16	16	22
52% GOAL	1	2	0	5	5	7	7	7	9	9	12
HIRES *	0	3	1	3	3	4	8	6	4	10	11
(Minorities)	0	0	0	0	2	0	0	0	0	0	3
(Nonminority women)	0	3	1	3	1	4	8	6	4	10	8

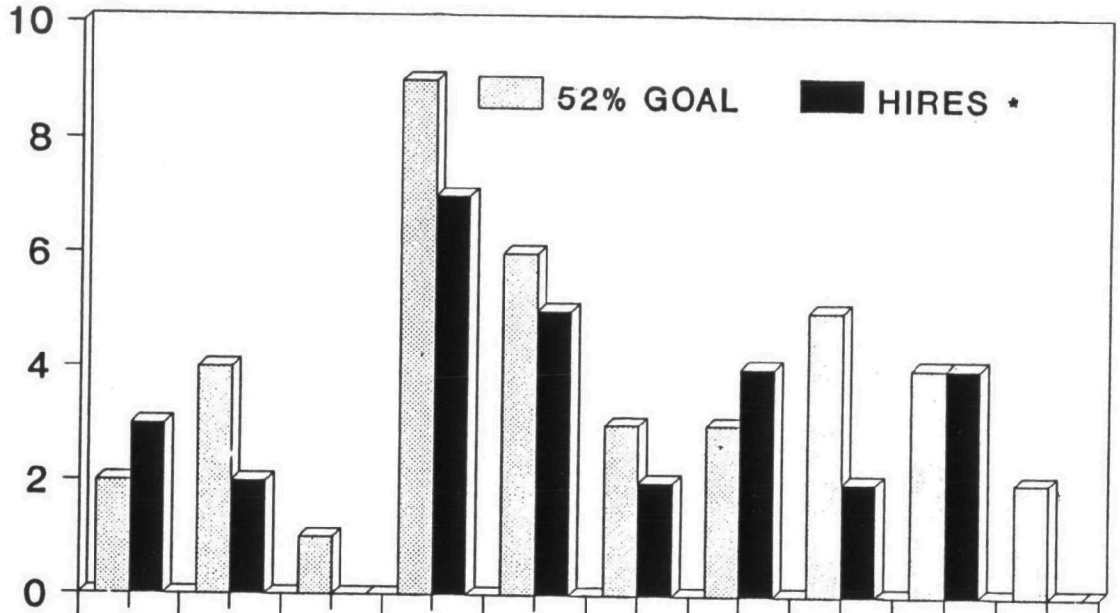
DATA SOURCE: EPAYS

* Total Minorities/Nonminority women

MANAGEMENT HIRES VS OPPORTUNITIES

GM 13-15 Minorities/Nonminority Women

October 1, 1991 - March 7, 1992

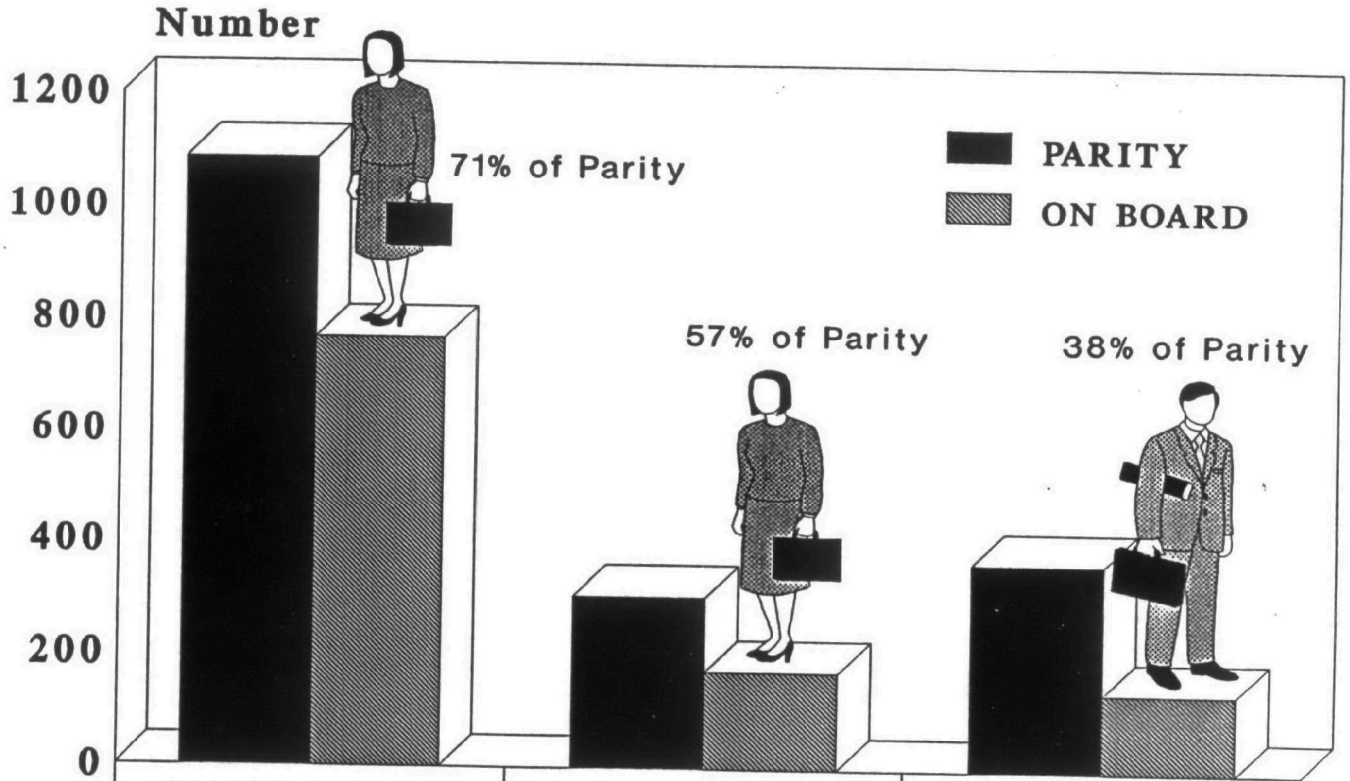


	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10
OPPORTUNITIES	4	8	2	18	11	5	6	9	8	4
52% GOAL	2	4	1	9	6	3	3	5	4	2
HIRES *	3	2	0	7	5	2	4	2	4	0
(Minorities)	2	1	0	4	1	2	1	1	0	0
(Nonminority women)	1	1	0	3	4	0	3	1	4	0

DATA SOURCE: EPAYS

* Total Minorities/Nonminority women !

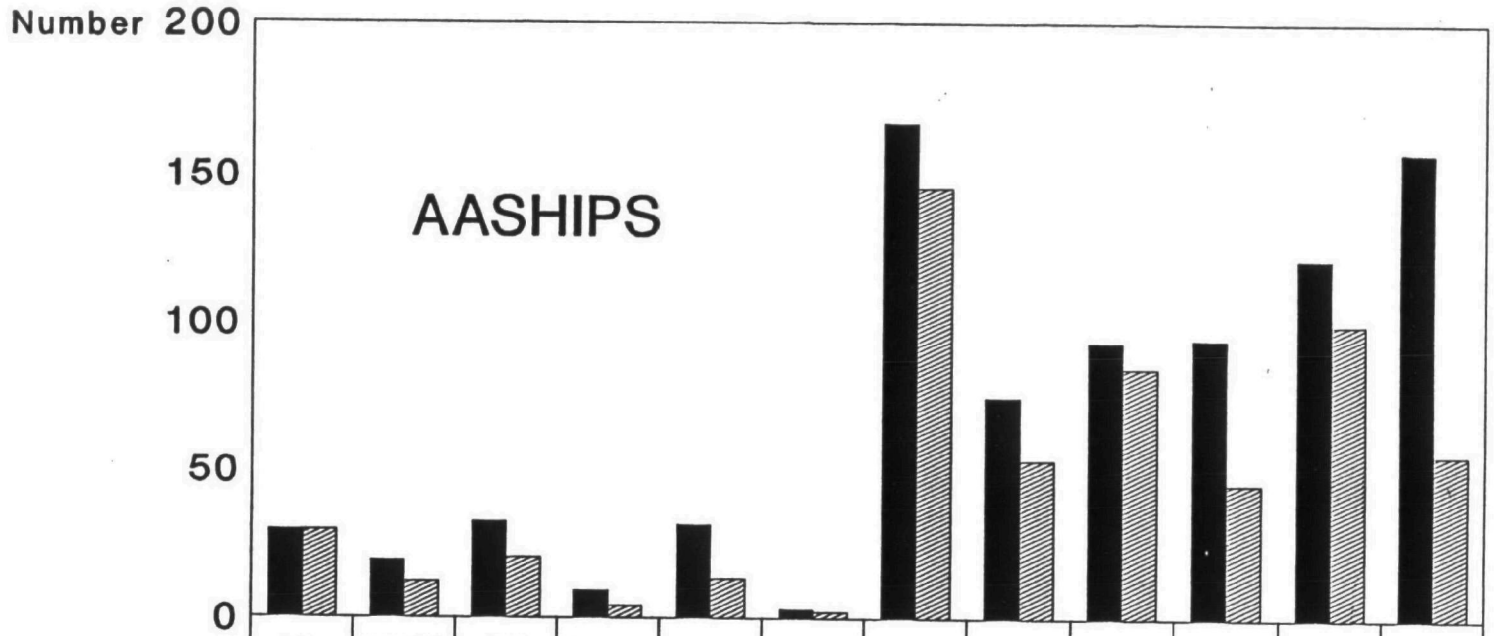
NUMBER MINORITIES/WHITE WOMEN MANAGERS
GM 13 - 15



	WHITE WOMEN	MINORITY WOMEN	MINORITY MEN
PARITY	1088	304	366
ON BOARD	767	172	139

DATA SOURCE: EPAYS (March 21, 1992)

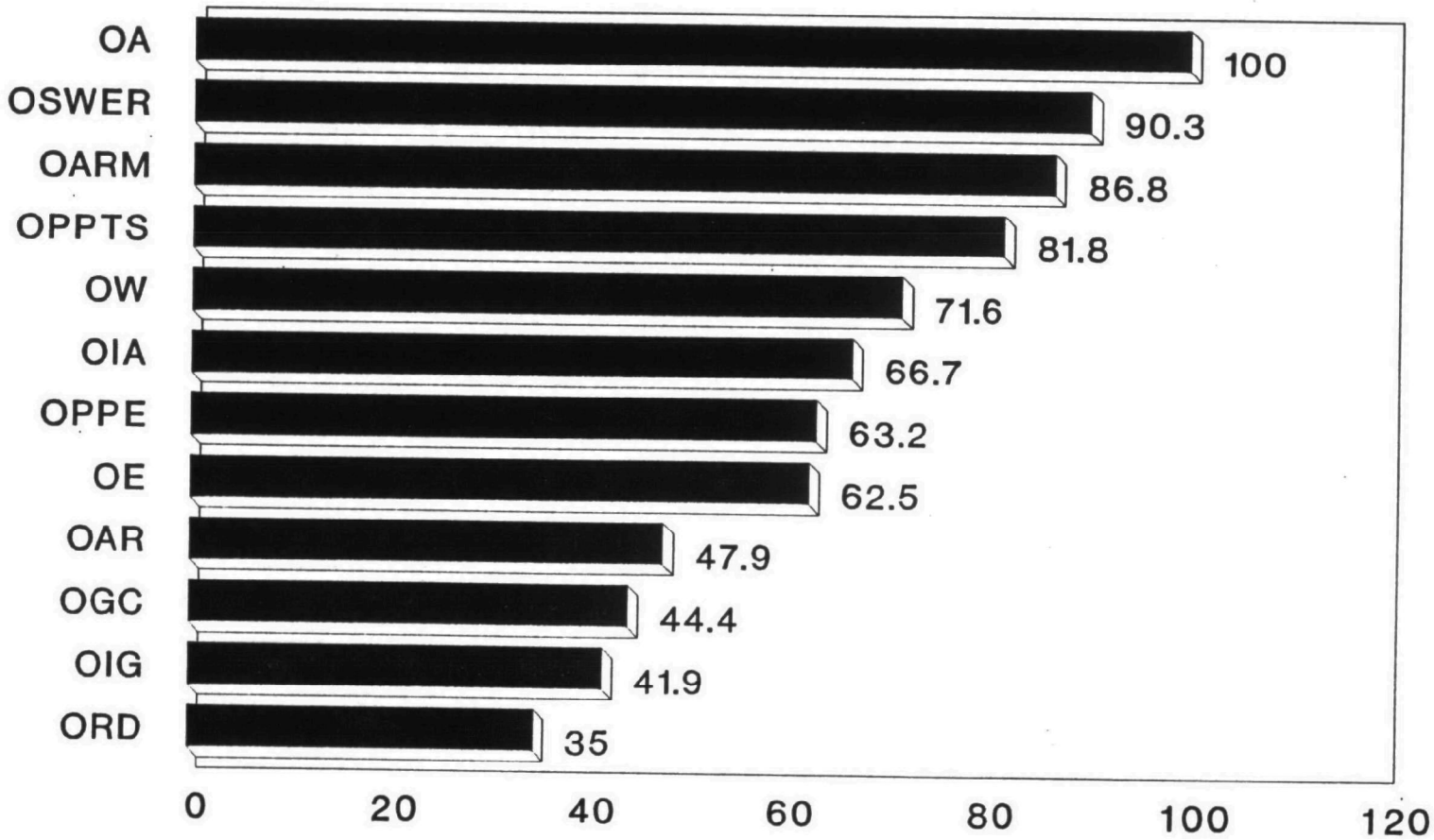
NUMBER WOMEN MANAGERS GM 13-15 COMPARED TO NUMBER FOR PARITY



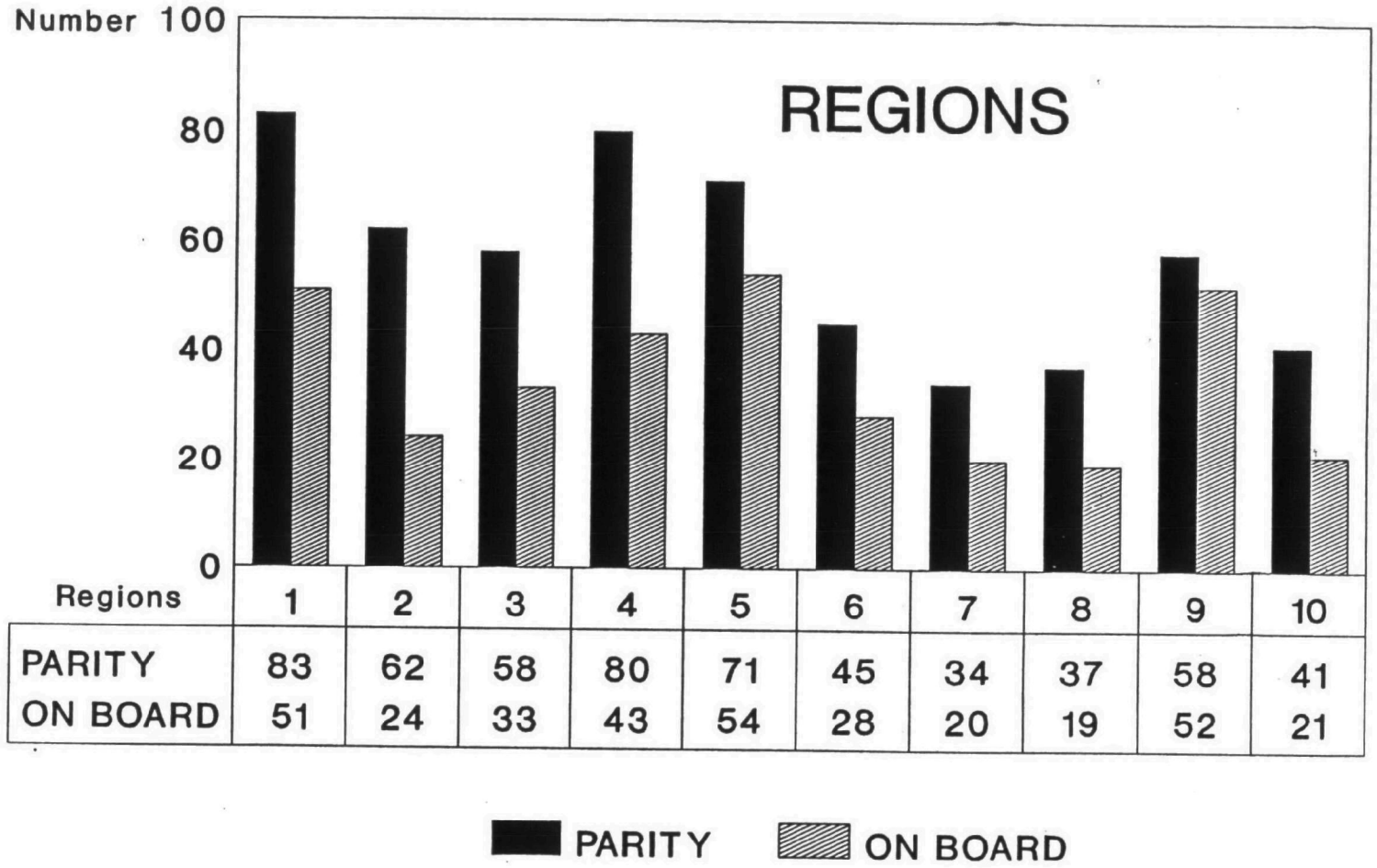
	OA	OPPE	OE	OGC	OIG	OIA	OARM	OW	OSWER	OAR	OPPTS	ORD
PARITY	29	19	32	9	31	3	167	74	93	94	121	157
ON BOARD	29	12	20	4	13	2	145	53	84	45	99	55

PARITY ON BOARD

PERCENT OF PARITY
WOMEN MANAGERS GM 13-15
AASHIPS



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

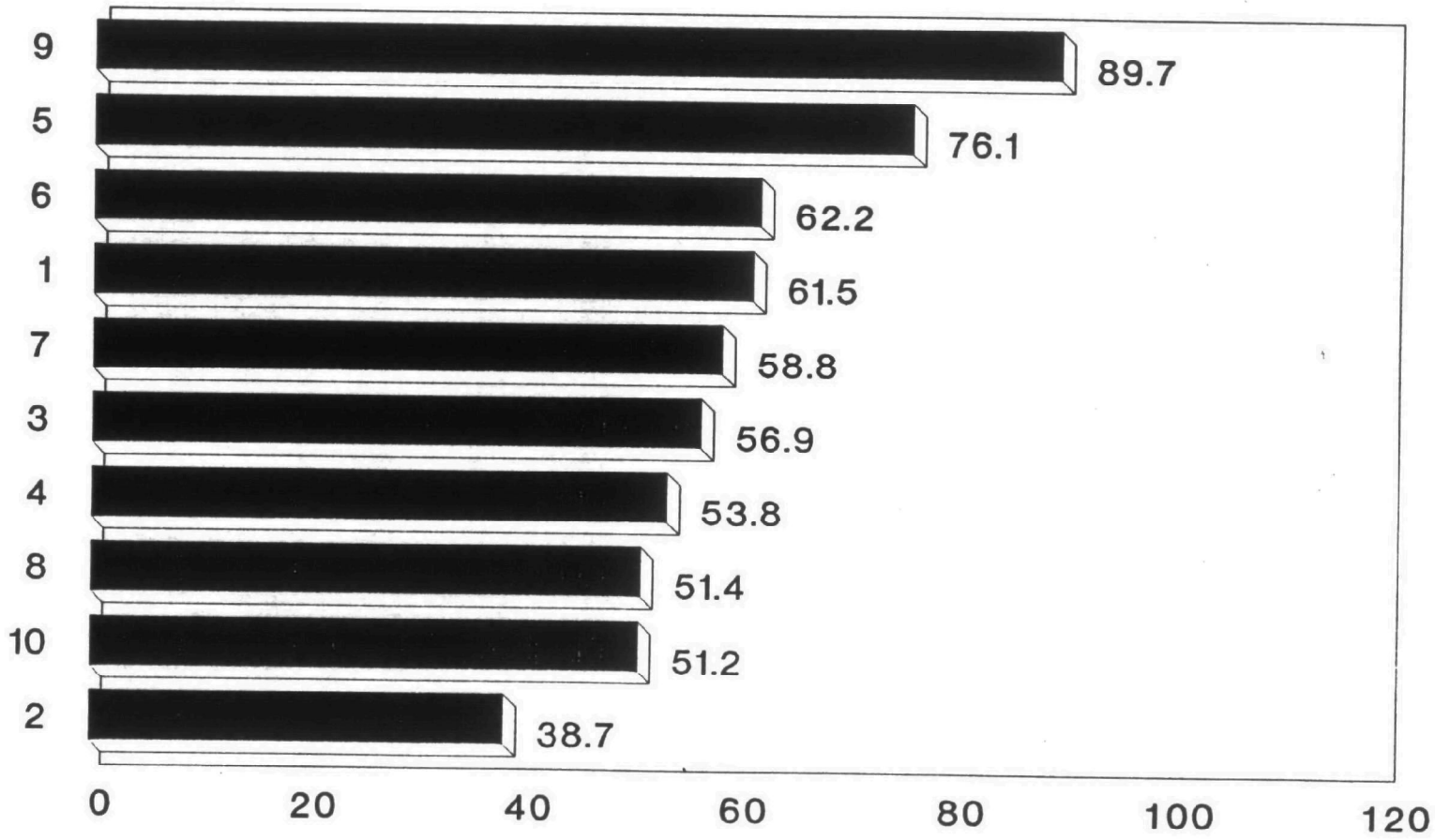


Regions	1	2	3	4	5	6	7	8	9	10
PARITY	83	62	58	80	71	45	34	37	58	41
ON BOARD	51	24	33	43	54	28	20	19	52	21

PERCENT OF PARITY

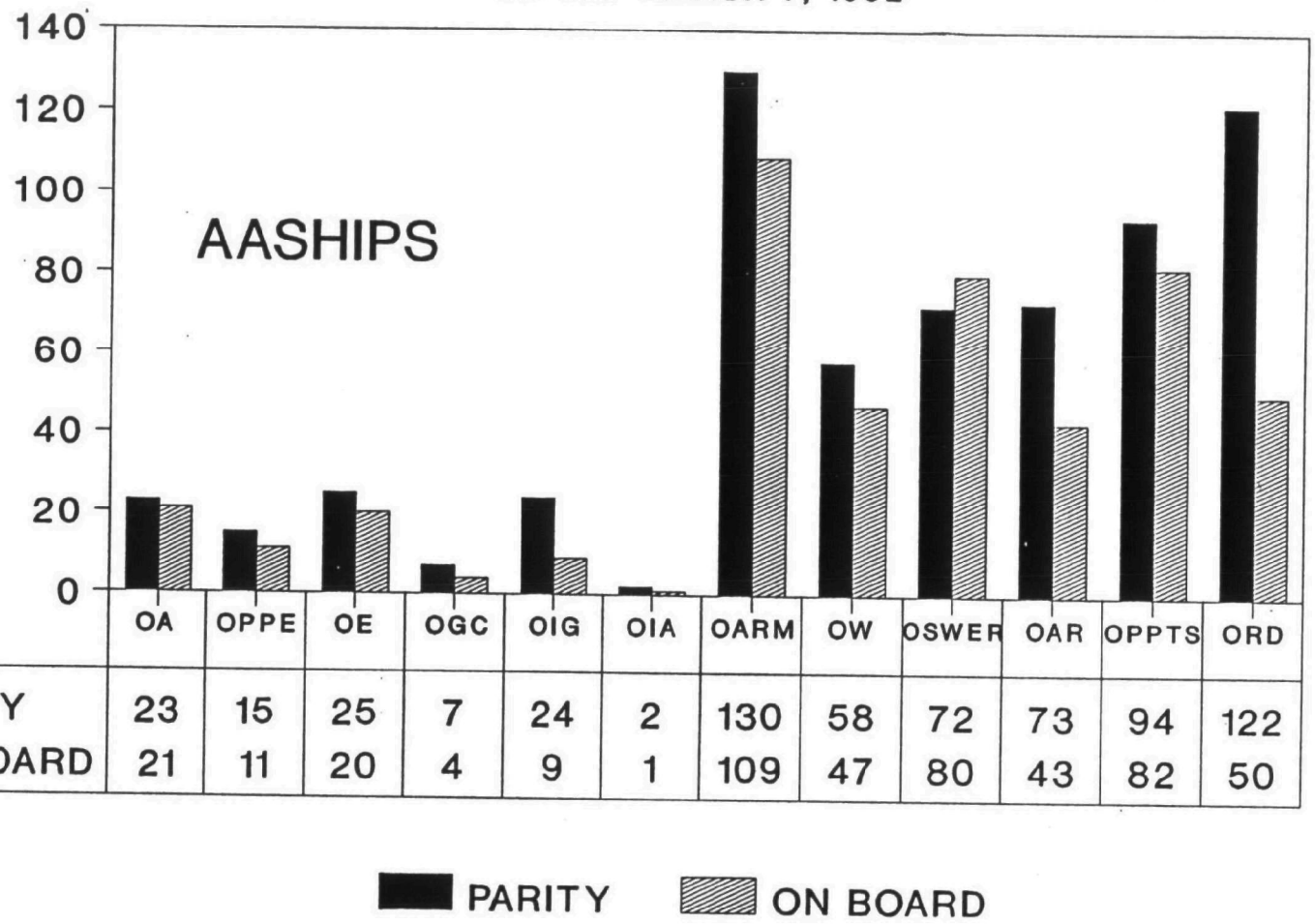
WOMEN MANAGERS GM 13-15

REGIONS



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

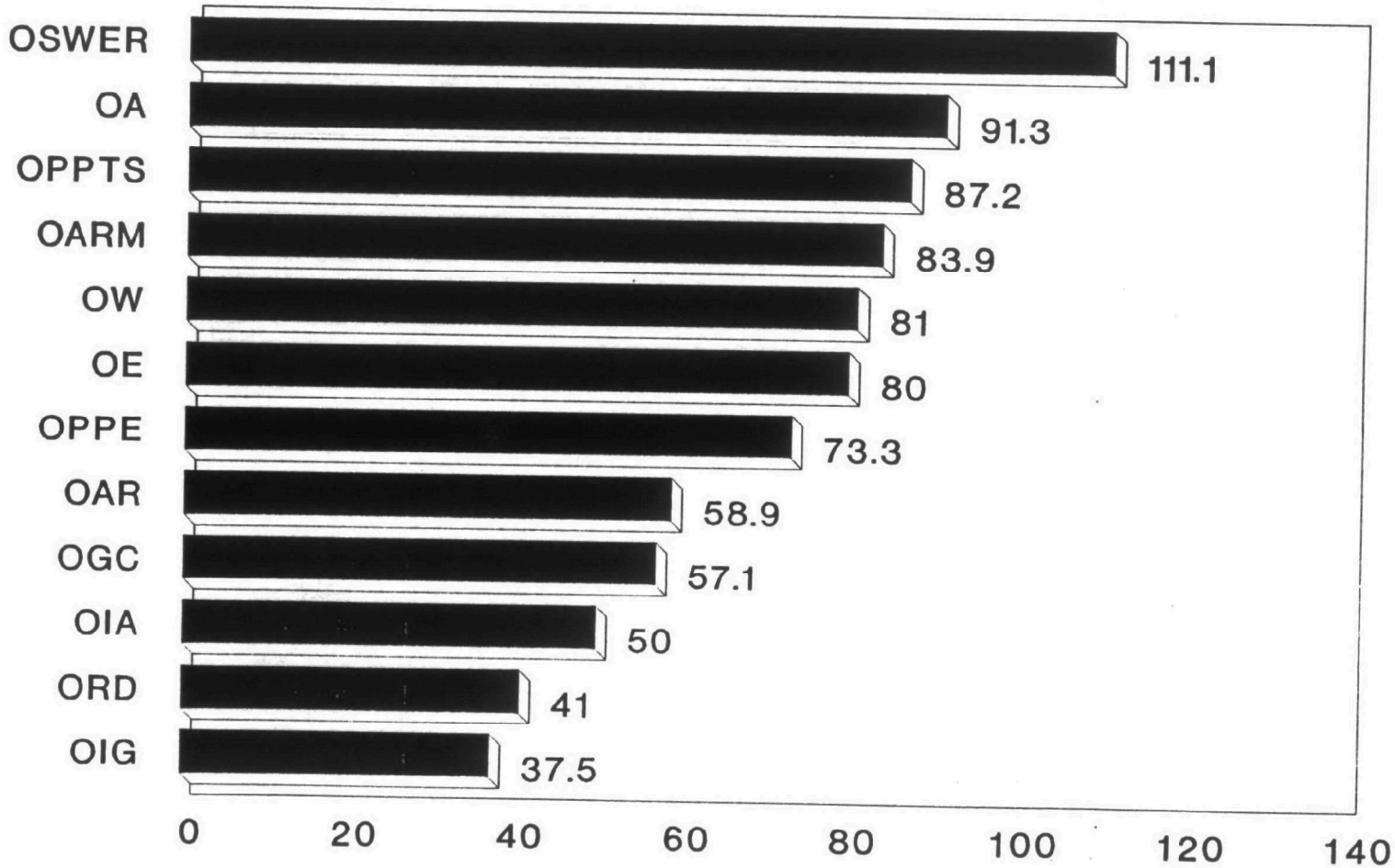
AS OF: MARCH 7, 1992



	OA	OPPE	OE	OGC	OIG	OIA	OARM	OW	OSWER	OAR	OPPTS	ORD
PARITY	23	15	25	7	24	2	130	58	72	73	94	122
ON BOARD	21	11	20	4	9	1	109	47	80	43	82	50

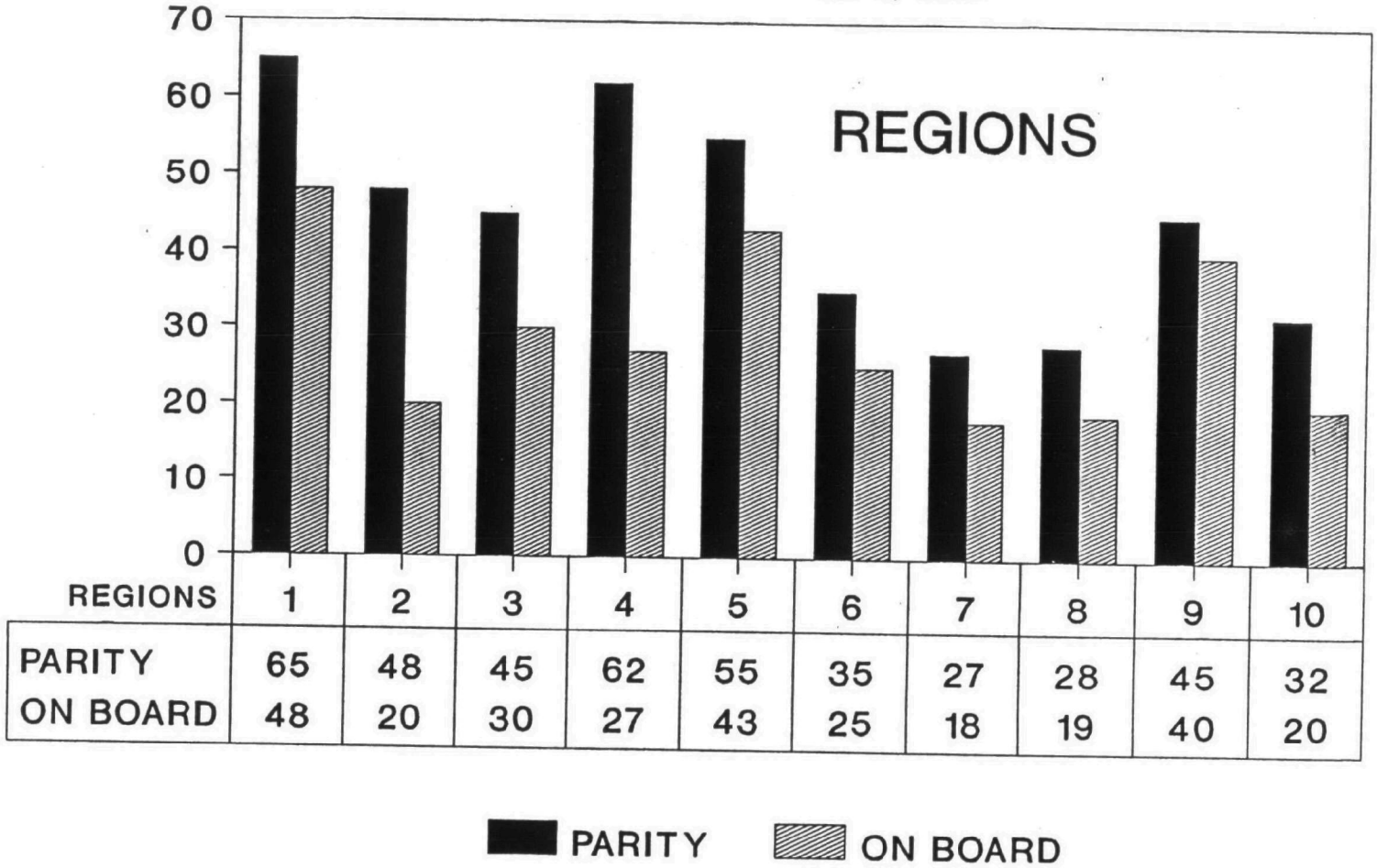
DATA SOURCE: EPAYS

PERCENT OF PARITY
NONMINORITY WOMEN MANAGERS GM 13-15
AASHIPS



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

AS OF: MARCH 7, 1992

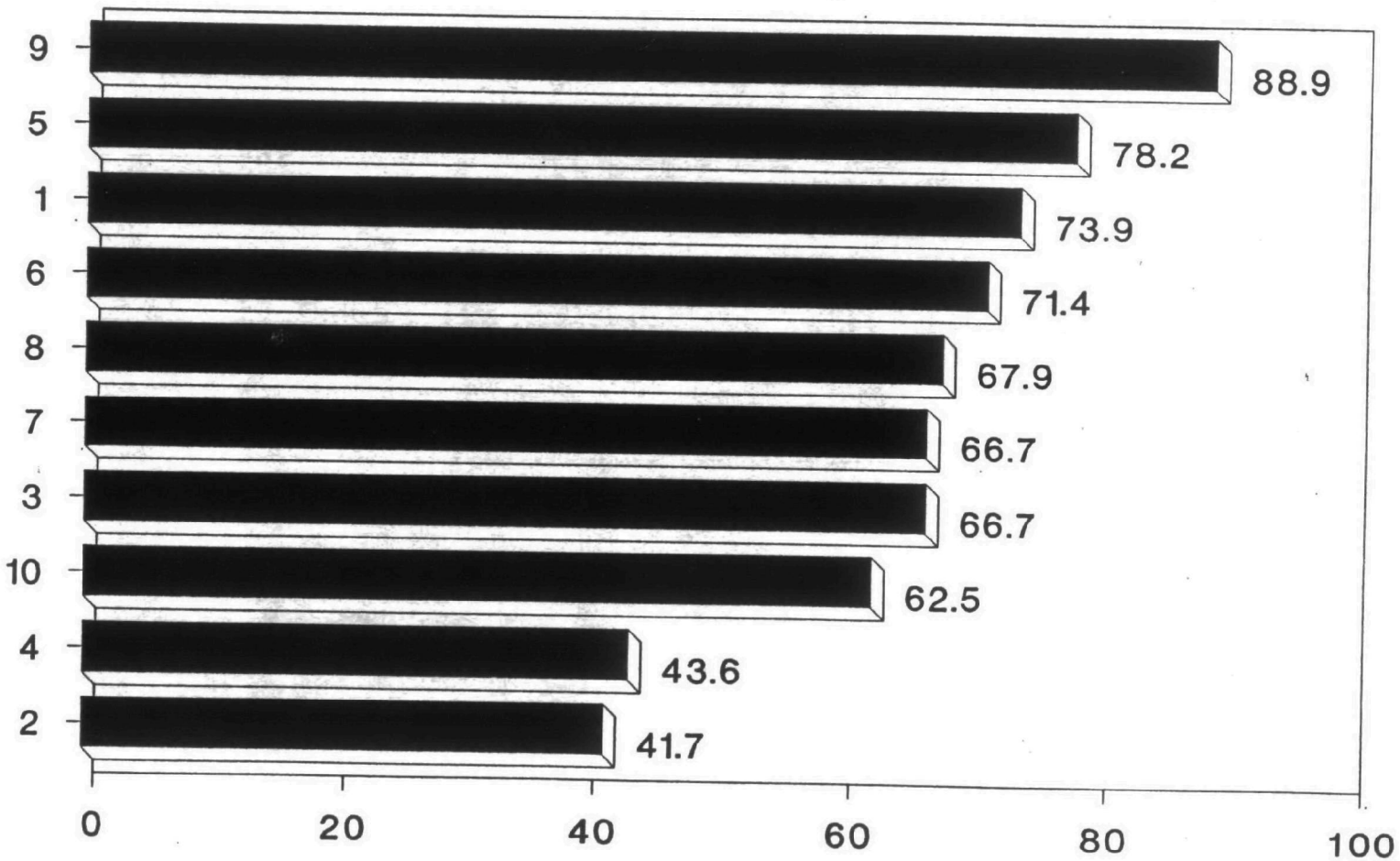


REGIONS	1	2	3	4	5	6	7	8	9	10
PARITY	65	48	45	62	55	35	27	28	45	32
ON BOARD	48	20	30	27	43	25	18	19	40	20

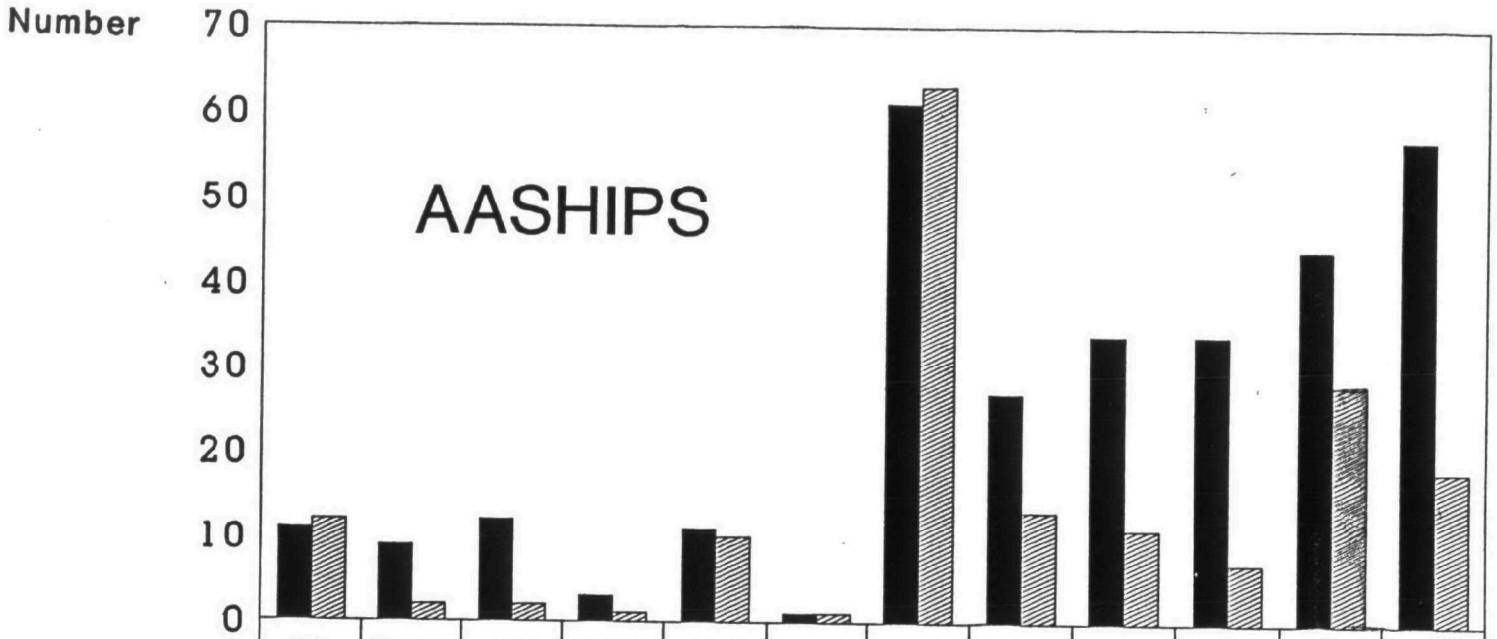
PARITY ON BOARD

DATA SOURCE: EPAYS

PERCENT OF PARITY
NONMINORITY WOMEN MANAGERS GM 13-15
REGIONS



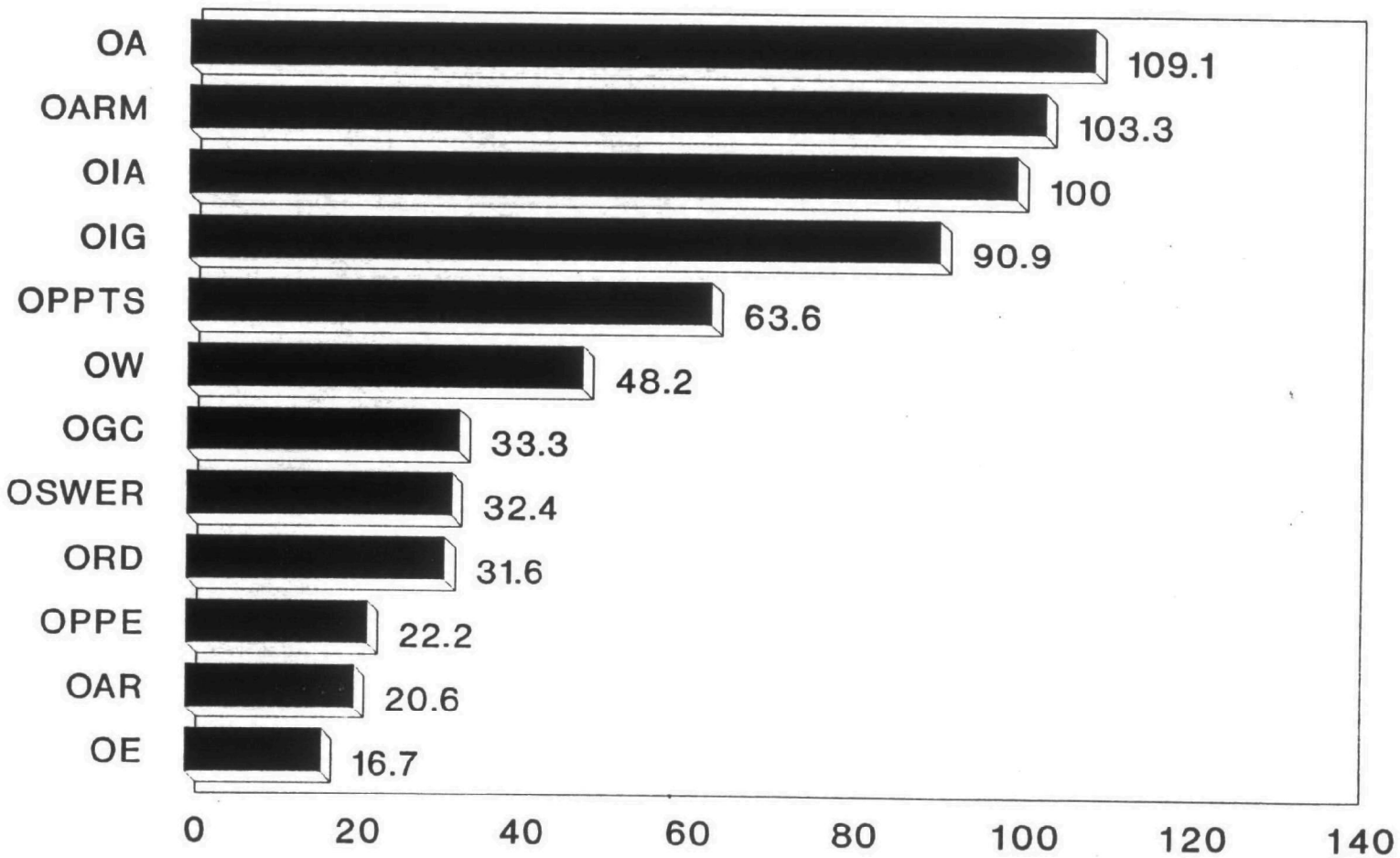
NUMBER MINORITY MANAGERS GM 13-15 COMPARED TO NUMBER FOR PARITY



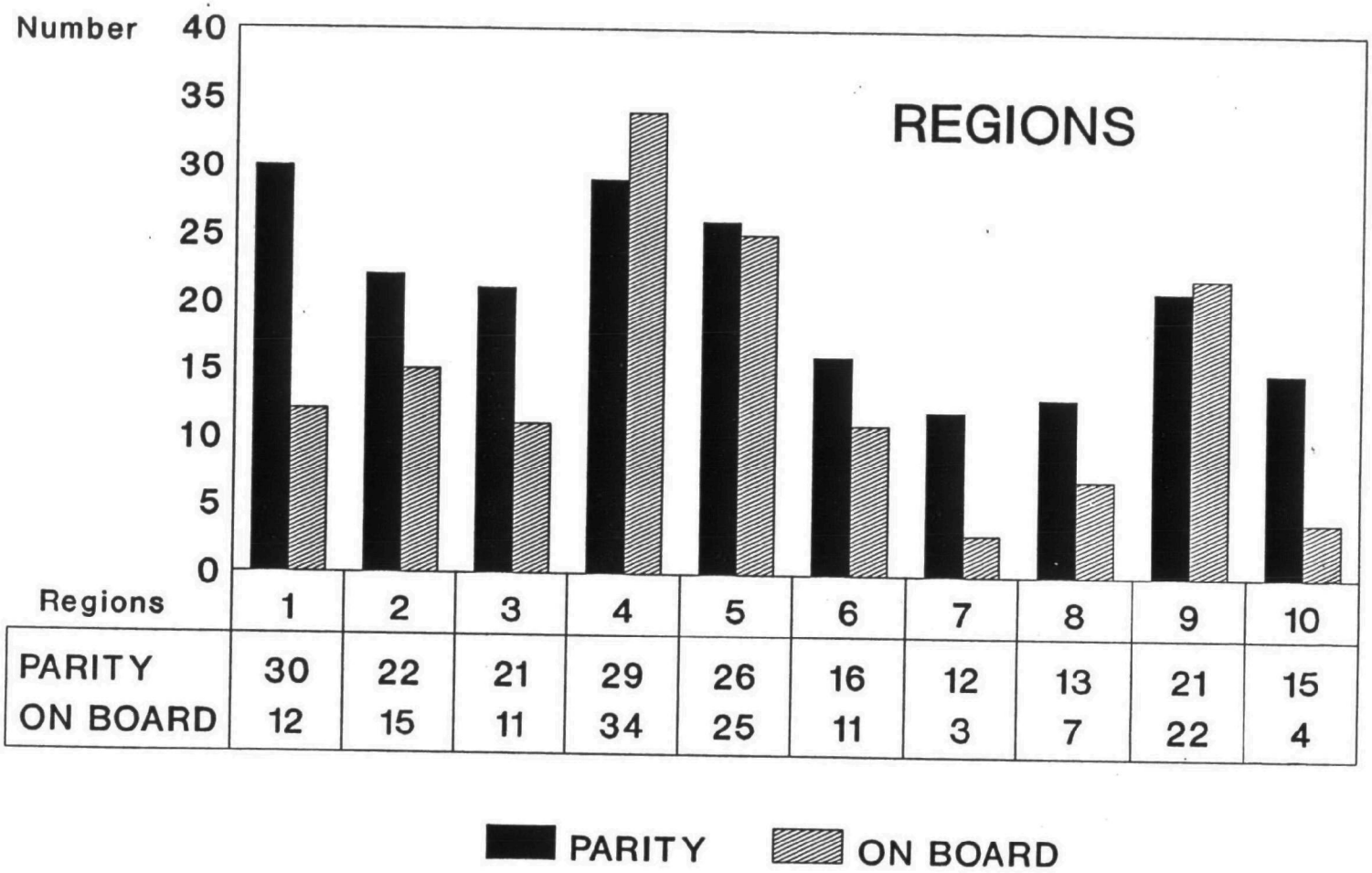
	OA	OPPE	OE	OGC	OIG	OIA	OARM	OW	OSWER	OAR	OPPTS	ORD
PARITY	11	9	12	3	11	1	61	27	34	34	44	57
ON BOARD	12	2	2	1	10	1	63	13	11	7	28	18

PARITY ON BOARD

PERCENT OF PARITY
MINORITY MANAGERS GM 13-15
AASHIPS

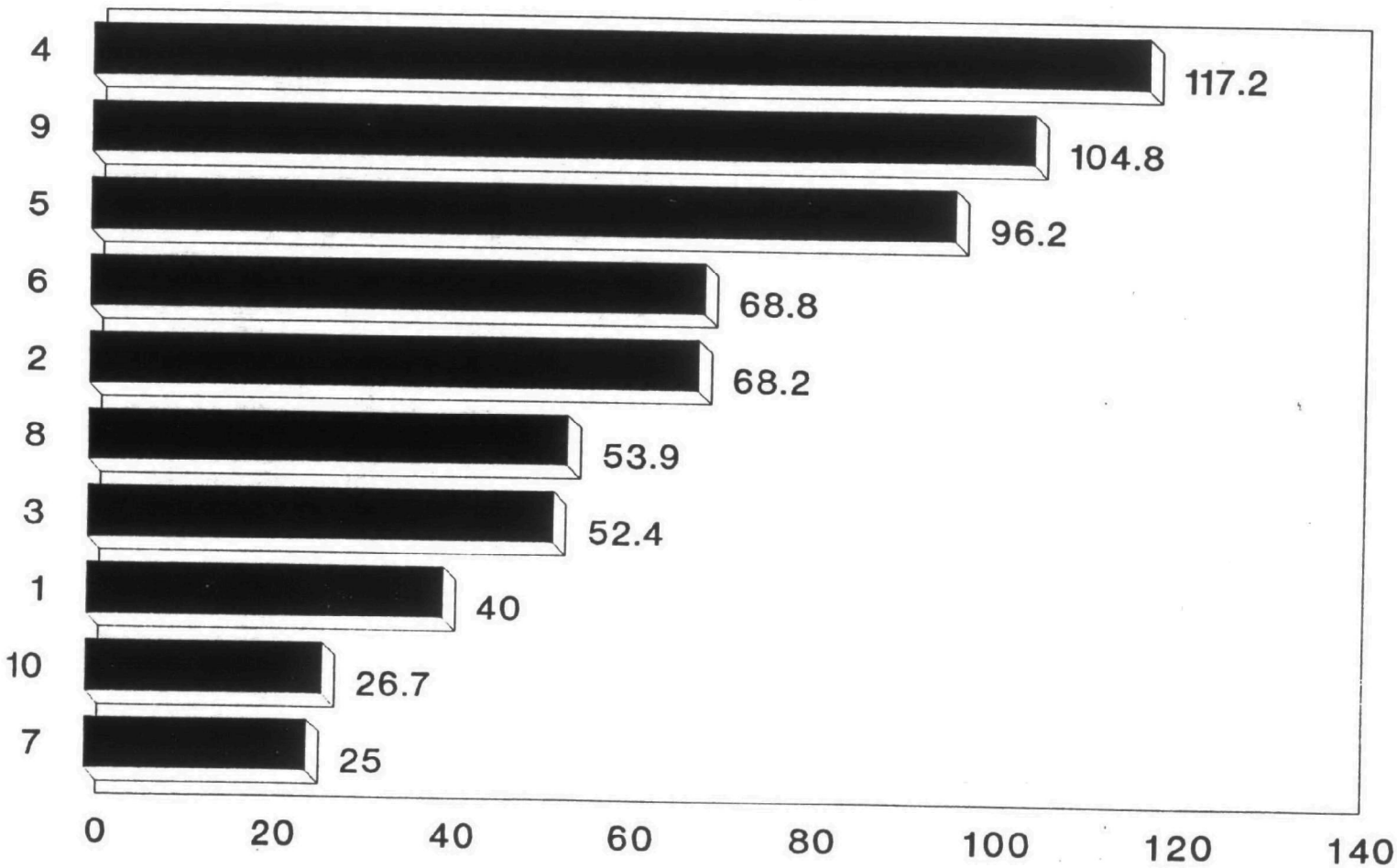


NUMBER MINORITY MANAGERS GM 13-15 COMPARED TO NUMBER FOR PARITY

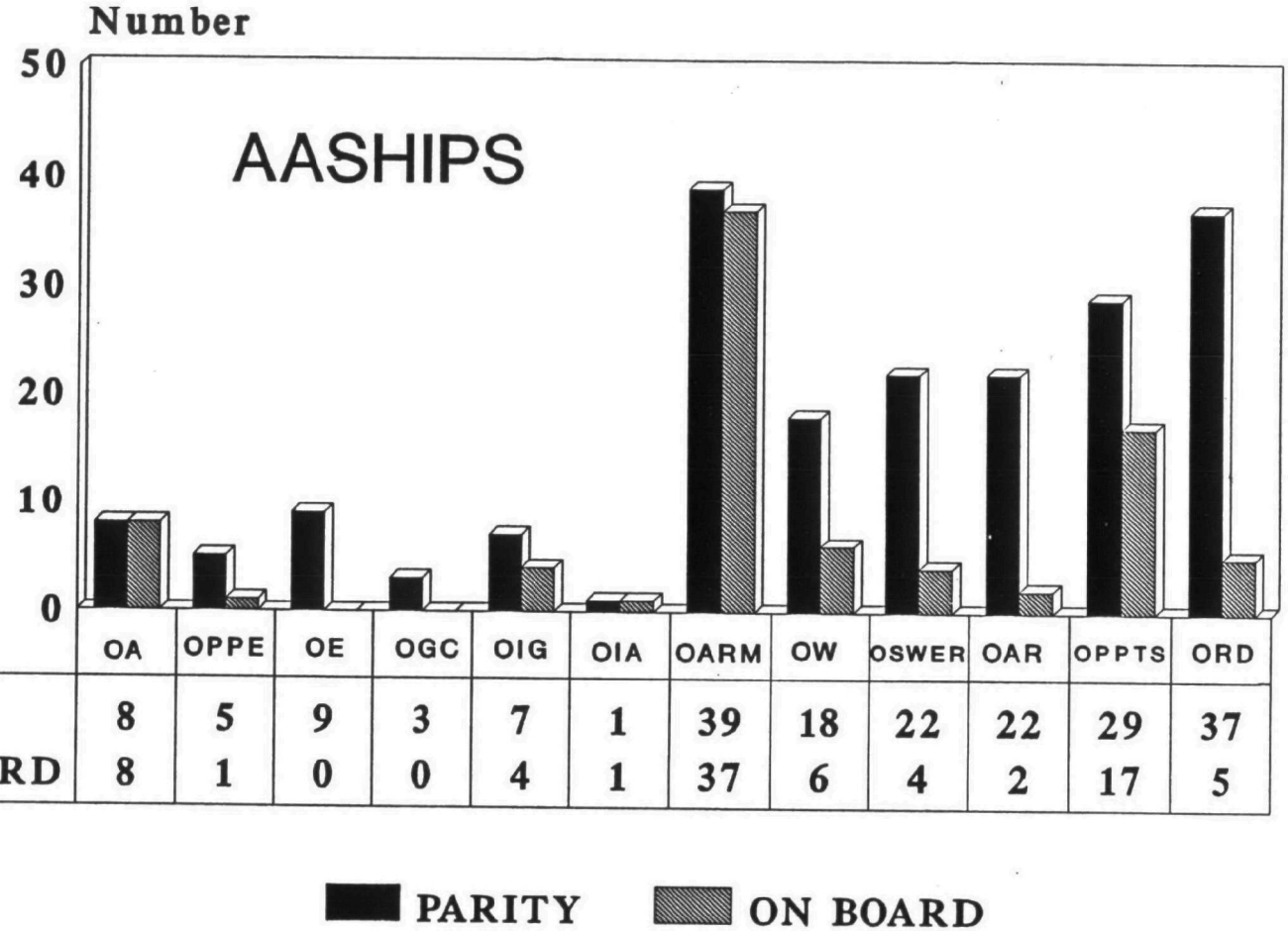


Regions	1	2	3	4	5	6	7	8	9	10
PARITY	30	22	21	29	26	16	12	13	21	15
ON BOARD	12	15	11	34	25	11	3	7	22	4

PERCENT OF PARITY
MINORITY MANAGERS GM 13-15
REGIONS

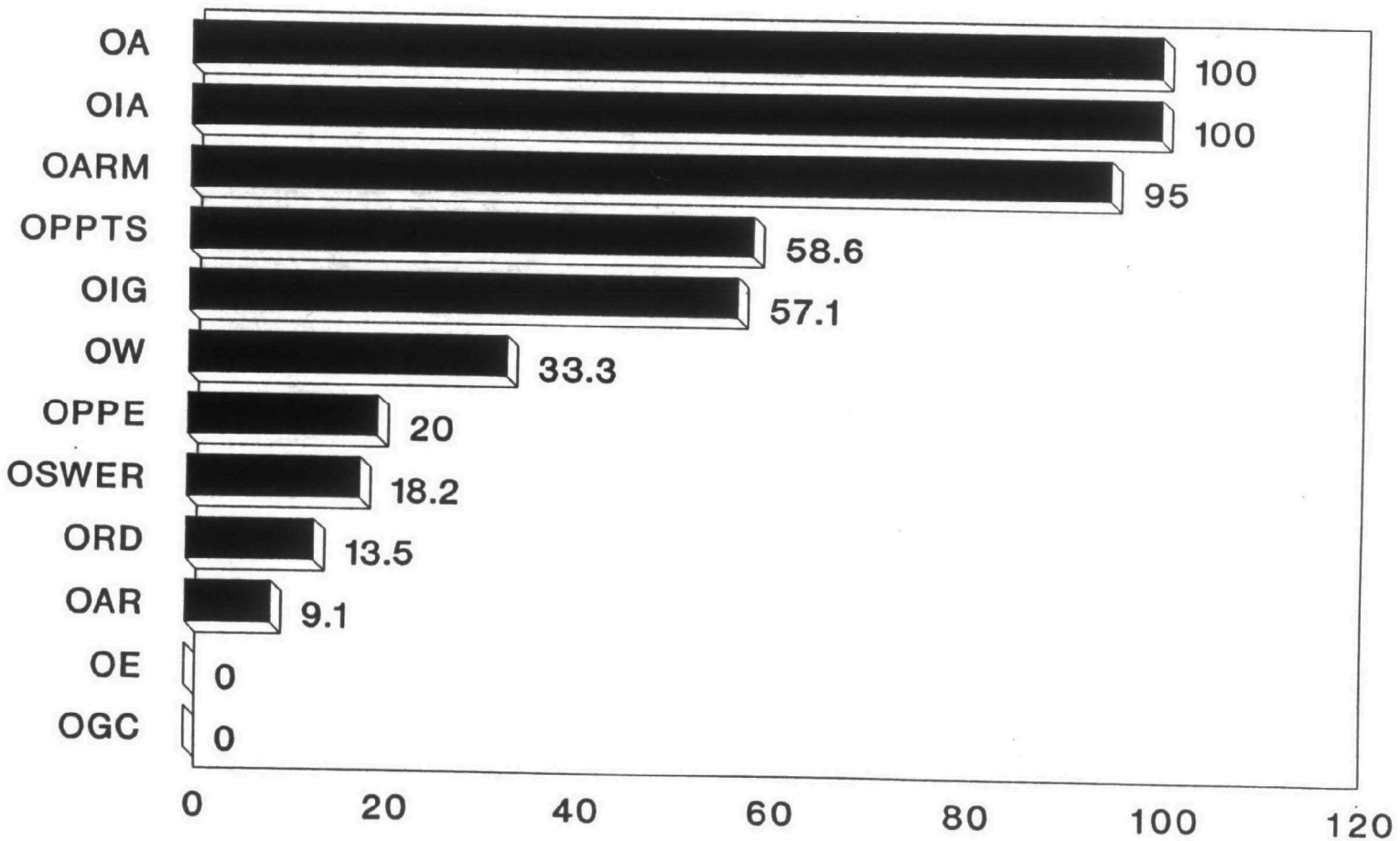


NUMBER MINORITY WOMEN MANAGERS
GM 13 - 15

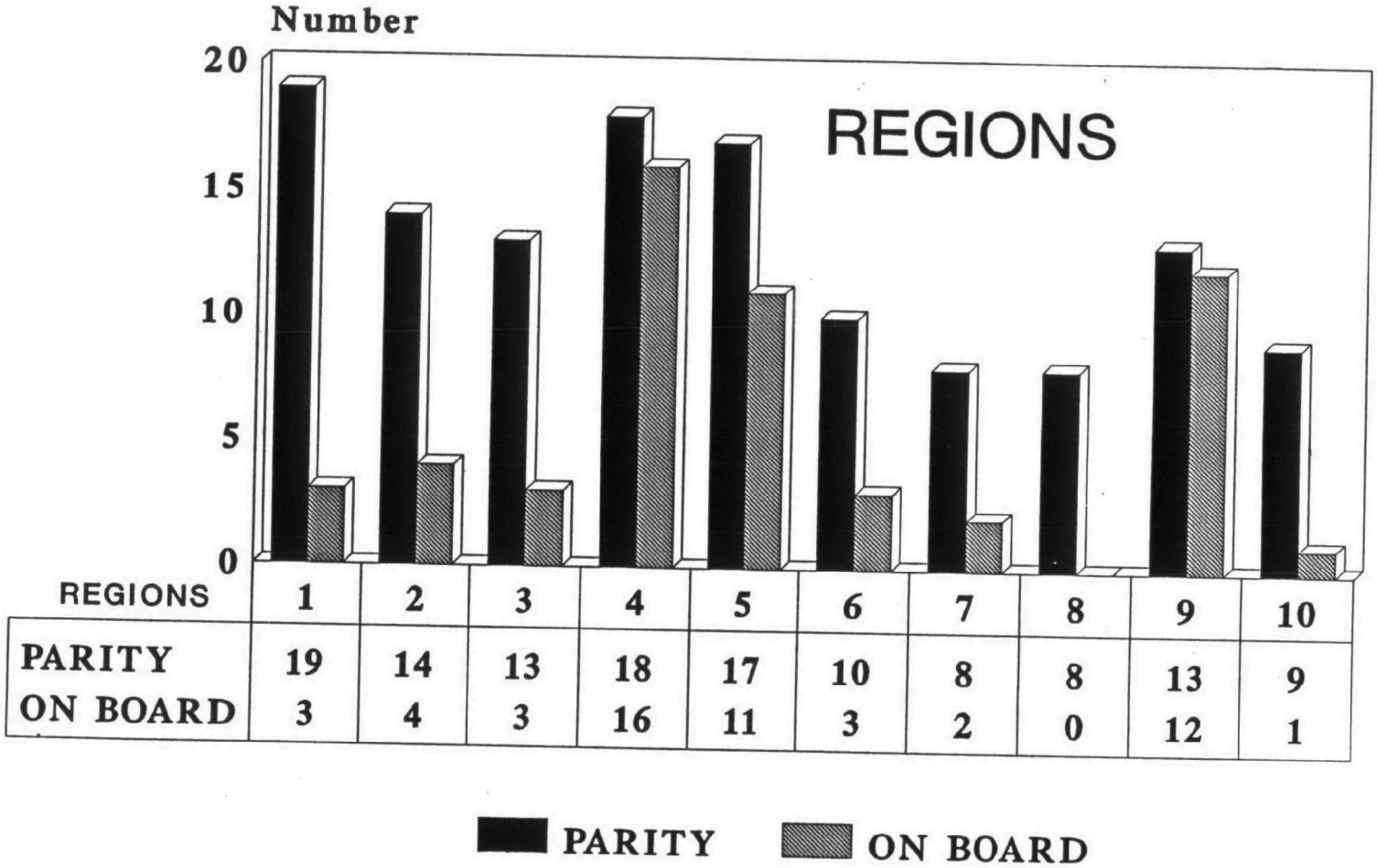


	OA	OPPE	OE	OGC	OIG	OIA	OARM	OW	OSWER	OAR	OPPTS	ORD
PARITY	8	5	9	3	7	1	39	18	22	22	29	37
ON BOARD	8	1	0	0	4	1	37	6	4	2	17	5

PERCENT OF PARITY
MINORITY WOMEN MANAGERS GM 13-15
AASHIPS

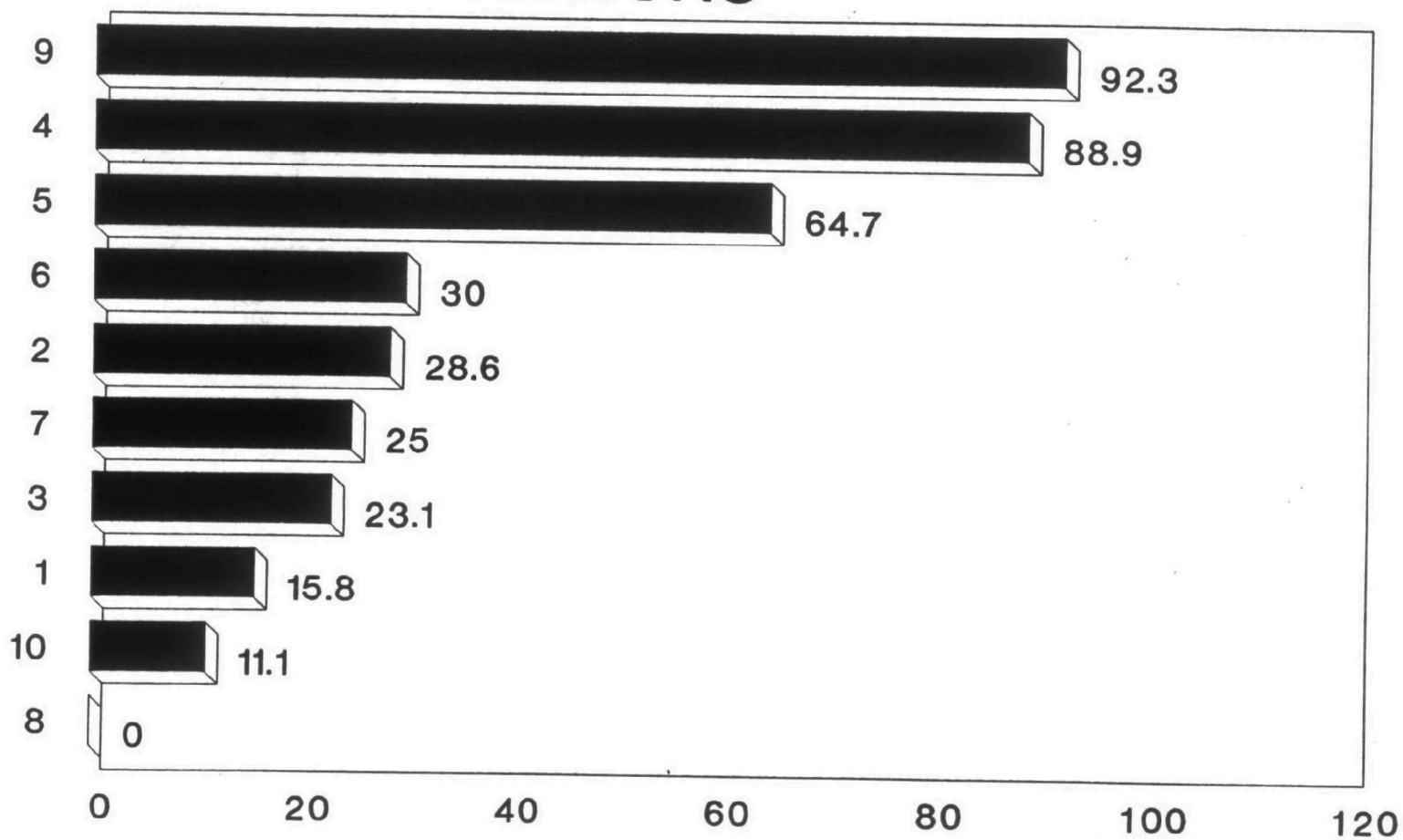


NUMBER MINORITY WOMEN MANAGERS
GM 13 - 15

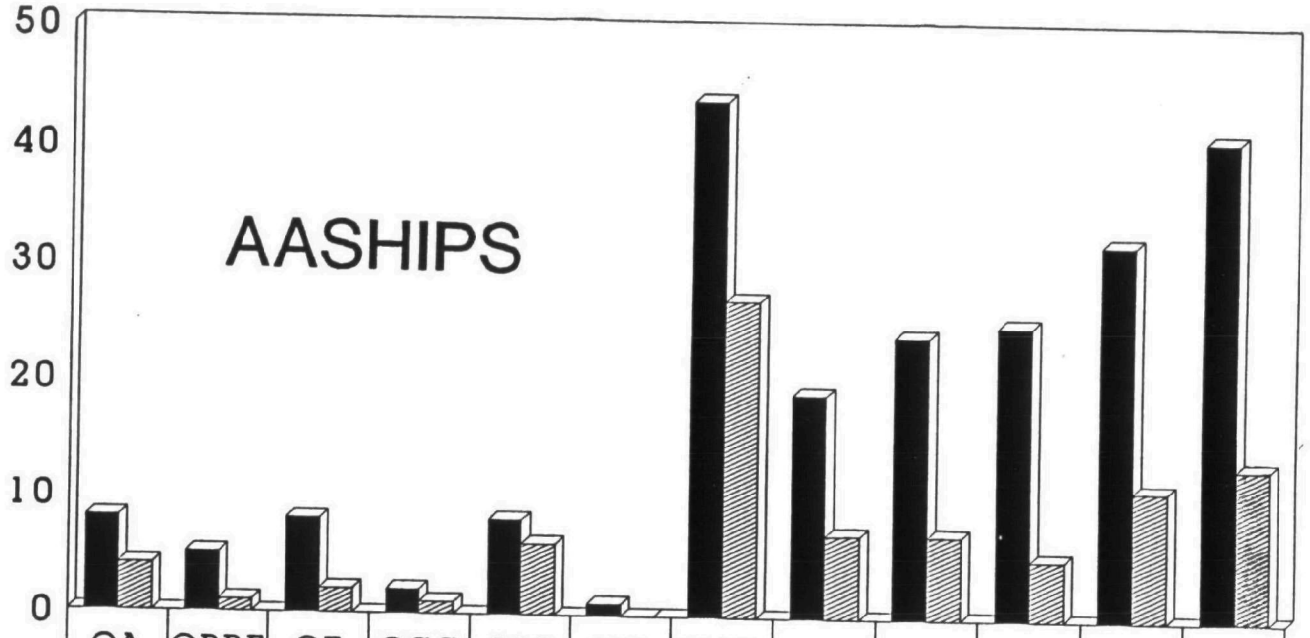


REGIONS	1	2	3	4	5	6	7	8	9	10
PARITY	19	14	13	18	17	10	8	8	13	9
ON BOARD	3	4	3	16	11	3	2	0	12	1

PERCENT OF PARITY
MINORITY WOMEN MANAGERS GM 13-15
REGIONS



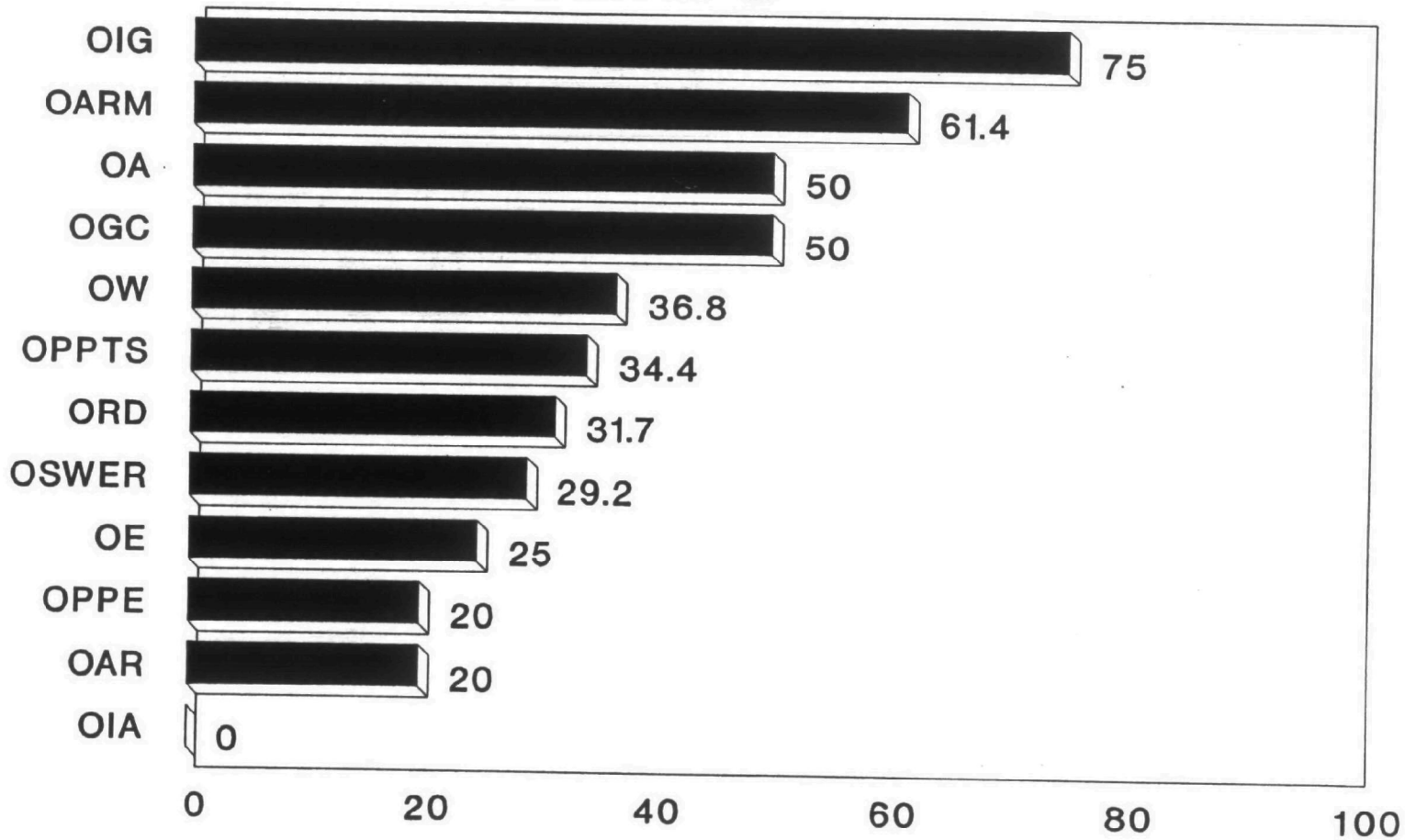
NUMBER MINORITY MEN MANAGERS
GM 13-15



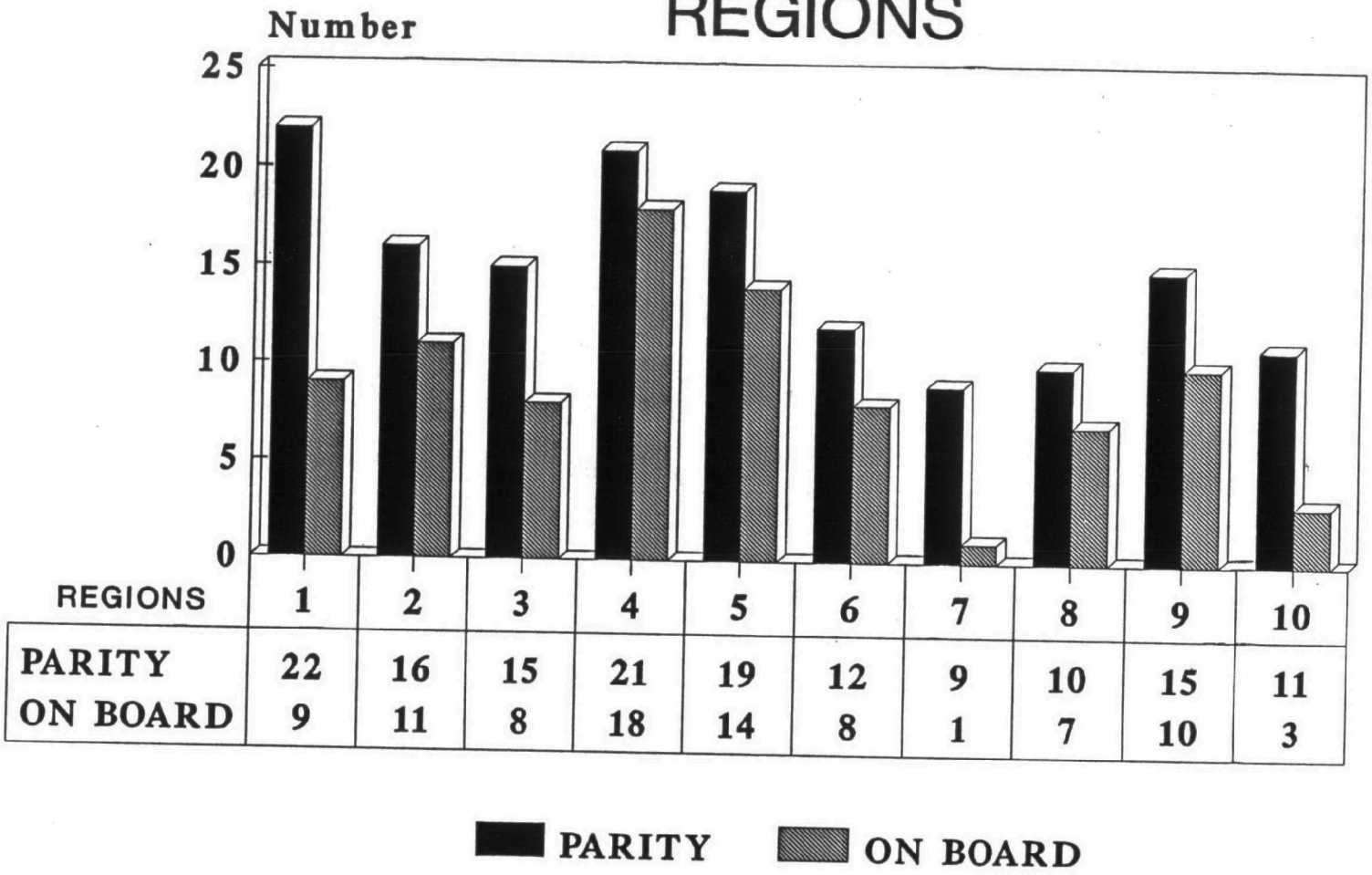
	OA	OPPE	OE	OGC	OIG	OIA	OARM	OW	OSWER	OAR	OPPTS	ORD
PARITY	8	5	8	2	8	1	44	19	24	25	32	41
ON BOARD	4	1	2	1	6	0	27	7	7	5	11	13

PARITY ON BOARD

PERCENT OF PARITY
MINORITY MEN MANAGERS GM 13-15
AASHIPS

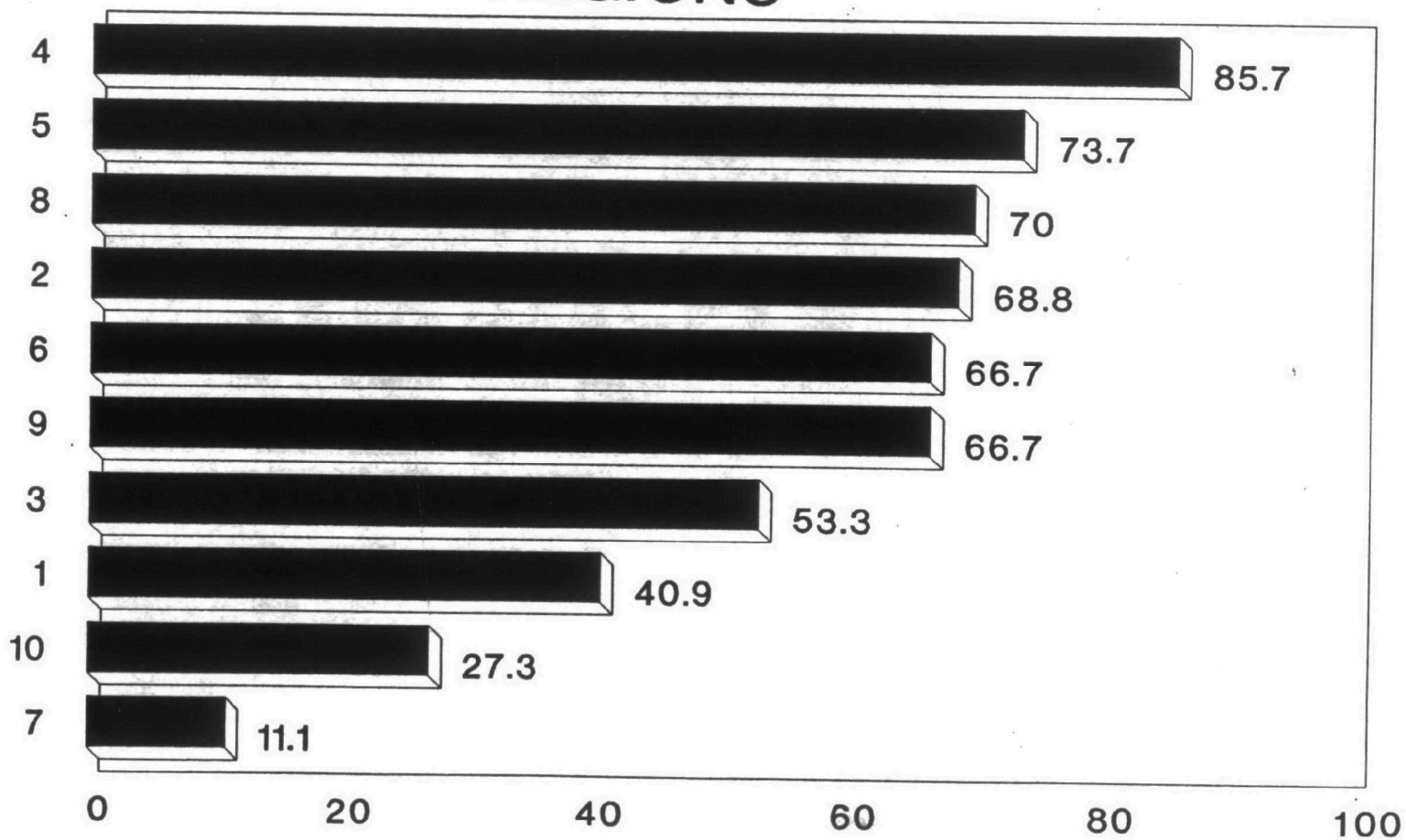


NUMBER MINORITY MEN MANAGERS
GM 13 - 15

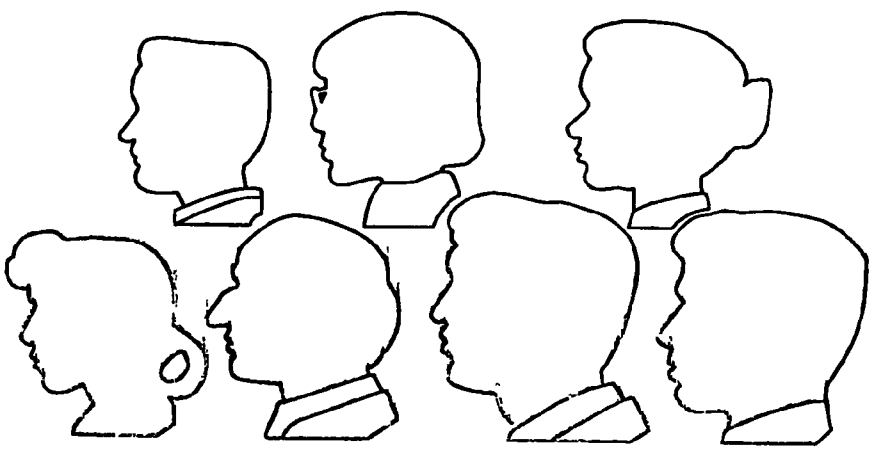


REGIONS	1	2	3	4	5	6	7	8	9	10
PARITY	22	16	15	21	19	12	9	10	15	11
ON BOARD	9	11	8	18	14	8	1	7	10	3

PERCENT OF PARITY
MINORITY MEN MANAGERS GM 13-15
REGIONS



SES

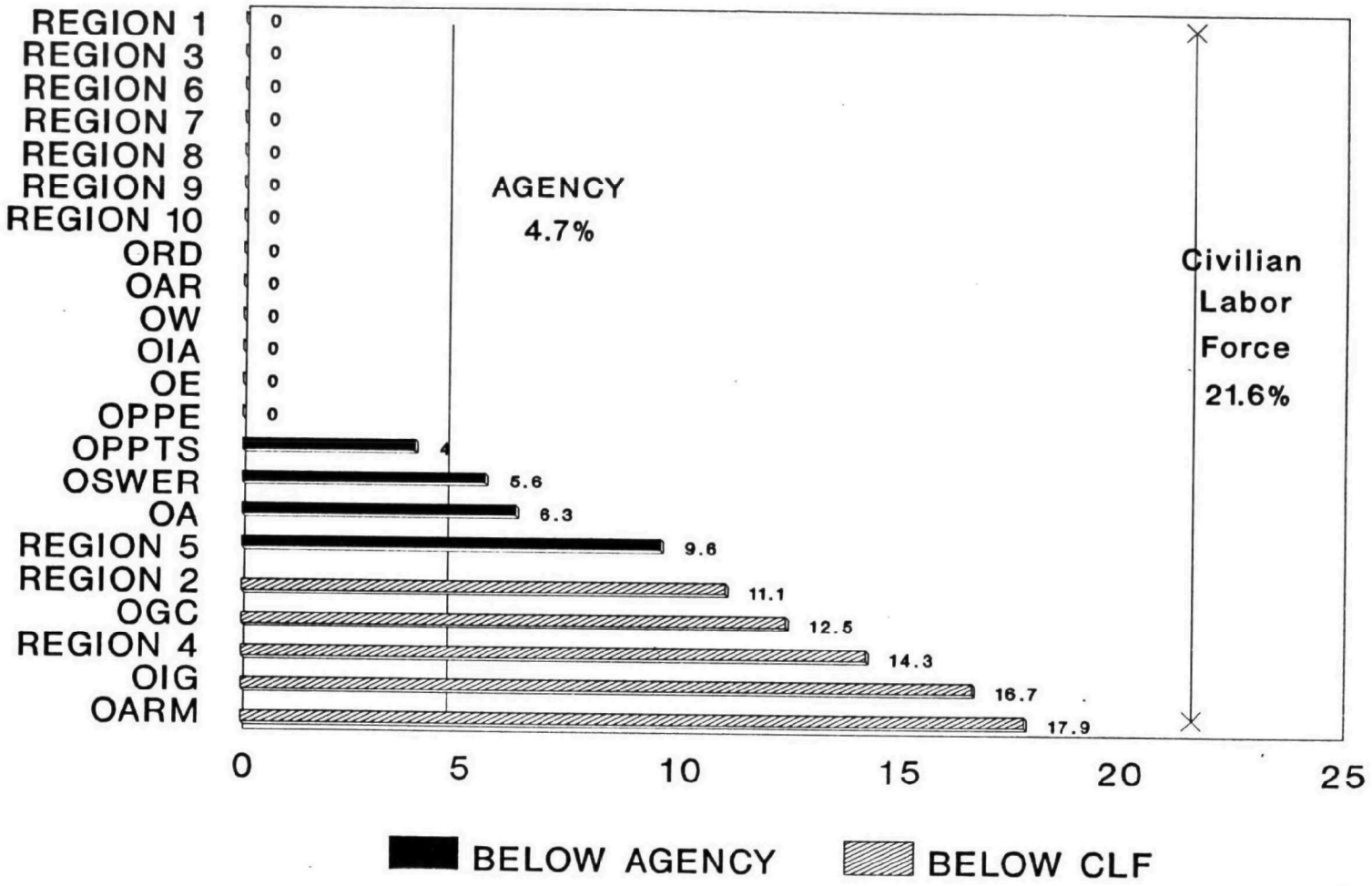


MINORITIES

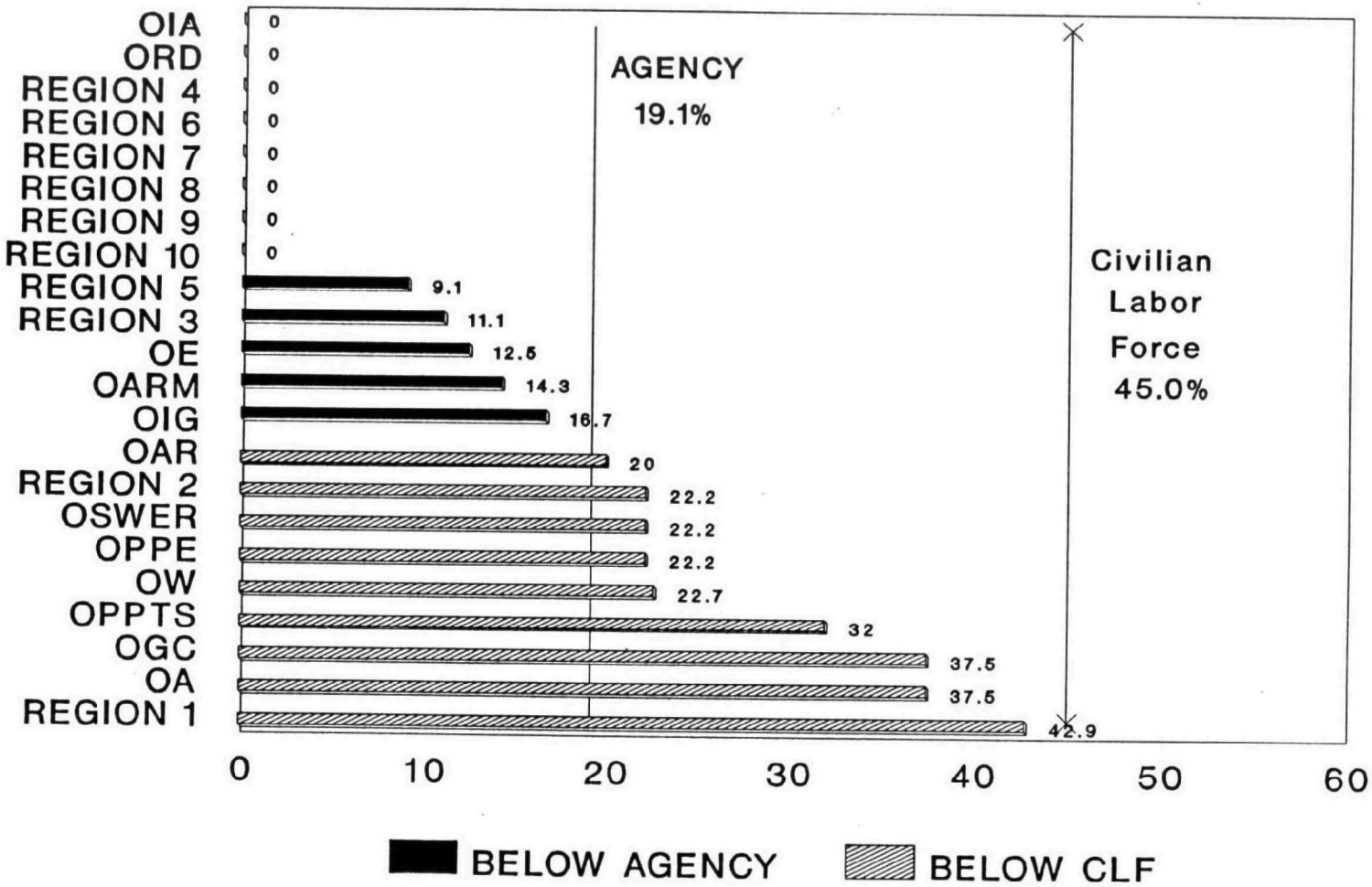
and

NONMINORITY
WOMEN

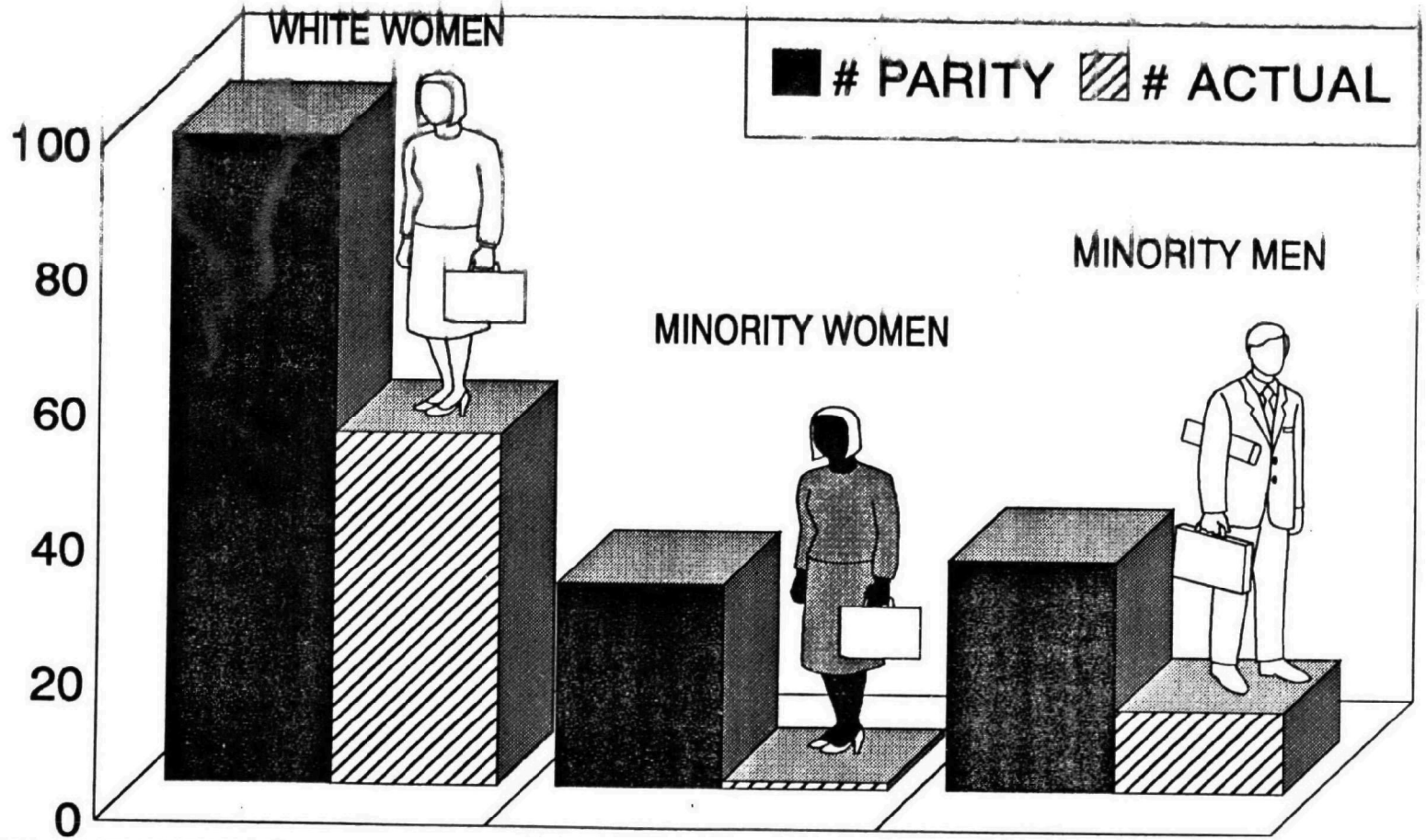
PERCENT MINORITY SES MANAGERS



PERCENT WOMEN SES MANAGERS



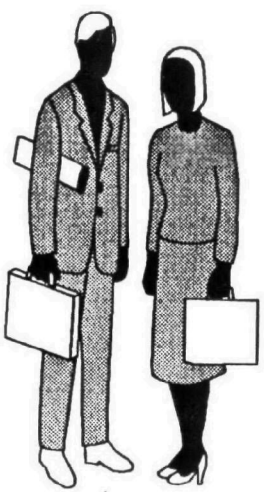
NUMBER MINORITIES/WHITE WOMEN SES AS COMPARED TO THE NUMBER FOR PARITY

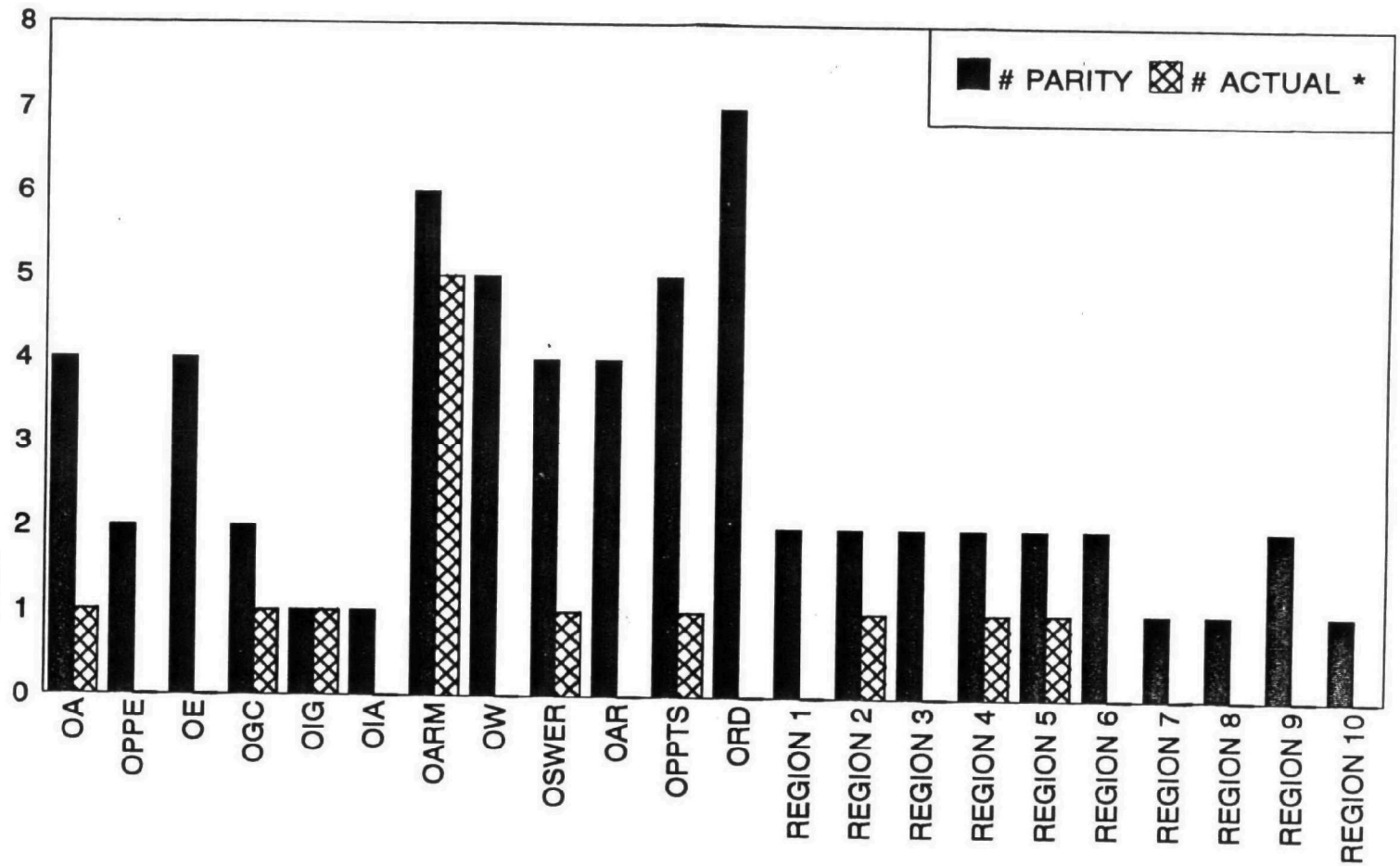


# PARITY	96	30	34
# ACTUAL	52 ---(41.3%)*---	1	12 (35.3%)*

* % of Parity

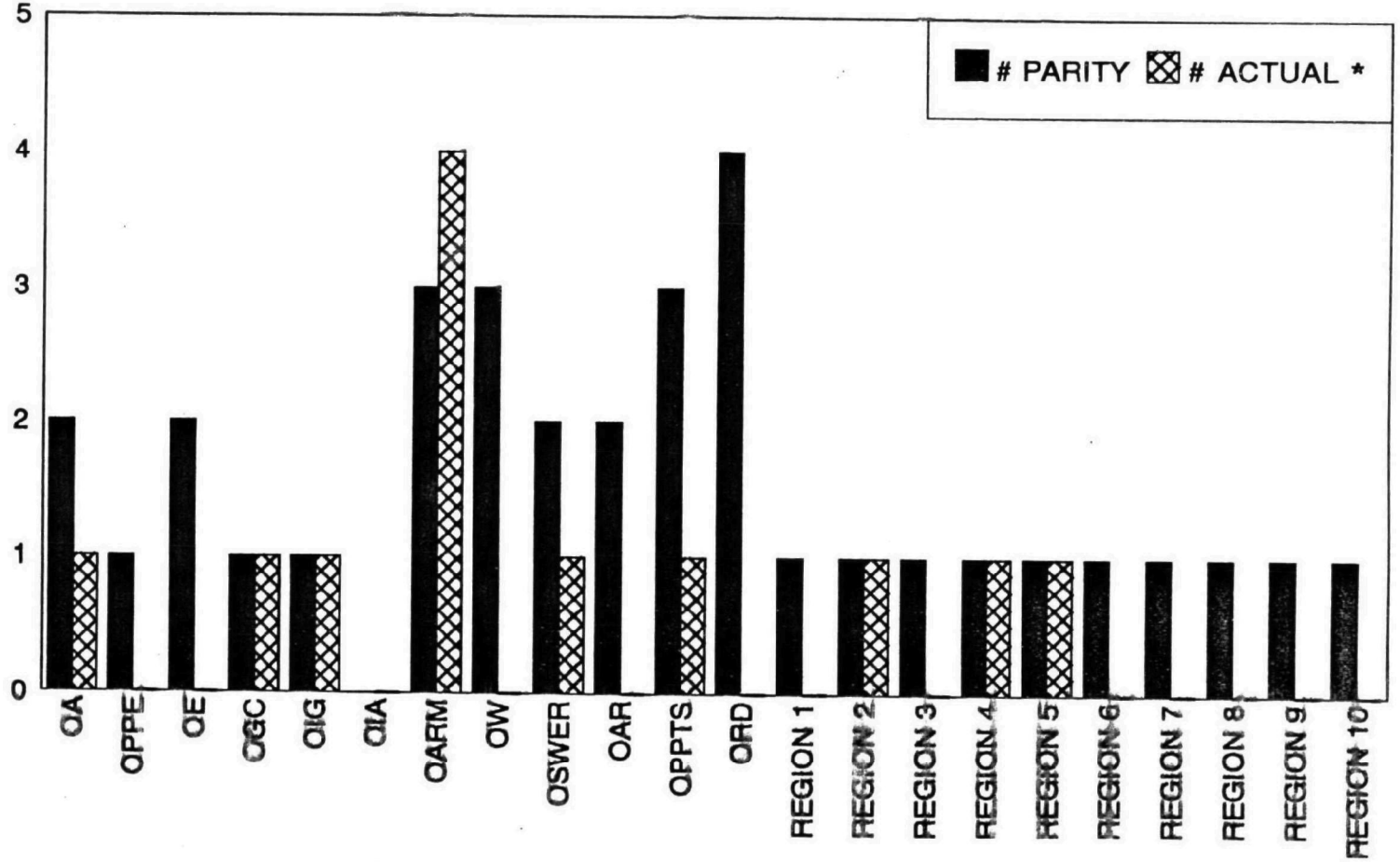
NUMBER MINORITY SES AS COMPARED TO THE NUMBER FOR PARITY





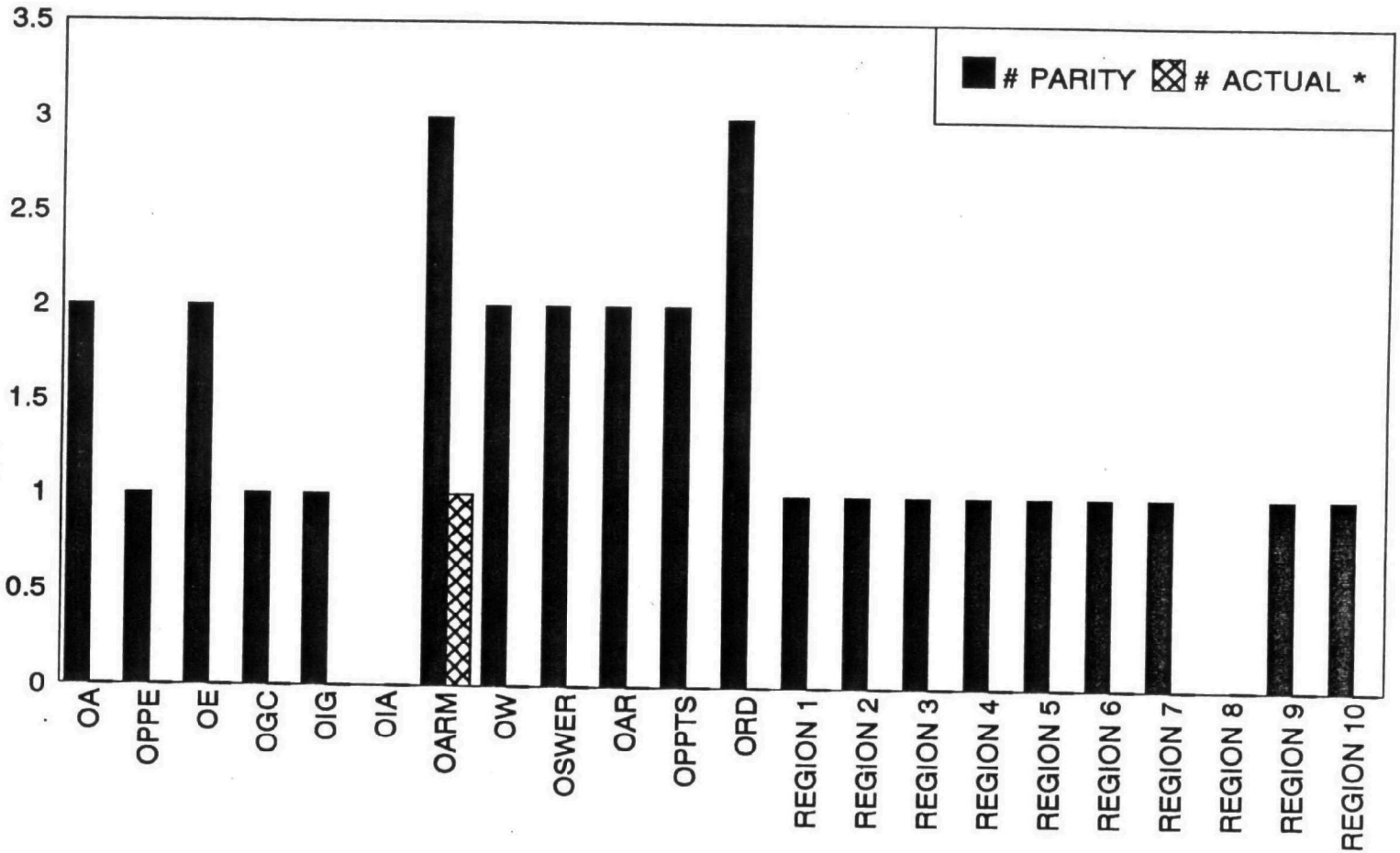
	OA	OPPE	OE	OGC	OIG	OIA	OARM	OW	OSWER	OAR	OPPTS	ORD	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5	REGION 6	REGION 7	REGION 8	REGION 9	REGION 10
# POSITIONS	16	9	16	8	6	3	28	22	18	20	25	32	7	9	9	7	11	7	6	5	7	6
# PARITY	4	2	4	2	1	1	6	5	4	4	5	7	2	2	2	2	2	2	1	1	2	1
# ACTUAL *	1	0	0	1	1	0	5	0	1	0	1	0	0	1	0	1	1	0	0	0	0	0

NUMBER MINORITY MEN SES
AS COMPARED TO THE NUMBER FOR PARITY



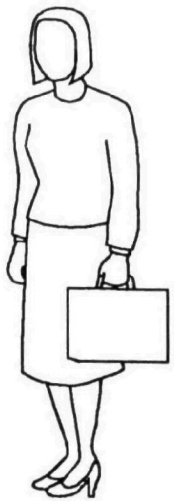
	OA	OPPE	OE	OGC	OIG	OIA	OARM	OW	OSWER	OAR	OPPTS	ORD	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5	REGION 6	REGION 7	REGION 8	REGION 9	REGION 10
# POSITIONS	16	9	16	8	6	3	28	22	18	20	25	32	7	9	9	7	11	7	6	5	7	6
# PARITY	2	1	2	1	1	0	3	3	2	2	3	4	1	1	1	1	1	1	1	1	1	1
# ACTUAL *	1	0	0	1	1	0	4	0	1	0	1	0	0	1	0	1	1	0	0	0	0	0

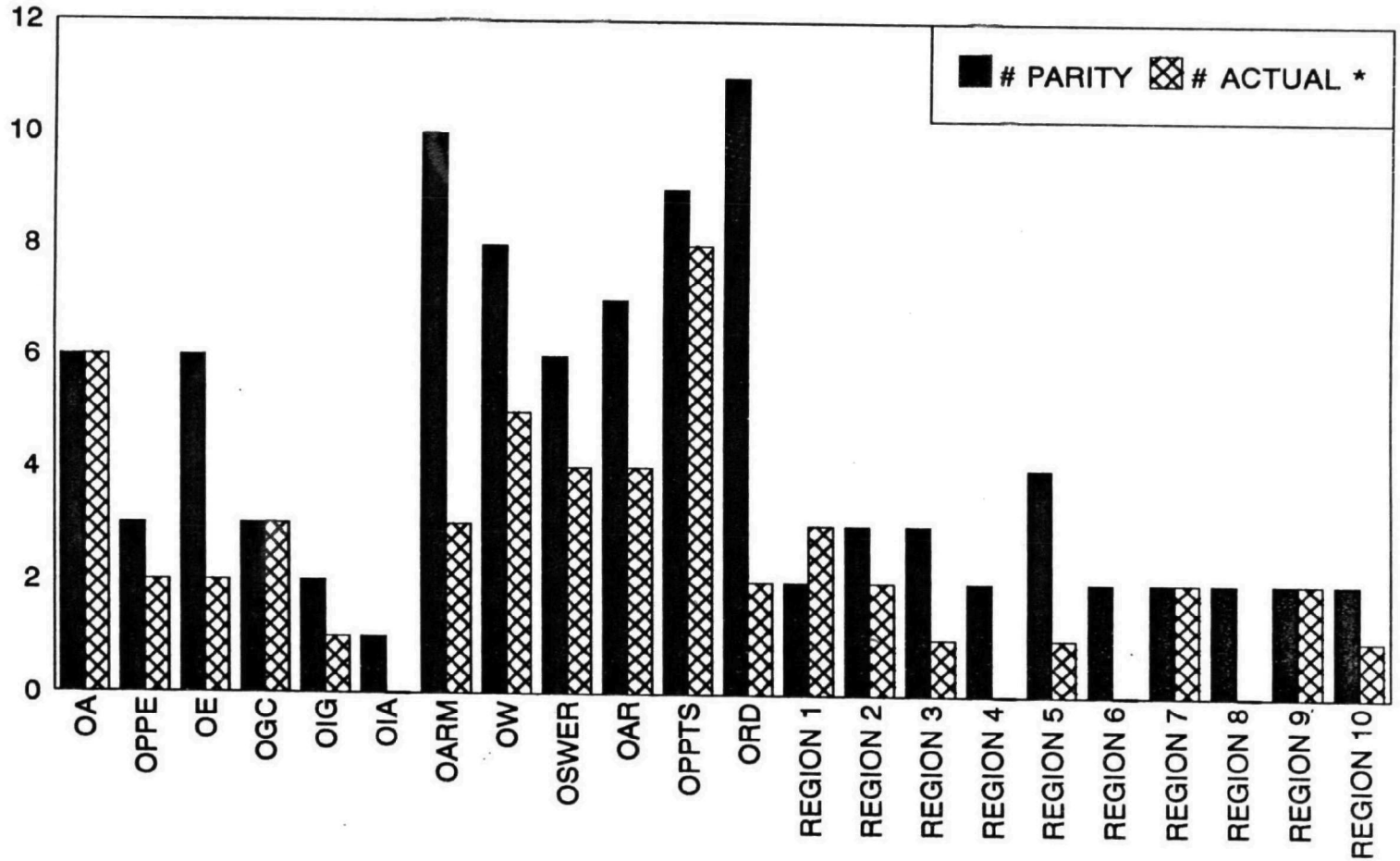
NUMBER MINORITY WOMEN SES AS COMPARED TO THE NUMBER FOR PARITY



	OA	OPPE	OE	OGC	OIG	OIA	OARM	OW	OSWER	OAR	OPPTS	ORD	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5	REGION 6	REGION 7	REGION 8	REGION 9	REGION 10
# POSITIONS	16	9	16	8	6	3	28	22	18	20	25	32	7	9	9	7	11	7	6	5	7	6
# PARITY	2	1	2	1	1	0	3	2	2	2	2	3	1	1	1	1	1	1	1	0	1	1
# ACTUAL *	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

NUMBER NONMINORITY WOMEN SES AS COMPARED TO THE NUMBER FOR PARITY



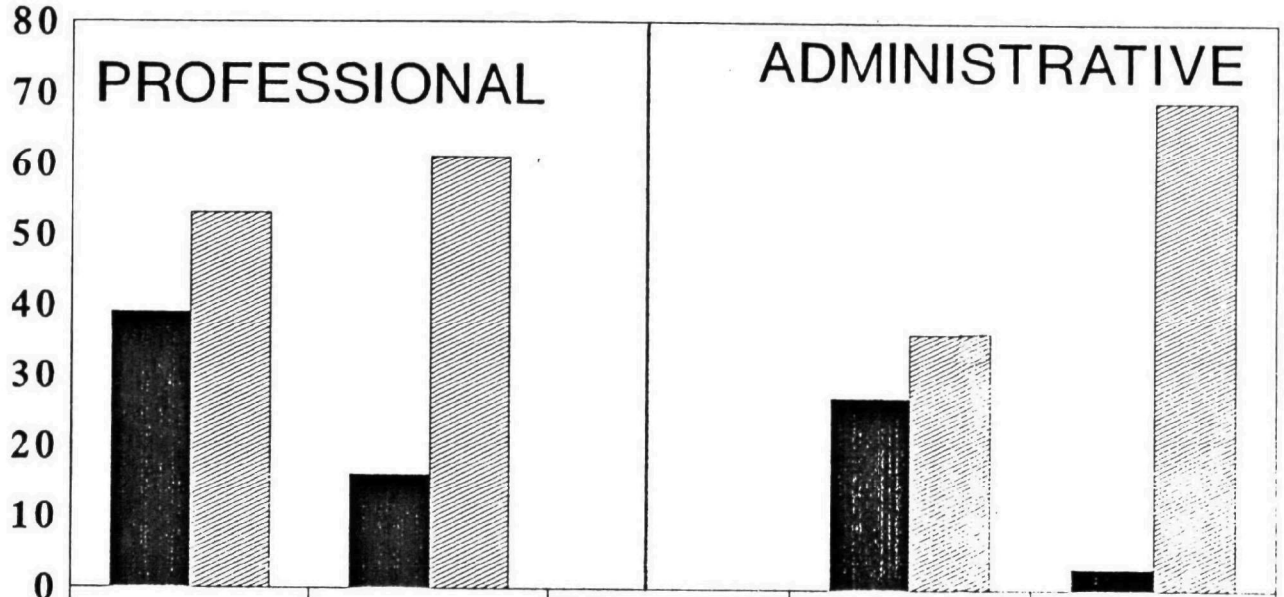


	OA	OPPE	OE	OGC	OIG	OIA	OARM	OW	OSWER	OAR	OPPTS	ORD	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5	REGION 6	REGION 7	REGION 8	REGION 9	REGION 10
# POSITIONS	16	9	16	8	6	3	28	22	18	20	25	32	7	9	9	7	11	7	6	5	7	6
# PARITY	6	3	6	3	2	1	10	8	6	7	9	11	2	3	3	2	4	2	2	2	2	2
# ACTUAL *	6	2	2	3	1	0	3	5	4	4	8	2	3	2	1	0	1	0	2	0	2	1

FY 1992

GOALS STATUS

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



	MINORITIES	WOMEN		MINORITIES	WOMEN
Goals	39	16		27	3
Net Change	53	61		36	69

Sept 21, 1991 - March 21, 1992

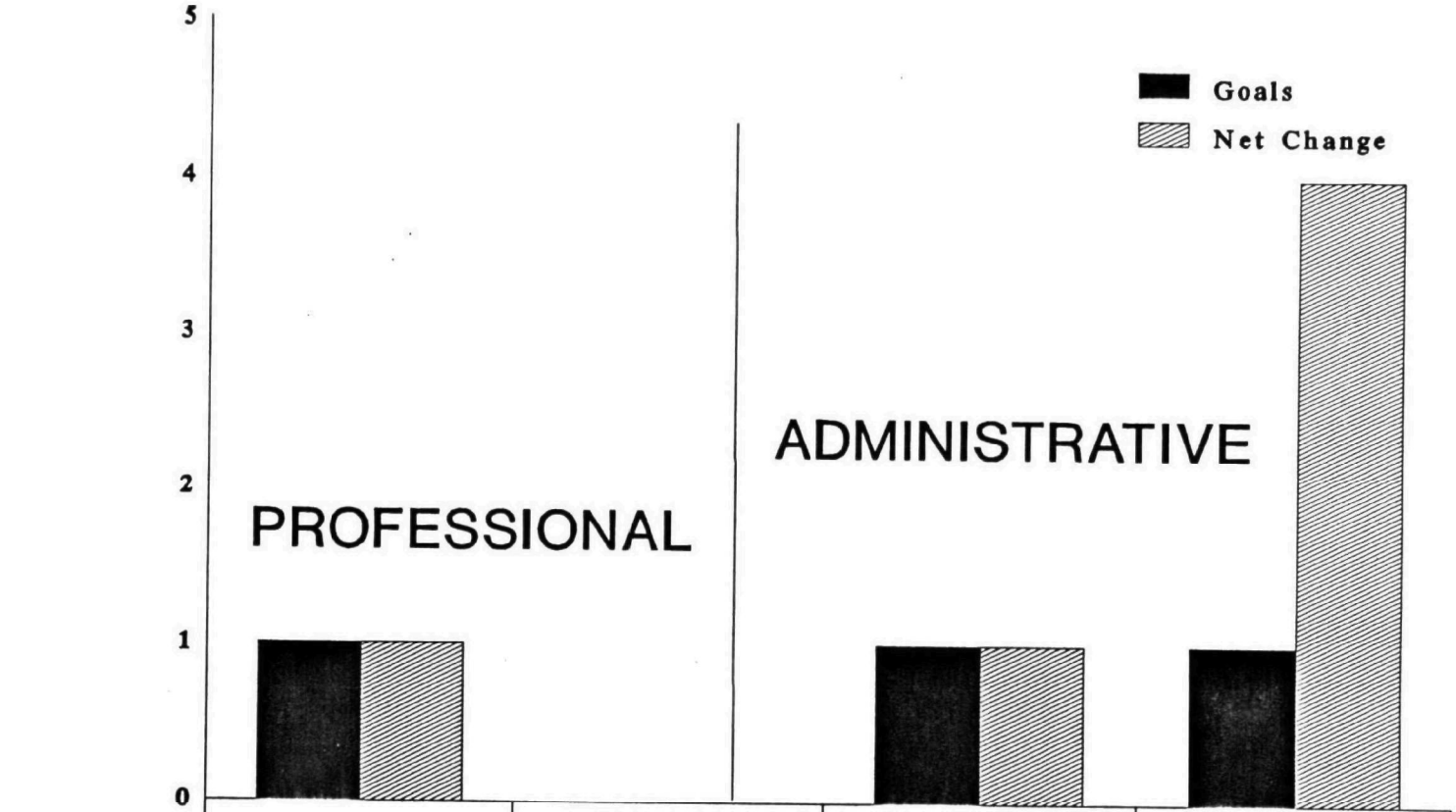
Data Source: FY 92 AEP Plan Update

Goals **Net Change**

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

FY 1992 MID YEAR GOALS STATUS
SES AGENCY-WIDE

Sept 21, 1991 - March 21, 1992



	MINORITIES		MINORITIES	WHITE WOMEN
Goals	1		1	1
Net Change	1		1	4

Data Source: FY 92 AEP Plan Update and EPAYS March 21, 1992

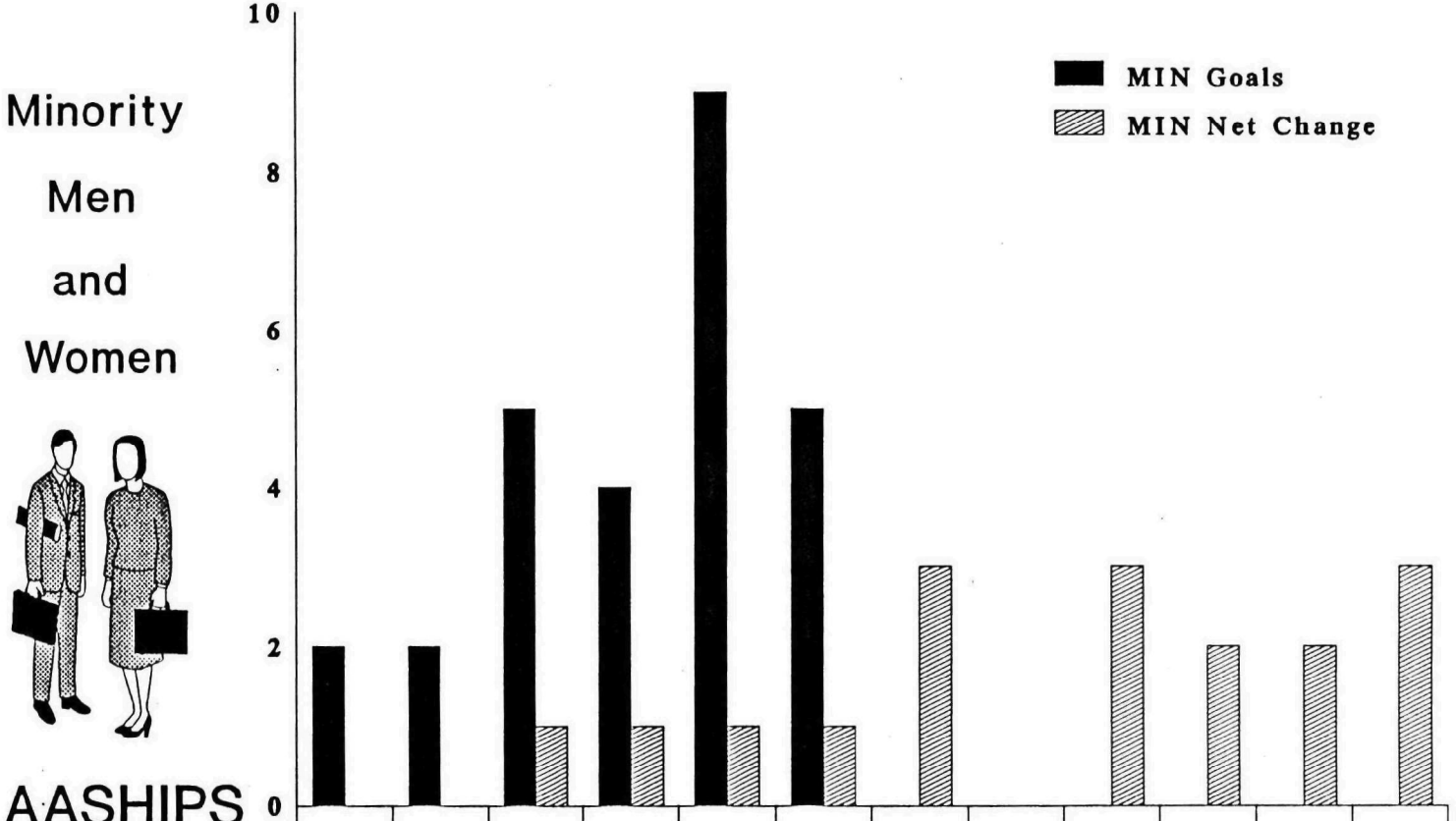
Status = Net numerical change between Sept 21, 1991 and March 21, 1992

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

Sept 21, 1991 - March 21, 1992

Minority Men and Women

AASHIPS



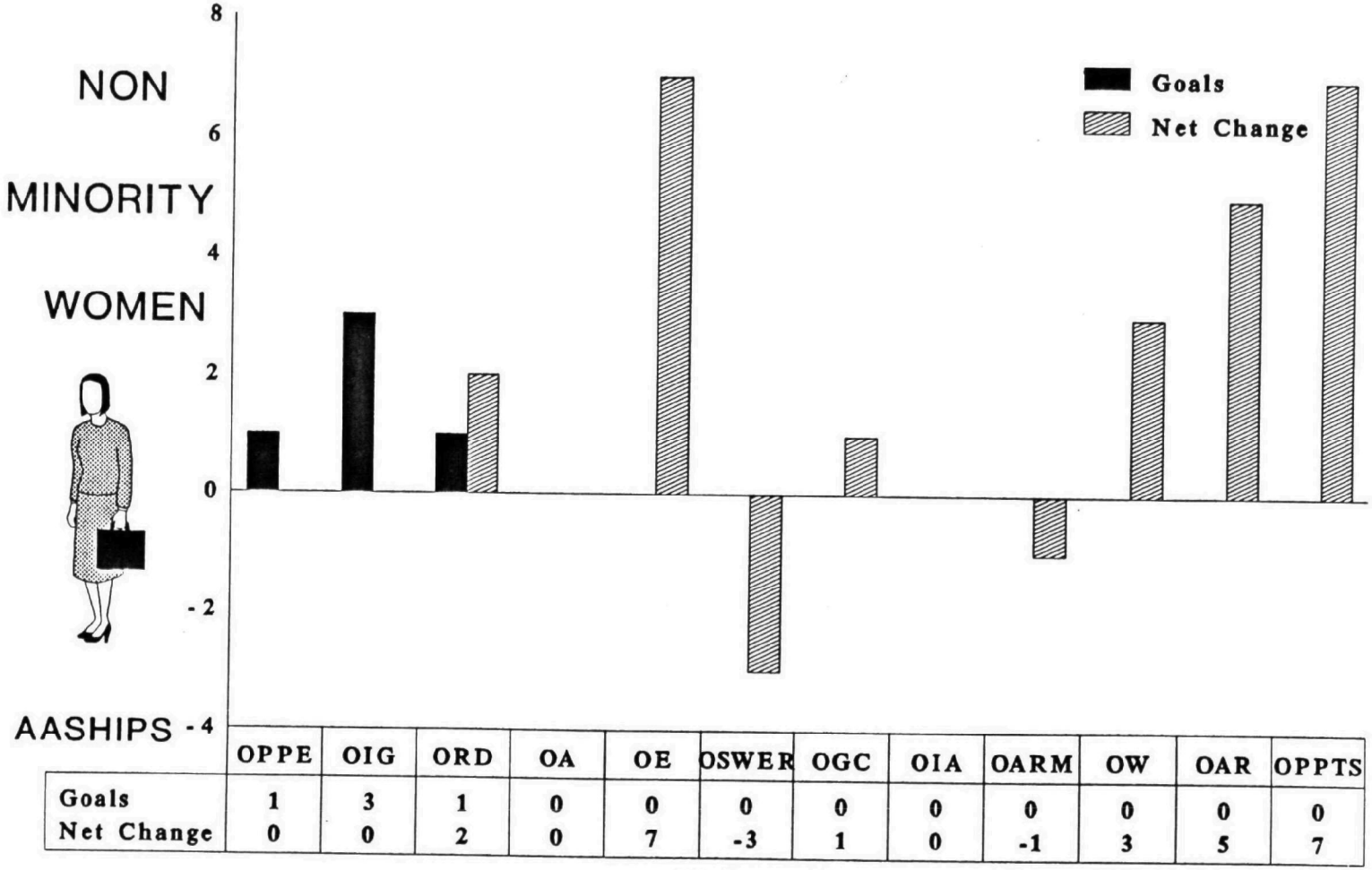
	OA	OPPE	OE	OIG	OSWER	ORD	OGC	OIA	OARM	OW	OAR	OPPTS
MIN Goals	2	2	5	4	9	5	0	0	0	0	0	0
MIN Net Change	0	0	1	1	1	1	3	0	3	2	2	3

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

Data Source: FY 92 AEP Plan Update

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

Sept 21, 1991 - March 21, 1992



	OPPE	OIG	ORD	OA	OE	OSWER	OGC	OIA	OARM	OW	OAR	OPPTS
Goals	1	3	1	0	0	0	0	0	0	0	0	0
Net Change	0	0	2	0	7	-3	1	0	-1	3	5	7

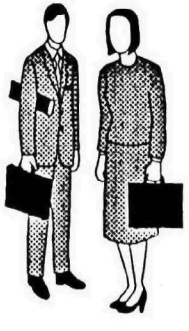
Data Source: FY 92 AEP Plan Update

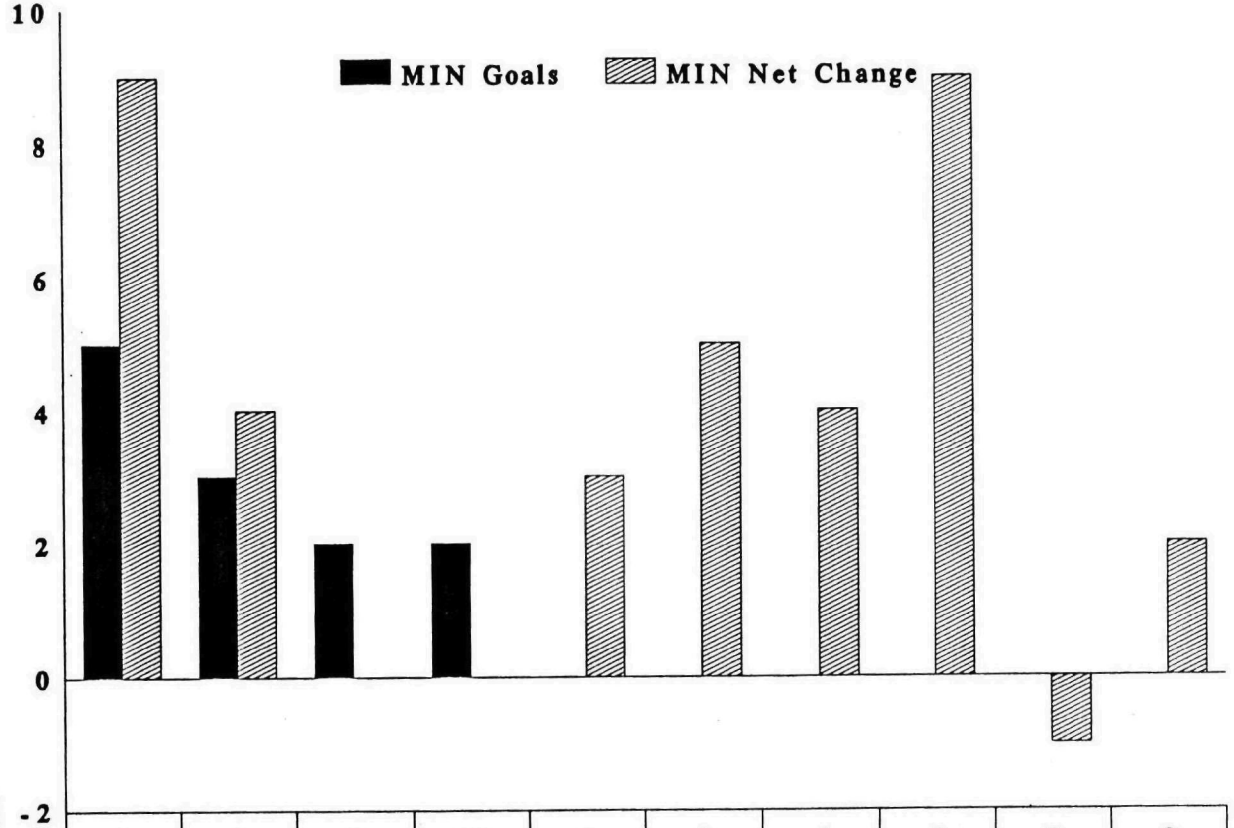
Status = Net numerical change between Sept 21, 1991 and March 21, 1992

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

Sept 21, 1991 - March 21, 1992

Minority Men and Women





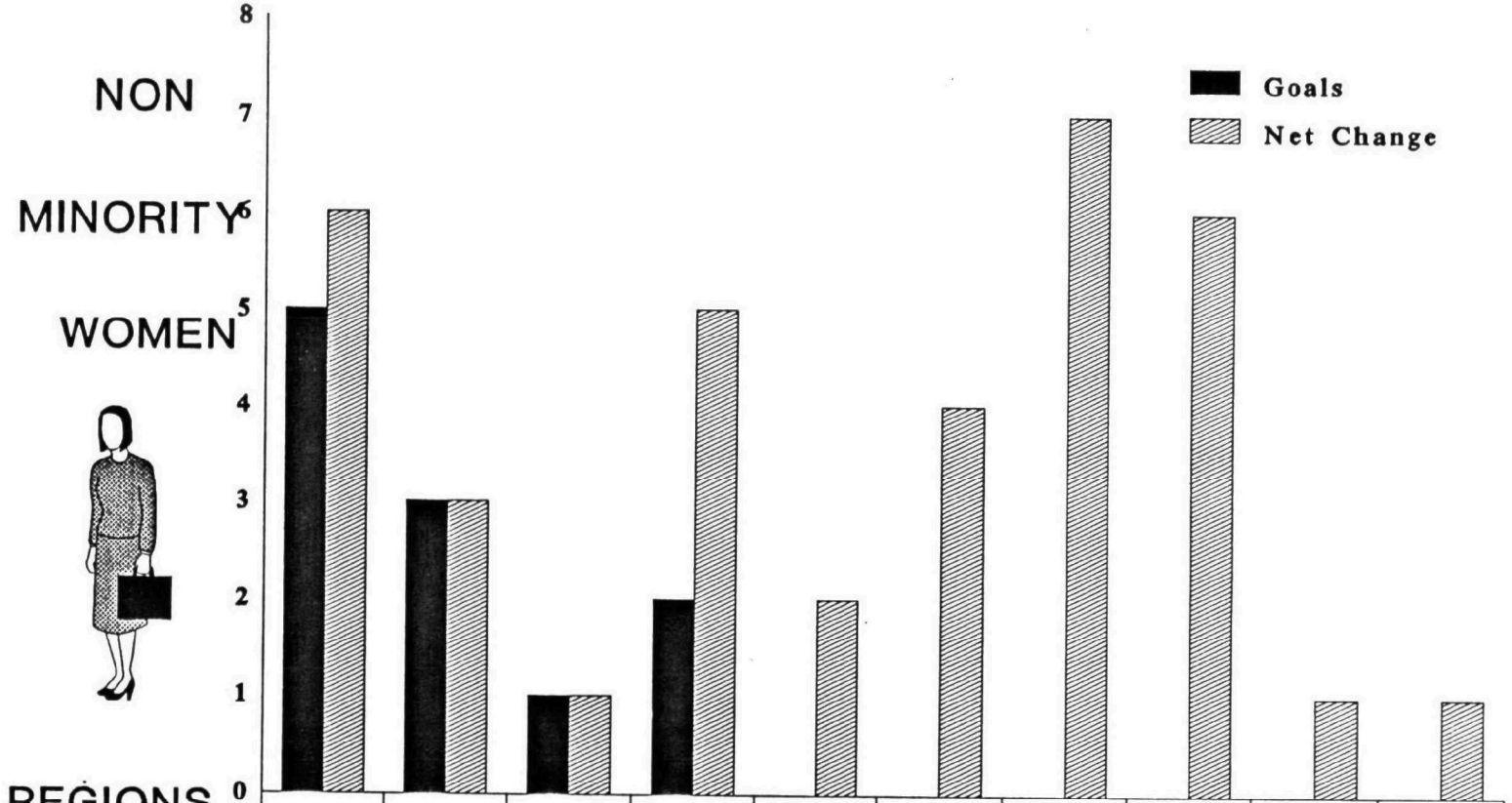
REGIONS	2	6	8	10	1	3	4	5	7	9
MIN Goals	5	3	2	2	0	0	0	0	0	0
MIN Net Change	9	4	0	0	3	5	4	9	-1	2

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

Data Source: FY 92 AEP Plan Update

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

Sept 21, 1991 - March 21, 1992



REGIONS	2	6	8	10	1	3	4	5	7	9
Goals	5	3	1	2	0	0	0	0	0	0
Net Change	6	3	1	5	2	4	7	6	1	1

Data Source: FY 92 AEP Plan Update

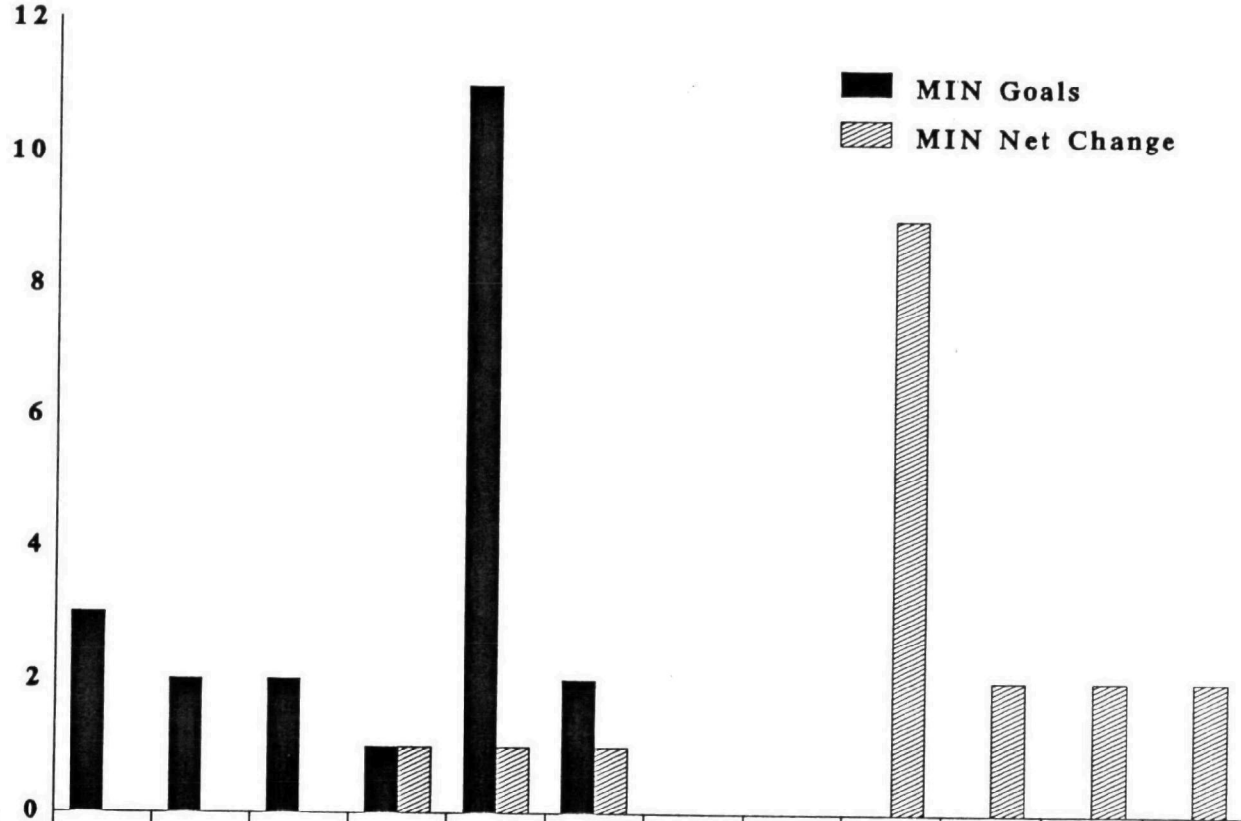
Status = Net numerical change between Sept 21, 1991 and March 21, 1992

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

Sept 21, 1991 - March 21, 1992

Minority Men and Women

AASHIPS



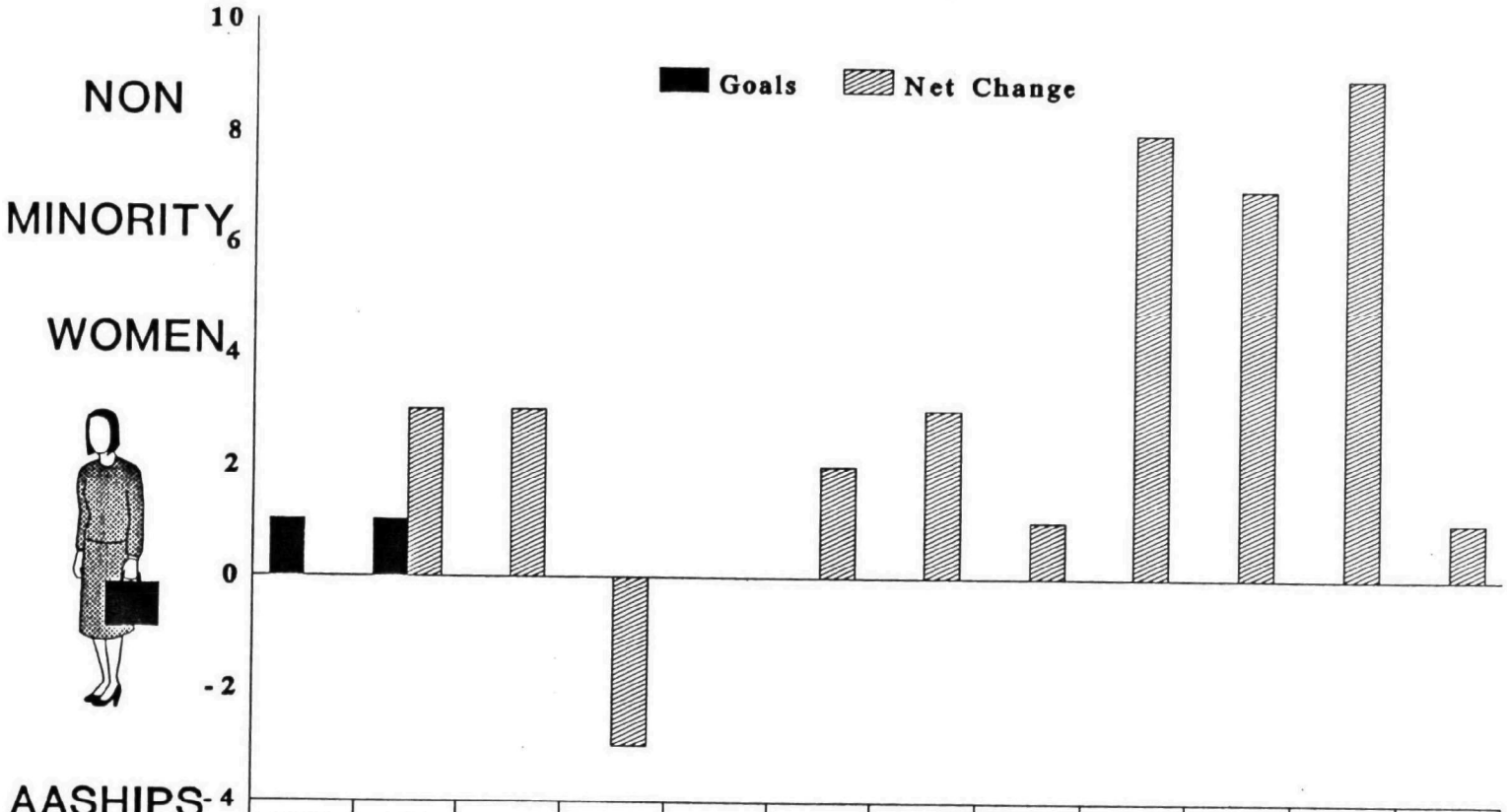
	OA	OPPE	OE	OIG	OSWER	ORD	OGC	OIA	OARM	OW	OAR	OPPTS
MIN Goals	3	2	2	1	11	2	0	0	0	0	0	0
MIN Net Change	0	0	0	1	1	1	0	0	9	2	2	2

Data Source: FY 92 AEP Plan Update

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

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

Sept 21, 1991 - March 21, 1992



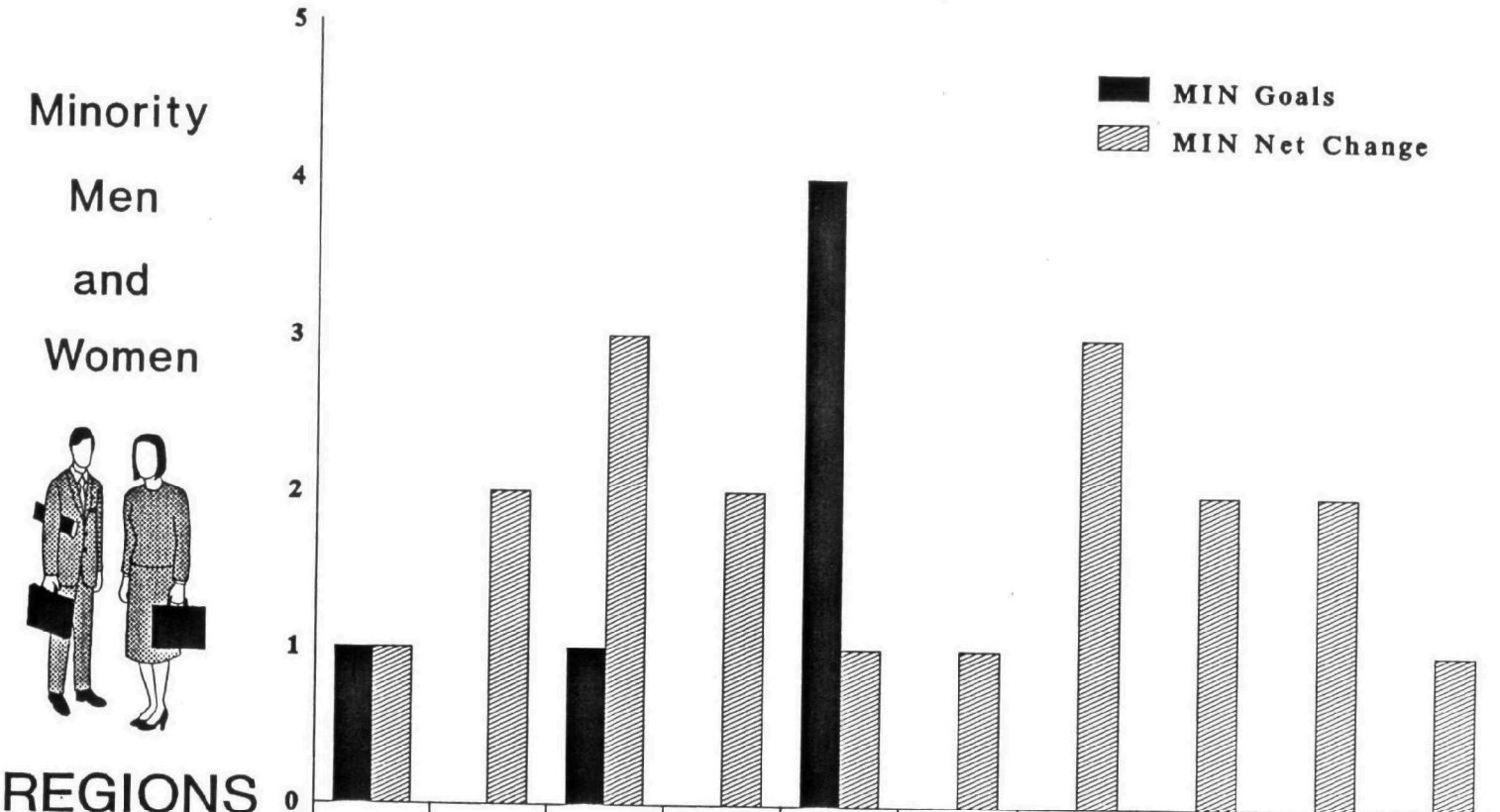
	OIG	OE	OA	OPPE	OGC	OIA	OARM	OW	OSWER	OAR	OPPTS	ORD
Goals	1	1	0	0	0	0	0	0	0	0	0	0
Net Change	0	3	3	-3	0	2	3	1	8	7	9	1

Data Source: FY 92 AEP Plan Update

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

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

Sept 21, 1991 - March 21, 1992



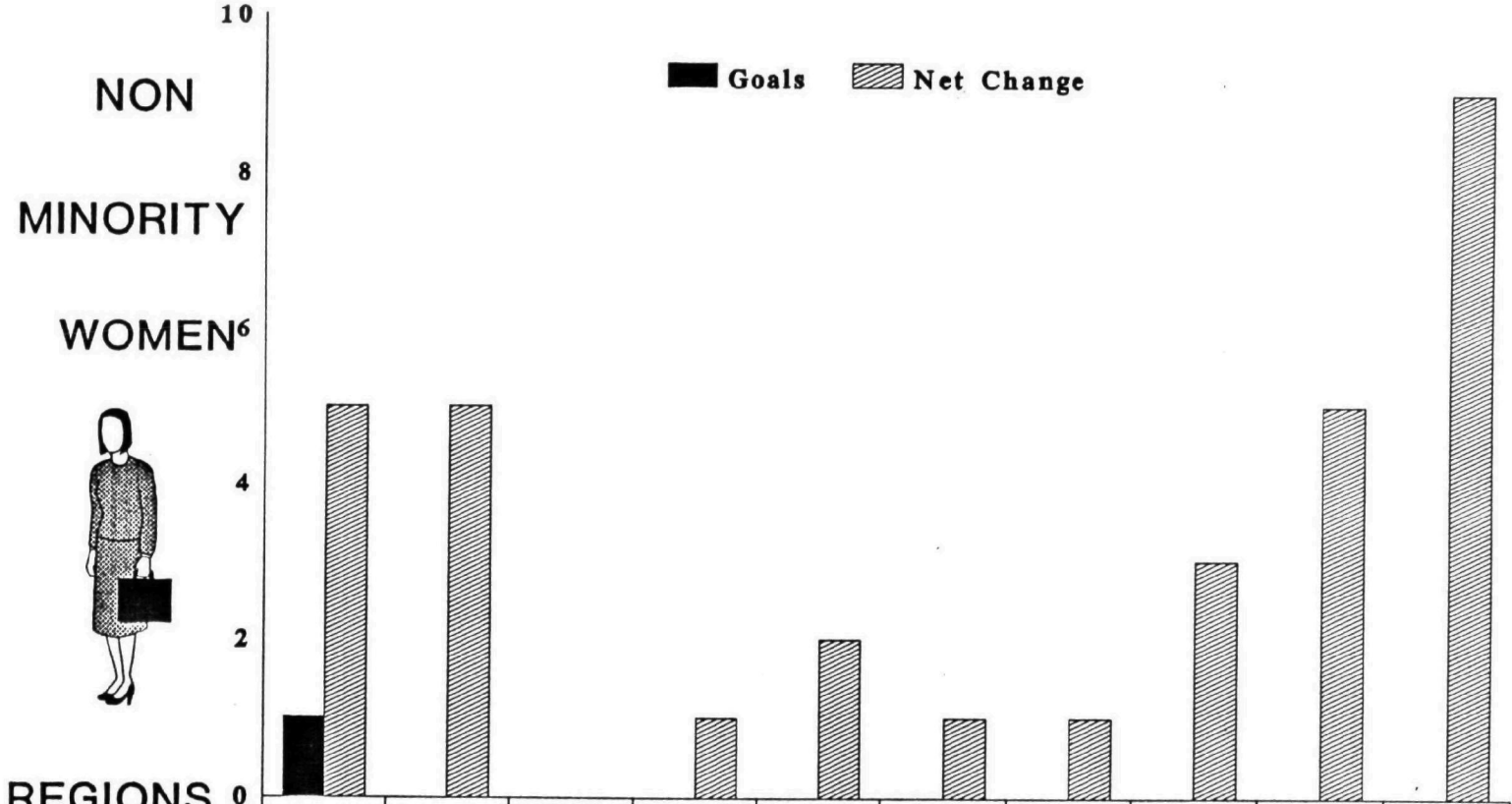
	1	2	8	9	10	3	4	5	6	7
MIN Goals	1	0	1	0	4	0	0	0	0	0
MIN Net Change	1	2	3	2	1	1	3	2	2	1

Data Source: FY 92 AEP Plan Update

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

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

Sept 21, 1991 - March 21, 1992



	8	1	2	3	4	5	6	7	9	10
Goals	1	0	0	0	0	0	0	0	0	0
Net Change	5	5	0	1	2	1	1	3	5	9

Data Source: FY 92 AEP Plan Update

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

GM 13 - 15 SUPERVISORS/MANAGERS

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

DATA SOURCE: EPAYS (APRIL 18, 1992)

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

DATA SOURCE: EPAYS (APRIL 18, 1992)