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# Hispanic Women and Latinas in the Federal Sector



**U.S. Equal Employment Opportunity Commission**  
Research, Evaluation, & Applied Data Division | Office of Federal Operations

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## Executive Summary

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing Federal laws that make it illegal to discriminate against job applicants or employees because of a person's race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, disability, retaliation, or genetic information.

Previous Federal reports have detailed the status of Hispanic and Latino workers in the Federal workforce. However, the EEOC is unaware of reports that focus specifically on Hispanic women and Latinas in civilian Federal service. This profile of Hispanic women and Latinas in Federal service shows that their employment outcomes in the civilian Federal sector are not equal to those of other groups, including women as a whole and Hispanic and Latino men.

This report provides an overview of the status of Hispanic women and Latinas in the civilian Federal workforce in fiscal year (FY) 2020.

### Main Findings

This report measures overall participation, participation by protected age status, retention, advancement opportunities, and pay of Hispanic women and Latinas in the civilian Federal workforce. The findings include:

- Although Hispanic women and Latinas made up 6.2% of the civilian labor force, they accounted for only 4.5% of civilian Federal employees in 2020.<sup>1</sup>
- Hispanic women and Latinas resigned from Federal employers at a rate almost twice the average for all employees governmentwide. About 4.5% of Hispanic women and Latinas resigned in FY 2020 compared to 2.3% of all civilian employees.
- Hispanic women and Latinas involuntarily separated from Federal employers at a rate higher than women overall and employees governmentwide.
- Hispanic women and Latinas held first-line supervisory positions in Federal agencies at a higher rate (5.6%) than their participation in the civilian Federal workforce (4.3% of permanent employees), but they were underrepresented as managers (3.5%) and executives (1.9%).
- In the civilian Federal sector, Hispanic women and Latinas made 82 cents on the dollar compared to the average civilian Federal employee in 2020.

The data underscore the need for Federal agencies to identify ways to advance equal opportunity for Hispanic women and Latinas and all protected groups.

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<sup>1</sup> Including permanent and temporary employees.

## Background

Title VII of the Civil Rights Act of 1964 prohibits unlawful discrimination in the workplace and established the U.S. Equal Employment Opportunity Commission (EEOC) as the agency responsible for monitoring, investigating, and enforcing the anti-discrimination laws. The EEOC is responsible for enforcing Federal laws that make it illegal to discriminate against job applicants or employees because of a person's race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, disability, retaliation, or genetic information. The EEOC also strives to prevent discrimination before it occurs through outreach, education, and technical assistance programs.

Hispanic women and Latinas consistently have been underrepresented in the civilian Federal workforce.<sup>2</sup> Previous Federal reports, described below, detailed the status of Hispanic and Latino workers in the civilian Federal workforce. However, the EEOC is unaware of reports that focus specifically on Hispanic women and Latinas in civilian Federal service. This report fills that gap.

Executive Order (EO) 13171, signed in 2000, aimed to eliminate the underrepresentation of Hispanic<sup>3</sup> people in the Federal workforce. It required Federal departments and agencies to:

- Eliminate barriers to the recruitment of Hispanic workers
- Increase the number of Hispanic candidates for the Senior Executive Service (SES)
- Promote the participation of Hispanic individuals in management, leadership, and career development programs
- Establish advisory councils that include Hispanic Employment Program Managers
- Train managers and supervisors on diversity management
- Further partnerships among Federal, public, and private sector employers and Hispanic organizations.

EO 13171 also required the U.S. Office of Personnel Management (OPM) to submit an annual report on Hispanic employment in the Federal Government and create an

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<sup>2</sup> U.S. Equal Employment Opportunity Commission. *Federal Sector Reports*. Retrieved June 7, 2022, from <https://eeoc.gov/federal-sector/reports>.

<sup>3</sup> Several cited sources only referred to "Hispanic" individuals and not to "Latino/a/x" individuals. This report reflects the terminology used in the cited sources.

interagency task force to review best practices, assess progress in complying with the EO, and provide guidance on increasing Hispanic community involvement.<sup>4</sup>

OPM's Fiscal Year (FY) 2018 Annual Report to the President on Hispanic Employment in the Federal Government noted that Hispanic people represented a higher percentage of permanent new hires than their participation rate in the permanent Federal workforce (9.4% of new hires vs. 9.1% of employees). However, the report found increasing resignations among Hispanic workers between FY 2015 and FY 2018, with Hispanic workers accounting for 10.0% of permanent workforce resignations in FY 2018. Hispanic people were also being hired into the top professional and administrative occupations at rates below their overall participation rate.<sup>5</sup> That report did not account for gender differences in Hispanic employment outcomes.

In a much earlier report using 2000 and 2004 data, the U.S. Government Accountability Office (GAO) identified factors related to Hispanics' disproportionately low participation in the Federal workforce.<sup>6</sup> They found that, of the factors they measured, U.S. citizenship and educational attainment had the greatest effect on Hispanic participation in the Federal sector.<sup>7</sup> Education was particularly important—when comparing Hispanic and non-Hispanic citizens with similar levels of education, Hispanic citizens were more likely to work in the Federal government.<sup>8</sup> They noted that the Federal sector has more occupations requiring higher levels of education than other sectors.<sup>9</sup> Other factors that they studied, including age, gender, race, veteran status,

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<sup>4</sup> Exec. Order No. 13171, 3 C.F.R. 6877 (2000). Retrieved June 6, 2022, from <https://govinfo.gov/link/cpd/executiveorder/13171>.

<sup>5</sup> U.S. Office of Personnel Management. (2021). *Annual report to the president: Hispanic employment in the Federal government fiscal year 2018*. ES/ODI-03399-02/2021. Retrieved May 10, 2022, from <https://opm.gov/policy-data-oversight/diversity-and-inclusion/reports/hispanic-2018.pdf>.

<sup>6</sup> U.S. Government Accountability Office. (2006). *The federal workforce: Additional insights could enhance agency efforts related to Hispanic representation*. GAO-06-832. Retrieved May 10, 2022, from <https://gao.gov/assets/gao-06-832.pdf>.

<sup>7</sup> U.S. Government Accountability Office. (2006). *The federal workforce: Additional insights could enhance agency efforts related to Hispanic representation*. GAO-06-832. Retrieved May 10, 2022, from <https://gao.gov/assets/gao-06-832.pdf>.

<sup>8</sup> U.S. Government Accountability Office. (2006). *The federal workforce: Additional insights could enhance agency efforts related to Hispanic representation*. GAO-06-832. Retrieved May 10, 2022, from <https://gao.gov/assets/gao-06-832.pdf>.

<sup>9</sup> U.S. Government Accountability Office. (2006). *The federal workforce: Additional insights could enhance agency efforts related to Hispanic representation*. GAO-06-832. Retrieved May 10, 2022, from <https://gao.gov/assets/gao-06-832.pdf>.

English proficiency, and geography, had little to no effect on the likelihood that Hispanic people would be Federally employed.<sup>10</sup>

The EEOC also conducted research on Hispanic people in the Federal workforce in the early 2000s. The EEOC found that Hispanic workers were employed in niche occupations that interacted with Hispanic members of the public.<sup>11</sup> Failure to retain Hispanic employees was a noted issue, with 45% of hiring gains being wiped out by separations, such as resignations, retirements, and terminations.<sup>12</sup> In addition, Hispanic women and Latinas' participation in the Senior Executive Service (SES) was only 0.9%.<sup>13</sup>

Although several Federal sector reports have focused on the Hispanic workforce overall, this report focuses specifically on Hispanic women and Latinas. To build on previous research, this report provides an overview of the status of Hispanic women and Latinas in the civilian Federal workforce in FY 2020.

### Data Sources

The EEOC used three data sources:

1. FY 2020 EEOC Management Directive 715 (MD-715) Workforce Tables provided Federal sector workforce participation rates, separation rates, and advancement data by gender and ethnicity.<sup>14</sup>
2. September 2020 (End of FY) OPM Enterprise Human Resources Integration – Statistical Data Mart (EHRI) data were used to calculate Federal sector

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<sup>10</sup> U.S. Government Accountability Office. (2006). *The federal workforce: Additional insights could enhance agency efforts related to Hispanic representation*. GAO-06-832. Retrieved May 10, 2022, from <https://gao.gov/assets/gao-06-832.pdf>.

<sup>11</sup> U.S. Equal Employment Opportunity Commission. (October 23m 2008). *Report on the Hispanic employment challenge in the federal government by the federal Hispanic work group*. Retrieved May 11, 2022, from <https://eeoc.gov/federal-sector/reports/report-hispanic-employment-challenge-federal-government-federal-hispanic>.

<sup>12</sup> U.S. Equal Employment Opportunity Commission. (October 23, 2008). *Report on the Hispanic employment challenge in the federal government by the federal Hispanic work group*. Retrieved May 11, 2022, from <https://eeoc.gov/federal-sector/reports/report-hispanic-employment-challenge-federal-government-federal-hispanic>.

<sup>13</sup> U.S. Equal Employment Opportunity Commission. (October 23, 2008). *Report on the Hispanic employment challenge in the federal government by the federal Hispanic work group*. Retrieved May 11, 2022, from <https://eeoc.gov/federal-sector/reports/report-hispanic-employment-challenge-federal-government-federal-hispanic>.

<sup>14</sup> This report only includes data from agencies that submitted and certified MD-715 reports. A complete list of agencies that were required to but did not submit and certify FY 2020 MD-715 reports is provided with the Annual Report Workforce Tables found on EEOC's Federal Sector Reports webpage at <https://www.eeoc.gov/federal-sector/reports>. These missing data may cause annual fluctuations in the governmentwide numbers and percentages, particularly when large agencies fail to submit.

inclusion rates by age, ethnicity, and gender, as well as average salary by ethnicity and gender.<sup>15</sup>

3. The American Community Survey (ACS) EEO Tabulation 2014-2018, Table EEO-CIT02R provided data on workforce distributions among citizens in the larger American workforce.

Statistical tests of significance and/or associated methodologies were not within scope for this profile report. [Appendix A](#) contains additional information on the data sources and methodology.

## Results

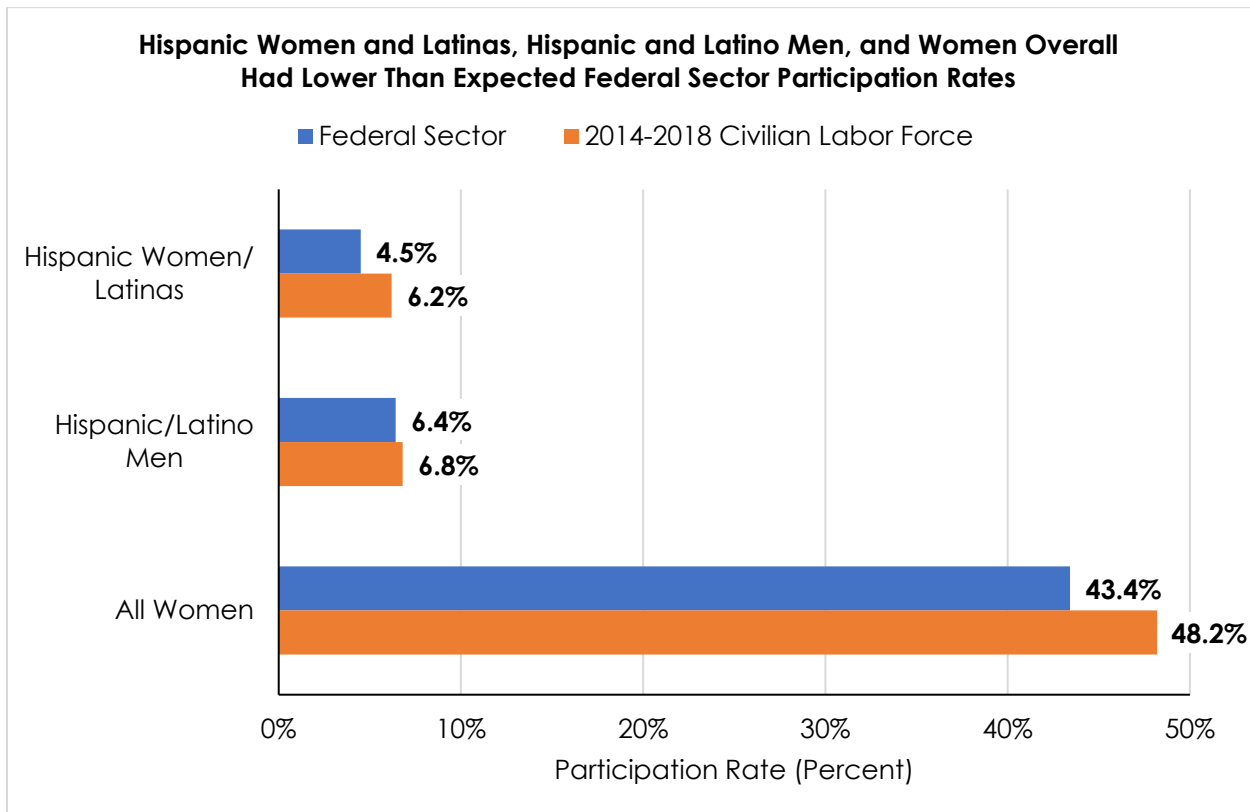
### Participation of Hispanic Women and Latinas in the Civilian Federal Workforce

In FY 2020, Hispanic women and Latinas participated in the civilian Federal workforce at a lower rate than their participation in the CLF (Figure 1 and [Table 2 in Appendix B](#)). Although Hispanic women and Latinas made up 6.2% of citizens in the CLF, they were only 4.5% of Federal employees. Hispanic and Latino men and all women also participated in the civilian Federal workforce at levels below their participation in the CLF. However, Hispanic women and Latinas were more underrepresented in the civilian Federal workforce than Hispanic and Latino men and all women. To reach their CLF rate, Hispanic women and Latinas would have to increase their participation in the Federal sector by 38%. This compares to 6% for Hispanic and Latino men and 11% for all women.

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<sup>15</sup> The EHRI covers most but not all Federal agencies. Notable omissions include the U.S. Postal Service and the Tennessee Valley Authority. These agencies are included in MD-715 data, but MD-715 data does not contain age nor individual-level salary data.

**Figure 1. Federal Workforce and Civilian Labor Force Participation Rates, Hispanic and Latino Americans by Gender, FY 2020**



Notes: The participation rate is the number of people from a demographic group in the workforce divided by the total workforce. Data include permanent and temporary employees.

Source: U.S. Equal Employment Opportunity Commission using data from its FY 2020 Management Directive 715, Workforce Table A1 and 5-year American Community Survey data from EEO Tabulation 2014-2018, Table EEO-CIT02R—Occupation by Sex and Race/Ethnicity for Residence Geography, Citizen.

### Participation of Hispanic Women and Latinas by Protected Age Status

The Age Discrimination in Employment Act (ADEA) prohibits age discrimination against individuals who are age 40 or older. Compared to the U.S. population, Hispanic women and Latinas are younger than average. The average age of Hispanic women and Latinas in the U.S. is 30 years old,<sup>16</sup> eight years younger than the U.S. average.<sup>17</sup>

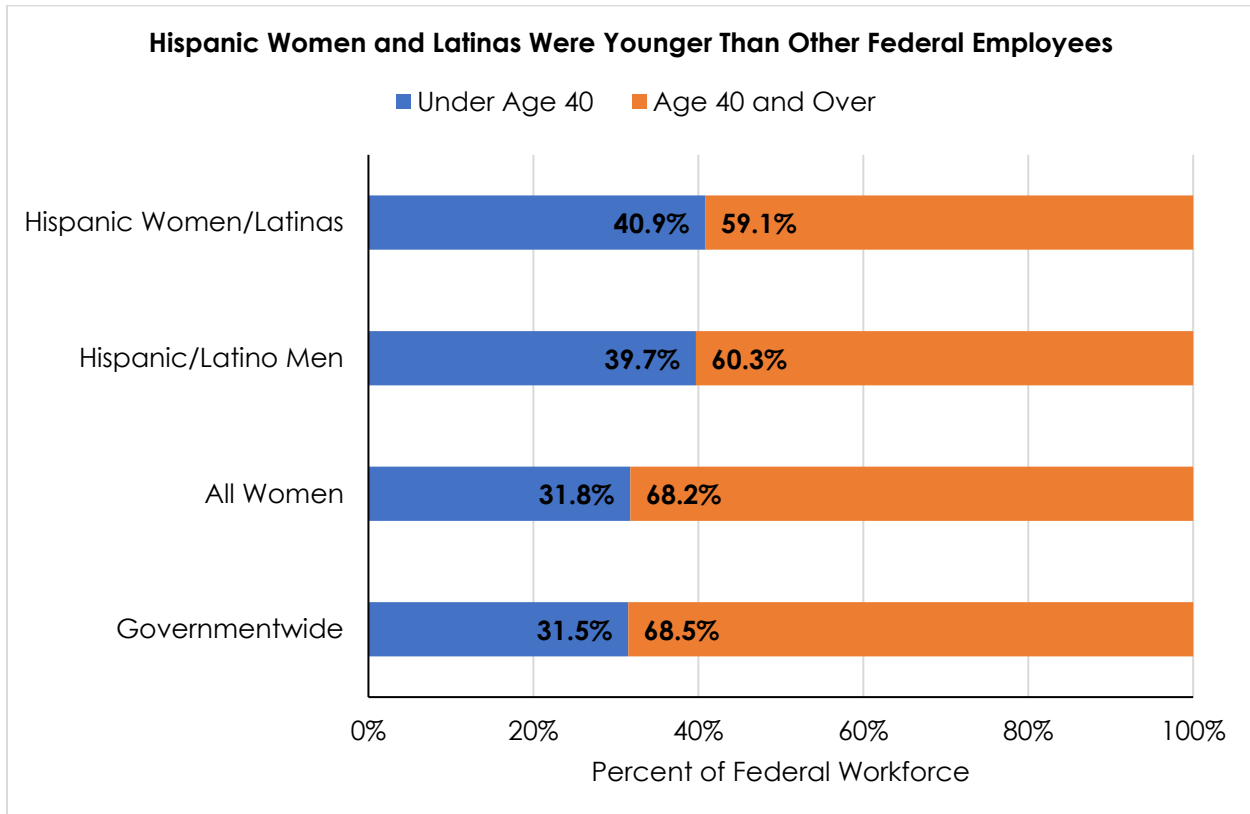
<sup>16</sup> U.S. Department of Commerce, U.S. Census Bureau. (2020). *Table B01002I: Median age by sex (Hispanic or Latino)*. 2020 American Community Survey 5-year estimates. Retrieved May 5, 2022, from <https://data.census.gov/cedsci/table?q=2020%20ethnicity%20sex&tid=ACSDT5Y2020.B01002I>.

<sup>17</sup> U.S. Department of Commerce, U.S. Census Bureau. (2020). *Table S0101: Age and sex*. 2020 American Community Survey 5-year estimates. Retrieved May 5, 2022, from <https://data.census.gov/cedsci/table?q=Table%20S0101>.



This age gap persists in the civilian Federal workforce (Figure 2 and [Table 3 in Appendix B](#)). Governmentwide, 68.5% of employees were age 40 or older in FY 2020. Only 59.1% of Hispanic women and Latinas in the Federal sector were age 40 or older. Hispanic women and Latinas and Hispanic and Latino men (60.3%) had similar representation in the age 40 or older demographic. Women overall (68.2%) were about as likely to be in the protected age category as employees governmentwide (68.5%).

**Figure 2. Inclusion Rates by Age, Ethnicity, and Gender Among Civilian Federal Employees, FY 2020**



Notes: The inclusion rate is calculated by dividing the number of employees in an age group by the number of employees within an Ethnic/Gender Group.

Source: U.S. Equal Employment Opportunity Commission calculations using data from the U.S. Office of Personnel Management's September 2020 Enterprise Human Resources Integration-Statistical Data Mart.

### Voluntary Separations of Hispanic Women and Latinas

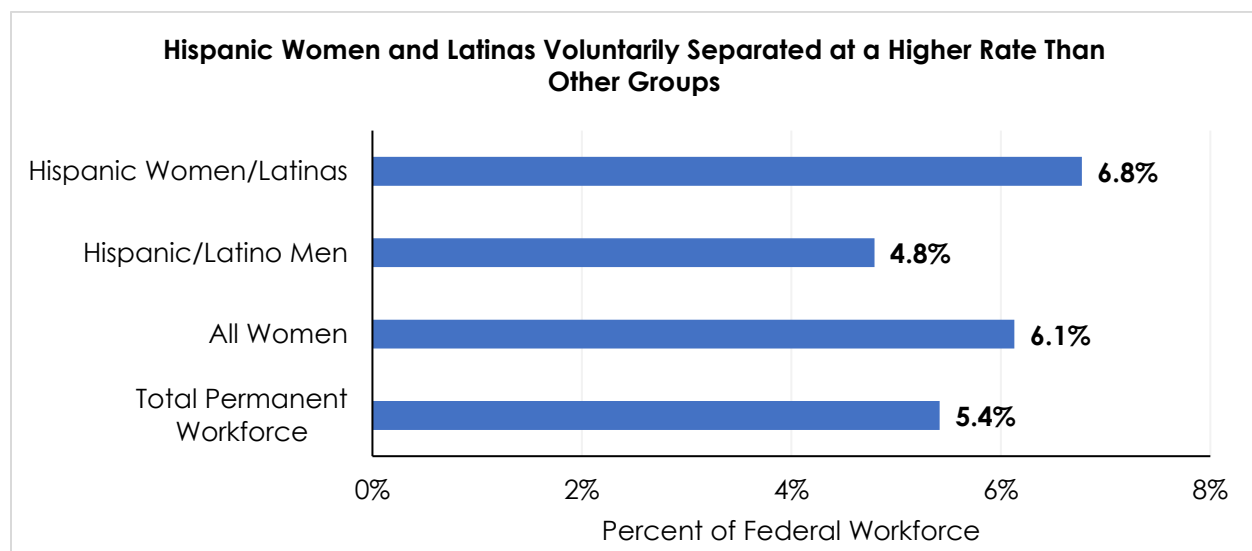
Retention is one factor that influences overall participation rates. In the Federal Government, voluntary separations (specifically, resignations and retirements) are more common than involuntary separations (caused by removal and reductions in force). Voluntary separations occur when federal employees voluntarily resign or retire from Federal agencies, specifically to include removal from their civilian Federal positions due to reduction in force, misconduct, delinquency, suitability, unsatisfactory

performance, or failure to qualify for a conversion to a career appointment. The separation rate is the number of people who separated within a demographic group, divided by the number of people in the permanent workforce in that demographic group with the latter as the denominator. For example, for the voluntary separations rate for Hispanic women and Latinas, the following equation was used:

$$\text{Voluntary Separations Rate} = \frac{\# \text{ Hispanic Women/Latinas Voluntarily Separating}}{\text{Total \# of Hispanic Women/Latinas in the Permanent Workforce}}$$

As seen in Figure 3 and [Table 4 in Appendix B](#), 6.8% of Hispanic women and Latinas voluntarily left their Federal employers in FY 2020. This rate is higher than that of Hispanic and Latino men (4.8%), women overall (6.1%), and permanent employees governmentwide (5.4%).

**Figure 3. Voluntary Separation Rates for Civilian Federal Employees by Ethnicity and Gender, FY 2020**



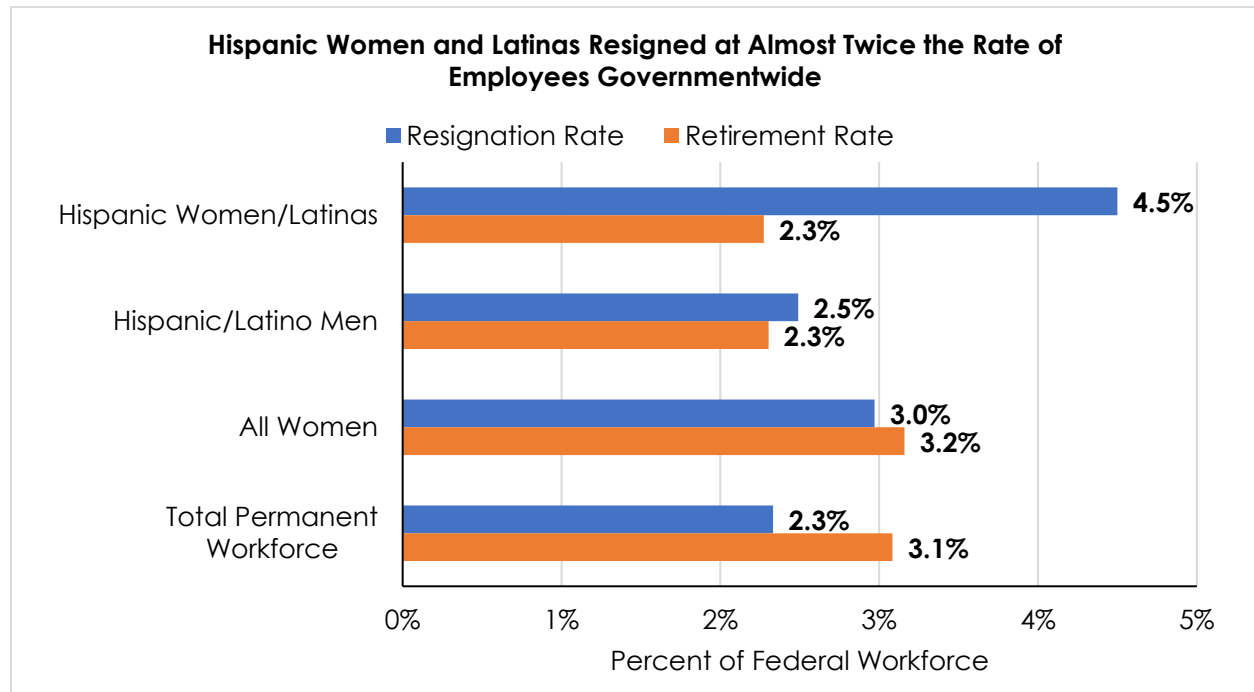
Notes: Voluntary separations include resignations and retirements. Voluntary separation rates are calculated within demographic groups by dividing the number of voluntary separations from the permanent workforce by the number of employees within the permanent workforce. Data only include permanent employees.

Source: U.S. Equal Employment Opportunity Commission, FY 2020 Management Directive 715, Workforce Table A1.

Figure 4 separates these data into resignation rates and retirement rates (also see [Table 4 in Appendix B](#)). The data reveal that Hispanic women and Latinas' high voluntary separation rate was largely driven by their high resignation rate. In FY 2020, 4.5% of Federal sector Hispanic women and Latinas resigned—almost double the

governmentwide resignation rate of 2.3%. Hispanic women and Latinas retired at a rate lower than women overall and employees governmentwide.

**Figure 4. Resignation and Retirement Rates for Civilian Federal Employees by Ethnicity and Gender, FY 2020**



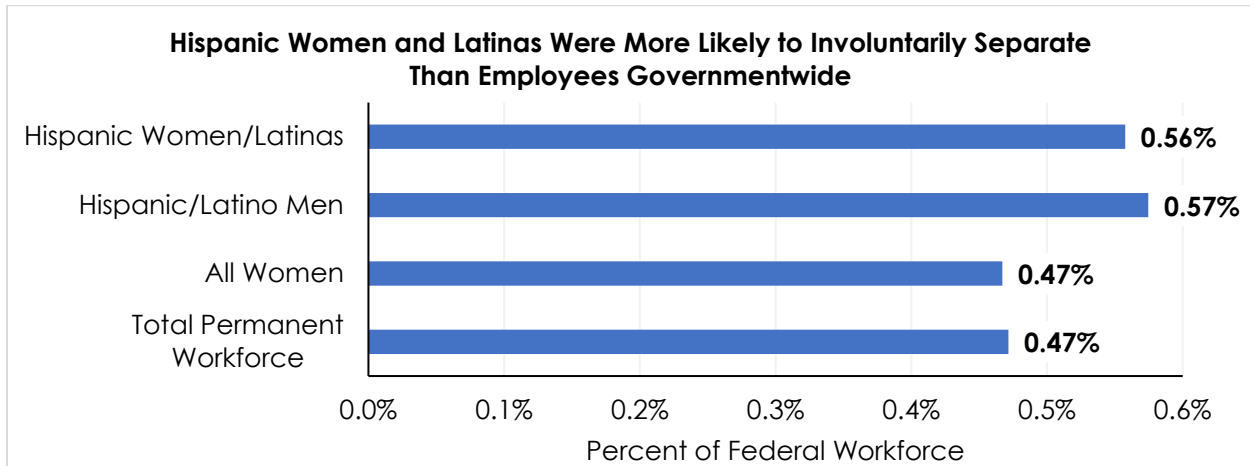
Notes: Resignation rates and retirement rates are calculated within demographic groups by dividing the number of resignations or retirements from the permanent workforce by the number of employees within the permanent workforce. Data only include permanent employees.

Source: U.S. Equal Employment Opportunity Commission, FY 2020 Management Directive 715, Workforce Table A1.

### Involuntary Separations of Hispanic Women and Latinas

In addition to voluntarily separating at a higher rate than other Federal employees, Hispanic women and Latinas involuntarily separate at a relatively high rate (Figure 5 and [Table 5 in Appendix B](#)). Involuntary separations refer to employees who are removed from service due to either a reduction in the workforce or dismissal, specifically to include removal from their civilian Federal positions due to reduction in force, misconduct, delinquency, suitability, unsatisfactory performance, or failure to qualify for a conversion to a career appointment. In FY 2020, 0.56% of Hispanic women and Latinas were removed from Federal service due to a reduction in force, misconduct, delinquency, suitability, unsatisfactory performance, or failure to qualify for a conversion to a career appointment. The rate for Hispanic and Latino men was similar (0.57%), but the rates for women overall (0.47%) and all government employees (0.47%) were lower.

**Figure 5. Involuntary Separation Rates for Civilian Federal Employees by Ethnicity and Gender, FY 2020**



Notes: Involuntary separations include reductions in force and removals. Involuntary separation rates are calculated within demographic groups by dividing the number of involuntary separations from the permanent workforce by the number of employees within the permanent workforce. Data include only permanent employees.

Source: U.S. Equal Employment Opportunity Commission, FY 2020 Management Directive 715, Workforce Table A1.

### Federal Sector Advancement of Hispanic Women and Latinas

Line employees, supervisors, managers, and executives have different levels of influence and responsibility in the workplace. First-level supervisors are responsible for directing and executing the day-to-day operational objectives of agencies.<sup>18</sup> Managers implement policies, programs, and directives of Executive level management through subordinate supervisors.<sup>19</sup> Executives plan, direct, and formulate policies, set strategy, and provide the overall direction of agencies for the development and implementation of services to accomplish the mission.<sup>20</sup> Participation in supervisory, managerial, and executive positions is one way to measure workforce advancement.

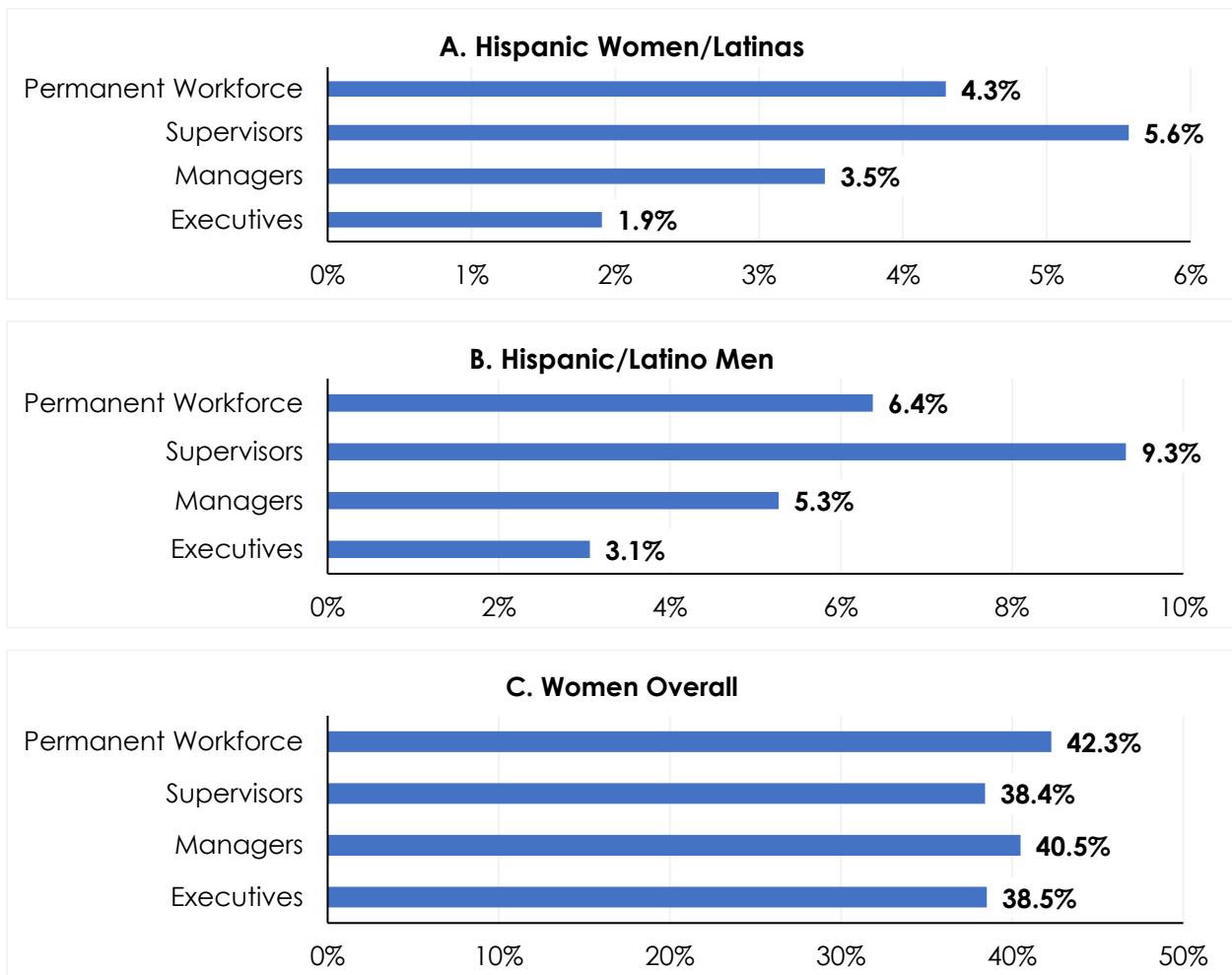
<sup>18</sup> U.S. Equal Employment Opportunity Commission. *Instructions to Federal agencies for EEO MD-715 Section IV: Interpretation and completion of workforce data tables*. Retrieved March 22, 2023, from <https://www.eeoc.gov/federal-sector/management-directive/instructions-federal-agencies-eeo-md-715-0>.

<sup>19</sup> U.S. Equal Employment Opportunity Commission. *Instructions to Federal agencies for EEO MD-715 Section IV: Interpretation and completion of workforce data tables*. Retrieved March 22, 2023, from <https://www.eeoc.gov/federal-sector/management-directive/instructions-federal-agencies-eeo-md-715-0>.

<sup>20</sup> U.S. Equal Employment Opportunity Commission. *Instructions to Federal agencies for EEO MD-715 Section IV: Interpretation and completion of workforce data tables*. Retrieved March 22, 2023, from <https://www.eeoc.gov/federal-sector/management-directive/instructions-federal-agencies-eeo-md-715-0>.

Compared to their Federal sector permanent workforce participation rate (4.3%), Hispanic women and Latinas participated in first-line supervisory levels at a higher rate, representing 5.6% of civilian Federal supervisors in FY 2020 (Figure 6.A and [Table 6 in Appendix B](#)). However, they were still underrepresented in civilian Federal supervisor positions compared to the CLF (6.2%). Hispanic women and Latinas were even more underrepresented at the Federal manager (3.5%) and Federal executive (1.9%) levels. Hispanic women and Latinas' pattern of having a high participation rate as supervisors, but low participation rates as managers and executives, was similar to what Hispanic and Latino men experienced in the Federal sector in FY 2020 (Figure 6.B). On the other hand, women overall had their highest participation rates in the civilian permanent workforce (42.3%) and manager positions (40.5%) (Figure 6.C).

**Figure 6. Federal Sector Participation Rates by Managerial Level, Ethnicity, and Gender, FY 2020**



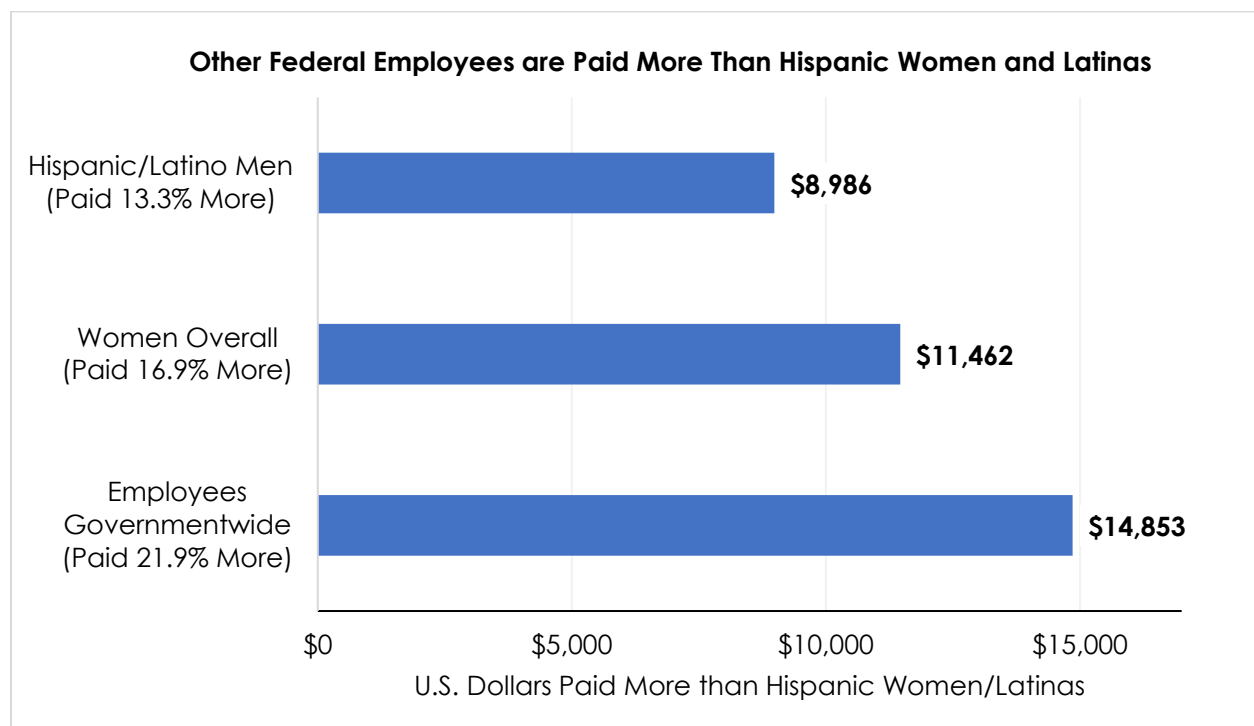
Notes: The participation rate is the number of people from a demographic group in the workforce or a managerial level divided by the total permanent workforce. Data include only permanent employees.

Source: U.S. Equal Employment Opportunity Commission, FY 2020 Management Directive 715, Workforce Tables A1 and A3.

## Hispanic Women and Latinas' Civilian Federal Sector Pay Gaps

On average,<sup>21</sup> Hispanic women and Latinas in the civilian Federal workforce were paid \$67,816 annually in FY 2020 (Figure 7 and Table 1). They were paid less than Hispanic and Latino men (\$76,802), women overall (\$79,278), and employees governmentwide (\$82,669). The civilian Federal sector pay gap between Hispanic women and Latinas and employees governmentwide was smaller than the gap in the general U.S. population. Federal sector Hispanic women and Latinas were paid 82 cents on the dollar paid to the average civilian Federal employee. In comparison, among full-time workers nationwide, Hispanic women and Latinas were paid only 72 cents on the dollar paid to the average full-time worker.<sup>22</sup>

**Figure 7. Difference in Median Annual Pay of Federal Sector Hispanic Women and Latinas Compared to Hispanic and Latino Men, All Women, and Civilian Employees Governmentwide, FY 2020**



Notes: Values are based on median adjusted base pay. The median is the middle number in a list of numbers sorted in ascending or descending order. Adjusted base pay is the sum of an employee's rate of basic pay and any supplement, after applying any applicable pay cap. See <https://dw.opm.gov/datastandards/list>.

<sup>21</sup> All Federal sector pay values are based on median governmentwide pay for the relevant group.

<sup>22</sup> U.S. Equal Employment Opportunity Commission calculations using data from the U.S. Bureau of Labor Statistics. (January 22, 2021). Table 37. Median weekly earnings of full-time wage and salary workers by selected characteristics (2020 data). Labor Force Statistics from the Current Population Survey. Retrieved March 20, 2023, from <https://www.bls.gov/cps/aa2020/cpsaat37.htm>.

Source: U.S. Equal Employment Opportunity Commission calculations using data from the U.S. Office of Personnel Management's September 2020 Enterprise Human Resources Integration-Statistical Data Mart.

**Table 1. Pay Inequalities for Civilian Federal Sector Hispanic Women and Latinas, FY 2020**

Ethnic/Gender Group	Median Annual Pay	Amount Paid More than Hispanic Women/Latinas	Percent Paid More than Hispanic Women/Latinas	Amount Paid to Hispanic Women/Latinas Compared to Group
Hispanic Women/Latinas	\$67,816	N/A	N/A	N/A
Hispanic/Latino Men	\$76,802	\$8,986	13.3%	\$0.88
Women Overall	\$79,278	\$11,462	16.9%	\$0.86
Employees Governmentwide	\$82,669	\$14,853	21.9%	\$0.82

Notes: Values are based on median adjusted base pay. The median is the middle number in a list of numbers sorted in ascending or descending order. Adjusted base pay is the sum of an employee's rate of basic pay and any supplement, after applying any applicable pay cap. See <https://dw.opm.gov/datastandards/list>.

Source: U.S. Equal Employment Opportunity Commission calculations using data from the U.S. Office of Personnel Management's September 2020 Enterprise Human Resources Integration-Statistical Data Mart.

## Conclusion

This profile of Hispanic women and Latinas in Federal service can serve as a baseline for Federal agencies striving to improve recruitment, hiring, and retention of Hispanic women and Latinas in civilian Federal service. Hispanic women and Latinas are vital to our nation's economy. The Federal Government has an opportunity to increase the participation of Hispanic women and Latinas in the workforce by examining and addressing potential barriers to hiring, retention and advancement.

The report measured overall participation, participation by protected age status, retention, advancement opportunities, and pay of Hispanic women and Latinas in the civilian Federal workforce in FY 2020. The primary findings include:

- Although Hispanic women and Latinas made up 6.2% of the civilian labor force, they accounted for only 4.5% of civilian Federal employees in FY 2020.
- Hispanic women and Latinas resigned from Federal agencies at a rate almost twice the average for all civilian employees governmentwide. About 4.5% of Hispanic women and Latinas resigned in FY 2020 compared to 2.3% of all employees.

- Hispanic women and Latinas (0.56%) involuntarily separated from Federal employers at a rate higher than women overall (0.47%) and employees governmentwide (0.47%).
- Hispanic women and Latinas held first-line supervisory positions in Federal agencies at a higher rate (5.6%) than their participation in the civilian Federal workforce (4.3% of permanent employees), but they were underrepresented as managers (3.5%) and executives (1.9%).
- In the Federal sector, Hispanic women and Latinas made 82 cents on the dollar compared to the average Federal employee in FY 2020.

Exploring the intersection of ethnicity and gender for Hispanic women and Latinas can help identify the unique employment challenges this group faces compared to Hispanic and Latino men and all women. Although previous research addressed the Hispanic and Latino Federal sector workforce (regardless of gender) and separately gender differences in employment outcomes, this report provides novel data on Hispanic women and Latinas specifically.

The data underscore the need for Federal agencies to identify ways to advance equal opportunity for Hispanic women and Latinas and all protected groups.



## Appendix A: Data Sources and Methodology

MD-715 Workforce Tables are submitted by Federal agencies to the EEOC annually. They contain workforce distributions over many workforce characteristics by ethnicity, race, and gender. The EEOC uses these tables to obtain data on total Federal sector participation rates, separation rates, and advancement. Only certified MD-715 report data are included. When a parent agency, such as a cabinet-level department, and its subcomponents both reported, we use the data from the parent agency.<sup>23</sup>

To measure total participation<sup>24</sup> and separation rates in the civilian Federal workforce, this report relied on MD-715 Table A1. The EEOC compared civilian Federal workforce participation rates to CLF participation rates found in the 2014-2018 EEO Tabulation from the U.S. Census Bureau. The voluntary separation rate was calculated by summing the number of resignations and retirements, and then, dividing the sum by the permanent workforce. The involuntary separation rate was calculated by summing the number of employees separated by removal and by reduction-in-force, and then, dividing the sum by the permanent workforce.

For advancement, the EEOC used data on permanent employees' participation in executive, managerial, and supervisory positions from MD-715 Table A3: Occupational Categories<sup>25</sup> as well as the permanent workforce from Table A1. These data allowed EEOC researchers to compare Hispanic women and Latinas to Hispanic and Latino men and all women (regardless of race or ethnicity).

The EHRI is a quarterly data set of personnel employed at the end of the quarter (Status data) and personnel actions (Dynamics data) provided to the EEOC by OPM. The September 2020 (end of FY) EHRI Status dataset was used to calculate the percentage of Hispanic women and Latinas under age 40 and Hispanic women and Latinas age 40 or over compared to those under age 40 and age 40 or over in the total civilian Federal workforce. The same dataset was used to calculate the median<sup>26</sup> salary of Hispanic women and Latinas, Hispanic and Latino men, all women, and the entire workforce. The EHRI covers most but not all Federal agencies. Notable omissions include the U.S. Postal Service and the Tennessee Valley Authority. These agencies are included in MD-715 data, but MD-715 data does not contain age or individual-level salary data.

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<sup>23</sup> A complete list of agencies that were required to but did not submit and certify FY 2020 MD-715 reports is provided with the Annual Report Workforce Tables found on EEOC's Federal Sector Reports webpage at <https://www.eeoc.gov/federal-sector/reports>. These missing data may cause annual fluctuations in the governmentwide numbers and percentages, particularly when large agencies fail to submit.

<sup>24</sup> Including permanent and temporary employees.

<sup>25</sup> This table only collects information on permanent employees.

<sup>26</sup> If one sorts a set of values from smallest to largest, the middle value is the median.

## Appendix B: Data Tables

**Table 2. Federal Workforce and Civilian Labor Force (CLF) Participation by Ethnicity and Gender, FY 2020**

Ethnic/Gender Group	Federal Workforce Participation	Federal Workforce Participation Rate	2014-2018 CLF Participation Rate
Hispanic Women/Latinas	98,097	4.5%	6.2%
Hispanic/Latino Men	139,796	6.4%	6.8%
All Women	946,406	43.4%	48.2%
Total Workforce	2,179,386		

Notes: The participation rate is the number of people from a demographic group in the workforce divided by the total workforce. FY 2020 MD-715 data filed with EEOC and certified by Federal agencies was aggregated to calculate Federal Workforce Participation values. When aggregating data from cabinet-level agencies, department-wide aggregate reports were used where available, and subcomponent data were used where department-wide reports were unavailable. MD-715 data in this table includes permanent and temporary employees.

Source: U.S. Equal Employment Opportunity Commission (EEOC) using data from its FY 2020 Management Directive 715 (MD-715), Workforce Table A1 and 5-year American Community Survey data, EEO Tabulation 2014-2018, Table EEO-CIT02R—Occupation by Sex and Race/Ethnicity for Residence Geography, Citizen.

**Table 3. Inclusion Rates and Participation by Age, Ethnicity, and Gender Among Civilian Federal Employees, FY 2020**

Ethnic/Gender Group	Under Age 40 (%)	Age 40 and Over (%)	All Ages (#)
Hispanic Women/Latinas	*40.9%	59.1%	78,516
Hispanic/Latino Men	*39.7%	60.3%	109,096
All Women	31.8%	*68.2%	971,924
Governmentwide	31.5%	*68.5%	2,213,432

Notes: Shaded cells marked with a star (\*) indicate that the ethnic/gender group has a higher inclusion rate within that age category. The inclusion rate is a percentage calculated by dividing the number of employees in an age group by the total number of employees, all within an ethnic/gender group (Hispanic Women/Latinas, Hispanic/Latino Men, All Women, or Governmentwide).

Source: U.S. Equal Employment Opportunity Commission calculations using data from the U.S. Office of Personnel Management's September 2020 Enterprise Human Resources Integration-Statistical Data Mart.

**Table 4. Resignation, Retirement, and Voluntary Separation Rates for Federal Employees by Ethnicity and Gender, FY 2020**

	Hispanic Women/Latinas	Hispanic/Latino Men	All Women	Total Workforce
Resignation Rate	4.5%	2.5%	3.0%	2.3%
Retirement Rate	2.3%	2.3%	3.2%	3.1%
Voluntary Separation Rate	6.8%	4.8%	6.1%	5.4%
Permanent Workforce	81,955	121,464	806,306	1,906,642

Notes: Voluntary separation rates, resignation rates, and retirement rates are calculated within demographic groups by dividing the number of voluntary separations, resignations, or retirements from the permanent workforce by the number of employees within the permanent workforce. Voluntary separations include resignations and retirements. FY 2020 MD-715 data filed with EEOC and certified by Federal agencies was aggregated to calculate the values. Data only include permanent employees. When aggregating data from cabinet-level agencies, department-wide aggregate reports were used where available, and subcomponent data were used where department-wide reports were unavailable.

Source: U.S. Equal Employment Opportunity Commission (EEOC), FY 2020 Management Directive 715 (MD-715), Workforce Table A1.

**Table 5. Involuntary Separation Rates for Federal Employees by Ethnicity and Gender, FY 2020**

	Hispanic Women/Latinas	Hispanic/Latino Men	All Women	Total Workforce
Involuntary Separation Rate	0.6%	0.6%	0.5%	0.5%
Permanent Workforce	81,955	121,464	806,306	1,906,642

Notes: Rates are rounded up to the nearest tenth, thus displaying differently from numbers in Figure 5. Involuntary separations include reductions in force and removals. Involuntary separation rates are calculated within demographic groups by dividing the number of involuntary separations from the permanent workforce by the number of employees within the permanent workforce. FY 2020 MD-715 data filed with EEOC and certified by Federal agencies was aggregated to calculate separation and permanent workforce values. Data only include permanent employees. When aggregating data from cabinet-level agencies, department-wide aggregate reports were used where available, and subcomponent data were used where department-wide reports were unavailable.

Source: U.S. Equal Employment Opportunity Commission (EEOC), FY 2020 Management Directive 715 (MD-715), Workforce Table A1.

**Table 6. Federal Sector Participation Rates by Managerial Level, Ethnicity, and Gender, FY 2020**

	Hispanic Women/Latinas	Hispanic/Latino Men	Women Overall
Permanent Workforce	4.3%	6.4%	42.3%
Supervisors	5.6%	9.3%	38.4%
Managers	3.5%	5.3%	40.5%
Executives	1.9%	3.1%	38.5%

Notes: The participation rate is the number of people from a demographic group in the permanent workforce or a managerial level divided by the total permanent workforce. FY 2020 MD-715 data filed with EEOC and certified by Federal agencies was aggregated to calculate these rates. When aggregating data from cabinet-level agencies, department-wide aggregate reports were used where available, and subcomponent data were used where department-wide reports were unavailable. Data include only permanent employees.

Source: U.S. Equal Employment Opportunity Commission (EEOC), FY 2020 Management Directive 715 (MD-715), Workforce Tables A1 and A3.