

EEODI



Equal Employment Opportunity, Diversity and Inclusion >>>>>

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Thank you!

Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | | |
|--------------------------------|--------|----|
| a. Cluster GS-1 to GS-10 (PWD) | Answer | No |
| b. Cluster GS-11 to SES (PWD) | Answer | No |

No Trigger as the Census Bureau exceeded the 12% federal goal for each of the clusters. 15.57%--GS-1 to GS-10 and 14.55% for GS-11 to SES for PWD.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | | |
|---------------------------------|--------|----|
| a. Cluster GS-1 to GS-10 (PWTD) | Answer | No |
| b. Cluster GS-11 to SES (PWTD) | Answer | No |

No Trigger as the Census Bureau exceeded the 2% federal goal for each of the clusters. 3.30%--GS-1 to GS-10 and 3.09% for GS-11 to SES for PWTD.

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numarical Goal	--	12%		2%	
Grades GS-11 to SES	4502	655	14.55	139	3.09
Grades GS-1 to GS-10	4572	712	15.57	151	3.30

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

We share annual recruitment schedules with the Bureau's Recruiters which reflect our targeted recruitment groups. EEODI shares numerical goals using the benchmarks, inclusions rates, and civilian labor force percentages. We meet regularly with senior leadership, division chiefs, HRD, and various recruiters throughout the agency. In addition, we participate in the Strategic Outreach & Recruitment Department of Commerce Workgroup and share updates with agency partners.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

- 1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer Yes

The U.S. Census Bureau hired a full-time Disability Program Manager in July 2021. Jake Thomas, Disability Program Manager, Human Resources Division, Reasonable Accommodations Branch.

- 2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	

- 3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

Yes, staff has attended the following training: - 2023 Big “A” Acquisition Conference which covered a variety of topics, including Department Policy and Strategy, Procurement, Program Management, Cost, and Risk Management among others and received CEU credit for attendee’s COR and professional sign language interpreter certifications. - NELI Mid-Year Employment Law Conference. Topics for the 2023 Conference included: Recent Developments in EEO Law Wage and Hour & Misclassification Update Retaliation and Whistleblowing Claims E-Workplace Developments ADA Developments in "Qualified" and "Reasonable Accommodation" FMLA Compliance and Best Practices - DHS Accessibility Day The topics being covered during event were, disability, accessibility, life experiences, technology, and hiring/retention of persons with disabilities. - NELI Ethics in Labor and Employment Law Webinar on ethics issues, including conflicts of interest, attorney-client privilege, pre-trial investigations, and employee confidentiality. - 2022 DEIA Office of Personnel Management Summit - 2022 Department of Commerce Legal Updates Seminar

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer Yes

Funding has been adequate for the processing of reasonable accommodations through the Census Reasonable Accommodations Branch.

Section III: Program Deficiencies In The Disability Program

Section IV: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency's recruitment program plan for PWD and PWTD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

The U.S. Census Bureau plans to identify job applicants with disabilities by utilizing the following recruitment methods and utilizing agency resources: 1. Request an additional resource to help assist in the growing demand of our Programs. More specific our 2 programs aim to recruit and hire individuals with disabilities and veterans with a 30% or more service-connected disability has seen a 90% uptick in hiring year over year. 2. Require HR Specialists and Hiring Managers to hold and document a strategic conversation that promotes the use of Competitive and Non-Competitive hiring authorities for individuals with disabilities, discuss the benefits of hiring individuals with disabilities, and encourage Hiring Managers to leverage a variety of resources that are available. 3. For positions that are advertised, there is an eligibility question asking applicants if they wish to be considered under Schedule A. If the applicants answer yes and are qualified, they are referred to the hiring manager. 4. The agency also has a link on OPM's website for persons with disabilities to access and provides a government-wide listing of all Selective Placement Coordinators. The bureau also partners with the Workforce Recruitment Program through the Department of Labor which allows managers to access a database, review resumes and work with Census Human Resources Division to coordinate selection. 5. Continue to grow our Recruitment and Outreach Database that is used to ensure important information and updates get circulated to all our recruiting partners with a need to know. More specifically this database includes veterans' groups, colleges, subject matter experts, and other groups that we collaborate with to meet our current and future employment needs. 6. Identify and attend no fewer than four recruitments (at least one per quarter) events that target veterans, more specifically events that focus on individuals with disabilities, to increase our applicant pool and to be a leading organization dedicated to fostering a workplace that celebrates diversity and actively seeks to include individuals with disabilities. Through inclusive hiring practices, accessibility initiatives, and ongoing education, we aim to create an environment where every team member, regardless of ability, feels valued, supported, and empowered to contribute their unique talents to our shared success. 7. Continue to grow and promote our Electronic Hiring System that houses individuals with disability's recruitment documents for review by hiring managers seeking to fill vacancies. 8. Collaborate and leverage old and new partnerships with other Selective Placement Program Coordinators; DoD Transition Assistance Program Offices; meet regularly with Veterans organizations and tap into the DoD Skillbridge Program. The DoD Skillbridge program provides transitioning veterans the opportunity to participate in the Bureau's training programs while transitioning out of their military careers.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

Census has a Schedule A email address published on the OPM website in the Selective Placement Program Coordinator directory. Hiring Managers have access to the Workforce Recruitment Program (WRP), a database managed by the Department of Labor. We attend virtual and in person recruitment events and we hold virtual and in person recruitment events specifically targeting Schedule A applicants and 30% or more disabled veterans. Applicants can also submit their eligibility documents along with their resume and our team will enter their resume into our Electronic Hiring System. This system houses individuals with disability's recruitment documents for review by hiring managers seeking to fill vacancies.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

We post vacancy announcements on the USAJOBS website, where we include the "Persons with Disabilities" or "Schedule A" as a hiring path. We also hire using the 30% or more disabled veterans hiring authorities. All applicants that wish to receive consideration as Persons with Disabilities or Schedule A, must submit a letter signed by a Licensed Practitioner. The letter is verified by the Selective Placement Coordinator, who contacts the medical facility listed on the letterhead. If the applicant meets the qualifications as described in the appropriate OPM Standards for the position, we will extend a tentative job offer, upon receiving the selection from the hiring manager. The candidate is advised and informed of the program requirements and signs an agreement based upon the type of appointment they are being appointed. Should applicants desire additional information on the Schedule A

Program, the following links are provided: [Getting a Job \(opm.gov\)](#) | [USAJOBS Help Center](#) | [Individuals with disabilities](#).

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If “yes”, describe the type(s) of training and frequency. If “no”, describe the agency’s plan to provide this training.

Answer Yes

The U.S. Census Bureau offers training to all hiring managers on a continuous basis. As the hiring landscape evolves, we are committed to staying at the forefront by continuously offering training sessions for our hiring managers. These sessions focus on the utilization of hiring authorities that actively consider and accommodate individuals with disabilities. By staying informed and adapting to the latest practices, we ensure our team remains adept at creating an inclusive hiring process that values diversity and welcomes talent from all backgrounds, including those with disabilities.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

Census has established partnerships with the following groups: Department of Defense (DOD) and Veteran’s Administration-Operation Warfighter (OWF) Internship Program. Department of Labor (DOL)- Workforce Recruitment and Apprenticeship Programs. The U.S. Census Bureau’s efforts to establish contacts with disability employment organizations include established partnerships with the Department of Defense (DOD) and Veteran’s Administration-Operation Warfighter (OWF) Internship Program. Department of Labor (DOL)- Workforce Recruitment and Apprenticeship Programs. Collaborate and leverage old and new partnerships with the DoD Transition Assistance Program Offices and other Veterans organizations and meet regularly with other Selective Placement Program Coordinators throughout all government agencies.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

- a. New Hires for Permanent Workforce (PWD) Answer No
- b. New Hires for Permanent Workforce (PWTD) Answer No

No Triggers as the Census Bureau exceeded the 12% PWD and 2% PWTD federal goal among new hires in the permanent workforce. 23.33% for PWD and 3.94% for PWTD.

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	0				
% of Qualified Applicants	0				
% of New Hires	238	26.05	0.00	4.20	0.00

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for MCO (PWD) Answer Yes
- b. New Hires for MCO (PWTD) Answer Yes

0511 Auditor- PWD 0 QAP, Compared to PWOD 8 QAP: PWTD Source: USA Staffing-Applicant Flow Data - MCO New Hires by Disability

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
0150 GEOGRAPHER	3	33.33	33.33
0201 HR SPECIALIST	10	30.00	0.00
0301 MISC ADMIN & PROGRAM MANAGEMENT	3	66.67	0.00
0303 MISC. CLERK & ASSISTANT	40	25.00	7.50
0343 MANAGEMENT & PROGRAM ANALYST	28	39.29	3.57
0501 FINANCIAL ADMIN. & PROGRAM	1	100.00	0.00
1102 CONTRACTING	4	25.00	0.00
1529 MATHEMATICAL STATISTICIAN	20	15.00	5.00
1530 SURVEY STATISTICIAN	95	17.89	3.16
2210 IT SPECIALIST	34	38.24	2.94

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. Qualified Applicants for MCO (PWD) Answer Yes
 - b. Qualified Applicants for MCO (PWTD) Answer Yes

1529-Mathematical Statistics- PWD 1-APP, 0 QAP, Compared to PWOD 11-APP, 4 QAP Source: Source: USA Staffing-Applicant Flow Data - MCO Internal Competitive Promotions by Disability

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. Promotions for MCO (PWD) Answer Yes
 - b. Promotions for MCO (PWTD) Answer Yes

0301-Misc. Admin - PWD 30-APP, 5 QAP, 5 Referred, 0 Selected Compared to PWOD 38-APP, 5 QAP, 5 Referred, 1 Selected: PWTD 0340- Program Management- PWD 5-APP, 5 QAP, 5 Referred, 0 Selected, Compared to PWOD 6-APP, 4 QAP, 4 Referred, 1 Selected: PWTD 0343-Management and Program Analysis - PWD 54-APP, 34 QAP, 33 Referred, 1 Selected Compared to PWOD 72-APP, 37 QAP, 31 Referred, 2 Selected: PWTD 1529-Mathematical Statistics- PWD 1-APP, 0 QAP, 0 Referred, 0 Selected, Compared to PWOD 11-APP, 4 QAP, 4 Referred, 0 Selected: PWTD 1550-Computer Scientist- PWD 6-APP, 3 QAP, 2 Referred, 0 Selected, Compared to PWOD 19-APP, 4 QAP, 2 Referred, 0 Selected: PWTD 2210-IT Specialist- PWD 53-APP, 24 QAP, 24 Referred, 0 Selected, Compared to PWOD 139-APP, 46 QAP, 47 Referred, 4 Selected: PWTD Source: Source: USA Staffing-Applicant Flow Data - MCO Internal Competitive Promotions by Disability

Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

The U.S. Census Bureau has specific hiring authorities and policies in place to advance the employment of people with disabilities and veterans, particularly those veterans who are 30 percent or more disabled. These initiatives are designed to ensure equal opportunities for people with disabilities to compete for and secure federal employment. Here are some key aspects of these policies: 1. Schedule A Hiring Authority- The Schedule A hiring authority is a non-competitive appointment authority that allows federal agencies to appoint eligible individuals with severe physical, cognitive, or psychiatric disabilities without the need for traditional competitive recruitment procedures. 2. 30% or More Disabled Veteran hiring Authority - This specific hiring authority is designed to target veterans with a disability rating of 30 percent or more. It allows us to appoint eligible veterans directly to positions without competition, streamlining the hiring process for those with significant disabilities. 3. Affirmative Action Programs - The U.S. Census Bureau is committed to affirmative action programs that promote equal employment opportunities for all individuals, including disabled veterans. This includes outreach efforts to attract and hire individuals with disabilities. 4. Collaboration with Veterans Service Organizations - The U.S. Census Bureau collaborates with veteran’s service organizations to enhance outreach and recruitment efforts. This collaboration helps identify and connect people with disabilities seeking employment opportunities. These policies and hiring authorities align with the broader federal government’s commitment to supporting veterans and people with disabilities in securing meaningful employment opportunities. People with disabilities and veterans are encouraged to explore these avenues when seeking employment with the U.S. Census Bureau.

B. CAREER DEVELOPMENT OPPORTUNITES

1. Please describe the career development opportunities that the agency provides to its employees.

Leaders Lead is aligned with OPM's Federal Supervisory Training Framework and is designed to meet the needs of new and experienced managers and supervisors. New supervisors must complete a minimum of 56 hours, experienced supervisors must complete a minimum of 20 hours, and GS-15 and above must complete a minimum of 15 hours annually. In FY23, our office offered 95 classes under the Leaders Lead umbrella which amounted to 2478 training completions. Project Management is a process that enables project managers to plan, execute, track, and complete projects with the help of a project team. In our partnership with Duke University, we offer two Foundational Certificates (traditional and IT), and two Professional Certificates (traditional and IT). IT Undergraduate and Graduate Certificates are offered in partnership with the University of Maryland Global Campus. We've identified the participants that fit the criteria of this request. The programs are as follows: Undergraduate Census Information Security Certificate Census Networking Certificate Graduate Cloud Computing and Networking Information Assurance Foundations in Business Analytics Additionally, in FY23, we launched the Census Technical and Administrative Development Program (CTAD), which was an 8-month program that was designed to upskill administrative professionals by closing skills gaps, through a comprehensive training and development framework. The goal was to provide participants with valuable skills to become more marketable in their current and future roles here at the bureau. We also launched an Aspiring Leaders Program, which is geared toward GS-12 non-supervisory staff and focused on highlighting the competencies and behaviors needed to be a successful supervisor.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/ approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Fellowship Programs	N/A	N/A	N/A	N/A	N/A	N/A
Internship Programs	14	14	N/A	N/A	N/A	N/A

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Detail Programs	N/A	N/A	N/A	N/A	N/A	N/A
Other Career Development Programs	913	913	101	101	18	18
Mentoring Programs	N/A	N/A	N/A	N/A	N/A	N/A
Coaching Programs	N/A	N/A	N/A	N/A	N/A	N/A
Training Programs	135	135	N/A	N/A	N/A	N/A

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD) Answer Yes
- b. Selections (PWD) Answer Yes

Using the Participation Rate of PWD in the career development program as applicants/selection for the Leader's Lead Program, there 11.06% PWD of applicants/selections compared to 88.93% PWOD of applicants/selections. 11.06% was below the 12% Federal Goal for PWD.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer Yes
- b. Selections (PWTD) Answer Yes

Using the Participation Rate of PWTD in the career development program as applicants/selection for the Leader's Lead Program, there 1.97% PWTD of applicants/selections compared to 88.93% PWOD of applicants/selections. 1.97% was below the 2% Federal Goal for PWTD.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

- a. Awards, Bonuses, & Incentives (PWD) Answer Yes
- b. Awards, Bonuses, & Incentives (PWTD) Answer Yes

TIME OFF AWARDS TRIGGERS: 1-10 HOURS-Trigger because PWD IR (3.40) & PWTD (2.39) < PWOD IR (3.55); and < PWOD IR (0.01); and < TOTAL IR (0.01) CASH AWARDS TRIGGERS: \$500 and Under- Trigger because PWD IR (29.14) & PWTD IR (31.40) < PWOD IR (34.94); and < PWOD IR (18.50); and < PWOD IR (17.44); and < TOTAL IR (10.59) \$3000-\$3999-Trigger because PWTD IR (7.51) < PWOD IR (8.52); and < TOTAL IR (7.49) \$5000-\$5999-Trigger because PWTD IR (3.75) < PWOD IR (4.06); and < TOTAL IR (7.25) SOURCE TABLE B9-2 IR

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	323	3.40	3.55	2.39	3.67
Time-Off Awards 1 - 10 Hours: Total Hours	2051	21.84	22.45	17.06	23.12
Time-Off Awards 1 - 10 Hours: Average Hours	6.35	0.46	0.09	2.44	-0.07
Time-Off Awards 11 - 20 hours: Awards Given	25	0.51	0.25	1.02	0.37
Time-Off Awards 11 - 20 Hours: Total Hours	316	6.07	3.20	12.29	4.40
Time-Off Awards 11 - 20 Hours: Average Hours	12.64	0.87	0.18	4.10	0.00
Time-Off Awards 21 - 30 hours: Awards Given	1	0.00	0.01	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours	24	0.00	0.33	0.00	0.00
Time-Off Awards 21 - 30 Hours: Average Hours	24	0.00	0.33	0.00	0.00
Time-Off Awards 31 - 40 hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Average Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	0	0.00	0.00	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	1572	12.94	18.50	13.99	12.66
Cash Awards: \$501 - \$999: Total Amount	1126683	9337.89	13256.09	10022.53	9153.85
Cash Awards: \$501 - \$999: Average Amount	716.72	52.17	9.89	244.45	0.48
Cash Awards: \$1000 - \$1999: Awards Given	1778	17.14	20.08	20.48	16.24
Cash Awards: \$1000 - \$1999: Total Amount	2419101	21836.95	27744.11	24586.69	21097.80
Cash Awards: \$1000 - \$1999: Average Amount	1360.57	92.14	19.07	409.78	6.76
Cash Awards: \$2000 - \$2999: Awards Given	966	8.82	11.07	9.90	8.53
Cash Awards: \$2000 - \$2999: Total Amount	2419101	21836.95	27744.11	24586.69	21097.80
Cash Awards: \$2000 - \$2999: Average Amount	2504.25	178.99	34.59	847.82	-0.79
Cash Awards: \$3000 - \$3999: Awards Given	1043	8.82	12.13	7.51	9.17
Cash Awards: \$3000 - \$3999: Total Amount	3613227	30250.61	42059.39	25657.00	31485.41
Cash Awards: \$3000 - \$3999: Average Amount	3464.26	247.96	47.85	1166.23	1.12

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$4000 - \$4999: Awards Given	683	4.63	8.03	5.80	4.31
Cash Awards: \$4000 - \$4999: Total Amount	3065694	20689.37	36104.64	26087.37	19238.35
Cash Awards: \$4000 - \$4999: Average Amount	4488.57	323.27	62.04	1534.55	-2.33
Cash Awards: \$5000 or more: Awards Given	661	4.77	7.93	3.75	5.05
Cash Awards: \$5000 or more: Total Amount	4038345	29001.74	48566.15	22700.68	30695.50
Cash Awards: \$5000 or more: Average Amount	6109.45	439.42	84.46	2063.70	2.80

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

- a. Pay Increases (PWD) Answer No
- b. Pay Increases (PWTD) Answer Yes

Trigger because PWTD IR (0.00) < TOTAL IR (0.07)

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	0	0.00	0.00	0.00	0.00

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

- a. Other Types of Recognition (PWD) Answer N/A
- b. Other Types of Recognition (PWTD) Answer N/A

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. SES
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes
- b. Grade GS-15
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes
- c. Grade GS-14

- i. Qualified Internal Applicants (PWD) Answer Yes
- ii. Internal Selections (PWD) Answer Yes
- d. Grade GS-13
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes

SES PWD Triggers- 0 Applicants, 0 Qualified, 0 Referred, 0 Selected GS-15 PWD Triggers- 33 Applicants, 14 Qualified, 14 Referred, 10 Selected GS GS-14 PWD Triggers- 43 Applicants, 17 Qualified, 17 Referred, 0 Selected GS-13 PWD Triggers- 50 Applicants, 19 Qualified, 17 Referred, 0 Selected

2. Does your agency have a trigger involving PWTB among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. SES
 - i. Qualified Internal Applicants (PWTB) Answer Yes
 - ii. Internal Selections (PWTB) Answer Yes
- b. Grade GS-15
 - i. Qualified Internal Applicants (PWTB) Answer Yes
 - ii. Internal Selections (PWTB) Answer Yes
- c. Grade GS-14
 - i. Qualified Internal Applicants (PWTB) Answer Yes
 - ii. Internal Selections (PWTB) Answer Yes
- d. Grade GS-13
 - i. Qualified Internal Applicants (PWTB) Answer Yes
 - ii. Internal Selections (PWTB) Answer Yes

SES PWTB Triggers- 0 Applicants, 0 Qualified, 0 Referred, 0 Selected GS-15 PWTB Triggers- 23 Applicants, 13 Qualified, 13 Referred, 0 Selected GS-14 PWTB Triggers- 25 Applicants, 11 Qualified, 11 Referred, 0 Selected GS-13 PWTB Triggers- 24 Applicants, 11 Qualified, 10 Referred, 0 Selected

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWD) Answer Yes
- b. New Hires to GS-15 (PWD) Answer Yes
- c. New Hires to GS-14 (PWD) Answer Yes

d. New Hires to GS-13 (PWD) Answer Yes

PWD New Hires for: SES PWD Triggers – 0 New Hires GS-15 PWD Triggers 225 Applicants, 209 Qualified, 165 Referred, 6 Selected GS-14 PWD 0 New Hires GS-13 PWD Triggers - 23 Applicants, 9 Qualified, 6 Referred, 1 Selected

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWTD) Answer Yes
- b. New Hires to GS-15 (PWTD) Answer Yes
- c. New Hires to GS-14 (PWTD) Answer Yes
- d. New Hires to GS-13 (PWTD) Answer Yes

PWTD New Hires for: SES PWTD Triggers - 0 NEW HIRES GS-15 PWTD Triggers – 0 NEW HIRES GS-14 PWTD Triggers – 0 NEW HIRES GS-13 PWTD Triggers – 9 Applicants, 4 Qualified, 2 Referred, 0 Selected

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Executives
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes
- b. Managers
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes
- c. Supervisors
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes

PWD Qualified Internal applicants/selections for: EXECUTIVES (GS-15 to SES) PWD Triggers - 14 Applicants, 10 Qualified, 9 Referred, 1 Selected compared to PWOD 28 Applicants, 12 Qualified, 10 Referred, 3 Selected MANAGERS (GS-13-14) PWD Triggers - 58 Applicants, 30 Qualified, 28 Referred 1 Selected, compared to PWOD 145 Applicants, 72 Qualified, 70 Referred, 7 Selected. SUPERVISORS (GS-12) PWD Triggers - 10 Applicants, 1 Qualified, 0 Referred 0 Selected, compared to PWOD 38 Applicants, 10 Qualified, 3 Referred, 0 Selected.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

- i. Qualified Internal Applicants (PWTD) Answer Yes
- ii. Internal Selections (PWTD) Answer Yes
- b. Managers
 - i. Qualified Internal Applicants (PWTD) Answer Yes
 - ii. Internal Selections (PWTD) Answer Yes
- c. Supervisors
 - i. Qualified Internal Applicants (PWTD) Answer Yes
 - ii. Internal Selections (PWTD) Answer Yes

PWTD Qualified Internal applicants for: EXECUTIVES (GS-15 - SES) PWTD Triggers - 7 Applicants, 6 Qualified, 6 Referred, 1 Selected MANAGERS (GS-13 -14) PWTD Triggers - 38 Applicants, 23 Qualified, 22 Referred, 2 Selected SUPERVISORS (GS-12) PWTD Triggers - 10 Applicants, 0 Qualified, 0 Referred, 0 Selected

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWD) Answer Yes
- b. New Hires for Managers (PWD) Answer Yes
- c. New Hires for Supervisors (PWD) Answer Yes

New Hires for EXECUTIVES PWD (GS-15 – SES) Triggers – 8 Applicants, 8 Qualified, 5 Referred, 0 Selected New Hires for MANAGERS PWD (GS-13-14) Triggers – 54 Applicants, 22 Qualified, 6 Referred, 0 Selected, compared to PWOD 304 Applicants, 127 Qualified, 48 Referred, 2 Selected. SUPERVISORS (GS-12) PWD Triggers - 34 Applicants, 21 Qualified, 8 Referred 1 Selected, compared to PWOD 152 Applicants, 77 Qualified, 26 Referred, 2 Selected.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWTD) Answer Yes
- b. New Hires for Managers (PWTD) Answer Yes
- c. New Hires for Supervisors (PWTD) Answer Yes

New Hires for EXECUTIVES PTWD (GS-15 - SES) Triggers – 5 Applicants, 5 Qualified, 3 Referred 0 Selected New Hires for MANAGERS PWTD (GS-13-14) Triggers – 25 Applicants, 11 Qualified, 6 Referred 0 Selected New Hires for SUPERVISORS PTWD (GS-12) Triggers – 28 Applicants, 13 Qualified, 8 Referred 3 Selected

Section VI: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

In FY2021 the Selective Placement Program (SPP) appointed 65 Schedule A applicants, forming the FY2021 Schedule A Program Cohort. Each cohort undergoes a two-year trial period, during which they will have the opportunity to demonstrate their suitability for a non-competitive conversion into the Competitive Service. During FY2023 the SPP is proud to report that out of the 65 cohorts placed in FY2021 56 converted, 3 transferred to another agency, 3 were terminated for disciplinary reasons, 2 were on temporary positions and the temporary work ended, and 1 resigned for personal reasons. Therefore, 9 cohorts out of 65 did not convert to the Competitive Service, resulting in a FY2023 conversion rate of 86.15%. In FY2022 the SPP appointed 27 Schedule A applicants, forming the FY2022 Schedule A Program Cohort, and in FY2023 the SPP appointed 53 bringing our cohort total in FY2023 to 80. Over the past fiscal year, our program has experienced remarkable growth, exemplified by a significant increase in our hiring numbers. From hiring 27 talented individuals in FY2022 to expanding our program cohort pool with 53 new hires in FY2023, our program has demonstrated substantial progress and strength. This expansion not only reflects the growing demand for our services but also underscores our commitment to hiring people with disabilities and improve internal advancement. Moving forward, we remain dedicated to monitoring and enhancing the program’s effectiveness through evaluations and continuous improvement.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD) Answer Yes

b. Involuntary Separations (PWD) Answer Yes

PWD’s Voluntary Separation Inclusion Rate of 6.51% exceeded the PWOD’s Separation Inclusion Rate of 6.04%. PWD’s Involuntary Separation Inclusion Rate of 2.82% exceeded the PWOD’s Separation Inclusion Rate of 2.00%

Separations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	40	0.46	0.22
Permanent Workforce: Resignation	265	1.90	1.72
Permanent Workforce: Retirement	297	1.67	2.03
Permanent Workforce: Other Separations	162	1.02	1.08
Permanent Workforce: Total Separations	764	5.05	5.06

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTD) Answer Yes

b. Involuntary Separations (PWTD) Answer Yes

PWTD’s Voluntary Separation Inclusion Rate of 6.48% exceeded the PWOD’s Separation Inclusion Rate of 6.04%. PWTD’s Involuntary Separation Inclusion Rate of 3.75% exceeded the PWOD’s Separation Inclusion Rate of 2.00%.

Separations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	40	1.24	0.23
Permanent Workforce: Resignation	265	2.47	1.73
Permanent Workforce: Retirement	297	1.44	1.98

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Other Separations	162	1.03	1.07
Permanent Workforce: Total Separations	764	6.19	5.02

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

Census did not review any Exit Interview Data during FY2023.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<https://www.census.gov/about/policies/privacy/privacy-policy.html> Section V: Accessibility

2. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under the Architectural Barriers Act, including a description of how to file a complaint.

<https://www.census.gov/about/policies/privacy/privacy-policy.html> Section V: Accessibility

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

Administrative and Customer Services Division (ACSD): While staff have been out of the building, ACSD and specifically the Health and Safety Branch (HSB) has continued to develop and offer virtual training and seminars for staff and managers on a wide variety of topics that support the overall health and wellness of staff. Emergency and evacuation plans have been updated to ensure employees working at the Bowie Computer Center (interim workspaces) understand how to shelter in place or evacuate in the event of an emergency. As part of Census Reimagined, overall emergency preparedness is being taken into account with the new building plans – to include shelter in place, evacuation, emergency notifications, and the Department of Commerce’s active shooter training and preparedness. ACSD works with HRD, Security, IT, GSA and others to ensure appropriate plans and training occur to ensure the safety of staff. Additionally, as part of CRI – ACSD continues to work with Safety and Reasonable accommodations to ensure spaces are accessible and safe for persons with disabilities and that staff with reasonable accommodations will be able to access those accommodations when in the building. The Health Unit will maintain its automatic opening doors, as well as all single-occupancy restrooms will have automatic doors. The branch monitors maintenance of emergency evacuation compliant ramps and ensures that emergency exit doors comply with maximum effort limits for opening. Headquarters garages consist of handicap parking spaces.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

For FY2023 the average time for processing requests for reasonable accommodation was 3.1 business days.

- 2. Describe the effectiveness of the policies, procedures, or practices to implement the agency’s reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

For FY2023, the Reasonable Accommodation Branch (RAB) effectively processed 87% reasonable accommodation requests within required time limits. This year, the RAB strengthened its training program and offered a monthly o Reasonable Accommodation Briefing for Managers/Supervisors (245 attendees); o Delivered the Reasonable Accommodation and the Interactive Process training to all employees (140 total attendees); and o Extended the RA training library to include the following courses: • Deafness, Communication, and Reasonable Accommodations • Working Alongside Colleagues of All Abilities • The Interactive Process • American Sign Language The Reasonable Accommodation monitors RA types and trends through the Department’s Entelitrack RA system. In FY23, out of 491 requests for reasonable accommodations, the top three are: o Fulltime Telework 22% o Telework Schedule 9% o Modified Work Schedule 8% In FY23, there were 4% EEO requests for information and 1% OGC requests for information. RAB management regularly attends and participates in Census DEIA monthly meetings.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

Census Disability Program has a contract in place for Personal Assistance Services; however, due to ongoing reimagine construction at the Census HQ building, RAB has not received these types of requests as they had in previous years.

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

- 1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?

Answer No

- 2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer Yes

- 3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

Compensatory Damages Paid, Managers Trained, Attorney Fees, notice to employees was posted.

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

- 1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

Corrective measures were implemented in the individual work units, training was also provided.

Section VIII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer No

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer No

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

Source of the Trigger:	Workforce Data (if so identify the table)					
Specific Workforce Data Table:	Workforce Data Table - B1					
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Less than expected participation rate of persons with disabilities (PWD) in the GS-11 to SES (11.73%) grade level cluster as compared to the Regulatory Goal of 12%.					
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> People with Disabilities					
Barrier Analysis Process Completed?:	N					
Barrier(s) Identified?:	N					
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name		Description of Policy, Procedure, or Practice			
Objective(s) and Dates for EEO Plan						
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description	
09/30/2019	09/30/2024	Yes	09/30/2021		Meet or exceed the 12% Regulatory Goal by increasing recruitment and promotions of PWD in the GS-11 to SES Cluster.	
09/30/2019	09/30/2024	Yes	09/30/2021		Census should re-survey the Permanent workforce to update/change their disability status as necessary.	
Responsible Official(s)						
Title		Name		Standards Address The Plan?		
Chief, HRD		Veronica LeGrande		Yes		
Acting Chief, EEODI		David Donovan		Yes		
Planned Activities Toward Completion of Objective						
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	Develop a Broadcast Message/SharePoint Flyer to encourage employees to verify and/or change their disability status in HR Connect or the Employee Personal Page (EPP)			Yes		

Report of Accomplishments	
Fiscal Year	Accomplishment
2021	Census has steadily increased the PWD from 9.95% in FY2019, 10.57% in FY2020, and 11.73% in FY2021 in efforts to meet the EEOC 12% regulatory goal. Census hired a Disability Program Manager during FY2021.
2022	This is no longer a Trigger as the Census Bureau has met and exceeded the Regulatory Goal of 12% for PWD in the GS-11 to SES Cluster from 9.95% in FY2019, 10.57% in FY2020, 11.73% in FY2021, and 13.05% in FY2022. This Plan is closed.

Source of the Trigger:		Workforce Data (if so identify the table)							
Specific Workforce Data Table:		Workforce Data Table - B7							
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:		Lower than expected participation of Qualified Applicants (QAPs) that are PWDs and PWTDs among new hires in the mission-critical occupations (MCOs).							
Provide a brief narrative describing the condition at issue.									
How was the condition recognized as a potential barrier?									
STATEMENT OF BARRIER GROUPS:		<i>Barrier Group</i>							
		People with Disabilities							
		People with Targeted Disabilities							
Barrier Analysis Process Completed?:		N							
Barrier(s) Identified?:		N							
STATEMENT OF IDENTIFIED BARRIER:		<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:50%; text-align: center;">Barrier Name</th> <th style="width:50%; text-align: center;">Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td colspan="2">Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</td> </tr> </tbody> </table>				Barrier Name	Description of Policy, Procedure, or Practice	Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	
Barrier Name	Description of Policy, Procedure, or Practice								
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.									
Objective(s) and Dates for EEO Plan									
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description				
06/30/2021	09/30/2024	Yes			Increase the selection of qualified applicants for the mission critical occupations.				
Responsible Official(s)									
Title		Name		Standards Address The Plan?					
Chief, EEODI		David Donovan		Yes					
Acting Chief, HRD		Mary C. Potter		Yes					
Planned Activities Toward Completion of Objective									
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date			
09/30/2023	Meet with HRD regularly to review hiring policies, procedures, and practices involving recruitment and retention.			Yes	10/01/2023				
09/30/2024	Meet with HRD stakeholders regularly and provide disability status reports (new hires for MCOs).			Yes					

Report of Accomplishments	
Fiscal Year	Accomplishment

Source of the Trigger:		Workforce Data (if so identify the table)							
Specific Workforce Data Table:		Workforce Data Table - B1							
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:		PWDs (IR 9.26%) among voluntary and involuntary (IR 2.50%) separations exceeded those of PWOD. PWTDs involuntary separation inclusion rate of 2.38% slightly exceeded the PWOD involuntary inclusion rate of 2.32%. Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?							
STATEMENT OF BARRIER GROUPS:		<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities							
Barrier Analysis Process Completed?:		N							
Barrier(s) Identified?:		N							
STATEMENT OF IDENTIFIED BARRIER:		<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:50%; text-align: center;">Barrier Name</th> <th style="width:50%; text-align: center;">Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td style="height: 100px;">Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</td> <td></td> </tr> </tbody> </table>				Barrier Name	Description of Policy, Procedure, or Practice	Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	
Barrier Name	Description of Policy, Procedure, or Practice								
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.									
Objective(s) and Dates for EEO Plan									
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description				
06/30/2021	09/30/2023	Yes			Improve retention of PWDs and PWTDs				
Responsible Official(s)									
Title		Name		Standards Address The Plan?					
Chief, EEODI		David Donovan		Yes					
Acting Chief, HRD		Mary C. Potter		Yes					
Planned Activities Toward Completion of Objective									
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date			
09/30/2023	Develop an Exit Interview Survey/Summary electronic form and encourage feedback from exiting employees			Yes					
Report of Accomplishments									
Fiscal Year	Accomplishment								

Source of the Trigger:		Workforce Data (if so identify the table)				
Specific Workforce Data Table:		Workforce Data Table - B9				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		Low inclusion rate of awards/bonuses/other stimulants involving PWDs and PWTDs.				
STATEMENT OF BARRIER GROUPS:		<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities				
Barrier Analysis Process Completed?:		N				
Barrier(s) Identified?:		N				
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		Barrier Name	Description of Policy, Procedure, or Practice			
		PWD'S and PWTD's AWARDS	The specific policy, procedure, or practice causing the less than expected awards/bonuses/stimulants for PWDs and PWTDs is currently not known, therefore further analysis is needed.			
		PWD'S and PWTD's AWARDS	The specific policy, procedure, or practice causing the less than expected awards/bonuses/stimulants for PWDs and PWTDs is currently not known, therefore further analysis is needed.			
Objective(s) and Dates for EEO Plan						
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description	
06/30/2021	09/30/2023	Yes			Increase supervisor/manager awareness and use of award's programs to stimulate high performing employees.	
Responsible Official(s)						
Title		Name		Standards Address The Plan?		
Chief, EEODI		David Donovan		Yes		
Acting Chief, HRD		Mary C. Potter		Yes		
Planned Activities Toward Completion of Objective						
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	Meet with HRD/Disability Program Manager to develop PowerPoint slide presentation highlighting the Census Awards Program.			Yes	10/01/2023	

Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2025	Develop supervisor/manager training geared towards working effectively with all employees to foster diversity, equity, inclusion, and accessibility.	Yes		
Report of Accomplishments				
Fiscal Year	Accomplishment			

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

Barrier Analysis was not conducted during FY2021.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

Barrier Analysis was not conducted during FY2021.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

Barrier Analysis was not conducted during FY2021 and will begin during FY2022.