

EEODI



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

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For further assistance with the attached documents, please contact the Office of Equal Employment Opportunity, Diversity, and Inclusion by dialing 1-800-872-6096 or by email, eeo.general.mailbox@census.gov

Thank you!



DOC Bureau of the Census

For period covering October 1, 2022 to September 30, 2023

PART A Department or Agency Identifying Information	1. Agency	1. DOC Bureau of the Census		
	1.a 2nd level reporting component			
	2. Address	2. 4600 Silver Hill Road, Room 3K106		
	3. City, State, Zip Code	3. Washington, MD 20746		
	4. Agency Code 5. FIPS code(s)	4. CM63	5. 24033	

PART B Total Employment	1. Enter total number of permanent full-time and part-time employees	1. 9123
	2. Enter total number of temporary employees	2. 5989
	3. TOTAL EMPLOYMENT [add lines B 1 through 2]	4. 15112

PART C	Title Type	Name	Title
Agency Official(s) Responsible For Oversight of EEO Program(s)	Head of Agency	Robert L. Santos	Director
	Head of Agency Designee	Ron S. Jarmin	Deputy Director & Chief Operating Officer
	Principal EEO Director/Official	David Donovan	EEO Director (Equal Employment Manager)
	Affirmative Employment Program Manager	Stefanie L. Watson	Diversity & Inclusion Officer
	Complaint Processing Program Manager	David Donovan	Acting Chief, EEODI
	Diversity & Inclusion Officer	Stefanie L. Watson	Diversity & Inclusion Officer
	Hispanic Program Manager (SEPM)	Stefanie L. Watson	Diversity & Inclusion Officer
	Disability Program Manager (SEPM)	"Jake" J. Thomas (Retired)	Disability Program Manager
	Special Placement Program Coordinator (Individuals with Disabilities)	Jerome Pryor	Supervisory Human Resources Specialist
	Reasonable Accommodation Program Manager	Rose M. Cooper	Reasonable Accommodations Program Manager
	Reasonable Accommodation Program Manager	Jean Vincent	Reasonable Accommodation Program Manager
	Anti-Harassment Program Manager	Stacy J. Chalmers	Assistant Division Chief, Employee and Labor Relations Branch
	ADR Program Manager	Cynthia L. Hall	Equal Employment Opportunity Specialist/ADR Program Manager
	Compliance Manager	Lynnette M. Petty	Equal Employment Opportunity Specialist
	Principal MD-715 Preparer	Carol A. Keeve	Equal Employment Opportunity Specialist
Principal MD-715 Preparer	Bernadette L. Gray	Program Analyst	

For period covering October 1, 2022 to September 30, 2023

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	Country	Agency Code
	DOC Bureau of the Census Jeffersonville, IN	United States	CM63
	DOC Bureau of the Census Atlanta, GA	United States	CM63
	DOC Bureau of the Census Oak Brook, IL	United States	CM63
	DOC Bureau of the Census New York, NY	United States	CM63
	DOC Bureau of the Census Philadelphia, PA	United States	CM63
	DOC Bureau of the Census Lakewood, CO	United States	CM63
	DOC Bureau of the Census Burbank, CA	United States	CM63

EEOC FORMS and Documents	Required	Uploaded	
Personal Assistance Services Procedures	Y	Y	
Organization Chart	Y	Y	
Reasonable Accommodation Procedure	Y	Y	
Alternative Dispute Resolution Procedures	Y	Y	
Agency Strategic Plan	Y	Y	
EEO Policy Statement	Y	Y	
Anti-Harassment Policy and Procedures	Y	Y	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	N	N	
Disabled Veterans Affirmative Action Program (DVAAP) Report	N	N	
Diversity Policy Statement	N	N	
Federal Equal Opportunity Recruitment Program (FEORP) Report	N	N	
Human Capital Strategic Plan	N	N	
EEO Strategic Plan	N	N	

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EXECUTIVE SUMMARY: MISSION

The Census Bureau's mission is to serve as the nation's leading provider of quality data. The data collected by the agency serves as a premier source of information about the United States' changing economy, population, housing, workforce, and state and local governments throughout the country. Pursuant to Article I, Section 2 of the Constitution, the agency oversees the decennial census every 10 years, which determines the distribution of Congressional seats to states, and is used to apportion seats in the U.S. House of Representatives. Census data is used to assist in critical decisions for functional areas of government operations. Census supports stakeholder engagement to educate the public on data products produced by the agency.

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

Essential Element A: Demonstrated Commitment from Agency Leadership (100%)

This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.

In FY23, the U.S. Census Bureau met 14 out of the 14 measures for this element.

Essential Element B: Integration of EEO Into the Agency's Strategic Mission (100%)

This element requires that the agency's EEO programs are structured to maintain a workplace that is free from discrimination and support the agency's strategic mission.

In FY23, the U.S. Census Bureau met 39 out of 39 measures for this element.

Essential Element C: Management and Program Accountability (100%)

This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan.

In FY23, the U.S. Census Bureau met 44 out of 44 measures for this element.

Essential Element D: Proactive Prevention (100%)

This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.

In FY23, the U.S. Census Bureau met 14 out of 14 measures for this element.

Essential Element E: Efficiency (96.96%)

This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.

In FY23, the U.S. Census Bureau met 32 out of 33 elements for this measure.

Essential Element F: Responsiveness and Legal Compliance (100%)

This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

In FY23, the U.S. Census Bureau met 12 out of 12 elements for this measure.

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EXECUTIVE SUMMARY: WORKFORCE ANALYSES

The Executive Summary of the Census Bureau's FY2023 MD-715 highlights the agency's permanent workforce using the Participation Rate (PR), Civilian Labor Force (CLF) and Inclusion Rate (IR) as comparators by race, ethnicity, and gender. DOC's three-pronged Disparity Scale is used to determine the gravity of the potential trigger and/or potential barrier. The goal is to have an Inclusion Rate of 100% or greater. The measurements for the Disparity Scales are as follows: Minimal (0% - 9.9%); Moderate (10% - 19.9%); and, Marked (20% and above). To measure the significance of workforce disparities, the ranges in the scale represent the gravity of the trigger and/or a potential barrier. This summary will focus on Moderate and Marked Disparities, which demonstrate the greater equal opportunity and diversity inclusion needs of the agency. The summary also includes the highlights of the agency's Senior Executive Service (SES) pipeline (GS-13 to SES), the agency's five most populous Mission Critical Occupations (MCO's), and New Hire, and Separation data. These highlights identify potential Triggers as they relate to a "model EEO Program" and will also be discussed in the Part I - Agency EEO Plan to Eliminate Identified Barrier(s). Census' Disability Status will be compared to the Federal goal by grade grouping and is discussed in Part J - Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities (PWD's) and Persons with Targeted Disabilities (PWTD's).

PERMANENT WORKFORCE PARTICIPATION by Gender in the aggregate: In FY2023, the Census Bureau employed 15,112 total employees, 9,123 (60.37%) permanent employee, and 5,989 (39.63%) temporary employees. As per MD-715 guidance, this analysis focuses solely on the permanent workforce.

PERMANENT WORKFORCE: Using the Civilian Labor Force and Inclusion Rate as benchmarks for the permanent workforce, there were marked disparities for Total Males (75.69% IR), specifically, Hispanic Males (43.84% IR, slight increase from FY2022), White Males (70.18% IR, slight increase from FY2022), Native Hawaiian or Other Pacific Islander (NHOPI) Males (37.50% IR, 25% decrease from FY2022), 2 or More Races Males (19.05% IR, slight decrease), and 2 or More Races Females (53.33% IR, unchanged from FY2022). All race and ethnicity groups listed above have participation rates below the expected Civilian Labor Force. These are Potential Triggers. (Workforce Data Source: Data Insight Table A1).

SENIOR EXECUTIVE SERVICE (SES) PIPELINE (GS-13 to SES):

Using the Inclusion Rate for females in the GS-13 to SES pipeline, there are moderate and marked disparities, specifically, moderate disparities in the GS-13 (85.97% IR, decrease from FY2022) and GS-15 (87.60% IR, slight increase from FY2022) grade levels. There are marked disparities in the GS-14 (80.15% IR, increase from FY2022) and SES (64.51% IR, slight decrease from FY2022) grade levels in the workforce. All females are below their expected participation rate in the GS-13-SES workforce, with a significant disparity in the GS-14 and SES grade level. These disparities existed during the previous FY2022 MD-715 reporting period with improvements in the GS-14 (from 77.86% IR to 80.15% IR) and GS-15 (from 87.12% IR to 87.60% IR) grade levels Inclusion Rate. There was an Inclusion Rate decrease in the GS-13 (from 87.14% IR to 85.97 IR) and SES (from 65.30% IR to 64.51% IR) grade levels. Hispanic Males have a marked disparity in the GS-14 (76.59% IR) grade level and Hispanic Females have marked disparities in all grade levels; GS-13 (71.38% IR), GS-14 (54.03% IR), GS-15 (46.69% IR) to SES (0.00% IR). The Hispanic female disparities existed during the previous FY2022 MD-715 reporting period with improvements in the Inclusion Rate of the GS-13 grade level (from 69.68% IR to 71.38% IR), and GS-14 grade level (from 47.52% IR to 54.03% IR), but there was an Inclusion Rate decrease in the of GS-15 (from 52.48% IR to 46.69% IR) grade levels respectively. The Inclusion Rate for SES remained unchanged for FY2023, FY2022, and FY2021 (0.00% IR). These marked disparities could be the result of a "Blocked Pipeline Barrier," but further investigation is needed.

Additional analysis is out lined below for a potential blocked pipeline barrier, the Census Bureau will initiate a barrier analysis in FY2024 to address several of the identified potential barriers.

White Females have a marked disparity in the GS-13 (72.04% IR) grade level. This is a decrease from FY2022 (73.80% IR). There were moderate disparities for White Females in the GS-14 (81.65% IR) grade level, and SES (89.96% IR) grade level. These marked and moderate disparities could be the result of a "Blocked Pipeline Barrier", further investigation is needed.

Black Females have moderate disparities in the GS-14 (87.23% IR) and GS-15 (86.78% IR) grade levels respectively, and a marked disparity in the SES grade level (38.31% IR), as compared to FY2022. Whereas there was a slight increase in the Inclusion Rate of the GS-14 Black Females (from 84.48% IR to 87.23% IR), there were decreases in the Black Female Inclusion Rates in the GS-15 grade level (from 91.04% IR to 86.78% IR) and SES grade level (from 51.95% IR to 38.31% IR), respectively. These marked and moderate disparities could be the result of a "Blocked Pipeline Barrier", further investigation is needed.

EXECUTIVE SUMMARY: WORKFORCE ANALYSES

Asian Males have a marked disparity in the GS-15 (48.96% IR) grade level, which is a decrease from FY2022 (from 48.96% IR to 45.98% IR). Asian Females have a moderate disparity in the GS-14 (82.93% IR), which is a slight increase from FY2022 (78.70% IR) and a marked disparity in the SES (58.68% IR) grade level. The Asian Females SES FY2023 Inclusion Rate (58.68%) is a significant increase from FY2022 (0.00% IR), but still well below the expected level. These marked disparities could be the result of a "Blocked Pipeline Barrier", further investigation is needed.

Native Hawaiian or Pacific Islander (NHOPI) Males have marked disparities in all grade levels GS-13 to SES grade levels with an Inclusion Rate of (0.00% IR). These marked disparities could be the result of a "Glass Ceiling Barrier", but further investigation is needed to review the NHOPI participation rate the Feeder Pool of MCO's in the GS-12/GS-13 to SES grade level. Native Hawaiian or Pacific Islander (NHOPI) Females have marked disparities in the GS-13 (63.64% IR) and SES (0.00% IR). Both the GS-13 Inclusion Rate and the SES Inclusion Rate grade levels remained unchanged from FY2022 (63.64% IR), and (0.00% IR), respectively. These marked disparities could be the result of a "Blocked Pipeline Barrier", further investigation is needed.

American Indian or Alaska Native (AIAN) Males and Females have marked disparities in all grade levels GS-13 to SES. AIAN Males GS-13 (increased from to 39.47% IR to 60.00% IR), GS-14 (Slight increase from 34.21% IR to FY2021 (34.29% IR), and GS-15 and SES remain at 0.00% IR. AIAN Females GS-13 (noticeable decreases for three fiscal years from FY2021 34.88% IR to FY2022 15.96% IR, to FY2023 7.07% IR), GS-14 (noticeable decrease from 40.43% IR to 24.24% IR), and GS-15 and SES remain at 0.00% IR. These marked disparities could be the result of a "Blocked Pipeline Barrier", but further investigation is needed.

Two or more races' Males and Females have marked disparities in the SES grade levels with an Inclusion Rate of (0.00% IR). Two or more races' Males have a marked disparity in the GS-13 grade level (70.00% IR). Two or more races' Females have a marked disparity in the GS-13 grade level (75.00% IR) and GS-15 grade level with an Inclusion Rate of (0.00% IR).

MISSION CRITICAL OCCUPATIONS (MCOs): MCO's are necessary for Census to fulfill its mission. The five most populous professional series MCOs are: Statistician (Series 1530), Information Technology Management (Series 2210), Management & Program Analysis (Series 0343), Mathematical Statistician (Series 1529), and Miscellaneous Administration & Program (Series 0301). Using the Inclusion Rate for analysis, the following disparities exist: Statistician - Series 1530: (1,491 employees) 47.95% males, 52.05% females. White Males (78.41% IR), Asian Females (75.20% IR), NHOPI Males (0.00% IR), NHOPI Females (70.00% IR, unchanged from FY2022), AIAN Females (65.00% IR), and 2 or More Races Males (20.77% IR), 2 or More Races Females (33.33% IR, significant decrease from FY2022 50.83%IR) have marked disparities. Asian Males (81.04% IR) have a moderate disparity.

Information Technology Management – Series 2210: (1077 employees) 63.32% males, 36.68% females. Hispanic Females (52.50% IR), White Males (55.58% IR), White Females (61.02% IR), NHOPI Males/Females (0.00% IR), 2 or More Races Males (28.46% IR), and 2 or More Races Females (52.86% IR, unchanged from FY2022) have marked disparities. Hispanic Males (82.44% IR), have a moderate disparity.

Management & Program Analysis - Series 0343: (610 employees) 28.36% males, 71.64% females. Total Males (49.24% IR), White Males (35.67% IR), Asian Males (42.05% IR), NHOPI Males/Females (0.00% IR), and 2 or More Races Males (0.00% IR, noticeable decrease from FY2022, 16.36% IR) have marked disparities. White Females (86.98% IR) have a moderate disparity.

Mathematical Statistician - Series 1529: (341 employees) 57.48% males, 42.52% females. Hispanic Males Inclusion Rate increased slightly (from 48.61% IR to 48.89%); NHOPI Males/Females (0.00% IR), and AIAN Males/Females (0.00% IR), and 2 or More Races Males/Females (0.00% IR) have marked disparities. White Females (86.24% IR) have a moderate disparity.

Miscellaneous Administration & Program Series 0301: (231 employees) 31.60% males, 68.40% females. Total Males (69.15% IR), White Males (49.29% IR), Asian Males (24.86% IR), and Asian Females (37.14% IR), have marked disparities. (Workforce Data Source: Data Insight Table A6).

NEW HIRES: Using the Inclusion Rate for analysis, the following disparities exist:

Hispanic Males (71.11% IR), White Males (66.31% IR), White Females (66.66% IR), 2 or More Races Males (58.10% IR), 2 or

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EXECUTIVE SUMMARY: WORKFORCE ANALYSES

More Races Females (28.57% IR), NHOPI Males/Females (0.00% IR), and AIAN Males (0.00% IR), have marked disparities. Hispanic Females (88.47% IR) have a moderate disparity. (Workforce Data Source: Data Insight Table A1).

SEPARATIONS: Using the Participation Rate compared to the Separation Rate of agency Removals (Code 330), the following disparities exist:

White Females have a Participation Rate of 34.87% and a Removal Rate of 45.45%. This is a marked disparity.

Black Males have a Participation Rate of 6.62% and a Removal Rate of 9.09%. This is a marked disparity. This was also a marked disparity in FY2022.

Hispanic Females have a Participation Rate of 5.59% and a Removal Rate of 9.09%. This is a marked disparity. This was also a marked disparity in FY2022. The new hire IR (88.47%) is a moderate disparity. (Workforce Data Source: Data Insight Table A1). Asian Males have a Participation Rate of 3.98% and a Removal Rate of 9.09%. This is a marked disparity. This was also a marked disparity in FY2022. The new hire IR (88.47%) is a moderate disparity. (Workforce Data Source: Data Insight Table A1).

PERMANENT WORKFORCE DISABILITY DISTRIBUTIONS: Person's with A Disability (PWD) 15.16%; Person's with A Targeted Disability (PWTD) 3.21%; Person's without A Disability (PWOD) 79.44%. (Workforce Data Source: Data Insight Table B1).

In FY 2023, the percentage of PWDs in the GS-11 to SES Cluster (14.55%), exceeded the 12% Regulatory Goal. This was an increase from the previous five reporting periods:

In FY2022 (13.05%), FY2021 (11.73%), FY2020 (10.57%), FY2019 (9.95%), and FY2018 (9.00%). (Workforce Data Source: Data Insight Table B4).

DISABILITY SEPARATIONS: Voluntary and Involuntary Separation Rates for PWD and PWTD using the Inclusion Rate Comparison Method

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%. 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%.

(Workforce Data Source: Data Insight Table B1).

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EXECUTIVE SUMMARY: ACCOMPLISHMENTS

Office of the Director

In his May 2023 Census Bureau National Advisory Committee remarks, the Director made a strong case for principles and benefits to organizational effectiveness by institutionalizing DEIA values in the Bureau practices at every level with every person: "better science, better systems, better policies, research designs, methods, and statistical data products. And that means higher quality and more relevant data on our nation's population and economy."

As part of his community engagement initiative, the Director established the practice of having Associate Director's, Division Chiefs, program and field staff accompany him in Tribal consultations, community conversations, external stakeholder meetings and outreach events with historically undercounted, hard to count, and minority institutions and business organizations. In 2023, this included tribal consultations with the United South and Eastern Tribes, Inc. leadership in their Nashville Headquarters and tribal council at their annual conference in Verona, New York. In Alaska in November, accompanied by decennial dissemination and tribal partnership staff, and Chief Scientist, the Director met with the newly installed BIA Alaska Regional Director, the Alaska Native Claims Settlement Act Executive Director, the Cook Inlet Council, the First Alaska Institute, the Alaska Census Working Group, and delivered a keynote, opened a tribal listening session, and met with organizers at the annual BIA conference. The purpose of these engagements was:

- To deliver new information on recent releases,
- Identify concerns of American Indian Alaska Native (AIAN) populations,
- Improve community access, and
- Increase awareness and service accountability among Census leaders and program staff.

In 2023, the Director identified inequities in the annual awards where some were monetized and others, like the EEO award, were not. He directed a working group to review and make recommendations to ensure a balanced approach between program and non-program awards.

In 2023 as part of his initiative with Minority Serving Institutions (MSIs), the Director championed the Bureau mission by engaging with students and faculty onsite to promote statistical access and career opportunities at Census in federal statistics in general. He met extensively with students, colleges, and universities as part of his regular external engagement schedule across the United States. He gave keynotes, commencement addresses, and guest lectures at student assemblies in high schools, community colleges, and universities. This included:

- The Business club at Onondaga Community College,
- The Institute at the University of Alaska Anchorage,
- The University of Alabama in Tuscaloosa,
- Stillman College,
- Atlanta University Consortium (Spellman, Morehouse, Clark Atlanta),
- Xavier University,
- Southern University,
- University of Texas at San Antonio,
- University of Illinois-Chicago,
- Chicago State University,
- New York University,
- Drexel,
- Medgar Evers College (CUNY-Brooklyn),
- San Antonio Community College, and
- North Carolina State University.

In many of these academic engagements, the Director has initiated conversations on partnerships, internship opportunities, and Memorandum of Understandings (MOUs) between the institutions and the Bureau. He promotes these engagements widely on social media, official blogs, and in person internal and external meetings.

In June 2023, the Director met with the President of the National Business League and the Detroit Black Chamber of Commerce, spoke on a panel discussion at the 63rd Annual Conference by the Council for Community and Economic Research in Detroit, met with the Philadelphia Hispanic Chamber of Commerce, and throughout the year, with Ethnic Media outlets. In the ethnic media meetings and interviews in particular, he established connections to minority, ethnic, and other special populations to advance understanding of ongoing surveys, the current Economic Census, data services, products,

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needs, and tools especially useful to communities and small businesses. As one example, in the fall he met with the Syracuse Mayoral leadership team, the Maxwell School at Syracuse, the Community College leadership and students to engage on the data needs of a community poised for population growth associated with a new chips plant. Finally, he led a delegation from the Bureau to Puerto Rico to champion data, tools, and a new research data center in service to their community and business needs.

Office of Equal Employment Opportunity, Diversity, and Inclusion (EEODI)

The U.S. Census Bureau's leadership continued to support the Office of Equal Employment Opportunity and Diversity & Inclusion (EEODI) activities and programs for all employees. Through EEODI, the Diversity, Equity, and Inclusion program, the Bureau created a culture of inclusion by proactively educating management and employees on Diversity & Inclusion related issues through training sessions, blog articles, tool kits, fact sheets, and D&I Campaigns. The program focused on intercultural communication, cognitive diversity, strategic partnership, advancing equity, inclusive leadership, and our core values.

After presenting the FY2022 State of the Agency to Senior Leadership, EEODI received additional requests to present the State of the Agency (Diversity Council, Diversity Showcase).

The agency corrected and completed eleven (11) of the twelve (12) program deficiencies listed in the FY2022 MD-715 Report.

The office successfully processed 115 informal complaints, down from 189 informal EEO cases in FY2022; processed 42 settlements, including four final decisions; completed 63 human resource and investigator requests; and submitted 66 counselor report requests to the Office of Civil Rights for formal processing. EEODI attribute the reduced number to increased awareness, transparency and trainings conducted by the office.

In FY2023, EEODI increased the Alternative Dispute Resolution (ADR) participation across the bureau. EEODI increased the ADR Offer Rate from 36.75% (FY2022) to 67.50% (FY2023) and increased the ADR Accepted Rate from 15.06 (FY2022) to 43.33% (FY2023). For the first time ever, the office settled nine (9) cases via the Alternative Dispute Resolution Program, a program which was rather dormant. **Note:** Last year two (2) cases were settled through ADR. The U.S. Census Bureau is the only agency in the Department of Commerce where an increase in usage of the program has been noted.

The office facilitated ADR Mock Mediation trainings for all employees, which covered the role managers/supervisors have as the resolving official; the role of the aggrieved; discussing when mediation is appropriate/not appropriate and concerns about mediation; teaching the benefits of ADR and its process; and having an opportunity for a question/answer session.

EEODI led the Gender Inclusion and Structural Inclusivity Workgroup. The workgroup identified an interim point of contact for transitioning employees; developed an internal process to allow transgender and non-binary employees to submit chosen name changes for Microsoft O365 Display; worked with GSA to obtain inclusive procedural guidance for facilities; and developed and distributed an employee toolkit for Gender Inclusion.

EEODI supported new special emphasis and special interest programming in an effort to increase cultural awareness and workforce engagement. In addition to the regular programming, the office supported International Holocaust Remembrance, Neurodiversity Celebration Week, Women's Equal Pay Day, Facts and Snacks: U.S. Efforts to Combat Systemic Racism, Arab American Heritage, Jewish American Heritage Month, National Caribbean American Heritage Month, Filipino American Heritage Month, and Transgender Awareness Week.

EEODI collaborated with the Diversity and Inclusion Council and participated in the development and facilitation of the annual Diversity and Inclusion Showcase, which featured bureau-wide trainings on "Recognizing and Overcoming Bias Against Women", "Cross-Cultural Communication & Etiquette", "Combatting Anti - Asian, Xenophobia", "Change Management: Keeping Up With the New EEO Requirements", and "Building Trust Inside Your Team."

EEODI participated in 100% of reorganization Civil Rights Impact Analysis (CRIA) and three (3) realignment CRIs. This analysis provides the significance of the effects of proposed employment actions, eligibility for agency services and benefits, underrepresentation, or lack of diversity within its programs or identify any requirements that may adversely impact employees based on their membership in a protected group.

Developed seven(7) Special Emphasis Campaigns on Women, Black, Disability Awareness Month, Native American, Asian

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American and Pacific Islander Month, Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex and Asexual (LGBTQIA) Month, and Hispanic Heritage Month and produced six (6) Special Interest Month Campaigns, Holocaust, Arab-American, Jewish-American, Juneteenth, Caribbean-American, and Filipino-American, a first for the agency. The campaigns were viewed by more than 3,000 employees (excluding NPC and regional offices, as most of these employees see a hard copy of the campaign).

EEODI participated in the development and facilitation of the annual Diversity and Inclusion Council Showcase, which featured bureau-wide trainings on "Recognizing and Overcoming Bias Against Women", "Cross-Cultural Communication & Etiquette", "Combatting Anti – Asian, Xenophobia," "Change Management: Keeping Up With the New EEO Requirements", and "Building Trust Inside Your Team."

In support of recent 2023 Office of Personnel Management Guidance Regarding the Employment of Transgender Individuals in the Federal Workplace, and to advance Diversity, Equity, Inclusion and Accessibility (DEIA) across the U.S. Census Bureau, EEODI spearheaded a team to develop an internal process to allow transgender and non-binary employees to submit "Optional Name" changes for Microsoft O365 Display Name Change. It has since rolled-out to any employee can submit such request. In addition, a Gender Identity and Inclusion Resource Page was developed.

EEODI employees actively participate in DOC workgroups for DEIA Executive Orders 13985, 14035, and 14031 and Equity Council.

EEODI facilitated the cross – agency DEIA Implementation Team monthly meetings in the review and tracking of the Census Bureau's FY2022 – 2026 DEIA Strategic Action Plan.

The office worked with the Human Resources Division(HRD) to ensure DEIA was included in Senior Executive Performance Plans and included in the agency's strategic plan (Objective 3.1 and 3.3).

EEODI participated in initial review of the agency's Collective Bargaining Agreement.

The office continues to build solid relationships with Labor Relations, Employee Relations, Diversity Council, Labor Management Council, EEO Advisory Council, OMBUDS Office and Union.

EEODI discussed Data Analytics and other mandatory reports as they pertain to Executive Orders, MD-715, and 462 Report with the DOC Office of Civil Rights as appropriate.

The office provided results to the Field Directorate and the Regional Offices on the EEODI conducted Climate Survey.

EEODI developed training that focused on best practices and practical application of EEODI principles, integrating the agency's training and outreach activities into identification of discrimination trends rather than recitation of laws.

EEODI conducted the following proactive and preventive EEO and D&I trainings, not including special training because of EEO case resolutions or those held during special emphasis months. The trainings had a total of more than 3,050 participants:

- ELI Civil Treatment
- Retaliation/Reprisal, Let's Talk About It for Managers
- New Employee Orientation
- Workplace Harassment
- Inclusive Leadership: Duty to Act
- Facts & Snacks: U.S. Efforts to Combat Systemic Racism
- Sexual Orientation and Gender Identity – Conceptualizing Sex and Gender
- ADR for Managers/Supervisors
- Facts & Snacks: DEIA Strategic Plan
- ADR for Non-Supervisors
- Facts & Snacks: The DEIA Strategic Action Plan FY22 Accomplishments
- BEA Inclusive Leadership: Duty to Act
- Retaliation/Reprimand
- Facts & Snacks: Becoming an Ally – Supporting a Culture of Growth, Equity, and Inclusion
- ADR Mock Mediation for Managers and Supervisors and during the Diversity Fair for all employees

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

- ADR Mock Mediation for Non-Supervisors

Administrative and Customer Services Division (ACSD)

While staff have been out of the building, ACSD and specifically the Health and Safety Branch (HSB) 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.

Additionally, ACSD managers participate on the Diversity, Equity, Inclusion, and Accessibility (DEIA) working group and sub-group and participate in related trainings offered by the office.

Emergency and evacuation plans were 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 (CRI), overall emergency preparedness are 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, Information Technology (IT), General Services Administration (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 staff 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.

Since FY2022, additional single occupancy restrooms were provided. There are wheelchair/scooter accessible workstations and meeting rooms. There are automatic door openers on the new single occupancy restrooms.

Applications Development & Services Division (ADSD)

The Section 508 Program Office continued hosting 508 Coordination Council meetings to promote Section 508 awareness. The bi-monthly meetings engage teams around the Bureau on the importance of integrating accessibility and Section 508 compliance into their digital products.

The Section 508 Program Office supported National Disability Employee Awareness Month by sponsoring training events on Section 508 compliance. The "Lunch and Learn" events promoted current Section 508 initiatives under way that help the Bureau develop and maintain 508 compliant digital products. The sessions also celebrated the accomplishments of teams who have successfully integrated Section 508 compliance into their projects.

The Section 508 Program Office worked with the Data Visualization and Standards team to identify accessibility requirements needed for the Census visualization style guide. The group’s goal was to develop best practices for Census Bureau authors developing interactive data visualizations. These guidelines apply to both public-facing data visualizations released on Census.gov (or any other public venue) and to internal dashboards accessed by Census employees.

The Section 508 Program Office on-boarded two (2) Section 508 Subject Matter Expert contractors to assist with testing Census information and communication technology for 508 compliance. The contractors provide guidance on how to correct Section 508 issues within Census websites, applications, and documents. They also provide training and software support to Census teams using 508 test tools. The office found that the 508 SME’s have helped teams improve their digital products overall 508 compliance rating.

The Section 508 Program Office is developing a new automated Section 508 Acquisition checklist that will replace a manual

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paper-based form. Once complete, the new automated checklist will allow the agency to quickly gather acquisition data needed to support federal data calls, give product owners an online status of their submissions and help speed up processing. Over 320 Section 508 Acquisition Checklist were processed during FY2023.

The Section 508 Program Office continued working with the Human Resources Division (HRD) and the Client Support Division (CSD) to provide reasonable accommodation solutions to employees in need. The tools enabled users to perform their jobs and include technology such as screen reading software, voice recognition software, and screen magnification tools. During FY2023, the team upgraded all software maintained to the latest versions available and increased the number of licenses held in reserve that are used to support reasonable accommodations. This was done in preparation for the eventual return of Census employees to Headquarters and other worksites.

The Section 508 Program Office continued accessing Census digital products for Section 508 compliance. ADSD established a Section 508 Certification framework to address accessibility compliance needs. During FY2023, the team certified over 20 Census websites, applications, documents, and training modules as Section 508 compliant. This framework has been recognized by GSA and used as a model process to other agencies.

Associate Director for Research & Methodology (ADRM)

ADRM leadership will continue to provide an environment that encourages its staff to participate and take part in DEIA training offered by the bureau in FY2024. The office is currently awaiting the list of DEIA training provided by EEODI.

ADRM leadership has the continuing opportunity to participate in and encourage the participation of others in special programs/sessions throughout the year sponsored by the Census Bureau DEIA Affinity Groups, including Association of Autistic Census Employees, Blacks in Government, Census Bible Fellowship, Census Bureau Veterans Groups, Census Latino Employee Organization, Census Women Count Chapter of F.E.W., NextGen Network at Census, and Rainbow Alliance.

ADRM leadership continues to foster, a diverse environment that allows employees to feel empowered and engaged. ADRM leadership is committed to strengthening its ability to promote equity, inclusion, and accessibility by engaging in training as well as offering training to the workforce that will continue to cultivate such an environment. Some of the trainings include:

- EEO Compliance Training for Managers and Supervisors
- Reasonable Accommodation
- New Employee Training (Supervisors)
- Generations
- Inclusive Leadership
- Civil Treatment

ADRM leadership has promoted and will continue to promote an atmosphere that emphasizes the importance of DEIA activities. Previous and prospective illustrative examples include:

- Researchers, including but not limited to ADRM SES/ST personnel, giving technical talks to diverse groups of undergraduate/graduate students at universities, colleges, two-year colleges, or other settings (e.g., workshops, professional organization-sponsored events, etc.). Information might also be shared about Internships at the Census Bureau.
- ADRM researchers lending technical expertise in events in data science, statistics, computer science, behavioral sciences, economics, and demographics at minority serving institutions in areas including judging, mentoring, serving as panelists, and general education in data science events. One notable example is the Annual Data Science Symposium and Datathon at Bowie State University.
- ADRM researchers, either individually or as part of a group, hosted one or more researchers who are members of underserved communities to share the nature of his/her center.
- ADRM researchers are aware of and actively seeking DEIA activities through relevant professional associations including the American Statistical Association (ASA), American Economic Association (AEA), and American Association for Public Opinion Research (AAPOR). Notable examples include:
 - ASA: The StatFest program developed and conducted by the American Statistical Association; and the annual Women in Statistics and Data Science Conference.
 - AAPOR: The SurveyFest program developed and conducted by the American Association for Public Opinion Research; and an "Equity Paradigm" training program for AAPOR leadership.

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- AEA: Recruitment of relatively new researchers (graduate students and junior faculty), including those from under-represented groups, through the American Economic Association Summer Fellows Program; mentoring of undergraduates in economics through the American Economic Association Summer Training program, currently hosted by Howard University; participation of ADRM personnel in the American Economic Association Committee on the Status of Women in Economics; and research by ADRM personnel on diversity and equity in labor market outcomes for economists.
- Members of the Federal Statistical Research Data Center (FSRDC) system pursued, and will continue to pursue, numerous activities in outreach to, and promotion of the use of FSRDC data assets by minority serving institutions (MSIs), including the following:
 - FSRDC Administrators and Executive Directors conducting outreach events for MSI institutions for the purpose of generating interest in the form of new projects. This outreach presentation may occur in person or virtually, and often are expected to lead to post-event communications between the administrator and MSI researchers.
 - FSRDC staff working with other Census Bureau staff from the Policy Office, the Communications Directorate, the Deputy Director's Office, and others to coordinate planning and activities expressly for the purpose of expanding equitable access to restricted federal data. MSI institutions and their affiliates are a primary focus of these efforts.
 - The FSRDC Director and the FSRDC Senior Advisor for Special Projects are actively engaged in the planning and execution of administrative activities toward the building of an FSRDC in Puerto Rico, which would predominantly serve an MSI research community.
 - The FSRDC Director, worked with federal agency partners at OMB and NCSES, authored a Request for Proposal which was recently published. The RFP called for a contractor to conduct an environmental scan in part to determine the access barriers and research needs of faculty and graduate students of MSIs and similar underrepresented institutions.
 - The FSRDC Director collaborated with FSRDC Executive Directors on an NSF grant project that would target participation in the program from new users, substantially including those at MSIs. The grant would seek MSI affiliates through targeted outreach and supply small sums of money to reduce access barriers.

The directorate reviews policies, programs, systems, and techniques currently in use and determines specific initiatives that should be enhanced and/or changed for improved DEIA. At least one enhancement or recommendation is developed.

ADRM completes and implements an annual and measurable tracking inventory of internal career assignment opportunities provided in the workplace.

In collaboration with the Associate Director for Communications (ADCOM), utilized connections established within ADCOM to promote opportunities through a list serve with a grasp of over 6,000 colleges/universities. This includes a large number of minority serving institutions.

Participation by ADRM leadership and other researchers in various recruitment efforts at Historically Black Colleges and Universities (HBCUs), e.g., Bowie State University, Coppin State University, Hampton University and Norfolk State.

To inject fresh Science Technology Engineering and Mathematics (STEM) doctoral level fellows into the ADRM scientific staff, ADRM centers leveraged the rigorous fellow recruitment program of the American Association for the Advancement of Science (AAAS). Diversity, Equity, and Inclusion (DEI) is deeply ingrained in AAAS processes. The AAAS DEI strategy focuses on collecting the data necessary to ensure accountability for increasing demographic representation throughout the scientific enterprise, focusing on the career-enabling functions over which AAAS has direct influence. ADRM senior scientists have served on the AAAS STEM fellows selection panels during the past several years. For ADRM, special interest may focus on the hiring of data science fellows through the AAAS Science & Technology Policy Fellowship (STPF) program.

ADRM measures and reports DEIA hiring program initiatives specifically to recruit and retain interns, apprentices, fellows, college/university students and graduates, and potential candidates affiliated with other partner organizations.

The directorate establishes partnerships with customers and industry to disseminate information and obtain continuous feedback to improve customer service to small and disadvantaged businesses.

Decennial Census Programs

- The Decennial Division Chiefs February 8 meeting had a total of 12 senior leaders in attendance. The session was an update and awareness discussion led by Stefanie Watson on Diversity, Equity, Inclusion & Accessibility (DEIA) work happening at Census. The goal was to ensure senior leadership had a good awareness base on DEIA activities as the office planned more activities and incorporate DEIA practices and principles into their programs.

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- The directorate expanded the recruiting staff to include more volunteers of different identities, races, ethnicities, ages, backgrounds, abilities, cultures, and beliefs based on an assessment from the EEODI.
- All Directorate recruiters were required to attend Unconscious Bias training to ensure they represent the agency as an inclusive and equitable employer.
- As part of a special offering of the Retaliation/Reprisal course offered by EEODI, 151 directorate staff attended training sessions.
- Directorate administrative staff participating in the Census Technical and Administrative Development Program completed the True Colors assessment to understand, embrace and value differences.
- Multiple directorate staff were featured as DOC blog writers for Black History Month.
- A directorate senior leader, Jenny Kim, was the keynote speaker for the opening event for Asian American, Native Hawaiian Pacific Islander (AANHPI) Month.
- A directorate senior leader is a member of the Advancing Equity with Data Working Group.
- A directorate senior leader is a member of the Bureau of Indian Affairs Interagency Working Group on Indian Country Data.
- The directorate provided resources to the Equitable Federal Funding Interagency Working Group, a new working group which leads and contributes to actionable, equity assessments to improve equity in the distribution of federal grant funding to communities.
- The directorate established the ACS Data Equity Webpage: American Community Survey Resources for Equity.
- The directorate updated the ACS User webpages for different data users: Information by ACS User Type.
- Stats in Action webinars - sharing how to access ACS data for different communities/stakeholders: AIAN, EEO, Journalists, Non-profits, Emergency Management, Puerto Rico, businesses, etc.
- Geography Division developed templates for documents and presentations that are 508 compliant in addition to supporting 508 compliance training for staff. Ensuring our materials are 508 compliant allows the information to be accessible to all, including those with disabilities.
- Hosted a Topic Tuesday session for directorate staff on FY2023 DEIA Objectives/Goals and EEODI Proactive Prevention and Mitigation Strategies and Resources. The session was facilitated by Stefanie Watson.
- A group of employees across the federal government discussed the need for representation (diversity) in the federal data ecosystem. The employees determined that improvements need to be made with regards to recruiting, hiring, training, and retaining diverse federal data practitioners. The White House National Science and Technology Council's Subcommittee on Equitable Data (SED) stood up the Interagency Working Group (IWG) on Expanding and Diversifying the Federal Data Workforce to address this need.
- The IWG is focused on recruiting, training, promoting, and retaining data practitioners in the federal government that represent the diversity of American communities. The group consists of three action committees: Pipeline Development and Maintenance – The purpose of this action committee is to develop a robust, accessible network dedicated to connecting the pipeline of diverse data talent to federal agencies recruiting data practitioners. Support for Equitable Training and Promoting Diverse Federal Data Practitioners – This action committee has two sub-functions: Support Equity in Training Sub-function: The purpose of this group is to infuse equity concepts and practices into data skills training programs that connect subject matter to lived experience. Promote Diverse Federal Data Practitioners Sub-function: The purpose of this group is to develop the infrastructure to implement evergreen activities focused on improving the promotional potential of diverse data practitioners. (Internal Promotion), Data Practitioner Recruiting Toolkit – The purpose of this action committee is to create a toolkit for potential federal data practitioners that guides them through the hiring process, connects them with relevant federal staff, and highlights the benefits of federal service.
- The IWG is co-sponsored by Dominic Beamer, Decennial Census Management Division (DCMD), who helps to oversee the progress of all the action committees and provides updates to the SED. The Internal Promotion working group is co-managed by Tia Lee (DDSSO). Activities from this working group will be implemented in partnership with initiatives implemented by the other action committees to help facilitate increase in diversity of data practitioners across the federal government.
- Directorate recruiters participated in recruitment efforts at various events at minority serving institutions, such as University of Puerto Rico – Mayaguez, and during the annual HBCU Week Conference.

Associate Director for Demographic Programs (ADDP)

As part of the Mentoring Mondays sessions, the directorate continues to raise awareness and emphasize the value of DEIA in the workplace by supporting ongoing learning and engagement events and topics such as Mental Health Awareness and Neurodiversity. The directorate also shares and promotes Employee Affinity Groups and encourage the staff to participate in inclusive efforts like joining our DEMO Culture Council to strengthen DEIA and engagement across the directorate.

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In October 2023, DEMO Organized a Career Development Training Event and Panel Discussion with the Division Chiefs and invited all staff to participate to highlight the diverse career paths and experiences and best practices needed to advance throughout a career in public service and the Census Bureau. The goal was to emphasize mentorship, the power of networking, and the leadership skills needed to overcome barriers to advancement and help support DEIA efforts at all levels of the workforce.

The Associate Director organized, planned, and communicated Division-Level Branch Chief Manager Engagement Sessions open engagement session to talk about, listen to and discuss workforce issues, including an emphasis on DEIA, on ways to strengthen and empower their managers at all levels.

The directorate promotes transparency about their annual Federal Employee Viewpoint Survey (FEVS) reports and results and continuously encourages their staff to help build new and innovative ways to empower and support the way they work together across their Directorate. They frequently invite the Bureau's FEVS team to present at their mandatory Virtual Town Halls and to brief the Senior Managers each year, to reinforce the directorate commitment to reviewing and taking action, based on the FEVS results. They also put forth extensive efforts to carefully craft a strategic communications campaign around the FEVS and offer other ways for staff to provide feedback, ask questions and offer input to strengthening how they work together on an ongoing basis. These actions above resulted in DEMO exceeding the Bureau's response rate goal by more than 13%, which was a 6% increase from the year prior (FY2022).

DEMO also invested in a Pilot of the BetterUp Coaching Platform Pilot Program. This program was in response to a primary action-item on their FY2022 FEVS and Listening Session feedback that staff have alerted them to is a challenge with regards to transparent career pathing and resources. The goal will be to review the data insights and usage from a variety of staff, levels, positions and grades to assess the impact to DEIA and inclusive career opportunities through this program.

DEMO continues to organize, lead and host ongoing quarterly "Mentoring Monday" interactive sessions geared towards cultivating a culture of inclusivity, engagement and connection.

DEMO established a regular communication channel with the Census Bureau's Office of the Ombuds to ensure that all confidential issues are properly addressed and resolved. The directorate works collaboratively with the Ombuds and the DEMO leadership team on how to handle confidential issues in a respectful, fair, and constructive manner that can prevent or minimize the negative impacts of workforce issues on the staff and the leadership and that boost and enhance ongoing DEIA efforts across the directorate. They also regularly invite the Office of the Ombuds to present information and updates at their Virtual Town Halls so that staff understand the resources they offer and are encouraged to engage with the office if a need arises.

DEMO worked with the Office of the Ombuds to design and execute an outreach plan for offering a series of highly customized "Resilience and Restoration" training sessions for DEMO Senior Managers. The managers received one (1) hour of training credit for each session they attended. The directorate collected feedback and evaluation from the managers and the Ombuds to measure the effectiveness and impact of the sessions and designed the content specifically from feedback and listening sessions that helped identify some of the inclusive ways that managers needed help following the global pandemic.

Demographic Academic Ambassador Program

- In 2023, the directorate established the Demographic Academic Ambassador Program. Vision: A diverse talented workforce representative of the U.S. Population we serve, Mission: To establish a diverse talent pipeline through collaboration with minority serving institutions, Goal: Personalize the work the directorate does at Census to help students at minority serving institutions and underrepresented groups visualize a career in the Demographic Directorate.
- This program aligns with and supports Executive Order 14035 (Diversity, Equity, Inclusion, and Accessibility); Census Bureau's strategic goal 3; and the desire to increase DEIA within the directorate to increase our productivity, creativity, and problem-solving expertise necessary to meet the emerging needs of our sponsors/customers.
- To date, DEMO has conducted outreach/recruitment efforts at several Minority Serving Institutions (MSIs), to include Hampton State University, Coppin State University, University of Maryland Eastern Shore, Fall 2023 Hispanic-Serving Institutions Expo, North Carolina Central University, HBCU Conference, Bowie State University. Other recruitment efforts included major conferences such as PAA.
- The directorate collaborated with HRD and Director's office on several outreach/recruiting events.

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- The directorate created a Recruiting Tool Kit for the ambassadors to use and share with participants at recruiting/outreach events. For example, Active Job Vacancy QR codes; HRD reference materials; USAJobs QR Code to Resume Video; Recent DEMO Publication QR code, census-branded promotional material; Demo Mailing List QR Code (voluntary) which allows the directorate to share job opportunities with participants, etc.
- The 2024 Goal is to expand outreach to MSI institutions (e.g., HBCUs, HSIs, AANAPISI); determine metrics for success, to include how best to obtain and use Applicant Flow Data to inform/do a barrier analysis. This will help target their outreach efforts moving forward.
- Hiring Process: Created internal Recruitment Tracker to facilitate internal interviewing/hiring process.
- Demographic University: Professional training and development program is offered to employees, new employees or employees new to the directorate.

Diversity Council

On January 10, 2023, Dave Ziaya, Diversity and Inclusion Council Chair convened the first ever Affinity Group (AG) Roundtable. The purpose of the Roundtable was to provide an informal networking and information sharing space for Affinity Group leaders. Topics in the first meeting included remote work benefits, collection of affinity group accomplishments for the MD-715 report, feedback on the recently held affinity group Java with Jarmin sessions, an update to the DEIA implementation plan, a request for assistance to help update the Council/AG SharePoint site and discussions on updating mailing lists or establishing an affinity group TEAMS channel.

On May 18, 2023, a second AG Roundtable was convened by Chair Ziaya and Vice Chair LaVerne Byrd. Topics included the Department of Commerce Inaugural ERG Summit recap, FY2023 Diversity and Inclusion Council Showcase planning, request for identification of new Affinity Group Executive Champions were vacant and collaboration opportunities for AG leaders.

Fireside Chat with Director Robert Santos: How Our Work Advances Equity and Financial Well-Being.

On Tuesday, July 18, 2023, a conversation between Robert Santos, the first Latino Director of the U.S. Census Bureau, and Zixta Q. Martinez, Deputy Director of the Consumer Financial Protection Bureau (CFPB) was broadcast to both agency's personnel. The two senior executives discussed how their agencies' missions overlap on promoting fairness, advancing equity, and empowering underserved communities through data collection and access. The conversation shed light on mission alignment, areas of collaboration, and career development.

The Diversity and Inclusion Council Management Representative for Field (FLD) promoted various activities via emails from the FLD engagement team to the FLD employees. This included encouraging FLD senior management to promote the activities.

At the monthly meeting, which includes around 60 employees on average, she reinforces that she is a Council Member to promote awareness and helps plan DIO-related programming events. She also presents diversity and inclusion topics/workshops/training during the FLD Branch Chief Meetings which includes leadership and various activities and trainings to the Regional Office staff during meetings with the Regional Survey managers to include topics such as microaggressions and implicit bias.

- On November 2, 2022, she invited Chief Diversity Officer, Stefanie Watson to present on EEODI resources available to FLD.
- On February 1, 2023, she invited the Census Cycling Club Affinity Group to present at the monthly Field Employee Engagement team meeting.
- On April 5, 2023, she invited representatives from Toastmasters to present at the monthly Field Employee Engagement team meeting.

The Derby City Chapter of Few at the National Processing Center received excellent support from the National Processing Center (NPC) Assistant Division Chief (ADC), Aretha Wilkerson, who is the Federally Employed Women (FEW) SE Regional Manager. She assisted with gathering speakers for training programs via in person or virtual meetings.

The Census Latino Employee Organization (CLEO) established quarterly meetings with their Executive Champion and secured his participation to speak at the President's Advisory Commission on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics.

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The Python Users Group (PUG) meets regularly with agency leadership including their Executive Champion to receive and communicate messages to the group that is in line with broader agency vision/mission. They also attend the monthly Diversity and Inclusion Council meetings regularly to get more information on EEOI principles and practices and to ensure they are abiding by these principles during meetings.

On July 11, 2023, Session 3 of the Affinity Group Leaders Roundtable was devoted to a briefing of the State of the Agency MD-715 report by the EEOI team.

The annual Diversity and Inclusion Council Showcase was held August 15 – 18, 2023. This year's showcase featured two keynote speakers, Amy Hull and Stephen Pemberton who spoke on "Achieving Systemic Change" and "Be the Change, How to Impact your Workplace" respectively. Their entertaining and educational insights helped our audience understand their individual role in both recognizing and valuing diversity, inclusion, and equity and how to marshal that understanding into organizational action. The Showcase also offered five workshops on these topics: "Building Trust Inside Your Team," "Change Management: Keeping up with the New EEO Requirements," "Recognizing and Overcoming Bias Against Women," "Cross-Cultural Communication and Etiquette," "Anti-Asian Xenophobia," a briefing of the MD-715 report by EEOI leadership and an Affinity Group Exposition whereby affinity group leads held open "office hours" via a virtual TEAMS meeting link for multiple days to allow staff interested in learning more about their group and its activities to join at leisure and ask questions/hear a presentation. In total, 577 participants attended the various presentations and training sessions and 367 attended the Affinity Group Exposition.

The Diversity Council approved and oriented two new Affinity Groups in the fourth quarter - Census Dementia Care Givers and Association of Census Bureau Comic Book and Sci-Fi Fans – on August 9, 2023, and September 7, 2023, respectively.

Session 4 of the Affinity Group Roundtable was held on September 19, 2023. Affinity group leaders provided suggestions/feedback on activities to help support career advancement, developing an acronym dictionary for new employees and starting a dialogue with supervisors to better appreciate and support DEIA efforts.

The Derby City Chapter of FEW provided EEO training to members/non-members in various meetings throughout the year via in person or virtual meetings.

The Census Latino Employee Organization (CLEO) started discussion for professional development events for CLEO members, such as Senior Executive Service requirements, with their Executive Champion.

The Suitland Federal Center (SFCC) chapter of Blacks in Government (BIG) worked in partnership with EEO to conduct successful Black History month activities in February 2023, which included an information session with Harvey Monk (former Associate Director of the Economic Directorate).

Currently, a major objective of BIG is to work on strategies to improve Equity and Equality for all at the bureau (Level Playing Field). BIG's 2nd VP (Serria Scott) developed a survey for BIG's members to answer questions concerning career challenges. Data results from survey were tabulated and will be used to aid in Suitland (HQ-based) BIG discussions with senior leadership about possible things to improve with employment hiring and promotion process at the Census Bureau.

BIG members James Belton, President, and Michael Blake, 1st Vice-President were awarded an FY22 Bronze Medal Award for their work and contributions as part of the Diversity, Equity, Inclusion, Accessibility (DEIA) Strategic Plan Development Team. It's important to mention the other members of the Census BIG Executive Board (Delsey Newman, Wanda Sledd, Serria Scott, and Antonio Ellis) were all significant contributors in the success of the activities for FY 23 and we all appreciate the Bronze Medal Awards received for SFCC BIG.

The Census Latino Employee Organization (CLEO) helped design and will participate in Census Hispanic Heritage Month 2023 activities (September 15-October 15, 2023).

The council re-established and re-constituted the Accommodation and Support for Persons with Disabilities (formerly Association for Persons with Disabilities at CENSUS). The group met with AFGE President Johnny Zuagar (regarding the Remote work policy to explain their constituents' views and support for a robust remote work policy.

The Diversity and Inclusion Council approved the establishment of a new affinity group – the Machine Learning/Artificial

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Intelligence (ML/AI) Group on October 6, 2022. A Bureau-wide broadcast to announce the group was sent by Deputy Director, Ron Jarmin on October 20, 2022.

- Since its inception through June 30, 2023, the ML/AI affinity group hosted eight information sessions convened by both external and internal ML/AI experts to provide awareness and education; maintains an active membership of 242 employees; established an ML/AI TEAMS channel to foster a community of learning and shared resources; and in collaboration with HRD in December 2022, reserved 100 LinkedIn Learning licenses exclusively for their group members, enabling them to expand their knowledge and skills in ML/AI which has been well-received.

The Diversity and Inclusion Council Management Representative for Field (FLD) introduced potential trainings such as implicit bias that can be found on the Commerce Learning Center/Percipio online learning management system. These include short videos which are very impactful to retrain employees to recognize and overcome unconscious bias.

Stephanie Watson, Diversity and Inclusion Officer presented DEIA issues and training at a FLD Engagement Meeting.

FLD invites affinity groups to their monthly FLD engagement meetings. Toastmasters presented earlier this year. BIG will present in September.

The Derby City Chapter of FEW's goal is to ensure accountability of all officers and members of the chapter.

The Census Bureau R Users Group hosted a Workshop titled: R and RStudio: Building an Introductory Data Science Workflow on November 9, 2023. Eighty-three (83) participants attended.

The Census Bureau R Users Group convenes monthly discussion sessions covering a range of R programming uses and information sharing. Topics in FY23 through June 30, 2023, have included Stepping through a Data Science Workflow, R for Managers, R Training around the Bureau, Lightning Talks, R Studio Posit Team, Data Science Ethics, Intro to DSCE using tidycensus, and Data Wrangling and Analysis. In total, 752 employees attended these sessions.

In May 2023, the Census Neurodiversity Alliance joined the Rainbow Alliance's monthly meeting to jointly host a discussion of "Experiences of Neurodivergent Queer and Trans People."

The Python Users Group convenes monthly discussion sessions and training covering a range of Python programming uses and information sharing. Topics in FY23 through June 30, 2023, included Python in the Wild, The Road Ahead for Python, Database Connections and Multi-processing in Python, Intro to Regular Expression, Unleashing the Power of Imagery-Based Change Detection, Non-Id Data Linkage, and Using Python to Verify Data Products in the Census Data API. In total, 1,031 employees attended these sessions.

The Accommodation and Support for Persons with Disabilities (APSD) affinity group was reactivated in July 2023 with the selection of a new Executive Champion. The APSD affinity group provides support for individuals that have accommodation needs, have disabilities and/or are allies. They share common issues, inviting others to share ideas to develop better accommodation practices (codified or ad hoc), educate members about their accommodation rights and learn how to advocate and inform others in order to thrive professionally. They meet every first Thursday of the month.

On October 1, 2022, Blacks in Government (BIG) coordinated with other affinity groups and the Union (AFGE) and conducted another (13th Annual) successful school supply drive for schools under the bureau's Partners in Education (PIE).

BIG continued its three and a half (3.5) years partnership with the Census HQ Health Unit and Johnny Zuagar (President of AFGE) on the status of COVID-19 and other health issues as it pertains to the employees at the bureau.

Throughout the year, BIG continues to monthly send out emails to its current members on educational information and events, and job and training opportunities available, a BIG visitors list, and other Diversity and Inclusion Census Affinity Group Leaders.

Michael Blake (1st Vice President of BIG) was the MC for the second annual Data Symposium at Bowie State University (BSU), which further galvanized the bureau's relationship with BSU.

Blacks in Government's (BIG) 44th Annual National Training Institute (NTI) was held at the Gaylord Hotel at National Harbor in Fort Washington, MD on August 29, 2023. The Census chapter worked with NOAA's chapter, to plan and host the training

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event. Four of the Census BIG Executive Board members were registered participants: James Belton, Serria Scott, Delsey Newman, and Antonio Ellis. Fellow Census BIG Executive Board staff Wanda Sledd and Michael Blake worked with Census HQ IT staff to inform and aid employees in how to register to attend and to virtually access the presentation of the DOC Forum. Dr. Stefanie Watson, Census Bureau Diversity & Inclusion Officer, Office of Equal Employment Opportunity and Diversity & Inclusion, and Dr. Ngozi Butler-Guerrier, Director, NOAA Office of Inclusion and Civil Rights were the guest speakers for this DOC Forum event. Robert Santos, Director of Census Bureau, did a Census produced video and Junish Arora, Chief Diversity Officer, DOC Office of Civil Rights attended the event in person. Both provided promoting and welcoming information for BIG's 44th Annual National Training Institute (NTI) prior to event.

Currently, a major objective of SFCC BIG is to work on strategies to improve Equity and Equality for all at the bureau (Level Playing Field). BIG's 2nd VP (Serria Scott) developed a survey for BIG's members to answer questions concerning career challenges. Data results from survey were tabulated and will be used to aid in SFCC BIG discussions with senior leadership about possible things to improve with employment hiring and promotion process at Census Bureau.

Census BIG participated in the August 15 – 18, 2023 Census Bureau Diversity and Inclusion Showcase, as one of the affinity groups holding MS team meetings with employees. BIG discussed the group's charter, community events participation, groups' focus regarding advocacy and aid with employment opportunities, and how employees could become National, Regional, and local Suitland Federal Center Campus (SFCC) chapter members of BIG.

BIG coordinated with other affinity groups, specifically Census Women Count- Federally Employed Women (FEW), along with the Union (AFGE) to conduct another (14th Annual) school supply drive for schools under the bureau's Partners in Education (PIE). Event on September 16, at U.S. Census Bureau/Gate 5 entrance (parking Lot) of Suitland Federal Center, located in Suitland Maryland.

SFCC BIG participated in the August 2023 Census Bureau Diversity and Inclusion Showcase, as one of the affinity groups holding MS team meetings with employees. BIG discussed the group's charter, community events participation, groups' focus regarding advocacy and aid with employment opportunities, and how employees could become National, Regional, and SFCC chapter members of BIG.

The Derby City Chapter of FEW is proactive in identifying EEO/Diversity barriers and assist members to overcome those barriers through training.

The Derby City Chapter of FEW provides ADR training to members/non-members in various meetings throughout the year via in person or virtual meetings.

The Derby City Chapter of FEW provides Legal and Compliance training to members/non-members in various meetings throughout the year via in person or virtual meetings.

Economic Directorate

The Economic Directorate (Econ) held one session for managers and general workforce in FY2023 to provide employee support resources including addressing acceptable management and leadership behaviors and responsibilities. Resources and materials were provided during this session and in the Econ Newsletter to all staff. Topics of the sessions are:

- Census Uniono
- HR Employee Relations Branch Brochure
- HR Employee Relations Branch Allegations of Harassment Prohibited by Federal Law Presentation
- Employee Assistance Program Presentation
- Office of the Ombuds
- Office of Equal Employment Opportunity, Diversity, and Inclusion (EEO/ODI), and Affinity Groups

The Economic Directorate held 56 leadership and organizational agility workshops for over 560 staff at all levels of Econ. The workshops provided staff space to discuss the cultural, mindset, and behavioral changes that are necessary for the ongoing Econ transformation efforts.

- Classes offered to general workforce and managers: Giving Effective Feedback; Growth Mindset; Navigating Change with Neuroscience; Managing Polarities; Effective Virtual Team Meetings; Connection and Well-Being; Preparing to Delegate; Intro to Organizational Agility

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- Classes offered specifically to GS-15 leaders: Inclusive Leadership I; Inclusive Leadership II; Managing Polarities; Effective Virtual Team Meetings; Connection and Well-Being; Preparing to Delegate; Intro to Organizational Agility.

The directorate implemented the Econ Leadership Training Program Pilot (ELTPP) from September 2022 – September 2023. Division chiefs led/participated with cohort participants of the Econ Leadership Training Program Pilot (ELTPP): ECQs Training session, Overview of SES session, 5 ECQs development sessions, 3 leadership sessions (Interviewing Like a Pro, Mid-Point Program Feedback, and Roundtable with DCs: Political Savvy/Communication Up & Across), 2 mock interview sessions with participants, resume review sessions, mentoring sessions, and Impromptu Speaking session.

Econ representatives participate on the Data Equity Working Group to coordinate, capture, and maintain activities within Census related to data equity.

Econ representatives participate on the working group for the Community Resilience Estimates to coordinate updates to the data tool helpful to determine disadvantaged areas to include the inclusion of Puerto Rico data.

The Annual Business Survey (ABS) is sponsored by the National Center for Science and Engineering Statistics (NCSES) within the National Science Foundation and conducted jointly with the Census Bureau. The survey measures research and development for microbusinesses, innovation, and technology and provides annual data on select economic and demographic characteristics for businesses and business owners by sex, ethnicity, race, and veteran status. In March 2023, a new ABS product depicting work-from-home data by race and ethnicity of business owners and preliminary data on the impact of the pandemic on business sales, financial health of the businesses, outstanding debt, and future expectations was released.

The Econ Directorate continues to maintain the ECON Vacancy Prioritization Exercise Tracking Spreadsheet of vacancies and internal career assignment opportunities provided in the workplace.

Recruiting Events:

- Tech to Gov Forum and Job Fair
- JobZone Virtual Career Fair (Military event)
- University of Maryland (UMD) Spring Career and Internship Fair
- Penn State Career Days - Spring Career Day
- UMD ECON Networking and Career Fair
- George Mason University Spring Career Fair (Econ recruiter attended 1 day)
- Norfolk State University Spring 2023 Hybrid Career Expo
- 2023 UDC Spring Job Fair
- Morgan State University Spring Career Fair
- American Sociological Association Annual Meeting (Econ recruiter attended 1 day)
- UMD ECON Networking and Career Fair
- 5th Annual National HBCU (Historically Black Colleges and Universities) and Week Conference Career and Recruitment Fair

Of the 84 new hires in the Economic Directorate, 65% are minorities and/or women, and of 71 employees selected for management positions, 72% are minorities and/or women.

Internship Programs:

- A cadre of 16 Coding it Forward Fellows joined Econ to solve problems using the latest technologies and innovative methods. Five fellows continued to work at Census beyond their fellowship.
- Econ had addition interns from Bowie State University (2 interns), University of Maryland Federal Fellows Program (2 interns), and Pathways Internship Program (1 intern).

Events Econ conducted focusing on highlighting data found in Census Business Builder and My Community Explorer (MCE), which both highlight business and demographic data, where MCE incorporates resiliency data such as those below the poverty level, with a disability, without a vehicle, over 65 years old living alone, etc.

- Latino Hotel Association 2022 Conference - Dallas, TX
- First Quarterly Workforce Indicators for Puerto Rico Provide Demographic Portrait of Island's Employment Trends
- HOPE Global Forum 2022 - Atlanta, GA
- 2021 ABS Webinar

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- Extracting Econ Data Webinar
- The Disproportionate Impact of the Covid-19 Pandemic on Women in the Workforce
- Diversifying Leadership in the Federal Data Ecosystem
- "Operation HOPE: 1 Million Black Businesses" Econ/EC/CBB/MCE (Webinar)
- National Alliance for Partnerships in Equity (NAPE) - Washington, DC
- 2023 Preparedness Summit
- Census Data and Tools for Preparedness - Preparedness Summit
- Class for SW Virginia Diverse Chamber of Commerce for Entrepreneurs
- Census Demo Data Equity Tools - Preparedness Summit - Nebraska Department of Health and Human Services
- USVI Department of Economic Development
- OnTheMap and Data Equity Tools _CSTE Disaster Epidemiology Workshop
- Economic Census Webinar for PR
- Webinar for National Association of Negro Business and Professional Women's Club (NANBPWC)
- Webinar for Embassy of El Salvador
 - Exploring Census Data: Race & Ethnicity
 - LED - Analyzing Economic Disparities Related to Race and Ethnicity in the Labor Force Using Census Data
 - Latest Census Bureau Data and Tools for Your Grant Applications
- Exploring Census Data: Small Business
- 52nd Annual Legislative Black Caucus Foundation's Annual Legislative Conference
- DOC Youth DC Summit

Field Division

Atlanta Regional Office (ATRO)

Atlanta Regional Office supervisors and managers investigated reports and allegations that could violate EEO policies and principles. The concerns are discussed, and corrective action is taken when required.

ATRO ensured all supervisory staff (Field Supervisors and above) completed the Legal Update Training for fiscal year 2023, which discusses EEO concerns and situations.

Coordinators have biweekly meetings with the Employee Relations Branch.

On November 4, 2022, a PowerPoint from Stefanie Watson, our Diversity, and Inclusion Officer, titled, "Be in the Know - Diversity, Equity & Inclusion Employee Resources" was shared via email with ATRO Supervisors.

In early November, ATRO, Regional Survey Managers (RSMs) and Geography staff attended an in-person Cultural Engagement and Awareness Tribal Session conducted by our Tribal Specialist, Shadana Sultan.

ATRO followed EEO guidance to effectively resolve reasonable accommodation requests during this time to prevent any form of discrimination.

ATRO supports telework with staff reporting to the office on a limited rotational basis to perform essential duties as we continue to operate during the COVID-19 pandemic. The RO ensures staff follows all Census Bureau/Department of Commerce, the Centers for Disease Control and Prevention (CDC) and local state guidelines for COVID-19 while in the office. We implemented measures at the Regional Office (RO) that allow the employees to work safely in the space. Atlanta RO provides hand sanitizer in multiple stations and are distributed throughout the office and wearing face coverings or masks is optional, except for when the RO is deemed in a high zone by the CDC. Face coverings have and will be provided to all employees that report to the RO, adhering to the Census COVID-19 Face Covering Code of Conduct and recommended CDC guidelines. These requirements are posted throughout the office.

ATRO continues to post EEO flyers and posters during assessment sessions and job fairs. EEO information is included in recruiting advertising. EEO information and signs are displayed in the breakroom and main training/conference room of the Regional Office. EEO topics are included in the available courses for Mandatory Supervisory Training.

Atlanta Regional Office always ensures the office complies with EEO inquiries, and any documents are sent as requested on time.

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The office provided timely input and requested documentation for EEO complaints, addressing concerns where needed and taking corrective action when required.

Supervisors (office and field) completed required trainings: Uniformed Services Employment and Reemployment Rights Act (USERRA), Veteran Employment, and Access Ability: Hiring Individuals with Disabilities.

All supervisors in the ATRO attended refresher training on Disciplinary and Adverse Actions with ERB Branch on February 14, 2023.

Field Supervisors attended 2 HR webinars lasting 1.5 hours each. On May 3, 2023, FS HRM Webinar: Key Steps When Dealing with Performance and Conduct Issues. On June 7, 2023, FS HRM Webinar: Conducting and Recording Progress Reviews/Evaluations, Understanding Reasonable Accommodation, Understanding Mentoring.

Chicago Regional Office (CHRO)

The CHRO routinely updates and distributes the RO Organizational Chart to regional office staff.

Regional Director regularly discussed diversity and inclusion of staff team members with all RO Managers at supervisory meetings twice per month.

Statement included on all recruiting bulletins and external recruiting materials that U.S. Census Bureau is an Equal Opportunity Employer.

EEO Posters are displayed throughout the Regional Office.

New managers completed all required Veterans training. In addition to new managers, supervisors were assigned for the annual completion of training related to reemployment of veterans, hiring veterans and people with disabilities.

Subscription to the U.S. Dept. of Labor's Women's Bureau online newsletter to stay abreast of workplace issues that affect women in the workforce.

In FY2023, 488 Chicago Regional Office Census Bureau employees received "No Fear Training". This was a decrease of 420 employees compared to FY2022 in which 908 employees received "No Fear Training". Also, in FY2023, 504 Chicago Regional Office Census Bureau employees received various Supervision Training. This was an increase of 49 employees compared to FY2022 in which 455 employees received various Supervision Training. Regional Office outreach to the National Association for the Advancement of Colored People (NAACP), the Urban League, and American Indian tribes for recruiting. Job vacancies shared with community-level partners, including many minority organizations, through GOV delivery messaging and telephone contacts.

The CHRO continued their work in identified geographies where the data represent the diverse communities within the region and hosted recruiting sessions at the Census tract/zip code level to reach these communities. In FY2023 Quarter 1, CHRO focused recruiting activities in strategic areas resulting in 86 applicants that represent the prevailing languages spoken in our region. Of these 86 applicants, we made job offers to 33 bilingual/multilingual candidates. In FY2023 Quarter 4, the CHRO focused recruiting activities in strategic areas resulting in 62 applicants that represent the prevailing languages spoken in our region. During this quarter four bilingual/multilingual new hires were selected/trained. The Tribal Assessment sessions hosted four candidates; one was selected.

The CRM is also being used in recruiting efforts with contacts targeting our focus on language needs for select areas. We also use CRM to target hard to recruit areas for current surveys and in preparation for the American Housing Survey (AHS) and the Survey of Income and Program Participation (SIPP).

Recruiters display EEO poster at each assessment session administered.

Regional recruiting efforts included review of data to identify areas where primary languages other than English are spoken at home and customized recruiting efforts in those areas.

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Rehabilitation Act program are regularly reported on and discussed at group meetings to address their effectiveness, efficiency, and legal compliance.

Regional Office Management Team actively promoted participation of all eligible staff in the 2023 Federal Employee Viewpoint Survey.

Regional Office Manager attended a Federal Executive Board presentation of National Strategy to Advance the Equality Justice and Opportunity for African American and Native Hawaiian Pacific Islanders in January 2023.

Regional Office Management Team attended a Coaching session hosted by Office of Equal Employment Opportunity Office focused on results of the 2022 Federal Employee Viewpoint Survey.

Regional Office Managers viewed the screening of Color of Care in October 2022. This film highlights the inequalities in healthcare and outlines disparities related to the delivery of care, particularly related to Covid 19.

All forms of discrimination or harassment are prevented, and controls are put in place in order to convey and establish priority to Title VII.

New supervisors and managers complete Commerce Learning Center (CLC) courses covering the equitable and fair treatment of their direct reports.

The regional office continues to work through the Workforce Recruitment Program (WRP).EEO and other sound management practices routinely discussed in daily management meetings with coordinators, Assistant Regional Directors (ARDs), and the Regional Director.

Regional Director routinely emphasizes that all employees must be treated equally, across programs and across managers.

All new and existing staff have been provided ARD contact information and designated time of availability to address questions or concerns to head off any issues that could develop into perceived discrimination. In addition to providing the contact information, each new hire is invited to a listening session with ARDs to discuss any issues as they settle into their position.

When statements are made or managers are informed of concerns employees are provided with the Employee Assistance Program, Reasonable Accommodation Office, and Ombuds office as a resource.

Regional Office managers and supervisors utilize the Census Ombuds Office to discuss situations to strategize resolutions before it can escalate.

For FY2023, there were also 13 Retention of Records requests, and all information retained, compared to eight Retention of Records requested in FY2022 and information retained.

The Regional Office maintains a compliant tracking system for any EEO complaints received, including dates to ensure timely resolution within the established guidelines.

Established Regional Office practice to utilize the Chicago Federal Executive Board's designee for any cases for Alternative Dispute Resolution.

Managers contacted in relation to two (2) EEO investigations for the 1st quarter and participated in interviews or preparing written responses.

Managers contacted in relation to four (4) EEO investigations for the 2nd quarter and participated in interviews or preparing written responses.

Managers contacted in relation to three (3) EEO investigations for the 3rd quarter and participated in interviews or preparing written responses.

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Managers contacted in relation to two (2) EEO investigations the 4th quarter and participated in interviews or preparing written responses.

Monthly touch point with legal counsel relating to employee situations to ensure legal compliance.

Denver Regional Office (DNRO)

The DNRO routinely updates and distributes the RO Organizational Chart to office staff.

Statement included on all recruiting bulletins and external recruiting materials that U.S. Census Bureau is an Equal Opportunity Employer.

EEO Posters displayed throughout the Regional Office.

Management and supervisory staff promoted positive office morale through the planning and implementation of various events.

1st Quarter - Continued a major commitment to reduce the overall number of FR vacancies for our monthly surveys in the region. Continued hiring for the SIPP Survey and began recruitment efforts for the large-scale American Housing Survey in 5 metro areas (Phoenix, Denver, Houston, Dallas, Kansas City).

2nd Quarter - Continued a major commitment to reduce the overall number of FR vacancies for our monthly surveys in the region. Continued recruitment efforts for the large-scale American Housing Survey in 4 metro areas (Phoenix, Denver, Houston, Dallas). In four (4) States ND, SD, UT, and WY, we considered hiring all eligible candidates that applied for a job.

3rd Quarter - Continued a major commitment to reduce the overall number of FR vacancies for our monthly surveys in the region. Continued recruitment efforts for the large-scale American Housing Survey in 4 metro areas (Phoenix, Denver, Houston, Dallas).

4th Quarter - Continued a major commitment to reduce the overall number of FR vacancies for our monthly surveys in the region. The DNRO successfully reduced our overall FR vacancies from 677 to 458. Resumed recruitment efforts for the SIPP Survey in preparation for the FY 2024 panel.

The Field Tribal specialist program continues (4 staff nationally) to support ongoing surveys, hiring, Census data use, and maintain relations between Census decades.

Regional Office outreached through various avenues to share job vacancies and educate public on Census data to include many minority organizations, through GOV delivery messaging and telephone contacts. Some examples are:

- State employment offices
- Social services offices
- Local nonprofit agencies
- Public libraries
- City government offices
- County government offices
- Community centers
- Senior centers
- Tribal government offices
- Churches
- Civic associations
- Community associations
- Neighborhood associations
- Religious organizations
- Senior citizen organizations
- Ethnic organizations
- Retiree organizations such as AARP
- Retired military organizations

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- Veterans' organizations
- Community newspapers
- Local television stations
- Local radio stations
- Social Media

Tribal Specialists secured a booth at the National Indian Education Conference in early October where jobs and Census data was promoted.

Promotion for hiring for the American Housing Survey began. This included targeted advertising to diverse populations such as Asian and Hispanic communities.

The RO continued to select FRs from the pool of candidates referred from Decennial, however the number of interested applicants is very low; as a result, we have resumed our on-the-ground Recruiting efforts. We have been successful in working with Work Force centers, attending job fairs (virtual and in-person), community sponsored events, food pantries, etc. to promote FR jobs. Online advertising on Facebook, Next Door, and attendance via virtual job fairs have also been explored. On-going efforts were made to include recruiting advertising for Bilingual/Spanish applicants. Additional efforts were made to hire FRs residing within Tribal Nations.

For FY2023, 2nd Quarter, the RO continued on-the-ground Recruiting efforts to increase potential FR applicants. We have been successful in working with Work Force centers, attending job fairs (virtual and in-person), community sponsored events, food pantries, etc. to promote FR jobs. Online advertising on Facebook, Craigslist, and attendance via virtual job fairs have also been explored. On-going efforts were made to include recruiting advertising for Bilingual/Spanish applicants. Additional efforts were made to hire FRs residing within Tribal Nations.

For FY2023, 3rd Quarter, the RO continued on-the-ground Recruiting efforts to increase potential Field Representatives (FR) applicants. DNRO has been successful in working with Work Force centers, attending job fairs (virtual and in-person), community sponsored events, food pantries, etc. to promote FR jobs. Online advertising on Facebook, Craigslist, and attendance via virtual job fairs have also been explored. On-going efforts were made to include recruiting advertising for Bilingual/Spanish applicants. Additional efforts were made to hire FRs residing within Tribal Nations. The RO also began advertising FR jobs using the Indeed employment website, which has resulted in a significant increase of applicants.

All office and field staff began completing the mandatory Data Stewardship Awareness, IT Security, and Records Management training.

All field and office survey staff began completing the mandatory Data Integrity training.

The office continued encouragement for all Regional Office employees to take advantage of available training opportunities, especially those available through the Census Learning Center to enhance their skills sets.

Annual performance ratings were completed, and eligible employees received performance awards.

EEO and other sound management practices were routinely discussed in weekly management meetings with all levels of management and the Regional Director. Regional Director routinely emphasized that all employees must be treated equally, across programs and across managers.

The regional office continued encouragement for supervisory staff to complete Diversity and Inclusion and EAP training as part of their required annual mandatory training hours when available.

The regional office maintained a complaint tracking of any EEO complaints received to ensure timely resolution within established guidelines.

Management and supervisory staff routinely responded to requests for information as needed for all personnel and EEO matters.

All office managers, supervisors, and Field Supervisors (FSs) completed the mandatory Veteran and Disability Hiring training.

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All Field Supervisors completed the annual Human Resources Management training.

Los Angeles Regional Office (LARO)

The regional office complied with all guidelines established by the Department of Commerce, including working towards completing all mandated yearly trainings to maintain a healthy management team.

The Regional office management team consulted with EEO professionals on the management and deployment of human resources.

The LARO management staff settled complaints and reasonable accommodation requests efficiently and in compliance with program directives and objectives.

New supervisors and managers complete CLC courses covering the equitable and fair treatment of their direct reports.

The regional office continues to post EEO flyers and posters during recruiting sessions and job fairs. EEO information is included in recruiting advertising. EEO information and signs are displayed in the breakroom and main training/conference room of the Regional Office. EEO topics are included in the available courses for Mandatory Supervisory Training.

The Regional Office maintains a complaint tracking of any EEO complaints received to ensure timely resolution within established guidelines.

The LARO management and supervisory staff routinely respond to requests for information as needed for all personnel and EEO matters.

New York Regional Office (NYRO)

The NYRO complied with all guidelines established by the Department of Commerce, including working towards completing all mandated yearly trainings to maintain a healthy management team. The management staff at the NYRO met daily to discuss office issues and concerns. Managers at the RO continue to have monthly meetings throughout the year with the legal team to discuss emerging trends related to EEO cases and tools/tips to avoid EEO issues.

The NYRO works with EEO throughout the year is a normal activity for our office. Our staff is provided with the necessary tools and EEO training to maintain effective managerial, communication and interpersonal skills.

All supervisors and managers worked towards completing all trainings, including: The No Fear Act, Uniformed Service Employment and Reemployment Rights, Veterans Employment Training for HR, Roadmap to Success- Hiring Retaining, including people with Disability, Legal Update Seminar, Human Resource Management Training, and Prohibited Personnel Practices/Whistleblower Protection. Additionally, staff are reminded of EEO policies and procedures during supervisory and management meetings. The NYRO consistently implement effective reasonable accommodation procedures and works closely with the Employee Relations Branch (ERB) and HRD.

The NYRO post signs/posters regarding EEO practices throughout the Regional Office. We encourage employees to make use the Employee Assistance Program (EAP), when applicable. Most importantly, we discuss EEO practices at supervisor and management meetings. We share all office and field job postings with the entire office and field staff. Employees share best practices and experiences with each other. Managers at the RO have regular meetings with the legal team to discuss emerging trends related to EEO cases and tools/tips to avoid EEO issues.

The NYRO is part of a fair and impartial complaint process and timely response to all inquiries and are following all the guidelines/recommendations provided to them. The office works expeditiously with HRD and ERB when complaints come to their attention. The NYRO is in full compliance with the law and respond to EEOC directives and orders as required.

Philadelphia Regional Office (PHRO)

The Philadelphia Regional Office Management team has promoted an inclusive culture in the workplace by fostering an

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environment of professionalism and respect for personal differences. They have fostered open communication and early dispute resolution. This may minimize the chance of misunderstandings escalating into legally actionable EEO problems. An alternative dispute resolution (ADR) program can help resolve EEO problems without acrimony associated with an adversarial process. The regional office established productive scheduling in the office which provides for social distancing.

The PHRO established neutral and objective criteria to avoid subjective employment decisions based on personal stereotypes or hidden biases.

The PHRO monitors for EEO compliance by conducting self-analyses to determine if current employment practices disadvantage people of color, treat them differently, or leave uncorrected the effects of historical discrimination in the agency.

The PHRO ensures the promotion criteria is made available to all staff and that job openings are communicated to all eligible employees.

The PHRO develops the potential of employees, supervisors, and managers with EEO in mind, by providing training, development and mentoring that will provide workers of all backgrounds the opportunity, to enhance their skills, and gain valuable experience and information necessary to perform well and ascend to upper-level positions.

The PHRO has established a neutral objective criterion to avoid subjective employment discrimination decisions based on personal stereotypes or hidden biases. Protect against retaliation. Provide clear and creditable assurances that if employees make complaints, the employer will protect employees from retaliation, and consistently follow through on this guarantee.

All new PHRO staff coming on board completed required No FEAR Act training. The offices reviews OGC recommendations and engage with OGC in the legal process.

The following training was conducted: December 8, 2022 - Harassment training for Office Managers, supervisors, and general staff. January 10, 2023 - Harassment training for Field Supervisors.

National Processing Center (NPC)

In September, NPC supervisor Reimagined Workshops were held across the four Assistant Division Chief areas. A summary of the findings and key themes from those workshops were shared at virtual and onsite branch meetings in November. NPC will work throughout the remaining fiscal year to address concerns, and implement new guidelines based on staff input from the workshops.

In December, an NPC-wide Reimagined Survey was conducted to capture relevant information from staff on priorities and areas of interest for NPC future operations. Input was consolidated, prioritized, and integrated into action items for NPC staff.

Conducted Senior Leadership COVID bi-weekly Pandemic Task Force meetings. Meetings were paused in July due to changes in CDC COVID guidelines.

Continued contact tracing program - Nurses in the Health Unit performed contact tracing that is consistent with CDC guidance on the process of how to identify close contacts, how to interview the COVID-19 positive cases, how to properly follow up with the individual and how to monitor the health status of an employee.

NPC Recruitment - The NPC recruitment strategy encompasses a multi-pronged approach to ensure employment opportunities are shared broadly among diversity organizations. The strategy is developed and managed by members of the Human Resources Branch at NPC.

NPC continues to partner closely with several community organizations that specialize in assisting individuals with disabilities and veterans to include non-military, military, veteran, and minorities in fulfilling their career goals. The organizations are Coalition for Workforce Diversity, Options Unlimited Inc., KY Office for the Blind, Kosair Shriners Club, Vocational Rehabilitation, Kentuckiana Works, Center for Accessible Living, Office of Resilience and Community Services, Veterans of Foreign Wars, WorkOne, Southern Indiana Veteran Services, KY Career Center Veteran Services, Premier Veterans, Rex Robley VA, Harrison County Veteran Services and VFW Eagles.

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NPC attended events, virtually and in-person, to connect with persons with disabilities, employment advocates, and job coaches to discuss job opportunities at NPC. Human Resources staff and the Communication Specialist provided support for these functions.

Reasonable Accommodations - To ensure equal opportunity for all employees, NPC completed the following activities:

- Term was extended for a full-time American Sign Language (ASL) interpreter through September 2023. The ASL interpreter completed multiple assignments in this period and coordinated requests, schedules, access, security, and supervision of contract interpreters.
- The ASL interpreter assisted in training sessions, increased awareness, access, and communications for the deaf community at NPC.
- NPC maintained relationships with local interpreting agencies to enhance ASL coverage.
- The ASL interpreter facilitated last minute training and meetings.
- NPC continued use of four ZVRS videophones, housed in four-separate locations, which allow quick access to secure interpreting services.
- Continued to support deaf and hearing-impaired employees using the UbiDuo Face-to-Face Communicator. The device is designed using a peer-to-peer network with split-screen display to facilitate direct, face-to-face text communication between deaf and/or hard of hearing staff.
- Ensured data safeguard procedures were observed regarding personally identifiable information. (IRS Audit)
- Provided four (4) scooters to individuals with mobility limitations.
- Assigned nine (9) heaters as accommodations
- Assigned one (1) fan as an accommodation.
- Reduced lighting as an accommodation for an NPC employee.

NPC hired five (5) veterans with veteran's preference.

NPC hired 25 personnel under Schedule A hiring.

Four (4) employees from the Employee and Labor Relations Section in Human Resources and one employee from survey processing attended Dispute Resolution training.

Diversity and Inclusion training sessions provided to NPC staff.

Unconscious Bias training sessions provided to NPC Staff
Barrier Analysis training sessions provided to NPC Staff.

Four (4) new handicap reserved parking spaces were assigned to staff.

To make parking more efficient for handicap staff, eight (8) reserved handicap parking spaces were reassigned back to general handicap parking.

To promote safety, installed speed bumps beside Buildings 60/61/71.

NPC provided an on-site, full-time interpreter.

NPC provided an on-site, full-time associate Ombuds representative. Position is currently vacant. Ombuds Office is coordinating the vacancy for NPC.

NPC provided an on-site, full-time Employee Assistance Program (EAP) representative. Position is currently vacant. Headquarters EAP staff is coordinating the vacancy for NPC.

Office of the Chief Information Officer (OCIO)

Employees can request a change to their display name in O365 to their preferred name. To date, 350 staff have updated their display name. New employees can request their preferred display name during the onboarding process. Enabled the Pronouns feature in Teams that will allow employees to select their preference for their profile. Users can perform this function on their own.

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

Met with DOC and other sub bureaus to review current hiring practices and ways to improve on recruitment efforts going forward.

Human Resources Division (HRD)

The Talent Development and Management Branch offers the following Career Development Programs to the Census Bureau's workforce:

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, the office 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. The office 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.

The Strategic Recruitment and Outreach Branch

Pathways Intern Program The goal for the Pathways Intern program is not just to provide an intern a federal experience and then send them on their way. The ultimate goal is to be able to provide them with the work experience throughout the duration of their academic program, help shape their skill set and knowledge base to the needs of our agency and be able to noncompetitively convert them to a temporary or permanent position once their degree has been conferred and have met all program requirements.

FY23 Pathways Interns recruited from the following colleges and universities:

- Total Interns on the Roster: 14
- Total Interns Hired in FY23: 5
- Total Interns Converted: 2

Georgia State University

University of Maryland (College Park)

University of Maryland (Baltimore County)

St. Mary's College of Maryland

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The George Washington University

University of Washington

University of Southern California

American University

San Diego University

University of California, Irvine

EXECUTIVE SUMMARY: PLANNED ACTIVITIES

Office of Equal Employment Opportunity, Diversity, and Inclusion

In FY2024, EEODI is planning a second Virtual University and College Summit. In FY2022, the office hosted a virtual summit and invited more than 250 faculty and staff at universities, colleges, and community colleges around the country; and more than 10 federal agencies. More than 250 participants joined the event, 78 percent of the participants were from external organizations. To effectively carry out our work and deliver the vital data the American public depends on, we must look at the work we do critically and identify ways to improve our products and processes. In support of the U.S. Census Bureau (USCB) mission we must recruit a diverse workforce that is representative of the American people. The USCB has implemented initiatives to retain and attract innovative and diverse talent. These initiatives support the USCB Strategic Plan Objective 3.1: Hiring, training, and equipping employees. The objective will also support the USCB's goal to "increase outreach to historically underserved colleges, universities, and community colleges."

Administrative and Customer Services Division (ACSD)

Gender non-binary employee restroom - Single occupancy restrooms will be installed throughout Census space. To meet new occupancy load requirements, there will be a single occupancy restroom on the first floor, one each on 2nd and 3rd floors, and two each on floors 4-8 in the North Building.

Applications Development & Services Division (ADSD)

Establish a new automated Section 508 Acquisition checklist that will replace a manual paper-based form.

Decennial Census Programs

09/30/2024 - Continue as co-sponsor of the White House National Science and Technology Subcommittee Interagency Working Group (IWG) on Expanding and Diversifying the Federal Data Workforce and as co-manager of the IWG Diverse Federal Data Practitioners action committee to improve hiring, recruitment, training, and retention of federal data practitioners across all agencies.

09/30/2024 - Continue to assess the diversity of our directorate recruiters and require that they complete Unconscious Bias training.

09/30/2024 - Review trainings offered to the directorate and suggest one additional offering (potentially Unconscious Bias training).

Census Diversity Council Planned Activities for FY2024 and Beyond

Diversity and Inclusion Council Offsite/Retreat: Q2 FY24

Diversity and Inclusion Council Showcase: Q4 FY24

For 2024, the Derby City Chapter of FEW plans to continue training on the following focus areas: Diversity, Compliance, Legislative and Training. Their first presentation is scheduled for January 18, 2024, and will be delivered by the local Small Business Administration Director to discuss work they perform. They have a regional training program scheduled for May 2024 and national training scheduled for July 2024. Attendance opportunities will be for in person training as well via the Internet.

For 2024, the Python Users Group plans to conduct the following activities:

IT related:

- Update behind the scenes configuration for Python with IT, to improve security and simplify user experience with regards to software set-up.
- Increase official IT support from agency for users.
- Increase use of DSCE to train new to Python users.

Training related:

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- Promote AG as a resource/hub for new to agency data science hires.
- Collaborate with DSTP to offer training opportunities for 5th cohort and others.
- Established a Python for Managers pilot, to be fully established in 2024 for broad sign-up.
- Potentially do a Python Training if R training day is a success.
- Host an NLP workshop for beginners.
- Continue to have monthly presentations on topics relevant to staff.

Continue regular collaboration with the CBRUG AG to improve efficiency and communication across both groups.

Continue to build out the resource hub for members.

- FAQ
- Emulate Stack overflow
- GitLAB
- SharePoint

The Accommodation and Support for Persons with Disabilities (ASPD) affinity group will meet with the CENSUS RE-IMAGINED leaders in February 2024 to discuss configuration needs and accommodations for population prior to returning to the Headquarters building in Spring 2024.

Economic Directorate (Econ)

The Econ Management Advisory Board (MAB) is planning to work with the Ombuds Office to develop and implement leadership, culture, and DEIA roundtables or sessions with Econ managers. The Ombuds Office has been working with Econ senior leaders and plans to coordinate on related topics with MAB to hold the roundtables or sessions. – Spring 2024.

Planned outreach and data user events focusing on highlighting our data and DEIA:

- National Association of Negro Business and Professional Women's Club (NANBPWC) – October 10, 2023
- Class for SW Virginia Diverse Chamber of Commerce for Entrepreneurs – October 11, 2023
- Puerto Rico: Econ Census of Island Areas webinar – October 23, 2023
- Emergency Management Page with All Its Data Equity Tools – October 23, 2023
- Puerto Rico Webinar Series: International Trade – October 30, 2023
- NCUA DEI Summit (Diversity Equity and Inclusion) – November 1, 2023
- Puerto Rico Webinar Series: CBP and CBB – November 16, 2023
- American Possibilities White House Demo Day Event – November 7, 2023
- Puerto Rico Webinar Series: Workforce and Small Business – November 13, 2023
- Muslim American Leaders Convening OFBNP Commerce – November 14, 2023
- Asian American Native Hawaiian Pacific Islander AANHPI Community Data, Narrative, Action (DNA) Forum – November 17, 2023
- Jewish Leaders Convening (Office of Faith Based and Neighborhood Partnerships) OFBNP Commerce – December 6, 2023
- Operation Hope Conference - Atlanta, GA – December 10, 2023

Field Division (Regional Offices)

Atlanta Regional Office (ATRO)

The ATRO is planning the following trainings:

- Uniformed Services Employment and Reemployment Rights Act, Veterans Employment Training, and Access Accessibility: Hiring Individuals with Disabilities
- Cultural Engagement and Awareness Tribal
- Human Resource Training and Legal Update Trainings

Denver Regional Office (DNRO)

- Continue to demonstrate a commitment to EEO principles.

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- Continue to provide on-going trainings as required for all Managers and Supervisors. Continue to recruit and hire FR applicants in diverse populations across the Region with expanded on-the-ground recruiting efforts and on-line job postings.
- Promote on-line FR job applications on USA Jobs to increase applicant pool.
- Continue to recruit bilingual staff and work with local organizations in that effort.
- Increase tribal outreach to tribal lands and seek access to Tribal Nations that have been closed once again due to COVID.

Los Angeles Regional Office (LARO)

Continue working with EEO professionals to ensure LARO management staff is compliant with EEO policies.

Monitor and ensure LARO supervisory staff complete mandatory trainings.

New York Regional Office (NYRO)

The NYRO will request HRD to hold performance and conduct training as we anticipate new supervisors in the region.

The NYRO will request an EEO seminar for all supervisors in the region throughout the fiscal year as a refresher for supervisors as well as an introduction to EEO for new supervisors.

National Processing Center (NPC)

Supervisory Training will be conducted by Human Resources for NPC supervisors.

- Provide EEO program awareness during quarterly Director's all staff meetings.
- Continue participation and support of the Equal Employment Advisory Committee (EEOAC).
- Conduct self-assessment survey to capture relevant information from staff relating to program availability and accessibility.
- Promote the use of ADR and mediation for NPC staff,

Office of the Chief Information Officer (OCIO)

Offer 508 compliance training across the bureau to ensure anyone developing systems or applications is aware of the requirements.

Hire five (5) or more Schedule A candidates within the OCIO.

Ensure managers are aware of reasonable accommodations trainings available via HRD and ensure that OCIO employees are aware of their options as needed.

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**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

[Redacted] am the
(Insert Name Above) (Insert official title/series/grade above)

Principal EEO Director/Official for

[Redacted]
(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date

Signature of Agency Head or Agency Head Designee



Date

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Essential Element: A Demonstrated Commitment From agency Leadership

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	A.1. The agency issues an effective, up-to-date EEO policy statement.				
	A.1.a. Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "Yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	X			The FY2023 policy statement was issued to all Census Bureau employees on November 7, 2022. 5/24/2022
	A.1.b. Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column.	X			

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 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	A.2. The agency has communicated EEO policies and procedures to all employees.				

A.2.a. Does the agency disseminate the following policies and procedures to all employees:

A.2.a.1. Anti-harassment policy? [see MD 715, 11(A)]	X			Anti-harassment policy and procedures are compliant with EEOC guidance. The updated Allegations of Harassment Prohibited by Federal Law policies and procedures (DAO 202-955), dated January 23, 2023, was posted on EEOC's public site at: https://www2.census.gov/about/careers/working/eo/dao/202-955-allegations-of-harassment.pdf
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A.2.a.2. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)]	X			The current reasonable accommodation procedures, dated August 18, 2023, were posted on the public website on September 26, 2023 site at: https://www2.census.gov/about/careers/working/eo/dao/215-10-reasonable-accommodation.pdf
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A.2.b. Does the agency prominently post the following information throughout the workplace and on its public website:

A.2.b.1. The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	X			Internet: https://www.census.gov/about/census-careers/working-at-census/eo.html
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A.2.b.2. Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 CFR §1614.102(b)(5)]

X

Employment Discrimination posters are posted throughout Headquarters, the Regional Offices, and the National Processing Center and the information (Fact Sheet) is posted on the public website.

A.2.b.3. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.

X

The current reasonable accommodation procedures dated August 18, 2023, were posted on the public website on September 26, 2023, at: <https://www2.census.gov/about/careers/working/eo/dao/215-10-reasonable-accommodation.pc>

A.2.c. Does the agency inform its employees about the following topics:

A.2.c.1. EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often and the means by which such training is delivered.

X

EEO training for managers, supervisors and employees is conducted throughout the year. Training is also provided as requested.

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<p>A.2.c.2. ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.</p>	<p>X</p>		<p>New hires are notified of the ADR process during New Employee Orientation. For FY2023 ADR training was conducted on the following dates: March 16, 2023 - ADR for Managers and Supervisors March 23, 2023 - ADR for Non-Supervisory Employees May 18, 2023 - ADR for Managers and Supervisors May 25, 2023 - ADR for Non-Supervisory Employees A mock mediation session was held on August 18, 2023.</p>
<p>A.2.c.3. Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.</p>	<p>X</p>		<p>The Reasonable Accommodations Branch provides monthly training to managers/ supervisors and employees.</p>
<p>A.2.c.4. Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.</p>	<p>X</p>		<p>Throughout the year.</p>
<p>A.2.c.5. Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR §2635.101(b)] If “yes”, please provide how often.</p>	<p>X</p>		<p>Throughout the year during trainings, and information is posted on the external site.</p>

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 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
A.3.a. Does the agency provide recognition to employees, supervisors, managers and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If "yes", provide one or two examples in the comments section. .	A.3. The agency assesses and ensures EEO principles are part of its culture.	X			Annual EEO Award and Diversity Champion and Leadership Award.
A.3.b. Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]		X			

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Essential Element: B Integration of EEO into the agency's Strategic Mission

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.1. The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.				
	B.1.a. Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	X			
	B.1.a.1. If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.	X			The EEO Director reports to the head of the agency (The Director).
	B.1.a.2. Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	X			
	B.1.b. Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	X			
	B.1.c. During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	X			The "State of the agency" was presented to the Director on May 1, 2023, and May 8, 2023.
	B.1.d. Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.2. The EEO Director controls all aspects of the EEO program.				
	B.2.a. Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)] If not, identify the office with this authority in the comments column.	X			
	B.2.b. Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]	X			
	B.2.c. Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]			X	DOC, Office of Civil Rights is responsible for overseeing investigations.
	B.2.d. Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]			X	DOC, Office of Civil Rights is responsible for the issuance of final agency decisions.
	B.2.e. Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	X			
	B.2.f. Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	X			
	B.2.g. If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2); (c)(3)]	X			EEO Director manages the responsibilities of Headquarters and Field EEO staff in support of subordinate components.

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.3. The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.				
	B.3.a. Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	X			
	B.3.b. Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	X			Strategic Plan – Fiscal Year 2022 Through Fiscal Year 2026, Objective 3.3, Internal Customers, Element 1.

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.4. The agency has sufficient budget and staffing to support the success of its EEO program.				
B.4.a. Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:					
	B.4.a.1. to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	X			
	B.4.a.10. to effectively manage its reasonable accommodation program? [see 29 CFR §1614.203(d)(4)(ii)]	X			
	B.4.a.11. to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	X			
	B.4.a.2. to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	X			
	B.4.a.3. to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR §§ 1614.102(c)(5); 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	X			
	B.4.a.4. to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	X			
	B.4.a.5. to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	X			
	B.4.a.6. to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	X			
	B.4.a.7. to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)] If not, please identify the systems with insufficient funding in the comments section.	X			
	B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]	X			
	B.4.a.9. to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I; EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	X			
	B.4.b. Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	X			
	B.4.c. Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	X			
	B.4.d. Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II) (A) of MD-110?	X			
	B.4.e. Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	X			

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 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report



B.5.a. Pursuant to 29 CFR §1614.102(a)(5), have all managers and supervisors received orientation, training, and advice on their responsibilities under the following areas under the agency EEO program:

B.5.a.1. EEO complaint process? [see MD-715(II)(B)]	X			
B.5.a.2. Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)]	X			
B.5.a.3. Anti-harassment policy? [see MD-715(II)(B)]	X			
B.5.a.4. Supervisory, managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	X			
B.5.a.5. ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.6. The agency involves managers in the implementation of its EEO program.			N/A	
B.6.a. Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]		X			
B.6.b. Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]				X	Senior leadership has received training on barrier analysis. The agency has not facilitated a barrier analysis. The barrier analysis process will be implemented in FY2024.
B.6.c. When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]				X	Senior leadership has received training on barrier analysis. The agency has not facilitated a barrier analysis. The barrier analysis process will be implemented in FY2024.
B.6.d. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR §1614.102(a)(5)]		X			

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Essential Element: C Management and Program Accountability

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.1. The agency conducts regular internal audits of its component and field offices.				
	C.1.a. Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	X			Every year the Office of EEODI requests information regarding accomplishments and deficiencies from the field offices (Regional Offices and the National Processing Center) for the MD-715.
	C.1.b. Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	X			Every year the Office of EEODI requests information regarding accomplishments, deficiencies and efforts to remove barriers from the field offices (Regional Offices and the National Processing Center) for the MD-715.
	C.1.c. Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.2. The agency has established procedures to prevent all forms of EEO discrimination.				
C.2.a. Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]		X			DAO 202-955 was signed with an effective date of January 23, 2023. The Human Resources Division is responsible for implementing the anti-harassment program. https://www2.census.gov/about/careers/working/eo/dao/202-955-allegations-of-harassment.pdf
C.2.a.1. Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]		X			DAO 202-955 was signed with an effective date of January 23, 2023. The Human Resources Division is responsible for implementing the anti-harassment program.
C.2.a.2. Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]		X			
C.2.a.3. Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]		X			
C.2.a.4. Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [See Enforcement Guidance, V.C.]		X			
C.2.a.5. Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.		X			
C.2.a.6. Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)]		X			

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<p>C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)]</p>	<p>X</p>			<p>The Census Bureau utilizes the Department's Reasonable Accommodation procedures. The revised Reasonable Accommodation procedures that comply with EEOC's regulations and guidance are posted on the EEODI public site at: https://www2.census.gov/about/careers/working/eo/dao/215-10-reasonable-accommodation.pc</p>
<p>C.2.b.1. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR §1614.203(d)(3)(D)]</p>	<p>X</p>			
<p>C.2.b.2. Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]</p>	<p>X</p>			
<p>C.2.b.3. Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR §1614.203(d)(1)(ii)(B)]</p>	<p>X</p>			<p>The responsible official to assist applicants is Rose Cooper, Reasonable Accommodation Manager. The current process for an applicant with a disability that requests assistance during the application and selection process is as follows: All Census vacancy announcements provide clear instructions to applicants on how to request an accommodation during the application process.</p>
<p>C.2.b.4. Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR §1614.203(d)(3)(i)(M)]</p>	<p>X</p>			
<p>C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.</p>	<p>X</p>			

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C.2.c. Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR §1614.203(d)(6)]

X

The agency follows the Personal Assistance Services (PAS) as outlined in DAO 215-10. The PAS Procedures are posted on the EEODI public site at: <https://www.census.gov/about/census-careers/jobs/disability-hiring.html#accord e1b5e13363-item-147f591a86>

C.2.c.1. Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR §1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.



X

The agency follows the Personal Assistance Services (PAS) as outlined in DAO 215-10. The PAS Procedures are posted on the EEODI public site at: <https://www.census.gov/about/census-careers/jobs/disability-hiring.html#accord e1b5e13363-item-147f591a86>

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 Compliance Indicator	 Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
	C.3. The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.				
	C.3.a. Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	X			
	C.3.b. Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:				
	C.3.b.1. Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	X			
	C.3.b.2. Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	X			
	C.3.b.3. Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	X			
	C.3.b.4. Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	X			
	C.3.b.5. Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	X			
	C.3.b.6. Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	X			
	C.3.b.7. Support the EEO program in identifying and removing barriers to equal opportunity?. [see MD-715, II(C)]			X	The Census Bureau has not completed a barrier analysis to identify barriers.
	C.3.b.8. Support the anti-harassment program in investigating and correcting harassing conduct?. [see Enforcement Guidance, V.C.2]	X			
	C.3.b.9. Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	X			All compliance is managed through EEODI and reported to DOC for later reporting to EEOC.
	C.3.c. Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	X			Via either direct weekly discussions or working through the Census Labor Management Council.
	C.3.d. When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	X			If actions are part of an EEO finding, yes.

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.4. The agency ensures effective coordination between its EEO program and Human Resources (HR) program.				
	C.4.a. Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	X			
	C.4.b. Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	X			
	C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	X			
	C.4.d. Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	X			
	C.4.e. Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:				
	C.4.e.1. Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	X			
	C.4.e.2. Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	X			
	C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)]	X			
	C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	X			
	C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.5. Following a finding of discrimination, the agency explores whether it should take a disciplinary action.			N/A	
	C.5.a. Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR §1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)]	X			
	C.5.b. When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	X			There were four (4) findings of discrimination for FY23. Of the four (4) findings there no instances where the findings required disciplinary action.
	C.5.c. If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct (e.g., post mortem to discuss lessons learned)? [see MD-715, II(C)]	X			Training specific to the discriminatory conduct is provided for supervisors and managers.
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	C.6. The EEO office advises managers/supervisors on EEO matters.	Yes	No	N/A	
	C.6.a. Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.	X			Annually
	C.6.b. Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	X			

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Essential Element: D Proactive Prevention

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	D.1. The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.			N/A	
	D.1.a. Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	X			
	D.1.b. Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; and/or external special interest groups? [see MD-715 Instructions, Sec. I]	X			
	D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	D.2. The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Yes	No	N/A	
	D.2.a. Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	X			
	D.2.b. Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	X			
	D.2.c. Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	X			
	D.2.d. Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.	X			The agency reviews complaint data, exit interview data and the Federal Employee Viewpoint Survey.

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	D.3. The agency establishes appropriate action plans to remove identified barriers.				
	D.3.a. Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	X			Census has identified triggers. We are in the process of conducting a barrier analysis.
	D.3.b. If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	X			Census has identified triggers. We are in the process of conducting a barrier analysis.
	D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	D.4. The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.				
	D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments.	X			The AAP plan was posted publicly on the Census Bureau EEODI external at: https://www2.census.gov/about/careers/working/eo/fy2022-affirmative-action-plan.pdf
	D.4.b. Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR §1614.203(d)(1)(i)]	X			
	D.4.c. Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR §1614.203(d)(1)(ii)(A)]	X			
	D.4.d. Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR §1614.203(d)(7)(ii)]	X			

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Agency Self-Assessment Checklist

Essential Element: E Efficiency

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.1. The agency maintains an efficient, fair, and impartial complaint resolution process.				
E.1.a. Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?		X			For FY2023, 97% of informal EEO complaints were counseled in a timely manner.
E.1.b. Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?		X			
E.1.c. Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?		X			
E.1.d. Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.				X	Acceptance letters/dismissal decisions are issued by the Department of Commerce, Office of Civil Rights.
E.1.e. Does the agency ensure that all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?		X			
E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?				X	Investigations are a function of the DOC, Office of Civil Rights.
E.1.g. If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?				X	Investigations are a function of the DOC, Office of Civil Rights.
E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?				X	Final agency decisions are issued by the DOC, Office of Civil Rights.
E.1.i. Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?				X	Final actions are issued by the DOC, Office of Civil Rights.
E.1.j. If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.				X	The agency employs full-time EEO Counselors/Specialist to process informal EEO complaints.
E.1.k. If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]		X			

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 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	E.1.1. Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	X			
	E.2. The agency has a neutral EEO process.				
	E.2.a. Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If "yes", please explain.	X			The Office of General Counsel resides under the Policy Coordination office with no relationship to the functioning area under which the EEO Office resides.
	E.2.b. When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/ location of the attorney who conducts the legal sufficiency review in the comments column.	X			The EEO Office has access to the DOC, Office of General Counsel from which to seek clarification, if necessary.
	E.2.c. If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]	X			
	E.2.d. Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]	X			
	E.2.e. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.3. The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.				
E.3.a. Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]		X			
E.3.b. Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]		X			Managers and Supervisors are required to participate in ADR once elected by the aggrieved individual. Senior leadership and Human Resources were briefed in FY2023 to ensure that managers are held accountable regarding their duty to act. For FY2023 ADR training for managers and supervisors was conducted on March 16, 2023, and May 18, 2023. A mock mediation session was held on August 18, 2023.

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<p>E.3.c. Does the Agency encourage all employees to use ADR, where ADR is appropriate? [See MD-110, Ch. 3(IV)(C)]</p>	<p>X</p>			<p>EEO Counselors are instructed to offer ADR on 100% of appropriate cases. Once offered, the tracking system is updated to reflect ADR participation. In FY2023, the agency used the plan implemented in FY2022 to increase ADR participation. This plan includes a campaign to educate the workforce on the benefits of ADR as a best practice for de-escalation of workplace disputes and early resolution .</p>
<p>E.3.d. Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]</p>	<p>X</p>			
<p>E.3.e. Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]</p>	<p>X</p>			
<p>E.3.f. Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]</p>	<p>X</p>			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.4. The agency has effective and accurate data collection systems in place to evaluate its EEO program.				
E.4.a. Does the agency have systems in place to accurately collect, monitor, and analyze the following data:					
E.4.a.1. Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]		X			
E.4.a.2. The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]		X			
E.4.a.3. Recruitment activities? [see MD-715, II(E)]			X		EEODI will request the 2023 FEORP Report. Census plans to ensure employees with disabilities are retained and converted under Schedule A, includes a Selective Placement Coordinator who closely monitors Schedule A hires and their conversion status. To improve retention, HRD will review demographic and workforce data to monitor participation levels of PWD and PWT in the employee lifecycle.
E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]		X			
E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)]		X			
E.4.a.6. The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]		X			
E.4.b. Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]		X			Office of Employee Engagement facilitates focus groups.

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.5. The agency identifies and disseminates significant trends and best practices in its EEO program.				
E.5.a. Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.		X			Trends are monitored via Entellitrak.
E.5.b. Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.		X			Agencies such as Federal Mediation and Conciliation Service, National Aeronautics and Space Administration, National Institute of Standards and Technology, the Small Business Administration and the Department of Commerce were consulted.
E.5.c. Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]		X			

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Essential Element: F Responsiveness and Legal Compliance



 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	F.1. The agency has processes in place to ensure timely and full compliance with EEOC orders and settlement agreements.				
	F.1.a. Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	X			
	F.1.b. Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	X			
	F.1.c. Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	X			
	F.1.d. Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	X			
	F.1.e. When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX) (H)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	F.2. The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Yes	No	N/A	
	F.2.a. Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	X			
	F.2.a.1. When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]			X	DOC, Office of Civil Rights is responsible for forwarding the investigative file to the appropriate EEOC hearing office.
	F.2.a.2. When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	X			
	F.2.a.3. When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]			X	The Department of Commerce, Office of Civil Rights is responsible for forwarding the investigative file to EEOC's Office of Federal Operations.
	F.2.a.4. Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	X			

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	F.3. The agency reports to EEOC its program efforts and accomplishments.	Yes	No	N/A	
	F.3.a. Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	X			DOC leads efforts to submit the No FEAR report.
	F.3.b. Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	X			DOC leads efforts to publicly post the No FEAR report.

Essential Element: O Other

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Plan to Attain Essential Elements

PART H.1

Brief Description of Program Deficiency:

E.4.a.3. Recruitment activities? [see MD-715, II(E)]

The agency does not have effective and accurate data collection systems in place to evaluate the EEO program's contributions to agency recruitment activities.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
04/29/2021	06/30/2024	09/30/2023		Develop and put in place an effective and accurate data collection system to evaluate the EEO program's contributions to agency recruitment activities.

Responsible Officials

Title	Name	Standards Address the Plan?
Director, Office of Equal Employment Opportunity and Diversity and Inclusion (EEODI)	David Donovan	Yes
Acting Chief, Human Resources Division	Mary C. Potter	Yes
Chief, Human Resources Division	Veronica LeGrande (Retired)	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
06/30/2024	HRD and Program Areas to provide data analytics and outreach recruitment engagement information with historically underserved colleges, universities, and non-profit organizations for underserved communities.	Yes	09/30/2023	
06/30/2024	HRD and Program Areas to create a method to track internship/fellowship program participation.	Yes	09/30/2023	

Accomplishments

Fiscal Year	Accomplishment
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DOC Bureau of the Census

For period covering October 1, 2022 to September 30, 2023

Plan to Eliminate Identified Barriers

PART I1

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - A4				
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?	Lower than expected participation rate of females in the GS-13 to Senior Executive Service (SES).				
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> All Women Hispanic or Latino Females White Females Black or African American Females Asian Females Native Hawaiian or Other Pacific Islander Females American Indian or Alaska Native Females Two or more Races Females				
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.	<table border="1"> <thead> <tr> <th>Barrier Name</th> <th>Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Barrier Name	Description of Policy, Procedure, or Practice		
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
09/30/2020	09/30/2024	Yes			Regular review of outreach, promotion, recruitment & retention efforts with HRD
09/30/2020	09/30/2024	Yes			Increase the Participation Rates and Inclusion Rates of Females in the Senior Executive Series (SES)
09/30/2020	09/30/2024	Yes			Increase the pool of Female applicants in the GS-13 to SES grade level.

DOC Bureau of the Census

For period covering October 1, 2022 to September 30, 2023

Plan to Eliminate Identified Barriers

Responsible Official(s)

Title	Name	Standards Address The Plan?
Chief of 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	Review/Analyze Female promotions (Internal) and New Hires in the GS-13 through GS-15 grade levels where a Marked disparity is observed.	Yes		
09/30/2024	Review selection criteria for Internal Selections of Persons in the GS-13 through GS-15 grade level.	Yes		
09/30/2023	Review new hiring programs/procedures for persons in grades GS-13 through GS-15.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2021	Inclusion Rate increase of White Females from 70.00% (FY2020) to 71.99% (FY2021) and Black Females from 27.00% (FY2020) to 34.16% (FY2021) in the Senior Executive Service.
2022	Inclusion Rate increase of White Females from 71.99% (FY2021) to 90.45% (FY2022) and Black Females from 34.16% (FY2021) to 51.95% (FY2022) in the Senior Executive Service.

DOC Bureau of the Census

For period covering October 1, 2022 to September 30, 2023

Plan to Eliminate Identified Barriers

PART I.2

Source of the Trigger:	Workforce Data (if so identify the table)	
Specific Workforce Data Table:	Workforce Data Table - A1	
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 of Hispanic Males, White Males, Native Hawaiian or Other Pacific Islander Males, and 2 or More Males in the Permanent Workforce.	
STATEMENT OF BARRIER GROUPS:	<p><i>Barrier Group</i></p> <p>Hispanic or Latino Males</p> <p>White Males</p> <p>Native Hawaiian or Other Pacific Islander Males</p> <p>Two or More Races Males</p>	
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
10/31/2019	09/30/2025	Yes	09/30/2023		Review the applicant flow data tables regularly to determine if permanent males with less than expected CLF and IR are being hired/retained at the agency.
10/31/2019	09/30/2025	Yes	09/30/2022		Increase the Permanent Male workforce in areas with less than expected CLF and IR

Responsible Official(s)

Title	Name	Standards Address The Plan?
Chief of EEODI	David Donovan	Yes
Acting Chief, HRD	Mary C. Potter	Yes

DOC Bureau of the Census

For period covering October 1, 2022 to September 30, 2023

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	EEODI will review workforce data frequently (via Data Insight) to determine if disparities exist.	Yes	10/01/2023	
09/30/2023	EEODI will develop workforce status reports based on review of workforce data for distribution to stakeholders where disparities exist.	Yes	10/01/2023	
09/30/2023	EEODI will hold regular meetings with Leadership to discuss outreach, recruitment, and retention.	Yes	10/01/2023	

Report of Accomplishments

Fiscal Year	Accomplishments
2021	The Inclusion Rate of American Indian or Alaska Native (AIAN) Males had the largest Inclusion Rate increase from FY2020 (56.36 IR) to FY2021 (63.64).
2022	The Inclusion Rate of American Indian or Alaska Native (AIAN) Males reached/exceeded their expected participation rate in FY2022.

DOC Bureau of the Census

For period covering October 1, 2022 to September 30, 2023

Plan to Eliminate Identified Barriers

PART I.3

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - A1				
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?	Involuntary removal/separation rate of Black/African American Females in the Permanent Workforce exceeds the Involuntary removal /separation rate of other races/ethnicities/genders at the agency.				
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> Black or African American Females				
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.	<table border="1"> <thead> <tr> <th>Barrier Name</th> <th>Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> </tr> </tbody> </table>	Barrier Name	Description of Policy, Procedure, or Practice		
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
10/31/2019	09/30/2025	Yes	09/30/2021		Increase the retention rate of Black/African American Females in the Permanent Workforce.
10/31/2019	09/30/2025	Yes	09/30/2021		Determine why Black/African American Females have a Marked Disparity (34.16% IR) in the Senior Executive Service (SES).
10/31/2019	09/30/2025	Yes	09/30/2021		Determine why Black/African American Females are being removed from Census at a higher rate than any other Race & Ethnicity group

Responsible Official(s)

Title	Name	Standards Address The Plan?
Acting Chief of EEODI	David Donovan	Yes
Chief, HRD	Veronica LeGrande	Yes

DOC Bureau of the Census

For period covering October 1, 2022 to September 30, 2023

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	Effectively engage with stakeholders to assist with the establishment of Exit interview data/summary data to be released annually. (Maybe a voluntary electronic Exit Survey).	Yes		
09/30/2024	Develop supervisor/manager training geared towards working effectively with all employees to foster diversity, equity, inclusion, and accessibility.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2022	Black/African American Females comprise 15.40% of the Permanent Workforce, the Involuntary removal/separation Inclusion Rate decreased from was 28.57% (FY2021) to 11.11% (FY2022) and the New Hires Inclusion Rate was 14.23%. This is no longer a Trigger because the removal Inclusion Rate (IR) is less than the Participation Rate and the New Hire Inclusion Rate (14.23%). This Plan is closed.

DOC Bureau of the Census

For period covering October 1, 2022 to September 30, 2023

Plan to Eliminate Identified Barriers

PART I.4

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - A4				
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?	Involuntary removal/separation rate of Hispanic Males in the Permanent Workforce exceeds the Involuntary removal /separation rate of other races/ethnicities/genders at the agency.				
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> Hispanic or Latino Males				
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.	<table border="1"> <thead> <tr> <th>Barrier Name</th> <th>Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Barrier Name	Description of Policy, Procedure, or Practice		
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
10/31/2019	09/30/2025	Yes	09/30/2021		Determine why Hispanic Males have a Marked Disparity (34.16% IR).
10/31/2019	09/30/2025	Yes	09/30/2021		Increase the retention rate of Hispanic Males in the Permanent Workforce.
10/31/2019	09/30/2025	Yes	09/30/2021	09/30/2022	Determine why Hispanic Males are being removed from Census at a higher rate than any other Race & Ethnicity group.

Responsible Official(s)

Title	Name	Standards Address The Plan?
Acting Chief of EEOI	David Donovan	Yes
Chief, HRD	Veronica LeGrande	Yes

DOC Bureau of the Census

For period covering October 1, 2022 to September 30, 2023

Plan to Eliminate Identified Barriers

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2024	Develop programs/procedures to hire and retain a Hispanic Male permanent workforce that is aligned with or greater than the CLF.	Yes		
09/30/2024	Develop supervisor/manager training geared towards working effectively with all employees to foster diversity, equity, inclusion, and accessibility.	Yes		
09/30/2023	Review Applicant Flow Data for IT Management Series (2210) and Mathematical Statistician Series (1529).	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2022	The Hispanic Males comprise 2.87% of the Permanent Workforce, the Involuntary removal/separation Inclusion Rate decreased from 14.29% (FY2021) to 1.85% (FY2022). The removal/separation Inclusion Rate is no longer a Trigger. This Plan is closed.

MD-715 – Part J
Special Program 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.

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. EEOI 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	
Processing reasonable accommodation requests from applicants and employees	9	0	0	Rose Cooper, Branch Chief, Reasonable Accommodations Branch, rose.m.cooper@census.gov
Processing applications from PWD and PWTD	2	0	0	Jerome Pryor, Supervisory Human Resources Specialist, Human Resources Division, jerome.w.pryor@census.gov Mark Mollohan, Human Resources Specialist, Human Resources Division, Mark.d.mollohan@census.gov, Human Resources Division, catherine.butler@census.gov
Special Emphasis Program for PWD and PWTD	1	0	0	Stefanie Watson, EEODI, Diversity and Inclusion Officer, stefanie.l.watson@census.gov
Architectural Barriers Act Compliance	1	0	0	John Magruder, Acting Chief, Administrative and Customer Services Division, john.r.magruder@census.gov
Section 508 Compliance	2	0	0	David Whittington, Section 508 Program Coordinator, Section 508 Program Office, Applications Development & Services Division, david.j.whittington@census.gov
Answering questions from the public about hiring authorities that take disability into account	2	0	0	Jerome Pryor, Supervisory Human Resources Specialist, Human Resources Division, jerome.w.pryor@census.gov Mark Mollohan, Human Resources Specialist, Human Resources Division, Mark.d.mollohan@census.gov, Human Resources Division, catherine.butler@census.gov

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

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

Section III: 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.

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

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 IV: 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 OPPORTUNITIES

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
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

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)

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 PWTD 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 (PWTD) Answer Yes

ii. Internal Selections (PWTD) Answer Yes

b. Grade GS-15

i. Qualified Internal Applicants (PWTD) Answer Yes

ii. Internal Selections (PWTD) Answer Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWTD) Answer Yes

ii. Internal Selections (PWTD) Answer Yes

d. Grade GS-13

i. Qualified Internal Applicants (PWTD) Answer Yes

ii. Internal Selections (PWTD) Answer Yes

SES PWTD Triggers- 0 Applicants, 0 Qualified, 0 Referred, 0 Selected GS-15
 PWTD Triggers- 23 Applicants, 13 Qualified, 13 Referred, 0 Selected GS-14
 PWTD Triggers- 25 Applicants, 11 Qualified, 11 Referred, 0 Selected GS-13
 PWTD 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 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 (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 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 (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 PWTB 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 (PWTB) Answer Yes
- b. New Hires for Managers (PWTB) Answer Yes
- c. New Hires for Supervisors (PWTB) Answer Yes

New Hires for EXECUTIVES PTWD (GS-15 - SES) Triggers – 5 Applicants, 5 Qualified, 3 Referred 0 Selected New Hires for MANAGERS PWTB (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 V: 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 CFR § 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%

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%.

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 VI: 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 government-wide 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 VII: 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			
	GS-11 to SES PWD Deficiency		The specific policy, procedure, or practice causing the less than expected participation rates for PWD 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	
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	Accomplishments
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: Provide a brief narrative describing the condition at issue. How was the condition recognized as 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).					
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				
	QAP among PWD and PWTD New Hires	The specific policy, procedure, or practice causing the less than expected participation for PWDs and PWTDs is currently not known, therefore further analysis is needed. Barrier Analysis will begin during FY2024.				
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	Accomplishments					
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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?	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%.					
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 PWTDs Separations	The specific policy, procedure, or practice causing that might be the cause of voluntary or involuntary separations rates for PWD and PWTDs is currently not known, therefore further analysis is needed. This needs to be monitored in the event that the separation rates increase.				
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, EEOI		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	Accomplishments					
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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.			
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, EEOI		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	
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	Accomplishments					

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.