



WORKFORCE DIVERSITY

**SERVICE CENTER
OFFICE OF THE DIRECTOR**

NATIONAL NUCLEAR SECURITY ADMINISTRATION

Fiscal Year 2009

Prepared by

NNSA Service Center EEO and Diversity Program
EEO and Diversity: Collaborating for Mission Success
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**NNSA Service Center
2009 Workforce Diversity**

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**Summary of Staffing Changes for the
National Nuclear Security Administration Service Center
as of September 12, 2009**

- NNSA Service Center increased staffing by 8 FTEs or 1.7%: 473 in FY 2008 and 481 in FY 2009.
- Minorities comprise 52.1% of the Service Center workforce, a decrease from FY 2008 of 0.8%
 - American Indian representation, 4.3%, decrease of 0.8% from FY 2008.
 - African American representation, 6.9%, decrease of 0.5% from FY 2008.
 - Asian American representation, 2.5%, decrease of 0.3% from FY 2008.
 - Hispanic representation, 38.4%, increase of 0.8% over FY 2008.
- White employees comprise 47.9% of employees, an increase of 0.2% over FY 2008 representation of 47.1%.
- Female representation as of 9/12/2009 was 57.2% a decrease of 0.3% from FY 2008 representation 57.5%.
- The average age is 49.3 years and the average length of service is 19.5 years (slight increases over 2008's average of 49.2 years and 19.4 years of service).
- Supervisory Analysis: The supervisor ratio is 6.0 to 1. There are 69 supervisors at the Service Center, an increase of 2 over FY 2008:
 - FY 2009 Service Center supervisors:
 - Males, 32, increased by 3, 46.4% of Service Center supervisory staff.
 - Females, 37, decrease of 1, 53.6% of Service Center supervisory staff.

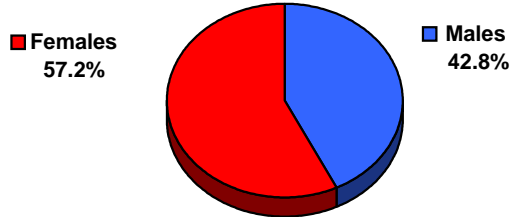
	% of Supervisors	Increase or Decrease from FY 08
○ American Indian Females (2)	2.9%	0
○ African American Females (4)	6.1%	0
○ African American Males (2)	2.9%	0
○ Asian Male (1)	1.5%	0
○ Hispanic Female (13)	20.9%	- 1
○ Hispanic Males (13)	20.9%	0
○ White Females (18)	26.9%	0
○ White Males (16)	17.9%	+4

- There were no American Indian male or Asian female supervisors at the Service Center in FY 2008 and FY 2009.

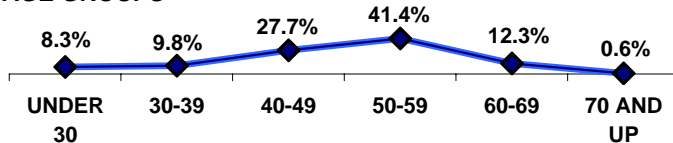
**NNSA Service Center
As of September 12, 2009**

TOTAL	481
PAY PLAN	
SES	8
EJ	3
EK	4
EN	20
NN (Engineering)	48
NQ (Prof/Tech/Admin)	350
NU (Tech/Admin Support)	48
RETIREMENT	
ELIGIBLE TO RETIRE IMMEDIATELY	82 17.0%
ELIGIBLE TO RETIRE BY 9/12/2013	172 35.8%
GENDER	
Males	206 42.8%
Females	275 57.2%
AGE	
AVERAGE AGE	49.3 YRS
UNDER 30	40 8.3%
30-39	47 9.8%
40-49	133 27.7%
50-59	199 41.4%
60-69	59 12.3%
70 AND UP	3 0.6%
YEARS OF FEDERAL SERVICE	
AVERAGE LENGTH	19.5 YRS
LESS THAN 10 YEARS	126 26.2%
10-19 YEARS	100 20.8%
20-29 YEARS	173 36.0%
30-39 YEARS	82 17.0%
40-49 YEARS	0 0.0%
EDUCATION	
J.D./Ph.D./Sc.D Degrees	14 2.9%
Masters Degrees	121 25.2%
Bachelor Degrees	164 34.1%
No Degrees	182 37.8%
SUPERVISOR RATIO	
SUPERVISORS	69
SUPERVISORS RATIO	6.0 TO 1
DIVERSITY	
American Indian Male	3 0.6%
American Indian Female	18 3.7%
African American Male	7 1.5%
African American Female	26 5.4%
Asian Male	8 1.7%
Asian Female	4 0.8%
Hispanic Male	67 13.9%
Hispanic Female	118 24.5%
White Female	109 22.7%
White Male	121 25.2%
SPECIAL	
DISABILITY	45 9.4%
VETERANS	90 18.7%

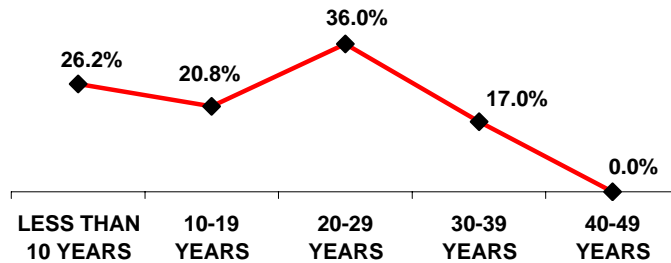
GENDER



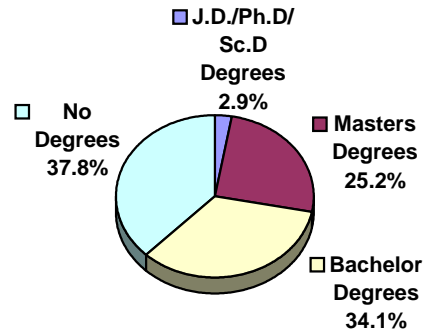
AGE GROUPS



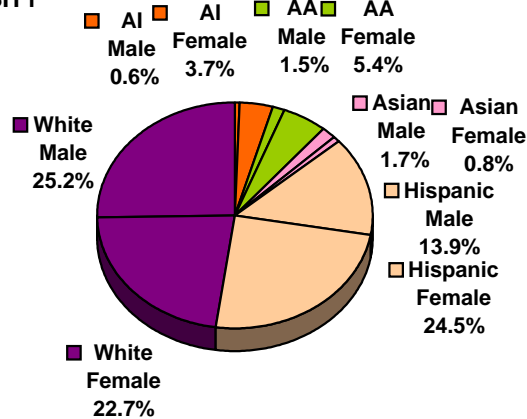
YEARS OF FEDERAL SERVICE



EDUCATION



DIVERSITY



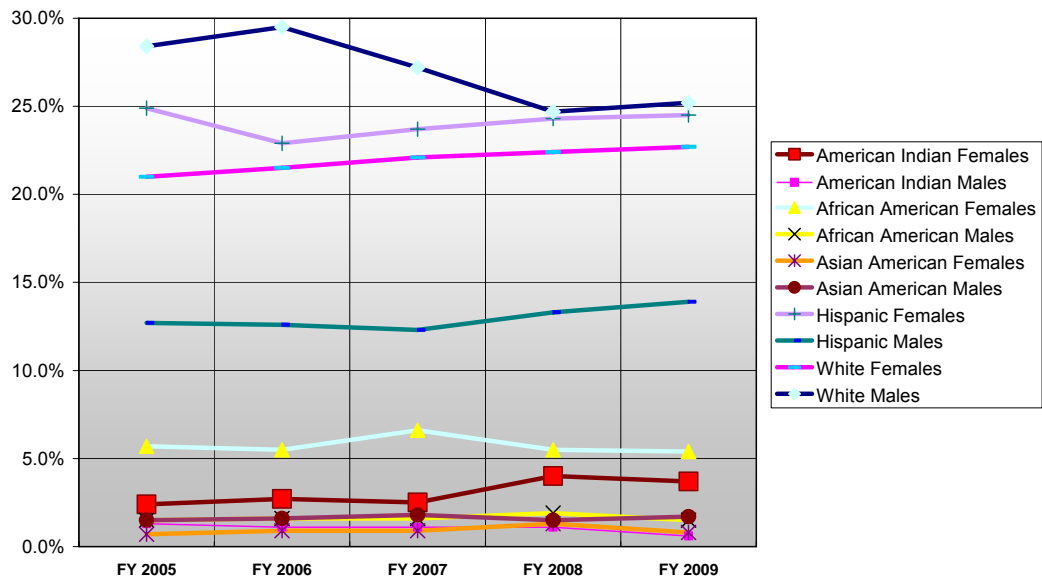
NNSA Service Center																									
		Subtotal				American Indian				Asian				African American				Hispanic				White			
		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female					
TOTAL	481	206	42.8%	275	57.2%	3	0.6%	18	3.7%	8	1.7%	4	0.8%	7	1.5%	26	5.4%	67	13.9%	118	24.5%				
ELIGIBLE TO RETIRE IMMEDIATELY	82	17.0%	44	9.1%	38	7.9%	1	0.2%	1	0.2%	2	0.4%	0	0.0%	3	0.6%	7	1.5%	14	2.9%	8	1.7%			
ELIGIBLE TO RETIRE BY 9/12/2013	172	35.8%	81	16.8%	91	18.9%	1	0.2%	3	0.6%	4	0.8%	0	0.0%	4	0.8%	15	3.1%	21	4.4%	29	6.0%			
AGE																									
AVERAGE AGE	49.3 YRS																								
AGE UNDER 30	40	8.3%	12	2.5%	28	5.8%	1	0.2%	4	0.8%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	9	1.9%	17	3.5%			
AGE 30-39	47	9.8%	19	4.0%	28	5.8%	1	0.2%	2	0.4%	0	0.0%	2	0.4%	0	0.0%	2	0.4%	7	1.5%	17	3.5%			
AGE 40-49	133	27.7%	60	12.5%	73	15.2%	0	0.0%	7	1.5%	2	0.4%	2	0.4%	2	0.4%	6	1.2%	23	4.8%	34	7.1%			
AGE 50-59	199	41.4%	77	16.0%	122	25.4%	1	0.2%	4	0.8%	3	0.6%	0	0.0%	2	0.4%	14	2.9%	18	3.7%	44	9.1%			
AGE 60-69	59	12.3%	36	7.5%	23	4.8%	0	0.0%	1	0.2%	3	0.6%	0	0.0%	3	0.6%	3	0.6%	9	1.9%	6	1.2%			
AGE 70 AND UP	3	0.6%	2	0.4%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%	0	0.0%			
FEDERAL SERVICE																									
AVERAGE LENGTH	19.5 YRS																								
LESS THAN 10 YEARS	126	26.2%	62	12.9%	64	13.3%	1	0.2%	7	1.5%	2	0.4%	0	0.0%	0	0.0%	4	0.8%	26	5.4%	29	6.0%			
10-19 YEARS	100	20.8%	39	8.1%	61	12.7%	1	0.2%	5	1.0%	3	0.6%	3	0.6%	1	0.2%	3	0.6%	9	1.9%	24	5.0%			
20-29 YEARS	173	36.0%	74	15.4%	99	20.6%	0	0.0%	5	1.0%	3	0.6%	1	0.2%	5	1.0%	11	2.3%	22	4.6%	44	9.1%			
30-39 YEARS	82	17.0%	31	6.4%	51	10.6%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	1	0.2%	8	1.7%	10	2.1%	21	4.4%			
40-49 YEARS	0	0.0%	0	0.0%	0	0.0%	0		0		0		0		0		0		0		0				
EDUCATION																									
J.D./Ph.D/Sc.D DEGREES	14	2.9%	10	2.1%	4	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	0.6%	3	0.6%			
MASTERS DEGREES	121	25.2%	74	15.4%	47	9.8%	1	0.2%	3	0.6%	5	1.0%	1	0.2%	3	0.6%	2	0.4%	16	3.3%	18	3.7%			
BACHELORS DEGREES	164	34.1%	85	17.7%	79	16.4%	2	0.4%	4	0.8%	3	0.6%	1	0.2%	1	0.2%	12	2.5%	34	7.1%	26	5.4%			
NO DEGREE	182	37.8%	37	7.7%	145	30.1%	0	0.0%	11	2.3%	0	0.0%	2	0.4%	3	0.6%	12	2.5%	14	2.9%	71	14.8%			
SUPERVISORS																									
SUPERVISORS	69	14.3%	32	6.7%	37	7.7%	0	0.0%	2	0.4%	1	0.2%	0	0.0%	2	0.4%	4	0.8%	13	2.7%	13	2.7%			
SUPERVISORS RATIO	6.0	TO 1																							
SPECIAL																									
DISABILITY	45	9.4%	20	4.2%	25	5.2%	1	0.2%	1	0.2%	1	0.2%	0	0.0%	2	0.4%	4	0.8%	5	1.0%	10	2.1%			
VETERANS PREFERENCE	90	18.7%	77	16.0%	13	2.7%	1	0.2%	2	0.4%	2	0.4%	0	0.0%	4	0.8%	4	0.8%	21	4.4%	3	4.4%			

Service Center

Personnel by Percentage

	Sep 2005		Sep 2006		Sep 2007		Sep 2008		Sep 2009	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
American Indian	2.4%	1.3%	2.7%	1.1%	2.5%	1.1%	4.0%	1.1%	3.7%	0.6%
Asian	0.7%	1.5%	0.9%	1.6%	0.9%	1.8%	1.3%	1.5%	0.8%	1.7%
African American	5.7%	1.5%	5.5%	1.6%	6.6%	1.6%	5.5%	1.9%	5.4%	1.5%
Hispanic	24.9%	12.7%	22.9%	12.6%	23.7%	12.3%	24.3%	13.3%	24.5%	13.9%
Total Minorities	33.7%	17.0%	32.0%	16.9%	33.7%	16.8%	35.1%	17.8%	34.4%	17.7%
Non-Minorities	21.0%	28.4%	21.5%	29.5%	22.1%	27.2%	22.4%	24.7%	22.7%	25.2%

Service Center 5-Year Workforce Trend



The Service Center has maintained a diverse work force over the five-year period. Total American Indian male population decreased by 2 from 2008. African American males at the Service Center remain consistent as well during the five-year period, -2 in FY 2009. Some targeted recruitment efforts, given the New Mexico labor pool for American Indian males may address that population; and other targeted efforts to recruit and retain African American males, as well could potentially increase the representation at the Service Center.

Other reductions in representation: -1 American Indian female and -2 Asian female.

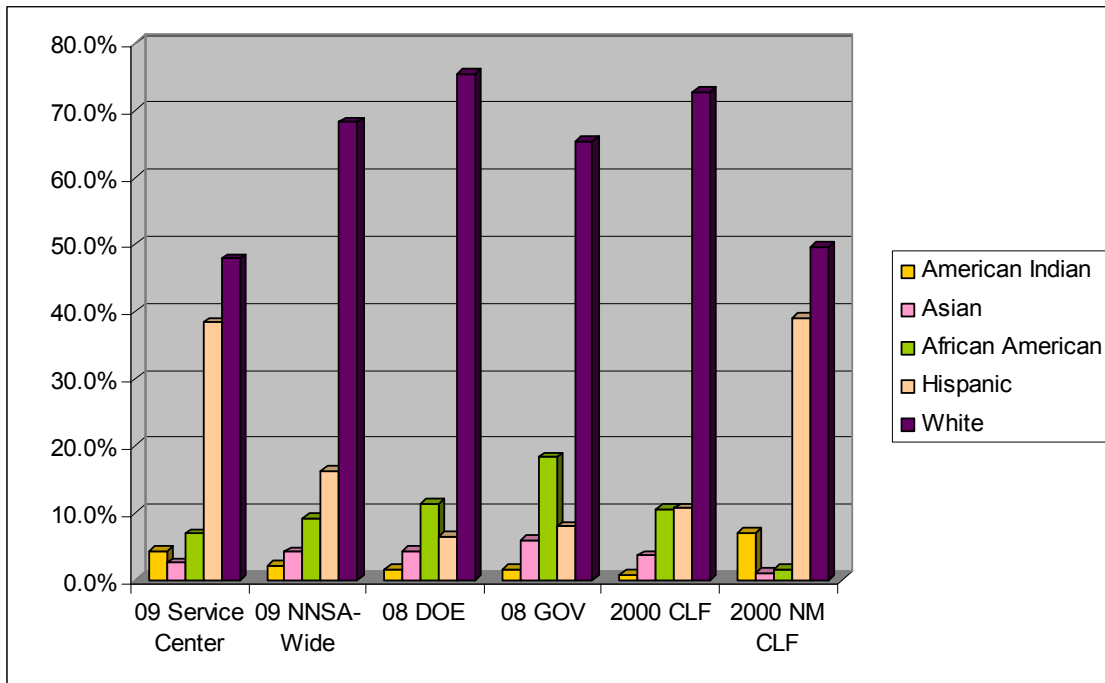
Gains: Asian male +1; Hispanic male +4; Hispanic female +3; White male +4; and White female +3.

No change: African American female, 26.

Comparisons to Other Workforce Percentages

The Charts below depict the workforce diversity compared to 2009 NNSA-wide; the 2009 Department of Energy; the 2008 Executive Branch of Government (from EEOC.gov 2009 figures not available at the time of this report, October 2009); the Department of Labor’s Civilian Labor Force (CLF) for 2000, and the 2000 New Mexico CLF.

	American Indian	Asian	African American	Hispanic	White
09 Service Center	4.3%	2.5%	6.9%	38.4%	47.9%
09 NNSA-Wide	2.1%	4.2%	9.2%	16.3%	68.3%
08 DOE	1.5%	4.3%	11.4%	6.4%	75.5%
08 GOV	1.6%	5.9%	18.3%	7.9%	65.4%
2000 CLF	0.7%	3.6%	10.5%	10.7%	72.8%
2000 NM CLF	7.0%	1.0%	1.6%	39.0%	49.7%



NNSA-wide comparison: the Service Center is above NNSA-wide data for American Indian and Hispanic populations; and below NNSA-wide data for Asian; African American; and White populations.

Looking government-wide, the Service Center is below the government-wide employment rates for Asian; African American; and White populations. The Service Center is above the government-wide employment rates for American Indian and Hispanic populations. Note: FY 2008 government representation is above national CLF for Native American; Asian; African American; and below for Hispanic and White populations.

Comparisons, continued

With the 2010 census around the corner, the Service Center, as well as all NNSA locations will have more current data on labor pools available to work with, in our recruitment and retention efforts. For now, the 2000 CLF data and the 2009 Service Center data shows the Service Center as “at or above parity” for American Indian and Hispanic populations. Below 2000 CLF for Asian; African American; and White.

When comparing to New Mexico CLF data, the Service Center is below NM CLF for American Indian; Hispanic and White populations. Representation is at or above the NM CLF for Asian and African American.

Service Center Participation in NNSA Future Leader’s Program

The Service Center, in planning for the future, has successfully utilized the NNSA Future Leader’s Program (FLP) and the Student Career Experience Program (SCEP). In FY 2009, the Service Center gained the following FLP and SCEP employees:

- FLP – FY 2009
 - 4 Hispanic males
 - 1 Hispanic female

	American Indian Female	American Indian Male	Asian Female	Asian Male	African American Female	African American Male	Hispanic Female	Hispanic Male	White Female	White Male	Total
2006	0	0	1	0	1	0	1	0	0	0	3
2007	0	1	0	1	0	0	0	3	2	5	12
2008	0	0	0	0	1	1	1	2	1	1	7
2009	0	0	0	0	0	0	1	4	0	0	5

- SCEP – FY 2009
 - 5 Hispanic females
 - 3 White females

	American Indian Female	American Indian Male	Asian Female	Asian Male	African American Female	African American Male	Hispanic Female	Hispanic Male	White Female	White Male	Total
2007	0	0	0	0	0	0	7	4	2	1	14
2008	5	1	0	0	0	0	5	1	1	0	13
2009	0	0	0	0	0	0	5	0	3	0	8

Note: The program began in 2007.

Accessions – Service Center

FY 2005

Accessions by Race	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
	4	0	0	2	7	1	31	17	34	39	76	59	
% of Accessions	2.9%	0.0%	0.0%	1.5%	5.2%	0.7%	23.0%	12.6%	25.2%	28.9%	56.3%	43.7%	100.0%

- Minorities comprised 45.9% of accessions
- Females comprised 56.3% of accessions

FY 2006

Accessions by Race	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
	4	0	1	0	1	0	5	3	6	11	17	14	
% of Accessions	12.9%	0.0%	3.2%	0.0%	3.2%	0.0%	16.1%	9.7%	19.4%	35.5%	54.8%	45.2%	100.0%

- Minorities comprised 45.2% of accessions
- Females comprised 54.8% of accessions

FY 2007

Accessions by Race	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
	1	0	0	2	3	1	8	6	11	10	23	19	
% of Accessions	2.4%	0.0%	0.0%	4.8%	7.1%	2.4%	19.0%	14.3%	26.2%	23.8%	54.8%	45.2%	100.0%

- Minorities comprised 50.0% of accessions
- Females comprised 54.8% of accessions

FY 2008

Accessions by Race	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
	7	0	1	1	5	2	17	10	21	16	51	29	
% of Accessions	8.7%	0.0%	1.2%	1.2%	6.3%	2.5%	21.3%	12.5%	26.3%	20.0%	63.8%	36.3%	100.0%

- Minorities comprised 53.6% of accessions
- Females comprised 63.8% of accessions

FY 2009

Accessions by Race	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
	0	0	1	0	0	0	11	5	10	9	22	14	
% of Accessions	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	30.5%	13.9%	27.8%	25.0%	61.1%	38.9%	100.0%

- Minorities comprised 47.2% of accessions
- Females comprised 61.1% of accessions

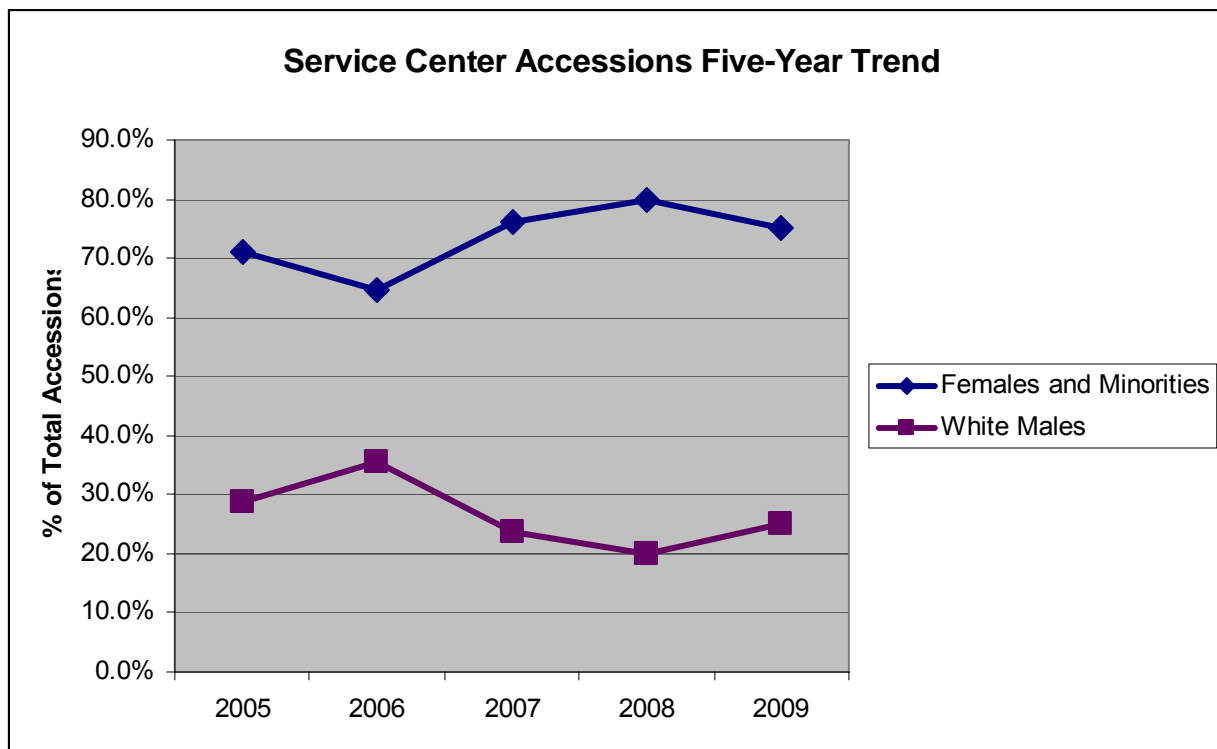
Accessions, Service Center, continued

The five-year trend for the Service Center:

- From 2005 to 2008, minorities comprised 45.9%; 45.2%; 50.0%; 53.6%; and 47.2% of accessions in the five-year period. There was a very slight decline from '05 to '06, with increases from '06 through '08, and a decrease in percentage of accessions in '09.
- Females comprised 56.3%; 54.8%; 54.8%; 63.8%; and 61.1% of accessions in the five-year period. A steady increase each year, over the prior year, from 2005-2008, with 2.7% decrease from 2008-2009.

Accessions for the Service Center went from 135 in FY 2005 to 31 in FY 2006, 42 in FY 2007, 80 in 2008 and 36 in 2009. These increases would be commensurate with the increases in total work force as the Service Center provides service to more customers throughout NNSA, and corporately in some areas to the Department.

Minorities and females had representation in each of the five years, with females well above 50.0% in each of the five years. American Indian males are not represented in accessions in any of the five years, and perhaps recruitment efforts could be concentrated here, especially when compared to the New Mexico labor pool and CLF, see page 6 above.



Separations Service Center

FY 2005

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	1	0	2	2	6	1	7	2	7	14	23	19	42
% of Separations	2.4%	0.0%	4.8%	4.8%	14.3%	2.4%	16.7%	4.8%	16.7%	33.3%	54.8%	45.2%	100.0%

- 1 American Indian female, retirement
- 1 Asian female, retirement; 1 termination appointment-I*
- 1 Asian male, termination appointment-I*; 1 retirement
- 4 African American females, retirement; 1 termination appointment-I*; 1 female resignation
- 1 African American male, termination appointment-I*
- 1 Hispanic female resignation; 1 termination appointment-I*; 5 retirement
- 2 Hispanic males, retirement
- 2 White females, termination appointment-I*; 5 retirement
- 4 White male resignations; 3 termination appointment-I*; 7 retirement

FY 2006

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	3	1	0	0	5	0	15	6	9	12	32	19	51
% of Separations	5.9%	2.0%	0.0%	0.0%	9.8%	0.0%	29.4%	11.8%	17.6%	23.5%	62.7%	37.3%	100.0%

- 1 American Indian female resignation; 2 termination appointment-I*
- 1 American Indian male, separation-other
- 1 African American female resignation; 3 termination appointment-I*; 1 retirement
- 3 Hispanic females, resignation; 2 termination appointment-I*; 4 expiration of appointment; 6 retirement
- 2 Hispanic males, resignation; 1 termination appointment-I*; 2 retirement; 1 separation-other
- 1 White female resignation; 5 termination appointment-I*; 3 retirement
- 2 White males, resignation; 3 termination appointment-I*; 7 retirement

FY 2007

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	1	1	0	0	2	1	10	2	10	14	23	18	41
% of Separations	2.4%	2.4%	0.0%	0.0%	4.9%	2.4%	24.4%	4.9%	24.4%	34.1%	56.1%	43.9%	100.0%

- 1 American Indian female termination appointment-I*
- 1 American Indian male, retirement
- 1 African American female, resignation; 1 termination appointment-I*
- 1 African American male, separation-other
- 1 Hispanic female resignation; 4 termination appointment-I*; 4 expiration of appointment; 1 retirement
- 1 Hispanic male, retirement; 1 separation-other
- 1 White female resignation; 4 termination appointment-I*; 5 retirement
- 1 White male resignation; 1 termination appointment-I*; 11 retirement; 1 separation-other

Note: "termination appointment-I*" is a transfer to another federal agency

Separations Service Center, continued

FY 2008

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	0	0	0	0	9	1	5	7	12	10	26	18	44
% of Separations	0.0%	0.0%	0.0%	0.0%	20.5%	2.3%	11.4%	15.9%	27.3%	22.7%	59.1%	40.9%	100.0%

- 2 African American female, resignation; 3 termination appointment-I*; 2 Retirement; 2 separation-other
- 1 African American male, resignation
- 2 Hispanic female resignation; 2 termination appointment-I*; 1 retirement
- 5 Hispanic male, retirement; 2 termination appointment-I*
- 1 White female resignation; 8 White females termination appointment-I*; 3 retirement
- 3 White male, termination appointment-I*; 6 retirement; 1 disability retirement.

FY 2009

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Separations by Race	1	2	2	0	2	3	8	5	5	10	18	20	38
% of Separations	2.6%	5.3%	5.3%	0.0%	5.3%	7.9%	21.1%	13.2%	13.2%	26.3%	47.4%	52.6%	100.0%

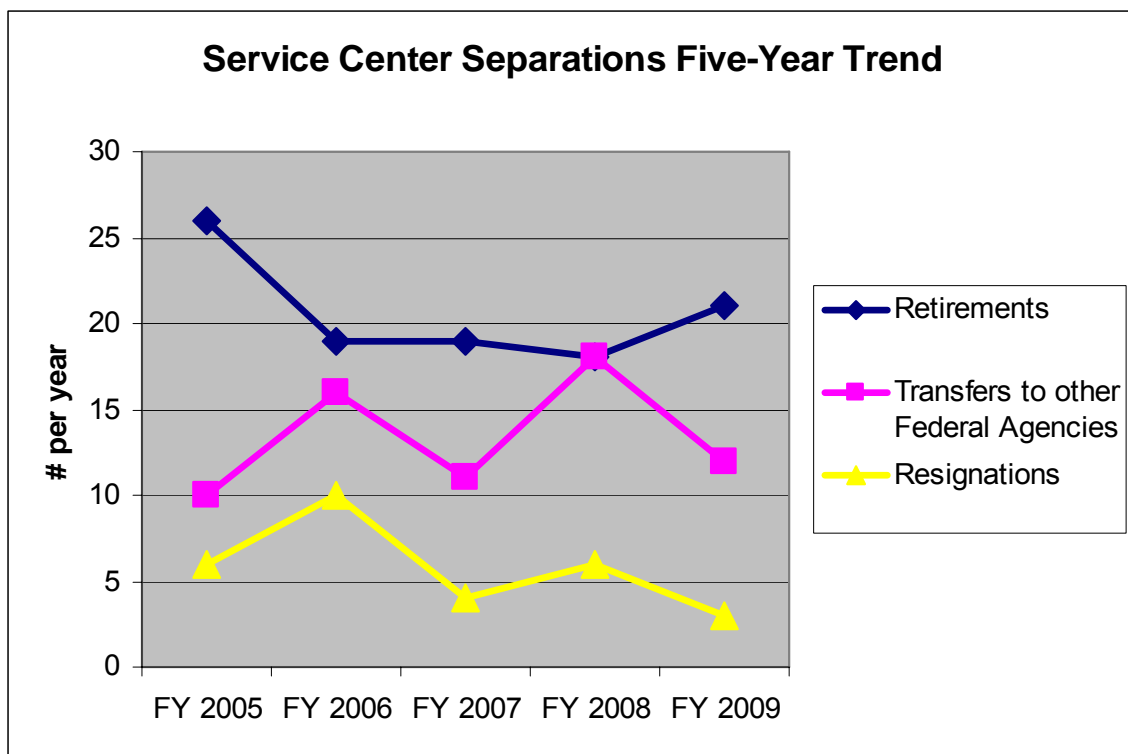
- 1 American Indian female, retirement-voluntary
- 1 American Indian male, retirement-voluntary, 1 separation-other
- 1 Asian female, resignation; 1 termination appointment-I*
- 1 African American female, retirement-special option; 1 termination appointment-I*
- 1 African American male, retirement-voluntary; 1 termination appointment-I*; 1 resignation
- 4 Hispanic female, retirement-voluntary; 1 retirement-special option; 1 retirement-other; 2 termination appointment-I*
- 2 Hispanic male, retirement-voluntary; 3 termination appointment-I*
- 1 White female, retirement-voluntary; 1 retirement-special option; 1 resignation; 2 termination appointment-I*
- 4 White male, retirement-voluntary; 2 retirement-special option; 2 termination appointment-I*; 2 separation-other

Note: "termination appointment-I*" is a transfer to another federal agency

Separations Service Center, continued

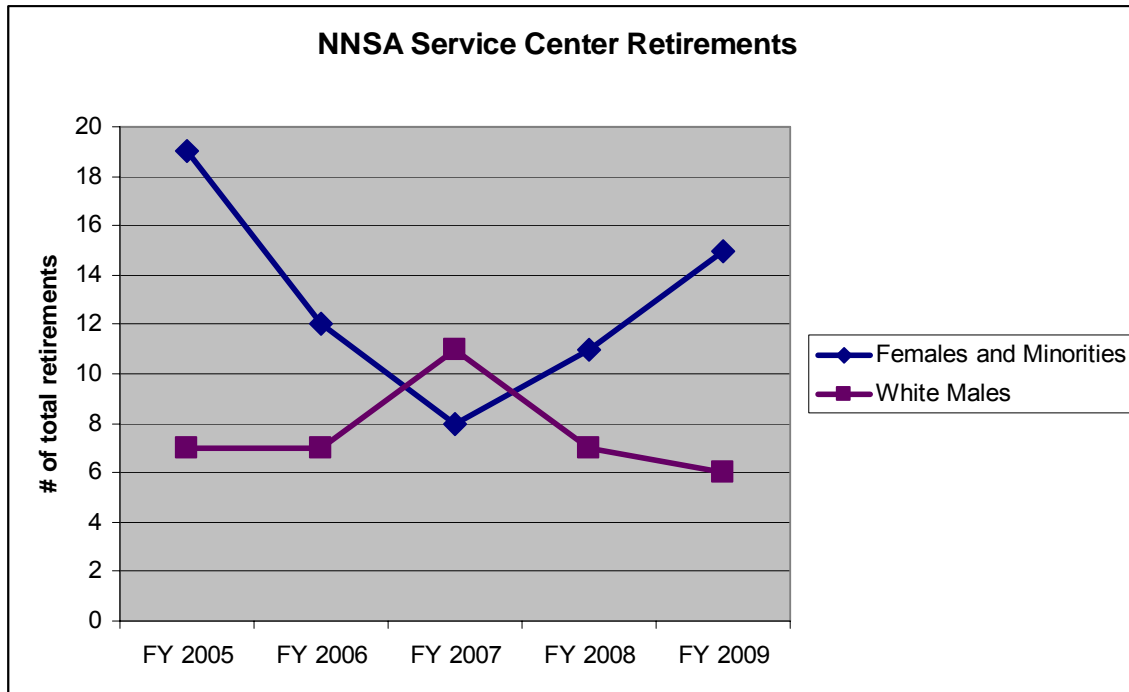
The five-year trend for the Service Center:

- Minorities comprised 48.8%; 58.8%; 41.5%; 50.0%; and 60.5% of separations in the five-year period.
- Females comprised 53.7%; 62.7%; 56.1%; 59.1%; and 47.4% of separations in the five-year period.
- There were a total of 216 separations from the Service Center in the five-year period compared to 324 accessions in the five-year period.
- Retirements comprised 47.7% of separations; transfers to other federal agencies, 31.0%; resignations, 13.4%; and other types of separations the remainder.
- Transfers to other federal agencies increased in 2006 and in 2008. The percentage of separations due to transfer, 47.7% over the five-year period, warrants a deeper examination. For example, is the transfer due to promotion; personal relocation; job or agency dissatisfaction, or other? This could be accomplished by the use of exit interviews. The follow-up for management then could include responding to the question, are we fully utilizing retention strategies?

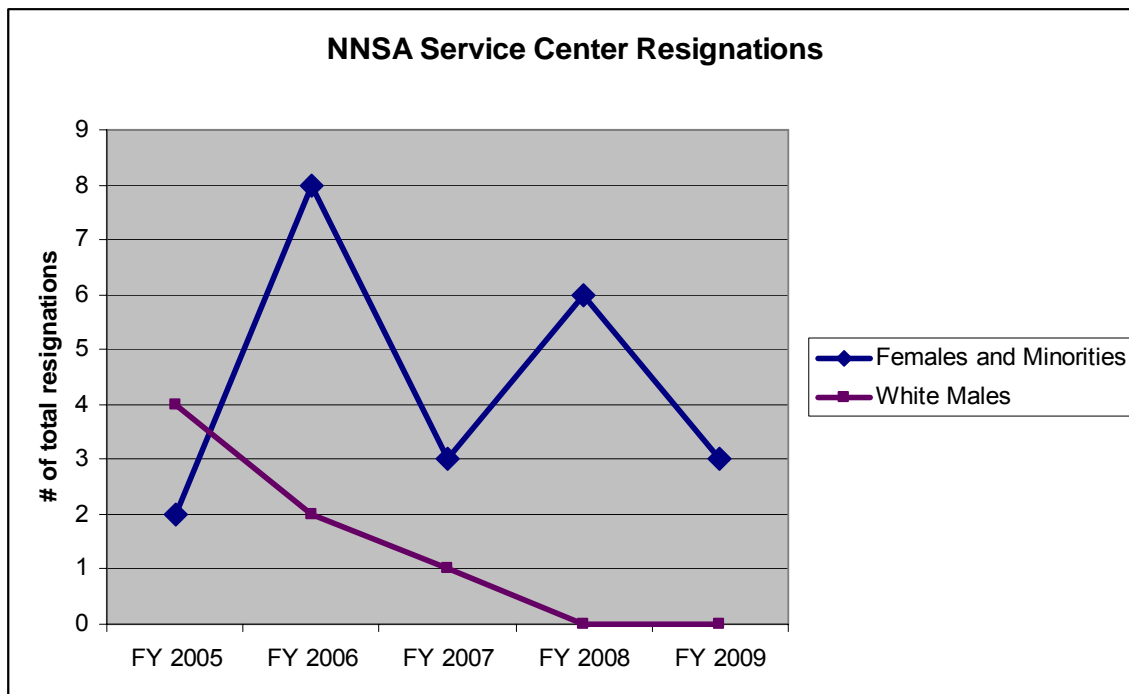


Separations Service Center, continued

- Minorities and White females were 63.1% of total retirements in the five-year period. With the exception of FY 2007; minorities and White females represent the greater number of retirements each year from the Service Center.

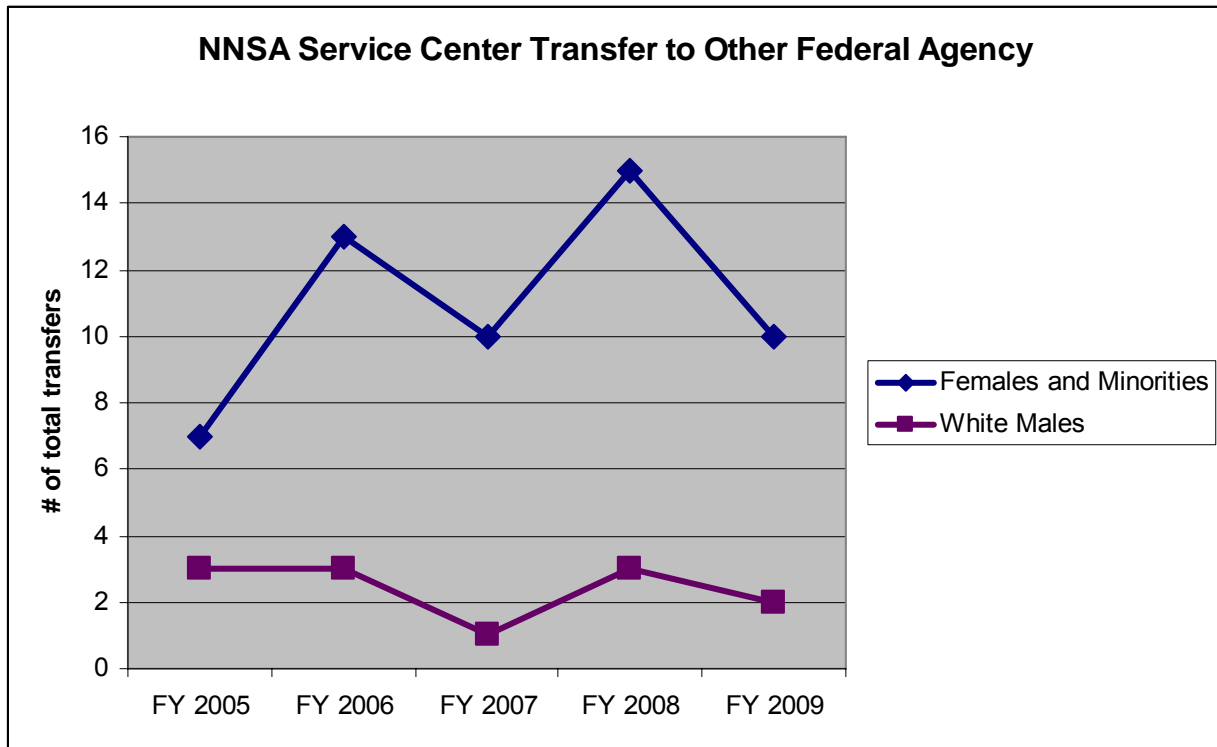


- Minorities and White females were 75.9% of resignations in the five-year period. With the exception of 2005, minorities and White females had more resignations than White males. White males had no resignations in FY 2008 or FY 2009.



Separations Service Center, continued

- Minorities and White females were 82.1% of transfers to other federal agencies in the five-year period. In each of the five years, the number of minorities and White females transferring to other federal agencies is greater than the number of White males transferring to other federal agencies.



Promotions – Service Center

FY 2005

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	3	2	1	1	6	2	33	10	14	16	57	31	88
% of Promotions	3.4%	2.3%	1.1%	1.1%	6.8%	2.3%	37.5%	11.4%	15.9%	18.2%	64.8%	35.2%	100.0%

- Minorities comprised 65.9% of promotions
- Females comprised 64.8% of promotions

FY 2006

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	4	1	0	0	6	1	19	10	13	15	42	27	69
% of Promotions	5.8%	1.4%	0.0%	0.0%	8.7%	1.4%	27.5%	14.5%	18.8%	21.7%	60.9%	39.1%	100.0%

- Minorities comprised 59.4% of promotions
- Females comprised 60.9% of promotions

FY 2007

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	3	0	2	1	6	2	21	12	23	16	55	31	86
% of Promotions	3.5%	0.0%	2.3%	1.2%	7.0%	2.3%	24.4%	14.0%	26.7%	18.6%	64.0%	36.0%	100.0%

- Minorities comprised 54.7% of promotions
- Females comprised 64.0% of promotions

FY 2008

	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	3	0	2	2	6	1	28	16	20	12	59	31	90
% of Promotions	3.3%	0.0%	2.2%	2.2%	6.7%	1.1%	31.1%	17.8%	22.2%	13.3%	65.6%	34.4%	100.0%

- Minorities comprised 64.4% of promotions
- Females comprised 65.6% of promotions

Promotions, Service Center, continued

FY 2009

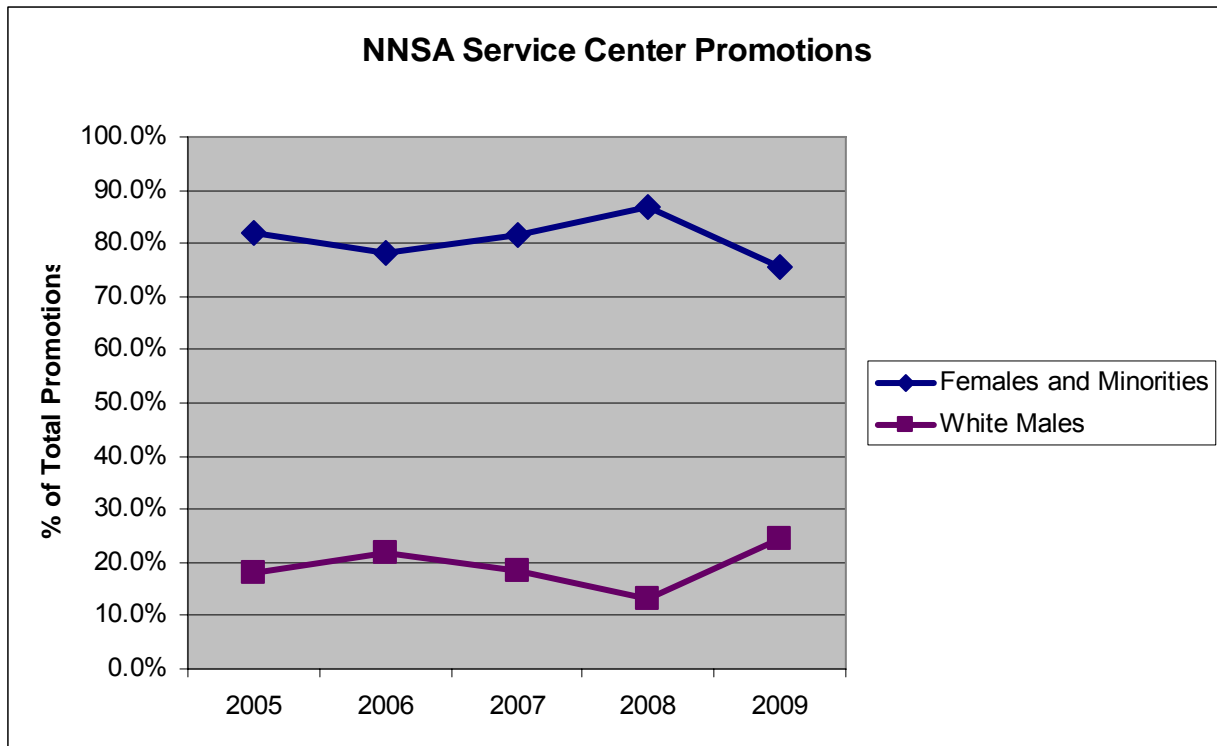
	American Indian		Asian		African American		Hispanic		White		Total		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Promotions by Race	2	0	0	0	2	0	11	6	7	9	22	15	37
% of Promotions	5.4%	0.0%	0.0%	0.0%	5.4%	0.0%	29.7%	16.2%	18.9%	24.3%	59.5%	40.5%	100.0%

- Minorities comprised 56.8% of promotions
- Females comprised 59.5% of promotions

The five-year trend for the Service Center:

- Minorities comprised 65.9%; 59.4%; 54.7%; 64.4%; and 56.8% of promotions in the five-year period.
- Females comprised 64.85%; 60.9%; 64.0%; 61.1%; and 59.5% of promotions in the five-year period.
- White males comprised 18.2%; 21.7%; 18.6%; 13.3%; and 24.3% of promotions in the five-year period.

Promotions for the Service Center went from 88 – 69 – 86 – 90 - 34 in the five-year period. Minorities and females were represented in each of the five years. Minorities were at or above 54.0% in all four years; and females were at or above 55.9% in all five years.





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EEO and Diversity: Collaborating for Mission Success