

Department of State -- Full-time Permanent Workforce by ERGD as of 06/30/2019

|               | Ethnicity |              |      |
|---------------|-----------|--------------|------|
|               | Hispanic  | Not Hispanic | Unsp |
| Civil Service | 6.7%      | 93.2%        | 0.0% |
| FS Generalist | 6.2%      | 93.5%        | 0.1% |
| FS Specialist | 10.0%     | 89.5%        | 0.3% |
| Total         | 7.3%      | 92.4%        | 0.1% |

|       | Ethnicity |              |      |
|-------|-----------|--------------|------|
|       | Hispanic  | Not Hispanic | Unsp |
| SES** | 4.1%      | 95.8%        | 0.0% |
| SFS** | 5.0%      | 94.9%        | 0.0% |

|               | Race  |                  |                 |       |                 |            |      |
|---------------|-------|------------------|-----------------|-------|-----------------|------------|------|
|               | White | African American | American Indian | Asian | Native Hawaiian | Multi-race | Unsp |
| Civil Service | 60.7% | 24.4%            | 0.4%            | 6.6%  | 0.1%            | 4.8%       | 2.5% |
| FS Generalist | 81.2% | 5.3%             | 0.3%            | 6.7%  | 0.0%            | 4.2%       | 1.8% |
| FS Specialist | 74.8% | 8.8%             | 0.5%            | 5.9%  | 0.1%            | 5.9%       | 3.6% |
| Total         | 71.0% | 14.2%            | 0.4%            | 6.5%  | 0.1%            | 4.9%       | 2.6% |

|       | Race  |                  |                 |       |                 |            |      |
|-------|-------|------------------|-----------------|-------|-----------------|------------|------|
|       | White | African American | American Indian | Asian | Native Hawaiian | Multi-race | Unsp |
| SES** | 88.2% | 3.3%             | 0.0%            | 5.8%  | 0.0%            | 1.2%       | 1.2% |
| SFS** | 89.0% | 3.0%             | 0.1%            | 3.3%  | 0.0%            | 1.8%       | 2.4% |

|               | Gender |       |      |
|---------------|--------|-------|------|
|               | Female | Male  | Unsp |
| Civil Service | 54.1%  | 45.8% | 0.0% |
| FS Generalist | 41.2%  | 58.7% | 0.0% |
| FS Specialist | 29.1%  | 70.8% | 0.0% |
| Total         | 43.7%  | 56.2% | 0.0% |

|       | Gender |       |      |
|-------|--------|-------|------|
|       | Female | Male  | Unsp |
| SES** | 39.7%  | 60.2% | 0.0% |
| SFS** | 31.5%  | 68.4% | 0.0% |

|               | Disability*           |                   |                |                          |
|---------------|-----------------------|-------------------|----------------|--------------------------|
|               | Disabled Non-Targeted | Disabled Targeted | Disabled Total | No Disability Identified |
| Civil Service | 14.7%                 | 2.7%              | 17.5%          | 82.5%                    |
| FS Generalist | 6.5%                  | 1.0%              | 7.6%           | 92.4%                    |
| FS Specialist | 8.4%                  | 0.6%              | 9.1%           | 90.9%                    |
| Total         | 10.4%                 | 1.6%              | 12.1%          | 87.8%                    |

|       | Disability*           |                   |                |                          |
|-------|-----------------------|-------------------|----------------|--------------------------|
|       | Disabled Non-Targeted | Disabled Targeted | Disabled Total | No Disability Identified |
| SES** | 5.8%                  | 0.8%              | 6.7%           | 93.3%                    |
| SFS** | 15.3%                 | 0.6%              | 16.0%          | 83.9%                    |

\*An employee may be classified as an individual with a disability or an individual with a targeted disability as prescribed by 29 CFR 1614.203(d)(6)(ii)(A)-(C)

\*\*Included in the Generalist, Specialist, Civil Service percentages.