

Department of State  
Bureau of Human Resources

Fiscal Year 2019

Foreign Service Promotion Statistics  
by  
Ethnicity, Race and Gender

**Foreign Service Promotion Statistics for 2019**  
**Category: FE-MC to FE-CM**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	95	2	2.1
Female	53	3	5.7
<b>TOTALS</b>	<b>148</b>	<b>5</b>	<b>3.4</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	8	1	12.5
Not Hispanic	140	4	2.9
<b>TOTALS</b>	<b>148</b>	<b>5</b>	<b>3.4</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	138	4	2.9
African American	3	0	0.0
American Indian	0	0	0.0
Asian	2	1	50.0
Native Hawaiian	0	0	0.0
Multi-race	0	0	0.0
Unspecified	5	0	0.0
<b>TOTALS</b>	<b>148</b>	<b>5</b>	<b>3.4</b>

Produced by HR/RMA

**Foreign Service Promotion Statistics for 2019**  
**Category: Generalist FE-OC to FE-MC**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	186	49	26.3
Female	87	18	20.7
<b>TOTALS</b>	<b>273</b>	<b>67</b>	<b>24.5</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	11	1	9.1
Not Hispanic	262	66	25.2
<b>TOTALS</b>	<b>273</b>	<b>67</b>	<b>24.5</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	246	57	23.2
African American	4	1	25.0
American Indian	0	0	0.0
Asian	8	6	75.0
Native Hawaiian	0	0	0.0
Multi-race	7	2	28.6
Unspecified	8	1	12.5
<b>TOTALS</b>	<b>273</b>	<b>67</b>	<b>24.5</b>

Produced by HR/RMA

**Foreign Service Promotion Statistics for 2019**  
**Category: Generalist FS-01 to FE-OC**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	223	68	30.5
Female	126	49	38.9
<b>TOTALS</b>	<b>349</b>	<b>117</b>	<b>33.5</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	25	10	40.0
Not Hispanic	324	107	33.0
<b>TOTALS</b>	<b>349</b>	<b>117</b>	<b>33.5</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	293	87	29.7
African American	15	7	46.7
American Indian	0	0	0.0
Asian	18	10	55.6
Native Hawaiian	0	0	0.0
Multi-race	10	7	70.0
Unspecified	13	6	46.2
<b>TOTALS</b>	<b>349</b>	<b>117</b>	<b>33.5</b>

Produced by HR/RMA

**Foreign Service Promotion Statistics for 2019**  
**Category: Generalist FS-02 to FS-01**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	857	92	10.7
Female	611	56	9.2
<b>TOTALS</b>	<b>1,468</b>	<b>148</b>	<b>10.1</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	70	6	8.6
Not Hispanic	1,398	142	10.2
<b>TOTALS</b>	<b>1,468</b>	<b>148</b>	<b>10.1</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	1,198	124	10.4
African American	62	6	9.7
American Indian	5	1	20.0
Asian	128	11	8.6
Native Hawaiian	2	0	0.0
Multi-race	44	5	11.4
Unspecified	29	1	3.4
<b>TOTALS</b>	<b>1,468</b>	<b>148</b>	<b>10.1</b>

**Produced by HR/RMA**

**Foreign Service Promotion Statistics for 2019**  
**Category: Generalist FS-03 to FS-02**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	768	124	16.1
Female	539	111	20.6
<b>TOTALS</b>	<b>1,307</b>	<b>235</b>	<b>18.0</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	69	13	18.8
Not Hispanic	1,238	222	17.9
<b>TOTALS</b>	<b>1,307</b>	<b>235</b>	<b>18.0</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	1,040	191	18.4
African American	79	10	12.7
American Indian	5	0	0.0
Asian	101	20	19.8
Native Hawaiian	1	0	0.0
Multi-race	58	9	15.5
Unspecified	23	5	21.7
<b>TOTALS</b>	<b>1,307</b>	<b>235</b>	<b>18.0</b>

Produced by HR/RMA

**Foreign Service Promotion Statistics for 2019**  
**Category: Generalist FS-04 to FS-03**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	491	208	42.4
Female	340	152	44.7
<b>TOTALS</b>	<b>831</b>	<b>360</b>	<b>43.3</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	73	30	41.1
Not Hispanic	758	330	43.5
<b>TOTALS</b>	<b>831</b>	<b>360</b>	<b>43.3</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	643	282	43.9
African American	53	21	39.6
American Indian	6	1	16.7
Asian	58	27	46.6
Native Hawaiian	0	0	0.0
Multi-race	65	24	36.9
Unspecified	6	5	83.3
<b>TOTALS</b>	<b>831</b>	<b>360</b>	<b>43.3</b>

Produced by HR/RMA

**Foreign Service Promotion Statistics for 2019**  
**Category: Specialist FE-OC to FE-MC**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	62	9	14.5
Female	13	5	38.5
<b>TOTALS</b>	<b>75</b>	<b>14</b>	<b>18.7</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	4	0	0.0
Not Hispanic	71	14	19.7
<b>TOTALS</b>	<b>75</b>	<b>14</b>	<b>18.7</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	61	12	19.7
African American	4	0	0.0
American Indian	1	0	0.0
Asian	5	2	40.0
Native Hawaiian	0	0	0.0
Multi-race	1	0	0.0
Unspecified	3	0	0.0
<b>TOTALS</b>	<b>75</b>	<b>14</b>	<b>18.7</b>

**Produced by HR/RMA**

**Foreign Service Promotion Statistics for 2019**  
**Category: Specialist FS-01 to FE-OC**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	136	27	19.9
Female	19	5	26.3
<b>TOTALS</b>	<b>155</b>	<b>32</b>	<b>20.6</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	8	2	25.0
Not Hispanic	147	30	20.4
<b>TOTALS</b>	<b>155</b>	<b>32</b>	<b>20.6</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	134	27	20.1
African American	7	1	14.3
American Indian	1	0	0.0
Asian	3	1	33.3
Native Hawaiian	0	0	0.0
Multi-race	8	1	12.5
Unspecified	2	2	100.0
<b>TOTALS</b>	<b>155</b>	<b>32</b>	<b>20.6</b>

Produced by HR/RMA

**Foreign Service Promotion Statistics for 2019**  
**Category: Specialist FS-02 to FS-01**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	648	53	8.2
Female	150	16	10.7
<b>TOTALS</b>	<b>798</b>	<b>69</b>	<b>8.6</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	77	4	5.2
Not Hispanic	721	65	9.0
<b>TOTALS</b>	<b>798</b>	<b>69</b>	<b>8.6</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	587	58	9.9
African American	79	3	3.8
American Indian	2	0	0.0
Asian	48	3	6.3
Native Hawaiian	1	0	0.0
Multi-race	38	2	5.3
Unspecified	43	3	7.0
<b>TOTALS</b>	<b>798</b>	<b>69</b>	<b>8.6</b>

Produced by HR/RMA

**Foreign Service Promotion Statistics for 2019**  
**Category: Specialist FS-03 to FS-02**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	1,164	108	9.3
Female	215	38	17.7
<b>TOTALS</b>	<b>1,379</b>	<b>146</b>	<b>10.6</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	148	14	9.5
Not Hispanic	1,231	132	10.7
<b>TOTALS</b>	<b>1,379</b>	<b>146</b>	<b>10.6</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	1,000	107	10.7
African American	120	15	12.5
American Indian	7	0	0.0
Asian	90	8	8.9
Native Hawaiian	1	1	100.0
Multi-race	82	9	11.0
Unspecified	79	6	7.6
<b>TOTALS</b>	<b>1,379</b>	<b>146</b>	<b>10.6</b>

Produced by HR/RMA

**Foreign Service Promotion Statistics for 2019**  
**Category: Specialist FS-04 to FS-03**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	581	204	35.1
Female	213	38	17.8
<b>TOTALS</b>	<b>794</b>	<b>242</b>	<b>30.5</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	72	21	29.2
Not Hispanic	722	221	30.6
<b>TOTALS</b>	<b>794</b>	<b>242</b>	<b>30.5</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	586	189	32.3
African American	74	14	18.9
American Indian	2	0	0.0
Asian	47	12	25.5
Native Hawaiian	4	1	25.0
Multi-race	70	24	34.3
Unspecified	11	2	18.2
<b>TOTALS</b>	<b>794</b>	<b>242</b>	<b>30.5</b>

Produced by HR/RMA

**Foreign Service Promotion Statistics for 2019**  
**Category: Specialist FS-05 to FS-04**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	17	2	11.8
Female	216	20	9.3
<b>TOTALS</b>	<b>233</b>	<b>22</b>	<b>9.4</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	27	4	14.8
Not Hispanic	206	18	8.7
<b>TOTALS</b>	<b>233</b>	<b>22</b>	<b>9.4</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	168	13	7.7
African American	24	0	0.0
American Indian	1	1	100.0
Asian	17	3	17.6
Native Hawaiian	0	0	0.0
Multi-race	11	2	18.2
Unspecified	12	3	25.0
<b>TOTALS</b>	<b>233</b>	<b>22</b>	<b>9.4</b>

Produced by HR/RMA

**Foreign Service Promotion Statistics for 2019**  
**Category: Specialist FS-06 to FS-05**

Gender	Number Completed	Number Promoted	Promotion Rate %
Male	28	1	3.6
Female	185	38	20.5
<b>TOTALS</b>	<b>213</b>	<b>39</b>	<b>18.3</b>

Ethnicity	Number Completed	Number Promoted	Promotion Rate %
Hispanic	18	2	11.1
Not Hispanic	195	37	19.0
<b>TOTALS</b>	<b>213</b>	<b>39</b>	<b>18.3</b>

Race	Number Completed	Number Promoted	Promotion Rate %
White	165	34	20.6
African American	24	2	8.3
American Indian	0	0	0.0
Asian	7	2	28.6
Native Hawaiian	1	0	0.0
Multi-race	13	1	7.7
Unspecified	3	0	0.0
<b>TOTALS</b>	<b>213</b>	<b>39</b>	<b>18.3</b>

Produced by HR/RMA