



**U.S. Department of State
Bureau of Global Talent Management**

**Office of Organization and Talent Analytics
(GTM/OTA)**

**Fiscal Year 2020
Foreign Service Promotion Statistics
by Ethnicity, Race, and Gender**

Foreign Service Promotion Statistics for 2020
Category: FE-MC to FE-CM

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	105	2	1.9
Female	52	2	3.8
TOTALS	157	4	2.5

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	8	0	0.0
Not Hispanic	149	4	2.7
TOTALS	157	4	2.5

Race	Number Competed	Number Promoted	Promotion Rate %
White	147	4	2.7
African American	2	0	0.0
American Indian	0	0	0.0
Asian	2	0	0.0
Native Hawaiian	0	0	0.0
Multi-race	1	0	0.0
Unspecified	5	0	0.0
TOTALS	157	4	2.5

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2020
Category: Generalist FE-OC to FE-MC

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	144	39	27.1
Female	76	34	44.7
TOTALS	220	73	33.2

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	11	4	36.4
Not Hispanic	209	69	33.0
TOTALS	220	73	33.2

Race	Number Competed	Number Promoted	Promotion Rate %
White	205	70	34.1
African American	4	1	25.0
American Indian	0	0	0.0
Asian	3	1	33.3
Native Hawaiian	0	0	0.0
Multi-race	3	0	0.0
Unspecified	5	1	20.0
TOTALS	220	73	33.2

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2020
Category: Generalist FS-01 to FE-OC

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	261	67	25.7
Female	122	46	37.7
TOTALS	383	113	29.5

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	25	9	36.0
Not Hispanic	358	104	29.1
TOTALS	383	113	29.5

Race	Number Competed	Number Promoted	Promotion Rate %
White	328	96	29.3
African American	15	6	40.0
American Indian	1	0	0.0
Asian	20	4	20.0
Native Hawaiian	0	0	0.0
Multi-race	7	2	28.6
Unspecified	12	5	41.7
TOTALS	383	113	29.5

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2020
Category: Generalist FS-02 to FS-01

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	834	97	11.6
Female	622	67	10.8
TOTALS	1,456	164	11.3

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	69	6	8.7
Not Hispanic	1,387	158	11.4
TOTALS	1,456	164	11.3

Race	Number Competed	Number Promoted	Promotion Rate %
White	1,185	138	11.6
African American	61	7	11.5
American Indian	5	0	0.0
Asian	140	11	7.9
Native Hawaiian	1	0	0.0
Multi-race	29	7	24.1
Unspecified	35	1	2.9
TOTALS	1,456	164	11.3

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2020
Category: Generalist FS-03 to FS-02

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	814	117	14.4
Female	526	104	19.8
TOTALS	1,340	221	16.5

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	72	7	9.7
Not Hispanic	1,268	214	16.9
TOTALS	1,340	221	16.5

Race	Number Competed	Number Promoted	Promotion Rate %
White	1,070	179	16.7
African American	87	20	23.0
American Indian	7	0	0.0
Asian	113	14	12.4
Native Hawaiian	1	0	0.0
Multi-race	42	7	16.7
Unspecified	20	1	5.0
TOTALS	1,340	221	16.5

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2020
Category: Generalist FS-04 to FS-03

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	424	194	45.8
Female	308	151	49.0
TOTALS	732	345	47.1

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	56	30	53.6
Not Hispanic	676	315	46.6
TOTALS	732	345	47.1

Race	Number Competed	Number Promoted	Promotion Rate %
White	565	262	46.4
African American	61	26	42.6
American Indian	7	3	42.9
Asian	46	21	45.7
Native Hawaiian	1	1	100.0
Multi-race	49	30	61.2
Unspecified	3	2	66.7
TOTALS	732	345	47.1

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2020
Category: Specialist FE-OC to FE-MC

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	51	8	15.7
Female	11	2	18.2
TOTALS	62	10	16.1

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	5	0	0.0
Not Hispanic	57	10	17.5
TOTALS	62	10	16.1

Race	Number Competed	Number Promoted	Promotion Rate %
White	49	10	20.4
African American	4	0	0.0
American Indian	1	0	0.0
Asian	4	0	0.0
Native Hawaiian	0	0	0.0
Multi-race	1	0	0.0
Unspecified	3	0	0.0
TOTALS	62	10	16.1

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2020
Category: Specialist FS-01 to FE-OC

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	128	24	18.8
Female	21	3	14.3
TOTALS	149	27	18.1

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	9	2	22.2
Not Hispanic	140	25	17.9
TOTALS	149	27	18.1

Race	Number Competed	Number Promoted	Promotion Rate %
White	122	21	17.2
African American	14	1	7.1
American Indian	1	0	0.0
Asian	4	2	50.0
Native Hawaiian	0	0	0.0
Multi-race	5	2	40.0
Unspecified	3	1	33.3
TOTALS	149	27	18.1

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2020
Category: Specialist FS-02 to FS-01

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	646	45	7.0
Female	150	22	14.7
TOTALS	796	67	8.4

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	73	6	8.2
Not Hispanic	723	61	8.4
TOTALS	796	67	8.4

Race	Number Competed	Number Promoted	Promotion Rate %
White	577	52	9.0
African American	96	5	5.2
American Indian	6	2	33.3
Asian	55	4	7.3
Native Hawaiian	3	0	0.0
Multi-race	15	1	6.7
Unspecified	44	3	6.8
TOTALS	796	67	8.4

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2020
Category: Specialist FS-03 to FS-02

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	1,158	118	10.2
Female	201	38	18.9
TOTALS	1,359	156	11.5

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	144	13	9.0
Not Hispanic	1,214	143	11.8
Unspecified	1	0	0.0
TOTALS	1,359	156	11.5

Race	Number Competed	Number Promoted	Promotion Rate %
White	993	128	12.9
African American	130	13	10.0
American Indian	10	0	0.0
Asian	105	10	9.5
Native Hawaiian	4	0	0.0
Multi-race	43	0	0.0
Unspecified	74	5	6.8
TOTALS	1,359	156	11.5

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2020
Category: Specialist FS-04 to FS-03

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	461	154	33.4
Female	219	41	18.7
TOTALS	680	195	28.7

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	70	17	24.3
Not Hispanic	610	178	29.2
TOTALS	680	195	28.7

Race	Number Competed	Number Promoted	Promotion Rate %
White	494	149	30.2
African American	86	16	18.6
American Indian	5	3	60.0
Asian	50	9	18.0
Native Hawaiian	6	2	33.3
Multi-race	30	13	43.3
Unspecified	9	3	33.3
TOTALS	680	195	28.7

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2020
Category: Specialist FS-05 to FS-04

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	14	3	21.4
Female	213	24	11.3
TOTALS	227	27	11.9

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	26	1	3.8
Not Hispanic	201	26	12.9
TOTALS	227	27	11.9

Race	Number Competed	Number Promoted	Promotion Rate %
White	163	19	11.7
African American	31	3	9.7
American Indian	1	0	0.0
Asian	17	2	11.8
Native Hawaiian	0	0	0.0
Multi-race	6	3	50.0
Unspecified	9	0	0.0
TOTALS	227	27	11.9

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2020
Category: Specialist FS-06 to FS-05

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	23	5	21.7
Female	158	45	28.5
TOTALS	181	50	27.6

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	17	4	23.5
Not Hispanic	164	46	28.0
TOTALS	181	50	27.6

Race	Number Competed	Number Promoted	Promotion Rate %
White	135	37	27.4
African American	23	6	26.1
American Indian	0	0	0.0
Asian	7	1	14.3
Native Hawaiian	1	0	0.0
Multi-race	12	5	41.7
Unspecified	3	1	33.3
TOTALS	181	50	27.6

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