



**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 Cone, Ethnicity, Race and Gender**

Foreign Service Promotion Statistics for 2020
Generalist Cone: CONSULAR

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	13	0	0.0
FE-MC to FE-CM	Female	4	0	0.0
FE-OC to FE-MC	Male	23	4	17.4
FE-OC to FE-MC	Female	11	6	54.5
FS-01 to FE-OC	Male	33	8	24.2
FS-01 to FE-OC	Female	25	9	36.0
FS-02 to FS-01	Male	140	19	13.6
FS-02 to FS-01	Female	125	11	8.8
FS-03 to FS-02	Male	175	18	10.3
FS-03 to FS-02	Female	149	36	24.2
FS-04 to FS-03	Male	107	42	39.3
FS-04 to FS-03	Female	87	38	43.7
Totals By Gender	Male	491	91	18.5
Totals By Gender	Female	401	100	24.9
Totals for CONSULAR	Combined	892	191	21.4

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	0	0	0.0
FE-MC to FE-CM	Not Hispanic	17	0	0.0
FE-OC to FE-MC	Hispanic	1	1	100.0
FE-OC to FE-MC	Not Hispanic	33	9	27.3
FS-01 to FE-OC	Hispanic	6	2	33.3
FS-01 to FE-OC	Not Hispanic	52	15	28.8
FS-02 to FS-01	Hispanic	11	1	9.1
FS-02 to FS-01	Not Hispanic	254	29	11.4
FS-03 to FS-02	Hispanic	19	5	26.3
FS-03 to FS-02	Not Hispanic	305	49	16.1
FS-04 to FS-03	Hispanic	8	3	37.5
FS-04 to FS-03	Not Hispanic	186	77	41.4
Totals By Ethnicity	Hispanic	45	12	26.7
Totals By Ethnicity	Not Hispanic	847	179	21.1
Totals for CONSULAR	Combined	892	191	21.4

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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	16	0	0.0
FE-MC to FE-CM	African American	0	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	1	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	0	0	0.0
FE-OC to FE-MC	White	33	10	30.3
FE-OC to FE-MC	African American	1	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FS-01 to FE-OC	White	52	15	28.8
FS-01 to FE-OC	African American	2	1	50.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	2	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	1	0	0.0
FS-01 to FE-OC	Unspecified	1	1	100.0
FS-02 to FS-01	White	231	26	11.3
FS-02 to FS-01	African American	6	1	16.7
FS-02 to FS-01	American Indian	2	0	0.0
FS-02 to FS-01	Asian	16	1	6.3
FS-02 to FS-01	Native Hawaiian	1	0	0.0
FS-02 to FS-01	Multi-race	7	2	28.6
FS-02 to FS-01	Unspecified	2	0	0.0
FS-03 to FS-02	White	275	46	16.7
FS-03 to FS-02	African American	16	4	25.0
FS-03 to FS-02	American Indian	3	0	0.0
FS-03 to FS-02	Asian	18	3	16.7
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	7	0	0.0
FS-03 to FS-02	Unspecified	5	1	20.0
FS-04 to FS-03	White	167	73	43.7
FS-04 to FS-03	African American	6	1	16.7
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	12	1	8.3
FS-04 to FS-03	Native Hawaiian	1	1	100.0
FS-04 to FS-03	Multi-race	8	4	50.0
Totals By Race	White	774	170	22.0
Totals By Race	African American	31	7	22.6
Totals By Race	American Indian	5	0	0.0
Totals By Race	Asian	49	5	10.2
Totals By Race	Native Hawaiian	2	1	50.0
Totals By Race	Multi-race	23	6	26.1
Totals By Race	Unspecified	8	2	25.0
Totals for CONSULAR	Combined	892	191	21.4

Foreign Service Promotion Statistics for 2020
Generalist Cone: ECONOMIC

Grade Level	Gender	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	17	0	0.0
FE-MC to FE-CM	Female	9	0	0.0
FE-OC to FE-MC	Male	33	11	33.3
FE-OC to FE-MC	Female	15	7	46.7
FS-01 to FE-OC	Male	60	17	28.3
FS-01 to FE-OC	Female	18	10	55.6
FS-02 to FS-01	Male	198	20	10.1
FS-02 to FS-01	Female	105	15	14.3
FS-03 to FS-02	Male	186	20	10.8
FS-03 to FS-02	Female	84	24	28.6
FS-04 to FS-03	Male	73	37	50.7
FS-04 to FS-03	Female	48	28	58.3
Totals By Gender	Male	567	105	18.5
Totals By Gender	Female	279	84	30.1
Totals for ECONOMIC	Combined	846	189	22.3

Grade Level	Ethnicity	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	0	0	0.0
FE-MC to FE-CM	Not Hispanic	26	0	0.0
FE-OC to FE-MC	Hispanic	2	1	50.0
FE-OC to FE-MC	Not Hispanic	46	17	37.0
FS-01 to FE-OC	Hispanic	4	1	25.0
FS-01 to FE-OC	Not Hispanic	74	26	35.1
FS-02 to FS-01	Hispanic	13	1	7.7
FS-02 to FS-01	Not Hispanic	290	34	11.7
FS-03 to FS-02	Hispanic	16	0	0.0
FS-03 to FS-02	Not Hispanic	254	44	17.3
FS-04 to FS-03	Hispanic	13	5	38.5
FS-04 to FS-03	Not Hispanic	108	60	55.6
Totals By Ethnicity	Hispanic	48	8	16.7
Totals By Ethnicity	Not Hispanic	798	181	22.7
Totals for ECONOMIC	Combined	846	189	22.3

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	26	0	0.0
FE-MC to FE-CM	African American	0	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	0	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	0	0	0.0
FE-OC to FE-MC	White	46	18	39.1
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	1	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FE-OC to FE-MC	Unspecified	1	0	0.0
FS-01 to FE-OC	White	68	24	35.3
FS-01 to FE-OC	African American	3	2	66.7
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	3	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	2	1	50.0
FS-01 to FE-OC	Unspecified	2	0	0.0
FS-02 to FS-01	White	251	33	13.1
FS-02 to FS-01	African American	7	0	0.0
FS-02 to FS-01	American Indian	2	0	0.0
FS-02 to FS-01	Asian	29	2	6.9
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	6	0	0.0
FS-02 to FS-01	Unspecified	8	0	0.0
FS-03 to FS-02	White	202	34	16.8
FS-03 to FS-02	African American	25	6	24.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	27	3	11.1
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	10	1	10.0
FS-03 to FS-02	Unspecified	6	0	0.0
FS-04 to FS-03	White	95	50	52.6
FS-04 to FS-03	African American	12	7	58.3
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	10	6	60.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	3	2	66.7
FS-04 to FS-03	Unspecified	1	0	0.0
Totals By Race	White	688	159	23.1
Totals By Race	African American	47	15	31.9
Totals By Race	American Indian	2	0	0.0
Totals By Race	Asian	70	11	15.7
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	21	4	19.0
Totals By Race	Unspecified	18	0	0.0
Totals for ECONOMIC	Combined	846	189	22.3

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Foreign Service Promotion Statistics for 2020
Generalist Cone: MANAGEMENT

Grade Level	Gender	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	16	0	0.0
FE-MC to FE-CM	Female	9	1	11.1
FE-OC to FE-MC	Male	22	7	31.8
FE-OC to FE-MC	Female	7	2	28.6
FS-01 to FE-OC	Male	37	7	18.9
FS-01 to FE-OC	Female	22	10	45.5
FS-02 to FS-01	Male	130	15	11.5
FS-02 to FS-01	Female	80	8	10.0
FS-03 to FS-02	Male	130	24	18.5
FS-03 to FS-02	Female	61	8	13.1
FS-04 to FS-03	Male	73	33	45.2
FS-04 to FS-03	Female	34	16	47.1
Totals By Gender	Male	408	86	21.1
Totals By Gender	Female	213	45	21.1
Totals for MANAGEMENT	Combined	621	131	21.1

Grade Level	Ethnicity	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	0	0	0.0
FE-MC to FE-CM	Not Hispanic	25	1	4.0
FE-OC to FE-MC	Hispanic	4	1	25.0
FE-OC to FE-MC	Not Hispanic	25	8	32.0
FS-01 to FE-OC	Hispanic	2	2	100.0
FS-01 to FE-OC	Not Hispanic	57	15	26.3
FS-02 to FS-01	Hispanic	12	1	8.3
FS-02 to FS-01	Not Hispanic	198	22	11.1
FS-03 to FS-02	Hispanic	7	1	14.3
FS-03 to FS-02	Not Hispanic	184	31	16.8
FS-04 to FS-03	Hispanic	3	1	33.3
FS-04 to FS-03	Not Hispanic	104	48	46.2
Totals By Ethnicity	Hispanic	28	6	21.4
Totals By Ethnicity	Not Hispanic	593	125	21.1
Totals for MANAGEMENT	Combined	621	131	21.1

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	25	1	4.0
FE-MC to FE-CM	African American	0	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	0	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	0	0	0.0
FE-OC to FE-MC	White	26	9	34.6
FE-OC to FE-MC	African American	1	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	1	0	0.0
FE-OC to FE-MC	Unspecified	1	0	0.0
FS-01 to FE-OC	White	50	14	28.0
FS-01 to FE-OC	African American	1	0	0.0
FS-01 to FE-OC	American Indian	1	0	0.0
FS-01 to FE-OC	Asian	3	1	33.3
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	3	1	33.3
FS-01 to FE-OC	Unspecified	1	1	100.0
FS-02 to FS-01	White	164	18	11.0
FS-02 to FS-01	African American	7	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	26	3	11.5
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	6	2	33.3
FS-02 to FS-01	Unspecified	7	0	0.0
FS-03 to FS-02	White	159	26	16.4
FS-03 to FS-02	African American	10	2	20.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	17	3	17.6
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	5	1	20.0
FS-04 to FS-03	White	93	41	44.1
FS-04 to FS-03	African American	3	1	33.3
FS-04 to FS-03	American Indian	2	1	50.0
FS-04 to FS-03	Asian	6	3	50.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	3	3	100.0
Totals By Race	White	517	109	21.1
Totals By Race	African American	22	3	13.6
Totals By Race	American Indian	3	1	33.3
Totals By Race	Asian	52	10	19.2
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	18	7	38.9
Totals By Race	Unspecified	9	1	11.1
Totals for MANAGEMENT	Combined	621	131	21.1

Foreign Service Promotion Statistics for 2020

Generalist Cone: POLITICAL

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	35	2	5.7
FE-MC to FE-CM	Female	14	0	0.0
FE-OC to FE-MC	Male	48	13	27.1
FE-OC to FE-MC	Female	22	10	45.5
FS-01 to FE-OC	Male	82	22	26.8
FS-01 to FE-OC	Female	34	10	29.4
FS-02 to FS-01	Male	235	27	11.5
FS-02 to FS-01	Female	149	17	11.4
FS-03 to FS-02	Male	201	33	16.4
FS-03 to FS-02	Female	85	14	16.5
FS-04 to FS-03	Male	101	48	47.5
FS-04 to FS-03	Female	55	31	56.4
Totals By Gender	Male	702	145	20.7
Totals By Gender	Female	359	82	22.8
Totals for POLITICAL	Combined	1,061	227	21.4

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	5	0	0.0
FE-MC to FE-CM	Not Hispanic	44	2	4.5
FE-OC to FE-MC	Hispanic	1	1	100.0
FE-OC to FE-MC	Not Hispanic	69	22	31.9
FS-01 to FE-OC	Hispanic	8	2	25.0
FS-01 to FE-OC	Not Hispanic	108	30	27.8
FS-02 to FS-01	Hispanic	15	1	6.7
FS-02 to FS-01	Not Hispanic	369	43	11.7
FS-03 to FS-02	Hispanic	14	1	7.1
FS-03 to FS-02	Not Hispanic	272	46	16.9
FS-04 to FS-03	Hispanic	18	13	72.2
FS-04 to FS-03	Not Hispanic	138	66	47.8
Totals By Ethnicity	Hispanic	61	18	29.5
Totals By Ethnicity	Not Hispanic	1,000	209	20.9
Totals for POLITICAL	Combined	1,061	227	21.4

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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	42	2	4.8
FE-MC to FE-CM	African American	1	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	1	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	1	0	0.0
FE-MC to FE-CM	Unspecified	4	0	0.0
FE-OC to FE-MC	White	65	21	32.3
FE-OC to FE-MC	African American	1	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	1	1	100.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	2	0	0.0
FE-OC to FE-MC	Unspecified	1	1	100.0
FS-01 to FE-OC	White	97	26	26.8
FS-01 to FE-OC	African American	4	2	50.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	10	3	30.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-01 to FE-OC	Unspecified	5	1	20.0
FS-02 to FS-01	White	313	38	12.1
FS-02 to FS-01	African American	17	2	11.8
FS-02 to FS-01	American Indian	1	0	0.0
FS-02 to FS-01	Asian	42	3	7.1
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	3	1	33.3
FS-02 to FS-01	Unspecified	8	0	0.0
FS-03 to FS-02	White	229	38	16.6
FS-03 to FS-02	African American	13	2	15.4
FS-03 to FS-02	American Indian	3	0	0.0
FS-03 to FS-02	Asian	29	4	13.8
FS-03 to FS-02	Native Hawaiian	1	0	0.0
FS-03 to FS-02	Multi-race	6	3	50.0
FS-03 to FS-02	Unspecified	5	0	0.0
FS-04 to FS-03	White	110	54	49.1
FS-04 to FS-03	African American	19	9	47.4
FS-04 to FS-03	American Indian	2	1	50.0
FS-04 to FS-03	Asian	6	4	66.7
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	18	10	55.6
FS-04 to FS-03	Unspecified	1	1	100.0
Totals By Race	White	856	179	20.9
Totals By Race	African American	55	15	27.3
Totals By Race	American Indian	6	1	16.7
Totals By Race	Asian	89	15	16.9
Totals By Race	Native Hawaiian	1	0	0.0
Totals By Race	Multi-race	30	14	46.7
Totals By Race	Unspecified	24	3	12.5
Totals for POLITICAL	Combined	1,061	227	21.4

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2020
Generalist Cone: PUBLIC DIPLOMACY

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	18	0	0.0
FE-MC to FE-CM	Female	14	1	7.1
FE-OC to FE-MC	Male	18	4	22.2
FE-OC to FE-MC	Female	21	9	42.9
FS-01 to FE-OC	Male	49	13	26.5
FS-01 to FE-OC	Female	23	7	30.4
FS-02 to FS-01	Male	131	16	12.2
FS-02 to FS-01	Female	163	16	9.8
FS-03 to FS-02	Male	122	22	18.0
FS-03 to FS-02	Female	147	22	15.0
FS-04 to FS-03	Male	70	34	48.6
FS-04 to FS-03	Female	84	38	45.2
Totals By Gender	Male	408	89	21.8
Totals By Gender	Female	452	93	20.6
Totals for PUBLIC DIPLOMACY	Combined	860	182	21.2

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	3	0	0.0
FE-MC to FE-CM	Not Hispanic	29	1	3.4
FE-OC to FE-MC	Hispanic	3	0	0.0
FE-OC to FE-MC	Not Hispanic	36	13	36.1
FS-01 to FE-OC	Hispanic	5	2	40.0
FS-01 to FE-OC	Not Hispanic	67	18	26.9
FS-02 to FS-01	Hispanic	18	2	11.1
FS-02 to FS-01	Not Hispanic	276	30	10.9
FS-03 to FS-02	Hispanic	16	0	0.0
FS-03 to FS-02	Not Hispanic	253	44	17.4
FS-04 to FS-03	Hispanic	14	8	57.1
FS-04 to FS-03	Not Hispanic	140	64	45.7
Totals By Ethnicity	Hispanic	59	12	20.3
Totals By Ethnicity	Not Hispanic	801	170	21.2
Totals for PUBLIC DIPLOMACY	Combined	860	182	21.2

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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	30	1	3.3
FE-MC to FE-CM	African American	1	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	0	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	0	0	0.0
FE-MC to FE-CM	Unspecified	1	0	0.0
FE-OC to FE-MC	White	35	12	34.3
FE-OC to FE-MC	African American	1	1	100.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	1	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FE-OC to FE-MC	Unspecified	2	0	0.0
FS-01 to FE-OC	White	61	17	27.9
FS-01 to FE-OC	African American	5	1	20.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	2	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	1	0	0.0
FS-01 to FE-OC	Unspecified	3	2	66.7
FS-02 to FS-01	White	226	23	10.2
FS-02 to FS-01	African American	24	4	16.7
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	27	2	7.4
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	7	2	28.6
FS-02 to FS-01	Unspecified	10	1	10.0
FS-03 to FS-02	White	205	35	17.1
FS-03 to FS-02	African American	23	6	26.1
FS-03 to FS-02	American Indian	1	0	0.0
FS-03 to FS-02	Asian	22	1	4.5
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	14	2	14.3
FS-03 to FS-02	Unspecified	4	0	0.0
FS-04 to FS-03	White	100	44	44.0
FS-04 to FS-03	African American	21	8	38.1
FS-04 to FS-03	American Indian	3	1	33.3
FS-04 to FS-03	Asian	12	7	58.3
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	17	11	64.7
FS-04 to FS-03	Unspecified	1	1	100.0
Totals By Race	White	657	132	20.1
Totals By Race	African American	75	20	26.7
Totals By Race	American Indian	4	1	25.0
Totals By Race	Asian	64	10	15.6
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	39	15	38.5
Totals By Race	Unspecified	21	4	19.0
Totals for PUBLIC DIPLOMACY	Combined	860	182	21.2

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: CONSTRUCTION ENGR

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Male	3	1	33.3
FE-OC to FE-MC	Female	1	0	0.0
FS-01 to FE-OC	Male	8	2	25.0
FS-01 to FE-OC	Female	0	0	0.0
FS-02 to FS-01	Male	5	3	60.0
FS-02 to FS-01	Female	0	0	0.0
FS-03 to FS-02	Male	13	4	30.8
FS-03 to FS-02	Female	6	3	50.0
Totals By Gender	Male	29	10	34.5
Totals By Gender	Female	7	3	42.9
Totals for CONSTRUCTION ENGR	Combined	36	13	36.1

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Hispanic	0	0	0.0
FE-OC to FE-MC	Not Hispanic	4	1	25.0
FS-01 to FE-OC	Hispanic	2	0	0.0
FS-01 to FE-OC	Not Hispanic	6	2	33.3
FS-02 to FS-01	Hispanic	1	1	100.0
FS-02 to FS-01	Not Hispanic	4	2	50.0
FS-03 to FS-02	Hispanic	2	1	50.0
FS-03 to FS-02	Not Hispanic	17	6	35.3
Totals By Ethnicity	Hispanic	5	2	40.0
Totals By Ethnicity	Not Hispanic	31	11	35.5
Totals for CONSTRUCTION ENGR	Combined	36	13	36.1

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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	White	2	1	50.0
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	2	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FS-01 to FE-OC	White	5	1	20.0
FS-01 to FE-OC	African American	1	0	0.0
FS-01 to FE-OC	American Indian	1	0	0.0
FS-01 to FE-OC	Asian	1	1	100.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-02 to FS-01	White	3	1	33.3
FS-02 to FS-01	African American	1	1	100.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	0	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	0	0	0.0
FS-02 to FS-01	Unspecified	1	1	100.0
FS-03 to FS-02	White	18	7	38.9
FS-03 to FS-02	African American	0	0	0.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	0	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	0	0	0.0
FS-03 to FS-02	Unspecified	1	0	0.0
Totals By Race	White	28	10	35.7
Totals By Race	African American	2	1	50.0
Totals By Race	American Indian	1	0	0.0
Totals By Race	Asian	3	1	33.3
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	0	0	0.0
Totals By Race	Unspecified	2	1	50.0
Totals for CONSTRUCTION ENGR	Combined	36	13	36.1

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: DIPLOMATIC COURIER

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Male	1	0	0.0
FE-OC to FE-MC	Female	0	0	0.0
FS-01 to FE-OC	Male	3	1	33.3
FS-01 to FE-OC	Female	0	0	0.0
FS-02 to FS-01	Male	0	0	0.0
FS-02 to FS-01	Female	4	0	0.0
FS-03 to FS-02	Male	4	0	0.0
FS-03 to FS-02	Female	2	0	0.0
FS-04 to FS-03	Male	39	1	2.6
FS-04 to FS-03	Female	10	0	0.0
Totals By Gender	Male	47	2	4.3
Totals By Gender	Female	16	0	0.0
Totals for DIPLOMATIC COURIER	Combined	63	2	3.2

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Hispanic	1	0	0.0
FE-OC to FE-MC	Not Hispanic	0	0	0.0
FS-01 to FE-OC	Hispanic	0	0	0.0
FS-01 to FE-OC	Not Hispanic	3	1	33.3
FS-02 to FS-01	Hispanic	0	0	0.0
FS-02 to FS-01	Not Hispanic	4	0	0.0
FS-03 to FS-02	Hispanic	2	0	0.0
FS-03 to FS-02	Not Hispanic	4	0	0.0
FS-04 to FS-03	Hispanic	5	0	0.0
FS-04 to FS-03	Not Hispanic	44	1	2.3
Totals By Ethnicity	Hispanic	8	0	0.0
Totals By Ethnicity	Not Hispanic	55	2	3.6
Totals for DIPLOMATIC COURIER	Combined	63	2	3.2

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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	White	1	0	0.0
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FS-01 to FE-OC	White	2	1	50.0
FS-01 to FE-OC	African American	0	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	1	0	0.0
FS-02 to FS-01	White	3	0	0.0
FS-02 to FS-01	African American	1	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	0	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	0	0	0.0
FS-03 to FS-02	White	4	0	0.0
FS-03 to FS-02	African American	0	0	0.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	0	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	2	0	0.0
FS-04 to FS-03	White	33	0	0.0
FS-04 to FS-03	African American	7	1	14.3
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	3	0	0.0
FS-04 to FS-03	Native Hawaiian	2	0	0.0
FS-04 to FS-03	Multi-race	3	0	0.0
FS-04 to FS-03	Unspecified	1	0	0.0
Totals By Race	White	43	1	2.3
Totals By Race	African American	8	1	12.5
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	3	0	0.0
Totals By Race	Native Hawaiian	2	0	0.0
Totals By Race	Multi-race	6	0	0.0
Totals By Race	Unspecified	1	0	0.0
Totals for DIPLOMATIC COURIER	Combined	63	2	3.2

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: ENGLISH LANG PGMS

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Male	0	0	0.0
FS-01 to FE-OC	Female	2	1	50.0
FS-02 to FS-01	Male	7	0	0.0
FS-02 to FS-01	Female	7	1	14.3
FS-03 to FS-02	Male	2	1	50.0
FS-03 to FS-02	Female	1	1	100.0
Totals By Gender	Male	9	1	11.1
Totals By Gender	Female	10	3	30.0
Totals for ENGLISH LANG PGMS	Combined	19	4	21.1

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Hispanic	0	0	0.0
FS-01 to FE-OC	Not Hispanic	2	1	50.0
FS-02 to FS-01	Hispanic	0	0	0.0
FS-02 to FS-01	Not Hispanic	14	1	7.1
FS-03 to FS-02	Hispanic	0	0	0.0
FS-03 to FS-02	Not Hispanic	3	2	66.7
Totals By Ethnicity	Hispanic	0	0	0.0
Totals By Ethnicity	Not Hispanic	19	4	21.1
Totals for ENGLISH LANG PGMS	Combined	19	4	21.1

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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	White	2	1	50.0
FS-01 to FE-OC	African American	0	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-02 to FS-01	White	14	1	7.1
FS-02 to FS-01	African American	0	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	0	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	0	0	0.0
FS-03 to FS-02	White	2	2	100.0
FS-03 to FS-02	African American	0	0	0.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	1	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	0	0	0.0
Totals By Race	White	18	4	22.2
Totals By Race	African American	0	0	0.0
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	1	0	0.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	0	0	0.0
Totals for ENGLISH LANG PGMS	Combined	19	4	21.1

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: FACILITIES MGMT

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Male	1	0	0.0
FE-OC to FE-MC	Female	0	0	0.0
FS-01 to FE-OC	Male	13	4	30.8
FS-01 to FE-OC	Female	0	0	0.0
FS-02 to FS-01	Male	23	6	26.1
FS-02 to FS-01	Female	0	0	0.0
FS-03 to FS-02	Male	64	8	12.5
FS-03 to FS-02	Female	7	0	0.0
FS-04 to FS-03	Male	25	11	44.0
FS-04 to FS-03	Female	4	1	25.0
Totals By Gender	Male	126	29	23.0
Totals By Gender	Female	11	1	9.1
Totals for FACILITIES MGMT	Combined	137	30	21.9

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Hispanic	0	0	0.0
FE-OC to FE-MC	Not Hispanic	1	0	0.0
FS-01 to FE-OC	Hispanic	1	1	100.0
FS-01 to FE-OC	Not Hispanic	12	3	25.0
FS-02 to FS-01	Hispanic	1	0	0.0
FS-02 to FS-01	Not Hispanic	22	6	27.3
FS-03 to FS-02	Hispanic	6	1	16.7
FS-03 to FS-02	Not Hispanic	65	7	10.8
FS-04 to FS-03	Hispanic	3	2	66.7
FS-04 to FS-03	Not Hispanic	26	10	38.5
Totals By Ethnicity	Hispanic	11	4	36.4
Totals By Ethnicity	Not Hispanic	126	26	20.6
Totals for FACILITIES MGMT	Combined	137	30	21.9

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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	White	1	0	0.0
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FS-01 to FE-OC	White	10	3	30.0
FS-01 to FE-OC	African American	2	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-01 to FE-OC	Unspecified	1	1	100.0
FS-02 to FS-01	White	15	5	33.3
FS-02 to FS-01	African American	4	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	3	1	33.3
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	0	0	0.0
FS-02 to FS-01	Unspecified	1	0	0.0
FS-03 to FS-02	White	56	7	12.5
FS-03 to FS-02	African American	3	0	0.0
FS-03 to FS-02	American Indian	1	0	0.0
FS-03 to FS-02	Asian	3	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	4	0	0.0
FS-03 to FS-02	Unspecified	4	1	25.0
FS-04 to FS-03	White	23	11	47.8
FS-04 to FS-03	African American	4	0	0.0
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	1	1	100.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	1	0	0.0
Totals By Race	White	105	26	24.8
Totals By Race	African American	13	0	0.0
Totals By Race	American Indian	1	0	0.0
Totals By Race	Asian	7	2	28.6
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	5	0	0.0
Totals By Race	Unspecified	6	2	33.3
Totals for FACILITIES MGMT	Combined	137	30	21.9

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: FINANCE

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Male	3	0	0.0
FE-OC to FE-MC	Female	1	0	0.0
FS-01 to FE-OC	Male	6	0	0.0
FS-01 to FE-OC	Female	4	1	25.0
FS-02 to FS-01	Male	47	1	2.1
FS-02 to FS-01	Female	20	4	20.0
FS-03 to FS-02	Male	11	5	45.5
FS-03 to FS-02	Female	3	3	100.0
Totals By Gender	Male	67	6	9.0
Totals By Gender	Female	28	8	28.6
Totals for FINANCE	Combined	95	14	14.7

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Hispanic	0	0	0.0
FE-OC to FE-MC	Not Hispanic	4	0	0.0
FS-01 to FE-OC	Hispanic	0	0	0.0
FS-01 to FE-OC	Not Hispanic	10	1	10.0
FS-02 to FS-01	Hispanic	6	1	16.7
FS-02 to FS-01	Not Hispanic	61	4	6.6
FS-03 to FS-02	Hispanic	1	0	0.0
FS-03 to FS-02	Not Hispanic	13	8	61.5
Totals By Ethnicity	Hispanic	7	1	14.3
Totals By Ethnicity	Not Hispanic	88	13	14.8
Totals for FINANCE	Combined	95	14	14.7

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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	White	2	0	0.0
FE-OC to FE-MC	African American	2	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FS-01 to FE-OC	White	8	0	0.0
FS-01 to FE-OC	African American	0	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	2	1	50.0
FS-02 to FS-01	White	42	2	4.8
FS-02 to FS-01	African American	11	0	0.0
FS-02 to FS-01	American Indian	2	1	50.0
FS-02 to FS-01	Asian	7	1	14.3
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	2	0	0.0
FS-02 to FS-01	Unspecified	3	1	33.3
FS-03 to FS-02	White	7	3	42.9
FS-03 to FS-02	African American	3	3	100.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	3	2	66.7
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	0	0	0.0
FS-03 to FS-02	Unspecified	1	0	0.0
Totals By Race	White	59	5	8.5
Totals By Race	African American	16	3	18.8
Totals By Race	American Indian	2	1	50.0
Totals By Race	Asian	10	3	30.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	4	1	25.0
Totals By Race	Unspecified	4	1	25.0
Totals for FINANCE	Combined	95	14	14.7

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: GENERAL SERVICES

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Male	1	0	0.0
FS-01 to FE-OC	Female	1	0	0.0
FS-02 to FS-01	Male	35	0	0.0
FS-02 to FS-01	Female	12	3	25.0
FS-03 to FS-02	Male	48	6	12.5
FS-03 to FS-02	Female	25	3	12.0
FS-04 to FS-03	Male	14	6	42.9
FS-04 to FS-03	Female	12	5	41.7
Totals By Gender	Male	98	12	12.2
Totals By Gender	Female	50	11	22.0
Totals for GENERAL SERVICES	Combined	148	23	15.5

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Hispanic	0	0	0.0
FS-01 to FE-OC	Not Hispanic	2	0	0.0
FS-02 to FS-01	Hispanic	5	0	0.0
FS-02 to FS-01	Not Hispanic	42	3	7.1
FS-03 to FS-02	Hispanic	10	2	20.0
FS-03 to FS-02	Not Hispanic	63	7	11.1
FS-04 to FS-03	Hispanic	7	3	42.9
FS-04 to FS-03	Not Hispanic	19	8	42.1
Totals By Ethnicity	Hispanic	22	5	22.7
Totals By Ethnicity	Not Hispanic	126	18	14.3
Totals for GENERAL SERVICES	Combined	148	23	15.5

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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	White	2	0	0.0
FS-01 to FE-OC	African American	0	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-02 to FS-01	White	32	3	9.4
FS-02 to FS-01	African American	7	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	2	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	3	0	0.0
FS-02 to FS-01	Unspecified	3	0	0.0
FS-03 to FS-02	White	54	9	16.7
FS-03 to FS-02	African American	11	0	0.0
FS-03 to FS-02	American Indian	2	0	0.0
FS-03 to FS-02	Asian	3	0	0.0
FS-03 to FS-02	Native Hawaiian	1	0	0.0
FS-03 to FS-02	Multi-race	0	0	0.0
FS-03 to FS-02	Unspecified	2	0	0.0
FS-04 to FS-03	White	18	6	33.3
FS-04 to FS-03	African American	4	1	25.0
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	1	1	100.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	2	2	100.0
FS-04 to FS-03	Unspecified	1	1	100.0
Totals By Race	White	106	18	17.0
Totals By Race	African American	22	1	4.5
Totals By Race	American Indian	2	0	0.0
Totals By Race	Asian	6	1	16.7
Totals By Race	Native Hawaiian	1	0	0.0
Totals By Race	Multi-race	5	2	40.0
Totals By Race	Unspecified	6	1	16.7
Totals for GENERAL SERVICES	Combined	148	23	15.5

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: HUMAN RESOURCES

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Male	1	0	0.0
FE-OC to FE-MC	Female	1	0	0.0
FS-01 to FE-OC	Male	2	0	0.0
FS-01 to FE-OC	Female	2	0	0.0
FS-02 to FS-01	Male	11	1	9.1
FS-02 to FS-01	Female	15	4	26.7
FS-03 to FS-02	Male	4	0	0.0
FS-03 to FS-02	Female	9	6	66.7
FS-04 to FS-03	Male	6	1	16.7
FS-04 to FS-03	Female	12	6	50.0
Totals By Gender	Male	24	2	8.3
Totals By Gender	Female	39	16	41.0
Totals for HUMAN RESOURCES	Combined	63	18	28.6

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Hispanic	0	0	0.0
FE-OC to FE-MC	Not Hispanic	2	0	0.0
FS-01 to FE-OC	Hispanic	0	0	0.0
FS-01 to FE-OC	Not Hispanic	4	0	0.0
FS-02 to FS-01	Hispanic	3	2	66.7
FS-02 to FS-01	Not Hispanic	23	3	13.0
FS-03 to FS-02	Hispanic	3	2	66.7
FS-03 to FS-02	Not Hispanic	10	4	40.0
FS-04 to FS-03	Hispanic	3	1	33.3
FS-04 to FS-03	Not Hispanic	15	6	40.0
Totals By Ethnicity	Hispanic	9	5	55.6
Totals By Ethnicity	Not Hispanic	54	13	24.1
Totals for HUMAN RESOURCES	Combined	63	18	28.6

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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	White	2	0	0.0
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FS-01 to FE-OC	White	1	0	0.0
FS-01 to FE-OC	African American	2	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	1	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-02 to FS-01	White	20	4	20.0
FS-02 to FS-01	African American	2	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	1	1	100.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	2	0	0.0
FS-02 to FS-01	Unspecified	1	0	0.0
FS-03 to FS-02	White	9	4	44.4
FS-03 to FS-02	African American	4	2	50.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	0	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	0	0	0.0
FS-04 to FS-03	White	14	6	42.9
FS-04 to FS-03	African American	3	1	33.3
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	0	0	0.0
FS-04 to FS-03	Native Hawaiian	1	0	0.0
FS-04 to FS-03	Multi-race	0	0	0.0
Totals By Race	White	46	14	30.4
Totals By Race	African American	11	3	27.3
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	2	1	50.0
Totals By Race	Native Hawaiian	1	0	0.0
Totals By Race	Multi-race	2	0	0.0
Totals By Race	Unspecified	1	0	0.0
Totals for HUMAN RESOURCES	Combined	63	18	28.6

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: INFO MGMT

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Male	250	23	9.2
FS-03 to FS-02	Female	30	3	10.0
FS-04 to FS-03	Male	141	32	22.7
FS-04 to FS-03	Female	21	8	38.1
Totals By Gender	Male	391	55	14.1
Totals By Gender	Female	51	11	21.6
Totals for INFO MGMT	Combined	442	66	14.9

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Hispanic	37	2	5.4
FS-03 to FS-02	Not Hispanic	243	24	9.9
FS-04 to FS-03	Hispanic	15	3	20.0
FS-04 to FS-03	Not Hispanic	147	37	25.2
Totals By Ethnicity	Hispanic	52	5	9.6
Totals By Ethnicity	Not Hispanic	390	61	15.6
Totals for INFO MGMT	Combined	442	66	14.9

Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	White	175	19	10.9
FS-03 to FS-02	African American	38	4	10.5
FS-03 to FS-02	American Indian	4	0	0.0
FS-03 to FS-02	Asian	35	2	5.7
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	11	0	0.0
FS-03 to FS-02	Unspecified	17	1	5.9
FS-04 to FS-03	White	103	25	24.3
FS-04 to FS-03	African American	24	6	25.0
FS-04 to FS-03	American Indian	2	1	50.0
FS-04 to FS-03	Asian	21	3	14.3
FS-04 to FS-03	Native Hawaiian	1	1	100.0
FS-04 to FS-03	Multi-race	10	4	40.0
FS-04 to FS-03	Unspecified	1	0	0.0
Totals By Race	White	278	44	15.8
Totals By Race	African American	62	10	16.1
Totals By Race	American Indian	6	1	16.7
Totals By Race	Asian	56	5	8.9
Totals By Race	Native Hawaiian	1	1	100.0
Totals By Race	Multi-race	21	4	19.0
Totals By Race	Unspecified	18	1	5.6
Totals for INFO MGMT	Combined	442	66	14.9

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: INFO MGMT TECH

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Male	50	5	10.0
FS-03 to FS-02	Female	1	0	0.0
FS-04 to FS-03	Male	16	6	37.5
FS-04 to FS-03	Female	0	0	0.0
Totals By Gender	Male	66	11	16.7
Totals By Gender	Female	1	0	0.0
Totals for INFO MGMT TECH	Combined	67	11	16.4

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Hispanic	0	0	0.0
FS-03 to FS-02	Not Hispanic	51	5	9.8
FS-04 to FS-03	Hispanic	1	0	0.0
FS-04 to FS-03	Not Hispanic	15	6	40.0
Totals By Ethnicity	Hispanic	1	0	0.0
Totals By Ethnicity	Not Hispanic	66	11	16.7
Totals for INFO MGMT TECH	Combined	67	11	16.4

Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	White	34	4	11.8
FS-03 to FS-02	African American	11	1	9.1
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	2	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	4	0	0.0
FS-04 to FS-03	White	8	3	37.5
FS-04 to FS-03	African American	6	3	50.0
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	1	0	0.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	1	0	0.0
Totals By Race	White	42	7	16.7
Totals By Race	African American	17	4	23.5
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	3	0	0.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	5	0	0.0
Totals for INFO MGMT TECH	Combined	67	11	16.4

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: INFO TECH MGMT

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Male	7	2	28.6
FE-OC to FE-MC	Female	1	0	0.0
FS-01 to FE-OC	Male	17	3	17.6
FS-01 to FE-OC	Female	2	0	0.0
FS-02 to FS-01	Male	151	8	5.3
FS-02 to FS-01	Female	19	1	5.3
Totals By Gender	Male	175	13	7.4
Totals By Gender	Female	22	1	4.5
Totals for INFO TECH MGMT	Combined	197	14	7.1

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Hispanic	1	0	0.0
FE-OC to FE-MC	Not Hispanic	7	2	28.6
FS-01 to FE-OC	Hispanic	1	0	0.0
FS-01 to FE-OC	Not Hispanic	18	3	16.7
FS-02 to FS-01	Hispanic	17	1	5.9
FS-02 to FS-01	Not Hispanic	153	8	5.2
Totals By Ethnicity	Hispanic	19	1	5.3
Totals By Ethnicity	Not Hispanic	178	13	7.3
Totals for INFO TECH MGMT	Combined	197	14	7.1

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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	White	6	2	33.3
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	1	0	0.0
FE-OC to FE-MC	Unspecified	1	0	0.0
FS-01 to FE-OC	White	16	3	18.8
FS-01 to FE-OC	African American	1	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	1	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-01 to FE-OC	Unspecified	1	0	0.0
FS-02 to FS-01	White	120	7	5.8
FS-02 to FS-01	African American	19	0	0.0
FS-02 to FS-01	American Indian	2	0	0.0
FS-02 to FS-01	Asian	17	1	5.9
FS-02 to FS-01	Native Hawaiian	1	0	0.0
FS-02 to FS-01	Multi-race	3	0	0.0
FS-02 to FS-01	Unspecified	8	1	12.5
Totals By Race	White	142	12	8.5
Totals By Race	African American	20	0	0.0
Totals By Race	American Indian	2	0	0.0
Totals By Race	Asian	18	1	5.6
Totals By Race	Native Hawaiian	1	0	0.0
Totals By Race	Multi-race	4	0	0.0
Totals By Race	Unspecified	10	1	10.0
Totals for INFO TECH MGMT	Combined	197	14	7.1

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: MEDICAL LABORATORY SCIENTIST

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	Male	0	0	0.0
FS-02 to FS-01	Female	1	0	0.0
FS-03 to FS-02	Male	1	0	0.0
FS-03 to FS-02	Female	0	0	0.0
Totals By Gender	Male	1	0	0.0
Totals By Gender	Female	1	0	0.0
Totals for MEDICAL LABORATORY SCIENTIST	Combined	2	0	0.0

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	Hispanic	0	0	0.0
FS-02 to FS-01	Not Hispanic	1	0	0.0
FS-03 to FS-02	Hispanic	0	0	0.0
FS-03 to FS-02	Not Hispanic	1	0	0.0
Totals By Ethnicity	Hispanic	0	0	0.0
Totals By Ethnicity	Not Hispanic	2	0	0.0
Totals for MEDICAL LABORATORY SCIENTIST	Combined	2	0	0.0

Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	White	1	0	0.0
FS-02 to FS-01	African American	0	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	0	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	0	0	0.0
FS-03 to FS-02	White	0	0	0.0
FS-03 to FS-02	African American	1	0	0.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	0	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	0	0	0.0
Totals By Race	White	1	0	0.0
Totals By Race	African American	1	0	0.0
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	0	0	0.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	0	0	0.0
Totals for MEDICAL LABORATORY SCIENTIST	Combined	2	0	0.0

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: MEDICAL OFFICER

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	4	0	0.0
FE-MC to FE-CM	Female	2	0	0.0
FE-OC to FE-MC	Male	6	1	16.7
FE-OC to FE-MC	Female	2	1	50.0
FS-01 to FE-OC	Male	5	2	40.0
FS-01 to FE-OC	Female	0	0	0.0
Totals By Gender	Male	15	3	20.0
Totals By Gender	Female	4	1	25.0
Totals for MEDICAL OFFICER	Combined	19	4	21.1

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	0	0	0.0
FE-MC to FE-CM	Not Hispanic	6	0	0.0
FE-OC to FE-MC	Hispanic	0	0	0.0
FE-OC to FE-MC	Not Hispanic	8	2	25.0
FS-01 to FE-OC	Hispanic	0	0	0.0
FS-01 to FE-OC	Not Hispanic	5	2	40.0
Totals By Ethnicity	Hispanic	0	0	0.0
Totals By Ethnicity	Not Hispanic	19	4	21.1
Totals for MEDICAL OFFICER	Combined	19	4	21.1

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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	6	0	0.0
FE-MC to FE-CM	African American	0	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	0	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	0	0	0.0
FE-OC to FE-MC	White	6	2	33.3
FE-OC to FE-MC	African American	1	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	1	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FS-01 to FE-OC	White	5	2	40.0
FS-01 to FE-OC	African American	0	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
Totals By Race	White	17	4	23.5
Totals By Race	African American	1	0	0.0
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	1	0	0.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	0	0	0.0
Totals for MEDICAL OFFICER	Combined	19	4	21.1

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: MEDICAL PROVIDER

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Male	1	0	0.0
FE-OC to FE-MC	Female	0	0	0.0
FS-01 to FE-OC	Male	5	1	20.0
FS-01 to FE-OC	Female	2	0	0.0
FS-02 to FS-01	Male	5	0	0.0
FS-02 to FS-01	Female	25	4	16.0
FS-03 to FS-02	Male	4	0	0.0
FS-03 to FS-02	Female	20	7	35.0
Totals By Gender	Male	15	1	6.7
Totals By Gender	Female	47	11	23.4
Totals for MEDICAL PROVIDER	Combined	62	12	19.4

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Hispanic	0	0	0.0
FE-OC to FE-MC	Not Hispanic	1	0	0.0
FS-01 to FE-OC	Hispanic	1	0	0.0
FS-01 to FE-OC	Not Hispanic	6	1	16.7
FS-02 to FS-01	Hispanic	0	0	0.0
FS-02 to FS-01	Not Hispanic	30	4	13.3
FS-03 to FS-02	Hispanic	0	0	0.0
FS-03 to FS-02	Not Hispanic	24	7	29.2
Totals By Ethnicity	Hispanic	1	0	0.0
Totals By Ethnicity	Not Hispanic	61	12	19.7
Totals for MEDICAL PROVIDER	Combined	62	12	19.4

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	White	1	0	0.0
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FS-01 to FE-OC	White	6	1	16.7
FS-01 to FE-OC	African American	1	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-02 to FS-01	White	24	3	12.5
FS-02 to FS-01	African American	6	1	16.7
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	0	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	0	0	0.0
FS-03 to FS-02	White	20	6	30.0
FS-03 to FS-02	African American	3	1	33.3
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	1	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	0	0	0.0
Totals By Race	White	51	10	19.6
Totals By Race	African American	10	2	20.0
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	1	0	0.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	0	0	0.0
Totals for MEDICAL PROVIDER	Combined	62	12	19.4

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: OFFICE MGMT

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Male	5	0	0.0
FS-03 to FS-02	Female	30	5	16.7
FS-04 to FS-03	Male	8	0	0.0
FS-04 to FS-03	Female	135	10	7.4
FS-05 to FS-04	Male	14	3	21.4
FS-05 to FS-04	Female	213	24	11.3
FS-06 to FS-05	Male	23	5	21.7
FS-06 to FS-05	Female	158	45	28.5
Totals By Gender	Male	50	8	16.0
Totals By Gender	Female	536	84	15.7
Totals for OFFICE MGMT	Combined	586	92	15.7

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Hispanic	2	0	0.0
FS-03 to FS-02	Not Hispanic	33	5	15.2
FS-04 to FS-03	Hispanic	15	3	20.0
FS-04 to FS-03	Not Hispanic	128	7	5.5
FS-05 to FS-04	Hispanic	26	1	3.8
FS-05 to FS-04	Not Hispanic	201	26	12.9
FS-06 to FS-05	Hispanic	17	4	23.5
FS-06 to FS-05	Not Hispanic	164	46	28.0
Totals By Ethnicity	Hispanic	60	8	13.3
Totals By Ethnicity	Not Hispanic	526	84	16.0
Totals for OFFICE MGMT	Combined	586	92	15.7

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FS-03 to FS-02	White	27	4	14.8
FS-03 to FS-02	African American	1	1	100.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	5	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	0	0	0.0
FS-03 to FS-02	Unspecified	2	0	0.0
FS-04 to FS-03	White	94	6	6.4
FS-04 to FS-03	African American	25	1	4.0
FS-04 to FS-03	American Indian	1	0	0.0
FS-04 to FS-03	Asian	14	0	0.0
FS-04 to FS-03	Native Hawaiian	2	1	50.0
FS-04 to FS-03	Multi-race	3	1	33.3
FS-04 to FS-03	Unspecified	4	1	25.0
FS-05 to FS-04	White	163	19	11.7
FS-05 to FS-04	African American	31	3	9.7
FS-05 to FS-04	American Indian	1	0	0.0
FS-05 to FS-04	Asian	17	2	11.8
FS-05 to FS-04	Native Hawaiian	0	0	0.0
FS-05 to FS-04	Multi-race	6	3	50.0
FS-05 to FS-04	Unspecified	9	0	0.0
FS-06 to FS-05	White	135	37	27.4
FS-06 to FS-05	African American	23	6	26.1
FS-06 to FS-05	American Indian	0	0	0.0
FS-06 to FS-05	Asian	7	1	14.3
FS-06 to FS-05	Native Hawaiian	1	0	0.0
FS-06 to FS-05	Multi-race	12	5	41.7
FS-06 to FS-05	Unspecified	3	1	33.3
Totals By Race	White	419	66	15.8
Totals By Race	African American	80	11	13.8
Totals By Race	American Indian	2	0	0.0
Totals By Race	Asian	43	3	7.0
Totals By Race	Native Hawaiian	3	1	33.3
Totals By Race	Multi-race	21	9	42.9
Totals By Race	Unspecified	18	2	11.1
Totals for OFFICE MGMT	Combined	586	92	15.7

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: PSYCHIATRIST

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Male	3	2	66.7
FE-OC to FE-MC	Female	0	0	0.0
FS-01 to FE-OC	Male	4	2	50.0
FS-01 to FE-OC	Female	0	0	0.0
Totals By Gender	Male	7	4	57.1
Totals By Gender	Female	0	0	0.0
Totals for PSYCHIATRIST	Combined	7	4	57.1

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Hispanic	0	0	0.0
FE-OC to FE-MC	Not Hispanic	3	2	66.7
FS-01 to FE-OC	Hispanic	0	0	0.0
FS-01 to FE-OC	Not Hispanic	4	2	50.0
Totals By Ethnicity	Hispanic	0	0	0.0
Totals By Ethnicity	Not Hispanic	7	4	57.1
Totals for PSYCHIATRIST	Combined	7	4	57.1

Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	White	3	2	66.7
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FS-01 to FE-OC	White	3	1	33.3
FS-01 to FE-OC	African American	0	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	1	1	100.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
Totals By Race	White	6	3	50.0
Totals By Race	African American	0	0	0.0
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	1	1	100.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	0	0	0.0
Totals for PSYCHIATRIST	Combined	7	4	57.1

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: PUBLIC ENGAGEMENT

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	Male	0	0	0.0
FS-02 to FS-01	Female	10	2	20.0
FS-04 to FS-03	Male	0	0	0.0
FS-04 to FS-03	Female	1	0	0.0
Totals By Gender	Male	0	0	0.0
Totals By Gender	Female	11	2	18.2
Totals for PUBLIC ENGAGEMENT	Combined	11	2	18.2

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	Hispanic	0	0	0.0
FS-02 to FS-01	Not Hispanic	10	2	20.0
FS-04 to FS-03	Hispanic	0	0	0.0
FS-04 to FS-03	Not Hispanic	1	0	0.0
Totals By Ethnicity	Hispanic	0	0	0.0
Totals By Ethnicity	Not Hispanic	11	2	18.2
Totals for PUBLIC ENGAGEMENT	Combined	11	2	18.2

Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	White	5	1	20.0
FS-02 to FS-01	African American	2	1	50.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	3	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	0	0	0.0
FS-04 to FS-03	White	1	0	0.0
FS-04 to FS-03	African American	0	0	0.0
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	0	0	0.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	0	0	0.0
Totals By Race	White	6	1	16.7
Totals By Race	African American	2	1	50.0
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	3	0	0.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	0	0	0.0
Totals for PUBLIC ENGAGEMENT	Combined	11	2	18.2

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: SECURITY ENGINEER

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Male	9	1	11.1
FS-01 to FE-OC	Female	0	0	0.0
FS-02 to FS-01	Male	82	3	3.7
FS-02 to FS-01	Female	7	2	28.6
FS-03 to FS-02	Male	18	5	27.8
FS-03 to FS-02	Female	2	1	50.0
FS-04 to FS-03	Male	5	1	20.0
FS-04 to FS-03	Female	1	0	0.0
Totals By Gender	Male	114	10	8.8
Totals By Gender	Female	10	3	30.0
Totals for SECURITY ENGINEER	Combined	124	13	10.5

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Hispanic	0	0	0.0
FS-01 to FE-OC	Not Hispanic	9	1	11.1
FS-02 to FS-01	Hispanic	9	1	11.1
FS-02 to FS-01	Not Hispanic	80	4	5.0
FS-03 to FS-02	Hispanic	0	0	0.0
FS-03 to FS-02	Not Hispanic	20	6	30.0
FS-04 to FS-03	Hispanic	3	1	33.3
FS-04 to FS-03	Not Hispanic	3	0	0.0
Totals By Ethnicity	Hispanic	12	2	16.7
Totals By Ethnicity	Not Hispanic	112	11	9.8
Totals for SECURITY ENGINEER	Combined	124	13	10.5

Department of State
Bureau of Global Talent Management

Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	White	9	1	11.1
FS-01 to FE-OC	African American	0	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-02 to FS-01	White	55	3	5.5
FS-02 to FS-01	African American	14	1	7.1
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	11	0	0.0
FS-02 to FS-01	Native Hawaiian	1	0	0.0
FS-02 to FS-01	Multi-race	2	1	50.0
FS-02 to FS-01	Unspecified	6	0	0.0
FS-03 to FS-02	White	15	5	33.3
FS-03 to FS-02	African American	1	0	0.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	4	1	25.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	0	0	0.0
FS-04 to FS-03	White	4	1	25.0
FS-04 to FS-03	African American	1	0	0.0
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	0	0	0.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	1	0	0.0
Totals By Race	White	83	10	12.0
Totals By Race	African American	16	1	6.3
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	15	1	6.7
Totals By Race	Native Hawaiian	1	0	0.0
Totals By Race	Multi-race	3	1	33.3
Totals By Race	Unspecified	6	0	0.0
Totals for SECURITY ENGINEER	Combined	124	13	10.5

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: SPECIAL AGENT

Grade Level	Gender	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	2	0	0.0
FE-MC to FE-CM	Female	0	0	0.0
FE-OC to FE-MC	Male	25	2	8.0
FE-OC to FE-MC	Female	5	1	20.0
FS-01 to FE-OC	Male	55	8	14.5
FS-01 to FE-OC	Female	8	1	12.5
FS-02 to FS-01	Male	280	23	8.2
FS-02 to FS-01	Female	30	1	3.3
FS-03 to FS-02	Male	625	59	9.4
FS-03 to FS-02	Female	65	6	9.2
FS-04 to FS-03	Male	161	89	55.3
FS-04 to FS-03	Female	22	11	50.0
Totals By Gender	Male	1,148	181	15.8
Totals By Gender	Female	130	20	15.4
Totals for SPECIAL AGENT	Combined	1,278	201	15.7

Grade Level	Ethnicity	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	0	0	0.0
FE-MC to FE-CM	Not Hispanic	2	0	0.0
FE-OC to FE-MC	Hispanic	3	0	0.0
FE-OC to FE-MC	Not Hispanic	27	3	11.1
FS-01 to FE-OC	Hispanic	4	1	25.0
FS-01 to FE-OC	Not Hispanic	59	8	13.6
FS-02 to FS-01	Hispanic	31	0	0.0
FS-02 to FS-01	Not Hispanic	279	24	8.6
FS-03 to FS-02	Hispanic	72	4	5.6
FS-03 to FS-02	Not Hispanic	617	61	9.9
FS-03 to FS-02	Unspecified	1	0	0.0
FS-04 to FS-03	Hispanic	13	4	30.8
FS-04 to FS-03	Not Hispanic	170	96	56.5
Totals By Ethnicity	Hispanic	123	9	7.3
Totals By Ethnicity	Not Hispanic	1,154	192	16.6
Totals By Ethnicity	Unspecified	1	0	0.0
Totals for SPECIAL AGENT	Combined	1,278	201	15.7

Department of State
Bureau of Global Talent Management

Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	2	0	0.0
FE-MC to FE-CM	African American	0	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	0	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	0	0	0.0
FE-OC to FE-MC	White	25	3	12.0
FE-OC to FE-MC	African American	1	0	0.0
FE-OC to FE-MC	American Indian	1	0	0.0
FE-OC to FE-MC	Asian	1	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FE-OC to FE-MC	Unspecified	2	0	0.0
FS-01 to FE-OC	White	53	7	13.2
FS-01 to FE-OC	African American	7	1	14.3
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	2	1	50.0
FS-01 to FE-OC	Unspecified	1	0	0.0
FS-02 to FS-01	White	243	22	9.1
FS-02 to FS-01	African American	29	1	3.4
FS-02 to FS-01	American Indian	2	1	50.0
FS-02 to FS-01	Asian	11	0	0.0
FS-02 to FS-01	Native Hawaiian	1	0	0.0
FS-02 to FS-01	Multi-race	3	0	0.0
FS-02 to FS-01	Unspecified	21	0	0.0
FS-03 to FS-02	White	526	56	10.6
FS-03 to FS-02	African American	50	1	2.0
FS-03 to FS-02	American Indian	1	0	0.0
FS-03 to FS-02	Asian	47	5	10.6
FS-03 to FS-02	Native Hawaiian	3	0	0.0
FS-03 to FS-02	Multi-race	19	0	0.0
FS-03 to FS-02	Unspecified	44	3	6.8
FS-04 to FS-03	White	161	87	54.0
FS-04 to FS-03	African American	6	3	50.0
FS-04 to FS-03	American Indian	2	2	100.0
FS-04 to FS-03	Asian	7	3	42.9
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	6	4	66.7
FS-04 to FS-03	Unspecified	1	1	100.0
Totals By Race	White	1,010	175	17.3
Totals By Race	African American	93	6	6.5
Totals By Race	American Indian	6	3	50.0
Totals By Race	Asian	66	8	12.1
Totals By Race	Native Hawaiian	4	0	0.0
Totals By Race	Multi-race	30	5	16.7
Totals By Race	Unspecified	69	4	5.8
Totals for SPECIAL AGENT	Combined	1,278	201	15.7

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Foreign Service Promotion Statistics for 2020
Specialist Occupation: SECURITY TECHNICIAN

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Male	59	2	3.4
FS-03 to FS-02	Female	0	0	0.0
FS-04 to FS-03	Male	46	7	15.2
FS-04 to FS-03	Female	1	0	0.0
Totals By Gender	Male	105	9	8.6
Totals By Gender	Female	1	0	0.0
Totals for SECURITY TECHNICIAN	Combined	106	9	8.5

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Hispanic	9	1	11.1
FS-03 to FS-02	Not Hispanic	50	1	2.0
FS-04 to FS-03	Hispanic	5	0	0.0
FS-04 to FS-03	Not Hispanic	42	7	16.7
Totals By Ethnicity	Hispanic	14	1	7.1
Totals By Ethnicity	Not Hispanic	92	8	8.7
Totals for SECURITY TECHNICIAN	Combined	106	9	8.5

Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	White	46	2	4.3
FS-03 to FS-02	African American	4	0	0.0
FS-03 to FS-02	American Indian	2	0	0.0
FS-03 to FS-02	Asian	1	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	3	0	0.0
FS-03 to FS-02	Unspecified	3	0	0.0
FS-04 to FS-03	White	35	4	11.4
FS-04 to FS-03	African American	6	0	0.0
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	2	1	50.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	3	2	66.7
FS-04 to FS-03	Unspecified	1	0	0.0
Totals By Race	White	81	6	7.4
Totals By Race	African American	10	0	0.0
Totals By Race	American Indian	2	0	0.0
Totals By Race	Asian	3	1	33.3
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	6	2	33.3
Totals By Race	Unspecified	4	0	0.0
Totals for SECURITY TECHNICIAN	Combined	106	9	8.5

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