



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

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

**Fiscal Year 2021  
Foreign Service Promotion Statistics  
by Ethnicity, Race, and Gender**

**Foreign Service Promotion Statistics for 2021**  
**Category: FE-MC to FE-CM**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	109	1	0.9
Female	62	3	4.8
<b>TOTALS</b>	<b>171</b>	<b>4</b>	<b>2.3</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	13	1	7.7
Not Hispanic	158	3	1.9
<b>TOTALS</b>	<b>171</b>	<b>4</b>	<b>2.3</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	156	3	1.9
African American	1	0	0.0
American Indian	0	0	0.0
Asian	3	0	0.0
Native Hawaiian	0	0	0.0
Multi-race	4	1	25.0
Unspecified	7	0	0.0
<b>TOTALS</b>	<b>171</b>	<b>4</b>	<b>2.3</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2021**  
**Category: Generalist FE-OC to FE-MC**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	143	43	30.1
Female	63	21	33.3
<b>TOTALS</b>	<b>206</b>	<b>64</b>	<b>31.1</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	10	3	30.0
Not Hispanic	196	61	31.1
<b>TOTALS</b>	<b>206</b>	<b>64</b>	<b>31.1</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	187	58	31.0
African American	6	1	16.7
American Indian	0	0	0.0
Asian	6	1	16.7
Native Hawaiian	0	0	0.0
Multi-race	3	2	66.7
Unspecified	4	2	50.0
<b>TOTALS</b>	<b>206</b>	<b>64</b>	<b>31.1</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2021**  
**Category: Generalist FS-01 to FE-OC**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	308	68	22.1
Female	180	48	26.7
<b>TOTALS</b>	<b>488</b>	<b>116</b>	<b>23.8</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	32	9	28.1
Not Hispanic	456	107	23.5
<b>TOTALS</b>	<b>488</b>	<b>116</b>	<b>23.8</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	419	96	22.9
African American	21	6	28.6
American Indian	3	1	33.3
Asian	23	5	21.7
Native Hawaiian	1	1	100.0
Multi-race	7	4	57.1
Unspecified	14	3	21.4
<b>TOTALS</b>	<b>488</b>	<b>116</b>	<b>23.8</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2021**  
**Category: Generalist FS-02 to FS-01**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	815	97	11.9
Female	632	79	12.5
<b>TOTALS</b>	<b>1,447</b>	<b>176</b>	<b>12.2</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	67	12	17.9
Not Hispanic	1,380	164	11.9
<b>TOTALS</b>	<b>1,447</b>	<b>176</b>	<b>12.2</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	1,172	141	12.0
African American	63	11	17.5
American Indian	5	0	0.0
Asian	140	18	12.9
Native Hawaiian	2	0	0.0
Multi-race	30	2	6.7
Unspecified	35	4	11.4
<b>TOTALS</b>	<b>1,447</b>	<b>176</b>	<b>12.2</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2021**  
**Category: Generalist FS-03 to FS-02**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	840	137	16.3
Female	563	110	19.5
<b>TOTALS</b>	<b>1,403</b>	<b>247</b>	<b>17.6</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	89	11	12.4
Not Hispanic	1,314	236	18.0
<b>TOTALS</b>	<b>1,403</b>	<b>247</b>	<b>17.6</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	1,102	198	18.0
African American	90	17	18.9
American Indian	6	1	16.7
Asian	135	23	17.0
Native Hawaiian	1	0	0.0
Multi-race	49	6	12.2
Unspecified	20	2	10.0
<b>TOTALS</b>	<b>1,403</b>	<b>247</b>	<b>17.6</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2021**  
**Category: Generalist FS-04 to FS-03**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	320	160	50.0
Female	212	132	62.3
<b>TOTALS</b>	<b>532</b>	<b>292</b>	<b>54.9</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	48	29	60.4
Not Hispanic	484	263	54.3
<b>TOTALS</b>	<b>532</b>	<b>292</b>	<b>54.9</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	408	228	55.9
African American	55	25	45.5
American Indian	5	4	80.0
Asian	34	21	61.8
Native Hawaiian	0	0	0.0
Multi-race	28	14	50.0
Unspecified	2	0	0.0
<b>TOTALS</b>	<b>532</b>	<b>292</b>	<b>54.9</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2021**  
**Category: Specialist FE-OC to FE-MC**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	42	9	21.4
Female	11	2	18.2
<b>TOTALS</b>	<b>53</b>	<b>11</b>	<b>20.8</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	5	1	20.0
Not Hispanic	48	10	20.8
<b>TOTALS</b>	<b>53</b>	<b>11</b>	<b>20.8</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	38	6	15.8
African American	5	1	20.0
American Indian	1	1	100.0
Asian	4	1	25.0
Native Hawaiian	0	0	0.0
Multi-race	2	1	50.0
Unspecified	3	1	33.3
<b>TOTALS</b>	<b>53</b>	<b>11</b>	<b>20.8</b>

**Produced by GTM/OTA**



**Foreign Service Promotion Statistics for 2021**  
**Category: Specialist FS-01 to FE-OC**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	149	25	16.8
Female	33	5	15.2
<b>TOTALS</b>	<b>182</b>	<b>30</b>	<b>16.5</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	12	3	25.0
Not Hispanic	169	26	15.4
Unspecified	1	1	100.0
<b>TOTALS</b>	<b>182</b>	<b>30</b>	<b>16.5</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	143	23	16.1
African American	22	3	13.6
American Indian	0	0	0.0
Asian	6	0	0.0
Native Hawaiian	1	1	100.0
Multi-race	5	0	0.0
Unspecified	5	3	60.0
<b>TOTALS</b>	<b>182</b>	<b>30</b>	<b>16.5</b>

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**Foreign Service Promotion Statistics for 2021**  
**Category: Specialist FS-02 to FS-01**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	652	45	6.9
Female	149	19	12.8
<b>TOTALS</b>	<b>801</b>	<b>64</b>	<b>8.0</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	68	2	2.9
Not Hispanic	733	62	8.5
<b>TOTALS</b>	<b>801</b>	<b>64</b>	<b>8.0</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	584	48	8.2
African American	93	11	11.8
American Indian	6	0	0.0
Asian	58	4	6.9
Native Hawaiian	2	0	0.0
Multi-race	16	1	6.3
Unspecified	42	0	0.0
<b>TOTALS</b>	<b>801</b>	<b>64</b>	<b>8.0</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2021**  
**Category: Specialist FS-03 to FS-02**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	1,140	110	9.6
Female	169	36	21.3
<b>TOTALS</b>	<b>1,309</b>	<b>146</b>	<b>11.2</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	145	14	9.7
Not Hispanic	1,163	132	11.3
Unspecified	1	0	0.0
<b>TOTALS</b>	<b>1,309</b>	<b>146</b>	<b>11.2</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	943	103	10.9
African American	129	14	10.9
American Indian	11	1	9.1
Asian	102	12	11.8
Native Hawaiian	4	1	25.0
Multi-race	53	5	9.4
Unspecified	67	10	14.9
<b>TOTALS</b>	<b>1,309</b>	<b>146</b>	<b>11.2</b>

Produced by GTM/OTA

**Foreign Service Promotion Statistics for 2021**  
**Category: Specialist FS-04 to FS-03**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	485	146	30.1
Female	206	57	27.7
<b>TOTALS</b>	<b>691</b>	<b>203</b>	<b>29.4</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	78	21	26.9
Not Hispanic	613	182	29.7
<b>TOTALS</b>	<b>691</b>	<b>203</b>	<b>29.4</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	504	156	31.0
African American	81	19	23.5
American Indian	6	1	16.7
Asian	60	17	28.3
Native Hawaiian	4	0	0.0
Multi-race	24	8	33.3
Unspecified	12	2	16.7
<b>TOTALS</b>	<b>691</b>	<b>203</b>	<b>29.4</b>

Produced by GTM/OTA

**Foreign Service Promotion Statistics for 2021**  
**Category: Specialist FS-05 to FS-04**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	12	4	33.3
Female	211	54	25.6
<b>TOTALS</b>	<b>223</b>	<b>58</b>	<b>26.0</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	25	4	16.0
Not Hispanic	198	54	27.3
<b>TOTALS</b>	<b>223</b>	<b>58</b>	<b>26.0</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	165	44	26.7
African American	30	8	26.7
American Indian	1	0	0.0
Asian	16	4	25.0
Native Hawaiian	0	0	0.0
Multi-race	3	1	33.3
Unspecified	8	1	12.5
<b>TOTALS</b>	<b>223</b>	<b>58</b>	<b>26.0</b>

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