

Department of State Fulltime Permanent Workforce Diversity

Data as of 6/30/2022

	All Ranks				Senior Ranks*				
	Civil Service	Foreign Service Generalist	Foreign Service Specialist	Grand Total	Civil Service	Foreign Service Generalist	Foreign Service Specialist	Foreign Service Total	Senior Total
RACE & ETHNICITY									
MINORITY**	42.4%	23.4%	31.1%	33.8%	20.0%	16.0%	26.1%	17.5%	18.0%
NON-MINORITY	57.6%	76.5%	68.7%	66.2%	80.0%	84.0%	73.9%	82.5%	82.0%
UNSPECIFIED	0.0%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
GENDER									
FEMALE	54.4%	42.7%	28.7%	44.9%	47.0%	38.0%	18.8%	35.1%	37.5%
MALE	45.6%	57.3%	71.3%	55.1%	53.0%	62.0%	81.2%	64.9%	62.5%
RACE									
AFRICAN AMERICAN	24.6%	6.1%	10.3%	15.5%	7.4%	3.4%	9.1%	4.3%	4.9%
AMERICAN INDIAN	0.8%	0.6%	0.9%	0.7%	0.4%	0.2%	0.6%	0.3%	0.3%
ASIAN	7.8%	7.6%	7.3%	7.6%	7.0%	4.6%	4.8%	4.6%	5.1%
MULTI-RACE	2.9%	3.7%	3.6%	3.3%	1.5%	1.9%	3.0%	2.1%	2.0%
NATIVE HAWAIIAN	0.2%	0.1%	0.3%	0.2%	0.0%	0.0%	0.6%	0.1%	0.1%
WHITE	61.5%	80.3%	74.1%	70.4%	82.2%	86.9%	77.0%	85.4%	84.8%
UNSPECIFIED	2.1%	1.7%	3.4%	2.3%	1.5%	2.9%	4.8%	3.2%	2.9%
ETHNICITY									
HISPANIC	7.5%	7.0%	10.8%	8.1%	3.7%	6.5%	8.5%	6.8%	6.2%
NON-HISPANIC	92.5%	92.9%	89.0%	91.9%	96.3%	93.5%	91.5%	93.2%	93.8%
UNSPECIFIED	0.0%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
GENDER & RACE/ETHNICITY									
FEMALE	54.4%	42.7%	28.7%	44.9%	47.0%	38.0%	18.8%	35.1%	37.5%
HISPANIC***	4.2%	3.2%	3.2%	3.6%	1.5%	2.6%	1.2%	2.4%	2.2%
AFRICAN AMERICAN	15.7%	3.4%	3.4%	9.1%	5.2%	1.4%	3.6%	1.7%	2.4%
AMERICAN INDIAN	0.2%	0.1%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
ASIAN	4.7%	3.7%	2.4%	3.9%	4.4%	1.9%	1.2%	1.8%	2.3%
MULTI-RACE	1.4%	1.3%	0.7%	1.2%	0.7%	0.9%	0.6%	0.8%	0.8%
NATIVE HAWAIIAN	0.1%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
WHITE	28.2%	30.8%	18.6%	26.9%	35.2%	31.2%	12.1%	28.4%	29.7%
UNSPECIFIED	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MALE	45.6%	57.3%	71.3%	55.1%	53.0%	62.0%	81.2%	64.9%	62.5%
HISPANIC***	3.3%	3.8%	7.6%	4.4%	2.2%	4.0%	7.3%	4.5%	4.0%
AFRICAN AMERICAN	8.5%	2.4%	6.3%	6.0%	2.2%	2.0%	4.8%	2.5%	2.4%
AMERICAN INDIAN	0.1%	0.2%	0.2%	0.2%	0.4%	0.1%	0.6%	0.2%	0.2%
ASIAN	3.1%	3.8%	4.7%	3.7%	2.6%	2.7%	3.6%	2.8%	2.8%
MULTI-RACE	1.0%	1.4%	2.1%	1.4%	0.7%	0.4%	2.4%	0.7%	0.7%
NATIVE HAWAIIAN	0.1%	0.0%	0.2%	0.1%	0.0%	0.0%	0.6%	0.1%	0.1%
WHITE	29.4%	45.7%	50.1%	39.3%	44.8%	52.8%	61.8%	54.1%	52.3%
UNSPECIFIED	0.0%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
DISABILITY****									
DISABLED TOTAL	21.7%	8.0%	11.6%	15.0%	6.3%	16.6%	9.7%	15.6%	14.9%
DISABLED - NON-TARGETED DISABILITY	18.2%	6.8%	10.7%	12.9%	5.6%	15.2%	9.1%	14.3%	13.6%
DISABLED - TARGETED DISABILITY	3.4%	1.2%	0.9%	2.2%	0.7%	1.4%	0.6%	1.3%	1.2%
NO DISABILITY IDENTIFIED	78.3%	92.0%	88.4%	85.0%	93.7%	83.4%	90.3%	84.4%	85.1%
DISABILITY**** & GENDER									
FEMALE	54.4%	42.7%	28.7%	44.9%	47.0%	38.0%	18.8%	35.1%	37.5%
DISABLED TOTAL	10.0%	2.8%	2.0%	5.9%	3.0%	6.1%	0.6%	5.3%	4.8%
DISABLED - NON-TARGETED DISABILITY	8.3%	2.3%	1.8%	4.9%	2.2%	5.8%	0.6%	5.0%	4.5%
DISABLED - TARGETED DISABILITY	1.6%	0.5%	0.2%	1.0%	0.7%	0.3%	0.0%	0.3%	0.4%
NO DISABILITY IDENTIFIED	44.5%	39.9%	26.6%	39.0%	44.1%	31.9%	18.2%	29.8%	32.6%
MALE	45.6%	57.3%	71.3%	55.1%	53.0%	62.0%	81.2%	64.9%	62.5%
DISABLED TOTAL	11.7%	5.2%	9.6%	9.1%	3.3%	10.5%	9.1%	10.3%	8.9%
DISABLED - NON-TARGETED DISABILITY	9.9%	4.4%	8.9%	7.9%	3.3%	9.4%	8.5%	9.3%	8.1%
DISABLED - TARGETED DISABILITY	1.8%	0.8%	0.7%	1.2%	0.0%	1.1%	0.6%	1.0%	0.8%
NO DISABILITY IDENTIFIED	33.9%	52.1%	61.8%	45.9%	49.6%	51.5%	72.1%	54.6%	53.6%

* Senior ranks are included in the "All Ranks" percentages.

** "Minority" includes all race and ethnicity categories other than White Non-Hispanic.

*** Race and Ethnicity categories were cross tabulated to display Hispanic as a single category and the non-Hispanic race groups as categories summing up to the total population.

**** 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)