



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

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

**Fiscal Year 2022  
Foreign Service Promotion Statistics  
by Ethnicity, Race, and Gender**

**Foreign Service Promotion Statistics for 2022**  
**Category: FE-MC to FE-CM**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	96	2	2.1
Female	52	2	3.8
<b>TOTALS</b>	<b>148</b>	<b>4</b>	<b>2.7</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	14	0	0.0
Not Hispanic	134	4	3.0
<b>TOTALS</b>	<b>148</b>	<b>4</b>	<b>2.7</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	133	4	3.0
African American	1	0	0.0
American Indian	0	0	0.0
Asian	4	0	0.0
Native Hawaiian	0	0	0.0
Multi-race	3	0	0.0
Unspecified	7	0	0.0
<b>TOTALS</b>	<b>148</b>	<b>4</b>	<b>2.7</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2022**  
**Category: Generalist FE-OC to FE-MC**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	75	34	45.3
Female	35	15	42.9
<b>TOTALS</b>	<b>110</b>	<b>49</b>	<b>44.5</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	7	3	42.9
Not Hispanic	103	46	44.7
<b>TOTALS</b>	<b>110</b>	<b>49</b>	<b>44.5</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	102	46	45.1
African American	2	2	100.0
American Indian	0	0	0.0
Asian	3	0	0.0
Native Hawaiian	0	0	0.0
Multi-race	0	0	0.0
Unspecified	3	1	33.3
<b>TOTALS</b>	<b>110</b>	<b>49</b>	<b>44.5</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2022**  
**Category: Generalist FS-01 to FE-OC**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	238	76	31.9
Female	159	69	43.4
<b>TOTALS</b>	<b>397</b>	<b>145</b>	<b>36.5</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	21	8	38.1
Not Hispanic	376	137	36.4
<b>TOTALS</b>	<b>397</b>	<b>145</b>	<b>36.5</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	347	126	36.3
African American	14	2	14.3
American Indian	4	1	25.0
Asian	22	12	54.5
Native Hawaiian	1	0	0.0
Multi-race	0	0	0.0
Unspecified	9	4	44.4
<b>TOTALS</b>	<b>397</b>	<b>145</b>	<b>36.5</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2022**  
**Category: Generalist FS-02 to FS-01**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	803	83	10.3
Female	643	64	10.0
<b>TOTALS</b>	<b>1,446</b>	<b>147</b>	<b>10.2</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	72	2	2.8
Not Hispanic	1,374	145	10.6
<b>TOTALS</b>	<b>1,446</b>	<b>147</b>	<b>10.2</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	1,167	117	10.0
African American	61	4	6.6
American Indian	5	0	0.0
Asian	137	17	12.4
Native Hawaiian	2	1	50.0
Multi-race	34	6	17.6
Unspecified	40	2	5.0
<b>TOTALS</b>	<b>1,446</b>	<b>147</b>	<b>10.2</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2022**  
**Category: Generalist FS-03 to FS-02**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	880	153	17.4
Female	599	127	21.2
<b>TOTALS</b>	<b>1,479</b>	<b>280</b>	<b>18.9</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	108	21	19.4
Not Hispanic	1,371	259	18.9
<b>TOTALS</b>	<b>1,479</b>	<b>280</b>	<b>18.9</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	1,167	224	19.2
African American	88	14	15.9
American Indian	8	1	12.5
Asian	135	27	20.0
Native Hawaiian	1	0	0.0
Multi-race	62	8	12.9
Unspecified	18	6	33.3
<b>TOTALS</b>	<b>1,479</b>	<b>280</b>	<b>18.9</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2022**  
**Category: Generalist FS-04 to FS-03**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	350	187	53.4
Female	248	125	50.4
<b>TOTALS</b>	<b>598</b>	<b>312</b>	<b>52.2</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	58	30	51.7
Not Hispanic	540	282	52.2
<b>TOTALS</b>	<b>598</b>	<b>312</b>	<b>52.2</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	445	238	53.5
African American	60	31	51.7
American Indian	2	2	100.0
Asian	44	24	54.5
Native Hawaiian	0	0	0.0
Multi-race	43	15	34.9
Unspecified	4	2	50.0
<b>TOTALS</b>	<b>598</b>	<b>312</b>	<b>52.2</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2022**  
**Category: Specialist FE-OC to FE-MC**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	26	5	19.2
Female	8	2	25.0
<b>TOTALS</b>	<b>34</b>	<b>7</b>	<b>20.6</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	3	0	0.0
Not Hispanic	31	7	22.6
<b>TOTALS</b>	<b>34</b>	<b>7</b>	<b>20.6</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	25	4	16.0
African American	5	2	40.0
American Indian	0	0	0.0
Asian	2	0	0.0
Native Hawaiian	0	0	0.0
Multi-race	1	1	100.0
Unspecified	1	0	0.0
<b>TOTALS</b>	<b>34</b>	<b>7</b>	<b>20.6</b>

**Produced by GTM/OTA**



**Foreign Service Promotion Statistics for 2022**  
**Category: Specialist FS-01 to FE-OC**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	136	28	20.6
Female	40	7	17.5
<b>TOTALS</b>	<b>176</b>	<b>35</b>	<b>19.9</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	12	0	0.0
Not Hispanic	164	35	21.3
<b>TOTALS</b>	<b>176</b>	<b>35</b>	<b>19.9</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	137	25	18.2
African American	25	8	32.0
American Indian	1	0	0.0
Asian	8	2	25.0
Native Hawaiian	0	0	0.0
Multi-race	3	0	0.0
Unspecified	2	0	0.0
<b>TOTALS</b>	<b>176</b>	<b>35</b>	<b>19.9</b>

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**Foreign Service Promotion Statistics for 2022**  
**Category: Specialist FS-02 to FS-01**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	648	46	7.1
Female	141	18	12.8
<b>TOTALS</b>	<b>789</b>	<b>64</b>	<b>8.1</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	76	6	7.9
Not Hispanic	713	58	8.1
<b>TOTALS</b>	<b>789</b>	<b>64</b>	<b>8.1</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	567	51	9.0
African American	89	9	10.1
American Indian	7	0	0.0
Asian	57	1	1.8
Native Hawaiian	4	1	25.0
Multi-race	20	0	0.0
Unspecified	45	2	4.4
<b>TOTALS</b>	<b>789</b>	<b>64</b>	<b>8.1</b>

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**Foreign Service Promotion Statistics for 2022**  
**Category: Specialist FS-03 to FS-02**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	1,145	119	10.4
Female	167	34	20.4
<b>TOTALS</b>	<b>1,312</b>	<b>153</b>	<b>11.7</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	135	13	9.6
Not Hispanic	1,177	140	11.9
<b>TOTALS</b>	<b>1,312</b>	<b>153</b>	<b>11.7</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	961	115	12.0
African American	120	12	10.0
American Indian	9	0	0.0
Asian	112	16	14.3
Native Hawaiian	3	0	0.0
Multi-race	61	4	6.6
Unspecified	46	6	13.0
<b>TOTALS</b>	<b>1,312</b>	<b>153</b>	<b>11.7</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2022**  
**Category: Specialist FS-04 to FS-03**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	438	138	31.5
Female	188	38	20.2
<b>TOTALS</b>	<b>626</b>	<b>176</b>	<b>28.1</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	73	16	21.9
Not Hispanic	553	160	28.9
<b>TOTALS</b>	<b>626</b>	<b>176</b>	<b>28.1</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	448	119	26.6
African American	75	21	28.0
American Indian	8	1	12.5
Asian	54	22	40.7
Native Hawaiian	3	1	33.3
Multi-race	30	11	36.7
Unspecified	8	1	12.5
<b>TOTALS</b>	<b>626</b>	<b>176</b>	<b>28.1</b>

**Produced by GTM/OTA**

**Foreign Service Promotion Statistics for 2022**  
**Category: Specialist FS-05 to FS-04**

Gender	Number Competed	Number Promoted	Promotion Rate %
Male	32	10	31.3
Female	301	57	18.9
<b>TOTALS</b>	<b>333</b>	<b>67</b>	<b>20.1</b>

Ethnicity	Number Competed	Number Promoted	Promotion Rate %
Hispanic	34	7	20.6
Not Hispanic	299	60	20.1
<b>TOTALS</b>	<b>333</b>	<b>67</b>	<b>20.1</b>

Race	Number Competed	Number Promoted	Promotion Rate %
White	248	52	21.0
African American	38	6	15.8
American Indian	1	1	100.0
Asian	21	3	14.3
Native Hawaiian	2	0	0.0
Multi-race	13	3	23.1
Unspecified	10	2	20.0
<b>TOTALS</b>	<b>333</b>	<b>67</b>	<b>20.1</b>

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