

Department of State Fulltime Permanent Workforce Diversity

Data as of 06/30/2023

RACE & ETHNICITY	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
MINORITY**	43.0%	24.0%	31.8%	34.5%	21.0%	17.4%	29.0%	19.1%	19.5%
NON-MINORITY	56.9%	75.8%	67.7%	65.2%	79.0%	82.6%	71.0%	80.9%	80.5%
UNSPECIFIED	0.2%	0.2%	0.5%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
SEX									
FEMALE	54.8%	43.7%	29.0%	45.6%	47.5%	39.9%	18.8%	36.8%	38.9%
MALE	45.2%	56.3%	71.0%	54.4%	52.5%	60.1%	81.3%	63.2%	61.1%
RACE									
AFRICAN AMERICAN	24.4%	6.4%	10.1%	15.5%	7.8%	4.0%	11.9%	5.2%	5.7%
AMERICAN INDIAN	0.8%	0.5%	0.9%	0.7%	0.0%	0.2%	0.6%	0.3%	0.2%
ASIAN	8.2%	7.4%	7.6%	7.8%	7.5%	5.2%	5.1%	5.2%	5.6%
MULTI-RACE	3.0%	3.9%	3.9%	3.5%	1.7%	2.1%	3.4%	2.3%	2.2%
NATIVE HAWAIIAN	0.3%	0.1%	0.4%	0.2%	0.0%	0.1%	0.6%	0.2%	0.1%
WHITE	61.2%	79.6%	72.7%	69.5%	81.7%	85.6%	73.9%	83.9%	83.4%
UNSPECIFIED	2.2%	2.1%	4.5%	2.7%	1.4%	2.9%	4.5%	3.1%	2.8%
ETHNICITY									
HISPANIC	8.0%	7.4%	11.0%	8.4%	4.4%	6.6%	7.4%	6.7%	6.2%
NON-HISPANIC	91.9%	92.5%	88.5%	91.3%	95.6%	93.4%	92.6%	93.3%	93.8%
UNSPECIFIED	0.2%	0.2%	0.5%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
SEX & RACE/ETHNICITY									
FEMALE	54.8%	43.7%	29.0%	45.6%	47.5%	39.9%	18.8%	36.8%	38.9%
HISPANIC***	4.3%	3.4%	3.4%	3.8%	1.7%	2.4%	1.1%	2.2%	2.1%
AFRICAN AMERICAN	15.5%	3.6%	3.4%	9.1%	6.1%	1.5%	3.4%	1.8%	2.6%
AMERICAN INDIAN	0.2%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
ASIAN	4.9%	3.8%	2.6%	4.0%	4.7%	2.5%	0.6%	2.2%	2.7%
MULTI-RACE	1.4%	1.4%	0.8%	1.3%	0.3%	1.0%	0.6%	0.9%	0.8%
NATIVE HAWAIIAN	0.1%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
WHITE	28.3%	31.2%	18.4%	27.0%	34.6%	32.6%	13.1%	29.7%	30.6%
UNSPECIFIED	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
MALE	45.2%	56.3%	71.0%	54.4%	52.5%	60.1%	81.3%	63.2%	61.1%
HISPANIC***	3.6%	3.9%	7.6%	4.6%	2.7%	4.2%	6.3%	4.5%	4.1%
AFRICAN AMERICAN	8.4%	2.5%	6.2%	6.0%	1.7%	2.5%	8.5%	3.4%	3.0%
AMERICAN INDIAN	0.1%	0.1%	0.3%	0.2%	0.0%	0.1%	0.6%	0.2%	0.1%
ASIAN	3.2%	3.6%	4.9%	3.7%	2.7%	2.7%	4.5%	3.0%	2.9%
MULTI-RACE	1.0%	1.6%	2.2%	1.4%	1.0%	0.5%	2.8%	0.8%	0.9%
NATIVE HAWAIIAN	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.6%	0.2%	0.1%
WHITE	28.6%	44.6%	49.3%	38.2%	44.4%	50.0%	58.0%	51.2%	49.9%
UNSPECIFIED	0.1%	0.1%	0.4%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
DISABILITY****									
DISABLED TOTAL	23.3%	8.4%	12.1%	16.1%	5.8%	14.8%	11.9%	14.4%	13.7%
DISABLED - NON-TARGETED DISABILITY	19.6%	7.0%	11.1%	13.8%	4.7%	13.4%	10.8%	13.0%	12.4%
DISABLED - TARGETED DISABILITY	3.7%	1.3%	1.0%	2.4%	1.0%	1.4%	1.1%	1.4%	1.3%
NO DISABILITY IDENTIFIED	76.7%	91.6%	87.9%	83.9%	94.2%	85.2%	88.1%	85.6%	86.3%
DISABILITY**** & SEX									
FEMALE	54.8%	43.7%	29.0%	45.6%	47.5%	39.9%	18.8%	36.8%	38.9%
DISABLED TOTAL	11.1%	3.0%	2.1%	6.6%	2.4%	5.4%	1.1%	4.7%	4.3%
DISABLED - NON-TARGETED DISABILITY	9.4%	2.5%	1.9%	5.6%	1.7%	5.1%	1.1%	4.5%	3.9%
DISABLED - TARGETED DISABILITY	1.7%	0.5%	0.2%	1.0%	0.7%	0.3%	0.0%	0.3%	0.3%
NO DISABILITY IDENTIFIED	43.7%	40.7%	26.9%	39.0%	45.1%	34.6%	17.6%	32.0%	34.6%
MALE	45.2%	56.3%	71.0%	54.4%	52.5%	60.1%	81.3%	63.2%	61.1%
DISABLED TOTAL	12.2%	5.4%	10.0%	9.5%	3.4%	9.4%	10.8%	9.6%	8.4%
DISABLED - NON-TARGETED DISABILITY	10.2%	4.5%	9.2%	8.2%	3.1%	8.3%	9.7%	8.5%	7.4%
DISABLED - TARGETED DISABILITY	2.0%	0.9%	0.8%	1.4%	0.3%	1.1%	1.1%	1.1%	0.9%
NO DISABILITY IDENTIFIED	33.0%	51.0%	61.0%	44.8%	49.2%	50.6%	70.5%	53.6%	52.7%

* 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)