

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715

Parts A Through E

Part A - Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code (xxxxx)	Agency Code (xxxx)	FIPS Code (xxxx)
Department of the Navy	United States Marine Corps	Headquarters, US Marine Corps 3000 Marine Corps, Pentagon	Washington	DC	20350-3000		NV27

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	28,966	627	29,593

Part C.1 - Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	Robert B. Neller, General, USMC	Commandant of the Marine Corps
Head of Agency Designee	Michael A. Rocco, Lieutenant General	Deputy Commandant, Manpower and Reserve Affairs

Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	Virgil White	CDEEOO	0260	GS 14	(703) 784-9375	Virgil.white@usmc.mil
Affirmative Employment Program Manager	Virgil White	CDEEOO	0260	GS 14	(703) 784-9375	Virgil.white@usmc.mil
Complaint Processing Program Manager	Lorena Briscoe	Complaints Manager	0260	GS 13	(703) 432-9054	Lorena.briscoe@usmc.mil
Diversity & Inclusion Officer	Leon Brayboy	D&I Manager	0260	GS 13	(703) 432-9052	Leon.brayboy@usmc.mil
Disability Program Manager (SEPM)	Leon Brayboy	D&I Manager	0260	GS 13	(703) 432-9052	Leon.brayboy@usmc.mil
Non-Appropriated Fund	Latasha Copeland	M&RA EEO Specialist	0260	NF-4	(703) 432-9237	Latasha.Copeland@usmc.mil
Special Placement Program Coordinator (Individuals with Disabilities)						
Reasonable Accommodation Program Manager	Leon Brayboy	D&I Manager	0260	GS 13	(703) 432-9052	Leon.brayboy@usmc.mil
Anti-Harassment Program Manager						
ADR Program Manager	Delroy Gooden	Labor/Employee Specialist	0201	GS 12	(703) 432-9213	Delroy.gooden@usmc.mil

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Compliance Manager						
Principal MD-715 Preparer	Virgil White	CDEEOO	0260	GS 14	(703) 784-9375	Virgil.white@usmc.mil
Other EEO Staff	Paula Bedford	DEEOO	0260	GS 13	(571) 265-8301	Paula.bedford@usmc.mil
Other EEO Staff	Dan Grissom	DEEOO Acting	0260	GS 12	(760) 725-3845	Dan.grissom@usmc.mil
Other EEO Staff	William Bryson	DEEOO	0260	GS 13	645-5422	William.bryson@usmc.mil
Other EEO Staff	Ramon Ayala-Heredia	DEEOO	0260	GS 13	(910) 451-5272	Ramon.ayala-heredia@usmc.mil
Other EEO Staff	Michael Arkin	DEEOO	0260	GS 12	(252) 466-2218	Michael.arkin@usmc.mil
Other EEO Staff	Lawanda Jackson	DEEOO	0260	GS 12	(229) 639-7268	Lawanda.jackson@usmc.mil
Other EEO Staff	Cynthia Golson	DEEOO	0260	GS 12	(843) 228-2647	Cynthia.golson@usmc.mil

Part D.1 - List of Subordinate Components Covered in this Report

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

If the agency does not have any subordinate components, please check the box.

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
HQ US MARINE CORPS	Washington	DC		NV27	00027
MCAS CHERRY POINT	Cherry Point	NC		NV27	00146
MARINE CORPS RECRUIT DEPOT	San Diego	CA		NV27	00243
MARINE CORPS AIR FACILITY QUANTICO	Quantico	VA		NV27	00260
MCRD ERR PI SC	Parris Island	SC		NV27	00263
MARINE CORPS BASE QUANTICO	Quantico	VA		NV27	00264
MARINE CORPS BASE HAWAII	Kaneohe Bay	HI		NV27	00318
MARINE CORPS BASE CAMP PENDLETON	San Diego	CA		NV27	00681
CAMP MUJUK, REPUBLIC OF KOREA	Republic of Korea		Korea	NV27	15017
II MARINE EXPEDITIONARY FORCE	Jacksonville	NC		NV27	20133
COMBAT ARMS TRAINING CTR CAMP FUJI	Fuji		JA	NV27	20229
USMC RECRUITING COMMAND	Washington	DC		NV27	39878
US MARINE CORPS FORCES, CENTRAL CMD	Tampa	FL		NV27	48401

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
U.S. MARINE CORPS FORCES, KOREA	APO AP		Korea	NV27	59901
MCAS BEAUFORT SC	Beaufort	SC		NV27	60169
MARINE CORPS LOGISTICS BASE	Barstow	CA		NV27	62204
MARINE CORPS AIR STATION, NEW RIVER	New River	NC		NV27	62573
MARINE CORPS AIR STATION IWAKUNI	Iwakuni		JP	NV27	62613
MARINE CORPS AIR STATION YUMA	Yuma	AR		NV27	62974
MARINE CORPS AIR STATION FUTENMA	Futenma		JP	NV27	63026
MARINE CORPS BASE	Jacksonville	NC		NV27	67001
MARINE CORPS LOGISTICS COMMAND	Albany	GA		NV27	67004
MCLB ALBANY GA	Albany	GA		NV27	67008
1ST MARINE CORPS	Garden City	NY		NV27	67011
4TH MARINE CORPS	Louisville	KY		NV27	67013
6TH MARINE CORPS	Parris Island	SC		NV27	67015
8TH MARINE DIST	Fort Worth	TX		NV27	67016
9TH MARINE CORPS	Great Lakes	IL		NV27	67017
12TH MARINE CORPS DISTRICT	San Diego	CA		NV27	67019

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
HQ MARINE FORCES EUROPE	Stuttgart		Germany	NV27	67023
US Marine Forces South	Miami	FL		NV27	67024
MARINE FORCES PACIFIC	Okinawa		JP	NV27	67025
MARFORCOM NORFOLK	Norfolk	VA		NV27	67026
MARCORPSBARRACKS	Washington	DC		NV27	67029
MARINE CORPS COMBAT DEVELOPMENT CMD	Quantico	VA		NV27	67056
MAINTENANCE CENTER ALBANY	Albany	GA		NV27	67100
HQTSBATTALION	Arlington	VA		NV27	67353
EWTGLANT	Norfolk	VA		NV27	67355
MAR AV TNG SUP GRP	Pensacola	FL		NV27	67389
MARINE CORPS AIR GROUND COMBAT CTR	Twenty-nine Palms	CA		NV27	67399
MARINE CORPS BASE CAMP BUTLER	Okinawa		JP	NV27	67400
III MARINE EXPEDITIONARY FORCE	Okinawa		JP	NV27	67438
MARINE CORPS AIR STN CAMP PEN	San Diego	CA		NV27	67604
BLOUNT ISLAND COMMAND	Jacksonville	FL		NV27	67695
MARCORSYSCOM	Quantico	VA		NV27	67854

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
TRAINING AND EDUCATION COMMAND	Quantico	Va.		NV27	22134
MARFORRES NOLA	New Orleans	LA		NV27	67861
MARINE CORPS AIR STATION MIRAMAR	San Diego	CA		NV27	67865
OFFICE OF THE COMMANDING GENERAL	Twenty nine Palms	CA		NV27	67884
CG, EASTERN RECRUITING REGION	Parris Island	SC		NV27	67889
Western Recruiting Region MCRD	San Diego	CA		NV27	67890
MARCORPS NATIONAL CAPITAL REGION	Washington	DC		NV27	67895
MARINE FORCES NORTHERN COMMAND	New Orleans	LA		NV27	67902
US MARINE FORCES AFRICA			Africa	NV27	67903
USMC FORCES SPECIAL OPERATIONS CMD	Jacksonville	NC		NV27	67906
U S MARINE FORCES CYBERSPACE COMMAND	Fort Meade	MD		NV27	67925
RECRUIT TRAINING REGIMENT	San Diego	CA		NV27	68001
RECRUIT TRAINING REGIMENT	Parris Island	SC		NV27	68002
C G I MEF	San Diego	CA		NV27	68450
MCTSSA CAMPEN	San Diego	CA		NV27	68909

Part D.2 - Mandatory and Optional Documents for this Report

In the table below, the agency must submit these documents with its MD-715 report.

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	Yes	
EEO Policy Statement	Yes	
Strategic Plan	No	
Anti-Harassment Policy and Procedures	No	
Reasonable Accommodation Procedures	No	
Personal Assistance Services Procedures	No	
Alternative Dispute Resolution Procedures	No	

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Federal Equal Opportunity Recruitment Program (FEORP) Report	No	
Disabled Veterans Affirmative Action Program (DVAAP) Report	No	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	No	
Diversity and Inclusion Plan under Executive Order 13583	No	
Diversity Policy Statement	Yes	

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Human Capital Strategic Plan	No	
EEO Strategic Plan	No	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	Yes	

Part E - Executive Summary

All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to Part E.2 to E.5.

Part E.1 - Executive Summary: Mission

The Mission of the United States Marine Corps

Officially, the mission of the Marine Corps is set forth in the National Security Act of 1947 as amended (1952), which is to:

- ▲ Seize or defend advanced naval bases and to conduct such land operations as may be essential to the prosecution of a naval campaign;
- ▲ Provide detachments and organizations for service in armed vessels of the Navy or for protection of naval property on naval stations and bases;
- ▲ Develop, with the other Armed Forces, the tactics, techniques, and equipment employed by landing forces in amphibious operations;
- ▲ Train and equip, as required, Marine forces for airborne operations;
- ▲ Develop, with the other Armed Forces, doctrine, procedures, and equipment of interest to the Marine Corps for airborne operations that are not provided for by the Army;
- ▲ Expand from peacetime components to meet the needs of war in accordance (IAW) with mobilization plans; and,

Perform such other duties as the President may direct.

Part E.2 - Executive Summary: Essential Element A - F

Results of FY 2018 Self-Assessment

Demonstrated Commitment:

- Strengths
 - EEO policies were distributed Marine Corps-wide.
 - Commands communicated in a variety of ways to distribute EEO program information.
 - Non-Appropriated Fund (NAF) developed a critical performance element for NAF managers and supervisors.
 - Senior Leaders were kept abreast of Complaint Processing and Requests for Reasonable Accommodations.
- Weaknesses
 - Out of 4,732 managers and supervisors, 46% were trained on their EEO program responsibilities.
 - MCLB Albany DEEOO reportedly unable to meet the standards of MD 715 due to a lack of resources (EEO staff personnel).

Integration of EEO into the Strategic Mission:

- Strengths
 - Major Subordinate Commands' (MSC) strategic plans include the principles of EEO.
 - Sufficient resources were provided to ensure EEO complaints were processed timely and fairly.

- Sufficient resources were provided to ensure EEO training was available for all personnel.
- Sufficient resources were provided to conduct field audits of EEO programs.
- All EEO Counselors have been trained IAW MD 110.
- Weaknesses
 - Two MSCs identified the lack of staff to conduct a thorough barrier analysis of its workforce.
 - Major Subordinate Commands reported difficulty entering information regarding requests for reasonable accommodation in the DoN Navy Electronic Accommodation Tracking System (NEAT). This made it impossible to effectively track the timely processing of these requests.
 - Some of the MSCs are still working to establish Special Emphasis Programs.

Management and Program Accountability:

- Strengths
 - Field Audits for FY 2019 has been scheduled.
 - When there's a finding of discrimination, local EEO offices inform managers and supervisors of the behavior that caused it.
- Weaknesses
 - All requests for accommodations have not met DoN standards for timely processing.

Proactive Prevention of Unlawful Discrimination:

- Strengths
 - Local EEO offices report the use of exit surveys that include questions on how to improve recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.
 - EEO implications are considered when human resources decisions are made.
 - Commands are skilled at identifying triggers to possible barriers.
- Weaknesses
 - Commands have not taken the steps necessary to find the root causes of identified triggers.
 - Commands have not identified a numerical goal to increase the number of persons with disabilities and targeted disabilities.
 - There were four findings of discrimination this reporting period.

Efficiency:

- Strengths
 - Commands ensure the existence of a fair impartial EEO Complaint Program accessible by all employees.
 - A backlog of untimely investigations was cleared during the reporting period.
 - Contract Investigators were held accountable for appropriate reports of investigations.
 - EEO Counselors met the EEOC standards for timeliness 97% of the time.
 - ADR was offered 100% of the time and when accepted by Complainants, Managers and Supervisors participated.

Responsiveness and Legal Compliance:

- Strengths
 - Local EEO offices complied with all hearing requests for files and information.
 - Management complied with Judge's Orders with respect to findings of discrimination.

Part E.3 - Executive Summary: Workforce Analyses

The Marine Corps consist of a total workforce of 29,593 employees of which there are two distinct workforces governed by their own individual personnel policies. The Appropriated Fund (APF) workforce makes up 60% of the total workforce. Because of the differences in personnel policies, this report focuses on the workforces separately. A thorough analysis of the Equal Employment Opportunity Commission's (EEOC) workforce data tables were conducted. Though there were a number of identifiable triggers, It would be impossible to examine them all in a single reporting period. Therefore, the focus of barrier analysis for this reporting period was on those groups participating at rates of a .50 % or more below the National Civilian Labor Force (NCLF) statistics.

APF Workforce Analysis

Analysis of Appropriated Fund's total workforce compared to the National Civilian Labor Force (NCLF) statistics revealed Low Participation Rates (LPR) for Hispanic, White, and Black Females.

- Hispanic Females experienced a LPR of 2.26% compared to their NCLF rate of 4.80%.
- White Females experienced a LPR of 14.25% compared to their NCLF rate of 34%.

- Black Females experienced a slightly LPR of 6.43% compared to their NCLF rate of 6.60%.

As stated above, this report will focus only on Hispanic and White Females because they experienced LPRs greater than .50% below the NCLF statistics. Hispanic Females enjoyed an upward trajectory when looking at trends over the past 5 years. They made significant strides from FY 2015 to date increasing their Participation Rates (PR) from 2.16% to 2.26%. White Females, on the other hand, took a downward trajectory. Their PRs decreased each year.

An analysis of Job Categories was conducted to determine what career fields the bulk of employees were in and how Hispanic and White Females fared with regard to their PRs in these categories compared to their PRs in the workforce. What was found was the bulk of employees were in Job Categories Official and Managers, Professionals, Craft Workers, and Admin Personnel. With respect to Hispanic and White Female PRs in these categories:

- Both enjoyed PRs to be expected as Officials and Managers and Administrative Support Workers.
- Hispanic Females experienced a LPR as Professionals.
- Both experienced LPRs as Technicians and Craft Workers.

Digging deeper, an analysis of Major Occupations was conducted. These occupations are defined as those occupations housing the majority of employees in the workforce. This also represents the greatest opportunities for hiring and placement for employees. These Major Occupations are Information Technology, Management Program Analyst, Miscellaneous Administration and Program, Financial Administration and Program, and Logistics Management. Hispanic Females experienced significant LPRs in four of the Major Occupations compared to their PRs in the respective Occupational Civilian Labor Force (OCLF) statistics, while White Females experienced the same in all five of them.

An examination of how these two groups fared in the high grades GS 13 through SES compared to their PRs in the permanent workforce revealed:

- Hispanic Females experienced a LPR at the GS 13 and equivalent grades.
- Both groups experienced LPRs at the GS 14, SES, and Craft grade levels.
- Hispanic Females experienced a LPR at the GS 15 grade-level.

No concerns were identified during examination of accessions verses separations. There was no analysis of applicant flow data done because of its unavailability. Marine Corps relies on the Department of Navy to provide this data. This data is necessary in an effort to determine if an examination of policies, practices, and procedures related to recruiting and hiring strategies are at the root of the LPRs.

Finally, an examination of how these two groups fared in upward mobility positions were conducted. Revealing was that White Females spent more time in the 25 plus month category waiting for promotions than other groups. There may be a correlation between this and White Female experiences in the high grades as this may effect this group's presence in feeder grades.

Results of this data analysis requires further examination of the policies, practices and procedures that impact recruitment, hiring and placement of these two groups to determine the root cause of the LPRs.

NAF Workforce Analysis

Analysis of NAF total workforce compared to the NCLF statistics revealed LPRs for Hispanic and White Males and White Females compared to their respective NCLF statistics.

- Hispanic Males experience a LPR of 4.43% compared to their rate of 5.17% in the NCLF.
- White Males experienced a LPR of 16.04% compared to their rate of 38.30% in the NCLF.
- White Females experience a LPR of 30.99% compared to their rate of 34% in the NCLF.

The rest of this analysis focuses on White Males and Females and Hispanic Males because they experienced LPRs greater than .50% compared to their respective NCLFs. Trend analysis showed both groups took a downward trajectory from FY 2013 to this reporting period.

Analysis of Job Categories was not conducted due to unavailability of data. This data will be available next reporting period. Therefore, analysis of Major Occupations were conducted. Non Appropriated Fund Major

Occupations are Custodial Worker, Recreational Aid, Sales Store Clerk, General Business and Industry, and Education and Training Tech. White Males experienced significant gaps in LPRs in all five occupations compared to the respective OCLFs. White Females experienced the same in all but Education and Training Technician. Hispanic Males experienced LPRs in all Major Occupations except Recreation Aid.

An examination of how these three groups fared in the high grades NF 4 and NF 5 was conducted. There were no analysis of NF 6 due to low number of personnel at that grade. Both White Males and Females enjoy PRs to be expected in the high grades compared to their PRs in the total workforce. On the other hand, Hispanic Males experienced LPRs in both high grades compared to the PRs in the total workforce.

Analysis of accessions versus separations didn't reveal any concerns regarding retention for these two groups.

Results of this data analysis requires further examination of the policies, practices and procedures that impact recruitment, hiring and placement of these two groups to determine the root cause of the LPRs.

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Individuals with Disabilities

The Equal Employment Opportunity Commission (EEOC) requires all agencies to describe plans for the improvement of recruitment, hiring, advancement, and retention of persons with disabilities (PWD) and those with targeted disabilities (PWTD). The EEOC established goals for participation for each of these groups, 12% for PWD and 2% for PWTD. An examination of both the APF and NAF Disability Workforce data revealed that both PWTDs and PWDs experienced low participation rates throughout the cycle of employment. The data showed the following:

- APF PWTDs experienced a significant LPR of 0.86% compared to the 2% goal, while NAF PWTDs experienced the same with a 1.74% LPR.
- APF PWDs experienced a slightly LPR of 11.88% compared to the 12% goal, while NAF PWDs experienced a significant LPR of 7.92%.
- Both APF and NAF PWTDs and PWDs experienced LPRs in their respective grade clusters of GS 10 and below, GS 11 and above, NF 3 and below and NF 4 and above in comparison to both the 2% and 12% federal goals.
- Both APF and NAF PWTDs and PWDs experienced LPRs in receipt of cash awards above and below \$500 compared to People without Disabilities (PWOD).

Revealed

Part E.4 - Executive Summary: Accomplishments

APF:

- The Capital Region has met the standard for implementation of Special Emphasis Programs. Special Emphasis Program Managers are actively engaged in barrier analysis efforts.
- A backlog of untimely investigations were cleared. Timely investigations were completed at a rate of 80%.
- Requests for reasonable accommodations were processed at a timely rate of 83%.
- All EEO program personnel received their required training.
- Hispanic Females enjoyed an upward trajectory when looking at trends over the past 5 years making significant strides from FY 2015 to date increasing PRs from 2.16% to 2.26%.
- M&RA Civilian EEO website was update to include information on all services provided by EEO.

NAF:

- Manpower and Reserve Affairs, Manpower and Policy Division EEO office brought aboard a NAF EEO Specialist to aid in fully implementing EEO programs throughout the NAF workforce. As a result, the following has been accomplished:
 - Created employee fact sheet to update disability codes in PeopleSoft.
 - Uploaded all EEO program services on local intranet sites; e.g., Gear Locker and Crossroads for NAF-wide use.

- Partnered with NAVSUP to gain access to Workforce Recruitment Program (WRP) resume database for hiring people with disabilities.
- Developed a method for tracking NAF employees with disabilities for use in DON's Navy Electronic Accommodation Tracking System (NEAT).
- Provided information and guidance for NAF inclusion in Special Emphasis Programs.
- Established a relationship with HQMC Human Resource (MRG) and Training (MRT) to acquire vital information for MD-715 reporting.
- Developed a method to segregate, track, and analyze NAF EEO complaints in iComplaints.
- Partnered with MCCS HR Program Manager at MCCS HQ to develop PeopleSoft queries for download of MD-715 tables.

Part E.5 - Executive Summary: Planned Activities

Part H Plans:

Objective: Major Subordinate Commands (MSCs) identify resources to implement Special Emphasis Programs.

Planned Activities:

- MCI West and East regions: Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers (SEPM) and support barrier analysis efforts.
- MCI Pacific Region: Assemble Special Emphasis Program teams consisting of directorate leaders, HR professionals and EEO professionals.
- MCI Pacific Region: Monitor progress and activities of Special Emphasis Program Managers and teams

Objective: Senior Managers assist in the development of EEO action plans to remove barriers to employment.

Planned Activities:

- Capital Region:
 - TECOM plans to include the G-1 Deputy Assistant Chief of Staff in the Barrier Analysis Team meetings.
 - Capital Region EEO office will provide the Director of Marine Corps Staff a talking paper identifying areas of concern (triggers) and areas of improvement that he can use to address Senior Managers on the importance of partnering with EEO in an effort to understand triggers and possible barriers. Continue to address lack of sufficient resources with our leadership.
 - DEEOO plans to meet with Senior Managers to get their ideas and perspectives on what has been identified thus far in barrier analysis. Continue to address lack of sufficient resources with our leadership.
 - Capital Region plans to assess need for additional resources.
- MCI East Region:
 - MCI East DEEOO plans to identify by-name subordinate leaders appointed to serve as part of the Barrier Analysis Team.
 - MCI East DEEOO will conduct Barrier Analysis Training with the designated APF Team.
 - MCI East DEEOO plans to gather additional data, request required information and devise a plan to complete Barrier Analysis efforts for 4th QTR 2019 within 30 days.
 - Tri Command DEEOO plans to identify all of the senior managers, recruit Special Emphasis Program Managers and involve both in the barrier analysis process.
 - MCAS Cherry Point continue face-to-face Supervisory Training.
- MCI West Region:
 - DEEOO plans to form barrier analysis teams throughout the region with HROs and leadership involvement.

Objective: Process 100% requests for reasonable accommodation in accordance with the DoN's procedures.

Planned Activities:

- Capital Region:
 - EEO office plans to hire additional permanent and temporary staff to attack the immediate issues.
 - Work with barrier analysis teams to review internal processes and procedures to identify any barriers in place.

- MCI East Region:
 - Process Requests for Accommodation within 30 calendar days of receipt IAW Base Order 12700.1A and DON RA Procedures, CHRM Sub-Chapter 1606.
 - Update the Navy Equal Opportunity Accommodation Tracker (NEAT System) as RA actions occur.
 - Provide quarterly updates to Command Team and maintain records of such updates.
- MCI West Region will ensure supervisory personnel receive Reasonable Accommodation training.

APF Part I Plans:

Objective: Conduct a root cause analysis to determine why Hispanic and White Females experienced lower than expected PRs compared to the NCLF.

Planned Activities: Major Subordinate Commands will examine recruitment, hiring, and placement policies, practices, and procedures at local commands to determine if barriers exist and report results to senior leaders.

NAF Part I Plans:

Objective: Conduct a root cause analysis to determine why White Males and Females and Hispanic Males experienced lower than expected participation rates compared to the NCLF.

Planned Activities: Major Subordinate Commands will examine recruitment, hiring, and placement policies, practices, and procedures at local commands to determine if barriers exist and report results to senior leaders.

Part J Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Individuals with Disabilities:

Objective: Conduct a root cause analysis to determine why both NAF and APF PWD and PWTD experience low participation rates compared to the 2% and 12% federal goals respectively.

Planned Activities: Examine recruitment, hiring, and placement policies, practices, and procedures at local commands to determine if barriers exist for these two groups.

Commandant's Equal Employment Opportunity Policy Statement

OCT 31 2018



The Marine Corps prides itself in being the Nation's crisis response force and force in readiness. To remain the premier fighting force and continue to win wars, we need the talent of every member of our organization. Critical to accomplishment of our mission, we must continue to uphold our legacy of pride, leadership, discipline, and respect for human dignity. It begins with ensuring diversity and equality of opportunity for all. People are our greatest asset and I am fully committed to ensuring every Civilian Marine is treated with respect and honor.

Equal employment opportunity covers all personnel employment programs, management practices and decisions, to include: recruitment/hiring, merit promotion, transfer, reassignments, training, career development, benefits, and separation. All personnel will have the freedom to compete on a fair and level playing field in every aspect of employment.

We will continue to demonstrate that the Marine Corps leads the nation in providing equal employment opportunity for all employees and applicants for employment regardless of their race, religion, color, sex (including pregnancy, gender identity and sexual orientation), national origin, age, genetic information, or disability. Workplace harassment will not be tolerated. Harassing conduct must be corrected before it becomes severe or pervasive. Reprisal against anyone who engaged in a protected activity will not be tolerated. I support the rights of all employees under the civil rights statutes. I fully expect every member of the Marine Corps to honor this policy.

A handwritten signature in black ink that reads "Robert B. Neller". The signature is written in a cursive, flowing style.

Robert B. Neller
General, U.S. Marine Corps
Commandant of the Marine Corps

Commandant of the Marine Corps Diversity Policy

Marine Corps leaders have the moral imperative and professional duty to take care of Marines. This means accessing, promoting, and retaining Marines in a manner that is consistent with our core values. When leaders take care of Marines in this way, the Marine Corps becomes a more effective fighting organization.



Diversity is the aggregate of the varied cultures, backgrounds, talents, skills, and abilities among Marines. Diversity for the Marine Corps means we Marines are connected in a special relationship with the American public; we are leveraging America's varied pool of skills and abilities; and we are maximizing individual differences as a force multiplier. Our core values compel Marines to respect others and act with moral, mental, and physical bravery while embracing a spirit of determination and dedication.

Through a comprehensive talent management strategy, the Marine Corps will enhance existing leadership, training and education, and manpower systems that attract, access, develop, promote, and retain the best talent the Nation has to offer in order to more effectively operate across the range of military operations within increasingly complex and rapidly changing security environments.

Diversity in our Corps is rooted in the understanding that the objective is not to merely strive for representational parity with the face of the Nation, but it is to meet the global challenges ahead with all the strengths, talents, characteristics, and culture of the Total Force. Our primary focus through our leadership will be to raise the capability of the Marine Corps by leveraging the unique qualities of each Marine to achieve our mission.

Leaders at all levels are responsible for the climates of their commands. Therefore, I specifically charge all leaders with implementing sound, command-wide practices, which promote not only high performance, but also positive discipline and universal camaraderie. The future success of our Corps demands no more than this from its leaders, and it deserves no less.

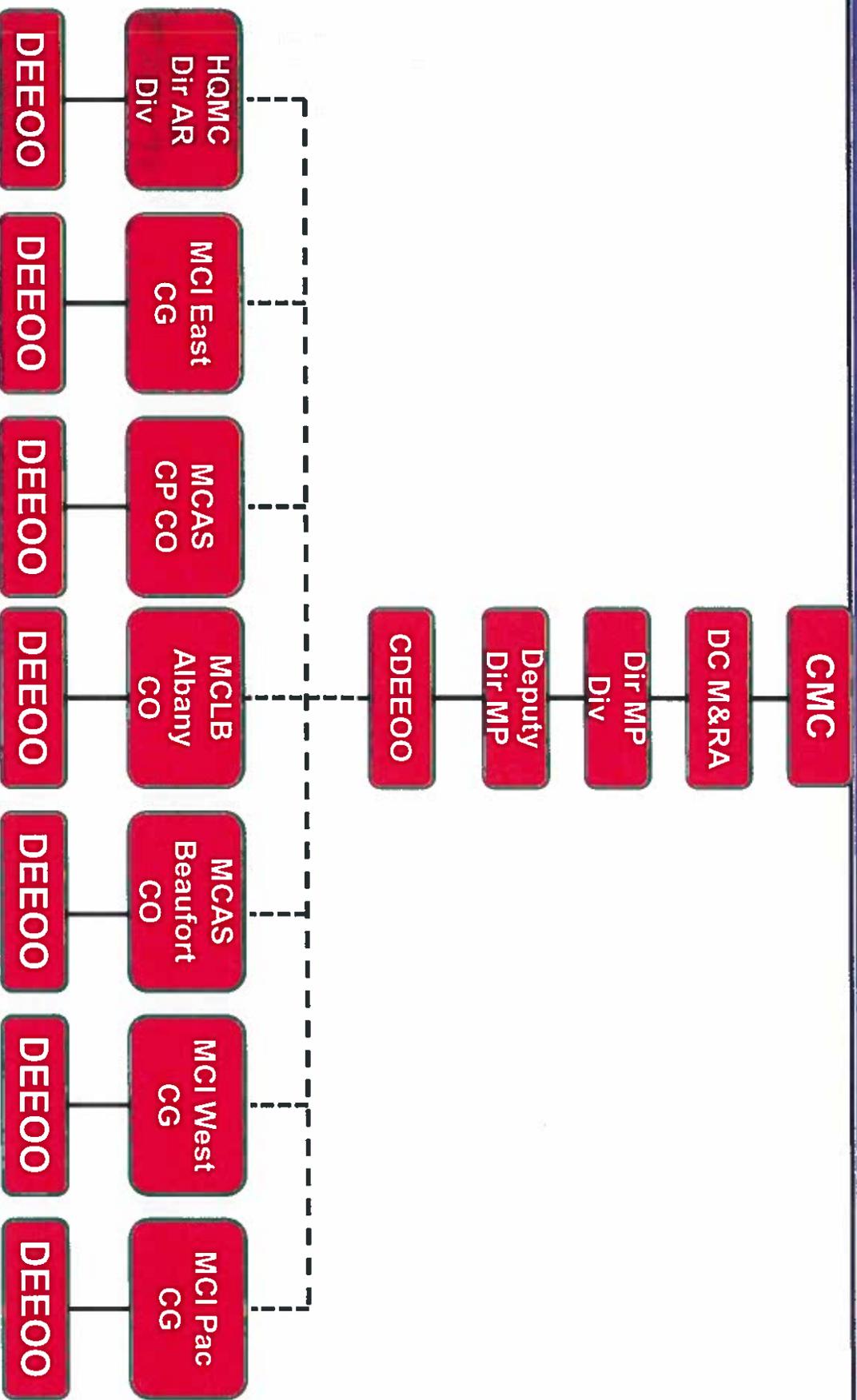
In everything Marines do and with all that Marines are, there can be no doubt about the importance placed on leading with diversity. Marines for over 240 years have met their mission in 'every clime and place.' I expect we will continue to excel in all missions with a Corps that represents the demographics of the Nation we serve.

A handwritten signature in black ink that reads "Robert B. Neller". The signature is written in a cursive, slightly stylized font.

Robert B. Neller
General, U.S. Marine Corps
Commandant of the Marine Corps



USMC EEO Program Structure



Command Question	New Element	New Element	New Element	New Element	F118 Measures	COMMAND-LEVEL QUESTIONS	Has measure been met?		If measure is unmet, provide a brief explanation below and attach EEOC FORM 715-01 PART H to status report. For longer explanations, see "See attached" and put the explanation in the Notes worksheet.
							Yes	No	
1	A	1	a	0	A.1 - The agency issues an effective, up-to-date EEO policy statement.	Does the command annually issue a signed and dated EEO policy statement on command letterhead that clearly communicates the command's commitment to EEO for all employees and applicants? If "yes", please provide the annual issuance date in the comments column		X	CMC Policy is in routing awaiting signature.
2	A	2	a	1	A.2 - The agency has communicated EEO policies and procedures to all employees.	Does the command disseminate the following policies and procedures to all employees: Anti-harassment policy? [see MD 715, II(A)]	X		
3	A	2	a	2	A.2 - The agency has communicated EEO policies and procedures to all employees.	Does the command disseminate the following policies and procedures to all employees: Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)]	X		
4	A	2	b	1	A.2 - The agency has communicated EEO policies and procedures to all employees.	Does the command prominently post the following information throughout the workplace and on its public website: The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R. § 161	X		
5	A	2	b	2	A.2 - The agency has communicated EEO policies and procedures to all employees.	Does the command prominently post the following information throughout the workplace and on its public website: Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R. § 1614.102	X		
6	A	2	b	3	A.2 - The agency has communicated EEO policies and procedures to all employees.	Does the command prominently post the following information throughout the workplace and on its public website: Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.			<ul style="list-style-type: none"> • https://www.manpower.usmc.mil/webcenter/portal/oracle/webcenter/page/ScopeMD/515664e25_5e49_4eb6_96ab_e7748b9b1297/Page?731947dc_bce7_444a_8b40_63ff88c53e3d13spn • https://www.cherrypoint.marines.mil/Staff-Offices/Station-Adjutant/ • https://www.mcleast.marines.mil/eeo/ • https://eis.usmc.mil/sites/fmc/w/EEO/StaticPages/Home.aspx • https://www.beaufort.marines.mil • http://www.mcrdpi.marines.mil/Resources/Policy-Letters/
7	A	2	c	1	A.2 - The agency has communicated EEO policies and procedures to all employees.	Does the command inform its employees about the following topics: EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often.	X		Across Marine Corps Commands inform employees on a biweekly, Quarterly and Annually basis.
8	A	2	c	2	A.2 - The agency has communicated EEO policies and procedures to all employees.	Does the command inform its employees about the following topics: ADR process? [see MLD-110, Ch. 3(III)(C)] If "yes", please provide how often.	X		See response to question 7.
9	A	2	c	3	A.2 - The agency has communicated EEO policies and procedures to all employees.	Does the command inform its employees about the following topics: Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(II)(C)] If "yes", please provide how often.	X		See response to question 7.
10	A	2	c	5	A.2 - The agency has communicated EEO policies and procedures to all employees.	Does the command inform its employees about the following topics: Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If "yes", please provide how often.	X		Annually via EEO Training
11	A	3	a	0	A.3 - The agency assesses and ensures EEO principles are part of its culture.	Does the command provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If "yes", provide one or two examples in the comments section.		X	
12	A	3	b	0	A.3 - The agency assesses and ensures EEO principles are part of its culture.	Does the command utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	X		

			B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.				
13	B	3	b	0	Does the command's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)]. If "yes", please identify the EEO principles in the strategic plan in the comments column.		<p>Marine Corps Major Subordinate Commands establish their Individual Strategic Plans as follows:</p> <ul style="list-style-type: none"> - MCI East strategic plan addresses four strategic goals known as Lines of Effort (LOEs) that address the need to enhance the agency's human capital while aligning this capital with available resources and the mission (LOE 4). Objectives 4.3 and 4.4 require creating and maintaining a climate for action and a positive work climate. - MCAS CP strategic plan addresses enhance readiness by preserving human and material resources. Provide individual growth opportunities for career advancement.
14	B	4	a	1	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct a self-assessment of the command for possible program deficiencies? [see MD-715, II(D)]	X	
15	B	4	a	2	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To enable the command to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	X	
16	B	4	a	3	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final command decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(e)(5) & 1614.105(b) - (f), MD-110, Ch. 1(V)(D) & 5(V); MD-715, II(E)]	X	
17	B	4	a	4	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	X	
18	B	4	a	5	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]	X	
19	B	4	a	6	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	X	
20	B	4	a	7	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)] If not, please identify the systems with insufficient funding in the comments section.	X	
21	B	4	a	8	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively administer its special emphasis programs (such as: Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(f) and (u); 5 CFR § 315.709]	X	

22	B	4	a	10	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(iii)]	X		
23	B	4	a	11	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	X		
24	B	4	b	0	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Does the EEO office have a budget that is separate from other offices within the command? [see 29 CFR § 1614.102(a)(1)]	X		OKinawa Japan 12 Feb 2019 MCI West Region 5 Mar 2019 MCI East 5 May 2019
25	C	1	a	0	C.1 - The agency conducts regular internal audits of its component and field offices.	Does the command regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	X		MCI East 5 May 2019
26	C	1	b	0	C.1 - The agency conducts regular internal audits of its component and field offices.	Does the command regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.	X		See response to Question 25
27	C	2	b	3	C.2 - The agency has established procedures to prevent all forms of EEO discrimination.	Does the command ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	X		
28	C	2	b	5	C.2 - The agency has established procedures to prevent all forms of EEO discrimination.	Does the command process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests in the comments column.	X	83%	
29	C	4	b	0	C.4 - The agency ensures effective coordination between its EEO programs and Human Resources (HR) program	Has the command established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 instructions, Sec. II]	X		
30	C	5	b	0	C.5 - Following a finding of discrimination, the agency explores whether it should take a disciplinary action	When appropriate, does the command discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	X	X	
31	C	5	c	0	C.5 - Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	If the command has a finding of discrimination (or settles cases in which a finding was likely), does the command inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]	X		
32	D	1	b	0	D.1 - The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Does the command regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 instructions, Sec. II]	X		
33	D	1	c	0	D.1 - The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Does the command conduct exit interviews or surveys that include questions on how the command could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]	X		
34	D	2	a	0	D.2 - The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Does the command have a process for analyzing the identified triggers to find possible barriers? [see MD-715, II(B)]	X		
35	D	2	b	0	D.2 - The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Does the command regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]	X		
36	D	2	c	0	D.2 - The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Does the command consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]	X		

37	D 2 d 0	D.2 - The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Does the command regularly review the following sources of information to find barriers: complain/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 instructions, Sec. I] If "yes", please identify the data sources in the comments column.	X		<ul style="list-style-type: none"> • DEOCS • Federal Employee Viewpoint surveys • Employee Exit surveys • Exit surveys • Focus groups
38	D 3 b 0	D.3 - The agency establishes appropriate action plans to remove identified barriers.	If the command identified one or more barriers during the reporting period, did the command implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]		X	
39	D 3 c 0	D.3 - The agency establishes appropriate action plans to remove identified barriers.	Does the command periodically review the effectiveness of the plans? [see MD-715, II(D)]	X		
40	D 4 d 0	D.4 - The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Has the command taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the command until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)]	X		
41	E 1 b 0	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Does the command provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?	X		
42	E 1 e 0	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Does the command ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?	X		
43	E 1 i 0	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	If the command uses contractors to implement any stage of the EEO complaint process, does the command hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	X		While all Marine Corps Commands did not use contractors, for those that did, they provided assessments of contract performance to Contracting Offices for adjudication.
44	E 1 k 0	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	If the command uses employees to implement any stage of the EEO complaint process, does the command hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	X		
45	E 1 l 0	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Does the command submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]	X		
46	E 2 a 0	E.2 - The agency has a neutral EEO process.	Has the command established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(V)(D)]	X		
47	E 2 b 0	E.2 - The agency has a neutral EEO process.	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(V)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	X		<ul style="list-style-type: none"> • Camp Lejeune, Eastern Area Counsel Office, Ralph Kohmann • Quantico Area Council's Office • Associates Council's Office Pentagon • MCAS Miramar, OGC
48	E 2 d 0	E.2 - The agency has a neutral EEO process.	Does the command ensure that its agency representative does not intrude upon EEO counseling, investigations, and final command decisions? [see MD-110, Ch. 1(V)(D)]	X		
49	E 3 b 0	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Does the command require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	X		
50	E 3 d 0	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Does the command ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(II)(A)(9)]	X		
51	E 3 e 0	E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.	Does the command prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	X		
52	E 2 c 0	E.2 - The agency has a neutral EEO process.	Does the attorney that does legal sufficiency review serve as an agency representative?		X	

53	E	1	a	0	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Does the command issue the notice of right to file on or before the 30th day (if no extension was requested or granted or no ADR accepted), and issue the notice of right to file a formal complaint on or before the 90th day (where ADR was accepted or an extension granted)? In comment section, provide the number of complaints that fall in to the following categories as found in the 462 report, Part I - C: 1. Counseled Within 30 Days 2. Counseled Within 31 to 90 Days 2a. Counseled Within Written Extension Period No Longer Than 60 Days 2b. Counseled Within 90 Days Where Individual Participated in ADR 2c. Counseled Within 31-90 Days That Were Untimely 3. Counseled Beyond 90 Days	1. Counseled Within 30 Days: 44 2. Counseled Within 31 to 90 Days: 200 2a. Counseled Within Written Extension Period No Longer Than 60 Days: 63 2b. Counseled Within 90 Days Where Individual Participated in ADR: 134 2c. Counseled Within 31-90 Days That Were Untimely: 3 3. Counseled Beyond 90 Days: 4	
54	E	1	c	0	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Does the command issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(f)? Did the command issue all reports of investigation on or before 180 days (or, for when an extension was granted, on or before 270 days)? In the comment section, provide the number of complaints that fall in to the following categories as found in the 462 report, Part IX: 1. Investigations Completed by Agency Personnel (a + b + c) 1a. Investigations Completed in 180 Days or Less 1b. Investigations Completed in 181 - 360 Days 1b1. Timely Completed Investigations 1b2. Untimely Completed Investigations 1c. Investigations Completed by Contractors (a + b + c) 2. Investigations Completed in 180 Days or Less 2a. Investigations Completed in 180 Days or Less 2b. Investigations Completed in 181 - 360 Days 2b1. Timely Completed Investigations 2b2. Untimely Completed Investigations 2c. Investigations Completed in 361 or More Days	X	1. Investigations Completed by Agency Personnel (a + b + c): 44 1a. Investigations Completed in 180 Days or Less: 8 1b. Investigations Completed in 181 - 360 Days: 35 1b1. Timely Completed Investigations: 20 1b2. Untimely Completed Investigations: 15 1c. Investigations Completed in 361 or More Days: 1 2. Investigations Completed by Contractors (a + b + c): 41 2a. Investigations Completed in 180 Days or Less: 25 2b. Investigations Completed in 181 - 360 Days: 14 2b1. Timely Completed Investigations: 12 2b2. Untimely Completed Investigations: 2 2c. Investigations Completed in 361 or More Days: 2
55	E	1	f	0	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	If the command does not timely complete investigations, does the command issue the notice of untimely investigation letter (108(g) letter), which advises the complainant of rights to a hearing/FAD, on or before the 180th day if the investigation is not complete? When a complainant files an appeal, does the command upload the official case file in FEDSEP to EEOC within 15 days of receiving the first notification that the complainant requested a hearing? (i.e. Do NOT wait until receipt of acknowledgement of hearing notice.)	X	
56	E	1	g	0	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	When a complainant files an appeal, does the command upload the official case file in FEDSEP to EEOC within 30 days of the agency's first notification of the complainant filing an appeal? (i.e. Do NOT wait until receipt of acknowledgement of appeal notice.)	X	
57	F	2	a	1	F.2 - The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Does the command issue acceptance letters/dismissal decisions within 30 days from the date of receipt of the formal complaint? In the comments section, provide (1) the number issued within 30 days and (2) not issued within 30 days of receipt of the formal complaint.	X	(1) the number issued within 30 days: 144 (2) not issued within 30 days of receipt of the formal complaint: 2
58	F	2	a	3	F.2 - The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Does the command ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110? Commands must maintain copies of training certificates for all counselors and investigators for a period of three fiscal years.	X	
59	E	1	d	0	E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	Does the command ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110? Commands must maintain copies of training certificates for all counselors and investigators for a period of three fiscal years.	X	
60	B	4	d	0	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Does the command ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110? Commands must maintain copies of training certificates for all counselors and investigators for a period of three fiscal years.	X	
61	B	4	e	0	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Does the Principal EEO Official (i.e. CDEEO/DDEEO) regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	X	
62	B	1	d	0	B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.	Does the Principal EEO Official (i.e. CDEEO/DDEEO) regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	X	

63	B 1	C 0	B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.	During this reporting period, did the Principal EEO Official (i.e. CDEEO/DEEO) present to the head of the command, and other senior management officials, the "State of the command" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. II] If "yes", please provide the date of the briefing in the comments column.	X	
64	C 3	C 0	C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Does the Principal EEO Official (i.e. CDEEO/DEEO) recommend to the command head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	X	
65	C 3	D 0	C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	When the Principal EEO Official (i.e. CDEEO/DEEO) recommends remedial or disciplinary actions, are the recommendations regularly implemented by the command? [see 29 CFR §1614.102(c)(2)]	X	
66	A 1	B 0	A.1 - The agency issues an effective, up-to-date EEO policy statement.	Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces?	X	
67	B 3	A 0	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Do EEO program officials participate in command meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development?	X	
68	B 6	A 0	B.6 - The agency involves managers in the implementation of its EEO program.	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. II]	X	
69	B 6	B 0	B.6 - The agency involves managers in the implementation of its EEO program.	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. II]	X	
70	B 6	C 0	B.6 - The agency involves managers in the implementation of its EEO program.	When barriers are identified, do senior managers assist in developing command EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. II]	X	Two Major Subordinate Commands have identified 3 potential barriers and now must take the next step to determine if there's a legitimate business necessity for them.
71	B 6	D 0	B.6 - The agency involves managers in the implementation of its EEO program.	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into command strategic plans? [29 CFR § 1614.102(a)(5)]	X	
72	C 1	C 0	C.1 - The agency conducts regular internal audits of its component and field offices.	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	X	
73	C 4	D 0	C.4 - The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Does the HR office timely provide the EEO office access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	X	
74	C 4	E 1	C.4 - The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	X	
75	C 4	E 2	C.4 - The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	X	
76	C 4	E 4	C.4 - The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	X	
77	C 4	E 5	C.4 - The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Assist in preparing the MD-715 report? [see MD-715, II(C)]	X	
78	C 6	A 0	C.6 - The EEO office advises managers/supervisors on EEO matters.	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. II] If "yes", please identify the frequency of the EEO updates in the comments column.	X	<ul style="list-style-type: none"> Quarterly and yearly depending on what it is. Annually at the State of the Agency Briefing.
79	C 6	B 0	C.6 - The EEO office advises managers/supervisors on EEO matters.	Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. II]	X	
80	E 2	E 0	E.2 - The agency has a neutral EEO process.	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? EEOC Report, Attaining a Model command Program: Efficiency (Dec. 1, 2004)	X	

81			<p>Can the command identify all supervisors and managers of civilians, including military personnel assigned to those roles? *Supervisors* are any individuals (including military personnel and civilian employees) who are directly above one or more civilian employees in the organization, and provide them immediate oversight.</p> <p>*Managers* oversee civilians indirectly, through the employees' immediate supervisors. Managers include all personnel in the management chain, up to and including the unit head, who are directly between any immediate supervisor and the unit head. Managers thus can also include both military personnel and civilian employees. Managers of civilians are often also supervisors of other civilians. In the comment section, provide the number(s) of (1) civilian supervisors, (2) civilian managers, (3) military supervisors, and (4) military managers. For those individuals who are both supervisors and managers, account for them as if they are only supervisors.</p>	X	<p>3,472 Civilian supervisor/managers. 733 Military supervisor/managers</p>
82			<p>For questions 83 through 86 to include NAF: Supervisors/managers may be considered compliant if one or both of the following are true: (1) they have taken the training within the past three Fiscal Years (2) they have not yet taken the training, but were still within one year of their initial assignment to a supervisory position, effective 1 Oct 2018. For NO answers, commands must provide comments in the Notes section and Identify: (1) the number (vs. percentage) who did not receive the training, (2) why they did not obtain the required training, and (3) what has been done to resolve the training gap(s).</p>		<ul style="list-style-type: none"> • Bi-Weekly Entrance on Duty Briefs • Quarterly New Supervisor Training Briefs • NAF specific EEO training is conducted by NAF personnel • Information can also be found on the Administration and Resource Management Division website: https://www.hqmc.marines.mil/ar/Branches/EEO/ • Hiring Retaining and Including People with Disabilities - TWMS626193 • Addressing Poor Performance - TWMS588087 • Coaching Counseling and Mentoring - TWMS578218 • Creating an Engaging Work Environment - TWMS578219 • Critical Transition to Supervision - TWMS-OCHRCTTS1 • Diversity and Inclusion - TWMS591545 • DON EEO Training - TWMS614600 • DON Leading Change - TWMS576220 • DON Training & Development -TWMS57578 • DON USERBA - TWMS576348 • Drug Free Workplace for Supervisors - TWMS605565 • Hiring Talent - TWMS583412 • Labor Relations -TWMS588106 • Leave Administration - TWMS628559 • Managing Conflict - TWMS578217 • Merit System Principle Basics for Hiring Managers - TWMS511753 • Onboarding - TWMS578216 • Performance Management Phases - TWMS586643 • Position Classifications - TWMS591804 • Reasonable Accommodations - TWMS591796
83	8 5 a 1	<p>B.5 - The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.</p>	<p>Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the command EEO program: EEO Complaint Process? (see MFD-715(I)(B)). In the comment section, indicate the training course(s) used to do so.</p>	X	

				8.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.			
84	8	5	a	2	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the command EEO program: Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]. In the comment section, indicate the training course(s) used to do so.	X	See response to question 83
85	8	5	a	4	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the command EEO program: Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715.11(B)]. In the comment section, indicate the training course(s) used to do so.	X	Interpersonal Skills, Communication, Coaching, Counseling and Mentoring, Developing Others, Time Management
85	8	5	a	5	8.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills. Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the command EEO program: ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(1)(E)]. In the comment section, indicate the training course(s) used to do so.	X	See response to question 83

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I,

Virgil R White Command Deputy EEO Officer 0260/GS14

am the

(Insert name above)

(Insert official
title/series/grade above)

Principal EEO Director/Official for

United States Marine Corps

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

1/10/19

Date



Signature of Agency Head or Agency Head Designee

1/10/19

Date

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
United States Marine Corps		FY 2018 Part H Plan Special Emphasis Programs
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>The Marine Corps recognizes its responsibility to allocate sufficient resources to create and maintain Title VII and Rehabilitation Act programs that identify and eliminate barriers that impair the ability of individuals to compete in the workplace because of race, national origin, sex or disability.</p> <p>FY 2018 assessment shows the following deficiencies:</p> <p>Essential Element B: Integration of EEO into the Agency's Strategic Mission (reference DON Part G, Q26 and 27)</p> <ul style="list-style-type: none"> • Statutory/regulatory EEO related Special Emphasis Programs are not sufficiently staffed (reference DON Part G, Q26 and 27). • Federal Women's Program – 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204 • Hispanic Employment Program – Title 5 CFR, Subpart B, 720.204 • People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709 	
OBJECTIVE:	To efficiently utilize Major Subordinate Command (MSC) resources to provide equality of opportunity through efficient, responsive and legally compliant EEO program services and continue the development and sustainment of competencies for effective EEO Program execution.	
RESPONSIBLE OFFICIAL:	Commanding Officers/EEOOs, Deputy EEO Officers (DEEOOs), Human Resources Directors (HROs), and Major Subordinate Command (MSC) Senior Leaders.	
DATE OBJECTIVE INITIATED:	September 30, 2017	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 1, 2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1. Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers. <u>Action:</u> DEEOOs, HR Directors, MSC Senior Leaders.		March 31, 2018
2. Collaborate with local EEO offices in support of barrier analysis efforts and report results to both DEEOOs and Leadership. <u>Action:</u> Special Emphasis Program Managers.		June 30, 2018

3. Provide updates on the status of this plan.

Action: DEEOOs.

January 30, 2018

April 30, 2018

June 30, 2018

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

This plan is incomplete. The majority of Major Subordinate Commands were unable to complete this plan for various reasons. This plan will be rolled over for execution during FY 2019.

Planned Activity 1

- HQMC completed.
- Tri Command NAF workforce completed. SEPMs have been recruited and have the competencies to fill the positions.
- MCAS Cherry Point incomplete. Identified personnel to serve as SEPM, but not trained due to budgetary constraints.
- MCI West incomplete. Identified personnel to serve as SEPM, but not trained due to budgetary constraints and staffing shortages.
- MCAS Beaufort incomplete. Recruited one SEPM who will be filling the Federal Women Program position; however, other SEP programs not staffed.
- MCLB Albany incomplete due to staffing shortage.
- MCI Pacific incomplete. The program had been functioning without a manager more than a year, leaving significant holes and issues in all aspects of the program. A DEEOO has been appointed and instituted a "get well" plan focused on established foundations for a fully integrated and functional EEO program.

Planned Activity 2

- HQMC completed
- MCAS Cherry Point incomplete. Personnel not trained.
- MCI Pacific incomplete. See statement above.
- MCI West incomplete. Personnel not trained.
- MCAS Beaufort incomplete. Efforts to recruit SEPMs have been unsuccessful.
- Tri Command NAF incomplete due to unmanageable workload.
- MCLB Albany incomplete due to staffing shortage.

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
United States Marine Corps		FY 2018 Part H Plan Sufficient EEO Personnel Resources
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p><u>Essential Element B:</u> Integration of EEO into the Strategic Mission</p> <p><u>Compliance Indicator:</u> The command/activity has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</p> <p>M&RA EEO office is currently working on a plan to establish a NAF billet on the EEO staff to assist the CDEEOO with the full integration of the NAF workforce in compliance with MD 715 reporting. The Non Appropriated Fund (NAF) workforce makes up 40% of the Marine Corps total workforce. This workforce's personnel policies, practices, and procedures and data collection and tracking systems differ from Appropriated Fund (APF), thus the need for a NAF Subject Matter Expert (SME) to conduct the analysis required by MD 715.</p>	
OBJECTIVE:	Establish a NAF EEO Specialist Position on the M&RA EEO Staff.	
RESPONSIBLE OFFICIAL:	ADC M&RA, Director Manpower Plans and Policy, M&RA Budget Office, NAF HRO	
DATE OBJECTIVE INITIATED:	October 1, 2017	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Determine funding for NAF EEO position to serve under M&RA EEO Program Office Action: Manpower Budget Branch Head		September 30, 2018
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

This Plan is Complete:

The NAF EEO Specialist checked aboard on 2 April 18 and has already accomplished the following:

- Created PeopleSoft Self Service Self-Identified Flier to be used NAF Wide.
- Personal Assistance Program services sent to HR Directors and made available to the workforce on local Intranet sites Gear Locker and Crossroads.
- Connected with HQ Recruitment Manager to use WRP as a tool to contact applicants to apply for Vacancy Announcement. Used in Kansas City, Missouri; Shared Services Division.
- Updated EEO information for NAF employees on local intranet Gear Locker and Crossroads
- Reasonable Accommodation system upgraded to now include NAF employee ID number to meet the specified criteria for Navy Electronic Accommodation Tracking System (NEAT). Marine Corps to lead in addressing this need for DON-wide NAF organizations.
- Disseminated to local HR Directors the Notifications of Special Observances observed by law as they occur to be posted at the local command.
- Built Relationship with HQMC Human Resource (MRG) and Training (MRT) in reference to vital information for MD-715 for MCCA Enterprise wide.
- Guidance on search parameters for NAF complaints in iComplaints to differentiate NAF from APF cases to be used by the local EEO workforce.
- Bridged the gap between HRMS and EEO in reference to the new tables to be built in PeopleSoft for fiscal year 2019 for accurate EEO program reporting.
- Disability Codes have been updated in PeopleSoft based off the Self Identification SF-256 to ensure more accurate data.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
United States Marine Corps	APF FY 18 Part I Plan Hispanic and White Females
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	<p>Examination of Table A1 revealed a low participation rate of Hispanic and White Females in the workforce.</p>
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<p>Examination of Table A1 revealed a low Hispanic female participation rate of 2.12% compared to their 4.80% 2010 National Civilian Labor Force (NCLF) participation rate. The A1 Table also showed a low 14.31% participation rate for White females compared to their 34% participation rate in the NCLF.</p> <p>Seeking the cause of this condition for these two groups an analysis of accessions versus separations was conducted. Examination of Tables A8 and A14 revealed:</p> <ul style="list-style-type: none"> • Hispanic females left the organization faster than joining leaving at a rate of 2.16% compared to joining at a rate of 1.84%. This group left voluntarily at a higher rate (2.20%) than involuntarily (1.47%). • There were no issues for White females because this group joined the organization faster than they left. <p>An examination of EEO complaints was conducted to determine if there were a correlation between the low participation rates and Hispanic female exodus from the organization. There was nothing of significance found regarding complaints of non-selections and discipline as a bases.</p> <p>Examination of Major Occupations was conducted because this presents the greatest opportunity for hiring. Marine Corps' top 5 Major Occupations found in Table A6 were Information Mgmt. (1,603 Employees), Misc. Administration and Program (1,113 Employees), Mgmt. Program Analysis (1,094 Employees), Financial Administration and Program (752 Employees), and Logistics Mgmt. (508 Employees). This examination revealed:</p> <ul style="list-style-type: none"> • Hispanic female low participation rates in 4 of the Major Occupations, Information Mgmt., Misc. Administration and Program, Financial Administration and Program, and Logistic Mgmt. compared to their respective participation rates in the Occupational Civilian Labor Force (OCLFs). • White female low participation rates in all of the Major occupations compared to their respective participation rates in the OCLFs.

	<p>Without the privilege of Applicant Flow Data, an examination of participation rates based on grade-levels in the Major Occupations could not be conducted. However, an examination of Table A4 was conducted and the following was revealed:</p> <ul style="list-style-type: none"> Hispanic females at the GS-13 level participated below rates to be expected from FY10 through FY17 compared to their 2.12% participation rate in the workforce. They increased from 1.04% in FY10 to 1.94% in FY17. This group's experience was the same at the GS-14 and 15 level. At GS-14 they participated at a rate lower than expected from FY10 through FY17 increasing from 0.85% to 1.08% over this timeline. At GS-15 they were not present in FY10, but increased to 1.34 in FY17 compared to their 2.12% in the workforce. They were not present at the SES level. White females at the GS-13 level participated above expectations in FY16 at 17.18% compared to their 14.31% in the workforce. They fell below expectations in FY17 participating at a rate of 11.48%. At the GS-14 level, this group fell from 13.10% participation rate in FY16 to 12.86% in FY17 compared to their 14.31% participation rate in the workforce. This group experience worsened at GS-15 level where the participation rate fell to a low 7.59%. This group participated above expectations at the SES level at a rate of 18.18%.
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Commands have not uncovered a policy, procedure or practice determined to be the barrier.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>A more in-depth analysis into recruitment and hiring policies, procedures, and practices will be conducted to determine if a barrier exist.</p>
<p>RESPONSIBLE OFFICIAL:</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>October 26, 2017</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>September 30, 2018</p>
<p>EEOC FORM 715-01 PART I</p>	<p>EEO Plan to Eliminate Identified Barrier</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific)</p>

<p>1) Examine Recruitment, policies, procedures and practices with respect to the Major Occupations. Answers to Recruitment questions in Section II of MD-715 is a good start in uncovering barriers impacting this group.</p> <p><u>Action:</u> DEEOs, Barrier Analysis Teams, Servicing HR Specialists</p>	<p>March 30, 2018</p>
<p>2) Examine Hiring and Placement policies, procedures and practices. Answers to Hiring and Placement questions in Section II of MD-715 is a good start in uncovering barriers impacting this group.</p> <p><u>Action:</u> DEEOs, Barrier Analysis Teams, Servicing HR Specialists</p>	<p>May 31, 2018</p>
<p>3) Examine the distribution of Discipline to determine if there is a correlation to this group's exodus from the organization. Answers to Discipline questions in Section II of MD-715 is a good start to uncovering barriers impacting this group.</p> <p><u>Action:</u> DEEOs, Barrier Analysis Teams, Labor and Employee Relations Specialists</p>	<p>June 30, 2018</p>
<p>4) Provide quarterly updates on the execution of this plan to local EEOOs and the CDEEOO.</p> <p><u>Action:</u> DEEOs</p>	<p>January 30, 2018 April 30, 2018 June 30, 2018</p>

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

This Plan is incomplete.

The following MSCs were unable to complete this plan for the following reasons:

- MCI West due to a reduction in EEO staff and departure of DEEOO in May 2018.
- MCLB Albany due to a lack of resources (EEO staff personnel).
- MCRD Parris Island due to unmanageable workload.
- MCI Pacific EEO due to functioning without a manager for over a year.

For those MSCs that were able to execute this plan, the following were the results:

Planned Activity 1:

- TECOM took a deep dive into its recruitment, policies, procedures and practices with respect to the Major Occupations and came to the conclusion that the lack of a HR Recruiter and applicant flow data had a negative impact on root cause analysis. Due to this, barrier analysis teams could not identify barriers to employment.
- Both MCI East and MCAS Cherry Point identified three potential barriers:
 - Utilization of Management Identified Candidates (MIC) for filling positions first contributes to the low participation rate of females in the workforce; however, in order to retain current employees, the promotion potential through MIC outweighs the benefits of recruiting every position.
 - This MSC also noted areas of consideration most used were current federal employee, VEOA, reinstatement, interchange eligible, and Military Spouse Non-Competitive Authority (EO13473). Veteran status in this particular case contributes to the low participation rate because this labor market is predominantly male.
 - Relocation costs or recruitment incentives were not offered, which could contribute to a more diverse applicant pool.
 - MCAS Cherry Point also noted that 5 females were hired into major occupations during the reporting period.
 - Next is to determine if these policies, practices or procedures are a business necessity and if so, is there is a way to mitigate the effects.

Planned Activity 2:

- **TECOM barrier analysis team examined hiring and placement practices, which resulted in:**
 - Hiring practices and supervisors' concerns that candidates making the certificates did not match the requested skill sets. There appears to be a break-down between supervisors and OCHR representatives in announcing the desired skill sets and the resumes OCHR is receiving. TECOM Civilian Manpower management analysts are working with supervisors and OCHR to minimize this issue.
 - Lack of applicant flow data had a negative impact on the review of hiring and placement data regarding females in the low participation areas.

Planned Activity 3:

- **TECOM's barrier analysis team examined the effects of disciplinary action as a possible root cause of the low participation rates and found no correlation. What was found was more males received discipline than females (3males/1female), which are very low in comparison to the overall population.**

Planned Activity 4: Completed

End of FY 2018 workforce analysis revealed the same triggers; therefore, this plan will be rolled over for execution during FY 2019.

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
United States Marine Corps	NAF FY18 Part I Plan Hispanic Males
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>When comparing the NAF workforce against the NCLF, Table A1 revealed a low participation rate of Hispanic males of 4.59% compared to their 5.17% NCLF statistics.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Seeking the cause of this condition, an examination of Accessions versus Separations was conducted. Tables A8 and A14 showed this group joining the organization at a much faster rate than they leave, 4.66% compared to 3.94%.</p> <p>To further pinpoint where in the workforce this group experienced low participation rates analysis turned to the major occupations. The cadre of NAF major occupations were 1702-Education & Training Tech, 2061-Sales Store Clerical, 1101-General Business & Industry, 0189-Recreation Aid & Assistant, and 3566-Custodial Working. Hispanic males experienced low participation rates compared to the respective OCLFs in four of the five major occupations. Hispanic males experienced:</p> <ul style="list-style-type: none"> • A low .80% participation rate in the Education and Training Tech occupation compared to the 2% OCLF; • A low participation rate of 3.47% in the Sales Store Clerical occupation compared to the 6.20% OCLF; • A low participation rates in General Business and Industry of 3.14% compared to the 3.70% OCLF; and • A low participation rate in Custodial Worker of 4.91% compared to a 16.90% OCLF.
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the</p>	<p>Commands have not uncovered a policy, procedure or practice determined to be the barrier and more analysis is needed.</p>

undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	The NAF workforce is not fully prepared to conduct in-depth barrier analysis at this time. The next step is to identify and train NAF Barrier Analysis Teams in preparation to analyze recruitment strategies and its impact on hiring this group and determine a process for gathering applicant flow data for analysis.
RESPONSIBLE OFFICIAL:	Deputy EEO Officers (DEEOOs), NAF HR Directors, NAF hiring officials in the job categories listed above.
DATE OBJECTIVE INITIATED:	September 2017
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2018
EEOC FORM 715-01 PART I	
EEO Plan to Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Train NAF Barrier Analysis Teams on the practice of conducting barrier analysis IAW MD 715 <u>Action:</u> DEEEO	Due March 31, 2018
2. NAF Barrier Analysis Teams identify and examine recruitment strategies for the Education & Training Tech, Sales Store Clerical, Recreation Aid & Assistant, and Custodial Working. <u>Action:</u> DEEOOs, NAF HR Directors, NAF Barrier Analysis Teams, NAF hiring officials in the job categories listed above.	Must complete by May 30, 2018
3. Provide quarterly updates on the execution of this plan to M&RA EEO Office via 'Report of Accomplishments' below. <u>Action:</u> DEEOOs	January 30, 2018 April 30, 2018 June 30, 2018
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:	
<u>This plan is incomplete.</u> The majority of the Major Subordinate Commands (MSCs) were unable to execute due to reasons such as a lack of resources (EEO staff).	
MCI East was able to establish and train teams to conduct in-depth barrier analysis. These teams have begun acquiring the data necessary to begin this barrier analysis effort.	
This Plan has been rolled over for execution during FY 2019.	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
United States Marine Corps	NAF FY18 Part I Plan White Females and White Males
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>When comparing the NAF workforce against the NCLF, Table A1 revealed a significantly low participation rate of White males of 15.83% compared to their 38.33% NCLF statistics. White females, although they fared better than the males, also experienced a low participation rate in the NAF workforce. Compared to the 34.03% NCLF, this group participated at a rate of 31.04%.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Seeking the cause of this condition, an examination of Accessions versus Separations was conducted. Tables A8 and A14 showed:</p> <ul style="list-style-type: none"> • White females leaving the organization at a significantly faster rate than they join, 35.10% compared to 12.43%; and • White males join the organization at a slightly faster rate than they leave, 14.99% compared to 13.53%. <p>An examination of EEO complaints was conducted to determine if there was correlation between complaints of non-selection and White female's exodus from the organization. There was nothing revealing.</p> <p>To further pinpoint where in the workforce this group experienced low participation rates analysis turned to the major occupations. The cadre of NAF major occupations were 1702-Education & Training Tech, 2061-Sales Store Clerical, 1101-General Business & Industry, 0189-Recreation Aid & Assistant, and 3566-Custodial Working. White males experienced low participation rates compared to the respective OCLFs in four of the five major occupations. Results showed:</p> <ul style="list-style-type: none"> • White males experienced a low participation rate of 1.25% in the Education and Training Tech occupation compared to the 21.10% OCLF; and • White females experienced a low participation rate of 39.13% in this occupation compared to their 53% OCLF.
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the</p>	<p>Commands have not identified a policy, procedure, or practice determined to be the barrier. More analysis is needed.</p>

agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	The NAF workforce is not fully prepared to conduct in-depth barrier analysis at this time. The next step is to identify and train NAF Barrier Analysis Teams in preparation to analyze recruitment strategies and its impact on hiring this group and determining a process for gathering applicant flow data for analysis.
RESPONSIBLE OFFICIAL:	Deputy EEO Officers (DEEOOs), NAF HR Directors, NAF Education & Training Tech Hiring Officials
DATE OBJECTIVE INITIATED:	September 2017
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2018

EEOC FORM 715-01 PART I	EEO Plan to Eliminate Identified Barrier
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PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
1. Train NAF Barrier Analysis Teams on the practice of conducting barrier analysis IAW MD 715 <u>Action:</u> DEEEO	Due March 31, 2018
2. NAF Barrier Analysis Teams identify and examine recruitment strategies for the Education & Training Tech job series. <u>Action:</u> DEEOOs, NAF HR Directors, NAF Barrier Analysis Teams, NAF hiring officials in the Education & Training Tech job series.	Must complete by May 30, 2018
3. Provide quarterly updates on the execution of this plan to M&RA EEO Office via 'Report of Accomplishments' below. <u>Action:</u> DEEOOs	January 30, 2018 April 30, 2018 June 30, 2018

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

This plan is incomplete. The majority of the Major Subordinate Commands (MSCs) were unable to execute due to a lack of EEO staff.

MCI East was able to establish and train teams to conduct in-depth barrier analysis. These teams have begun acquiring the data necessary to begin this barrier analysis effort.

This plan will be rolled over for execution during FY 2019.

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 - Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.2 – The agency has established procedures to prevent all forms of EEO discrimination.	The command does not process all accommodation requests within the time frame set forth in its reasonable accommodation procedures. [see MD-715, II(C)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/25/2018	Process 100% requests for reasonable accommodation in accordance with the DoN's procedures.	09/30/2019		

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	MCI East Region MCAS Cherry Point: Continue face-to-face Supervisory Training.	Yes	12/31/2018 3/31/2019 6/30/2019 9/30/2019	09/30/2019
09/30/2019	MCI East Region Camp Lejeune: process Requests for Accommodation within 30 calendar days of receipt IAW Base Order 12700.1A and DON RA Procedures, CHRM Sub-Chapter 1606.	Yes		
09/30/2019	MCI East Region Camp Lejeune: update the Navy Equal Opportunity Accommodation Tracker (NEAT System) as RA actions occur.	Yes		
09/30/2019	MCI East Region: Camp Lejeune provide quarterly updates to Command Team and maintain records of such updates.	Yes		
09/30/2019	MCI West Region: Ensure Supervisors receive RA training	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
01/04/2019	Capital Region: Hire additional permanent and temporary staff to attack the immediate issues.	Yes		
03/01/2019	Capital Region: Review internal processes and procedures to identify any barriers in place.	No		
06/01/2019	Capital Region: Hire additional permanent staff and develop action plans if barriers were discovered.	No		
09/30/2019	Capital Region: Provide update on accomplishments	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2019	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 - Part H Special Emphasis Programs
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Pursuant to 29 CFR §1614.102(a)(1), the majority of MSCs have not allocated sufficient funding and qualified staffing to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager). [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/25/2018	Major Subordinate Command (MSC) identify resources to implement	09/30/2019		

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	Special Emphasis Programs			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCI Pac Region DEEOO	Will Bryson	Yes
MCI West Region: <ul style="list-style-type: none"> • Acting DEEO • San Diego EEO Specialist • Yuma EEO Specialist • Barstow EEO Specialist • Barstow EEO Specialist • MCAGCC EEO Specialist • Miramar EEO Specialist 	<ul style="list-style-type: none"> • Dan Grissom • Yesenia Rodriguez Kimberly Santos • Arthur Champion • Solange Gonzalez • Tia Moala • Theresa Dimapilis 	No
MCI East Region <ul style="list-style-type: none"> • MCI East COS • MCI East DEEOO • MCI East Asst COS • MCI East HRD • MCAS CP Dir Manpower • Tri CMD DEEOO • MCAS Beaufort EEOO • MCLB Albany did not submit a plan to correct this deficiency 	<ul style="list-style-type: none"> • Col Thomas Bruno • GS13 Ramon Ayala-Heredia • GS15 John Armour • GS14 Kristal Humphrey • Andrew Kowalski • Cynthia Golson • Col T. P. Miller 	No Yes No Yes Yes Yes Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
03/31/2019	Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers (SEPM).			
06/30/2019	SEPMs collaborate with local EEO offices in support of barrier analysis efforts and report results to both DEEOOs and Leadership.			
12/31/2018	MCI Pac Region: Assemble Special Emphasis Program teams consisting of directorate leaders, HR professionals and EEO professionals.			
3/31/2019 6/30/2019 9/30/2019	MCI Pac Region: Hold quarterly meetings of Special Emphasis Program teams			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
9/30/2019	MCI Pac Region: Monitor progress and activities of Special Emphasis Program Managers and teams			

Report of Accomplishments

Fiscal Year	Accomplishments
2019	This plan was rolled over from FY 2018. <ul style="list-style-type: none"> • The Capital Region completed this plan. • MCI East Region MCB CL completed this plan.

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 - Part H

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.6 – The agency involves managers in the implementation of its EEO program.	While two Major Subordinate Commands identified barriers, the remaining Commands were unable to. In either case, senior managers have not assisted in developing command EEO action plans (Part I, Part J, or the Executive Summary). [see MD-715 Instructions, Sec. I]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/25/2018	Senior Managers assist in the development of EEO action plans to remove barriers to employment	09/30/2019		

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	for all groups.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Capital Region: <ul style="list-style-type: none"> • HQMC Director of Administration and Resource Management • Capital Region Deputy Equal Employment Opportunity Officer • TECOM Deputy, G1 • Program Analyst 	<ul style="list-style-type: none"> • Mr. Steven M. Grozinski • Ms. Paula Bedford • Debra Gomez • Rhonda Fortson 	Yes Yes No No
<ul style="list-style-type: none"> • MCI Pacific DEEOO 	<ul style="list-style-type: none"> • Will Bryson 	Yes
MCI West Region: <ul style="list-style-type: none"> • Acting DEEO Officer • 29 Palms EEO Specialist • MCRD San Diego EEO Specialist • Maintenance Cmd EEO Specialist • Maintenance Cmd EEO Specialist • MCAS Miramar EEO Specialist • MCAS Yuma EEO Specialist 	<ul style="list-style-type: none"> • Dan Grissom • EEO Specialist • Yesenia Rodriguez • Solange Gonzalez • Arthur Champion • Theresa Dimapilis • Kimberly Santos 	No
MCI East Region: <ul style="list-style-type: none"> • Deputy CDR MCI East • COS MCI East • Asst COS G-1 • MCI East HRD • MCI East DEEOO • Public Works Div, Head, Design Branch, Planning & Estimating • Civ Manpower Officer MCIE G-1 	<ul style="list-style-type: none"> • Col Scott Baldwin • Col Thomas Bruno • GS 15 John Armour • Kristal Humphrey • Ramon Ayala-heredia • GS 13 Thomas Burton • GS 13 Paul Hayden 	No No No Yes Yes Yes Yes

Title	Name	Performance Standards Address the Plan? (Yes or No)
<ul style="list-style-type: none"> • MCAS Beaufort EEOO • Tri Command DEEOO • Tri Command HRD • MCAS Beaufort Federal Women Program Mgr • MCRD PI Chief of Staff • MCRD PI Federal Women Program Manager • MCRD PI Hispanic Program Manager • MCLB Albany COS • MCLB Albany Marine Corps Maintenance Directorate Deputy Commander 	<ul style="list-style-type: none"> • Col Timothy Miller • Cynthia Golson • Cicely Dawson • Kimberly Fleming • Col J. B. Stone • Mary Johnson • Daniel Camasca • Col Christopher Feyedelem • Trent Blalock 	<p>Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes</p>

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Jan 31/2019	Capital Region TECOM: To include the G-1 Deputy Assistant Chief of Staff in the Barrier Analysis Team meetings	Yes		
01/04/2019	Capital Region: Provide the DMC's a talking paper identifying areas of concern (triggers) and areas of improvement that he can use to address Senior Managers on the importance of partnering with EEO in an effort to understand triggers and possible barriers.	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	Continue to address lack of sufficient resources with our leadership.			
03/01/2019	Capital Region: Meet with Senior Managers to get their ideas and perspectives on what has been identified thus far in barrier analysis. Continue to address lack of sufficient resources with our leadership	Yes		
06/01/2019	Capital Region: Assess progress. Assess impact of additional resources	Yes		
09/30/2019	Capital Region: Provide update on accomplishments	Yes		
01/14/2019	MCI East Region CLNC: Identify by-name subordinate leaders appointed to serve as part of the Barrier Analysis Team.	Yes		
2/6/2019	MCI East Region CLNC: Conduct Barrier Analysis Training with the designated APF Team.	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
2/13/2019	MCI East Region CLNC: Conduct Barrier Analysis Training with the designated NAF Team.	Yes		
4/15/2019	MCI East Region CLNC: Conduct Barrier Analysis for 1 st and 2 nd QTR FY 19.	Yes		
07/17/2019	MCI East Region CLNC: Conduct Barrier Analysis for 3 rd QTR FY 19.	Yes		
09/30/2019	MCI East Region CLNC: Gather additional data, request required information and devise a plan to complete Barrier Analysis efforts for 4 th QTR 2019 within 30 days.	Yes		
12/01/18	MCI East Region Tri Command Region: Identify all of the senior managers	Yes		
12/01/18	MCI East Region Tri Command Region: Recruit for SEPMS.	Yes		
03-3-19	MCI East Region Tri Command Region: Begin the	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	barrier analysis process			
03/31/2019	MCI East Region Tri Command Region: Provide periodic updates	Yes	6/30/19 and 09/30/19	
11/16/2018	MCI East Region MCLB Albany: Request funding for EEO vacancies to be filled.	09/30/2019		
11/16/2018	MCI East Region MCLB Albany: Recruit for barrier analysis team members once properly staffed	09/30/2018		
03/31/2019	MCI West Region: Form barrier analysis teams with HRO and leadership	Yes	03/31/2019	Form barrier analysis teams with HRO and leadership
07/31//2019	MCI West Region: Collaborate with local HRO and brief results of barrier analysis to leadership	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 - APF Part I Females
EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1	Lower than expected participation rates of the following females: <ul style="list-style-type: none"> • Hispanic females 2.26% compared to 4.80% NCLF • White females 14.25% compared to 34% NCLF

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	Yes

EEO Group	Affected by Trigger? (Yes or No)
Hispanic or Latino Males	No
Hispanic or Latino Females	Yes
White Males	No
White Females	Yes
Black or African American Males	No
Black or African American Females	No
Asian Males	No
Asian Females	No
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No
Two or More Races Males	No
Two or More Races Females	Yes

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Reviewed Tables A1 and A3 – A8 to determine greatest opportunity for hiring, the career path of each group, how they fared promoting to the high grades and if the groups are leaving the Marine Corps faster than they join.
Complaint Data (Trends)	Yes	462 Report Data
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	Reviewed information available from MSPB including a study about women in the workforce, however, the data was nearly 30 years old and thus irrelevant at this point in time. There were no obvious trends at this point. Will look at other sources to determine if there are other factors that may be contributing to the disparity.
Climate Assessment Survey (e.g., FEVS)	Yes	DEOMI Command Climate Survey, FEVS.
Exit Interview Data	Yes	Command Exit Survey
Focus Groups	No	
Interviews	Yes	Interviews with selected leaders and employees were conducted to assess organizational needs.
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	<ul style="list-style-type: none"> • Command Structure Reports, Demographic Reports, Gains and Exits Reports • EEOC Sexual Harassment report reviewed. • American Fact Finder/American Community Survey provided by the U.S Census Bureau. • Command Structure Reports, Demographic Reports, Gains and Exits Report

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Other (Please Describe)	Yes	<ul style="list-style-type: none"> • Recruitment Policies & Orders (MCSC, DoN, OPM, CHRM 330.1 Personnel Actions Procedure (DoN) 5 CFR 337 Subpart B I compared NAF data to APF data to look for trends. • MARCORSSYSCOM Recruitment and Selection Policy Order; DoN, OPM, CHRM 330.1 Personnel Actions Procedure (DoN) 5 CFR 337 Subpart B

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
<p>Two Major Subordinate Commands identified possible barriers while the other Commands are still establishing barrier analysis teams. Possible Barriers Identified were:</p> <ul style="list-style-type: none"> • MCI East Region MCB Camp Lejeune and MCAS Cherry Point: <ul style="list-style-type: none"> ○ Utilization of Management Identified Candidates (MIC) for filling positions first contributes to the low participation rate of females in the workforce; however, in order to retain current employees, the promotion potential through MIC outweighs the benefits of recruiting every position. ○ Areas of consideration most used were current federal employee, VEOA, reinstatement, interchange eligible, and Military Spouse Non-Competitive Authority (EO13473). Veteran status in this particular case contributes to the low participation rate because this labor market is predominantly male.

Description of Policy, Procedure, or Practice

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Determine the root cause of the lower than expected participation rates	10/01/2018	09/30/2019	HQMC: Yes MCI Pac: No (staffing)		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Capital Region: <ul style="list-style-type: none"> • Capital Region DEEOO • Marine Corps Systems Command Management Analyst, Human Capital Management Directorate • HQMC Director of Administration and Resource Management • MCB Quantico Base CO 	<ul style="list-style-type: none"> • Ms. Paula Bedford • B. Hailu • Mr. Steven M. Grozinski • Col William Bentley 	Yes

Title	Name	Performance Standards Address the Plan? (Yes or No)
<ul style="list-style-type: none"> • MARCORSSYSCOM Management Analyst • TECOM Program Analyst 	<ul style="list-style-type: none"> • Darrell Johnson and Beteslot Hailu • Rhonda Fortson 	
<ul style="list-style-type: none"> • MCI Pac DEEOO 	Will Bryson	Yes
<p>MCI West Region:</p> <ul style="list-style-type: none"> • Acting DEEOO • HRD • G-1 Manpower Manager • IT Manager • Comptroller Manager • HRD • G-1 Manpower • G-6 Manager • G-8 Manager • HRD • S1 Manager • S6 Manager • S8 Manager • HRD • S1 Manager • S6 Manager • S6 Manager • S8 Manager • S8 Manager • HRD • G1 Manpower • G6 Manager • G8 Manager • HRD • S1 Manager • S6 Manager 	<ul style="list-style-type: none"> • Dan Grissom • Edward Gonzales • Shane Smith • Cole Hanson • Jim McFarlane • Lan Cermak • Rich Caplan • Mike Survalis • Matt Jones • Kay Carrol • Kathleen Hernandez • Vernon Jones • Andy Hovanec • Delilah Sampson • Stephanie Gray • Juan Rivera • Michael Simko • Erin Foster • Wendy Hielt • Kimberly Martinez • Alex Pacheco • Lisa Bowman • Chris Page • Kathleen Keelan • John Cousins • LtCol Nathan Cahoon • Lorrie Snyder 	No
<p>MCI East Region:</p> <ul style="list-style-type: none"> • MCI East COS • MCI East ACOS G-1 • MCI East HRD • MCI East DEEOO • MCL Command Albany COS • MCLB Albany XD • MCLB Albany Marine Corps Maintenance Directorate Deputy Commander 	<ul style="list-style-type: none"> • Col Thomas Bruno • GS15 John Armour • GS14 Kristal Humphrey • Ramon Ayala-Heredia • Col Christopher Feyedelem • Leonard Housley • Trent Blalock 	<p>No No No Yes Yes Yes Yes</p>

Title	Name	Performance Standards Address the Plan? (Yes or No)
<ul style="list-style-type: none"> • Tri Command DEEOO • EEO Officer • EEO Officer • Tri Command HRD • MCAS Cherry Point did not identify RO(s) 	<ul style="list-style-type: none"> • Cynthia Golson • Col Timothy Miller • Col James Stone • Cicely Dawson 	Yes Yes Yes Yes Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	Examine recruitment, hiring, and placement policies, practices, and procedures at local commands to determine if barriers exist for these two groups.		
09/30/2019	MCI East Region determine if possible barriers are job-related and consistent with business necessity.		
01/04/2019; 03/01/2019; and 06/01/2019	Provide quarterly updates on accomplishments		

Report of Accomplishments

Fiscal Year	Accomplishments
2019	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 – NAF Part I White Females

United States Marine Corps EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1	Lower than expected participation rates of the following female groups: <ul style="list-style-type: none"> • White females 30.99% compared to 34% NCLF

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	No
Hispanic or Latino Males	No

EEO Group	Affected by Trigger? (Yes or No)
Hispanic or Latino Females	No
White Males	No
White Females	Yes
Black or African American Males	No
Black or African American Females	No
Asian Males	No
Asian Females	No
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No
Two or More Races Males	No
Two or More Races Females	No

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Reviewed Tables A1 and A3 – A8 to determine greatest opportunity for hiring, the career path of this group, how they fare promoting to the high grades and if the groups are leaving the Marine Corps faster than they join.
Complaint Data (Trends)	Yes	No specific trends identified in complaints data.
Grievance Data (Trends)	No	No grievance data collected during reporting period.
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	MSBP Case Reports
Climate Assessment Survey (e.g., FEVS)	Yes	DEOMI DEOCS and FEV Survey
Exit Interview Data	Yes	Local Command Surveys
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	EEOC Sexual Harassment report reviewed.
Other (Please Describe)	Yes	American Fact Finders via U.S. Census Bureau

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
None found

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yy yy)	Target Date (mm/dd/yy yy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Date Completed (mm/dd/yy yy)
Determine the root cause of the lower than expected	10/01/2018	09/30/2019	Yes		

Objective	Date Initiated (mm/dd/yy)	Target Date (mm/dd/yy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy)	Date Completed (mm/dd/yy)
participation rates					

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Capital Region: <ul style="list-style-type: none"> • DEEOO • MCCS HR Program Manager (MCCS-HO1, QUM, QUD, QUX, QUB) 	<ul style="list-style-type: none"> • Paula Bedford • NF5 Dennis Ray 	Yes
MCI Pacific Region <ul style="list-style-type: none"> • DEEOO 	<ul style="list-style-type: none"> • Will Bryson 	Yes
MCI East Region: <ul style="list-style-type: none"> • MCI East COS • MCCS CLM and CLB Deputy Director • HRD (MCCS-CLM, CLB) • Deputy HRD (MCCS-CLM, CLB) • EEO Specialist • MCI East DEEOO • MCLB Albany HRD (MCCS ALM and ALB) • Tri CMD DEEOO • EEO Officer • MCCS Beaufort (MCCS-SCM, BEB) HRD • MCAS Cherry Point (MCCS-CPB, CPM) did not identify RMO(s) for this plan 	<ul style="list-style-type: none"> • Col Thomas Bruno • NF5 George Dentel • NF5 Andrew Ennett • NF5 Patricia Turner • Helen Dunlop • Ramon Ayala-Heredia • Achaia Graham • Cynthia Golson • Col Timothy Miller • Tammi Dickerson 	No No No No No Yes Yes Yes Yes Yes

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p>MCI West Region</p> <ul style="list-style-type: none"> • Acting DEEOO • MCRD SD (MCCS-PNM, PNB) HRD • MCRD SD (MCCS-PNM, PNB) G1 Admin • MCRD SD (MCCS-PNM, PNB) IT • MCRD SD (MCCS-PNM, PNB) Comptroller • MCB Camp Pendleton (MCCS-PNM, PNB) HRD • MCB Camp Pendleton (MCCS-PNM, PNB) IT • MCB Camp Pendleton (MCCS-PNM, PNB) Comptroller • MCAS Yuma (MCCS-YUM, YUB) HRD • MCAS Yuma (MCCS-YUM, YUB) IT • MCAS Yuma (MCCS-YUM, YUB) Comptroller • Marine Corps Air Ground Combat Center, 29 Palms (MCCS-TWM, TWB) HRD • Marine Corps Air Ground Combat Center, 29 Palms (MCCS-TWM, TWB) IT • Marine Corps Air Ground Combat Center, 29 Palms (MCCS-TWM, TWB) Comptroller • MCAS Miramar (MCCS-MRM, MRB) HRD • MCAS Miramar (MCCS-MRM, MRB) IT • MCAS Miramar (MCCS-MRM, MRB) Comptroller 	<ul style="list-style-type: none"> • Dan Grissom • Tina Broadaway • Scott Snider • Jeff Urabe • Steven Cohodes • Mona Dodd • John Hill • Amy Wheeler • Vonnette Bedwell • Cynthia Torres • Kenneth Barker • Jesus Montes • Gary Worsfold • Mie Bonem • Nathalia Arayani • Tony Braun • Arlene Gervacio 	<p>No</p>

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
<p>09/30/2019</p>	<p>Examine recruitment, hiring, and placement policies, practices, and procedures at local commands to determine if barriers exist for these two groups.</p>		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
01/04/2019	Provide update on accomplishments		
03/01/2019	Provide update on accomplishments		
06/01/2019	Provide update on accomplishments		

Report of Accomplishments

Fiscal Year	Accomplishments
2019	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 – NAF Part I White and Hispanic Males

United States Marine Corps EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1	Lower than expected participation rates for: <ul style="list-style-type: none"> White males 16.04% compared to 38.30% NCLF Hispanic males 4.43% compared to 5.17% NCLF

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	No
Hispanic or Latino Males	Yes

EEO Group	Affected by Trigger? (Yes or No)
Hispanic or Latino Females	No
White Males	Yes
White Females	No
Black or African American Males	No
Black or African American Females	No
Asian Males	No
Asian Females	No
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No
Two or More Races Males	No
Two or More Races Females	No

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data TablesNo	Yes	Reviewed Tables A1 and A3 – A6 to determine greatest opportunity for hiring, the career path of each group, how they fare promoting to the high grades and if the groups are leaving the Marine Corps faster than they join.
Complaint Data (Trends)	Yes	No specific trends identified in complaints data.
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	No exit interviews conducted during reporting period.
Focus Groups	No	
Interviews	Yes	Interviews with selected leaders and employees conducted to assess organizational needs.
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	EEOC Sexual Harassment report reviewed.
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
None found at this time.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yy yy)	Target Date (mm/dd/yy yy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Date Completed (mm/dd/yy yy)
Determine the root cause of the lower than expected participation rates	10/01/2018	09/30/2019	Yes		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Capital Region: <ul style="list-style-type: none"> • DEEOO • MCCS HR Program Manager (MCCS-HO1, QUM, QUD, QUX, QUB) 	<ul style="list-style-type: none"> • Paula Bedford • NF5 Dennis Ray 	Yes
MCI Pac DEEOO	Will Bryson	Yes
MCI East Region: <ul style="list-style-type: none"> • MCI East COS • MCCS CLM and CLB Deputy Director • HRD (MCCS-CLM, CLB) • Deputy HRD (MCCS-CLM, CLB) • EEO Specialist • MCI East DEEOO • MCLB Albany HRD (MCCS ALM and ALB) • Tri Command DEEOO • EEO Officer • MCCS Beaufort (MCCS-SCM, BEB) HRD • MCAS Cherry Point (MCCS-CPB, CPM) did not identify RMO(s) for this plan 	<ul style="list-style-type: none"> • Col Thomas Bruno • NF5 George Dentel • NF5 Andrew Ennett • NF5 Patricia Turner • Helen Dunlop • Ramon Ayala-Heredia • Achaia Graham • Cynthia Golson • Col Timothy Miller • Tammi Dickerson 	No No No No No Yes Yes Yes Yes Yes
MCI West Region <ul style="list-style-type: none"> • Acting DEEOO • MCRD SD (MCCS-PNM, PNB) HRD • MCRD SD (MCCS-PNM, PNB) G1 Admin • MCRD SD (MCCS-PNM, PNB) IT • MCRD SD (MCCS-PNM, PNB) Comptroller • MCB Camp Pendleton (MCCS-PNM, PNB) HRD • MCB Camp Pendleton (MCCS-PNM, PNB) IT • MCB Camp Pendleton (MCCS-PNM, PNB) Comptroller • MCAS Yuma (MCCS-YUM, YUB) HRD • MCAS Yuma (MCCS-YUM, YUB) IT • MCAS Yuma (MCCS-YUM, YUB) Comptroller • Marine Corps Air Ground Combat Center, 29 Palms (MCCS-TWM, TWB) HRD • Marine Corps Air Ground Combat Center, 29 Palms (MCCS-TWM, TWB) IT • Marine Corps Air Ground Combat Center, 29 Palms (MCCS-TWM, TWB) Comptroller • MCAS Miramar (MCCS-MRM, MRB) HRD • MCAS Miramar (MCCS-MRM, MRB) IT • MCAS Miramar (MCCS-MRM, MRB) Comptroller 	<ul style="list-style-type: none"> • Dan Grissom • Tina Broadaway • Scott Snider • Jeff Urabe • Steven Cohodes • Mona Dodd • John Hill • Amy Wheeler • Vonnette Bedwell • Cynthia Torres • Kenneth Barker • Jesus Montes • Gary Worsfold • Mie Bonem • Nathalia Arayani • Tony Braun • Arlene Gervacio 	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	Examine recruitment, hiring, and placement policies, practices, and procedures at local commands to determine if barriers exist for these two groups.		
01/04/2019; 03/01/2019; 06/01/2019	Provide quarterly updates on accomplishments		

Report of Accomplishments

Fiscal Year	Accomplishments

**United States Marine Corps
EEO Program Status Report
FY2018**

Part J

**Special Program Plan for the
Recruitment, Hiring,
Advancement, and Retention
of Individuals with Disabilities**

MD-715 – Part J

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' Affirmative Action Plan for persons with disabilities (PWD) and those with targeted disabilities (PWTD), EEOC regulations (29 CFR 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention during the entire life cycle of applicants and employees with disabilities. **All major commands, regardless of size, must complete this Part of the MD-715 report.**

Gen. Robert B. Neller, 37th Commandant of the Marine Corps is the Equal Employment Opportunity Officer (EEOO) for the U.S. Marine Corps. The day-to-day oversight of the EEO Program has been delegated to the Deputy Commandant of the Marine Corps, Manpower and Reserve Affairs. The Command Deputy EEO Officer reports to the Manpower and Plans Division Director. Base and Installation Commanders serve as EEOOs for their respective Major Subordinate Commands (MSC) and have autonomy over their EEO Programs. Each Base/Installation Commander has a Deputy EEO Officer who provides EEO services for multiple Commands to include Marine Corps Community Services (MCCS). Because MSCs have autonomy over their EEO Programs, responses to this Part J will reflect both total enterprise responses and specific MSC responses.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government. For GS employees and equivalent, two clusters must be assessed: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. 1614.203(d)(7). For all other pay plans, agencies are to use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

Using the goal of 12 percent as the benchmark, does your command have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | | |
|--------------------------------|------------|-----------|
| a. Cluster GS-1 to GS-10 (PWD) | <u>Yes</u> | No |
| b. Cluster GS-11 to SES (PWD) | Yes | <u>No</u> |
| c. Cluster NF-1 to NF-3 (PWD) | <u>Yes</u> | No |

d. Cluster NF-4 to NF-6 (PWD) Yes No

APF: According to the new Disability Codes, Grade Cluster GS-1 to GS-10 has a lower than expected participation rate of 11% compared to the 12% federal goal.

NAF: Cluster NF-1 to NF-3 has a lower than expected participation rate of 8.10% compared to the 12% federal goal. Cluster NF-4 to NF-6 also had a lower than expected participation rate of 9.23% compared to the federal goal.

Using the goal of 2 percent as the benchmark, does your command have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | | |
|---------------------------------|------------|-----------|
| a. Cluster GS-1 to GS-10 (PWTD) | Yes | <u>No</u> |
| b. Cluster GS-11 to SES (PWTD) | Yes | <u>No</u> |
| c. Cluster NF-1 to NF-3 (PWTD) | <u>Yes</u> | No |
| d. Cluster NF-4 to NF-6 (PWTD) | <u>Yes</u> | No |

APF: According to the new Disability Codes APF PWTD enjoyed a participation rate of 2.8%.

NAF: Cluster NF-1 to NF-3 has a lower than expected participation rate of 1.74% compared to the 2% federal goal. Cluster NF-4 to NF-6 also had a lower than expected participation rate of 1.62% compared to the federal goal.

Appropriated and Non-Appropriated Fund - Describe how the command has communicated the numerical goals to the hiring managers and/or recruiters.

For both APF and NAF, MSCs articulated the federal goals to the workforce, however, goals have not been communicated.

Section II: Model Disability Program

Pursuant to the regulations implementing Section 501 of the Rehabilitation Act of 1973 (29 CFR §1614.203), agencies must ensure sufficient staff, training, and resources to recruit and hire Persons with Disabilities and Persons with Targeted Disabilities, administer the Reasonable Accommodation Program and Special Emphasis Program, and oversee any other disability hiring and advancement program the agency has in place.

PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

Has the command designated sufficient qualified personnel to implement its disability program during the reporting period? If "no", describe the command's plan to improve the staffing for the upcoming year:

Yes No

Identify all command staff responsible for implementing the command's disability employment program by the office, staff employment status, and point of contact:

Disability Program Task	Office/Division Responsible (EEO/ HR/ IT/ Facilities)	# of FTE Staff by Employment Status			Primary Point of Contact (Name, Title)
		Full Time	Part Time	Collateral Duty	
Processing RA requests from applicants and employees with disabilities	EEO	7			Leon Brayboy, GS13 Special Emphasis Program Mgr
Section 508 Compliance	EEO	1			
Architectural Barriers Act Compliance	EEO			1	Leon Brayboy, GS13 Special Emphasis Program Mgr
Special Emphasis Program for PWD and PWTB	EEO	7			Leon Brayboy, GS13 Special Emphasis Program Mgr

Has the command provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If "yes", describe the training that disability program staff have received. If "no", describe the training planned for the upcoming year.

Yes

No

- Marine Corps-wide EEO staff attended training specifically for the Marine Corps at DEOMI. Disability training covered:
 - Conducting disability analysis
 - Processing requests for reasonable accommodation
 - Disability case law
 - Utilizing the DoN Disability tracking system NEAT
 - Building the Reasonable Accommodation Case File
 - Implementing PAS

PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the command provided sufficient funding and other resources to successfully implement the disability program during the reporting period?

Yes

No

Describe the steps that the command has taken to ensure all aspects of the disability program have sufficient funding and other resources:

MSC Responses

Capital Region:

- Ensure funds were allocated to send the DPM to required training. On-boarded a new EEO Specialist to assist with the DPM program.

MCI East Region

- MCB Camp Lejeune:
 - Plans to fill vacant position during FY 19 to designate sufficient qualified personnel to implement the disability program.
 - Set aside funding (\$20,000) for reasonable accommodations.
 - Budget Execution Sub-Activity (BESA) account with a quarterly phasing plan was established to fund administrative requirements and supplies during FY 18. Additional funding for program execution is being requested as an un-resourced funding requirement through G-8 for consideration, prioritization and approval.
- Tri Command
 - Requested volunteers to serve in the capacity of DPM.
 - Plan to request funding to send both DPMs to the Disability Program Manager's course at DEOMI

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 CFR 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of Persons with Disabilities. The questions below are designed to identify outcomes of the agency's recruitment program plan for PWD and PWTD, such as whether the agency has a numerical hiring goal, and whether the agency uses the Schedule A(u) hiring authority or other hiring authorities that take disability into account, during this reporting period.

A. PLAN TO IDENTIFY JOB APPLICANTS WITH DISABILITIES

Appropriated and Non Appropriated Fund - Describe the programs and resources the command uses to identify job applicants with disabilities, including Individuals with Targeted Disabilities:

Appropriated and Non Appropriated Fund - Pursuant to 29 C.F.R. 1614.203(a)(3), describe your command's use of hiring authorities that take disability into account (e.g., Schedule A(u)) to recruit PWD and PWTD for positions in the permanent workforce:

<u>MSC Responses</u>	
APF:	<ul style="list-style-type: none"> • Capital Region: <ul style="list-style-type: none"> ○ HQMC attends job and career fairs. ○ MCB Quantico encourages the use of all available hiring authorities such as Schedule A and Veteran's Preference. ○ Marine Corps Systems Command utilizes several resources such as Schedule A, 30% Disabled Veteran hiring authorities, the OPM register of candidates with disabilities (Bender List), and Wounded Warrior Job Fair. ○ TECOM uses similar resources listed above to include the Veterans Curation Program. • MCI Pacific Region plans to employ SEP teams to implement resources to increase recruiting and hiring of PWD PWTDs. • MCI East Region <ul style="list-style-type: none"> ○ MCB Camp Lejeune implemented affirmative steps in the recruitment, hiring, placement and advancement of disabled veterans with special emphasis on those with compensable service-connected disabilities of 30% or more ○ MCAS Cherry Point utilizes Schedule A hiring process, job fairs, local Vocational Rehabilitation centers, the VA, and wounded warrior battalion resumes.
NAF:	<p>NAF does not have specific hiring authorities for PWD or PWTDs; however, MCI East Region makes an effort to hire these groups through job fairs, local vocational rehabilitation centers, VA and Wounded Warrior Battalion resumes.</p>

Appropriated and Non Appropriated Fund - When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A(u)), explain how the command (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

MSC Responses

APF: When an individual applies for a position under a hiring authority that takes disability into account, the resumes are forwarded to the hiring manager for consideration. Once selection is made, the Human Resources Office will work with the hiring manager on how and when the individual may be appointed.

NAF: N/A

Appropriated and Non Appropriated Fund - Has the command provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A(u))? If "yes", describe the number of hiring managers trained, type(s) of training, and frequency provided. If "no", describe the command's plan to provide the training.

Yes

No

N/A

APF:

The TWMS course titled "Hiring Talent" trains on "Hiring Authorities and Flexibilities" and further discusses "Hiring People with Disabilities". Course numbers are 583412 and TWMS-583412. The course description: Covers mandatory training topics directed by NDAA 2010 Sec 1113 and Executive Order 13548 (Employment of Individuals with Disabilities training) and Executive Order 13518 (Veteran's Employment training). Frequency of training requirement is the initial training must be completed within 1 year of initial appointment to a supervisory position, then every three years thereafter. The Marine Corps employs 3,472 supervisor/managers of which 2,734 completed the training as of 6 September 2018.

NAF: N/A

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Appropriated and Non Appropriated Fund - Describe the command's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

MSC Responses

APF:

Capital Region:

- TECOM maintains contact with Wounded Warrior, Veterans Curation Program, Workforce Recruitment Program and the human resources office for potential applicants. Additionally, TECOM utilizes OPM's Bender List

MCI East Region

- MCB Camp Lejeune reports Veteran liaisons partnered with state employment agencies and private organizations (e.g. Disabled American Veterans (DAV) NC Onslow County Chapter 16; NC Works, Veterans of Foreign Wars (VFW), etc.) for employment referral, outreach, disaster/emergency relief, and VA Disability Claim Assistance of veterans, especially those with 30% or more compensable disabilities.
- MCAS Cherry Point utilizes the local disability organizations.

NAF: One MCCS organization at Tri Command reported an on- going relationship with Vocational Rehabilitation.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12 percent for PWD and 2 percent for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

- | | | |
|---|------------|----|
| a. New Hires for APF Permanent Workforce (PWD) | <u>Yes</u> | No |
| b. New Hires for NAF Permanent Workforce (PWD) | <u>Yes</u> | No |
| c. New Hires for APF Permanent Workforce (PWTD) | <u>Yes</u> | No |
| d. New Hires for NAF Permanent Workforce (PWTD) | <u>Yes</u> | No |

APF: PWTDs had a lower than expected participation rate of 1.80% compared to the federal goal of 2%. PWTDs participation rate of 8.61% was lower than the 12% federal goal.

NAF: PWTD had a lower than expected participation rate of 1.80% compared to the 2% federal goal. PWD also had a lower than expected participation rate of 8.61% compared to the federal goal.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

29 C.F.R §1614.203(d)(1)(iii) requires agencies to provide sufficient opportunities for employees with disabilities to advance within the agency. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, and similar programs that address hiring and advancement. In this section, agencies should identify, and provide data on programs designed to ensure

advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Appropriated and Non Appropriated Fund - Describe the command's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

MSC Responses

APF: The majority of Commands reported no plan to address this issue. However, for those who did, the following are the results:

Capital Region

- Training and career development opportunities are offered to all TECOM employees.

MCI Pacific Region

- Command plans on allowing DEEOO and DPM to address the deficiency through SEP Committees.

MCI East Region

- MCB Camp Lejeune reports as part of the workforce, all employees, including disabled veterans and those that are 30% or more compensable, were required to establish an Individual Development Plan (IDP).
- MCAS Cherry Point reports all employees regardless of their disability status are encouraged to enroll in the Leadership Development programs.

NAF:

- Employees MCCS-wide have opportunities to attend a variety of professional development courses; e.g., customer service, compliance training, team building, technical courses (bExcel, iExcel, Ethos, CYMS/RecTrac, Windows 10), finance courses (cash handling), communication, Human Resources education, and toxicity in the workplace. MCCS recently added a Supervisor Super Series that consists of a variety of supervisory/leadership courses that will enhance and refresh a supervisor's professional development.

B. CAREER DEVELOPMENT OPPORTUNITIES

1. Appropriated and Non Appropriated Fund - Please describe the career development opportunities that the command provides to its employees.

Along with what's listed above the following is offered:

- Bridging The Gap Leadership Development Program
- Mentor Match

2. In the table below, please provide the data for career development opportunities for both Appropriated and Non Appropriated Fund that require competition and/or supervisory recommendation/approval to participate. If the information is not available at your command, please enter "N/A" in the boxes where it is not available.

EEOC FORM

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Appropriated Fund

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	N/A	N/A	N/A	N/A	N/A	N/A
Fellowship Programs	N/A	N/A	N/A	N/A	N/A	N/A
Mentoring Programs	N/A	N/A	N/A	N/A	N/A	N/A
Coaching Programs	N/A	N/A	N/A	N/A	N/A	N/A
Training Programs	N/A	N/A	N/A	N/A	N/A	N/A
Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (#)	Applicants (#)	Selectees (#)
Detail Programs	N/A	N/A	N/A	N/A	N/A	N/A
Other Career Development Programs	N/A	N/A	N/A	N/A	N/A	N/A

Non Appropriated Fund

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	N/A	N/A	N/A	N/A	N/A	N/A
Fellowship Programs	N/A	N/A	N/A	N/A	N/A	N/A
Mentoring Programs	N/A	N/A	N/A	N/A	N/A	N/A
Coaching Programs	N/A	N/A	N/A	N/A	N/A	N/A
Training Programs	N/A	N/A	N/A	N/A	N/A	N/A
Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (#)	Applicants (#)	Selectees (#)
Detail Programs	N/A	N/A	N/A	N/A	N/A	N/A
Other Career Development Programs	N/A	N/A	N/A	N/A	N/A	N/A

C. AWARDS

1. Using the inclusion rate¹ for both APF and NAF as the benchmark, does your command have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If "yes", please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD)

Yes

No

APF:

- PWTDs were given cash awards of less than \$500 or less at a lower participation rate of 0.97% compared to 82% for People without disabilities. Cash awards of \$500 or more showed PWTDs with a lower than expected participation rate of 0.75% compared to 84% of People without disabilities.
- Cash awards of \$500 or less showed PWDs with a lower than expected participation rate of 9.86% compared to the 82% of PWODs. Cash awards of more than \$500 showed PWD with a lower than expected participation rate of 9.24% compared to the 84% of PWODs.

NAF:

- Cash awards of \$500 or less showed PWTD with a lower than expected participation rate of 1.86% compared to the 84% of People Without Disabilities (PWODs). Cash awards of more than \$500 showed PWTD with a lower than expected participation rate of 1.66% compared to the 86% of PWOD.
- Cash awards of \$500 or less showed PWDs with a lower than expected participation rate of 7.72% compared to the 84% of PWODs. Cash awards of more than \$500 showed PWD with a lower than expected participation rate of 8.38% compared to the 86% of PWODs.

EEOC FORM
U.S. Equal Employment Opportunity Commission
 FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

¹ Inclusion rates calculate the proportion of employees with reportable or targeted disabilities in the permanent workforce who fall within a particular occupational category, mission-critical occupation, grade level, or other type of workforce indicator. See <https://www1.eeoc.gov/federal/directives/md715/section2.cfm?renderforprint=1> for more information.

2. Using the inclusion rate as the benchmark, does your command have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD) APF	Yes	<u>No</u>
b. Pay Increases (PWD) NAF	Yes	<u>No</u>
c. Pay Increases (PWTD) APF	Yes	<u>No</u>
d. Pay Increases (PWTD) NAF	Yes	<u>No</u>

3. If the command has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

APF: N/A
 NAF: N/A

a. Other Types of Recognition (PWD) APF	Yes	<u>No</u>
b. Other Types of Recognition (PWD) NAF	Yes	<u>No</u>
c. Other Types of Recognition (PWTD) APF	Yes	<u>No</u>
d. Other Types of Recognition (PWTD) NAF	Yes	<u>No</u>

Section V: Plan to Improve Retention of Persons with Disabilities

To be a model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In the sections below, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. Appropriated Fund - In this reporting period, did the command fail to convert all of the eligible Schedule A(u) employees with a disability into the competitive service after two years of satisfactory service (5 CFR 213.3102(u)(6)(i))? If "yes", please explain why the command did not convert all eligible Schedule A employees.

Yes No N/A

Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If "yes", describe the trigger below.

a. Voluntary Separations (PWD) APF	Yes	<u>No</u>
b. Voluntary Separations (PWD) NAF	Yes	<u>No</u>
c. Involuntary Separations (PWD) APF	Yes	<u>No</u>
d. Involuntary Separations (PWD) NAF	Yes	<u>No</u>

2. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If "yes", describe the trigger below.

APF Voluntary Separations (PWTD)	Yes <u>No</u>
NAF Voluntary Separations (PWTD)	Yes <u>No</u>
APF Involuntary Separations (PWTD)	Yes <u>No</u>
NAF Involuntary Separations (PWTD)	Yes <u>No</u>

Appropriated and Non Appropriated Fund - If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the command using the exit interview results and other data sources.

No Trigger exist.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 1614.203(d)(4), federal agencies are required to inform job applicants and employees of their accessibility rights under Section 508 of the Rehabilitation Act and the Architectural Barriers Act, and explain how to file complaints under those laws. In addition, agencies are also required to inform individuals where to file complaints if

other agencies are responsible for a violation.

1. Appropriated and Non Appropriated Fund - Describe any programs, policies, or practices that the command has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of command facilities and/or technology.

APF:

Capital Region:

- MCB Quantico reported several inaccessible buildings/structures that have been identified for modification in order to become compliant with the Architectural Barriers Act. They are in various stages of planning and development. Personnel have been accommodated through the Reasonable Accommodation Program, Telework Program, or are assigned work stations in alternate locations.
- MCI Pacific reported areas of concern that will be reviewed by the SEPM and related committees at a future date.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 CFR 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpretive services.)

MSC Responses

- Capital Region reported an average time 45 days.
- MCI Pacific Region reported an average time of less than 30 days.
- Camp Lejeune reported an average timeframe of 32.27.
- MCAS Cherry Point reported an average time of 20.75 days.

2. Describe the effectiveness of the policies, procedures, or practices to implement the command's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring the requests for trends.

- Capital Region reported the effectiveness of its command's RA Program include the majority of requests and approved accommodations processed timely, conducting extensive training across the command, and an inclusive and interactive communication process with Employees, managers, supervisors and necessary Human Resources when RA requests are made or personnel are referred to RA.
- MCI Pacific Region reported training through a Supervisors Advanced Series platform, over 12 in-person reasonable accommodation courses were offered to supervisors at three locations in Okinawa, Iwakuni, and Hawaii. Travel and manpower for delivery of in person instruction and scenario-based training was provided through HRO and EEO Offices.
- MCI East Region
 - MCB Camp Lejeune reported training was designed to assist managers and supervisors to comply with the Agency's duty to provide RAs to employees with disabilities and targeted disabilities. The command's reasonable accommodation policy and procedures was submitted for review and update following supervisory training discussions.
 - MCAS Cherry Point reported Reasonable Accommodation training conducted quarterly for both the workforce and supervisors. Supervisors are required to take the Reasonable Accommodation training through TWMS, RAs that involve ergonomic assessments have been mapped through the CPI office from the request for the assessment to the ordering, issuing, and tracking of ergonomic equipment.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 C.F.R. 1614.203 (d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests, timely providing approved personal assistance services, conducting training for managers and supervisors, and monitoring the requests for trends.

Marine Corps has not had any requests for this service. However, training and guidance has been provided to managers and supervisors at local bases and stations and made available for the entire workforce via websites.

Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING THE FAILURE TO ACCOMMODATE - APF & NAF

1. Did failure to accommodate fall within the top three issues alleged in the command's EEO counseling activity during the last fiscal year?
Yes No N/A

2. Did failure to accommodate fall within the top three issues alleged in the command's formal complaints during the last fiscal year?
Yes No N/A

3. In cases alleging the failure to provide reasonable accommodation, did any result in a finding against the agency or a settlement agreement during the last fiscal year?
Yes No N/A

4. Appropriated and Non Appropriated - If the command had one or more findings of discrimination involving the failure to provide an accommodation during the last fiscal year, please describe the corrective measures taken.

N/A...there were no findings of discrimination involving disability.

B. EEO COMPLAINT DATA INVOLVING DISCRIMINATION BASED ON DISABILITY STATUS (EXCLUDING FAILURE TO ACCOMMODATE) - APF & NAF

1. Did disability status fall within the top three bases alleged in the command's EEO counseling activity during the last fiscal year?
Yes No N/A

2. Did disability status fall within the top three bases alleged in the command's formal complaints during the last fiscal year?
Yes No N/A

3. In cases alleging discrimination based on disability status, did any result in a finding against the agency or a settlement agreement during the last fiscal year?
Yes No N/A

4. If the command had one or more findings of discrimination based on disability status during the last fiscal year, please describe the corrective measures taken.

N/A...there were no findings of discrimination involving disability.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the command identified any barriers (policies, procedures, and/or practices) for APF/NAF that affect the employment opportunities of PWD and/or PWTD?

Yes No

2. Has the command established a plan to correct the barrier(s) involving APF/NAF PWD and/or PWTD?

Yes No N/A

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments. Create additional tables as necessary to describe each trigger and their related planned activities.

APF Trigger 1	<ul style="list-style-type: none"> • PWD experienced low participation rates with respect to the 12%. • PWD Grade cluster of GS-1 to GS-10 experienced a low participation rate of 11% compared to the 12% goal. 			
Barrier(s)	MCI East Region MCB Camp Lejeune and MCAS Cherry Point reported the use of Management Identified Candidates (MIC) for filling positions first may contribute to the low participation rate of PWD and PWTD. The other Commands continue to establish barrier analysis teams and work through the barrier analysis process.			
Objective(s)	Determine the root cause of the low participation rates.			
Responsible Official(s)	Local Base and Station Senior Leaders, Barrier Analysis Teams, HRO, and DEEOO			
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	Examine recruitment, hiring, and placement policies, practices, and procedures at local commands to determine if barriers exist	Yes		

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Fiscal	Accomplishments

<p>NAF Trigger 1</p>	<ul style="list-style-type: none"> • PWD and PWTD experienced low participation rates with respect to the 12% and 2% goals respectively in the overall workforce. • Cluster NF-1 to NF-3 has a lower than expected participation rate of 8.10% compared to the 12% federal goal. Cluster NF-4 to NF-6 also had a lower than expected participation rate of 9.23% compared to the federal goal. • Cluster NF-1 to NF-3 has a lower than expected participation rate of 1.74% compared to the 2% federal goal. Cluster NF-4 to NF-6 also had a lower than expected participation rate of 1.62% compared to the federal goal. 			
<p>Barrier(s)</p>	<p>None found at this time</p>			
<p>Objective(s)</p>	<p>Determine the root cause of the low participation rates.</p>			
<p>Responsible Official(s)</p>	<p>Local Base and Station Senior Leaders, Barrier Analysis Teams, HRO, and DEEOO</p>			
<p>Target Date (mm/dd/yyyy)</p>	<p>Planned Activities</p>	<p>Sufficient Staffing & Funding (Yes or No)</p>	<p>Modified Date (mm/dd/yyyy)</p>	<p>Completion Date (mm/dd/yyyy)</p>
<p>09/30/2019</p>	<p>Examine recruitment, hiring, and placement policies, practices, and procedures at local commands to determine if barriers exist for these two groups.</p>	<p>Yes</p>		

Fiscal Year	Accomplishments

4. If the planned activities were not timely completed, did the command hold the responsible official accountable in the performance rating period? If "yes", please describe the actions taken below.

Yes No N/A

For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

APF:
MCI East Region reported the practice of utilizing Management Identified Candidates (MIC) for filling positions and that it may be a barrier to equal employment opportunity; however, in order to retain current employees, the promotion potential through MIC outweighs the benefits of recruiting every position. The practice is to identify internal candidates first and if none exist, then recruit the vacancy.

NAF:
MCI East reported recruitment strategies include community outreach activities during the monthly Welcome Aboard, attendance at the Training and Education Center Career Events, attendance at the Craven Chamber of Commerce Career Event(s) and annual participation in the job shadowing opportunities coordinated through the EEO office. All recruitments are opened through the MCCA career website and published through USA Jobs to ensure that we are also marketing positions across both the local labor market as well as across the US. Currently there is no process to non-competitively select a NAF applicant such as Schedule A.

5. If the planned activities did not correct the trigger(s) and/or barrier(s),

please describe how the command intends to improve the plan for the next fiscal year.

Commands will continue with barrier analysis efforts.