

Department of State -- Full-time Permanent Workforce by ERGD as of 12/31/2020

	Ethnicity		
	Hispanic	Not Hispanic	Unsp
Civil Service	6.9%	93.1%	0.0%
FS Generalist	6.5%	93.4%	0.1%
FS Specialist	10.7%	89.2%	0.1%
Total	7.6%	92.3%	0.1%

	Ethnicity		
	Hispanic	Not Hispanic	Unsp
SES**	3.1%	96.9%	0.0%
SFS**	5.9%	94.1%	0.0%

	Race						
	White	African American	American Indian	Asian	Native Hawaiian	Multi-race	Unsp
Civil Service	61.6%	25.2%	0.5%	7.4%	0.3%	2.5%	2.4%
FS Generalist	80.8%	6.2%	0.5%	7.5%	0.1%	3.3%	1.6%
FS Specialist	74.2%	10.0%	0.8%	7.2%	0.3%	3.9%	3.4%
Total	70.8%	15.5%	0.6%	7.4%	0.2%	3.1%	2.4%

	Race						
	White	African American	American Indian	Asian	Native Hawaiian	Multi-race	Unsp
SES**	86.5%	3.8%	0.0%	6.9%	0.4%	1.2%	1.2%
SFS**	87.5%	3.0%	0.2%	4.8%	0.0%	1.6%	2.9%

	Gender		
	Female	Male	Unsp
Civil Service	54.3%	45.7%	0.0%
FS Generalist	41.9%	58.1%	0.0%
FS Specialist	28.9%	71.1%	0.0%
Total	44.3%	55.7%	0.0%

	Gender		
	Female	Male	Unsp
SES**	41.2%	58.8%	0.0%
SFS**	32.4%	67.6%	0.0%

	Disability*			
	Disabled Non-Targeted	Disabled Targeted	Disabled Total	No Disability Identified
Civil Service	16.8%	3.1%	20.0%	80.0%
FS Generalist	6.8%	1.1%	7.8%	92.2%
FS Specialist	9.4%	0.7%	10.1%	89.9%
Total	11.8%	1.9%	13.7%	86.3%

	Disability*			
	Disabled Non-Targeted	Disabled Targeted	Disabled Total	No Disability Identified
SES**	6.2%	0.8%	6.9%	93.1%
SFS**	15.7%	0.9%	16.6%	83.4%

\*An employee may be classified as an individual with a disability or an individual with a targeted disability as prescribed by 29 CFR 1614.203(d)(6)(ii)(A)-(C)

\*\*Included in the Generalist, Specialist, Civil Service percentages.