

## Department of State Fulltime Permanent Workforce Diversity

Data as of 03/31/2024

RACE & ETHNICITY	All Ranks				Senior Ranks*				
	Civil Service	Foreign Service Generalist	Foreign Service Specialist	Grand Total	Civil Service	Foreign Service Generalist	Foreign Service Specialist	Foreign Service Total	Senior Total
<b>MINORITY**</b>	43.5%	24.9%	32.7%	35.4%	21.8%	17.2%	29.1%	19.0%	19.7%
<b>NON-MINORITY</b>	56.4%	75.0%	67.0%	64.5%	78.2%	82.8%	70.9%	81.0%	80.3%
<b>UNSPECIFIED</b>	0.1%	0.1%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>SEX</b>									
<b>FEMALE</b>	55.5%	44.2%	29.3%	46.3%	49.1%	40.6%	21.8%	37.8%	40.4%
<b>MALE</b>	44.5%	55.8%	70.7%	53.7%	50.9%	59.4%	78.2%	62.2%	59.6%
<b>RACE</b>									
<b>AFRICAN AMERICAN</b>	24.4%	6.6%	10.1%	15.8%	7.9%	4.1%	11.5%	5.2%	5.8%
<b>AMERICAN INDIAN</b>	0.8%	0.6%	1.0%	0.8%	0.0%	0.2%	0.6%	0.3%	0.2%
<b>ASIAN</b>	8.2%	7.7%	7.7%	7.9%	7.3%	5.0%	6.1%	5.2%	5.7%
<b>MULTI-RACE</b>	3.1%	4.1%	4.4%	3.7%	3.3%	2.2%	3.0%	2.4%	2.6%
<b>NATIVE HAWAIIAN</b>	0.3%	0.1%	0.3%	0.3%	0.0%	0.1%	0.6%	0.2%	0.1%
<b>WHITE</b>	61.1%	79.0%	72.4%	69.1%	80.3%	85.7%	73.3%	83.8%	83.0%
<b>UNSPECIFIED</b>	1.9%	2.0%	4.1%	2.4%	1.2%	2.7%	4.8%	3.0%	2.6%
<b>ETHNICITY</b>									
<b>HISPANIC</b>	8.4%	7.5%	11.5%	8.8%	3.9%	6.2%	7.3%	6.4%	5.8%
<b>NON-HISPANIC</b>	91.5%	92.4%	88.2%	91.1%	96.1%	93.8%	92.7%	93.6%	94.2%
<b>UNSPECIFIED</b>	0.1%	0.1%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>SEX &amp; RACE/ETHNICITY</b>									
<b>FEMALE</b>	<b>55.5%</b>	<b>44.2%</b>	<b>29.3%</b>	<b>46.3%</b>	<b>49.1%</b>	<b>40.6%</b>	<b>21.8%</b>	<b>37.8%</b>	<b>40.4%</b>
HISPANIC***	4.8%	3.6%	3.5%	4.1%	1.8%	2.5%	1.2%	2.3%	2.2%
AFRICAN AMERICAN	15.4%	3.7%	3.5%	9.2%	5.5%	1.5%	3.6%	1.8%	2.7%
AMERICAN INDIAN	0.2%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
ASIAN	4.9%	4.0%	2.6%	4.2%	5.2%	2.6%	1.8%	2.5%	3.1%
MULTI-RACE	1.5%	1.5%	1.0%	1.4%	1.8%	1.2%	0.6%	1.1%	1.3%
NATIVE HAWAIIAN	0.1%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
WHITE	28.6%	31.1%	18.4%	27.2%	34.8%	32.9%	14.5%	30.1%	31.2%
UNSPECIFIED	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>MALE</b>	<b>44.5%</b>	<b>55.8%</b>	<b>70.7%</b>	<b>53.7%</b>	<b>50.9%</b>	<b>59.4%</b>	<b>78.2%</b>	<b>62.2%</b>	<b>59.6%</b>
HISPANIC***	3.7%	4.0%	8.0%	4.7%	2.1%	3.7%	6.1%	4.1%	3.6%
AFRICAN AMERICAN	8.5%	2.5%	6.1%	6.1%	2.4%	2.6%	7.9%	3.4%	3.1%
AMERICAN INDIAN	0.1%	0.1%	0.3%	0.2%	0.0%	0.1%	0.6%	0.2%	0.1%
ASIAN	3.2%	3.6%	4.9%	3.7%	2.1%	2.5%	4.2%	2.7%	2.6%
MULTI-RACE	1.0%	1.6%	2.5%	1.5%	0.9%	0.5%	2.4%	0.8%	0.8%
NATIVE HAWAIIAN	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.6%	0.2%	0.1%
WHITE	27.9%	43.9%	48.6%	37.3%	43.3%	49.9%	56.4%	50.9%	49.1%
UNSPECIFIED	0.0%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>DISABILITY****</b>									
<b>DISABLED TOTAL</b>	<b>27.5%</b>	<b>10.8%</b>	<b>15.0%</b>	<b>19.6%</b>	<b>11.2%</b>	<b>17.9%</b>	<b>13.3%</b>	<b>17.2%</b>	<b>16.7%</b>
DISABLED - NON-TARGETED DISABILITY	23.3%	9.2%	13.7%	16.8%	10.0%	16.0%	12.1%	15.4%	14.9%
DISABLED - TARGETED DISABILITY	4.2%	1.5%	1.3%	2.7%	1.2%	1.9%	1.2%	1.8%	1.8%
<b>NO DISABILITY IDENTIFIED</b>	<b>72.5%</b>	<b>89.2%</b>	<b>85.0%</b>	<b>80.4%</b>	<b>88.8%</b>	<b>82.1%</b>	<b>86.7%</b>	<b>82.8%</b>	<b>83.3%</b>
<b>DISABILITY**** &amp; SEX</b>									
<b>FEMALE</b>	<b>55.5%</b>	<b>44.2%</b>	<b>29.3%</b>	<b>46.3%</b>	<b>49.1%</b>	<b>40.6%</b>	<b>21.8%</b>	<b>37.8%</b>	<b>40.4%</b>
<b>DISABLED TOTAL</b>	<b>14.1%</b>	<b>4.7%</b>	<b>3.5%</b>	<b>8.9%</b>	<b>6.1%</b>	<b>7.0%</b>	<b>2.4%</b>	<b>6.3%</b>	<b>6.2%</b>
DISABLED - NON-TARGETED DISABILITY	11.9%	4.1%	3.1%	7.6%	4.8%	6.4%	2.4%	5.8%	5.6%
DISABLED - TARGETED DISABILITY	2.1%	0.6%	0.4%	1.3%	1.2%	0.5%	0.0%	0.5%	0.6%
NO DISABILITY IDENTIFIED	41.4%	39.5%	25.8%	37.5%	43.0%	33.6%	19.4%	31.5%	34.1%
<b>MALE</b>	<b>44.5%</b>	<b>55.8%</b>	<b>70.7%</b>	<b>53.7%</b>	<b>50.9%</b>	<b>59.4%</b>	<b>78.2%</b>	<b>62.2%</b>	<b>59.6%</b>
<b>DISABLED TOTAL</b>	<b>13.4%</b>	<b>6.1%</b>	<b>11.5%</b>	<b>10.7%</b>	<b>5.2%</b>	<b>10.9%</b>	<b>10.9%</b>	<b>10.9%</b>	<b>9.6%</b>
DISABLED - NON-TARGETED DISABILITY	11.3%	5.1%	10.6%	9.2%	5.2%	9.5%	9.7%	9.6%	8.5%
DISABLED - TARGETED DISABILITY	2.1%	1.0%	0.9%	1.5%	0.0%	1.4%	1.2%	1.4%	1.0%
NO DISABILITY IDENTIFIED	31.1%	49.7%	59.2%	43.0%	45.8%	48.5%	67.3%	51.3%	50.0%

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

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

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

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