

Department of State Fulltime Permanent Workforce Diversity

Data as of 06/30/2024

| 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 |
| MINORITY** | 43.5% | 24.8% | 33.1% | 35.4% | 22.1% | 17.6% | 31.2% | 19.7% | 20.2% |
| NON-MINORITY | 56.4% | 75.1% | 66.8% | 64.5% | 77.9% | 82.4% | 68.8% | 80.3% | 79.8% |
| UNSPECIFIED | 0.1% | 0.1% | 0.2% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| SEX | | | | | | | | | |
| FEMALE | 55.6% | 44.4% | 29.7% | 46.5% | 49.9% | 41.4% | 30.2% | 39.7% | 41.9% |
| MALE | 44.4% | 55.6% | 70.3% | 53.5% | 50.1% | 58.6% | 69.8% | 60.3% | 58.1% |
| RACE | | | | | | | | | |
| AFRICAN AMERICAN | 24.2% | 6.5% | 10.1% | 15.7% | 8.7% | 4.2% | 12.7% | 5.5% | 6.2% |
| AMERICAN INDIAN | 0.9% | 0.6% | 1.0% | 0.8% | 0.0% | 0.2% | 1.1% | 0.3% | 0.3% |
| ASIAN | 8.4% | 7.7% | 7.7% | 8.0% | 6.9% | 5.4% | 5.3% | 5.3% | 5.7% |
| MULTI-RACE | 3.2% | 4.1% | 4.4% | 3.8% | 3.0% | 2.2% | 3.7% | 2.5% | 2.6% |
| NATIVE HAWAIIAN | 0.3% | 0.1% | 0.4% | 0.3% | 0.0% | 0.1% | 0.5% | 0.2% | 0.1% |
| WHITE | 61.1% | 79.1% | 72.5% | 69.2% | 80.3% | 85.2% | 72.5% | 83.2% | 82.6% |
| UNSPECIFIED | 1.9% | 2.0% | 3.9% | 2.3% | 1.2% | 2.7% | 4.2% | 3.0% | 2.6% |
| ETHNICITY | | | | | | | | | |
| HISPANIC | 8.4% | 7.6% | 11.7% | 8.9% | 4.5% | 6.1% | 8.5% | 6.5% | 6.1% |
| NON-HISPANIC | 91.5% | 92.3% | 88.1% | 91.0% | 95.5% | 93.9% | 91.5% | 93.5% | 93.9% |
| UNSPECIFIED | 0.1% | 0.1% | 0.2% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| SEX & RACE/ETHNICITY | | | | | | | | | |
| FEMALE | 55.6% | 44.4% | 29.7% | 46.5% | 49.9% | 41.4% | 30.2% | 39.7% | 41.9% |
| HISPANIC*** | 4.8% | 3.6% | 3.5% | 4.2% | 1.8% | 2.6% | 2.6% | 2.6% | 2.4% |
| AFRICAN AMERICAN | 15.2% | 3.6% | 3.5% | 9.1% | 6.0% | 1.6% | 4.8% | 2.1% | 2.9% |
| AMERICAN INDIAN | 0.2% | 0.1% | 0.1% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| ASIAN | 5.0% | 4.1% | 2.7% | 4.2% | 4.8% | 2.7% | 1.6% | 2.5% | 3.0% |
| MULTI-RACE | 1.6% | 1.6% | 1.0% | 1.4% | 1.5% | 1.2% | 1.1% | 1.2% | 1.2% |
| NATIVE HAWAIIAN | 0.1% | 0.1% | 0.2% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| WHITE | 28.6% | 31.4% | 18.6% | 27.3% | 35.8% | 33.4% | 20.1% | 31.3% | 32.3% |
| UNSPECIFIED | 0.0% | 0.0% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| MALE | 44.4% | 55.6% | 70.3% | 53.5% | 50.1% | 58.6% | 69.8% | 60.3% | 58.1% |
| HISPANIC*** | 3.6% | 4.0% | 8.1% | 4.7% | 2.7% | 3.5% | 5.8% | 3.9% | 3.6% |
| AFRICAN AMERICAN | 8.4% | 2.5% | 6.1% | 6.1% | 2.7% | 2.6% | 7.9% | 3.5% | 3.3% |
| AMERICAN INDIAN | 0.1% | 0.1% | 0.3% | 0.2% | 0.0% | 0.1% | 0.5% | 0.2% | 0.1% |
| ASIAN | 3.3% | 3.6% | 4.8% | 3.7% | 1.8% | 2.6% | 3.7% | 2.8% | 2.6% |
| MULTI-RACE | 1.0% | 1.6% | 2.4% | 1.5% | 0.9% | 0.6% | 2.6% | 0.9% | 0.9% |
| NATIVE HAWAIIAN | 0.1% | 0.0% | 0.2% | 0.1% | 0.0% | 0.1% | 0.5% | 0.2% | 0.1% |
| WHITE | 27.8% | 43.7% | 48.2% | 37.2% | 42.1% | 49.0% | 48.7% | 49.0% | 47.5% |
| UNSPECIFIED | 0.0% | 0.1% | 0.1% | 0.1% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| DISABILITY**** | | | | | | | | | |
| DISABLED TOTAL | 27.9% | 11.3% | 15.5% | 20.1% | 12.5% | 17.4% | 12.7% | 16.7% | 16.3% |
| DISABLED - NON-TARGETED DISABILITY | 23.8% | 9.7% | 14.2% | 17.3% | 11.3% | 15.5% | 11.1% | 14.8% | 14.5% |
| DISABLED - TARGETED DISABILITY | 4.2% | 1.6% | 1.3% | 2.7% | 1.2% | 1.9% | 1.6% | 1.9% | 1.8% |
| NO DISABILITY IDENTIFIED | 72.1% | 88.7% | 84.5% | 79.9% | 87.5% | 82.6% | 87.3% | 83.3% | 83.7% |
| DISABILITY**** & SEX | | | | | | | | | |
| FEMALE | 55.6% | 44.4% | 29.7% | 46.5% | 49.9% | 41.4% | 30.2% | 39.7% | 41.9% |
| DISABLED TOTAL | 14.4% | 5.0% | 3.7% | 9.2% | 6.6% | 7.1% | 2.1% | 6.3% | 6.4% |
| DISABLED - NON-TARGETED DISABILITY | 12.3% | 4.4% | 3.3% | 7.9% | 5.4% | 6.5% | 2.1% | 5.8% | 5.7% |
| DISABLED - TARGETED DISABILITY | 2.1% | 0.6% | 0.4% | 1.3% | 1.2% | 0.6% | 0.0% | 0.5% | 0.6% |
| NO DISABILITY IDENTIFIED | 41.1% | 39.4% | 26.0% | 37.3% | 43.3% | 34.3% | 28.0% | 33.4% | 35.5% |
| MALE | 44.4% | 55.6% | 70.3% | 53.5% | 50.1% | 58.6% | 69.8% | 60.3% | 58.1% |
| DISABLED TOTAL | 13.5% | 6.3% | 11.8% | 10.9% | 6.0% | 10.3% | 10.6% | 10.4% | 9.4% |
| DISABLED - NON-TARGETED DISABILITY | 11.5% | 5.3% | 10.9% | 9.4% | 6.0% | 8.9% | 9.0% | 9.0% | 8.3% |
| DISABLED - TARGETED DISABILITY | 2.0% | 1.0% | 0.9% | 1.5% | 0.0% | 1.4% | 1.6% | 1.4% | 1.1% |
| NO DISABILITY IDENTIFIED | 30.9% | 49.3% | 58.5% | 42.6% | 44.2% | 48.2% | 59.3% | 50.0% | 48.7% |

* Senior ranks are included in the "All Ranks" percentages.
 ** "Minority" includes all race and ethnicity categories other than White Non-Hispanic.
 *** Race and Ethnicity categories were cross tabulated to display Hispanic as a single category and the non-Hispanic race groups as categories summing up to the total population.
 **** An employee may be classified as an individual with a disability or an individual with a targeted disability as prescribed by 29 CFR 1614.203(d)(6)(ii)(A)