

Department of State Fulltime Permanent Workforce Diversity

Data as of 09/30/2023

All Ranks

Senior Ranks*

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**	43.3%	24.7%	32.2%	35.0%	22.0%	17.2%	29.1%	18.9%	19.6%
NON-MINORITY	56.5%	75.1%	67.3%	64.8%	78.0%	82.8%	70.9%	81.1%	80.4%
UNSPECIFIED	0.2%	0.2%	0.5%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
SEX									
FEMALE	55.1%	44.2%	28.8%	45.9%	48.2%	40.8%	20.6%	37.9%	40.1%
MALE	44.9%	55.8%	71.2%	54.1%	51.8%	59.2%	79.4%	62.1%	59.9%
RACE									
AFRICAN AMERICAN	24.6%	6.5%	10.2%	15.7%	7.8%	3.8%	12.1%	5.0%	5.6%
AMERICAN INDIAN	0.8%	0.6%	0.9%	0.7%	0.0%	0.2%	0.6%	0.3%	0.2%
ASIAN	8.2%	7.7%	7.5%	7.9%	7.4%	5.3%	5.5%	5.3%	5.7%
MULTI-RACE	3.0%	4.0%	4.1%	3.6%	2.9%	2.1%	3.0%	2.2%	2.4%
NATIVE HAWAIIAN	0.3%	0.1%	0.3%	0.3%	0.0%	0.1%	0.6%	0.2%	0.1%
WHITE	61.0%	79.0%	72.5%	69.2%	80.6%	85.8%	73.3%	84.0%	83.3%
UNSPECIFIED	2.2%	2.1%	4.5%	2.7%	1.3%	2.8%	4.8%	3.1%	2.7%
ETHNICITY									
HISPANIC	8.2%	7.4%	11.2%	8.6%	4.5%	6.4%	7.3%	6.5%	6.1%
NON-HISPANIC	91.7%	92.4%	88.3%	91.2%	95.5%	93.6%	92.7%	93.5%	93.9%
UNSPECIFIED	0.2%	0.2%	0.5%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
SEX & RACE/ETHNICITY									
FEMALE	55.1%	44.2%	28.8%	45.9%	48.2%	40.8%	20.6%	37.9%	40.1%
HISPANIC***	4.5%	3.5%	3.3%	3.9%	1.9%	2.4%	1.2%	2.2%	2.1%
AFRICAN AMERICAN	15.6%	3.7%	3.4%	9.2%	5.5%	1.3%	3.6%	1.7%	2.5%
AMERICAN INDIAN	0.2%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
ASIAN	4.8%	4.0%	2.6%	4.1%	5.2%	2.6%	1.2%	2.4%	3.0%
MULTI-RACE	1.4%	1.5%	0.8%	1.3%	1.3%	1.0%	0.6%	1.0%	1.0%
NATIVE HAWAIIAN	0.1%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
WHITE	28.3%	31.2%	18.3%	27.0%	34.3%	33.5%	13.9%	30.6%	31.4%
UNSPECIFIED	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
MALE	44.9%	55.8%	71.2%	54.1%	51.8%	59.2%	79.4%	62.1%	59.9%
HISPANIC***	3.7%	3.9%	7.8%	4.7%	2.6%	4.0%	6.1%	4.3%	3.9%
AFRICAN AMERICAN	8.5%	2.5%	6.3%	6.1%	2.3%	2.5%	8.5%	3.3%	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%	4.8%	3.7%	2.3%	2.7%	4.2%	2.9%	2.8%
MULTI-RACE	1.0%	1.6%	2.4%	1.5%	1.0%	0.5%	2.4%	0.8%	0.8%
NATIVE HAWAIIAN	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.6%	0.2%	0.1%
WHITE	28.2%	43.9%	49.0%	37.7%	43.7%	49.3%	57.0%	50.4%	49.0%
UNSPECIFIED	0.1%	0.1%	0.4%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
DISABILITY****									
DISABLED TOTAL	24.1%	8.8%	12.9%	16.8%	7.8%	15.2%	12.1%	14.8%	14.2%
DISABLED - NON-TARGETED DISABILITY	20.4%	7.4%	11.8%	14.4%	6.5%	13.7%	10.9%	13.3%	12.7%
DISABLED - TARGETED DISABILITY	3.7%	1.4%	1.1%	2.4%	1.3%	1.5%	1.2%	1.5%	1.5%
NO DISABILITY IDENTIFIED	75.9%	91.2%	87.1%	83.2%	92.2%	84.8%	87.9%	85.2%	85.8%
DISABILITY**** & SEX									
FEMALE	55.1%	44.2%	28.8%	45.9%	48.2%	40.8%	20.6%	37.9%	40.1%
DISABLED TOTAL	11.7%	3.3%	2.5%	7.0%	3.6%	5.9%	1.2%	5.2%	4.8%
DISABLED - NON-TARGETED DISABILITY	9.9%	2.8%	2.2%	6.0%	2.6%	5.5%	1.2%	4.8%	4.4%
DISABLED - TARGETED DISABILITY	1.8%	0.5%	0.2%	1.0%	1.0%	0.4%	0.0%	0.4%	0.5%
NO DISABILITY IDENTIFIED	43.4%	40.9%	26.4%	38.9%	44.7%	34.9%	19.4%	32.7%	35.2%
MALE	44.9%	55.8%	71.2%	54.1%	51.8%	59.2%	79.4%	62.1%	59.9%
DISABLED TOTAL	12.4%	5.5%	10.4%	9.8%	4.2%	9.4%	10.9%	9.6%	8.4%
DISABLED - NON-TARGETED DISABILITY	10.5%	4.6%	9.6%	8.4%	3.9%	8.2%	9.7%	8.5%	7.5%
DISABLED - TARGETED DISABILITY	1.9%	0.9%	0.8%	1.3%	0.3%	1.1%	1.2%	1.1%	1.0%
NO DISABILITY IDENTIFIED	32.5%	50.3%	60.8%	44.4%	47.6%	49.8%	68.5%	52.6%	51.5%

* 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)