Department of State Fulltime Permanent Workforce Diversity

Data as of 09/30/2024

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 **	43.4%	25.7%	33.5%	35.7%	22.2%	17.7%	30.3%	19.6%	20.2%
NON-MINORITY	56.6%	74.3%	66.3%	64.2%	77.8%	82.3%	69.7%	80.4%	79.8%
UNSPECIFIED	0.1%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
SEX									
FEMALE	55.7%	44.7%	29.7%	46.6%	50.8%	41.9%	31.4%	40.3%	42.6%
MALE	44.3%	55.3%	70.3%	53.4%	49.2%	58.1%	68.6%	59.7%	57.4%
RACE									
AFRICAN AMERICAN	24.0%	6.7%	10.1%	15.6%	10.0%	4.3%	12.6%	5.5%	6.5%
AMERICAN INDIAN	0.8%	0.6%	1.0%	0.8%	0.0%	0.2%	1.1%	0.3%	0.3%
ASIAN	8.5%	7.8%	7.9%	8.1%	6.4%	5.4%	5.1%	5.4%	5.6%
MULTI-RACE	3.3%	4.5%	4.6%	3.9%	2.7%	2.2%	3.4%	2.4%	2.5%
NATIVE HAWAIIAN	0.3%	0.1%	0.4%	0.3%	0.0%	0.1%	0.6%	0.2%	0.1%
WHITE	61.2%	78.4%	72.3%	68.9%	79.6%	85.1%	72.6%	83.2%	82.4%
UNSPECIFIED	1.9%	1.9%	3.8%	2.3%	1.2%	2.7%	4.6%	2.9%	2.6%
ETHNICITY									
HISPANIC	8.3%	7.9%	11.9%	9.0%	4.0%	6.1%	8.0%	6.4%	5.9%
NON-HISPANIC	91.6%	92.0%	87.9%	90.9%	96.0%	93.9%	92.0%	93.6%	94.1%
UNSPECIFIED	0.1%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
SEX & RACE/ETHNICITY									
FEMALE	**55.7%**	**44.7%**	**29.7%**	**46.6%**	**50.8%**	**41.9%**	**31.4%**	**40.3%**	**42.6%**
HISPANIC***	4.7%	3.8%	3.6%	4.2%	1.8%	2.5%	2.3%	2.5%	2.4%
AFRICAN AMERICAN	15.2%	3.8%	3.6%	9.1%	6.7%	1.6%	4.6%	2.1%	3.1%
AMERICAN INDIAN	0.2%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
ASIAN	5.1%	4.1%	2.9%	4.3%	4.3%	2.8%	1.7%	2.6%	3.0%
MULTI-RACE	1.6%	1.7%	1.0%	1.5%	1.2%	1.1%	1.1%	1.1%	1.1%
NATIVE HAWAIIAN	0.1%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
WHITE	28.8%	31.1%	18.3%	27.2%	36.8%	33.8%	21.7%	32.0%	33.1%
UNSPECIFIED	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MALE	**44.3%**	**55.3%**	**70.3%**	**53.4%**	**49.2%**	**58.1%**	**68.6%**	**59.7%**	**57.4%**
HISPANIC***	3.6%	4.1%	8.4%	4.8%	2.1%	3.6%	5.7%	3.9%	3.5%
AFRICAN AMERICAN	8.3%	2.6%	6.0%	6.0%	3.3%	2.7%	8.0%	3.5%	3.4%
AMERICAN INDIAN	0.1%	0.1%	0.3%	0.2%	0.0%	0.1%	0.6%	0.2%	0.1%
ASIAN	3.3%	3.6%	4.8%	3.7%	1.8%	2.7%	3.4%	2.8%	2.6%
MULTI-RACE	1.1%	1.7%	2.5%	1.6%	0.9%	0.6%	2.3%	0.9%	0.9%
NATIVE HAWAIIAN	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.6%	0.2%	0.1%
WHITE	27.8%	43.1%	47.9%	36.9%	41.0%	48.4%	48.0%	48.4%	46.7%
UNSPECIFIED	0.0%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
DISABILITY**									
DISABLED TOTAL	**28.3%**	**11.6%**	**16.3%**	**20.5%**	**12.5%**	**17.7%**	**13.1%**	**17.0%**	**16.6%**
DISABLED - NON-TARGETED DISABILITY	24.1%	10.1%	15.0%	17.8%	11.6%	15.7%	11.4%	15.1%	14.7%
DISABLED - TARGETED DISABILITY	4.2%	1.5%	1.3%	2.7%	0.9%	2.0%	1.7%	2.0%	1.9%
NO DISABILITY IDENTIFIED	**71.7%**	**88.4%**	**83.7%**	**79.5%**	**87.5%**	**82.3%**	**86.9%**	**83.0%**	**83.4%**
DISABILITY** & SEX**									
FEMALE	**55.7%**	**44.7%**	**29.7%**	**46.6%**	**50.8%**	**41.9%**	**31.4%**	**40.3%**	**42.6%**
DISABLED TOTAL	**14.8%**	**5.2%**	**4.0%**	**9.4%**	**6.7%**	**7.4%**	**2.9%**	**6.7%**	**6.7%**
DISABLED - NON-TARGETED DISABILITY	12.6%	4.6%	3.6%	8.2%	5.8%	6.7%	2.9%	6.1%	6.1%
DISABLED - TARGETED DISABILITY	2.1%	0.6%	0.4%	1.3%	0.9%	0.7%	0.0%	0.6%	0.7%
NO DISABILITY IDENTIFIED	40.9%	39.5%	25.7%	37.2%	44.1%	34.5%	28.6%	33.6%	35.9%
MALE	**44.3%**	**55.3%**	**70.3%**	**53.4%**	**49.2%**	**58.1%**	**68.6%**	**59.7%**	**57.4%**
DISABLED TOTAL	**13.5%**	**6.4%**	**12.4%**	**11.1%**	**5.8%**	**10.3%**	**10.3%**	**10.3%**	**9.3%**
DISABLED - NON-TARGETED DISABILITY	11.5%	5.4%	11.4%	9.6%	5.8%	9.0%	8.6%	8.9%	8.2%
DISABLED - TARGETED DISABILITY	2.1%	0.9%	0.9%	1.5%	0.0%	1.3%	1.7%	1.4%	1.1%
NO DISABILITY IDENTIFIED	30.8%	48.9%	57.9%	42.3%	43.5%	47.8%	58.3%	49.4%	48.1%

* 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)