

## Department of State Fulltime Permanent Workforce Diversity

Data as of 12/31/2022

### 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>RACE &amp; ETHNICITY</b>									
MINORITY**	42.7%	24.0%	31.6%	34.3%	21.3%	17.3%	28.5%	18.9%	19.5%
NON-MINORITY	57.3%	76.0%	68.4%	65.7%	78.7%	82.7%	71.5%	81.1%	80.5%
UNSPECIFIED	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>SEX</b>									
FEMALE	54.6%	43.3%	29.0%	45.4%	47.6%	39.3%	19.9%	36.4%	38.8%
MALE	45.4%	56.7%	71.0%	54.6%	52.4%	60.7%	80.1%	63.6%	61.2%
<b>RACE</b>									
AFRICAN AMERICAN	24.4%	6.5%	10.2%	15.6%	7.3%	4.2%	9.9%	5.0%	5.5%
AMERICAN INDIAN	0.8%	0.6%	0.9%	0.7%	0.3%	0.2%	0.7%	0.3%	0.3%
ASIAN	8.1%	7.5%	7.5%	7.8%	8.0%	4.7%	5.3%	4.8%	5.5%
MULTI-RACE	3.0%	3.8%	3.8%	3.4%	1.7%	2.2%	3.3%	2.4%	2.3%
NATIVE HAWAIIAN	0.3%	0.1%	0.3%	0.2%	0.0%	0.1%	0.7%	0.2%	0.2%
WHITE	61.4%	79.7%	73.6%	69.9%	81.1%	85.6%	74.8%	84.0%	83.4%
UNSPECIFIED	2.1%	1.9%	3.8%	2.4%	1.4%	2.9%	5.3%	3.3%	2.9%
<b>ETHNICITY</b>									
HISPANIC	7.7%	7.2%	10.9%	8.3%	3.8%	6.5%	9.3%	6.9%	6.3%
NON-HISPANIC	92.2%	92.8%	89.0%	91.7%	96.2%	93.5%	90.7%	93.1%	93.7%
UNSPECIFIED	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>SEX &amp; RACE/ETHNICITY</b>									
FEMALE	54.6%	43.3%	29.0%	45.4%	47.6%	39.3%	19.9%	36.4%	38.8%
HISPANIC***	4.3%	3.3%	3.3%	3.8%	1.7%	2.6%	1.3%	2.4%	2.3%
AFRICAN AMERICAN	15.6%	3.7%	3.5%	9.2%	5.6%	1.6%	4.0%	1.9%	2.7%
AMERICAN INDIAN	0.2%	0.1%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
ASIAN	4.8%	3.7%	2.5%	4.0%	4.9%	2.1%	1.3%	2.0%	2.6%
MULTI-RACE	1.4%	1.3%	0.8%	1.3%	0.7%	1.0%	0.7%	1.0%	0.9%
NATIVE HAWAIIAN	0.1%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
WHITE	28.2%	31.1%	18.7%	27.0%	34.6%	31.9%	12.6%	29.1%	30.3%
UNSPECIFIED	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MALE	45.4%	56.7%	71.0%	54.6%	52.4%	60.7%	80.1%	63.6%	61.2%
HISPANIC***	3.5%	3.9%	7.7%	4.5%	2.1%	3.9%	7.9%	4.5%	4.0%
AFRICAN AMERICAN	8.3%	2.5%	6.2%	6.0%	1.7%	2.6%	5.3%	3.0%	2.7%
AMERICAN INDIAN	0.1%	0.1%	0.3%	0.2%	0.3%	0.1%	0.7%	0.2%	0.2%
ASIAN	3.2%	3.7%	4.8%	3.7%	3.1%	2.6%	4.0%	2.8%	2.9%
MULTI-RACE	1.0%	1.5%	2.1%	1.4%	1.0%	0.7%	2.6%	1.0%	1.0%
NATIVE HAWAIIAN	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.7%	0.2%	0.2%
WHITE	29.2%	44.9%	49.7%	38.7%	44.1%	50.7%	58.9%	51.9%	50.2%
UNSPECIFIED	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>DISABILITY****</b>									
DISABLED TOTAL	22.5%	8.1%	11.8%	15.6%	5.6%	16.2%	11.3%	15.5%	14.7%
DISABLED - NON-TARGETED DISABILITY	18.8%	6.8%	10.9%	13.3%	4.9%	14.8%	10.6%	14.2%	13.4%
DISABLED - TARGETED DISABILITY	3.7%	1.2%	1.0%	2.3%	0.7%	1.3%	0.7%	1.3%	1.2%
NO DISABILITY IDENTIFIED	77.5%	91.9%	88.2%	84.4%	94.4%	83.8%	88.7%	84.5%	85.3%
<b>DISABILITY**** &amp; SEX</b>									
FEMALE	54.6%	43.3%	29.0%	45.4%	47.6%	39.3%	19.9%	36.4%	38.8%
DISABLED TOTAL	10.5%	2.9%	2.2%	6.3%	2.8%	6.0%	1.3%	5.3%	4.8%
DISABLED - NON-TARGETED DISABILITY	8.8%	2.4%	1.9%	5.3%	2.1%	5.6%	1.3%	5.0%	4.4%
DISABLED - TARGETED DISABILITY	1.7%	0.5%	0.3%	1.0%	0.7%	0.3%	0.0%	0.3%	0.4%
NO DISABILITY IDENTIFIED	44.1%	40.4%	26.9%	39.2%	44.8%	33.3%	18.5%	31.2%	34.1%
MALE	45.4%	56.7%	71.0%	54.6%	52.4%	60.7%	80.1%	63.6%	61.2%
DISABLED TOTAL	12.0%	5.2%	9.7%	9.3%	2.8%	10.2%	9.9%	10.2%	8.6%
DISABLED - NON-TARGETED DISABILITY	10.0%	4.4%	9.0%	8.0%	2.8%	9.2%	9.3%	9.2%	7.8%
DISABLED - TARGETED DISABILITY	2.0%	0.8%	0.7%	1.3%	0.0%	1.0%	0.7%	1.0%	0.8%
NO DISABILITY IDENTIFIED	33.5%	51.5%	61.3%	45.3%	49.7%	50.5%	70.2%	53.4%	52.6%

\* 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)