

Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWD) Answer No

b. Cluster GS-11 to SES (PWD) Answer Yes

In FY2021, the percentage of PWD in the GS-11 to SES Cluster was 11.73% which falls below the 12% Regulatory Goal. This is an increase from FY2020 (10.57%), FY2019 (9.95%), and FY2018 (9.00%).

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWTD) Answer No

b. Cluster GS-11 to SES (PWTD) Answer No

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numarical Goal	--	12%		2%	
Grades GS-1 to GS-10	5378	790	14.69	175	3.25
Grades GS-11 to SES	4375	513	11.73	120	2.74

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

We share annual recruitment schedules with the Bureau's Recruiters which reflect our targeted recruitment groups.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer Yes

The U.S. Census Bureau hired a full-time Disability Program Manager in July 2021. Jake Thomas, Disability Program Manager, Human Resources Division, Reasonable Accommodations Branch J.Thomas@census.gov. Due to POC's not visible on the printed AAP, Section 2 below: The POC-Answering Questions from the public-Jerome Pryor, Supervisory Human Resource Specialist and Catherine Butler, Human Resources Specialist POC-Processing Applications from PWD and PWTD--Rose Cooper-Branch Chief, Reasonable Accommodations .

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Architectural Barriers Act Compliance	1	0	0	John Blanchard, Chief, Administrative and Customer Services Division, john.blanchard@census.gov
Answering questions from the public about hiring authorities that take disability into account	2	0	0	
Processing reasonable accommodation requests from applicants and employees	8	0	0	Rose Cooper, Branch Chief, Reasonable Accommodations Branch, rose.m.cooper@census.gov
Processing applications from PWD and PWTD	2	0	0	

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Section 508 Compliance	2	0	0	David Whittington, Section 508 Program Coordinator, Section 508 Program Office, Applications Development & Services Division, david.j.whittington@census
Special Emphasis Program for PWD and PWTD	1	0	0	Andrea Davis, EEODI, Diversity and Inclusion Program Coordinator, andrea.davis2@census.gov

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

Yes, even considering the disruption caused by COVID-19 and the recent vaccine mandates, the Disability Program Office staff/RAB staff have received enough training to effectively carry out their responsibilities during FY21. Staff have taken the following courses: • Employees are allowed funded independent training opportunities to meet individual training plans (IDP). • Census Learning Center • Federal Acquisition Institute Training Application System • Federal Exchange on Employment and Disability meetings • Monthly Job Accommodation Network webcast. • National Employment Law Institute • Career Resource Center • LRP Federal webinars by CyberFeds • Weekly RAB staff meetings/trainings • Office of Acquisition Management

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer Yes

The U.S. Census Bureau hired a full-time Disability Program Manager in July 2021. Jake Thomas, Disability Program Manager, Human Resources Division, Reasonable Accommodations Branch J.Thomas@census.gov.

Section III: Program Deficiencies In The Disability Program

Brief Description of Program Deficiency	D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR § 1614.203(d)(4)] If yes, please provide the internet address in the comments.		
Objective	EEODI will post the affirmative action plan on its internal SharePoint and public-facing website.		
Target Date	Jun 30, 2022		
Completion Date			
Planned Activities	<i>Target Date</i>	<i>Completion Date</i>	<i>Planned Activity</i>
	Jun 30, 2022		Utilize Part J of the FY2021 MD-715 and the affirmative action plan to post the affirmative action plan on SharePoint and the public website.
	Jun 30, 2022		Ensure that the workforce knows where to find the affirmative action plan and facilitate briefings to understand its purpose and use.
Accomplishments	<i>Fiscal Year</i>	<i>Accomplishment</i>	

Section IV: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

To recruit and hire applicants who were eligible to be appointed under hiring authorities for individuals with disabilities, the agency maintains a repository which houses resumes of candidates for veteran and disability programs. Managers are encouraged to reach out to the Selective Placement Coordinator prior to requesting to advertise positions to determine whether there are eligible candidates to be considered for the position to be filled. For positions that are advertised, there is an eligibility question asking applicants if they wish to be considered under Schedule A. If the applicants answer yes and are qualified, they are referred to the hiring manager. The agency also has a link on OPM's website for persons with disabilities to access and provides a government-wide listing of all Selective Placement Coordinators. The bureau also partners with the Workforce Recruitment Program through the Department of Labor which allows managers to access a database, review resumes and work with Census Human Resources Division to coordinate selection. For 30% compensable or more veterans, we partner with military installations within the local area for transition assistance. We also introduced the Skillbridge, formerly Operation Warfighter, program to Census. Skillbridge allows the bureau to onboard active-duty personnel who are separating from the military, some due to injury, at no cost but lots of experience. We attend numerous recruitment fairs and provide information to college/university students and their advisors on the various programs available for persons with disabilities.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

Census has a Schedule A email address published on the OPM website in the Selective Placement Program Coordinator directory. Hiring Managers have access to the Workforce Recruitment Program (WRP), a database managed by the Department of Labor. We attend virtual recruitment events. Applicants also have an option to attest to having a disability and be referred through our automated recruitment tool, Monster Government Solutions.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

Census posts vacancy announcements on the USAJOBS website, where it includes the “Persons with Disabilities” or “Schedule A”

as a hiring path. Census also hires using the 30% or more disabled veterans hiring authorities.

- 4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If “yes”, describe the type(s) of training and frequency. If “no”, describe the agency’s plan to provide this training.

Answer Yes

All applicants that wish to receive consideration as Persons with Disabilities or Schedule A, must submit a letter signed by a Licensed Practitioner. The letter is verified by the Selective Placement Coordinator, who contacts the medical facility listed on the letterhead. If the applicant meets the qualifications as described in the appropriate OPM Standards for the position, we will extend a tentative job offer, upon receiving the selection from the hiring manager. The candidate is advised and informed of the program requirements and signs an agreement based upon the type of appointment they are being appointed. Should applicants desire additional information on the Schedule A Program, the following links are provided: <https://www.opm.gov/policy-data-oversight/disability-employment/getting-a-job/#url=Schedule-A-Hiring-Authority> <https://www.usajobs.gov/Help/working-in-government/unique-hiring-paths/individuals-with-disability>

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

Census has established partnerships with the following groups: Department of Defense (DOD) and Veteran’s Administration-Operation Warfighter (OWF) Internship Program. Department of Labor (DOL)- Workforce Recruitment and Apprenticeship Programs.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

- 1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

a. New Hires for Permanent Workforce (PWD) Answer No

b. New Hires for Permanent Workforce (PWTD) Answer No

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	4802	18.22	6.64	7.85	2.73
% of Qualified Applicants	2996	14.42	7.58	6.98	3.30
% of New Hires	253	12.25	12.65	5.53	5.53

- 2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for MCO (PWD) Answer Yes

b. New Hires for MCO (PWTD) Answer Yes

0110-PWD 5 QAP, 0 Selected; PWTD 1 QAP, 0 Selected 0150-PWD 44 QAP,0 Selected; PWTD 22 QAP, 0 Selected 0340-PWD 26 QAP,0 Selected; PWTD 10 QAP, 0 Selected 1102-PWD 4 QAP,0 Selected; PWTD 19 QAP, 1 Selected 1529-PWD 8 QAP,0 Selected; PWTD 29 QAP, 0 Selected 1550-PWD 7 QAP,0 Selected; PWTD 16 QAP, 0 Selected 2210-PWD 46 QAP, 0 Selected; PWTD-184 QAP,1 Selected 0301-PWD—NO TRIGGER; PWTD 29 QAP, 0 Selected Source: EEOC-B7

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
0110 ECONOMIST	6	0.00	0.00
0150 GEOGRAPHER	2	0.00	0.00
0301 MISC ADMIN	6	50.00	0.00
0303 MISC. CLERK & ASSISTANT	58	22.41	12.07
0343 MANAGEMENT ANALYST	2	100.00	50.00
0501 FINANCIAL ADMIN. & PROGRAM	1	100.00	100.00
1102 CONTRACTING	2	0.00	0.00
1529 MATHEMATICAL STATISTICIAN	4	25.00	0.00
1530 SURVEY STATISTICIAN	36	27.78	11.11
2210 COMPUTER SCIENCE AND IT SPECIALIST	7	14.29	14.29

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD) Answer Yes
- b. Qualified Applicants for MCO (PWTD) Answer Yes

0201-PWD 0 QAP,0 Selected; PWTD 0 QAP, 0 Selected 0301-PWD 10 QAP,4 Selected; PWTD 2 QAP, 1 Selected 0340-PWD 0 QAP,0 Selected; PWTD 0 QAP, 0 Selected 1530-PWD 7 QAP,0 Selected; PWTD 5 QAP, 0 Selected 2210-PWD 0 QAP, 0 Selected; PWTD-0 QAP,0 Selected Source: EEOC-B9

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD) Answer Yes
- b. Promotions for MCO (PWTD) Answer Yes

0201- 0 Applications Received PWD & PWTD 0340- 0 Applications Received PWD & PWTD 2210- 1 Application Received-PWD, 0 Qual.; 1 Application Received-PWTD, 0 Qual. Source: EEOC-B9

Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

To ensure advancement opportunities for employees with Disabilities the agency provides training, development, and career advancement opportunities to employees with disabilities, we have taken or plan to take the following measures. Progress will be monitored and provided in FY2022 MD 715 updates and accomplishments. Engagement Focus Group – Beginning FY2022, we will host an annual focus group session to survey disability champions and stakeholders, such as the Disability, Neurodiversity, and Veteran Affinity Groups; the Diversity Council; the Diversity, Equity, Inclusion, and Accessibility Implementation Team; the Reasonable Accommodation Office; the EEO Advisory Council; and Field Operations. The purpose of the focus group sessions will be to determine any needs of PWD and PWTD that may be preventing them from participating in career development and advancement trainings and identify strategies that can be implemented immediately and in subsequent years to improve opportunities in career advancement and development programs and to mitigate barriers to their participation. Marketing and Outreach - We continue to cast a wide net for marketing our training and development programs across the organization. We will enhance partnership efforts with various affinity groups and employee and management councils to host meetings specifically for their members, highlighting the myriad of training and career development programs we offer, promoting career advancement opportunities, and breaking down barriers for participation. Monitoring and Inclusion – Continuing in FY2022, the Human Resources Division will review demographic and workforce data to monitor participation levels of PWD and PWTD in career advancement and development opportunities, determine outcomes of engagement and outreach efforts in meeting diversity and inclusion goals, and ensure that program efforts facilitate the retention, advancement, and development of persons with disabilities and persons with targeted disabilities.

B. CAREER DEVELOPMENT OPPORTUNITES

1. Please describe the career development opportunities that the agency provides to its employees.

Census administers a Data Science Training Program (DSTP)'s, which is a 5-month cohort – based program that gives Census Bureau employees an opportunity to gain hands-on data science experience. Participants complete online and live coursework in addition to a Capstone Project, where participants apply what they’ve learned to mission-critical work at the Census Bureau. Participants are also paired with a mentor who acts as a career coach and provides guidance on the non-technical aspects of the program. Currently, all elements of the program will take place remotely. This year, participants can take one of two learning paths: Data Science Generalist Path or Machine Learning Specialist Path. The Data Science Generalist Path focuses on the fundamentals of data science concepts. Participants will examine data science applications both at the Census Bureau and in real-world examples. Participants will also learn how to use programs such as SQL and Python to analyze and visualize data to generate insights. The Machine Learning Specialist Path dives deeper into data science skills using Python and machine learning concepts. Participants will learn how to develop and apply advanced algorithms and analysis tools that improve over time using supervised/unsupervised learning. Additionally, participants will learn about artificial intelligence, deep learning, natural language processing, and more. DSTP has expanded to include three new learning tracks through LinkedIn Learning to improve the data literacy of supervisory and nonsupervisory employees and provide data science practitioners with access to a variety of skill-building courses. The three on-demand tracks are: Data Science Literacy, Data Science for Managers, and Skill Builder. Employees who sign up for one of the three Expansion Tracks will receive a LinkedIn Learning license (as available) and complete self-paced, online courses covering data science topics, methods, and techniques. Note: Additional engagement with HRD is needed to ascertain the participation rates.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/ approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	N/A	N/A	N/A	N/A	N/A	N/A
Training Programs	N/A	N/A	N/A	N/A	N/A	N/A
Fellowship Programs	N/A	N/A	N/A	N/A	N/A	N/A
Detail Programs	N/A	N/A	N/A	N/A	N/A	N/A
Mentoring Programs	120	120	N/A	N/A	N/A	N/A

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Other Career Development Programs	215	181	N/A	N/A	N/A	N/A
Coaching Programs	N/A	N/A	N/A	N/A	N/A	N/A

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD) Answer Yes
- b. Selections (PWD) Answer Yes

There were 0 (PWD) Announcements, 0 (PWD) Applications, and 0 (PWD) Selections.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer Yes
- b. Selections (PWTD) Answer Yes

There were 0 (PWTD) Announcements, 0 (PWTD) Applications, and 0 (PWTD) Selections.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

- a. Awards, Bonuses, & Incentives (PWD) Answer Yes
- b. Awards, Bonuses, & Incentives (PWTD) Answer Yes

TIME OFF AWARDS TRIGGERS: 1-10 HOURS-because PWR IR (2.05) < PWOD IR (3.35); and < PWOD IR (0.16); and < TOTAL IR (0.14) 31-40 HOURS-because PWTD IR (0.00) < PWOD IR (0.01); and < PWOD IR (33.82); and < PWOD IR (19.12); and < PWOD IR (21.00); and < PWOD (11.44); and < TOTAL IR (11.23) \$3000-\$3999-because PWD IR (7.52) & PWTD IR (9.06) < PWOD IR (11.35); and < TOTAL IR (8.15) \$5000-\$5999-because PWD IR (7.37) & PWTD IR (6.71) < PWOD IR (12.02); and < TOTAL IR (11.18) SOURCE TABLE B9-2 IR

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	309	2.05	3.35	3.36	1.67
Time-Off Awards 1 - 10 Hours: Total Hours	1788	12.30	19.36	17.45	10.79
Time-Off Awards 1 - 10 Hours: Average Hours	5.79	0.46	0.07	1.74	0.08
Time-Off Awards 11 - 20 hours: Awards Given	14	0.08	0.16	0.00	0.10

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 11 - 20 Hours: Total Hours	230	1.21	2.67	0.00	1.57
Time-Off Awards 11 - 20 Hours: Average Hours	16.43	1.21	0.21	0.00	1.57
Time-Off Awards 21 - 30 hours: Awards Given	2	0.08	0.01	0.00	0.10
Time-Off Awards 21 - 30 Hours: Total Hours	48	1.82	0.30	0.00	2.36
Time-Off Awards 21 - 30 Hours: Average Hours	24	1.82	0.30	0.00	2.36
Time-Off Awards 31 - 40 hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Average Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	0	0.00	0.00	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	1795	13.90	19.12	12.75	14.23
Cash Awards: \$501 - \$999: Total Amount	1312969	10200.30	14013.37	9335.23	10453.29
Cash Awards: \$501 - \$999: Average Amount	731.46	55.74	9.14	245.66	0.20
Cash Awards: \$1000 - \$1999: Awards Given	2014	19.44	21.00	23.49	18.25
Cash Awards: \$1000 - \$1999: Total Amount	2745430	26585.12	28599.48	32275.50	24921.00
Cash Awards: \$1000 - \$1999: Average Amount	1363.17	103.85	16.98	461.08	-0.62
Cash Awards: \$2000 - \$2999: Awards Given	1102	10.63	11.44	12.42	10.11
Cash Awards: \$2000 - \$2999: Total Amount	2705906	26019.06	28094.31	31357.05	24458.00
Cash Awards: \$2000 - \$2999: Average Amount	2455.45	185.85	30.64	847.49	-7.64
Cash Awards: \$3000 - \$3999: Awards Given	1055	7.52	11.35	9.06	7.07
Cash Awards: \$3000 - \$3999: Total Amount	3648253	25620.58	39287.77	30775.50	24113.05
Cash Awards: \$3000 - \$3999: Average Amount	3458.06	258.79	43.17	1139.83	1.14
Cash Awards: \$4000 - \$4999: Awards Given	800	4.94	8.67	4.70	5.00
Cash Awards: \$4000 - \$4999: Total Amount	3559878	21858.24	38649.13	20565.10	22236.41
Cash Awards: \$4000 - \$4999: Average Amount	4449.85	336.28	55.61	1468.94	5.04
Cash Awards: \$5000 or more: Awards Given	1097	7.37	12.02	6.71	7.56

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$5000 or more: Total Amount	6825599	45636.14	74863.69	40877.85	47027.67
Cash Awards: \$5000 or more: Average Amount	6222.06	470.48	77.66	2043.89	10.34

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

- a. Pay Increases (PWD) Answer Yes
- b. Pay Increases (PWTD) Answer Yes

Census did not have any performance-based pay increases for FY2021.

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	0	0.00	0.00	0.00	0.00

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

- a. Other Types of Recognition (PWD) Answer N/A
- b. Other Types of Recognition (PWTD) Answer N/A

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. SES
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes
- b. Grade GS-15
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes
- c. Grade GS-14
 - i. Qualified Internal Applicants (PWD) Answer No
 - ii. Internal Selections (PWD) Answer Yes
- d. Grade GS-13
 - i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer Yes

SES and GS-15 PWD Triggers-0 Applicants, 0 Qualified, 0 Selected GS-14 PWD Triggers- 3 (17.65) Qualified, 0 Selected GS-13 PWD Triggers- 8 (14.55) Qualified, 0 Selected Noted: Selectees Disability was not Identified (PWD or PWTD)

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWTD) Answer Yes

ii. Internal Selections (PWTD) Answer Yes

b. Grade GS-15

i. Qualified Internal Applicants (PWTD) Answer Yes

ii. Internal Selections (PWTD) Answer Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWTD) Answer No

ii. Internal Selections (PWTD) Answer Yes

d. Grade GS-13

i. Qualified Internal Applicants (PWTD) Answer No

ii. Internal Selections (PWTD) Answer Yes

SES and GS-15 PWTD Triggers-0 Applicants, 0 Qualified, 0 Selected GS-14 PWTD Triggers- 1 (5.88) Qualified, 0 Selected GS-13 PWTD Triggers- 4 (7.27) Qualified, 0 Selected Noted: Selectees Disability was not Identified (PWD or PWTD)

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWD) Answer Yes

b. New Hires to GS-15 (PWD) Answer Yes

c. New Hires to GS-14 (PWD) Answer Yes

d. New Hires to GS-13 (PWD) Answer Yes

PWD New Hires for SES, GS-15, and GS-14; 0 Applicants, 0 Qualified, 0 Selected. GS-13; 12 (16.44%) Qualified; 0 (0.00%) Selected

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWTD) Answer Yes
- b. New Hires to GS-15 (PWTD) Answer Yes
- c. New Hires to GS-14 (PWTD) Answer Yes
- d. New Hires to GS-13 (PWTD) Answer Yes

PWTD New Hires for SES, GS-15, and GS-14; 0 Applicants, 0 Qualified, 0 Selected. GS-13; 7 (9.59%) Qualified; 0 (0.00%) Selected.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Executives
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes
- b. Managers
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes
- c. Supervisors
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer Yes

PWD, 0 (0.00%) Qualified Internal Applicates, 0(0.00%) Internal Selections for Executives, Managers, and Supervisors.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Executives
 - i. Qualified Internal Applicants (PWTD) Answer Yes
 - ii. Internal Selections (PWTD) Answer Yes
- b. Managers
 - i. Qualified Internal Applicants (PWTD) Answer Yes
 - ii. Internal Selections (PWTD) Answer Yes
- c. Supervisors
 - i. Qualified Internal Applicants (PWTD) Answer Yes
 - ii. Internal Selections (PWTD) Answer Yes

PWTD- Executives, Managers, and Supervisors., 0 (0.00%) Qualified Internal Applicates, 0(0.00%) Internal Selections.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWD) Answer Yes
- b. New Hires for Managers (PWD) Answer Yes
- c. New Hires for Supervisors (PWD) Answer Yes

PWTD New Hires for Executives and Supervisors, 0 (0.00%) Applied, Qualified, or Selected. PWTD Managers; 4(14.81%) Applied, 0 (0.00%) Qualified and 0 (0.00%) Selected.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWTD) Answer Yes
- b. New Hires for Managers (PWTD) Answer Yes
- c. New Hires for Supervisors (PWTD) Answer Yes

PWTD New Hires for Executives and Supervisors, 0 (0.00%) Applicants, Qualified, or selected. PWTD New Hires for Managers; 3 (11.11%) Applicants, 0 (0.00%) Qualified and 0 (0.00%) Selected.

Section VI: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

In FY2021, 35 employees were hired under the Schedule A Hiring Authority, all eligible to be converted to the Competitive Service and were converted. The agency’s plan to ensure that will employees with disabilities are retained and converted under Schedule A, includes the utilization of a Selective Placement Coordinator who closely monitors Schedule A hires and their conversion status. The Selective Placement Coordinator holds a variety of management and employee sessions throughout the year promoting employment programs for persons with disabilities and educating managers on strategies and ways to retain and convert Schedule A employees. Supervisors are encouraged to retain and convert Schedule A employees at the conclusion of the 2-year period. Human Resources actively tracks not-to-exceed dates and works with supervisors to initiate extension and conversion actions, as appropriate, should the office desire to retain the employee. To improve retention, the agency’s Human Resources Division will review demographic and workforce data to monitor participation levels of PWD and PWTD in career advancement and development opportunities, determine outcomes of engagement and outreach efforts in meeting diversity and inclusion goals, and ensure that program efforts facilitate the retention, advancement, and development of persons with disabilities and persons with targeted disabilities. Additionally, PWD and PWTD have been included as triggers for the Barrier Analysis process that will be

initiated in FY2022.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD) Answer Yes

b. Involuntary Separations (PWD) Answer Yes

PWD Voluntary Separation Rate of 6.23% exceeded the PWOD Separation Rate of 5.49% PWD Involuntary Separation Rate of 2.73% exceeded the PWOD Separation Rate of 1.32%

Seperations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	36	0.19	0.20
Permanent Workforce: Resignation	276	1.36	1.55
Permanent Workforce: Retirement	271	1.29	1.53
Permanent Workforce: Other Separations	116	0.97	0.57
Permanent Workforce: Total Separations	699	3.81	3.85

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTD) Answer Yes

b. Involuntary Separations (PWTD) Answer Yes

PWTD Involuntary Separation Rate of 3.35% exceeded the PWOD Involuntary Separation Rate of 1.32%. Although the Voluntary Separation Rate of PWTD (4.36%) was below the Voluntary Separation Rate of PWOD (5.48%), it was above the Permanent Workforce Participation Rate for PWTD (3.04%).

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	36	0.51	0.19
Permanent Workforce: Resignation	276	0.85	1.54
Permanent Workforce: Retirement	271	1.35	1.50
Permanent Workforce: Other Separations	116	1.18	0.62
Permanent Workforce: Total Separations	699	3.89	3.84

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

Exit Interviews are conducted by the Office of Employee Engagement. Exit interview data has not been available for several reporting periods.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<https://www.census.gov/about/policies/privacy/privacy-policy.html> Section V: Accessibility "Section 508 of the Rehabilitation Act of 1973, as Amended (29 U.S. Code 794d)"

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

<https://www.census.gov/about/policies/privacy/privacy-policy.html> Section V: Accessibility "Architectural Barriers Act of 1968 (42 U.S. Code §§ 4151–57)"

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

ACSD also worked in partnership with health and safety and reasonable accommodations and others throughout the Bureau to ensure that the future design of census work areas allowed for inclusion and access for all staff. This included discussions around light and sound, including zero-threshold entrances to meeting rooms, ergonomic chairs and sit-stand workstations for all staff .

- Implemented and oversaw restricted access to the building, ensure their was knowledge of who was coming into the building and attesting to their likelihood of COVID exposure as determined by CDC
- Ensured access to face coverings and hand sanitizer was readily available for staff coming into building
- Ensuring signage with CDC messaging was prominent throughout building
- Brought 6,000 staff and contractors into the building in a strategic and staggered approach that ensure alignment with CDC guidelines such as social distancing
- Ensured health unit was open and available entire time staff were cleaning out
- Continued to conduct safety inspections throughout building to ensure cleanout was done safely
- Provided assistance with lifting/carrying boxes for those who needed it
- Implemented a variety of telephone and virtual assistance and tools o Are You Hurt line (primarily for regional staff still working 2020 Census) o Ask a Nurse o Rolled out robust webpages § Factsheets on healthy living and eating § Newsletters/videos/tips on managing and thriving through life challenges (money mgmt., parenting, self-care, mental and emotional fitness, etc.) o Held many virtual seminars/workshops on health and wellness related topics

For the majority of FY22, Census staff will remain in a mostly remote work environment. So many of the on-line and virtual services identified above will continue. Additionally, this FY we will make our final furniture selections, and begin and complete the installation of the new furniture and workstations as designed in FY21. Some key considerations for new furniture include the below. Additionally, there will be enhanced cleaning of all workstations under contract with GSA.

- Wire and cord management to ensure wiring does not create a safety hazard for staff
- Selecting anti-microbial surfaces
- Selecting materials with low or no VOC emissions

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The Reasonable Accommodations Branch (RAB) regularly responds to initial requests for accommodations within 48 business hours or less and for FY21 completed accommodations in an average of 12.5 business days.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

The Reasonable Accommodations Branch (RAB) regularly responds to initial requests for accommodations within 48 business hours or less and for FY21 completed accommodations in an average of 12.5 business days. Training for reasonable accommodations is provided by the RAB to Census employees, managers, and during New Employee Orientation; one/twice per

month. The RAB also provides further specialized training as needed. Advertising for all RAB programs was advertised on intranet banner ads, posters, through the out-facing SharePoint website and in a brochure, which is provided to all on-boarding employees, and through the public-facing Internet website.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The PAS program is in its third year of operation at Census. Due to the ongoing COVID-19 restrictions and the "Re-Imagined" construction project, which temporarily changed the employees' work location from HQ to their alternate duty stations, we re-competed and awarded the contract to an agency who specializes in providing PAS services to a broader geographical coverage which better serves the needs of teleworkers. The day-to-day operations are being maintained by a dedicated scheduler who is a COR I and reasonable accommodation coordinator (RAC) and is being directed by the Disability Program Manager, who is the COR II on the contract. All services are available within 24 hours for any request we receive so each employee is fully able to perform the essential functions of their job. Services are electronically tracked so that service delivery needs can be better anticipated. Training for reasonable accommodations is provided by the RAB to Census employees and managers monthly. The RAB also provides further specialized training as needed. Advertising for all RAB programs was advertised on intranet banner ads, posters, through the out-facing SharePoint website and in a brochure, which is provided to all on-boarding employees, and on the public-facing website.

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?

Answer N/A

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer N/A

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

Corrective measures were implemented in the individual work units, training was also provided.

Section VIII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer No

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer N/A

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

Source of the Trigger:		Workforce Data (if so identify the table)			
Specific Workforce Data Table:		Workforce Data Table - B1			
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:		Less than expected participation rate of persons with disabilities (PWD) in the GS-11 to SES (11.73%) grade level cluster as compared to the Regulatory Goal of 12%.			
Provide a brief narrative describing the condition at issue.					
How was the condition recognized as a potential barrier?					
STATEMENT OF BARRIER GROUPS:		<i>Barrier Group</i>			
		People with Disabilities			
		People with Disabilities			
Barrier Analysis Process Completed?:		N			
Barrier(s) Identified?:		N			
STATEMENT OF IDENTIFIED BARRIER:		Barrier Name		Description of Policy, Procedure, or Practice	
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		GS-11 to SES PWD Deficiency		The specific policy, procedure, or practice causing the less than expected participation rates for PWD is currently not known, therefore further analysis is needed.	
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
09/30/2019	09/30/2024	Yes	09/30/2021		Meet or exceed the 12% Regulatory Goal by increasing recruitment and promotions of PWD in the GS-11 to SES Cluster.
09/30/2019	09/30/2024	Yes	09/30/2021		Census should re-survey the Permanent workforce to update/change their disability status as necessary.
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Chief, HRD		Veronica LeGrande		Yes	
Acting Chief, EEODI		David Donovan		Yes	

Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	Develop a Broadcast Message/SharePoint Flyer to encourage employees to verify and/or change their disability status in HR Connect or the Employee Personal Page (EPP)	Yes		
Report of Accomplishments				
Fiscal Year	Accomplishment			
2021	Census has steadily increased the PWD from 9.95% in FY2019, 10.57% in FY2020, and 11.73% in FY2021 in efforts to meet the EEOC 12% regulatory goal. Census hired a Disability Program Manager during FY2021.			

Source of the Trigger:		Workforce Data (if so identify the table)				
Specific Workforce Data Table:		Workforce Data Table - B7				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:		Lower than expected participation of Qualified Applicants (QAPs) that are PWDs and PWTDS among new hires in the mission-critical occupations (MCOs). The specific policy, procedure, or practice causing the less than expected participation for PWDs and PWTDS is currently not known, therefore further analysis is needed.				
Provide a brief narrative describing the condition at issue.						
How was the condition recognized as a potential barrier?						
STATEMENT OF BARRIER GROUPS:		<i>Barrier Group</i>				
		People with Disabilities				
		People with Targeted Disabilities				
Barrier Analysis Process Completed?:		N				
Barrier(s) Identified?:		N				
STATEMENT OF IDENTIFIED BARRIER:		Barrier Name		Description of Policy, Procedure, or Practice		
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		QAP among PWD and PWTD New Hires		The specific policy, procedure, or practice causing the less than expected participation for PWDs and PWTDS is currently not known, therefore further analysis is needed.		
Objective(s) and Dates for EEO Plan						
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description	
06/30/2021	09/30/2024	Yes			Increase the selection of qualified applicants for the mission critical occupations.	
Responsible Official(s)						
Title		Name		Standards Address The Plan?		
Acting Chief, EEODI		David Donovan		Yes		
Chief, HRD		Veronica LeGrande		Yes		
Planned Activities Toward Completion of Objective						
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	Meet with HRD quarterly to review hiring policies, procedures, and practices involving recruitment and retention.			Yes		
09/30/2024	Meet with stakeholders quarterly and provide disability status reports (new hires for MCOs)			Yes		

Report of Accomplishments	
Fiscal Year	Accomplishment

Source of the Trigger:		Workforce Data (if so identify the table)			
Specific Workforce Data Table:		Workforce Data Table - B1			
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		PWDs and PWTDs among voluntary and involuntary separations exceeded those of PWOD.			
STATEMENT OF BARRIER GROUPS:		<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities			
Barrier Analysis Process Completed?:		N			
Barrier(s) Identified?:		N			
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		Barrier Name PWD's and PWTDs Separations	Description of Policy, Procedure, or Practice The specific policy, procedure, or practice causing the less than expected participation rates for PWD is currently not known, therefore further analysis is needed.		
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
06/30/2021	09/30/2023	Yes			Improve retention of PWDs and PWTDs
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Acting Chief, EEODI		David Donovan		Yes	
Chief, HRD		Veronica LeGrande		Yes	
Planned Activities Toward Completion of Objective					
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date
09/30/2023	Develop an Exit Interview Survey/Summary electronic form and encourage feedback from exiting employees			Yes	
Report of Accomplishments					
Fiscal Year	Accomplishment				

Source of the Trigger:		Workforce Data (if so identify the table)			
Specific Workforce Data Table:		Workforce Data Table - B9			
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		Low inclusion rate of awards/bonuses/other stimulants involving PWDs and PWTDs.			
STATEMENT OF BARRIER GROUPS:		<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities			
Barrier Analysis Process Completed?:		N			
Barrier(s) Identified?:		N			
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		Barrier Name PWD'S and PWTD's AWARDS	Description of Policy, Procedure, or Practice The specific policy, procedure, or practice causing the less than expected awards/bonuses/stimulants for PWDs and PWTDs is currently not known, therefore further analysis is needed.		
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
06/30/2021	09/30/2023	Yes			Increase supervisor/manager awareness and use of award's programs to stimulate high performing employees.
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Acting Chief, EEODI		David Donovan		Yes	
Chief, HRD		Veronica LeGrande		Yes	
Planned Activities Toward Completion of Objective					
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date
09/30/2023	Meet with HRD/Disability Program Manager to develop PowerPoint slide presentation highlighting the Census Awards Program.			Yes	

Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2024	Develop supervisor/manager training geared towards working effectively with all employees to foster diversity, equity, inclusion, and accessibility.	Yes		
Report of Accomplishments				
Fiscal Year	Accomplishment			

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

Barrier Analysis was not conducted during FY2021.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

Barrier Analysis was not conducted during FY2021.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

Barrier Analysis was not conducted during FY2021 and will begin during FY2022.