

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – NAF Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	<ul style="list-style-type: none">The command has not established timetables/schedules to review at regular intervals in its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups. [see MD-715 Instructions, Sec. I]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	To ensures effective coordination	09/30/2023	09/30/2024	

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	between its EEO programs and Human Resources (HR) program.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p>Capital Region Quantico Commanding Officer Capital Region Base Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director, Equal Employment Opportunity</p>	<p>Col Michael L Brooks Lieutenant General G. P. Olson Mr. Andrew N. Sullivan Ms. Penny Thomison</p>	<p>Performance plans are not required for General Officers. Yes Yes</p>
<p>MCI West Deputy Director, EEO MCRD Human Resources Director Chief of Staff/Executive Officer Miramar Human Resources Director Chief of Staff/Executive Officer Camp Pendleton Human Resources Director Chief of Staff/Executive Officer 29 Palms Human Resources Director Chief of Staff/Executive Officer Yuma Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI PAC</u> Deputy Director, Equal Employment Opportunity EEO Specialist <u>Camp Butler</u> Human Resources Director <u>Iwakuni</u> Human Resources Director <u>Kaneohe Bay</u> Human Resources Director	Vacant Vacant Lawrence Ocomy Patricia Martens Janelle Marshall	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities Henderson Hall, 8 th and I Non-responsive				
12/31/2022	Establish appropriate HR points of contact for this effort and establish a timetable for meetings to be held			12/16/2022
03/31/2023	Schedule and hold the first meeting with HR to review and discuss HR policies, procedures, and practices			03/15/2023

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2023	Provide any deficiencies regarding policies, procedures and practices determined by HR and EEO to Senior Leadership and request for funding to address this effort, if required	Funding – Yes Staffing - No	06/30/2024	
09/30/2023	Implement updated policies, procedures and practices approved by Senior Leadership	Funding – Yes Staffing - No	09/30/2024	
MCI West Planned Activities MCRD San Diego Non-responsive				
09/30/2023	Establish a timeline prior to the annual MD-715 briefs with the commands to review the merit systems program, awards program and development/training programs to determine if there are any barriers.	Yes		
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted				
1/1/2023	Establish a quarterly Human Capital meeting	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
1/1/2023	Ensure EEO office has adequate permissions for access to appropriate data	Yes		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1st Quarter</u></p> <p>Capital Region - In December 2022, established POC from Human Resources.</p> <p>MCI West - Deputy Director and one other EEO Specialist attended Barrier Analysis training in December 2022 and will brief leaders accordingly.</p> <p><u>2nd Quarter</u></p> <p>MCI West - MCIWEST has determined that the best possible timeframe to discuss the Merit Systems program, awards program and development/training programs would be during the annual MD-715 briefs with commanders in 3rd quarter, FY 23.</p> <p>One EEO Specialist attended Barrier Analysis training in February 2023 and will brief leaders accordingly.</p> <p>Capital Region - Met with HR Leaders to discuss policies, procedures, and practices and improved communication between HR and EEO.</p> <p><u>3rd Quarter</u></p> <p>Capital Region - Participate in monthly meetings with HR for continued discussions with regard to policies, procedures, and practices.</p> <p>MCBQ - Participate in monthly meetings with HR for continued discussions with regard to policies, procedures, and practices.</p> <p>MCI West - CHROs in the Region were made aware that periodic review of programs (Merit Systems, Awards, etc.), were needed to ensure fair and equitable treatment.</p> <p><u>4th Quarter</u></p>

MCBQ/Capital Region - Nothing new to report. Because of turnover of staff, monthly meetings have not been held.

MCI West - MCRD - The previous EEO Specialist did work close with HRO to gain knowledge in the hiring practices and Merit System in order to gain more expertise in the civilian personnel programs when addressing EEO complaints. The HR Office sends the Exit Surveys that have derogatory information to the EEO Specialist and the supervisor so a management inquiry can be completed.

-The HROs concur that ample resources such as funding and manpower should be made available to MCIWEST and/or local installations in order to effectively implement the Special Emphasis Program and conduct a Barrier Analysis program. This can be provided to the Command on a micro-scale to the extent funding and manpower remains an issue. For example, the EEO Specialists can take the lead in identifying key months or events to host on the installation throughout the next FY and seek out guest speakers to commemorate a particular Heritage Month. Alternatively, MCIWEST EEO can collaborate with the various installations to combine events (e.g. MCRD/MCASM hosts Black History Month at MCASM in Feb. and MCRD/MCASM hosts Hispanic Heritage Month in Sep/Oct at MCRD). Currently we are relying on supervisors to forward emails to staff and posting a Diversity & Inclusion flyer on the EEO Bulletin Board to meet the intent of the Special Emphasis Program. During FY23, DON EEO offered limited barrier analysis training. Apart from providing input on certain parts of the MD-715 at the end of the FY, there is little to collaboration between the HRO and EEO in terms of establishing a get-well plan on addressing the Command's deficiencies identified in the MD-715. However, the HROs understand the importance of its role as a key stake holder in the Barrier Analysis and remains ready and willing to assist. MCIWEST EEO should be able to take the lead in establishing a Barrier Analysis Workgroup (e.g. the CO, installation EEO Specialist, and the HRO) and hold regular and reoccurring meetings to understand the deficiency and develop a customized approach in the Planned Activity, rather than addressing it as "one size fits all" as each installation is unique and may have different barriers than the other installations; this is precluded by achieving 100 per cent manning level (currently at 75%).

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.1 - The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Major Subordinate commands do not regularly use the following sources of information for trigger identification: <ul style="list-style-type: none">• Workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups. [see MD-715 Instructions, Sec. I]• Exit interviews or surveys that include questions on how the command could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities. [see 29 CFR 1614.203(d)(1)(iii)(C)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	The agency conducts a reasonable assessment to identify triggers in the workforce.	09/30/2023	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Capital Region		
Quantico Commanding Officer	Col Michael L Brooks	. Performance plans are not required for General Officers.
Capital Region Base Director of Marine Corps Staff	Lieutenant General G. P. Olson	Yes
Deputy Director, Equal Employment Opportunity	Ms. Penny Thomison	
Director of Administration and Resource Management Division, HQMC	Mr. Andrew N. Sullivan	Yes
MCI West Deputy Director, EEO	Dan Grissom	
MCRD Human Resources Director	Vacant	
Chief of Staff/Executive Officer	Colonel Charles VonBergen	
Miramar Human Resources Director	Kelli Clear	
Chief of Staff/Executive Officer	LtCol Luke Esposito	
Camp Pendleton Human Resources Director	Mona Dodd	
Chief of Staff/Executive Officer	Colonel Charles Dudik	
29 Palms Human Resources Director	Heather Curtis	
Chief of Staff/Executive Officer	Colonel Scott A. Gehris	
Yuma Human Resources Director	Mona Dodd	
Chief of Staff/Executive Officer	LtCol Jacob S. Reeves	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI PAC</u> Deputy Director, Equal Employment Opportunity EEO Specialist <u>Camp Butler</u> Human Resources Director <u>Iwakuni</u> Human Resources Director <u>Kaneohe Bay</u> Human Resources Director	Vacant Vacant Lawrence Occomy Patricia Martens Janelle Marshall	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities Henderson Hall, 8th and I Non-responsive				
01/31/2023	Pull MD-715 data tables, provide to service commands, and start analyzing data and input from exit surveys to identify any triggers to be addressed.			01/31/2023
04/31/2023	Pull MD-715 data tables, provide to service commands, and continue analyzing data and input from exit surveys to identify any triggers to be addressed.			04/30/2023

07/31/2023	Pull MD-715 data tables, provide to service commands, and continue analyzing data and input from exit surveys to identify any triggers to be addressed.			06/30/2023
MCI West Planned Activities MCRD San Diego Non-responsive				
09/30/2023	Review complaints data to determine if there are any triggers (e.g., higher number of complaints related to non-selection).	Yes		
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted				
01/01/2023	Ensure EEO office has adequate permissions for access to appropriate data.	Yes		
02/31/2023	Work with HR to examine the check-out process to ensure exit survey options.	Yes		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<u>1st Quarter</u>

Capital Region – In December 2022, EEO successfully established EEO related questions and had them included in the exit survey. Data tables pulled and disseminated to medium and large commands.

MCI West - Preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. We have noticed a lull in informal complaints during the first Quarter of FY 23, and then a spike in formal complaints towards the end of the 1st Quarter. This was probably due to the timing between the informal complaint and when a complainant files formal.

2nd Quarter

MCI West - MCIWEST is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. We will use this data to determine if there are any triggers as it relates to non-selection. As of 2nd Quarter FY 23, we've noticed a drop in non-selection complaints as compared to the 1st Quarter, FY 23.

Capital Region - Data tables pulled and disseminated to medium and large commands.

3RD Quarter

Capital Region - Data tables pulled and disseminated to medium and large commands.

MCBQ - Data tables pulled and disseminated to medium and large commands.

MCI WEST - Continued the trend with less Informal complaints and Formal Complaints. CHROs are always notified when harassment, EEO complaints and Sexual harassment allegations are filed in addition to the Office of General Counsel. Trends are noticed and training is requested from the EEO Office when identified as needed.

4th Quarter

MCBQ/Capital Region – We were informed DON was developing a DON-wide exit survey; therefore, the use of the Capital region exit survey was halted until further notice. Data tables will be pulled on or about 30 September 2023. The goal is to review additional sources of information for trigger identification in FY24.

MCI West - MCRD - Based on the Exit Surveys we have not received reports of discrimination based on a protected class. We have received derogatory Exit Surveys with allegations of Hostile Work Environment and those have been submitted to the interim EEO Specialist Camp Pend. POC for SA.

The HROs concur that ample resources such as funding and manpower should be made available to MCIWEST and/or local installations in order to effectively implement the Special Emphasis Program and conduct a Barrier Analysis program. Special Emphasis Observances could occur if more resources to include more EEO personnel were available. This can be provided to the Command on a micro-scale to the extent funding and manpower remains an issue. For example, the EEO Specialists can take the lead in identifying key months or events to host on the installations throughout the next FY and seek out guest speakers to commemorate a particular Heritage Month. Alternatively, MCIWEST EEO can collaborate with the various installations to combine events (e.g. MCRD/MCASM hosts Black History Month at MCASM in Feb. and MCRD/MCASM hosts Hispanic Heritage Month in Sep/Oct at MCRD). At present we rely on supervisors to forward emails to staff and posting a Diversity & Inclusion flyer on the EEO Bulletin Board to meet the intent of the Special Emphasis Program. During FY23, there was limited barrier analysis training provided by the DON EEO. Apart from providing input on certain parts of the MD-715 at the end of the FY, there is little to collaboration between the HRO and EEO in terms of establishing a get-well plan on addressing the Command's deficiencies identified in the MD-715. However, the HRO's understands the importance of its role as a key stake holder in the Barrier Analysis and remains ready and willing to assist. MCIWEST EEO could take the lead in establishing a Barrier Analysis Workgroup (e.g. the CO, installation EEO Specialist, and the HRO) and hold regular and reoccurring meetings to understand the deficiency and develop a customized approach in the Planned Activity, rather than addressing it as "one size fits all" as each installation is unique and may have different barriers than the other installations, but a shortage of personnel has prohibited this approach from implementation (currently at 75%).

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process	<ul style="list-style-type: none"> • The command does not issue the notice of right to file on or before the 30th day (if no extension was requested or granted or no ADR accepted) and issue the notice of right to file a formal complaint on or before the 90th day (where ADR was accepted or an extension granted). • The command did not issue all reports of investigation on or before 180 days (or, for when an extension was granted, on or before 270 days). • The command did not issue acceptance letters/dismissal decisions within 30 days from the date of receipt of the formal complaint? In the comments section, provide (1) the number issued within 30 days and (2) not issued within 30 days of receipt of the formal complaint.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	The agency will continue to pursue compliance with timeline	09/30/2023	09/30/2024	

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	set by the EEOC.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region Quantico</u> Commanding Officer <u>Capital Region Base</u> Director of Marine Corps Staff Deputy Director, Equal Employment Opportunity	Col Michael L Brooks Lieutenant General G. P. Olson Ms. Penny Thomison	Performance plans are not required for General Officers. Yes
<u>MCI PAC</u> Deputy Director, Equal Employment Opportunity EEO Specialist	Vacant Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities Henderson Hall, 8th and I Non-responsive				
12/30/2022	Complete the hiring process for	Funding – Yes	03/31/2024	

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	additional staff to assist with the efficient and timely processing of EEO complaints	Staffing - No		
3/30/2023	Start analyzing progress of implementing additional staffing	Funding – Yes Staffing - No	03/31/2024	
06/30/2023	Use DON complaints tracking system to determine if timeliness has improved	Funding – Yes Staffing - No	03/31/2024	
09/30/2023	Analyze EEO complaints program and request additional billets, if required	Funding – Yes Staffing - No	03/31/2024	
MCI PAC Planned Activities				
Vacant DDEEO Billet Waiver Granted				
01/31/2023	Conduct a deeper dive into the cause of untimeliness	Yes		
03/31/2023	Create contingency plan to eliminate single points of failures	Yes		

MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1ST Quarter</u></p> <p>Capital Region - In November 2022, selected EEO Specialist to assist with processing EEO complaints. They decline the offer in January 2023.</p> <p><u>2nd Quarter</u></p> <p>Capital Region - Continued efforts are ongoing to hire an EEO Specialist to assist with processing EEO Complaints.</p> <p><u>3rd Quarter</u></p> <p>Capital Region - Continued efforts are ongoing to hire an EEO Specialist to assist with processing EEO Complaints.</p> <p>MCBQ - Continued efforts are ongoing to hire an EEO Specialist to assist with processing EEO Complaints.</p> <p><u>4th Quarter</u></p> <p>Capital Region - EEO Office currently has multiple vacant EEO Specialist positions. Recruitment efforts are ongoing.</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 – FY23 APF Part I

EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1, A3, A4, A6, and A8	<p>The Appropriated Fund workforce consisted of 18,211. There were a number of identifiable triggers effecting females this reporting period when comparing their participation rates to the National Civilian Labor Force (NCLF) and Occupational Civilian Labor Force (OCLF) statistics.</p> <p>Just as it were in FY17 until current date, this reporting period saw Low Participation Rates (LPR) for Hispanic, White, Black and Asian Females compared to their respective National Civilian Labor Force (NCLF) statistics.</p> <p>The workforce shows that the groups in the occupational categories each experienced different Low Participation Rates (LPR) or High Participation Rates (HPR).</p> <ul style="list-style-type: none">• Hispanic male and female had a LPR in the Professional category.• White male and female had a LPR in the Operatives and Laborers and Helpers categories.• Black male and female had a LPR in the Professionals, Technicians, Sales Workers and Service Workers categories.

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<ul style="list-style-type: none"> • Hispanic and White female had a LPR in the Technician, Service Worker and Craft Worker category. • Hispanic and Black female had a LPR in the Craft Workers and Laborer and Helpers categories. • White male and female had a HPR in the Professionals category. • White male had a HPR in the Professionals, Technicians, Craft Workers and Service Workers categories. • Hispanic and Black male had a HPR in the Craft Worker, Operatives, and Laborers and Helpers categories. <p>The workforce shows Low Participation Rates when compared to the Permanent Workforce in the beginning grades of GS3 – GS5 for Hispanic males, GS3 – GS7 for White males and GS4, GS6 –GS7 for Black males and GS3 – GS7 for Asian Males.</p> <p>The workforce shows Low Participation Rates when compared to the Permanent Workforce in the higher grades for GS13 – GS15 for Hispanic and Black males, and Hispanic females. GS14 and GS15 grades also showed a Low Participation Rate for Black and Asian females and Asian males.</p> <p>The workforce data appears to show a blocked pipeline for positions in regard to First-Level Supervisor and Mid-Level Management, as well as, some of those positions that are Executive Leadership.</p> <ul style="list-style-type: none"> • Hispanic males LPR from GS11 – GS15 • Hispanic females LPR from GS13 – GS15 • Black males LPR from GS 13 – GS15 • Black females LPR from GS14 and GS15 • Asian males LPR from GS9 – GS11 and GS14 – GS15 <p>In review of the data, we see that males and females are exiting and joining the organization the Marine Corps closely as a whole.</p> <ul style="list-style-type: none"> • Male Accession 68.54% to Separation 68.74% • Female Accession 31.46% to Separation 31.26% <p>However, when you review in more detail, according to ethnicity and gender you see that Hispanic, White and Black males and females are exiting the organization faster than they are joining.</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>Analysis of Major Occupations compared to the Occupational Civilian Labor Force (OCLF). We reviewed the Major Occupations that are most populated to view the trends from FY20 – FY22.</p> <ul style="list-style-type: none"> • <u>Information Technology (2210)</u> The data revealed that there is a trend of Low Participation for the years mentioned above for Hispanic and Asian male and female and White female groups. • <u>Management Program Analyst (0343)</u> The data revealed that there is a trend of Low Participation for the years mentioned above for White and Asian male and female groups. • <u>Misc. Administration & Program (0301)</u> The data revealed that there is a trend of Low Participation for the years mentioned above for Hispanic, White, Black, females and Asian male and female groups. • <u>Financial Administration & Program (0501)</u> The data revealed that there is a trend of Low Participation for the years mentioned above for Hispanic and White male and female and Asian male groups. • <u>Logistics Management (0346)</u> The data revealed that there is a trend of Low Participation for the years mentioned above for Hispanic and White females and Asian male and female groups. <p>White and Black females were below the average amount of Time off awards for 1 – 10 hours.</p> <p>Black females were below the average amount of Time off awards for 31 – 40 hours.</p> <p>The Hispanic male and female were the most below average group when reviewing the average amount of Cash Awards given to the workforce. We see that they received below the average cash award from \$1,000 - \$2,999 and from \$4,000 - \$4,999. The Hispanic female group was also affected with below average amount of Cash Awards for under \$500 and \$3,000 - \$3,999.</p> <p>The White and Black female group were below average for under \$500 to \$999.</p> <p>Upon review of the Quality Step increase (QSI), more awards went to males (218) than females (116) for a total of (334)</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>awards. The majority of the awards went to White males (161) 48.2% and White females (65) 19.46% for a total of (226) 67.66%.</p> <p>Upon review of the Performance Based Pay Increase more awards went to males (664) than females (455) for a total of (1,119) awards. Most of the awards went to White males (451) 40.30% and White females (298) 26.63% for a total of (749) 66.93%.</p>

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	No
Hispanic or Latino Males	Yes
Hispanic or Latino Females	Yes
White Males	Yes
White Females	Yes
Black or African American Males	Yes
Black or African American Females	Yes
Asian Males	Yes
Asian Females	Yes
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No
Two or More Races Males	No

EEO Group	Affected by Trigger? (Yes or No)
Two or More Races Females	No

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Table A1, A3, A4, A6, and A8, Census data
Complaint Data (Trends)	No	FY22-462 Report
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	Exit Interviews
Focus Groups	No	
Interviews	Yes	Exit Interviews

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
<p>MARCORSYSCOM - Based on the comprehensive review of MCSC TWF data, the less than expected participation rates for White females, Hispanic or Latino females and Hispanic males in the TWF essentially exists in the Engineering, Life Cycle Logistics, and Program Management competencies/job series.</p> <p>These conditions do not exist in the Acquisition Support, Contracts and Financial Management competencies/job series for any of the affected groups. Recent (FY20-FY22) accession rates for these particular groups has exceeded their workforce participation rates. The participation of minority groups in the MCSC TWF has steadily increased since FY15 in small increments.</p> <p>The female participation rate remains below the NCLF but is increasing and exceeds the USMC and DON participation rates despite a much narrower, more technically oriented set of occupations within MCSC. The female participation in the MCSC Acquisition Support, Contracts, and Financial Management competencies exceeds the overall female NCLF rate. The less than expected female participation resides in the Engineering, Program Management, and Life Cycle Logistics competencies.</p> <p>While the TWF participation data indicates a perceived barrier relative to Engineering, Life Cycle Logistics, and Program Management that contributes to the less than expected participation of these three groups, there is no clear indication that the barrier(s) is internal to MCSC. Other indications as cited above indicate that there may be external barriers which negatively impacts full participation by all groups. For example,</p>

Description of Policy, Procedure, or Practice

low female participation in STEM-related occupations are also DOD, DON, Federal government, and societal-level issues. Further evaluation is required to determine the root cause(s) of these conditions. Successful evaluation and remedy require solutions by external activities (e.g. OCHR, M&RA, HQMC HROM EEO) to the long-standing unresolved issues of lack of applicant data; lack of Occupational CLF data; and the lack of Regional CLF data as brought forth by MCSC on multiple occasions. Provision of this data to the Command ***should be a minimal requirement*** allow for a successful evaluation of the workforce under-participation issues.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Conduct Barrier Analysis	10/01/2022	9/30/2023	No	09/30/2024	
MARCORSYSC OM - Determine the root cause(s) of White female, and Hispanic or Latino female and male under participation in the MCSC TWF – particularly in the competencies where the under participation is predominant.	11/01/2022	06/30/2023	Yes	06/30/2024	
MARCORSYSC OM -Develop and implement action plan(s) to remedy the condition(s).	07/01/2023	09/30/2023	Yes	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p>Capital Region TECOM Dep AC/S,G1 Program Analyst Workforce Development Section Head Civilian Manpower Branch Head, G1 MARCORSYSCOM Director of Human Capital Management Capital Region -Base Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director, Equal Employment Opportunity Quantico Commanding Officer</p>	<p>Colonel Heather J. Cotoia Steeve Jeanlouis Armando R. Quispe Stephanie Andrews Sheila Johnson Lieutenant General G.P. Olson Andrew Sullivan Penny Thomison Col Michael Brooks</p>	<p>Yes Yes Yes Yes No Performance plans are not required for General Officers. Yes Yes</p>
<p>MCI PAC Deputy Director EEO EEO Specialist Barrier Analysis Team Human Resource (Okinawa) Human Resource (Iwakuni) Human Resource (Hawaii)</p>	<p>Vacant Vacant Volunteers Ryan Stamp Willie Bradley Hazel Wong</p>	
<p>MCI West Deputy Director, EEO MCRD Human Resources Director Chief of Staff/Executive Officer Miramar Human Resources Director Chief of Staff/Executive Officer Camp Pendleton Human Resources Director Chief of Staff/Executive Officer 29 Palms Human Resources Director Chief of Staff/Executive Officer Barstow Human Resources Director Chief of Staff/Executive Officer Yuma Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom Elizabeth Novelo Colonel Charles VonBergen Jet Roa-Cipriani LtCol Luke Esposito Lesia Jones Colonel Charles Dudik Kimberly Martinez Colonel Scott A. Gehris Delilah Vergara LtCol Arturo Manzanedo Beverly Steffins LtCol Jacob S. Reeves</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCAS Cherry Point Civilian Manpower Officer Deputy Director EEO	Pamela Walker Lindsay Smith	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities			
03/31/2023	Schedule a meeting with Barrier Analysis team to provide guidance in conducting barrier analysis and discuss ways to increase participation in low demographic areas. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	06/30/2024	
06/30/2023	Check in with serviced commands to obtain updates on barrier analysis efforts. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)		06/20/2023
09/30/2023	Schedule a meeting with Barrier Analysis team to share accomplishments and address any concerns heading into the next fiscal year. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	12/31/2023	
06/30/2023	MCSC BAT will evaluate the "inputs" that inform the condition of the workforce profile (i.e. what	06/30/2024	

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	<p>are the factors that are contributing to the less than expected participation?).</p> <p>Inputs may include (but not be limited to) occupational types, recruitment efforts, hiring types, job postings, certification or education requirements, literature review, applicant data if available, impact of geography, etc.</p> <p>Additional activities (such as interview, focus group, etc.) will be determined based upon where the evaluation efforts lead the BAT. (MARCORSYSCOM)</p>		
09/30/2023	<p>Based on the root cause(s) determination (if any) the BAT will develop recommendations and action plans to remedy the condition(s). (MARCORSYSCOM)</p>	06/30/2024	
<p>MCI PAC Planned Activities</p> <p>Vacant DDEEO Billet Waiver Granted</p>			
06/30/2023	Examine internal and external hiring, promotion process and procedures.		
06/30/2023	Examine leadership development program promotion and use.		
06/30/2023	Examine mentorship program promotion and use.		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities			
09/30/2023	Look into the root cause as to why underrepresented groups are predominant in specific series		
09/30/2023	Coordinate with Human Resources to determine why some groups are exiting at a faster rate than they are being hired.		
MCAS Cherry Point Planned Activities			
12/31/2022	Examine Recruitment, policies, procedures, and practices with respect to the Major Occupations. Conduct QTR analysis of workforce separations and accessions. Conduct exit interviews		
03/31/2023	Examine Hiring and Placement policies, procedures, and practices. Conduct QTR analysis of workforce separations and accessions.		
06/30/2023	Examine the distribution of Discipline to determine if there is a correlation to this group's exodus from the organization. Conduct QTR analysis of workforce separations and accessions		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2023	Provide quarterly updates on the execution of this plan to local EEOs and the CDEEO. Conduct QTR analysis of workforce separations and accessions. Review promotions and award information.		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted			

Report of Accomplishments

Fiscal Year	Accomplishments
2023	<p><u>1st Quarter</u></p> <p>MCI West - leadership was briefed on lack of resources and they are aware of this deficiency.</p> <p>Cherry Point - Reviewed biweekly Civilian Gains/Losses report. Tracked A/B tables for current labor participation. Used exit surveys as part of employee check out.</p> <p>Capital Region/MARCORSYSCOM/TECOM/MBQ - No updates to report currently.</p> <p>MCI PAC – No response submitted.</p> <p><u>2nd Quarter</u></p> <p>Cherry Point -Continued to review biweekly Civilian Gains/Losses report. Tracked A/B tables for current labor participation. Used exit surveys as part of employee check out.</p> <p>MCI PAC – No response submitted.</p> <p>MCI West – has determined that the MD715 briefs to the commands would be the optimum time to discuss the barrier analysis plans with the commanders and their installations. This will be followed up in the 3rd quarter, FY 23.</p> <p>Leadership was briefed on lack of resources, by the Command Inspection Program inspectors during the Out Brief following our inspection. MCIWEST is prepared to adopt the recommendations of the team by partnering with stakeholders to monitor and eliminate</p>

discrimination per SECNAV 12713.14 (Mandatory for DON Federal Women's Program, Hispanic Employment Program, and Individuals with Disabilities), and recruiting volunteers.

One EEO Specialist attended barrier analysis training in February 2023.

Capital Region/MARCORSYSCOM/TECOM/MBQ – Met with BAT Team members to provide Barrier analysis guidance and assist with efforts to analyze data tables.

3rd Quarter

Cherry Point - Continued to review biweekly Civilian Gains/Losses report. Tracked A/B tables for current labor participation. Used exit surveys as part of employee check out.

MCI West - MCIWEST leadership was briefed on lack of resources, by the Command

Inspection Program inspectors during the Out Brief following our inspection. MCIWEST is prepared to adopt the recommendations of the team by partnering with stakeholders to monitor and eliminate discrimination per SECNAV 12713.14 (Mandatory for DON Federal Women's Program, Hispanic Employment Program, and Individuals with Disabilities), and recruiting volunteers.

Two EEO Specialists in the Region completed EEOC MD-715 training to move towards the ability to conduct barrier analysis as required. MCIWEST attended all workshops via TEAMS for Barrier Analysis Training and will continue to do so during the 4th Quarter of FY23.

Capital Region/MARCORSYSCOM/TECOM/MBQ - Reestablished monthly BAT meeting to provide Barrier analysis guidance and address any concerns.

4th Quarter

Capital Region/TECOM -Because of lack of resources and turnover of staff, we have been unable to conduct barrier analysis.

MARCORSYSCOM –

The FY23 Part I Plan for these triggers was not executed due to the loss of three (of four) Analysis Team members during the FY and competing workload demands. This item will be included in the FY24 plan (see modified dates in Planned Activities Section).

As planned, MARCORSYCOM completed a Defense Organizational Climate Survey (DEOCS) in FY23. An evaluation of survey participant DEOCS Protective and Risk Factor ratings and a review of participant short-answer question responses was completed and reported to Command leadership. It is planned that these findings will be utilized in FY24 to identify relevant triggers and potential barriers.

As described in the Statement of Triggers and the Statement of Identified Barriers sections, the specifics of group representation in the MARCORSYSCOM Total Workforce (TWF) are well understood.

MARCORSYSCOM Total Workforce (TWF) A-1 and B-1 Table data indicates a steady, gradual increase (since FY15) in the proportion of minority members in our workforce as well PWD/PWTD member proportions which exceed the federal-level PWD and PWTD affirmative employment goals.

The condition(s) of less than expected participation rates for White females, Hispanic or Latino females, and Hispanic or Latino males in the TWF continue to exist, primarily in the Engineering, Life Cycle Logistics, and Program Management competencies/job series. These conditions do not exist in the Acquisition Support, Contracts, and Financial Management competencies/job series.

There is no clear indication that potential barrier(s) to minority and female participation in the Engineering, Logistics, and Program Management competencies are internal to MARCORSYSCOM. To the contrary, there are indications that there may be external barriers

	<p>which negatively impacts full participation by all groups. For example, low female participation in STEM-related occupations are also DoD, DON, Federal government, and societal-level issues.</p> <p>This requires further evaluation to determine the root cause(s) of these conditions and to develop mitigation plans. However, successful evaluation and remedy requires solutions by external activities (e.g., OCHR, M&RA, HQMC HROM EEO) to the long-standing unresolved issues of lack of applicant data; lack of Occupational CLF data; and the lack of Regional CLF data as brought forth by this Command in multiple, previous MD-715 reports. Provision of this data to the Command should be a minimal requirement allow for a successful evaluation of the workforce under-participation issues.</p> <p>MCI West – Nothing to report.</p> <p>Cherry Point - Provided quarterly updates on the execution of plan to HQ Marine Corps. Continued to review biweekly Civilian Gains/Losses report and exit surveys. Reviewed workforce tables for changes to participation rates.</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 – FY23 NAF Part I

EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1, A3, A4 and A6	<p>The Non Appropriated Fund workforce consisted of 10,574. There were several identifiable triggers that were compared to the National Civilian Labor Force Statistics (NCLF) and other relevant statistical benchmarks.</p> <p>In review of the data, it appears that the White and Black females separate from the organization faster than they join.</p> <ul style="list-style-type: none"> • White female Entry 36.15% Exit 36.79% • Black female Entry 10.52% Exit 13.23%. <p>Hispanic males, White males and White females have a low participation when compared to the National Civilian Labor Force (NCLF). Black males, Black females and Hispanic females have a higher participation rate.</p> <p>Black males and Black females have a high participation rate in Management positions. White males and White females have a low participation rate in Management positions. Black and Hispanic males have a high participation rate in Laborer and Helper positions while White males have a low participation rate in Laborer and Helper positions.</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>In review of the Pay Band scale for Full/Part time in comparison to the Permanent Workforce we did not review the NF6 grade as there are only two employees in those seats.</p> <p>Hispanic females and black females hold a high participation rate in NF1-NF4 positions. White females have a low participation rate in NF1 and NF2 positions but have a high participation rate in NF3 and NF4 positions. White males have a low participation rate in NF1-NF5 positions. Hispanic males have an overall low participation rate in all grades. Black males have an overall high participation rate in all grades.</p> <p>We find that the Hispanic, White, Black and Asian males all experience a Low Participation Rate (LPR) in the Mission Critical Positions, however, the Hispanic, White, Black and Asian females experience a High Participation Rate (HPR) in Mission Critical Positions. The five categories and series are CY Program Asst 1702, CY Program Leader 1702, Sales Associate 2091, Ops Associates 1101 and Admin Spec. 0303. The White female group fairs better than the minority groups.</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	No
Hispanic or Latino Males	Yes
Hispanic or Latino Females	Yes
White Males	Yes
White Females	Yes
Black or African American Males	Yes
Black or African American Females	Yes
Asian Males	Yes
Asian Females	Yes

EEO Group	Affected by Trigger? (Yes or No)
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No
Two or More Races Males	No
Two or More Races Females	No

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Table A1, A3, A4, and A6
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	Decisions provided by EEO
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	Yes	Capital Region exit survey results
Focus Groups	Yes	Action plans from 3 AR Division Focus groups
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yy yy)	Target Date (mm/dd/yy yy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Date Completed (mm/dd/yy yy)
Conduct Barrier Analysis	10/01/2022	9/30/2023	Funding – No Staffing – No	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>South Carolina Tri Command</u> Deputy Director Equal Employment <u>Beaufort</u> <u>MCRD Parris Island</u>	Vacant	
<u>MCI PAC</u> Deputy Director Equal Employment EEO Specialist	Vacant Vacant	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	Yes
<u>MCLB Albany</u> Deputy Director EEO	Vacant	
<u>Capital Region Quantico</u> Commanding Officer <u>Capital Region Base</u> Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director, Equal employment Opportunity	Colonel Michael L. Brooks Lieutenant General G.P. Olson Mr. Andrew N. Sullivan Ms. Penny Thomison	Performance plans are not required for General Officers. Yes Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities			
03/31/2023	Schedule a meeting with Barrier Analysis team to	06/30/2024	

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	provide guidance in conducting barrier analysis and discuss ways to increase participation in low demographic areas		
06/30/2023	Check in with serviced commands to obtain updates on barrier analysis efforts		06/20/2023
Tri-Command Planned Activities Vacant DDEEO Billet Waiver Granted			
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted			
MCLB Albany Planned Activities Vacant DDEEO Billet Waiver Granted			
MCI West Planned Activities			
09/30/2023	The Regional EEO Office will connect with the NAF HRO's to understand their		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	hiring procedures and selection criteria to understand if the recruitment/applicant/hiring process is a trigger.		

Report of Accomplishments

Fiscal Year	Accomplishments
2023	<p><u>1ST Quarter</u></p> <p>Capital Region - No significant accomplishments to report from first quarter.</p> <p>MCI West - is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. We will discuss recruitment/applicant/hiring during the briefs. MCIWEST has reached out to all HRO's and EEO Specialists to prepare for the briefs.</p> <p><u>2nd Quarter</u></p> <p>Capital Region – Met with BAT Team members to provide Barrier analysis guidance and assist with efforts to analyze data tables.</p> <p>MCI West - is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. We will discuss recruitment/applicant/hiring during the briefs. MCIWEST is preparing to reach out to all HRO's, as we have received the higher headquarters briefs.</p> <p><u>3RD Quarter</u></p> <p>Capital Region - Reestablished monthly BAT meeting to provide Barrier analysis guidance and address any concerns.</p> <p>MCBQ - Reestablished monthly BAT meeting to provide Barrier analysis guidance and address any concerns.</p> <p>MCI West - Two EEO Specialists in the region completed EEOC MD-715 training to move towards the ability to conduct barrier analysis as required. MCIWEST attended all workshops via TEAMS for Barrier Analysis Training and will continue to do so during the 4th Quarter of FY23.</p> <p><u>4th Quarter</u></p> <p>Capital Region/MCBQ - Because of lack of resources and turnover of staff, we have been unable to conduct barrier analysis.</p> <p>MCI West – Nothing to report.</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
<p>B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.</p>	<p>Pursuant to 29 CFR §1614.102</p> <ul style="list-style-type: none"> • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct a self-assessment of the command for possible program deficiencies. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To enable the command to conduct a thorough barrier analysis of its workforce. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final command decisions, and legal sufficiency reviews. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures). • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the

Type of Program Deficiency	Brief Description of Program Deficiency
	<p>following areas: To maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data.</p> <ul style="list-style-type: none"> • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively administer its special emphasis programs (such as, Federal Women’s Program, Hispanic Employment Program, and People with Disabilities Program Manager. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively manage its reasonable accommodation program.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine will must ensure that there is both funding and qualified staff to successfully implement the EEO program components.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource Capital Region-Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p><u>MARCORSYS COM</u> Marine Corps Systems Command Director of Human Capital Management</p> <p><u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p><u>Quantico</u> Commanding Officer Civilian Manpower Branch G1</p>	<p>Lieutenant General G. P. Olson Andrew Sullivan</p> <p>Penny Thomison</p> <p>Sheila Johnson</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks Melissa White</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p><u>Tri-Command</u> Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	
<p><u>Cherry Point</u> Equal Employment Opportunity Deputy Director</p>	<p>Lindsay Smith</p>	<p>No</p>

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	MCIWEST will approach the command for an increase in the EEO budget.	No		
09/30/2024	MCIWEST will continue to work with the HRO for employee vacant positions.	Yes		
Administration and Resource Planned Activities				
11/06/2023	Interview potential candidates to fill vacant EEO Specialist positions. (Administration and Resource, MARCORSSYSCOM, TECOM and Quantico Base)			
12/01/2023	Make selections; HR will send job offers to candidates. (Administration			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	and Resource, MARCORSSYSCOM, TECOM and Quantico Base)			
12/15/2023	EOD for new employees. (Administration and Resource, MARCORSSYSCOM, TECOM and Quantico Base)			
12/31/2023	Allocate sufficient funding in budget to: conduct command self-assessment, thorough barrier analysis, timely processing of EEO complaints/investigations, conduct EEO training, publish and distribute EEO materials, maintain accurate data collection and tracking systems, effectively administer Special Emphasis Programs, and effectively manage the Reasonable Accommodation Program. (Administration and Resource, MARCORSSYSCOM, TECOM and Quantico Base)			
03/31/2024	Implement approved funding into EEO program areas (SEPM, Barrier Analysis, etc.). (Administration and Resource, MARCORSSYSCOM, TECOM and Quantico Base)			
09/30/2024	Analyze EEO program areas to determine if additional funding is required. (Administration and Resource, MARCORSSYSCOM, TECOM and Quantico Base)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Cherry Point Planned Activities				
12/31/2023	Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers. Request			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	applicant flow data from HQ Marine Corps			
03/31/2024	Identify Special Emphasis Program Managers and Barrier Analysis Team Members. Select and issue appointment letter. Request applicant flow data from HQ Marine Corps.			
06/30/2024	Conduct Barrier Analysis Training to Team Members. Identify infinity group members. Request applicant flow data from HQ Marine Corps.			
09/30/2024	Continue Barrier Analysis Training, participate in the Barrier Analysis process. Team Members assist in developing Command Action Plan(s). Identify and submit budget for FY25 to include Special Emphasis Program Managers Course and EEOC or equivalent Barrier Analysis training. Request applicant flow data from HQ Marine Corps.			
Tri-Command Planned Activities				
No plan submitted waiver new DDEEO				
MCI East Planned Activities				
No plan submitted waiver new DDEEO				
MCI PAC Planned Activities				
No plan submitted waiver vacant DDEEO billet				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	<p>Pursuant to 29 CFR §1614.102</p> <ul style="list-style-type: none">• All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: EEO Complaint Process.• All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: Reasonable Accommodation Procedures.• All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications.• All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps will collaborate with the command to ensure that all managers and supervisors are trained on the EEO components stated above and increase the percentage from the previous year.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p>MCI West Deputy Director, EEO</p> <p>MCRD Human Resources Director Chief of Staff/Executive Officer</p> <p>Miramar Human Resources Director Chief of Staff/Executive Officer</p> <p>Camp Pendleton Human Resources Director Chief of Staff/Executive Officer</p> <p>29 Palms Human Resources Director Chief of Staff/Executive Officer</p> <p>Barstow Human Resources Director Chief of Staff/Executive Officer</p> <p>Yuma Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p>Administration and Resource MARCORSYSCOM Marine Corps Systems Command</p>	Sheila Johnson	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director of Human Capital Management Capital Region – Field Office Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity TECOM AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager Quantico Base Commanding Officer Civilian Manpower Branch G1	Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee Colonel Michael L. Brooks Melissa White	
Albany Equal Employment Opportunity Deputy Director	Deborah Faulkner	
Tri-Command Equal Employment Opportunity Deputy Director	Cynthia Golson	
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Work with the various Training Departments to obtain completed EEO training records for each	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completi on Date (mm/dd/y yyy)
	installation to allow us to encourage further participation of supervisors and managers.			
09/30/2024	Coordinate with the HRO's to ensure all newly hired supervisors and managers receive the training within the prescribed timeline.	Yes		
Administration and Resource Planned Activities				
12/31/2023	Develop FY24 EEO Training Plan which will provide EEO training opportunities for serviced commands. (Administration and Resource, MARCORSSYSCOM, TECOM and Quantico)			
03/31/2024	Meet with management and Senior Leaders regarding obtaining tracking databases the office does not have access to. Administration and Resource, MARCORSSYSCOM, TECOM and Quantico)			
06/30/2024	Implement the use of obtained databases. Administration and Resource, MARCORSSYSCOM, TECOM and Quantico)			
09/30/2024	Analyze process for success. Administration and Resource, MARCORSSYSCOM, TECOM and Quantico)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Tri-Command Planned Activities No plan submitted waiver new DDEEO				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completi on Date (mm/dd/y yyy)
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.6 – The agency involves managers in the implementation of its EEO program.	Senior Managers do not - <ul style="list-style-type: none"> • get involved in the Special Emphasis programs. • participate in the barrier analysis process. • assist in developing command EEO action plans (Part I, Part J, or the Executive Summary) when barriers are identified. • implement EEO Action Plans and incorporate the EEO Action Plan Objectives into command strategic plan.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps will collaborate with the senior managers to solicit involvement in the EEO components.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gheris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management</p> <p><u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p><u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p><u>Quantico Base</u> Commanding Officer Civilian Manpower Branch G1</p>	<p>Sheila Johnson</p> <p>Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks Melissa White</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p><u>Tri-Command</u> Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	
<p><u>Cherry Point</u> Equal Employment Opportunity Deputy Director</p>	<p>Lindsay Smith</p>	<p>No</p>

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Communicate with the HRO's to determine how we can incorporate the EEO action plan objectives into the installation strategic plans.	No		
Administration and Resource Planned Activities				
12/05/2023	During FY23 State of the EEO Program Briefs with commanders, stress the importance of Senior Management involvement in Special Emphasis Program Management (SEPM). (Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
03/31/2024	Schedule meetings and meet with Senior Management regarding their continual involvement with SEPM. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			
03/31/2024	Create at least one SEPM event which will include Senior Management involvement and schedule date(s). (Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			
06/30/2024	Analyze SEPM event success with Senior Management involvement and make any improvements required for future events. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			
09/30/2024	Plan at least one SEPM event for the following fiscal year. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Cherry Point Planned Activities				
12/31/2023	Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers. Request applicant flow data from HQ Marine Corps.			
03/31/2024	Identify Special Emphasis Program Managers and			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	Barrier Analysis Team Members. Select and issue appointment letter. Request applicant flow data from HQ Marine Corps.			
06/30/2024	Conduct Barrier Analysis Training to Team Members. Identify infinity group members. Request applicant flow data from HQ Marine Corps.			
09/30/2024	Continue Barrier Analysis Training, participate in the Barrier Analysis process. Team Members assist in developing Command Action Plan(s). Identify and submit budget for FY25 to include Special Emphasis Program Managers Course and EEOC or equivalent Barrier Analysis training. Request applicant flow data from HQ Marine Corps.			
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

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Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.2 – The agency has established procedures to prevent all forms of EEO discrimination.	The command does not process all accommodation requests within the time frame set forth in its reasonable accommodation procedures

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps will continue to seek to acquire funding and staff to efficiently proceed with the maintenance and compliance in completing the Reasonable Accommodation Process. Will continue to increase the percentage of compliance from the previous year.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p>MCI West Deputy Director, EEO</p> <p>MCRD Human Resources Director Chief of Staff/Executive Officer</p> <p>Miramar Human Resources Director Chief of Staff/Executive Officer</p> <p>Camp Pendleton Human Resources Director Chief of Staff/Executive Officer</p> <p>29 Palms Human Resources Director Chief of Staff/Executive Officer</p> <p>Barstow Human Resources Director Chief of Staff/Executive Officer</p> <p>Yuma Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gheris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p>Administration and Resource MARCORSYSCOM Marine Corps Systems Command Director of Human Capital Management</p> <p>Capital Region – Field Office Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p>TECOM AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p>Quantico Base Commanding Officer Civilian Manpower Branch G1</p>	<p>Sheila Johnson</p> <p>Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks Melissa White</p>	
<p>Albany Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p>Tri-Command Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Conduct RA training for supervisors and managers to discuss timeliness and processing.			
09/30/2024	Collaborate with the HR Training Departments to determine the current RA trainings online continue to be advertised for supervisors and managers to take on TWMS.			
Administration and Resource Planned Activities				
12/15/2023	Complete the hiring process to bring on additional staff to assist with processing RA requests. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
03/31/2024	Work with new RA team in efforts to further streamline the RA process. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
06/30/2024	Track RA request processing to determine if timeliness has improved. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
09/30/2024	Analyze RA program and request additional billets, if required. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

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Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
<p>C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.</p>	<ul style="list-style-type: none"> • The command has not established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups. • The EEO office has not collaborated with the HR office to: Develop and/or conduct outreach and recruiting initiatives. • The EEO office has not collaborated with the HR office to: Identify and remove barriers to equal opportunity in the workplace.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
<p>10/01/2023</p>	<p>The United States Marine Corps review policies, practices and procedures regarding barriers of the workforce, while attempting to gain funding and volunteers to ensure that this</p>	<p>09/30/2024</p>		

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	objective is done.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management</p> <p><u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p><u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p><u>Quantico Base</u> Commanding Officer Civilian Manpower Branch G1</p>	<p>Sheila Johnson</p> <p>Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Michael L. Brooks Melissa White</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Albany Equal Employment Opportunity Deputy Director	Deborah Faulkner	
Tri-Command Equal Employment Opportunity Deputy Director	Cynthia Golson	
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Establish a timeline prior to the annual MD-715 briefs with the commands to review the merit systems program, awards program and development/training programs to determine if there are any barriers.	Yes		
Administration and Resource Planned Activities				
12/31/2023	Establish appropriate HR points of contact to assist in this effort, and establish a time table for meetings to be held.(Administration and			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	Resource, MARCORSYSCOM, TECOM and Quantico Base)			
03/31/2024	Schedule and hold the first meeting with HR to discuss possible outreach and recruiting initiatives, and to review and discuss HR policies, procedures and practices. .(Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
06/30/2024	Provide any deficiencies regarding policies, procedures and practices determined by HR and EEO to Senior Leadership and request for funding to address this effort, if required. .(Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
09/30/2024	Start implementing any updated policies, procedures and practices approved by Senior Leadership, if applicable. .(Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

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Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
<p>D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.</p>	<ul style="list-style-type: none"> • The command does not have a process for identifying triggers in the workplace. • The command does not regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
<p>10/01/2023</p>	<p>The United States Marine Corps will review data to identify triggers in the workforce. Will seek to gain access to other data within the agency to identify triggers in the workforce.</p>	<p>09/30/2024</p>		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management</p> <p><u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p><u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p><u>Quantico Base</u> Commanding Officer Civilian Manpower Branch G1</p>	<p>Sheila Johnson</p> <p>Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks Melissa White</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p><u>Tri-Command</u> Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Cherry Point Equal Employment Opportunity Deputy Director	Lindsay Smith	No
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Review complaints data to determine if there are any triggers (e.g. higher number of complaints related to non-selection).	No		
Administration and Resource Planned Activities				
03/31/2024	Compile EEO (to include harassment) and Reasonable Accommodation data. Start gathering data from the DON Exit Surveys and work with HR to obtain data from any climate surveys and focus groups. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2024	Start analyzing data and input from various sources to identify any triggers to be addressed. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
09/30/2024	Continue to analyze data and input from various sources to identify triggers to be addressed and work on plans to address triggers. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Cherry Point Planned Activities				
12/31/2023	Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers. Request applicant flow data from HQ Marine Corps.			
03/31/2024	Identify Special Emphasis Program Managers and Barrier Analysis Team Members. Select and issue appointment letter. Request applicant flow data from HQ Marine Corps.			
06/30/2024	Conduct Barrier Analysis Training to Team Members. Identify infinity group members. Request applicant flow data from HQ Marine Corps.			
09/30/2024	Continue Barrier Analysis Training, participate in the Barrier Analysis process. Team Members assist in developing Command Action			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	Plan(s). Identify and submit budget for FY25 to include Special Emphasis Program Managers Course and EEOC or equivalent Barrier Analysis training. Request applicant flow data from HQ Marine Corps.			
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

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Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.2 – The agency identifies areas where barriers may exclude EEO groups	<ul style="list-style-type: none"> • The command does not have a process for analyzing the identified triggers to find possible barriers. • The command does not regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability. • The command does not regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability. • The command does not regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	To ensure the agency identifies areas where barriers may exclude EEO groups. Retain volunteers to review the data.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramamar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management</p> <p><u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p><u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p><u>Quantico</u> Commanding Officer Civilian Manpower Branch G1</p>	<p>Sheila Johnson</p> <p>Lieutenant General G. P. Olson Andrew Sullivan</p> <p>Penny Thomison</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks Melissa White</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Tri-Command Equal Employment Opportunity Deputy Director	Cynthia Golson	
Cherry Point Equal Employment Opportunity Deputy Director	Lindsay Smith	No
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Review complaints data to determine if there are any triggers (e.g., higher number of complaints related to non-selection).	No		
Administration and Resource Planned Activities				
12/31/2023	Solicit NAF volunteers from the command to assist in this effort. (Administration and Resource, MARCORSSYSCOM, TECOM and Quantico Base)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
03/31/2024	Develop a process for analyzing triggers (once identified) to find possible barriers. (Administration and Resource, MARCORSSYSCOM, TECOM and Quantico Base)			
06/30/2024	Once regularly scheduled meetings are established to review policies, procedures, and practices, examine them as they relate to race, national origin, sex, and disability. (Administration and Resource, MARCORSSYSCOM, TECOM and Quantico Base)			
09/30/2024	Start reviewing various sources of information to find barriers (complaint/grievance various data and surveys, etc.). (Administration and Resource, MARCORSSYSCOM, TECOM and Quantico Base)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Cherry Point Planned Activities				
12/31/2023	Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers. Request applicant flow data from HQ Marine Corps.			
03/31/2024	Identify Special Emphasis Program Managers and Barrier Analysis Team Members. Select and issue appointment letter. Request applicant flow data from HQ Marine Corps.			
06/30/2024	Conduct Barrier Analysis Training to Team Members.			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	Identify infinity group members. Request applicant flow data from HQ Marine Corps.			
09/30/2024	Continue Barrier Analysis Training, participate in the Barrier Analysis process. Team Members assist in developing Command Action Plan(s). Identify and submit budget for FY25 to include Special Emphasis Program Managers Course and EEOC or equivalent Barrier Analysis training. Request applicant flow data from HQ Marine Corps.			
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

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Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.3 – The agency identifies areas where barriers may exclude EEO groups in the plans	<ul style="list-style-type: none">The command has not identified one or more barriers during the reporting period, the command was unable to implement a plan in Part I, including meeting the target dates for the planned activities.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	To ensure the agency identifies areas where barriers may exclude EEO groups. Will continue to execute the plans previously set forth.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management</p> <p><u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p><u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p><u>Quantico</u> Commanding Officer Civilian Manpower Branch G1</p>	<p>Sheila Johnson</p> <p>Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks Melissa White</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p><u>Tri-Command</u> Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Work with staffing in the HRO to increase manning to 100%.	No		
09/30/2024	Ensure EEO Specialist are trained on how to identify triggers and barriers in the workplace.	No		
Administration and Resource Planned Activities				
03/31/2024	Start analyzing data from various sources to identify at least one barrier which may exclude EEO groups during this reporting period. (Administration and Resource, TECOM, MARCORSSYSCOM and Quantico Base)			
09/30/2024	Work on FY24 Part I planned activities to show some progress in attempting to eliminate the identified			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	barrier. (Administration and Resource, TECOM, MARCORSSYSCOM and Quantico Base)			
Albany Planned Activities No plan submitted new DDEEO				
Tri-Command Planned Activities No plan submitted new DDEEO				
MCI East Planned Activities No plan submitted new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

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Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.4 – The agency be active with affirmative action plans	The command has not posted its affirmative action plan on its internal website.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	To ensure the agency has the affirmative action plan in place for viewing purposes of those in and out of the agency.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p>MCI West Deputy Director, EEO</p> <p>MCRD Human Resources Director Chief of Staff/Executive Officer</p> <p>Miramar Human Resources Director Chief of Staff/Executive Officer</p> <p>Camp Pendleton Human Resources Director Chief of Staff/Executive Officer</p> <p>29 Palms Human Resources Director Chief of Staff/Executive Officer</p> <p>Barstow Human Resources Director Chief of Staff/Executive Officer</p> <p>Yuma Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p>Administration and Resource MARCORSYSCOM Marine Corps Systems Command Director of Human Capital Management</p> <p>Capital Region – Field Office Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p>TECOM AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p>Quantico Base Commanding Officer Civilian Manpower Branch G1</p>	<p>Sheila Johnson</p> <p>Lieutenant General G. P. Olson Andrew Sullivan</p> <p>Penny Thomison</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks Melissa White</p>	
<p>Albany Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p>Tri-Command Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Review the affirmative action plan.	No		
09/30/2024	Ensure EEO Specialist post the affirmative action plan on to their websites and internal bulletin boards.	No		
Administration and Resources Planned Activities				
12/31/2023	Research contents of an effective Affirmative Action Plan. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
03/31/2024	Draft Affirmative Action Plan for command. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
06/30/2024	Route Affirmative Action Plan to leadership for			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	approval/concurrence. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
09/30/2024	Ensure the Affirmative Action Plan is posted on command's internal website. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
Albany Planned Activities				
No plan submitted waiver new DDEEO				
Tri-Command Planned Activities				
No plan submitted waiver new DDEEO				
MCI East Planned Activities				
No plan submitted waiver new DDEEO				
MCI PAC Planned Activities				
No plan submitted waiver vacant DDEEO billet				

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Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	<ul style="list-style-type: none"> • The command did not issue the notice of right to file on or before the 30th day (if no extension was requested or granted or no ADR accepted) and issue the notice of right to file a formal complaint on or before the 90th day (where ADR was accepted or an extension granted). • The command did not provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1). • The command did not issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I). • The command did not issue acceptance letters/dismissal decisions within 30 days from the date of receipt of the formal complaint. • The command did not issue all reports of investigation on or before 180 days (or, for when an extension was granted, on or before 270 days).

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine will continue to attempt to be in compliance with	09/30/2024		

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	timelines set forth by EEOC.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delliah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resources</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management</p> <p><u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p><u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p><u>Quantico Base</u> Commanding Officer Civilian Manpower Branch G1</p>	<p>Sheila Johnson</p> <p>Lieutenant General G. P. Olson Andrew Sullivan</p> <p>Penny Thomison</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
	Melissa White	
<u>Albany</u> Equal Employment Opportunity Deputy Director <u>Marine Corps Logistics Base, Albany</u> Commanding Officer <u>Marine Corps Logistics Command</u> <u>Marine Depot Maintenance Center, Albany</u> Commanding General <u>Marine Corps Support Facility, Blount Island</u> Commanding Officer <u>US Marine Corps Forces, Central Command, Tampa</u> Commander	Deborah C. Faulkner Colonel Matthew J. McKinney Major General Keith D. Reventlow Colonel John S. Sattely Major General Chris A. McPhillips	Yes
<u>Tri-Command</u> Equal Employment Opportunity Deputy Director Equal Employment Specialist	Cynthia Golson Vacant Brigadier General Walker M. Field Colonel Mark D. Bortnem	Yes Yes
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2023	Process all complaints within the timeframe imposed by DON/IRCMS/EEOC	No		
Administration and Resources Planned Activities				
12/15/2023	Complete the hiring process to hire additional staff to assist with the efficient and timely processing of EEO complaints. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
3/31/2024	Start analyzing progress of implementing additional staffing – monitor to see if Rights and Responsibilities were issued in initial counseling session, if Notice of Right to File and acknowledgement letters were issued in a timely manner and ensure Acceptance/ Dismissal Letters were issued within 30 days from receipt of Formal EEO Complaint; track status of EEO investigations prior to due date to ensure they are issued timely. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
06/30/2024	Use new DON EEO Complaint tracking system, ETK, to determine if EEO complaint processing timeliness has improved. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
09/30/2024	Analyze EEO complaints program and request additional billets, if required. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
Albany Planned Activities				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2024	Informal/Counseling: Weekly report/tracking (ETK) of all informal activity by EEO Manager/Case Manager; meeting with Staff weekly. Focus on timeliness and efficiency.	Funding – Yes Staffing - No		
09/30/2024	Formal Processing: Weekly report/tracking (ETK) by EEO Manager/Case Manager after formal complaint filed through Request for Investigation to include Receipt of Formal; Counselor Report, Accept/Dismiss Letter, and Request for Investigation (tracking 180 days). Weekly staff meetings for review/status of complaints. Focus on timeliness and efficiency.	Funding – Yes Staffing - No		
09/30/2024	After staffed, specific roles/assignments will be in place for maintaining compliant EEO processing of complaints per EEOC and DON guidance	Funding – Yes Staffing - No		
Tri-Command Planned Activities				
09/30/2024	Monitor timelines to ensure all Counseling and Notices of Rights to File are issued in accordance with DON guidelines	No		
09/30/2024	Monitor timelines to ensure Acknowledgements are issued immediately after a complaint is filed	No		
09/30/2024	Monitor all Reports of Investigation to ensure they are completed in 180 days or less or 270 days or less when an extension is granted.	No		
MCI East Planned Activities Unresponsive to plan request				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)

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Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
<p>B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.</p>	<p>Pursuant to 29 CFR §1614.102</p> <ul style="list-style-type: none"> • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct a self-assessment of the command for possible program deficiencies. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To enable the command to conduct a thorough barrier analysis of its workforce. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final command decisions, and legal sufficiency reviews. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To publish and distribute EEO materials (e.g., harassment policies, EEO posters, reasonable accommodations procedures).

Type of Program Deficiency	Brief Description of Program Deficiency
	<ul style="list-style-type: none"> • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively administer its special emphasis programs (such as, Federal Women’s Program, Hispanic Employment Program, and People with Disabilities Program Manager. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively manage its reasonable accommodation program. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To ensure timely and complete compliance with EEOC orders.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine will must ensure that there is both funding and qualified staff to successfully implement the EEO program componenets.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Vacant Colonel Charles VonBergen</p> <p>Kelli Clear LtCol Luke Esposito</p> <p>Mona Dodd Colonel Charles Dudik</p> <p>Heather Curtis Colonel Scott A. Gehris</p> <p>Mona Dodd LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resources</u> <u>Capital Region – Field Office</u> Deputy Director, NAF Human Resources Personnel and Policy Branch Head Supervisory Labor and Employee Relations Specialist</p> <p><u>Quantico Base</u> Director, NAF Human Resources Employee and Labor Relations Specialist</p>	<p>Dennis Ray Melvene Lanier Lauren Bailey</p> <p>William Haas Richard Kearney</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p><u>Tri-Command</u> Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	
<p><u>MCI PAC</u> Equal Employment Opportunity Deputy Director</p>	<p>Vacant</p>	
<p><u>MCI East</u> Equal Employment Opportunity Deputy Director</p>	<p>Michael Arkin</p>	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Completi on Date (mm/dd/yy yy)
MCI West Planned Activities				
09/30/2023	MCIWEST will approach the command for an increase in the EEO budget. (All NAF Commands)	No		
Administration and Resources Planned Activities				
11/06/2023	Interview potential candidates to fill vacant EEO Specialist positions. (Capital Region and Quantico)			
12/01/2023	Make selections; HR will send job offers to candidates. (Capital Region and Quantico)			
12/15/2023	EOD for new employees. (Capital Region and Quantico)			
12/31/2023	Allocate sufficient funding in budget to: conduct command self-assessment, thorough barrier analysis, timely processing of EEO complaints/investigations, conduct EEO training, publish and distribute EEO materials, maintain accurate data collection and tracking systems, effectively administer Special Emphasis Programs, and effectively manage the Reasonable Accommodation Program. (Capital Region and Quantico)			
03/31/2024	Implement approved funding into EEO program areas (SEPM, Barrier Analysis, etc.). (Capital Region and Quantico)			
09/30/2024	Analyze EEO program areas to determine if additional funding is required. (Capital Region and Quantico)			
Albany Planned Activities				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Completi on Date (mm/dd/yy yy)
No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				

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Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
<p>B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.</p>	<p>Pursuant to 29 CFR §1614.102</p> <ul style="list-style-type: none"> • All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: EEO Complaint Process. • All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: Reasonable Accommodation Procedures. • All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications. • All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps will collaborate with the command to ensure that all managers and supervisors are trained on the EEO components stated above and increase the percentage from the previous year.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Vacant Colonel Charles VonBergen</p> <p>Kelli Clear LtCol Luke Esposito</p> <p>Mona Dodd Colonel Charles Dudik</p> <p>Heather Curtis Colonel Scott A. Gehris</p> <p>Mona Dodd LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resources</u> <u>Capital Region – Field Office</u> Deputy Director, NAF Human Resources Personnel and Policy Branch Head Supervisory Labor and Employee Relations Specialist</p>	<p>Dennis Ray Melvene Lanier Lauren Bailey</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Quantico Base Director, NAF Human Resources Division Employees and Labor Relations Specialist	William Haas Richard Kearney	
Albany Equal Employment Opportunity Deputy Director	Deborah Faulkner	
Tri-Command Equal Employment Opportunity Deputy Director	Cynthia Golson	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	MCIWEST will conduct outreach with the training departments to ensure training is being conducted. (All NAF Commands)	No		
Administration and Resources Planned Activities				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Compl etion Date (mm/d d/yyyy)
12/31/2023	Develop FY24 EEO Training Plan which will provide EEO training opportunities for NAF employees of serviced commands. (Capital Field and Quantico)			
03/31/2024	Meet with NAF management and Senior Leaders regarding obtaining tracking databases the office does not have access to. (Capital Field and Quantico)			
06/30/2024	Implement the use of obtained databases. (Capital Field and Quantico)			
09/30/2024	Analyze process for success. (Capital Field and Quantico)			
Albany Planned Activities				
No plan submitted waiver new DDEEO				
MCI PAC Planned Activities				
No plan submitted wavier vacant DDEEO billet				
Tri-Command Planned Activities				
No plan submitted waiver new DDEEO				
MCI East Planned Activities				
No plan submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	
