

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715

Parts A Through E

Part A - Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code (xxxxx)	Agency Code (xxxx)	FIPS Code (xxxx)
Department of the Navy	United States Marine Corps	Headquarters, US Marine Corps 3000 Marine Corps, Pentagon	Washington	DC	20350-3000		NV27

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	APF 18,161 NAF 8,139	APF 889 NAF 2,435	29,624

Part C.1 - Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	D. H. Berger, General, USMC	Commandant of the Marine Corps
Head of Agency Designee	David A. Ottignon, Lieutenant General	Deputy Commandant, Manpower and Reserve Affairs

Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	Ronnie Holmes	Dir, EEO	0260	GS 14	(703) 784-9375	ronnie.l.holmes@usmc.mil
Affirmative Employment Program Manager	Latasha Copeland	EEO Specialist	0260	GS 13	(703) 432-9237	Latasha.Copeland@usmc.mil
Complaint Processing Program Manager	Lorena Briscoe	Complaints Manager	0260	GS 13	(703) 432-9054	Lorena.Briscoe@usmc.mil
Diversity & Inclusion Officer	Ronnie Holmes	Dir, EEO	0260	GS 14	(703) 784-9375	ronnie.l.holmes@usmc.mil
Disability Program Manager (SEPM)	Latasha Copeland	EEO Specialist	0260	GS 13	(703) 432-9237	Latasha.Copeland@usmc.mil
Non-Appropriated Fund (Complaints, Reasonable Accommodation and MD-715),	Lanette Buckner	EEO Specialist	0260	NF-4	(703) 432-9052	Lanette.Buckner@usmc.mil
Special Placement Program Coordinator (Individuals with Disabilities)						
Reasonable Accommodation Program Manager	Latasha Copeland	EEO Specialist	0260	GS 13	(703) 432-9237	Latasha.Copeland@usmc.mil

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx- xxxx)	Email Address
Anti-Harassment Program Manager						
ADR Program Manager	Delroy Gooden	Labor/Employee Specialist	0201	GS 12	(703) 432- 9213	Delroy.gooden@usmc.mil
Compliance Manager	Lorena Briscoe	Complaints Mgr	0260	GS13	(903) 432- 9450	Lorena.briscoe@usmc.mil
Principal MD- 715 Preparer	Latasha Copeland	AEP Mgr	0260	GS 13	(703) 432- 9237	latasha.copeland@usmc.mil
Other EEO Staff	Penny Thomison	Headquarters Marine Corps Deputy Dir, EEO	0260	GS 13	(571) 265- 8301	penny.thomison@usmc.mil
Other EEO Staff	Dan Grissom	Marine Corps Installations West Deputy Dir, EEO	0260	GS 12	(760) 725- 3845	Dan.grissom@usmc.mil
Other EEO Staff	Clint Haskell	Marine Corps Installations Pacific Deputy Dir, EEO	0260	GS 13	645-5422	clint.haskell@usmc.mil
Other EEO Staff	Lindsay Smith	Marine Corps Air Station Cherry Point Deputy Dir, EEO	0260	GS 12	(252) 466- 2218	lindsay.smith@usmc.mil
Other EEO Staff	Pamela Davis	Marine Corps Logistics Base Albany Ga Deputy Dir, EEO	0260	GS 12	(229) 639- 7268	pamela.davis@usmc.mil
Other EEO Staff	Cynthia Golson	Marine Corps Air Station	0260	GS 12	(843) 228- 2647	Cynthia.golson@usmc.mil

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
		Beaufort Deputy Dir, EEO				
Other EEO Staff	Anita Carse	Marine Corps Installation East Deputy Dir, EEO	0260	GS13	(910) 452-5272	Anita.carse@usmc.mil

Part D.1 - List of Subordinate Components Covered in this Report

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

☐ If the agency does not have any subordinate components, please check the box.

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
HQ US MARINE CORPS	Washington	DC		NV27	00027
MCAS CHERRY POINT	Cherry Point	NC		NV27	00146
MARINE CORPS RECRUIT DEPOT	San Diego	CA		NV27	00243
MARINE CORPS AIR FACILITY QUANTICO	Quantico	VA		NV27	00260

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
MCRD ERR PI SC	Parris Island	SC		NV27	00263
MARINE CORPS BASE QUANTICO	Quantico	VA		NV27	00264
MARINE CORPS BASE HAWAII	Kaneohe Bay	HI		NV27	00318
MARINE CORPS BASE CAMP PENDLETON	San Diego	CA		NV27	00681
CAMP MUJUK, REPUBLIC OF KOREA	Republic of Korea		Korea	NV27	15017
II MARINE EXPEDITIONARY FORCE	Jacksonville	NC		NV27	20133
COMBAT ARMS TRAINING CTR CAMP FUJI	Fuji		JA	NV27	20229
USMC RECRUITING COMMAND	Washington	DC		NV27	39878
US MARINE CORPS FORCES, CENTRAL CMD	Tampa	FL		NV27	48401
U.S. MARINE CORPS FORCES, KOREA	APO AP		Korea	NV27	59901
MCAS BEAUFORT SC	Beaufort	SC		NV27	60169
MARINE CORPS LOGISTICS BASE	Barstow	CA		NV27	62204
MARINE CORPS AIR STATION, NEW RIVER	New River	NC		NV27	62573
MARINE CORPS AIR STATION IWAKUNI	Iwakuni		JP	NV27	62613
MARINE CORPS AIR STATION YUMA	Yuma	AR		NV27	62974

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
MARINE CORPS AIR STATION FUTENMA	Futenma		JP	NV27	63026
MARINE CORPS BASE	Jacksonville	NC		NV27	67001
MARINE CORPS LOGISTICS COMMAND	Albany	GA		NV27	67004
MCLB ALBANY GA	Albany	GA		NV27	67008
1ST MARINE CORPS	Garden City	NY		NV27	67011
4TH MARINE CORPS	Louisville	KY		NV27	67013
6TH MARINE CORPS	Parris Island	SC		NV27	67015
8TH MARINE DIST	Fort Worth	TX		NV27	67016
9TH MARINE CORPS	Great Lakes	IL		NV27	67017
12TH MARINE CORPS DISTRICT	San Diego	CA		NV27	67019
HQ MARINE FORCES EUROPE	Stuttgart		Germany	NV27	67023
US MARINE FORCES SOUTH	Miami	FL		NV27	67024
MARINE FORCES PACIFIC	Okinawa		JP	NV27	67025
MARFORCOM NORFOLK	Norfolk	VA		NV27	67026
MARCORPSBARRACKS	Washington	DC		NV27	67029
MARINE CORPS COMBAT DEVELOPMENT CMD	Quantico	VA		NV27	67056

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
MAINTENANCE CENTER ALBANY	Albany	GA		NV27	67100
HQTSBATTALION	Arlington	VA		NV27	67353
EWTGLANT	Norfolk	VA		NV27	67355
MAR AV TNG SUP GRP	Pensacola	FL		NV27	67389
MARINE CORPS AIR GROUND COMBAT CTR	Twenty-nine Palms	CA		NV27	67399
MARINE CORPS BASE CAMP BUTLER	Okinawa		JP	NV27	67400
III MARINE EXPEDITIONARY FORCE	Okinawa		JP	NV27	67438
MARINE CORPS AIR STN CAMP PEN	San Diego	CA		NV27	67604
BLOUNT ISLAND COMMAND	Jacksonville	FL		NV27	67695
MARCORSYSCOM	Quantico	VA		NV27	67854
TRAINING AND EDUCATION COMMAND	Quantico	Va.		NV27	67856
MARFORRES NOLA	New Orleans	LA		NV27	67861
MARINE CORPS AIR STATION MIRAMAR	San Diego	CA		NV27	67865
OFFICE OF THE COMMANDING GENERAL	Twenty nine Palms	CA		NV27	67884
CG, EASTERN RECRUITING REGION	Parris Island	SC		NV27	67889

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
WESTERN RECRUITING REGION MCRD	San Diego	CA		NV27	67890
MARCORPS NATIONAL CAPITAL REGION	Washington	DC		NV27	67895
MARINE FORCES NORTHERN COMMAND	New Orleans	LA		NV27	67902
US MARINE FORCES AFRICA			Africa	NV27	67903
USMC FORCES SPECIAL OPERATIONS CMD	Jacksonville	NC		NV27	67906
U S MARINE FORCES CYBERSPACE COMMAND	Fort Meade	MD		NV27	67925
RECRUIT TRAINING REGIMENT	San Diego	CA		NV27	68001
RECRUIT TRAINING REGIMENT	Parris Island	SC		NV27	68002
C G I MEF	San Diego	CA		NV27	68450
MCTSSA CAMPEN	San Diego	CA		NV27	68909

Part D.2 - Mandatory and Optional Documents for this Report

In the table below, the agency must submit these documents with its MD-715 report.

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	Yes	
EEO Policy Statement	No	

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Strategic Plan	No	
Anti-Harassment Policy and Procedures	No	
Reasonable Accommodation Procedures	No	
Personal Assistance Services Procedures	No	
Alternative Dispute Resolution Procedures	No	

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Federal Equal Opportunity Recruitment Program (FEORP) Report	No	
Disabled Veterans Affirmative Action Program (DVAAP) Report	No	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	No	
Diversity and Inclusion Plan under Executive Order 13583	No	
Diversity Policy Statement	No	
Human Capital Strategic Plan	No	

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
EEO Strategic Plan	No	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	No	

Part E - Executive Summary

All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to Part E.2 to E.5.

Part E.1 - Executive Summary: Mission

The Mission of the United States Marine Corps

Officially, the mission of the Marine Corps is set forth in the National Security Act of 1947 as amended (1952), which is to:

- ▲ Seize or defend advanced naval bases and to conduct such land operations as may be essential to the prosecution of a naval campaign;
- ▲ Provide detachments and organizations for service in armed vessels of the Navy or for protection of naval property on naval stations and bases;
- ▲ Develop, with the other Armed Forces, the tactics, techniques, and equipment employed by landing forces in amphibious operations;
- ▲ Train and equip, as required, Marine forces for airborne operations;
- ▲ Develop, with the other Armed Forces, doctrine, procedures, and equipment of interest to the Marine Corps for airborne operations that are not provided for by the Army;
- ▲ Expand from peacetime components to meet the needs of war in accordance (IAW) with mobilization plans; and,
- ▲ Perform such other duties as the President may direct.

Part E.2 - Executive Summary: Essential Element A - F

Results of FY 2021 Self-Assessment

Demonstrated Commitment: (Element A)

- Strengths
 - Policies are in place, have been communicated to the workforce and enforced.
- Weaknesses
 - The lack of staffing resources makes it impossible to manage the Diversity and Inclusion Program.
 - No recognition to employees for demonstrating EEO Accomplishments
 - Lack of Anti-Harassment policy, although the local servicing offices have one in place from their command
 - Review and utilization of climate survey to monitor perception of EEO principles

Integration of EEO into the Strategic Mission: (Element B)

- Strengths
 - Staffing is qualified to ensure timely completion with EEOC Order.
 - EEO Counselors are up to date with training
 - EEO Director brief Senior Level Officials for the Annual State of the Agency
- Weaknesses
 - Major Subordinate Commands who employ APF and NAF have not allocated sufficient funding and qualified staffing to successfully implement the EEO program.
 - Some commands are not afforded the opportunity to participate in senior level meeting
 - Unable to reach 100% of training for EEO for Complaint Process, ADR, EEO responsibilities, Reasonable Accommodation procedures for all managers and supervisors
 - Both APF and NAF Senior Managers do not get involved in the implementation of Special Emphasis Programs, participate in the barrier analysis process, nor assist in developing, implementing and incorporating EEO action plans objectives into strategic plans.

Management and Program Accountability: (Element C)

- Strengths
 - M & RA was able to conduct virtual audits of subordinate command EEO programs, deficiencies identified, and recommendations for corrections provided.
 - EEO Director recommend, guide and assist corrections to improve program
 - HR collaborates with EEO on the MD-715
 - HR ensure access to available data to EEO
 - Job applicants are able to receive reasonable accommodations during application and placement process
- Weaknesses
 - Local servicing commands take direction and guidance into consideration
 - Implement plans for Individuals with Disabilities
 - Conduct outreach and recruiting initiatives
 - EEO and HR partnering to remove barriers in the workplace
 - Local servicing EEO offices are often not part of senior level meetings on a regular basis
 - Reasonable Accommodations were not processed within the 30 day compliance timeframe
 - Field Audits by local servicing offices were not done due to travel restrictions due to COVID-19
 - Command review the different programs, policies, practices, and procedures for systemic barriers that may impede full participation in the program by all EEO groups

Proactive Prevention of Unlawful Discrimination: (Element D)

- Strength
 - Review plans quarterly throughout the year to ensure accomplishments toward deficiency
- Weaknesses
 - Steps to increase those individuals with disabilities in the workforce to meet the goals
 - Command review sources of information for programs, policies, practices, and procedures for triggers that may impede full participation in the program by all EEO groups
 - Actively identifying barriers to be analyzed due to lack of sufficient staffing resources
 - Review surveys and others sources of information in relation to people with disabilities
 - Exit interview or surveys that correlate directly to people with disabilities
 - Command review the negative effects on employees for reorganizations and realignments

Efficiency: (Element E)

- Strengths
 - Maintain relations with contractors that assist with Complaint process
 - Maintain compliance with EEOC and its orders
- Weaknesses
 - EEO complaints were not timely processed in accordance with EEOC MD 110 and the DON Complaints Manual; 10 untimely EEO complaint counseling and 1 untimely investigations. The untimely complaints consisted of 3 NAF and 7 APF, with the majority of the cases stemming from offices with low staff support with missing billets unfilled for long periods of time.

- Local servicing commands working on providing documents in accordance with EEOC MD110 and the DON Complaints Manual

Responsiveness and Legal Compliance: (Element F)

- Strength
 - Marine Corps has complied with all EEOC orders.

Part E.3 - Executive Summary: Workforce Analyses

The Marine Corps consist of a total workforce of 29,624 employees. Within this total workforce, there are two distinct workforces governed by their own individual personnel policies. The Appropriated Fund (APF) workforce makes up 64% of the total workforce, while the Non Appropriated (NAF) makes up the rest. Because of the differences in personnel policies, this report focuses on the workforces separately.

A thorough analysis of the Equal Employment Opportunity Commission's (EEOC) workforce data tables were conducted. There were a number of identifiable triggers effecting females this reporting period when comparing their participation rates to the National Civilian Labor Force (NCLF) statistics and other Relevant Civilian Labor Force (RCLF) statistics.

Appropriated Fund Workforce Analysis (APF)

The Appropriated Fund workforce consisted of 19,050. There were a number of identifiable triggers effecting females this reporting period when comparing their participation rates to the National Civilian Labor Force (NCLF) statistics and other Relevant Civilian Labor Force (RCLF) statistics.

Just as it were in FY18 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.

In review of the data, we see that Black Males and Females are exiting the organization faster than they are joining. Hispanic and White Males are also exiting the organization faster than they are joining

- Black Male Hire 10.56% vs Exit 12.27% Black Female Hire 6.75% vs Exit 7.69%
- White Male Hire 38.72% vs Exit 41.83%
- Hispanic Male Hire 6.12% vs Exit 8.64%

Analysis of Major Occupations Information Technology (2210), Management Program Analyst (0343), Miscellaneous Administration and Program (0301), Financial Administration and Program (0501), and Logistics Management (0346) compared to the National Civilian Labor Force statistics revealed a Low Participation as outlined below:

Rather we compare against the benchmark of National Civilian Labor Force or the Occupational Civilian Labor Force the Female gender experienced a Low Participation Rate.

In review of the data, we see a Low Participation Rate (LPR) for the below when compared to the NCLF, meaning they are represented at a low participation rate:

- Hispanic Female 4 of 5 (80%)
- White Female 5 of 5 (100%)
- Asian Female 4 of 5 (80%)
- Black Female 2 of 5 (40%)

All four Female groups experience a LPR in 2210 and 0301, however, the White Female ethnic group tends to fare better than the Minority ethnic groups when reviewing percentages in the Occupations.

In review of the data, we see a Low Participation Rate (LPR) for the below when compared to the OCLF, meaning they are represented at a low participation rate:

- Hispanic Female 2 of 5 (40%)

- White Female 5 of 5 (100%)
- Asian Female 3 of 5 (60%)
- Black Female 1 of 5 (20%)

All four Female groups experience a LPR in 2210 and 0301 However, the White Female ethnic group tends to fare better than the Minority ethnic groups when reviewing percentages in the Occupations.

In review of the data, we see that Hispanic, White, Black and Asian Females have a High Participation Rate (HPR) in the GS3 - GS7 and GS 11 grades. We see that the White Male and Female have a High Participation Rate (HPR) in the GS12 - SES grades. Although the White Male does experience a Low Participation Rate in GS Grades when compared to the Total Workforce, they still fare better than the other ethnic groups across the GS grades. All four groups are experiencing a Low Participation Rate (LPR) at the GS8 and GS10 grade.

In review of the Occupational Category breakdown we see that the White ethnic group holds the larger population in all categories. When reviewing the data for the eight categories we see the below in regards to Low Participation Rate (LPR):

- Hispanic M 3 of 8 (38%) F 6 of 8 (75%)
- Asian M 2 of 8 (25%) F 6 of 8 (75%)
- White M 4 of 8 (50%) F 5 of 8 (63%)
- Black 5 of 8 (63%) F 6 of 8 (75%)

The four groups seem to have a Low Participation Rate (LPR) in five of the eight categories; Technician, Craft Workers Operative, Labors/Helpers and Service Workers. However, they all seem to fare well in the categories of Admin Support and Officials/Managers.

Non Appropriated Fund Workforce Analysis

The Non Appropriated Fund workforce consisted of 10,574. There were a number of identifiable triggers that were identified that we compared to the National Civilian Labor Force Statistics (NCLF) and other relevant statistical benchmarks.

In review of the data it appears that the White and Black Females separate from the organization faster than they join.

- White Female Entry 36.15% Exit 36.79%
- Black Female Entry 10.52% Exit 13.23%.

Hispanic Males and White Males and Females have a low participation when compared to the National Civilian Labor Force (NCLF). This has been the trend for the past two years. However, the White ethnic group still seems to fare better than the Minority ethnic groups.

In review of the data for Major Occupations that are Full/Part time employees we compared to the Permanent Workforce. White and Asian Male and Female and Black Males have a High Participation Rate (HPR) in Management Positions. Whereas Hispanic Males and Females and Black Males experience a Low Participation Rate (LPR) in Management positions. Hispanic, White, and Black Males all experience (LPR) in Professional, Technician and Sales Worker Jobs. All groups of Females tend to have a (HPR) in Administrative Support positions.

- Hispanic M 5 of 8 (63%) F 5 of 8 (63%)
- White M 5 of 8 (63%) F 5 of 8 (63%)
- Black M 4 of 8 (50%) F 5 of 8 (63%)
- Asian M 2 of 8 (25%) F 2 of 8 (25%)

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. However, we did review the higher grades of the NF4 and NF5 and found that Hispanic, Black and Asian Male and Female all experience a Low Participation Rate (LPR) in these grades. In the middle grade of NF3 we see that Hispanic and Asian Male and Black Females experienced a (LPR) in this grade. In the beginning grades we see that in NF1 White Male and Females and Hispanic, Black and Asian Males experience a (LPR) and in the NF2 grade we see that Hispanic, White and Asian Males and Black

Females experience a (LPR). In review of the data for Mission Critical Positions we reviewed the Full/Part employees against the Permanent Workforce.

We see that the White, Hispanic, Black and Asian Males all suffer a Low Participation Rate (LPR) in the Mission Critical Positions that have the majority of the population. The five categories and series are CY Program Asst 1702, CY Program Leader 1702, Sales Associate 2091, Ops Associate 1101, and HR Technician 0203. The White Female group experience a (LPR) in Ops Associate 1101 and Sales Associate 2091 however, they still fare better than the minority groups.

In review of the data for Full/Part Time employees in comparison to the Permanent Workforce we see the below in reference to distribution of Time Off Awards to the Permanent Workforce. Hispanic and Asian Male and Female experience a Low Participation Rate (LPR) for Time off Awards with the range from 1 hour to 30 hours. We see a (LPR) for Asian Male and Female, White Male, and Hispanic Female in receiving 31 hours to 40 hours of Time Off Awards. We see a (LPR) for Hispanic, White, Black and Asian Female in receiving 41 hour or more of Time off Awards.

In review of the data for Cash Awards distributed to Full/Part Time employees we compared it to the Permanent Workforce. We see that the Hispanic Male and Female experienced a Low Participation Rate (LPR) in all Cash Award categories. We see that Black Male and Females experienced a (LPR) in receiving of Cash Award from \$1000 - \$5000 or more. We also see that Asian Male and Female received Cash Awards but experienced a (LPR) in categories of \$500 and under, \$2000 - \$2999, and \$4000 - \$4999.

There was no analysis of the NF 6 Pay grade level conducted due to low number of personnel at that grade.

Results of this data analysis requires further examination of the policies, practices and procedures that impact recruitment, hiring and placement of these groups to determine the root cause of the LPRs.

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Individuals with Disabilities

The Equal Employment Opportunity Commission (EEOC) requires all agencies to describe plans for the improvement of recruitment, hiring, advancement, and retention of Individuals with Disabilities (IWD) and Individuals with Targeted Disabilities (IWTD). The EEOC established goals for participation for each of these groups, 12% for IWD and 2% for IWTD. Again APF and NAF workforces were examined separately due to the distinct personnel policies that govern them.

During the reporting period, APF Individuals with Disabilities we met the goal for both Individuals with Disabilities (IWD) and Individuals with Targeted Disabilities (IWTD) per total workforce employees at 12.84% for IWD goal of 12% and 3.10% for IWTD goal of 2%. Per EEOC guidance, we review the data in clusters. Within the clusters we see that neither the GS1 - 10 or GS11 and above clusters were able to meet the IWD goal of 12%. However, both clusters were able to exceed the IWTD goal of 2%. GS1 - 10 at 2.46% and GS11 and above 3.58%.

APF: Multiple commands collaborate with outreach programs via the state vocational rehabilitation offices.

APF: Multiple commands use the Wounded Warrior Program

APF: Multiple commands are actively using Schedule A (u) to onboard people with disabilities

APF: MCI East coordinates with the Employment Coordinator of the local US Dept of Veterans Affairs to "employ" interns.

APF: Cherry Point has an annual job shadowing program at the Air Show for position of interest in partnership with the rehabilitation program

APF: Multiple commands use Civilian Leadership Programs, training, workshops, mentorship programs are opportunities afforded to people with disabilities for careers development opportunities

APF: MCI West progressed to creatively use more technology due to the COVID-19 pandemic for employees and customers

Individual with Disabilities (IWD) and Individual with Targeted Disabilities (IWTD) in the NAF Workforce are doing much better this year as we review the total workforce. We reached 2.36% with Individuals with Targeted Disability; we were at 11.98% with the Individual with Disability which is an increase from the prior year at 11.58%. We then reviewed the data via grade clusters. Grade Clusters NF 1 – 3 exceeded the 2% goal with 2.68% and NF4 – NF5 also exceeded the goal with 2.11% for IWTD. Grade Cluster NF 1 – NF3 exceeded the 12% with 13.49% and NF4 –NF5 also exceed the goal of 12% with 13.27% of the IWD goal. No analysis was conducted on NF6 grade level due to their only being two employees at that grade level.

NAF: Cherry Point does a tremendous job with reaching outreach services and partnership with vocational rehabilitation services and the community college within the area. Other outreach programs that are utilized are the Easter Seals and the NC Works and Employment Commission.

NAF: MCI West uses outreach through the Wounded Warrior Program and state vocational and rehabilitation offices.

NAF: Multiple regions commence in using learning development and tuition reimbursement that are opportunities afforded to people with disabilities for career development opportunities

NAF: Multiple regions are still assessing why there is not a specific question relating to disability on the exit surveys

Part E.4 - Executive Summary: Accomplishments

APF:

- All EEO program personnel received required EEO training in accordance with EEOC MD 110.
- M & RA was able to conduct virtual Site Audits of Cherry Point achieved 91% and Tri-Command achieved 82% EEO programs were conducted.
- Read-a-heads presented to command for Tri Command to work with committees to establish employee awards for outstanding action within EEO
- MCI West collaborate with HRO to send out weekly events in conjunction with Special Emphasis theme which includes educational events and award opportunities
- MCI West developed a brochure and EEO award criteria
- Capital Region MARCORSYSCOM has awarded challenge coins and Time Off Awards to workforce members involved in the administration of the Defense Equal Opportunity climate Survey
- Capital Region TECOM Program Manager completed EEOC MD 715 and Barrier Analysis training
- Cherry Point hired new EEO Specialist and Administrative Assistant, both completed the DEOMI EEO Professional Entry Course and the 32 hour training for new EEO Counselors.
- Capital Region Headquarters continues to have weekly meetings and a topic of discussion is often lack of sufficient resources with the leadership.
- Cherry Point was able to identify Individuals with Disability and Federal Women's Programs Managers
- Cherry Point staff was able to complete the Special Emphasis Training
- MCI West continues to highlight monthly observances. MCRD San Diego EEO Counselor was able to attend Federal Protection for LGBTQ workers and Harassment in the Workplace and National Origin Training. Counselor attended training Section 508 Best Practices Best Practices, FAQs about COVID 19 Vaccines that People with Disabilities should consider and Federal Civil Rights enforcement: A Conversation Addressing Efforts to Stop Anti-Asian Hate and Discrimination

- MCI West Camp Pendleton and Miramar attend training for EEOC Special Emphasis Program Manager
- Capital Region TECOM leadership had focus group for military and civilian workforce based on command climate survey to provide feedback and determine factors affecting the organization
- Capital Region leadership is briefed quarterly per the CHRM policy to discuss triggers, barrier analysis efforts and status of Special Emphasis Program.
- Capital Region Headquarters employees from DMCS played a key role in planning and executing National Disability Awareness Month activities.
- Tri Command Reasonable Accommodation Training was accomplished and request have been timely.
- MCI West has weekly meetings to discuss RA and EEO case management to discuss successes/challenges of current cases
- MCI West Barstow and MCRD San Diego was able to conduct Reasonable Accommodation Training
- M & RA partnered with Capital Region to conduct training on Reasonable Accommodation and Return to Work Plan; geared toward supervisors, Managers and Directors.
- Tri Command work with Special Emphasis committee to provide training on barrier analysis; sent a read ahead
- Cherry Point receives a weekly loss/gain report from Manpower to gather data for analysis of category/group gains/losses
- Cherry Point review the Air Station order regarding Merit Staffing Program
- Cherry Point conduct analysis of workforce separations and accessions
- MCI West collaborate with HRO to discuss ethnicity and disability reports that are garnished for MD715 analysis. This provided an open dialogue
- MCI West requested and received Merit Staffing Promotion base/depot orders to review for examining potential barriers.
- Capital Region Headquarters continued to review the trend analysis for occupational groups with regards to the female gender
- Capital Region MARCORSYSCOM Barrier Analysis Team participated in the Commanders EEO Brief and discussed workforce triggers. Also participated in the commands Diversity Awareness Committee Planning Brief to the Commander and Executive Director in January 2021.
- Capital Region MARCORSYSCOM Barrier Analysis Team led the development and publication of a new Commanders EEO Policy.

NAF:

- Cherry Point authored a memo "Guidance for Return to Work Programming" that detailed Reasonable Accommodation coordination requirements
- Cherry Point continuous and timely Reasonable Accommodation efforts
- Cherry Point EEO training has improved with regards to Reasonable Accommodation and the clear separation of duties between HR and EEO.
- Tri Command has ensured the Human Resources has received the necessary Reasonable Accommodation Training
- Tri Command new employees receive Reasonable Accommodation every two weeks
- MCI West meeting between HR and EEO to discuss the separation of roles in regards to Reasonable Accommodation
- MCI West Camp Pendleton and MCRD San Diego have hosted Reasonable Accommodation Training.
- MCI East continues to partner with stakeholders regarding Reasonable Accommodation and Return to work during COVID-19
- Tri Command provided read-a-heads to team in regards to Barrier Analysis training
- Capital Region EEO and HR met to discuss way to recognize managers and supervisors that exhibit superior accomplishments
- Capital Region HR met with the Barrier Analysis Team to discuss options that provide opportunities to participate in EEO initiatives.
- Cherry Point introduced topic of applicant dispositions for reoccurring agenda topic for weekly staff meeting in HR to be successful in analysis for barrier analysis and special emphasis.
- Cherry Point EEO partner with HR for the State of the Agency MD715 report meeting and presentation

- Cherry Point engaged with Senior Leadership for support of infinity groups, while working with different teams and programs to successfully place employees that were referred via Vocational Rehabilitation and job coaches.
- Capital Region continues to blast notification for Special Emphasis to all managers and place on intranet sites.
- Capital Region Senior Leadership was sent a blast highlighting initiatives from Barrier Analysis.
- M & RA was able to conduct virtual Site Audits. Cherry Point achieved 91% and Tri-Command achieved 82% EEO programs.
- MCI West conduct weekly Reasonable Accommodation case management meetings
- MCI East has on-boarded a new staff member to engage the command in the Reasonable Accommodation program.
- M & RA partnered with Capital Region to conduct training on Reasonable Accommodation and Return to Work Plan; geared toward supervisors, Managers and Directors.
- Cherry Point continued open recruitment and outreach activities via social media platforms (Facebook, LinkedIn) and networking with the Employment Security and Vocational Rehabilitation offices
- Cherry Point continued to participate in multiple Job Fairs, met with Carteret Community College to discuss job opportunities at MCCS
- Cherry Point continued to liaison with external agencies in support of helping with a Hispanic infinity group.
- MCI West EEO requested local policies from MCCS regarding merit staffing to examine if any barriers exist.
- Capital Region HR discussed advertising via radio to attract wider populations as they already have a social media presence
- Capital Region continued to review policies and practices for recruiting, retention, promotion, performance and recognition to ensure no barriers
- Capital Region targeted advertising for USA Jobs, LinkedIn, and the Washington Post Job Board
- Capital Region continuous monitoring of exit interview comments to identify trends (lack of opportunity, career path, development, training, etc.)
- Capital Region Conducted a labor market analysis to assess the number of individuals who are amongst the available labor market

Part E.5 - Executive Summary: Planned Activities

APF Part H Plans:

Objective: Include EEO/Diversity and Inclusion principles in the strategic plan.

Planned Activities:

- Commands will review and edit local strategic plans.

Objective: Recognition to employees for superior accomplishments

Planned Activities:

- Define what superior accomplishments are and how they can be recognized
- Solicit commands to identify eligible employees
- Meet with those who are responsible regarding a program
- Draft Position paper
- Special Emphasis committee team placement
- Collaboration EEO and HR for EEO and disability awards

Objective: Allocate the resources needed to effectively administer the EEO program

Planned Activities:

- Conduct a self-assessment of the command for possible program deficiencies.
- Enable the command to conduct a thorough barrier analysis of its workforce
- Maintain accurate data collection and tracking systems for workforce applicant flow data.

- Effectively administer its Special Emphasis Programs.
- Research training options
- Collaboration between HR and EEO

Objective: Ensure training for all Managers and Supervisors

Planned Activities:

- Brainstorm creative ideas to ensure all are trained
- Reasonable Accommodation scheduled training
- Monitor, remind and identify those that need training to be in compliance
- Work with departments to review and reconcile training records

Objective: Involve appropriate Senior Leaders in the EEO program

- The implementation of Special Emphasis Programs.
- The barrier analysis process.
- Develop command EEO action plans (Part I, Part J, or the Executive Summary).
- Implement EEO Action Plans and incorporate the EEO Action Plan Objectives into command strategic plans.

Planned Activities:

- Training for the Senior Leadership in the respective areas mentioned above
- Communicate with HR on how to get the EEO Action plan objectives into strategic plans
- Training incorporated into budget for FY23

Objective: Process 100% of requests for reasonable accommodation in accordance with the DON's procedures.

Planned Activities:

- Continuous evaluation of the Reasonable Accommodation process and make adjustments as needed
- Conduct RA Training and discuss timeliness
- Facilitate Reasonable Accommodation Training online, via slides, or in person to capture audiences

Objective: Review sources of information for trigger identification such as surveys, focus groups, Special Emphasis, Reasonable Accommodation, Anti-Harassment; or able to have exit interview with individual with disability feedback

Planned Activities:

- Identify the data resources that are available
- Perform trigger analysis and determine if barriers exist
- Review exit surveys and how to include individual with disability feedback
- Check-In and Check-Out Survey

Objective: Timely process both Pre-Complaints and Formal Complaints in accordance with all regulatory requirements outlined in MD 110 and the DON Manual for Processing Complaints.

Planned Activities:

- Local EEO offices will develop internal checks to ensure compliance.
- Local EEO offices hold weekly meetings to discuss timelines challenges/success

NAF Part H Plans:

Objective: Recognition to employees for superior accomplishments

Planned Activities:

- Define what are superior accomplishments and how they will be recognized
- Meet with Senior Leadership
- Draft a Position Paper on elements of the program
- Convene Special Emphasis Program committee
- Collaboration with EEO and HR for awards for EEO and Disability

Objective: Reference of EEO/Diversity and Inclusion principles in strategic plan

Planned Activities:

- Meet with Senior Leadership to ensure EEO is involved in actions

- Continue collaboration with HR to ensure part of process

Objective: Allocate the resources needed to effectively administer the program

Planned Activities:

- Consult with Leadership on lack of sufficient resources/funding and the way forward
- Meet with key personnel to review barrier analysis and potential courses of action
- Provide adequate staffing to assist in barrier analysis committee's and analysis
- Collaborate with EEO and HR to perform desk audit to determine if more personnel is required

Objective: Ensure training for all Managers and Supervisors

Planned Activities:

- Consult with EEO Training Manager to brainstorm ideas
- Creatively produce virtual training
- Create SharePoint folder to address training
- Identification and requirements of training that is deficient
- Continuous monitoring and reminding of training requirements

Objective: Involve appropriate Senior Leaders in in the EEO Program

- The implementation of Special Emphasis Programs.
- The barrier analysis process.
- Develop command EEO action plans (Part I, Part J, or the Executive Summary).
- Implement EEO Action Plans and incorporate the EEO Action Plan Objectives into command strategic plans.

Planned Activities:

- Consult with Senior Leadership for ideas and implementation
- Meet with key personnel to review deficiency, barrier analysis and process requirements
- Training on barrier analysis while engaging with senior leadership
- Identification of personnel to serve on barrier analysis teams
- Communication with Human Resources to incorporate EEO objectives into strategic plans

Objective: Review sources of information for trigger identification such as surveys, focus groups, Special Emphasis, Reasonable Accommodation, Anti-Harassment; or able to have exit interview with individual with disability feedback

Planned Activities:

- Identify resources available for analysis
- Perform trigger analysis
- Obtain and review exit surveys related to individuals with disability and EEO
- Review complaints data
- Meet with key personnel to discuss deficiency and possible actions

Objective: Review sources of information for barriers identification such as surveys, focus groups, Special Emphasis, Reasonable Accommodation, Anti-Harassment

Planned Activities:

- Collaborate with Labor and Employee Relations for ideas regarding management, practices, procedures
- Review possible courses of actions to identify options to discuss implementation
- Identify barriers and how we can eliminate
- Conduct analysis of completed surveys to determine reasoning for exodus

Objective: To ensure compliance for the complaint resolution process

Planned Activities:

- To process all complaints within compliance of DON, IRCMS, EEOC
- Continue to ensure monthly data call to determine cases 30/90/180 day

APF Part I Plans:

Objective: Conduct a root cause analysis to determine why Hispanic, White, Black, and Asian Females experienced lower than expected PRs compared to the National Civilian Labor Force (NCLF) and other Relevant Civilian Labor Force (RCLF) statistics. We have noticed that this has been a trend since FY18 to current date.

Planned Activities: Major Subordinate Commands will examine recruitment, hiring, and placement policies, practices, and procedures at local commands to determine if barriers exist and report results to senior leaders.

- Continue to examine the policies, practices and procedures affecting the Low Participation Rates
- Barrier Analysis teams will review workforce profiles
- Additional activities will convene such as interviews, focus groups etc.
- Barrier Analysis Teams will develop plans to remedy conditions
- Examine discipline procedures and review of separations and accessions

NAF Part I Plans:

Objective: Conduct a root cause analysis to determine why White Males and Females and Hispanic Males experienced lower than expected participation rates compared to the NCLF and why White and Black Females are exiting the organization. We see that from last year to this year the Total Workforce has declined almost 400 employees. This could potentially be due to the COVID-19 pandemic.

Planned Activities: Major Subordinate Commands will examine recruitment, hiring, and placement policies, practices, and procedures at local commands to determine if barriers exist and report results to senior leaders.

- They will continue to examine the policies, practices and procedures affecting the Low Participation Rates.
- Continue to review the root cause of low participation rates and identify barriers
- EEO will connect with the local servicing Human Resource office to understand hiring procedures for recruitment/applicant/hiring process triggers

Part J Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Individuals with Disabilities:

APF:

Objective: Conduct a root cause analysis to determine the cause behind IWD Low Participation within the clusters of GS1 – GS 10 and GS11 and above

Planned Activities:

- Examine recruitment, hiring, and placement policies, practices, and procedures, and exit interviews where applicable at local commands to determine if barriers exist for these two groups.
- Continue assessment with employees via DON Newsletter
- Continue to engage managers and supervisors to use the Workforce Recruitment Program

NAF:

Objective: Conduct a root cause analysis to determine how we can continue to meet the IWD and IWTD goals within the clusters of NF1 – NF3 and NF4 and NF5.

Planned Activities:

- Examine recruitment, hiring, and placement policies, practices, and procedures at local commands to determine if barriers exist for these groups.
- Continue to partner with Human Resources for outreach programs at the commands

EEOC FORM
715-01
PART F

U.S. Equal Employment Opportunity Commission
**FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT**

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

Ronnie L Holmes, PhD EEO Director 0260/GS14

am the

(Insert name above)

(Insert official
title/series/grade above)

Principal EEO Director/Official for

United States Marine Corps

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO
MD-715.

25 Jan 22

Date

Signature of Agency Head or Agency Head Designee

17 Jan 22
Date

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 - 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
A.3 – The agency assesses and ensures EEO principles are part of its culture.	Major Subordinate Command's don't provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] strategic plans do not reference EEO / diversity and inclusion principles. [see MD-715, II(B)]

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)
09/14/2020	Recognize superior accomplishments in EEO	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>South Carolina Tri Command</u> <u>MCAS</u> S-1 Officer S-4 Officer S-6 Officer MCCS Director (APF employees) Comptroller Provost Marshal Fire Chief 3/5/7 Program Manager Deputy Director EEO <u>MCRD</u> G-1 Officer G-3 Officer G-4 Officer G-6 Officer Comptroller Fire Chief RCO Safety</p>	<p>Randy Thomas Stephen Smith Captain Alex Djahankhah John Snider John Bergeron Major William Tomaszek, Jr Darran Vaughn Troy Ward Cynthia Golson</p> <p>Eric Porter Mark Henderson William S Tate Robert Weyant Keith Bass Robert Wieder Mark Payne Mickey Arps</p>	
<p><u>MCI Pacific</u> MCI PAC Commanding General MCI PAC Chief of Staff MCI PAC DDEEO MCI PAC EEO Specialist MCI PAC EEO Specialist Commanding Officer MCAS Iwakuni Executive Officer MCAS Iwakuni Commanding Officer MCBH Chief of Staff MCBH</p>	<p>BrigGen William Bowers Peter Dawson Clint Haskell Virlynda Cantoral Jamie Collins Col Frederick Lewis LtCol Joshua Nelson Col Speros Koumparakis Doug Wadsworth</p>	
<p><u>Capital Region</u> <u>Quantico</u> CO/EEO Civilian Personnel Branch Head -Marine Corps Systems Command Director of Human Capital Management <u>TECOM</u> Dep AC/s, G1 CWDT Branch Head, G1 Program Analyst</p>	<p>Col William Bentley Brian Held</p> <p>Ann Firth</p> <p>Jeffery Wolff Ronnelle Parks Steve JeanLouis</p>	<p>Yes Yes</p>

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> <u>San Diego</u> Deputy Director EEO Human Resources Director Chief of Staff <u>Camp Pendleton</u> Deputy Director EEO Human Resources Director Chief of Staff <u>Yuma</u> Deputy Director EEO Human Resources Director Executive Officer <u>29Palms</u> Deputy Director EEO Human Resources Director Chief of Staff <u>Miramar</u> Deputy Director EEO Human Resources Director Executive Officer <u>Barstow</u> Deputy Director EEO Human Resources Director Head of Agency Designee, Plant Manager	Dan Grissom Lesa Jones Colonel Daren Erickson Dan Grissom Gwenette Joseph Colonel Ian Clark Dan Grissom Florence Fitch LtCol Olgierd Dan Grissom Kimberly Martinez Col David Allen Suggs Dan Grissom Kathleen Keelan LtCol William Oliver Dan Grissom Delilah Sampson Robert Schwartz	No No No No No No No No No No No No No No No
<u>MCLB Albany</u> Deputy Director EEO Chief of Staff	Pamela Davis Leonard Housley	
<u>MCI East</u> DDEEO	Anita Carse	

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				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2021	Review Marine Corps Policies for Award options. (Quantico)	No		
01/04/2021, 03/01/2021,06/01/2021	Provide update on accomplishments (Quantico)			
06/30/2021	<p>As provided in the MARCORSYSCOM Part G assessment, the Command answered "No" with the note that "the Command has not been informed of the availability of awards of this type, the requirements for such, and the parameters for making such awards to its personnel (MARCORSYSCOM)</p> <p>Work with HQMC EEO, HQMC Special Emphasis Program Manager, and M&RA to obtain more information on these types of awards. Upon resolution of that, work to implement these awards types within the Command. (MARCORSYSCOM)</p>			
12/30/2020	Research EEO award programs and follow-up regarding strategic plans (TECOM)	Yes	02/02/2021	
03/30/2021	Continue research (TECOM)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2020	Provide summary of research (TECOM)			
Tri – Command Planned Activities				
12/31/2020	Meet with the responsible management officials on the awards program (MCAS and MCRD)	Yes		
03/31/2021	Draft a position management paper on the elements of the awards program (MCAS and MCRD)	Yes		
06/30/2021	Convene the Special Emphasis Program Committee to review the nominees and make recommendations (MCAS and MCRD)	Yes		
MCI Pacific Planned Activities Plan submitted waiver new DDEEO				
10/31/2020	Site visit to new commander at MCAS Iwakuni to obtain support for SEP committees	Yes		
03/31/2021	Re-establish SEP Committees at MCBB	In light of COVID-19		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	(Okinawa) (most members have been lost to PCS), and establish committees at MCAS Iwakuni and MCBH	responsibilities and tasks, unknown		
6/30/2021	SEP Committee creates parameters for MCIPAC EEO/Diversity recognition/award program	In light of COVID-19 responsibilities and tasks, unknown		
MCI East Planned Activities No plan was submitted waiver new DDEEO				
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				
MCI West Planned Activities				
08/01/2021	Coordination between CHRO and EEO to review Performance Award Review Board decision to provide feedback. (San Diego)	No		
08/01/2021	Establish award to provide recognition of employees, supervisor or managers demonstrating superior accomplishments in EEO (San Diego)	No		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
08/01/2021	Coordinate with the installation department heads to develop a program for recognizing superior accomplishments within EEO. (Camp Pendleton, Yuma, 29 Palms, Barstow)	No		
08/01/2021	EEO will reach out to senior leaders and coordinate with the CHRO at the end of the rating cycle to offer assistance with supervisors who are being recognized for superior accomplishments in EEO (Miramar)	No		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	<p>MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>No Accomplishment submitted. No DDEEO for a short period, an EEO Specialist was temp promoted now a DDEEO has filled the billet.</p> <p>Tri Command 1st qtr</p> <p>No accomplishments for this objective yet. Some of the reasons for not meeting this objective include the following: COVID-19, lack of resources and personnel to do the day-to-day tasks and other duties assigned and not having the full capability to do training virtually</p> <p>Tri Command 2nd qtr</p> <p>Beaufort</p> <p>This will be an objective for the special emphasis program committee. I have engaged the committee members regarding Microsoft teams. All members are in the process of installing teams and procuring cameras. The EEO will be providing training on barrier analysis. A read ahead has been sent already to the team. There will be accomplishments by the next reporting period.</p>

MCRD

This will be an objective for the special emphasis program committee. I have engaged the committee members regarding Microsoft teams. All members are in the process of installing teams and procuring cameras. The EEO will be providing training on barrier analysis. A read ahead has been sent already to the team. I have lost 3 of my 6 special emphasis program managers who have moved on to other agencies so I will be recruiting again.

There will be accomplishments by the next reporting period

Tri Command 3rd qtr**Beaufort**

No accomplishments this reporting period. The plan is to meet with the responsible management officials about the awards program, however, workload has not permitted the EEO Office to do so. There has been an influx of EEO complaints filed and reasonable accommodation requests. Met with the Chief of Staff of MCRD Parris Island to share concerns about workload requirements and the possibility of getting another specialist and/or assistant to help with the workload.

Tri Command 4th qtr

No accomplishments this reporting period. The workload continues without support personnel. There has been no action on the part of MCRD Parris Island to secure another billet for a specialist and/or assistant.

The plan is still to meet with the responsible management officials about the awards program.

MCI West 1st qtr

MCRD San Diego has started the initial conversation between the EEO and CHRO on the best way to incorporate an award for superior accomplishments in EEO into their current awards programs. The EEO Specialist in coordination with HRO sends out weekly events that are in conjunction with the Special Emphasis theme of the month which includes educational events and award opportunities

MCI West 2nd qtr

MCRD San Diego EEO Office developed an EEO award criteria and information brochure for MCRD. MCRD San Diego continues to push to their installation personnel the various Awards for Excellence

MCIWEST shared with all the installations the upcoming DoD Disability Awards and WRP Awards for release to their workforce

MCI West 3rd qtr

MCIWEST EEO Office has been notified that majority of the installations have finalized their performance awards during this quarter, thus the EEO Office plans to request feedback on any EEO related superior performance. As of the end of the 3rd Quarter, no other awards have been awarded out related to superior EEO performance nor have any policies been updated.

MCI West 4th qtr

Performance awards have been issued. However, the EEO Office has not been informed if any of these awards were related to superior EEO performance. No award policies or procedures have been updated.

Capital Region**MARCORSYSCOM 1st qtr**

Work with HQMC EEO, HQMC Special Emphasis Program Manager, and M&RA to obtain more information on these types of awards. Upon resolution of that, work to implement these awards types within the command.

Quarterly Update (Feb 2, 2021 the commands awards Division Head confirmed that the Marine Corps Systems Commands Executive Director ensures that the Diversity Awareness Program (DAP) Committee members and their efforts are recognized. The command has also awarded Challenge Coins and Time-Off Awards to workforce members involved in the administration of the Defense Equal Opportunity Climate Survey (DEOCS), the subsequent evaluation of survey data, and development of action recommendations.

The Barrier Analysis Team (BAT) engaged with the Awards Division and has requested that they provide data on awards that may involve recognition of any EEO, diversity or inclusion effort. The plan is to report on that data during the next update.

MARCORSYSCOM 2nd qtr, 3rd qtr, 4th qtr

This item was completed as of 02/21/2021

TECOM 1st qtr

Due to workload, the Program Manager is still in training with an anticipation date of completion of April 2021. During this initial period, effort was concentrated on reviewing historical data regarding Female participation rates.

TECOM 2nd qtr

Program Manager completed the EEOC MD715 training course on 30 March 2021. He is confirmed for the Barrier Analysis course in June 2021. Research into other aspects of Barrier Analysis was concentrated on during this period, including assembling an expanded Barrier Analysis Team, and review of the Female Historical Data for participation rate.

TECOM 3rd qtr

Program Manager completed the Barrier Analysis training Course on 3 June 2021. Continuing research programs at other agencies as a potential solution for implement within TECOM.

TECOM 4th qtr

No submission at this time. Effort was more on B.3.

Additional efforts in this area were hindered due to multiple vacancies within the branch and the detail of the primary program manager. Vacated Positions are currently in the process for Backfill.

Quantico MCCDC 1st qtr

No changes have been made to the awards program at this time. We do not have a strategic plan.

Quantico MCCDC 2nd qtr

We have not made changes to the awards program however, review of the policy does leave plenty of room for supervisors to recognize employees should they choose to do so. There is no special award for accomplishments in EEO at this time. We do put out annual notices, we did require everyone to complete Extremism Training as directed by SECDEF and the Commandant, the Special Emphasis Program Events/Information is shared with the workforce. Even though we do not have a strategic plan the CO's expectations for fair treatment and adherence to EEO

standards and principles are in our hiring plan and are included as part of our supervisory objectives.

Quantico MCCDC 3rd qtr

No command level changes to report. However it should be noted that per ALNAV 095/20 Diversity and Inclusion Training has been suspended while DON revamps the training program

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 - 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.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Pursuant to 29 CFR §1614.102(a)(1), the command has not allocated sufficient funding and qualified staffing to successfully implement the EEO program to enable the command to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]

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)
09/14/2020	Provide the resources to conduct barrier analysis	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Cherry Point Deputy Director EEO Executive Officer	Lindsay Smith Patrick Lindstrom	No
South Carolina Tri Command MCAS Deputy Director EEO EEO Specialist HRO Director S-6 Officer Deputy Director of ATC Operations Deputy Public Works Officer Fire Chief Supervisory Police Officer Federal Womens Program Manager Black Employment Manager Hispanic Program Manager Native American/Alaskan Native Program Manager Asian/ Pacific Islander Program Manager Disability Program Manager MCRD Deputy Director EEO EEO Specialist HRO Director Supv Financial Management Specialist Supv Information Technology Specialist Fire Chief Supv Facilities Operations Specialist Supv Equipment Specialist Federal Womens Program Manager Black Employment Manager Hispanic Program Manager Native American/Alaskan Native Program Manager Asian/Pacific Islander Program Manager Disability Program Manager	Cynthia Golson Tamara McMillan Cicely Dawson Capt Alex Djahankhah Bruce Green Lothar Hofmann Jr Darran Vaughn Jeffrey McKarney Kimberly Fleming Odell Joiner Tyronne Kinsey III David Callaway Stephen Smith Ronald Lanoie Cynthia Golson Tamara McMillan Cicely Dawson Mary Carey Robert Weyant Robert Wieder John Walsh Louis Compion Vacant Melvin Bobian Daniel Camasca Vacant Michael Kaneshige Mitchell Head	
MCI West San Diego Deputy Director EEO Human Resources Director Chief of Staff Camp Pendleton Deputy Director EEO	Dan Grissom Les Jones Colonel Daren Erickson Dan Grissom	No No No No

Title	Name	Performance Standards Address the Plan? (Yes or No)
Human Resources Director Chief of Staff <u>Barstow</u> Deputy Director EEO Human Resources Director Head of Agency Designee, Plant Manager <u>Yuma</u> Deputy Director EEO Human Resources Director Executive Officer <u>29 Palms</u> Deputy Director EEO Human Resources Director Chief of Staff <u>Miramar</u> Deputy Director EEO Human Resources Director Executive Officer	Gwenette Joseph Colonel Ian Clark Dan Grissom Delilah Sampson Robert Schwartz Jr Dan Grissom Florence Fitch LtCol Olgierd Weiss Dan Grissom Kimberly Martinez Colonel David Allen Suggs Dan Grissom Kathleen Keelan LtCol William Oliver	No No No No No No No No No No No
<u>MCI PAC</u> MCIPAC Commanding General MCIPAC Chief of Staff Deputy Director EEO EEO Specialist EEO Specialist Commanding Officer MCAS Iwakuni Executive Officer MCAS Iwakuni Commanding Officer MCBH Chief of Staff MCBH	BrigGen Williams Bowers Peter Dawson Clint Haskell Virlynda Cantoral Jamie Collins Col Frederick Lewis LtCol Joshua Nelson Col Speros C Koumparakis Doug Wadsworth	
<u>MCLB Albany</u> DDEEO Chief of Staff	Pamela Davis Leonard Housley	
<u>MCI East</u> DDEEO	Anita Carse	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>Quantico</u> Deputy Director EEO CO/EEOO Civilian Personnel Branch Head <u>Headquarters</u> Director of Marine Corps Staff Director of Administration and Resource Management Deputy Director EEO	Penny Thomison Col William Bentley Brian Held Major General G.P. Olson Steven Grozinski Penny Thomison	 Yes Yes Yes Yes Yes

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				
09/30/2021	Pursue low/no cost training opportunities for barrier analysis.(Quantico)	No		
09/30/2021	Allocate funds for Barrier Analysis training should funding become available.(Quantico)	No		
01/04/2021, 03/01/2021, 06/01/2021	Provide update on accomplishments (Quantico)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Ongoing	Continue to address lack of sufficient resources with our leadership (Headquarters)	No		
06/30/2021	Convey to leadership the need for one NAF position to provide EEO support and guidance to NAF counterparts (Headquarters)	No		
09/30/2021	Assess progress (Headquarters)	No		
Tri – Command Planned Activities				
09/30/2021	Begin the process of barrier analysis with the full committee. (MCAS and MCRD)	Yes		
MCAS Cherry Point Planned Activities				
12/31/2020	New EEO Counselors complete 32 initial training			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
03/31/2021	New Counselors complete Barrier Analysis Training			
06/30/2021	Identify Barrier Analysis Team members. New Counselors and Team Members Participate in initial Barrier Analysis Training and 715 Barrier Analysis process		05/21/2021	
09/30/2021	New Counselors assist in developing Command Action Plans. Submit Budget for Special Emphasis / Barrier Analysis Training		05/21/2021	
MCI Pacific Planned Activities Plan submitted waiver new DDEEO				
03/31/2021	Hire new MCIPAC DDEEO	Yes		
03/31/2021	Re-establish SEP Committees at MCBB (Okinawa) (most members have been lost to PCS), and establish committees at MCAS Iwakuni and MCBH	In light of COVID-19 responsibilities and tasks, unknown		
MCLB Albany Planned Activities No plan was 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 East Planned Activities No plan was submitted waiver new DDEEO				
MCI West Planned Activities				
08/01/2021	Coordinate with CHRO to conduct analysis of billets and funding resources. Review EEO Specialist PD and document workload to determine if additional resources are needed.(San Diego)	No		
08/01/2021	Coordinate with CHRO to conduct analysis of billets and funding resources.(Camp Pendleton, Barstow, Yuma, 29 Palms, Miramar)	No		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr No Accomplishment. No DDEEO for a short period, an EEO Specialist was temp promoted, now a DDEEO has filled the billet. Cherry Point 1st qtr

	<p>New EEO Specialist and Administrative Assistant completed the 32 hour EEO Training for New Counselors</p> <p>Cherry Point 2nd qtr</p> <p>MCAS Cherry Point did not accomplish planned activities for 2nd Qtr. Plan to complete Barrier Analysis Training with EEO Staff in 3rd Qtr.</p> <p>Cherry Point 3rd qtr</p> <p>Initial Barrier Analysis Team meeting scheduled 13 Jul 21 along with MCCS.</p> <p>New EEO Specialist and EEO Administrative Assistant completed the DEOMI EEO Professional "Entry" Course.</p> <p>Cherry Point 4th qtr</p> <p>The EEO Staff completed Federal EEO Barrier Analysis Training in Sep 21.</p> <p>Submitted FY22 Budget to include training for Barrier Analysis and Special Emphasis training.</p> <p>Capital Region</p> <p>Quantico 1st qtr, 2nd qtr, 3rd qtr</p> <p>No changes to funding or personnel at this time. We rely on EEO personnel to guide us through the barrier analysis process. Aside from that no additional training has been authorized through EEOC or otherwise due to the cost of the training.</p> <p>Quantico 4th qtr</p> <p>No response submitted</p> <p>MARCORSYSCOM 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>Marine Corps Systems Command response is not required for this item.</p> <p>Headquarters 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>We continue to address the lack of sufficient resources with our leadership and this is typically discussed in meeting and EEO quarterly briefings</p> <p>Headquarters 4th qtr</p> <p>The EEO Deputy Director has reported lack of resources AR Division Director. AR division expressed understanding concerning the lack of sufficient funding and intends to meet with DMCS to address concerns.</p> <p>MCI West 1st qtr, 2nd qtr, 3rd qtr</p> <p>MCIWEST EEO and HRO have not been able to conduct a billet and funding analysis to determine if adequate support is provided for success of its EEO program.</p> <p>MCI West 4th qtr</p> <p>MCIWEST EEO and HRO have not been able to conduct a billet and funding analysis to determine if adequate support is provided for success of its EEO program.</p> <p>The Camp Pendleton Regional EEO Office was provided training funds to allow 1 EEO Specialist to participate in the EEOC's 2 day Barrier Analysis training. The skills provided will allow for a better understanding of how to complete a sufficient barrier analysis for the installations.</p>
--	---

Tri Command 1st qtr, 2nd qtr, 3rd qtr, 4th qtr

MCRD

Sufficient staffing of the EEO Office and time has not permitted us to begin the barrier analysis process. Workload permitting, we will be connecting with the team via Microsoft teams and should have some results by the next reporting period

Beaufort

Sufficient staffing of the EEO Office and time has not permitted us to begin the barrier analysis process. Workload permitting, we will be connecting with the team via Microsoft teams and should have some results by the next reporting period.

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 - 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.6 – The agency involves managers in the implementation of its EEO program.	Senior managers are not involved in the implementation of Special Emphasis Programs, barrier analysis, and EEO Action Plans [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)
09/14/2020	Involve senior managers in the implementation of Special Emphasis Programs and barrier analysis efforts	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Cherry Point</u> Executive Officer Deputy Director EEO	Patrick Lindstrom Lindsay Smith	
<u>South Carolina Tri Command</u> <u>MCAS</u> S-6 Officer Deputy Director of ATC Operations Deputy Public Works Officer Fire Chief Supervisory Police Officer <u>MCRD</u> Fire Chief Supv IT Specialist Supv Financial Management Specialist Supv Facilities Operations Specialist Supv Equipment Specialist	Capt Alex Djahankhah Bruce Green Lothar Hofmann Jr Darran Vaughn Jeffrey McCarney Robert Weider Robert Weyant Rose Carey John Walsh Louis Compion	
<u>MCI Pacific</u> MCI PAC Commanding General MCI PAC Chief of Staff MCI PAC DDEEO MCI PAC EEO Specialist MCI PAC EEO Specialist Commanding Officer MCAS Iwakuni Executive Officer MCAS Iwakuni Commanding Officer MCBH Chief of Staff MCBH	BrigGen William Bowers Peter Dawson Clint Haskell Virlynda Cantoral Jamie Collins Col Frederick Lewis LtCol Joshua Nelson Col Speros Koumparakis Doug Wadsworth	
<u>Capital Region</u> <u>Quantico</u> CO/EEEO Civilian Personnel Branch Head Deputy Director EEO <u>Headquarters</u> Director of Marine Corps Staff Director of Administration and Resource Management Deputy Director EEO	Col William Bently Brian Held Penny Thomison Major General G.P. Olson Steven Grozinski Penny Thomison	Yes Yes Yes Yes Yes

TECOM DEP AC/S, G1 CWDT Branch Head G1 Program Analyst	Jeffery Wolff Ronnelle Parks Steve JeanLouis	
MCI West San Diego Deputy Director EEO Human Resource Director Chief of Staff Camp Pendleton Deputy Director EEO Human Resources Director Chief of Staff Barstow Deputy Director EEO Human Resources Director Head of Agency Designee, Plant Manager Yuma Deputy Director EEO Human Resources Director Executive Officer 29 Palms Deputy Director EEO Human Resources Director Chief of Staff Miramar Deputy Director EEO Human Resources Director Executive Officer	Dan Grissom Lesia Jones Colonel Daren Erickson Dan Grissom Gwenette Joseph Colonel Ian Clark Dan Grissom Delilah Sampson Robert Schwartz Jr Dan Grissom Florence Fitch LtCol Olgierd Weiss Dan Grissom Kimberly Martinez Colonel David Allen Suggs Dan Grissom Kathleen Keelan LtCol William Oliver	No No No No No No No No No No No No No No No
MCLB Albany Deputy Director EEO Chief of Staff	Pamela Davis Leonard Housley	
MCI East Deputy Director EEO	Anita Carse	

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				
09/30/2021	Incorporate EEO Action Plans into Command Strategic Plan should one be developed. (Quantico)	No		
09/30/2021	Identify areas where EEO Action Plans could be incorporated absent a strategic plan.(Quantico)	No		
Ongoing	Continue to brief senior leadership (in detail) on a quarterly basis on barrier analysis efforts/EEO action plans and status of Special Emphasis Program (Headquarters)	No		
03/31/2021	Submit FY20 Point Paper to DMCS to incorporate EEO principals into higher level strategic plans (Headquarters)	No		
12/30/2020	Request update from HQMC regarding SEPM program. (TECOM)	Yes	02/02/2021	02/03/2021
03/03/2021	Research and plan BAT meetings and ways to incorporate			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	senior leaders (TECOM)			
06/30/2021	Provide Update(TECOM)			
Tri – Command Planned Activities				
09/30/2021	Engage the senior managers in assisting with the barrier analysis process. (MCAS and MCRD)	No		
MCAS Cherry Point Planned Activities				
12/31/2020	Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers.			
03/31/2021	Conduct Barrier Analysis Training to Team Members			
06/30/2021	Identify Special Emphasis Program Managers and Barrier Analysis Team Members. Select and issue appointment letter.		05/21/2021	

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2021	Conduct Barrier Analysis Training, participate in the Barrier Analysis process Team Members assist in developing Command Action Plan(s). Identify and submit budget for FY22 to include Special Emphasis Program Managers Course and EEOC or equivalent Barrier Analysis training Command Action Plan(s)		05/21/2021	
MCI Pacific Planned Activities Plans submitted waiver new DDEEO				
03/31/2021	Hire new MCIPAC DDEEO	Yes		
03/31/2021	Re-establish SEP Committees at MCBB (Okinawa) (most members have been lost to PCS), and establish committees at MCAS Iwakuni and MCBH	In light of COVID-19 responsibilities and tasks, unknown		
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				
MCI East Planned Activities No plan was 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 West Planned Activities				
08/01/2021	Coordinate with CHRO, EEO and Senior Leadership to deliver Special Emphasis Programs, educational opportunities and health/wellness events.(San Diego)	No		
08/01/2021	Coordinate with the HRO, EEO Office and Senior Leadership to create a Special Emphasis and Barrier Analysis Team.(Camp Pendleton, Yuma, Barstow, 29 Palms)	No		
08/01/2021	Coordinate with CHRO, EEO and Senior Leadership to create a Special Emphasis and Barrier Analysis Team (Miramar)	No		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	<p>MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>No Accomplishment. No DDEEO for a short period, an EEO Specialist was temp promoted; a new DDEEO has been hired for the billet.</p> <p>Tri Command 1st qtr</p>

No accomplishments, however the senior leaders are available but COVID-19 is still playing a major part in getting together with everyone to begin the barrier analysis process.

Tri Command 2nd qtr, 3rd qtr

Beaufort

The EEO Office has engaged the senior managers to ensure they have Microsoft teams on their computers, to include cameras. Some managers have Microsoft teams installed but no cameras so they are in the process of either installing and/or procuring cameras. The plan is to conduct meetings via Teams and begin the process by the next reporting period.

MCRD

The EEO Office has engaged the senior managers to ensure they have Microsoft teams on their computers, to include cameras. Some managers have Microsoft teams installed but no cameras so they are in the process of either installing and/or procuring cameras. The plan is to conduct meetings via Teams and begin the process by the next reporting period.

Tri Command 4th qtr

Workload requirements have not permitted me to train or engage the senior managers in the barrier analysis process.

Cherry Point 1st qtr

Did not accomplish planned actives for 1st Qtr.

1. MCCS (NAF) sent a memo on 9 Nov 20 requiring employees to return to work in an effort to reduce or eliminate Weather and Safety leave. This resulted in the large influx of 15 COVID19 related RA requests. We spent the majority of November and December dedicated to RA processing in order to meet the 30 days requirement. The EEO Office staff is new and this required the DDEEO to be directly involved with processing RA's.

2. In addition to processing 15 RA's, the office was processing 2 Informal complaints, both elected to file Formal. DDEEO was also directly involved in processing the complaints with new EEO Specialist as required co-counsel

Cherry Point 2nd qtr

MCAS Cherry Point did not accomplish planned activities for 2nd Qtr. Plan to conduct Barrier Analysis training during third Qtr.

Cherry Point 3rd qtr

Identified Individuals with Disability and Federal Women's Program Managers. Will advertise for Hispanic Employment Program Manager in 4th Qtr.

Submitted FY22 Budget to include Special Emphasis and Barrier Analysis Training.

Cherry Point 4th qtr

The EEO Specialist and Admin Assistant completed the Special Emphasis Program Managers course from the Defense Equal Employment Opportunity Management Institute September 21.

The EEO Staff completed Federal EEO Barrier Analysis Training September 21.

FY22 Budget submitted to include funds for Barrier Analysis and Special Emphasis Training.

MCI West 1st qtr, 2nd qtr, 3rd qtr

MCIWEST EEO and HRO have not been able to meet to discuss the creation of a Barrier Analysis team.

MCI West 3rd qtr

MCRDSD continues to highlight the monthly observances. During the month of May, the MCRDSD installation prepared and shared with the installation various food related to the special observance.

MCRDSD EEO Counselor attended Federal Protection for LGBTQ workers and Harassment in the Workplace and National Origin training. The MCIWEST EEO Counselor attended a Section 508 Best Practices Webinar, FAQs about COVID-19 Vaccines that People with Disabilities Should Consider and Federal Civil Rights Enforcement: A Conversation Addressing Efforts to Stop Anti-Asian Hate and Discrimination. These training though don't create a Special Emphasis Program, they continue to help the counselors identify systemic causes of discrimination and understand ways to improve employment and advancement for all.

MCI West 4th qtr

Quarter, MCIWEST EEO and HRO have not been able to meet to discuss the creation of a Barrier Analysis or Special Emphasis team.

Within the 4th Quarter, MCAS Miramar and Camp Pendleton EEO Specialist have been able attend and complete the EEOC's Special Emphasis Program Manager course for increased knowledge and skill. This training event will help ensure that a proper Special Emphasis Program has the necessary trained staff.

Capital Region**TECOM 1st qtr**

Discussed with the EEO Office any updates on the SEPM Program.

TECOM 2nd qtr

PM researched and reviewed previous Barrier Analysis team and historical documentation. He will continue to look into ways to incorporate senior leaders into the barrier analysis process. He attended EEOC MD-715 training in March 2021, Barrier Analysis training is scheduled for June 2021.

TECOM 3rd qtr

PM completed the Barrier Analysis training course on 3 June 2021.

TECOM's senior leadership directed the EOA to set up focus group for military and civilian based upon results of the command climate survey to provide feedback and determine potential factors affecting the organization.

Developing an operation plan which will include senior leadership with Barrier Analysis Team.

TECOM 4th qtr

PM reviewed the result of the TECOM recent focused group based on the Command Climate Survey. The findings will help develop a better operation plan for TECOM's MD-715 program.

Additional efforts in this area were hindered due to multiple vacancies within the branch and the detail of the primary program manager. Vacated Positions are currently in the process for Backfill.

Quantico 1st qtr

No strategic plan yet; I've identified an area where they may be incorporated but have not presented it yet.

Quantico 2nd qtr

No strategic plan. The CO's expectations are distributed to all annually, they are included in supervisory objectives, they're part of the hiring plan and they are included in the Merit System Principles we use in our hiring practices.

Quantico 3rd qtr

The command does not have a strategic plan. However, the expectations are still communicated as described above

Quantico 4th qtr

No response submitted

Headquarters 1st qtr, 2nd qtr, 3rd qtr

The senior leadership at Headquarters Marine Corps (staff director of the Marine Corps) along with the senior leaders of Marine Corps Systems Command, Marine Corps Base Quantico, and Training and Education Command are briefed on a quarterly basis regarding EEO action plans, triggers for the current reporting period, barrier analysis efforts, and status of special emphasis program.

Headquarters 4th qtr

Employees from the DMCS staff played a key role with planning and executing of the National Disability Awareness Month (NDEAM) activities. Employee involvement for the DMCS level is unprecedented. Leadership from AR Division directly supported employee involvement with planning and execution of NDEAM.

MARCORSYSCOM 1st qtr, 2nd qtr, 3rd qtr, 4th qtr

Marine Corps Systems Command response is not required for this item.

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – APF 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
C.1 – The agency conducts regular internal audits of its component and field offices	The command did not regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)]

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)
09/30/2020	Due to result of COVID-19 pandemic M & RA was prevented from travel to assess field offices. Plan to conduct virtual assessments during FY2021	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
M & RA Director EEO Complaints Manager AEP Manager	Dr Ronnie Holmes Lorena Briscoe Latasha Copeland	

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)
M & RA Planned Activities				
02/01/2021	Schedule Assessments	Yes		5/30/2021

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	<p>M & RA</p> <p>2nd qtr</p> <p>Virtual Site visit for MCAS Cherry Point to review all areas of the EEO program. The command was able to score a 91% with 40 Satisfactory, 2 findings and 2 observances. The findings were based on Special Emphasis and barrier analysis while the observances were based on training and sufficient staff and resources.</p> <p>Virtual Site visit for Tri Command Beaufort and MCRD to review all areas of the EEO program. The command was able to score an 82% with 36 Satisfactory, 3 observances and 5 findings. The findings were based on Special Emphasis and barrier analysis, processing Reasonable Accommodation to</p>

	<p>ensure the cases are accurately entered into the Navy Electronic Accommodation System (NEAT) and ensuring the EEOC compliance of 30 days is met for processing. The observances were based on ensuring all Managers and Supervisors receive training under the EEO program and ensuring that the EEO policy covers all protected bases.</p>
--	--

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –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
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? [see MD-715, II(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)
09/30/2020	To process Reasonable Accommodation within compliance accordingly.	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI Pacific</u> Chief of Staff DDEEO EEO Specialist EEO Specialist	Peter Dawson Clint Haskell Virlynda Cantoral Jamie Collins	No Yes Yes Yes
<u>Tri-Command</u> <u>MCAS</u> Reasonable Accommodation POC Supervisors and Managers Human Resources Director Deputy Director of EEO	Tamara McMillan Various Cicely Dawson Cynthia Golson	No Yes Yes Yes
<u>MCI West</u> <u>29 Palms</u> Deputy Director EEO Human Resources Director Chief of Staff <u>Camp Pendleton</u> Deputy Director EEO Human Resources Director Chief of Staff <u>Miramar</u> Deputy Director EEO Human Resources Director Executive Officer <u>Yuma</u> Deputy Director EEO Human Resources Director Executive Officer <u>Barstow</u> Deputy Director EEO Human Resources Director Head of Agency Designee, Plant Manager	Dan Grissom Kimberly Martinez Col David Allen Suggs Dan Grissom Gwenette Joseph Colonel Ian Clark Dan Grissom Kathleen Keelan LtCol William Oliver Dan Grissom Florence Fitch LtCol Olgierd Weiss Dan Grissom Delilah Sampson Robert Schwartz Jr	No No No No No No No No No No No No
<u>Capital Region</u> DDEEO	Penny Thomison	
<u>M & RA</u> Director EEO Affirmative Employment Prog Manager Complaints Manager	Dr Ronnie Holmes Latasha Copeland Lorena Briscoe	

<u>MCLB Albany</u> DDEEO Chief of Staff	Pamela Davis Leonard Housley	
<u>MCI East</u> DDEEO	Anita Carse	

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)	Completion Date (mm/dd/ yyyy)
Capital Region Planned Activities				
No plan was submitted				
M & RA Planned Activities				
09/30/2021	Partner with Capital Region to conduct EEO Return to Work Training for Managers and Supervisors in the Marsh Center aboard Quantico Base.	Yes		09/30/2021
Tri – Command Planned Activities				
04/30/2021	Reasonable Accommodation Training (MCAS)	Yes		

MCI Pacific Planned Activities Plan submitted waiver new DDEEO				
11/30/2020	Implement and require compliance with MCIPAC RA Standard Operating Procedures for the Region which were developed and drafted as part of FY2020 Part H, included as attachment to email.			
MCI West Planned Activities				
08/01/2021	Provide Reasonable Accommodation Training for Managers and Supervisors either virtually or in person regarding processing timelines and procedures (29 Palms, Camp Pendleton, Miramar, Yuma, Barstow)	Yes (if accomplished virtually)		09/20/2021
08/01/2021	Conduct weekly meetings with Reasonable Accommodation (RA) POCs to track timeliness on processing of RA requests (29 Palms, Camp Pendleton, Miramar, Yuma, Barstow)	Yes		09/20/2021
MCI East Planned Activities No plan was submitted waiver new DDEEO				
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	<p>MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>No Accomplishment .No DDEEO for a short period, an EEO Specialist was temp promoted now a DDEEO has filled the billet.</p> <p>Tri Command 1st qtr</p> <p>Reasonable Accommodation training was accomplished. Reasonable accommodation requests have been processed timely, however, due to the volume of requests received, COVID-19 RA requests and others, and with only one person designated to process all requests and all informal complaints, all RA requests have not been updated in NEAT. The goal is to complete the task but it will require compensatory time to complete it, which we have engaged the subject with our superiors</p> <p>Tri Command 2nd qtr</p> <p>Beaufort</p> <p>Reasonable Accommodation training is briefed in orientation and supervisory training is planned for April</p> <p>MCRD</p> <p>Reasonable Accommodation training is briefed in orientation and supervisory training is planned for April</p> <p>Tri Command 3rd qtr</p> <p>Beaufort</p> <p>Reasonable Accommodation training is briefed in orientation every two weeks. Supervisory training is planned for the next reporting period, workload permitting. Since the inspection, all reasonable accommodation requests have been processed and/or closed out within 30 days.</p> <p>Tri Command 4th qtr</p> <p>All reasonable accommodation requests have been processed and/or closed out within 30 days.</p> <p>MCI West 1st qtr, 2nd qtr, 3rd qtr</p> <p>MCIWEST EEO Team has a fully implemented weekly meeting to discuss RA and EEO case management. The meeting has evolved to incorporate 30/90 limits, success/challenges of current RA and EEO cases.</p> <p>Have not provided any RA training virtually or in-person</p> <p>MCI West 3rd qtr</p> <p>During this quarter, some of the RA challenges have been COVID-19 related as well as the process of a DON-wide reassignment search. The challenges were shared and ideas by the team were gathered on how one may be able to overcome those challenges if they should face them later.</p>

	<p>MCLB Bartow conducted 5 EEO/RA trainings to their installation. The MCLB Barstow also presented at 6 New Employee Orientation, in which they provided a short presentation on EEO and RA. MCRDSD conducted 2 RA trainings for their installation.</p> <p>MCI West 4th qtr</p> <p>MCIWEST EEO Team has a fully implemented weekly meeting to discuss RA and EEO case management. The meeting has evolved to incorporate 30/90 limits, success/challenges of current RA and EEO cases. During this quarter, the recent issue regarding religious accommodations was brought up and during our conference call we were able to address the issue and find a consistent process to handle these cases for our Region.</p> <p>MCRD and Barstow EEO Specialist continue to conduct RA training for their installations via New Employee Orientation.</p> <p>M & RA 4th qtr</p> <p>During this quarter, the M & RA office was a partner with Capital Region to conduct training session regarding the Return Work Plan. This training session was geared toward Managers and Supervisors. One of the focus areas of this training was of reasonable accommodation in light of the current COVID-19 pandemic that is still ongoing. Multiple weekly sessions were held with approximately 170 participants via MS Teams and telephone.</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –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
E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process	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)? [(MD-110)]

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)
09/30/2020	The agency will be in compliance and not have untimely investigations	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> Director of Marine Corps Staff Director of Admin and Resource Mgmt Deputy Director EEO	Major General Gregg P. Olson Steven Grozinski Penny Thomison	Yes Yes
<u>MCI West</u> <u>Miramar</u> Deputy Director EEO Human Resources Director Executive Officer	Dan Grissom Kathleen Keelan LtCol William Oliver	No No No
<u>MCI Pacific</u> MCIPAC Chief of Staff Deputy Director EEO	Peter Dawson Clint Haskell	No Yes
<u>MCLB Albany</u> DDEEO Chief of Staff	Pamela Davis Leonard Housley	
<u>MCI East</u> DDEEO	Anita Carse	

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				

12/31/2020	Review applicable process with EEO specialists and IRD for possible improvement areas.	No		
03/31/2021	Collaborate with fellow Complaints Program managers and investigators for best practices.	No		
06/31/2021	Review percentage of untimely investigations, check progress for improvement areas and adjust accordingly.	No		
MCI West Planned Activities				
08/01/2021	Weekly EEO meeting to discuss installation informal and formals complaints for processing (Miramar)	Yes		09/21/2021
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				
MCI East Planned Activities No plan was submitted waiver new DDEEO				
MCI Pacific Planned Activities Plan submitted waiver new DDEEO				
03/31/2021	Fill soon to be vacant EEO Deputy position	Yes		

09/30/2021	Follow up with IRD investigators and EEO Specialist regarding timelines. Enforce MCIPAC SOPs	Yes		
------------	--	-----	--	--

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	<p>MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>No Accomplishment. No DDEEO for a short period, an EEO Specialist was temp promoted and now there is a DDEEO in the billet.</p> <p>MCI West 1st qtr , 2nd qtr, 3rd qtr</p> <p>MCIWEST EEO Team has a fully implemented weekly meeting to discuss EEO case management. The meeting has evolved to incorporate 30/90 limits and the success/challenges of current EEO cases.</p> <p>MCI West 3rd qtr</p> <p>The EEO Team has also implemented a weekly case status report. This data report also helps track progress and timeline of cases.</p> <p>MCI West 4th qtr</p> <p>MCIWEST EEO Team continues to conduct a weekly EEO and RA team meeting via conference call. This weekly meeting continues to help with 30/90 day limits and case successes/challenges. This planned activity has been completed and has improved the communication between the EEO Counselors, Formal Complaints Manager and the Deputy Director, EEO to find solutions to issues that may arise that may hinder timeliness. In FY20, Miramar had one untimely ROI released after the 180 and to date, Miramar formal cases have not missed this timeframe.</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 – FY21 Part I APF

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, A8, A10, A13, and A14	<p>The Appropriated Fund workforce consisted of 19,193. There were a number of identifiable triggers effecting females this reporting period when comparing their participation rates to the National Civilian Labor Force (NCLF) statistics and other Relevant Civilian Labor Force (RCLF) statistics.</p> <p>Just as it were in FY19, 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>Hispanic Females experienced a LPR of 2.51% compared to their 4.80% NCLF rate.</p> <p>White Females experienced a LPR of 13.92% compared to their 34% NCLF rate.</p> <p>Black Females experienced a LPR of 6.34% compared to their NCLF rate of 6.60%.</p> <p>Asian Females experienced a LPR of 1.71% compared to their NCLF rate of 2%</p> <p>There were no significant changes regarding trends in Participation Rates (PR) for these female groups. Analysis showed Hispanic Females continued enjoying increases in PRs. They made significant strides from FY 15 to date increasing their PRs from 2.16% to 2.51%. White Female PRs over the same period went in</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>the opposite direction. Their PRs decreased each year from 15.47% to 13.92%. Black Female PRs decreased from 6.72% to 6.34% over the same period. Asian Female PRs also decreased over time from 1.75% to 1.71%.</p> <p>When looking at accessions verses separations we discover only the Black Female group leaving the organization faster than they join. They are leaving at a rate of 7.33% in comparison to an accession rate of 6.62%.</p> <p>Analysis of Major Occupations Information Technology (2210), Management Program Analyst (0343), Miscellaneous Administration and Program (0301), Financial Administration and Program (0501), and Logistics Management (0346) compared to the Occupational Civilian Labor Force statistics revealed:</p> <p>Hispanic, White, and Asian Females experienced LPRs in Information Technology.</p> <p>White and Asian Females experienced LPRs in Mgmt. Program Analyst.</p> <p>All four female groups experienced LPRs in Misc. Administration and Program.</p> <p>Hispanic, White, and Black Females experienced LPRs in Financial Administration and Program.</p> <p>Hispanic, White, and Asian Females experienced LPRs in Logistics Mgmt.</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	No

EEO Group	Affected by Trigger? (Yes or No)
Hispanic or Latino Females	Yes
White Males	No
White Females	Yes
Black or African American Males	No
Black or African American Females	Yes
Asian Males	No
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
Two or More Races Females	Yes

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	A and B Tables were analyzed Capital Region - Reviewed Tables A1 and A3 – A8, A10, A13, A14 to determine greatest opportunity for hiring, the career path of each group, how they fair promoting to the high grades and if the groups are leaving the Marine Corps faster than they join. There are no clear indicators to explain the disparity at this time.
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	No findings, confirmed by CHRO and EEO
Climate Assessment Survey (e.g., FEVS)	Yes	
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
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>Tri Command and MCI Pacific -Command has not uncovered a policy, procedure or practice determined to be the barrier</p> <p>MCI West -. Camp Pendleton, 29 Palms, Miramar, MDMC, MCRD San Diego and Yuma identified barriers that are the same as the Marine Corps-wide triggers.</p>

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yy)	Target Date (mm/dd/yy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy)	Date Completed (mm/dd/yy)
Conduct Barrier Analysis	10/01/2020	9/30/2021	In light of COVID-19 responsibilities and tasks, unknown		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
South Carolina Tri Command Beaufort Deputy Director of EEO Human Resources Director Federal Women's Program Manager Hispanic Program Manager Asian Pacific American Program Manager Black Employment Program Manager S-1 Officer MCRD Parris Island Deputy Director EEO Human Resources Director Federal Women's Program Manager Hispanic Program Manager Asian Pacific American Program Manager Black Employment Program Manager G-1 Officer	Cynthia Golson Cicely Dawson Kimberly Fleming Tyronne Kinsey Stephen Smith Odell Joiner Rany Thomas Cynthia Golson Cicely Dawson Vacant Daniel Camasca Michael Kaneshige Melvin Bobian Eric Porter	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes
MCI Pacific MCIPAC Commanding General	BrigGen William Bowers	No

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCIPAC Chief of Staff MCIPAC DDEEO MCIPAC EEO Specialist MCIPAC EEO Specialist Commanding Officer MACS Iwakuni Executive Officer MCAS Iwakuni Commanding Officer MCBH Chief of Staff MCBH	Peter Dawson Clint Haskell Virlynda Cantoral Jamie Collins Col Frederick Lewis LtCol Joshua Nelson Col Speros Koumparakis Doug Wadsworth	No Yes Yes Yes No No No No
<u>MCI West</u> <u>MCRD San Diego</u> Deputy Director EEO Human Resources Director Chief of Staff <u>Camp Pendleton</u> Deputy Director EEO Human Resource Director Chief of Staff <u>Yuma</u> Deputy Director EEO Human Resource Director Executive Officer <u>Miramar</u> Deputy Director EEO Human Resource Director Executive Officer <u>29 Palms</u> Deputy Director EEO Human Resources Director Chief of Staff <u>MDMC</u> Deputy Director EEO Human Resource Director Head of Agency Designee, Plant Manager	Dan Grissom Lesia Jones Colonel Daren Erickson Dan Grissom Gwenette Joseph Colonel Ian Clark Dan Grissom Florence Fitch LtCol Olgierd Weiss Dan Grissom Kathleen Keelan LtCol William Oliver Dan Grissom Kimberly Martinez Colonel David Allen Suggs Dan Grissom Delilah Sampson Robert Schwartz, Jr	No No No No No No No No No No No No
<u>MCLB Albany</u> DDEEO Chief of Staff	Pamela Davis Leonard Housely	
<u>MCI East</u> DDEEO	Anita Carse	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>Quantico</u> Deputy Director EEO Base Commander/EEOO Civilian Personnel Branch Head <u>Headquarters Marine Corps</u> Director of Marine Corps Staff Director of Administration and Resource Management Deputy Director EEO <u>Marine Corps Systems Command</u> Director of Human Capital Management <u>TECOM</u> Dep AC/S, G1 G1, CWD&T Branch Head GS14 Program Analyst	Penny Thomison Col William Bentley CO Brian Held Major General G.P. Olson Steven Grozinski Penny Thomison Ann Firth Jeffrey Wolff Ronnette Parks Steve JeanLouis	Yes Yes Yes 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			
09/30/2020	Examine recruitment, hiring, and placement policies, practices, and procedures at local commands to determine if barriers exist for these two groups.(Quantico)		
01/04/2021,03/01/2021 06/01/2021	Provide update on accomplishments (Quantico)		
02/28/2021	Conduct in-depth examination of low participation rates (Hispanic,		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	Asian, White and Black females) in relation to job series and/or career fields (Headquarters)		
07/31/2021	Examine low participation rates (Hispanic, Asian, White and Black females) in relation to employee recognition and awards (Headquarters)		
07/31/2021	Continue to examine relevant hiring, recruitment, placement policies, practices and procedures to determine if barriers exist (Headquarters)		
09/31/2021	Provide update based on outcome (Headquarters)		
06/30/2021	<p>Command Barrier Analysis Team will identify and evaluate the "inputs" that inform the condition of the workforce profile (i.e. what are the factors that are contributing to the under 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. (MARFORSYSCOM)</p>		
TBD	Additional activities (such as interviews, focus groups, etc.) will be determined based upon where the initial evaluation effort leads the team (MARFORSYSCOM)		
09/30/2021	Based on the root cause(s) determination, develop		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	recommendations and action plans to remedy the condition(s).(MARFORSYSCOM)		
12/30/2020	New Program Analyst will review, research and analyze historical data of the female population rates.(TECOM)	02/02/2021	02/03/2021
03/30/2021	Provide Update(TECOM)		
06/30/2021	Provide Update(TECOM)		
Tri-Command Planned Activities			
09/30/2021	Examine the policies, practices and procedures that impact recruitment, hiring and placement of these groups to determine the root cause of the low participation rate (Beaufort and Parris Island)		
MCI Pacific Planned Activities Plan submitted waiver new DDEEO			
03/31/2021	Re-establish SEP Committees at MCBB (Okinawa) (most members have been lost to PCS), and establish committees at MCAS Iwakuni and MCBH		
06/30/2021	New DDEEO and EEO Specialist train new SEP Committee in Barrier Analysis		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2021	SEP Committee conducts barrier analysis to report on FY2022 MD715		
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO			
MCAS Cherry Point Planned Activities			
12/31/2020	Examine Recruitment, policies, procedures and practices with respect to the Major Occupations. Conduct QTR analysis of workforce separations and accessions.		
03/31/2021	Examine Hiring and Placement policies, procedures and practices. Conduct QTR analysis of workforce separations and accessions		
06/30/2021	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		
09/30/2021	Provide quarterly updates on the execution of this plan to local EEOOs and the CDEEOO. Conduct QTR analysis of workforce separations and accessions. Review promotions and award information.		
MCI East Planned Activities No plan was submitted waiver new DDEEO			

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities			
08/01/2021	Examine recruitment, hiring, and placement policies, practices and procedures at the local commands to determine if barriers exist. (MCRD San Diego, Camp Pendleton, Yuma, 29 Palms, Miramar, MDMC)		
08/01/2021	CHRO, EEO Specialist and EEO Deputy coordinate the review of reports for accuracy, identify discrepancies and determine accuracy. (MCRD San Diego)		

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>No Accomplishment. No DDEEO for a short period, an EEO Specialist was temp promoted, a new DDEEO has been hired for the billet.</p> <p>Tri Command 1st qtr</p> <p>In light of the COVID-19 situation and lack of personnel in EEO, this objective was not met. We will strive to at least begin the barrier analysis process by 2nd Quarter, FY21.</p> <p>Tri Command 2nd qtr</p> <p>This is a planned activity for the special emphasis program committee. I have engaged the committee members regarding Microsoft teams. All members are in the process of installing teams and procuring cameras. The EEO will be providing training on barrier analysis. A read</p>

ahead has been sent already to the team. There will be accomplishments by the next reporting period.

Tri Command 3rd qtr

Reasonable Accommodation training is briefed in orientation every two weeks. Supervisory training is planned for the next reporting period, workload permitting. Since the inspection, all reasonable accommodation requests have been processed and/or closed out within 30 days.

Tri Command 4th qtr

This will be an objective for the special emphasis program/barrier analysis committee. The EEO Office has not had an opportunity to train the team on barrier analysis. The workload continues without any support personnel. The meeting with the Chief of Staff has not provided any results to date.

Cherry Point 1st qtr

Did not accomplish planned actives for 1st Qtr.

MCCS (NAF) sent a memo on 9 Nov 20 requiring employees to return to work in an effort to reduce or eliminate Weather and Safety leave. This resulted in the large influx of 15 COVID19 related RA requests. We spent the majority of November and December dedicated to RA processing in order to meet the 30 days requirement. The EEO Office staff is new and this required the DDEEO to be directly involved with processing RA's.

In addition to processing 15 RA's, the office was processing 2 Informal complaints, both elected to file Formal. DDEEO was also directly involved in processing the complaints with new EEO Specialist as required co-counsel

Cherry Point 2nd qtr

EEO Office receiving weekly loss/ gain report from Manpower. Gathering data for analysis of category/group gains/losses.

Reviewed and have new Air Station Order in place for the Merit Staffing Program.

Cherry Point 3rd qtr

Compiled data in order to conduct analysis of workforce separations and accessions. First scheduled analysis team meeting scheduled for 13 Jul 21.

Cherry Point 4th qtr

Minimal barrier analysis was conducted due to processing high volume of RA's related to COVID-19. The EEO office processed 40 RA's for FY21, an increase of 400% from FY20, 12 of these in the 4th Qtr. The EEO staff completed Federal Barrier Analysis training 30 Sep 21.

Overall Female participation rate increased 1.80% from 24.75 in FY20 to 26.55 in FY21. White Female increased .93% and Black Female increased .37%. Although we are below the National (48.10%) and Relevant CLF (47.97%), we above the Marine Corps Female participation rate of 19%.

MCI West 1st qtr

MCRD CHRO and EEO have conducted a telephonic meeting on 18 Nov 20 to discuss the ethnicity and disability reports that are garnished as part of the MD715 analysis. This provided an opportunity for EEO to provide insight into how the MD715 data is generated and why the data may be off a little from CHRO's data reports.

MCIWEST EEO and HRO's have not been able to examine the recruitment, hiring and placement policies, practices and procedures to determine if barriers exist

MCI West 2nd qtr

MCIWEST EEO and HRO's have not been able to examine the recruitment, hiring and placement policies, practices and procedures to determine if barriers exist. However, within this quarter, we did get a better understanding of one recruitment source (WRP) challenges that has prevented installations from using it to recruit from. Some of the HRO's within our region have provided feedback on ways to improve so that they can tap into this potential resource.

We have addressed and accomplished the discussion with the MCRD CHRO to discuss the MD715 reports and any perceived deficiencies. *Completed in FY21 1st Quarter

MCI West 3rd qtr

MCIWEST EEO requested and received some installation Merit Staffing Promotion base/depot orders to begin reviewing as part of the examination to see if any barriers exist within these local orders

MCI West 4th qtr

MCIWEST EEO continues to conduct a review of the merit staffing base/depot orders to determine if any barriers exist within these local orders

Capital Region

Headquarters 1st qtr

A trend analysis was conducted of occupational groups for the purposes of identifying additional triggers for potential barriers for Hispanic, Asian, White, and African American females in these occupations.

Marine Corps top five occupations were:

Information Technology (2210 series)
Management and Program Analysis (0343 series)
Financial Management (0501 series)
Misc. Administration and Program (0301 series)
Logistics Management (0346 series)

After reviewing the A6 workforce data tables, Findings revealed the following:

Females in general fell below their occupational CLF in each of the 5 major occupational groups

For the major occupational Information Technology series (2210), the participation rates of Hispanic and White females were lower than their occupational CLF. Asian females were slightly above their occupational CLF of 1.55%.

For the major occupational Management and Program Analysis series (0343), the participation rates of White and Asian females were lower than their occupational CLF. Hispanic females were slightly above their occupational CLF of 2.14%.

For the major occupational Logistics Management series (0346), the participation rates of White, Asian, and Hispanic females were lower than their occupational CLF.

For the major occupational Financial Administration and Program series (0501), the participation rates of White, Asian and Hispanic females are lower than their occupational CLF.

For the major occupational Miscellaneous Administration and Program series (0301), participation rates of White, Asian, and Hispanic females are lower than their occupational CLF.

It is important to note that USMC has identified African American females as a trigger for the FY21 reporting period however the trigger is not applicable to UIC:00027 as the workforce participation rates for African American females is greater than the NCLF at over 10% compared to their 6.60% NCLF. Also it appears that participation rates for African American females in each major occupational group is greater than their occupational CLF with the exception of the Logistics Management series (0346).

Headquarters 2nd qtr and 3rd qtr

A trend analysis was conducted of occupational groups for the purposes of identifying additional triggers for potential barriers for Hispanic, Asian, White, and African American females in these occupations.

Marine Corps top five occupations were:

Information Technology (2210 series)
Management and Program Analysis (0343 series)
Financial Management (0501 series)
Misc. Administration and Program (0301 series)
Logistics Management (0346 series)

After reviewing the A6 workforce data tables, Findings revealed the following:

- Females in general fell below their occupational CLF in each of the 5 major occupational groups
- For the major occupational Information Technology series (2210), the participation rates of Hispanic and White females were lower than their occupational CLF. Asian females were slightly above their occupational CLF of 1.55%.
- For the major occupational Management and Program Analysis series (0343), the participation rates of White and Asian females were lower than their occupational CLF. Hispanic females were slightly above their occupational CLF of 2.14%.
- For the major occupational Logistics Management series (0346), the participation rates of White, Asian, and Hispanic females were lower than their occupational CLF.
- For the major occupational Financial Administration and Program series (0501), the participation rates of White, Asian and Hispanic females are lower than their occupational CLF.
- For the major occupational Miscellaneous Administration and Program series (0301), participation rates of White, Asian, and Hispanic females are lower than their occupational CLF.
- It is important to note USMC has identified African American females as a trigger for the FY21 reporting period however the trigger is not applicable to UIC:00027 as the workforce participation rates for African American females is greater than the NCLF at over 10% compared to their 6.60% NCLF. Also it appears participation rates for African American females in each major occupational group is greater than their occupational CLF with the exception of the Logistics Management series (0346).

Headquarters 4th qtr

No Additional updates for 4th quarter

MARCORSYSCOM 1st qtr

Quarterly Update (February 2, 2021) – the Marine Corps Systems Command Barrier Analysis Team (BAT) evaluated FY20 3rd and 4th Quarter A and B Workforce Tables and updated its workforce profile trends analysis.

The BAT participated in the Commander's EEO Brief in November 2021 and discussed workforce triggers.

The BAT participated in the Command's Diversity Awareness Committee's Planning Brief to the Commander and Executive Director in January 2021.

MARCORSYSCOM 2nd qtr

The Command BAT is currently in a state of flux due to personnel losses and efforts are underway to reconstitute the Team.

MARCORSYSCOM 3rd qtr

The BAT led the development and publication of a new Commander's EEO Policy Statement during this quarter.

The BAT is currently reviewing recent (April '21) DEOCS survey ratings data and respondent comments to identify any correlation between them and RNO and/or Gender group under-participation.

The BAT utilized 3rd quarter A and B Tables to analyze the MARCORSYSCOM total workforce (TWF) which revealed that:

TWF accession rates for "under-participating" groups exceeds their workforce participation rates – i.e. the participation of minority groups in the MARCORSYSCOM workforce is steadily increasing to include the Hispanic or Latino group.

Female participation rates remain below the NCLF but steady (and above the USMC and DON rates) with the under-participation continuing to reside in the Engineering, Program Management, and Life Cycle Logistics competencies. Female under-participation in STEM-related occupations are also DOD, DON, Federal government, and societal-level issues.

Female participation in the other Command competencies (Contracts, Financial Management, and Acquisition Support) exceeds the overall Female NCLF rate.

Command TWF participation rates for PWD and PWTD were already above the Federal government goals and continued to increase.

These findings do not indicate any internal barrier that may be inhibiting full workforce participation. They do highlight the acute need for applicant data, occupational civilian labor workforce data and regional civilian labor workforce data that are necessary for a deeper dive into workforce under-participation. This condition is a virtual "showstopper" with regards to effective barrier analysis. For example, how does MARCORSYSCOM determine if an expected percentage of females are applying for open STEM-related positions? Without building block data such as this, how can an activity develop an effective action plan or avoid wasting limited resources going down rabbit holes?

MARCORSYSCOM 4th qtr

No change from 3rd quarter. To reiterate, there remains an acute need for applicant data, occupational civilian labor workforce data and regional civilian labor workforce data to allow for a deeper dive into workforce under-participation and which may lead to the eventual identification of barriers to full participation in the workforce.

	<p>TECOM 1st qtr</p> <p>Program Manager has reviewed TECOM's Female Historical Data for participation rate. PM will continue to review data and seek alternative information to review on the subject</p> <p>TECOM 2nd qtr</p> <p>Program Manager has reviewed TECOM's Female Historical Data for participation rate.</p> <p>For the Mid-Level (Grades 13 -14), the participation rates of females are significantly lower than males with a 17.16% compared to the 82.84%</p> <p>PM will continue to review data and seek alternative information to review on the subject.</p> <p>TECOM 3rd qtr</p> <p>Program Manager has reviewed TECOM's Female Historical Data for participation rate. This has historically been a low participation area.</p> <p>PM reviewed the new data, FPR remains constant. However, the White Female population increased by 2, and the Black or African American Female population decreased by 2.</p> <p>Exits surveys reviewed did not indicate reason for departures. Also, there is not enough samples to determine a pattern.</p> <p>TECOM 4th qtr</p> <p>Program Manager reviewed TECOM's Female Historical Data, participation rate remain constantly low. Awaiting for updated data for more accurate reporting. TECOM has not found any policy, practice or procedure that could potentially be a barrier.</p> <p>Additional efforts in this area were hindered due to multiple vacancies within the branch and the detail of the primary program manager. Vacated Positions are currently in the process for Backfill.</p> <p>Quantico MCCSC 1st qtr</p> <p>There are no clear root causes for the Marine Corps wide issue. A comparison of Qtr 1 from FY20 compared to Qtr 1 FY21 revealed a decrease with the employment of 8 White Females with no other statistical changes to Female employment.</p> <p>Quantico MCCSC 2nd qtr</p> <p>Review of hiring policies revealed no barriers to employment of females of any race or ethnicity. However, when you examine our largest job series on the AF side of our workforce, you find they are historically male dominated positions (for example Firefighters, Maintenance workers, Police Officers). We do have females who work within these series but not nearly as many as their male counterparts.</p> <p>To get a better representation of the Command's total workforce we would also have to look at NAF positions where the reverse has been true in the past. Many of the NAF positions are also considered to be historically female dominated (for example child care, social workers, sales clerks).</p> <p>Quantico MCCSC 3rd qtr</p> <p>No Accomplishment</p> <p>Quantico MCCSC 4th qtr</p> <p>No response submitted</p>
--	--

--	--

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –Part H NAF

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
A.2 – The agency has communicated EEO policies and procedures to all employees.	The command does not comply to the separation of HR and EEO roles in response to Reasonable Accommodation [(Subchapter 1606 and Reasonable Accommodation Guide)]

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)
09/30/2020	To ensure that when employees request Reasonable Accommodation that HR and EEO both know their roles.	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI Pacific</u> DDEEO EEO Specialist EEO Specialist <u>Camp Butler</u> Chief of Personnel MCCA Okinawa (BUM) <u>Iwakuni</u> HR Director MCCA Iwakuni (IWM) <u>Kaneohe Bay</u> HR Director MCCA Kaneohe Bay(KBM)	Clint Haskell Virlynda Cantoral Jamie Collins Jerry Bosken Patty Martens Janelle Marshall	Yes Yes Yes No No No
<u>MCI East</u> DDEEO <u>Camp Lejeune</u> Deputy Dir Human Resource Camp Lejeune (CLM) <u>Camp Elmore</u> Director Human Resource Camp Elmore (ELM)	Anita Carse Patricia Turner Jennifer Banks	
<u>Tri-Command</u> Deputy Director EEO Human Resources Director South Carolina (SCM) Human Resources Technician	Cynthia Golson Tammi Dickerson Clare Drago	No No
<u>MCLB Albany</u> DDEEO Human Resources Director Chief Of Staff	Pamela Davis Achaia Graham Leonard Housely	
<u>MCI West</u> Deputy Director EEO <u>29 Palms</u> Human Resources Director 29 Palms(TWM) Chief of Staff <u>Camp Pendleton</u> Human Resources Director Camp Pendleton (PNM) Chief of Staff <u>Miramar</u> Human Resources Director Miramar (MRM) Executive Officer <u>Yuma</u> Human Resources Director Yuma (YUM) Executive Officer <u>MCRD San Diego</u> Human Resources Director San Diego (SDM)	Dan Grissom Heather Curtis Colonel David Allen Suggs Mona Dodd Colonel Ian Clark Kelli Clear LtCol William Oliver Erlinda San Roman LtCol Olgierd Weiss Tina Broadway	No No No No No No No No No

Chief of Staff	Colonel Daren Erickson	No
Cherry Point Deputy Director EEO Human Resources Supervisor Cherry Point (CPM)	Lindsay Smith Osvaldo Cordero	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/y yyy)	Completion Date (mm/dd/y yyy)
Capital Region Planned Activities No plan was submitted				
Tri – Command Planned Activities				
03/31/2021	Re-educate the HRO staff on their role in the reasonable accommodation process	06/30/2021		
04/30/2021	HQMC to educate the NAF HR Directors also on the process	06/30/2021		
MCI Pacific Planned Activities Plan submitted waiver new DDEO				
09/30/2021	As part of FY 2020 Part H and I, MCIPAC EEO developed a training entitled "EEO for HR Professionals" which specifically reviews the RA process and the roles of EEO and HR in processing reasonable accommodation requests. Planned activity is to deliver	Unknown, as travel budget for training is still undetermined		

	the training to every HR Office (both NAF and APF) during FY2021.			
MCI West Planned Activities				
08/01/2021	Conduct bi annual Reasonable Accommodation (RA) meeting between RA and HRO POCs to discuss RA timeframes and procedures. (TWM, PNM,MRM,YUMSDM)	Yes		09/21/2021
MCI East Planned Activities				
09/30/2021	MCI East will continue to foster working relationships with all key stakeholders throughout the RA process. The RA process is an interactive process and may require consultation with a number of key stakeholders including HR. Each key stakeholder have a clear understanding of what their role is throughout the RA interactive process according to DONs/USMC Reasonable Accommodation Order and Desktop Guide for RA processing.	MCI-E Continues to partner key stake holders; HR, LER, NAF HR, NAF LER, Legal, COS and Directors as the installation works on return to work process including understanding how RAs during COVID-19		
09/30/21	Camp Elmore will continue to unitize the guidance and support from MCI East EEO Office throughout the interactive RA process according to DONs/USMC Reasonable Accommodation Order and Desktop Guide for RA processing.	Camp Elmore continues to mirror MCI-E EEO office throughout the interactive RA process including RA processing during COVID-19		
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				

MCAS Cherry Point Planned Activities				
09/30/2021	Monthly HR/EEO call concerning RA's-1 st Monday of each month	Yes		09/30/2021

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	<p>MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>No accomplishments. Command had been without a DDEEO for a period of time, a new DDEEO has been hired for the billet.</p> <p>Cherry Point 1st qtr</p> <p>Action taken - 9 Nov 2020 MCCS authored a memo "Guidance for Return to Work Programming" that detailed RA coordination requirements. Result: Successfully coordinated RA's with EEO and Supervisors.</p> <p>Cherry Point 2nd qtr, 3rd qtr</p> <p>Timely coordination of more than 10 reasonable accommodations for MCCS personnel. Open communication on needs for position information and coordination between management and EEO to include recommendations that meet accommodation needs</p> <p>Cherry Point 3rd qtr</p> <p>Continue to meet timeliness and coordinate requirements with a clear separation of duties and requirements.</p> <p>Cherry Point 4th qtr</p> <p>Timely coordination of several reasonable accommodations for MCCS personnel. Open communication on needs for position information and coordination between management and EEO to include recommendations that meet accommodation needs. Continue to meet timeliness and coordinate requirements with a clear separation of duties and requirements. Training support from EEO in respect to providing training to NAF employees and managers has improved in the final quarter of FY21.</p> <p>Tri Command 1st qtr</p> <p>The NAF HR staff has received training and is aware of their role in the Reasonable Accommodation process.</p> <p>Tri Command 2nd qtr, 3rd qtr</p> <p>The NAF HRO Staff received training on Reasonable Accommodation on August 13, 2020. Their roles were explained to them in detail</p> <p>Tri Command 3rd qtr</p>

	<p>New employees receive orientation on reasonable accommodation every two weeks.</p> <p>Tri Command 4th qtr</p> <p>The NAF HRO Staff has received training and understands their role in the Reasonable Accommodation process</p> <p>MCI West 1st qtr</p> <p>A meeting was held on 6 Nov 20 between the CHRO and EEO Miramar to discuss the role and responsibilities of RA for members of the RAC. As of 6 Nov 20 a newly implemented RA tracker used weekly between the EEO and HRO to help establish where RA cases are at and if assistance is needed.</p> <p>MCI West 2nd qtr</p> <p>The NAF RA POC conducted 1 RA training to a NAF department within MCB Camp Pendleton via WebEx.</p> <p>The RA POC at MCRD conducted an EEO training with RA included for NAF personnel on MCRD.</p> <p>MCI West 3rd qtr</p> <p>The NAF RA POC conducted 1 RA training to a NAF department within MCB Camp Pendleton</p> <p>MCI West 4th qtr</p> <p>The NAF RA POC has established an excellent working relationship with the NAF HR to ensure each party has their assigned roles and that the processing of the RA continues forward/meets their timeline</p> <p>MCI East 1st qtr, 2nd qtr, 3rd qtr</p> <p>MCI-E Continues to partner key stake holders; HR, LER, NAF HR, NAF LER, Legal, COS and Directors as the installation works on return to work process including understanding how RAs during COVID-19</p> <p>Camp Elmore continues to mirror MCI-E EEO office throughout the interactive RA process including RA processing during COVID-19</p>
--	---

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part H NAF
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
A.3 - The agency assesses and ensures EEO principles are part of its culture.	Major Subordinate Command's traditions do not provide recognition to employees when demonstrating superior accomplishment in reference to EEO principles. [see 29 CFR 1614.102 (a) (9)]

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)
09/30/2020	Include EEO in the traditions of Major Subordinate Command and provide recognition to employees.	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI Pacific</u> MCI PAC Commanding General <u>Camp Butler</u> MCIPAC Chief of Staff Camp Butler (BUM) Regional Director MCCA (BUM) MCCA Okinawa Director (BUM) Chief of Personnel MCCA Okinawa (BUM) MCIPAC DDEEO MCIPAC EEO Specialist MCIPAC EEO Specialist <u>Iwakuni</u> Director, MCCA Iwakuni Director Human Res MCCA Iwakuni (IWM) <u>Kaneohe Bay</u> Director MCCA Hawaii (KBM) Dir of Human Res MCCA Hawaii Kaneohe Bay (KBM)</p>	<p>BrigGen William Bowers</p> <p>Peter Dawson Ed Hutsell Michael Gieseck Jerry Bosken Clint Haskell Virlynda Cantoral Jamie Collins</p> <p>John Kasperski Patricia Martens</p> <p>Jeff Chaney Janelle Marshall</p>	
<p><u>Capital Region</u> Deputy Director EEO <u>Headquarters</u> NAF Human Resources Director Headquarters (H01) Base Commander <u>Quantico</u> NAF Human Resource Dep Dir Quantico (QUM)</p>	<p>Penny Thomison</p> <p>Dennis Ray Col Bentley</p> <p>Luther Gibbs, IV</p>	
<p><u>MCI East</u> Deputy Director EEO <u>Camp Lejeune</u> Deputy Dir Human Res MCCA Camp Lejeune (CLM) MCCA Deputy Director (CLM)</p>	<p>Anita Carse</p> <p>Patricia (Pat) Turner</p> <p>George Dentel</p>	
<p><u>MCLB Albany</u> Deputy Director EEO HR Director Albany (ALB) Chief of Staff</p>	<p>Pamela Davis Achaia Graham Leonard Housley</p>	
<p><u>Tri-Command</u></p>		

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCCS Director South Carolina (SCM) MCCS Deputy Director (SCM) Director of Business Operation Food and Hospitality Director Semper Fit Director Chief Marine & Family Team Building Deputy Director EEO	John Snider Stephen Kirkpatrick Sarah Mikus Claude McElveen Jeffrey Odom Shawna Densmore Cynthia Golson	
<u>MCI West</u> <u>Miramar</u> Deputy Director EEO NAF Human Resources Director Miramar (MRM) Executive Officer (MRM) <u>Camp Pendleton</u> NAF Human Resources Director Camp Pendleton (PNM) Chief of Staff (PNM) <u>San Diego MCRD</u> NAF Human Resources Director San Diego (SDM) Chief of Staff <u>29 Palms</u> NAF Human Resources Director 29 Palms (TWM) Chief of Staff	Dan Grissom Kelli Clear LtCol William Oliver Mona Dodd Colonel Ian Clark Tina Broadway Colonel Daren Erickson Heather Curtis Colonel David Allen Suggs	

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)
<p align="center">Capital Region Planned Activities</p> <p align="center">No plan was submitted for Henderson Hall, 8th & I, and MARFORRES</p>				
09/30/2021	Implement recognition program for managers/supervisors that exhibit superior accomplishments in EEO initiatives (H01)	Yes		
09/30/2021	To review award policies options (QUM)	No		
01/04/2021,03/01/2021, 06/01/2021	Provide update on accomplishments(QUM)			
<p align="center">Tri – Command Planned Activities</p>				
12/30/2020	Meet with the responsible management officials on the awards program			
03/31/2021	Draft a position management paper on the elements of the awards program			
06/30/2021	Convene the Special Emphasis Program Committee to review the nominees and make recommendations			
<p align="center">MCI Pacific Planned Activities</p> <p align="center">Plan submitted waiver new DDEO</p>				

10/31/2020	Site visit to new commander at MCAS Iwakuni to obtain support for SEP committees	Yes		
03/31/2021	Re-establish SEP Committees at MCCS Okinawa (have been on hold due to COVID-19 restrictions), and establish committees at MCAS Iwakuni and MCBH	In light of COVID-19 responsibilities and tasks, unknown		
06/30/2021	SEP Committee creates parameters for MCCS EEO/Diversity recognition/award program	In light of COVID-19 responsibilities and tasks, unknown		
MCI West Planned Activities No plan was submitted for Yuma				
08/01/2021	MCCS NAF HR will collaborate with the EEO office if there was an employee, manager or activity demonstrating superior accomplishment in EEO to ensure that they are recognized appropriately (MRM) (PNM) (SDM) (TWM)	No		
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				
MCI East Planned Activities No plan was submitted for Camp Elmore				
09/30/2021	MCI East MCB Camp Lejeune Deputy Director EEO position was vacant for a year and a half. The new DDEEO arrived 60 days ago and is in the process of reviewing the needs of the agency for both NAF & AF employees according to	MCI E continues to work towards said target date reviewing the EEO program for areas of improvements that could potentially affect		09/30/2021

	<p>applicable regulations, orders, guidance and memorandums. The new DDEEO is conducting a review and analysis of MCI East EEO program to determine deficiencies and barriers that potentially could affect the program ability to meet the target elements outlined by EEOC MD715; specifically requires each department, agency, and instrumentality in the Executive Branch of the Federal Government to establish and maintain a Model EEO Program to provide the infrastructure necessary to achieve the ultimate goal of a discrimination free work environment characterized by an atmosphere of inclusion and free and open competition for employment opportunities.</p>	Commands EEO program.		
--	---	-----------------------	--	--

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	<p>MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>No accomplishments. Command had been without a DDEEO for a short time a new DDEEO has been hired to fill the billet.</p> <p>Tri Command 1st qtr</p> <p>No accomplishments for this objective yet. Some of the reasons for not meeting this objective include the following: COVID-19, lack of resources and personnel to do the day-to-day tasks and not having the capability to do training virtually.</p> <p>Tri Command 2nd qtr</p> <p>This will be an objective for the special emphasis program committee. NAF employees use Web-X vice Microsoft teams. The EEO will be providing training on barrier analysis. A read ahead has been sent already to the team. There will be accomplishments by the next reporting period</p> <p>Tri Command 3rd qtr</p> <p>This will be an objective for the special emphasis program/barrier analysis committee. The EEO Office plans on providing training on barrier analysis, workload permitting. There has been an influx of EEO</p>

complaints filed and reasonable accommodation requests that has keep both specialists busy with processing complaints and requests. I met with the Chief of Staff of MCRD Parris Island to share my concerns about workload requirements and the possibility of getting another specialist and/or assistant to help with the workload. No word to date. The push is to have this accomplished by the next reporting period

Tri Command 4th qtr

No accomplishments this reporting period. The workload continues without support personnel. There has been no action on the part of MCRD Parris Island to secure another billet for a specialist and/or assistant

The plan is still to meet with the responsible management officials about the awards program.

MCI West 1st qtr, 2nd qtr, 3rd qtr, 4th qtr

MCIWEST EEO and HRO have not coordinated ideas and thoughts on best ways to recognize employees, managers, or activities that have been demonstrating superior accomplishments in EEO

MCI East 1st qtr

MCI East is still working towards planned activities as started with a target date of 30 Sep 2021. MCI East have not accomplished said target.

MCI East 2nd qtr, 3rd qtr

MCI East continues to work towards said target date reviewing the EEO program for areas of improvements that could potentially affect Commands EEO program

Capital Region

Headquarters 1st qtr

HR met to discuss and review ways we can recognize managers and supervisors that exhibit superior accomplishments in EEO initiatives.

Headquarters 2nd qtr, 3rd qtr

HR discussed options of adding a category during the Quarterly Awards Event to recognize managers' accomplishments in EEO (certificates, cash awards, etc.). Will schedule a meeting with leadership to discuss implementation

Headquarters 4th qtr

HR met with BAT to discuss increasing options that provides opportunities for employees to participate in EEO initiatives (Special Emphasis/Special Observances initiatives and participate on BAT).

HR met with Director discussed recognition options for employees.

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –Part H NAF

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.4 – The Agency has sufficient budget and staffing to support the success of its EEO program.	Pursuant to 29 CFR §1614.102(a)(1), the command has not allocated 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? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.

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)
09/30/2020	Work with the NAF entity and their HRMS team to develop a way to track applicant flow data	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI Pacific</u> Deputy Director EEO <u>Camp Butler</u> Chief of Personnel MCCA Okinawa (BUM)	Clint Haskell Jerry Bosken	Yes No
<u>MCLB Albany</u> Deputy Director EEO HR Director Albany (ALB) Chief of Staff	Pamela Davis Achaia Graham Leonard Housley	
<u>MCI West</u> <u>29 Palms</u> Deputy Director EEO Human Resources Director 29 Palms (TWM) Chief of Staff -Camp Pendleton Deputy Director EEO Human Resources Director Camp Pendleton (PNM) Chief of Staff <u>Miramar</u> Deputy Director EEO Human Resources Director Miramar (MRM) Executive Office <u>Yuma</u> Deputy Director EEO Human Resources Director Yuma (YUM) Executive Officer <u>San Diego</u> Deputy Director Human Resources Director San Diego (SDM) Chief of Staff	Dan Grissom Heather Curtis Colonel David Allen Suggs Dan Grissom Mona Dodd Colonel Ian Clark Dan Grissom Kelli Clear LtCol William Oliver Dan Grissom Erlinda San Ramon LtCol Olgierd Weiss Dan Grissom Tina Broadway Colonel Daren Erickson	No No No No No No No No No No No No
<u>South Carolina Tri Command</u> Deputy Director EEO Human Resources Director (SCM) Training Curriculum Specialist	Cynthia Golson Tammi Dickerson Crisha Ledford	Yes Yes No

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 No plan was submitted				
MCI West Planned Activities				
08/01/2021	The local NAF commands will continue to work with the Headquarters HRMS Team to get this produced locally. (TWM) (PNM) (MRM) (YUM)(SDM)	No		
MCI Pacific Planned Activities No plan was submitted for Iwakuni and Kaneohe Bay, HI, waiver new DDEEO				
11/30/2020	Conduct meeting between DDEEO and Chief of Personnel to discuss possible action plan for obtaining and using applicant flow data going forward	Yes		
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				

Tri Command Planned Activities				
06/30/2021	Develop a way to track applicant flow data			
06/30/2021	Identify a person(s) within NAF to track applicant flow data			
09/30/2021	Begin the barrier analysis process with the data that is provided			
MCI East Planned Activities				
No plan was submitted waiver new DDEEO				
MCAS Cherry Point Planned Activities				
No plan was submitted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	<p>MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>No accomplishments. Command had been without a DDEEO for a short time a new DDEEO has been hired for the billet.</p> <p>Tri Command 1st qtr</p> <p>No accomplishments this 1st quarter. Have not had the time and manpower to look into this objective. Will collaborate with the NAF Human Resources Office by the next quarter regarding a way to track their applicant flow data.</p> <p>Tri Command 2nd qtr</p> <p>No accomplishments to date. The EEO Office will collaborate with HRO by the next reporting period to find out how to track applicant flow data.</p> <p>Sufficient staffing of the EEO Office and time has not permitted us to begin the barrier analysis process. Workload permitting, we will be connecting with the team via Web-X and should have some results by the next reporting period.</p>

	<p>Tri Command 3rd qtr</p> <p>This will be an objective for the special emphasis program/barrier analysis committee and the NAF HRO Office staff. Workload has not permitted us to begin this process. There has been an influx of EEO complaints filed and reasonable accommodation requests that has keep both specialists busy with processing complaints and requests. I met with the Chief of Staff of MCRD Parris Island to share my concerns about workload requirements and the possibility of getting another specialist, and/or assistant to help with the workload. No word to date.</p> <p>Tri Command 4th qtr</p> <p>This will be an objective for the special emphasis program/barrier analysis committee and the NAF HRO Office staff. Workload has not permitted us to begin this process. There continues to be more formal complaints filed as well as RA requests which are COVID related and non-COVID related. Meeting with the Chief of Staff regarding another billet for a specialist or assistant has not been fruitful. To word to date.</p> <p>MCI WEST 1st qtr, 2nd qtr, 3rd qtr, 4th</p> <p>MCIWEST EEO and HRO have not started the process of connecting with Headquarters HRMS Team to understand the budget and staffing support needed for the success of the EEO program</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part H NAF
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.4 – The Agency has sufficient budget and staffing to support the success of its EEO program.	<p>Pursuant to 29 CFR §1614.102(a)(1), Major Subordinate Commands MCCA have not allocated sufficient funding and qualified staffing to successfully implement the EEO program, to:</p> <ul style="list-style-type: none">• Conduct a self-assessment of the command for possible program deficiencies? [see MD-715, II(D)]• To allow the command to conduct a thorough barrier analysis of its workforce• Manage its Special Emphasis Programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]

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)
09/30/2020	Administer the resources needed to implement EEO programs	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI Pacific</u> Commanding General MCIPAC Chief of Staff Regional Director MCCA MCCA Okinawa Director Chief of Personnel MCCA Okinawa (BUM) MCIPAC DDEEO MCIPAC EEO Specialist MCIPAC EEO Specialist Director MCCA Iwakuni Director Human Resources MCCA Iwakuni (IWM) Director MCCA Hawaii Director Human Resources MCCA Kaneohe Bay (KBM)	BrigGen William Bowers Peter Dawson Ed Hutsell Michael Gieseck Jerry Bosken Clint Haskell Virlynda Cantoral Jamie Collins John Kasperski Patricia Martens Jeff Chaney Janelle Marshall	
<u>MCI West</u> <u>Miramar</u> Deputy Director EEO NAF Human Resources Director Miramar (MRM) Executive Officer (MRM) <u>Camp Pendleton</u> NAF Human Resources Director Camp Pendleton (PNM) Chief of Staff (PNM) Deputy	Dan Grissom Kelli Clear LtCol William Oliver Mona Dodd Colonel Ian Clark Tina Broadway	No

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCRD San Diego NAF Human Resources Director San Diego (SDM) Chief of Staff (SDM) 29 Palms NAF Human Resources Director 29 Palms (TWM) Chief of Staff	Colonel Daren Erickson Heather Curtis Colonel David Allen Suggs	No No No

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 No plan was submitted for Quantico, Headquarters, 8 th & I, Henderson Hall and MARFORRES				
MCI West Planned Activities No plan was submitted for Yuma				
08/01/2021	Coordinate with HRO to conduct analysis of billets and funding resources (MRM) (PNM) (SDM) (TWM)	No		
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCLB Albany Planned Activities No plan submitted waiver new DDEEO				

MCI Pacific Planned Activities Plan submitted waiver new DDEEO				
03/31/2021	Hire new MCIPAC DDEEO	Yes		06/01/2021
03/31/2021	Re-establish SEP Committees at MCCS Okinawa (have been on hold due to COVID-19 restrictions), and establish committees at MCAS Iwakuni and MCBH	In light of COVID-19 responsibilities and tasks, unknown		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	<p>MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>No accomplishments submitted. Command had been without a DDEEO for a short time a new DDEEO has been hired for the billet.</p> <p>MCI West 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>MCIWEST EEO and HRO have not been able to conduct a billet and funding analysis to determine if adequate support is provided for success of its EEO program.</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part H NAF
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.	<p>Major Subordinate Command Senior Managers do not:</p> <ul style="list-style-type: none">• Participate in the implementation of Special Emphasis Programs. [see MD-715 Instructions, Sec. I]• Participate in the barrier analysis process. [see MD-715 Instructions, Sec. I]• Assist in developing command EEO action plans (Part I, Part J, or the Executive Summary). [see MD-715 Instructions, Sec. I]• Successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives [29 CFR § 1614.102(a)(5)]

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)
09/30/2020	Involve appropriate Senior Leaders in the execution of the EEO program.	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI Pacific</u> Commanding General MCIPAC Chief of Staff Regional Director MCCA <u>Camp Butler</u> MCCA Okinawa Director Chief of Personnel MCCA Okinawa Camp Butler (BUM) MCIPAC DDEEO MCIPAC EEO Specialist MCIPAC EEO Specialist <u>Iwakuni</u> Director MCCA Iwakuni (IWM) Dir Human Resources Iwakuni (IWM) <u>Kaneohe Bay</u> Director MCCA Hawaii Kaneohe Bay(KBM) Director Human Resources Hawaii (KBM)	BrigGen William Bowers Peter Dawson Ed Hutsell Michael Gieseck Jerry Bosken Clint Haskell Virlynda Cantoral Jamie Collins John Kasperski Patricia Martens Jeff Chaney Janelle Marshall	
<u>Capital Region Headquarters</u> NAF Human Resources Director Headquarters (H01) Deputy Director EEO	Dennis Ray Penny Thomison	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI East</u> Deputy Director EEO <u>Camp Lejeune</u> Deputy Director Human Resources Camp Lejeune (CLM) MCCS Deputy Director	Anita Carse Patricia (Pat) Turner George Dentel	
<u>MCLB Albany</u> DDEEO HR Director Albany (ALB) Chief of Staff	Pamela Davis Achaia Graham Leonard Housley	
<u>MCAS Cherry Point</u> Deputy Director EEO NAF Human Resources Director Cherry Point (CPM)	Lindsay Smith Osvaldo (Baldo) Cordero	
<u>MCI West</u> <u>Miramar</u> Deputy Director EEO NAF Human Resources Director Miramar (MRM) Executive Officer (MRM) <u>Camp Pendleton</u> NAF Human Resources Director Camp Pendleton (PNM) Chief of Staff (PNM) <u>San Diego MCRD</u> NAF Human Resources Director San Diego (SDM) Chief of Staff <u>29 Palms</u> NAF Human Resources Director 29 Palms (TWM) Chief of Staff	Dan Grissom Kelli Clear LtCol William Oliver Mona Dodd Colonel Ian Clark Tina Broadway Colonel Daren Erickson Heather Curtis Colonel Allen Suggs	

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)
<p align="center">Capital Region Planned Activities</p> <p align="center">No plan was submitted for Quantico, Henderson Hall, 8th & I, MARFORRES</p>				
09/30/2021	Include managers in Special Emphasis notifications and facilitate their participation (H01)	Yes		
09/30/2021	Include representatives at the management level in Barrier Analysis process (H01)	Yes		
<p align="center">MCAS Cherry Point Planned Activities</p>				
09/30/2020	Present MD715 Goals and Objectives to Sr. Management officials (NAF) and provide LRP publication titled "EEO and Federal Managers": Following the Principles, Avoiding Complaints.	Yes	03/26/2021	Ongoing
09/30/2020	Partner with Installation EEO office to review data, conduct barrier analysis and action plans.	No	Ongoing	Ongoing
<p align="center">MCI Pacific Planned Activities</p> <p align="center">Plan submitted waiver new DDEEO</p>				

03/31/2021	Hire new MCIPAC DDEEO	Yes		
03/31/2021	Re-establish SEP Committees at MCCA Okinawa (have been on hold due to COVID-19 restrictions), and establish committees at MCAS Iwakuni and MCBH	In light of COVID-19 responsibilities and tasks, unknown		
10/31/2020	Site visit to MCAS Iwakuni leadership to obtain command support and commitment for involvement in developing SEP Committees			
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				
MCI West Planned Activities No plan was submitted for Yuma				
08/01/2021	Coordinate with HRO, EEO and Senior Leadership to create a Special Emphasis and Barrier Analysis Team (MRM) (PNM) (SDM) (TWM)			
MCI East Planned Activities No plan was not submitted for Camp Elmore, new DDEEO				

09/30/2021	<p>MCI East MCB Camp Lejeune Deputy Director EEO position was vacant for a year and a half. The new DDEEO arrived 60 days ago and is in the process of reviewing the needs of the agency for both NAF & AF employees according to applicable regulations, orders, guidance's and memorandums. The new DDEEO is conducting a review and analysis of MCI East EEO program to determine deficiencies and barriers that potentially could affect the program ability to meet the target elements outlined by EEOC MD715; specifically requires each department, agency, and instrumentality in the Executive Branch of the Federal Government to establish and maintain a Model EEO Program to provide the infrastructure necessary to achieve the ultimate goal of a discrimination free work environment characterized by an atmosphere of inclusion and free and open competition for employment opportunities. The DDEEO is currently establishing partnerships.</p>	<p>MCI E continues to work towards said target date reviewing the EEO program for areas of improvements that could potentially affect Commands EEO program</p>		09/30/21

	with senior leaders to continue to foster support for the EEO program			
--	---	--	--	--

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	<p>MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>No accomplishments submitted for 1st quarter. Command had been without a DDEEO for a short time a new DDEEO has been hired for the billet.</p> <p>Cherry Point 1st qtr</p> <p>Action taken – 12 Jan 2021, Introduced topic of dispositioning of candidate applications with recruiters. Reoccurring agenda topic for weekly staff meetings.</p> <p>Follow-up: Additional training scheduled based on HRMS's ability to implement applicant flow logs from recruitment data.</p> <p>Cherry Point 2nd qtr</p> <p>Continued working relationship and partnership with the EEO team. Partnership included the opportunity for the NAF to join the EEO team when the MCAS CO received the State of the Agency report. NAF supplemented the presentation with specific NAF items that were of interest and the opportunity was the first time where we were collectively included in the NAF meeting and presentation.</p> <p>Cherry Point 3rd qtr</p> <p>Engaged military leadership for consideration and support with infinity groups (June 2021). Worked with several management teams and programs to successfully place employees that were referred via Vocational Rehabilitation and liaised job coach support requirements (April through June 2021).</p> <p>Cherry Point 4th qtr</p> <p>Continued working relationship and partnership with the EEO team. Engaged military leadership for consideration and support with infinity groups. Partnership included the opportunity for the NAF to join the EEO team when the MCAS CO received the State of the Agency report. NAF supplemented the presentation with specific NAF items that were of interest and the opportunity was the first time where we were collectively included in the presentation. Worked with several teams and programs to hire applicants under merit staffing procedures and appropriately liaised job coach support requirements to ensure a successful transition into the agency.</p> <p>MCI West 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>As of FY21 1st Quarter, MCIWEST EEO and HRO have not been able to meet to discuss the creation of a Barrier Analysis team.</p> <p>MCI East 1st qtr</p> <p>MCI East DDEO is still working to towards planned activities as started with a target date of 30 Sep. 2021. MCI East has not accomplished said target for 1st qtr</p>

	<p>MCI East 2nd qtr, 3rd qtr</p> <p>MCI East continues to work towards said target date reviewing the EEO program for areas of improvements that could potentially affect Commands EEO program.</p> <p>Capital Region</p> <p>Headquarters 1st qtr</p> <p>We ensure Special Emphasis notifications are sent to all managers and posted on intranet sites</p> <p>Headquarters 2nd qtr</p> <p>HR discussing ways to include representatives at the management level in various aspects of the Barrier Analysis process.</p> <p>Headquarters 3rd qtr</p> <p>HR scheduling to meet with Sr leadership to share recommendations on ways to include representatives at the management level in various aspects of the Barrier Analysis process.</p> <p>Headquarters 4th qtr</p> <p>HR provided Senior leadership update on all aspects of Barrier Analysis – e.g. recruiting, retention, performance, recognition. Discussed next steps in sharing Barrier Analysis updates with representatives at the management level. Senior leadership sent an email to all employees, including representatives at management level, on 26 Aug 2021 highlighting initiatives from Barrier Analysis.</p>
--	---

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –Part H NAF

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.1 – The agency conducts regular internal audits of its component and field offices	The command has not regularly assessed its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)]

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)
09/30/2020	Due to result of COVID-19 pandemic M & RA was prevented from travel to assess field offices. Plan to conduct virtual assessments during FY2021	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
M & RA Director EEO Complaints Manager AEP Manager NAF EEO Specialist	Dr. Ronnie Holmes Lorena Briscoe Latasha Copeland Lanette Buckner	

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)
M & RA Planned Activities				
02/01/2021	Schedule Assessments	Yes		04/01/2021 05/01/2021

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	<p>M & RA conducted a virtual site visit for Cherry Point to review the EEO program. The command scored a 91% with 2 findings and 2 observances. The findings were for Special Emphasis and Barrier analysis. The observances were for Training and lack of resources. April 2021</p> <p>M & RA conducted a virtual site visit for South Carolina to review the EEO program. The command scored a 82 % with findings and observances. The findings were for Special Emphasis, Barrier Analysis, and Reasonable Accommodations. The observances were for Training and lack of resources. May 2021</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – Part H NAF

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? [see MD-715, II(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)
09/30/2020	To process Reasonable Accommodation within compliance accordingly.	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI Pacific</u> Chief of Staff <u>Camp Butler</u> HR Director Camp Butler (BUM) <u>Iwakuni</u> Hr Director Iwakuni (IWM) DDEEO EEO Specialist EEO Specialist	Peter Dawson Jerry Bosken Patty Martens Clint Haskell Virlynda Cantoral Jamie Collins	
<u>MCLB Albany</u> Chief of Staff HR Director Albany (ALB) DDEEO	Leonard Housley Achaia Graham Pamela Davis	
<u>M & RA</u> Director EEO Affirmative Employment Prog Manager Complaints Manager NAF EEO Specialist	Dr. Ronnie Holmes Latasha Copeland Lorena Briscoe Lanette Buckner	
<u>MCI East</u> <u>Camp Lejeune</u> DDEEO Camp Lejeune(CLM) HR Deputy Director (CLM) <u>Camp Elmore</u> Director Human Resources Camp Elmore (ELM)	Anita Carse Patricia Turner Jennifer Banks	
<u>Tri-Command</u> Reasonable Accommodation POC Supervisors and Managers Human Resources Director South Carolina (SCM) Deputy Dir of EEO	Tamara McMillan Various Tammi Dickerson Cynthia Golson	
<u>MCI West</u> Deputy Director EEO <u>Camp Pendleton</u> Human Resources Director Camp Pendleton (PNM) Chief of Staff <u>Miramar</u> Human Resources Director Miramar (MRM) Executive Officer <u>29 Palms</u> Human Resources Director 29 Palms (TWM) Chief of Staff	Dan Grissom Mona Dodd Colonel Ian Clark Kelli Clear LtCol William Oliver Heather Curtis Colonel David Allen Suggs	No No No No No No No

Yuma Human Resources Director Yuma (YUM) Chief of Staff	Erlinda San Roman LtCol Olgierd Weiss	No No
--	--	----------

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				
No plan was submitted				
M & RA Planned Activities				
09/30/2021	Partner with Capital Region to conduct EEO Return to Work Training for Managers and Supervisors in the Marsh Center aboard Quantico Base.	Yes		09/30/2021
Tri – Command Planned Activities				
04/30/2021	Reasonable Accommodation Training			
MCI Pacific Planned Activities				
Plan submitted waiver new DDEEO				
11/30/2020	Implement and require compliance with MCIPAC RA Standard Operating Procedures for the Region which were developed and drafted as part of FY2020 Part H,			
MCI West Planned Activities				

08/01/2021	Provide Reasonable Accommodation Training to Managers and Supervisors either virtually or in person regarding processing timelines and procedures (PNM, MRM, TWM, YUM)	Yes (If accomplished virtually)		09/21/2021
08/01/2021	Conduct weekly meetings with Reasonable Accommodations (RA) POCs to track timelines on processing of RA requests (PNM, MRM, TWM, YUM)	Yes		09/21/2021
MCI East Planned Activities				
09/30/2021	MCI East EEO office is in process of backfilling vacant billets. The trajectory is to be fully staffed by start of 2 nd qtr. FY21. New EEO practitioners will be trained on RA operating system; NEATs and will have a working knowledge on the fundamental statutory requirements/compliance to processing RAs and to educate the workforce on the RA process.	See Report of Accomplishments		
09/30/2021	Camp Elmore has requested MCI East EEO office to conduct face to face RA training for supervisors, management and personnel that will cover EEOC regulations and requirements for compliance when engaging in the RA process.	Unable to conduct face-to-face training due to COVID and the spike of cases and the EEO office conference area not equipped for virtual training		
MCLB Albany Planned Activities No plan submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	<p>MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>No accomplishments. Command had been without a DDEEO for a short time a new DDEEO has been hired.</p> <p>Tri Command 1st qtr</p> <p>Reasonable Accommodation training was accomplished. Reasonable accommodation requests have been processed timely, however, due to the volume of requests received, COVID-19 RA requests and others, and with only one person designated to process all requests and all informal complaints, all RA requests have not been updated in NEAT.</p> <p>Tri Command 2nd qtr</p> <p>Reasonable Accommodation training was conducted for the NAF HR Staff in August 2020.</p> <p>Reasonable Accommodation training is briefed in orientation every two weeks and supervisory training is planned for April</p> <p>Tri Command 3rd qtr</p> <p>Reasonable Accommodation training is planned for the NAF Managers and Supervisors at least by the next reporting period, workload permitting.</p> <p>Reasonable Accommodation training is briefed in orientation every two weeks. Since the inspection in May, all reasonable accommodation requests have been processed and/or closed out in 30 days.</p> <p>Tri Command 4th qtr</p> <p>The NAF HRO has received training on Reasonable Accommodation (RA). New employees receive RA training at orientation. All reasonable accommodation requests have been processed and/or closed out in 30 days.</p> <p>MCI West 1st qtr</p> <p>MCIWEST EEO Team has a fully implemented weekly meeting to discuss RA case management including timelines and success/challenges of current RA's.</p> <p>MCI IWEST EEO has not provided any RA training virtually or in-person.</p> <p>MCI West 2nd qtr</p> <p>The NAF RA POC conducted 1 RA training for a department managers/supervisor via WebEx for MCB Camp Pendleton.</p> <p>The RA POC at MCRD conducted an EEO training with RA included for NAF personnel on MCRD.</p> <p>The MCIWEST EEO Office continues to host weekly meetings to discuss EEO and RA case management as well as success/challenges of RA (most recently returning employees to the workplace).</p> <p>MCI West 3rd qtr</p> <p>The NAF RA POC conducted 1 RA training to a NAF department within MCB Camp Pendleton.</p> <p>The MCIWEST EEO Team (including NAF EEO Counselor) has a fully implemented weekly meeting to discuss RA and EEO case management. The meeting has evolved to incorporate 30/90 limits,</p>

	<p>success/challenges of current RA and EEO cases. During this quarter, some of the RA challenges have been COVID-19 related as well as the process of a DON-wide reassignment search. The challenges were shared and ideas by the team were gathered on how one may be able to overcome those challenges if they should face them later.</p> <p>MCI West 4th qtr</p> <p>The MCIWEST EEO Team (including the NAF EEO Counselor) has a fully implemented weekly meeting to discuss RA and EEO case management. The meeting has evolved to incorporate 30/90 limits, success/challenges of current RA and EEO cases. During this quarter, the recent issue regarding religious accommodations was brought up and during our conference call we were able to address the issue and find a consistent process to handle these cases for our Region.</p> <p>MCI East 1st qtr</p> <p>Hiring for MCI East has backfilled one of the 2 vacancy and is in the process for interviewing for the last position. New practitioner is currently being trained.</p> <p>Unable to conduct face-to-face training due to COVID and the spike of cases and the EEO office conference area not equipped for virtual training</p> <p>MCI East 2nd qtr</p> <p>Hiring for MCI East interviewed and selected a candidate for the EEO Assistance position. The new EEO practitioner will not be onboard until 3rd qtr.</p> <p>Unable to conduct face-to-face training due to COVID and the spike of cases and the EEO office conference area not equipped for virtual training</p> <p>MCI East 3rd qtr, 4th qtr</p> <p>Onboarding of new EEO Assistant.</p> <p>Unable to conduct face-to-face training due to COVID and the spike of cases and the EEO office conference area not equipped for virtual training</p> <p>M & RA 4th qtr</p> <p>During this quarter, the M & RA office was a partner with Capital Region to conduct training session regarding the Return Work Plan. This training session was geared toward Managers and Supervisors. One of the focus areas of this training was of reasonable accommodation in light of the current COVID-19 pandemic that is still ongoing. Multiple weekly sessions were held with approximately 170 participants via MS Teams and telephone.</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –Part H NAF

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	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)? [(MD-110)]

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)
09/30/2020	The agency will be in compliance and not have untimely investigations	09/30/2021		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> Director of Marine Corps Staff Director of Admin and Resource Mgmt Deputy Director EEO	Major General Gregg P. Olson Steven Grozinski Penny Thomison	Yes Yes
<u>MCI Pacific</u> MCI PAC Chief of Staff Deputy Director, EEO EEO Specialist	Peter Dawson Clint Haskell Virlynda Cantoral	No Yes

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				
12/31/2020	Review applicable process with EEO specialists and IRD for possible improvement areas.	No		
03/31/2021	Collaborate with fellow Complaints Program managers and investigators for best practices.	No		
06/31/2021	Review percentage of untimely investigations, check progress for improvement areas and adjust accordingly.	No		

MCI Pacific Planned Activities				
03/31/2021	Fill soon to be vacant EEO Deputy position	Yes		
09/30/2021	Follow up with IRD investigators and EEO Specialist regarding timelines. Enforce MCIPAC SOPs			
MCLB Albany Planned Activities				
No plan was submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2021	<p>MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>No accomplishments. Command had been without a DDEEO for a short time a new DDEEO has been hired for the billet.</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 – FY21 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, and A6	<p>The Non Appropriated Fund entity consisted of 11,012 employees. There were triggers that were identified that we compared to the National Civilian Labor Force Statistics (NCLF).</p> <p>We saw Low Participation Rates (LPR) in comparison to the National Civilian Labor Force Statistics.</p> <p>When reviewing the Mission Critical Occupations we see the below:</p> <p>We saw a Low Participation Rate (LPR) in comparison to the National Civilian Labor Force Statistics.</p> <ul style="list-style-type: none"> Hispanic Males, White Males and Females maintained a steady rate during the reporting period of FY15 – FY20, however they still displayed a LPR when compared to the (NCLF). - White Male and Female both experience a LPR in Supervisor jobs, while Hispanic and White Male experience a LPR in Manager Jobs and Hispanic Male and Female and Black Female experience a LPR in Executive Jobs. Black Males, Asian Males and Females and Native Hawaiian and Pacific Islander female were able to experience a High participation rate across all levels of Management. Supervisors (NF3) Managers (NF4) Executives (NF5)

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<ul style="list-style-type: none"> White Males and Females experience a LPR in the Occupational Group of Operatives, Service Workers, Laborers \ Helpers, and Sales Workers; with jobs as Workers who operate machines or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Also, jobs that engage in direct selling, jobs with no special training that can be learned in a few days; and other service occupations However Asian Female and Native Hawaiian and Pacific Islander Males seem to fare well in this occupational category. While reviewing the hiring and retention of employees, we see that employees are leaving the agency quicker than they are being brought onboard. White Males and Females and Black Males and Females are leaving the Organization quicker than they are being hired. <p>Analysis of Mission Critical Occupations were conducted.</p> <ul style="list-style-type: none"> Hispanic, White, Black Male and Hispanic, White, Black Female, often experience no participation in some Mission Critical NF5 positions. However they fare better than the other race and gender categories Hispanic, White, Black Male and Hispanic, White, Black Female, often experience no participation in some Mission Critical NF4 positions. However, Asian Females seem to experience High Participation rate at this level Hispanic, White, Black Male and Hispanic, White, Black Female, often experience no participation in some Mission Critical NF3 positions. However, Asian Females seem to experience High Participation rate at this level Hispanic Males, White Males and Females and Black Males experience a LPR in some NF2 Mission Critical Positions. Hispanic, Black, Asian and Native Hawaiian and Pacific Islander Females are experiencing HPR in all critical NF2 Positions Hispanic Males and Females, White Males and Females and Black Males seem to experience the

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>highest LPR in this Mission Critical NF 1 Positions. While Black Females Experience a HPR in NF1 Mission Critical Positions</p> <ul style="list-style-type: none"> There was no analysis of the NF 6 Pay grade level; due to low number of personnel at that grade.

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

EEO Group	Affected by Trigger? (Yes or No)
Black or African American Females	Yes
Asian Males	No
Asian Females	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	Commands collected data from Workforce data tables A1, A3, 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)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
Focus Groups	No	
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
<p>MCCS Cherry Point has a predominant and diverse female workforce (~74.5%) that reflect the demographics of our community. More women from diverse backgrounds are hired through our merit staffing program when compared to male counterparts. As an example, the women of the MCCS workforce are comprised of: 7.01% Hispanic, 43.96% White, 15.59% Black or African American, 3.85% Asian, 1.05% Native Hawaiian or Other Pacific Islander, 1.93% American Indian or Alaska Native, and .70% two or more races. Although many of the females in group were identified by a National trigger, when looking at the regional level, we find that women of all races are being afforded many of the available opportunities. When digging deeper, what we find is that there is a disparate impact in the amount of males that work for the agency in the occupational categories of Managers, Professionals, Technicians, Sales Workers, and Administrative Support Workers.</p> <p>MCCS Cherry Point is below the National Civilian Labor Force (NCLF) White male target by 20.64% points and below the Regional Civilian Labor Force (RCLF) by 24.51% points for White males. MCCS Cherry Point is 3.59% points below the NCLF for Hispanic males, but since it is only .02% points below the RCLF. Except the limited hiring of males, MCCS's use of merit staffing procedures and competitive recruitment processes continues to help us identify a robust candidate pool. Recruiting campaigns and efforts will be needed with community outreach to improve how we are targeting and marketing job opportunities.</p>

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yy yy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Date Completed (mm/dd/yy yy)
Identify internal and external causes for LPR and create internal processes to address causes					

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region Headquarters</u> NAF Human Resources Director Headquarters (H01) <u>Quantico</u> Deputy Director EEO NAF Human Resources Dep Dir Quantico (QUM) Base Commander	Dennis Ray Penny Thomison Luther Gibbs IV Col William Bentley CO	
<u>MCI Pacific</u> MCI PAC Commanding General MCI PAC Chief of Staff <u>Camp Butler</u> Regional Director MCCA Camp Butler (BUM) MCCA Okinawa Director (BUM) Chief of Personnel MCCA (BUM) MCI PAC DDEEO MCI PAC EEO Specialist MCI Pac EEO Specialist <u>Iwakuni</u> Director, MCCA Iwakuni (IWM) Director Human Resources MCCA (IWM) <u>Kaneohe Bay</u> Director MCCA (KBM) Director Human Resources MCCA Kaneohe Bay (KBM)	BrigGen William Bowers Peter Dawson Ed Hutsell Michael Gieseck Jerry Bosken Clint Haskell Virlynda Cantoral Jamie Collins John Kasperski Patricia Martens Jeff Chaney Janelle Marshall	
<u>Tri Command</u> Deputy Director EEO MCCA Director South Carolina (SCM) NAF Human Resources Director (SCM) Hispanic Prog. Manager Federal Womens Prog. Manager Director of Business Operations Food and Hospitality Director Semper Fit Director Chief, Marine & Family team Building	Cynthia Golson John Snider Tammi Dickerson Paula Madrid Vacant Sarah Mikus Claude McElveen Jeffrey Odom Shawna Densmore	
<u>MCAS Cherry Point</u> NAF Human Resource Director Cherry Point (CPM) Deputy Director EEO	Osvaldo (Baldo) Cordero Lindsay Smith	
<u>MCLB Albany</u> DDEEO Human Resources Director Chief of Staff	Pamela Davis Achaia Graham Leonard Housley	
<u>MCI West</u>		

Title	Name	Performance Standards Address the Plan? (Yes or No)
Camp Pendleton Deputy Director EEO NAF Human Resources Director Camp Pendleton (PNM) Chief of Staff (PNM) Miramar NAF Human Resources Director Miramar (MRM) Executive Officer (MRM) San Diego MCRD NAF Human Resources Director San Diego (SDM) Chief of Staff 29 Palms NAF Human Resources Director 29 Palms (TWM) Chief of Staff	Dan Grissom Mona Dodd Colonel Ian Clark Kelli Clear LtCol William Oliver Tina Broadway Colonel Daren Erickson Heather Curtis Colonel David Allen Suggs	

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 No plan was submitted for Henderson Hall, 8 th & I, and MARFORRES			
06/30/2021	Review and expand recruiting and retention efforts to specifically address LPR. (H01)		
09/30/2021	Ongoing review of recruiting, retention, promotion, performance, and recognition policies and practices for barriers (H01)		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2021	Examine recruitment, hiring, and placement policies, practices, and procedures at local commands to determine if barriers exist for these two groups. (QUM)		
01/04/2021, 03/01/2021, 06/01/2021	Provide update on accomplishments (QUM)		
Tri-Command Planned Activities			
09/30/2021	Examine the policies, practices and procedures that impact recruitment, hiring and placement of these three groups to determine the root cause of the low participation rates		
MCI Pacific Planned Activities Plan submitted waiver new DDEEO			
03/31/2021	Re-establish SEP Committees at MCBB (Okinawa) (most members have been lost to PCS), and establish committees at MCAS Iwakuni and MCBH		
06/30/2021	New DDEEO and EEO Specialist train new SEP Committee in Barrier Analysis		
09/30/2021	SEP Committee conducts barrier analysis to report on FY2022 MD715		
MCI West Planned Activities No plan was submitted for Yuma			

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
08/01/2021	Examine recruitment, hiring, and placement policies, practices and procedures to determine if barriers exist (PNM) (MRM) (SDM) (TWM)		
MCAS Cherry Point			
09/15/2020	NC4ME Virtual Hiring Event	08/21/2020	09/15/2020
11/12/2020	NC Works Veterans Day Drive Thru Job Fair		11/12/2020
12/01/2020	Job Advertisement and Outreach – LinkedIn, Facebook, MCCS Marketing, Employment Security Commission, Carteret and Craven Community College.	Ongoing	Ongoing
02/01/2021	Job Fair - Outdoor Job Fair and Resource Event by NC Works and Craven100 Alliance.	02/05/2021	03/30/2021
03/25/2021	Carteret Community College outreach and network meeting with VP of Corporate and Community Education and VP of Student Services to create future job fair opportunities for students.	02/19/2021	03/26/2021
06/08/2021	Installation Welcome Aboard	Ongoing	Ongoing
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO			

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>MCI PAC 1st qtr, 2nd qtr, 3rd qtr, 4th qtr</p> <p>No accomplishments. Command had been without a DDEEO for a period of time, a new DDEEO has been hired for the billet.</p> <p>Cherry Point 1st qtr</p> <p>Action taken – continued open recruitments and outreach activities on social media platforms (Facebook, LinkedIn) and networking with the Employment Security Commission and Vocational Rehab offices.</p> <p>Cherry Point 2nd qtr, 3rd qtr</p> <p>Participated multiple job fairs (3) to date. Had a face-to-face meeting with Carteret Community College (CCC) to include the VP of Corporate and Community Education and VP of Student Services to share more information on the MCCS organization and discuss ways that we can participate in job fair opportunities for students hosted by CCC</p> <p>Cherry Point 3rd qtr</p> <p>Continued liaising with external agencies and agreed to work in support of helping with a Hispanic infinity group. Also engaged military leadership for additional representational support.</p> <p>Cherry Point 4th qtr</p> <p>Met with Dean and Executive Director of Career Programs from Craven Community College to improve outreach and hiring requirements at a local level.</p> <p>Tri Command 1st qtr</p> <p>No accomplishment. In light of the COVID-19 situation and lack of personnel in EEO, this objective was not met. We will strive to at least begin the barrier analysis process by 2nd Quarter, FY21.</p> <p>Tri Command 2nd qtr</p> <p>This will be an objective for the special emphasis program committee. NAF employees use Web-X vice Microsoft teams. The EEO will be providing training on barrier analysis. A read ahead has been sent already to the team. There will be accomplishments by the next reporting period.</p> <p>Tri Command 3rd qtr</p> <p>This will be an objective for the special emphasis program/barrier analysis committee. The EEO Office plans on providing training on barrier analysis, workload permitting. There has been an influx of EEO complaints filed and reasonable accommodation requests that has keep both specialists busy with processing complaints and requests. I met with the Chief of Staff of MCRD Parris Island to share my concerns about workload requirements and the possibility of getting another specialist and/or assistant to help with the workload. No word to date.</p> <p>Tri Command 4th qtr</p> <p>This will be an objective for the special emphasis program/barrier analysis committee. The EEO Office has not had an opportunity to train the team on barrier analysis. The workload</p>

	<p>continues without any support. The meeting with the Chief of Staff has not provided any results to date</p> <p>MCI West 1st qtr, 2nd qtr</p> <p>MCIWEST EEO and HRO's have not been able to examine the recruitment, hiring and placement policies, practices and procedures to determine if barriers exist</p> <p>MCI West 3rd qtr, 4th qtr</p> <p>MCIWEST EEO requested from the MCCS installations their local policies regarding merit staffing. We received feedback on the policies that the MCCS installations use and will begin reviewing as part of the examination to see if any barriers exist within any local/national policies.</p> <p>Capital Region</p> <p>Headquarters 1st qtr</p> <p>HR discussed advertising on radio stations with a wider population. Already on social media platforms with wide/diverse population. Will continue to review exit interviews</p> <p>Headquarters 2nd qtr</p> <p>Reviewed policies and practices for recruiting, retention, promotion, performance, and recognition to ensure there are no barriers impacting opportunities and/or participation rates</p> <p>Headquarters 3rd qtr</p> <p>Targeted advertising USAJobs, LinkedIn, and the Washington Post Job Board. A contract was obtained to utilize LinkedIn Job Slots and a Recruiter Seat on a 6-month pilot period.</p> <p>MCCS is commonly viewed as an opportunity for volunteers. Taking steps to educate/inform community about services and opportunities within MCCS by advertising in local movie theaters, and the Washington Post job board.</p> <p>Continuous monitoring of exit interview comments to identify trends (lack of opportunity, career path, development, training, etc.)</p> <p>Conducted a labor market analysis to assess the number of individuals who are amongst the available labor market (unemployed).</p> <p>Headquarters 4th qtr</p> <p>Continued monitoring recruiting initiatives and strategies to ensure no barriers to employment for those with low participation rates.</p> <p>Continued to monitor exit interview comments to identify trends (lack of opportunity, career path, development, training, etc.)</p>