

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY22 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	The command does not provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [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)
10/01/2021	Recognize superior accomplishment in EEO	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Capital Region MARCORSYSCOM Director Human Capital Management TECOM Dep AC/S,G1 Program Analyst Quantico Commanding Officer Headquarters Staff Director of the Marine Corps Director of Administration and Resource Management Deputy Equal Employment Opportunity Officer	Shelia Johnson Jeffrey Wolf Steeve Jeanlouis Colonel Michael Brooks General G P Olsen Steven Grozinski Penny Thomison	
MCI East Chief of Staff Deputy Director EEO Assistant Chief of Staff G-1 Human Resources Director	Colonel Michael Jemigan Anita Carse John Armour Kristal Humphrey	
Tri-Command S-1 Officer/G-1 Officer S-4 Officer/G-4 Officer S-6 Officer/G-6 Officer Comptroller Provost Marshall Fire Chief 3/5/7 Program Manager MCCA Director (APF Employees) Special Emphasis Program Managers	Randy Thomas/Eric Porter Stephen Smith/William Tate Capt Alex Djahankhan/Robert Weyant John Bergeron/Keith Bass Major Adam L. McKillop/Both Bases Darran Vaughn/John Powell Troy Ward John Snider Various Members	
MCI West Deputy Director, EEO Miramar Human Resources Director Chief of Staff/Executive Office Camp Pendleton Human Resources Director Chief of Staff/Executive Office	Dan Grissom Kathleen Keelan LtCol Andrew Norris Gwenette Joseph Colonel Richard Anderson	
MCI PAC		

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCLB Albany</u>		

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yy yy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities				
03/30/2022	Define what superior accomplishments means and how they can be recognized. (MARCORSYSCOM, TECOM, Quantico, Headquarters)			
06/30/2022	Solicit commands to identify eligible employees based on the established guidance. Track recognized employees. (MARCORSYSCOM, TECOM, Quantico, Headquarters)			
09/30/2022	Review and update guidance for effectiveness (MARCORSYSCOM,			

Target Date (mm/dd/yy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	TECOM, Quantico, Headquarters			
Tri – Command Planned Activities				
09/30/2022	Meet with the responsible management officials on the awards program	Yes		
09/30/2022	Draft a position management paper on the elements of the awards program	Yes		
09/30/2022	Convene the Special Emphasis Program Committee to review the nominees and make recommendations	Yes		
MCI East Planned Activities				
09/30/2022	Address recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in EEO principles in the strategic plan			
MCI West Planned Activities No plan was submitted for Barstow or Yuma				

Target Date (mm/dd/yy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2022	Collaborate with the HROs to determine if any EEO or disability awards are mentioned in installation award orders.			
<p align="center">MCLB Albany Planned Activities</p> <p align="center">No plan was submitted waiver new DDEEO</p>				
<p align="center">MCI PAC Planned Activities</p> <p align="center">No plan was submitted waiver new DDEEO</p>				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY22 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	<p>Pursuant to 29 CFR §1614.102(a)(1),</p> <ul style="list-style-type: none">• The command has not allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct a self-assessment of the command for possible program deficiencies? [see MD-715, II(D)]• The command has not allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]• The command has not allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2021	Allocate the necessary resources needed to implement the EEO programs	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Capital Region MARCORSYSCOM Director Human Capital Management TECOM Dep AC/S,G1 Program Analyst Quantico Commanding Officer Headquarters Staff Director of the Marine Corps Director of Administration and Resource Management Deputy Equal Employment Opportunity Officer	Sheila Johnson Jeffrey Wolf Steeve Jeanlouis Colonel Michael Brooks Major General G.P. Olsen Mr. Steven M. Grozinski Ms. Penny Thomison	
MCI East Chief of Staff Deputy Director EEO Assistant Chief of Staff G1 Human Resources Director	Colonel Michael Jemigan Anita Carse John Armour Kristal Humphrey	
Tri-Command MCAS Deputy Director EEO EEO Specialist HRO Director S-6 Officer	Cynthia Golson Tamara McMillan Cicely Dawson Capt Alex Djahankhah Bruce Green	

Title	Name	Performance Standards Address the Plan? (Yes or No)
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	Lothar Hofmann Jr Darran Vaughn Jeffrey McKarmey Kimberly Fleming Odell Joiner Tyronne Kinsey III David Callaway Stephen Smith Ronald Lanoie Cynthia Golson Tamara McMillan Cicely Dawson Rose M. Carey Robert Weyant John Powell (Acting) John Walsh Louis Compion Renee Hendershot Melvin Bobian Vacant Vacant Michael Kaneshige Vacant	
MCI West Deputy Director, EEO MCRD Human Resources Director Chief of Staff/Executive Officer Miramar Human Resources Director Chief of Staff/Executive Officer Camp Pendleton Human Resources Director Chief of Staff/Executive Officer 29 Palms Human Resources Director Chief of Staff/Executive Officer Yuma and Barstow No Response	Dan Grissom Lesa Jones Colonel Edward Sullivan Kathleen Keelan LtCol Andrew Norris Gwenette Joseph Colonel Richard Anderson Kimberly Martinez Colonel David Suggs	
MCLB Albany		

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI PAC</u>		

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				
12/30/2021	Consult with senior leadership to address the lack of sufficient funding (MARCORSYSCOM,TECOM , Headquarters) Meet with EEO to discuss local requirements (Quantico)			
03/30/2022	Consolidate and get approval (MARCORSYSCOM, TECOM, Headquarters) Research what training options are available (Quantico)			
06/30/2022	Implement ideas (MARCORSYSCOM, TECOM, Headquarters) Consolidate and present to leadership (Quantico)			
09/30/2022	Analyze process for success (MARCORSYSCOM, TECOM, Headquarters)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Completion Date (mm/dd/yyyy)
	Evaluate Effectiveness (Quantico)			
Tri – Command's Planned Activities				
09/30/2022	Provide adequate staffing to assist the barrier analysis committee with conducting a barrier analysis	Funding – Yes Staffing - No		
09/30/2022	Begin the process of barrier analysis with the full committees. (MCAS and MCRD)	Funding – No Staffing - Yes		
09/30/2022	Recruit the vacant Special Emphasis Program Manager Positions	Funding – No Staffing - Yes		
MCI East Planned Activities				
09/30/2022	Acquire the resources needed to manage the EEO program and train EEO staff to enable the command to successfully implement the EEO program to conduct thorough barrier analysis of its workforce, self-assessment of the command for possible program deficiencies.	No		
MCI West Planned Activities				
No plan was submitted for Barstow or Yuma				
09/30/2022	Collaboration between EEO and HR to determine if a desk	No		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Completion Date (mm/dd/yyyy)
	audit can be completed for the EEO Office.			
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				
MCI PAC Planned Activities No plan was submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –FY22 Part H APF

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

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.5 - The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	<p>Pursuant to 29 CFR § 1614.102(a)(5),</p> <ul style="list-style-type: none">Managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: EEO Complaint Process? [see MD-715(II)(B)].Managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)].Managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)].Managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)].

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2021	To ensure that all Managers and Supervisors are trained on their responsibilities toward the EEO Program. In light of the COVID-19 pandemic this has been challenging, however will attempt to utilize other methods to achieve these goals.	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>MARCORSYSCOM</u> Director Human Capital Management <u>TECOM</u> Dep AC/S,G1 Program Analyst <u>Quantico</u> Commanding Officer <u>Headquarters</u> Staff Director of the Marine Corps	Sheila Johnson Jeffrey Wolf Steeve Jeanlouis Colonel Michael Brooks Major General G.P. Olsen	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director of Administration and Resource Management Deputy Equal Employment Opportunity Officer	Steven M. Grozinski Penny Thomison	
<u>MCI East</u> Chief of Staff Deputy Director EEO Assistant Chief of Staff G-1 Human Resources Director	Colonel Michael Jernigan Anita Carse John Armour Kristal Humphrey	
<u>Tri-Command</u> Deputy Director EEO EEO Specialist	Cynthia Golson Tamara McMillan Cicely Dawson Bertram Merchant Juan Allen	
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resource Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resource Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Barstow and Yuma</u> No Response	Dan Grissom Lesa Jones Colonel Edward Sullivan Kathleen Keelan LtCol Andrew Norris Gwenette Joseph Colonel Richard Anderson Kimberly Martinez Colonel David Suggs	
<u>MCAS Cherry Point</u> Training Specialist Deputy Director EEO	Carrie Ulery Lindsay Smith	
<u>MCI PAC</u>		

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCLB Albany</u>		

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				
12/30/2021	Consult with EEO training program manager to brainstorm ideas on how to ensure all Managers and Supervisors are trained (MARCORSYSCOM,TECOM, Headquarters)			
03/30/2022	Consolidate and get approval (MARCORSYSCOM,TECOM, Headquarters)			
06/30/2022	Implement ideas (MARCORSYSCOM,TECOM, Headquarters)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2022	Analyze process for success (MARCORSYSCOM,TECOM, Headquarters)			
09/30/2022	Ensure that all managers/supervisors of civilians are notified of the mandatory training, dates, courses and forms of training available to complete this task.(Quantico)			
Tri – Command Planned Activities				
09/30/2022	Conduct training for supervisors and managers on their EEO responsibilities pertaining to supervisory competencies, Complaints Processing, ADR and Reasonable Accommodation.	Funding – Yes Staffing – Yes		
MCI East Planned Activities				
09/30/2022	Creatively develop interactive virtual training for managers and supervisors in light of the COVID-19 pandemic			
MCI West Planned Activities				
No plan was submitted for Barstow or Yuma				
9/30/2022	Work with the various Training Departments to obtain completed EEO training records for each installation to allow us to encourage further participation of supervisors and managers.	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
9/30/2022	Create a training folder in the EEO SharePoint to address this required training and where it can be taken.	Yes		
MCAS Cherry Point Planned Activities				
12/31/2022	Identify those Managers & Supervisors who have not met requirements for EEO, RA, & ADR supervisory training. Send out a request of compliance of training to be complete by 15 Dec 2021 to those who have not completed DON EEO Training in TWMS-614600. Also send out a reminder of RA training for supervisors offered on 18 Nov 2021			
03/30/2022	Provide Supervisory and RA Training			
06/30/2022	Continue to monitor and identify Mgrs/Supv who have not met requirements for EEO, RA, ADR supervisory training. Send out a reminder on how to achieve the training via TWMS or in-seat training.			
09/30/2022	Continue to Identify, Monitor, and Remind those managers and supervisors who are have not met the requirements for EEO, RA, ADR for Supervisors.			

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

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –FY22 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.	<ul style="list-style-type: none">• Senior managers do not get involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]• Senior managers do not participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]• When barriers are identified, Senior managers do not assist in developing command EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I] <p>Senior managers do not successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into command strategic plans? [29 CFR § 1614.102(a)(5)]</p>

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2021	Involve appropriate Senior Leaders in the execution of the EEO program.	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Capital Region MARCORSYSCOM Director Human Capital Management TECOM Dep AC/S,G1 Program Analyst Quantico Commanding Officer Headquarters Staff Director of the Marine Corps Director of Administration and Resource Management Deputy Equal Employment Opportunity Officer	Sheila Johnson Jeffrey Wolf Steeve Jeanlouis Colonel Michael Brooks General G P Olsen Steven Grozinski Penny Thomison	
MCI East Chief of Staff Deputy Director EEO Assistant Chief of Staff G-1 Human Resources Director	MCI East Chief of Staff Deputy Director EEO Assistant Chief of Staff G-1 Human Resources Director	No Yes No Yes
Tri-Command -MCAS S-6 Officer Deputy Director of ATC Operations Deputy Public Works Officer	Capt Alex Djahankhah Bruce Green Lothar Hofmann Jr Darran Vaughn	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Fire Chief Supervisory Police Officer -MCRD Fire Chief Supv IT Specialist Supv Financial Management Specialist Supv Facilities Operations Specialist Supv Equipment Specialist Deputy Director of EEO EEO Specialist Special Emphasis Program Managers	Jeffrey McKamey John Powell (Acting) Robert Weyant Rose M. Carey John Walsh Louis Compion Cynthia Golson Tamara McMillan 6 Program Managers	
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Barstow and Yuma</u> No Response	Dan Grissom Lesa Jones Colonel Edward Sullivan Kathleen Keelan LtCol Andrew Norris Gwenette Joseph Colonel Richard Anderson Kimberly Martinez Colonel David Suggs	
<u>MCAS Cherry Point</u> Executive Officer Deputy Director EEO	Seth Wolcott Lindsay Smith	
<u>MCI PAC</u>		
<u>MCLB Albany</u>		

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				
12/30/2021	Consult with mid-level management to brainstorm ideas on how to involve senior management (MARCORSYSCOM,TECOM, Quantico, Headquarters) Search for free training options (Quantico)			
03/30/2022	Consolidate and get approval (MARCORSYSCOM,TECOM, Quantico, Headquarters)			
06/30/2022	Implement ideas (MARCORSYSCOM,TECOM, Quantico, Headquarters)			
09/30/2022	Analyze process for success (MARCORSYSCOM,TECOM, Quantico, Headquarters)			
Tri – Command's Planned Activities				
09/30/2022	Train the senior managers on how to conduct a barrier analysis	Funding – Yes Staffing - No		
09/30/2022	Engage the senior managers in assisting with the barrier analysis	Funding – Yes Staffing - No		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	process (MCAS and MCRD)			
09/30/2022	Train the special emphasis program managers in the barrier analysis process	Funding – Yes Staffing - No		
MCI East Planned Activities				
09/30/2022	The special emphasis programs is coordinate and executed by MCI EAST Equal Opportunity Advisor; supported by the EEO office and senior management. Meet with key personnel, led by DDEEO to review deficiency, barrier analysis processes, requirement and discuss potential courses of actions/plans to address and correct noted deficiency			
MCI West Planned Activities No plan submitted for Barstow or Yuma				
09/30/2022	Communicate with the HRO's to determine how we can incorporate the EEO action plan objectives into the installation strategic plans.	No		
MCAS Cherry Point Planned Activities				
12/31/2021	Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers.			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
03/31/2022	Conduct Barrier Analysis Training to Team Members			
06/30/2022	Identify Special Emphasis Program Managers and Barrier Analysis Team Members. Select and issue appointment letter.			
09/30/2022	Conduct Barrier Analysis Training, participate in the Barrier Analysis process Team Members assist in developing Command Action Plan(s). Identify and submit budget for FY23 to include Special Emphasis Program Managers Course and EEOC or equivalent Barrier Analysis training			
MCI PAC Planned Activities No plan submitted waiver new DDEEO				
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY22 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 has not been able to 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)
10/01/2021	To process Reasonable Accommodation within compliance accordingly	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p>Capital Region MARCORSYSCOM Director Human Capital Management TECOM Dep AC/S, G1 Program Analyst Quantico Commanding Officer Headquarters Staff Director of the Marine Corps Director of Administration and Resource Management Deputy Equal Employment Opportunity Officer</p>	<p>Shelia Johnson Jeffrey Wolf Steeve Jeanlouis Colonel Michael Brooks General G. P Olsen Steven Grozinski Penny Thomison</p>	
<p>MCI West Deputy Director, EEO Camp Pendleton Human Resources Director Chief of Staff/Executive Officer 29 Palms Human Resources Director Chief of Staff/Executive Officer Yuma and Barstow No Response</p>	<p>Dan Grissom Gwenette Jospeh Colonel Richard Anderson Kimberly Martinez Colonel David Suggs</p>	
<p>Tri-Command Reasonable Accommodation POC Human Resources Director Supervisors and Managers</p>	<p>Tamara McMillan Cicely Dawson Various</p>	<p>Yes Yes Yes</p>
<p>MCI PAC</p>		
<p>MCLB Albany</p>		

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				
09/30/2022	Continuously evaluate the RA process for effectiveness and make adjustments accordingly (MARCORSYSCOM,TECOM , Quantico, Headquarters)			
Tri – Command Planned Activities				
09/30/2022	Continue to process reasonable accommodation requests within the required timeframe	Funding – Yes Staffing - No		
09/30/2022	Train new civilian and military managers in the process of reasonable accommodation	Funding – Yes Staffing - No		
MCI West Planned Activities				
No plan was submitted for Barstow or Yuma				
09/30/2022	Conduct RA training for supervisors and managers to discuss timeliness and processing.	Yes		
09/30/2022	Collaborate with the HR Training Department to determine if any RA trainings for RA are online and if not, how we might be able to upload our training slides.	Yes		

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

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY22 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
D.1 - The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	<ul style="list-style-type: none">The command has not been able to regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]The command has not been able to conduct exit interviews or surveys that include questions on how the command could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2021	For the command to be able to review sources of information that would assist the EEO program in identifying triggers.	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> MARCORSYSCOM Director Human Capital Management <u>TECOM</u> Dep AC/S,G1 Program Analyst <u>Quantico</u> Commanding Officer <u>Headquarters</u> Staff Director of the Marine Corps Director of Administration and Resource Management Deputy Equal Employment Opportunity Officer	Shelia Johnson Jeffrey Wolf Steeve Jeanlouis Colonel Michael Brooks General G P Olsen Steven Grozinski Penny Thomison	
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Lesa Jones Colonel Edward Sullivan Gwenette Joseph Colonel Richard Anderson	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Barstow and Yuma</u> No Response		
<u>Tri-Command</u> Deputy Director of EEO EEO Specialist Human Resources Director Special Emphasis Program Managers	Cynthia Golson Tamara McMillan Cicely Dawson Special Emphasis Program Managers	Yes Yes Yes Yes No
<u>MCAS Cherry Point</u> Deputy Director EEO Civilian Manpower Officer	Lindsay Smith Pamela Walker	
<u>MCI PAC</u>		
<u>MCLB Albany</u>		

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				
09/30/2022	Inconclusive response submitted (MARCORSYSCOM)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/30/2021	Research accessibility avenues for various data sources. (TECOM, Quantico, Headquarters)			
03/30/2022	Establish and implement exit survey process (TECOM, Headquarters) Identify what data resources are available for analysis (Quantico)			
06/30/2022	Perform trigger analysis on obtained data sources. (TECOM, Quantico, Headquarters)			
09/30/2022	Further research validated triggers for inclusion in barrier analysis (TECOM, Quantico, Headquarters)			
Tri – Command Planned Activities				
09/30/2022	The command will use various sources of information to identify triggers.	Funding – Yes Staffing - No		
09/30/2022	If triggers are identified, review the sources to determine if barriers exist.	Funding – Yes Staffing - No		

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 No plan was submitted for Barstow or Yuma				
09/30/2022	Obtain and review exit surveys to determine if an opportunity to include questions related to the recruitment/hiring/retention and advancement of individuals with a disability can be included.	Yes		
9/30/2022	Review complaints data to determine if there are any triggers (e.g. higher number of complaints related to non-selection).	Yes		
MCAS Cherry Point Planned Activities				
12/31/2021	Develop exit survey and submit for approval. Air Station Order 12000.1: Civilian Employee Check-in and Check-out Requirement			
03/30/2022	Gain approval and post Air Station Order 12000.1: Civilian Employee Check-in and Check-out Requirement			
06/30/2022	Track and compile information from exit surveys.			
09/30/2022	Use data from exit survey during the Barrier Analysis process.			

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

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –FY22 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
D.2 - The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	<ul style="list-style-type: none"> The command does not regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)] The command does not regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2021	For the command to review sources	09/30/2022		

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	of information for the EEO program to identify barriers.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> MARCORSYSCOM Director Human Capital Management TECOM Dep AC/S,G1 Program Analyst <u>Quantico</u> Commanding Officer <u>Headquarters</u> Staff Director of the Marine Corps Director of Administration and Resource Management Deputy Equal Employment Opportunity Officer	Shelia Johnson Jeffrey Wolf Steeve Jeanlouis Colonel Michael Brooks General G P Olsen Steven Grozinski Penny Thomison	
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer Camp Pendleton Human Resources Director Chief of Staff/Executive Officer <u>Yuma and Barstow</u> No response	Dan Grissom Lesa Jones Colonel Edward Sullivan Gwenette Josphe Colonel Richard Anderson	
<u>Tri-Command</u> Deputy Director of EEO EEO Specialist	Cynthia Golson Tamara McMillan	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Human Resources Director Special Emphasis Program Managers	Cicely Dawson 6 Program Managers	
<u>MCI PAC</u>		
<u>MCLB Albany</u>		

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yy yy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy y)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities				
11/30/2021	Set and implement a schedule to review established Command management/ personnel policies, procedures, and practices and determine their impact on race, national origin, sex and disability. (MARCORSYSCOM)			
12/30/2021	Determine appropriate team membership required to review			

Target Date (mm/dd/yy yy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	respective policies, practices, and procedures.(MARCORSY SCOM)			
06/30/2022	Specific activities will be identified and executed by the team members.(MARCORS YSCOM)			
09/30/2022	Report identified deficiencies and remedy plans in the FY22 MD- 715 Report. (MARCORSYSCOM)			
03/31/2022	Collaborate with Labor and Employee Relations to generate ideas and recommendations on how to move forward regarding the impact of management/personne l policies, procedures, and practices.(TECOM ,Quantico, Headquarters),			
06/30/2022	Implement ideas and recommendations generated during Labor and Employee Relation collaboration (TECOM, Quantico, Headquarters)			
09/30/2022	Review progress and adjust as needed (TECOM, Quantico, Headquarters)			
Tri – Command Planned Activities				

Target Date (mm/dd/yy yy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy y)	Completion Date (mm/dd/yyyy)
09/30/2022	Examine management and personnel policies, procedures, and practices by demographics to determine if barriers exist within the workforce.	Funding - Yes Staffing - No		
09/30/2022	Identify if barriers exist by reviewing data from many sources.	Funding - Yes Staffing - No		
09/30/2022	If barriers exist, construct ways to eliminate the barriers.	Funding - Yes Staffing - No		
MCI West Planned Activities No plan was submitted for Barstow or Yuma				
9/30/2022	Conduct analysis of completed exit surveys to determine reasoning and if any particular group is leaving the agency at a faster rate.	Yes		
MCI PAC Planned Activities No plan was submitted waiver new DDEEO				
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				

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

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –FY22 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.	<p>The command did not issue:</p> <ul style="list-style-type: none">the notice of right to file on or before the 30th day (if no extension was requested or granted or no ADR accepted), and issue the notice of right to file a formal complaint on or before the 90th day (where ADR was accepted or an extension granted)?all reports of investigation on or before 180 days (or, for when an extension was granted, on or before 270 days)?acceptance letters/dismissal decisions within 30 days from the date of receipt of the formal complaint.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2021	For the command to be in compliance with processing complaints and maintain the proposed timelines set forth by EEOC	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u>	No Issue	
<u>MCI West</u>	No Issue	
<u>Tri-Command</u> Deputy Director of EEO EEO Specialist Agency Representatives (Sufficiency Review Agency Representative (Adjudication)	Cynthia Golson Tamara McMillian LtCol Benjamin Ackison/Major Ryan Shroul Paulette Jenkins	
<u>MCAS Cherry Point</u>	No Issue	
<u>MCI PAC</u>	Waiver	
<u>MCLB Albany</u>	Waiver	
<u>MCI East</u> Chief of Staff	Colonel Michael Jemigan	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Director EEO Assistant Chief of Staff G-1 Human Resources Director	Anita Carse John Armour Kristal Humphrey	

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 Issue at this time			
Tri – Command Planned Activities				
09/30/2022	Process all complaints within the timeframe imposed by DON/IRCMS/EEOC	Funding – Yes Staffing - No		
MCI West Planned Activities				
No plan was submitted for Barstow or Yuma				
	No Issue at this time			
MCAS Cherry Point 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)
	No Issue at this time			
MCI PAC Planned Activities No plan was submitted waiver new DDEEO				
MCI East Planned Activities				
09/30/2022	Review possible courses of actions, identify best options and discuss implementation methods and dates to improve processes.			
09/30/2022	Comply with the EEOC MD110 procedures for complaints processing			
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 – FY22 APF Part I

EEO Plan to Eliminate Identified Barrier

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

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

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

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1, A3, A4, A6, A8, A13, and A14	<p>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.</p> <p>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.</p> <p>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</p> <ul style="list-style-type: none"> • 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% <p>Analysis of Major Occupations Information Technology (2210), Management Program Analyst (0343), Miscellaneous Administration and Program (0301), Financial Administration and Program (0501),</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>and Logistics Management (0346) compared to the National Civilian Labor Force statistics revealed a Low Participation as outlined below:</p> <p>Rather we compare against the bench mark of National Civilian Labor Force or the Occupational Civilian Labor Force the Female gender experienced a Low Participation Rate.</p> <p>In review of the data, we see a Low Participation Rate (LPR) for the below when compared to the NCLF:</p> <ul style="list-style-type: none"> • Hispanic Female 4 of 5 (80%) • White Female 5 of 5 (100%) • Asian Female 4 of 5 (80%) • Black Female 2 of 5 (40%) <p>All four groups experience a LPR in 2210 and 0301, however, the White ethnic group tends to fare better than the Minority ethnic groups.</p> <p>In review of the data, we see a Low Participation Rate (LPR) for the below when compared to the OCLF:</p> <ul style="list-style-type: none"> • Hispanic Female 2 of 5 (40%) • White Female 5 of 5 (100%) • Asian Female 3 of 5 (60%) • Black Female 1 of 5 (20%) <p>All four groups experience a LPR in 2210 and 0301 However, the White ethnic group tends to fare better than the Minority ethnic groups.</p> <p>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 11grades. 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.</p> <p>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):</p> <ul style="list-style-type: none"> • 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%) <p>The four groups seem to have a Low Participation Rate (LPR) in five of the eight categories; Technician, Craft Workers Operative,</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		Labors/Helpers and Service Workers. However, they all seem to fare well in the categories of Admin Support and Officials/Managers.

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
Hispanic or Latino Females	Yes
White Males	No

EEO Group	Affected by Trigger? (Yes or 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	Yes
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	Reviewed the A and B Tables

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
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

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	10/01/2021	9/30/2022	In light of COVID-19 responsibilities and tasks, unknown		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>South Carolina Tri Command Beaufort</u> 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	Cynthia Golson Cicely Dawson Kimberly Fleming Tyronne Kinsey Stephen Smith Odell Joiner Randy Thomas	Yes Yes No No No No No

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCRD Parris Island</u> 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 Renee Hemdershot Vacant Michael Kaneshige Melvin Bobian Eric Porter	Yes Yes No
<u>MCI PAC</u>		
<u>MCI West</u> Deputy Director, EEO <u>MCRD San Diego</u> Human Resources Director Chief of Staff/Executive <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma and Barstow</u> No Response <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Les Jones Colonel Edward Sullivan Kimberly Martinez Colonel Richard Anderson Kathleen Keelan LtCol Andrew Norris Kimberly Martinez Colonel David Suggs	Yes No No No No No No No
<u>MCLB Albany</u>		
<u>MCI East</u> Chief of Staff Deputy Director EEO Assistant Chief of Staff G-1 Human Resources Director	Colonel Michael Jernigan Anita Carse John Armour Kristal Humphrey	
<u>MCAS Cherry Point</u> Civilian Manpower Officer Deputy Director EEO	Pamela Walker Lindsay Smith	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>Quantico</u> Commanding Officer <u>Headquarters Marine Corps</u> Staff Director of the Marine Corps Director of Administration and Resource Management Deputy Equal Employment Opportunity Officer <u>TECOM</u> Dep AC/S,G1 Program Analyst <u>MARCORSYSCOM</u> Director Human Capital Management	Colonel Michael Brooks General G P Olsen Steven Grozinski Penny Thomison Jeffrey Wolf Steeve Jeanlouis Shelia Johnson	

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			
06/30/2022	Determine the root cause(s) of White Female, and Hispanic or Latino Female and Male under participation in the MCSC TWF – particularly in the competencies where the under participation is predominant.(MARCORSYSCOM)		
06/30/2022	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?). Inputs may include (but not be limited to) occupational types, recruitment efforts, hiring types, job postings, certification or education requirements, DEOCS and/or FEVS data review; Exit		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	<p>Survey data evaluation; literature review, applicant data if available, impact of geography, etc.</p> <p>Additional activities (such as interviews, focus groups, etc.) will be determined based upon where the initial evaluation effort leads the team (MARCORSYSCOM)</p>		
09/30/2022	Based on the root cause determination the BAT will develop recommendations and action plans to remedy the condition(s).(MARCORSYSCOM)		
09/30/2022	Determine the root cause of low participation rates, and develop a plan to mitigate any identified barriers (TECOM, Quantico, Headquarters)		
Tri-Command Planned Activities			
9/30/2022	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 of females.(MCAS Beaufort and MCRD Parris Island)		
MCI PAC Planned Activities No plan was submitted waiver new DDEEO			
MCAS Cherry Point Planned Activities			

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/30/2021	Examine Recruitment, policies, procedures and practices with respect to the Major Occupations. Conduct QTR analysis of workforce separations and accessions. Conduct exit interviews		
03/30/2022	Examine Hiring and Placement policies, procedures and practices. Conduct QTR analysis of workforce separations and accessions		
06/30/2022	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		
09/30/2022	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			
09/30/2022	Conduct analysis to determine if under representation groups) are more predominant in specific series and grade and look into the underlying root cause		
09/30/2022	Consult and Collaborate with human resources on potential targeted recruitment opportunities low participate groups		
MCLB Albany 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 No response Yuma and Barstow			
9/30/2022	The Regional EEO Office has recently received Applicant Flow data and will use begin analyzing it to understand what categories are applying. This will help understand if the recruitment/applicant/hiring process is a trigger.		

Report of Accomplishments

Fiscal Year	Accomplishments
2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY22 NAF Part H

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

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
A.3 - The agency assesses and ensures EEO principles are part of its culture.	<p>Major Subordinate Command's traditions do not:</p> <ul style="list-style-type: none">• Provide recognition to employees when demonstrating superior accomplishment in reference to EEO principles. [see 29 CFR 1614.102 (a) (9)]• Utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce. [see 5 CFR Part 250]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2021	To ensure the agency assesses and ensures EEO principles are part of its culture.	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>Quantico</u> Commanding Officer <u>Headquarters</u> Human Resources Director	Colonel Michael Brooks Dennis Ray	
<u>MCI East</u> MCCS Deputy Director <u>Camp Lejeune</u> Deputy Director MCCS <u>Camp Elmore</u> Director MCCS	George Dentel Pat Turner Jennifer Banks	Yes Yes Yes
<u>Tri-Command</u> MCCS Director (South Carolina) MCCS Deputy Director (South Carolina) Director of Business Operations Food and Hospitality Director Semper Fit Director Chief Marine & Family team Building Deputy Director EEO Special Emphasis Program Managers	John Snider Stephen Kirkpatrick Sarah Mikus Claude McElveen Jeffrey Odom Shawna Densmore Cynthia Golson Various Members	Yes Yes Yes Yes Yes Yes Yes No
<u>MCI West</u> Deputy Director, EEO	Dan Grissom	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>MCRD San Diego</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director (29 Palms) Chief of Staff/Executive Officer (29 Palms)	Kelli Clear LtCol Andrew Norris Mona Dodd Colonel Richard Anderson Tina Broadway Colonel Edward Sullivan Heather Curtis Colonel David Suggs	
<u>MCLB Albany</u>		
<u>MCI PAC</u>		

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 submitted for 8 th and I, MARFORRES, Henderson Hall				
03/30/2022	Define what superior accomplishments means and how they can be recognized.(Quantico, Headquarters)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2022	Solicit commands to identify eligible employees based on the established guidance. Track recognized employees (Quantico, Headquarters).			
09/30/2022	Review and update guidance for effectiveness.(Quantico, Headquarters)			
MCI East Planned Activities				
09/30/2022	Address recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in EEO principles in the strategic plan and use of other climate assessment tools to monitor the workforce.			
Tri-Command Planned Activities				
09/30/2022	Meet with the responsible management officials on the awards program	Yes		
09/30/2022	Draft a position management paper on the elements of the awards program	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2022	Convene the Special Emphasis Program Committee to review the nominees and make recommendations	Yes		
MCI West Planned Activities No plan submitted for Yuma				
09/30/2022	Collaborate with the HROs to determine if any EEO or disability awards are mentioned in installation award orders. If no installation orders, are there resources being shared about these types of awards to the workforce and how often.	No		
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				
MCI PAC Planned Activities No plan was submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY22 NAF Part H

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

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Major Subordinate Command's current strategic plan does not reference EEO/diversity and inclusion principles. 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)
10/01/2021	To ensure The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> Deputy Director EEO Human Resources Director	Penny Thomison Dennis Ray	
<u>MCI East</u> MCCS Director <u>Camp Leleune</u> Deputy Human Resources Director <u>Camp Elmore</u> Human Resources Director	George Dentel Pat Turner Jennifer Banks	
<u>Tri-Command</u> Deputy Director of EEO EEO Specialist Human Resources Director MCCS Director MCCS Deputy Director	Cynthia Golson Tamara McMillan Rushe Hudzinski John Snider Stephen Kirkpatrick	Yes Yes Yes Yes Yes
<u>MCI West</u> Deputy Director, EEO <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Kelli Clear LtCol Andrew Norris Mona Dodd Colonel Richard Anderson Tina Broadway Colonel Edward Sullivan Heather Curtis Colonel David Suggs	
<u>MCLB Albany</u>		
<u>MCI PAC</u>		

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 submitted for 8th and I, MARFORRES, and Henderson Hall				
	No Response submitted			
MCI East Planned Activities				
09/30/2022	Review possible courses of action, identify best option and discuss implementation method and date.			
09/30/2022	Identify and notify key personnel within the organization.			
Tri-Command Planned Activities				
09/30/2022	Meet with leadership to ensure EEO is involved in, and consulted on, management/personnel actions.	Funding – Yes Staffing - Yes		
MCI West Planned Activities				
No plan submitted for Yuma				
9/30/2022	Work with the HR Offices to determine what information is shared with supervisors/managers when conducting hiring or adverse actions to determine if any EEO policies are shared as part of the process.			

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

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –FY22 NAF Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
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)]• 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]• 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)].

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2021	To ensure Agency has sufficient budget and staffing to support the success of its EEO.	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>Quantico</u> Commanding Officer <u>Headquarters</u> Human Resources Director	Colonel Michael Brooks Dennis Ray	
<u>MCI East</u> MCCS Director <u>Camp Lejeune</u> Deputy Human Resources Director <u>Camp Elmore</u> Director Human Resources	George Dentel Pat Turner Jennifer Banks	
<u>Tri-Command</u> Deputy Director of EEO EEO Specialist MCCS Director MCCS Deputy Director Human Resources Director Special Emphasis Program Managers	Cynthia Golson Tamara McMillan John Snider Stephen Kirkpatrick Rushe Hudzinski 6 Program Managers	Yes Yes Yes Yes Yes No

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Kelli Clear LtCol Andrew Norris Mona Dodd Colonel Richard Anderson Heather Curtis Colonel David Suggs	
<u>MCLB Albany</u>		
<u>MCI PAC</u>		

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 submitted for 8th and I, MARFORRES, Henderson Hall				
12/30/2021	Consult with senior leadership to address the lack of sufficient funding (Quantico, Headquarters)			
03/30/2022	Consolidate and get approval (Quantico, Headquarters)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2022	Implement ideas (Quantico, Headquarters)			
09/30/2022	Analyze process for success (Quantico, Headquarters)			
MCI East Planned Activities				
09/30/2022	The special emphasis programs is coordinate and executed by MCI EAST Equal Opportunity Advisor; supported by the EEO office and senior management. Meet with key personnel, led by DDEEO to review deficiency, barrier analysis processes, requirement and discuss potential courses of actions/plans to address and correct noted deficiency			
Tri-Command Planned Activities				
09/30/2022	Provide adequate staffing to assist the barrier analysis committee with conducting a barrier analysis	Funding – Yes Staffing - No		
09/30/2022	Begin the process of barrier analysis with the full committees	Funding – Yes Staffing - No		
MCI West Planned Activities No plan submitted for Yuma				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2022	Collaboration between EEO and HR to determine if a desk audit can be completed for the Regional NAF EEO Office to determine if additional personnel is required.			
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				
MCI PAC Planned Activities No plan was submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –FY22 NAF Part H

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

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.5 - The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	<p>Pursuant to 29 CFR § 1614.102(a)(5), managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program 's EEO Complaint Process:</p> <ul style="list-style-type: none">• Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)].• Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications. [see MD-715, II(B)].• ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR. [see MD-715(II)(E)].

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2021	To ensure that all Managers and Supervisors are trained on their responsibilities toward the EEO Program. In light of the COVID-19 pandemic this has been challenging, however will attempt to utilize other methods to achieve these goals.	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>Quantico</u> Commanding Officer <u>Headquarters</u> Human Resources Director	Colonel Michael Brooks Dennis Ray	
<u>MCI East</u> MCCS Director <u>Camp Lejeune</u> Deputy Director Human Resources <u>Camp Elmore</u> Director Human Resources	George Dentel Pat Turner Jennifer Banks	
<u>Tri-Command</u>		

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Director of EEO EEO Specialist Human Resources Director Employee Development Specialist	Cynthia Golson Tamara McMillan Rushe Hudzinski Rebecca Zettle	
<u>MCI West</u> Deputy Director, EEO <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>MCRD</u> Human Resources Director Chief of Staff/Executive Office <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Kelli Clear LtCol Andrew Norris Mona Dodd Colonel Richard Anderson Tina Broadaway Colonel Edward Sullivan Heather Curtis Colonel David Suggs	
<u>Cherry Point</u> Training Administrator Human Resources Deputy Director, EEO	Veronica Hamm Osvaldo Cordero Lindsay Smith	
<u>MCLB Albany</u>		
<u>MCI PAC</u>		

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 submitted for 8th and I, MARFORRES, Henderson Hall				
12/30/2021	Consult with EEO training program manager to brainstorm ideas on how to ensure all Managers and Supervisors are trained (Quantico, Headquarters)			
03/30/2022	Consolidate and get approval (Quantico, Headquarters)			
06/30/2022	Implement ideas (Quantico, Headquarters)			
MCI East Planned Activities				
09/30/2022	Creatively develop interactive virtual training for managers and supervisors in light of the COVID-19 pandemic			
Tri-Command Planned Activities				
09/30/2022	Conduct training for supervisors and managers on their EEO responsibilities	Funding – Yes Staffing – Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	in the areas of supervisor, ADR and Reasonable Accommodation			
MCI West Planned Activities No plan submitted for Yuma				
9/30/2022	Communicate with the training department to determine if an EEO training is available in PeopleSoft and to obtain completed EEO training records for each installation to allow us to encourage further participation of supervisors and managers.			
9/30/2022	Create a training folder in the EEO SharePoint to address this required training and where it can be taken.			
Cherry Point Planned Activities				
12/31/2021	Identify those Managers & Supervisors who have not met requirements for EEO, RA, & ADR supervisory training. Send out a request of compliance of training to be complete by 15 Dec 2021 to those who have not completed DON EEO Training in			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	ETHOS. Also send out a reminder of RA training for supervisors offered on 18 Nov 2021			
03/30/2022	Provide Supervisory and RA Training, as needed.			
06/30/2022	Continue to monitor and identify Mgrs/Supv who have not met requirements for EEO, RA, ADR supervisory training. Send out a reminder on how to achieve the training via ETHOS or in-seat training.			
09/30/2022	Continue to Identify, Monitor, and Remind those managers and supervisors who are have not met the requirements for EEO, RA, ADR for Supervisors.			
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)
<p align="center">MCI PAC Planned Activities</p> <p align="center">No plan was submitted waiver new DDEEO</p>				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –FY22 NAF Part H

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

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
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 into command strategic plans. [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)
10/01/2021	To ensure the agency involves managers in the implementation of its EEO program.	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>Quantico</u> Commanding Officer <u>Headquarters</u> Human Resources Director	Colonel Michael Brooks Dennis Ray	
<u>MCI East</u> MCCS Director <u>Camp Lejeune</u> Deputy Human Resources Director <u>Camp Elmore</u> Director Human Resources	George Dentel Pat Turner Jennifer Banks	
<u>Tri-Command</u> MCCS Director (South Carolina) MCCS Deputy Director (South Carolina) Director of Business Operation Food and Hospitality Director Semper Fit Director Chief Marine & Family team Building	John Snider Stephen Kirkpatrick Sarah Mikus Claude McElveen Jeffrey Odom Shawna Densmore	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Director EEO EEO Specialist Special Emphasis Program Managers	Cynthia Golson Tamara McMillan 6 Program Managers	
<u>MCI West</u> Deputy Director, EEO <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Kelli Clear LtCol Andrew Norris Mona Dodd Colonel Richard Anderson Tina Broadway Colonel Edward Sullivan Heather Curtis Colonel David Suggs	
<u>Cherry Point</u> Executive Officer Human Resources Deputy Director EEO	Seth Wolcott Osvaldo Cordero Lindsay Smith	
<u>MCLB Albany</u>		
<u>MCI PAC</u>		

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 submitted for 8th and I, MARFORRES, Henderson Hall				
12/30/2021	Consult with mid-level management to brainstorm ideas on how to involve senior management (Quantico, Headquarters)			
03/30/2022	Consolidate and get approval(Quantico, Headquarters)			
06/30/2022	Implement ideas (Quantico, Headquarters)			
09/30/2022	Analyze process for success (Quantico, Headquarters)			
MCI East Planned Activities				
09/30/2022	The special emphasis programs is coordinate and executed by MCI EAST Equal Opportunity Advisor; supported by the EEO office and senior management. Meet with key personnel, led by DDEEO to review deficiency, barrier analysis processes, requirement and discuss potential courses of			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	actions/plans to address and correct noted deficiency			
Tri-Command Planned Activities				
09/30/2022	Train the senior managers on how to conduct a barrier analysis	Funding – Yes Staffing - No		
09/30/2022	Engage the senior managers in assisting with the barrier analysis process.	Funding – Yes Staffing - No		
09/30/2022	Train the special emphasis Program Managers in the barrier analysis process.	Funding – Yes Staffing - No		
MCI West Planned Activities No plan submitted for Yuma				
9/30/2022	Communicate with the HRO's to determine how we can incorporate the EEO action plan objectives into the installation strategic plans.			
Cherry Point Planned Activities				
12/30/2021	Identify personnel and ensure they have the competencies to serve			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	as Special Emphasis Program Managers.			
03/30/2022	Conduct Barrier Analysis Training to Team Members			
06/30/2022	Identify Special Emphasis Program Managers and Barrier Analysis Team Members. Select and issue appointment letter.			
09/30/2022	Conduct Barrier Analysis Training, participate in the Barrier Analysis process Team Members assist in developing Command Action Plan(s). Identify and submit budget for FY23 to include Special Emphasis Program Managers Course and EEOC or equivalent Barrier Analysis training			
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 PAC Planned Activities No plan was submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY22 NAF Part H

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

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.1 - The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	Major Subordinate commands do not regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups pursuant to MD-715 Instructions, Sec. I.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2021	The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>Quantico</u> Commanding Officer <u>Headquarters</u> Human Resources Director	Colonel Michael Brooks Dennis Ray	
<u>MCI East</u> MCCS Director <u>Camp Lejeune</u> Deputy Human Resources Director <u>Camp Elmore</u> Human Resources Director	George Dentel Pat Turner Jennifer Banks	
<u>Tri-Command</u> Deputy Director of EEO EEO Specialist Human Resources Director Special Emphasis Program Managers	Cynthia Golson Tamara McMillan Rushe Hudzinski Special Emphasis Program Mrgs	Yes Yes Yes No
<u>MCI West</u> Deputy Director, EEO <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Kelli Clear LtCol Andrew Norris	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer	Mona Dodd Colonel Richard Anderson Tina Broadway Colonel Edward Sullivan Heather Curtis Colonel David Suggs	
<u>MCLB Albany</u>		
<u>MCI PAC</u>		

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modif ied Date (mm/ dd/yy yy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities No plan submitted for 8th and I, MARFORRES, Henderson Hall				
12/30/2021	Research accessibility avenues for various data sources.(Quantico, Headquarters)			
03/30/2022	Identify what data resources are available for analysis.(Quantico, Headquarters)			

06/30/2022	Perform trigger analysis on available data (Quantico, Headquarters)			
09/30/2022	Research potential for additional triggers for inclusion in barrier analysis.(Quantico, Headquarters)			
Tri-Command Planned Activities				
09/30/2022	The command will use various sources of information to identify triggers	Funding – Yes Staffing - No		
09/30/2022	If triggers are identified, review the sources to determine if barriers exist.	Funding – Yes Staffing - No		
MCI West Planned Activities				
No plan submitted for Yuma				
09/30/2022	Obtain and review exit surveys to determine if an opportunity to include questions related to the recruitment/hiring/retention and advancement of individuals with a disability can be included.			
9/30/2022	Review complaints data to determine if there are any triggers (e.g. higher number of complaints related to non-selection).			
MCI East Planned Activities				

09/30/2022	Meeting with key personnel, to review deficiency, requirement and discuss potential courses of actions/plans to correct noted deficiency			
09/30/2022	Review possible courses of action, identify best option and discuss implementation methods and dates.			
MCLB Albany Planned Activities No plan was submitted waiver new DDEEO				
MCI PAC Planned Activities No plan was submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –FY22 NAF Part H

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

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	Major Subordinate commands do not regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups pursuant to MD-715 Sec. I

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2021	To ensure the agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>Quantico</u> Commanding Officer <u>Headquarters</u> Human Resources Director	Colonel Michael Brooks Dennis Ray	
<u>MCI East</u> MCCS Director <u>Camp Lejeune</u> Deputy Director Human Resources <u>Camp Elmore</u> Director Human Resources	George Dentel Pat Turner Jennifer Banks	
<u>Tri-Command</u> Deputy Director, EEO EEO Specialist Human Resources Director Special Emphasis Program Managers	Cynthia Golson Tamara McMillan Rushe Hudzinski 6 Program Managers	Yes Yes Yes No
<u>MCI West</u> Deputy Director, EEO <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> No Response	Dan Grissom Tina Broadaway LtCol Andrew Norris Tina Broadaway Colonel Edward Sullivan	
<u>MCLB Albany</u>		
<u>MCI PAC</u>		

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 submitted for 8th and I, MARFORRES, Henderson Hall				
03/30/2022	Collaborate with Labor and Employee Relations to generate ideas and recommendations on how to move forward regarding the impact of management/personnel policies, procedures, and practices.(Quantico, Headquarters)			
06/30/2022	Implement ideas and recommendations generated during Labor and Employee Relation collaboration (Quantico. Headquarters)			
09/30/2022	Review progress and adjust as needed (Quantico, Headquarters)			
MCI East Planned Activities				
09/30/2022	Review possible courses of actions, identify best options and discuss implementation methods, dates to improve processes by coordinating with key personnel to review deficiency, barriers, and the way forward.			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Tri-Command Planned Activities				
09/30/2022	Examine management and personnel policies, procedures, and practices by demographics to determine if barriers exist within the workforce.	Funding - Yes Staffing - No		
09/30/2022	Identify if barriers exist by reviewing data from many sources.	Funding - Yes Staffing - No		
09/30/2022	If barriers exist, construct ways to eliminate the barriers.	Funding - Yes Staffing - No		
MCI West Planned Activities No plan submitted for Yuma				
9/30/2022	Conduct analysis of completed exit surveys to determine reasoning and if any particular group is leaving the agency at a faster rate.			
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)
<p align="center">MCI PAC Planned Activities</p> <p align="center">No plan was submitted waiver new DDEEO</p>				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY22 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.	<p>The command did not issue:</p> <ul style="list-style-type: none">the notice of right to file on or before the 30th day (if no extension was requested or granted or no ADR accepted), and issue the notice of right to file a formal complaint on or before the 90th day (where ADR was accepted or an extension granted)?all reports of investigation on or before 180 days (or, for when an extension was granted, on or before 270 days)?acceptance letters/dismissal decisions within 30 days from the date of receipt of the formal complaint.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2021	For the command to be in compliance with processing complaints and maintain the proposed timelines set forth by EEOC	09/30/2022		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u>	No issue	
<u>MCI West</u> Deputy Director, EEO <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Mona Dodd Colonel Richard Anderson	
<u>Tri-Command</u> Deputy Director of EEO EEO Specialist Agency Representatives (Sufficiency Review Agency Representative (Adjudication	Cynthia Golson Tamara McMillian LtCol Benjamin Ackison/Major Ryan Shrout Paulette Jenkins	Yes Yes Yes Yes
<u>MCAS Cherry Point</u>	No issue	
<u>MCI PAC</u>		

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCLB Albany</u>		
<u>MCI East</u> MCCS Director <u>Camp Lejeune</u> Deputy Human Resources Director <u>Camp Elmore</u> Director Human Resources	George Dentel Pat Turner Jennifer Banks	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				
	No issue at this time			
Tri – Command Planned Activities				
09/30/2022	Process all complaints within the timeframe imposed by DON/IRCMS/EEOC	Funding – Yes Staffing - No		
MCI West Planned Activities No plan was submitted for Yuma				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
9/30/2022	The Regional EEO Office will continue to pull on a monthly basis open informal and formal complaints to determine which cases may be getting close to the 30/90 day and to the 180 day. Thus allowing the Regional Team to request status and expected closure dates.			
MCAS Cherry Point Planned Activities				
	No issue at this time			
MCI PAC Planned Activities				
No plan was submitted waiver new DDEEO				
MCI East Planned Activities				
09/30/2022	Review possible courses of actions, identify best options and discuss implementation methods and dates to improve processes and comply with the EEOC MD110 procedures for complaints processing.			
MCLB Albany Planned Activities				
No plan was submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2022	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 – FY22 NAF Part I

EEO Plan to Eliminate Identified Barrier

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

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

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

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1, A3, A4, A6 and A9	<p>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.</p> <p>In review of the data it appears that the White and Black Females separate from the organization faster than they join.</p> <ul style="list-style-type: none"> White Female Entry 36.15% Exit 36.79% Black Female Entry 10.52% Exit 13.23%. <p>Hispanic Males 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.</p> <ul style="list-style-type: none"> 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

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>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.</p> <ul style="list-style-type: none"> • 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%) <p>In review of the Pay Band scale for Full/Part time in comparison to the Permanent Workforce we did not review the NF6 grade as there are only two employees in those seats. 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.</p> <p>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.</p> <p>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.</p> <p>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</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		Cash Awards but experienced a (LPR) in categories of \$500 and under, \$2000 - \$2999, and \$4000 - \$4999.

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	No

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

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Reviewed the NAF A and B Tables
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
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

Objective(s) and Dates for EEO Plan

Objecti ve	Date Initiated (mm/dd/yy yy)	Target Date (mm/dd/yy yy)	Suffici ent Fundin g & Staffin g? (Yes or No)	Modified Date (mm/dd/yy yy)	Date Comple d (mm/dd/yy yy)
Conduct Barrier Analysis	10/01/2021	9/30/2022	In light of COVID-19 responsibilitie s and tasks, unknown		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>South Carolina Tri Command Beaufort</u> Deputy Director EEO EEO Specialist MCCS Director (SCM) Deputy Director of MCCS NAF Human Resources Director (SCM) Hispanic Prog. Manager Federal Womens Prog. Manager Asian Pacific Program Manager Black Employment Program Manager Director of Business Operations Food and Hospitality Director Semper Fit Director Chief, Marine & Family team Building	Cynthia Golson Tamara McMillan John Snider Stephen Kirkpatrick Rushe Hudzinski Paula Madrid Ashley McCartney Sarah Mikus Diana Miranda Cheryl Simms Claude McElveen Jeffrey Odom Shawna Densmore	Yes Yes Yes No Yes Yes Yes Yes Yes Yes Yes
<u>MCI PAC</u>		
<u>MCI West</u> <u>Deputy Director, EEO</u> <u>MCRD San Diego</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resource Director Chief of Staff/Executive Officer No Response <u>Miramar</u> Human Resource Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Tina Broadaway Colonel Edward Sullivan Mona Dodd Colonel Richard Anderson Erlinda San Roman Colonel Charles Dudik Kelli Clear LtCol Andrew Norris Heather Curtis Colonel David Suggs	
<u>MCLB Albany</u>		

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI East</u> MCCS Deputy Director <u>Camp Lejeune</u> Deputy Director Human Resources <u>Camp Elmore</u> Direct Human Resources	George Dentel Pat Turner Jennifer Banks	
<u>Capital Region</u> <u>Quantico</u> Commanding Officer <u>Headquarters</u> Human Resources Director	Colonel Michael Brooks Dennis Ray	

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 response from Henderson Hall, 8th and I, and MARFORRES			
09/30/2022	Determine the root cause of low participation rates, and develop a plan to mitigate any identified barriers (Quantico, Headquarters)		
Tri-Command Planned Activities			

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2022	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 East Planned Activities			
09/30/2022	Conduct analysis to determine if under representation groups) are more predominant in specific series and grade and look into the underlying root cause		
09/30/2022	Consult and collaborate with human resources on potential targeted recruitment opportunities low participate groups		
MCI PAC Planned Activities			
No plan was submitted waiver new DDEEO			
MCLB Albany Planned Activities			
No plan was submitted waiver new DDEEO			
MCI West Planned Activities			
No response Yuma			

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/22	The Regional EEO Office will connect with the NAF HRO's to understand their hiring procedures and selection criteria to understand if the recruitment/applicant/hiring process is a trigger.		

Report of Accomplishments

Fiscal Year	Accomplishments
2022	

MD-715 Part J

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTDD), EEOC regulations (29 C.F.R. § 1614.203(a)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report. All major commands, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR 1614.203(d)(7)) require agencies to establish specific numerical goals for achieving participation goals for persons with reportable disabilities (12%) and targeted disabilities (2%) in the agency.

Describe how the command has communicated the numerical goals to both the APF and NAF hiring managers and recruiters:

MCD East Communication about the SF-256 along with instructions on how to input the information into MyBAC for APF employees and People Soft for NAF employees is passed out and discussed at all New Employee Orientations and EEO Annual Trainings for employees and recruiters so as to aid in the numerical goals for achieving participation goals for persons with reportable disabilities and targeted disabilities. MCD West APF: The APF commands continue to work on encouraging their employees to update their disability status which could potentially help improve the 2% and 12% goals. Unfortunately, at this time the only installation that was able to reach the 2% goal was 29 Palms (67399). No APF command has been able to reach the 12% goal. NAF: The NAF commands have been working diligently to improve their PWD and PWTDD numbers. As of this reporting period, the MCD 00243, Miramar (67865), 29 Palms (67399) have all met the 2% and 12% goal. CPEN and Barstow have met the 2% goal, but are working to improve their 12% goal (currently at 10%). Yuma NAF were not able to meet the 2% or 12% goal, but they will continue to work on encouraging their employees to self identify. Overall, the Regional EEO Deputy Director communicates both the APF and NAF goal accomplishments and annually during the MD715 brief with each agency head for the various installations. Cherry Point Primary staff is briefed on disability numerical goals during bi-weekly staff meeting. Selecting officials are briefed on the utilization of Schedule A during supervisory training. The current numbers for the Appropriated workforce are 11.05% identify as having a disability and 2.70% identify as having a targeted or severe disability. Hiring managers received the information via the chain-of-command. Cherry Point: NAF has met or exceeded the requirements. At the end of July 2021, 12.57% of total NAF staff had a disability status with 3.14% having a targeted disability, exceeding the organizational goals previously established. Tri Command MCRB/MCAS: An email is sent out periodically reminding supervisors and managers of the DON Goals for Hiring persons with targeted disabilities and other disabilities. An email was also sent out to all hands regarding the re-survey to ensure everyone's disability code is accurately reflected in the system. MCD PWC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region NAF Our Talent Management team is aware of the goals through the Barrier Analysis process. They implement programs, provide data, and give feedback on recruiting and hiring PWD. MARCOSYS.COM, Quantico Base, JECOM The numerical goals are provided to the workforce, hiring managers and the Command Recruit Team via All Hands Announcements on the Command Intranet when personnel are requested to review and update their self-identification information. These goals are also provided during relevant EEO/MD-715 briefings to the Commander, Executive Director, Deputy Commander Resource Management and Director of Human Capital. When issued, OCHR/OEEO Fact Sheets regarding PWD/PWTDD employment goals and employee self identification of disability status are provided via All Hands messages (last on August 2021).

Section II: Model Disability Program

Pursuant to the regulations implementing Section 501 of the Rehabilitation Act of 1973 (29 C.F.R. §1614.203), agencies must ensure sufficient staff, training, and resources to recruit and hire Persons with Disabilities and Persons with Targeted Disabilities; administer the Reasonable Accommodation Program and Special Emphasis Program; and oversee any other disability hiring and advancement program the agency has in place.

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

1. Has the command designated sufficient, qualified personnel to implement its disability program during the reporting period? If "no," use the text box to describe the shortfall(s) and the command's plans to mitigate or resolve them in the upcoming fiscal year.

Yes ☐

No ☐

☒

MCJ East: MCJ East EEO office doesn't have a designated Disability Program Manager but the EEO specialists NAF/AF and the DDEO work collectively together in implementing the disability program during FY21. MCJ West At this time, the MCJWEST region has 8 personnel (including one NAF employee and 1 Deputy EEO Officer) in which 3 are located at the Region and the other 5 APF employees are spread out throughout the western region (minus Yuma and 29 Palms whom do not have EEO Specialist on site). Thus the shortage in staff has provided a shortfall in the Disability Program. However, even with this shortage of personnel, all personnel within the MCJWEST region do their best to address any questions or concerns related to the disability program. MCJ West continues to work on providing various events during the National Disability Employment Awareness Month (October), they currently have an event scheduled for later part of October to host former US Marine Corps Special Force Oscar "Oz" Sanchez to discuss the challenges as well as achievements he has faced. Trf Command The EEO Office does not have sufficient personnel to execute the disability program as it should be. We will be recruiting another Disability Program Manager from the command. The previous one left to accept a position at another agency. The EEO office does not have sufficient personnel to execute the Disability Program as it should be, we have designated a Disability Program Manager for the APF and NAF employees. MCJ PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region NAF The EEO Office currently has two Disability Program Managers who process Reasonable Accommodation requests, and also process EEO complaints and conduct EEO training. The National Capital Region EEO Office processes more RA requests than any other region. In FY22, we plan to obtain approval for hiring 2 additional EEO Specialists who will assist in processing RA requests. MAACORSTSCOM, Quantico Base, TECOM The EEO Office currently has two Disability Program Managers/Reasonable Accommodation Program Managers and one Equal Employment Opportunity Specialist with a collateral duty of assisting with the Reasonable Accommodation backlog and closing out cases in NEAT.

2. Identify all command staff responsible for implementing the command's disability employment program by the office, staff employment status, and point of contact:

	Office/Division Responsible (EEO/HQ/TF/Facilities)	8 of FTE SSAN by Employment Status			Primary Point of Contact (Name, Title)
		Full Time ^A	Part Time ^B	Collateral ^C Duty	
Disability Program Task	Processing RA requests from applicants and employees with disabilities	MCJ East, MCJ West, Trf Command EEO; Cherry Point EEO/HQ; Capital Region (MAACORSTSCOM, Quantico Base, TECOM) EEO	MCJ East 1; OPEN/29Palms/Yuma 2; MCJRD 1; Miramar 1; Barstow 2; Cherry Point 2; Trf Command 1	Cherry Point 1 Capital Region MAACORSTSCOM, Quantico Base, TECOM 1	MCJ East: Anita Cases, DDEO MCJ West CPEN, 29 Palms and Yuma, Kimberly Santos, Formal Complaints Program Manager (APF) and Perry Reed, EEO Specialist (NAF); MCJRD: Yessenia Rodriguez (APF and NAF); Miramar: Theresa Dimopolis (APF and NAF); Barstow: Arthur Champion and Solange Gonzalez (APF); Cherry Point Lindsey Smith, Deputy Director Equal Employment Opportunity (Installation); Bridger Bennett, EEO Specialist (Installation); Baldo Cordero, Human Resources Director (MCCS); Trf Command MCJRD/MCCS Tamara McMillan, EEO Specialist Reasonable Accommodation MCJ PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region MAACORSTSCOM, Quantico Base, TECOM Tina Sansone, Disability Program Manager and RA Program Manager
Section 508 Compliance	MCJ East G6 MCJ West EEO Cherry Point EEO/HQ Trf Command Safety Capital Region (MAACORSTSCOM, Quantico Base, TECOM) EEO	MCJ East 1 MCJ West 1 Cherry Point 1; Trf Command 2		Cherry Point 1 Capital Region MAACORSTSCOM, Quantico Base, TECOM M 1	MCJ East: Matt Philter, Deputy Asst Chief of Staff, G6; MCJ West: Dan Grissom, Cherry Point: Lindsey Smith, Equal Employment Deputy Director (Installation); Baldo Cordero, Human Resources Director (MCCS); Trf Command: MCJRD Mickey Arps, Safety and Occupational Health Manager; MCCS Ronald Lunde, Safety and Occupational Health Manager; MCJ PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region MAACORSTSCOM, Quantico Base, TECOM Tina Sansone, Disability Program Manager and RA Program Manager
Architectural Barriers Act Compliance	MCJ East GF MCJ West EEO Cherry Point Facilities, Trf Command Public Works Capital Region (MAACORSTSCOM, Quantico Base, TECOM) EEO	MCJ East 1 MCJ West 1 Cherry Point 1 Trf Command 2		Capital Region MAACORSTSCOM, Quantico Base, TECOM 1	MCJ East: Thomas H Burton, Public Works Division, Head Design Branch, Planning & Estimating MCJ West: Dan Grissom, Cherry Point: Don Elliott, Facilities Asset Manager; Trf Command: MCJRD William S Tase, Supervisory Logistics Management Specialist; MCCS Stephen Smith, Supervisory Logistics Management Specialist; MCJ PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region MAACORSTSCOM, Quantico Base, TECOM Tina Sansone, Disability Program Manager and RA Program Manager

Special Emphasis Program for PWD and PWD	MCI East EEO MCI West EEO Cherry Point EEO, Tri Command Safety and Review and Analysis Capital Region (MARCORSTSCOM, Quantico Base, TECOM) EEO	MCI East 1, MCI West CPEN/29 Palms/Yuma, 2. MCI 1, Miramar 1, Barstow 2 Cherry Point 1	Tri Command 1 Capital Region MARCORSTSCOM, Quantico Base, TECOM 1	MCI East Anita Case, DOEEO MCI West CPEN, 29 Palms and Yuma, Kimberly Santos, Formal Complaints Program Manager (APF) and Perry Reed, EEO Specialist (NAF), MCI West Theresa Rodriguez (APF and NAF), Miramar Theresa Dimapilis (APF and NAF), Barstow Arthur Champion and Solange Gonzalez (APF) Cherry Point Lindsay Smith, Equal Employment Deputy Director (Installation) Tri Command MARCOP Position Vacant; MCIAS APF Ronald Laroie, Safety and Occupational Health Manager, NAF Felipea Dunmyer, Dir of Review and Analysis MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time, Capital Region MARCORSTSCOM, Quantico Base, TECOM Syntia Tate Special Emphasis Program Manager

A. Employees (1) whose primary duty is performance of this function and (2) who work 80 hours per Pay Period (PP)

B. Employees (1) whose primary duty is performance of this function and (2) who work less than 80 hours/PP

C. Employees who perform this function, but not as their primary duty

D. A senior leader to member of the Senior Executive Service (SES), or a GS 15 if a command does not have an SES, who serves as a representative of their major command in recommending and implementing changes that remove discriminatory barriers to EEO for individuals with disabilities (MWD), and improve the hiring, retention and advancement for W/D, both at the major command and at the DON level.

3. Has the command provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If "yes", describe the relevant training that disability program staff have received within the past 2 years. If "no", describe all shortfalls and the command's plan to resolve them in the upcoming fiscal year.

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<p>MCI East: Selected EEO staff will be identified to attend the Disability Program Manager's Course at the Defense Equal Opportunity Management Institute (DEOMI) or the EEOC Training Institute during FY22. MCI West: The Regional EEO Office will continue to request for additional funding through local budget as well as any training funds that may become available from the Department of the Navy. With a 15% reduction of the civilian workforce mandated and current budget shortfalls additional funding at the local level is difficult to obtain. Cherry Point: Two new EEO Staff members completed the Special Emphasis Program Manager Course (SEPMAC) from the Defense Equal Opportunity Management Institute (DEOMI). EEO Specialist completed EEO Professional Series. Entry course from DEOMI. Deputy Director EEO completed the EEO Professional Series. Advanced course from DEOMI. Information locally shared with MCIAS HR Director with no additional formal training(s) scheduled for NAF personnel. Tri Command MCI West/MCIAS: The Reasonable Accommodation POC has had training on processing requests for Reasonable Accommodation via training from the DON and on-line training. The Disability Program Manager for the command has not received formal training yet. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region NAF: The DPMs attended FDR training related to the disability program and Reasonable Accommodation in Aug 2021. In addition, the DPMs are on the waiting list for the FY22 Defense Equal Opportunity Management Institute (DEOMI) Disability Program Management Course. Capital Region MARCORSTSCOM, Quantico Base, TECOM: The DPMs attended FDR training related to the disability program and Reasonable Accommodation in Aug 2021. In addition, the DPMs are on the waiting list for the FY22 Defense Equal Opportunity Management Institute (DEOMI) Disability Program Management Course.</p>	

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the command provided sufficient funding and other resources to successfully implement the disability program during the reporting period?

Yes ☐

No ☒

Describe the steps that the command has taken to ensure each of the following aspects of the disability program have sufficient funding, trained personnel, and other resources. If any are insufficiently funded, describe the shortfalls and the command's plan to resolve them in the upcoming fiscal year.

Processing RA requests from applicants and employees with disabilities	<p>MCJ East: EEO Specialists are trained in processing RA's within the required timeframe. MCWVEST EEO Team works diligently to process all RA requests that are received to include applicants and employees with a disability. Within this reporting period, Bastrow, MCRO, Miranar, CPEN/29 Palms/Yuma and Bastrow all have one EEO Specialist that handles EEO complaints and RA requests. When an RA request is received by that EEO Specialist and then the individual subsequently files a complaint, the EEO Specialist has to request for another EEO Specialist to conduct the EEO informal. This shortfall in personnel does hinder the EEO Specialist from providing full attention to a SEP. Aside from the shortfall of personnel, funding is another area of concern. Most installations don't have any extra funding to bring in individuals or host events related to SEP. MCRO has made tremendous improvement in the SEP and is ahead of other installations in this respect. The MCWVEST EEO Team will continue to brainstorm ideas for free or heavily reduced ways to conduct SEP events. Cherry Point Installation resource support - NAF applies merit staffing principles and takes proactive efforts in community outreach activities to solicit and obtain positive referral recommendations. Supports marketing and sharing of jobs with applicants that may not always have an opportunity to complete online job searches or for those that may require assistance completing applications. T1 Command MCRO The Disability Program Manager position is vacant but the plan is to recruit to fill it and to have him or her trained in the duties and responsibilities. MCAS Our Special Emphasis Program Managers are not trained. Hopefully EEO Personnel will provide the training in the future. MCJ PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region NAF The 2 additional EEO Specialists we plan to obtain approval for will also assist with the Special Emphasis Program.</p>
Special Emphasis Program for PWD and PWTD	

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 CFR 1614.203(d)(1)(i) and (j), agencies must establish a plan to increase the recruitment and hiring of Persons with Disabilities. The questions below are designed to identify outcomes of the agency's recruitment program plan for PWD and PWTD, such as whether the agency has a numerical hiring goal, and whether the agency uses the Schedule A(U) hiring authority or other hiring authorities that take disability into account, during this reporting period.

A. PLAN TO IDENTIFY JOB APPLICANTS WITH DISABILITIES

1. Which of the following programs/resources does the command use to identify job applicants with disabilities, including individuals with Targeted Disabilities:

	Appropriated Fund Employment	
Workforce Recruitment Program	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
OPM Shared List of People with Disabilities ("Bender List")	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Wounded Warrior Program	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Job Fairs dedicated to PWD/PWTD	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Schools primarily enrolling PWD/PWTD	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Other schools with programs dedicated to PWD/PWTD	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
State Vocational Rehabilitation Offices	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Other (describe below)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

MCI West MCA5 Yuma, MCA5 Miramar and MCRD San Diego reported 'no' for Benders List while MCB CPEN and MCAGCC 29 Palms reported 'yes'. MCA5 Yuma reported 'no' for Wounded Warriors Program while the rest of the Commands reported 'yes'. Most of the selections under Schedule A or 30% compensable veteran are made as direct hire name requests. The HRO determines quickest and most appropriate appointment eligibility for the candidate. MCRD San Diego and MDMC Bartow reported 'yes' for State Vocational Rehabilitation Offices while all other Commands reported 'no'. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time.

Workforce Recruitment Program		Non Appropriated Fund Employment	
OPM Shared List of People with Disabilities ("Bender List")		Yes	No
Wounded Warrior Program		<input type="checkbox"/>	<input type="checkbox"/>
Job Fairs dedicated to PWD/PWTD		<input type="checkbox"/>	<input type="checkbox"/>
Schools primarily enrolling PWD/PWTD		<input type="checkbox"/>	<input type="checkbox"/>
Other schools with programs dedicated to PWD/PWTD		<input type="checkbox"/>	<input type="checkbox"/>
State Vocational Rehabilitation Offices		<input type="checkbox"/>	<input type="checkbox"/>
Other (describe below)		<input type="checkbox"/>	<input type="checkbox"/>

MCI West All commands save for MCRD do not use the 'Bender List'. MCRD also responded 'yes' to Wounded Warrior Program and State Vocational ad Rehabilitation Offices. Cherry Point Easter Seals, Vocational Rehabilitation, NC Works and Employment Security Commission. Also working with the Career Programs at two community colleges (Craven and Carter) as they provide employment services to in-need students. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time.

Z. Pursuant to 29 C.F.R. 1614.203(a)(3), describe your command's use of Schedule A(n) to recruit PWD and PWTD for positions in the permanent workforce.

MCI East AFB. Schedule A has been used regularly to maximize to non-competitively appoint eligible veterans, including those with targeted disabilities. MCI West The command uses Schedule A appointments on a regular basis. If a veteran is a 30% or more compensable veteran they might be eligible for a Schedule A appointment which expedites the hiring process and the HRO may use the Schedule A appointment versus a 30% Veteran Appointment. NAF does not utilize schedule A save for MCRD San Diego. Cherry Point All vacancies are vetted through the resume database for IWD that is provided by the sources in section III, A, 1 Tri Command MCRD Applications that are received from Vocational Rehabilitation are Schedule A eligible. They are forwarded to the Human Resources Office (HRO) staffing section for forwarding to the hiring managers for consideration. Also, the applications that are received on the certificate of eligible that HRO receives from the HSC San Diego are annotated if they are Schedule A eligible. MCA5 We use the Schedule A appointing authority when we get applicants from vocational rehabilitation. We also appoint veterans with disabilities using the direct hire and veterans authorities. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region MARCOSYS/COM, TECOM Quantico Base Utilize Schedule A and 30% Disabled Veteran hiring authorities to identify job applicants with disabilities. MARCOSYS/COM, TECOM is registered to receive OPM's Bender List (register of candidates with disabilities), which allows hiring managers to view resumes of candidates that are eligible to be hired through Schedule A hiring authority.

Cherry Point N/A - not available. NAF generally hire ALL qualified candidates that show availability and interest in positions (with or w/out a Schedule A letters). NAF does not have Schedule A authority and should not claim a hiring preference for this section. It can be advised, however, that the NAF makes a concerted effort with outreach activities to hire eligible w/out having to use the Schedule A preference. Working alongside the Merit Staffing procedures proves that the MCSS agency is open to competitive processes to hire the best while also supporting the disability program targets. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region NAF - HQMC NAF does not have schedule A hiring authority.

3. How many Schedule A(u) employees were hired to permanent positions during the reporting cycle?

93

4. Describe your command's use of programs to recruit PWD and PWTD for temporary positions (e.g., internships):

APF/MCI East APF: The command coordinates with the Employment Coordinator of the local US DEPT OF VETERANS AFFAIRS to "employ" interns. MCI West The commands uses all available programs and sources when recruiting for temporary positions to include candidates with disabilities. The hiring managers are briefed on all available options and they decide the best candidate for the vacancy. Cherry Point The command does not have a temporary workforce. Trl Command MCRD/MCAS The Command uses the Schedule A program to recruit PWD and PWTD. It is highlighted in our vacancy announcements. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region MARCORSYSCOM, Quantico Base, TECOM This activity would use the same resources and programs to recruit for temporary positions that it uses for permanent positions. Temporary appointments are rare in this activity.

NAF: MCI West NAF does not specifically recruit PWD/PWTD for positions, but report they hire the most qualified applicant. Positions are posted on the MCSS Careers webpage and posted for a period of days not less than 7 calendar days, where any interested applicant may apply. Cherry Point Infrequent, positions available are routine, regular and recurring. They may start off as flex but can move to a regular status after 1-year of working on average 30 or more hours a pay period. Trl Command MCAS hired an employee with a targeted disability in September MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region NAF: We open up our fulltime, part time, and flex positions for all applicants including PWD.

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

APF/MCI East Working with the EEO Office applicants provide necessary supporting documentation for Schedule A appointments. CHRO reviews the documentation and the documentation is included with the recruitment action. MCI West. The commands determine if the candidate is eligible and qualified for the position by reviewing the resume. The HRO requests a Schedule A letter from the candidate to verify eligibility for appointment. The hiring official is notified if the candidate is eligible for a non-competitive Sch A appointment. The RPA is sent to OCHN and the job offer is extended to the candidate. Cherry Point Applicants provide a resume and valid Schedule A qualifying letter to the DPM, when a vacancy is announced internally, the selecting official contacts the DPM to see if any of the resumes match the qualifications of the vacancy. If there is a match, the resume is forwarded to the selecting official. If the selecting official would like to select the individual, the resume and the Schedule A qualifying letter is routed through Staffing to OCHN for approval of the qualifications. Tri Command MCRD/MCAS when we hire applicants under Schedule A, we get a letter from vocational rehabilitation confirming their appointment as a Schedule A applicant. When the HRO Director forwards the applications to the managers, it is indicated that the applicant qualified under schedule A. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region MARCORSYSCOM, Quantico Base, TECOM Schedule A candidates applying to posted vacancy announcements are reviewed by the OCHN service center. HR specialists within the center determine eligibility and qualifications and refer candidates that meet these requirements to hiring managers for consideration.

NAF: Marine Corps NAF does not use the Schedule A program Cherry Point N/A. - We hire the most qualified regardless of disability status. Given organizational disability targets, MCAS uses recruitment outreach to reach and raise awareness for the qualifying disability population in our area. Tri Command MCAS NAF does not use the Schedule A Authority. The information is displayed in their vacancy listings that they receive applicants from all sources MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region NAF: HQMC NAF does not have schedule A hiring authority.

6. Has the command provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g. Schedule A(u))² Identify the number of hiring managers trained, type(s) of training, and frequency provided. If "no", describe the command's plan to provide the training to all hiring managers.

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Number of hiring managers trained:	1500

APF: MCI West A Hiring Authority Matrix was distributed to all hiring officials outlining all the various hiring authorities available at the command to include Schedule A appointments and 30% compensable veterans. Also, all hiring managers are required to take the merit system principles training and acknowledge to adhere to all hiring rules and regulations. MCB CPEN, 00681 (216), MDMC Barstow, 67100 (89), MCAS Yuma, 67294 (71), MCAAGCC 29 Palms, 67399 (109), MCAS Miramar, 67865 (77) and MCRD San Diego, 00243 (59). Cherry Point As supervisors attend introductory and triennial required refresher training, the use of hiring authorities is covered. Additionally, the Manpower directorate informs the selecting officials of the use of Schedule A and refers the selecting official to the DPM for more information prior to advertising the vacancy. Command is working to identify and remind all supervisors who require updated training. NAF employees and supervisors are able to complete required trainings within ETHOS. The same triennial training frequency exists for NAF. Tri Command The HRO and EEO offices will be providing supervisor training in November. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region MARCORSYSCOM, Quantico Base, TECOM Required Annual block training for supervisors includes Hiring Talent which touches on Schedule A. Additional training for all hiring managers on the use of hiring authorities that take disabilities into account would need to be provided by the Human Resources Office.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

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

APF-MCI East Continue to work with key stake holders internally and externally to develop new ideas to established and maintain current working relationships. MCI West The commands will continue to work with OCHRA when requesting announcements to target PWD and PWTD candidates. We will continue outreach partnerships with external organizations that promote employment with people with disabilities as information is received and will market vacancies to these external organizations. Cherry Point The ongoing relationship with vocational rehabilitation is maintained through an annual job shadowing event where qualified individuals are welcomed aboard the Air Station to job shadow in positions of interest. This years Protaga day was cancelled due to COVID-19 restrictions. Tri Command MCIWD/MCCAS Applications that are received from Vocational Rehabilitation are Schedule A eligible. They are forwarded to the Human Resources Office (HRO) staffing section for forwarding to the hiring managers for consideration. Also, the applications that are received on the certificate of eligible that HRO receives from the HRSO San Diego are annotated if they are Schedule A eligible. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region MARCONSYSCOM, Quantico Base, TECOM HROM contacts Wounded Warrior Regiment for assistance with advertising and locating candidates for vacancies, when requested by management.

NAF: MCI West All employees between management and employee have a learning development plan that targets development both personally and career wise. MCCS also offer tuition assistance that would be used toward career development opportunities. MCCS Training Department and their online training program (ETHOS) also offers individual or group training opportunities for different courses that would also aide in career development, anywhere from self-development, team development, or leadership development. Cherry Point Locally work and support Vocational Rehabilitation and Easter Seals programs designed to assist members with disabilities. Tri Command MCCAS All employees are offered opportunities to develop and enhance their skills. They can utilize Ethos as a form of career development by identifying classes that will provide them the skills necessary to advance in the organization. We also have tuition assistance available to prepare the employee for desired advancement opportunities. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region NAF: Workforce Recruitment Program and VA Vocational Rehabilitation Offices.

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

29 C.F.R. §1614.203(d)(1)(ii) requires agencies to provide sufficient opportunities for employees with disabilities to advance within the agency. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, and similar programs that address hiring and advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

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

APF-MCI East. Every employee in the civil service workforce has sufficient opportunities for advancement to include persons with disabilities. Reasonable accommodations are made upon request. MCI West The commands will continue to work with supervisors to ensure that PWD and PWTD employees received an equal and fair opportunity for advancement and will continue to market all developmental and leadership training opportunities available to all. Cherry Point The command encourages all employees to take full advantage of a leadership development program. Tri Command MCRD/MCAS A Whole section on the vacancy announcement published by the HR Office is dedicated to information on veterans, appointing authorities and benefits. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region MARCOSYS/COM, Quantico Base, TECOM Internally within HRDM, candidates eligible under Schedule A are considered along with other HRDM employees as higher level vacancies occur. Training supervisors, managers and selecting officials on Reasonable Accommodation and Diversity and Inclusion to assist in recognizing the skill level of PWD and PWTD.

NAF: MCI West MCCS does not currently have any advancement program plans targeted specifically towards advancement for PWD/PWTD. However, any request for accommodation is processed accordingly, and as such if it was brought to the MCCS leadership attention that any specialized training etc., was needed to support any PWD/PWTD we would engage in the interactive discussion accordingly. Cherry Point Merit Staffing is always used with fair and equitable performance award processing. Craft & Trade positions eligible for time in service promotions. Tri Command MCAS All employees are offered opportunities to develop and enhance their skills. They can utilize Ethos as a form of career development by identifying classes that will provide them the skills necessary to advance in the organization. We also have tuition assistance available to prepare the employee for desired advancement opportunities. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region NAF: HQMC NAF offers advancement and career path opportunities for all employees, individuals with disabilities are considered along with other employees for higher level vacancies.

B. CAREER DEVELOPMENT OPPORTUNITIES

Please describe the career development opportunities that the command provides to its employees, including PWD and PWTD.

APF-MCI East Workforce learning career development opportunities include training, workshops, academic degree program, leadership and career development. MCI West The commands offer the following career development opportunities: Civilian Leadership Development program; Academic Degree Program; soft skills training opportunities; online training courses on various Communities of Interest; on-the-job training; mentorship program; resume writing training; self-help book library to develop business acumen; offer a robust training program for employees seeking self-developmental training; offer leadership rotational assignments promoted by USMC HQ. Cherry Point Continuing Career Learning and Development. New Leader Program, Aspiring Leader Program, Executive Leader Program as well as The Workforce Development program. Tr4 Command and MCRD/MCAS job vacancies are posted and disseminated to all hands. Employees have the opportunity to apply for the Leadership Programs announced through the DON, i.e. Internship, Executive Leadership Program, etc. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region MAJCOMB3SCOM This Command provides a variety of career development opportunities that are open to all personnel including PWD and PWTO. These opportunities include: the Command Mentor Program; the Command Leadership at All Levels Program, and the Civilian Employee Leadership Development Program (CELDLP). The CELDP provides a menu of diverse leadership development courses or programs such as: New Leader Program, Executive Leadership Program, Marine Corps Command and Staff College; Federal Executive Institute; Darden Business School; Executive Potential Program. The command also provides college tuition assistance and funds job-related training for employees (such as The Graduate School; or other vendors). Quantico Base, JECOM Detail opportunities and DON sponsored leadership training are encouraged to prepare employees for higher level positions.

NAF: MCI West All employees between management and employee have a learning development plan that targets development both personally and career wise. All commands also offer tuition assistance that would be used toward career development opportunities. MCBS Training Departments and their online training program (ETHOS) also offers individual or group training opportunities for different courses that would also aide in career development, anywhere from self-development, team development, or leadership development. Cherry Point Learning Development and Training. Details and temporary promotion assignment. Tr4 Command MCAS All employees are offered opportunities to develop and enhance their skills. They can utilize Ethos as a form of career development by identifying classes that will provide them the skills necessary to advance in the organization. We also have tuition reimbursement for eligible employees to increase their educational knowledge. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region NAF: HQMC NAF offers advancement and career path opportunities for all employees including PWD.

Section V: Plan to Improve Retention of Persons with Disabilities

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

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the command convert all of the eligible Schedule A(u) employees with a disability into the competitive service after two years of satisfactory service (5 CFR 213.3102(u)(6)(ii))? If "no", please explain why the command did not convert all eligible Schedule A(u) employees.

Yes ☒ No ☐ N/A ☐

MCI East Of the 8 Schedule A hires in FY19, 7 were converted during FY21. It was undetermined what happened to the 1 that wasn't converted. Capital Region MARCOSYS.COM. All eligible employees still with the Command after the two years of satisfactory service were converted to Competitive Service.

2. Does the command use exit surveys or exit interviews to determine why PWD and/or PWTD separate?

Yes ☐ No ☒

If "yes", please indicate reasons identified in the surveys that the PWD/PWTD left the command:

NAF: MCI West The commands use voluntary exit surveys for process improvement and workforce climate assessment purposes. In the exit surveys captured this reporting cycle, there was no derogatory information provided as cause for departing a position. Cherry Point Exit survey is being developed for FY22 Exit surveys will be used once approved Tri Command MCRD/MCAS We plan to use them in the future. They did not prove to be beneficial in the past. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region MARCOSYS.COM, Quantico Base The previous Exit Survey instrument version did not ask respondents their disability status. Command Barter Analysis personnel are not allowed access to individual disability status information from other sources (e.g. HR link, etc.). Therefore, a determination cannot be made as to why disabled individuals voluntarily left the command. However, the Exit Survey was revised to capture disability status and exit data is currently under evaluation.

NAF:MCI West MCCS does have exit surveys available to employees leaving the organization, however it does not specifically target PWD or PWTD, nor is there a question on the exit interview to identify that. Cherry Point Since we are not staffing under a PWD/PWTD we only monitor stats of groupings and there are only general questions asked as part of exit interviews MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region NAF: There are no reasons identified.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 15A 203(d)(4), federal agencies are required to inform job applicants and employees of their accessibility rights under Section 508 of the Rehabilitation Act and the Architectural Barriers Act, and explain how to file complaints under those laws. In addition, agencies are also required to inform individuals where to file complaints if other agencies are responsible for a violation.

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

APF: MCI East All renovation and new construction projects are in compliance with accessibility regulations. MCI West Due to COVID-19 the commands have used the widest use of Telework for eligible employees and have began to automate processes and procedures that once were limited to in-person. Training is moving from in-class to online to allow all employees regardless of their disability access to the information. Various meetings that were previously in-person only are now offered for in-person or virtual. Cherry Point none are planned Tri Command MCI/D/MCAS Whenever there is a change or modification to a building or facility, or a problem is brought to Public Works or Safety's attention, accessibility is reviewed for compliance. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region MARCOSYS/COM, TECOM regularly takes steps to improve the accessibility of command facilities and technology. Command G-4 supports any valid Reasonable Accommodation requirements, as requested throughout the Fiscal Year. Command G6 supports Reasonable Accommodation through monitors upon request and special keyboards to assist impaired mobility. The Command has provided software recently going from spoken word to typed document and oversized text software for visually impaired. G6 has also helped the Command in providing and setting up sit to stand desks. Quantico Base For Information Technology (IT), the HQMC IT division works closely with Computer Accommodation Program (CAP) to meet the special requirements of those with disabilities. Reasonable Accommodation is a tool which is widely accessible for additional assistance. For facilities, the Facilities Division considers and incorporates provisions for accessible design during the architectural phase of all renovation and construction projects.

NAF: MCI West None at this time. However, when employees request the commands have ordered specialized equipment through CAP or Program Budgets to assist employee(s) in their day to day duties. Cherry Point Online application support. Telephonically or via onsite through a computer/application room Tri Command MCAS The command will access barriers as presented by employees or managers in the next fiscal year, to improve accessibility of command facilities and/or technology. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region NAF: Currently, our existing programs, policies, and practices address accessibility within our facilities. There are no new plans in place.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 CFR 1614.203(a)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. How many reasonable accommodation requests have taken more than 30 days to process?
Include (1) all requests processed during the reporting cycle, including those initiated in the previous cycle, that took more than 30 days to process and (2) all requests that have not yet been processed, but are more than 30 days past their request date.
Do not include previously-approved requests associated with repetitive accommodations, such as interpreter services.

MCI East For FY21, there were 9 reasonable accommodation requests processed outside of the 30 days required timeframe. MCI West Between the period 1 Oct 20 to 30 Sep 21 there were a total of three RA requests that did not receive a decision within 30 days of request to include stoppage due to the requestor. One was 00681 (84 days) and two for 67399 (55 and 57 days). Although in NEAT there are more identified, this is a system glitch and the total is three (1 for 00681 (AF) and 2 for 67399 (AF)).

NAF: None over 30 days. Cherry Point 0 Tri Command MCRD Reasonable accommodation requests more than 30 days to process 0 MCAS Reasonable accommodation requests more than 30 days to process? 1 requests processed during the reporting cycle, that took more than 30 days to process and requests that have not yet been processed, but are more than 30 days past their request date. 1 MCAS Requests processed during the reporting cycle, including those more than 30 days to process and requests that have not yet been processed, are more than 30 days past their request date. 0 MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region 58 cases - All FY21 cases have been entered, but not yet fully populated/closed out in NEAT to date.

2. What was the greatest number of days it took to process a reasonable accommodation request during the FY? If the longest request has yet been processed, calculate days from the request date to the present.

MCI East Number of days to process a RA request was 155 days from when the employee signed the letter for reassignment. MCI West 84 days Cherry Point 29 Tri Command MCRD Greatest number of days it took to process a reasonable accommodation request during the FY 188 T MCAS What was the greatest number of days it took to process a reasonable accommodation request during the FY 147 MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region NAF 352 days

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

MCI East With a new team of developing APF EEO specialists and EEO administrative assistance, following the guidance set forth for by EEOC, DON & M&RA for RA processing is essential to stay in compliance with the law. When contacted by managers, supervisors and employees, the EEO office engage, advise, train and educate individuals on the RA process including developing process improvements to track trends. MCI West The NEAT systems for tracking reasonable accommodations cases has been one of the issues that all the counselor's have mentioned continues to be ineffective. Though the EEO Counselor's have processed their RA cases within the required 30 days to include closing out the case, the NEAT system continues to add additional days causing it to appear that they are outside their timeframe. Aside from that, the reasonable accommodation program appears to be running great with most parties understanding the need to notify the RA POC as soon as they receive an RA request. Cherry Point The installation EEO team is excellent in implementing its command's reasonable accommodation program. Following the U.S. Marine Corps processing guidelines, as well as utilizing the Navy Electronic Accommodations Tracker (NEAT) the EEO team ensures accommodations are conducted in a timely and thorough manner. The NEAT system is also beneficial in monitoring and tracking the accommodations, as well as trends. New managers/supervisors are required to complete DON EEO training within their first year, every 3 years afterwards. The quarterly in seat EEO training includes the required reasonable accommodation training. NAF Effective. The installation EEO team is excellent in supporting our management team coordinating, documenting and reducing items to writing so the organization obtains success and increased productivity when an employee is being formerly accommodated for the work they are expected and required to perform. Tri Command MCRD All accommodations are timely. Training was conducted for managers and supervisors and additional training is scheduled for the month of November 2021. Monitoring is done for trends such as the time it takes for the employee to acquire medical documentation and the overall status of the reasonable accommodation request. MCAS All accommodations are timely, training was conducted for managers and supervisors and additional training is scheduled for the month of November 2021. Monitoring is done for trends such as the time it takes for the employee to acquire medical documentation and the overall status of the RA. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region MARCOSYSCOM, Quantico Base, JECOM Some examples of the effectiveness of the command's RA Program include: conducting an interactive process with an individualized assessment for each RA request and extensive communication with employees, managers, supervisors and Human Resources (when necessary) when RA requests are made or personnel are referred to RA. COVID 19 has negatively impacted the timely processing of RA requests

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN

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

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

MCI East The command included PAS request procedures as part of supervisory and non-supervisory training during FY21. MCI West No PAS requests were received during this reporting period. Travel was curtailed due to COVID-19. Cherry Point N/A Tri Command MCRD/MCAS We have not received any PAS requests to date. Supervisors and Managers have not received training on PAS but the information has been disseminated regarding PAS. MCI PAC and Albany were granted waivers for a response since they have been without a Deputy Director EEO for an extended period of time. Capital Region PAS information is included in EEO training however no requests have been received during the FY21 reporting period.

Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING THE FAILURE TO ACCOMMODATE

1. Did failure to accommodate fall within the top three issues alleged in the command's EEO counseling activity during the last fiscal year?

Yes ☐ No ☒
2. Did failure to accommodate fall within the top three issues alleged in the command's formal complaints during the last fiscal year?

Yes ☐ No ☒
3. In cases alleging the failure to provide reasonable accommodation, did any result in a finding against the agency or a settlement agreement during the last fiscal year?

Yes ☐ No ☐ N/A ☒
4. If the command had one or more findings of discrimination involving the failure to provide an accommodation during the last fiscal year, please describe the corrective measures taken.

Yes ☐ No ☐ N/A ☒
MCI East, MCI West There were no findings of discrimination for failure to accommodate during FY21.

B. EEO COMPLAINT DATA INVOLVING DISCRIMINATION BASED ON DISABILITY

1. Did disability status fall within the top three bases alleged in the command's EEO counseling activity during the last fiscal year?

Yes ☐ No ☒
2. Did disability status fall within the top three bases alleged in the command's formal complaints during the last fiscal year?

Yes ☐ No ☐ N/A ☒
3. In cases alleging discrimination based on disability status, did any result in a finding against the agency or a settlement agreement during the last fiscal year?

Yes ☐ No ☐ N/A ☒
4. If the command had one or more findings of discrimination based on disability status during the last fiscal year, please describe the corrective measures taken.

Yes ☐ No ☐ N/A ☒
MCI East, MCI West There were no findings of discrimination for failure to accommodate during FY21.

Section VII: Identification and Removal of Barriers

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

1. Has the command identified any barriers (policies, procedures, and/or practices) that affect the employment opportunities of PWD and/or PWT/D?

Yes ☐ No ☒
2. Has the command established a plan to correct the barrier(s) involving PWD and/or PWT/D?

Yes ☐ No ☒ N/A ☐
3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments. Create additional tables as necessary to describe each trigger and their related planned activities.

Trigger #	APF: MCI East
Barrier(s)	Insufficient staffing, training and inadequate funding for the Disability Program; new supervisor not trained on special hiring authorities; Career Development Opportunities not appropriately tracked for statistical analysis.

Objective(s)	Appoint staff to manage the Disability Program; secure adequate funding for the Disability Program; train all managers and supervisors on non-competitive appointments under Schedule A (5 CFR 213.3102(u)). Track Career Development Opportunities by application/selection ratio and ethnic/race/gender and disability status.				
Responsible Official(s)	Deputy Commander, Chief of Staff, Deputy ECO Officer, Eastern Area Counsel Officer, Director of Human Resources, Labor-Employee Relations Officer Staffing 8 Classification Chief and Chief of Training and Development.				
Target Date	Planned Activities	Sufficient Staffing & Funding	Modified Date	Completion Date	
9/30/2021	Appoint Staff to manage the DPM				
9/30/2021	Train the DPM				
9/30/2021	Train managers and supervisors on non-competitive appointments under Schedule A (5 CFR 213.3102 (u))				
9/30/2021	Provide statistics on career development opportunities by application/selection ratio and ethnic/race/gender and disability status via OPM SF-181 and				
Fiscal Year	Accomplishments				
Trigger #	NAF				
Barrier(s)					
Objective(s)					

Responsible Official(s)				
Target Date	Planned Activities	Sufficient Staffing & Funding	Modified Date	Completion Date

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

Yes ☐ No ☒ N/A ☐

Cherry Point Efforts reaching out and working with our community and interested applicants will continue.

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

APF:MCI East, Tri Command N/A for FY21MCI West Cherry Point No response

NAF: Cherry Point : Efforts reaching out and working with our community and interested applicants will continue. We will continue to support community outreach activities. Tri Command N/A

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

APF: MCI East, Tri Command N/A for FY21MCI West Cherry Point No Response	
MAF: Tri Command N/A	