

**EEOC FORM
715-01
PART A – D**

For period covering October 1, 2019 to September 30, 2020.

PART A Department or Agency Identifying Information	1. Agency		U.S. Army Corps of Engineers	
	1.a. 2 nd level reporting component		Mississippi Valley Division	
	1.b. 3 rd level reporting component		New Orleans District	
	1.c. 4 th level reporting component			
	2. Address		7400 Leake Avenue	
	3. City, State, Zip Code		New Orleans, LA 70118	
	4. Agency Code		5. FIPS Code	
PART B Total Employment	1. Enter total number of permanent workforce			1,103
	2. Enter total number of temporary workforce			9
	3. Enter total number employees paid from non-appropriated funds			
	TOTAL Workforce [add lines]			1,112
PART C.1 Head of Agency and Head of Agency Designee	Agency Leadership		Name & Title	
	1. Head of Agency		Commander	
	2. Head of Agency Designee		Stephen F. Murphy	
EEO Program Staff		Name, Title, Series, Pay Plan and Grade		
PART C.2 Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Principal EEO Director/Official		Joyce P. Saulny, Equal Employment Manager, GS-0260-12	
	2. Affirmative Employment Program Manager		N/A	
	3. Complaint Processing Program Manager		Jody Ancar, Equal Employment Specialist, GS-0260-11	
	4. Disability Program Manager (SEPM)		Kibwa Walker, Equal Employment Specialist, GS-0260-11	
	5. Other Responsible EEO Staff		N/A	
	6.			
	7.			
	9.			

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For period covering October 1, 2019 to September 30, 2020.

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)		Agency and FIPS Codes
	N/A		
PART D.2 Mandatory and Optional Documents for this Report	Did the agency submit the following documents	Please respond Yes or No	Comments
	Organizational Chart	Yes	
	462 Report	Yes	
	EEO Policy	Yes	
	Anti-harassment Policy	Yes	
	Disabled Veterans Affirmative Action Plan	Yes	
	FEORP	Yes	
	Facility Accessibility Surveys	No	Current renovations will address accessibility deficiencies

715 - PART E EXECUTIVE SUMMARY

U.S. Army Corps of Engineers, New Orleans District

The organization's web link is <http://www.mvn.usace.army.mil>.

The New Orleans District is located on the Mississippi River at 7400 Leake Avenue, New Orleans, Louisiana 70118

We are the world's premier engineering organization.

Equal Employment Opportunity (EEO) services are available on site.

The EEO Office has a staff of three that services a total of **1,112** employees and serviced activities with current agreements as of September 30, 2020.

Mission

The New Orleans District mission is to advance the Nation's interests by delivering vital engineering solutions, in collaboration with our partners, for flood, hurricane and storm damage risk reduction; navigation; ecosystem stewardship; emergency operations; and support to National Security. The District is committed to successfully executing the Army Corps' largest annual dredging program to ensure safe and reliable navigation along the Mississippi River and Gulf Intracoastal Waterway, waterways that support five of the top fifteen ports in the country; operations of locks and water control structures to sustain continuity of operations of the inland navigation system; reducing risk from riverine flooding and hurricane storm damage through construction projects along the Mississippi River and Tributaries System (MR&T), as well as the \$14.45 billion Greater New Orleans Hurricane and Storm Damage Risk Reduction System (HSDRRS); administering regulatory permit programs for activities in wetlands and navigable waters in a 30K square mile jurisdiction in south Louisiana, the critical effort to develop a sustainable coast for Louisiana's and the Nation's future. The New Orleans District is committed to providing quality products and superior customer satisfaction by executing within scope, schedule and budget.

Systems and Information Used in Analysis

- Data captured in this report was obtained from the Defense Civilian Personnel Data System, Business Objects Information, iComplaints, EEO Office, and various organization elements.
- Information captured is on both full and part-time employees (students).
- Race/National Origin (RNO) information was not available to provide information for the applicant pool data this FY as well as the previous year.

- The National Civilian Labor Force (NCLF) statistics are used as the comparator for the purpose of conducting an analysis of the New Orleans District civilian workforce.
- Standard Deviation Table used to determine underrepresentation compared to the NCLF in top job series.
- Tables are included within the report when available and applicable.
- Census information derived from 2010 National Census.

Limitations

Race, ethnicity, and disability information contained within DCPDS are obtained through voluntary employee submissions. Employee perceptions for self-identification on race and ethnicity may not coincide with the standard categories prescribed by the Equal Employment Opportunity Commission (EEOC), the U.S. Census Bureau, or the Office of Personnel Management (OPM).

Workforce by Race/Ethnicity and Sex

(Information derived from Table A1 of the MD 715 Reporter)

In **FY20**, the total workforce consisted of **1,112 employees** as of September 30, 2020 – males represented 68.44% (761) of the workforce and females 31.56% (351).

- **White employees** represented 77.7% (864) of the workforce – 55.58% (618) males and 22.12% (246) females.
- **Black employees** represented 14.12% (157) of the workforce – 7.64% (85) males and 6.47% (72) females.
- **Hispanic employees** represented 3.78% (42) of the workforce – 2.16% (24) males and 1.62% (18) females.
- **Asian employees** represented 2.07% (23) of the workforce – 1.44% (16) males and 0.63% (7) females.
- **Native Hawaiian or Other Pacific Islander** represented 0.0% (0) of the workforce.
- **American Indian or Alaskan Native employees** represented 0.54% (6) of the workforce – 0.36% (4) males and 0.18% (2) females.
- **Two or more races employees** represented 1.8% (20) of the workforce – 1.26% (14) males and 0.54% (6) females.

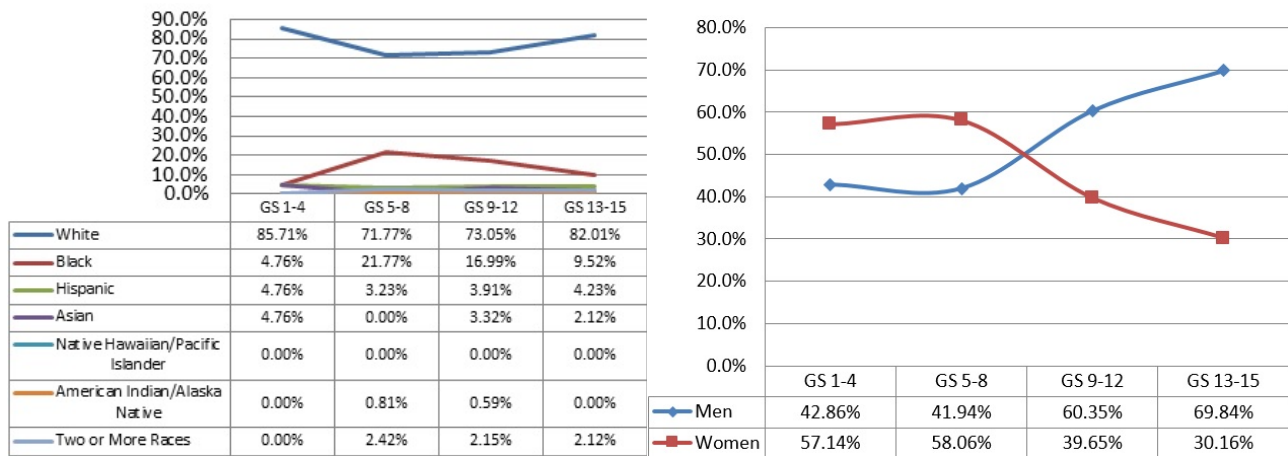
Males overall represented 68.44% (761) of the workforce in FY20 and 69.37% (745) last year and **females** overall representation was 31.56% (351) in FY20 and 30.63% (329) last year.

Comparative analysis of workforce: The total number of employees in FY20 increased by 38 compared to FY19 (difference of +3.54%). The number of male and female employees at the district in FY20 increased (+16 males and +22 females), a net change of 2.15% and 6.69%, respectively. Despite the increase in the number of male and female

employees, the overall percentage of the workforce for male representation decreased slightly and females increased slightly. The number of White employees increased (+46). The number of Black or African American (-5), Native Hawaiian or Other Pacific Islander (-1), and employees with 2 or more races (-2) all decreased in representation.

In comparing FY20 workforce data to the CLF, the district continues to be less than expected in females overall (31.56%/CLF 48.14%). White females continue to have the highest underrepresentation rate in the workforce when compared to the CLF (22.12%/CLF 34.02%), although their representation had a net change of +13.88% this FY. Hispanic or Latino females are second in underrepresentation in the workforce (1.67%/CLF 4.79%). Of the male workforce population, Hispanic or Latino males have the highest less than expected rate in comparison to the CLF (2.23%/CLF 5.17%). The CLF has less than 2% of civilians accounted for in the labor force for the remaining males and females, as well as the district.

Workforce by General Schedule (GS), Ethnicity, Race, Gender, & Grade Grouping
(Information derived from Table A4-1 below, MD 715 Reporter)



Summary analysis of GS-13 thru 15 Grade Levels by Race and occupancy

The most populous pay plan for Army civilians is the General Schedule (GS). During FY20, there were 189 employees at the GS-13 thru 15 grade levels, an increase of 10 from FY19 (179). Male employees represent 68.44% (761) of the workforce and occupy 69.84% (132) of the GS-13 thru 15 positions. Females represent 30.56% (351) of the workforce and occupy 30.16% (57) of the GS-13 thru 15 positions.

- White employees represent 77.7% of the total workforce and occupy 82.01% (155) of the GS-13 thru 15 positions.
- Black or African American employees represent 14.12% of the total workforce and occupy 9.52% (18) of the GS-13 thru 15 positions.
- Hispanic or Latino employees represent 3.78% of the total workforce and occupy 4.23% (8) of the GS-13 thru 15 positions.
- Asian employees represent 2.07% of the total workforce and occupy 2.11% (4) of the GS-13 thru 15 positions.

- Two or More Races employees represent 1.8% of the total workforce and occupy 2.11% (4) of the GS-13 thru 15 positions.

Analysis of occupancy rate vs representation in the workforce in **GS-13 thru 15** grade levels displayed that Black or African American employees have the greatest disparity in their occupancy rate compared to their representation in the workforce, below by 4.6%. White employees' occupancy rate in this grade group exceeded their representation in the workforce by 4.31%. The remaining races' occupancy in GS-13 thru 15 positions commensurate to their representation in the workforce.

Summary of GS-9 thru 12 Grade Levels by Race and Occupancy

There were 512 employees at the GS-9 thru 12 grade levels. Male employees represent 68.44% of the workforce and occupy 60.35% (309) of the GS-9 thru 12 positions. Females represent 30.56% of the workforce and occupy 39.65% (203) of these positions.

- White employees represent 77.7% of the total workforce and occupy 73.05% (374) of the GS-9 thru 12 positions.
- Black or African American employees represent 14.12% of the total workforce and occupy 16.99% (87) of the GS-9 thru 12 positions.
- Hispanic or Latino employees represent 3.78% of the total workforce and occupy 3.91% (20) of the GS-9 thru 12 positions.
- Asian or Pacific Islander employees represent 2.07% of the total workforce and occupy 3.32% (17) of the GS-9 thru 12 positions.
- American Indian or Alaskan Native employees represent 0.54% of the total workforce and occupy 0.59% (3) of the GS-9 thru 12 positions.
- Two or More Races employees represent 1.8% of the total workforce and occupy 2.15% (11) of the GS-9 thru 12 positions.

In review of **GS-9 thru 12**, the two races that had the greatest difference between their representation in the workforce and occupancy rate at these grade levels were White and Black employees. White employees' occupancy was below (-4.65%) their representation in the workforce and Black employees' occupancy increased (+2.87%) compared to their representation in the workforce. All other races were less than 2% differential compared to their representation in the workforce and occupancy in these positions.

Summary of GS-5 thru 8 Grade Levels by Race and occupancy

There were 124 employees at the GS-5 thru 8 grade levels. Male employees represent 68.44% of the workforce and occupy 41.93% (52) of the GS-5 thru 8 positions. Females represent 31.56% of the workforce and occupy 58.06% (72) of these positions.

- White employees represent 77.7% of the total workforce and occupy 71.77% (89) of the GS-5 thru 8 positions.

- Black or African American employees represent 14.12% of the total workforce and occupy 21.77% (27) of the GS-5 thru 8 positions.
- Hispanic or Latino employees represent 3.78% of the total workforce and occupy 3.23% (4) of the GS-5 thru 8 positions.
- American Indian or Alaskan Native employees represent 0.54% of the total workforce and occupy 0.81% (1) of the GS-5 thru 8 positions.
- Two or More Races employees represent 1.8% of the total workforce and occupy 2.42% (3) of the GS-5 thru 8 positions.

Within the **GS-5 thru 8** category, Black employees had the greatest disparity in comparing their representation in the workforce to their occupancy in this grade group (+7.65%). White employees was the second with their representation in the workforce vs their occupancy at this grade level (-5.93%). The remaining races' occupancy in this group was comparable to their representation in the workforce.

Summary of GS-1 thru 4 Grade Levels by Race and Occupancy

There were 21 employees at the GS-1 thru 4 grade levels. Male employees represent 68.44% of the workforce and occupy 42.86% (9) of the GS-1 thru 4 positions. Females represent 30.56% of the workforce and occupy 57.14% (12) of these positions.

- White employees represent 77.7% of the total workforce and occupy 85.71% (18) of the GS-1 thru 4 positions.
- Black or African American employees represent 14.12% of the total workforce and occupy 4.76% (1) of the GS-1 thru 4 positions.
- Hispanic employees represent 3.78% of the total workforce and occupy 4.76% (1) of the GS-1 thru 4 positions.
- Asian employees represent 2.07% of the total workforce and occupy 4.76% (1) of the GS-1 thru 4 positions.

Positions in grades GS-1 thru 4 are student-trainee/intern positions that can be non-competitively converted to permanent positions upon successful completion of the program. White employees occupied the majority of the positions in this category (83.33%).

Workforce by Wage Grade (WG) and Equivalent, Ethnicity, Race, Gender *(Information derived from Table A5, MD 715 Reporter)*

During FY20, there were 266 employees in WG equivalent positions (previous FY information was not captured). Male employees represented 68.44% of the total

workforce and occupied 97.37% of the WG positions at the district (259). Females represent 30.56% of the workforce and occupy 2.63% (7) of the WG positions.

- White employees represent 77.7% of the total workforce and occupy 85.71% (228) of the WG or equivalent positions.
- Black or African American employees represent 14.12% of the total workforce and occupy 9.02% (24) of the WG or equivalent positions.
- Hispanic or Latino employees represent 3.78% of the total workforce and occupy 3.38% (9) of the WG or equivalent positions.
- Asian employees represent 2.07% of the total workforce and occupy 0.38% (1) of the WG or equivalent positions.
- American Indian or Alaskan Native employees represent 0.54% of the total workforce and occupy 0.75% (2) of the WG or equivalent positions.
- Two or More Races employees represent 1.8% of the total workforce and occupy 0.75% (2) of the WG or equivalent positions.

WG and equivalent positions have been historically male dominated, with White employees having the highest representation and Black employees, second. White employees' occupancy rate in the WG category exceeds their representation in the workforce (+8.01%) and Blacks' representation in the workforce exceeds their occupancy in this category by +5.1%.

The WG and equivalent population is low in comparison to the GS and therefore, a breakdown by grades and sex only is provided below:

- WG or Equivalent 1 thru 4: Total 3 (2 males, 1 female)
- WG or Equivalent 5 thru 8: Total 78 (76 males, 2 females)
- WG or Equivalent 9 thru 12: Total 176 (172 males, 4 females)
- WG or Equivalent 13 thru 16: Total 9 (all males)

Workforce with Disability Status

(Information derived from BOBi/EEO Alpha Report)

In FY20, there were 161 employees who self-identified having a disability (an increase by 1 from FY19) and 37 with targeted disabilities (a decrease of 1) of a total workforce of 1,112. Individuals with disabilities (IWD) represented 14.48% of the workforce and individuals with targeted disabilities (IWTD) represented 3.33%.

The federal goal is to employ 12% of the workforce with IWD and 2% with IWTD, which the district has exceeded in both categories. The federal goal is also that 12% of IWD be employed at both the GS-11 level and above and at the GS-10 level and below and 2% for IWTD. The district's representation of IWD/IWTD in General Schedule (GS) positions in FY19 is below:

GS-11 & above – out of 608 positions at this level, IWD occupy 74 (12.17%) of the positions and IWTD occupy 19 (3.13%) of the positions. The district is above the federal goal of 12% for IWD exceeds the 2% goal for IWTD in this category.

GS-10 & below – out of 238 positions at this level, IWD occupy 42 (17.65%) of the positions and IWTD occupy 10 (4.2%) of the positions. The district has exceeded the federal goals for both, 12% IWD and 2% IWTD, in this category.

Workforce by top series (Information derived from A6-1 Table, MD 715 Reporter)

The district's representation in the ten most populated major occupations was compared to the CLF using the 2 Standard Deviation (SD) table. The SD table indicates that the following occupations were underrepresented when compared to the CLF:

0810 – Civil Engineers – Males overall; White and Asian males

5426 – Lock and Dam Operating – Females overall

0343 – Management and Program Analysts – Males overall; White males

0809 – Construction Control – Females overall; Hispanic males and White females

1102 – Contracting – Males overall; White males

1170 – Realty – Males overall; White males

The remaining four of the ten most populated major occupations was not identified as underrepresented by 2 SD, per table: 0401 Gen Nat Res Mgmt & Biol Sci; 0802 Engineering Technical; 5318 Lock & Dam Repairing; and 0303 Misc Clerk & Assistant. All of the most populated occupations show some races/ethnicities as amber, which cautions that a decrease in representation could lead to underrepresentation.

Workforce by FED9 categories and RNO

(Information above derived from Table A3-1-1 below, MD 715 Reporter)

FED9 Description	Number of Employees	Percentage
Officials and Managers	196	17.62%
Professionals	504	45.32%
Technicians	93	8.36%
Administrative Support Workers	68	6.11%
Craft Workers	115	10.34%
Operatives	126	11.33%
Laborers and Helpers	1	0.08%
Service Workers	7	0.62%
N/A	2	0.17%
Total	1112	100%

The workforce representation increased in FY20 by thirty-eight (+38) in the FED9 categories when compared to FY19. The greatest increase was in the Professionals category (from 491 last FY to 504).

Below is a breakdown by race/ethnicity of the most populated FED9 categories that were below the CLF by 2%+ or more:

Officials and Managers – males overall (53.06%, CLF 56.11%); Hispanic males (1.53%, CLF 3.76%); White males (38.26%, CLF 45.70%) and females (24.48%, CLF 32.65%).

Professional – females overall (33.73%, CLF 54.70%); White females (26.78%, CLF 41.45%); Black females (2.77%, CLF 5.45%); and Asian females (1.19%, CLF 3.24%)

Technicians – females overall (27.95%, CLF 63.24%); Hispanic males (0%, CLF 3.43%) and females (0%, CLF 4.75%); White females (22.58%, CLF 45.25%); and Black females (4.3%, CLF 9.15%)

Administrative Support Workers – males overall (20.58%, CLF 24.72%); Hispanic males (0%, CLF 3.05%) and females (4.41%, CLF 7.72%); White males (13.23%, CLF 16.51%) and females (50%, 55.66%)

Craft Workers – females overall (0.86%, CLF 4.50%) and Hispanic males (2.6%, CLF 10.28%); White females (0.86%, CLF 3.28%)

Operatives – females overall (3.17%, CLF 29.69%); Hispanic males (3.96%, CLF 8.94%) and females (0%, CLF 4.45%); White females (3.17%, CLF 17.3%); and Black females (0%, CLF 5.72%)

Laborers and Helpers – females overall (0%, CLF 18.05%); Hispanic males (0%, CLF 12.01%) and females (0%, CLF 2.15%); White females (0%, CLF 12.91%); Black males (0%, CLF 12.72%) and Black females (0%, CLF 2.16%)

Service Workers – females overall (28.57%, CLF 51.29%); Hispanic females (0%, CLF 5.73%); White females (28.57%, CLF 32.65%); and Black females (0%, CLF 10.1%)

Promotions by FED9 Categories (Information derived from Table A10-3, MD 715 Reporter)

There were a total of 135 promotions in FY20 within the FED9 categories, a decrease of 11 from FY19, and are as follows:

Officials and Managers – total number of promotions was 23 (29 in previous FY) – 11 males and 12 females were promoted. Employees promoted were 7 White males, 7 White females, 3 Black or African American males, 3 Black or African American females, 1 Hispanic or Latino male, 1 Hispanic or Latino female, and 1 Two or more races female. White males and females were both promoted at a higher rate (30.43%) within this category, with Black or African American males and females both following at (13.04%).

Professionals – total number of promotions was 64 (48 in previous FY) – 42 males and 22 females were promoted. Employees promoted were 32 White males, 19 White females, 2 Black or African American males, 1 Black or African American female, 4 Hispanic or Latino males, 1 Hispanic or Latino female, 1 Asian male, 1 Asian female, and 3 Two or more races male. White males were promoted at a higher rate (50%) within this category, with White females coming in second (29.68%).

Technicians – total number of promotions was 10 (12 in previous FY) – 7 males and 3 females were promoted. Employees promoted were 5 White males, 3 White females, and 2 Two or more races male. White males were promoted at a higher rate (50%) within this category, with White females coming in second (30%).

Administrative Support Workers – total number of promotions was 12 (16 in previous FY) – 2 males and 10 females were promoted. Employees promoted were 1 White male, 3 White females, 5 Black or African American females, 1 American Indian or Alaskan Native male, 1 Two or more races male, and 1 Two or more races female. Black or African American females were promoted at a higher rate (41.66%) within this category, with White females coming in second (25%).

Craft Workers – total number of promotions was 12 (27 in previous FY) – 12 White males were promoted.

Operatives – total number of promotions was 13 (13 in previous FY) – 11 White males and 2 Black or African American males were promoted. White males were promoted at a higher rate (84.61%) within this category, with White females coming in second (15.38%).

Service Workers – total number of promotions was 1 (1 in previous FY) – 1 Black or African American male was promoted.

Analysis of Performance Ratings and Median Award Amounts
(Information derived from Table A13-3 of the MD 715 Reporter)

The total number of performance ratings issued in FY20 was 1,010. Below is a breakdown on how each performance rating category was distributed by race, along with the median award amount for the rating.

Level 5 Rating – total number of performance ratings at this level was 539 – median award amount was \$1,175. A breakdown by race and sex for FY20 is below:

White employees – 427 received a Level 5 rating (79.22% of ratings) with males receiving 317 (58.81%) of the ratings and a median award of \$1,200; 110 females received a Level 5 rating (20.41%) and median award of \$1,300.

Black employees – 65 received a Level 5 rating (12.06% of ratings) with males receiving 34 (6.31%) of the ratings and a median award of \$1,050; 31 females received a Level 5 rating (5.75%) and median award of \$853.50.

Hispanic employees – 26 received a Level 5 rating (4.82% of ratings) with males receiving 12 (2.23%) of the ratings and a median award of \$1,300; 14 females received a Level 5 rating (2.6%) and a median award of \$1,150.

Asian employees – 8 received a Level 5 rating (1.48% of ratings) with males receiving 5 (0.93%) of the ratings and a median award of \$1,835; 3 females received a Level 5 rating (0.56%) and a median award of \$1,104.50.

American Indian or Alaskan Native employees – 2 males received a Level 5 rating (0.37% of ratings) with a median award of \$875.

Two or more races employees – 11 received a Level 5 rating (2.04% of the ratings) with males receiving 7 (1.3%) of the ratings and a median award of \$1,550; 4 females received a Level 5 rating (0.74% of the ratings) and a median award of \$1,500.

Level 3 Rating – total number of performance ratings at this level was 469 – median award amount was \$900. A breakdown by race and sex for FY20 is below:

White employees – 343 received a Level 3 rating (73.13% of ratings) with males receiving 250 (53.3%) of the ratings and a median award of \$900; 93 females received a Level 3 rating (27.11%) and median award of \$900.

Black employees – 86 received a Level 3 rating (18.34% of ratings) with males receiving 48 (10.23%) of the ratings and a median award of \$850; 38 females received a Level 3 rating (8.1%) and median award of \$950.

Hispanic employees – 14 received a Level 3 rating (2.99% of ratings) with males receiving 11 (2.35%) of the ratings and a median award of \$850; 3 females received a Level 3 rating (0.64%) and a median award of \$1,253.

Asian employees – 13 received a Level 3 rating (2.77% of ratings) with males receiving 9 (1.92%) of the ratings and a median award of \$950; 4 females received a Level 3 rating (0.85%) and a median award of \$1,110.

American Indian or Alaskan Native employees – 4 received a Level 3 rating (0.85% of ratings) with males receiving 2 (0.43%) of the ratings and a median award of \$1,410; 2 females received a Level 3 rating (0.43%) and a median award of \$600.

Two or more races employees – 9 received a Level 3 rating (1.92% of the ratings) with males receiving 7 (1.49%) of the ratings and a median award of \$1,040; 2 females received a Level 3 rating (0.43%) of the ratings and a median award of \$818.

Level 1 Rating – total number of performance ratings was 2

Black employees – 2 received a Level 1 rating (100% of the rating) with 1 male receiving (50%) of the rating who did not receive a performance award; 1 female received a Level 1 rating (50%) and a \$1,200 award.

Disciplinary Actions

There were 24 disciplinary decisions in FY involving 22 employees (2 disciplined twice). Males received 22 of the disciplinary actions and females, 2. The discipline issued:

Letter of Reprimand/Reprimand (15)

White Males – 9
Black Males – 4
Asian Male – 1
Hispanic Male – 1

1-Day Suspension (1)

White Male – 1

3-Days Suspension (4)

White Male – 2/White Female – 1
Black Male – 1

1st Finding (drug use) (1)

White Male – 1

Termination/Termination during Probationary Period (3)

White Male – 2
White Female – 1

In review of the offenses vs discipline, there appeared to be consistency in how the discipline was issued based on the severity of the offense for employees similarly situated. Twenty-two (22) of the 24 actions taken were against males (92%) and two (2) against females (8%). Males overall were the most disproportionately disciplined in comparison to their representation in the workforce (68.44%). White males received 63% of the discipline compared to their representation in the workforce (55.58%); Black males 21% (7.64%); Hispanic male 4.2% (2.16%); and Asian male 4.2% (1.44%).

Accomplishments and Noteworthy Activities

Diversity and Inclusion (D&I) – Cultural Awareness

At the end of the FY, the Army was ordered to conduct “Your Voice Matters” listening sessions to be led by the senior leaders in small groups of 12-15 employees. Coordination of the sessions have been completed and many of the sessions have been conducted and with success.

Disability Employment Awareness Month was celebrated with guest speaker, Mr. Carl Arredondo. Mr. Arredondo was the Chief Meteorologist with WWL-TV Channel 4 News until he retired after 27 years due to severe complications from retinitis pigmentosa, a degenerative eye disorder that steadily eroded his peripheral vision.

Veterans’ Day was celebrated in November with a “good food and good stories” luncheon, sharing some camaraderie and honoring our veterans.

In observance of Dr. Martin Luther King (MLK) Birthday/Holiday, a program was held that focused on the personal experiences of 3 district employees with linkage to the Dr. King’s life legacy – a veteran who grew up during the Civil Rights Movement and two recent graduates participated. The district also sponsored a MVN Service Challenge that encouraged district employees to live the vision and dream of Dr. King by volunteering and service to the community.

In February, the district celebrated Black History Month (BHM) by sponsoring the following programs:

- Lunch & Learn, district employee, Ms. Rene Davis, gave a presentation showcasing women pioneers, such as Harriett Tubman, Rosa Parks, and Michelle Obama.
- Mayor Sharon Weston Broome of Baton Rouge, LA was the invited guest speaker in celebration of BHM. The district choir sang and food donated by employees was provided to those in attendance, which included personnel of the local U.S. Coast Guard.
- A member of the Mardi Gras Black Indians of New Orleans gave a presentation on the history of the New Orleans Black Indians. The presenter was dressed in traditional attire.

In June, the district join with the USACE/Department of the Army/Nation in celebrating Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) Pride Month. Supervisory engineer, Ms. April Falcon-Villa, served as 1 of 5 panel members in discussions about work and personal life experiences. Pride Month is designed to enhance cross-cultural awareness and promote harmony among all military members, their families, and the civilian workforce.

The Hispanic Employment Program Manager shared a Power Point Presentation in honor of National Hispanic Heritage Month commemorating the 75th World War 11 Anniversary and the contributions of Hispanic Americans who served in the U.S. Armed forces.

Recruitment

The district attended BEYA in February and offered 6 tentative job offers and brought onboard 3 new hires. There were 2 hiring managers from the New Orleans District, 2 CPAC staff, and ambassador (student who was hired from BEYA last year).

The district participated in the HEENAC in September 2020 virtually due to the pandemic; however, due to the lack of resumes and vacancies, there were no job offers.

Leadership Development

Development Program: The District's Emerging Leaders' Program was active during the FY. There was a total of eight (8) participants, an increase by 2 from FY19. Of the participants, there were 4 males and 4 females who self-identified as Hispanic (1) and White (7). None of the participants self-identified as having a disability or veteran's status. There was one Enterprise Emerging Leader participant, which is only open to GS-11 & 12's. A White female, Civil Engineer, GS-0810-12, was the participant. The participant did not self-identify a disability or veteran's status. The Leadership Development Program (LDP) was not active during the FY because it's only active during the odd years.

Small Business Outreach

The New Orleans District awarded fifty-four (54) contracts (4.36%) to Serviced Disable Veteran Owned Small Business this FY, totaling over \$14 million. This demonstrates the district's commitment to providing equal opportunity and access to all who qualify for jobs/contracts within the business industry.

Virtual Industry Day was held virtually on 30 July 2020. The presentation provided participants with a better understanding of the projects the district is working and identified future contract opportunities. The contract specialist representative provided a brief overview of the government contracting process w/tips on how to be successful; various divisions forecasted contract opportunities; and the deputy of the office of small business program talked about how to get started doing business with the federal government.

Summary of Disabled Veterans Affirmative Action Plan (DVAAP) Accomplishments:
(Data derived from Tables A7-1-1, A15-1, and A15-4, MD 715 Reporter)

Employees with veterans' status represented 24.55% (273 of 1,112) of the workforce in FY20, an increase of 6 employees. Of the 273 employees who are veterans, 110 (40.29%) of the veteran population are disabled veterans (+6 from FY19), with 84 (30.77%) reporting 30% or more veteran's status, an increase by 5 (from 79 to 84).

During FY20, there were a total of 119 External Accessions. Of these hires, 22 are veterans with 7 reporting 30% or more veteran's status.

The New Orleans District awarded fifty-four (54) contracts (4.36%) to Served Disable Veteran Owned Small Business this FY, totaling over \$14 million. This demonstrates the district's commitment to providing equal opportunity and access to all who qualify for jobs/contracts within the business industry.

EEO Complaints Program – FY20

<u>Total inventory (462)</u>	<u>Median informal days *</u>	<u>Median Formal days</u>	<u>Number of formals beyond 180 days</u>	<u>Number formals accepted or dismissed</u>	<u>Number of formals remanded</u>	<u>Number of ADR offered</u>	<u>Number of ADR conducted</u>
3	19	13	0	1	0	0	0

Note: Employees who filed informal EEO complaints were not interested in mediation.

Summary of Complaints filed during FY20

During FY20, three (3) informal EEO complaints were filed, a decrease of 3 from FY19. Of the three (3) informal complaints filed, one (1) became a formal complaint.

The average GS grade of individuals who filed a complaint is 7 (10.67 in FY19).

Processing Timeframe of Complaints

The average days for counseling non-ADR informal complaints was 21.33 (24.5 in FY19). Per regulation, counseling (non-ADR) is to be completed within 30 calendar days.

The average days to accept or dismiss a formal complaint this FY was 13 (9.75 days in FY19). Complainant's claim(s) must be accepted or dismissed and an investigation requested within 15 calendar days from the date the formal complaint was filed.

Breakdown of Issues Filed:

- Harassment (non-sexual) – three (3)

- Awards – one (1)
- Performance Evaluation/Appraisal – one (1)
- Non-promotion/Non-selection – one (1)

Breakdown of Discriminatory Basis(es) Filed:

- Race – three (3 – 2 Black, 1 Two or More Races)
- Color (complexion) – one (1)
- Disability (physical/mental) – one (1) physical and one (1) mental
- Sex (non-sexual) – one (1)
- Age – one (1)
- Reprisal (previous EEO activity) – one (1)

Note: Complainants can file more than one claim and can select up to nine (9) discriminatory bases and many select more than one basis. The discriminatory bases are race, color (complexion), sex (including pregnancy, sexual orientation and gender identity), age (40 and over), disability (physical/mental), religion, national origin, genetics, and reprisal (previous EEO activity).

Summary of Reasonable Accommodation Requests

Reasonable accommodation requests are acted upon promptly through a joint effort with supervisors (deciding officials), EEO, CPAC, and OC. Employees are explained the process and provided the district’s regulation for further guidance. Decisions in accommodation requests have been made within 30 days, unless awaiting medical information. Below is a breakdown of accommodations requested in FY20:

Persons with Disabilities Accommodations provided:

Type of Accommodation Requested	Number Requested	Number Granted	Value of Accommodations (\$)
Computer Technology	1	1	\$0 (CAP)
Alternative Worksite	1	1 (alternative)	\$0

Agency Self-Assessment Checklist Measuring Essential Elements

Scores range from 0 thru 100%



Form G

Form G Element	Number of Deficiencies this year	Number of deficiencies last year	Number increase/decrease	Percent of Net change
<u>A</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>B</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>C</u>	<u>3</u>	<u>2</u>	<u>1</u>	<u>50</u>
<u>D</u>	<u>1</u>	<u>0</u>	<u>1</u>	<u>100</u>
<u>E</u>	<u>3</u>	<u>0</u>	<u>3</u>	<u>300</u>
<u>F</u>	N/A	<u>0</u>	<u>0</u>	<u>0</u>

Model EEO Program Summary

Essential Element A (100%): Demonstrated Commitment from Agency Leadership

Strength: The district leadership continues to have a strong commitment to equal employment opportunities for all employees and applicants. It prides itself on diversity and the inclusion of all races/ethnicities, for both men and women, and people with disabilities, including targeted disabilities. The Commander's policy letters on Diversity, Equity and Inclusion and Individuals with Disabilities (IWD) reflect his commitment to ensuring that all employees feel that they are part of the New Orleans District Team. These policy letters, along with an array of others, are provided to all employees at least once annually and are made available to new employees. The policy letters are also on the district's intranet. Additionally, prior to the pandemic, each new employee was assigned a Sponsor to be present on their first day reporting to work (Onboarding Process) to assist with their transition into the district and serve as a tour guide, if needed. Representatives from all organizations participated in this "ramped up" onboarding process for new employees and the survey reviews positive.

Essential Element B (100%): Integration of EEO into the Agency's Strategic Mission

Strength: The EEO manager is included in the annual Senior Leaders' Offsite Strategic Planning Meeting, regular staff meetings, receives all hiring requests/approvals for review via the MVN Hiring Request/Approval web-based system, and monthly EEO updates are held with or provided to the Deputy Commander.

Essential Element C (93%): Management and Program Accountability

Strength: The Deputy Commander advises and approves recruitment strategies. EEO officials inform senior leaders/supervisors/managers of workforce underrepresentation based on race, sex, and disability and encourage the utilization of special hiring authorities for veterans and individuals with disabilities at least once annually. Allegations of unlawful harassment and potential threats are dealt with promptly, bringing the appropriate management officials and the Crisis Intervention Team together if necessary.

Deficiency identified: C.2.a.2. *Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director?*

Response: No – There is no Anti-Harassment Coordinator. Awaiting guidance from HQ's EEO on this requirement.

Deficiency identified: C.2.a.4. *Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment?*

Response: No – There is no known "Anti-harassment program;" however, the district does have an Anti-harassment policy. Awaiting guidance from HQ's EEO on this program.

Deficiency identified: C.2.c.1. *Does the agency post its procedures for processing requests for Personal Assistance Services on its public website?*

Response: No – There is no finalized regulation on Public Assistance Services (PAS) at this time; awaiting further guidance.

Essential Element D (93%): Proactive Prevention

Strength: District leadership is very proactive in the prevention of unlawful discrimination and looks into issues immediately, taking corrective action if needed. Managers and supervisors have EEO standards in their performance and must complete mandatory EEO training annually. Discussions on underrepresentation and potential barriers to employment were discussed periodically throughout the year in Manpower Advisory Committee (MAC) meetings and staff meetings. Senior leaders discussed strategies to build the bench for higher level professional positions that require special licensure. The liaison for the special emphasis programs reached out to the managers at least twice during the FY for issues and concerns within their respective groups that needed to be addressed.

Deficiency identified: *D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities?*

Response: *No – CPAC Chief will consult with current Commander to see if he approves the inclusion of these questions on the Exit Survey.*

Essential Element E (91%): Efficiency

Strength: The EEO Office utilizes a complaints tracking system (iComplaints) to track and monitor the processing of EEO complaints. Informal and formal complaints are processed timely and efficiently; however, outside agencies conduct EEO investigations and issue final Army decisions which are not always timely and are not within the district's control. The MD715 Reporter provides workforce demographic statistics, as well as tracking reasonable accommodation requests. The Reporter also provides oversight of workforce demographics data compared to the National Civilian Labor Force (NCLF) to determine underrepresentation and aides in planning recruitment strategies to reaching a workforce comparable to the NCLF.

E.1.j. – If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays?

Response: *N/A – The district does not use contractors in the EEO complaints process. Federal agencies' services are utilized.*

E.2.c. – If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative?

Response: *N/A – Rock Island District Office of Counsel conducts legal sufficiency review, not the agency representative, per regulatory guidelines.*

Deficiency identified: *E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status?*

Response: *No – Applicant pool data on race, sex, and disability is not available in the Reporter tables.*

Essential Element F (83%): Responsiveness and Legal Compliance

Strength: EEO officials work closely with Office of Counsel to ensure that settlement agreements are legally sufficient. The district is always in compliance with decisions and implementation orders by the Equal Employment Opportunity Commission (EEOC) and the Equal Employment Opportunity Compliance and Complaints Review (EEOCCR) Directorate.

F.3.a. – Does the agency timely submit to EEOC an accurate and complete No FEAR Act report?

Response: *N/A – Area grayed out – response not required.*

F.3.b. – Does the agency timely post on its public webpage its quarterly No Fear Act data?
Response: N/A – Area grayed out – response not required.

Strategy for FY 2021

The district's strategy for FY 2020 is to continue to work towards a workforce that is inclusive of all races/ethnicities, women and men, and individuals with disabilities. Initiatives will be taken to recruit, hire, and retain talented individuals. The following strategic objectives will result in continued progress towards establishing and maintaining a "Model EEO Program:"

- Targeted recruitment at colleges and universities outside of the local commuting area that have high representation of minority groups under-represented at the district.
- Utilize special hiring authorities, such as direct and expedited hiring, to expedite the selection process in an effort to not miss out on bringing talented individuals onboard.
- Continue to engage senior leadership in the development of diversity and inclusion action plans to achieve greater diversity at all levels and offer senior civilians development opportunities into enterprise leaders.
- Employees will continue to be held responsible in adhering to the Commander's policies letters and individuals found to be in violation, will be held accountable and with corrective action, if necessary.
- Ensure that annual, mandatory EEO training is available timely and to all employees for completion. Provide cultural awareness programs that lead to a greater appreciation of diversity and foster better working relationships.
- Continue to remain in compliance with systems in place to track and monitor EEO complaints and compliance orders, reasonable accommodation requests, and workforce demographics.
- The district EEO Office will periodically resurvey the workforce to update/verify their personal status (race, national origin, disability status) to ensure that workforce demographics are accurately captured for EEO statistical reporting.

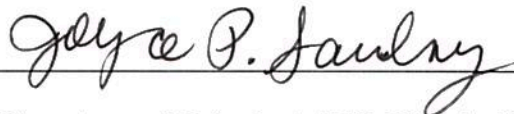
715 - PART F
CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT PROGRAMS

I, Joyce P. Saulny, and the Equal Employment Manager, for the U.S. Army Corps of Engineers, New Orleans District, located at 7400 Leake Avenue, New Orleans, Louisiana 70118.

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

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

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



11/13/20

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

Date



STEPHEN F. MURPHY
COL, EN
COMMANDING

11/13/2020

Signature of Agency Head or Agency Head Designee

Date