VA WORKFORCE DIVERSITY
FY 2021: A Year in Review

The Growing Diversity in VA

Diversity Index (RCLF)

<table>
<thead>
<tr>
<th>Year</th>
<th>Hispanic or Latino</th>
<th>White</th>
<th>Black</th>
<th>Asian</th>
<th>Male Hispanic or Latino</th>
<th>Male White</th>
<th>Male Black</th>
<th>Male Asian</th>
<th>Female Hispanic or Latino</th>
<th>Female White</th>
<th>Female Black</th>
<th>Female Asian</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2018</td>
<td>84.98%</td>
<td>89.57%</td>
<td>89.41%</td>
<td>89.56%</td>
<td>8.76%</td>
<td>6.06%</td>
<td>33.02%</td>
<td>33.18%</td>
<td>5.39%</td>
<td>6.67%</td>
<td>2.48%</td>
<td>2.67%</td>
<td>0.08%</td>
<td>0.07%</td>
</tr>
<tr>
<td>FY 2019</td>
<td>86.57%</td>
<td>89.57%</td>
<td>89.41%</td>
<td>89.56%</td>
<td>3.08%</td>
<td>3.96%</td>
<td>22.19%</td>
<td>34.23%</td>
<td>8.49%</td>
<td>16.49%</td>
<td>3.26%</td>
<td>5.57%</td>
<td>1.8%</td>
<td>2.9%</td>
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Female 61.98%
Male 38.01%

FROM THE 2021 ALL EMPLOYEE SURVEY

Gay or Lesbian: 2.28%
Bisexual: 1.78%
Transgender: 0.52%

Hispanic males and females and White males have lower representation when compared to the RCLF.

Veterans Serving Veterans

Veterans make up 29.37% of VA’s workforce; that means nearly 1 in 3 VA employees is a Vet!

45.26% of veteran employees have a service connected disability.

Nearly 1 out of 2 veteran employees is a disabled veteran!

People with Disabilities

12.11% of VA’s permanent workforce; higher than the 12% goal!

2.33% of VA permanent employees have a targeted disability; higher than the 2% goal!

Source: MD-715 Table 1; includes permanent and temporary employees in pay status and excludes Manila and medical residents, unless otherwise indicated.

1 The Diversity Index measures the convergence of VA’s aggregate workforce representation by race, ethnicity, and gender to the Relevant Civilian Labor Force (RCLF). It represents the mean ratio of VA’s incumbent workforce to the corresponding groups in the RCLF. Furthermore, the RCLF consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA occupations. RCLF data provided by the Census Bureau; based on 2010 Census.

2 Data provided by the NCOD

3 Data provided by VESO; includes Manila residents.