VA WORKFORCE DIVERSITY: FY 2022

Since FY 2021, the representation of Hispanic males, White males, and Two or More Races (TOMR) males and females declined. The population of TOMR decreased by 43% which had significant impact on the Diversity Index.

11.72% of the VA permanent workforce have a disability which is 0.28% lower than the 12% goal!

Male Female Male Female Male Female Male Female Male Female Male Female Male Female
Hispanic or Latino White Black or African American Asian Native Hawaiian or Other Pacific Islander American Indian or Alaska Native Two or More Races

RCLF 8.80% 6.08% 32.93% 33.19% 5.39% 6.68% 2.49% 2.67% 0.08% 0.07% 0.50% 0.51% 0.29% 0.30%
FY21 3.08% 3.96% 22.19% 34.23% 8.49% 16.49% 3.26% 5.57% 0.18% 0.29% 0.56% 0.96% 0.25% 0.48%
FY22 3.02% 4.07% 21.77% 34.51% 8.25% 16.80% 3.35% 5.78% 0.19% 0.31% 0.56% 0.99% 0.15% 0.25%

89.57% 89.41% 89.56% 85.89%
FY19 FY20 FY21 FY22
Since FY 2021, the representation of Hispanic males, White males, and Two or More Races (TOMR) males and females declined. The population of TOMR decreased by 43% which had significant impact on the Diversity Index.

VETERANS MAKE UP 28.23% OF VA’S WORKFORCE; THAT MEANS NEARLY 2 IN 7 VA EMPLOYEES ARE VETERANS!

Veterans Serving Veterans

Veterans Onboard

Down

Since Last Fiscal Year

Female 62.71%

Male 37.29%

29.37% 28.23%
FY21 FY22

Veterans Hiring

Up

Since Last Fiscal Year

25.48% 25.88%
FY21 FY22

People with Disabilities

11.72% of the VA permanent workforce have a disability which is 0.28% lower than the 12% goal!

2.31% of the VA permanent workforce have a targeted disability; higher than the 2% goal!

Lesbian Gay Bisexual Queer Asexual Transgender

0.86% 1.06% 1.53% 0.36% 0.39% 0.77%

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. * Data provided by VESO; includes Manila residents. 2 National Center for Organization Development. 3 Includes permanent full-time workforce only.

VA Department of Veterans Affairs
Office of Resolution Management, Diversity & Inclusion

Source: VSSC MD-715. Includes permanent and temporary employees in pay status and excludes Manila and medical residents. Grade cluster groupings are determined by salary; Title-38 equivalents are included.