



United States
Department of
Agriculture

National Institute
of Food
and Agriculture

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A decorative graphic at the top right of the page, consisting of overlapping, semi-transparent shapes in shades of yellow, orange, and red, resembling a sunset or a field of crops. The letters "NIFA" are overlaid on this graphic in a white, sans-serif font.

NIFA

Section E

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Agriculture/USDA National Institute of Food and Agriculture	For period covering October 1, 2016 to September 30, 2017
EXECUTIVE SUMMARY	
<p>Executive Summary - National Institute of Food and Agriculture - USDA <u>Agency Mission</u></p>	
<p>The National Institute of Food and Agriculture's (NIFA) mission is to invest in and advance agricultural research, education and extension to solve societal challenges.</p>	
<p>This report for Fiscal Year (FY) End 2017 provides an analysis of barrier identification and a recommendation to eliminate such barriers to provide equal participation at all levels of the workplace. NIFA's policy, principle, and practice is to eliminate any barriers that tend to limit employment opportunities for members of a particular sex, race, ethnic background, or disability status. Removal of these barriers is vital to achieving the common goal of making NIFA a model employer. To achieve this goal, each manager works to create a barrier-free work environment where qualified applicants and employees have the freedom to compete and participate to the fullest extent possible, at all levels within the agency.</p>	
<p><u>Workforce Profile</u></p>	
<p>NIFA employed 313 permanent employees and 106 temporary employees as of the fiscal year ending September 30, 2017. There were a total of 42 permanent employees with a disability (PVD), representing 13.42 percent of the total permanent workforce. Of these employees, fourteen were persons with targeted disabilities (PWTD), representing 4.47 percent, which is above EEOC's two percent goal. There were thirteen temporary employees with disabilities (PWD). Of these employees, three were employees with targeted disabilities.</p>	
<p>Of the 313 permanent employees, 61.67 percent are minorities. The minority employees included 46.33 percent Blacks (193 out of 313 employees), which exceeded the 2010 Civilian Labor Force (CLF) percentage of 12.02. Asian employees represented 8.94 percent of the workforce, which was above the CLF percentage of 3.9. Native Hawaiian/Other Pacific Islander, American Indian/Alaska Native, and employees of One or More Races were represented minimally at less than one percent of the workforce. Hispanic employees represented 4.16 percent, which was 5.8 percent below the 2010 CLF for Hispanics/Latinos of 9.96 percent. Hispanic representation in NIFA's labor force continue to indicate a crucial need to eliminate barriers in hiring Hispanic employees. Females represented 60.38 percent of the permanent workforce, which was above the Civilian Labor Force (CLF) percent of 48.14 percent, compared with male representation at 39.62 percent, which was below CLF of 51.86 percent.</p>	
<p>As of the end of FY 2017, there were a total of 24 permanent new hires and 58 temporary new hires. Of the 70.84 percent of permanent minorities hired, Hispanic employees were hired at the lowest rate of 4.17, which decreased by 1.06 percent from fiscal year 2016. Of note, Hispanic employees were hired as temporary employees at a higher rate (6.90 percent) than were hired permanently (4.17 percent). There were four newly hired permanent employees with disabilities (PWD) representing 16.67 percent. None of these were individuals with targeted disabilities (PWTD). There were three newly hired temporary employees with disabilities (PWD) representing 5.17 percent, including one person with a targeted disability (PWTD).</p>	
<p>Applicant flow data provided as of FY 2017, only listed the number of applicants selected without regard to the the number of applications received, or the number of applicants qualified. Therefore, a reasonable analysis of applicant flow data could not be performed. This information is provided by the Department's Office of Human Resources, as the repository of recruitment and applicant flow data.</p>	