



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 I

<b>EEOC FORM 715-01 PART I-1</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of Agriculture/USDA National</b>		<b>For period covering October 1, 2016 to September 30, 2017</b>
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Hispanic employee participation continues to fall significantly below the Civilian Labor Force statistic. The hiring rate for Hispanic employees is lower than all other employees hired.	
<b>BARRIER ANALYSIS:</b>  Provide a description of the steps taken and data analyzed to determine cause of the condition	An analysis of NIFA workforce data Table 1A indicated that Hispanic participation in the workforce is 4.16 percent which is significantly below the Civilian Labor force of 9.96 percent. An analysis of the hiring rates in Table A8 also indicated that Hispanic employees are hired a lower rate than all other groups in the workforce.	
<b>Statement of Identified Barrier:</b>	Hispanic employees have a low participation employment rate compared to other minority groups. Hispanic employees are being hired at a low rate in the permanent workforce.	
<b>OBJECTIVE:</b>  Conduct a barrier analysis of the Occupational Series 0401, 1109, and 0101 for Hispanic participation. Develop a plan to eliminate, when possible, any identified barriers found.		
<b>RESPONSIBLE OFFICIAL:</b>		EEO Director, HR Director, NIFA Managers,
<b>DATE OBJECTIVE INITIATED:</b>		06/10/2016
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>		09/30/2020
<b>EEOC FORM 715-01 PART I-1</b>	<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE</b> 9/30/2020
NIFA Plans to partner with Hispanic Serving Institutions and entities such as the Hispanic Association of Colleges and Universities (HACU), in addition to increasing recruitment efforts at HACU and with The Thurgood Marshall College Fund.		
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
The Hispanic SEPM has been working with NIFA's Diversity and Inclusion Group, NIFA managers, and partnering with the Department's SEPM to address low participation of Hispanics. The EEO Office provides policy and guidance regarding non-discrimination based on national origin in addition to race, and gender.		