

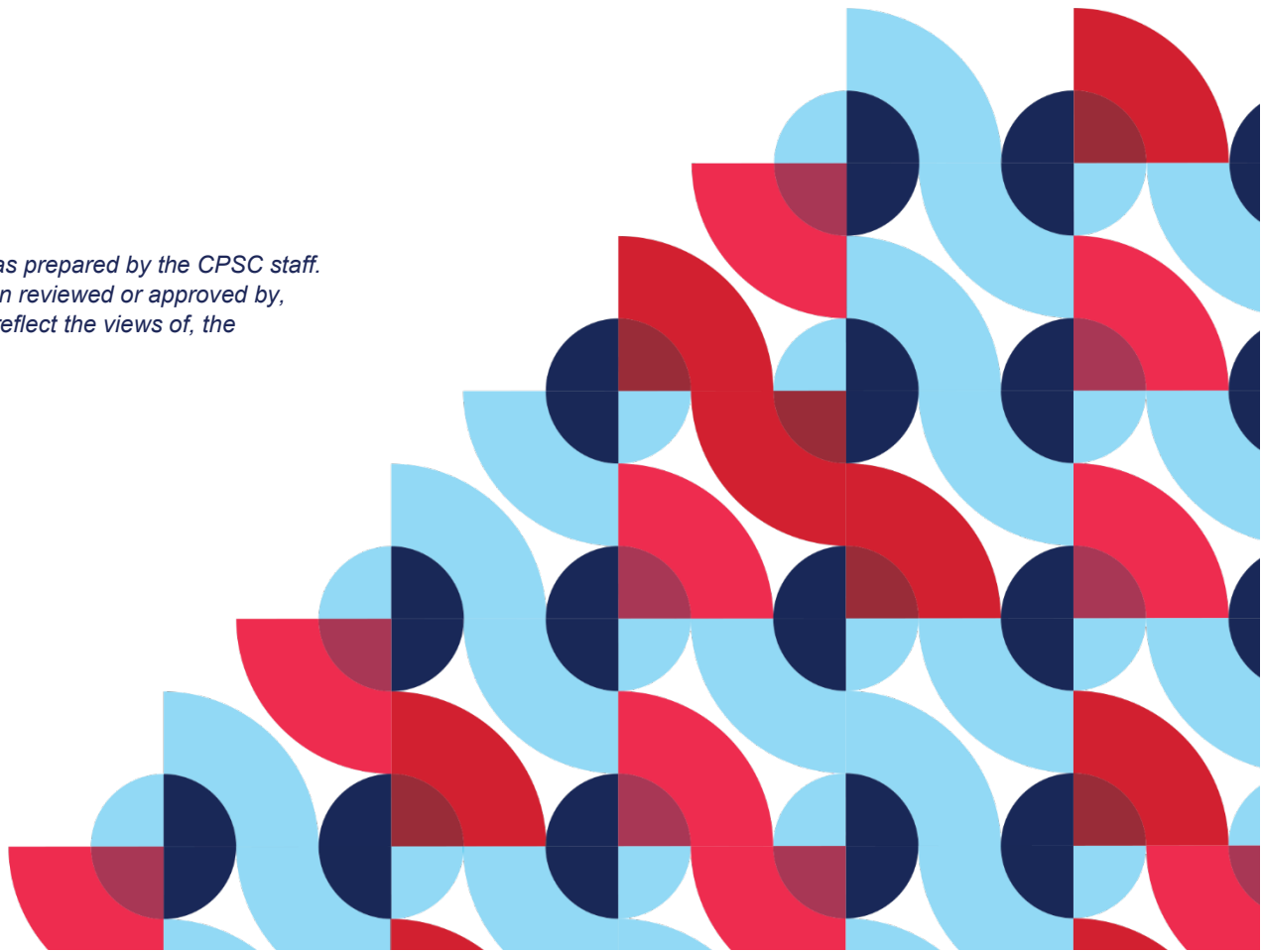


United States  
**Consumer Product Safety Commission**

**FY2023 Management Directive 715: MD-715**

**Prepared by  
The Office of EEO, Diversity & Inclusion (OEEODI)**

*This report was prepared by the CPSC staff.  
It has not been reviewed or approved by,  
and may not reflect the views of, the  
Commission.*



## EXECUTIVE SUMMARY

### **Agency Mission and Mission-Related Functions**

The U.S. Consumer Product Safety Commission (CPSC), an independent health and safety regulatory agency, is responsible for protecting the American public from unreasonable risks of injury and death from thousands of types of consumer products. Our mission is keeping consumers safe.

The Commission was established in 1972 by the Consumer Product Safety Act (CPSA). CPSC's workforce is a highly trained, diverse, and engaged workforce that meets the dynamic challenges of the consumer product safety landscape while achieving CPSC's life-saving mission.

To fully integrate Equal Employment Opportunity (EEO) and Diversity, Equity, Inclusion and Accessibility (DEIA) into CPSC's strategic mission, the EEO/DEIA Director reports directly to the Chair and has regular and open access to all senior management officials.

CPSC's Office of Equal Employment Opportunity, Diversity & Inclusion (OEEODI) consists of:

- Director
- EEO Specialist
- DEIA Specialist

### **Essential Element A: Demonstrated Commitment from Agency Leadership**

In FY2023, CPSC reaffirmed its commitment to Equal Employment Opportunity (EEO) and to being a discrimination free workplace. Among the highlights, the following items were noted:

- Hired a DEIA Specialist to manage all DEIA programs for the agency.
- Continued to support and execute actions consistent with Executive Order 14035, "Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce" and Executive Order 13895, "Advancing Racial Equity and Support for Underserved Communities Through the Federal Government" agencywide plan.

- Developed and conducted two (2) agencywide training course, consistent with Executive Order 13985, on ensuring racial equity considerations are included in all mission critical work.
- Awarded a one-year contract for an outside contractor to assist with setting up a Diversity, Equity, Inclusion and Accessibility Council.
- Updated CPSC’s workforce on The Pregnant Workers Fairness Act (PWFA) through training and distribution of educational materials in June 2023.
- Issued policy letters to all CPSC employees on February 8, 2023. The policies are reissued annually via email and all new employees are provided with a copy of the letters. Additionally, the letters were posted in prominent areas in all CPSC office spaces, including the CPSC website.
- Displayed EEO information regarding processes for filing a complaint and contact information in various locations where employees regularly congregate (e.g., break rooms and common areas) and in all OEEODI newsletters distributed to agency staff.
- Held bi-monthly meetings with the Chair’s office and OEEODI staff to discuss updates on accomplishments and identify needs. The OEEODI staff also met with the Executive Director, a representative from the Office of General Counsel, and the Director of Human Resources on a recurring basis to review day-to-day operations to ensure the continuance of a model EEO program. Additionally, the EEO/DEIA Director attended weekly senior staff meetings to ensure all senior staff are updated on EEO and DEIA activities within the agency.

## Essential Element B: Integration of EEO into the Agency Strategic Mission

### CPSC Strategic Plan

The EEO program is incorporated into CPSC’s FY2023-2026 Plan, “Strategic Goal 4: Support: *“Efficiently and Effectively Support the CPSC’s Mission”*”.

The EEO/DEIA Director participated in quarterly Strategic Data Review (SDR) meetings. The SDR meeting exists to assist in improving the integration of the agency’s Strategic Plan, Commission priorities, planning and budgeting processes. During these meetings, the EEO/DEIA Director provided information on office goals and priorities. All EEO SDR goals were met in FY2023.

## **Diversity Recruiting**

OEEODI collaborated with the Office of Human Resource Management (EXRM) to establish a partnership with Gallaudet University. CPSC met with the university staff to advise them on the various internship opportunities at CPSC and how to apply.

### *Internship Program*

Internship programs have played a critical role in securing a diverse pool of applicants to fill mission-critical positions. In FY2023, CPSC continued to utilize the Student Pathways program. There were twenty summer interns hired in FY2023. Among those interns, one (1) was a person with a disability, three (3) were Black and seven (7) were Asian.

### *Employees with Disabilities*

In FY2023, disability hires decreased from five (5) to four (4) new employees, with one (1) of the hires disclosing a targeted disability.

Of note, in accordance with Executive Order 13548, the Federal Government has a goal that each agency should have two (2) percent of its workforce consisting of people with targeted disabilities. CPSC total targeted disability workforce is 1.08 percent. Targeted disabilities are serious health conditions that include developmental disabilities, deafness, blindness, missing extremities, partial paralysis, complete paralysis, epilepsy, intellectual disabilities, psychiatric disabilities, and dwarfism.

### *Reasonable Accommodations*

The Disability Program Manager processed 17 reasonable accommodation requests in FY2023.

## **Essential Element C: Management and Program Accountability**

### **Employee Development and Training**

Employee development and training continued to be a focus area for CPSC. The OEEODI hosted the sixth annual virtual 2023 CPSC Diversity Summit from July 17 to 20. The training subjects were based on the DEIA theme:

- Generational Diversity (Diversity)
- Building a Bridge to Equity (Equity)

- Psychological Safety (Inclusion)
- Disability Awareness and Ableism: Exploring the Roots of Discrimination (Accessibility)

Other online EEO- and DEIA-related training courses were offered by EXRM in FY2023. Those trainings included:

- Better Together: Why Belonging and Well-Being Go Hand-In-Hand
- Intergenerational Sensitivity and Bystander intervention
- Moving Beyond Generational Differences
- Team Up @ Work to Promote Engagement, Performance, Development, and Support
- Constructive Conflict Resolution
- Sensitivity and Social Intelligence

### **Employee Engagement**

Each year, CPSC employees are given the opportunity to complete the Federal Employee Viewpoint Survey (FEVS). The FEVS provides Government employees with the opportunity to share their perceptions of their work experiences, agency culture, and leadership. CPSC’s overall response rate was 76.40 percent. CPSC’s response rate continues to be above the “Small Agencies” response rate (71.78 percent) and almost double the government-wide response rate (38.85 percent).

CPSC exceeded prior survey results in the Employee Engagement Index (EEI) and DEIA Index. Within the EEI, CPSC scored 76 percent, which exceeded the agency key measure of 70 percent. Within the DEIA Index, CPSC continued to score above the government-wide results. In FY2023, CPSC scored above small agencies and increased positive perceptions of agency practices from 73 percent to 78 percent positive rate.

The FEVS continues to be used to develop initiatives to strengthen engagement and will remain a CPSC key measure for the agency in FY2024.

### **Exit Survey**

There were 61 voluntary separations, and of those, 22 employees completed the Exit Survey. Not all respondents elected to answer the reason for leaving. The following responses were provided:

#### Reason for Leaving:

- Lack of advancement at CPSC (1)

- Student Intern – return to school (1)
- Overworked and Stress (1)
- Pursue Opportunity in line with Career Goals (1)
- Lack of Community in the Workplace (1)
- Retirement (2)
- Increased telework/remote (2)
- Transfer to another Federal agency (2)
- Limited Term position/appointment (2)
- Relocate, moved, or to be closer to family (3)
- Promotion opportunity, higher salary, new position (4)

## Essential Element D: Proactive Prevention of Unlawful Discrimination

### Special Emphasis Program

In FY2023 CPSC's Special Emphasis Program was managed by the EEO and DEIA Specialists in OEEODI. The EEO Specialist served as the Disability Program Manager. The DEIA Specialist managed collateral duty employees who served as the Black, Women, Hispanic, Veteran and Asian program managers.

To emphasize the importance of diversity, OEEODI hosted events to celebrate various commemorative heritage months. All events included a virtual option to encourage participation from all employees.

OEEODI provided the following programming in FY2023:

#### **Black History Month (February 2023)**

Distributed a newsletter dedicated to Black History. The theme was "Black Resistance."

#### **Women's History Month (March 2023)**

Distributed a newsletter dedicated to women who have helped build, shape, and improve our society. In addition, the office hosted a virtual speaking program with Dr. Cherry Wilcoxon, Executive Director, Financial and Business Operations and Comptroller for the Defense Contract Management Agency.

### **Holocaust Remembrance Day/Days of Remembrance (April 2023)**

Distributed a newsletter dedicated to the Holocaust that included a link to participate in the U.S. Holocaust Memorial Museum's National Commemoration Days of Remembrance Virtual Program.

### **Pride Month (June 2023)**

Distributed a newsletter dedicated to the month and hosted a virtual screening of the award-winning documentary film, "The Lavender Scare". The Chair announced the screening with a video message to agency staff.

### **Asian American, Native Hawaiian, and Pacific Islander Heritage Month (May 2023)**

Distributed a newsletter dedicated to the month and hosted a virtual speaking program with Dr. Minh A. Nguyen, Executive Director for the Office of Strategic Management. The Chair sent an agency-wide email that included a personalized video celebrating the month.

### **Hispanic Heritage Month (September 2023)**

Distributed a newsletter dedicated to the month.

### **National Disability Employment Awareness Month (October 2022)**

Distributed a newsletter dedicated to the month.

### **Veterans Day (November 2022)**

In cooperation with the Combined Federal Campaign, presented a Veterans Appreciation "yearbook" which featured photographs and brief biographies of all CPSC veterans who elected to participate. Additionally, distributed an agency-wide Veterans Appreciation newsletter with short informative articles including information for veterans.

### **National American Indian Heritage Month (November 2022)**

Distributed a newsletter that informed the workforce about tribes, increased awareness of the difficulties that Native people have encountered historically and currently, and highlighted the efforts made by tribal members to overcome these difficulties.

## **Alternative Dispute Resolution (ADR)**

CPSC has an efficient and fair dispute resolution process. In FY2023, ADR was offered 100 percent of the time. One (1) complainant participated in mediation; the complaint was not resolved. OEEODI office requires all managers to attend ADR training annually; in FY2023 there was 100% participation.

## **Essential Element E: Efficiency**

### **Complaint Activity**

OEEODI oversaw the complaint process. Due to the small size of the office, EEO contractors were utilized to investigate sensitive informal and all formal complaints to avoid any conflict of interest. In FY2023, there were two (2) formal complaints. The bases for the complaints included age and disability. Each case was completed in a timely manner.



## Essential Element F: Responsiveness and Legal Compliance

### Consumer Product Safety Commission (CPSC)

#### FY2023 MD-715

#### Workforce A and B Data Tables Analysis

The Workforce Data A and B Table Analysis is an overview of the agency workforce data. The data provides a snapshot of the entire workforce that may indicate possible triggers within CPSC. A trigger is a situation that alerts the agency to the possible existence of a barrier to equal employment. The data tables analyzed for this report may reveal triggers that lead to potential employment barriers or underutilization in particular occupations or pay grades. It is important to note that while a trigger may exist, that does not automatically reveal a barrier. A barrier analysis would be required to ascertain any barriers.

CPSC data tables for this report were generated by DataMart as required by the Equal Employment Opportunity Commission. The data analysis in this report was accomplished by using two types of comparators, the Civilian Labor Force (CLF) and the Occupational Civilian Labor Force (OCLF). DataMart includes the CLF and OCLF data in the tables used for this report. The CLF data is derived from the 2020 census reflecting persons 16 years of age or older who are employed or seeking employment, excluding those in the Armed Forces. This comparator is used to assess the overall participant rates within CPSC. The OCLF refers to people available in a particular occupational class group. The OCLF is used for making occupational comparisons that represent the overall workforce by class group.

The total permanent workforce of CPSC is included in this report. A detailed analysis of the FY2023 temporary employee data tables will not be included in this report as most of those employees are seasonal or year-round interns. All analyses are based on data as of September 30, 2023. Additionally, the race data is self-reported.

# Workforce A Table Data Analysis

## Race and Gender

### Total Permanent Workforce

In FY2023, CPSC's total workforce was 569 with 552 permanent and 17 temporary employees. Most of the temporary employees were interns. A detailed analysis of the FY2023 temporary employees' data tables is not included in this report. This report analyzes the permanent workforce only.

### Gender Analysis

Since FY2022, there was an increase of two (2) males and increase of ten (10) females.

The total percentage of males (51.8 percent) was below the CLF (53.2 percent), and the total percentage of females (48.2 percent), was above the CLF (46.8 percent).

#### Representation of males

Total permanent workforce	FY2023 286 (51.8%)	FY2022 284 (52.6%)
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#### Representation of females

Total permanent workforce	FY2023 266 (48.2%)	FY2022 256 (47.4%)
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Based on this data, the male employees were lower than the CLF.

### Hires and Promotions

In FY2023, 40 males and 43 females were hired. There were 34 males and 40 females who received non-competitive promotions. There was one (1) male and no females selected for internal competitive promotions for major occupations.

### Awards

Seventeen males received cash awards of less than \$500 and 218 males received cash awards of \$501 or more. Five (5) males received a Quality Step Increase (QSI). Twelve females received cash awards of less than \$500 and 230 females received cash awards of \$501 or more. Five (5) females received a QSI.

### Separations

There were 61 voluntary separations, 27 males and 34 females.

## Hispanics at CPSC

### Table A1 and A2 Total Permanent Workforce by Race/Ethnicity and Sex

In FY2023, there were 21 Hispanic males and 21 Hispanic females. The percentage of Hispanic males (3.8 percent) was below the CLF (6.82 percent) and the percentage of Hispanic females (3.8 percent) was below the CLF (6.16 percent). The number of Hispanic males increased by four and the number of Hispanic females increased by one in FY2023.

**Table A3 is listed in the workforce data table analysis.**

### Table A4-1 and A4-2 Participation Rates by Grades (GS-13 and above)

There was a total of 26 Hispanic employees at the GS-13 level and above, including one (1) female in the Senior Executive Service (SES).

**Table A5 CPSC does not use this table because it reviews wage grades.**

### Table A6 Participation Rates for Major Occupations

Within CPSC's MD-715 major occupations, Hispanics were **below** the OCLF in the areas of:

- Miscellaneous Administration 0301 (male and female)
- Management Program Analysis 0343 (female)
- Mechanical Engineering 0830 (female)
- Information Technology Specialist 2210 (male and female)
- General Attorney 0905 (male and female)

### Table A7 Applicants and Selections for Major Occupations Selections

Among those selected in FY2023, qualified Hispanic applicants were selected **below** the CLF in the areas of:

- Management Program Analysis 0343 (male and female)
  - Overall, there were 14 qualified Hispanic applicants and zero (0) Hispanic selections.
- General Attorney 0905 (male and female)
  - Overall, there were 39 qualified Hispanic applicants and zero (0) Hispanic selections.
- Mechanical Engineer 0830 (male and female)
  - Overall, there were four (4) qualified Hispanic applicants and zero (0) Hispanic selections.
- Information Technology Specialist 2210 (male and female)
  - Overall, there were 11 qualified Hispanic applicants and zero (0) Hispanic selections.
- Miscellaneous Administration 0301 (male and female)

- Overall, there were zero (0) qualified applicants and zero (0) Hispanic selections.

*\*This data does not include selections for major occupations that are above the CLF or any other job titles and series.*

**Table A8 Overall New Hires is listed in the workforce data table analysis.**

**Table A9 Selections for Internal Competitive Promotions for Major Occupations**

There was one (1) Hispanic male and one (1) Hispanic female qualified for internal competitive promotions, none were promoted.

**Table A10 Selections for Non-Competitive Promotion**

There were three (3) Hispanic males and four (4) Hispanic females who received a non-competitive promotion.

**Table A11 Internal Selections for Senior Level Positions (GS 13/14, GS15, and SES)**

There were no internal Hispanic selections for Senior Level Positions.

**Table A12 does not exist.** Table 12 was merged with table 13 by EEOC.

**Table A13 Employee Awards**

There were 11 Hispanic males that received cash awards of \$501 or more and one (1) male who received a QSI. Sixteen Hispanic females received cash awards of \$501 or more and two (2) females received a QSI.

**Table A14 Separations**

There were three (3) Hispanic female separations.

**Trigger Analysis for Hispanics**

- The workforce of Hispanic males and females has a lower-than-expected participation rate in the permanent workforce.
- No selections for most major occupations.
- Overall Hispanic male and female representation is below the CLF.

## Whites at CPSC

### Table A1 and A2 Total Workforce Race/Ethnicity and Sex

In FY2023, there were a total of 182 White males and 147 White females. The percentage of White males (33.0 percent) was below the CLF (35.65 percent) and the percentage of White females (26.6 percent) was below the CLF (31.82 percent). The number of White males decreased by two (2) and the number of White females increased by two (2) in FY2023.

**Table A3 is listed in the workforce data table analysis.**

### Table A4-1 and A4-2 Participation Rates by Grades (GS-13 and above)

There were 133 males and 98 females at the GS-13 level and above, including 13 males and four (4) females in the SES.

**Table A5 CPSC does not use this table because it reviews wage grades.**

### Table A6 Participation Rates by Major Occupations

Within CPSC's MD-715 major occupations, Whites were **below** the OCLF in the areas of:

- Miscellaneous Administration 0301 (males and females)
- Management Program Analyst 0343 (male and female)
- Mechanical Engineering 0830 (female)
- General Inspection, Investigation & Compliance 1801 (female)
- Information Technology Specialist 2210 (female)

### Table A7 Applicants and Selections for Major Occupations

Among those selected in FY2023, qualified White applicants were selected **below** the CLF in the areas of:

- Miscellaneous Administration 0301 (males and female)
  - Overall, there were four (4) qualified White applicants and zero (0) selections.
- Management Program Analyst 0343 (male and female)
  - Overall, there were 65 qualified White applicants with one (1) male and two (2) female selections.
- Mechanical Engineer 0830 (male and female)
  - Overall, there were 29 qualified White applicants with zero (0) White applicant selections.
- General Inspection, Investigation & Compliance 1801 (female)
  - Overall, there were 231 qualified White applicants with four (4) males and one (1) female selections.
- Information Technology Specialist 2210 (male and female)

- Overall, there were 23 total qualified White applicants with three (3) male selections.
- General Attorney 0905 (male)
  - Overall, there were 197 total qualified White applicants with three (3) male selections and six (6) female selections.

*\*This data does not include all selections for major occupations that are above the CLF or any other job titles and series.*

**Table A8 Overall New Hires is listed in the workforce data table analysis.**

**Table A9 Selections for Internal Competitive Promotions for Major Occupations**

There were seven (7) White males and three (3) White females qualified for internal competitive promotions, with one (1) male selection.

**Table A10 Selections for Non-Competitive Promotion**

There were 25 White males and 23 White females selected for non-competitive promotions.

**Table A11 Internal Selections for Senior Level Positions (GS13/14, GS15, and SES)**

There was one (1) White male internal selection at the GS13 level.

**Table A12 does not exist.** Table 12 was merged with table 13 by EEOC.

**Table A13 Employee Awards**

In FY2023, 145 White males received a cash award of \$501 or more. There was one (1) White male that received a QSI. There were 130 White females who received a cash award of \$501 or more. There were two (2) White females that received a QSI.

**Table A14 Separations**

There were 34 separations, 18 White males and 16 White females.

**Trigger analysis for Whites**

- There were no selections in the 0301 major occupation.
- White males and females are below the CLF.

## Blacks at CPSC

### Table A1 and A2 Total Permanent Workforce by Race/Ethnicity and Sex

In FY2023, there were 40 Black males and 61 Black females. The percentage of Black males (7.2 percent) was above the CLF (5.70 percent) and the percentage of Black females (11.1 percent) was above the CLF (6.61 percent). The number of Black males increased by two (2) in FY2023 and Black females increased by four (4) in FY2023.

**Table A3 is listed in the workforce data table analysis.**

### Table A4-1 and A4-2 Participation Rates by Grades (GS-13 and above)

There were 27 Black males and 39 Black females at the GS-13 level and above, including one (1) Black female in the SES.

**Table A5 CPSC does not use this table because it reviews wage grades.**

### Table A6 Participation Rate for Major Occupations

Within CPSC's MD-715 major occupational categories, Blacks were **below** the OCLF in the areas of:

- Mechanical Engineering 0830 (females)
- General Attorney 0905 (males and females)
- General Inspection, Investigation & Compliance 1801 (males and females)
- Information Technology Specialist 2210 (females)

### Table A7 Applicants and Selections for Major Occupations

Among those selected in FY2023, qualified Black applicants were selected **below** the CLF in the areas of:

- Miscellaneous Administration 0301 (males and females)
  - Overall, there was one (1) qualified Black male applicant with no selections.
- Management Program Analyst 0343 (females)
  - Overall, there were 65 qualified Black applicants with two (2) male selections.
- Mechanical Engineering 0830 (males and females)
  - Overall, there were eight (8) qualified Black applicants with no selections.
- General Attorney 0905 (male and female)
  - Overall, there were 102 qualified Black applicants with no selections.
- General Inspection, Investigation & Compliance 1801 (males and females)
  - Overall, there were 267 qualified Black applicants with no selections.
- Information Technology Specialist 2210 (female)
  - Overall, there were 95 qualified Black applicants with two (2) male selections.

*\*This data does not include all selections for major occupations that are above the CLF or any other job titles and series.*

**Table A8 Overall New Hires is listed in the workforce data table analysis.**

**Table A9 for Internal Competitive Promotions for Major Occupations** There were no Black males or Black females who qualified for internal competitive promotions.

**Table A10 Selections for Non-Competitive Promotion**

There were five (5) Black males and four (4) Black females selected for a non-competitive promotion.

**Table A11 Internal Selections for Senior Level Positions (GS13/14, GS15, and SES)**

There were no internal Black selections for Senior Level Positions.

**Table A12 does not exist.** Table 12 was merged with table 13 by EEOC.

**Table A13 Employee Awards**

In FY2023, 30 Black males received a cash award of \$501 or more and zero (0) Black males received a QSI. There were 54 Black females who received a cash award of \$501 or more and one (1) female received a QSI.

**Table A14 Separations**

There were seven (7) Black separations, one (1) Black male and six (6) Black females.

**Trigger Analysis for Blacks**

- Black males and females were below the OCLF within all the major occupations.

## **Asians at CPSC**

**Table A1 and A2 Total Permanent Workforce by Race/Ethnicity and Sex**

In FY2023 there were 38 Asian males and 35 Asian females. The percentage of Asian males (6.9 percent) was above the CLF at (2.19 percent) and the percentage of Asian females (6.3 percent) was also above the CLF at (2.18 percent). The number of Asian males decreased by two (2) in FY23 and Asian females increased by three (3) in FY2023.

**Table A3 is listed in the workforce data table analysis.**

**Table A4-1 and A4-2 Participation Rates by Grades (GS-13 and above)**

There were 35 Asian males and 22 Asian females at the GS-13 level and above, with one (1) Asian male represented in the SES.

**Table A5 CPSC does not use this table because it reviews wage grades.**



### **Table A6 Participation Rates for Major Occupations**

Within CPSC MD-715 major occupations, Asians were **below** the OCLF in the areas of:

- Miscellaneous Administration 0301 (female)
- General Attorney 0905 (male)
- General Inspection, Investigation & Compliance 1801 (female)

### **Table A7 Applicants and Selections for Major Occupations**

Among those selected in FY2023, qualified Asian applicants were selected **below** the CLF in the areas of:

- Miscellaneous Administration 0301 (males and females)
  - Overall, there were two (2) qualified Asian applicants with zero (0) selections.
- Mechanical Engineer 0830 (males)
  - Overall, there were 17 qualified Asian applicants with one (1) Asian female selection.
- General Attorney 0905 (male)
  - Overall, there were 32 qualified Asian applicants with one (1) Asian female selection.
- General Inspection, Investigation & Compliance 1801 (female)
  - Overall, there were 77 qualified Asian applicants with one (1) Asian male selection.

*\*This data does not include all selections for major occupations that are above the CLF or any other job titles and series.*

**Table A8 is listed in the workforce data table analysis.**

### **Table A9 Selections for Internal Competitive Promotions for Major Occupations**

There was one (1) Asian male and zero (0) Asian females who qualified for internal competitive promotions, none were promoted.

### **Table A10 Selections for Non-Competitive Promotion**

There was one (1) Asian male and nine (9) Asian females selected for a non-competitive promotion.

### **Table A11 Internal Selections for Senior Level Positions (GS13/14, GS15, and SES).**

There were no internal Asian selections for Senior Level Positions.

**Table A12 does not exist.** Table 12 was merged with table 13 by EEOC.

### **Table A13 Employee Awards**

In FY2023, 27 Asian males received a cash award of \$501 or more. There were two (2) Asian males who received a QSI. There were 27 Asian females that received a cash award of \$501 or more. There were zero (0) Asian females that received a QSI.

### **Table A14 Separations**

There were sixteen (16) separations, seven (7) Asian males and nine (9) Asian females.

### **Trigger Analysis for Asians**

Asians are below the OCLF in the following major occupations:

- Miscellaneous Administration 0301 (males and females)
- Mechanical Engineer 0830 (males)
- General Attorney 0905 (male)
- General Inspection, Investigation & Compliance 1801 (female)

Asian males and females were below the OCLF within most of the major occupations.

## **Native Hawaiian or Pacific Islanders (NHOPI) at CPSC**

### **Table A1 and A2 Total Permanent Workforce by Race/Ethnicity and Sex**

In FY2023, there was one (1) NHOPI male and one (1) NHOPI female. The percentage of NHOPI males (0.2 percent) was above the CLF (0.08 percent) and the percentage of NHOPI females (0.2 percent) was above the CLF (0.08 percent). There were no changes in the number of NHOPI male and female employees in FY2023.

**Table A3 is listed in the data table analysis.**

### **Table A4-1 and A4-2 Participation Rates by Grades (GS-13 and above)**

There were two (2) NHOPI employees at the GS-13 level and above.

**Table A5 CPSC does not use this table because it reviews wage grades.**

### **Table A6 Participation Rates for Major Occupations**

Within CPSC's MD-715 major occupational categories, NHOPI were below the OCLF in the areas of:

- Miscellaneous Administration 0301 (males and females)
- Management Program Analysis 0343 (males and females)
- Mechanical Engineering 0830 (males and females)
- Information Technology Specialist 2210 (males and females)
- General Attorney 0905 (males and females)

## **Table A7 Applicants and Selections for Major Occupations**

Among those selected in FY2023, qualified NHOPI applicants were selected **below** the CLF in the areas of:

- Management Program Analyst 0343 (males and females)
  - Overall, there were two (2) qualified NHOPI female applicants with no selections.
- General Inspection, Investigation & Compliance 1801 (males and females)
  - Overall, there were four (4) qualified NHOPI male applicants with no selections.
- Information Technology Specialist 2210 (males and females)
  - Overall, there was one (1) qualified NHOPI male applicant with no selections.
- Miscellaneous Administration 0301 (males and females)
  - Overall, there were no qualified NHOPI applicants.
- Mechanical Engineering 0830 (males and females)
  - Overall, there were no qualified NHOPI applicants.
- General Attorney 0905 (males and females)
  - Overall, there were no qualified NHOPI applicants.

*\*This data does not include all selections for major occupations that are above the CLF or any other job titles and series.*

**Table A8 is listed in the data table analysis.**

## **Table A9 Selections for Internal Competitive Promotions for Major Occupations**

There were no NHOPI selections for internal promotions.

## **Table A10 Selections for Non-Competitive Promotion**

There were no NHOPI employees selected for non-competitive promotions.

## **Table A11 Internal Selections for Senior Level Positions (GS13/14, GS15, and SES)**

There were no NHOPI selections for Senior Level Positions.

**Table A12 does not exist.** Table 12 was merged with table 13 by EEOC.

## **Table A13 Employee Awards**

In FY2023, one (1) NHOPI male and one (1) NHOPI female employee received a cash award of \$501 or more and zero (0) NHOPI employees received a QSI.

## **Table A14 Separations**

There were no NHOPI separations.

## **Trigger Analysis for NHOPI**

- There was low overall representation of NHOPI employees in all areas of analysis.

## **American Indian/Alaska Natives (AIAN) at CPSC**

### **Table A1 and A2 Total Permanent Workforce by Race/Ethnicity and Sex**

In FY2023, there were two (2) AIAN males and one (1) AIAN female. The percentage of AIAN males (0.4 percent) was above the CLF (0.31 percent) and AIAN females (0.2 percent) were below the CLF (0.31 percent). There was no change in the number of AIAN employees in FY2023.

**Table A3 is listed in the workforce data table analysis.**

### **Table A4-1 and A4-2 Participation Rates by Grades (GS-13 and above)**

There was one (1) AIAN male and one (1) AIAN female at the GS-13 level and above. There were no AIAN employees in the SES.

**CPSC does not use Table A5 because it reviews wage grades.**

### **Table A6 Participation Rates for Major Occupations**

Within CPSC's MD-715 major occupations, AIAN were **below** the OCLF in the areas of:

- Miscellaneous Administration 0301 (males and females)
- Management Program Analyst 0343 (females)
- Mechanical Engineering 0830 (males and females)
- General Attorney 0905 (males and females)
- General Inspection, Investigation & Compliance 1801 (females)
- Information Technology Specialist 2210 (males and females)

### **Table A7 Applicants and Selections for Major Occupations**

Among those selected in FY2023, qualified AIAN applicants were **below** the CLF in the areas of:

- General Attorney 0905 (male and female)
  - Overall, there were six (6) qualified AIAN male applicants with no selections.
- General Inspection, Investigation & Compliance 1801 (males and females)
  - Overall, there were three (3) qualified AIAN male applicants and three (3) qualified AIAN female applicants with no selections.
- Information Technology Specialist 2210 (male and female)
  - Overall, there were no qualified applicants.
- Miscellaneous Administration 0301 (male and female)

- Overall, there were no qualified applicants.
- Management Program Analyst 0343 (male and female)
  - Overall, there were no qualified applicants.
- Mechanical Engineering 0830 (male and female)
  - Overall, there were no qualified applicants.

*\*This data does not include all selections for major occupations that are above the CLF or any other job titles and series.*

**Table A8 is listed in the workforce data table analysis.**

**Table A9 Selections for Internal Competitive Promotions for Major Occupations**

There were no AIAN selections for internal competitive promotions.

**Table A10 Selections for Non-Competitive Promotion**

There were no AIAN selections for non-competitive promotions.

**Table A11 Internal Selections for Senior Level Positions (GS13/14, GS15, and SES)**

There were no AIAN selections for senior level positions.

**Table A12 does not exist.** Table 12 was merged with table 13 by EEOC.

**Table A13 Employee Awards**

In FY2023, two (2) AIAN males received a cash award of \$501 or more. There was one (1) AIAN male who received a QSI. There was one (1) AIAN female who received two (2) cash awards of \$501 or more. There were no QSI's given to AIAN females.

**A14 Separations**

There was one (1) AIAN male separation.

**Trigger Analysis for AIAN**

- There was low overall representation of AIAN employees in all areas of analysis.

## Two or more Races (Two + Races) at CPSC

### Table A1 and A2 Total Permanent Workforce by Race/Ethnicity and Sex

In FY2023, there were two (2) Two + Races males and zero (0) Two + Races females. The percentage of Two + Races males (0.4 percent) was below the CLF (1.05 percent) and the percentage of Two + Races females (0.00 percent) was below the CLF (1.05 percent). The number of Two + Races males and females remained the same in FY2023.

**Table A3 is listed in the workforce data table analysis.**

### Table A4-1 and A4-2 Participation Rates by Grades (GS-13 and above)

There were two (2) Two + Races males at the GS-13 level and above, with no Two + Races employees in the SES.

**CPSC does not use Table A5 because it reviews wage grades.**

### Table A6 Participation Rates for Major Occupations

Within CPSC's MD-715 major occupations, Two + Races were **below** the OCLF in the areas of:

- Miscellaneous Administration 0301 (males and females)
- Management Program Analyst 0343 (males and females)
- Mechanical Engineering 0830 (male and females)
- General Attorney 0905 (males and females)
- General Inspection, Investigation & Compliance 1801 (males and females)
- Information Technology Specialist 2210 (males and females)

### Table A7 Applicants and Selections for Major Occupations

Among those selected in FY2023, qualified Two + Races applicants were hired **below** the CLF in the areas of:

- Management Program Analyst 0343 (males and females)
  - Overall, there were two (2) qualified Two + Races male applicants and three (3) female applicants with no selections.
- Mechanical Engineering 0830 (females)
  - Overall, there were four (4) qualified Two + Races male applicants with one (1) male selection.
- General Attorney 0905 (male and female)
  - Overall, there were two (2) qualified Two + Races female applicants with no selections.
- General Inspection, Investigation & Compliance 1801 (males and females)
  - Overall, there were seven (7) qualified Two + Races male applicants and four (4) qualified Two + Races female applicants with no selections.

- Information Technology Specialist 2210 (males and females)
  - Overall, there was one (1) qualified Two + Races male applicant and two (2) Two + Races female applicants with no selections.
- Miscellaneous Administration 0301 (male and female)
  - Overall, there were no qualified applicants.

*\*This data does not include all selections for major occupations that are above the CLF or any other job titles and series.*

**Table A8 is listed in the workforce data table analysis.**

**Table A9 Selections for Internal Competitive Promotions for Major Occupations**

There were no Two + Races selections for internal competitive promotions.

**Table A10 Selections for Non-Competitive Promotion**

There were no Two + Races selected for non-competitive promotions.

**Table A11 Internal Selections for Senior Level Positions (GS13/14, GS15, and SES)**

There were no Two + Race selections for senior level positions.

**Table A12 does not exist.** Table 12 was merged with table 13 by EEOC.

**Table A13 Employee Awards**

In FY2023, two (2) Two + Races males received a cash award of \$501 or more and no Two + Races employees received a QSI.

**Table A14 Separations**

There were no separations of Two + Races employees.

**Trigger Analysis for Two + Races**

- There was low overall representation of Two + Races employees in all areas of analysis.

# Workforce B Tables Data Analysis

## Disability

The total permanent workforce of CPSC employees with disabilities is analyzed in this report. The data collected for these data tables are generated by self-reporting on the Standard Form 256. It is important to note that disclosure of a disability is voluntary. All analyses are based on data as of September 30, 2023.

### **Table B1 and B2 Total Permanent Workforce Employees with Disabilities**

In FY2023, CPSC's total permanent workforce of employees with disabilities was 58 (52 with disability and 6 with targeted disability), compared to 59 in FY2022.

In accordance with Executive Order 13548, the Federal Government has a goal that each agency should have two percent of its workforce consisting of people with targeted disabilities. This report analyzed all employees with disabilities including employees with targeted disabilities. Additionally, employees with targeted disabilities were analyzed separately.

CPSC's total targeted disability workforce is 1.08%. Targeted disabilities are serious health conditions that include but are not limited to developmental disabilities, deafness, blindness, missing extremities, partial paralysis, complete paralysis, epilepsy, intellectual disabilities, psychiatric disabilities, and dwarfism.

**Table B3 is listed in the workforce data table analysis.**

### **Table B4-1 and B4-2 Participation Rates for General Schedule (GS) Grades**

Employees with disabilities are represented in most of the GS levels. There were no employees with disabilities in the following grade levels:

- GS-04
- GS-05
- GS-07
- GS-08



Among the employees with disabilities, there were no employees with targeted disabilities in the following grade levels:

- GS-03
- GS-04
- GS-05
- GS-06
- GS-07
- GS-08
- GS-09
- GS-11
- GS-14

Employees with targeted disabilities were in the following grade levels:

- GS-12
- GS-13
- GS-15
- SES

#### **Trigger Analysis for Participation Rates for General Schedule**

- Among the employees with disabilities, employees with targeted disabilities were not represented in most grade levels.

**Table B5 CPSC does not use this table because it reviews wage grades.**

#### **Table B6 Participation Rates for Major Occupations**

Employees with disabilities are represented in the following occupations:

- Miscellaneous Administration & Program (0301)
- Management and Program Analysis (0343)
- Mechanical Engineering (0830)
- General Attorney (0905)
- General Inspection, Investigation & Compliance (1801)
- Information Technology Management (2210)

Among the employees with disabilities, employees with targeted disabilities are represented in the following major occupation:

- General Inspection, Investigation & Compliance (1801)

Among the employees with disabilities, employees with targeted disabilities are not represented in the following major occupations:

- Miscellaneous Administration & Program (0301)
- Management and Program Analysis (0343)
- Mechanical Engineering (0830)
- General Attorney (0905)
- Information Technology Management (2210)

#### Trigger Analysis for Participation Rate for Major Occupations

- There is low representation of employees with targeted disabilities in the major occupations.

#### **Table B7 Applicants and Selections for Major Occupations**

There were zero (0) selections using the Schedule A hiring authority.

Employees with disabilities were selected in the following major occupations:

- General Inspection, Investigation & Compliance (1801)

There was one (1) individual with a disability who identified as having a targeted disability and was selected for a major occupation.

*\*This data does not include all selection for other job titles and series.*

**Table B8 Overall New Hires is listed in the workforce data table analysis.**

#### **Table B9 Selections for Internal Competitive Promotions for Major Occupations**

There were no individuals with a disability that qualified for internal competitive promotions.

#### **Table B10 Selections for Non-Competitive Promotion**

There were 74 employees in the workforce who were selected for non-competitive promotions. Among those employees, there were 52 employees with no disabilities, 12 employees who did not self-identify, and ten (10) employees with a disability.

#### **Table B11 Internal Selections for Senior Level Positions (GS13/14, GS15, and SES).**

There were no individuals with disabilities selected for senior level positions.

**Table B12 does not exist.** Table 12 was merged with table 13 by EEOC.

**Table B13 Employee Recognition and Awards**

Cash awards up to \$500 were given to four (4) employees with a disability. Cash awards of \$501 or more were given to 46 employees with a disability, and among those employees, four (4) had targeted disabilities. Three (3) employees with a disability received a QSI.

**Table B14 Separations-Distribution by Disability**

There was a total of 61 separations in the workforce. Among those separations, four (4) were employees with disabilities, among those employees, one (1) had a targeted disability and 47 with no disabilities. There were ten (10) employees who did not self-identify.

**Table B1 Total Permanent Workforce**

Disability Status	FY2023		FY2022	
	#	%	#	%
Total Workforce	552	100%	540	100%
No Disability	449	81.34%	458	84.8%
Disability	52	9.42%	51	9.4%
Not Identified	45	8.15%	39	7.02%
Targeted Disability	6	<b>*1.08%</b>	8	<b>*1.48%</b>

\*The government-wide goal is (2 percent).

The following information reflects the type and number of CPSC employees with targeted disabilities:

<b>TYPE OF TARGETED DISABILITY</b>	<b># EMPLOYEES</b>
Developmental Disability	1
Deaf or Serious Difficulty Hearing	1
Blind or Serious Difficulty Seeing	1
Epilepsy or other Seizure Disorders	1
Significant Psychiatric Disorder	2

**Table B2 Total Permanent Workforce by Component**

In FY2023, CPSC had a total of 58 permanent employees with disabilities, among those employees, six (6) have targeted disabilities.

**Table B3-1 Occupational Categories**

<b>Occupational Category</b>	<b>Total</b>	<b>Targeted Disabilities</b>	<b>Not Identified</b>	<b>Disabilities</b>	<b>No Disability</b>
Executives/Senior Level	<b>78</b>	2	5	8	63
Mid-Level (GS 13-14)	<b>34</b>	0	2	3	29
Professionals	<b>421</b>	4	38	36	343
Technicians	<b>3</b>	0	0	0	3
Administrative Support	<b>16</b>	0	0	5	11

**Table B4-1 and B4-2 Participation Rates for GS Grades**

General Schedule	Total	Not Identified	No Disability	Targeted Disability	Disability
GS-03	1	0	0	0	1
GS-05	2	0	2	0	0
GS-06	2	0	1	0	1
GS-07	10	1	9	0	0
GS-08	1	0	1	0	0
GS-09	18	2	15	0	1
GS-11	35	5	25	0	5
GS-12	97	9	73	2	13
GS-13	226	17	190	2	17
GS-14	82	6	70	0	6
GS-15	58	4	47	1	6
Senior Executive Service	20	1	16	1	2

**Table B4-1 Participation Rates for GS Grades**

CPSC had a total of six (6) permanent employees with a targeted disability between Grade 12 through Senior Executive Service.

GS LEVEL	TOTAL	NOT IDENTIFIED	NO DISABILITY	TARGETED DISABILITY	DISABILITY
GS-12	97	9	73	2	13
GS-13	226	17	190	2	17
GS-14	82	6	70	0	6
GS-15	58	4	47	1	6
SES	20	1	16	1	2

Table B5-1 and B5-2 CPSC does not use this table because it reviews wage grade.

**Table B6 Participation Rates for Major Occupations**

<b>Occupational Series</b>	<b>Total</b>	<b>Not Identified</b>	<b>No Disability</b>	<b>Targeted Disability</b>	<b>Disability</b>
<b>0301- Miscellaneous Administration &amp; Program</b>	<b>22</b>	<b>0</b>	<b>19</b>	<b>0</b>	<b>3</b>
<b>0343- Management Program</b>	<b>51</b>	<b>7</b>	<b>41</b>	<b>0</b>	<b>3</b>
<b>0830- Mechanical Engineering</b>	<b>24</b>	<b>2</b>	<b>21</b>	<b>0</b>	<b>1</b>
<b>0905- General Attorneys</b>	<b>56</b>	<b>6</b>	<b>47</b>	<b>0</b>	<b>3</b>
<b>1801- General Inspection, Investigation &amp; Compliance</b>	<b>158</b>	<b>15</b>	<b>121</b>	<b>3</b>	<b>19</b>
<b>2210- Information Technology Management</b>	<b>38</b>	<b>2</b>	<b>34</b>	<b>0</b>	<b>2</b>

**Table B7 Applicants and Selections for Major Occupations**

**Miscellaneous Administration & Program (0301)**

There were two (2) qualified applicants with disabilities both identifying as having a targeted disability; however, neither was selected.

**Management Program Analyst (0343)**

There were nine (9) qualified applicants with disabilities, among those five (5) identified as having targeted disabilities; however, none were selected.

**Mechanical Engineer (0830)**

There were four (4) qualified applicants with disabilities all who identified as having targeted disabilities; however, none were selected.

### **Trial Attorney (General) (0905)**

There were 43 qualified applicants with disabilities, among those 33 identified as having targeted disabilities; however, none were selected.

### **General Inspection, Investigation & Compliance (1801)**

There was one (1) qualified applicant with a disability who identified as having a targeted disability who was selected.

### **Information Technology Management (2210)**

There was one (1) qualified applicant with a disability that identified as having a targeted disability; however, there were no selections.

### **Table B8 New Hires by Type of Appointment**

There was a total of 78 permanent new hires in the workforce. Among them, four (4) were individuals with disabilities, including one (1) with a targeted disability. Sixteen (16) new hires did not self-identify as having a disability, and 58 hires had no disabilities.

### **Table B9 Selections for Internal Competitive Promotions for Major Occupations**

There were no qualified applicants who identified as having a disability. There were three (3) selections for internal competitive promotions that did not self-identify.

### **Table B10 Non-Competitive Promotions – Time in Grade**

<b>Time In Excess of Minimum</b>	<b>Grand Total</b>	<b>NO DISABILITY</b>	<b>TARGETED DISABILITY</b>	<b>DISABILITY</b>	<b>Not Identified</b>
<b>-1 – 12 Months</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>13 – 24 Months</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>25 + Months</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>
<b>&lt; 1 month</b>	<b>62</b>	<b>45</b>	<b>0</b>	<b>6</b>	<b>11</b>

### **Table B11 Internal Selections for Senior-Level Positions (GS-13, GS-14, GS-15, and SES)**

<b>GRADE LEVEL</b>	<b>% NO DISABILITY</b>	<b>% TARGETED DISABILITY</b>	<b>% DISABILITY</b>
<b>GS-13</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>GS-14</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>GS-15</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>SES</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

\*\*There were three (3) individuals that were selected at the GS-13 level who did not identify.

**Table B12 does not exist.** Table 12 was merged with table 13 by EEOC.

**Table B13 Employee Recognition and Awards**

There were four (4) employees with disabilities and zero (0) employees with targeted disabilities who received Cash awards up to \$500.

There were (46) employees with disabilities, including four (4) employees with targeted disabilities who received Cash awards of \$501 or more.

There were three (3) employees with disabilities who received Quality Step Increases, among those, none were individuals with a targeted disability.

		Total	Not Identified	No Disability	Targeted Disabilities	Disability
Total Cash Awards \$500 and under	#	30	1	25	0	4
Total Cash Awards \$500 and more	#	464	25	393	4	42
Quality Step Increases (QSI)	#	11	0	8	0	3



**Table B14 Separations by Type of Separation**

Type Of Separation		Grand Total	CONSUMER PRODUCT SAFETY COMMISSION			
			Total by Disability			
			(01) Not Identified	(04, 05) NO DISABILITY	Targeted Disabilities	(02, 03, 06-99) Disability Total
Voluntary	#	61	10	47	1	3
	%	100.00%	16.39%	77.05%	1.64%	4.92%
<b>Total Separations</b>		<b>61</b>	<b>10</b>	<b>47</b>	<b>1</b>	<b>3</b>

**Conclusion**


CPSC is proud of its accomplishments and continues to focus on diversity recruiting, employee engagement and advancement and workforce planning, as well as taking steps to attract and retain a diverse workforce. The agency strives to maintain a model EEO program by promoting equal opportunity for all employees.

Some of the accomplishments in FY2023 include:

- Conducted agency sixth annual DEIA Summit.
- Awarded a contract to an outside vendor to establish the DEIA Council.
- Hosted commemorative special emphasis month events.
- Conducted targeted recruiting for vacancies for mission critical full-time positions.
- Completed all items on the DEIA Strategic Plan.

Some of the goals for FY2024 include:

- Establish a DEIA council.
- Create Standard Operation Procedures for Special Emphasis Programs.
- Update OEEODI internal SharePoint site to include DEIA information for agency staff.
- Partner with the engagement team to conduct an engagement activity during two (2) special emphasis month programs.
- Conduct the seventh annual DEIA Summit.

I,	BRITTANY WOOLFOLK, EEO/DIO DIRECTOR, GS-0260-15		am the
	(Insert name above)	(Insert title/series/grade above)	official
Principal Director/Official for	EEO	CONSUMER PRODUCT SAFETY COMMISSION	
<p>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.</p> <p>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.</p> <p>I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.</p>			
		BRITTANY WOOLFOLK	 Digitally signed by BRITTANY WOOLFOLK Date: 2024.05.14 14:41:28 -04'00'
Signature of Principal EEO Director/Official	Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.		Date
Signature of Agency Head or Agency Head Designee	Alexander Hoehn- Digitally signed by Alexander Hoehn-Saric Saric Date: 2024.04.29 11:58:42 -04'00'		Date

