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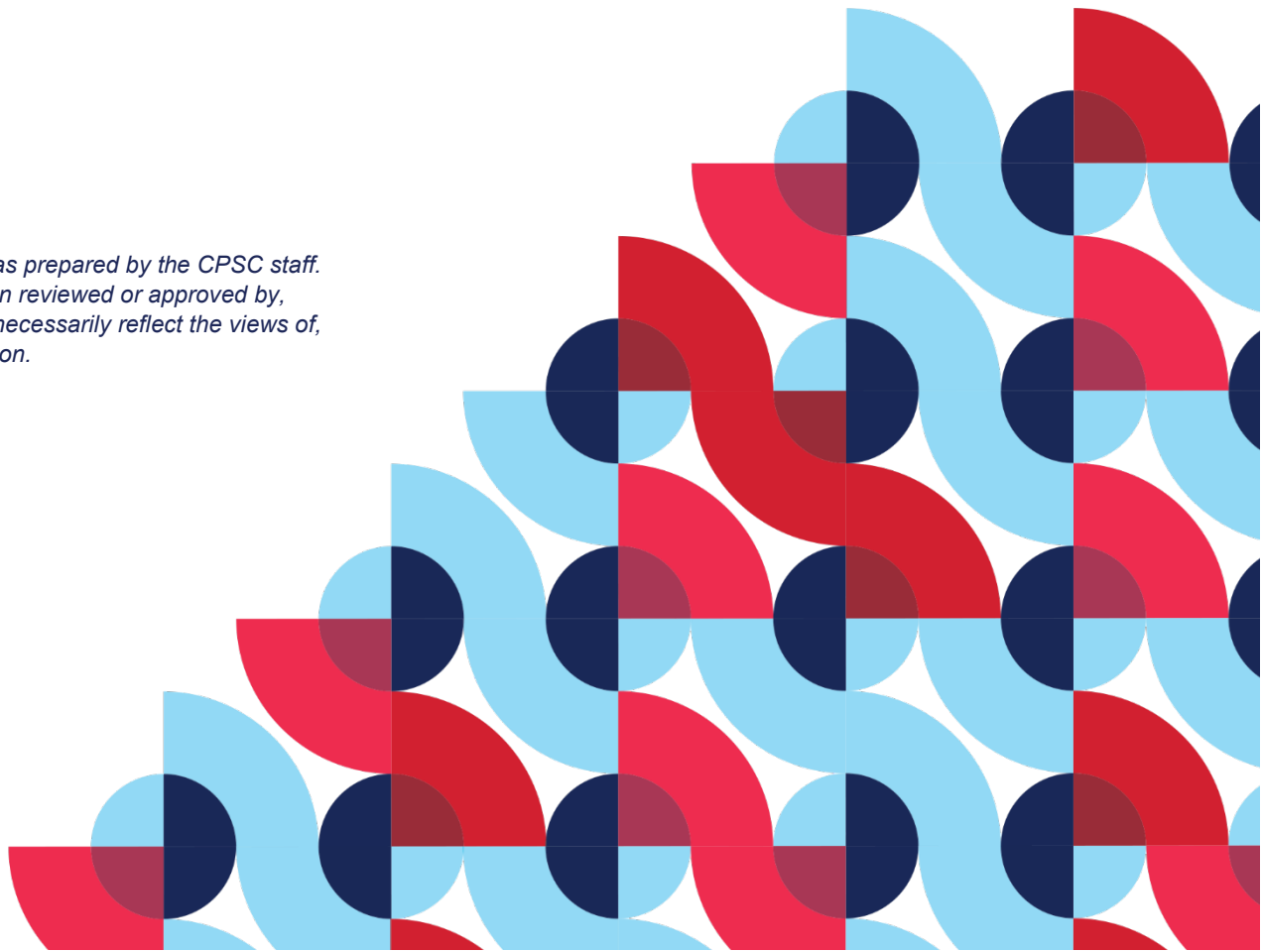
Consumer Product Safety Commission

FY2022 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 necessarily 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). In addition to the CPSA, CPSC also administers other laws such as the Federal Hazardous Substances Act, the Flammable Fabrics Act, the Poison Prevention Packaging Act, the Refrigerator Safety Act, the Virginia Graeme Baker Pool and Spa Safety Act, the Children's Gasoline Burn Prevention Act, the Children's Nicotine Poisoning Prevention Act, and the Drywall Safety Act. 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.

CPSC's Office of Equal Opportunity, Diversity & Inclusion consists of:

- Director
- EEO Specialist

Essential Element A: Demonstrated Commitment from Agency Leadership

In FY2022, the CPSC reaffirmed its commitment to Equal Employment Opportunity (EEO) and a discrimination free workplace. Among the highlights, the following items were noted:

- Developed a new Diversity, Equity, Inclusion, Accessibility and Safety Plan in response to Executive Order 14035.
- Continued to support Executive Order 13895, "Advancing Racial Equity and Support for Underserved Communities Through the Federal Government" agencywide plan.

- Developed new policies requiring mandatory training for managers on ADR.
- The Office of Equal Employment Opportunity & Minority Enterprise was rebranded. The office is now the Office of Equal Opportunity, Diversity & Inclusion. Additionally, the EEO/DEIA Director will now also serve as the EEO and Diversity and Inclusion Officer. The CPSC Chair issued policy letters to all CPSC employees on February 2, 2022. 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. CPSC prominently displays EEO information, processes, and contacts for filing a complaint in various locations where employees regularly congregate (e.g., break rooms and common areas).
- The Chairman’s office met with the EEO staff bi-monthly. During the meetings, the EEO staff discussed the EEO office accomplishments as well as any identified needs. The EEO staff met with the CPSC Executive Director, Office of General Counsel representative and the HR Director weekly to review day-to-day operations ensuring the continuance of a model EEO program. The EEO/DEIA Director attended weekly senior staff meetings to ensure all senior staff is updated on EEO 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 fiscal year FY 2018-FY2022 Strategic Plan, “Strategic Goal 1 Workforce: *Cultivate the Most Effective Consumer Product Safety Workforce*”.

The CPSC 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 2018-2022 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 FY2022.

To fully integrate EEO and DEIA into CSPC’s strategic mission, the EEO/DEIA Director reported directly to the Chairman and had regular and open access to all senior management officials.

Diversity Recruiting

The EEO Office, collateral duty Special Emphasis Program Managers (SEPM) and hiring managers collaborated to conduct targeted recruiting in all CPSC Directorates. The vacancies were advertised within 16 diverse professional organizations and the Bender list was reviewed for applicants. Additionally, the EEO Office partnered with Human Resources and the Communications Offices to distribute employment information at job fairs.

Internship Program

Internship programs have played a critical role in securing a diverse pool of applicants to build the applicant pool and fill mission-critical positions. In FY2022, CPSC continued to utilize the Student Pathways program, conducted targeted intern recruiting at diverse colleges, hosted lab tours and provided volunteer opportunities for various high school students. There were nine (9) summer interns hired in FY2022. Among those interns, two (2) were African American.

Employees with Disabilities

In FY2022, disability hires increased from five (5) to ten (10) new employees and targeted disability hires remained the same with one (1) employee hired for positions within major occupations. There was one (1) hire under Schedule A authority.

Of note, in accordance with Executive Order 13548, the Federal Government has a goal that each agency should have two percent of its workforce consist of people with targeted disabilities. CPSC total targeted disability workforce is 0.6% away from reaching the Federal Government's goal. 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 21 reasonable accommodation requests in FY2022.

Essential Element C: Management and Program Accountability

Employee Development and Training

Employee development and training continued to be a focus area for CPSC. The EEO Office hosted the fifth annual CPSC Diversity Summit in July 2022, 75% of the workforce attended the virtual trainings. The trainings subjects were:

- “Redefining Neurodiversity in the Workplace”
- “Is there a Class Ceiling?”

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, agencies, and leaders. Overall, CPSC FEVS response rate for 2022 was 81.95% as compared to government wide rate of 35.26%.

CPSC conducted the following initiatives:

- Sending out new employee welcome emails
- CPSC Newsletter
- What’s on your mind?
- Executive Director acknowledged work anniversaries
- FEVS –Organizational Specific Result
- Coaching Program
- Flexible work schedules

Exit Survey

There were 79 voluntary separations and 45 employees completed the Exit Survey. Of those who provided a reason for the separation, 20 percent left due to a promotion opportunity outside of the agency, 10 percent retired and 5 percent for increased ability to telework.

Essential Element D: Proactive Prevention of Unlawful Discrimination

Special Emphasis Program

The Special Emphasis Program was managed within the EEO office by the EEO Specialist. The EEO Specialist served as the Disability Program Manager. Other employees, in a collateral duty capacity, served as the Black, Women, Hispanic, Veteran and Asian program managers. To emphasize the importance of diversity, the EEO office hosted events to celebrate various commemorative heritage months. All events were broadcast throughout the agency online to ensure full participation from all employees.

EEODI hosted the following events:

Black History Month

The theme was “*Black Health and Wellness.*” The EEO office distributed several emails dedicated to Black History. We shared a Black History Month jeopardy game, shared a Black health and wellness flyer, Black history puzzle, and invitations for the agency to join virtual webinars to partake in honoring the month.

Women’s History Month

The theme was “*Providing Healing, Promoting Hope.*” To celebrate, our office distributed an email that gave tribute to the ceaseless work of caregivers and frontline workers during this ongoing pandemic and also a recognition of the thousands of ways that women of all cultures have provided both healing and hope throughout history. Our office also provided a link to explore online exhibitions with the National Women’s History Museum.

Holocaust Remembrance Day/Days of Remembrance

The workforce received an article via email and link to participate in the Federal Inter-Agency Holocaust Remembrance Committee’s Program. The program featured Holocaust survivors Susan Warsinger and Rachel (Rae) Goldfarb with Dr. Edna Friedberg from the U.S. Holocaust Memorial Museum as the moderator.

Pride Month

The theme was “*The Fight Continues.*” Distributed through emails were ways to learn about important social history of the LGBTQ community and suggestions of way to celebrate pride month.

Asian American and Pacific Islander Month

The theme was “*Advancing Leaders Through Purpose-Driven Service*”. The EEO Office distributed several AAPI events to open the month. Information was sent out to the agency providing links to virtual events throughout the month. Additionally, to celebrate virtually, we sent out a series of quizzes, listing of books and movies of AAPI creators.

Hispanic Heritage Month

The theme was, “*Unidos: Inclusivity for a Stronger Nation.*” In keeping with the theme, the EEO office distributed by e-mail an article reinforcing the need to ensure diverse voices and perspectives are welcomed in the decision-making processes, thereby helping to build stronger communities and a stronger Nation. A link by google arts and culture of 10 inspiring Latinas who have made history was also provided.

National Disability Employment Awareness Month

The theme was “*Disability: Part of the Equity Equation.*” The EEO office distributed by e-mail an article honoring people with disabilities, their contributions to the economy, and our commitment to equity for all people with all ability levels. We also provided information by sharing a link to the Job Accommodation Network’s website regarding “*Disability Awareness to Increase your Comfort, Confidence, and Competence*”.

Veterans Day

The EEO Office, in cooperation with the Combined Federal Campaign, presented a Veterans Appreciation “yearbook” the week of Veterans Day. This yearbook featured photographs and brief biographies of all CPSC veterans who elected to participate. Additionally, the EEO Office distributed an agency wide Veterans Appreciation newsletter with short informative articles including information about and for veterans and identifying resources available for veterans in crisis.

National American Indian Heritage Month

The theme for the year was “*In Our Voices.*” The EEO Office sent out an article via email to honor diverse and rich cultures, histories, and traditions and to appreciate the great contributions of the Native Americans. The office also shared a link for the workforce to learn about the Native Americans in Maryland.

Alternative Dispute Resolution (ADR)

CPSC has an efficient and fair dispute resolution process. In FY2022, ADR was offered 100 percent of the time. Two (2) complainants participated in mediation; one of the two complaints were not resolved. Additionally, the EEODI office developed a new policy requiring all managers to attend ADR training annually. There was 100% participation.

Essential Element E: Efficiency

Complaint Activity

The EEO office oversaw the complaint process. Due to the small size of the EEO office, the office utilized EEO contractors to investigate sensitive informal and all formal complaints to avoid any conflict of interest. In FY2022, the total number of EEO complaints increased by one (1) from FY2021. There was one (1) informal and one (1) formal complaint. The bases for complaints included sex, race, color, national origin, and association with a disabled individual. Each case was completed in a timely manner.

Essential Element F: Responsiveness and Legal Compliance

Analysis of Workforce Profile

In FY2022, CPSC's workforce total (permanent and temporary employees) was 556 and in FY2021 it was 546, a (1.83 percent) net increase. In FY2022, CPSC's total workforce increased by 10 employees. The permanent workforce was 540 in FY2022 and 528 in FY2021, representing a (2.27 percent) net increase.

Of note, at the end of FY2022 there were sixteen (16) temporary employees. Most of those employees were interns. A detailed analysis on the FY2022 temporary employees' data tables was not included in this report. This report analyzes the permanent workforce.

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 the Civilian Labor Force (CLF) as a comparator. 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 the CPSC.

Total Permanent Workforce – Distribution by Race/Ethnicity and Sex

EEO Group	Total Males	Total Females	Percent Males	Percent Females	Civilian Labor Force (CLF) Percentage Males	Civilian Labor Force (CLF) Percentage Females
Hispanic	16	20	3.1%	3.7%	6.82%	6.16%
White	184	145	34.1%	26.9%	35.65%	31.82%
Black	38	57	7.0%	10.6%	5.70%	6.61%
Asian	40	32	7.4%	5.9%	2.19%	2.18%
NHOPI	1	1	0.2%	0.2%	0.08%	0.08%
AIAN	2	1	0.4%	0.2%	0.31%	0.31%
2+ Races	2	0	0.4%	0.00%	1.05%	1.05%

Note: At the end of FY2022, the following groups fell below the CLF:

Gender Analysis

There was a decrease of one (1) male since FY2021, or a net change of (-1.00 percent) in the permanent workforce.

There was a decrease of one (1) female since FY2021, or a net change of (-1.00 percent) in the permanent workforce.

The total percentage of males (52.6 percent) was below the CLF (53.2 percent), and the total percentage of females (47.4 percent), was above the CLF (46.8 percent).

Representation of males

Total permanent workforce	FY2022 (52.6%)	FY2021 (56.0%)
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Representation of females

Total permanent workforce	FY2022 (47.4%)	FY2021 (48.2%)
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Based on this data, the male employees were lower than the CLF.

Hispanics at CPSC

Representation by Race/Ethnicity and Sex

Hispanic males fell below the CLF. The percentage of males (3.1 percent) was below the CLF (6.82 percent) and the percentage of females (3.7 percent) was below the CLF 6.16 percent). The number of males increased by two (2) and the number of females increased by one (1) in FY2022.

There was a total of seventeen (17) Hispanic employees at the GS-13 level and above, including one (1) female in the Senior Executive Service (SES).

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

Hires and Promotions

There was four (4) Hispanic males and two (2) Hispanic females hired. Among the FY2022 hires, qualified Hispanic applicants were hired below the CLF in the areas of:

- Miscellaneous Administration 0301 (male and female)
 - Overall there were six (6) qualified Hispanic applicants and three (3) non-Hispanic selection.
- Attorney 0905 (male)
 - Overall there were 67 qualified Hispanic applicants and one (1) female selection.
- General Inspection, Investigation & Compliance 1801 (female)
 - Overall there were 299 qualified applicants and nine (9) total selections with three (3) Hispanic males selections.
- Information Technology Specialist 2210 (female)
 - Overall there were 27 qualified applicants and one (1) male selection.

There was one Hispanic (1) male qualified for a non-competitive promotion, none were promoted. There were five (5) Hispanic females who qualified for a non-competitive promotion, none were promoted. There were no male or female selections for internal competitive promotions for major occupations.

Awards

There were 15 Hispanic males that received \$501 or more and zero (0) males received a QSI. Thirteen (13) Hispanic females received \$501 or more and one (1) female received a QSI.

Separations

There was a total of four (4) separations, two (2) Hispanic males and two (2) Hispanic females.

Triggers

- The participation rate of Hispanic Males and Females has a lower -than expected participation rate in the permanent workforce and in leadership positions.
- Lower new hire (entry rates)
- Lack of promotions of Hispanics to GS15 positions.
- Overall Hispanic male and female representation is below the CLF.

Whites at CPSC

Representation by Race/Ethnicity and Sex

The percentage of White males (34.10 percent) was below the CLF (35.65 percent) and the percentage of White females (26.9 percent) was below the CLF (31.82 percent). The number of White males increased by five (5) in FY2022.

There were 124 males and 97 females at the GS-13 level and above, with 12 males and two (2) females in the SES.

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

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

Selections and Promotions

There was 22 White males and 23 White females hired. Among the FY2022 selections, qualified White applicants were selected below the CLF in the areas of:

- Miscellaneous Administration 0301 (female)
 - Overall there were 19 qualified White applicants and one (1) male selection.
- Management Program Analyst 0343 (male and female)
 - Overall there were 228 qualified White applicants with one (1) male and two (2) female selections.

- Mechanical Engineer 0830 (male)
 - Overall there were 11 qualified White applicants with one (1) female selection.
- Information Technology Specialist 2210 (male)
 - Overall there were 83 total qualified White applicants with one (1) female selection.
- General Attorney 0905 (female)
 - Overall there were 250 total qualified White applicants with one (1) male selection.

There were seven (7) White males and twelve (12) White females selected for a non-competitive promotion.

Awards

In FY2022, 173 White males received a cash award of \$501 or more. There were six (6) White males that received a QSI. 144 White females received a cash award of \$501 or more. There were three (3) White females that received a QSI.

Separations

There was a total of 35 White separations, 22 White males and 13 White females.

Blacks at CPSC

Representation by Race/Ethnicity and Sex

The percentage of Black males (7.0 percent) was above the CLF (5.70 percent) and the percentage of Black females at (10.6 percent) was above the CLF (6.61 percent). The number of Black males increased by two (2) in FY22 and Black females increased by two (2) in FY2022.

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

- Mechanical Engineering 0830 (male and female)
- General Attorney 0905 (male)
- Information Technology Specialist 2210 (male)

There were 22 Black males and 35 Black females at the GS-13 level and above, with no Blacks in the SES.

Selections and Promotions

There was nine (9) Black males and six (6) Black females selected. Among the FY2022 selections, qualified Black applicants were selected below the CLF in the areas of:

- Mechanical Engineering 0830 (male and female)
 - Overall there were two (2) qualified Black applicants with no selections.
- General Attorney 0905 (male and female)
 - Overall there were 85 qualified Black applicants with no selections
- Information Technology Specialist 2210 (female)
 - Overall there were 133 qualified Black applicants with one (1) male selection.
- Miscellaneous Administration 0301 (male and female)
 - Overall there were 28 qualified Black applicants with no selections.

There were three (3) Black males and three (3) Black females selected for a non-competitive promotion. There were no Blacks selected for an internal senior level promotion.

Awards

In FY2022, 29 Black males received a cash award of \$501 or more and one (1) Black male received a QSI. There were 56 Black females who received \$501 or more and two (2) females received a QSI.

Separations

There was a total of 12 separations of Blacks, six (6) Black males and six (6) Black females.

Triggers

- Black male and female representation within some of the occupational and major occupations were below the OCLF.
- There are no representation of Blacks in the Executive/Senior Leader pay grades.

Asians at CPSC

Representation by Race/Ethnicity and Sex

The percentage of Asian males (7.4 percent) was above the CLF at (2.19 percent) and the percentage of Asian females (5.9 percent) was also above the CLF at (2.18 percent). The number of Asian males increased by two (2) in FY22 and females decreased by two (2) in FY2022.

There were 33 Asian males and 20 Asian females at the GS-13 level and above, with one (1) Asian male representation in the SES.

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

- Miscellaneous Administration 0301 (male and female)

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

Selections and Promotions

There were four (4) Asian males and ten (10) Asian females selected. Among the selections, qualified Asian applicants were selected below the CLF in the areas of:

- Miscellaneous Administration 0301 (female)
 - Overall there were 13 qualified Asian applicants with two (2) Asian male selections.
- General Attorney 0905 (male)
 - Overall there were 39 qualified Asian applicants and five (5) total selections with one (1) Asian female selection.
- General Inspection, Investigation & Compliance 1801 (male)
 - Overall there were 123 qualified Asian applicants with one (1) Asian female selection.

There were three (3) Asian males qualified for a non-competitive promotion and five (5) Asian females qualified for a non-competitive promotion. There were one (1) Asian male selected for an internal senior level promotion.

Awards

In FY2022, 29 Asian males received a cash award of \$501 or more. There was one (1) Asian male who received a QSI. There were 32 Asian females that received a cash award of \$501 or more. There were zero (0) Asian females that received a QSI.

Separations

There were thirteen (13) separations, two (2) Asian males and eleven (11) Asian females.

Triggers

- Asian male and female representation within some of the major occupations is below the OCLF.
- There is only one (1) representation of Asians in the Executive/Senior Leader pay grades.

Native Hawaiian or Pacific Islanders (NHOPI) at CPSC

Representation by Race/Ethnicity and Sex

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 FY2022.

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

- Executive/Senior Level Grades (male and female)
- Professionals (female)
- Technicians (male and female)
- Administrative Support workers (male and female)
- Service workers (male and female)

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

Selections and Promotions

There was a total of one (1) NHOPI internal non-competitive promotion, and zero (0) internal selections for senior level positions.

Awards

In FY2022, one (1) NHOPI female employee received a cash award of \$501 or more and zero (0) NHOPI employees received a QSI.

Separations

There were no NHOPI separations.

Trigger

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

American Indian/Alaska Natives (AIAN) at CPSC

Representation by Race/Ethnicity and Sex

The percentage of males (0.4 percent) was above the CLF (0.31 percent) and females (0.2 percent) were below the CLF (0.31 percent). There was no change in the number of AIAN employees in FY2022.

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

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

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

Selections and Promotions

There was one (1) AIAN employee selection for a non-competitive promotion, and zero (0) internal senior level promotions. There were 30 applicants that qualified for various positions; none were selected.

Awards

In FY2022, three (3) AIAN males received \$501 or more. There were two (2) AIAN females who was awarded \$500 or more. There were no QSI's given to AIAN males or females.

Separations

There were two (2) AIAN separations.

Triggers

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

Two or more Races (Two + Races) at CPSC

Representation by Race/Ethnicity and Sex

The percentage of Two + Races males (0.2 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 FY2022.

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

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

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

Selections and Promotions

In FY2022, there were no Two + Race selections. There were 31 applicants who qualified for various positions; none were selected.

There were no Two + Races who qualified for a non-competitive promotion, with no promotions.

Awards

In FY2022, one (1) Two + Races male received a cash award of \$501 or more and one (1) male received a QSI.

Separations

There were no separations of Two + Races employees.

Trigger

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

Participation for General Schedule (GS) and Senior Executive Service (SES)

GS Level	Total Male	Total Female	HM	HF	WM	WF	BM	BF	AM	AF	PIM	PIF	AIM	AIF	2+M	2+fF
GS-13	114	93	8	6	65	55	16	23	22	8	1	0	0	1	2	0
GS-14	46	38	0	1	30	20	4	8	11	8	0	1	1	0	0	0
GS-15	20	28	1	0	17	20	2	4	0	4	0	0	0	0	0	0
SES	13	3	0	1	12	2	0	0	1	0	0	0	0	0	0	0

*Note the following abbreviations and definitions: HM/HF = Hispanic Males/Females; WM/WF = White Males/Females; BM/BF = Black Males/Females; AM/AF =Asian Males/Asian Females; PIM/PIF = Pacific Islander or Native Hawaiian Males/Females; AIM/AIF = American Indian/Alaska Native Males/Females; and 2+M/F = Males/Females of Two + Races.

Employees with Disabilities

In FY2022, CPSC's employees with disabilities workforce total (permanent and temporary) was 51 and in FY2021 it was 49, a 1.0 percent net increase. During FY2022, CPSC's total workforce with disabilities increased by two (2) employees. The percentage of employees with targeted disabilities remained 1.4 percent with a zero percent increase.

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 FY2022 included:


- Completed the agency Diversity, Equity, Inclusion and Accessibility Plan.
- Rebranded the EEO office.
- Developed a COVID vaccine exception policy and request form.
- Hired a person with a disability under Schedule A.
- Recorded 100% participation in the ADR training for managers.
- Conducted agency fifth annual Diversity Summit.
- Hosted commemorative special emphasis month events.
- Conducted targeted recruiting for vacancies for mission critical full-time positions.

Some of the goals for FY2023 include:

- Complete items on the agency diversity, equity and inclusion plan.
- Hire a DEIA Specialist for the EEODI office.
- Start a DEIA council.
- Increase partnerships to increase diverse recruiting.
- Conduct the sixth annual Diversity Summit.

**MD-715 - Part F
 Certification of Establishment of Continuing
 Equal Employment Opportunity Programs**

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	
	(Insert Agency/Component Name above)		
<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>			
		<i>Brittany Woolfolk</i>	3/07/2023
Signature	of	Principal EEO Director/Official	Date
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.			

Chair Alex Hoehn-Saric		3/20/23
Signature of Agency Head or Agency Head Designee		Date