

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

Organization info:

The Fort Riley, Kansas Garrison's mission is through a full spectrum of services and support, to provide a superior quality of life to Soldiers, Families, Civilians, and Retirees; enable Readiness for Warfighters; and collaborate effectively with community partners. The Fort Riley Garrison also provides and integrates world-class installation and partner services/support, enabling readiness by facilitating training, deployment, force protection, quality of life and resiliency for 11D Soldiers, Families, Total Army Partners and Retirees. Fort Riley sustains its reputation as the Army's Best Place to Live, Train, Deploy From, Come Home to, and Retire. Web link: (<https://home.army.mil/riley/>)

Most of the employees on Fort Riley are employed in positions that support the warfighting effort as it pertains to the training and deployment of the Soldiers at Fort Riley as well as a robust medical facility and other programs that support the welfare of the Soldiers and their families. Fort Riley is also the home of a Regional Network Enterprise Center and the Civilian Human Resources Agency South West Regional campus that includes the Army Benefits Center-Civilian, Civilian Personnel Processing Center, and the consolidated Office of Workman's Compensation (OWCP) cell.

The Equal Employment Opportunity (EEO) office serves as the focal point for the administration and monitoring of EEO and affirmative employment initiatives and programs. These program services include: Providing compliance and program services; advisory services; managing the EEO Complaints Program; providing training and education; preparing and publishing the MD 715 Report, Disabled Veteran's Affirmative Action Plan, Hispanic Employment Plan and 462 Report; and managing the Affirmative Employment Program, to include Reasonable Accommodations and Special Emphasis programs. EEO is a support function identified as base operations and is part of the Installation's Garrison staff unit. EEO is responsible for providing technical guidance, direction and advice while maintaining a continuing Affirmative Employment Program that promotes equal opportunity in order to identify and eliminate discriminatory practices and policies on the installation.

EEO services ten (10) Major Commands: Army Contracting Command (XD); Army Installation Management Command (BA); Army Criminal Investigation Command (CB); Army Forces Command (FC); Network Enterprise Technical Command (G6); Army Medical Command (MC); Field Operating Offices of the Secretary of the Army (SB); HQ DA Staff Field Operating Agencies (SE); Army Sustainment Command (XC); and Army Aviation and Missile Command (X6). This EEO Office also services all Appropriated Fund (APF) and Non-Appropriated Funded (NAF) employees on Fort Riley.

Data base info:

- The source data for fiscal year (FY) 2021 was retrieved from HQ ACPERS / Business Objects Business Intelligence (BOBI), iComplaints, and DCPDS. The data

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

extracted reflects the organization covering the period 1 October 2020 through 30 September 2021. The data tables were produced from standard HQDA BOBI queries provided by HQDA. All US employees (except for those agencies that have their own EEO service support) are covered in this report.

- Appropriated Fund employees are in the report. Non-appropriated fund employees are mentioned as far as overall population and that is all. All ten (10) commands the EEO office services mentioned above are in the pool of data.
- Applicant pool data is not captured in BOBI and therefore not pulled for this report.
- The data set is only lacking in the data points under the limitations below.
- The individual data points are calculated by dividing the number in that population by the number of employees to get the percent of the population represented. The Essential Elements A-F chart below is figured based on the results of Part G of the MD 715. It is the number of deficiencies in FY compared to the number in FY 20 by section. That data is located throughout this document.
- The FIPS code that was used was 20, which is the FIPS code for the state of Kansas according to the U.S. Census Bureau's 2006-2010 American Community Survey Equal Employment Opportunity Tabulation.

Limitations:

Race/ethnicity and disability information contained within DCPDS is obtained through voluntary employee submissions. Employee perceptions for self-reporting on race/ethnicity may not coincide with the standard categories prescribed by the Equal Employment Opportunity Commission (EEOC), the U.S. Census Bureau, or the Office of Personnel Management (OPM).

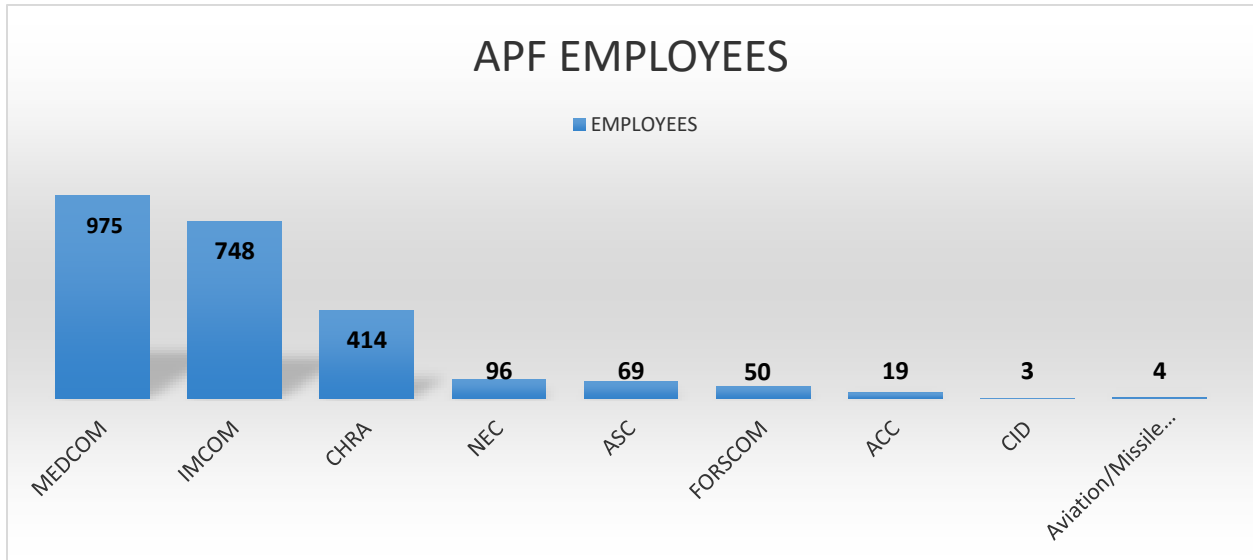
Workforce Analysis:

The enclosed FY 21 figures illustrate that Fort Riley's civilian workforce is comprised of a total of 2,775 employees of which 2,388 were permanent Appropriated Fund (APF) employees and 367 were Non-Appropriated Fund (NAF) employees. When compared to FY 20's MD715's figures, (2,744) the total civilian workforce, has increased by 1.12% (31 employees). FY 20 had a decrease of 2.9% from 2019. APF's FY 20 workforce was 2,293 which is an increase of 3.98% (95 employees). NAF's FY 20 workforce was 443, a decrease of 17.15% (76 employees). Most of the command had an increase in the number of employees. Installation Management Command (IMCOM) had the biggest increase with 45 employees followed by Medical Command (MEDCOM) with 32 employees and Civilian Human Resources Command (CHRA) had an increase of 15 employees. Forces Command (FORSCOM) and Sustainment Command (ASC) had slight increase of 2-3 employees. Cyber Command had a decrease of 11 employees

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

and Army Contracting Command and Aviation Missile Command both decreased by 1 employee. Criminal Investigation Command stayed the same.

Currently, females represent 50.83% of the workforce (1,214 employees), which is above the U.S. Census-Civilian Labor Force (CLF) of 48.8% and males represent 49.16% (1,174 employees), which is below the CLF of 51.2% of the total workforce. The female population was higher than the male population since FY 19. That is due to MEDCOM and CHRA having more than half of the civilian APF population and most of the positions at those locations are traditionally female dominant positions (nursing and administrative). However, we are seeing an increase in the number of males in administrative positions. There has also been an increase in females in male dominate positions that are in the Directorate of Plans, Training, Mobilization, and Security that hired the first female Target Device Repairer which is a wage grade position or blue collar that are mainly male positions. The total APF permanent workforce population is displayed by command in the following chart.



For FY 21, Hispanic, White, and Asian females increased from FY 20. NHPI females stayed the same at 9 and AIAN, Two or More Races, and Black females all decreased in FY 21. Black females had the largest decrease with 36 or 20% reduction. White females had the biggest increase with 100 or 10.82% increase. White, Asian, and NHPI males increased from FY 20. Black males had the biggest decrease with 19 or 12.03%. Two or More Races, Hispanic, and AIAN male population decreased from FY 20. Overall, the male populations in the workforce decreased by 7 or 0.56%. The

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

female population increased this year by 38 or 2.53%. All of the other categories were down for both male and females except for White, Asian and NHPI that were both up. Hispanic females was the only other category that was up. The biggest decrease was Black females by 36 (20.11%) and males by 19 (12.02%). This is tied to all of the civil unrest, the Black Lives Matter movement, and dissatisfaction with the government.

Of the total workforce, 748 employees are IMCOM APF employees. Females represent 22.46% (168 employees), whereas males represent 77.54% (580 employees). White males had a smaller increase in FY 21 with 24 (4.14%) versus FY 20 with 97 (13.79%). White females increased by 20 (16.81%) versus FY 20 with 99 White females. This is the result of the number of Blacks that have left fort Riley in FY 21. There was an increase of 3 in the number Hispanic female employees in IMCOM. There are more groups that are in the over category as compared to the U.S. Census – Civilian Labor Force (CLF) compared to FY 20 in which there was an equal number of over and under categories. This also shows that more men are being selected to fill positions than women within the USAG which is tied our mission. Our biggest directorate is the Directorate of Public Works, blue collar workers.

The table below also shows that Fort Riley does have a diverse work force when it comes to race and national origin. This year we have more categories that are above their CLF versus last year. However, many of the ones that are above their CLF went down slightly and the ones in the below CLF went up versus FY 20. Hispanic female and both Whites went up this year but are still below their CLF. All of the rest of the categories went down slightly and are still above their CLF. The exception is AIAN which went down and is still above their CLF.

Race/Sex groups below Civilian Labor Force	Race/Gender	Fort Riley Workforce %	Civilian Labor Force %
	Hispanic Male	2.23	3.60
	Hispanic Female	2.59	2.80
	White Male	33.00	42.10
	White Female	33.29	40.40
	American Indian/Alaskan Native Male	.32	.50
	American Indian/Alaskan Native Female	.18	.50

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

Race/Sex groups above Civilian Labor Force	Race/Gender	Fort Riley Workforce %	Civilian Labor Force %
	Black or African American Male	5.00	3.7
	Black or African American Female	5.15	2.8
	Asian Male	.54	.50
	Asian Female	1.26	.40
	Native Hawaiian or Other Pacific Islander Male	.18	0.0
	Native Hawaiian or Other Pacific Islander Female	.32	0.0
	Two or More Races Male	3.31	0.9
	Two or More Races Female	12.57	0.8

Disability by RNO and targeted disability:

Individuals with targeted disabilities represented on Fort Riley is 3.71% (88 out of 2,388 APF employees). Targeted disabilities are: hearing, vision, missing extremities, partial paralysis, paralysis, epilepsy, severe intellectual disability, dwarfism, PTSD, and Autism. This is slightly above the EEOC and Department of Defense (DoD) goal of 2.0% and above the federal high of 2.65%. **This is the first time Fort Riley has been above both the EEOCs target goal and the federal high.** This is due to the increase in self reporting by employees who have a disability. This is due to the negative stigma that used to be tied to IWD is not a big issue here on Fort Riley. The most common targeted disability for both males and females was psychiatric disability with 51.14% (45 employees) recording that they have a mental illness.

Employees that have a reported disability versus no disability by race and national origin is as follows: Hispanics had the highest percentage of employees with a reported disability (36.36% or 48 out of 132 employees). Hispanics were the highest in FY 20 with the largest percentage of employees with a disability at 32.58% or 43 out of 132 employees. Next, for this fiscal year is Two or More Races with 31.28% or 15 out of 48 employees. It was the same for FY 20, Two or More Race had 29.55% or 13 out of 44 employees. Fort Riley has more individuals with disabilities on board this FY, 530 employees or 16.72% of the population versus FY 20 which had 459 employees or 22.19%. That is an increase of 71 individuals or 13.40%. This is a larger percent even with a slight decline in overall population. This is due to the fact that employees can go in at any time and make changes to their disability election via My BIZ and to the increase in overall employee population. This is something that the EEO office talks to employees about when they come in to request a reasonable accommodation. However, Fort Riley had a slight decrease in the number of employees with a targeted

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

disability of 4 employees (57 v 61) or 7.02%. Additionally, Cyber Command usually hires a large number disabled veterans. They have the largest percent (38.54%) of their employees with a Participation Rates for disability and targeted disability. However, USAG Fort Riley is slightly higher this year 21.66% and 4th highest overall percentage of employees behind CHRA (22.95%) and ASC (33.33%).

Major Occupations – Distribution by Race/Ethnicity and Sex:

Summary analysis of 5 top series

Permanent employees who occupied the major occupations (100 or more) that are essential to accomplishing Fort Riley’s mission are identified below and the summary is based on a comparison of each group with the U.S. Census Occupational – Civilian Labor Force (O-CLF) data. The O-CLF data is from 2010.

The top 5 most populous series were 201 – Human Resources Management, 610 – Nurse, Series 203 – Human Resource Assistant, 301- Miscellaneous Administration & Program, and 2210 – Information Technology Management. Which is a little different from FY 20. Medical Support Assistants (MSA) was in the top 5 series versus Human Resources Assistants. This year MSA is the 6th one with 91 employees in it. For females, it was 610 – Nurse, 201- Human Resources Management, 679 - Medical Support Assistant, 203 – Human Resource Assistance, and 620 – Practical Nurse were the top 5 most occupied positions. For males, it was 301- Miscellaneous Administration & Program, 2210-Information Technology Management, 201-Human Resources, 81-Fire Protection, and 85 - Security Guard. This picture is similar to last fiscal year. The top 10 series normally have not changed but this FY they have changed slightly. Security Guards for males are new to the top 5 this year. Normally it is 203 series at the 5th most populated series by males. The Directorate of Emergency Services has made a big push with the Civilian Personnel Advisory Center to hire more Security Guards that are needed to operate the gates of Fort Riley.

Series 201- Human Resource Management

Employees: 301

Males: 30.89% v O-CLF of 32.90%

Females: 69.10% v O-CLF of 66.50%

Top Representation

White females (54.81% v 51.50% CLF). This is higher than FY 20 (48.53%)

White Men (22.25% v 23.80% CLF) is higher than FY 20 (21.33%). Overall, the number of employees in this series rose by 62 (301 v 239 FY 20). There was a significant increase in the number of males hired into Human Resource positions in FY 21 to include all minorities except NHPI and Two or More Races males. This is a continuing trend from

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

2019. All of the females were lower to include minorities, except Hispanic females which went up significantly (4.31% v CLF of 2.90%). Black males (5.64% v 2.30%) were significantly above their CLF.

Lowest Representation

AIAN females and Two or more Races and NHPI males were not represented within the 201 Series. This is the same as FY 20 with the addition of Two or More Races. NHPI females (0.33% v 0.00% CLF), Hispanic females (4.31% v 2.90%), Black males (5.64% v 2.30%), Asian females (1.32% vs 0%), and AIAN females (1.32% v 0.0%) were all above their reported CLFs. More races were below their CLF this year versus last year. Hispanic males were the only ones in FY 20. This year White males (22.25% v 23.80%), and two or more ERI males (0.0% v 1.50%), the only ones below the CLF.

Individuals with targeted disabilities was 15, with 51 individuals reporting a disability in Series 201. Human Resources Management is the job series which claims the most representation of individuals with disabilities. 51 is a slight decrease (1) from FY 20. However, the number of employees with a targeted disability went up significantly by 7 (8) from FY 20. It almost doubled in FY 21.

Series 610 – Nurse

Employees: 204

Males: 10.29% v O-CLF of 10.50%

Females: 89.70% v O-CLF of 89.30%

Top Representation

White females (75.98% v 81.80%): This is 2.08% lower than in FY 20. This trend has continued from 2019. Female representation has slowly declined over the past 3 years.

White males (9.80% v 7.70%): This has slightly increased by 1.64% than in FY 20 and has slowly increased over the past 3 years. The local medical treatment facility (MTF) is hiring more male nurses each year.

Lowest Representation

Hispanic males, Black males, Asian males, AIAN females, NHPI males and females, and two or more ERI males were not represented in Series 610. This is the same as the past two years. Asian females (2.94% v 0.80%), Black females (4.90% v 2.90%), Hispanic females (3.92% v 1.80%), and two or more ERI females (1.96% v 1.30%) are over their respective CLF's. This is the first year Fort Riley has had a male AIAN male (0.49% v 0.80%). The number of Black and Hispanic females has increased over FY 20 even though the overall number of female nurses has declined. This means the number of White female nurses is still slowly declining.

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

Individuals with targeted disabilities was 4 and 18 individuals reported having a disability within Series 610 series. This is an increase of 3 individuals with a targeted disability and a decrease of 1 for individuals with a disability from FY 20.

Series 203 – Human Resource Assistant

Employees: 127

Males: 29.13% v O-CLF of 20.00%

Females: 70.86% v O-CLF of 75.00%: There was a significant increase in the number of both males and females in this series versus FY 20 (32 & 60 respectively). The overall number of employees in this series is up by 35 from FY 20 to bring it back into the top 5 series.

Top Representation

White females (52.75% v 75.00% CLF)

White males (15.74% v 20.00% CLF): In FY 20 all categories were represented in this series. However, this year the ANIN are not represented at all. The Whites are the biggest jumpers in population in FY 21.

Lowest Representation

NHPI males and both AIAN males and females are not represented. Hispanic males (3.14% v 3.26%) and females (1.57% v 4.34%), are above their CLF but are lower than FY 20. Black males (7.87% v 10.86%) and females (8.66% v 14.13%) are also above their CLF but are lower than FY 20. Asian males are the same but the females have increased this year (5.51% v 5.43% in FY 20). NHPI and Two or More Races males and females did not change in FY 21 from FY 20.

Individuals with targeted disabilities comprised of 11 and 22 individuals reporting having a disability within the 203 series. This is a slight decrease of 3 for the number of individuals with a disability compared to FY 20. The individuals with a targeted disability stayed the same.

Series 301 – Miscellaneous Administration & Program

Employees: 120

Males: 75.83%: There is no CLF for this series. This was not one of the FY 20 top 5 series.

Females: 24.16%: The last time this series was in the top 5 was 2019.

Top Representation

White males (55.83% v 56.66% FY 19)

White females (16.66% v 16.66% FY 19)

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

Black males (15.00% v 14.16% FY 19): The number of employees in this series slightly increased. There was only a difference of two (2) employees between White females and Black males.

Lowest Representation

Asian males and females, NHPI females, both AIAN males and females, and Two or More Races males are not represented. This is the same as in FY 19. Hispanic males (4.16%) and females (1.66 %), and Black females (5.00%), NHPI males (0.83%), and two or more Two or More Races females (0.83%) are all above the CLF of 0%. Black females and is the only increase from FY 19 and the rest stayed the same.

Individuals with targeted disabilities comprised of 2 and 17 individuals reporting having a disability within the 301 series. This is an increase of 2 for the number of individuals with a targeted disability compared to FY 19.

Series 2210 – Information Technology

Employees: 119

Males: 80.67%: There is no CLF for this series. Number of males increased in FY 21.

Females: 19.32%: Number of females slightly decreased in FY 21. This was the opposite of FY 20.

Top Representation

White males (56.30% v 60.16% FY 20)

White females (12.60% v 12.82% FY 20): In FY 20 Black males were the second largest group. This year White females has one more than Black males to be the second largest group. There has been a steady decline in black males in these positions over the past two years. The overall number of positions in the 2210 series is up 2 from FY 20.

Lowest Representation

NHPI males, AIAN males and females are not represented within Series 2210. This is the same for the past 2 years. However, Black males and females, and Asian males are all down from FY 20. Hispanic females (1.68%), Black males (11.76%), Black females (1.68%), Asian males (2.52%) and females (0.84%), NHPI females (0.84%), and two or more ERI males (4.20%) are all above the CLF, which is at 0% for all. All of the races percentages increased or stayed the same due to the decrease in the overall number of individuals in this series. The exception is White males which fell more than 2%. White males has the largest decrease in FY 20 within the males.

Individuals with targeted disabilities was 6 and 39 individuals reported having a disability within Series 2210. This is an increase of 5 for individual with a targeted

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

disability from FY 20. The 2210 series has the second largest number of individuals with a disability.

Pay Plans/Grades Levels of Managers/Supervisors:

Fort Riley does not have any SES employees on the installation. The most populated grade level is the GS-13 (78 v 87 in FY 20). White males have 37 of those positions (v 44 in FY 20) and White females have 23 (v 28 in FY 20). Black males have 8 (v 5 in FY 20) and Black females have 7 (v 4 in FY 20). This year we had 2 Hispanic female (v 3 in FY 20) at the 13 grade level as supervisor and Two or More Races males has 1, which is the same as FY 20. The next most populated grade level is the GS-12 with 48 employees (decrease of 38 from FY 20). Again, most are White males and females. African American males and females and NHPI males are represented. This is less diverse than in FY 20 that also had Hispanic and Asian representation. GS-14's is next with 29 (decrease of 1 from FY 20) employees and a similar representation except there are 2 Hispanic males and 4 Black males and 1 Black female this year versus no black males in and 2 Black females in FY 20. There are still 6 GS-15's on Fort Riley. 5 White males and 1 White female at CHRA, which is the same since FY 19.

There are 10 managers/supervisors that have a targeted disability out of the 88 that have been reported on Fort Riley. This is an increase of 7 from FY 20. There are 49 managers/supervisors that have reported having a disability. Decrease of 12 with a disability from FY 20.

The 11 Wage Supervisors are a little different this year. In FY 20 all 10 were White males. This year there is a minority as a WS-11 that is Two or More ERI on Fort Riley. There are also no females as Wage grade supervisors or leaders. There is 1 Wage Supervisor with a targeted disability. This is an increase of 1 from FY 20. There are 2 Wage Supervisors that have a disability, which is an increase of 2 from FY 20. 20 Wage Grade employees have a reported disability (down 10 from FY 20), 6 with a targeted disability (increase of 4 v FY 20). 4 Wage Leaders reported a disability, which is the same for FY 20. 1 Wage Leader with a targeted disability, which is an increase of 1 from FY 20. This year the Directorate of Public Works did several fitness for duty examinations and several employees were removed from federal service due to medical inability to perform their duties and no other placement was available.

Summary analysis of awards:

The cash awards data is broken out by ERI and sex. When compared to the percent of the overall APF population on Fort Riley, there is not a correlation between the number of males and females to the number of awards that were given to each. The fact that the female population is larger than the male population by 10.77%, did not transfer over to the performance awards to reflect that. Females received slightly more .55% of the awards than males which is not near the 10.77% difference in population. There were more on the spot awards given to male employees (79.33%) than female

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

employees (20.67%). This was an increase for males in FY 21 versus FY 20 and a decrease for females for OTS awards. Time off awards did not follow the same pattern with 30.60% of male employees receiving the award versus 69.40% of female employees. Overall, equivalent percentages of employees receiving on the spot awards corresponded with the overall race populations with a couple of exception of Whites and Two or More ERI. For White employees, statistically 156 employees should have received an award, but for FY21 there were 200. Two or More ERI should have received an award but in FY 21 only 1 received an award. In contrast, statistically 11 Hispanic employees should have received an award but for FY21 there were only 7. This is more than double the 3 from FY 20. Blacks should have received 24 and received 23 awards in FY 21. Asians were 2 short (2 actually received v 4 should have). Asians received the one they should have received and NHPI received 1 more than they should have based on their population on Fort Riley. Overall, there were 88 Quality Step Increases (QSIs) in FY21 compared to 107 in FY 20. These awards were fairly even in the distribution of males (52) and females (55) within the different races in FY 20.

This year females received more QSI's that males (55 v 32 respectively). However, there were 73 of the QSIs awarded to White employees. There were no NHPI males that received a QSI award in FY20, this is 3 less than in FY 20. Therefore, there was a greater distribution among the minorities this year versus last year. Specifically for the Garrison, 26 (24 FY 20) employees received a QSI award with 20 (17 FY 20) males and 6 (7 FY 20) females. This is an increase of 2 QSI's but there were fewer females that received this award in FY 21 versus FY 20. Race representation included 21 (17 FY 20) Whites, 3 (same as FY 20) Blacks, 1 (0 FY 20) ANIN and 1 (0 FY 20) Hispanic. In FY 20, Two or More ERI had 4 but no other minorities other than Blacks received a QSI.

Last but not least, the Garrison Employee of the Quarter and Year were extremely diverse this year. There was 1 Asian female, 1 Hispanic male, 1 Black male and 1 White male all as Employee of the Quarter in FY 21. This is the most diverse this has ever been. A Black male won Garrison Employee of the Year. The nominations and voting have been more diverse with outstanding accomplishments by many minorities within the Garrison this year.

Essential Element A-F:

Form G Element	Number of Deficiencies this year	Number of deficiencies last year	Number increase/decrease
<u>A</u>	0	0	0
<u>B</u>	5	5	0

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

Form G Element	Number of Deficiencies this year	Number of deficiencies last year	Number increase/decrease
<u>C</u>	3	4	-1
<u>D</u>	1	0	1
<u>E</u>	2	1	-1
<u>F</u>	0	0	0

Essential Element A - Demonstrated Commitment from Agency Leadership

Strengths:

- Policies: All policies were reviewed and no updates were required this fiscal year. They are also posted on the EEO webpage and the respective command webpage.
- Business Contact: All buildings on Fort Riley have current EEO posters up in common areas with all the correct contact information on them. Every time one of us goes out to a building we look for EEO posters and always have some with us in case the building does not have them on display. The EEO Officer also reaches out each year to make sure that each command has enough due to building moves.
- Training: Due to COVID-19, the CPAC decide to suspend the New Employee Orientation. USAG came up with the GROW program, which is the Garrison Riley On-boarding Welcome program. The Directorate of Human Resources spear heads this initiative. Training is also provided during a two-hour block for IACH's Med-Level Managers Course every quarter. Copies of pertinent regulations, forms, and guidelines for the reference book they hand out to all new supervisors when the EEO office does training. We also provide training at a one-hour block in HR for Supervisors sponsored by the Civilian Personnel Advisory Center. This year the EEO office also held quarterly training on the complaints process and Reasonable Accommodation process from both the employees and supervisors perspective. We had a large turnout for all sessions.

Essential Element B - Integration of EEO into the Agency's Strategic Mission.

Strengths:

- Reporting Structure: The EEO Officer has direct access to the Garrison Commander as well as the hospital commander at Irwin Army Community Hospital. Both Commanders were briefed on the State of the Agency as well as the USAG

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

Directors and employees at the Address to the Workforce. Out Action plan was posted on the EEO web page as well.

- Inclusion into Agency's strategic mission: The EEO Office is included on discussions regarding recruitment strategies, pending RIFs, vacancy/succession planning, selections for training, career and professional development opportunities, and other workforce changes that have an impact on the serviced civilian employees. We are on the installation's strategic Human Resources working group ensuring that equality will be demonstrated in future employment practices. The office is also included on the Army Community of Excellence Panel, along with the Employee Satisfaction, Performance, Resiliency, and Information Team (ESPRIT).

- EEO Program Control: The EEO officer has direct oversight of Fort Riley's EEO program. The program ran well this year in spite of having a moderate to high OPTEMPO in the first half of the fiscal year at Fort Riley EEO office. The EEO office has had high success this fiscal year in resolving workplace issues at the lowest level. There were 55 contacts, 16 pre-complaints, and 8 formals. The cost savings was 4.5 million dollars this year versus 3.5 million in FY 20 overall for Fort Riley. However, for USAG the cost savings was 7k (16 contacts & 9 went to a pre-complaint) versus FY 19, with a cost savings of 9k (22 contact & 13 went to a pre-complaint). The EEO staff had very good success at preventing and resolving work place issues at the lowest level (62% did not file a pre-complaint). However, once a pre-complaint was filed, almost all went on to file a formal complaint. The EEO staff will continue to work hard to prevent and help correct workplace issues on Fort Riley at the lowest level. The Fort Riley EEO Office also counseled 5 complaints from other locations this fiscal year.

- Training: The EEO office does more training than listed in Element A above. The EEO office held a Collateral Duty Counselor course in the 4th quarter this year. The counselors are already stepping up to the plate in counseling.

- Strat Plan: Language was added this fiscal year to the 2030 Strategic Plan. EEO Officer worked with PAIO to have language added to the strategic plan.

Deficiencies:

- The Fort Riley EEO office is not sufficiently funded or have an authorization on our TDA to have a Special Emphasis Program manager. Therefore, this is the only analysis that is completed each year other than the quarterly stats that we pull and push out to the Garrison directors.

- Fort Riley EEO office has not had the manpower to staff the Federal Women's program or the Hispanic Employment program this year. The EEO office does not have a SEPM on staff nor does the EEO office have an authorization for it. Therefore, we are unable to start and maintain programs like the Federal Women's program.

- The EEO office does provide guidance to employees on the anti-harassment program and reaches out to the appropriate management official and the labor attorney so they can coordinate the way ahead as far as the appropriate way to look into the

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

allegations. However, the EEO office is not sufficiently funded or have an authorization on our TDA to have an employee to effectively manage the anti-harassment program. Therefore, the EEO office is not able to track the number of days until an investigation is initiated on allegations of harassment. The EEO office advises but does not coordinate anything regarding this process. However, Army Headquarters is currently aware of and is working this issue at that level.

- Senior management does not participate in the implementation of the Special Emphasis Programs due to the EEO office not having the staffing to have that program in place.
- Senior management does not participate in the barrier analysis process. The EEO office pulls the data, analyzes it, and notifies senior management of the results. Senior management is not active in that part of the process.

Essential Element C - Management and Program Accountability

Strengths:

- **Prevention:** The Fort Riley EEO office has saved Fort Riley 4.5 million dollars (Out of 55 contacts, 16 filed a pre-complaint, cost savings is 100,000 per contact that does not file a pre-complaint.) in fiscal year 2020 being able to prevent contacts from filing pre-complaints. Only 8 went on to file a formal complaint, which resulted in more cost savings for Fort Riley. This is done by working with employees and supervisors to resolve work place issues at the lowest level and using the anti-harassment policy to support the alternative. The EEO office works with management and the employee to resolve the employment issue(s). This is also accomplished by managers holding employees accountable for any inappropriate behavior and discrimination.
- **Anti-harassment:** The Fort Riley EEO office has implemented the Department of the Army's anti-harassment policy. The policy requires corrective action as necessary after an investigation has been completed into allegations of harassment.
- **Integration With Senior Leadership:** In order to ensure management and program accountability, EEO, OSJA, and CPAC hold monthly meetings with the Garrison Commander, Deputy Commander for Administration (DCA) at Irwin Army Community Hospital (IACH), the Civilian Regional Advisory – Southwest Region (CHRA-SW) Director, and any other tenant command to advise and update them on status of complaints, grievances, pending/potential adverse personnel actions and reasonable accommodations. The EEO office produced a high quality newsletter on a quarterly basis and sent it out to all USAG directorates and tenant commands for distribution to all manager/supervisors and employees.
- **Coordination with HR:** The Fort Riley EEO office coordinates with the local Civilian Personnel Advisory Center (CPAC) director on personnel programs and policies to discuss if there changes needed. COVID-19 put a stop to face-to-face New

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

Employee Orientation. Working with the CPAC Director, she and her staff provide new hires with the appropriate EEO policies and information required by regulation. We review the Merit System Principles regularly.

- Performance Measurement Report (PMR): Despite being funded to operate at Red this office has worked diligently in order to continue to provide mandatory services to Fort Riley. Our Installation Status Reports are always green or amber.
- Compliance: Management complies promptly with established time frames with EEOC, Merit System Protection Board (MSPB), labor arbitrators, and district court orders, when applicable. This office has met all compliance requirements on time that were handed down from EEOC and OFO in FY 21.
- Reasonable Accommodations: Fort Riley had 97% of the requests for accommodations processed within regulatory time lines. There was one (1) where the decision to accommodate was outside of the 30 calendar day requirement. That is with the DPM checking with management weekly on the requests. The local medical treatment facility was the only one with one that was outside of the 30 calendar days. There were none for USAG.

Deficiencies:

- The Fort Riley EEO office is not staffed with an anti-harassment coordinator. The Fort Riley EEO office notifies management when there are allegations of harassment and have them work with the local labor attorney on the best course of action to investigate the allegations. The Fort Riley EEO office does not manage the anti-harassment program, we just provide advice and training on it.
- There is not a firewall between the Reasonable Accommodation Program manager and the EEO Officer. The EEO office does not have the SEP manager position here. The office is set up with only three (3) personnel to include the officer.
- Due to the lack of funding and authorizations on the TDA, there is not a firewall between the EEO Officer and the DPM. However, the EEO Officer allows the DPM to run the program with little guidance and oversight as possible. The EEO Office is asked about ideas on alternative accommodations.

Essential Element D - Proactive Prevention

Strengths:

- Climate Surveys: Five (5) EEO organizational climate surveys were conducted on the installation due to the change of Directors and/or problems within organizations. All were for Irwin Army Community Hospital. These surveys allowed the supervisors and directors to “check the pulse” of their operations and make any necessary changes to policy or practice. The tool has also been used to assist them in developing action

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

plans towards improving the “climate” of their workplace. Because they are anonymous, climate surveys allowed management to look into situations that employees would otherwise be fearful or embarrassed to report. These surveys have been highly successful as no pre-complaints have come out of the five (5) surveys.

- Observances and Listening Session: Army Headquarters did away with the monthly observances for the military and now have one big observance that covers all of them in June. The 1st ID did a fantastic job this year with that. The EEO Officer was able to get the Garrison Commander and the Deputy on board and have all of the USAG directors sign up for a month. They were required to do the research for that month and create a presentation for the rest of the Garrison to view. We had some great presentations this year. This is going to continue into the next fiscal year as well. The EEO office also held follow up Listening Sessions (6 of them) with the USAG employees to see how things are going for them. Holding more sessions periodically was one of the things that came out of the initial sessions. The EEO officer put together a White Paper on the outcome and posted it on the EEO webpage.

- EEO Newsletter: All supervisors and managers are provided copies of the quarterly newsletter which they share within their respective employees. The articles are always relevant to the current issues that are ongoing within USAG and Fort Riley. The EEO staff wrote articles for the installation newspaper on each monthly observance.

- NoFear Training: With support from the Garrison Commander making the training a requirement, USAG Fort Riley had a slight increase in the number of employees who completed the training. NAF is the hardest to allow time to take the training. AMC and ACC were at 100% complete. The other commands are provided the reports quarterly but have increased slightly their participation rates.

- Barrier Analysis: The EEO office tracks all awards and training that employees are able to receive. The EEO office is also working with the Workforce Development office to reach out to supervisors and employees to encourage minorities to sign up for CLDP and the Flint Hills Leadership programs that USAG funds. We did not have a minority sign up in FY 19 and worked with the USAG directors to encourage their minorities to sign up, which they did this year. This is something we will continue to monitor and work with directors in FY 21.

Deficiencies:

- Fort Riley USAG does not use exit interviews as a means to see if there is anything we can do better as far as our hiring, promotion and awards policies and practices go.

Essential Element E - Efficiency: requires the agency head to have effective systems in place for evaluating the impact and effectiveness of the Agency’s EEO programs as well as an efficient and fair dispute resolution program.

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

Strengths:

- Complaint Process: Timelines within the EEO office's purview are consistently being met.
- EEO Collateral-Duty Counselor Continuing Education: Training for DA Certified counselors was conducted throughout the year. The three (3) senior collateral duty counselors completed their required 8 hours of training this year. This office does not feel that a counselor is seasoned until they have counseled several complaints over two (2) years. The Complaints Manager also developed training on the new process of putting data together and presented the training to the counselors this fiscal year. The EEO office also developed training in writing the DA 7510 and how to present information in the final interview.
- ADR: The number of mediations were down in FY 20 as compared to FY 19. FY 20 there were more non-mediated resolutions than in FY 19. However, more complaints/work place issues were resolved via other methods in FY 20 than FY 19.
- Investigation completion dates remained relatively constant, but improved from FY19. Fort Riley has met all timelines regarding preparations and scheduling of investigations; however, assignment of investigators and completion of investigations rests with the Investigations and Resolutions Division, they have released all of their Reports of Investigations (ROIs) within the 180 calendar day time line.
- The EEO office has also started doing workplace facilitations between management and employees and employee and employee to resolve work place issues. Most of the EEO complaints boil down to miscommunication. Facilitation, especially between two employees can help resolve many work place issues that arise. This FY this office held one (1) facilitation.

Deficiencies:

- Accurate data system for tracking complaints for the anti-harassment program. HQDA has not had iComplaints or any other system set up to track data on anti-harassment complaints. The EEO office does not track whether or not a management official initiates and investigation within 10 calendar days from the date of notification or any other part of that process.

Essential Element F - Responsiveness and Legal Compliance

Strengths:

- The EEO office continues to coordinate complaint documents (Acceptance Letter, Dismissal Letter, etc.) with the Fort Leavenworth labor attorney at OSJA for legal

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

sufficiency. The local labor attorney reviews all negotiated settlement agreements for legal sufficiency and makes sure that all the terms of the agreements are met.

- Disability Accommodations: The EEO Disability Program Manager is pro-active and works with supervisors, employees, CPAC, Occupational Health and the local labor attorney to ensure that all requests are processed in a timely manner. All denials are coordinated with the labor attorney for legal sufficiency. Reassignments are coordinated with CPAC, labor attorney and management to ensure the process was done properly.

- Findings of Discrimination: During FY 21, Fort Riley had no findings of discrimination. Fourteen (14) complaints were closed this fiscal year with no findings of discrimination. Two (2) were via Negotiated Settlement Agreements at various stages of the EEO process. Two (2) were dismissed and ten (10) were decisions from either the EEOC, Office of Federal Operations (OFO) or EEOCCR.

Deficiencies:

- The deficiencies in this area are all beyond the control of the Fort Riley EEO office. EEOCCR is now at 2 ½ years working on FADs that are requested by the agency. The local EEO office has no control over this part of the process.
- CHRA no longer tracks applicant flow data. The EEO office has no control over that either.

Accomplishments:

The EEO Office had an increase in advisory services and continued to focus on preventive measures to include sensing sessions, mediation/facilitation, and training/educating. In FY21, the EEO Office conducted sensing sessions at 5 different departments/locations for 1 partner on the installation. Had a very successful year in prevention with 4.5 million in cost savings due to resolving contacts (39 out of 57) at that level and only 10 out of 18 precomplaints went formal. Last year the cost savings was only 3.5 million.

In FY 21 the Directorate of Plans, Transportation, Mobilization, and Security (DPTMS) hired its first female Target Device Repairer. This employee also did an outstanding video for Women's Equality month observance for DPTMS. DPTMS along with the Directorate of Public Works have been able to hire women in traditional male positions on Fort Riley. Additionally CHRA has hired more men in traditionally female positions to create a more diverse work environment. Fort Riley is making slow but forward process on the diversity in its work force each year.

In FY21, the Garrison Hispanic population increased despite a decrease in the overall Hispanic population. There has been a shift in positions held by Hispanic employees. In FY21, Hispanic employees were employed in all 10 main professions

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

which has increased from 7 professions in FY 20. Additionally, there was 1 Hispanic employee who participated in the leadership development program which is the same as in FY 20, which means we have been able to keep that momentum going. This signifies that Fort Riley is diversely filling positions and providing career opportunities despite the decrease in the overall workforce population.

The EEO Office identified in FY19 the barrier of no minorities participating in the Flint Hills Leadership Program, which is a vital career development and networking opportunity. This fiscal year 1 minority signed up and participated in the program. This accomplishment shows the efforts to eliminate this barrier are proving effective.

The EEO Office was able to begin incorporating aspects of the Special Emphasis Program despite not having an authorization for the position by completing and posting news articles for the Special Observances. Additionally, the Department of the Army did away with all of the monthly observances for the military, therefore the EEO Office briefed the benefits of the USAG Directorates researching and doing their own presentations for the rest of the Garrison this year. Each monthly observance was completed except for two this year. Each Directorate did a great job in creating their individual presentations for each observance.

The USAG Deputy Garrison Commander hired a minority in FY 21 for the Safety Director position. This was one of the goals for the Garrison in FY 21. It is still an ongoing goal here on Fort Riley. Other Directorates have hired minorities as well nontraditional sexes for traditional positions. This is due to the quarterly demographics that the EEO Office provides to the directors so they are aware of what their directorates look like.

Something new the EEO office went to the Garrison Commander on and obtained his support is each USAG Directorate signing up to take one of the monthly observances to research and create a presentation for the rest of the garrison to view and learn from. The goal is to educate to create a better understanding of peoples differences so they are respected and not feared or bullied out of ignorance. We have had a very good turn out and some outstanding presentations have been created this year. This was in response to Army cutting that from the Equal Opportunity (EO) office which does one big celebration in June of all of the observances. This is something that we will carry over for FY 22 and already have the support from the command team for it.

The USAG Directorates also started conversations with their employees on the hot topics that are currently going on in society. This is so that employees have a voice and feel heard on their feelings and concerns. This allows each USAG Director to address them with their employees.

The EEO office has also written newsletter articles addressing current issues and trends in our quarterly newsletter. This is used as an educational tool for all Army Civilian employees on Fort Riley.

The EEO office makes it a point to have a few slides in the Address to the Work Force after the Command Climate survey has been completed so the Garrison

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

Commander can talk on the outcomes and way ahead. The results are also posted on the EEO webpage.

In spite of COVID-19, the Fort Riley NAF HR office held 11 career fairs in FY 21. There was not any opportunity to work with the local CPAC in order to conduct outreach and hold their annual career fair this year. Some were in person but most were held virtually. NAF has struggled in keeping their staffing levels up. Some of the career fairs were more successful than others.

Lastly but certainly not the least, is the EEO office held follow up Listening Sessions with the USAG employees. The EEO office held 6 sessions via MS Teams. The turnout was good. There were new questions to see if Fort Riley was getting better, worse or holding steady. A question was also asked about the communities that employees live in and how they felt things were there as well. Overall a positive climate both on and off the installation.

Complaints processing summary:

Fort Riley EEO Complaints Program ensures neutrality, timely processing, and met all the requirements of Army Regulation 690-600 and 29 CFR 1614. As a result, all informal complaints were processed within the required timeframe. The 462 report shows one counseling over the 30 days. However, this was due to an administrative error made by a specialist based on an aggrieved wanting claims changed at the final interview and the specialist adjusting the dates in the iComplaints when they should not have done so. The EEO Office has highly skilled EEO professionals who are proficient in the processing of informal, formal and class complaints. The EEO staff shares and receives best practices with other EEO colleagues to provide assistance to other installations as needed.

Additionally, the EEO Office utilizes the Department of the Army's EEO complaints tracking system (iComplaints) for tracking all pre-complaints and formal complaints. This system enables staff to create, track, manage, and report on EEO complaint cases at any stage in the EEO process up to resolution and/or closure. The EEO Office also utilizes the IRCMS which was created by the Investigations and Resolutions Division. This system allows this office to expedite the investigation of formal complaints.

A top priority for the Fort Riley EEO staff is taking care of people. A large portion of time is spent in the prevention of EEO issues in the workplace. In FY 21, EEO tracked 55 contacts (*NOTE – a few employees contacted the EEO office several times for the same inquiry; however, it is only counted as one (1) inquiry*), of which 18 employees (32.73%) initiated pre-complaints which was a decrease of 2 from FY 20 (20 pre-complaints). Of the 18 pre-complaints, all were counseled within 30 calendar days. The majority of pre-complaints were initiated by IMCOM (9), MEDCOM (8), and CHRA

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

(1). The top two (2) issues in FY 21 were hostile work environment/harassment (15) and some type of disciplinary action (8), which were also the top two (2) issues in FY 20. The top bases in FY 21 were race (14) and reprisal (11). For FY 20, the top bases for individuals initiating pre-complaints were race (23) and sex (18). **Note:** individuals may file on more than one issue and basis.

At the end of FY 21, there were 18 pre-complaints filed, 10 (56%) filed formal and 8 (44%) that did not file a formal complaint. Of the 8 that did not file formally, 1 settled. The majority of formal complaints filed in FY 21 were IMCOM (5), MEDCOM (4), and CHRA (1). The number of days to process informal complaints went down in FY 21 with 17.61 days versus FY 20 processing days of 18.50. The EEO office had a change in positions between the Complaints Manager and Disability Program Manager. However, this change allowed for timelines to be maintained and at times even improved through the FY. DoD's IRD continues to take less time this year to process formal complaints by about 16.23 calendar days versus FY 20 (140.91 days vs 157.14 days respectively). This is due to the changes in their process that they made in FY 20.

<u>Total inventory (462)</u>	<u>Median informal days *</u>	Median Formal days	Number of formals beyond 180 days	<u>Number formals accepted or dismissed</u>	<u>Number of formals remanded</u>	<u>Number of ADR offered</u>	<u>Number of ADR conducted</u>
40	17.61	140.91	1	10	0	3	2

The top 2 basis for FY 21 were Race (14) and Reprisal (11). During FY 15 to FY 19, the top 5 basis had been the same until in FY 20 color had been added versus age. Race continues to be the top basis 2 years in a row now. Reprisal has increased in FY 21 which historically was the top basis in FY 19 but had dropped in FY 20. The first quarter was the busiest quarter in FY 21 with 4 of the 7 complaints coming from MEDCOM's local Medical Treatment Facility (MTF). Additionally, 3 of those 4 complaints were issues tied to hostile work environment and 2 of the 4 complaints were tied to the Department of Behavioral Health, which also had multiple complaints in FY 20. The third quarter in FY 21 included 3 out of 4 complaints being back-to-back complaints from the Directorate of Family and Morale, Welfare and Recreation's Army Community Service. All 3 precomplaints had components of hostile work environment and issues related to management. Only 1 filed formally due to the EEO office was able to work with the employees and management to resolve the issues. Overall, complaints were lower in FY 21, which could be contributed to specific organizations still teleworking due to COVID-19, like CHRA. Additionally, the Fort Riley EEO office counseled 5 pre-complaints in FY 21 for 3 other installations. These complaints are not

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

reflected in the numbers, but were similar to Fort Riley in relation to issues and basis, which could reflect issues in society and be tied to current events in our country.

Top Basis	FY 21	Top Basis	FY 20
Race	14	Race	23
Reprisal	11	Disability (10 Mental/8 Physical)	18
Disability (2 Mental/8 Physical)	10	Sex	18
Sex	5	Reprisal	17
Age	4	Color	9

Further analysis showed, the top 2 issues in FY 21 were hostile work environment/harassment (non-sexual) and some type of disciplinary action. The top 2 issues in FY 20 and FY 19 were the same. **As a note:** a person can have more than one issue in a complaint. The following chart shows the top 5 issues raised in FY 21 and FY 20. There was a minimal increase in the number of harassment complaints this year but the reasoning behind them has maintained as the same issue reflected in FY 20. Employees do not understand the EEO process and file to spite or get even with a co-worker or management official. The EEO Office continues to offer trainings on the complaint process and explain to employees the process during intake interviews. However, they still filed complaints based on getting even with someone who they believe have harmed them or not done something they wanted them to do. Reasonable Accommodation Disability is a new issue for FY 21. While this issue is usually tied to Reasonable Accommodations not being processed timely, these 2 instances were due to employees not getting exactly what they requested despite being provided an effective accommodation to complete the essential functions of their jobs.

Top Issues	FY 21	Top Issues	FY 20
Harassment (Non-sexual & sexual)	15	Harassment (Non-sexual & sexual)	14
Disciplinary Actions	8	Disciplinary Actions	5
Assignment of Duties	4	Terms/Conditions of Employment	4
Promotion/Non-Selection	2	Performance/Evaluation	3
Reasonable Accommodation Disability	2	Time and Attendance & Training	3

Fort Riley closed 14 formal complaints in FY 21 in comparison to FY 20 which had 11 formal complaints closed. The average number of days to close complaints was

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

529.86 days in FY 21, a decrease from FY 20 (677.71). There were 2 formal complaints dismissed, 2 reached an agreement, 3 had Administrative Judge (AJ) decisions issued with No Finding of Discrimination found, and 8 had Final Agency Decision (FAD) completed with No Finding of Discrimination found. FAD's averaged 599.57 processing days, whereas, the average days in FY 20 was 684.56 days, a decrease of 84.99 days. This decrease can be attributed to fewer FADs requested in FY 21 and the EEOCCR able to process more in FY 21 than FY 20 based on staffing levels. One (1) FAD was issued within the 60 calendar days in FY 21. A total of 8 FAD decisions were issued in FY 21 and only 1 FAD decision was appealed. There were no remands issued in FY 21.

At the end of the reporting period, there were 26 complaints pending. Their status is as follows:

Title	# of Complaints	Average # of Days
Pending Notification	0	0
Pending Accept/Dismiss	0	0
Pending Investigation	4	85
Pending Hearing	16	736**
Pending Final Agency Action	6	598**

** The Fort Riley EEO Office has no control of EEOC and/or EEOCCR for hearings or final agency actions/final agency decisions. The EEO Office can follow up on and should with IRD on the status of the formal investigations to ensure they are done timely. However, the local EEO office does not have any real control over IRD as well. They are a separate federal agency.

Theme and general plan for next year

The theme for FY 22 is to continue to educate, prevent, and resolve complaints at the lowest possible level. Education through holding more courses for managers/supervisors and employees on a wider variety of EEO topics. Educate supervisors and managers on their demographics and Schedule A hiring authority. Increase our prevention efforts. The EEO office plan is to increase employee to employee and employee to manager/supervisor facilitation to resolve work place issues at the lowest level. This office also plans to increase the number of sensing sessions to resolve employment issues early and at the lowest level to prevent complaints.

The general plan on how the EEO office is going to address our deficiencies in FY 22 is as follows:

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

PART H:

a. The Fort Riley EEO Office is not staffed in order to complete a thorough barrier analysis of Fort Riley nor is any additional staff authorized. The EEO office is required to have 4 people in the office but only authorized to have 3, so we are always understaffed. Therefore, the Disability Program Manager will pull a quarterly BOBi and analyze the information and send it out to each of the USAG Directors and partners on Fort Riley for their situational awareness on their current demographics. The EEO office will also work with the Garrison Commander and partners on a marketing campaign on updating racial and disability information in MyBIZ.

b. The EEO office is not authorized staff to complete the Special Emphasis Program mission, therefore, the EEO office is working on recruiting volunteers to work these programs. The EEO office already put together information to recruit volunteers to work the special emphasis programs such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities programs. However, there was little to no interest in these programs. In FY 22, we are going to target our collateral duty counselors to get them involved in one of the SEP programs. Our goal is to try and stand up one (1) to two (2) of these each fiscal year until all are up and operational.

c. Currently, the Department of the Army has not authorized any TDA authorizations for the Anti-harassment Program Coordinator. However, Army is working on a plan to have an Anti-harassment Program Coordinator on each installation as a collateral duty to an existing position. This will more than likely not be in the EEO Office. More to follow as Army develops this plan further. In the interim, the EEO Office will continue to educate supervisors, managers and employees on what unlawful harassment looks like and what the process is for raising those types of issues in the work place. The EEO office will continue to work with both supervisors and managers and employees on resolving those types of workplace issues at the lowest level.

d. The EEO office will work with senior leaders on their demographic data and on any perceived barriers that come up throughout the year as much as possible.

e. The EEO Office will work with senior leaders on any action plans for implementation into their strategic plans for the next fiscal year. This will be completed after the barrier analysis has been completed.

f. The EEO Office talks to individuals with disabilities when processing requests for accommodations in order to better assess what USAG Fort Riley is currently doing and how we can improve our efforts in the hiring, development, and advancement of individuals with disabilities.

g. The EEO Officer will work with the command team and USAG directors on doing exit interviews in order to use it as a tool to improve the work environment. The EEO Officer will continue to try to persuade the command team and directors this program needs to be developed and implemented.

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

PART I: EEO Plan to Eliminate Identified Barrier

a. The EEO office continues the progress achieved by participating in outreach programs and building relationships with local and minority centric communities and universities, state agencies, and other federal programs to network in order to attract and retain qualified Hispanic candidates for employment in diverse occupations and grade levels, to include those with disabilities. Work with local Civilian Personnel Advisor Center (CPAC), Department of Labor (DOL) and the League of United Latin American Citizens (LULAC) to recruit Hispanic personnel for employment at Fort Riley.

b. The EEO office will continue to provide updated quarterly reports to directors and partners. The EEO office will work with our directors and partners on their individual action plans. Remind managers to encourage Hispanic and other minority employees to participate in the Civilian Education System (CES) programs that include the Civilian Leadership Development Program (CLDP), the Flint Hills Regional Leadership Program (FHRLP), which provides career development, mentorship and promotion opportunities. Monitor the promotion and awards for qualified minority employees within the workforce.

c. The EEO goal is to attempt standing up of the Hispanic Employment Program, and the Black Employment Program in FY 22 without having a SEPM in the EEO office. Fort Riley plans to accomplish this goal by seeking volunteers to run the programs with EEO oversight. This will facilitate communication and networking Army wide in order to increase awareness of the opportunities and benefits of working at Fort Riley.

d. Fort Riley will continue with researching and creating meaningful and educational presentations for the monthly observances. This will help educate and create a mutual respect for others that are different and their cultures.

e. The EEO office will conduct sensing session interview with minorities within the Fort Riley Garrison. This is to obtain information on if there are any barriers to training, awards, and promotions within the garrison that need to be resolved.

f. Develop training on Schedule A as a hiring authority and present to garrison and tenants on Fort Riley. Plus work on a new plan for self-reporting race to obtain a more accurate picture of our demographics on Fort Riley.

PART J: Disability

This year Fort Riley was over both the targeted amount of Individuals with Disabilities (IWD) and Targeted Disabilities (IWTD). IWD was 22.13% and the federal goal is 12%. IWTD is at 3.46% with a federal goal of 2%. Fort Riley is well above the federal goal for both.

The EEO office will keep working with employees on self-reporting when then come in to request a reasonable accommodation. The EEO office hands out MyBiz instructions and a hard copy form to report their disability. This seems to be working well for making our data more accurate that it has been in past years. The EEO office

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EXECUTIVE SUMMARY

will also keep working with CPAC to make sure the marketing materials are being handed out to new employees. The EEO office will also take a new look at our materials and improve them.

Additionally, most of the items the EEO office is working on for other barriers will also work for the disability program. An example of this is the sensing session interviews may raise some new barriers that we will need to address along with the quarterly BoBI demographic pulls. The EEO office will also canvas GS-13 and above to pin point any barriers that may need to be addressed.