

EEOC FORM
715-01 PART E
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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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 1ID 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/index.php>)

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 Southwest 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 the following: 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); Army Cyber Command (G6); Army Medical Command (MC); Civilian Human Resources Agency (CH); 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) 2022 was retrieved from Business Objects Business Intelligence (BOBI), iComplaints, and DCPDS. The data extracted reflects the organization covering the period 1 October 2021 through 30 September 2022. The data

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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 21 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.

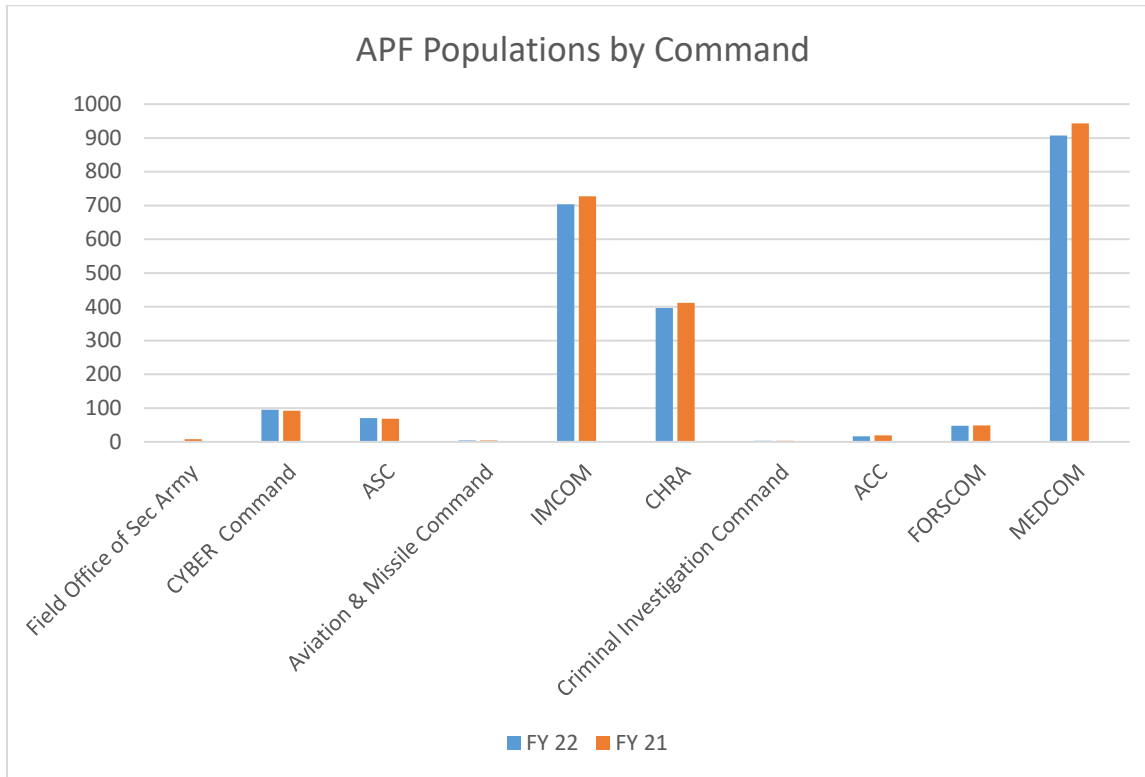
Limitations:

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 22 figures illustrate that Fort Riley's civilian workforce is comprised of a total of 2,621 employees of which 2,225 were permanent Appropriated Fund (APF) employees and 389 were Non-Appropriated Fund (NAF) employees. When compared to FY 21's MD715's figures, (2,732) the total civilian workforce, has decreased by 4.24% (111 employees). The Fort Riley workforce has been steadily declining over the past 4 years (since 2019). Permanent APF's employees in FY 21 was 2,316 which is a decrease of 4.09% (91 employees). NAF's FY 21 workforce was 406, a decrease of 4.37% (17 employees). Most of the command had a decrease in the number of APF employees. Cyber Command and Army Sustainment Command are the only ones with small gains, while Aviation & Missile Command and Criminal Investigation Command stayed the same. IMCOM's population of Fort Riley has steadily declined over the last 4 years.

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Currently, females represent 55.14% of the workforce (1,454 employees), which is above the U.S. Census-Civilian Labor Force (CLF) of 48.8% and males represent 44.86% (1,183 employees), which is below the CLF of 51.2% of the total workforce. The female population has been 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, that will change in FY 23 due to a significant portion of MEDCOM employees transitioning to the Defense Health Agency and, as a result, 90% of their population will no longer be a part of this report. The total APF permanent workforce population is displayed by command in the following chart.

For FY 22, American Indian/Alaskan Native (AIAN) both males and females, Black females, Asian males, and Two or More Races males increased slightly from FY 21. All other categories declined in FY 22 compared to FY 21. Hispanic males stayed the same. White males and females had the largest decreases with 44 (-4.88%) and 30 (-3.34%) employees respectively. Only minorities have had an increase in population in FY 22, which is a good news story for Fort Riley. Asian and Two or More Races males

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had the biggest increase with 3 each. That is a 20% increase in the population of Asians on Fort Riley. Hispanic females had a slight decrease of 1 or -1.42% of their population. Overall, the male populations in the workforce decreased by 42 or -3.45%. The female population also had a large decrease of 50 this year or -3.33% of their population.

Of the total workforce, 703 employees are IMCOM APF employees. Females represent 21.76% (153 employees), whereas males represent 78.24% (550 employees). That is a decrease in the number and percent of females and an increase in the percent of the males for IMCOM. However, the overall male population declined by 30 male employees and 15 female employees in FY 22 but the population of males in IMCOM is still so much greater than females the overall percent still went up. White males had the biggest decrease in FY 22 with 471 versus FY 21 with 485. White females stayed the same as FY 21 with 112 employees. Hispanic males and Black females decreased by 2 employees and Black males decreased by 3 compared to FY 21. There was an increase of 1 in the number Hispanic female employees in IMCOM. There are the same number of groups that are in the over category as compared to the U.S. Census – Civilian Labor Force (CLF) compared to FY 21 in which there were 2 more categories over there CLF. **Hispanic females are now over their CLF for the first time ever on Fort Riley** and Two or More Races males is now under there CLF.

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 minority categories that are above their CLF versus last year. All the ones that are above their CLF went up slightly. Additionally, all the minorities' workforce percent went up versus FY 21, with the exception of Hispanic males.

| Race/Sex groups below Civilian Labor Force | Race/Gender | Fort Riley Workforce % | Civilian Labor Force % |
|---|--|---------------------------|---------------------------|
| | Hispanic Male | 2.69 | 3.60 |
| | Hispanic Female | 3.05 | 2.80 |
| | White Male | 38.33 | 42.10 |
| | White Female | 38.56 | 40.40 |
| | American Indian/Alaskan Native Male | .40 | .50 |
| | American Indian/Alaskan Native Female | .26 | .50 |

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| Race/Sex groups above Civilian Labor Force | Race/Gender | Fort Riley Workforce % | Civilian Labor Force % |
|---|---|-----------------------------------|-----------------------------------|
| | Black or African American Male | 5.84 | 3.7 |
| | Black or African American Female | 6.11 | 2.8 |
| | Asian Male | .80 | .50 |
| | Asian Female | 1.52 | .40 |
| | Native Hawaiian or Other Pacific Islander Male | .17 | 0.0 |
| | Native Hawaiian or Other Pacific Islander Female | .22 | 0.0 |
| | Two or More Races Male | .85 | 0.9 |
| | Two or More Races Female | 1.12 | 0.8 |

Disability by RNO and targeted disability:

Individuals with targeted disabilities represented on Fort Riley is 3.36%, (88 out of 2,621 APF employees). Targeted disabilities are as follows: hearing, vision, missing extremities, partial paralysis, paralysis, epilepsy, severe intellectual disability, dwarfism, PTSD, and Autism. This is almost double the EEOC and Department of Defense (DoD) goal of 2.0% and above the federal high of 2.65%. This is due to the increase in self reporting by employees who have a targeted disability. The fear of reporting a disability and the negative stigma that went with it is no longer a big issue here on Fort Riley. The most common targeted disability for both males and females was psychiatric disability with 49.47% (47 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 based on the overall population of Hispanics who reported a disability (36.89% or 45 out of 122) employees). Hispanics were also had the highest percent in FY 21 at 32.58% or 43 out of 132 employees. Of note the number of Hispanics went down by 10 and the number of employees with a disability went up by 2. Next, for this fiscal year is Blacks with 29.38% or 77 out of 262 employees. FY 21 it was Two or More Races that was the second highest rate of IWD. Fort Riley has more individuals with disabilities on board this FY, 515 employees or 23.13% of the population versus FY 21 which had 500 employees or 21.67%. That is an increase of 15 individuals or 2.91%. This is a larger percent even with a slight decline in overall population. This is because 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

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employees about when they come in to request a reasonable accommodation. Additionally, Fort Riley had a slight decrease in the number of employees with a targeted disability of 3 employees (91 v 88) or 3.3. ASC has the largest disability and targeted disability of 45.33%. Cyber Command has the second largest percent (45.09%) of their employees with a Participation Rates for disability and targeted disability. However, USAG Fort Riley is slightly higher this year 28.81% and 4th highest overall percentage of employees behind CHRA (29.28%).

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 the same as FY 21.

Series 201- Human Resource Management

Employees: 307
Males: 29.31% v O-CLF of 32.90%
Females: 70.68% v O-CLF of 66.50%

Top Representation

White females (54.39% v 51.50% CLF). This is slightly lower than FY 21 (54.81%)
White Men (21.82% v 23.80% CLF) is slightly lower than FY 21 (22.25%). Overall, the number of employees in this series rose by 6 (v 301 FY 21). There was a significant increase in the number of females hired into Human Resource positions in FY 22, however they were all White females. Female minorities all were slightly lower or stayed the same. Men were slightly lower by 2 in FY 22 versus FY 21.

Lowest Representation

NHPI males and females, AIAN females and Two or more Races males and were not represented within the 201 Series. This is the same as FY 21. Hispanic females (5.53% v 2.90%), Black males (5.21% v 2.30%), Black females (7.81% v 7.70%), Asian females (2.28% vs 0%), Asian males (0.32% v. 0.00%), and AIAN females (1.32% v 0.0%) were all above their reported CLFs. Two or More Races males (0.00% v 1.50%), AIAN males

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(0.32% v .60%) and White males (21.82% v 23.80%), and two or more ERI males (0.0% v 1.50%), are all below the CLF.

Individuals with targeted disabilities was 11, with 47 individuals reporting a disability in Series 201. Human Resources Management is the job series which claims the most representation of individuals with disabilities. 47 is a slight decrease (1) from FY 21. However, the number of employees with a targeted disability went down by 3 (14) from FY 21.

Series 610 – Nurse

Employees: 194

Males: 9.79% v O-CLF of 10.50%

Females: 73.11% v O-CLF of 89.30%

Top Representation

White females (73.11% v 75.98%): This is 2.87% lower than in FY 21. This trend has continued from 2019. Female representation has slowly declined over the past 4 years. White males (9.79% v 9.80%). This has slightly decreased by 0.01% than in FY 21. The local medical treatment facility (MTF) is hiring more male nurses each year. Black females (3.60% v 2.90%), Asian females (2.57% v 0.80%), AIAN females, (0.51% v 0.20%), and Two or More Races females (2.57% v 1.30%) are all higher than their CLF. The number of minority females has decreased over FY 22 even though the overall number of female nurses increased slightly.

Lowest Representation

Hispanic males, Black males, Asian males, NHPI males, and two or more ERI males were not represented in Series 610. This is has been an on-going trend.

Individuals with targeted disabilities was 3, which was the same as FY 21. 27 individuals reported having a disability within Series 610 series. This is 1 lower than FY 21. This series population was also down 1 from FY 21, therefore there is a correlation between the number of employees declining in this series and disability in FY 22.

Series 301 – Miscellaneous Administration & Program

Employees: 117

Males: 71.79%: There is no CLF for this series.

Females: 28.20%:

Top Representation

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White males (54.70% v 55.83% FY 21), White females (21.36% v 16.66% FY 21), and Black males (12.82% v 15.00% FY 21) are all the top representation even though White males and Black males are below their CL.

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 since FY 19. Hispanic males (3.41%) and females (1.70 %), and Black females (5.12%), and NHPI males (0.85%) are all above the CLF of 0%. Overall, there was a slight decrease in the number of employees in 301 series. Males declined by 7 in population and females increased by 5 in FY 22.

Individuals with targeted disabilities increased in FY 22 by 2 to 4 vs 2 in FY 21. 34 individuals reporting having a disability within the 301 series. This is a decrease of 1 for the number of individuals with a disability compared to FY 21. The overall population declined by 2, 1 without a disability and 1 with a disability based on total number of employees.

Series 2210 – Information Technology

Employees: 112

Males: 84.82%: There is no CLF for this series. Number of males increased in FY 22.

Females: 15.17%: Number of females slightly decreased in FY 22.

Top Representation

White males (57.14% v 56.30% FY 21)

White females (9.82% v 12.60% FY 21): In FY 21 Black males were the second largest group. This year White females has 4 less than Black males, while in FY 21, White women had 1 more than Black males. The overall number of positions in the 2210 series is down from FY 21. There was a slight decrease in the number of females 3, which all were White females.

Lowest Representation

NHPI and AIAN males and females are not represented within Series 2210. This is a change from the past 3 years. In the past NHPI females were represented and are not in FY 22. All minorities 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 slight decrease in males were White males as well. Minorities stayed the same.

Individuals with targeted disabilities was stayed the same at 6 and 38 individuals reported having a disability within Series 2210. The 2210 series decreased in overall

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population by 2, both of which reported no disability. The 2210 series has the largest number of individuals with a disability based on percent of population of 39%.

Series 203 – Human Resource Assistant

Employees: 96

Males: 31.25% v O-CLF of 20.00%

Females: 70.86% v O-CLF of 75.00%: There was a decrease in the number of males and in the number of females in this series versus FY 21. The overall number of employees in this series is down by 28 from FY 21.

Top Representation

White females (52.75% v 75.00% CLF)

White males (15.62% v 20.00% CLF): In FY 21 all categories were represented in this series except AIAN and NHPI males and Hispanic females, which was represented in FY 21. Whites are the only category that is highly represented but under their CLF except for the ones not represented as stated in the previous sentence.

Lowest Representation

Hispanic males (3.12% v 3.14%), Asian males (1.04% v 5.51%), and Asian females (5.20% v 5.51%) are above their CLF but are lower than FY 21. Black males (9.37% v 7.87%) and females (9.37% v 8.66%) are also above their CLF but are higher than FY 21. There was a significant decrease in the 203 population in FY 22 by 28 employees. Most of which were White females by 18 and White males with 5. Hispanic males and females took the second biggest hit with 1 male and 2 females decreased versus FY 21. The rest of the minorities either stayed the same or increased by 1.

Individuals with targeted disabilities comprised of 10, which was the same as FY 21. 26 individuals reporting having a disability within the 203 series. This is a decrease of 7 for the number of individuals with a disability compared to FY 21 of 33. This is still better than the decrease of 21 individuals without a reported disability. The 203 series has the second largest number of individuals with a disability based on percent of population of 38% even though it had a significant decrease in its population of 28.

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 (91 v 78 in FY 21). White males have 39 of those positions (v 37 in FY 21) and White females have 35 (v 23 in FY 21). Black males and females have declined in FY 22. Males have 6 (v 8 in FY 21) and Black females have 5 (v 7 in FY 21). This year we had 3 Hispanic females, which was the same as in FY 21 at the 13-grade level. Two or More Races males have 2, which is a slight increase of 1 compared to FY

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21. The next most populated grade level is the GS-12 with 50 employees (increase of 2 from FY 21). Again, most are White males and females. African American males (4) and females (1), Hispanic males (1) and females (3), Asian females (2), and NHPI males (1) are represented. This is more diverse than in FY 21 that did not have Hispanic and Asian representation. GS-14's is next with 31 (increase of 2 from FY 21) employees and most of them are White males (20 or 65%) there is only 1 Hispanic male and 3 Black males and 2 Black females this year versus which is similar in FY. There are 5 GS-15's on Fort Riley, which is a decrease of 1 from FY 21. 5 White males only, which is a first for Fort Riley. This is due to the restructure of the Civilian Human Resources Agency (CHRA) in which Fort Riley no longer has a regional director here. Fort Riley only has a CHRA Deputy Regional Director.

There are 7, GS 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 21. There are 51 managers/supervisors that have reported having a disability. Increase of 2 with a disability from FY 21.

The 12 Wage Supervisors are the same this year as in FY 21. In FY 21 all 11 were White males. This year is the same except there is 1 more than last year. There are also no females as Wage grade supervisors or leaders. There are 2 Wage Supervisors with a targeted disability. This is an increase of 1 from FY 21. There are 3 Wage Supervisors that have a disability, which is an increase of 1 from FY 21. 34 Wage Grade employees have a reported disability (increase of 14 v FY 21), 3 with a targeted disability (decrease of 3 v FY 21). 4 Wage Leaders reported a disability, which is the same for FY 21. 1 Wage Leader with a targeted disability, which is the same as FY 21. This year the Directorate of Public Works (DPW) 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. This is the second year DPW has had a run-on fitness for duty examinations with employees being removed for medical inability.

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 less money by 35.73% of the awards than males which is not near the 9.53% difference in population. Females receiving a level 3 rating received higher awards amounts than males. Although more females received awards than males, most of those awards were for lower graded positions than males. There were more on the spot awards given to male employees (66.12%) than female employees (33.88%). This was a slight decrease for males in FY 22 versus FY 21 and an increase for females for OTS awards. Time off awards did not follow the same pattern with 49% of male employees receiving

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the award versus 51% of female employees. Males had a significant increase of 19% in FY 22 (v 31% in FY 21). Females had a significant decrease of 18% in TOAs in FY 22 (v 69% in FY 21). 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 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 35 Quality Step Increases (QSIs) in FY22 compared to 88 in FY 21. These awards had an uneven distribution with males receiving 20 and females only 15 within the different races in FY 22. This is an under representation of females receiving these awards compared to the overall service population, where females exceed the males in population. In FY 21 more females than males received QSI awards. All the QSI's were issued to White males and females. There was no diversity in the distribution of QSI awards. 6 out of the 35 had reported a disability or 17%.

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> | 4 | 5 | -1 |
| <u>C</u> | 3 | 3 | 0 |
| <u>D</u> | 1 | 1 | 0 |
| <u>E</u> | 2 | 1 | +1 |
| <u>F</u> | 0 | 0 | 0 |

Essential Element A - Demonstrated Commitment from Agency Leadership

Strengths:

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- 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. We also have a RA poster that we went out to all 10 commands to post on their bulletin boards.
- Training: New Employee Orientation is still suspended. USAG is still holding GROW program quarterly. The Directorate of Human Resources spear heads this initiative. Training is also provided during a two-hour block for Irwin Army Civilian Hospital (IACH) Mid-Level Manager's 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. The EEO office also has specialized training on other EEO topics as well.

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 IACH. Both Commanders were briefed on the State of the Agency as well as the USAG 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 despite 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 65

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contacts, 17 pre-complaints, and 8 formals. The cost savings was 5.4 million dollars this year versus 4.5 million in FY 21 overall for Fort Riley. However, for USAG the cost savings was 1.5 million (22 contacts, 7 went to a pre-complaint, and 4 formals) versus FY 21, with a cost savings of 9.7k (15 contact, 9 went to a pre-complaint & 4 formals). The EEO staff had very good success at preventing and resolving workplace issues at the lowest level (74% did not file a pre-complaint). However, once a pre-complaint was filed, less than half went on to file a formal complaint. This was better than in FY 21. 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. Our counselors were busy this year counseling. However, two (2) have retired and two (2) have left Department of Army.

Deficiencies:

Sufficient budget & Staffing:

- The Fort Riley EEO office is neither sufficiently funded nor has an authorization on our TDA to have a Special Emphasis Program manager on staff.
- 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 investigate the allegations. The complaints manager acts as the anti-harassment program coordinator, The EEO office advises but does not coordinate anything regarding this process. Army headquarters is working on with G-1 to have the Civilian Human Resources Agency (CHRA) Managing Employee Relations (MER) personnel to become the anti-harassment program coordinator. These personnel have no knowledge or experience with this EEO program.

Involvement of Management:

- 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 5.4 million dollars in fiscal year 2022 being able to prevent contacts from filing pre-complaints. Only 8 went

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on to file a formal complaint, which resulted in more cost savings for Fort Riley. This is accomplished by working with employees and supervisors to resolve workplace 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 changes were needed. COVID-19 put a stop to face-to-face New 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 22.

- Reasonable Accommodations: Fort Riley had 100% of the requests for accommodations processed within regulatory timelines. The DPM works hard on following up weekly with employees and management officials on all open RA requests to make sure they are all timely.

Deficiencies:

Prevention of discrimination:

- The Fort Riley EEO office is not staffed with a designated anti-harassment coordinator. The Fort Riley EEO office notifies management when there are allegations

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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 manages the anti-harassment program, however, there is no firewall between the complaints manger and the EEO 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:

- Anti-Harassment Program: The EEO team has effectively implemented the Army's Anti-harassment program for the past three (3) years. Each year we have resolved more workplace issues at the lowest level or contact stage. We have accomplished this by explaining both the anti-harassment program and the complaints program to employees that come in with workplace issues. Employees will choose the anti-harassment program over the complaint program due to employees are looking for their pound of flesh, which they will not get through the complaint process. The key is to take the time to talk to employees to figure out what their issues are, what they are seeking for resolution and providing them the information they need to make an informed decision. Then the EEO team passes the harassment issues off to the appropriate management official and the labor attorney. Then the EEO team will follow up to make sure that management closes the loop with the employee. The EEO team has no knowledge of any disciplinary that is taken and has no input in how the issues are investigated or any disciplinary action. Per AR 690-12, this is the way the program is supposed to be ran. All contacts are logged into iComplaints for tracking.
- Precomplaint processing: The Fort Riley EEO team has a different mindset when it comes to precomplaints and the meaning of "limited inquiry". The Fort Riley EEO team does more than a limited inquiry in order to provide enough information to the aggrieved employee to make an informed decision on whether to file a formal complaint or not. This is not done through mediation, which here at Fort Riley creates frequent files of EEO complaints. This year only eight (8) out of seventeen (17) precomplaints went formal for more cost savings for Fort Riley and the Army.
- Climate Surveys: Ten (10) 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. This is double what the EEO team did in FY 21. 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 plans towards improving the "climate" of their workplace. Because they are anonymous, climate surveys allowed

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management to investigate 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 ten (10) surveys. The EEO team also successfully resolved workplace issues with two (2) facilitations in FY 22.

- 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. Monthly observance articles are written by the EEO team and posted on our webpage each month. This year we included Christmas Around the World and Independence Day Around the World for December and July when observances are not observed.
- 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.
- Training on various EEO topics: The EEO team also develops and presents training on various EEO related topics like LGBTQIA+ due to having several trans-genders on the installation. Anti-harassment, Bullying, Working Across Generations, and Retaliation training for supervisors. Each year the EEO team works to change and improve our trainings, so we are not training the same identical material or way each year. This has helped in having employees come back each year to take our training.
- Barrier Analysis: The EEO office tracks all awards and training that employees can 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 had a few minorities sign up in FY 21 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 23.

Deficiencies:

- Exit Interviews: Fort Riley USAG does not use exit interviews 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.

Strengths:

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- **Complaint Process:** Timelines within the EEO office's purview are consistently being met. Average precomplaint processing time was 19 calendar days in FY 22.
- **EEO Collateral-Duty Counselor Continuing Education:** Training for DA Certified counselors was conducted monthly throughout the year. The three (3) senior collateral duty counselors completed their required 8 hours of training this year. The non-seasoned counselors completed their 32 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 up in FY 22 as compared to FY 21 (4 v 1). FY 22 there were more non-mediated resolutions than in FY 21 (5 v 2), which were at the hearing stage. However, more complaints/workplace issues were resolved via other methods in FY 22 than FY 21.
- Investigation completion dates remained relatively constant but improved from FY21. 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 daytime line.
- The EEO office has also performs workplace facilitations between management and employees and employee and employee to resolve workplace issues. Most of the EEO complaints boil down to miscommunication. Facilitation, especially between two employees can help resolve many workplace issues that arise. This FY this office held two (2) facilitations.

Deficiencies:

- EEOCCR has not issued a timely FAD in FY 22 for Fort Riley. Our oldest one was 2 ½ years old before a decision was issued. However, most of our FADs have been assigned to a FAD writer in FY 22. This is out of the local installation's control.
- CHRA quit tracking applicant flow data several years ago when they switched over to USA Staffing. This is out of the Garrison's control.

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

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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 22, Fort Riley had no findings of discrimination. Eighteen (18) complaints were closed this fiscal year with no findings of discrimination for Fort Riley. Five (5) were via Negotiated Settlement Agreements at various stages of the EEO process. Thirteen (13) were decisions from either the EEOC, Office of Federal Operations (OFO) or EEOCCR. There was one (1) finding of discrimination of a partner organization that is still open on appeal.

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 FY22, the EEO Office conducted ten (10) sensing sessions at 6 different departments/locations for 1 partner on the installation. USAG had 3 for different directorates and another partner organization had one (1). Had a very successful year in prevention with 5.4 million in cost savings due to resolving contacts (48 out of 65) at that level and only 8 out of 17 pre-complaints went formal. Last year the cost savings was only 4.5 million.

Additionally, CHRA has hired more men (now 32% of their workforce) 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 FY22, the Garrison Hispanic population increased despite a decrease in the overall population on Fort Riley. There has been a shift in positions held by Hispanic employees. In FY22, Hispanic employees were employed in all 10 main professions which was the same as in FY 21. Additionally, there was 1 Hispanic employee who participated in the leadership development program, which is the same as in FY 21, which means we have been able to keep that momentum going. Overall, Fort Riley had one (1) less Hispanic employee out of the 75 employees Fort Riley lost in FY 22. This signifies that Fort Riley is diversely filling positions and providing career opportunities despite the decrease in the overall workforce population.

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 slide in the Address to the Work Force after the Command Climate survey has been completed so the Garrison Commander

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

The Fort Riley NAF HR office 18 in-person job/career fairs and 4 virtual hiring events in FY 22, which is double of what they held in FY 21. There was not an opportunity to work with the local CPAC to conduct outreach and hold their annual career fair this year because they are still working remotely. NAF has struggled in keeping their staffing levels up. Some of the career fairs were more successful than others.

The Directorate of Human Resources Workforce Development program manager was able to offer 10 Training opportunities (Meet and Eats/Leader Professional Developments) that were available to all USAG employees to assist all USAG employees in their professional development. The topics were: Assertive Communication Skills for Managers; Active Listening Skills to Improve Communication; Speak Up and Be Heard! A Confidence Boosting Course for Women; How to Overcome Disruptive Workstyle Differences; and How to Avoid the Most Common Mistakes New Managers Make; Generations in the Workplace; Writing Resumes with Impact; Achieving Excellence in Customer Service and Managing Conflict and Confrontation.

The EEO team was able to reach out to many of the local and minority specific universities to build a relationship and to educate them on the hiring process for federal employment. This is part of our plan in FY 21 to build on and we were able to do so in FY 22. We will continue to work these contacts in FY 23 and try to expand our reach.

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 three counseling over the 30 days. Two of these complaints were mediated which means an automatic extension for both complaints should have occurred and is not accurately reflected in the system. However, the third complaint was an error caused by the date entered in the system due to the aggrieved being mailed the documents while out of state for a family emergency. 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 aid 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.

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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 22, EEO tracked 65 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 19 employees (29.23%) initiated pre-complaints which was an increase of 1 from FY 21 (18 pre-complaints). However, because this FY saw an increase of contacts the percentage dropped this FY. This continues to speak to the prioritization of the prevention piece within the Fort Riley EEO office. Fort Riley EEO staff provide employees courses of action they can take with the complaint process but also the Anti-Harassment Regulation, AR 690-12, Appendix D. Despite there not being an Anti-Harassment Coordinator per the regulation, a firewall still exists since the Fort Riley EEO office doesn't know the outcome of anti-harassment issues because of the handoff to CPAC and SJA. The cost savings for FY 22 was \$4,600,000. For every contact that files a complaint, it costs roughly \$100,000 up to the hearing stage of the complaint process. Complaints that file hearings cost additional. This FY, 48 contacts did not file a complaint resulting in the highest cost savings to date.

Of the 17 pre-complaints, all were counseled within 30 calendar days. Most of the pre-complaints were initiated by IMCOM (7), MEDCOM (7), and CHRA (3). The top two (2) issues in FY 22 were hostile work environment/harassment (10) and some type of disciplinary action (8), which were also the top two (2) issues in FY 21. The top bases in FY 22 were disability (12) and race (11). For FY 21, the top bases for individuals initiating pre-complaints were race (14) and reprisal (11). **Note: individuals may file on more than one issue and basis.**

At the end of FY 22, there were 17 pre-complaints filed, 8 (47%) filed formal and 9 (53%) that did not file a formal complaint. Of the eleven (9) that did not file formally, four (4) settled through mediation. The Fort Riley EEO office does not anticipate a higher number of mediations next FY due to policy and ISR requirements. While mediation can be beneficial, it can also result in employees repeatedly filing knowing management is required to mediate with them. Most of the formal complaints filed in FY 22 were IMCOM (4), MEDCOM (3), and FORSCOM (1). The number of days to process informal complaints went up in FY 22 with 20.50 days versus FY 21 processing days of 17.61. While this number is still well below the 30-day regulatory requirement, 5 of the pre-complaints were counseled by Collateral Duty Counselors which also contributed to the increase of days. DoD's IRD took a similar average number of days this year to process formal complaints versus FY 21 (143.60 days vs 140.91 days respectively).

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| <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> |
|------------------------------|-------------------------------|--------------------|-----------------------------------|---|-----------------------------------|------------------------------|--------------------------------|
| 34 | 20.50 | 143.60 | 1 | 8 | 0 | 4 | 4 |

The top 2 basis for FY 22 were disability (12) and race (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 3 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. For FY 22, reprisal was replaced with disability. The first quarter in FY 22 had 3 of the 4 complaints coming from Irwin Army Community Hospital (IACH) with all 3 having components of hostile work environment. With the transition of IACH to DHA, there will be reduction in complaints. However, the Fort Riley EEO office may not see a drop in contacts as employees struggle to reach DHA EEO services via email only. The Fort Riley EEO office will work to obtain information related to the DHA complaint process to share with employees to continue to provide the installation the best possible customer service. The third quarter in FY 22 included 2 out of 7 complaints being back-to-back complaints from CHRA. Both had components of hostile work environment, issues related to management, and ultimately communication issues due to management teleworking while employees were in the office. Overall, complaints were similar to FY 21, which could be contributed to specific organizations returning from telework and some still teleworking due to COVID-19. Additionally, the Fort Riley EEO office counseled 8 pre-complaints in FY 22 for 3 other installations. These complaints are not 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 22 | Top Basis | FY 21 |
|----------------------------------|--------------|----------------------------------|--------------|
| Disability (5 Mental/7 Physical) | 12 | Race | 14 |
| Race | 11 | Reprisal | 11 |
| Reprisal | 5 | Disability (2 Mental/8 Physical) | 10 |
| Sex | 3 | Sex | 5 |
| Age | 3 | Age | 4 |

Further analysis showed, the top 2 issues in FY 22 were hostile work environment/harassment (non-sexual) and some type of disciplinary action. The top two (2) issues in FY 21 and FY 20 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

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raised in FY 22 and FY 21. Harassment complaints continue to be the top issues in complaints. Employees often do not understand the EEO process and file to spite or get even with a co-worker or management official. Employees also can have an unrealistic expectation of management assigning workload or when their work environment is periodically imperfect. 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 moved higher on the issue list this FY compared to just being a new issue for FY 21. While this issue is usually tied to Reasonable Accommodations not being processed timely, these specific 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 22 | Top Issues | FY 21 |
|-------------------------------------|--------------|-------------------------------------|--------------|
| Harassment (Non-sexual & sexual) | 10 | Harassment (Non-sexual & sexual) | 15 |
| Disciplinary Actions | 8 | Disciplinary Actions | 8 |
| Reasonable Accommodation Disability | 4 | Assignment of Duties | 4 |
| Termination | 3 | Promotion/Non-Selection | 2 |
| Terms/Conditions of Employment | 3 | Reasonable Accommodation Disability | 2 |

Fort Riley closed eighteen (18) formal complaints in FY 22 in comparison to FY 21 which had fourteen (14) formal complaints closed. The average number of days to close complaints was 742.33 days in FY 22, a significant increase from FY 21 (529.86). One (1) complaint was dismissed, five (5) reached an agreement, four (4) had Administrative Judge (AJ) decisions issued (3 with No Finding of Discrimination found and 1 with a Finding of Discrimination), and eight (8) had Final Agency Decision (FAD) completed with No Finding of Discrimination found. The one (1) Finding of Discrimination was for an employee who was teleworking from home in the Fort Riley area, but the agency and settlement authority are located at Rock Island Arsenal therefore the finding is not against Fort Riley. FAD's averaged 441.25 processing days, whereas, the average days in FY 21 was 599.57 days, a decrease of 158.32 days. Contributing factors for FY 22 was the closing of older complaints as well as the EEO Director continually checking in on the status of older FADs which typically but not always prompted processing. There were no remands issued in FY 22.

At the end of the reporting period, there were 16 complaints pending. Their status is as follows:

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| Title | # of Complaints | Average # of Days |
|-----------------------------|-----------------|-------------------|
| Pending Notification | 0 | 0 |
| Pending Accept/Dismiss | 0 | 0 |
| Pending Investigation | 2 | 61 |
| Pending Hearing | 6 | 784** |
| Pending Final Agency Action | 8 | 747** |

** The Fort Riley EEO Office has no control of EEOC and/or EEOCCR for hearings or final agency actions. 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 23 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 workplace 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 23 is as follows:

PART H:

a. The EEO office is not authorized on the TDA for a Special Emphasis Program Manager to complete that 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 23, 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. Additionally, the EEO Officer will work on the packet to request authorization for an over hire for the SEPM.

b. Currently, the Department of the Army has not authorized any TDA authorizations for the Anti-harassment Program Coordinator as an actual position. 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 within CHRA. In the interim, the EEO Office will continue to educate supervisors, managers, and employees

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on what unlawful harassment looks like and what the process is for raising those types of issues in the workplace. 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 and manage the program with existing resources.

c. 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.

d. 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.

e. The DPM works independently with employees and managers on RA's. The EEO Officer is only consulted on complex cases and never processes RAs.

f. The Complaint's Manager currently acts as our Anti-Harassment program coordinator absent an actual authorization for one within Army. The EEO Officer like with the DPM allows the Complaints Manager to work the program with the EEO Officer in a consultation role.

g. Currently Army is working this issue and has named the G-1 as the program proponent. Nothing else has occurred with this and no other guidance has been sent out on a timeline of when CHRA will take over this program.

h. The EEO Officer will work with the command team on doing exit interviews to use it as a tool to improve the work environment. The EEO Office will be the proponent for the exit interviews. The EEO team already has a questionnaire put together and is ready to execute.

i. There is nothing the EEO office can do about the lack of applicant flow data. That is outside the control of IMCOM and the EEO office.

PART I: EEO Plan to Eliminate Identified Barrier

a. Hispanic males are still underrepresented on Fort Riley. The EEO team will interview the workforce to identify potential barriers for Hispanic males and other minorities that may be preventing them from being selected for positions here on Fort Riley. If any barriers are identified, the EEO office will develop an action plan and coordinate with the command team and directors.

b. There were no IWD or IWTD promoted in FY 22. We will review the promotion, hiring practices and policies on Fort Riley to identify any barriers to hiring IWD and IWTD on Fort Riley. We will also continue to review matrices for resumes, review interview questions and sit in on hiring panels. If any barriers are identified, the EEO office will develop an action plan and coordinate with the command team and directors.

c. There is an underrepresentation of IWD in air traffic controller positions. The EEO team's goal is to interview the air traffic controllers to see if any of them have a disability that they have not reported and get them to report it. Will also interview management to see if there are any unknown barriers to hiring IWD and IWTD.

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d. Discrepancy in median awards between females and males. The EEO team will research and identify any barriers as to why the median awards for females are lower than for males, when there are more females employed on Fort Riley. We do know that there are more males at the higher grade levels than females are one cause of the issue. We will also ask for an analyze directorate awards policies.

e. There are a low number of women and minorities in GS-14 and GS-15 positions on Fort Riley. The EEO team will work with managers and directors to make sure that there are no barriers to their hiring practices by reviewing their practices and policies.

PART J: Disability

For the second year in a row, Fort Riley was over both the targeted number of Individuals with Disabilities (IWD) and Targeted Disabilities (IWTD). IWD was 22.82% and the federal goal is 12%. IWTD is at 3.36% 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 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. The EEO office will also canvas GS-13 and above to pinpoint any barriers that may need to be addressed.