

Public Release of the Annual Demographic Report: Hiring and Retention of Minorities, Women, and Persons with Disabilities in the United States Intelligence Community Fiscal Year 2015

Consistent with Section 114 of the “National Security Act of 1947,” as amended by Section 324 of the “Intelligence Authorization Act of 2003,” the Director of National Intelligence is disclosing to the public a summary of the demographic data on the population of minorities, women, and persons with disabilities employed by the United States Intelligence Community during fiscal year 2015 (between 1 October 2014 and 30 September 2015).

This report provides an in-depth examination of IC diversity in all 17 IC elements listed below.

Central Intelligence Agency (CIA)	Department of Energy (DoE), Office of Intelligence and Counterintelligence (IN)	United States Air Force (USAF), 25 AF, National Air and Space Intelligence Center (NASIC)
Defense Intelligence Agency (DIA)	Department of Homeland Security (DHS), Office of Intelligence and Analysis (I&A), and Homeland Security Investigations	United States Army Intelligence and Security Command, National Ground Intelligence Center
Federal Bureau of Investigation, Intelligence Branch (FBI/IB)	Department of State’s (DOS), Bureau of Intelligence and Research (State INR)	United States Coast Guard (USCG) CG Intelligence Center (part of DHS)
National Geospatial-Intelligence Agency (NGA)	Department of the Treasury, Office of Intelligence and Analysis (OIA)	United States Marine Corps (USMC), MC Intelligence Activity
National Reconnaissance Office (NRO)	Drug Enforcement Administration (DEA), Office of National Security Intelligence	United States Navy (USN), Naval Intelligence Activity (NIA)
National Security Agency (NSA)	Office of the Director of National Intelligence (ODNI)	

The report also highlights key initiatives and accomplishments and tracks the IC’s progress and areas for improvement in diversity hiring, promotion, career development, and attrition. Overall, the FY 2015 analysis indicates that the IC continues to make progress in increasing the representation of minorities, women, and persons with disabilities (PWD). Five-year trends (FY 2011-2015) in hiring and attrition dynamics indicate a gradual increase in minority representation over time.

Report Findings: IC Continues to Progress

- Five-year trends (FY 2011-2015) in minority representation continues to slowly trend in a positive direction. Minority representation in FY 2011 was 23.2%. In FY 2015 minority representation was 24.6%.
- In FY 2015, overall IC minority representation in hiring increased from 23.6% (FY 2014) to 24.9%, largely due to a 1.4% increase in Hispanic hiring.
- The proportion of women in the IC remained just below 40% over the last five years.

- The share of attrition for women in the IC decreased by 1.7 percentage points between FY 2014 and FY 2015.
- In FY 2015, women earned 43.9% of promotions and 46.8% of the honorary awards, a rate above their representation in the workforce (38.5%)
- PWD in the IC workforce increased by just over one-half of one percentage point between FY 2014 and FY 2015
- Hiring peaked in FY 2014, 9.4%, with a slight reduction to 8.5% in FY 2015

Report Findings: We still have areas to improve

- The IC's minority representation of 24.6% is lower than all of the external benchmarks generally used for comparisons: Minorities make up 37.5% of the U.S. Population, 35.4% of the Federal Workforce, and 31.5% of the Civilian Labor Force.
- Minorities are also represented at less than expected frequencies, with regard to promotions, awards, Selected Educational Development Programs, and Joint Duty assignments.
- The IC's female workforce, at 38.5%, is lower than external population benchmarks such as the U.S. population at 49.7%, Federal Workforce at 43.2%, and the Civil Labor Force at 45.3%.
- Women are well represented through GS/GG-12 but taper off in the higher grades.
- IC PWD workforce, at 7.9%, is lower than the Federal Workforce at 8.99%
- The PWD attrition rate, 6.9%, was slightly above the IC's overall attrition rate of 6.3%.

Initiatives Highlights

FY 2015 was marked by a renewed focus on leadership and accountability. Many IC elements adopted diversity training, such as unconscious bias workshops, and focused on leadership competencies to ensure that understanding and promoting diversity, inclusion, and EEO are viewed as key to effective leadership. Below are highlights of Community-wide and IC element activities to advance strategic diversity, inclusion, and EEO objectives:

- CIA, NSA, and the USAF adopted diversity and inclusion performance objectives as part of senior executive performance evaluations plans. Beginning in FY 2016, the ODNI and other elements of the IC are adopting similar requirements.
- The first IC Persons with Disabilities Summit was hosted by CIA at NRO. Through this forum, the IC EEOD Council launched three working groups to further educate the IC workforce and coordinate best practices for recruiting, retaining, and developing PWD.
- IC EEOD hosted a Diversity Best Practices Exchange Forum to share ideas with invited members from private industry, academia, and senior IC leaders.
- The IC hosted the third IC Women's Summit and the fourth IC Lesbian, Gay, Bisexual, Transgender, and Allies Summit.
- Four items were added to the IC Climate Survey, similar to those found in the Office of Personnel Management (OPM) Federal Employee Viewpoint Survey. As a result, in FY 2015 ODNI began capturing OPM's Inclusion Quotient across the IC.
- The CIA and ODNI codeveloped No FEAR Act online training to enable IC officers to understand their rights and remedies under the antidiscrimination and whistleblower protection laws. The PDDNI established reciprocity across the IC to enable all officers to gain credit if they completed this course.

- IC CHCO worked to improve data collection to capture RNO, gender, FY 2015 promotion data, and disability information on participants in the IC Joint Duty program.