

Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWD)

Answer Yes

b. Cluster GS-11 to SES (PWD)

Answer Yes

Due to data challenges, DoDEA is unable to separate the total workforce data from the permanent workforce data in this year's analysis. Below is the total cluster and total workforce analysis. DoDEA's total GS workforce is comprised of 2,757 employees, 1,744 employees are GS-1-10 and 1,019 employees are GS-11-SES. In a comparison of PWD in the GS-1-10 Cluster and the total workforce, 3.66% (101 employees) PWD and the 12% benchmark, a trigger exists. Additionally, for PWD in the GS-11-SES Cluster, 4.13% (114 employees) and the 12% benchmark, a trigger exists for PWD. To address these triggers, DoDEA's strategy will be expanded to include: (1) REDI (race, equity, diversity and inclusion), a refreshed initiative launched by the Director during FY20; (2) increased leadership dialogues, through the Director's Cabinet Meetings, Civil Rights Group Meetings, and semi-annual senior leader planning meetings; and (3) the launch of a diversity council with advisory groups, to review disability recruitment and disability-focused career development through agency-wide action planning. These are a few examples of actions planned to assess the disability program, during the FY23 barrier analysis.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWTD)

Answer Yes

b. Cluster GS-11 to SES (PWTD)

Answer Yes

Due to data challenges, DoDEA is unable to separate the total workforce from the permanent workforce data in this year's analysis. Below is the total workforce analysis. DoDEA's total GS workforce is comprised of 2,757 employees, 1,744 employees are GS-1-10 and 1,019 employees are GS-11-SES. In a comparison of PWTD in the GS-1-10 Cluster, 0.15% (4 employees) and the 12% benchmark, a trigger exists. Additionally, for PWTD in the GS-11-SES Cluster, 0.25% (7 employees) and the 12% benchmark, a trigger exists for PWTD. To address these triggers, DoDEA's strategy will be expanded to include: (1) REDI (race, equity, diversity and inclusion), a refreshed initiative launched by the Director during FY20; (2) increased leadership dialogues, through the Director's Cabinet Meetings, Civil Rights Group Meetings, and semi-annual senior leader planning meetings; and (3) the launch of a diversity council with advisory groups, to review disability recruitment and disability-focused career development through agency-wide action planning. These are a few examples of actions planned to assess the disability program, including targeted disability efforts, during the FY23 barrier analysis.

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numerical Goal	--	12%		2%	
Grades GS-1 to GS-10	1744	101	5.79	4	0.23
Grades GS-11 to SES	1019	114	11.19	7	0.69

- Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

At this time, numerical goals are posted to DoDEA's website, and promote employment opportunities for individuals with disabilities, including: • Use of Schedule A hiring authority, 5 CFR 213.3102(u). • Tools available to assist agencies in identifying qualified applicants with disabilities for open DoDEA positions. • DoDEA's procedures for providing reasonable accommodation to job applicants and employees with disabilities.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

- Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period?
If "no", describe the agency's plan to improve the staffing for the upcoming year.

Answer Yes

During FY20, a team of three dedicated HR Specialists worked with agency divisions, managers, and hiring officials to advise and carryout recruitment initiatives related to the disability program. Due to the limitations of the global COVID-19 pandemic, there were few opportunities for an impactful collaboration between the HR and DMEQ Divisions. However, these divisions plan to resume scheduled meetings and report its findings in the FY21 MD-715 Report.

- Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	0	0	72	Amy Bower CHRA DoDEA Recruitment Division Chief amy.r.bower.civ@mail.mil
Answering questions from the public about hiring authorities that take disability into account	0	0	72	Amy Bower CHRA DoDEA Recruitment Division Chief amy.r.bower.civ@mail.mil
Processing reasonable accommodation requests from applicants and employees	4	0	74	Jason Osborne Chief Jason.osborne@dodea.edu
Section 508 Compliance	0	0	1	Mark.Patterson@dodea.edu
Architectural Barriers Act Compliance	0	0	1	David Walton Branch Chief David.walton@dodea.edu

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Special Emphasis Program for PWD and PWTD	2	0	0	David Walton Branch Chief David.walton@dodea.edu

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

During FY20, the Disability and Diversity Program Managers (DDPM) received training to support the responsibilities. This included “5 Star Customer Service,” “Leveraging Diversity, Equity, and Inclusion,” and “Resolving Complex Reasonable Accommodation.”

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer Yes

DoDEA’s DMEO Division was partially staffed during the fiscal year. Both Branch Chief, Disability and Diversity & Inclusion and the Headquarters Disability Program Manager (DPM) positions were vacant by the end of the fiscal year, with recruitment and hiring of those positions planned for the beginning of FY21. As was the case in FY19, in FY20, DoDEA’s Facilities, Safety and Occupational Health, and DMEO Divisions identified the business necessity of effective disability program management and each division had dedicated funding for disability services, including contracts for external vendors. Additionally, due to the COVID-19 pandemic, DoDEA’s HR and DMEO teams postponed their FY20 working group meetings. Meetings will restart in FY22 and focus on developing a recruitment strategy, including outreach to persons with disabilities, as well the pathway to reaching the federal representation goals for PWD/PWTD.

Section III: Program Deficiencies In The Disability Program

Brief Description of Program Deficiency	B.4.a.4. to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.		
Objective	Ensure the DMEO staff are sufficiently trained to advise and execute EEO program activities.		
Target Date	Sep 30, 2022		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Sep 30, 2022		Identify EEO training for all supervisors and employees.
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	

Brief Description of Program Deficiency	B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]		
Objective	Implement the program components for a successful and impactful EEO Program.		
Target Date	Sep 30, 2017		
Completion Date	Jun 30, 2020		
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Jun 30, 2019		DoDEA will hire qualified FTEs to implement an EEO Program. While funding existed during the fiscal year, the DMEO Division was not fully staffed due to staffing departures.
	Sep 30, 2020		Conduct a self-assessment of the program's deficiencies, a field audit, and an administration of special emphasis programs.
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	
	2018	There were no accomplishments to report by the end of FY18. DoDEA's DMEO Division lost two significant leaders, the Chief, DMEO and Branch Chief, D&I during the fiscal year. While led by DoDEA's Headquarters Chief of Staff, who served as DoDEA's Acting Chief, DMEO, DoDEA was unable to make significant progress towards eliminating this deficiency. Still yet, DoDEA will continue to work towards obtaining solutions with the aid of our new HR servicing agency, Civilian Human Resources Agency (CHRA). We remain optimistic that after a full year of data oversight by the CHRA organizations, DoDEA will have determined solutions to implement a barrier analysis in FY20.	

Brief Description of Program Deficiency	C.2.b.2. Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]		
Objective	Examine the reasonable accommodations program for program efficiency.		
Target Date	Sep 30, 2022		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Sep 30, 2022		Develop and implement reasonable accommodation procedures.
	Sep 30, 2022		Re-evaluate the reasonable accommodation's program structure within the agency.
	Sep 30, 2022		Monitor reasonable accommodation processing to ensure adherence to timeframe established in the reasonable accommodation policy.
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	

Brief Description of Program Deficiency	C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.		
Objective	Examine the reasonable accommodations program for program efficiency.		
Target Date	Sep 30, 2022		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Sep 30, 2022		Develop and implement reasonable accommodation procedures.
	Sep 30, 2022		Monitor reasonable accommodation processing to ensure adherence to timeframe established in the reasonable accommodation policy.
	Sep 30, 2022		Re-evaluate the reasonable accommodation’s program structure within the agency.
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	

Brief Description of Program Deficiency	E.4.b. Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]		
Objective	Continue the HR/DMEQ collaboration to identify solutions which will enable a re-survey of the workforce and data collection for analyses.		
Target Date	Sep 30, 2021		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Sep 30, 2021		Continue to investigate solutions for obtaining relevant data, to include discussion sessions with the agency’s new human resources service provider, CHRA, and OPM.
	Sep 30, 2021		DMEQ and HR Division Chiefs will meet quarterly to assess programs, including surveying the workforce and data access resolution.
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	

Section IV: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

To support DoDEA’s talent acquisition process, we utilize an internally developed web-based system called Employment Application System (EAS), which aids us in reaching our major occupation, educators, hiring goals. The EAS system is designed to send emails directly to targeted groups, such as educator’s with disabilities and educators with specialized training, informing them of DoDEA sponsored events. This is also an opportunity to brand the agency to prospective hires we’ve exchanged with during outreach events, ensuring they consider DoDEA for future career opportunities. DoDEA also utilizes USAJOBS, the complete federal talent management system, for its support staff hires. Print and on-line advertising continues to be used to target diverse and special needs audiences. DoDEA plans and budgets for recruitment events stateside and overseas that target special emphasis populations such as veterans, disabled, and groups from various race and national ethnicity groups. In addition, DoDEA recruits at certain conferences where large populations of attendees possess qualifications for many of our shortage skill areas (i.e. math, science, foreign language, or special education teachers, etc.). In addition, DoDEA has participated on a virtual job fair to recruit educators where recruiters were able to chat live with potential applicants during the event. We have set goals in order to identify

job applicants with disabilities: Goal 1: Increase diversity by participating at diversity and disability recruitment events. We will continue our outreach and develop strategic partnerships with diverse colleges and universities that offer teacher preparation programs and reach a higher population of individuals with disabilities. DoDEA is currently in the process of updating the DoDEA webpage and consolidating all the DoDEA employment information on one page which links from DoDEA, Americas, Europe and the Pacific homepages. The links to information on applying for positions in DoDEA, benefits, etc. would be easily assessable for applicants. Goal 2: Use strategic hiring initiatives for people with disabilities and for veterans. We will provide training and require all new managers to attend training on the use of Schedule A and other special hiring authorities. The plan is to ensure that 100% of all new managers attend the training.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

DoDEA continued to proactively use Schedule A. In FY20, three (3) new hires were appointed using the Schedule A. DoDEA also ensured job announcements contained information explaining how to apply under Schedule A, 5 CFR 213.3102(u). Additionally, 132 new hire appointments were 30% disabled veterans.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

For individuals who would like consideration under hiring authorities, such as Schedule A, they are directed to the Army Civilian Human Resources Agency (CHRA), DoDEA's HR Servicing Office. CHRA notifies the hiring manager of the special hiring authority for job vacancy consideration and attaches the individual's employment package, which may include the individual's resume and position description. If the individual is deemed eligible, the qualifications package is forwarded to CHRA and the hiring process continues.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer No

DoDEA did not provide training to its hiring managers on the use of hiring authorities. However, DoDEA remained committed to training its supervisors and through a partnership with the Office of Personnel Management (OPM). DoDEA supervisors received supervisory training on human resources fundamentals, to include hiring authorities such as Schedule A. This multi-year collaborative effort targets new and existing supervisors across the agency, with the goal of having trained all DoDEA supervisors by FY21.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

The Department of Defense Education Activity Human Resources Division and Recruitment teams provide information on veteran's preference and hiring priority to veterans and their spouses at all hiring recruitment events. Recruitment of persons with disabilities is a critical goal for DoDEA. As such, DoDEA works the U.S. Chamber of Commerce which manages career fairs, provides in person training that supports organizations and agencies in the recruitment of targeted groups along with the Military Spouse Employment Partnership with Military One Source. DoDEA participated in recruitment fairs that include persons with disabilities such as: Career Resource Management Center & Wounded Warrior Regiment (Quantico), Military Hiring Fair (Fort Belvoir), Joint Base Anacostia-Bolling Military Hiring Fair and the Fort Belvoir Career Fair. Additionally, DoDEA is an active participant in the DoD Recruiter's Consortium. This group is comprised of DoD component agencies that meet on a monthly basis

to share best practices regarding recruitment, development and retaining a diverse workforce across the DoD. DoDEA continues to partner with the Workforce Recruitment Program (WRP) which targets Schedule A applicants.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

- Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

- New Hires for Permanent Workforce (PWD) Answer Yes
- New Hires for Permanent Workforce (PWTD) Answer Yes

Due to data challenges, DoDEA is unable to separate the total workforce from the permanent workforce data in this year’s analysis. Below is a total workforce analysis. During FY20, DoDEA hired 99 (4.26%) PWD and seven (0.30%) PWTD. In comparison to 12% and 2% benchmarks respectively, triggers exist for the PWD and PWTD hires. To address these triggers, DoDEA’s strategy will be expanded to include: (1) REDI (race, equity, diversity and inclusion), a refreshed initiative launched by the Director during FY20; (2) increased leadership dialogues, through the Director’s Cabinet Meetings, Civil Rights Group Meetings, and semi-annual senior leader planning meetings; and (3) the launch of a diversity council with advisory groups, to review disability recruitment and disability-focused career development through agency-wide action planning. These are a few examples of actions planned to assess the disability program, including targeted disability efforts, during the FY23 barrier analysis.

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	0				
% of Qualified Applicants	0				
% of New Hires	0				

- Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- New Hires for MCO (PWD) Answer N/A
- New Hires for MCO (PWTD) Answer N/A

Data is not available to determine if triggers exist. DoDEA does not have an applicant tracking tool in EAS for the MCO of Teacher/Educator. During FY20, DoDEA’s HR service partner, CHRA, used USAStaffing voluntary demographic questionnaire and collected nominal data from applicants in the GS and WG pay plans.

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability		Targetable Disability	
		Qualified Applicants (%)	New Hires (%)	Qualified Applicants (%)	New Hires (%)
Numerical Goal	--	12%		2%	
1701GENERAL EDUCATION & TRAINING	0	0.00	0.00	0.00	0.00

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability		Targetable Disability	
		Qualified Applicants (%)	New Hires (%)	Qualified Applicants (%)	New Hires (%)
Numerical Goal	--	12%		2%	
1710EDUCATION & VOCATIONAL TRAINING	0	0.00	0.00	0.00	0.00

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD) Answer N/A
- b. Qualified Applicants for MCO (PWTD) Answer N/A

Data not available to determine if triggers exist.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD) Answer N/A
- b. Promotions for MCO (PWTD) Answer N/A

Data is not available to determine if triggers exist.

Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

DoDEA continues to strive to ensure awareness of diversity and inclusion in the workplace. DoDEA’s DMEO and HR Divisions work collaboratively to ensure the Activity is attracting and retaining PWD and PWTD in the workforce. DoDEA continues to monitor and track actions items toward attainment of the goals established in the Blueprint for Continuous Improvement to recruit, develop, empower, and retain a high-performing workforce that reflects the diversity of our students. The Blueprint for Continuous Improvement Goal #3 (Talent Excellence) and Goal #4 (Organizational Excellence), directly aligns with affirmative efforts in outreach, and recruiting in hiring, promoting, and training of women, minorities, and persons with disabilities. As such, employees have the opportunity to develop Individual Development Plans (IDP) and managers provide assistance, as needed, to address individual skills gaps and help prepare the employee for advancement opportunities. A broad range of developmental options, including participation in external leadership development programs, such as the Defense Civilian Personnel Advisory Service’s (DCPAS) Civilian Emerging Leader Program (DCELP) and Executive Leadership Development Program (ELDP), enhances the knowledges and skills of the employees.

B. CAREER DEVELOPMENT OPPORTUNITES

1. Please describe the career development opportunities that the agency provides to its employees.

DoDEA has access to multiple external career development programs, through our DoD affiliations (e.g., OPM's Center for Leadership Development Program, the ELDP, and the National Defense University (NDU) - Leadership Development Courses) for GS employees worldwide. Although DoDEA does not currently have a structured advancement program for employees, including PWD and PWTD, DoDEA acknowledges the importance of career advancement and encourages internal development and succession planning. Through a partnership with OPM, supervisory training was delivered in FY19 and it included human resources fundamentals and hiring authorities, such as Schedule A. DoDEA is in the process of developing a training program for supervisors with the goal of having training all DoDEA supervisors by FY22.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/ approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Fellowship Programs	NoData	NoData	NoData	NoData	NoData	NoData
Detail Programs	NoData	NoData	NoData	NoData	NoData	NoData
Coaching Programs	NoData	NoData	NoData	NoData	NoData	NoData
Internship Programs	NoData	NoData	NoData	NoData	NoData	NoData
Training Programs	NoData	NoData	NoData	NoData	NoData	NoData
Mentoring Programs	NoData	NoData	NoData	NoData	NoData	NoData
Other Career Development Programs	NoData	NoData	NoData	NoData	NoData	NoData

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWD) Answer N/A

b. Selections (PWD) Answer N/A

Data is not available to determine if triggers exist for PWD.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWTD) Answer N/A

b. Selections (PWTD) Answer N/A

Data is not available to determine if triggers exist for PWTD.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If "yes", please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD) Answer No

b. Awards, Bonuses, & Incentives (PWTD)

Answer No

There is limited awards data to determine if triggers exist for PWD and PWTD.

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 1 - 10 Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 1 - 10 Hours: Average Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 11 - 20 hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 11 - 20 Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 11 - 20 Hours: Average Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 Hours: Average Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Average Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	0	0.00	0.00	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	0	0.00	0.00	0.00	0.00
Cash Awards: \$501 - \$999: Total Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$501 - \$999: Average Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$1000 - \$1999: Awards Given	0	0.00	0.00	0.00	0.00
Cash Awards: \$1000 - \$1999: Total Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$1000 - \$1999: Average Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$2000 - \$2999: Awards Given	0	0.00	0.00	0.00	0.00
Cash Awards: \$2000 - \$2999: Total Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$2000 - \$2999: Average Amount	0	0.00	0.00	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$3000 - \$3999: Awards Given	0	0.00	0.00	0.00	0.00
Cash Awards: \$3000 - \$3999: Total Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$3000 - \$3999: Average Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Awards Given	0	0.00	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Total Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$4000 - \$4999: Average Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Awards Given	0	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Total Amount	0	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Average Amount	0	0.00	0.00	0.00	0.00

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance- based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD)

Answer Yes

b. Pay Increases (PWTD)

Answer Yes

The permanent workforce is 10,988. Using the inclusion rate for quality step increases reveals triggers for PWD and PWTD: - PWD: 0.045% (5 employees) - PWTD: 0% (0 employees) - All employees: 0.40% (44 employees)

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	0	0.00	0.00	0.00	0.00

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD)

Answer N/A

b. Other Types of Recognition (PWTD)

Answer N/A

There is limited awards data to determine if triggers exist for PWD and PWTD.

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWD)

Answer N/A

ii. Internal Selections (PWD)	Answer	N/A
b. Grade GS-15		
i. Qualified Internal Applicants (PWD)	Answer	N/A
ii. Internal Selections (PWD)	Answer	N/A
c. Grade GS-14		
i. Qualified Internal Applicants (PWD)	Answer	N/A
ii. Internal Selections (PWD)	Answer	N/A
d. Grade GS-13		
i. Qualified Internal Applicants (PWD)	Answer	N/A
ii. Internal Selections (PWD)	Answer	N/A

Promotions data is limited, for determining if triggers exist for PWD.

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES		
i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	N/A
b. Grade GS-15		
i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	N/A
c. Grade GS-14		
i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	N/A
d. Grade GS-13		
i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	N/A

Promotions data is limited, for determining if triggers exist for PWTD.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|-----------------------------|--------|-----|
| a. New Hires to SES (PWD) | Answer | N/A |
| b. New Hires to GS-15 (PWD) | Answer | N/A |
| c. New Hires to GS-14 (PWD) | Answer | N/A |
| d. New Hires to GS-13 (PWD) | Answer | N/A |

Promotions data is limited, for determining if triggers exist for PWD.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|------------------------------|--------|-----|
| a. New Hires to SES (PWTB) | Answer | N/A |
| b. New Hires to GS-15 (PWTB) | Answer | N/A |
| c. New Hires to GS-14 (PWTB) | Answer | N/A |
| d. New Hires to GS-13 (PWTB) | Answer | N/A |

Promotions data is limited, for determining if triggers exist for PWTB.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|--|--------|-----|
| a. Executives | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| b. Managers | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| c. Supervisors | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |

Promotions data is limited, for determining if triggers exist for PWD.

6. Does your agency have a trigger involving PWTB among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Executives

i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	N/A
b. Managers		
i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	N/A
c. Supervisors		
i. Qualified Internal Applicants (PWTD)	Answer	N/A
ii. Internal Selections (PWTD)	Answer	N/A

Promotions data is limited, for determining if triggers exist for PWTD.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWD)	Answer	N/A
b. New Hires for Managers (PWD)	Answer	N/A
c. New Hires for Supervisors (PWD)	Answer	N/A

Data is limited for determining if triggers exist for PWD.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWTD)	Answer	N/A
b. New Hires for Managers (PWTD)	Answer	N/A
c. New Hires for Supervisors (PWTD)	Answer	N/A

Data is limited for determining if triggers exist for PWTD.

Section VI: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

During FY20, all Schedule A employees with a disability were converted into competitive service after two (2) years of satisfactory performance. However, the HR Chief and the related designees continue to ensure all managers are aware of the competitive service eligibility requirement; provides the necessary guidance to supervisors on the appropriate timeframes and conversion steps into competitive service; and counsels managers on concerns that may influence conversions, such as performance related matters.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD) Answer No

b. Involuntary Separations (PWD) Answer No

Due to data challenges, DoDEA is unable to separate the total separations from the permanent separations data in this year’s analysis. Below is a total separations analysis. The permanent workforce is 10,988. Using the inclusion rate for voluntary and involuntary separations reveals triggers for PWD and PWTD: - PWD voluntarily: 0.26% (29 employees); All voluntary separations: 4.01% (441 employees) - PWD involuntarily: 0.41% (45 employees); All involuntary separations: 8.30% (912 employees) - All permanent employee separations: 12.31% (1,353 employees)

Seperations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	0	0.00	0.00
Permanent Workforce: Resignation	0	0.00	0.00
Permanent Workforce: Retirement	0	0.00	0.00
Permanent Workforce: Other Separations	0	0.00	0.00
Permanent Workforce: Total Separations	0	0.00	0.00

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTD) Answer No

b. Involuntary Separations (PWTD) Answer No

Using the inclusion rate, DoDEA’s permanent workforce in FY20 was 10,988. PWTDs voluntarily separated at a rate of 0.009% (1 employee) and involuntarily separated at a rate of 0.05% (5 employees). Accordingly, persons without disabilities voluntarily separated at a rate of 3.46% (380 employees) and involuntarily separated at a rate of 7.40% (813 employees).

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	0	0.00	0.00
Permanent Workforce: Resignation	0	0.00	0.00
Permanent Workforce: Retirement	0	0.00	0.00
Permanent Workforce: Other Separations	0	0.00	0.00
Permanent Workforce: Total Separations	0	0.00	0.00

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

NA

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

DoDEA Website Accessibility Statement: <https://www.dodea.edu/accessibility.cfm>. DoD and Components (Section 508/ accessibility): <https://dodcio.defense.gov/DoDSection508.aspx>

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

DoDEA's guidance on the Architectural Barriers Act is accessible in the Physical Security & Antiterrorism Design Guide at <https://www.dodea.edu/edSpecs/upload/DoDEA-PHYSEC-AT-Design-Guide-V2.pdf>.

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

During FY20, there were no Architectural Barriers Act (ABA) projects. In FY20, the DMEO and IT Divisions began the work toward establishing a Section 508 Program. As a part of the effort, a half-time resource will serve as the 508 Coordinator in FY21.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

During FY20, the average time frame for processing initial request for reasonable accommodation was 33.25 days. Below is a breakdown of by location, comparing FY20 to FY19. DoDEA experienced a significant increase in RA requests during FY20 due to the global COVID-19 pandemic. DoDEA received 947 RA requests in FY20, compared to 160 requests in FY19. • Headquarters – 23 days (FY20); 59 days (FY19) • Americas – 37 days (FY20); 39 days (FY19) • Europe – 47 days (FY20); 12.5 days (FY19) • Pacific – 26 days (FY20); 13 days (FY19)

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

In preparation for FY20, planning efforts for the incoming fiscal year primarily focused on increasing awareness of DoDEA's disability program and visibility of our DPMs. This included establishing program goals for team attainment and planned status reviews to continue the momentum. As such during FY20, a concerted effort was made towards increasing employee and manager dialogues, providing open forums for learning and development, and establishing a platform for accommodating employees not only because it's the law but because it's the right thing to do for DoDEA.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

In FY19, DoDEA allowed its PAS policy statement to expire. Instead of having a separate PAS policy DMEO leadership determined all PAS requests would be processed through the standard reasonable accommodation process. Led by DoDEA's DMEO Division, the DMEO leadership team and the DPMs continue to work tirelessly to provide one-on-one and group training for managers and supervisors, to ensure an understanding on the reasonable accommodation process, including implementation of the PAS requirement. DoDEA did not process any requests for personal assistance services in FY20.

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?

Answer Yes

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

DoDEA provided training, lump sum payment, and backpay.

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

There were five settlements and one finding.

Section VIII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

- 1.

Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer No

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer N/A

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - B1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The participation rate of PWD and PWTD are below the 12% and 2% benchmarks, respectively.				
STATEMENT OF BARRIER GROUPS:	Barrier Group People with Disabilities People with Targeted Disabilities				
Barrier Analysis Process Completed?:	N				
Barrier(s) Identified?:	N				
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name Low participation rate for PWD and PWTD.		Description of Policy, Procedure, or Practice The participation rate of PWD was 5.77% in FY20, as compared to 5.83% in FY19; and the participation rate of PWTD was 0.35% in FY20, as compared to 0.41% in FY19.		
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
09/30/2018	01/31/2020	Yes	09/30/2021		DMEQ to collaborate with Human Resources counterparts to encourage the utilization of Schedule A(u) Hiring Authority.
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Branch Chief, Disability and Diversity & Inclusion Branch		David Walton		Yes	
Planned Activities Toward Completion of Objective					
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date
09/30/2018	Review Climate Assessment Survey (e.g. FEVS)			Yes	06/30/2023
09/30/2018	Analyze Exit Interview Data			Yes	06/30/2023
09/30/2018	Conduct Focus Groups			Yes	06/30/2023
09/30/2018	Conduct Individual Interviews			Yes	06/30/2023

Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2018	Analyze Reports (e.g. Congress, EEOC, MSPB, GAO, OPM)	Yes	06/30/2023	
Report of Accomplishments				
Fiscal Year	Accomplishment			
2018	<p>During FY18, the DMEQ Division was not fully staffed. DMEQ lost two significant leaders, the Chief, DMEQ and Branch Chief, Diversity & Inclusion (D&I). For more than half of the fiscal year, DoDEA's Headquarters Chief of Staff served as DoDEA's Acting Chief, DMEQ through the end of FY18 as the search for a new Chief was underway. These organizational shifts greatly impacted the disability program's guiding impetus in terms of goal setting. Nevertheless, DoDEA's DPM personnel continued to operate and maintain the mandated programs, yet without attaining completion of the program's planned activities.</p> <p>The Agency plans to follow-through with its FY17 planned activities to address potential program triggers during the barrier analysis in FY20.</p>			
2020	<p>Due to the global COVID-19 pandemic, DoDEA was unable to make notable progress towards the planned activities. All planned activities will be advanced to 06/30/23.</p>			
2019	<p>During FY19, the DMEQ and HR Divisions experienced personnel changes that impacted DoDEA's ability to make significant progress towards the PWD (12%) and PWTD (2%) goals. The DMEQ Division faced leadership shortages, due to the FY19, Quarter 2 hire of a new DMEQ Chief, the voluntary separation of the Resolution and Compliance Branch Chief, and the FY18 to FY19 vacant Disability and Diversity & Inclusion Branch Chief position. The HR Division, also faced substantial changes due to a division-wide restructuring to improve the efficiency of HR services across DoDEA.</p> <p>Notwithstanding, the participation rate for PWD was 5.87% in FY19, as compared to 5.58% in FY18; and the participation prate for PWTD was 0.41% in FY19, as compared to 0.37% in FY18. While representation in both the PWD and PWTD groups from FY18 to FY19 confirms positive strides, no new or significant actions were implemented. Therefore, DoDEA's recruitment plans and efforts, which have remained steady, can be credited for the progress towards the 12% and 2% representation goals, respectively.</p> <p>DoDEA will continue to monitor its recruiting plans, and address potential program triggers through a barrier analysis in FY22.</p>			

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

Like many federal agencies, public and private business, and other organizations, the global COVID-19 pandemic caused a significant humanitarian crisis. While DoDEA worked tirelessly to ensure RA needs were addressed timely, decisions were made to advance timelines on less critical projects to support the workforce and our communities.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

NA

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

DoDEA The Agency plans to follow-through with its FY17 planned activities to address potential program triggers during the

barrier analysis in FY23.