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DEFENSE INTELLIGENCE AGENCY

WASHINGTON, D.C. 20340- 3375

*Transmittal Memo
(Munson)*

S-632/RS-A

16 JUN 1988

Mr. John Wilson
National Academy Public
Administrator Study Group
1200 Wilson Blvd
Rosslyn, VA 22209

Dear Mr. Wilson

Enclosed are copies of requested information from the Defense Intelligence Agency relative to Equal Employment Opportunity data for minorities and women in your prescribed formats. It is understood that the requirement for tracking senior level positions will not be included in this report. The Agency does not maintain this level of detail in an on-line system.

If you have additional questions pertaining to the reported information.

[Redacted]

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MICHAEL F. MUNSON
Deputy Director for
Resources

1 Enclosure
Data Study (S) 1 cy

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Description of OIA efforts

Actions taken to enhance representation of minority and female staff at all levels of the organization:

a. Recruitment

- Advertising focused toward minority educational institutions.
- On-campus recruitment at minority schools and colleges, and other majority universities with high minority enrollment.
- Participation in Job and Tech Fairs with minority group emphasis.

b. Employee Development

- Upward Mobility Program which allows talented employees to move into professional job series.
- Professional-Technical Work Study Program which employs local area college students.
- An EEO representative participates in Civilian Evaluation Panels (CEP) for GG-15 positions.

c. Management

- Performance area which includes EEO in all managers' and supervisors' evaluations.
- Training courses for managers and supervisors which include EEO principles and responsibilities.
- EEO courses are included in Career Ladders.
- The Inspector General's Self-Inspection Handbook contains a section on EEO matters.

d. Internal EEO Program

- The Agency has a functioning EO/EEO Advisory Council.
- Collateral Duty Special Emphasis Program managers are assigned as Black Employment Program Manager, Hispanic Employment Program Manager, Handicapped Individuals Employment Program Manager and Federal Womens' Program Manager.
- Observances are conducted on the occasion of Black History Month, Women's History Month and Hispanic Heritage Week throughout DIA. Formal ceremonies as well as posters, displays, seminars, movies, etc are scheduled.
- The EEO staff assets in providing briefings about DIA's EEO posture to leadership elements.

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DIA Staff Distribution by Grade, by
and by

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GRADE RANGE	YEAR	TOTAL %	MEN %	WOMEN %	WHITE %	BLACK %	HISPANIC %	ASIAN/PACIFIC ISLANDER %	AMERICAN INDIAN/ALASKAN NAT %
GG 1-4	1982	3.4	.2	8.9	2.9	6.9			14.3
	1983	3.8	.5	9.6	3.0	7.8	13.3	5.9	30.0
	1984	4.3	1.0	10.1	3.1	11.1	16.7		9.0
	1985	3.5	.5	8.7	2.2	10.7	3.7		6.3
	1986	3.9	.6	9.5	1.8	14.9	4.2	3.3	11.8
	1987	4.4	.5	10.4	2.1	15.5		2.8	10.0
GG 5-8	1982	25.2	8.5	54.4	21.5	51.5	35.7	8.3	28.6
	1983	26.1	11.2	52.7	22.1	52.7	33.3	11.8	20.0
	1984	25.3	10.3	52.0	20.7	52.5	38.9	8.7	36.3
	1985	25.9	10.4	51.9	20.6	52.7	55.6	4.3	56.3
	1986	23.2	9.3	46.6	18.4	47.3	41.7	13.3	47.1
	1987	22.1	8.4	43.9	16.7	46.2	44.4	16.7	50.0
GG 9-12	1982	31.2	33.6	27.6	31.3	31.8	42.9	33.3	14.3
	1983	29.4	30.5	27.3	29.3	29.5	26.7	41.2	20.0
	1984	28.4	29.7	26.2	28.7	26.9	16.7	43.5	27.3
	1985	28.4	29.6	26.3	28.6	27.6	18.5	39.1	18.8
	1986	27.7	27.3	28.4	27.5	28.5	29.2	30.0	23.5
	1987	25.9	24.8	27.5	25.6	27.7	22.2	19.4	20.0
GG 13-15	1982	39.0	55.9	9.0	43.0	9.8	21.4	58.3	42.9
	1983	39.6	56.0	10.3	44.2	9.9	26.7	41.2	30.0
	1984	40.8	57.2	11.5	46.1	9.6	27.8	47.8	27.3
	1985	40.9	57.5	13.0	46.9	9.1	22.2	56.5	18.8
	1986	48.8	60.6	15.4	50.5	9.3	25.0	50.0	17.6
	1987	46.2	63.9	18.0	52.7	10.6	31.3	58.3	20.0

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GRADE RANGE	YEAR	Total w/kr	TOTAL #	MEN %	WOMEN %	WHITE %	BLACK %	HISPANIC %	ASIAN/PACIFIC ISLANDER %	AMERICAN INDIAN/ALASKAN NAT %
GG 16-18 INCL DISES	1982	2,354	282	1.8	.1	1.4				
	1983			1.8	.1	1.4				
	1984			1.8	.1	1.8				
	1985			2.1	.09	1.7				
	1986			2.1	.2	1.7			3.3	
	1987	3,352	50.2	2.4	.2	1.8			2.8	
	OTHER WHITE COLLAR	1982		2078	49.8	1274	2.54	2720	45.6	36
	1983									
	1984									
	1985									
	1986									
	1987									
TOTAL WHITE COLLAR	1982		100	100	100	100	100	100	100	100
	1983		100	100	100	100	100	100	100	100
	1984		100	100	100	100	100	100	100	100
	1985		100	100	100	100	100	100	100	100
	1986		100	100	100	100	100	100	100	100
	1987		100	100	100	100	100	100	100	100

GS 16-18 9 S/S

	1982	%	1987	%
Total	28	(5)	50.2	
Men	27	(96.4)	50	98
Women	1	(3.7)	1	2.54
Minorities	0	(0)	1	1.96

Per Carol Rice
1 white woman
1 min male

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PROMOTIONS BY YEAR
AND WITHIN MINORITY
GROUP DESIGNATOR

*41 minority 205 total
- 41 minority
164*

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FISCAL YEAR	TOTAL		BLACK		HISPANIC		ASIAN/AMERICAN		AMERICAN MALE (%)	INDIAN FEMALE (%)	WHITE	
	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)			MALE (%)	FEMALE (%)
1982	231 (53.0)	205 (47.0)	19 (4.4)	37 (8.5)	2 (.5)	1 (.2)	1 (.2)	1 (.2)		1 (.2)	209 (47.9)	165 (37.8)
1983	268 (50.3)	265 (49.7)	15 (2.8)	50 (9.4)	3 (.6)		2 (.4)		3 (.6)	1 (.2)	245 (46.0)	214 (40.2)
1984	370 (52.9)	329 (47.1)	24 (3.4)	69 (9.9)	3 (.4)	5 (.7)	3 (.4)	1 (.1)	4 (.6)	1 (.1)	336 (48.1)	253 (36.2)
1985	469 (53.8)	402 (46.2)	42 (4.8)	106 (12.2)	2 (.2)	4 (.5)	4 (.5)	3 (.3)	3 (.3)	2 (.2)	418 (48.0)	287 (33.0)
1986	565 (51.5)	532 (48.5)	59 (5.4)	143 (13.0)	7 (.6)	7 (.6)	4 (.4)	1 (.09)	5 (.5)	4 (.4)	490 (44.7)	377 (34.4)
1987	566 (48.3)	607 (51.7)	73 (6.2)	171 (14.6)	2 (.20)	10 (.90)	6 (.50)	3 (.3)	3 (.3)	5 (.4)	482 (41.1)	418 (35.6)

1982
436 total
374 white
 62 minority: 14.2%

1987
1,173 total
900 white
 273 minority 23.2%

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HIRING - GG-0132
 (INTELLIGENCE RESEARCH SPECIALIST ANALYST)
 BY MINORITY GROUP
 DESIGNATOR

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FISCAL YEAR	TOTAL		BLACK		HISPANIC		ASIAN/AMERICAN		AMERICAN INDIAN		WHITE	
	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
1982	57 (80.3)	14 (19.7)		1 (1.4)							57 (80.3)	13 (18.3)
1983	134 (85.4)	23 (14.6)	4 (2.5)	1 (.6)	1 (.6)		2 (1.3)				127 (80.9)	22 (14.0)
1984	114 (81.4)	26 (18.6)	2 (1.4)				4 (2.9)	1 (.7)			108 (77.1)	25 (17.9)
1985	117 (75.5)	38 (24.5)	4 (2.6)	2 (1.3)	2 (1.3)	1 (.6)	2 (1.3)		1 (.6)		108 (69.7)	35 (22.6)
1986	98 (80.3)	24 (19.7)	5 (4.1)	1 (.8)	1 (.8)	1 (.8)	3 (2.5)	1 (.8)	1 (.8)		88 (72.1)	21 (17.2)
1987	119 (83.2)	24 (16.8)	3 (2.1)				1 (.7)	2 (1.4)			114 (79.7)	23 (16.1)

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HIRING - GG-0334
(COMPUTER SPECIALIST)
BY MINORITY GROUP
DESIGNATOR

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FISCAL YEAR	TOTAL		BLACK		HISPANIC		ASIAN/AMERICAN		AMERICAN INDIAN		WHITE	
	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)	MALE (%)	FEMALE (%)
1982	8 (88.9)	1 (11.1)			1 (11.1)						7 (77.8)	1 (11.1)
1983	13 (52.0)	12 (48.0)		1 (4.0)							13 (52.0)	11 (44.0)
1984	20 (83.3)	4 (16.7)	3 (12.5)								17 (70.8)	4 (16.7)
1985	10 (71.4)	4 (28.6)	3 (21.4)	2 (14.3)			1 (7.1)				6 (42.9)	2 (14.3)
1986	10 (50.0)	10 (50.0)	1 (5.0)	2 (10.0)							9 (45.0)	8 (40.0)
1987	19 (67.9)	9 (32.1)	2 (7.1)	5 (17.9)							17 (60.7)	4 (14.3)

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Memorandum

Admin Prof

Admin Prof

B	91	3	=	94
H	6	0	=	6
Asian	9	1	=	10
Amind	4	0	=	4
				<u>114</u>

135	9	=	144
13	3		16
27	3		30
6	0		<u>6</u>
			<u>196</u>

	<u>1982</u>	<u>1980</u>
	9	32
Prof Admin	289	447
	<u>298 = 18.98%</u>	<u>479 = 21.2%</u>

1982
All 146 + 1,424 = 1,570

Minutes

Prof Admin	<u>114</u>	<u>196</u>
	7.3%	8.7%

All 218 + 2,039 = 2,257

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Year	Total All Number	Total Female Number	%	White		Black				Hispanic				Asian/Pacific Islander				American Indian/Alaskan Native			
				Female Number	%	Male Number	%	Female Number	%	Male Number	%	Female Number	%	Male Number	%	Female Number	%	Male Number	%	Female Number	%
PROFESSIONAL																					
1982	146	9	6.2	7	4.8	1	.7	2	1.4					1	.7						
1983	179	22	12.3	17	9.5	1	.6	4	2.2					1	.6	1				.6	
1984	191	23	12.0	17	8.9	1	.5	4	2.0	1	.5			1	.5	2				1.0	
1985	200	30	15.0	22	11.0	2	1.0	5	2.5	1	.5	1	.5	1	.5	2				1.0	
1986	206	30	14.6	22	10.7	2	1.0	5	2.4					1	.5	1				.5	
1987	218	32	14.7	24	11.0	4	1.8	5	2.3	1	.5	2	1.0	2	.9	1				.5	
ADMINISTRATIVE																					
1982	1424	289	20.3	248	17.4	55	3.9	36	2.5	4	.3	2	.1	7	.5	2				.1	
1983	1529	306	20.1	264	17.3	63	4.1	36	2.4	7	.5	1	.1	9	.6	4				.3	
1984	1669	319	19.1	275	16.5	67	4.0	37	2.2	6	.4	2	.1	14	.8	4				.2	
1985	1806	359	19.9	312	17.3	78	4.3	40	2.2	9	.5	3	.2	17	.9	3				.2	
1986	1909	412	21.6	358	18.8	82	4.3	44	2.3	8	.4	5	.3	21	1.1	4				.2	
1987	2039	447	22.0	388	19.0	87	4.3	48	2.4	8	.4	5	.2	22	1.1	5				.2	
TECHNICAL																					
1982	194	77	39.7	38	19.6	28	14.4	39	20.1												
1983	209	71	34.0	38	18.2	30	14.3	33	15.8												
1984	224	88	39.3	44	19.6	36	16.1	44	19.6												
1985	231	89	38.5	43	19.6	40	17.3	45	19.5			1	.4								
1986	219	90	41.1	44	20.1	36	16.4	46	21.0	1	.5										
1987	204	88	43.1	42	20.6	33	16.2	45	22.1	1	.5										
CLERICAL																					
1982	496	439	88.5	330	66.5	25	5.0	104	21.1			4	.8	1	.2						
1983	589	521	88.1	388	65.9	25	4.2	124	21.1			7	1.9	1	.2	1				.2	
1984	625	558	89.9	387	61.9	26	4.2	158	25.3			8	1.3			2				.3	
1985	703	630	89.6	415	59.0	27	3.8	197	28.0			11	1.6								
1986	681	603	88.5	380	55.8	34	4.9	206	30.2			7	1.0			3				.4	
1987	785	699	89.0	411	52.4	42	5.4	265	33.8	2	.3	8	1.0			6				.8	

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DIA AFACO Statistics

Handwritten notes:
1982-1984
1985-1987

4 ÷ 146 = .027

15 ÷ 218 = .068

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Year	Total All Number	Total Female		White Female		Black				Hispanic				Asian/Pacific Islander			American Indian/Alaskan Native				
		Number	%	Number	%	Male Number	%	Female Number	%	Male Number	%	Female Number	%	Male Number	%	Female Number	%	Male Number	%	Female Number	%
OTHER																					
1982	36					11	30.1			1	2.8										
1983	41					15	36.6														
1984	44					4	31.8			1	2.3										
1985	38					16	42.1					1	2.6								
1986	44	1	2.6			3	6.8	2	4.5	16	36.4			1	2.3						
1987	41	3	7.3	2	4.9	18	43.9	1	2.4												
TOTAL WHITE COLLAR																					
1982	2296	814	35.5	623	27.1	120	5.2	181	7.9	5	.2	6	.3	9	.4	2	.1	6	.3	2	.1
1983	2547	920	36.1	707	27.8	134	5.3	197	7.7	7	.3	8	.3	11	.4	6	.2	8	.3	2	.1
1984	2753	988	35.9	723	26.3	144	5.2	243	8.8	8	.3	10	.4	15	.5	8	.3	7	.3	4	.1
1985	2978	1109	37.2	792	26.6	163	5.5	287	9.6	10	.3	17	.6	18	.6	5	.2	8	.3	8	.3
1986	3059	1138	37.2	806	26.3	170	5.5	301	9.8	9	.3	15	.5	22	.7	8	.3	9	.3	8	.3
1987	3287	1269	38.6	867	26.4	184	5.6	364	11.1	12	.4	15	.5	24	.7	12	.4	9	.3	11	.3
TOTAL BLUE COLLAR																					
1982	58	5	8.6	4	6.9	12	20.7	1	1.7	1	1.7							1	1.7		
1983	58	5	8.6	4	6.9	12	20.7	1	1.7	1	1.7							1	1.7		
1984	63	11	17.5	10	15.9	12	19.0	1	1.6	2	3.2							2	3.2		
1985	57	3	5.3	2	3.5	11	19.3	1	1.8	1	1.8							1	1.8		
1986	63	3	7.9	3	4.8	16	25.4	2	3.2	2	3.2							1	1.6		
1987	65	5	7.7	3	4.6	16	24.6	2	3.0	2	3.0							1	1.5		
TOTAL																					
1982	2354	819	34.8	627	26.6	132	5.6	182	7.7	6	.3	6	.31	9	.4	2	.08		.3	2	.08
1983	2605	925	35.5	711	27.3	146	5.6	198	7.6	8	.3	8	.3	11	.4	6	.2	9	.3	2	.07
1984	2816	999	35.5	733	26.0	156	5.3	244	8.7	10	.4	10	.4	15	.5	8	.3	9	.3	4	.1
1985	3035	1112	36.6	794	26.2	174	5.7	288	9.5	11	.4	17	.4	18	.6	5	.2	9	.3	8	.3
1986	3122	1143	36.6	809	25.9	186	6.0	303	9.7	11	.4	15	.5	22	.7	8	.3	10	.3	8	.3
1987	3352	1274	38.0	870	26.0	200	6.0	366	10.9	14	.4	15	.4	24	.7	12	.4	10	.3	11	.3

998 ÷ 2354 = 42.4%

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