

URGE Deliverable- Week 3.

USGS PSW Pod

Demographic data at the U.S. Geological Survey.

- **What demographic data are collected at USGS?**

FEDSCOPE- through Office of Personal Management (OPM), fedscope provides statistical information about the Federal civilian workforce in all federal agencies. <https://www.fedscope.opm.gov/>

The data is public and is updates quarterly. Last available data is from September 2020.

- **USGS employee racial/ethnic diversity information from the past 5 years**

All Employees

Employment as values	SEP 2016	SEP 2017	SEP 2018	SEP 2019	SEP 2020	Most Current Quarter
IN08-GEOLOGICAL SURVEY	8,362	8,236	7,973	7,854	7,997	7,997

Black/African American Employees

Employment as values	SEP 2016	SEP 2017	SEP 2018	SEP 2019	SEP 2020	Most Current Quarter
IN08-GEOLOGICAL SURVEY	288	288	277	263	267	267

Hispanic/Latino Employees

Employment as values	SEP 2016	SEP 2017	SEP 2018	SEP 2019	SEP 2020	Most Current Quarter
IN08-GEOLOGICAL SURVEY	342	335	332	357	380	380

American Indian/Alaska Native Employees

Employment as values	SEP 2016	SEP 2017	SEP 2018	SEP 2019	SEP 2020	Most Current Quarter
IN08-GEOLOGICAL SURVEY	74	75	62	59	59	59

Asian Employees

Employment as values	SEP 2016	SEP 2017	SEP 2018	SEP 2019	SEP 2020	Most Current Quarter
IN08-GEOLOGICAL SURVEY	263	262	259	263	271	271

Native Hawaiian or Pacific Islander Employees

Employment as values	SEP 2016	SEP 2017	SEP 2018	SEP 2019	SEP 2020	Most Current Quarter
IN08-GEOLOGICAL SURVEY	30	27	28	28	28	28

Mixed Race Employees

Employment as values	SEP 2016	SEP 2017	SEP 2018	SEP 2019	SEP 2020	Most Current Quarter
IN08-GEOLOGICAL SURVEY	105	116	122	128	141	141

- **USGS employee demographics compared to DOI and all Cabinet Level Agencies***

	USGS	% of All USGS	Department of Interior	% of All DOI	Cabinet Level Agency Employees*	% of All Cabinet Level
<u>All</u>	7,997		66,113		2,011,539	
<u>Black/African American</u>	267	3.3%	2,995	4.5%	351,249	17.5%
<u>Hispanic/Latino American</u>	380	4.8%	4,156	6.3%	185,233	9.2%
<u>American Indian/Alaska Native</u>	59	0.7%	7,605	11.5%	34,160	1.7%
<u>Asian</u>	271	3.4%	1,447	2.2%	122,617	6.1%
<u>Native Hawaiian or Pacific Islander</u>	28	0.35%	336	0.51%	11,370	0.57%
<u>More than one race</u>	141	1.7%	1,296	2.0%	38,746	1.9%

“% of All ...” was calculated by dividing population of racial/ethnic group, by population of all employees for that group, and multiplying by 100

(ex. % of Black/African American employees in USGS = $(267/7,997)*100=3.3\%$)

/*Depts of- Airforce, Agriculture, Army, Commerce, Defense, Justice, Labor, Energy, Education, Health and Human Services, Homeland Security, Housing and Urban Development, Interior, Navy, State, Transportation, Treasury, Veteran Affairs.

What we learned-

Compared to all DOI employees, USGS has lower proportions (% of All employees) of all racial/ethnic minorities except for Asian employees.

Compared to all cabinet level employees*, (% of All employees) USGS has lower proportions of all racial/ethnic minorities

- **Public goals on demographics or increasing representation in USGS**

1) USGS Diversity Statement <https://www.usgs.gov/atom/55422>

2)USGS Diversity and Inclusion Plan <https://www.usgs.gov/atom/55423>

3) USGS Diversity Council <https://www.usgs.gov/about/organization/science-support/human-capital/diversity-council>