

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715

Parts A Through E

Part A - Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code (xxxxx)	Agency Code (xxxx)	FIPS Code (xxxx)
Department of the Navy	United States Marine Corps	Headquarters, US Marine Corps 3000 Marine Corps, Pentagon	Washington	DC	20350-3000		NV27

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	APF 17,209 NAF 8,049	APF 695 NAF 2,538	APF 17,904 NAF 10,587

Part C.1 - Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	Eric Smith, General, USMC	Commandant of the Marine Corps
Head of Agency Designee	James F. Glynn, Lieutenant General	Deputy Commandant for Manpower and Reserve Affairs

Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Principal EEO Director/Official	Ronnie Holmes	Dir, EEO - Manpower and Reserve Affairs - Headquarters	0260	GS 14	(703) 784-9375	ronnie.l.holmes@usmc.mil
Affirmative Employment Program Manager	Latasha Copeland	AEP Manager - Manpower and Reserve Affairs - Headquarters	0260	GS 13	(703) 432-9237	latasha.copeland@usmc.mil
Complaint Processing Program Manager	VirLynda Cantoral	Complaints Manager - Manpower and Reserve Affairs - Headquarters	0260	GS 13	(703) 432-9054	virlynda.cantoral@usmc.mil
Diversity & Inclusion Officer	Norvel Dillard	DE&I Senior Advisor (HQE), USMC - Manpower and Reserve Affairs - Headquarters		HQE	(703)784-0514	norvel.dillard@usmc.mil
Disability Program Manager (DPM)	Latasha Copeland	AEP Manager - Manpower and Reserve Affairs - Headquarters	0260	GS 13	(703) 432-9237	latasha.copeland@usmc.mil
Non-Appropriated Fund (Complaints, Reasonable Accommodation, SEPM and MD-715),	Vacant	NAF EEO Program Manager - Manpower and Reserve Affairs - Headquarters	0260	NF-4	(703) 432-9052	

EEO Program Staff	Name	Title	Occupat- ional Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx- xxxx)	Email Address
Special Placement Program Coordinator (Individuals with Disabilities)						
Reasonable Accommodatio n Program Manager	Latasha Copeland	AEP Manager -Manpower and Reserve Affairs - Headquarters	0260	GS 13	(703) 432- 9237	latasha.copeland@usmc.cmil
Anti- Harassment Program Manager						
ADR Program Manager	Delroy Gooden	Labor/Employee Specialist - Manpower and Reserve Affairs - Headquarters	0201	GS 13	(703) 432- 9213	delroy.gooden@usmc.mil
Compliance Manager	VirLynda Cantoral	Complaints Manager- Manpower and Reserve Affairs - Headquarters	0260	GS13	(703) 432- 9450	virlynda.cantoral@usmc.mil
Principal MD- 715 Preparer	Latasha Copeland	AEP Manager -Manpower and Reserve Affairs - Headquarters	0260	GS 13	(703) 432- 9237	latasha.copeland@usmc.cmil
Other EEO Staff	Penny Thomison	Administration and Resource Management Deputy Dir, EEO	0260	GS 13	(571) 265- 8301	penny.thomison@usmc.mil
Other EEO Staff	Dan Grissom	Marine Corps Installations West (MCI WEST)	0260	GS 13	(760) 725- 3845	dan.grissom@usmc.mil

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
		Deputy Dir, EEO				
Other EEO Staff	Vacant	Marine Corps Installations Pacific (MCI PAC) Deputy Dir, EEO	0260	GS 13	645-5422	
Other EEO Staff	Lindsay Smith	Marine Corps Air Station Cherry Point Deputy Dir, EEO	0260	GS 12	(252) 466-2218	lindsay.smith@usmc.mil
Other EEO Staff	Deborah Faulkner	Marine Corps Logistics Base Albany GA Deputy Dir, EEO	0260	GS 12	(229) 639-7268	deborah.faulkner@usmc.mil
Other EEO Staff	Cynthia Golson	Marine Corps Air Station Beaufort/Parri s Island (Tri-Command) Deputy Dir, EEO	0260	GS 12	(843) 228-2647	cynthia.golson@usmc.mil
Other EEO Staff	Michael Arkin	Marine Corps Installation East (MCI East) Deputy Dir, EEO	0260	GS13	(910) 452-5272	michael.arkin@usmc.mil

Part D.1 - List of Subordinate Components Covered in this Report

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

☐ If the agency does not have any subordinate components, please check the box.

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
US MARINE CORPS	Washington	DC		NV27	00027
MCAS CHERRY POINT	Cherry Point	NC		NV27	00146
MARINE CORPS RECRUIT DEPOT	San Diego	CA		NV27	00243
MARINE CORPS AIR FACILITY QUANTICO	Quantico	VA		NV27	00260
MCRD ERR PI SC	Parris Island	SC		NV27	00263
MARINE CORPS BASE QUANTICO	Quantico	VA		NV27	00264
MARINE CORPS BASE HAWAII	Kaneohe Bay	HI		NV27	00318
MARINE CORPS BASE CAMP PENDLETON	San Diego	CA		NV27	00681
CAMP MUJUK, REPUBLIC OF KOREA	Republic of Korea		Korea	NV27	15017
II MARINE EXPEDITIONARY FORCE	Jacksonville	NC		NV27	20133
COMBAT ARMS TRAINING CTR CAMP FUJI	Fuji		JA	NV27	20229
USMC RECRUITING COMMAND	Washington	DC		NV27	39878
US MARINE CORPS FORCES, CENTRAL CMD	Tampa	FL		NV27	48401
U.S. MARINE CORPS FORCES, KOREA	APO AP		Korea	NV27	59901
MCAS BEAUFORT SC	Beaufort	SC		NV27	60169

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
MARINE CORPS LOGISTICS BASE	Barstow	CA		NV27	62204
MARINE CORPS AIR STATION, NEW RIVER	New River	NC		NV27	62573
MARINE CORPS AIR STATION IWAKUNI	Iwakuni		JP	NV27	62613
MARINE CORPS AIR STATION YUMA	Yuma	AR		NV27	62974
MARINE CORPS AIR STATION FUTENMA	Futenma		JP	NV27	63026
MARINE CORPS BASE	Jacksonville	NC		NV27	67001
MARINE CORPS LOGISTICS COMMAND	Albany	GA		NV27	67004
MCLB ALBANY GA	Albany	GA		NV27	67008
1ST MARINE CORPS	Garden City	NY		NV27	67011
4TH MARINE CORPS	Louisville	KY		NV27	67013
6TH MARINE CORPS	Parris Island	SC		NV27	67015
8TH MARINE DIST	Fort Worth	TX		NV27	67016
9TH MARINE CORPS	Great Lakes	IL		NV27	67017
12TH MARINE CORPS DISTRICT	San Diego	CA		NV27	67019
HQ MARINE FORCES EUROPE	Stuttgart		Germany	NV27	67023
US MARINE FORCES SOUTH	Miami	FL		NV27	67024

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
MARINE FORCES PACIFIC	Okinawa		JP	NV27	67025
MARFORCOM NORFOLK	Norfolk	VA		NV27	67026
MARCORPSBARRACKS	Washington	DC		NV27	67029
MARINE CORPS COMBAT DEVELOPMENT CMD	Quantico	VA		NV27	67056
MAINTENANCE CENTER ALBANY	Albany	GA		NV27	67100
MCLC ALBANY GA	Albany	GA		NV27	67101
NWCF SMAG MWCF				NV27	67103
HQTSBATTALION	Arlington	VA		NV27	67353
MARINE CORPS AIR GROUND COMBAT CTR	Twenty-nine Palms	CA		NV27	67399
MARINE CORPS BASE CAMP BUTLER	Okinawa		JP	NV27	67400
MARINE CORPS BASE CAMP BLAZ	GUAM			NV27	67401
III MARINE EXPEDITIONARY FORCE	Okinawa		JP	NV27	67438
MARINE CORPS AIR STN CAMP PEN	San Diego	CA		NV27	67604
BLOUNT ISLAND COMMAND	Jacksonville	FL		NV27	67695
MARCORSYSCOM	Quantico	VA		NV27	67854
TRAINING AND EDUCATION COMMAND	Quantico	Va.		NV27	67856

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
MARFORRES NOLA	New Orleans	LA		NV27	67861
MARINE CORPS AIR STATION MIRAMAR	San Diego	CA		NV27	67865
OFFICE OF THE COMMANDING GENERAL	Twenty nine Palms	CA		NV27	67884
CG, EASTERN RECRUITING REGION	Parris Island	SC		NV27	67889
WESTERN RECRUITING REGION MCRD	San Diego	CA		NV27	67890
MARCORPS NATIONAL CAPITAL REGION	Washington	DC		NV27	67895
MARINE FORCES NORTHERN COMMAND	New Orleans	LA		NV27	67902
US MARINE FORCES AFRICA			Africa	NV27	67903
USMC FORCES SPECIAL OPERATIONS CMD	Jacksonville	NC		NV27	67906
U S MARINE FORCES CYBERSPACE COMMAND	Fort Meade	MD		NV27	67925
US Marine Forces Space Command				NV27	67926
RECRUIT TRAINING REGIMENT	San Diego	CA		NV27	68001
RECRUIT TRAINING REGIMENT	Parris Island	SC		NV27	68002
C G I MEF	San Diego	CA		NV27	68450
MCTSSA CAMPEN	San Diego	CA		NV27	68909

Part D.2 - Mandatory and Optional Documents for this Report

In the table below, the agency must submit these documents with its MD-715 report.

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	Yes	
EEO Policy Statement	No	Currently in route for the Commandants signature
Strategic Plan	No	
Anti-Harassment Policy and Procedures	No	
Reasonable Accommodation Procedures	No	Procedures established by the DON
Personal Assistance Services Procedures	No	Procedures established by the DON
Alternative Dispute Resolution Procedures	No	

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Federal Equal Opportunity Recruitment Program (FEORP) Report	No	

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
Disabled Veterans Affirmative Action Program (DVAAP) Report	No	
Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548	No	
Diversity and Inclusion Plan under Executive Order 13583	No	
Diversity Policy Statement	No	Currently in route for the Commandants signature
Human Capital Strategic Plan	No	
EEO Strategic Plan	No	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	No	

Part E - Executive Summary

All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to Part E.2 to E.5.

Part E.1 - Executive Summary: Mission

The Mission of the United States Marine Corps

Officially, the mission of the Marine Corps is set forth in the National Security Act of 1947 as amended (1952), which is to:

- ▲ Seize or defend advanced naval bases and to conduct such land operations as may be essential to the prosecution of a naval campaign.
- ▲ Provide detachments and organizations for service in armed vessels of the Navy or for protection of naval property on naval stations and bases.
- ▲ Develop, with the other Armed Forces, the tactics, techniques, and equipment employed by landing forces in amphibious operations.
- ▲ Train and equip, as required, Marine forces for airborne operations.
- ▲ Develop, with the other Armed Forces, doctrine, procedures, and equipment of interest to the Marine Corps for airborne operations that are not provided for by the Army.

- ▲ Expand from peacetime components to meet the needs of war in accordance (IAW) with mobilization plans; and,
- ▲ Perform such other duties as the President may direct.

Part E.2 - Executive Summary: Essential Element A - F

Results of FY 2023 Self-Assessment

The annual self-assessment checklist measures compliance with over one hundred Equal Employment Opportunity (EEO) responsibilities covering all aspects of the program. The Commands complete their own checklist and submit to Manpower and Reserve Affairs (M & RA) to be compiled and then the complete document is sent to the Department of Navy (DON). Below, you will find the combined strengths and challenges of the Commands. The most notable highlight of the Self-Assessment was the increase in staffing at the Administration and Resources EEO office. The increase in staff will provide them with the resources and ability to develop and implement a successful EEO program.

Demonstrated Commitment from agency leadership: (Element A)

- Require agency head to communicate commitment of Equal Employment Opportunity and a discrimination free workplace.
 - Strengths
 - The Commands that do have an EEO policy ensure that the policy addresses all protected bases.
 - The Commands continue to disseminate policies and procedures to employees.
 - The Commands ensure that they post policies and procedures in the workplace and on the public internet website address.
 - Challenges
 - Some Commands do not have a signed and dated EEO policy statement that clearly communicates the Command's commitment to EEO for the employees and applicants.
 - Some Commands do not provide recognition to the workforce that demonstrate superior accomplishment in EEO.

Integration of EEO into the Strategic Mission: (Element B)

- Ensure federal agencies achieve their goal of being a model workplace and that the workforce view EEO as part of the agency mission.
 - Strengths
 - The Commands have clear organizational reporting charts.
 - The EEO Director and Deputies have an effective means of advising the agency head and other senior leaders.
 - The EEO Director and Deputies participate in senior level meetings to promote EEO.
 - The EEO Director and Deputies continue to monitor and oversee the EEO program.
 - The EEO Director and Deputies provide effective guidance to the Major Subordinate Commands.
 - Challenges
 - The Commands do not have sufficient funding and qualified staffing to successfully implement a Model EEO program with all the components such as Special Emphasis, Barrier Analysis, Reasonable Accommodations etc.
 - The Commands have experienced a high-turnover rate of vacant billets for multiple months at a time.
 - The managers and supervisors have not all received the mandatory training for their roles and responsibilities within the EEO program.
 - The Commands have not been able to encourage senior leaders to participate in the EEO program to perform different duties in the components of the program such as Special Emphasis, Barrier Analysis, Reasonable Accommodations etc.
 - The sources of information are not readily available for the Commands to review to successfully implement a Model EEO program.

Management and Program Accountability: (Element C)

- Require agency head to hold management and EEO responsible for effective implementation of the EEO program and plan.
 - Strengths
 - When Major Subordinate Commands have a site visit, they make reasonable efforts to comply.
 - Managers and Supervisors have an EEO element on their performance plan for commitment to EEO principles.
 - Commands meet and collaborate with Human Resources for plans regarding individuals with disabilities.
 - EEO professionals are readily available, and they provide regular EEO updates to management and supervisory officials.
 - Challenges
 - The Commands continue to struggle to meet compliance timelines for the processing of reasonable accommodation requests and EEO discrimination complaints.
 - The Commands must establish schedules to review programs, policies, procedures, and practices for systemic barriers.
 - The Commands must ensure effective coordination with the Human Resource program for outreach and recruiting and the removal of barriers in the workplace.

Proactive Prevention of Unlawful Discrimination: (Element D)

- The agency must conduct a self-assessment to identify barriers that may exclude groups and develop plans to thus eliminate the identified barriers.
 - Strength
 - The Commands review their plans quarterly and submit them to Manpower & Reserve Affairs - Headquarters.
 - The Commands ensure individuals with disabilities are aware of job vacancies.
 - The Commands ensure that they champion the individual with disabilities goals set by EEOC to meet the compliance goals.
 - Challenges
 - The Commands must have a process to identify triggers and use all the designated sources for trigger identification.
 - The Commands must have a process for analyzing triggers and finding barriers; and examining policies, practices and procedures by race, national origin, sex, and disability, and use sources for information to find barriers.
 - Due to high turnover of staff, the Commands were not able to identify barriers and/or meet target dates for planned activities.
 - The Commands will ensure that the affirmative action plan is posted on the internal website.

Efficiency: (Element E)

- Require agency to ensure effective systems for an efficient and fair dispute resolution process.
 - Strengths
 - The Commands continue to provide the notification of rights and responsibilities timely according to the compliance guideline for complaints processing.
 - There is a clear separation of legal and EEO.
 - The Commands ensure that employees and managers are aware of their role in participating in the complaints process.
 - Challenges
 - The Commands will continue to strive to ensure that they are complying with the complaint process by maintaining an efficient, fair, and impartial resolution process.
 - Due to high turnover the Commands were not able to timely process complaints which can affect the agency.

Responsiveness and Legal Compliance: (Element F)

- Require agency to have process in place to ensure timelines and full compliance with EEOC orders, regulations, management directives, law etc.
 - Strength
 - The Commands ensure that the case files required by other agencies are received within the timeframe designated.
 - Challenges
 - None reported at this time.

Part E.3 - Executive Summary: Workforce Analyses

The purpose of this document is to prepare the annual United States Marine Corps (USMC) responsibilities under Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD-715). MD-715 codifies detailed, ongoing federal agency responsibilities to proactively prevent EEO discrimination and to affirmatively hire, place and advance individuals with disabilities.

The United States Marine Corps EEO program responsibilities, including MD-715 requirements, are executed primarily by seven subordinate major Commands that provide EEO service to a total of 28,491 assigned civilian personnel. The United States Marine Corps has analyzed the Appropriated Fund (APF) and the Non-Appropriated Fund (NAF) workforce data separately. The funding for these two entities comes from different allocations. APF positions are paid from funding approved and received from Congress; while NAF positions are paid from revenue generated by "fee for service". They are both governed by different policies, practices, and procedures.

The greatest challenge of the United States Marine Corps is that we continue to struggle with a high turnover in the Equal Employment Opportunity division, so the analysis will only reference Commands that have had a Deputy Director Equal Employment Opportunity Manager in the billet for at least one year. This report will include analysis from Manpower and Reserve Affairs – Headquarters, MCI West, Cherry Point and Administration and Resources. Due to high turnover in the division, it has been a challenge to have a Model EEO program and work all the components of the program. Some billets have been vacant a year or more which has resulted in the Manpower and Reserve Affairs - Headquarters staff picking up the heavy lifting to maintain the program. Some components of the program have been dormant while other programs such as Complaints processing, and Reasonable Accommodation processing often does not meet the compliance set forth by Equal Employment Opportunity Commission (EEOC) standards.

The Administration and Resources Command has recruited personnel for a unique opportunity to fully remote work as an Equal Employment Specialist during this fiscal year. This has brought a new creative perspective and introduce lessons to be learned. With this process we hope to have best practices that can be shared within the EEO community, in hope that similar opportunities may be extended in other Commands.

The APF and NAF entities have different Pay Grades, Occupational Categories, and Mission Critical positions. A national Department of Navy (DON) Occupational Civilian Labor Force (OCLF) benchmark has not been established for the NAF occupations, so the Permanent Workforce data was used as a benchmark. The results of the data will show that it is necessary to improve barrier analysis efforts across the United States Marine Corps. As expected, the analysis below display agency - wide demographic triggers that has occurred for many years. The Commands were unable to complete their barrier analysis or succeed at implementing the plans for the fiscal year (FY). Rarely, were planned activities accomplished, and in many cases the identical plans have simply been copied from year to year without any change or progress made.

Appropriated Fund Workforce Analysis (APF)

The Appropriated Fund workforce consist of 17,904 employees. There were several identifiable triggers that were compared to the National Civilian Labor Force Statistics (NCLF) and other relevant statistical benchmarks.

***The HR Link database that the Marine Corps utilizes has been identified to contain some data errors.**

In review of the data from FY17 to FY23, there is a major trend for some of the major ethnic groups in the USMC civilian workforce. Four groups – Hispanic, White, Black, and Asian females are represented in the USMC workforce at lower participation rates compared to the (NCLF). For more than five years, Hispanic, White, Black, and Asian females have participated at a lower rate than the NCLF. The males for each ethnic group in the USMC civilian workforce have participated at higher participation rates compared to the NCLF during this period. The data also indicates that 2 or more Races for females have been below the (NCLF) benchmark during this same period.

APF Analysis of Total Workforce Gender/Ethnic Group vs NCLF

APF Total Workforce		2010 NCLF	2014- 2018 NCLF	FY17	FY18	FY19	FY20	FY21	FY22	FY23
Hispanic	male	5.17%	6.82%	6.55%	6.99%	7.31%	7.24%	7.24%	7.38%	7.48%
	female	4.79%	6.17%	2.12%	2.26%	2.41%	2.51%	2.60%	2.67%	2.84%
White	male	38.33%	35.65%	50.39%	49.87%	49.00%	48.09%	47.25%	46.92%	46.19%
	female	34.03%	31.82%	14.31%	14.25%	14.00%	13.92%	13.84%	13.61%	13.59%
Black	male	5.49%	5.70%	12.51%	12.38%	12.17%	12.00%	11.84%	11.82%	11.84%
	female	6.53%	6.61%	6.61%	6.43%	6.35%	6.34%	6.25%	6.18%	5.89%
Asian	male	1.97%	2.19%	3.03%	3.06%	3.14%	3.20%	3.40%	3.44%	3.61%
	female	1.93%	2.18%	1.61%	1.60%	1.60%	1.71%	1.82%	1.78%	1.78%
NHOPI	male	0.7%	0.08%	0.88%	0.88%	0.90%	0.98%	1.04%	1.08%	1.10%
	female	0.7%	0.08%	0.18%	0.19%	0.26%	0.33%	0.43%	0.41%	0.37%
AIAN	male	0.6%	0.31%	0.90%	0.99%	1.41%	1.44%	1.51%	1.46%	1.51%
	female	0.5%	0.31%	0.27%	0.37%	0.47%	0.58%	0.59%	0.57%	0.60%
2 or More Races	male	0.3%	1.05%	0.46%	0.53%	0.53%	0.90%	1.27%	1.53%	1.67%
	female	0.3%	1.05%	0.19%	0.21%	0.25%	0.36%	0.44%	0.49%	0.69%

APF Analysis Accessions and Separation

The male population is leaving the organization faster than joining the agency. As we look deeper, we see the Hispanic and Black males and females are leaving faster than they are being hired. Also, the White male group is leaving faster than being hired with 36.33% accession and 43.48% separation.

APF Total Workforce	Accessions	Separations
Male	64.74%	67.78%
Female	35.26%	32.16%

APF Total Workforce		Accessions	Separations
Hispanic	male	6.58%	6.59%
	female	3.72%	3.93%
White	male	36.33%	43.48%
	female	16.99%	16.18%
Black	male	9.95%	9.99%
	female	6.28%	7.19%
Asian	male	4.29%	3.46%
	female	2.96%	2.40%
NHOPI	male	1.17%	0.93%
	female	0.66%	0.47%
AIAN	male	1.68%	1.20%
	female	1.38%	1.00%
2 or More Races	male	3.83%	1.60%
	female	2.65%	0.80%

APF Analysis of GS Pay Grades by Ethnic & Gender Groups

The data chart below provides a snapshot of USMC's APF Permanent Workforce by Grade. The data indicates that Hispanic males compared to the Permanent Workforce 7.62% has a low participation rate for each respective grade. Hispanic females and the Black males are noticeably lower than the Permanent Workforce at most grades between GS11-15. White males have a low participation rate in grade GS1-12, compared the Permanent Workforce 46.44%. There is a low participation rate for Black males and females, and Asian males and females at GS14-15 grade levels.

		APF Permanent Workforce	GS1 - GS10	GS11	GS12	GS13	GS14	GS15	SES
Hispanic	male	7.62%	7.61%	6.98%	6.89%	5.04%	5.09%	3.45%	0%
	female	2.78%	4.84%	2.76%	3.49%	2.48%	1.32%	1.15%	0%
White	male	46.44%	35.23%	40.15%	46.27%	48.97%	62.32%	59.77%	45.45%
	female	13.57%	18.84%	19.16%	12.28%	15.86%	13.34%	18.14%	0%
Black	male	11.7%	11.76%	11.65%	12.41%	10.43%	7.74%	6.77%	0%
	female	5.99%	8.11%	7.51%	6.27%	6.73%	3.26%	4.47%	0%
Asian	male	3.65%	2.96%	3.11%	4.77%	3.76%	2.34%	1.79%	18.18%
	female	1.68%	2.82%	2%	1.45%	2.1%	0.51%	1.4%	9.09%
NHOPI	male	1.1%	0.83%	0.98%	0.58%	0.44%	0.61%	0.64%	0%
	female	0.36%	1.44%	0.49%	0.21%	0.2%	0%	0%	0%
AIAN	male	1.49%	1.1%	0.98%	1.58%	0.85%	0.61%	0.38%	18.18%
	female	0.59%	0.81%	0.76%	0.46%	0.61%	0.1%	0.26%	9.09%
2 or More Races	male	1.59%	1.55%	1.82%	1.66%	1.22%	1.63%	0.77%	0%
	female	0.6%	1.01%	0.67%	0.71%	0.61%	0%	0.13%	0%

Senior Executives Service

In FY23, at the Senior Executive Service level, White males accounted for 45.45% of the Permanent Workforce. The participation rate of Asian and American Indian or Alaskan Native males was 18.18% of those represented, the Asian and American Indian or Alaskan Native participation rate for females was 9.09% of those represented. There was no representation at the SES level for Blacks, Hispanics, Native Hawaiian or Other Pacific Islanders, Two or More Races for both males and females. The data in the above chart reflects there is no representation for White females in the Permanent Workforce. It was determined that there are eight White females in the Senior Executive Service category in the Permanent Workforce per data reflected in Human Resource reports.

Foot note - The SES numbers represented above in reference to the White females were provided by HR; however, they conflict with the data pulled from the HR Link data tables used by EEO for the MD-715 report.

APF Analysis of Occupations, Mission Critical Occupational Categories and Management Categories

The data for Occupational Categories compared to permanent employees show a Low Participation Rate (LPR) in the Occupational Categories. The Hispanic and White males and females display a LPR in the Laborers and Helpers group. The Asian males and females display a LPR in the Craft Workers and Operatives. The Hispanic, White and Black females experience LPR for Craft Workers, Technical, Labors and Helpers and Operatives. The Technical Category has a LPR for Black and Asian males and females. The male population for the ethnic groups has a (LPR) for Administrative Support and Hispanic, White, and Black have a (LPR) for the Professional category.

An analysis was conducted on the FY23 United States Marine Corps (USMC) Occupational Civilian Labor Force (OCLF) by gender and ethnic group. The Mission Critical jobs were compared to the OCLF. In the IT field there is a (LPR) for White and Asian males and females. In the Contracting field there is a LPR for Hispanic and White males and females, and Asian males. In the Logistics Management field there is a LPR for Hispanic and Asian males and females, as well as White females. There is a LPR in the Financial Administrative and Program for White females and Asian males.

The FY23 data was compared to the Permanent Workforce. The data indicated that a large number of Executives, Managers, Supervisors and Other Officials Managers in certain Categories had a Low Participation Rate compared to the Permanent Workforce. In this category, White males exceeded the Permanent Workforce participation rate in three of the four categories. Hispanic males and females, Black males and females, Asian males and females all had a Lower Participation Rate for Managers and Executives when compared to the Permanent Workforce. Black and Asian females have a low participation

rate in every occupational category. Asian males experienced a low participation rate in three of the four occupational categories.

		APF Permanent Workforce	Executives	Managers	Supervisors	Other Officials/Managers
Hispanic	male	7.62%	3.74%	5.35%	8.93%	8.29%
	female	2.78%	1.02%	2%	3.3%	0%
White	male	46.44%	59.25%	58.44%	45.27%	59.91%
	female	13.57%	17.66%	12.15%	13.96%	1.38%
Black	male	11.7%	6.45%	9.42%	13.36%	17.97%
	female	5.99%	4.75%	4.31%	4.6%	0.92%
Asian	male	3.65%	2.04%	2.61%	3.21%	4.15%
	female	1.68%	1.36%	1.03%	1.13%	0%
NHOPI	male	1.1%	0.85%	0.49%	0.87%	1.38%
	female	0.36%	0%	0.06%	0.35%	0%
AIAN	male	1.49%	0.68%	0.91%	0.95%	1.38%
	female	0.59%	0.34%	0.43%	1.04%	0.46%
2 or More Races	male	1.59%	0.68%	1.28%	1.56%	1.84%
	female	0.6%	0.17%	0.3%	0.26%	0%

APF Analysis of Awards and Recognition

Time Off Awards -Time Off Awards both males and females were able to meet the average award amount.

Cash Awards - Females received below average for \$500 and under, \$501 - \$999, \$2,000 - 2,999, \$4,000 - \$4,999 and \$5,000 - \$5,999 Cash Award categories. Males received below average for \$1,000 - \$1,999 and \$3,000 - \$3,999 in the Cash Award categories.

Non Appropriated Fund Workforce Analysis (NAF)

The NAF workforce consist of 10,587. There were several identifiable triggers that were compared to the (NCLF) and other relevant statistical benchmarks.

NAF Analysis of Total Workforce Gender/Ethnic Group vs NCLF

In review of the data from FY15 to FY23, there is a major trend that shows that the Hispanic males, White and 2 or more Races males and females have been below the (NCLF) benchmark for the last nine years.

NAF Total Workforce		2014- 2018 NCLF	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23
Hispanic	male	6.82%	4.35%	4.33%	4.60%	4.43%	4.69%	4.98%	5.11%	5.38%	5.24%
	female	6.17%	9.62%	9.67%	10.08%	10.77%	11.54%	12.16%	11.99%	12.97%	14.38%
White	male	35.65 %	16.38%	16.10%	15.81%	16.04%	15.46%	15.46%	15.60%	15.24%	14.70%
	female	31.82 %	31.45%	31.49%	31.13%	30.99%	31.61%	30.85%	31.03%	29.50%	29.62%
Black	male	5.70%	6.51%	6.44%	6.35%	6.29%	6.12%	5.78%	5.88%	6%	5.63%
	female	6.61%	13.11%	13.60%	13.68%	13.48%	12.92%	12.20%	11.44%	11.96%	11.60%

Asian	male	2.19%	3.88%	3.92%	3.97%	3.90%	3.93%	3.80%	3.92%	4.11%	4.27%
	female	2.18%	8.69%	8.66%	8.87%	8.65%	8.45%	9.16%	9.49%	9.23%	9.04%
NHOPI	male	0.08%	1.53%	1.51%	1.35%	1.36%	1.28%	1.33%	1.42%	1.41%	1.40%
	female	0.08%	2.37%	2.34%	2.20%	2.31%	2.34%	2.34%	2.30%	2.27%	2.21%
AIAN	male	0.31%	0.37%	0.36%	0.41%	0.37%	0.29%	0.36%	0.39%	0.41%	0.39%
	female	0.31%	0.55%	0.58%	0.54%	0.65%	0.67%	0.71%	0.73%	0.83%	0.86%
2 or More Races	male	1.05%	0.41%	0.34%	0.34%	0.29%	0.23%	0.25%	0.18%	0.18%	0.17%
	female	1.05%	0.81%	0.67%	0.66%	0.47%	0.46%	0.48%	0.44%	0.36%	0.31%

NAF Accessions and Separations

In review of the data for FY23 accessions and separations we see that the Hispanic and White males and Black males and females left the agency faster than they were hired.

The male population is leaving the organization faster than they are being hired.

NAF Total Workforce	Accession	Separation
Male	26.18%	28.38%
Female	73.82%	71.62%

NAF Total Workforce		Accession	Separated
Hispanic	male	5.40%	5.93%
	female	20.64%	16.98%
White	male	12.31%	13.60%
	female	32.18%	32.11%
Black	male	3.87%	4.86%
	female	10.19%	11%
Asian	male	3.13%	2.58%
	female	7.38%	7.64%
NHOPI	male	0.86%	0.89%
	female	1.66%	1.93%
AIAN	male	0.34%	0.40%
	female	1.55%	1.53%
2 or More Races	male	0.11%	0.11%
	female	0.06%	0.21%

NAF Analysis Occupational Categories

In review of the Occupational Categories, we see a significant underrepresentation of Professionals for all ethnic groups except White and Black females. In the categories of Professionals, Technician and Sales Workers when compared to the NAF Permanent Workforce; Hispanic, White, and Asian males have a (LPR). The Hispanic females have a LPR in seven of the nine occupational categories when compared to the NAF Permanent Workforce. Black females are underrepresented in six of the nine categories. We also see a LPR of females across several ethnic groups in the categories of Craft Worker, Operatives and Laborer and Helper. All male groups experienced LPR in the Admin Support Worker group. The Hispanic and Black female groups experienced LPR for the Total Management category.

		NAF Permanent Workforce	Professionals	Technician	Sales Workers	Craft Worker	Operatives	Laborer and Helper	Total Management	Service Worker	Admin Support Workers
Hispanic	male	5.23%	3.33%	4.79%	2.98%	24.85%	9.33%	16.74%	5.54%	6%	2.04%
	female	12.44%	11.53%	11.38%	11.77%	0.30%	10.67%	1.36%	7.39%	14.49%	20.53%
White	male	15.24%	12.96%	9.78%	12.40%	39.64%	17%	30.77%	25.13%	15.22%	5.07%
	female	29.38%	41.29%	38.32%	26.06%	2.37%	9.67%	4.07%	30.55%	17.60%	32.76%
Black	male	6.12%	5.12%	4.59%	6.12%	12.72%	12.67%	13.57%	6.13%	9.21%	2.98%
	female	12.18%	12.86%	9.58%	15.23%	0%	10.67%	4.07%	9.05%	10.35%	17.61%
Asian	male	4.29%	2.61%	5.59%	4.40%	10.36%	8.67%	11.31%	4.71%	7.14%	1.20%
	female	9.59%	6.81%	11.58%	15.38%	2.37%	14.67%	2.26%	6.49%	12.94%	12.12%
NHOPI	male	1.37%	0.46%	0.40%	1.57%	4.73%	3.67%	10.86%	1.01%	1.86%	0.26%
	female	2.36%	1.64%	2.79%	2.67%	0%	1.33%	1.81%	1.73%	3.11%	3.66%
AIAN	male	0.43%	0.10%	0%	0.47%	1.18%	0.33%	2.71%	0.77%	0.52%	0.21%
	female	0.68%	0.67%	0.60%	0.47%	0.30%	0.67%	0%	0.83%	0.72%	0.84%
2 or More Races	male	0.20%	0.15%	0.20%	0%	0.89%	0.33%	0%	0.24%	0.52%	0%
	female	0.37%	0.36%	0.20%	0.47%	0%	0.33%	0.45%	0.30%	0.31%	0.57%

NAF Analysis of Pay Band Pay Grades by Ethnic & Gender Groups

The NAF Pay Band groups were analyzed and compared to the NAF Permanent Workforce using pay bands NF1 – NF5. The NF6 pay band was not reviewed, because there are only two employees in that category. In reviewing the data, the majority of all the ethnic groups are underrepresented at the NF4 and NF5 pay band levels except for White males and females. Asian males, Hispanic males and females, have a LPR in four of the five pay bands. White males and females, and Hispanic males have a LPR compared to the Permanent Workforce in pay bands NF1 and NF2. Hispanic females have a LPR in pay band NF1. Black males and females have a LPR in three of the five pay bands.

		NAF Permanent Workforce	NF1	NF2	NF3	NF4	NF5
Hispanic	male	5.23%	3.93%	4.01%	5.60%	3.73%	4.20%
	female	12.44%	12.01%	15.17%	11.13%	9.43%	2.10%
White	male	15.24%	12.70%	11.60%	16.10%	17.94%	36.94%
	female	29.38%	23.79%	28.51%	31.72%	39.47%	36.94%
Black	male	6.12%	6.24%	5.49%	6.84%	5.04%	5.71%
	female	12.18%	16.17%	12.55%	9.12%	11.29%	5.71%
Asian	male	4.29%	3.70%	3.14%	5.25%	3.13%	2.40%
	female	9.59%	14.78%	13.78%	9.61%	6.40%	2.70%
NHOPI	male	1.37%	2.08%	0.61%	0.97%	0.66%	0%
	female	2.36%	2.54%	3.49%	2.00%	1.51%	0.60%
AIAN	male	0.43%	1.15%	0.17%	0.41%	0.30%	0.90%
	female	0.68%	0.69%	0.78%	0.62%	0.35%	1.50%
2 or More Races	male	0.20%	0%	0.35%	0.07%	0.25%	0%
	female	0.37%	0.23%	0.17%	0.35%	0.35%	0.60%

NAF Analysis of Mission Critical Categories Ethnic group and Gender

The Mission Critical categories were compared to the benchmark for the NAF Permanent Workforce. The population data used in the analysis included at least one hundred or more employees in each group.

In reviewing this data, Hispanic males have a (LPR) when compared to the Permanent Workforce for all nine occupations reviewed. White and Asian males experienced a similar pattern of low participation rates in seven of nine categories. The data also indicated that White females and Black males have a LPR in six of nine groups. The Hispanic males and females have a LPR for Sales Assoc, Deployment Readiness and Recreation Specialist Supervisor. Mission Critical categories showed there was an underrepresentation of all ethnic groups and gender in the Deployment Readiness category except for White females. White females 53.73% is significantly above the benchmark for the Permanent Workforce 29.38%.

		NAF Permanent Workforce	Sales Assoc NF1	Rec Asst NF2	Admin Asst NF2	Ops Assoc NF2	Sales Assoc Senior NF2	Rec Spec Supv NF3	Admin Spec NF3	Clinical Counselor NF4	Deployment Readiness NF4
Hispanic	male	5.23%	1.97%	3.63%	0.96%	3.94%	0%	5%	0.55%	2.56%	3.73%
	female	12.44%	11.51%	16.58%	19.23%	16.13%	16.83%	9.38%	19.13%	16.24%	10.45%
White	male	15.24%	9.87%	15.03%	2.88%	10.75%	17.82%	22.50%	6.01%	8.55%	14.93%
	female	29.38%	24.67%	25.39%	28.85%	26.16%	23.76%	28.75%	40.98%	48.72%	53.73%
Black	male	6.12%	5.59%	7.77%	0.96%	5.02%	8.91%	10.63%	3.83%	0.85%	3.73%
	female	12.18%	20.39%	10.88%	17.31%	10.75%	12.87%	5.63%	12.02%	14.53%	4.48%
Asian	male	4.29%	2.63%	4.66%	0%	1.08%	3.96%	8.13%	1.09%	0.85%	0%
	female	9.59%	18.09%	8.81%	23.08%	17.92%	13.86%	4.38%	11.48%	6.84%	5.97%
NHOPI	male	1.37%	1.64%	1.55%	0%	0.72%	0%	2.50%	0.55%	0%	0%
	female	2.36%	2.30%	3.63%	4.81%	5.73%	0.99%	0.63%	2.19%	0.85%	2.24%
AIAN	male	0.43%	0.66%	0%	0%	0.72%	0%	1.25%	0%	0%	0%
	female	0.68%	0.33%	0.52%	1.92%	0%	0.99%	1.25%	0.55%	0%	0%
2 or More Races	male	0.20%	0%	1.55%	0%	0%	0%	0%	0%	0%	0%
	female	0.37%	0%	0%	0%	0.72%	0%	0%	1.09%	0%	0%

NAF Analysis of Awards and Recognition

The award distribution was reviewed for the male and female groups. The average amount of award received was reviewed per group.

Time Off Award categories the male group received below average in the categories except the 41 or more hours category. The female group received above average in all the Time Off Award categories except for 41 or more hours.

The Cash Award Categories

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Individuals with Disabilities

The Equal Employment Opportunity Commission (EEOC) requires all agencies to describe plans for the improvement of recruitment, hiring, advancement, and retention of Individuals with Disabilities (IWD) and Individuals with Targeted Disabilities (IWTG). The EEOC established goals for participation for each of these groups, 12% for IWD and 2% for IWTG.

The Major Subordinate Commands use different resources to attract Individuals with Disabilities. One source that the Department of Navy utilizes that the Non-Appropriated Fund (NAF) entity is unable to use is Schedule A (u) authority due to the program requirements. The other source that the Non-Appropriated Fund entity is unable to use is the Workforce Recruitment program (WRP). The NAF entity has been creative to use WRP in a different manner than the Appropriated Fund entity. The NAF entity established a MARDAMIN on 22 May 23 for Hiring Authority to include Individuals with Disabilities.

Appropriated Fund Workforce Analysis (APF)

The Individuals with Disabilities (IWD) and the Individuals with Targeted Disabilities (IWTD) data was reviewed and compared to the established goals of EEOC. As an entity, the total employee population was able to exceed both goals with IWD at 14.26% and IWTD at 3.37%. The entity met the accession goal by hiring a population that exceeded the IWTD goal at 2.50% however did not meet the IWD goal at 8.67%. We reviewed fifteen Major Subordinate Commands that have a population over one hundred; we see that MCRD- Parris Island, Camp Pendleton, and Yuma were unable to meet the goal for IWD and Iwakuni was unable to meet the IWTD goal. Miramar and Hawaii were unable meet either the IWD or IWTD goals. When reviewing the grades of the workforce, we clustered the grades GS1 – GS10 and GS11 – SES per the guidance of EEOC; we see that both clusters exceeded the compliance goals of IWD. The cluster of GS1 – GS10 IWD of 13.2% and IWTD of 4.7% and the cluster of GS11 – SES IWD 15.56% and IWTD of 4.55%.

APF Major Occupations Analysis

➤ Information Technology 2210

Exceeded the compliance goals IWD 16.41% and IWTD of 3.78%.

➤ Financial Administration and Program 0501

Exceeded the compliance goal IWD 15.99% but fell short in IWTD 1.55%.

➤ Contracting 1102

Fell short in the compliance goal of IWD 11.27% and exceeded the IWTD 2.31%.

➤ Logistics Management 0346

Exceeded the compliance goals IWD 22.28% and IWTD of 6.88%.

APF Analysis of Awards and Recognition for Individuals with Disabilities

In review of the awards that were disbursed, we compared the Individuals with Disabilities and the Individuals with Targeted Disabilities with the average amount of award given. Upon review of the Time off Award Category the IWD and IWTD received the average amount of the award in all award types except Time Off Award 1 – 10 hours for IWD's. In review of the cash awards, the Individuals with disabilities and the Individuals with Targeted Disabilities were compared to the average amount given. We see that the IWD's were below average in the award types of Cash Award \$500 and under, \$501 - \$999, \$2000 - \$2,999 and \$5,000 or more. We also see that the IWTD's were below average in the award types of Case Award \$3,000 - \$3,999 and \$4,000 - \$4,999.

Non Appropriated Fund Workforce Analysis (NAF)

The Individuals with Disabilities (IWD) and the Individuals with Targeted Disabilities (IWTD) data was reviewed and compared to the established goals of EEOC. As an entity the total employee population was able to exceed both goals with IWD at 13.33% and IWTD at 2.26%. The entity met the accession goal by hiring a population that exceeded both the IWD goal and at 13.46% and the IWTD goal at 2.10%. When reviewing the grades of the workforce, we clustered the grades NF1 – NF3 and NF4 and NF5 per the guidance of EEOC; we see that both clusters exceeded the compliance goals of IWD and IWTD. The cluster of NF1 – NF3 IWD of 15.89% and IWTD of 2.83% and the cluster of NF4 and NF5 IWD 14.87% and IWTD of 2.03%. We did not include the NF6 pay grade as there are only two employees with that pay grade.

NAF Mission Critical Positions Analysis

➤ Sales Associate NF1

Exceeded the compliance goals IWD 21.05% and IWTD of 4.28%.

➤ Recreation Assistant NF2

Exceeded the compliance goals IWD 14.51% and IWTD of 3.11%.

➤ Administrative Assistant NF2

Fell short in the compliance goal of IWD 10.58% and exceeded the IWTD 2.88%.

➤ Operations Associate NF2

Exceeded the compliance goal of IWD 13.98% and fell short of the IWTD 1.79%

➤ Senior Sales Associate NF2

Fell short in the compliance goal of IWD 7.92% and exceeded the IWTD 3.96%.

➤ **Recreation Specialist Supervisor NF3**

Fell short in the compliance goal of IWD 8.75% and exceeded the IWTD 3.13%.

➤ **Administrative Specialist NF3**

Exceeded the compliance goals IWD 20.77% and IWTD of 2.73%.

➤ **Clinical Counselor NF4**

Fell short in compliance goals IWD 10.26% and IWTD of .85%.

➤ **Deployment Readiness NF4**

Exceeded the compliance goal of IWD 18.66% and fell short of the IWTD .75%.

NAF Analysis of Awards and Recognition for Individuals with Disabilities

In review of the awards that were disbursed, we compared the Individuals with Disabilities and the Individuals with Targeted Disabilities with the average amount of award given. Upon review of the Time off Award Category the IWD and IWTD received the average amount of the award in all award types except Time Off Award 11 – 20 hours for IWD's. We also see that IWTD received below average in the award types of Time off Award 21 – 30 hours and 41 or more hours. In review of the Cash Awards, the Individuals with disabilities and the Individuals with Targeted Disabilities were compared to the average amount given. We see that the IWD's were below average in the award types of Cash Award \$500 and under and \$501 - \$999. We also see that the IWTD's were below average in the award types of Cash Award \$501 - \$999, \$4,000 - \$4,999 and \$5,000 or more.

Part E.4 - Executive Summary: Accomplishments

The plans for this fiscal year were the same for both the Appropriated Fund Workforce Analysis (APF) and the Non-Appropriated Fund (NAF) thus the accomplishments listed below are for both entities respectively.

MCI-West

- Continued to meet with leadership to discuss lack of resources.
- Recommendations from the Command Inspection Program Team were adopted.
- Recruitment of vacancies continued; some vacancies were filled.
- Continued Barrier Analysis training class.
- Discussion of additional workforce to maintain the EEO program components.
- Partnered with stakeholders for the Special Emphasis Program, by recruiting volunteers and publicizing program.
- Continuous development of staff and training while reviewing local area policies.
- Conducted training for supervisors and managers across the region to include Hostile Workplace Environment, Reasonable Accommodation and Equal Employment Opportunity.
- Continuous updating of the database systems to maintain compliance.
- Continuous partnership with Human Resources for review of programs for equitable treatment, such as Merit Systems and Awards.

Cherry Point

- Review of workforce tables, exit surveys and bi-weekly civilian gain/loss report.
- Continue to review A and B Tables for current labor participation.
- Personal Assistance Service information was updated to public website.
- Participated in a virtual lunch and learn series hosted by the North Carolina Department of Health and Human Services Division of Vocational Rehabilitation (Harness the Power of Inclusion- Reasonable Accommodation).
- Weekly Happenings and All Hands message sent for monthly special observances.
- Outreach programs for recruitment with various outside organizations.

- Participated in virtual lunch and learn series hosted by Department of Navy Equal Employment Opportunity (Barrier Analysis).
- Training received by the staff for Disability Program Manager Course at Defense Opportunity Management Institute.
- Identified and notified supervisors and managers to complete the Equal Employment Opportunity mandatory training.

Administration and Resources

- Re-establish monthly Barrier Analysis Team, as volunteers have left the agency and the component was dormant.
- MARCORSYSCOM completed the Defense Organizational Climate Survey (DEOCS).
- Senior leadership discussion regarding budget for Special Emphasis (SEPM) and Barrier Analysis components of the program.
- Continuous development of staff with meetings regarding complaints and reasonable accommodation.
- Continuous support of all servicing areas with Equal Employment Opportunity information.
- Establish points of contacts for small and medium servicing areas for Equal Employment and preparation of the MD-715.
- Continuous updates of the database systems to maintain compliance.
- Established partnership point of contact with Human Resource to discuss policies, practices procedures to improve communication.
- Equal Employment Opportunity questions added to the exit survey, currently; awaiting on the exit survey created by Department of Navy wide.
- Continue to address the support needed from senior leaders in special observances.
- Met with Training Manager on employee tracking for training compliance and established points of contacts to successfully track efforts and compliance.
- Created remote Equal Employment Opportunity Specialists billets to compete with other organizations and Commands as a premier choice career option.

Manpower and Reserve Affairs (M & RA) – Headquarters

- Outreach events during the third quarter to include affinity groups for Native Americans, Black Mothers, Women's Workplace Rights and Fostering an LGBTQ+ Friendly environment.
- Attended DOD Recruiters Symposium.
- Outreach events during the fourth quarter to include affinity groups for Arizona Jewish Lawyers Association, California Civil Rights Department and a symposium led by Gallaudet University "College Resources for Employment".
- On-Site assessments were completed for MCI-West and MCI-PAC.
- Conducted one Supervisor and one Non-Supervisor trainings at MCI-West on subject areas of EEO, POSH, and Harassment.
- Director of Equal Employment Opportunity (EEO) performed a site visit at Camp Lejeune and Albany.
- Maintenance of EEO bulletin boards in designated area to maintain compliance.
- Maintenance of Websites for both APF/NAF to maintain compliance with Equal Employment Opportunity information.
- Continuous support of Major Subordinate Commands during a continued high turnover pattern.
- Conducted mandatory Equal Employment Opportunity training for the workforce at MCI West for supervisors and employees.
- Continuous processing of complaints cases and reasonable accommodation request packages for Commands that have a high turnover or EEO practitioners in the development phases of their career.

Part J Special Program Accomplishments for the Recruitment, Hiring, Advancement, and Retention of Individuals with Disabilities:

The Major Subordinate Commands experienced a high turnover during this fiscal year. The accomplishments for the recruitment, hiring, advancement and retention of individuals with disabilities must increase in the next fiscal year. This fiscal year Major Subordinate Commands did the following:

Administration and Resources (APF)

- Partnered with Wounded Warrior Regiment to solicit applicants.
- Coordinated with Military Transitions Offices and Civilian Disability Employment Assistance Organizations to assist with securing and maintaining individuals with disability and individuals with target disability.
- Approximately 60 Schedule A (u) employees were hired to permanent positions.

Administration and Resources (NAF)

- Partnered with Wounded Warrior Regiment to solicit applicants.
- MARADMIN 259/23 created f by the NAF Marine Corps Community Services Human Resources office for Hiring Authorities to include Individuals with Disabilities (IWD) and Individuals with Targeted Disabilities (IWTD) for all NAF Commands across the enterprise at a certain grade level if they are minimally qualified.

Cherry Point (NAF)

- Continued to use outreach activities by partnering with the local Vocational Rehabilitation program.
- Continued to partner with job coaches for applicants before placement.
- Continued to participate in job fairs hosted by Vocational Rehabilitation, NC Works, and other supporting agencies.

Part E.5 - Executive Summary: Planned Activities

The United States Marine Corps has suffered from multiple billet vacancies and high turnover; this has created deficiencies in the EEO program throughout the Commands. The planned activities that are listed below are based on the planned activities of those Commands that have had a Deputy Director of EEO (DDEEO) at the Command and were able to successfully review the program plan activities. We hope that we will have more planned activities for the next reporting period as more DDEEO's are recruited and hired. The Planned Activities are for both the Appropriated Fund (APF) and the Non-Appropriated Fund (NAF) collectively, the Commands will use similar planned activities for the next fiscal year. Some deficiencies are from the previous years as the Commands were unable to meet the target dates or the plans have modified dates. The United States Marine Corps continue to be deficient in staffing and funding, Special Emphasis Program, Trigger Identification, Barrier Analysis, training compliance of senior managers, partnership with human resources, maintaining compliance deadlines for complaints and reasonable accommodation and receiving sources to review to maintain a Model EEO Program. NAF has still been unable to create a report so that the agency is able to review Applicant Flow Data in their database system. This has been a known deficiency since circa 2018.

Objective: The Commands should allocate sufficient funding and qualified staffing to successfully implement the components of the EEO program. (Element B4)

Planned Activities:

- Analyze program to secure additional funding.
- Interview potential candidates to hire additional Equal Employment Specialists.

Objective: The Commands must ensure that all managers and supervisors have received the training and responsibilities in the components of the EEO program. (Element B5)

Planned Activities:

- Conduct outreach within training department to increase compliance.
- Develop training plan for employees and supervisors.
- Meet with leaders to obtain access to training databases.

Objective: The Commands must seek involvement with senior managers in the components of the EEO program. (Element B6)

Planned Activities:

- Incorporate senior leaders into the EEO Program.
- More State of Agency briefs to increase knowledge of programs to create more involvement.
- Create more Special Emphasis events during the year.

Objective: The Commands must continue to strive toward increasing the percentage of reasonable accommodation request processed within the time frame set forth in the reasonable accommodation procedures. (Element C2)

Planned Activities:

- Conduct Reasonable Accommodation training for supervisors and managers with focus on timeliness.
- Collaborate with Human Resources to determine the Reasonable Accommodation training online is advertised.
- Hire additional Equal Employment Opportunity Specialists to meet the timeline compliance.
- Analyze program to secure funding and brief leadership of importance.

Objective: The Commands must collaborate with Human Resources to have an effective EEO program include barrier analysis. (Element C4)

Planned Activities:

- Establish timelines and points of contacts to assist with this effort.
- Schedule meeting to discuss outreach and recruiting initiatives.
- Provide deficiency report to senior leaders.
- Implement new policies, procedures and practices approved by senior leaders.
- Partner and advertise with outside organizations, colleges, and universities to attract potential employees to the organization.

Objective: The Commands must analyze and identify triggers in the workplace by utilizing designated resources. (Element D1)

Planned Activities:

- Review data sources to determine triggers e.g., complaints, exit interviews, applicant flow data and reasonable accommodation.
- Solicit volunteers for barrier analysis, to review the triggers in the workplace.

Objective: The Commands must identify areas that barriers exist that may exclude certain ethnic groups. (Element D2)

Planned Activities:

- Review data sources to find triggers and possible barriers.
- Solicit volunteers to assist in this effort.
- Hold regular scheduled meeting to review policies, practices, and procedures and how they relate to ethnic groups, gender, and disability.

Objective: The Commands will continue to attempt to identify barriers and implement plans that were set by target dates of the planned activities of the Part I. (Element D3)

Planned Activities:

- Review data to identify barrier.
- Continue to partner with human resource in relation to the workforce.
- Work on plans that are set in Part I to attempt progress to eliminate identified barriers.

Objective: The Command will post the affirmative action plan to the internal website. (Element D4)

Planned Activities:

- Research and write an affirmative action plan.
- Route and ensure it is updated on the website.

Objective: The Command will work toward the EEO timeframe compliance to ensure and maintain an efficient, fair, and impartial complaint resolution process. (Element E1)

Planned Activities:

- Hire additional staff to maintain compliance timelines.
- Use the Entellitrek database to determine timelines for both complaints and reasonable accommodations.

Workforce Analysis (APF) Part I Plans:

The United States Marine Corps Part I plans were reviewed separately for the Appropriated Fund (APF) and the Non-Appropriated Fund (NAF) as there is a distinct difference in Pay Grades, Occupational Categories, and what each entity deems as Mission Critical Occupations. You will also notice a difference in LPR with females 26.01% in comparison to the National Civilian Labor Force (NCLF) 48.21% in APF and a LPR with males 31.90% in comparison to the National Civilian Labor Force (NCLF) 51.79% in NAF within the total workforce population.

Appropriated Fund Workforce Analysis (APF) Part I Plans:

Objective: There were several identifiable triggers that were compared to the National Civilian Labor Force (NCLF) and other relevant statistical benchmarks. The female group continues to experience a Low Participation rate (LPR) when compared to the NCLF benchmark for the past four years. This is demonstrated in the ethnic groups Hispanic, White, Black, and Asian female groups since FY18. The accession and separation data show that the Hispanic and Black ethnic groups are leaving faster than they are joining. We also see that the White male population group is leaving faster than being hired with 36.33% accession and 43.48% separation. There are various ethnic groups and genders that continue to fall below benchmarks in Occupational Categories, Mission Critical Categories, and Pay Grades.

Planned Activities:

- Create Barrier Analysis Teams.
- Review data tables and sources.
- Discuss ways to increase ethnic group participation.
- Examine recruitment, policies, procedures, and practices with respect to major occupations.
- Examine discipline practices.
- Examine analysis of workforce separations and accessions.

- Review promotion and award information.

Non Appropriated Fund Workforce Analysis (NAF) Part I Plans:

Objective: There were several identifiable triggers that were compared to National Civilian Labor Force (NCLF) and other relevant statistical benchmarks. The ethnic groups Hispanic males, White and 2 or more races males and females have been below the NCLF for the past nine years. The data also shows that the ethnic groups of Hispanic and White males and Black males and females are leaving the agency faster than they are hired. There are various ethnic groups and genders that continue to fall below benchmarks in Occupational Categories, Mission Critical categories, and pay banded grades.

Planned Activities:

- Create Barrier Analysis Teams.
- Review data tables and sources.
- Discuss ways to increase ethnic group participation.
- Attend outreach events such as job fairs and lunch & learns.

Part J Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Individuals with Disabilities:

Appropriated Fund Workforce Analysis (APF)

Objective: To continue to use sources to view the compliance goals of 12% Individuals with Disability (IWD) and 2% Individuals with Targeted Disability (IWTD). Also, to partner with outreach organizations to meet and exceed the goals established by Equal Employment Opportunity Commission.

Planned Activities:

- Champion the use of Form SF-256 for Self-Identification.
- Continue to use programs that house disability groups.
- Partner with outside organizations to increase the disability group compliance numbers.

Non Appropriated Fund Workforce Analysis (NAF)

Objective: To continue to use sources to view the compliance goals of 12% Individuals with Disability (IWD) and 2% Individuals with Targeted Disability (IWTD). Also, to partner with outreach organizations to meet and exceed the goals established by Equal Employment Opportunity Commission.

Planned Activities:

- Champion the use of Form SF-256 for Self-Identification.
- Continue to use programs that house disability groups.
- Partner with outside organizations to increase the disability group compliance numbers.
- Continue use of new hiring MARADMIN to increase Individuals with Disabilities (IWD) and Individuals with Targeted Disabilities (IWTD) goals.

EEO COMPLAINTS PROCESSING

The USMC Office of EEO Programs closely monitors processing of all EEO complaints filed against USMC organizations throughout the Corps using the DON complaints tracking software program (Entellitrak). Complaints processing is conducted by seven EEO offices servicing USMC installations.

Annual Federal EEO Statistical Report of Discrimination Complaints (EEOC 462) Report

The following provides complaint data documented in the USMC FY2023 462 Report:

Pre-Complaints (Informal Inquiries)

At the beginning of the reporting period, 59 pre-complaints were on hand. During the reporting period, 160 pre-complaints were initiated bringing the total of pre-complaints to 219. Of these 219 pre-complaints, 175 were completed within the reporting period with 12 settlements, 77 withdrawals or no formal complaint filed, 85 completed counseling with formal complaints filed, and one

pending a decision by the aggrieved. At the end of the reporting period, 44 pre-complaints were pending completion and will be carried over to the next fiscal year.

Alternative Dispute Resolution (ADR) is offered to the aggrieved in all pre-complaints as appropriate. ADR was offered in 137 pre-complaints and 79 were accepted by the aggrieved. Of the accepted ADR, the Agency agreed to participate 73.24% of the time. At the conclusion of ADR activities, there were 12 ADR settlements resulting in two monetary benefits totaling \$14,781.00 and 10 non-monetary benefits, 36 pre-complaints that did not result in a formal complaint filed and 31 pre-complaints pursued a formal complaint.

-- Pre-complaint Processing / Settlement Costs

Compensatory Damages:	\$2281.00
Attorney's Fees:	\$12,500.00
Total Costs:	\$14,781.00

Complaints (Formal Complaints)

At the beginning of the reporting period, 137 formal complaints were on hand. During the reporting period, 95 formal complaints were filed with one formal complaint as a remand for a total of 232 formal complaints being processed throughout the Agency. Of these formal complaints, 87 were closed during the reporting period with 19 settlements, four withdrawals, 45 Final Agency Decisions without a hearing before an EEOC Administrative Judge and 19 Final Agency Actions after a hearing before an EEOC Administrative Judge.

ADR can be offered at any time during the complaint process and was accepted by complainants in eight formal complaints. Of those accepted for ADR, two did not take place, two did not reach a resolution, and four reached settlements resulting in three monetary benefits totaling \$43,500.00 and one non-monetary benefit.

-- Formal Complaint Processing / Settlement Costs

Compensatory Damages:	\$89,947.65
Back-pay / Front-pay:	\$0.00
Lump Sum Payment:	\$34,600.00
Attorney Fees:	\$148,151.04
Total Costs:	\$272,698.69

Total Monetary Benefits / Investigative Costs

Monetary Benefits:	\$272,698.69
Investigative Costs:	\$436,790.55
Total Costs:	\$709,489.24

-- **Bases.** The top three bases in formal complaints were disability 52, (21.85%), race 45 (18.91%), and reprisal 37 (15.55%),

-- **Issues.** The top three issues raised in formal complaints were general (non-sexual) harassment 52 (40.63%), termination 13 (10.16%), and terms/conditions of employment 11 (8.59%).

Findings of Discrimination

One complaint of discrimination closed with a finding in FY2023 which was filed in FY2019. The bases for this complaint were race and reprisal. The issues raised harassment (non-sexual) and performance evaluation/appraisal. Corrective actions included revision of the performance appraisal to a 5 with an overall rating of outstanding, any monetary award that complainant would have received for an outstanding performance rating, compensatory damages, and attorney fees/costs, and mandated posting notices of the finding of discrimination in conformity with Title 29 Code of Federal Regulations Part 1614 for 60 consecutive calendar days.

MD-715 - Part F
Certification of Establishment of Continuing
Equal Employment Opportunity Program

I, Ronnie L Holmes, PhD, EEO Director 0260/GS14 am the

(Insert name above)

(Insert official
title/series/grade above)

Principal EEO Director/Official for

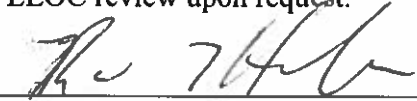
United States Marine Corps

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

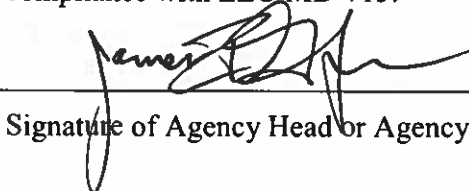


Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

6 Feb 24

Date



Signature of Agency Head or Agency Head Designee

21 Feb 24

Date

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

APF Part G - The Part G Self-Assessment Checklist is a series of questions designed to provide Commands with an effective means for conducting the annual self-assessment required in Part F of MD-715. This self-assessment permits Director, EEOs to recognize, and to highlight for their senior staff, deficiencies in their EEO program that the Command must address to comply with MD-715's requirements. Nothing in Part G prevents Commands from establishing additional practices that exceed the requirements set forth in this checklist.

For each MD-715 essential element, the Part G checklist provides a series of "compliance indicators." Each compliance indicator, in turn, contains a series of "yes/no" questions, called "measures." To the right of the measures, there are two columns, one for the Command to answer the measure with "Yes", "No", or "NA," and the second column for the Command to provide "comments", if necessary. Commands should briefly explain any "N/A" answer in the comments.

A "No" response to any measure in Part G is a program deficiency. For each such "No" response, an agency will be required in Part H to identify a plan for correcting the identified deficiency. If one or more sub-components answer "No" to a particular question, the agency-wide/parent agency's report should also include that "No" response.

#	EEOC Elements			COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments
					Yes	No	
1	A	1	a	0		x	Cherry Point - October 28, 2023, Camp Pendleton - December 21, 2022, MCLB Barstow - December 14, 2022, MCAS Miramar - January 5, 2023, MCAS Yuma - February 10, 2023, TECOM - February 27, 2023, Administration and Resource - March 2022 SYSCOM - July 2022 Quantico - not signed M & RA - August 22, 2022
2	A	1	b	0	x		
3	A	2	a	1	x		TECOM - February 27, 2023 DON June 14 2023
4	A	2	a	2	x		
5	A	2	b	1	x		
6	A	2	b	2	x		
7	A	2	b	3	x		Cherry Point - https://www.cherrypt.marines.mil/EEO/ MCI West - https://usmc.sharepoint-mil.us/sites/mciwest_EEO/SitePages/Home.aspx Administration and Resource - https://www.ar.marines.mil/EEO/SYSCOM - This information is posted on the MARCORSYSCOM intranet site: https://eis-op.usmc.mil/sites/mcsc_hcm/wmdc/SitePages/EmployeeResources.aspx . This information is also posted on the Administration and Resource website: https://www.ar.marines.mil/EEO/ . EEO material is also posted around the workplace as it is made available to the Command. Quantico - New Employee Orientation, also available through a link on the MCBQ website to the Guide for Civilian Marines provided at https://hrom.marines.mil/New-Employees/ At least once but it is readily available on the website, has been shared on bulletin boards and it has been included in follow up training such as Supervisory Training which is required upon assuming a Supervisory position and then again every 3 years. M & RA - https://www.manpower.usmc.mil/webcenter/portal/oracle/webcenter/page/scopedMD/s15e64ea5_5e49_4eb6_96eb_e7748b9b1292/Page73f347dc_bce7_444a_8b40_63f8d8c53e3d.jspx
8	A	2	c	1	x		Cherry Point - Upon checking into the Command, New Employee Orientation (NEO) and Required (POSH / EEO) Annual training. MCI West - Bi-Annually during training. TECOM - During onboarding and yearly training. Administration and Resource - During bi-weekly Entrance on Duty EEO briefs, annual EEO training, and customer requested specialized training. SYSCOM - Ongoing; this information is posted on the MARCORSYSCOM Intranet (VIPER) site. This information is also posted on the HQMC EEO website. EEO material is also posted around the workplace as it is made available to this command by Capital Region EEO. Quantico - New Employee Orientation, also available through a link on the MCBQ website to the Guide for Civilian Marines provided at https://hrom.marines.mil/New-Employees/ At least once but it is readily available on the website, has been shared on bulletin boards and it has been included in follow up training such as Supervisory Training which is required upon assuming a Supervisory position and then again every 3 years.

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments
						Yes	No	
9	A	2	c	2	Does the command inform its employees about the following topics: ADR process? [see MD-110, Ch. 3(ii)(C)] If "yes", please provide how often.	x		Cherry Point - Upon checking into the Command, New Employee Orientation (NEO) and Required (POSH / EEO) Annual training. MCI West - Minimally Bi-Annually during training TECOM - During onboarding and yearly training. Administration and Resource - During bi-weekly Entrance on Duty EEO briefs, annual EEO training, and customer requested specialized training. SYSCOM - Ongoing; this information is posted on the MARCORSYSCOM Intranet (VIPER) site. This information is also posted on the HQMC EEO website. EEO material is also posted around the workplace as it is made available to this command by Capital Region EEO. Quantico - New Employee Orientation, also available through a link on the MCBQ website to the Guide for Civilian Marines provided at https://hrom.marines.mil/New-Employees/ At least once but it is readily available on the website, has been shared on bulletin boards and it has been included in follow up training such as Supervisory Training which is required upon assuming a Supervisory position and then again every 3 years.
10	A	2	c	3	Does the command inform its employees about the following topics: Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.	x		Cherry Point - Upon checking into the Command, New Employee Orientation (NEO) and Required (POSH / EEO) Annual training. MCI West - Minimally Bi-Annually during training TECOM - During onboarding and yearly training. Administration and Resource - During bi-weekly Entrance on Duty EEO briefs, annual EEO training, and customer requested specialized training. SYSCOM - Ongoing; this information is posted on the MARCORSYSCOM Intranet (VIPER) site. This information is also posted on the HQMC EEO website. EEO material is also posted around the workplace as it is made available to this command by Capital Region EEO. Quantico - New Employee Orientation, also available through a link on the MCBQ website to the Guide for Civilian Marines provided at https://hrom.marines.mil/New-Employees/ At least once but it is readily available on the website, has been shared on bulletin boards and it has been included in follow up training such as Supervisory Training which is required upon assuming a Supervisory position and then again every 3 years.
11	A	2	c	5	Does the command inform its employees about the following topics: Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If "yes", please provide how often.	x		Cherry Point - Upon checking into the Command, New Employee Orientation (NEO) and Required (POSH / EEO) Annual training. MCI West - Minimally Bi-Annually during training TECOM - During onboarding and yearly training. Administration and Resource - During bi-weekly Entrance on Duty EEO briefs, annual EEO training, and customer requested specialized training. SYSCOM - Ongoing; All MARCORSYSCOM employees have a performance appraisal objective for 'Enterprise Behavior'. Among other things, this includes behaving and fostering an environment in a manner that consists of ethical behavior, mutual respect, professional communications, accountability and belonging. All personnel are also informed of Prohibited Practices and the requirement to abide by Merit Principles. Quantico - New Employee Orientation, also available through a link on the MCBQ website to the Guide for Civilian Marines provided at https://hrom.marines.mil/New-Employees/ At least once but it is readily available on the website, has been shared on bulletin boards and it has been included in follow up training such as Supervisory Training which is required upon assuming a Supervisory position and then again every 3 years.
12	A	3	a	0	Does the command provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If "yes", provide one or two examples in the comments section.	x		Cherry Point - Annual Performance Awards, MCI West - Employee of the Quarter EEO employee spotlight TECOM - Nominations were requested from the workforce but did not receive any. Administration and Resource - provided an employee from another Agency with an award for participating as an awesome collateral duty member of our Special Emphasis Program Committee. The employee utilized her resources to obtain valuable key components to the National Disability Employment Awareness Month events. SYSCOM - The Marine Corps Systems Command's Executive Director ensures that the Diversity Awareness Program (DAP) Committee members and their efforts are recognized. The Command has also awarded Challenge Coins and Time-Off Awards to workforce members involved in the administration of the Defense Equal Opportunity Climate Survey (DEOCS), the subsequent evaluation of survey data, and development of action recommendations. Quantico - We do not have awards specifically for EEO accomplishments. However, if someone were nominated for an award it would be considered under our existing awards program.
13	A	3	b	0	Does the command utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	x		Cherry Point - Review A1 and B1 tables Quarterly. Have access to EOA climate survey. SYSCOM - The Command utilizes the results of FEVS and DEOCS surveys as available. The Command did not receive FEVS results during FY22 but should in FY23. Quantico - When available; although it's not always the best source given that participation is often low which skews the data.
14	B	1	a	0	Does the Command's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	x		Cherry Point - 1. DDEEO has direct access to Commanding Officer. 2. DDEEO participates in weekly senior staff meeting. 3. EEO has separate budget and resources. 4. Supervisors are provided appropriate training to discharge their duties and responsibilities. 5. EEO has established media site to distribute EEO information concerning federal EEO laws, regulations and requirements. Administration and Resource - 1. Cultivate a diverse workplace free from discrimination for all personnel and applicants for employment regardless of race, religion, color, sex (including pregnancy, gender identity and sexual orientation), national origin, age, genetic information (including family medical history or disability) and reprisal. 2. Incorporate the principles of EEO into everyday activities and proactively address discriminatory behavior, while cultivating a workforce which is more engaged and committed. 3. Maintain a safe, fair and inclusive work environment where all employees are free to grow and develop in their careers. SYSCOM - The MARCORSYSCOM Human Capital Strategies document addresses the importance of diversity and inclusion, the MD-715 Program and supervisory training programs (which include EEO modules). Quantico - no strategic plan

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments
						Yes	No	
15	B	1	a	2	Does the command's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	x		TECOM/Quantico - The Capital Region EEO Office organizational chart clearly defines the reporting structure.
16	B	1	b	0	Does the Director, EEO have a regular and effective means of advising the command head and other senior management officials of the effectiveness, efficiency and legal compliance of the command's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions.	x		
17	B	1	c	0	During this reporting period, did the Principal EEO Official (i.e. DEEO/DDEEO) present to the head of the command, and other senior management officials, the "State of the command" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.	x		Cherry Point - January 18, 2023 MCI West - 30 March 2023 / Status of Inspection Briefings was provided to Deputy Commander, MCIWEST, versus a standard MD-715 brief TECOM/SYSCOM/Quantico - State of the Command brief was provided in December 2022 Administration and Resource - State of the Command brief was provided to the Director of Marine Corps Staff on 16 December 2022. M & RA - January 19, 2023
18	B	1	d	0	Does the Principal EEO Official (i.e. DEEO/DDEEO) regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	x		
19	B	2	a	0	Is the Director, EEO responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)]	x		
20	B	2	b	0	Is the Director, EEO responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	x		
21	B	2	c	0	Is the Director, EEO responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	x		
22	B	2	f	0	Is the Director, EEO responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the command head? [see 29 CFR §1614.102(c)(2)]	x		
23	B	2	g	0	If the command has subordinate level components, does the Director, EEO provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]	x		Cherry Point - No subordinate level components M & RA - provides guidance to the subordinate commands
24	B	3	a	0	Do EEO program officials participate in command meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development	x		
25	B	3	b	0	Does the command's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	x		Cherry Point - 1. DDEEO has direct access to Commanding Officer. 2. DDEEO participates in weekly senior staff meeting. 3. EEO has separate budget and resources. 4. Supervisors are provided appropriate training to discharge their duties and responsibilities. 5. EEO has established media site to distribute EEO information concerning federal EEO laws, regulations and requirements. Administration and Resource - 1. Cultivate a diverse workplace free from discrimination for all personnel and applicants for employment regardless of race, religion, color, sex (including pregnancy, gender identity and sexual orientation), national origin, age, genetic information (including family medical history or disability) and reprisal. 2. Incorporate the principles of EEO into everyday activities and proactively address discriminatory behavior, while cultivating a workforce which is more engaged and committed. 3. Maintain a safe, fair and inclusive work environment where all employees are free to grow and develop in their careers. SYSCOM - The MARCORSYSCOM Human Capital Strategies document addresses the importance of diversity and inclusion, the MD-715 Program and supervisory training programs (which include EEO modules). Quantico - no strategic plan
26	B	4	a	1	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct a self-assessment of the command for possible program deficiencies? [see MD-715, II(D)]		x	High Turnover rate within the EEO offices has occurred for the past couple years

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				Has measure been met?		Comments
					Yes	No	
27	B	4	a	2		x	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To enable the command to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)] Cherry Point - Barrier analysis is an ongoing training process. EEO office is currently staffed at authorized T/O level. High Turnover rate within the EEO offices has occurred for the past couple years. Cherry Point - Barrier analysis is an ongoing training process.
28	B	4	a	3		x	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final command decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(e)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)] Cherry Point - EEO Professional training built into the FY24 Budget submission. High Turnover rate within the EEO offices has occurred for the past couple years Cherry Point - EEO Professional training built into the FY24 Budget submission.
29	B	4	a	4		x	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: 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 II(C)] If not, please identify the type(s) of training with insufficient funding in the comments column. Cherry Point - EEO Professional training built into the FY24 Budget submission. High Turnover rate within the EEO offices has occurred for the past couple years Cherry Point - EEO Professional training built into the FY24 Budget submission.
30	B	4	a	5		x	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)] Cherry Point - no field offices MCI West/Administration and Resource has not conducted field audits M & RA conducted field offices MCI PAC Feb 2023, MCI West May 2023 and assist visits Camp Lejeune Aug 2023
31	B	4	a	6		x	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)] High turnover at the commands
32	B	4	a	7		x	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section. Cherry Point - Data systems are maintained at Agency level (ETK, NEAT, HR LINK). No applicant flow data provided by Agency to the field for Barrier Analysis. High Turnover rate within the EEO offices has occurred for the past couple years. Have been unable to review all data.
33	B	4	a	8		x	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: 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(i) and (u); 5 CFR § 315.709] Cherry Point - EEO office is currently staffed at authorized T/O level. NAF does not provide dedicated EEO Specialist to support Special Emphasis program. High Turnover rate within the EEO offices has occurred for the past couple years
34	B	4	a	10		x	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)] High Turnover rate within the EEO offices has occurred for the past couple years. 42.5 % have completed the training
35	B	4	a	11		x	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)] High Turnover rate within the EEO offices has occurred for the past couple years
36	B	4	b	0	x		Does the EEO office have a budget that is separate from other offices within the command? [see 29 CFR § 1614.102(a)(1)] Cherry Point - EEO submits a separate budget from other offices in the command
37	B	4	d	0	x		Does the command ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(H)(A) of MD-110? Commands must maintain copies of training certificates for all counselors and investigators for a period of three fiscal years. MCI West - All EEO personnel receive the 32 hours of required training and funding is available for same. All EEO Specialist must have the 32 hours of mandatory training before working in the EEO program.

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments
						Yes	No	
38	B	4	e	0	Does the command ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110? Commands must maintain copies of training certificates for all counselors and investigators for a period of three fiscal years.		x	MCI West - No
39	B	5	a		For questions 41 through 44: Supervisors/managers may be considered compliant if one or both of the following are true: (1) they have taken the training within the past three Fiscal Years (2) they have not yet taken the training, but were still within one year of their initial assignment to a supervisory position, effective 1 Oct 2018.		x	MCI West - Not all have received training with last 3 years Marine Corps wide APF 42.8% have completed the training. 2173 completed out of 5076 Total Supervisor/Managers.
40	B	5	a	1	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the command EEO program: EEO Complaint Process? [see MD-715(II)(B)].		x	SYSCOM - All MARCORSYSCOM employees including civilian and military supervisors (who supervise civilians) are required to complete an online EEO course annually (hosted on the Total Workforce Management System (TWMS)). All MARCORSYSCOM civilian and military supervisors are also required to complete an EEO for Supervisors course on an annual basis (hosted by TWMS). There are also usually Capital Region-hosted classroom options to complete this training. MARCORSYSCOM supervisors are also required to complete command-provided initial (within first year) supervisory training and refresher (every three years) supervisory training, both of which have an EEO module. The EEO Complaint process is addressed in this training.
41	B	5	a	2	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the command EEO program: Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)].		x	SYSCOM - All MARCORSYSCOM employees including civilian and military supervisors (who supervise civilians) are required to complete an online EEO course annually (hosted on the Total Workforce Management System (TWMS)). All MARCORSYSCOM civilian and military supervisors are also required to complete an EEO for Supervisors course on an annual basis (hosted by TWMS). There are also usually Capital Region-hosted classroom options to complete this training. MARCORSYSCOM supervisors are also required to complete command-provided initial (within first year) supervisory training and refresher (every three years) supervisory training, both of which have an EEO module. Reasonable Accommodation procedures are addressed in this training.
42	B	5	a	4	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the command EEO program: Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)].		x	SYSCOM - All MARCORSYSCOM employees including civilian and military supervisors (who supervise civilians) are required to complete an online EEO course annually (hosted on the Total Workforce Management System (TWMS)). All MARCORSYSCOM civilian and military supervisors are also required to complete an EEO for Supervisors course on an annual basis (hosted by TWMS). There are also usually Capital Region-hosted classroom options to complete this training. MARCORSYSCOM supervisors are also required to complete command-provided initial (within first year) supervisory training and refresher (every three years) supervisory training, both of which have an EEO module. Diversity, Inclusion, MD-715, effective communication, mediation, etc. are addressed in this training.
43	B	5	a	5	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the command EEO program: ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)].		x	SYSCOM - All MARCORSYSCOM employees including civilian and military supervisors (who supervise civilians) are required to complete an online EEO course annually (hosted on the Total Workforce Management System (TWMS)). All MARCORSYSCOM civilian and military supervisors are also required to complete an EEO for Supervisors course on an annual basis (hosted by TWMS). There are also usually Capital Region-hosted classroom options to complete this training. MARCORSYSCOM supervisors are also required to complete command-provided initial (within first year) supervisory training and refresher (every three years) supervisory training, both of which have an EEO module. Alternative Dispute Resolution is addressed in this training.
44	B	6	a	0	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]		x	Cherry Point - The command is working plan H to improve SEPM Program SYSCOM - Capital Region EEO Office administers the Special Emphasis Program while commands have activity level POCs that assist and collaborate on SEPM efforts. MARCORSYSCOM does not have Special Emphasis Program Managers. MARCORSYSCOM has POCs that manage the activity MD-715 effort. MARCORSYSCOM SEP events are planned for, and conducted by the Command's Diversity Awareness Committee as part of the Diversity Awareness Program (DAP) which was established and implemented several years ago by previous command senior leadership. The current MARCORSYSCOM Commander, Executive Director and Command Sergeant Major are strong proponents and advocate for it regularly.
45	B	6	b	0	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]		x	TECOM - Most action plans addressed are pushed down from Capital Region, if TECOM barrier analysis team identifies a separate action plan, the G-1 is consulted. Across the Marine Corps there is a shortage of staff, volunteers and managers to participate in the barrier analysis process.
46	B	6	c	0	When barriers are identified, do senior managers assist in developing command EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]		x	Across the Marine Corps there is a shortage of staff, volunteers and managers to participate in the barrier analysis process.

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				Has measure been met?		Comments
					Yes	No	
47	B	6	d	0		x	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into command strategic plans? [29 CFR § 1614.102(a)(5)] TECOM/Quantico - does not address this in command strategic plans.
48	C	1	a	0		x	Does the command regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section. Cherry Point - no field offices, MCI West - September 2023 M & RA - MCI PAC Feb 2023, MCI WEST May 2023 Assist Visits Camp Lejeune August 2023 Administration and Resource did not assess the offices
49	C	1	b	0		x	Does the command regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section. Cherry Point - no field offices, MCI West September 2023 M & RA - MCI PAC Feb 2023, MCI WEST May 2023 Administration and Resource did not conduct audits, High Turnover at commands
50	C	1	c	0	x		Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)] Cherry Point - no field offices MCI West/Administration and Resource did not do field audits M & RA did conduct field audits to MCI PAC and MCI West. Assist Visit to Camp Lejeune.
51	C	2	b	1	x		Is there a designated command official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the command? [see 29 CFR 1614.203(d)(3)(D)]
52	C	2	b	3	x		Does the command ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]
53	C	2	b	5		x	Does the command process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] (1) Provide percentage of timely-processed requests in the comments column. (2) Provide days in process of oldest case 1) Percentage of timely request 78.7% 2) Days in process of oldest case 342
54	C	2	c	1	x		Does the command post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the Internet address in the comments column. Cherry Point - https://www.cherrypoint.marines.mil/EEO/ MCI West - https://usmc.sharepoint-mil.us/sites/mciwest_EEO/SitePages/Home.aspx Administration and Resource - https://www.ar.marines.mil/EEO/SYSCOM - This information is posted on the MARCORSYSCOM intranet site: https://eis-op.usmc.mil/sites/mcsc_hcm/wmdc/SitePages/EmployeeResources.aspx . This information is also posted on the Capital Region EEO website: https://www.ar.marines.mil/EEO/ . EEO material is also posted around the workplace as it is made available to the Command. M & RA - https://www.manpower.usmc.mil/webcenter/portal/oracle/webcenter/page/scopedMD/s15e64ea5_Se49_4_eb6_96eb_e7748b9b1292/Page73f347dc_bce7_444a_8b40_63ffd8c53e3d.jspx
55	C	3	a	0	x		Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to command EEO policies and principles and their participation in the EEO program? SYSCOM - All MARCORSYSCOM managers and supervisors have a mandatory Supervisor Performance Objective as part of our appraisal system. Part of this objective includes elements to: "Uphold high standards of integrity and ethical behavior; Ensure compliance with merit systems principles and prohibited personnel practices; and, "Ensuring that equal employment opportunity principles are adhered to throughout the organization and promptly addressing allegations of discrimination, harassment, and retaliation." All US Marine Corps APF managers and supervisor have an element in their performance appraisal
56	C	3	b	1	x		Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.] SYSCOM - All MARCORSYSCOM managers and supervisors have a mandatory Supervisor Performance Objective as part of our appraisal system. Part of this objective includes elements to: "Uphold high standards of integrity and ethical behavior; Ensure compliance with merit systems principles and prohibited personnel practices; and, "Ensuring that equal employment opportunity principles are adhered to throughout the organization and promptly addressing allegations of discrimination, harassment, and retaliation." All US Marine Corps APF managers and supervisor have an element in their performance appraisal
57	C	3	b	2	x		Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)] SYSCOM - All MARCORSYSCOM managers and supervisors have a mandatory Supervisor Performance Objective as part of our appraisal system. Part of this objective includes elements to: "Uphold high standards of integrity and ethical behavior; Ensure compliance with merit systems principles and prohibited personnel practices; and, "Ensuring that equal employment opportunity principles are adhered to throughout the organization and promptly addressing allegations of discrimination, harassment, and retaliation." All US Marine Corps APF managers and supervisor have an element in their performance appraisal

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments
						Yes	No	
58	C	3	b	3	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	x		SYSCOM - All MARCORSYSCOM managers and supervisors have a mandatory Supervisor Performance Objective as part of our appraisal system. Part of this objective includes elements to: "Uphold high standards of integrity and ethical behavior; Ensure compliance with merit systems principles and prohibited personnel practices; and, "Ensuring that equal employment opportunity principles are adhered to throughout the organization and promptly addressing allegations of discrimination, harassment, and retaliation." All US Marine Corps APF managers and supervisor have an element in their performance appraisal
59	C	3	b	4	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 instructions, Sec. I]	x		SYSCOM - All MARCORSYSCOM managers and supervisors have a mandatory Supervisor Performance Objective as part of our appraisal system. Part of this objective includes elements to: "Uphold high standards of integrity and ethical behavior; Ensure compliance with merit systems principles and prohibited personnel practices; and, "Ensuring that equal employment opportunity principles are adhered to throughout the organization and promptly addressing allegations of discrimination, harassment, and retaliation." All US Marine Corps APF managers and supervisor have an element in their performance appraisal
60	C	3	b	5	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	x		SYSCOM - All MARCORSYSCOM managers and supervisors have a mandatory Supervisor Performance Objective as part of our appraisal system. Part of this objective includes elements to: "Uphold high standards of integrity and ethical behavior; Ensure compliance with merit systems principles and prohibited personnel practices; and, "Ensuring that equal employment opportunity principles are adhered to throughout the organization and promptly addressing allegations of discrimination, harassment, and retaliation." All US Marine Corps APF managers and supervisor have an element in their performance appraisal
61	C	3	b	6	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	x		SYSCOM - All MARCORSYSCOM managers and supervisors have a mandatory Supervisor Performance Objective as part of our appraisal system. Part of this objective includes elements to: "Uphold high standards of integrity and ethical behavior; Ensure compliance with merit systems principles and prohibited personnel practices; and, "Ensuring that equal employment opportunity principles are adhered to throughout the organization and promptly addressing allegations of discrimination, harassment, and retaliation." All US Marine Corps APF managers and supervisor have an element in their performance appraisal
62	C	3	b	7	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	x		SYSCOM - All MARCORSYSCOM managers and supervisors have a mandatory Supervisor Performance Objective as part of our appraisal system. Part of this objective includes elements to: "Uphold high standards of integrity and ethical behavior; Ensure compliance with merit systems principles and prohibited personnel practices; and, "Ensuring that equal employment opportunity principles are adhered to throughout the organization and promptly addressing allegations of discrimination, harassment, and retaliation." All US Marine Corps APF managers and supervisor have an element in their performance appraisal
63	C	3	b	8	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	x		SYSCOM - All MARCORSYSCOM managers and supervisors have a mandatory Supervisor Performance Objective as part of our appraisal system. Part of this objective includes elements to: "Uphold high standards of integrity and ethical behavior; Ensure compliance with merit systems principles and prohibited personnel practices; and, "Ensuring that equal employment opportunity principles are adhered to throughout the organization and promptly addressing allegations of discrimination, harassment, and retaliation." All US Marine Corps APF managers and supervisor have an element in their performance appraisal
64	C	3	b	9	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Comply with settlement agreements and orders issued by the command, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	x		SYSCOM - All MARCORSYSCOM managers and supervisors have a mandatory Supervisor Performance Objective as part of our appraisal system. Part of this objective includes elements to: "Uphold high standards of integrity and ethical behavior; Ensure compliance with merit systems principles and prohibited personnel practices; and, "Ensuring that equal employment opportunity principles are adhered to throughout the organization and promptly addressing allegations of discrimination, harassment, and retaliation." All US Marine Corps APF managers and supervisor have an element in their performance appraisal
65	C	3	c	0	Does the Principal EEO Official (i.e. DEEO/DDEEO) recommend to the command head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	x		
66	C	3	d	0	When the Principal EEO Official (i.e. DEEO/DDEEO) recommends remedial or disciplinary actions, are the recommendations regularly implemented by the command? [see 29 CFR §1614.102(c)(2)]	x		

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments
						Yes	No	
67	C	4	a	0	Do the HR Director and the Director, EEO meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	x		Cherry Point - Established an alternative dispute resolution program. Also, adding a Cherry Point ADR convenor to improve efficiency and to streamline the pre-complaint process and the formal complaint process.
68	C	4	b	0	Has the command established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]		x	Cherry Point - EEO meets with HR on a regular basis to assure measures are taken to assure updated Commanding Officer's Policy. Meets all standards. SYSCOM - MARCORSYSCOM last completed this review in FY2016. An FY23 Part H plan for this item was developed but was not executed due to lack of staffing and other workload. Due to high turnover the subordinate commands have been unable to review for barriers.
69	C	4	c	0	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	x		Cherry Point - HR employees provide EEO any official information needed to support dead lines, investigations/interview data for individuals for handicapped employees.
70	C	4	d	0	Does the HR office timely provide the EEO office access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	x		Cherry Point - HR employees provide EEO official information needed to support dead lines, investigations/interview data for employees upon request.
71	C	4	e	1	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d), MD-715, II(C)]	x		Cherry Point - EEO and HR share outstanding professional relationships; work together to assure individuals with disabilities are given a fair level of consideration for employment. Both offices and staff work well together to assure compliance with plans for affirmative action through collaboration.
72	C	4	e	2	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]		x	Cherry Point -EEO and HR review, oversee, advice on most current Merit Staffing Principles, internal orders, policies and directives to assure proper recruitment initiatives are meeting the current needs. Direct Hire Authority has increased EEO and HR training for management and employees. Due to high turnover the EEO offices have not been able to conduct outreach recruiting initiatives.
73	C	4	e	3	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Develop and/or provide training for managers and employees? [see MD-715, II(C)]	x		Cherry Point -EEO and HR have developed a shared class specifically for civilian and military management regularly and upon request.
74	C	4	e	4	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]		x	Cherry Point - EEO collaborates with HR to level the playing field, identify and remove barriers to equal opportunity for all employees. Advise agency if there are any issues identified. MCI West - Shortage of personnel Due to high turnover the commands have been unable to effectively identify and remove barriers
75	C	4	e	5	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Assist in preparing the MD-715 report? [see MD-715, II(C)]	x		Cherry Point -EEO Annually, meets to collaborate with HR and assist in preparing the MD-715 report. The EEO staff provides command deck leadership updates.
76	C	5	a	0	Does the command have a disciplinary policy and/or table of penalties that covers discriminatory conduct? 29 CFR § 1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)	x		Cherry Point -The command actively assures constant application of disciplinary penalties which may also cover discriminatory conduct. The commanding officer, the management officials are also advised by HR and EEO requirements as well as any internal or local policies. The agency must consider the relevant Douglas factors when reaching a decision on the appropriate penalty.
77	C	5	b	0	When appropriate, does the command discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.			Cherry Point -Two (2) Management officials have been disciplined in this period. EEO, HR and the Commanding Officer promote fair and equitable discipline based on the Douglas Factor, Orders, Directives and five union contracts.
78	C	5	c	0	If the command has a finding of discrimination (or settles cases in which a finding was likely), does the command inform managers and supervisors about the discriminatory conduct? [see MD-715, II(C)]			Cherry Point - Need to know requirements would be followed.
79	C	6	a	0	Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column and date of last update briefing.			Cherry Point - Deputy Director updates Leadership weekly during CO/XO meeting. Presents state of Agency to CO Annually. MCI West - Minimally annually during the MD-715 briefing TECOM/Administration and Resource/SYSCOM/Quantico- Quarterly, last briefing was conducted in April 2023
80	C	6	b	0	Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	x		
81	D	1	a	0	Does the command have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]		x	Cherry Point - EEO office regularly reviews the 462 report, workforce data, complaint data, exit surveys and Command climate survey. However, the Special Emphasis program is not being fully executed. Current Plan H being worked. SYSCOM - Yes, however, MARCORSYSCOM again notes that the continued lack of applicant data, incomplete or unavailable A and B Workforce Tables, and continued lack of NCLF and Occupational CLF data hamper the Command's ability to perform a thorough trigger analysis and subsequent barrier analysis planning. These are decade-long standing issues that have not been addressed at the Department or Agency level.

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments
						Yes	No	
82	D	1	b	0	Does the command regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I]		x	Cherry Point - EEO office regularly reviews the 462 report, workforce data, complaint data, exit surveys and Command climate survey. However, the Special Emphasis program is not being fully executed. Current Plan H being worked. SYSCOM - Yes, however, MARCORSYSCOM again notes that the continued lack of applicant data, incomplete or unavailable A and B Workforce Tables, and continued lack of NCLF and Occupational CLF data hamper the Command's ability to perform a thorough trigger analysis and subsequent barrier analysis planning. These are decade-long standing issues that have not been addressed at the Department or Agency level. Due to high turnover the commands have been unable to identify triggers.
83	D	1	c	0	Does the command conduct exit interviews or surveys that include questions on how the command could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]		x	MCI West - recently implemented Some commands don't have exit interviews. Awaiting for a DON-wide exit survey.
84	D	2	a	0	Does the command have a process for analyzing the identified triggers to find possible barriers? [see MD-715, II(B)]		x	Cherry Point - EEO office regularly reviews the 462 report, workforce data, complaint data, exit surveys and Command climate survey. However, the Special Emphasis program is not being fully executed. Current Plan H being worked. SYSCOM - Yes, however, MARCORSYSCOM again notes that the continued lack of applicant data, incomplete or unavailable A and B Workforce Tables, and continued lack of NCLF and Occupational CLF data hamper the Command's ability to perform a thorough trigger analysis and subsequent barrier analysis planning. These are decade-long standing issues that have not been addressed at the Department or Agency level. Due to high turnover the commands have been unable to identify triggers.
85	D	2	b	0	Does the command regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]		x	SYSCOM - MARCORSYSCOM examines the impact of its management/personnel policies, procedures, and practices based on their impact on mission and business benefits to the Command, the Marine Corps, and acquisition mission. Due to high turnover the commands have been unable to examine.
86	D	2	c	0	Does the command consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]		x	SYSCOM - MARCORSYSCOM structural and workforce reorganizations and/or job realignments are based on maximizing mission and business benefits to the Command, the Marine Corps, and acquisition mission. Impacts to billets, grade-levels, job series, programs, etc. are known and evaluated but the impacts to employees based on RNO, gender, or disability are not considered because MARCORSYSCOM does not have access to this data for its subordinate organizations. Due to high turnover the commands have been unable to process.
87	D	2	d	0	Does the command regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.		x	Cherry Point - The EEO Office utilizes the 462 report for trends within the EEO program. Also the Reasonable Accommodation Program. MCI West - Exit surveys, union officials, anti-harassment program, and the reasonable accommodation program. SYSCOM - exit and climate survey SYSCOM - Data Sources: Command Exit Survey; Federal Employee Viewpoint Survey; & DEOMI Command Climate Survey. Quantico - Climate surveys when available, program and policy evaluation. Due to high turnover the commands have been unable to identify barriers by reviewing all the sources.
88	D	3	a	0	Does the command effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]		x	Cherry Point - Currently working Part I SYSCOM - FY23 Part H Plan was not executed due to lack of available staff and other workload. Due to high turnover the commands have been unable to identify barriers.
89	D	3	b	0	If the command identified one or more barriers during the reporting period, did the command implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]		x	Cherry Point - Currently working Part I. MCI West - no barriers were identified SYSCOM - FY23 Part H Plan was not executed due to lack of available staff and other workload. Due to high turnover the commands have been unable to identify barriers.
90	D	3	c	0	Does the command periodically review the effectiveness of the plans? [see MD-715, II(D)]	x		Cherry Point - Yes, Quarterly updates provided to HQ Marine Corps SYSCOM - FY23 Part H Plan was not executed due to lack of available staff and other workload. Commands review their plans quarterly.
91	D	4	a	0	Does the command post its affirmative action plan on its internal website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.		x	Cherry Point - https://usmc.sharepoint-mil.us/sites/MCEAST_CHPT_EEO MCI West - https://usmc.sharepoint-mil.us/sites/mciwest_EEO/SitePages/Home.aspx
92	D	4	b	0	Does the command take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]	x		The agency uses USA Jobs portal, Schedule A, and continues to review Workforce Recruitment program by reviewing databases for potential candidates.
93	D	4	c	0	Does the command ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]	x		

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS		Has measure been met?		Comments
							Yes	No	
94	D	4	d	0	Has the command taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the command until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)] If "YES" provide examples in comments.		x		Cherry Point -Promoted Voluntary Self-identification of Disability Campaign, using all hands message and staff meetings. SF256 Information provided on EEO Office page on Chery Point website. MCI West - employees were encouraged to self identify that they were an IWD or IWTDCOM - Use Schedule A Hiring Authority and Veteran's preference when hiring. Merit System Principles and offering Reasonable Accommodation for applicants with disabilities. Administration and Resource- promotes the Workforce Recruitment Program, encourages self-identification of disability status, and during brief with Commanders disability employment participation rates and shared and encourage a continual push to employ individuals with disabilities. SYSCOM - The percentage of PWD and PWTD in the MARCORSYSCOM workforce continues to exceed the federal-level 12% PWD and 2% PWTD workforce participation goals. MARCORSYSCOM continues to utilized Schedule A Hiring Authority and the 30% or more Disabled Veteran Appointment Authority. Quantico - We use all programs available to us including schedule A hiring authority, Veteran's preference etc. Our programs including Merit System Principles and Reasonable Accommodation also help us strive to be a model employer. Marine Corps uses Schedule A, Disability Awareness champion to encourage the SF 256 completion, and WRP
95	E	1	a	0	Does the command issue the notice of right to file on or before the 30th day (if no extension was requested or granted or no ADR accepted), and issue the notice of right to file a formal complaint on or before the 90th day (where ADR was accepted or an extension granted)? In comment section, provide the number of complaints that fall in to the following categories as found in the 462 report, Part I - C: 1. Counseled Within 30 Days 2. Counseled Within 31 to 90 Days 2a. Counseled Within Written Extension Period No Longer Than 60 Days 2b. Counseled Within 90 Days Where Individual Participated in ADR 2c. Counseled Within 31-90 Days That Were Untimely 3. Counseled Beyond 90 Days			x	1. 32 2. 84 2a. 31 2b. 47 2c. 6 (MCI West - 5; Albany - 1) 3. 8 (Administration and Resource - 2; Albany - 3; Tri-Command - 2; MCI West - 1)
96	E	1	b	0	Does the command provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?		x		
97	E	1	c	0	Does the command issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(i)?			x	Of 78 EEO formal complaints filed, 16 were untimely. Administration and Resource, MCI West, Albany, Cherry Point, Tri-Command, and MCI East are deficient in this element.
98	E	1	d	0	Does the command issue acceptance letters/dismissal decisions within 30 days from the date of receipt of the formal complaint? In the comments section, provide (1) the number issued within 30 days and (2) not issued within 30 days of receipt of the formal complaint.			x	(1) 56 within 30 days (2) 19 not within 30 days Administration and Resource, MCI West, Albany, and MCI East are deficient in this element.
99	E	1	e	0	Does the command ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?				
100	E	1	f	0	Did the command issue all reports of investigation on or before 180 days (or, for when an extension was granted, on or before 270 days)? In the comment section, provide the number of complaints that fall in to the following categories as found in the 462 report, Part IX: 1. Investigations Completed by Agency Personnel (a + b + c). 1a. Investigations Completed in 180 Days or Less. 1b. Investigations Completed in 181 - 360 Days. 1b1. Timely Completed Investigations. 1b2. Untimely Completed Investigations. 1c. Investigations Completed in 361 or More Days. 2. Investigations Completed by Contractors (a + b + c). 2a. Investigations Completed in 180 Days or Less. 2b. Investigations Completed in 181 - 360 Days. 2b1. Timely Completed Investigations. 2b2. Untimely Completed Investigations. 2c. Investigations Completed in 361 or More Days.			x	Albany, Administration and Resource, MCI-West, Tri-Command are deficient

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments
						Yes	No	
101	E	1	g	0	If the command does not timely complete investigations, does the command issue the notice of untimely investigation letter (108(g) letter), which advises the complainant of rights to a hearing/FAD, on or before the 180th day if the investigation is not complete?			Cherry Point -No untimely investigations this period.
102	E	1	j	0	If the command uses contractors to implement any stage of the EEO complaint process, does the command hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	NA	NA	Cherry Point/TECOM/Administration and Resource/SYSCOM/Quantico -The Command does not use contractors. MCI West - stopped use of contractors in December 2022
103	E	1	k	0	If the command uses employees to implement any stage of the EEO complaint process, does the command hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	NA	NA	TECOM/Administration and Resource/Quantico/MCI West/Cherry Point - no collateral duty
104	E	1	i	0	Does the command submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]			
105	E	2	a	0	Has the command established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	x		
106	E	2	b	0	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	x		Cherry Point - EASTERN AREA COUNSEL / MCI EAST, MCI West - There are 4 separate OGC's within our command. We seek sufficiency reviews from the OGC that is not from that specific location; i.e. Barstow will conduct the sufficiency review for Camp Pendleton. TECOM/Administration and Resource/SYSCOM/Quantico - We utilize three different Agency Counsel offices: Office of Counsel for the Commandant, Quantico Area Counsel Office, and Manpower and Reserve Affairs Counsel.
107	E	2	c	0	Is the attorney that does legal sufficiency review different than the agency representative?	x		
108	E	2	d	0	Does the command ensure that its agency representative does not intrude upon EEO counseling, investigations, and final command decisions? [see MD-110, Ch. 1(IV)(D)]	x		
109	E	2	e	0	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? EEOC Report, Attaining a Model command Program Efficiency (Dec. 1, 2004)	x		Cherry Point -Time built into DoN Agency Processing of Formal Complaints Timetable.
110	E	3	b	0	Does the command require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	x		
111	E	3	c	0	Does the command encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	x		
112	E	3	d	0	Does the command ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	x		
113	E	3	e	0	Does the command prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	x		
114	E	3	f	0	Does the command annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	x		Cherry Point -ADR Program managed at DoN level. Command uses DoN center of Excellence for ADR.
115	E	5	a	0	Does the command monitor trends in its EEO program to determine whether the command is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.	x		Cherry Point -Quarterly 462 report reviewed and report sent to HQ. Parts H and I are reviewed and updated Quarterly. Tables A and B are reviewed on a Quarterly basis. MCI West - MCI-West stays abreast of all statutes and monitors its EEO program through training provided by the DON and HQMC TECOM/Administration and Resource/SYSCOM/Quantico- We evaluate/monitor EEO cases stemming from the same office/command, report to management, and recommend appropriate action.
116	F	2	a	1	When a complainant files a hearing, does the command upload the official case file in FEDSEP to EEOC within 15 days of receiving the first notification that the complainant requested a hearing? (i.e. Do NOT wait until receipt of acknowledgement of hearing notice.)			

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments
						Yes	No	
117	F	2	a	3	When a complainant files an appeal, does the command upload the official case file in FEDSEP to EEOC within 30 days of the agency's first notification of the complainant filing an appeal? (i.e. Do NOT wait until receipt of acknowledgement of appeal notice.)			

119

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

NAF Part G - The Part G Self-Assessment Checklist is a series of questions designed to provide Commands with an effective means for conducting the annual self-assessment required in Part F of MD-715. This self-assessment permits Director, EEOs to recognize, and to highlight for their senior staff, deficiencies in their EEO program that the Command must address to comply with MD-715's requirements. Nothing in Part G prevents Commands from establishing additional practices that exceed the requirements set forth in this checklist.

For each MD-715 essential element, the Part G checklist provides a series of "compliance indicators." Each compliance indicator, in turn, contains a series of "yes/no" questions, called "measures." To the right of the measures, there are two columns, one for the Command to answer the measure with "Yes", "No", or "NA;" and the second column for the Command to provide "comments", if necessary. Commands should briefly explain any "N/A" answer in the comments.

A "No" response to any measure in Part G is a program deficiency. For each such "No" response, an agency will be required in Part H to identify a plan for correcting the identified deficiency. If one or more sub-components answer "No" to a particular question, the agency-wide/parent agency's report should also include that "No" response.

#	EEOC Elements				Has measure been met?		Comments
					Yes	No	
1	A	1	a	0		x	Cherry Point - October 28, 2023 Camp Pendleton - December 21, 2022 MCAS Miramar January 5, 2023 MCAS Yuma February 10, 2023 Quantico - Not dated Administration and Resource, M & RA - August 22, 2022
2	A	1	b	0	x		
3	A	2	a	1	x		DON June 2023
4	A	2	a	2	x		
5	A	2	b	1	x		Cherry Point - https://www.cherrypoint.marines.mil/EEO/ NAF - MCCS - https://careers.usmc-mccs.org/#nav-preferenceEEO
6	A	2	b	2	x		Cherry Point - https://www.cherrypoint.marines.mil/EEO/ MCCS - https://careers.usmc-mccs.org/#nav-preferenceEEO
7	A	2	b	3	x		Cherry Point - https://www.cherrypoint.marines.mil/EEO/ MCI WEST Region https://usmc.sharepoint-mil.us/sites/mciwest_EEO/SitePages/Home.aspx Quantico - New Employee Orientation, also available through a link on the MCBQ website to the Guide for Civilian Marines provided at https://hrom.marines.mil/New-Employees/ At least once but it is readily available on the website, has been shared on bulletin boards and it has been included in follow up training such as Supervisory Training which is required upon assuming a Supervisory position and then again every 3 years. Administration and Resource - https://www.ar.marines.mil/EEO/ MCCS - https://careers.usmc-mccs.org/#nav-preferenceEEO
8	A	2	c	1	x		Cherry Point - Upon checking into the Command, New Employee Orientation (NEO) and Required (POSH / EEO) Annual training. MCI West - Bi Annually during training Quantico - New Employee Orientation, also available through a link on the MCBQ website to the Guide for Civilian Marines provided at https://hrom.marines.mil/New-Employees/ At least once but it is readily available on the website, has been shared on bulletin boards and it has been included in follow up training such as Supervisory Training which is required upon assuming a Supervisory position and then again every 3 years. Administration and Resource - During bi-weekly Entrance on Duty EEO briefs, annual EEO training, and customer requested specialized training.
9	A	2	c	2	x		Cherry Point - Upon checking into the Command, New Employee Orientation (NEO) and Required (POSH / EEO) Annual training. MCI West - Minimally Bi-Annually during training. Quantico - New Employee Orientation, also available through a link on the MCBQ website to the Guide for Civilian Marines provided at https://hrom.marines.mil/New-Employees/ At least once but it is readily available on the website, has been shared on bulletin boards and it has been included in follow up training such as Supervisory Training which is required upon assuming a Supervisory position and then again every 3 years. Administration and Resource - During bi-weekly Entrance on Duty EEO briefs, annual EEO training, and customer requested specialized training.
10	A	2	c	3	x		Cherry Point - Upon checking into the Command, New Employee Orientation (NEO) and Required (POSH / EEO) Annual training. MCI West - Minimally Bi-Annually during training. Quantico - New Employee Orientation, also available through a link on the MCBQ website to the Guide for Civilian Marines provided at https://hrom.marines.mil/New-Employees/ At least once but it is readily available on the website, has been shared on bulletin boards and it has been included in follow up training such as Supervisory Training which is required upon assuming a Supervisory position and then again every 3 years. Administration and Resource - During bi-weekly Entrance on Duty EEO briefs, annual EEO training, and customer requested specialized training.

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments
						Yes	No	
11	A	2	c	5	Does the command inform its employees about the following topics: Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If "yes", please provide how often.	x		Cherry Point - Upon checking into the Command, New Employee Orientation (NEO) and Required (POSH / EEO) Annual training. MCI West - Minimally Bi-Annually during training Quantico - New Employee Orientation, also available through a link on the MCBQ website to the Guide for Civilian Marines provided at https://hrom.marines.mil/New-Employees/ At least once but it is readily available on the website, has been shared on bulletin boards and it has been included in follow up training such as Supervisory Training which is required upon assuming a Supervisory position and then again every 3 years. Administration and Resource - During bi-weekly Entrance on Duty EEO briefs, annual EEO training, and customer requested specialized training.
12	A	3	a	0	Does the command provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If "yes", provide one or two examples in the comments section.	x		Cherry Point - Annual Performance Awards MCI WEST - Employee of the Quarter EEO Employee Spotlight Quantico - We do not have awards specifically for EEO accomplishments. However, if someone were nominated for an award it would be considered under our existing awards program. Administration and Resource - The Capital Region EEO Office provided an employee from another Agency with an award for participating as an awesome collateral duty member of our Special Emphasis Program Committee. The employee utilized her resources to obtain valuable key components to the National Disability Employment Awareness Month events.
13	A	3	b	0	Does the command utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]		x	Cherry Point - Review A1 and B1 tables Quarterly. Have access to EOA climate survey. Quantico - When available; although it's not always the best source given that participation is often low which skews the data. High turnover within the commands.
14	B	1	a	0	Does the Command's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	x		Cherry Point - NAF: Why is Diversity & Inclusion Important - establishes culture where all employees feel free to contribute. Fuels innovation and creativity. Creates the ability to adapt to change. Impacts retention and the bottom line. Facilitates better decision making process. Diversity is being embraced to create and foster a workplace that reflects the demographics of the Marines, Sailors and families we serve. Provides differing perspectives and insights on cultures, races and backgrounds. Promotes opportunities for sharing ideas and knowledge in the workplace. Quantico - We do not have a strategic plan. Administration and Resource - 1. Cultivate a diverse workplace free from discrimination for all personnel and applicants for employment regardless of race, religion, color, sex (including pregnancy, gender identity and sexual orientation), national origin, age, genetic information (including family medical history or disability) and reprisal. 2. Incorporate the principles of EEO into everyday activities and proactively address discriminatory behavior, while cultivating a workforce which is more engaged and committed. 3. Maintain a safe, fair and inclusive work environment where all employees are free to grow and develop in their careers.
15	B	1	a	2	Does the command's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	x		Quantico - Capital region EEO Office organization al chart clearly defines the reporting structure
16	B	1	b	0	Does the Director, EEO have a regular and effective means of advising the command head and other senior management officials of the effectiveness, efficiency and legal compliance of the command's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions.	x		
17	B	1	c	0	During this reporting period, did the Principal EEO Official (i.e. DEEO/DEEO) present to the head of the command, and other senior management officials, the "State of the command" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I)] If "yes", please provide the date of the briefing in the comments column.	x		Cherry Point - January 18, 2023 MCI West - March 2023/ Status of Inspection Briefings Quantico - State of the command brief was provided in December 2022 Administration and Resource - State of the Command brief was provided to the Director of Marine Corps Staff on 16 December 2022. M & RA - Jan 19, 2023
18	B	1	d	0	Does the Principal EEO Official (i.e. DEEO/DEEO) regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	x		Cherry Point - MCCS HR Director and management partner with Installation EEO
19	B	2	a	0	Is the Director, EEO responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-710, Ch. 1(III)(A); 29 CFR §1614.102(c)]	x		Cherry Point - MCCS HR Director and management partner with Installation EEO
20	B	2	b	0	Is the Director, EEO responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]	x		Cherry Point - MCCS HR Director and management partner with Installation EEO
21	B	2	c	0	Is the Director, EEO responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	x		Cherry Point - MCCS HR Director and management partner with Installation EEO

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS		Has measure been met?		Comments
							Yes	No	
22	B	2	f	0	Is the Director, EEO responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the command head? [see 29 CFR §1614.102(c)(2)]		x		Cherry Point - MCCS HR Director and management partner with Installation EEO
23	B	2	g	0	If the command has subordinate level components, does the Director, EEO provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]		x		Cherry Point - No subordinate level components M & RA - provides guidance to the subordinate commands
24	B	3	a	0	Do EEO program officials participate in command meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development		x		Cherry Point - MCCS HR Director and management partner with Installation EEO
25	B	3	b	0	Does the command's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.		x		Cherry Point - Why is Diversity & Inclusion important – establishes culture where all employees feel free to contribute. Fuels innovation and creativity. Creates the ability to adapt to change. Impacts retention and the bottom line. Facilitates better decision making process. Diversity is being embraced to create and foster a workplace that reflects the demographics of the Marines, Sailors and families we serve. Provides differing perspectives and insights on cultures, races and backgrounds. Promotes opportunities for sharing ideas and knowledge in the workplace. Quantico - We do not have a strategic plan. Administration and Resource - 1. Cultivate a diverse workplace free from discrimination for all personnel and applicants for employment regardless of race, religion, color, sex (including pregnancy, gender identity and sexual orientation), national origin, age, genetic information (including family medical history or disability) and reprisal. 2. Incorporate the principles of EEO into everyday activities and proactively address discriminatory behavior, while cultivating a workforce which is more engaged and committed. 3. Maintain a safe, fair and inclusive work environment where all employees are free to grow and develop in their careers.
26	B	4	a	1	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct a self-assessment of the command for possible program deficiencies? [see MD-715, II(D)]		x		Cherry Point - MCCS HR Director and management partner with Installation EEO. High turnover within the commands.
27	B	4	a	2	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To enable the command to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]		x		Cherry Point - MCCS HR Director and management partner with Installation EEO High turnover within the commands.
28	B	4	a	3	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final command decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]		x		Cherry Point - MCCS HR Director and management partner with Installation EEO High turnover within the commands.
29	B	4	a	4	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: 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 II(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.		x		Cherry Point - EEO Professional training built into the FY24 Budget submission. High turnover within the commands.
30	B	4	a	5	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]		x		Cherry Point - No field offices Administration and Resource/MCI West - no field audits were done to the other NAF entities M & RA conducted field offices MCI PAC Feb 2023, MCI West May 2023 and Meet and Greet Camp Lejeune Jan 2023
31	B	4	a	6	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]		x		High turnover at the commands

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				Has measure been met?		Comments
					Yes	No	
32	B	4	a	7		x	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section. Marine Corps Wide - No applicant flow data built in the PeopleSoft database system. High turnover within the commands.
33	B	4	a	8		x	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: 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(i) and (u); 5 CFR § 315.709] Cherry Point - No dedicated EEO Specialist to support Special Emphasis program. High turnover within the commands.
34	B	4	a	10		x	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)] High turnover within the commands. 60.5% have completed the training
35	B	4	a	11		x	Pursuant to 29 CFR §1614.102(a)(1), has the command allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)] High turnover within the commands.
36	B	4	b	0	x		Does the EEO office have a budget that is separate from other offices within the command? [see 29 CFR § 1614.102(a)(1)] Cherry Point - EEO submits a separate budget from other offices in the command
37	B	4	d	0	x		Does the command ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110? Commands must maintain copies of training certificates for all counselors and investigators for a period of three fiscal years. All EEO Specialist must have the 32 hours of mandatory training before working in the EEO program.
38	B	4	e	0		x	Does the command ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110? Commands must maintain copies of training certificates for all counselors and investigators for a period of three fiscal years. MCI West - No
39	B	5	a		x		For questions 41 through 44: Supervisors/managers may be considered compliant if one or both of the following are true: (1) they have taken the training within the past three Fiscal Years (2) they have not yet taken the training, but were still within one year of their initial assignment to a supervisory position, effective 1 Oct 2018. Cherry Point - DON Supervisory Training ; Online ETHOS class "EEO for Supervisors". MCI West Region - Not all have received training within last 3 years Marine Corps wide 60.5% have completed the required supervisor/manger training.
40	B	5	a	1		x	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the command EEO program: EEO Complaint Process? [see MD-715(II)(B)]. Cherry Point - DON Supervisory Training ; Online ETHOS class "EEO for Supervisors".
41	B	5	a	2		x	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the command EEO program: Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]. Cherry Point - DON Supervisory Training ; Online ETHOS class "EEO for Supervisors".
42	B	5	a	4		x	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the command EEO program: Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]. Cherry Point - DON Supervisory Training ; Online ETHOS class "EEO for Supervisors".
43	B	5	a	5		x	Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the command EEO program: ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]. Cherry Point - DON Supervisory Training ; Online ETHOS class "EEO for Supervisors".

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments
						Yes	No	
44	B	6	a	0	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]		x	Cherry Point - The command is working plan H to improve SEPM Program
45	B	6	b	0	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]		x	Across the Marine Corps there is a shortage of staff, volunteers and managers to participate in the barrier analysis process.
46	B	6	c	0	When barriers are identified, do senior managers assist in developing command EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]		x	
47	B	6	d	0	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into command strategic plans? [29 CFR § 1614.102(a)(5)]		x	Quantico - We do not have a strategic plan.
48	C	1	a	0	Does the command regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.		x	Cherry Point - no field offices MCI West/Capital region - did not assess field audit. M & RA - MCI PAC Feb 2023 And MCI West May 2023 and site visit Camp Lejeune August 2023
49	C	1	b	0	Does the command regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.		x	Cherry Point - no field offices. High Turnover at commands MCI West September 2023 M & RA - MCI PAC Feb 2023, MCI WEST May 2023 Administration and Resource did not conduct audits
50	C	1	c	0	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	x		Cherry Point - no field offices. High Turnover at commands
51	C	2	b	1	Is there a designated command official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the command? [see 29 CFR 1614.203(d)(3)(D)]	x		Cherry Point -MCCS HR Director and management partner with Installation EEO
52	C	2	b	3	Does the command ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]	x		Quantico - This is actually a joint responsibility between HROM, the Command and EEO. The command will provide RA when notified of the need for accommodation.
53	C	2	b	5	Does the command process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] (1) Provide percentage of timely-processed requests in the comments column. (2) Provide days in process of oldest case		x	(1) Percentage of timely-processed requests 81.88% . (2) Provide days in process of oldest case 288
54	C	2	c	1	Does the command post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If "yes", please provide the Internet address in the comments column.	x		Cherry Point - https://www.cherrypoint.marines.mil/EEO/ MCI WEST - https://usmc.sharepoint-mil.us/sites/mciwest_EEO/SitePages/Home.aspx Administration and Resource https://www.ar.marines.mil/EEO/ M & RA - https://www.manpower.usmc.mil/webcenter/portal/oracle/webcenter/page/scopedMD/i15e64ea5_5e49_4eb6_96eb_e7748b9b1292/Page73f347dc_bce7_444a_8b40_63ffdc53e3d.jspx
55	C	3	a	0	Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to command EEO policies and principles and their participation in the EEO program?	x		
56	C	3	b	1	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.]	x		
57	C	3	b	2	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	x		
58	C	3	b	3	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	x		

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments
						Yes	No	
59	C	3	b	4	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	x		
60	C	3	b	5	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	x		
61	C	3	b	6	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	x		
62	C	3	b	7	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]	x		
63	C	3	b	8	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]	x		
64	C	3	b	9	Does the command require rating officials to evaluate the performance of managers and supervisors based on the following activities: Comply with settlement agreements and orders issued by the command, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	x		
65	C	3	c	0	Does the Principal EEO Official (i.e. DEEO/DDEEO) recommend to the command head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	x		
66	C	3	d	0	When the Principal EEO Official (i.e. DEEO/DDEEO) recommends remedial or disciplinary actions, are the recommendations regularly implemented by the command? [see 29 CFR §1614.102(c)(2)]	x		
67	C	4	a	0	Do the HR Director and the Director, EEO meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	x		
68	C	4	b	0	Has the command established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]		x	High turnover rate unable to review
69	C	4	c	0	Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	x		
70	C	4	d	0	Does the HR office timely provide the EEO office access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	x		
71	C	4	e	1	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	x		
72	C	4	e	2	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]		x	High turnover rate unable to conduct outreach and recruiting initiatives
73	C	4	e	3	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: Develop and/or provide training for managers and employees? [see MD-715, II(C)]	x		

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				Has measure been met?		Comments
					Yes	No	
74	C	4	e	4		x	Marine Corps Wide - Shortage of personnel- high turnover rate for this year with vacant billets
75	C	4	e	5	x		
76	C	5	a	0	X		
77	C	5	b	0			
78	C	5	c	0	x		Quantico - If there were a finding of discrimination the Command would be required to comply with all actions deemed necessary including informing managers/supervisors and potentially all employees of the finding depending on the authorities involved and the ruling of a third party.
79	C	6	a	0	x		Cherry Point - Deputy Director updates Leadership weekly during CO/XO meeting. Presents state of Agency to CO Annually. MCI WEST - Minimally annually during the MD-715 briefings Quantico/Administration and Resource - Quarterly, last briefing was conducted in April 2023 M & RA Weekly
80	C	6	b	0	x		
81	D	1	a	0		x	High turnover rate, unable to review
82	D	1	b	0		x	High turnover rate, unable to review
83	D	1	c	0		x	MCI WEST - Recently implemented. Awaiting for the DON wide implemented survey
84	D	2	a	0		x	High turnover rate, unable to review
85	D	2	b	0		x	High turnover rate, unable to review
86	D	2	c	0		x	High turnover rate, unable to review
87	D	2	d	0		x	Cherry Point - The EEO Office utilizes the 462 report for trends within the EEO program. Also the Reasonable Accommodation Program. MCI WEST - Exit Surveys, union officials, anti-harassment program, and the reasonable accommodation program Quantico - Climate surveys when available, program and policy evaluation. High turnover rate, unable to review

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				Has measure been met?		Comments
					Yes	No	
88	D	3	a	0		x	High turnover rate, unable to review
89	D	3	b	0		x	MCI WEST - none identified Quantico - to the degree possible High turnover rate, unable to review
90	D	3	c	0	x		Yes, Quarterly updates provided to HQ Marine Corps
91	D	4	a	0		x	Cherry Point - https://usmc.sharepoint-mil.us/sites/MCI EAST_CHPT_EEO MCI WEST - https://usmc.sharepoint-mil.us/sites/mciwest_EEO/SitePages/Home.aspx High turnover rate, unable to review
92	D	4	b	0	x		Workforce Recruitment program can be used in a modified process.
93	D	4	c	0	x		
94	D	4	d	0	x		Cherry Point - Promoted Voluntary Self-Identification of Disability Campaign, using all hands message and staff meetings. SF256 Information provided on EEO Office page on Chery Point website. MCI WEST - Employees were encouraged to self identify that they were an IWD or IWTQ Quantico - We use all programs available to us including schedule A hiring authority, Veteran's preference etc. Our programs including Merit System Principles and Reasonable Accommodation also help us strive to be a model employer. Administration and Resource - promotes the Workforce Recruitment Program, encourages self-identification of disability status, and during brief with Commanders disability employment participation rates and shared and encourage a continual push to employ individuals with disabilities. Command encourage SF256
95	E	1	a	0		x	1. 9 2. 37 2a. 14 2b. 18 2c. 5 (MCI West - 5) 3. 1 (Capital Region - 1) Does the command issue the notice of right to file on or before the 30th day (if no extension was requested or granted or no ADR accepted), and issue the notice of right to file a formal complaint on or before the 90th day (where ADR was accepted or an extension granted)? In comment section, provide the number of complaints that fall in to the following categories as found in the 462 report, Part I - C: 1. Counseled Within 30 Days 2. Counseled Within 31 to 90 Days 2a. Counseled Within Written Extension Period No Longer Than 60 Days 2b. Counseled Within 90 Days Where Individual Participated in ADR 2c. Counseled Within 31-90 Days That Were Untimely 3. Counseled Beyond 90 Days
96	E	1	b	0	x		
97	E	1	c	0		x	Of 15 EEO formal complaints filed, 2 were untimely. Administration and Resource and MCI East are deficient in this element.
98	E	1	d	0		x	(1) 12 within 30 days (2) 3 not within 30 days Administration and Resource, Tri-Command, and MCI West are deficient in this element.

DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS

#	EEOC Elements	COMMAND-LEVEL QUESTIONS			Has measure been met?		Comments
					Yes	No	
99	E 1 e 0	Does the command ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?					Quantico- HROM is responsible for providing personnel records
100	E 1 f 0	Did the command issue all reports of investigation on or before 180 days (or, for when an extension was granted, on or before 270 days)? In the comment section, provide the number of complaints that fall in to the following categories as found in the 462 report, Part IX: <u>1. Investigations Completed by Agency Personnel (a + b + c)</u> <u>1a. Investigations Completed in 180 Days or Less</u> <u>1b. Investigations Completed in 181 - 360 Days</u> <u>1b1. Timely Completed Investigations</u> <u>1b2. Untimely Completed Investigations</u> <u>1c. Investigations Completed in 361 or More Days</u> <u>2. Investigations Completed by Contractors (a + b + c)</u> <u>2a. Investigations Completed in 180 Days or Less</u> <u>2b. Investigations Completed in 181 - 360 Days</u> <u>2b1. Timely Completed Investigations</u> <u>2b2. Untimely Completed Investigations</u> <u>2c. Investigations Completed in 361 or More Days</u>			x		MCI West, Tri-Command,
101	E 1 g 0	If the command does not timely complete investigations, does the command issue the notice of untimely investigation letter (108(g) letter), which advises the complainant of rights to a hearing/FAD, on or before the 180th day if the investigation is not complete?					
102	E 1 j 0	If the command uses contractors to implement any stage of the EEO complaint process, does the command hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.	NA	NA			Cherry Point/Quantico/Administration and Resource- No contractors
103	E 1 k 0	If the command uses employees to implement any stage of the EEO complaint process, does the command hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]	NA	NA			Quantico/Administration and Resource - no collateral duty
104	E 1 l 0	Does the command submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]					MCI WEST - MCI-West stays abreast of all statutes and monitors its EEO program through training provided by the DON and HQMC
105	E 2 a 0	Has the command established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)]	x				
106	E 2 b 0	When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.	x				Cherry Point - EASTERN AREA COUNSEL / MCIEAST MCI WEST - There are 4 separate OGC's within our command. We seek sufficiency reviews from the OGC that is not from that specific location; i.e. Barstow will conduct the sufficiency review for Camp Pendleton. Quantico/Administration and Resource - We utilize three different Agency Counsel offices: Office of Counsel for the Commandant, Quantico Area Counsel Office, and Manpower and Reserve Affairs Counsel.
107	E 2 c 0	Is the attorney that does legal sufficiency review different than the agency representative?	x				
108	E 2 d 0	Does the command ensure that its agency representative does not intrude upon EEO counseling, investigations, and final command decisions? [see MD-110, Ch. 1(IV)(D)]	x				
109	E 2 e 0	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? EEOC Report, Attaining a Model command Program: Efficiency (Dec. 1, 2004)	x				Cherry Point - Time built into DoN Agency Processing of Formal Complaints Timetable.
110	E 3 b 0	Does the command require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	x				
111	E 3 c 0	Does the command encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	x				

**DON FY23 MD-715 REPORT
COMMAND PART G REQUIREMENTS**

#	EEOC Elements				COMMAND-LEVEL QUESTIONS	Has measure been met?		Comments
						Yes	No	
112	E	3	d	0	Does the command ensure a management official with settlement authority is accessible during the dispute resolution process? (see MD-110, Ch. 3(III)(A)(9))	x		
113	E	3	e	0	Does the command prohibit the responsible management official named in the dispute from having settlement authority? (see MD-110, Ch. 3(I))	x		
114	E	3	f	0	Does the command annually evaluate the effectiveness of its ADR program? (see MD-110, Ch. 3(II)(D))	x		Cherry Point - ADR Program managed at DoN level. Command uses DoN center of Excellence for ADR.
115	E	5	a	0	Does the command monitor trends in its EEO program to determine whether the command is meeting its obligations under the statutes EEOC enforces? (see MD-715, II(E)) <u>If "yes", provide an example in the comments.</u>	x		Cherry Point - Quarterly 462 report reviewed and report sent to HQ. Parts H and I are reviewed and updated Quarterly; Tables A and B are reviewed on a Quarterly basis. Quantico/Administration and Resource - We evaluate/monitor EEO cases stemming from the same office/command, report to management, and recommend appropriate action.
116	F	2	a	1	When a complainant files a hearing, does the command upload the official case file in FEDSEP to EEOC within 15 days of receiving the first notification that the complainant requested a hearing? (i.e. Do NOT wait until receipt of acknowledgement of hearing notice.)			Cherry Point - MCCS HR Director and management partner with Installation EEO if/when Complaints are filed.
117	F	2	a	3	When a complainant files an appeal, does the command upload the official case file in FEDSEP to EEOC within 30 days of the agency's first notification of the complainant filing an appeal? (i.e. Do NOT wait until receipt of acknowledgement of appeal notice.)			Cherry Point - MCCS HR Director and management partner with Installation EEO if/when Complaints are filed.
119								

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY23 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	<p>Pursuant to 29 CFR §1614.102(a)(1)</p> <ul style="list-style-type: none"> The command has not allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To enable the command to conduct a thorough barrier analysis of its workforce. [see MD-715, II(B)] The command has not allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: 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] The command has not allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively manage its reasonable accommodation program. [see 29 CFR § 1614.203(d)(4)(ii)] The command has not allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To ensure timely and complete compliance with EEOC orders. [see MD-715, II(E)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	The United States Marine	09/30/2023	09/30/2024	

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	Corps need to acquire funding to efficiently proceed with the Special Emphasis Program and conducting a Barrier Analysis program			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Elizabeth Novelo Colonel Charles VonBergen Jet Roa-Cipriani LtCol Luke Esposito Lesa Jones Colonel Charles Dudik Kimberly Martinez Colonel Scott A. Gehris Delilah Vergara LtCol Arturo Manzanedo Beverly Steffins LtCol Jacob S. Reeves	
<u>Capital Region</u> <u>MARCORSYSCOM</u> Director of Human Capital Management <u>Capital Region Base</u> Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director, Equal Employment Opportunity <u>TECOM</u>	Sheila Johnson Lieutenant General G.P. Olson Andrew Sullivan Penny Thomison	No Performance plans are not required for General Officers. Yes Yes

Title	Name	Performance Standards Address the Plan? (Yes or No)
Dep AC/S, G1 Program Analyst Civilian Manpower Branch Head Workforce Development Section Head <u>Quantico</u> Commanding Officer	Colonel Heather Cotoia Steeve Jeanlouis Stephanie Andrews Armando Quispe Col Michael L Brooks	Yes Yes Yes Performance plans are not required for General Officers.
MCI PAC Deputy Director EEO	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2023	MCIWEST will approach the command for an increase in the EEO budget.	No		
Capital Region Planned Activities				
12/08/2023	Meet with management to discuss budget required for SEPM and Barrier Analysis. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)			12/16/2022
02/08/2023	Meet with Senior Leaders to present funding requirements for SEPM and Barrier Analysis. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)			12/16/2022

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2023	Implement approved funding into SEPM program and Barrier Analysis. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – No Staffing – No	12/31/2023	
09/30/2023	Analyze SEPM program and Barrier Analysis efforts to determine if additional funding is required. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – No Staffing – No	03/31/2024	
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted				
06/30/2023	Assess and compute the amount of funding needed	Yes		
06/30/2023	Present to leadership and request the additional funds	Yes		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1st Quarter</u></p> <p>MCI West - Deputy Director and one EEO Specialist attended barrier analysis training in December 2022.</p> <p>Capital Region- In December 2022, met with Senior Leadership to discuss budget requirements for SEP and Barrier Analysis, and responded to request for financial needs for FY23.</p> <p>TECOM/MBQ – No updates to report currently.</p> <p>MCI PAC – No response submitted.</p> <p><u>2nd Quarter</u></p> <p>MCI West - One member from MCIWEST attended barrier analysis training in February 2023. The budget and plan for additional personnel to conduct barrier analysis was discussed during the HQMC EEO inspection. The Deputy Director, EEO, MCIWEST has plans to discuss barrier analysis with the commanders from the region during the MD 715 briefs.</p> <p>MCIWEST will comply with the EEO Program Recommendations from HQMC EEO; Partner with stakeholders to monitor and eliminate discrimination per SECNAV 12713.14 (Mandatory for DON Federal Women's Program, Hispanic Employment Program, and Individuals with Disabilities). Recruit Volunteers. Posters from DEOMI publicized. This was immediately discussed with all EEO Specialists from MCIWEST during the back brief to</p>

them, with the results of the inspection. This will be discussed as a highlight during the MD 715 briefing with the command in the 3rd quarter.

MCI PAC – No response submitted.

Capital Region/MBQ/TECOM - Senior management has approved to allocate funds for SEPM and Barrier Analysis. Currently awaiting allocation of funds.

3rd Quarter

MCI West - Two EEO Specialists in the region completed EEOC MD-715 training to move towards the ability to conduct barrier analysis as required.

The Deputy Director and the Complaints Manager had a meeting with the Budget Office for an increase to the budget, which was successful and will be implemented during the 4th Quarter.

TECOM/Capital Region/MBQ - Funds have been allocated and will be used for Hispanic Heritage Month observance for FY23.

Reached out to Marine Corps Base Quantico NAF HR in an attempt to collaborate on SEPM events.

M & RA – Headquarters– Outreach events

6 Apr 23: EEOC 101 Back-To-The-Basics Webinar & Listening Session (Native Americans)

11 Apr 23: Black Mothers at Work: A Discussion on Workplace Challenges and Supports

2-3 May 23: DoD Recruiters Symposium

18 May 23: Women's Workplace Rights & Select Employment Issues Webinar

22 June 23: Fostering LGBTQ+ Friendly and Inclusive Workplaces

4th Quarter

MBQ- Nothing to report.

MARCORSYSCOM/Capital Region/TECOM - Funds were not available after all, and therefore not allocated for SEPM and Barrier Analysis during FY23. Goal is to have additional funds for these programs allocated by 31 December 2023. We also had turnover of staff responsible for SEPM and Barrier Analysis, which prevented progress in these areas.

MCI West - will comply with the EEO Program Recommendations from HQMC EEO; Partner with stakeholders to monitor and eliminate discrimination per SECNAV 12713.14 (Mandatory for DON Federal Women's Program, Hispanic Employment Program, and Individuals with Disabilities). Recruit Volunteers. Posters from DEOMI publicized. This was immediately discussed with all EEO Specialists from MCIWEST during the back brief to them, with the results of the inspection. This will be discussed as a highlight during the MD 715 briefing with the command in the 3rd quarter.

The Deputy Director and the Complaints Manager had a meeting with the Budget Office for an increase to the budget, which was successful and will be implemented during the 4th Quarter.

The HROs concurs that ample resources such as funding and manpower should be made available to MCIWEST and/or local installations to effectively implement the Special Emphasis Program and conduct a Barrier Analysis program. During FY23, there were very few EEO sponsored Special Emphasis Program events were made available to the Civilian workforce, most occurred at MCRD San Diego. This can be provided to the Command on a micro-scale to the extent funding and manpower remains an issue. For example, the EEO Specialist (Special Emphasis Program Coordinator) at MCIWEST and the EEO Specialists can take the lead in identifying key months or events to host on the installations throughout the next FY and seek out guest speakers to commemorate a particular Heritage Month. Alternatively, MCIWEST EEO can collaborate with the various installations to combine events (e.g., MCRD/MCASM hosts Black History Month at MCASM in Feb. and MCRD/MCASM hosts Hispanic Heritage Month in Sep/Oct at MCRD). Supervisors forward emails to staff and posting a Diversity & Inclusion flyer on the EEO Bulletin Board to meet the intent of the Special Emphasis Program. During FY23, the DON EEO Office offered limited Barrier Analysis training. Apart from providing input on certain parts of the MD-715 at the end of the FY, there is little to collaboration between the HRO and EEO in terms of establishing a get-well plan on addressing the Command's deficiencies identified in the MD-715 due to manpower shortages. However, the HRO's understands the importance of their role as a key stake holder in the Barrier Analysis and remains ready and willing to assist. The formative plan is for MCIWEST EEO take the lead in establishing a Barrier Analysis Workgroup (e.g., the CO, installation EEO Specialist, and the HRO) and hold regular and reoccurring meetings to understand the deficiency and develop a customized approach in the

Planned Activity, rather than addressing it as "one size fits all" as each installation is unique and may have different barriers than the other installations. The shortage of full staffing does affect the implementation of this plan at the current time.

At MCAGCC 29 Palms - Special Emphasis program is communicated monthly through the HRO newsletter to all civilian employees. Along with passing along various opportunities for Diversity/Special Emphasis training opportunities. Barrier Analysis is not being conducted in a formal manner and probably should be at a USMC/regional level and then be passed for refinement at the local level.

M & RA – Outreach events

29 Aug 23: EEOC, Arizona Jewish Lawyers Association and the Arizona Anti-Defamation League Workshop

19 Sep 23: Gallaudet University "College Resources for Employment"

28 Sep 23: California Civil Rights Department (CRD) and Equal Employment Opportunity Commission (EEOC) present, "Listening Session and Know Your Rights for Transgender Workers".

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY23 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	<p>Pursuant to 29 CFR § 1614.102(a)(5)</p> <ul style="list-style-type: none">All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: EEO Complaint Process. [see MD-715(II)(B)].All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)].All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications. [see MD-715, II(B)].All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR. [see MD-715(II)(E)].

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	The United States Marine Corps will	09/30/2023	09/30/2024	

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	collaborate with the command to ensure that all managers and supervisors are trained on the EEO components stated above.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Elizabeth Novelo Colonel Charles VonBergen Jet Roa-Cipriani LtCol Luke Esposito Lesa Jones Colonel Charles Dudik Kimberly Martinez Colonel Scott A. Gehris Delilah Vergara LtCol Arturo Manzanedo Beverly Steffins LtCol Jacob S. Reeves	
<u>MCAS Cherry Point</u> Training Specialist Deputy Director EEO	Carrie Ulery Lindsay Smith	
<u>Capital Region</u> <u>MARCORSYSCOM</u> Director of Human Capital Management <u>Capital Region Base</u>	Sheila Johnson	No

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director, Equal Employment Opportunity <u>TECOM</u> Dep AC/S, G1 Program Analyst Civilian Manpower Branch Head, G1 Workforce Development Section Head <u>Quantico</u> Commanding Officer	Lieutenant General G.P. Olson Andrew Sullivan Penny Thomison Colonel Heather Cotoia Steeve Jeanlouis Stephanie Andrews Armando Quispe Col Michael L Brooks	Performance plans are not required for General Officers. Yes Yes Yes Yes
<u>MCI PAC</u> Training Department (Okinawa) Training Department (Hawaii) Training Department (Iwakuni) Deputy Director of EEO EEO Specialist	Tanya Keisler Pratt Jocelyn Clemons Cleo Vacant Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2023	Work with the various Training Departments to obtain completed EEO training records for each installation to allow us to encourage further participation of supervisors and managers.	Yes		
09/30/2023	Coordinate with the HRO's to ensure all newly hired supervisors and managers receive the training within the prescribed timeline.	Yes		
Capital Region Planned Activities				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/31/2022	Meet with training program manager to determine what systems and databases are available to accurately account for EEO training of all managers and supervisors. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)			11/15/2022
12/31/2022	Reach out to other Marine Corps regions to obtain information on their process for accurately accounting for all supervisors and managers. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)			01/20/2023
03/31/2023	Meet with management and Senior Leaders regarding obtaining tracking databases the office does not have access to. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – Yes Staffing – No	03/31/2024	
06/30/2023	Implement the use of obtained databases. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – Yes Staffing – No	06/30/2024	
09/30/2023	Analyze process for success. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – Yes Staffing – No	09/30/2024	
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted				
06/30/2023	Send out reminder notifications quarterly	Yes		
06/30/2023	Continue to offer more frequent courses	Yes		
MCAS Cherry Point Planned Activities				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/31/2022	Identify those Managers & Supervisors who have not met requirements for EEO, RA, & ADR supervisory training. Send out a request of compliance of training to be complete by 15 Dec 2022 to those who have not completed DON EEO Training in TWMS-614600.			
03/31/2023	Provide Supervisory and RA Training			
06/30/2023	Continue to monitor and identify Mgrs/Supv who have not met requirements for EEO, RA, ADR supervisory training. Send out a reminder on how to achieve the training via TWMS or in-seat training.			
09/30/2023	Continue to Identify, Monitor, and Remind those managers and supervisors who are have not met the requirements for EEO, RA, ADR for Supervisors.			09/23/2023
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1st Quarter</u></p> <p>MCI West - has conducted EEO, Hostile Workplace Environment and RA training to supervisors and managers at MLCB Barstow on 20 December 2022, training 40 employees. Camp Pendleton has trained 22 supervisors and managers on 7 December 2022 from PMO on EEO, RA and HWE. MCIWEST conducted EEO, Hostile Workplace Environment and RA training to supervisors and managers at 29 Palms on 6 December 2022 to 121 employees.</p> <p>Cherry Point - Identified supervisors requiring the EEO mandatory supervisory training in TWMS. Sent individualized emails to each, identified their need for training and requested that they complete training.</p> <p>Capital Region - On November 15, 2022, met with Training Program Manager and discussed databases available for employee tracking purposes. Discussed improving employee tracking and scheduled to reconvene in 2nd quarter.</p> <p>MARCORSYSCOM/TECOM/MBQ – No updates to report currently.</p> <p>MCI PAC – No response submitted.</p> <p><u>2nd Quarter</u></p>

Cherry Point – Updated supervisory list. Scheduled in seat EEO / HR supervisory training for 3rd Qtr.

MCI PAC - No response submitted

MCI West - has conducted EEO, Hostile Workplace Environment and Reasonable Accommodation training to APF supervisors and managers at Marine Corps Logistics Base, Barstow on 1 February 2023 and again on 16 February 2023.

MCIWEST has conducted EEO, Hostile Workplace Environment and Reasonable Accommodation training to APF and NAF supervisors and managers at Marine Corps Air Station Yuma on 14-15 March 2023.

MCIWEST supervisors and managers, APF and NAF, from Marine Corps Base, Camp Pendleton received EEO, Anti-Harassment and No FEAR Act training by the HQMC EEO inspection team on 28 and 29 March 2023.

With MCIWEST's increased budget and without the strain of the pandemic, the plan is to conduct additional training at serviced UICS in person, virtually, webinars etc. as recommended by the HQMC EEO inspection team, the 3rd and 4th quarter.

Capital Region/MBQ/MARCORSYSCOM/TECOM - Established points of contacts with servicing commands. Working with commands and training manager to establish accurate employee tracking efforts

3rd Quarter

Cherry Point - Due to installation mission requirements the 3rd Qtr. in-seat training was rescheduled to 4th. Qtr. To ensure compliance, the individual email notification date to supervisors was moved up to October 30th. Identifying and monitoring of requirements continues

MCI West - Manager and Supervisor training was conducted at MCLB Barstow and MCAS Miramar during this quarter.

MARCORSYSCOM/MBQ - Funds have been allocated and will be used for Hispanic Heritage Month observance for FY23.

Reached out to Marine Corps Base Quantico NAF HR to collaborate on SEPM events.

TECOM/Capital Region - Continued work with commands and training manager to maintain employee tracking efforts.

4th Quarter

MBQ/MARCORSYSCOM/Capital Region/TECOM – Nothing to report.

MCI West - Manager and Supervisor training was conducted at MCLB Barstow, MCB CPEN and MCAS Miramar during this quarter.

MCAGCC 29 Palms - NEO is conducted every pay period and includes EEO basics. EEO/POSH are all in compliance with mandatory electronic training completed by 30 September annually. Additionally in the 4th quarter, a supervisory course with the topic of EEO and RA was held with 30 attendees (this course is held quarterly).

Cherry Point - Continued to monitor and notify Supervisors of required training. Completed 100% of Supervisor training requirement August 2023. Will continue to monitor Supervisor training requirement.

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY23 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.6 – The agency involves managers in the implementation of its EEO program.	Senior managers are not involved in the implementation of Special Emphasis Programs. [see MD-715 Instructions, Sec. I]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	The United States Marine Corps will collaborate with the senior managers to solicit involvement in the Special Emphasis Program.	09/30/2023	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gheris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>MCAS Cherry Point</u> Executive Officer Deputy Director EEO</p>	<p>Seth Wolcott Lindsay Smith</p>	
<p><u>Capital Region</u> <u>MARCORSYSCOM</u> Director of Human Capital Management</p> <p><u>Capital Region</u> Director of Marine Corps Staff Director of Administration and Resource Management, HQMC Deputy Director Equal Employment Opportunity</p> <p><u>TECOM</u> Dep AC/S, G1 Program Analyst Civilian Manpower Branch Head, G1 Workforce Development Section Head</p> <p><u>Quantico</u> Commanding Officer</p>	<p>Sheila Johnson</p> <p>Lieutenant General G.P. Olson Andrew Sullivan</p> <p>Penny Thomison</p> <p>Colonel Heather Cotoia Steeve Jeanlouis Stephanie Andrews Armando Quisepe</p> <p>Col Michael L. Brooks</p>	<p>No Performance plans are not required for General Officers. Yes</p> <p>Yes Yes Yes</p>
<p><u>MCI PAC</u> Deputy Director EEO EEO Specialist Department Heads Senior Leaders or Designees</p>	<p>Vacant Vacant Volunteers Chief of Staff: Peter Dawson</p>	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2023	Communicate with the HRO's to determine how we can incorporate the EEO action plan objectives into the installation strategic plans.	No		
Capital Region Planned Activities				
12/31/2022	Discuss with Senior Management regarding their continual involvement with SEPM. (Quantico, Capital Region Base, TECOM,)			12/16/2022
03/31/2023	Create at least one event which will include Senior Management involvement and schedule date(s). (Quantico, Capital Region Base, TECOM,)	Funding – No Staffing – No	09/30/2023	
06/30/2023	Analyze SEPM event success with Senior Management involvement and make any improvements required for future events. (Quantico, Capital Region Base, TECOM,)	Funding – No Staffing – No	12/31/2023	
09/30/2023	Prepare schedule of events for following fiscal year. (Quantico, Capital Region Base, TECOM,)	Funding – No Staffing – No	03/31/2024	
MCI PAC Planned Activities				
Vacant DDEEO Billet Waiver Granted				
04/30/2023	Establish a SEPM committee	Yes		
04/30/2023	Establish a Barrier Analysis Team	Yes		
MCAS Cherry Point Planned Activities				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/31/2022	Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers			
03/31/2023	Conduct Barrier Analysis Training to Team Members. Submit for training at DEOMI.			
06/30/2023	Identify Special Emphasis Program Managers and Barrier Analysis Team Members. Select and issue appointment letter.			
09/30/2023	Conduct Barrier Analysis Training, participate in the Barrier Analysis process. Team Members assist in developing Command Action Plan(s). Identify and submit budget for FY24 to include Special Emphasis Program Managers Course and EEOC or equivalent Barrier Analysis training			
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1st Quarter</u></p> <p>MCI West - is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. The Deputy Director will discuss the EEO action plan with the Commander, HRO's and OGC to determine if the plan is currently in the installation strategic plan and if not, how do we get it there.</p> <p>Cherry Point - The Equal Employment Office staff participated in one virtual lunch and learn of a series (Harness the Power of Inclusion - Reasonable Accommodations) in Windmills Training, hosted by the NC Department of Health and Human Services, Division of Vocational Rehabilitation. Coordinated with COMMSRAT to send Monthly Cultural Observances and Awareness events through MCAS Weekly Happenings and All-Hands message. MCCS continues to work with Outreach Programs to advertise jobs with NC Works, Vocational Rehabilitation, Carteret Community College, Craven Community College, NC Dept of Health and Human Services, Pamlico Dept of Social Services, Coastal Community Action in Newport to get additional exposure for our open positions.</p> <p>Capital Region - During Annual State of EEO Brief, discussed the importance of continued involvement regarding SEPM. Introduced FY23 SEPM special observance calendar.</p> <p>MARCORSYSCOM/TECOM/MBQ – Not Applicable</p> <p>MCI PAC – No response submitted.</p> <p><u>2nd Quarter</u></p>

Cherry Point –The Equal Employment Office staff participated in one virtual lunch and learn of a series (Barrier Analysis), hosted by DON Office of EEO. Coordinated with COMMSRAT to send Monthly Cultural Observances and Awareness events through MCAS Weekly Happenings and All-Hands message. MCCS continues to work with Outreach Programs to advertise jobs with NC Works, Vocational Rehabilitation, Carteret Community College, Craven Community College, NC Dept of Health and Human Services, Pamlico Dept of Social Services, Coastal Community Action in Newport to get additional exposure for our open positions.

MCI PAC – No response submitted.

MCI West - is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. The Deputy Director will discuss the EEO action plan with the Commander, HRO's and OGC to determine if the plan is currently in the installation strategic plan and if not, how do we get it there.

MCIWEST with collaboration efforts between Human Resources and the Office of General Counsel will review installation strategic plans during the MD 715 briefs in 3rd Quarter, FY 23.

Capital Region/MBQ/MARCORSYSCOM/TECOM - Continue to address the importance of continued participation from leadership. Senior management has committed to play a crucial role in special observances efforts. Decision has been made to create a Virtual Hispanic Heritage month event for September 2023.

3rd Quarter

Cherry Point -EEO Counselor and EEO Admin Assistant completed the Disability Program Managers Course at Defense Opportunity Management Institute. Coordinated with COMMSRAT to send Monthly Cultural Observances and Awareness events through MCAS Weekly Happenings and All-Hands message. MCCS participated in a job fair event hosted by Vocational Rehab on 24 May 2023. This was an indoor event that was hosted and supported by MCCS Retail, CDC and MHS activities with recruitment needs. Staffing needs continue to increase for the agency. MCCS worked with Director, HQMC and Wage and Salary Division to prepare for the FY23 Wage and Salary Survey and gained support to provide competitive hiring incentives to some of our hard to fill and critical positions (i.e. Cooks, Food Service Worker Positions). MCCS routed information and flyers to staff in regarding Reasonable Accommodations and Pregnant Workers Fairness Act (PWFA) which came into effect on 27 June 2023.

MCI West - Senior managers are aware of their role in a successful EEO Program. All allegations of hostile work environment and harassment are promptly addressed, and Senior Managers are aware of the importance of a work environment that is professional and allow their personnel to attend Special Emphasis Observances such as special meals at installation dining facilities.

MARCORSYSCOM/Capital Region/TECOM/MBQ - Continue to address the importance of continued participation from leadership. Senior management has committed to play a crucial role in special observances efforts. Decision has been made to create a Virtual Hispanic Heritage month event for September 2023.

4th Quarter

MBQ/MARCORSYSCOM/Capital Region/TECOM -We have the full support of our senior management; however, due to limited resources and turnover of staff, we were unable to plan a Virtual Hispanic Heritage Month event for September 2023. We are in the process of planning events for National Disability Employment Awareness month, which will be scheduled for October 2023.

MCI West - Strategic Plan for FY20-FY25. As stated, these plans do not reference EEO. Plan is to make the CGs/COs aware of this requirement and make recommendations for them to incorporate EEO Diversity and Inclusion principles in the command's strategic plan. MCIWEST EEO should also be directly involved in this process for the installations to provide expert advice and guidance as it relates to Office for Diversity, Equity, and Inclusion (ODEI) requirements for developing and executing diversity management and equal opportunity policies and programs affecting active duty and reserve component military personnel, and DOD civilian employees.

Cherry Point - Coordinated with COMMSRAT to send Monthly Cultural Observances and Awareness events through MCAS Weekly Happenings and All-Hands message. Promoted Voluntary Self-Identification of a Disability campaign; Pushed through CO staff meeting as well as sent out in All Hands message. EEO staff attended Religious Accommodation and Undue Hardship: How Your Agency Should Apply the New Supreme Court Standard training presented by the EEOC. AF and NAF attended MD715 Working groups presented by DON EEO. MCCS coordinated with Station EEO to train MCCS Supervisors on Reasonable Accommodation and Equal Opportunity. Attended the New Bern Chamber of Commerce Mid-Day Mingle with Vocational Rehab. MCCS routed information to staff regarding completing the Defense Organizational Climate Survey (DEOCS).

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY23 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.1 – The agency conducts regular internal audits of its component and field offices.	<ul style="list-style-type: none"> The command does not regularly assess its component and field offices for possible EEO program deficiencies. [see 29 CFR §1614.102(c)(2)] The command does not regularly assess its component and field offices on their efforts to remove barriers from the workplace. [see 29 CFR §1614.102(c)(2)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	The United States Marine Corps will review the field components to ensure that a Model EEO Program is present in efforts to remove barriers in the workplace.	09/30/2023	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI PAC</u> Deputy Director EEO	Vacant	
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Elizabeth Novelo Colonel Charles VonBergen Jet Roa-Cipriani LtCol Luke Esposito Lesa Jones Colonel Charles Dudik Kimberly Martinez Colonel Scott A. Gehris Delilah Vergara LtCol Arturo Manzanedo Beverly Steffins LtCol Jacob S. Reeves	
<u>Capital Region</u> <u>MARCORSYSCOM</u> Director of Human Capital Management <u>Capital Region Base</u> Director of Marine Corps Staff Director of Administration and Resource Management Division HQMC Deputy Director Equal Employment Opportunity <u>TECOM</u> Dep AC/S, G1 Program Analyst Civilian Manpower Branch Head, G1 Workforce Development Section <u>Quantico</u> Commanding Officer	Sheila Johnson Lieutenant General G.P. Olson Andrew Sullivan Penny Thomison Colonel Heather Cotoia Steeve Jeanlouis Stephanie Andrews Armando Quispe Col Michael Brooks	No Performance plans are not required for General Officers. Yes Yes Yes Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted				
09/30/2023	Conduct field audits after assessing and securing funding.	No		
MCI West Planned Activities				
09/30/2023	Conduct a weekly meeting allocating time for the EEO Specialists to discuss current events in their program and foresee possible program deficiencies before they arise.	Yes		
09/30/2023	Conduct a monthly audit of each EEO Office to ensure compliance.	Yes		
Capital Region Planned Activities				
12/31/2022	Establish MD-715/barrier analysis points of contact at smaller and medium sized commands. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – No Staffing – No	12/31/2023	
12/31/2022	Ensure all 15 serviced commands have updated HQMC EEO poster with points of contact and provide requirements for annual EEO policy statements and applicable MD-715 reporting requirements. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – No Staffing – No	12/31/2023	
03/30/2023	Ensure all serviced commands have posted HQMC EEO poster and are tracking requirements for MD-715. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – No Staffing – No	03/31/2024	
06/30/2023	Analyze communication with serviced commands to ensure process is successful and adjust for improvement, if needed. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – No Staffing – No	06/30/2024	
09/30/2023	Update MD-715/barrier analysis points of contact for all 15 serviced commands for the next fiscal year MD-715 reporting. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – No Staffing – No	09/30/2024	

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI EAST, Tri-Command and Albany vacant DDEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1st Quarter</u></p> <p>MCI West - conducts a weekly EEO meeting with the EEO Specialists from Camp Pendleton, MCAS Miramar, MCRD, and Barstow. The last two meeting, the Deputy Director has conveyed the upcoming inspection from HQMC, the dates when it will occur and the items which will need to be inspected. The Deputy Director discussed the strategy for inspecting two areas where there are no EEO Specialist: 29 Palms and MCAS Yuma. MCIWEST will continue to prepare for the inspections to ensure all areas are covered.</p> <p>During the weekly meeting, EEO Specialists brief exactly what they are working on and it is compared to the 462 report to ensure all timelines are met. This also gives the EEO Specialist the opportunity to discuss any issues they may be having with any complaints.</p> <p>Capital Region - In November 2022, established POC for several small and medium commands. Created a database available for updating on a monthly basis in the event POCs change.</p> <p>MARCORSYSCOM/TECOM/MBQ – No updates to report currently.</p> <p>MCI PAC – No response submitted.</p> <p><u>2nd Quarter</u></p> <p>MCI West -used the opportunity of the EEO Specialist training at Marine Corps Air Station, Yuma, to inspect local areas for their policies. Also used the opportunity to engage with the commanding officer to discuss program deficiencies and personnel shortages in March 2023.</p> <p>MCIWEST will comply with the HQMC EEO Inspection Teams' recommendation that site visits are performed on schedule per Civilian Human Resource Manual 1603 per the recommended 3-year cycle.</p> <p>During the weekly meeting, EEO Specialists brief exactly what they are working on, and it is compared to the 462 report to ensure all timelines are met. This also gives the EEO Specialist the opportunity to discuss any issues they may be having with any complaints.</p> <p>MCI PAC – No response submitted.</p> <p>MARCORSYSCOM/TECOM/MBQ - Continued efforts to ensure all commands are equipped with EEO information is ongoing.</p> <p><u>3rd Quarter</u></p> <p>MCI West - During this period, weekly meetings identified short comings based on reports pulled weekly to include not only complaints processing but reasonable accommodation processing.</p> <p>TECOM/Capital Region/MBQ/ MARCORSYSCOM - Reestablished monthly Barrier Analysis Team meetings and continued to provide commands with assistance in regard to MD-715.</p> <p><u>4th Quarter</u></p>

	<p>MBQ/MARCORSYSCOM/Capital Region/TECOM - Continued to work on establishing accurate points of contact at all small and medium commands, disseminate EEO information, and provide applicable commands with assistance in preparing the MD-715 Report.</p>
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	<p>MCI West - Once MCIWEST is manned at 100 percent, we will be able to handle our current workload and reach out to the field offices. We are currently operating at 75%.</p>
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	<p>MCRD - Once the EEO Specialist position is filled and the new Specialist is trained, it is imperative that new specialist is mentored by a senior EEO specialist.</p>
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	<p>MCIWEST/Regional EEO- Once the staff is at full strength (currently at 67% since 2 June) site visits will be a viable option.</p>
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EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY23 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.2 – The agency has established procedures to prevent all forms of EEO discrimination.	<ul style="list-style-type: none">The command does not process all accommodation requests within the time frame set forth in its reasonable accommodation procedures. [see MD-715, II(C)]The command does not post its procedures for processing requests for Personal Assistance Services on its public website.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	The United States Marine Corps need to acquire funding for staff to efficiently proceed with the maintenance and compliance in completing the Reasonable Accommodation Process.	09/30/2023	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gheris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>MCAS Cherry Point</u> Deputy Director EEO</p>	<p>Lindsay Smith</p>	
<p><u>Capital Region</u> <u>MARCORSYSCOM</u> Director of Human Capital Management</p> <p><u>Capital Region Base</u> Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director Equal employment Opportunity</p> <p><u>TECOM</u> DEP AC/S, G1 Program Analyst Civilian Manpower Branch Head, G1 Workforce Development Section Head</p> <p><u>Quantico</u> Commanding Officer</p>	<p>Sheila Johnson</p> <p>Lieutenant General G.P. Olson Andrew Sullivan</p> <p>Penny Thomison</p> <p>Colonel Heather Cotoia Steeve JeanLouis Stephanie Andrews Armando Quispe</p> <p>Col Michael L. Brooks</p>	<p>No Performance plans are not required for General Officers. Yes</p> <p>Yes Yes Yes Yes</p>
<p><u>MCI PAC</u> Deputy Director EEO Reasonable Accommodation Coordinator IT Department</p>	<p>Vacant Vacant Manning Matthew J</p>	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Comple tion Date (mm/dd/ yyyy)
MCI West Planned Activities				
09/30/2023	Conduct RA training for supervisors and managers to discuss timeliness and processing.			
09/30/2023	Collaborate with the HR Training Departments to determine the current RA trainings online continue to be advertised for supervisors and managers to take on TWMS.			
Capital Region Planned Activities				
12/30/2022	Complete the hiring process for additional staff to assist with processing RA requests. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – Yes Staffing – No	03/31/2024	
03/30/2023	Start analyzing progress of implementing additional staffing. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – Yes Staffing – No	06/30/2024	
06/30/2023	Track RA request processing to determine if timeliness has improved. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – Yes Staffing – No	09/30/2024	
09/30/2023	Analyze RA program and request additional billets, if required. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – Yes Staffing – No	09/30/2024	
MCI PAC Planned Activities				
Vacant DDEEO Billet Waiver Granted				
01/31/2023	Conduct a deeper dive into the cause of untimeliness	Yes		
04/30/2023	Create RA roles and responsibilities form	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Comple- tion Date (mm/dd/ yyyy)
09/30/2023	Provide supplemental training to supervisors (push TWMS RA training)	Yes		
02/28/2023	Get DON Personal Assistance Services procedures posted on the public website	Yes		
MCAS Cherry Point Planned Activities				
12/31/2022	Contact COMSTRAT. Submit required data to post on Public Web site for PAS			10/18/20 22
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1st Quarter</u></p> <p>Cherry Point - PAS information submitted to COMSTRAT for update to public website. On 18 Oct 22, public website was update with current information.</p> <p>Capital Region - In December 2022, hired one new EEO Specialist- EOD 30 January 2023</p> <p>MARCORSYSCOM/TECOM/MBQ - No updates to report currently.</p> <p>MCI PAC – No response submitted.</p> <p>MCI West - has conducted EEO, Hostile Workplace Environment and RA training to supervisors and managers at MLCB Barstow on 20 December 2022, training 40 employees. Camp Pendleton has trained 22 supervisors and managers on 7 December 2022 from PMO on EEO, RA and HWE. MCIWEST conducted EEO, Hostile Workplace Environment and RA training to supervisors and managers at 29 Palms on 6 December 2022 to 121 employees.</p> <p>MCIWEST is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. The Deputy Director will discuss online RA training with the Commander, HRO's and OGC to determine if making the online training mandatory is feasible and something the Commander wants to implement.</p> <p><u>2nd Quarter</u></p> <p>MCI West -has conducted Reasonable Accommodation training to APF supervisors and managers at Marine Corps Logistics Base, Barstow on 1 February 2023 and again on 16 February 2023.</p> <p>MCIWEST has conducted Reasonable Accommodation training to APF and NAF supervisors and managers at Marine Corps Air Station Yuma on 14-15 March 2023.</p> <p>MCIWEST supervisors and managers, APF and NAF, from Marine Corps Base, Camp Pendleton received EEO, Anti-Harassment and No FEAR Act training by the HQMC EEO inspection team on 28 and 29 March 2023.</p>

With MCIWEST's increased budget and without the strain of the pandemic, the plan is to conduct additional training at serviced UICS in person, virtually, webinars etc. as recommended by the HQMC EEO inspection team, the 3rd and 4th quarter.

MCIWEST is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. The Deputy Director will discuss online RA training with the Commander, HRO's and OGC to determine if making the online training mandatory is feasible and something the Commander wants to implement.

MCI PAC – No response submitted.

Capital Region/MBQ/TECOM/MARCORSYSCOM - Individual selected for EEO position scheduled to onboard on 30 January 2023 declined offer. Hiring efforts are currently ongoing.

3rd Quarter

MCI West - Supervisors and Managers were made aware the value of taking the RA training online, though not required. Some installations 'highly encouraged' this training for all supervisors and managers. The current "Nice and NEAT" numbers sent to MCIWEST, had four cases which needed to be updated and were.

MARCORSYSCOM/TECOM/Capital Region/MBQ - EEO Specialist onboarded in May 2023 to play a critical role in addressing the RA backlog and processing RA request.

4th Quarter

MBQ/MARCORSYSCOM/Capital Region/TECOM - Tracking the progress of RA processing timeliness due to additional staff has been a challenge because of continuous turnover of staff. Hiring efforts are currently ongoing.

MCI West - Supervisors and Managers were made aware the value of taking the RA training online, though not required. Some installations 'highly encouraged' this training for all supervisors and managers. The current "Nice and NEAT" numbers sent to MCIWEST, had four cases which needed to be updated and were.

MCAGCC 29 Palms - A RA Course was held with 30 Supervisors in the 4th quarter. The EEO Poster that include contact information and timelines includes information on RA, ADR and Special Emphasis Programs is posted on official bulletin boards throughout the Base and on the HRO Webpage for access. All new supervisors are required to attend RA training.

MCRD - All new employees that attend New Employee Orientation are provided information on all civilian's programs to include RA/FECA/EEO Compliant process etc. MCRD does not currently mandate RA training for supervisors. Cases are handled by the EEO Specialist as they occur and the EEO Specialist guides the manager through the process. A mandatory Supervisor Training in TWMS is needed if this will be a mandatory training. TWMS offers the following EEO training courses for Supervisors; Diversity & Inclusion (Optional); DON EEO Training (Mandatory); Responding to Whistleblower Complaints (Mandatory).

The MCAS Miramar EEO specialist conducted several RA trainings at MCAS Miramar and MCB CPEN during the 4th quarter.

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY23 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	The command has not established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups. [see MD-715 Instructions, Sec. I]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	The United States Marine Corps review policies, practices, and procedures regarding barriers of the workforce, while attempting to gain funding to ensure that this	09/30/2023	09/30/2024	

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	objective is done.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Elizabeth Novelo Colonel Charles VonBergen Jet Roa-Cipriani LtCol Luke Esposito Lesa Jones Colonel Charles Dudik Kimberly Martinez Colonel Scott A. Gehris Delilah Vergara LtCol Arturo Manzanedo Beverly Steffins LtCol Jacob S. Reeves	
<u>Capital Region</u> <u>MARCORSYSCOM</u> Director of Human Capital Management <u>Capital Region Base</u> Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director Equal Employment Opportunity <u>TECOM</u> Dep AC/S, G1 Program Analyst Civilian Manpower Branch Head, G1 Workforce Development Section Head <u>Quantico</u> Commanding Officer	Sheila Johnson Lieutenant General G.P. Olson Andrew Sullivan Penny Thomison Colonel Heather Cotoia Steeve Jeanlouis Stephanie Andrews Armando Quispe Col Michael L Brooks	No Performance plans are not required for General Officers Yes Yes Yes Yes

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI PAC</u> Deputy Director EEO EEO Specialist Human Resource Office (Okinawa) Human Resource Office (Iwakuni) Human Resource Office (Hawaii)	Vacant Vacant Ryan Stamp Willie Bradley Hazel Wong	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2023	Establish a timeline prior to the annual MD-715 briefs with the commands to review the merit systems program, awards program, and development/training programs to determine if there are any barriers.	Yes		
Capital Region Planned Activities				
12/31/2022	Establish appropriate HR points of contact for this effort and establish a timetable for meetings to be held. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)			12/16/2022
03/30/2023	Schedule and hold the first meeting with HR to review and discuss HR policies, procedures, and practices. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)			03/15/2023

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Completi on Date (mm/dd/yy yy)
06/30/2023	Provide any deficiencies regarding policies, procedures and practices determined by HR and EEO to Senior Leadership and request for funding to address this effort, if required. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – Yes Staffing – No	06/30/2024	
09/30/2023	Implement updated policies, procedures and practices approved by Senior Leadership. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – Yes Staffing – No	09/30/2024	
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted				
01/01/2023	Establish a quarterly Human Capital meeting	Yes		
01/01/2023	Ensure EEO office has adequate permissions for access to appropriate data	Yes		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1st Quarter</u></p> <p>Capital Region - In December 2022, established POC from Human Resources.</p> <p>MARCORSYSCOM/TECOM/MBQ - No updates to report currently.</p> <p>MCI PAC – No response submitted.</p> <p>MCI West - has determined that the best possible timeframe to discuss the Merit Systems program, awards program and development/training programs would be during the annual MD-715 briefs with commanders. MCIWEST Deputy Director and one other EEO Specialist attended Barrier Analysis training in December 2022 and will brief leaders accordingly.</p> <p><u>2nd Quarter</u></p>

MCI West - has determined that the best possible timeframe to discuss the Merit Systems program, awards program and development/training programs would be during the annual MD-715 briefs with commanders in 3rd quarter, FY 23.

One EEO Specialist attended Barrier Analysis training in February 2023 and will brief leaders accordingly.

Capital Region/MBQ/MARCORSYSCOM/TECOM - Met with HR Leaders to discuss policies, procedures, and practices and improved communication between HR and EEO

3rd Quarter

MCI West - CHROs in the Region were made aware that periodic review of programs (Merit Systems, Awards, etc.), were needed to ensure fair and equitable treatment.

MARCORSYSCOM/Capital Region/TECOM/MBQ - Participate in monthly meetings with HR for continued discussions regarding policies, procedures, and practices.

4th Quarter

MBQ/Capital Region/TECOM -Nothing new to report. Because of turnover of staff, monthly meetings have not been held.

MARCORSYSCOM -

The FY23 Part H Plan for this deficiency was not executed due to the loss of three (of four) Analysis Team members during the FY and competing workload demands. This item will be included in the FY24 plan (see modified dates in Planned Activities Section).

As reported in the current Part G assessment:

MARCORSYSCOM examines the impact of its management/personnel policies, procedures, and practices based on their impact on mission and business benefits to the Command, the Marine Corps, and acquisition mission rather than by race, national origin, sex, or disability.

MARCORSYSCOM structural and workforce reorganizations and/or job realignments are based on maximizing mission and business benefits to the Command, the Marine Corps, and acquisition mission. Impacts to billets, grade-levels, job series, programs, etc. are known and evaluated but the impacts to employees based on RNO, gender, or disability are not considered because MARCORSYSCOM does not have access to this data for its subordinate organizations.

MARCORSYSCOM Total Workforce (TWF) A-1 and B-1 Table data indicates a steady, gradual increase in the proportion of minority members in our workforce as well PWD/PWTD member proportions which exceed the federal-level PWD and PWTD affirmative employment goals.

MARCORSYSCOM again notes that the continued lack of applicant data, incomplete or unavailable A and B Workforce Tables, and continued lack of NCLF and Occupational CLF data hamper the Command's ability to perform a thorough trigger analysis and subsequent barrier analysis planning. These conditions are reported, decade-long standing issues that have not been addressed at the Department or Agency level that will continue to negatively impact proper trigger and barrier analysis efforts.

MCI West - MCRD - The previous EEO Specialist did work close with HRO to gain knowledge in the hiring practices and Merit System to gain more expertise in the civilian personnel programs when addressing EEO complaints. The HR Office sends the Exit Surveys that have derogatory information to the EEO Specialist and the supervisor so a management inquiry can be completed.

The HROs concur that ample resources such as funding and manpower should be made available to MCIWEST and/or local installations to effectively implement the Special Emphasis Program and conduct a Barrier Analysis program. This can be provided to the Command on a micro-scale to the extent funding and manpower remains an issue. For example, the EEO Specialists can take the lead in identifying key months or events to host on the installation throughout the next FY and seek out guest speakers to commemorate a particular Heritage Month. Alternatively, MCIWEST EEO can collaborate with the various installations to combine events (e.g., MCRD/MCASM hosts Black History Month at MCASM in Feb. and MCRD/MCASM hosts Hispanic Heritage Month in Sep/Oct at MCRD). Currently we are relying on supervisors to forward emails to staff and posting a Diversity & Inclusion flyer on the EEO Bulletin Board to meet the intent of the Special Emphasis Program. During FY23, DON EEO offered limited barrier analysis training. Apart from providing input on certain parts of the MD-715 at the end of the FY, there is little to collaboration between the HRO and EEO in terms of establishing a get-well plan on addressing the Command's deficiencies identified in the MD-715. However, the HROs understand the importance of its role as a key stake holder in the Barrier Analysis and remains ready and willing to assist. MCIWEST EEO should be able to take the lead in establishing a Barrier Analysis Workgroup (e.g. the CO,

	<p>installation EEO Specialist, and the HRO) and hold regular and reoccurring meetings to understand the deficiency and develop a customized approach in the Planned Activity, rather than addressing it as "one size fits all" as each installation is unique and may have different barriers than the other installations; this is precluded by achieving 100 per cent manning level (currently at 75%).</p>
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EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY23 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	<ul style="list-style-type: none"> The command does not regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups. [see MD-715 Instructions, Sec. I] The command does not conduct exit interviews or surveys that include questions on how the command could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities. [see 29 CFR 1614.203(d)(1)(iii)(C)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	The United States Marine Corps will review data to identify triggers in the workforce.	09/30/2023	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCI PAC Deputy Director EEO EEO Specialist Human Resource or Systems Manager (Okinawa) Human Resource or Systems Manager (Iwakuni) Human Resource or Systems Manager (Hawaii)	Vacant Vacant Ryan Stamp Willie Bradley Hazel Wong	
Capital Region MARCORSYSCOM Director of Human Capital Management Capital Region Base Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director Equal Employment Opportunity TECOM Dep AC/S, G1 Program Analyst Civilian Manpower Branch Head Workforce Development Quantico Commanding Officer	Sheila Johnson Lieutenant General G.P. Olson Andrew Sullivan Penny Thomison Colonel Heather Cotoia Steeve Jeanlouis Stephanie Andrews Armando Quispe Col Michael Brooks	No Performance plans are not required for General Officers. Yes Yes Yes Yes
MCI West Deputy Director, EEO MCRD Human Resources Director Chief of Staff/Executive Officer Miramar Human Resources Director Chief of Staff/Executive Officer Camp Pendleton Human Resources Director Chief of Staff/Executive Officer 29 Palms Human Resources Director Chief of Staff/Executive Officer Barstow Human Resources Director Chief of Staff/Executive Officer Yuma Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Elizabeth Novelo Colonel Charles VonBergen Jet Roa-Cipriani LtCol Luke Esposito Lesa Jones Colonel Charles Dudik Kimberly Martinez Colonel Scott A. Gehris Delilah Vergara LtCol Arturo Manzanedo Beverly Steffins LtCol Jacob S. Reeves	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted				
01/01/2023	Ensure EEO office has adequate permissions for access to appropriate data	Yes		
02/31/2023	Work with HR to examine the check-out process to ensure exit survey options	Yes		
Capital Region Planned Activities				
01/31/2023 04/31/2023 07/31/2023	Pull MD-715 data tables, provide to service commands, and start analyzing data and input from exit surveys to identify any triggers to be addressed. (Quantico, TECOM, Capital Region Base, MARCORSYSCOM)			01/31/2023 04/30/2023 06/30/2023
MCI West Planned Activities				
09/30/2023	Review complaints data to determine if there are any triggers (e.g. higher number of complaints related to non-selection).	Yes		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
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FY
2023

1st Quarter

MCI West - is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. We have noticed a lull in informal complaints during the first Quarter of FY 23, and then a spike in formal complaints towards the end of the 1st Quarter. This was probably due to the timing between the informal complaint and when a complainant files formal.

Capital Region - In December 2022, EEO successfully established EEO related questions and had them included in the exit survey. Data tables pulled and disseminated to medium and large commands.

MARCORSYSCOM/TECOM/MBQ – No updates to report currently.

MCI PAC – No response submitted.

2nd Quarter

MCI West - is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. We will use this data to determine if there are any triggers as it relates to non-selection. As of 2nd Quarter FY 23, we've noticed a drop in non-selection complaints as compared to the 1st Quarter, FY 23.

MCI PAC – No response submitted.

Capital Region/MBQ/MARCORSYSCOM/TECOM - Data tables pulled and disseminated to medium and large commands.

3rd Quarter

MCI West - continued the trend with less Informal complaints and Formal Complaints. CHROs are always notified when harassment, EEO complaints and Sexual harassment allegations are filed in addition to the Office of General Counsel. Trends are noticed and training is requested from the EEO Office when identified as needed.

Capital Region/MBQ/MARCORSYSCOM/TECOM - Data tables pulled and disseminated to medium and large commands.

4th Quarter

MBQ/MARCORSYSCOM/Capital Region/TECOM –We were informed DON was developing a DON-wide exit survey; therefore, the use of the Capital region exit survey was halted until further notice. Data tables will be pulled on or about 30 September 2023. The goal is to review additional sources of information for trigger identification in FY24.

MCI West - MCRD - Based on the Exit Surveys we have not received reports of discrimination based on a protected class. We have received derogatory Exit Surveys with allegations of Hostile Work Environment and those have been submitted to the interim EEO Specialist Camp Pendleton POC for Situational Awareness.

The HROs concur that ample resources such as funding and manpower should be made available to MCIWEST and/or local installations to effectively implement the Special Emphasis Program and conduct a Barrier Analysis program. Special Emphasis Observances could occur if more resources to include more EEO personnel were available. This can be provided to the Command on a micro-scale to the extent funding and manpower remains an issue. For example, the EEO Specialists can take the lead in identifying key months or events to host on the installations throughout the next FY and seek out guest speakers to commemorate a particular Heritage Month. Alternatively, MCIWEST EEO can collaborate with the various installations to combine events (e.g. MCRD/MCASM hosts Black History Month at MCASM in Feb. and MCRD/MCASM hosts Hispanic Heritage Month in Sep/Oct at MCRD). At present we rely on supervisors to forward emails to staff and posting a Diversity & Inclusion flyer on the EEO Bulletin Board to meet the intent of the Special Emphasis Program. During FY23, there was limited barrier analysis training provided by the DON EEO. Apart from providing input on certain parts of the MD-715 at the end of the FY, there is little collaboration between the HRO and EEO in terms of establishing a get-well plan on addressing the Command's deficiencies identified in the MD-715. However, the HRO's understands the importance of its role as a key stake holder in the Barrier Analysis and remains ready and willing to assist. MCIWEST EEO could take the lead in establishing a Barrier Analysis Workgroup (e.g. the CO, installation EEO Specialist, and the HRO) and hold regular and reoccurring meetings to understand the deficiency and develop a customized approach in the Planned Activity, rather than addressing it as "one size fits all" as each installation is unique and may have different barriers than the other installations, but a shortage of personnel has prohibited this approach from implementation (currently at 75%).

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY23 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	<ul style="list-style-type: none">The command does not issue the notice of right to file on or before the 30th day (if no extension was requested or granted or no ADR accepted) and issue the notice of right to file a formal complaint on or before the 90th day (where ADR was accepted, or an extension granted).The command did not issue all reports of investigation on or before 180 days (or, for when an extension was granted, on or before 270 days).The command did not issue acceptance letters/dismissal decisions within 30 days from the date of receipt of the formal complaint? In the comments section, provide (1) the number issued within 30 days and (2) not issued within 30 days of receipt of the formal complaint.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	The United States Marine will continue to attempt to be in compliance with timelines set forth by EEOC.	09/30/2023	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p>MCI West Deputy Director, EEO</p> <p>MCRD Human Resources Director Chief of Staff/Executive Officer</p> <p>Miramar Human Resources Director Chief of Staff/Executive Officer</p> <p>Camp Pendleton Human Resources Director Chief of Staff/Executive Officer</p> <p>29 Palms Human Resources Director Chief of Staff/Executive Officer</p> <p>Barstow Human Resources Director Chief of Staff/Executive Officer</p> <p>Yuma Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p>Capital Region MARCORSYSCOM Director of Human Capital Management</p> <p>Capital Region Base Director of Marine Corps Staff Director of Administration and Resource Management Division HQMC Deputy Director, Equal Employment Opportunity</p> <p>TECOM Dep AC/S, G1 Program Analyst Civilian Manpower Branch Head, G1 Workforce Development Section Head</p> <p>Quantico Commanding Officer</p>	<p>Sheila Johnson</p> <p>Lieutenant General G.P. Olson Andrew Sullivan</p> <p>Perry Thomison</p> <p>Colonel Heather Cotoia Steeve Jeanlouis Stephanie Andrews Armando Quispe</p> <p>Col Michael Brooks</p>	<p>No Performance plans are not required for General Officers. Yes</p> <p>Yes Yes Yes</p>
<p>MCI PAC Deputy Director EEO EEO Specialist</p>	<p>Vacant Vacant</p>	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2023	Process all complaints within the timeframe imposed by DON/IRCMS/EEOC	Yes		
Capital Region Planned Activities				
12/30/2022	Complete the hiring process for additional staff to assist with the efficient and timely processing of EEO complaints. (Quantico, TECOM, Capital Region Base, MARCORSYSCOM)	Funding – Yes Staffing – No	03/31/2024	
03/30/2023	Start analyzing progress of implementing additional staffing. (Quantico, TECOM, Capital Region Base, MARCORSYSCOM)	Funding – Yes Staffing – No	09/30/2024	
06/30/2023	Use DON complaints tracking system to determine if timeliness has improved. (Quantico, TECOM, Capital Region Base, MARCORSYSCOM)	Funding – Yes Staffing – No	12/31/2024	
09/30/2023	Analyze EEO complaints program and request additional billets, if required. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	Funding – Yes Staffing – No	12/31/2024	
MCI PAC Planned Activities				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Vacant DDEEO Billet Waiver Granted				
01/31/2023	Conduct a deeper dive into the cause of untimeliness	Yes		
03/31/2023	Create contingency plan to eliminate single points of failures	Yes		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1st Quarter</u></p> <p>Capital Region - In November 2022, selected EEO Specialist to assist with processing EEO complaints. They decline the offer in January 2023.</p> <p>MARCORSYSCOM/TECOM/MBQ - No updates to report at this time.</p> <p>MCI PAC – No response submitted.</p> <p>MCI West - conducts a weekly EEO meeting with the EEO Specialists from Camp Pendleton, MCAS Miramar, MCRD, and Barstow. The last two meetings, the Deputy Director has conveyed the upcoming inspection from HQMC, the dates when it will occur and the items which will need to be inspected.</p> <p>During the weekly meeting, EEO Specialists brief exactly what they are working on, and it is compared to the 462 report to ensure all timelines are met. This also gives the EEO Specialist the opportunity to discuss any issues they may be having with any complaints.</p> <p><u>2nd Quarter</u></p> <p>MCI West - Although, during the Command Inspection Program Inspection, conducted by HQMC EEO, MCIWEST had findings for timeliness on 31/37 iComplaints actions, MCIWEST understands the importance of a Model EEO program and intends to enforce timeliness through engagements at all levels of the command, including getting better through the 3rd Quarter, FY 23. MCIWEST has begun preparing for the 19 May 2023 Corrective Action Response.</p> <p>MCI PAC – No response</p> <p>Capital Region/MBQ/MARCORSYSCOM/TECOM - Continued efforts are ongoing to hire an EEO Specialist to assist with processing EEO Complaints</p> <p><u>3rd Quarter</u></p> <p>MCI West - submitted the Corrective Action Response and has processed all complaints within the guidelines imposed by DON/IRCMS/EEOC. Our current 462 Report shows 12 cases as untimely, however these were clerical errors by the EEO Specialists where the Counselor's added the extension to the "documents" tab but did</p>

not add the extension as a separate event in the Pre-Counseling tab. This was discussed extensively and rectified.

MARCORSYSCOM/Capital Region/TECOM/MBQ -Continued efforts are ongoing to hire an EEO Specialist to assist with processing EEO Complaints.

4th Quarter

Capital Region EEO Office currently has multiple vacant EEO Specialist positions. Recruitment efforts are ongoing.

MCI West - MCRD - EEO Specialist position has been gapped since 2/26/23.

Since 2 June 2023, the Regional EEO Office has been short one of the three billets for processing formal EEO complaints. Despite this significant challenge we have been able to process complaints in a timely manner and will continue to do so, although significant comp time has been earned to maintain processing timelines.

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – NAF Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.4 – The Agency has sufficient budget and staffing to support the success of its EEO program.	<p>Pursuant to 29 CFR §1614.102(a)(1)</p> <ul style="list-style-type: none">• The command has not allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To enable the command to conduct a thorough barrier analysis of its workforce. [see MD-715, II(B)]• The command has not allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: 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]• The command has not allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively manage its reasonable accommodation program. [see 29 CFR § 1614.203(d)(4)(ii)]• The command has not allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To ensure timely and complete compliance with EEOC orders. [see MD-715, II(E)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	To ensure Agency has a sufficient budget and staffing to support the success of its EEO Program with an effective Special Emphasis program and in conducting a thorough barrier analysis of its workforce.	09/30/2023	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Capital Region Quantico Commanding Officer Capital Region Base Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director, Equal Employment Opportunity	Col Michael L Brooks Lieutenant General G. P. Olson Mr. Andrew N. Sullivan Ms. Penny Thomison	Performance plans are not required for General Officers. Yes Yes
MCI West Deputy Director, EEO MCRD Human Resources Director Chief of Staff/Executive Officer Miramar Human Resources Director Chief of Staff/Executive Officer Camp Pendleton Human Resources Director	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities Henderson Hall, 8th, and I Non-responsive				
12/08/2022	Meet with management to discuss budget required for SEPM and Barrier Analysis			12/16/2022
12/08/2023	Meet with management to discuss budget required for SEPM and Barrier Analysis			12/16/2022
06/30/2023	Implement approved funding into SEPM	Funding – No Staffing - No	12/31/2023	

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	program and Barrier Analysis			
09/30/2023	Analyze SEPM program and Barrier Analysis efforts to determine if additional funding is required	Funding – No Staffing - No	03/31/2024	
<p align="center">MCI West Planned Activities</p> <p align="center">MCRD San Diego Non-responsive</p>				
09/30/2023	MCIWEST will approach the command for an increase in the EEO budget.	No		
<p align="center">MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted</p>				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1st Quarter</u></p> <p>Capital Region – In December 2022, met with Senior Leadership to discuss budget requirements for SEP and Barrier Analysis, and responded to request for financial needs for FY23.</p> <p>MCI West - Deputy Director and one EEO Specialist attended barrier analysis training in December 2022.</p> <p><u>2nd Quarter</u></p>

Capital Region – Senior management has approved to allocate funds for SEPM and Barrier Analysis. Currently awaiting allocation of funds

MCI West - One member from MCIWEST attended barrier analysis training in February 2023. The budget and plan for additional personnel to conduct barrier analysis was discussed during the HQMC EEO inspection. The Deputy Director, EEO, MCIWEST has plans to discuss barrier analysis with the commanders from the region during the MD 715 briefs.

Will comply with the EEO Program Recommendations from HQMC EEO; Partner with stakeholders to monitor and eliminate discrimination per SECNAV 12713.14 (Mandatory for DON Federal Women's Program, Hispanic Employment Program, and Individuals with Disabilities). Recruit Volunteers. Posters from DEOMI publicized. This was immediately discussed with all EEO Specialists from MCIWEST during the back brief to them, with the results of the inspection. This will be discussed as a highlight during the MD 715 briefing with the command in the 3rd quarter.

3rd Quarter

MCBQ/Capital Region – Funds have been allocated and will be used for Hispanic Heritage Month observance for FY23. Reached out to Marine Corps Base Quantico NAF HR in an attempt to collaborate on SEPM events.

MCI West - Two EEO Specialists in the Region completed EEOC MD-715 training to move towards the ability to conduct barrier analysis as required.

The Deputy Director and the Complaints Manager had a meeting with the Budget Office for an increase to the budget, which was successful and will be implemented during the 4th Quarter.

M & RA – Outreach events

6 Apr 23: EEOC 101 Back-To-The-Basics Webinar & Listening Session (Native Americans)

11 Apr 23: Black Mothers at Work: A Discussion on Workplace Challenges and Supports

2-3 May 23: DoD Recruiters Symposium

18 May 23: Women's Workplace Rights & Select Employment Issues Webinar

22 June 23: Fostering LGBTQ+ Friendly and Inclusive Workplaces

4th Quarter

MCBQ/Capital Region - Funds were not available, and therefore not allocated for SEPM and Barrier Analysis during FY23. Goal is to have additional funds for these programs allocated by 31 December 2023. We also had turnover of staff responsible for SEPM and Barrier Analysis, which prevented progress in these areas.

MCI West - The HROs concurs that ample resources such as funding and manpower should be made available to MCIWEST and/or local installations to effectively implement the Special Emphasis Program and conduct a Barrier Analysis program. During FY23, there were very few EEO sponsored Special Emphasis Program events were made available to the Civilian workforce, most occurred at MCRD San Diego. This can be provided to the Command on a micro-scale to the extent funding and manpower remains an issue. For example, the EEO Specialist (Special Emphasis Program Coordinator) at MCIWEST and the EEO Specialists can take the lead in identifying key months or events to host on the installations throughout the next FY and seek out guest speakers to commemorate a particular Heritage Month. Alternatively, MCIWEST EEO can collaborate with the various installations to combine events (e.g., MCRD/MCASM hosts Black History Month at MCASM in Feb. and MCRD/MCASM hosts Hispanic Heritage Month in Sep/Oct at MCRD). Supervisors forward emails to staff and posting a Diversity & Inclusion flyer on the EEO Bulletin Board to meet the intent of the Special Emphasis Program. During FY23, the DON EEO Office offered limited Barrier Analysis training. Apart from providing input on certain parts of the MD-715 at the end of the FY, there is little to collaboration between the HRO and EEO in terms of establishing a get-well plan on addressing the Command's deficiencies identified in the MD-715 due to manpower shortages.

However, the HRO's understands the importance of their role as a key stake holder in the Barrier Analysis and remains ready and willing to assist. The formative plan is for MCIWEST EEO take the lead in establishing a Barrier Analysis Workgroup (e.g., the CO, installation EEO Specialist, and the HRO) and hold regular and reoccurring meetings to understand the deficiency and develop a customized approach in the Planned Activity, rather than addressing it as "one size fits all" as each installation is unique and may have different barriers than the other installations. The shortage of full staffing does affect the implementation of this plan at the current time.

At MCAGCC 29 Palms - Special Emphasis program is communicated monthly through the HRO newsletter to all civilian employees. Along with passing along various opportunities for Diversity/Special Emphasis training opportunities. Barrier Analysis is not being conducted in a formal manner and probably should be at a USMC/regional level and then be passed for refinement at the local level.

M & RA - Headquarters -

Outreach events

29 Aug 23: EEOC, Arizona Jewish Lawyers Association and the Arizona Anti-Defamation League Workshop

19 Sep 23: Gallaudet University "College Resources for Employment"

28 Sep 23: California Civil Rights Department (CRD) and Equal Employment Opportunity Commission (EEOC) present, "Listening Session and Know Your Rights for Transgender Workers".

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – NAF Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.5 - The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	<p>Pursuant to 29 CFR § 1614.102(a)(5), managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program 's EEO Complaint Process:</p> <ul style="list-style-type: none">• Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)].• Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications. [see MD-715, II(B)].• ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR. [see MD-715(II)(E)].

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	To ensure that all Managers and Supervisors are trained on the EEO components listed above.	09/30/2023	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> Quantico Commanding Officer Director of Administration and Resource Management Division, HQMC <u>Capital Region Base</u> Director of Marine Corps Staff Deputy Director, Equal Employment Opportunity	Col Michael L Brooks Mr. Andrew N. Sullivan Lieutenant General G. P. Olson Ms. Penny Thomison	Performance plans are not required for General Officers. Yes Yes
<u>MCI PAC</u> Deputy Director, Equal Employment Opportunity EEO Specialist <u>Camp Butler</u> Human Resources Director <u>Iwakuni</u> Human Resources Director <u>Kaneohe Bay</u> Human Resources Director	Vacant Vacant Lawrence Occomy Patricia Martens Janelle Marshall	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities Henderson Hall, 8th and I Non-responsive				
12/31/2022	Meet with training program manager to determine what systems and databases are available to accurately account for EEO training of all managers and supervisors			11/15/2022
12/31/2022	Reach out to other Marine Corps regions to obtain information on their process for accurately accounting for all supervisors and managers			01/20/2023
03/31/2023	Meet with management and Senior Leaders regarding obtaining tracking databases the office does not have access to	Funding- Yes Staffing - No	03/31/2024	
06/30/2033	Implement the use of obtained databases	Funding- Yes Staffing - No	06/30/2024	
09/30/2023	Analyze process for success	Funding- Yes Staffing - No	09/30/2024	
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2023	Send out reminder notifications quarterly	Yes		
06/30/2023	Continue to offer more frequent courses	Yes		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1st Quarter</u></p> <p>Capital Region - On November 15, 2022, met with Training Program Manager and discussed databases available for employee tracking purposes. Discussed improving employee tracking and scheduled to reconvene in 2nd quarter.</p> <p><u>2nd Quarter</u></p> <p>Capital Region - Established points of contacts with servicing commands. Working with commands and training manager to establish accurate employee tracking efforts.</p> <p><u>3rd Quarter</u></p> <p>Capital Region - Continued work with commands and training manager to maintain employee tracking efforts.</p> <p>MCBQ- Continued work with commands and training manager to maintain employee tracking efforts.</p> <p><u>4th Quarter</u></p> <p>MCBQ/Capital Region – No accomplishments to report.</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – NAF Part H

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.6 - The Agency involves managers in the implementation of its EEO program.	Senior managers are not involved in the implementation of Special Emphasis Programs. [see MD-715 Instructions, Sec. I]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	To ensure the agency involves managers in the implementation of Special Emphasis program.	09/30/2023	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>Quantico</u> Commanding Officer Director of Administration and Resource Management Division, HQMC <u>Capital Region Base</u> Director of Marine Corps Staff Deputy Director, Equal Employment Opportunity	Col Michael L Brooks Mr. Andrew N. Sullivan Lieutenant General G. P. Olson Ms. Penny Thomison	Performance plans are not required for General Officers. Yes Yes
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	
<u>Cherry Point</u> Executive Officer Deputy Director EEO MCCS HR Director	Seth Wolcott Lindsay Smith Osvaldo Cordero	
<u>MCI PAC</u> Deputy Director, Equal Employment Opportunity EEO Specialist	Vacant Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities Henderson Hall, 8th and I Non-responsive				
12/31/2022	Discuss with Senior Management regarding their continual involvement with SEPM			12/16/2022
03/31/2023	Create at least one event which will include Senior Management involvement and schedule date(s)	Funding – No Staffing - No	09/30/2023	
06/30/2023	Analyze SEPM event success with Senior Management involvement and make any improvements required for future events	Funding – No Staffing - No	12/31/2023	
09/30/2023	Prepare schedule of events for following fiscal year	Funding – No Staffing - No	03/31/2024	
MCI West Planned Activities MCRD San Diego Non-responsive				
09/30/2023	Communicate with the HRO's to determine how we can incorporate the EEO action plan objectives into the installation strategic plans.	No		
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
04/30/2023	Establish a SEPM committee	Yes		
04/30/2023	Establish a Barrier Analysis Team	Yes		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				
MCAS Cherry Point Planned Activities				
12/31/2022	Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers.	No		
03/31/2023	Conduct Barrier Analysis Training to Team Members	No		
06/30/2023	Identify Special Emphasis Program Managers and Barrier Analysis Team Members. Select and issue appointment letter.	No		
09/30/2023	Conduct Barrier Analysis Training, participate in the Barrier Analysis process. Team Members assist in developing Command Action Plan(s). Identify and submit budget for FY23 to include Special Emphasis Program Managers Course and EEOC or equivalent Barrier Analysis training	No		

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1st quarter</u></p> <p>Capital Region - During Annual State of EEO Brief, discussed the importance of continued involvement regarding SEPM. Introduced FY23 SEPM special observance calendar.</p> <p>MCI West - Conducted EEO, Hostile Workplace Environment and RA training to supervisors and managers at 29 Palms on 6 December 2022 to 52 employees and on 7 December 2022 to 58 employees. MCRD conducted EEO, HWE and RA training on 18 October 2022 to 9 employees.</p> <p>Preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. The Deputy Director will discuss the EEO action plan with the Commander, HRO's and OGC to determine if the plan is currently in the installation strategic plan and if not, how do we get it there.</p> <p>Cherry Point - The Equal Employment Office staff participated in one virtual lunch and learn of a series (Harness the Power of Inclusion - Reasonable Accommodations) in Windmills Training, hosted by the NC Department of Health and Human Services, Division of Vocational Rehabilitation. Coordinated with COMMSRAT to send Monthly Cultural Observances and Awareness events through MCAS Weekly Happenings and All-Hands message. MCCA continues to work with Outreach Programs to advertise jobs with NC Works, Vocational Rehabilitation, Carteret Community College, Craven Community College, NC Dept of Health and Human Services, Pamlico Dept of Social Services, Coastal Community Action in Newport to get additional exposure for our open positions.</p> <p><u>2nd quarter</u></p> <p>MCI West - MCIWEST is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. The Deputy Director will discuss the EEO action plan with the Commander, HRO's and OGC to determine if the plan is currently in the installation strategic plan and if not, how do we get it there.</p> <p>MCIWEST with collaboration efforts between Human Resources and the Office of General Counsel will review installation strategic plans during the MD 715 briefs in 3rd Quarter, FY 23.</p> <p>Capital Region - Continue to address the importance of continued participation from leadership. Senior management has committed to play a crucial role in special observances efforts. Decision has been made to create a Virtual Hispanic Heritage month event for September 2023.</p> <p>Cherry Point - The Equal Employment Office staff participated in one virtual lunch and learn of a series (Barrier Analysis), hosted by DON Office of EEO. Coordinated with COMMSRAT to send Monthly Cultural Observances and Awareness events through MCAS Weekly Happenings and All-Hands message. MCCA continues to work with Outreach Programs to advertise jobs with NC Works, Vocational Rehabilitation, Carteret Community College, Craven Community College, NC Dept of Health and Human Services, Pamlico Dept of Social Services, Coastal Community Action in Newport to get additional exposure for our open positions.</p> <p><u>3rd quarter</u></p> <p>Cherry Point - EEO Counselor and EEO Admin Assistant completed the Disability Program Managers Course at Defense Opportunity Management Institute. Coordinated with COMMSRAT to send Monthly Cultural Observances and Awareness events through MCAS Weekly Happenings and All-Hands message. MCCA participated in a job fair event hosted by Vocational Rehab on 24 May 2023. This was an indoor event that was hosted and supported by MCCA</p>

Retail, CDC and MHS activities with recruitment needs. Staffing needs continue to increase for the agency. MCCA worked with Director, HQMC and Wage and Salary Division to prepare for the FY23 Wage and Salary Survey and gained support to provide competitive hiring incentives to some of our hard to fill and critical positions (i.e., Cooks, Food Service Worker Positions). MCCA routed information and flyers to staff in regarding Reasonable Accommodations and Pregnant Workers Fairness Act (PWFA) which came into effect on 27 June 2023.

Capital Region/MCBQ - Continue to address the importance of continued participation from leadership. Senior management has committed to play a crucial role in special observances efforts. Decision has been made to create a Virtual Hispanic Heritage month event for September 2023.

MCI West - Senior managers are aware of their role in a successful EEO Program. All allegations of hostile work environment and harassment are promptly addressed, and Senior Managers are aware of the importance of a work environment that is professional and allow their personnel to attend Special Emphasis Observances such as special meals at installation dining facilities.

4th Quarter

MCBQ/Capital Region - We have the full support of our senior management; however, due to limited resources and turnover of staff, we were unable to plan a Virtual Hispanic Heritage Month event for September 2023. We are in the process of planning events for National Disability Employment Awareness month, which will be scheduled for October 2023.

MCI West - Strategic Plan for FY20-FY25. As stated, these plans do not reference EEO. Plan is to make the CGs/COs aware of this requirement and make recommendations for them to incorporate EEO Diversity and Inclusion principles in the command's strategic plan. MCIWEST EEO should also be directly involved in this process for the installations to provide expert advice and guidance as it relates to Office for Diversity, Equity, and Inclusion (ODEI) requirements for developing and executing diversity management and equal opportunity policies and programs affecting active duty and reserve component military personnel, and DOD civilian employees.

Cherry Point - Coordinated with COMMSRAT to send Monthly Cultural Observances and Awareness events through MCAS Weekly Happenings and All-Hands message. Promoted Voluntary Self-Identification of a Disability campaign; Pushed through CO staff meeting as well as sent out in All Hands message. EEO staff attended Religious Accommodation and Undue Hardship: How Your Agency Should Apply the New Supreme Court Standard training presented by the EEOC. AF and NAF attended MD715 Working groups presented by DON EEO. MCCA coordinated with Station EEO to train MCCA Supervisors on Reasonable Accommodation and Equal Opportunity. Attended the New Bern Chamber of Commerce Mid-Day Mingle with Vocational Rehab. MCCA routed information to staff regarding completing the Defense Organizational Climate Survey (DEOCS).

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – NAF Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.1 – The agency conducts regular internal audits of its component and field offices.	<ul style="list-style-type: none">• The command does not regularly assess its component and field offices for possible EEO program deficiencies. [see 29 CFR §1614.102(c)(2)]• The command does not regularly assess its component and field offices on their efforts to remove barriers from the workplace. [see 29 CFR §1614.102(c)(2)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	The United States Marine Corps to review the field components to ensure that a Model EEO Program is present in efforts to remove barriers in the workplace.	09/30/2023	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>Quantico</u> Commanding Officer <u>Capital Region Base</u> Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director, Equal Employment Opportunity	Col Michael L Brooks Lieutenant General G. P. Olson Mr. Andrew N. Sullivan Ms. Penny Thomison	Performance plans are not required for General Officers. Yes Yes
<u>MCI PAC</u> Deputy Director, Equal Employment Opportunity EEO Specialist	Vacant Vacant	
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	
<u>MCAS Cherry Point</u> Executive Officer Deputy Director EEO MCCS HR Director	Seth Wolcott Lindsay Smith Osvaldo Cordero	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities Henderson Hall, 8th and I Non-responsive				
12/31/2022	Establish MD-715/barrier analysis points of contact at smaller and medium sized commands	Funding – No Staffing - No	12/31/2023	

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/31/2022	Ensure all 15 serviced commands have updated HQMC EEO poster with points of contact and provide requirements for annual EEO policy statements and applicable MD-715 reporting requirements	Funding – No Staffing - No	12/31/2023	
03/30/2023	Ensure all serviced commands have posted HQMC EEO poster and are tracking requirements for MD-715	Funding – No Staffing - No	03/31/2024	
06/30/2023	Analyze communication with serviced commands to ensure process is successful and adjust for improvement, if needed	Funding – No Staffing - No	06/30/2024	
09/30/2023	Update MD-715/barrier analysis points of contact for all 15 serviced commands for the next fiscal year MD-715 reporting	Funding – No Staffing - No	09/30/2024	
MCI PAC Planned Activities Vacant DDEEO Billet, Waiver Granted				
09/30/2023	Conduct field audits after assessing and securing funding	No		
MCI West Planned Activities MCRD San Diego Non-responsive				
09/30/2023	Conduct a weekly meeting allocating time for the EEO Specialists to discuss current events in their program and	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	foresee possible program deficiencies before they arise.			
09/30/2023	Conduct a monthly audit of each EEO Office to ensure compliance.	Yes		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1st Quarter</u></p> <p>Capital Region - In November 2022, established POC for several small and medium commands. Created a database available for updating monthly in the event POCs change.</p> <p>MCI West - conducts a weekly EEO meeting with the EEO Specialists from Camp Pendleton, MCAS Miramar, MCRD, and Barstow. The last two meetings, the Deputy Director has conveyed the upcoming inspection from HQMC, the dates when it will occur and the items which will need to be inspected. The Deputy Director discussed the strategy for inspecting two areas where there are no EEO Specialist: 29 Palms and MCAS Yuma. MCIWEST will continue to prepare for the inspections to ensure all areas are covered.</p> <p>During the weekly meeting, EEO Specialists brief exactly what they are working on, and it is compared to the 462 report to ensure all timelines are met. This also gives the EEO Specialist the opportunity to discuss any issues they may be having with any complaints.</p> <p><u>2nd Quarter</u></p> <p>MCI West - MCIWEST used the opportunity of the EEO Specialist training at Marine Corps Air Station, Yuma, to inspect local areas for their policies. Also used the opportunity to engage with the commanding officer to discuss program deficiencies and personnel shortages in March 2023.</p> <p>MCIWEST will comply with the HQMC EEO Inspection Team's recommendation that site visits are performed on schedule per Civilian Human Resource Manual 1603 per the recommended 3-year cycle.</p> <p>During the weekly meeting, EEO Specialists brief exactly what they are working on, and it is compared to the 462 report to ensure all timelines are met. This also gives the EEO Specialist the opportunity to discuss any issues they may be having with any complaints.</p>

Capital Region - Continued efforts to ensure all commands are equipped with EEO information is ongoing.

3RD Quarter

Capital Region - Reestablished monthly Barrier Analysis Team meetings and continued to provide commands with assistance regarding MD-715.

MCBQ - Reestablished monthly Barrier Analysis Team meetings and continued to provide commands with assistance regarding MD-715.

MCI West - During the weekly meeting, EEO Specialists brief exactly what they are working on, and it is compared to the 462 report to ensure all timelines are met. This also gives the EEO Specialist the opportunity to discuss any issues they may be having with any complaints.

During this period, weekly meetings identified short comings based on reports pulled weekly to include not only complaints processing but reasonable accommodation processing.

4th Quarter

MCBQ/Capital Region - Continued to work on establishing accurate points of contact at all small and medium commands, disseminate EEO information, and provide applicable commands with assistance in preparing the MD-715 Report.

MCI West - Once MCIWEST is manned at 100 percent, we will be able to handle our current workload and reach out to the field offices. We are currently operating at 75%.

MCRD - Once the EEO Specialist position is filled and the new Specialist is trained, it is imperative that new specialist is mentored by a senior EEO specialist.

MCIWEST/Regional EEO- Once the staff is at full strength (currently at 67% since 2 June) site visits will be a viable option.

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – NAF Part H
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.2 - The agency has established procedures to prevent all forms of EEO discrimination.	The command does not process all accommodation requests within the time frame set forth in its reasonable accommodation procedures. [see MD-715, II(C)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	To process Reasonable Accommodation within compliance accordingly.	09/30/2023	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>Quantico</u> Commanding Officer <u>Capital Region Base</u> Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director, Equal Employment Opportunity	Col Michael L Brooks Lieutenant General G. P. Olson Mr. Andrew N. Sullivan Ms. Penny Thomison	Performance plans are not required for General Officers. Yes Yes
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	
<u>MCI PAC</u> Deputy Director, Equal Employment Opportunity EEO Specialist	Vacant Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities Henderson Hall, 8th and I Non-responsive				
12/30/2022	Complete the hiring process for additional staff to assist with processing RA requests	Funding- Yes Staffing - No	03/31/2024	
3/30/2023	Start analyzing progress of implementing additional staffing	Funding- Yes Staffing - No	03/31/2024	
06/30/2023	Track RA request processing to determine if timeliness has improved	Funding- Yes Staffing - No	03/31/2024	
09/30/2023	Analyze RA program and request additional billets, if required	Funding- Yes Staffing - No	03/31/2024	
MCI West Planned Activities MCRD San Diego Non-responsive				
09/30/2023	Conduct RA training for supervisors and managers to discuss timeliness and processing.			
09/30/2023	Collaborate with the HR Training Departments to determine the current RA trainings online continue to be advertised for supervisors and managers to take on TWMS.			
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
01/31/2023	Conduct a deeper dive into the cause of untimeliness	Yes		
04/30/2023	Create RA roles and responsibilities form	Yes		
09/30/2023	Provide supplemental training to supervisors (push TWMS RA training)	Yes		
02/28/2023	Get DON Person Assistance Services procedures posted on the public website.	Yes		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1ST Quarter</u></p> <p>Capital Region - In December 2022, hired one new EEO Specialist- EOD 30 January 2023.</p> <p>MCI West - conducted EEO, Hostile Workplace Environment and RA training to supervisors and managers at 29 Palms on 6 December 2022 to 52 employees and on 7 December 2022 to 58 employees. MCRD conducted EEO, Hostile Workplace Environment and RA training to supervisors and managers on 18 October 2022 to 9 employees.</p> <p>MCIWEST is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. The Deputy Director will discuss online RA training with the Commander, HRO's and OGC to determine if making the online training mandatory is feasible and something the Commander wants to implement.</p> <p><u>2nd Quarter</u></p> <p>MCI West - has conducted Reasonable Accommodation training to NAF supervisors and managers at Marine Corps Air Station Yuma on 14-15 March 2023.</p>

MCIWEST supervisors and managers, NAF, from Marine Corps Base, Camp Pendleton received EEO, Anti-Harassment and No FEAR Act training by the HQMC EEO inspection team on 28 and 29 March 2023.

With MCIWEST's increased budget and without the strain of the pandemic, the plan is to conduct additional training at serviced UICS in person, virtually, webinars etc. as recommended by the HQMC EEO inspection team, the 3rd and 4th quarter.

MCIWEST is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. The Deputy Director will discuss online RA training with the Commander, HRO's and OGC to determine if making the online training mandatory is feasible and something the Commander wants to implement.

Capital Region - Individual selected for EEO position scheduled to onboard on 30 January 2023 declined offer. Hiring efforts are currently ongoing.

3RD Quarter

Capital Region - EEO Specialist onboarded in May 2023 to play a critical role in addressing the RA backlog and processing RA request.

MCBQ - EEO Specialist onboarded in May 2023 to play a critical role in addressing the RA backlog and processing RA request.

MCI West- Supervisors and Managers were made aware the value of taking the RA training online, though not required. Some installations 'highly encouraged' this training for all supervisors and managers. The current "Nice and NEAT" numbers sent to MCIWEST, had four cases which needed to be updated and were.

4th Quarter

MCBQ/Capital Region - Tracking the progress of RA processing timeliness due to additional staff has been a challenge because of continuous turnover of staff. Hiring efforts are currently ongoing.

MCI West - MCRD - All new employees that attend New Employee Orientation are provided information on all civilian's programs to include RA/FECA/EEO Compliant process etc. MCRD does not currently mandate RA training for supervisors. Cases are handled by the EEO Specialist as they occur and the EEO Specialist guides the manager through the process. A mandatory Supervisor Training in TWMS is needed if this will be a mandatory training. TWMS offers the following EEO training courses for Supervisors; Diversity & Inclusion (Optional); DON EEO Training (Mandatory); Responding to Whistleblower Complaints (Mandatory).

The MCAS Miramar EEO specialist conducted several RA trainings at MCAS Miramar and MCB CPEN during the 4th quarter.

The NAF EEO Specialist for the Region goes over the RA process at every New Employee Orientation for MCCA Camp Pendleton.

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – NAF Part H
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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	<ul style="list-style-type: none">The command has not established timetables/schedules to review at regular intervals in its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups. [see MD-715 Instructions, Sec. I]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	To ensures effective coordination	09/30/2023	09/30/2024	

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	between its EEO programs and Human Resources (HR) program.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> <u>Quantico</u> Commanding Officer <u>Capital Region Base</u> Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director, Equal Employment Opportunity	Col Michael L Brooks Lieutenant General G. P. Olson Mr. Andrew N. Sullivan Ms. Penny Thomison	Performance plans are not required for General Officers. Yes Yes
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI PAC</u> Deputy Director, Equal Employment Opportunity EEO Specialist <u>Camp Butler</u> Human Resources Director <u>Iwakuni</u> Human Resources Director <u>Kaneohe Bay</u> Human Resources Director	Vacant Vacant Lawrence Ocomy Patricia Martens Janelle Marshall	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities Henderson Hall, 8 th and I Non-responsive				
12/31/2022	Establish appropriate HR points of contact for this effort and establish a timetable for meetings to be held			12/16/2022
03/31/2023	Schedule and hold the first meeting with HR to review and discuss HR policies, procedures, and practices			03/15/2023

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2023	Provide any deficiencies regarding policies, procedures and practices determined by HR and EEO to Senior Leadership and request for funding to address this effort, if required	Funding – Yes Staffing - No	06/30/2024	
09/30/2023	Implement updated policies, procedures and practices approved by Senior Leadership	Funding – Yes Staffing - No	09/30/2024	
MCI West Planned Activities MCRD San Diego Non-responsive				
09/30/2023	Establish a timeline prior to the annual MD-715 briefs with the commands to review the merit systems program, awards program and development/training programs to determine if there are any barriers.	Yes		
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted				
1/1/2023	Establish a quarterly Human Capital meeting	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
1/1/2023	Ensure EEO office has adequate permissions for access to appropriate data	Yes		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1st Quarter</u></p> <p>Capital Region - In December 2022, established POC from Human Resources.</p> <p>MCI West - Deputy Director and one other EEO Specialist attended Barrier Analysis training in December 2022 and will brief leaders accordingly.</p> <p><u>2nd Quarter</u></p> <p>MCI West - MCIWEST has determined that the best possible timeframe to discuss the Merit Systems program, awards program and development/training programs would be during the annual MD-715 briefs with commanders in 3rd quarter, FY 23.</p> <p>One EEO Specialist attended Barrier Analysis training in February 2023 and will brief leaders accordingly.</p> <p>Capital Region - Met with HR Leaders to discuss policies, procedures, and practices and improved communication between HR and EEO.</p> <p><u>3rd Quarter</u></p> <p>Capital Region - Participate in monthly meetings with HR for continued discussions with regard to policies, procedures, and practices.</p> <p>MCBQ - Participate in monthly meetings with HR for continued discussions with regard to policies, procedures, and practices.</p> <p>MCI West - CHROs in the Region were made aware that periodic review of programs (Merit Systems, Awards, etc.), were needed to ensure fair and equitable treatment.</p> <p><u>4th Quarter</u></p>

MCBQ/Capital Region - Nothing new to report. Because of turnover of staff, monthly meetings have not been held.

MCI West - MCRD - The previous EEO Specialist did work close with HRO to gain knowledge in the hiring practices and Merit System in order to gain more expertise in the civilian personnel programs when addressing EEO complaints. The HR Office sends the Exit Surveys that have derogatory information to the EEO Specialist and the supervisor so a management inquiry can be completed.

-The HROs concur that ample resources such as funding and manpower should be made available to MCIWEST and/or local installations in order to effectively implement the Special Emphasis Program and conduct a Barrier Analysis program. This can be provided to the Command on a micro-scale to the extent funding and manpower remains an issue. For example, the EEO Specialists can take the lead in identifying key months or events to host on the installation throughout the next FY and seek out guest speakers to commemorate a particular Heritage Month. Alternatively, MCIWEST EEO can collaborate with the various installations to combine events (e.g. MCRD/MCASM hosts Black History Month at MCASM in Feb. and MCRD/MCASM hosts Hispanic Heritage Month in Sep/Oct at MCRD). Currently we are relying on supervisors to forward emails to staff and posting a Diversity & Inclusion flyer on the EEO Bulletin Board to meet the intent of the Special Emphasis Program. During FY23, DON EEO offered limited barrier analysis training. Apart from providing input on certain parts of the MD-715 at the end of the FY, there is little to collaboration between the HRO and EEO in terms of establishing a get-well plan on addressing the Command's deficiencies identified in the MD-715. However, the HROs understand the importance of its role as a key stake holder in the Barrier Analysis and remains ready and willing to assist. MCIWEST EEO should be able to take the lead in establishing a Barrier Analysis Workgroup (e.g. the CO, installation EEO Specialist, and the HRO) and hold regular and reoccurring meetings to understand the deficiency and develop a customized approach in the Planned Activity, rather than addressing it as "one size fits all" as each installation is unique and may have different barriers than the other installations; this is precluded by achieving 100 per cent manning level (currently at 75%).

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – NAF Part H

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.1 - The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	<p>Major Subordinate commands do not regularly use the following sources of information for trigger identification:</p> <ul style="list-style-type: none">• Workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups. [see MD-715 Instructions, Sec. I]• Exit interviews or surveys that include questions on how the command could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities. [see 29 CFR 1614.203(d)(1)(iii)(C)]

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	The agency conducts a reasonable assessment to identify triggers in the workforce.	09/30/2023	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region</u> Quantico Commanding Officer <u>Capital Region Base</u> Director of Marine Corps Staff Deputy Director, Equal Employment Opportunity Director of Administration and Resource Management Division, HQMC	Col Michael L Brooks Lieutenant General G. P. Olson Ms. Penny Thomison Mr. Andrew N. Sullivan	. Performance plans are not required for General Officers. Yes Yes
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI PAC</u> Deputy Director, Equal Employment Opportunity EEO Specialist <u>Camp Butler</u> Human Resources Director <u>Iwakuni</u> Human Resources Director <u>Kaneohe Bay</u> Human Resources Director	Vacant Vacant Lawrence Occomy Patricia Martens Janelle Marshall	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities Henderson Hall, 8 th and I Non-responsive				
01/31/2023	Pull MD-715 data tables, provide to service commands, and start analyzing data and input from exit surveys to identify any triggers to be addressed.			01/31/2023
04/31/2023	Pull MD-715 data tables, provide to service commands, and continue analyzing data and input from exit surveys to identify any triggers to be addressed.			04/30/2023

07/31/2023	Pull MD-715 data tables, provide to service commands, and continue analyzing data and input from exit surveys to identify any triggers to be addressed.			06/30/2023
MCI West Planned Activities MCRD San Diego Non-responsive				
09/30/2023	Review complaints data to determine if there are any triggers (e.g., higher number of complaints related to non-selection).	Yes		
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted				
01/01/2023	Ensure EEO office has adequate permissions for access to appropriate data.	Yes		
02/31/2023	Work with HR to examine the check-out process to ensure exit survey options.	Yes		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<u>1st Quarter</u>

Capital Region – In December 2022, EEO successfully established EEO related questions and had them included in the exit survey. Data tables pulled and disseminated to medium and large commands.

MCI West - Preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. We have noticed a lull in informal complaints during the first Quarter of FY 23, and then a spike in formal complaints towards the end of the 1st Quarter. This was probably due to the timing between the informal complaint and when a complainant files formal.

2nd Quarter

MCI West - MCIWEST is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. We will use this data to determine if there are any triggers as it relates to non-selection. As of 2nd Quarter FY 23, we've noticed a drop in non-selection complaints as compared to the 1st Quarter, FY 23.

Capital Region - Data tables pulled and disseminated to medium and large commands.

3RD Quarter

Capital Region - Data tables pulled and disseminated to medium and large commands.

MCBQ - Data tables pulled and disseminated to medium and large commands.

MCI WEST - Continued the trend with less Informal complaints and Formal Complaints. CHROs are always notified when harassment, EEO complaints and Sexual harassment allegations are filed in addition to the Office of General Counsel. Trends are noticed and training is requested from the EEO Office when identified as needed.

4th Quarter

MCBQ/Capital Region – We were informed DON was developing a DON-wide exit survey; therefore, the use of the Capital region exit survey was halted until further notice. Data tables will be pulled on or about 30 September 2023. The goal is to review additional sources of information for trigger identification in FY24.

MCI West - MCRD - Based on the Exit Surveys we have not received reports of discrimination based on a protected class. We have received derogatory Exit Surveys with allegations of Hostile Work Environment and those have been submitted to the interim EEO Specialist Camp Pend. POC for SA.

The HROs concur that ample resources such as funding and manpower should be made available to MCIWEST and/or local installations in order to effectively implement the Special Emphasis Program and conduct a Barrier Analysis program. Special Emphasis Observances could occur if more resources to include more EEO personnel were available. This can be provided to the Command on a micro-scale to the extent funding and manpower remains an issue. For example, the EEO Specialists can take the lead in identifying key months or events to host on the installations throughout the next FY and seek out guest speakers to commemorate a particular Heritage Month. Alternatively, MCIWEST EEO can collaborate with the various installations to combine events (e.g. MCRD/MCASM hosts Black History Month at MCASM in Feb. and MCRD/MCASM hosts Hispanic Heritage Month in Sep/Oct at MCRD). At present we rely on supervisors to forward emails to staff and posting a Diversity & Inclusion flyer on the EEO Bulletin Board to meet the intent of the Special Emphasis Program. During FY23, there was limited barrier analysis training provided by the DON EEO. Apart from providing input on certain parts of the MD-715 at the end of the FY, there is little to collaboration between the HRO and EEO in terms of establishing a get-well plan on addressing the Command's deficiencies identified in the MD-715. However, the HRO's understands the importance of its role as a key stake holder in the Barrier Analysis and remains ready and willing to assist. MCIWEST EEO could take the lead in establishing a Barrier Analysis Workgroup (e.g. the CO, installation EEO Specialist, and the HRO) and hold regular and reoccurring meetings to understand the deficiency and develop a customized approach in the Planned Activity, rather than addressing it as "one size fits all" as each installation is unique and may have different barriers than the other installations, but a shortage of personnel has prohibited this approach from implementation (currently at 75%).

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 –Part H NAF
Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process	<ul style="list-style-type: none">The command does not issue the notice of right to file on or before the 30th day (if no extension was requested or granted or no ADR accepted) and issue the notice of right to file a formal complaint on or before the 90th day (where ADR was accepted or an extension granted).The command did not issue all reports of investigation on or before 180 days (or, for when an extension was granted, on or before 270 days).The command did not issue acceptance letters/dismissal decisions within 30 days from the date of receipt of the formal complaint? In the comments section, provide (1) the number issued within 30 days and (2) not issued within 30 days of receipt of the formal complaint.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2022	The agency will continue to pursue compliance with timeline	09/30/2023	09/30/2024	

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	set by the EEOC.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Capital Region Quantico</u> Commanding Officer <u>Capital Region Base</u> Director of Marine Corps Staff Deputy Director, Equal Employment Opportunity	Col Michael L Brooks Lieutenant General G. P. Olson Ms. Penny Thomison	Performance plans are not required for General Officers. Yes
<u>MCI PAC</u> Deputy Director, Equal Employment Opportunity EEO Specialist	Vacant Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities Henderson Hall, 8th and I Non-responsive				
12/30/2022	Complete the hiring process for	Funding – Yes	03/31/2024	

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	additional staff to assist with the efficient and timely processing of EEO complaints	Staffing - No		
3/30/2023	Start analyzing progress of implementing additional staffing	Funding – Yes Staffing - No	03/31/2024	
06/30/2023	Use DON complaints tracking system to determine if timeliness has improved	Funding – Yes Staffing - No	03/31/2024	
09/30/2023	Analyze EEO complaints program and request additional billets, if required	Funding – Yes Staffing - No	03/31/2024	
<p align="center">MCI PAC Planned Activities</p> <p align="center">Vacant DDEEO Billet Waiver Granted</p>				
01/31/2023	Conduct a deeper dive into the cause of untimeliness	Yes		
03/31/2023	Create contingency plan to eliminate single points of failures	Yes		

MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2023	<p><u>1ST Quarter</u></p> <p>Capital Region - In November 2022, selected EEO Specialist to assist with processing EEO complaints. They decline the offer in January 2023.</p> <p><u>2nd Quarter</u></p> <p>Capital Region - Continued efforts are ongoing to hire an EEO Specialist to assist with processing EEO Complaints.</p> <p><u>3rd Quarter</u></p> <p>Capital Region - Continued efforts are ongoing to hire an EEO Specialist to assist with processing EEO Complaints.</p> <p>MCBQ - Continued efforts are ongoing to hire an EEO Specialist to assist with processing EEO Complaints.</p> <p><u>4th Quarter</u></p> <p>Capital Region - EEO Office currently has multiple vacant EEO Specialist positions. Recruitment efforts are ongoing.</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 – FY23 APF Part I
EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

☐ If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1, A3, A4, A6, and A8	<p>The Appropriated Fund workforce consisted of 18,211. There were a number of identifiable triggers effecting females this reporting period when comparing their participation rates to the National Civilian Labor Force (NCLF) and Occupational Civilian Labor Force (OCLF) statistics.</p> <p>Just as it were in FY17 until current date, this reporting period saw Low Participation Rates (LPR) for Hispanic, White, Black and Asian Females compared to their respective National Civilian Labor Force (NCLF) statistics.</p> <p>The workforce shows that the groups in the occupational categories each experienced different Low Participation Rates (LPR) or High Participation Rates (HPR).</p> <ul style="list-style-type: none">• Hispanic male and female had a LPR in the Professional category.• White male and female had a LPR in the Operatives and Laborers and Helpers categories.• Black male and female had a LPR in the Professionals, Technicians, Sales Workers and Service Workers categories.

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<ul style="list-style-type: none"> • Hispanic and White female had a LPR in the Technician, Service Worker and Craft Worker category. • Hispanic and Black female had a LPR in the Craft Workers and Laborer and Helpers categories. • White male and female had a HPR in the Professionals category. • White male had a HPR in the Professionals, Technicians, Craft Workers and Service Workers categories. • Hispanic and Black male had a HPR in the Craft Worker, Operatives, and Laborers and Helpers categories. <p>The workforce shows Low Participation Rates when compared to the Permanent Workforce in the beginning grades of GS3 – GS5 for Hispanic males, GS3 – GS7 for White males and GS4, GS6 –GS7 for Black males and GS3 – GS7 for Asian Males.</p> <p>The workforce shows Low Participation Rates when compared to the Permanent Workforce in the higher grades for GS13 – GS15 for Hispanic and Black males, and Hispanic females. GS14 and GS15 grades also showed a Low Participation Rate for Black and Asian females and Asian males.</p> <p>The workforce data appears to show a blocked pipeline for positions in regard to First-Level Supervisor and Mid-Level Management, as well as, some of those positions that are Executive Leadership.</p> <ul style="list-style-type: none"> • Hispanic males LPR from GS11 – GS15 • Hispanic females LPR from GS13 – GS15 • Black males LPR from GS 13 – GS15 • Black females LPR from GS14 and GS15 • Asian males LPR from GS9 – GS11 and GS14 – GS15 <p>In review of the data, we see that males and females are exiting and joining the organization the Marine Corps closely as a whole.</p> <ul style="list-style-type: none"> • Male Accession 68.54% to Separation 68.74% • Female Accession 31.46% to Separation 31.26% <p>However, when you review in more detail, according to ethnicity and gender you see that Hispanic, White and Black males and females are exiting the organization faster than they are joining.</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>Analysis of Major Occupations compared to the Occupational Civilian Labor Force (OCLF). We reviewed the Major Occupations that are most populated to view the trends from FY20 – FY22.</p> <ul style="list-style-type: none"> • <u>Information Technology (2210)</u> The data revealed that there is a trend of Low Participation for the years mentioned above for Hispanic and Asian male and female and White female groups. • <u>Management Program Analyst (0343)</u> The data revealed that there is a trend of Low Participation for the years mentioned above for White and Asian male and female groups. • <u>Misc. Administration & Program (0301)</u> The data revealed that there is a trend of Low Participation for the years mentioned above for Hispanic, White, Black, females and Asian male and female groups. • <u>Financial Administration & Program (0501)</u> The data revealed that there is a trend of Low Participation for the years mentioned above for Hispanic and White male and female and Asian male groups. • <u>Logistics Management (0346)</u> The data revealed that there is a trend of Low Participation for the years mentioned above for Hispanic and White females and Asian male and female groups. <p>White and Black females were below the average amount of Time off awards for 1 – 10 hours.</p> <p>Black females were below the average amount of Time off awards for 31 – 40 hours.</p> <p>The Hispanic male and female were the most below average group when reviewing the average amount of Cash Awards given to the workforce. We see that they received below the average cash award from \$1,000 - \$2,999 and from \$4,000 - \$4,999. The Hispanic female group was also affected with below average amount of Cash Awards for under \$500 and \$3,000 - \$3,999.</p> <p>The White and Black female group were below average for under \$500 to \$999.</p> <p>Upon review of the Quality Step increase (QSI), more awards went to males (218) than females (116) for a total of (334)</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>awards. The majority of the awards went to White males (161) 48.2% and White females (65) 19.46% for a total of (226) 67.66%.</p> <p>Upon review of the Performance Based Pay Increase more awards went to males (664) than females (455) for a total of (1,119) awards. Most of the awards went to White males (451) 40.30% and White females (298) 26.63% for a total of (749) 66.93%.</p>

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	No
Hispanic or Latino Males	Yes
Hispanic or Latino Females	Yes
White Males	Yes
White Females	Yes
Black or African American Males	Yes
Black or African American Females	Yes
Asian Males	Yes
Asian Females	Yes
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No
Two or More Races Males	No

EEO Group	Affected by Trigger? (Yes or No)
Two or More Races Females	No

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Table A1, A3, A4, A6, and A8, Census data
Complaint Data (Trends)	No	FY22-462 Report
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	Exit Interviews
Focus Groups	No	
Interviews	Yes	Exit Interviews

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
<p>MARCORSYSCOM - Based on the comprehensive review of MCSC TWF data, the less than expected participation rates for White females, Hispanic or Latino females and Hispanic males in the TWF essentially exists in the Engineering, Life Cycle Logistics, and Program Management competencies/job series.</p> <p>These conditions do not exist in the Acquisition Support, Contracts and Financial Management competencies/job series for any of the affected groups. Recent (FY20-FY22) accession rates for these particular groups has exceeded their workforce participation rates. The participation of minority groups in the MCSC TWF has steadily increased since FY15 in small increments.</p> <p>The female participation rate remains below the NCLF but is increasing and exceeds the USMC and DON participation rates despite a much narrower, more technically oriented set of occupations within MCSC. The female participation in the MCSC Acquisition Support, Contracts, and Financial Management competencies exceeds the overall female NCLF rate. The less than expected female participation resides in the Engineering, Program Management, and Life Cycle Logistics competencies.</p> <p>While the TWF participation data indicates a perceived barrier relative to Engineering, Life Cycle Logistics, and Program Management that contributes to the less than expected participation of these three groups, there is no clear indication that the barrier(s) is internal to MCSC. Other indications as cited above indicate that there may be external barriers which negatively impacts full participation by all groups. For example,</p>

Description of Policy, Procedure, or Practice
<p>low female participation in STEM-related occupations are also DOD, DON, Federal government, and societal-level issues.</p> <p>Further evaluation is required to determine the root cause(s) of these conditions. Successful evaluation and remedy require solutions by external activities (e.g. OCHR, M&RA, HQMC HROM EEO) to the long-standing unresolved issues of lack of applicant data; lack of Occupational CLF data; and the lack of Regional CLF data as brought forth by MCSC on multiple occasions. Provision of this data to the Command <i>should be a minimal requirement</i> allow for a successful evaluation of the workforce under-participation issues.</p>

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
Conduct Barrier Analysis	10/01/2022	9/30/2023	No	09/30/2024	
MARCORSYSCOM - Determine the root cause(s) of White female, and Hispanic or Latino female and male under participation in the MCSC TWF – particularly in the competencies where the under participation is predominant.	11/01/2022	06/30/2023	Yes	06/30/2024	
MARCORSYSCOM -Develop and implement action plan(s) to remedy the condition(s).	07/01/2023	09/30/2023	Yes	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>Capital Region</u> <u>TECOM</u> Dep AC/S,G1 Program Analyst Workforce Development Section Head Civilian Manpower Branch Head, G1 <u>MARCORSYSCOM</u> Director of Human Capital Management <u>Capital Region -Base</u> Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director, Equal Employment Opportunity <u>Quantico</u> Commanding Officer</p>	<p>Colonel Heather J. Cotoia Steeve Jeanlouis Armando R. Quispe Stephanie Andrews Sheila Johnson</p> <p>Lieutenant General G.P. Olson Andrew Sullivan</p> <p>Penny Thomison</p> <p>Col Michael Brooks</p>	<p>Yes Yes Yes Yes</p> <p>No Performance plans are not required for General Officers. Yes</p> <p>Yes</p>
<p><u>MCI PAC</u> Deputy Director EEO EEO Specialist Barrier Analysis Team Human Resource (Okinawa) Human Resource (Iwakuni) Human Resource (Hawaii)</p>	<p>Vacant Vacant Volunteers Ryan Stamp Willie Bradley Hazel Wong</p>	
<p><u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCAS Cherry Point Civilian Manpower Officer Deputy Director EEO	Pamela Walker Lindsay Smith	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities			
03/31/2023	Schedule a meeting with Barrier Analysis team to provide guidance in conducting barrier analysis and discuss ways to increase participation in low demographic areas. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	06/30/2024	
06/30/2023	Check in with serviced commands to obtain updates on barrier analysis efforts. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)		06/20/2023
09/30/2023	Schedule a meeting with Barrier Analysis team to share accomplishments and address any concerns heading into the next fiscal year. (Quantico, Capital Region Base, TECOM, MARCORSYSCOM)	12/31/2023	
06/30/2023	MCSC BAT will evaluate the "inputs" that inform the condition of the workforce profile (i.e. what	06/30/2024	

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	<p>are the factors that are contributing to the less than expected participation?).</p> <p>Inputs may include (but not be limited to) occupational types, recruitment efforts, hiring types, job postings, certification or education requirements, literature review, applicant data if available, impact of geography, etc.</p> <p>Additional activities (such as interview, focus group, etc.) will be determined based upon where the evaluation efforts lead the BAT. (MARCORSYSCOM)</p>		
09/30/2023	<p>Based on the root cause(s) determination (if any) the BAT will develop recommendations and action plans to remedy the condition(s). (MARCORSYSCOM)</p>	06/30/2024	
<p align="center">MCI PAC Planned Activities</p> <p align="center">Vacant DDEEO Billet Waiver Granted</p>			
06/30/2023	Examine internal and external hiring, promotion process and procedures.		
06/30/2023	Examine leadership development program promotion and use.		
06/30/2023	Examine mentorship program promotion and use.		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities			
09/30/2023	Look into the root cause as to why underrepresented groups are predominant in specific series		
09/30/2023	Coordinate with Human Resources to determine why some groups are exiting at a faster rate than they are being hired.		
MCAS Cherry Point Planned Activities			
12/31/2022	Examine Recruitment, policies, procedures, and practices with respect to the Major Occupations. Conduct QTR analysis of workforce separations and accessions. Conduct exit interviews		
03/31/2023	Examine Hiring and Placement policies, procedures, and practices. Conduct QTR analysis of workforce separations and accessions.		
06/30/2023	Examine the distribution of Discipline to determine if there is a correlation to this group's exodus from the organization. Conduct QTR analysis of workforce separations and accessions		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2023	Provide quarterly updates on the execution of this plan to local EEOOs and the CDEEOO. Conduct QTR analysis of workforce separations and accessions. Review promotions and award information.		
MCI EAST, Tri-Command and Albany vacant DDEEO Billet, Waiver Granted			

Report of Accomplishments

Fiscal Year	Accomplishments
2023	<p><u>1st Quarter</u></p> <p>MCI West - leadership was briefed on lack of resources and they are aware of this deficiency.</p> <p>Cherry Point - Reviewed biweekly Civilian Gains/Losses report. Tracked A/B tables for current labor participation. Used exit surveys as part of employee check out.</p> <p>Capital Region/MARCORSYSCOM/TECOM/MBQ - No updates to report currently.</p> <p>MCI PAC – No response submitted.</p> <p><u>2nd Quarter</u></p> <p>Cherry Point -Continued to review biweekly Civilian Gains/Losses report. Tracked A/B tables for current labor participation. Used exit surveys as part of employee check out.</p> <p>MCI PAC – No response submitted.</p> <p>MCI West – has determined that the MD715 briefs to the commands would be the optimum time to discuss the barrier analysis plans with the commanders and their installations. This will be followed up in the 3rd quarter, FY 23.</p> <p>Leadership was briefed on lack of resources, by the Command Inspection Program inspectors during the Out Brief following our inspection. MCIWEST is prepared to adopt the recommendations of the team by partnering with stakeholders to monitor and eliminate</p>

discrimination per SECNAV 12713.14 (Mandatory for DON Federal Women's Program, Hispanic Employment Program, and Individuals with Disabilities), and recruiting volunteers.

One EEO Specialist attended barrier analysis training in February 2023.

Capital Region/MARCORSYSCOM/TECOM/MBQ – Met with BAT Team members to provide Barrier analysis guidance and assist with efforts to analyze data tables.

3rd Quarter

Cherry Point - Continued to review biweekly Civilian Gains/Losses report. Tracked A/B tables for current labor participation. Used exit surveys as part of employee check out.

MCI West - MCIWEST leadership was briefed on lack of resources, by the Command

Inspection Program inspectors during the Out Brief following our inspection. MCIWEST is prepared to adopt the recommendations of the team by partnering with stakeholders to monitor and eliminate discrimination per SECNAV 12713.14 (Mandatory for DON Federal Women's Program, Hispanic Employment Program, and Individuals with Disabilities), and recruiting volunteers.

Two EEO Specialists in the Region completed EEOC MD-715 training to move towards the ability to conduct barrier analysis as required. MCIWEST attended all workshops via TEAMS for Barrier Analysis Training and will continue to do so during the 4th Quarter of FY23.

Capital Region/MARCORSYSCOM/TECOM/MBQ - Reestablished monthly BAT meeting to provide Barrier analysis guidance and address any concerns.

4th Quarter

Capital Region/TECOM -Because of lack of resources and turnover of staff, we have been unable to conduct barrier analysis.

MARCORSYSCOM –

The FY23 Part I Plan for these triggers was not executed due to the loss of three (of four) Analysis Team members during the FY and competing workload demands. This item will be included in the FY24 plan (see modified dates in Planned Activities Section).

As planned, MARCORSYCOM completed a Defense Organizational Climate Survey (DEOCS) in FY23. An evaluation of survey participant DEOCS Protective and Risk Factor ratings and a review of participant short-answer question responses was completed and reported to Command leadership. It is planned that these findings will be utilized in FY24 to identify relevant triggers and potential barriers.

As described in the Statement of Triggers and the Statement of Identified Barriers sections, the specifics of group representation in the MARCORSYSCOM Total Workforce (TWF) are well understood.

MARCORSYSCOM Total Workforce (TWF) A-1 and B-1 Table data indicates a steady, gradual increase (since FY15) in the proportion of minority members in our workforce as well PWD/PWTD member proportions which exceed the federal-level PWD and PWTD affirmative employment goals.

The condition(s) of less than expected participation rates for White females, Hispanic or Latino females, and Hispanic or Latino males in the TWF continue to exist, primarily in the Engineering, Life Cycle Logistics, and Program Management competencies/job series. These conditions do not exist in the Acquisition Support, Contracts, and Financial Management competencies/job series.

There is no clear indication that potential barrier(s) to minority and female participation in the Engineering, Logistics, and Program Management competencies are internal to MARCORSYSCOM. To the contrary, there are indications that there may be external barriers

	<p>which negatively impacts full participation by all groups. For example, low female participation in STEM-related occupations are also DoD, DON, Federal government, and societal-level issues.</p> <p>This requires further evaluation to determine the root cause(s) of these conditions and to develop mitigation plans. However, successful evaluation and remedy requires solutions by external activities (e.g., OCHR, M&RA, HQMC HROM EEO) to the long-standing unresolved issues of lack of applicant data; lack of Occupational CLF data; and the lack of Regional CLF data as brought forth by this Command in multiple, previous MD-715 reports. Provision of this data to the Command should be a minimal requirement allow for a successful evaluation of the workforce under-participation issues.</p> <p>MCI West – Nothing to report.</p> <p>Cherry Point - Provided quarterly updates on the execution of plan to HQ Marine Corps. Continued to review biweekly Civilian Gains/Losses report and exit surveys. Reviewed workforce tables for changes to participation rates.</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 – FY23 NAF Part I

EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

☐ If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1, A3, A4 and A6	<p>The Non Appropriated Fund workforce consisted of 10,574. There were several identifiable triggers that were compared to the National Civilian Labor Force Statistics (NCLF) and other relevant statistical benchmarks.</p> <p>In review of the data, it appears that the White and Black females separate from the organization faster than they join.</p> <ul style="list-style-type: none">• White female Entry 36.15% Exit 36.79%• Black female Entry 10.52% Exit 13.23%. <p>Hispanic males, White males and White females have a low participation when compared to the National Civilian Labor Force (NCLF). Black males, Black females and Hispanic females have a higher participation rate.</p> <p>Black males and Black females have a high participation rate in Management positions. White males and White females have a low participation rate in Management positions. Black and Hispanic males have a high participation rate in Laborer and Helper positions while White males have a low participation rate in Laborer and Helper positions.</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>In review of the Pay Band scale for Full/Part time in comparison to the Permanent Workforce we did not review the NF6 grade as there are only two employees in those seats.</p> <p>Hispanic females and black females hold a high participation rate in NF1-NF4 positions. White females have a low participation rate in NF1 and NF2 positions but have a high participation rate in NF3 and NF4 positions. White males have a low participation rate in NF1-NF5 positions. Hispanic males have an overall low participation rate in all grades. Black males have an overall high participation rate in all grades.</p> <p>We find that the Hispanic, White, Black and Asian males all experience a Low Participation Rate (LPR) in the Mission Critical Positions, however, the Hispanic, White, Black and Asian females experience a High Participation Rate (HPR) in Mission Critical Positions. The five categories and series are CY Program Asst 1702, CY Program Leader 1702, Sales Associate 2091, Ops Associates 1101 and Admin Spec. 0303. The White female group fairs better than the minority groups.</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	No
Hispanic or Latino Males	Yes
Hispanic or Latino Females	Yes
White Males	Yes
White Females	Yes
Black or African American Males	Yes
Black or African American Females	Yes
Asian Males	Yes
Asian Females	Yes

EEO Group	Affected by Trigger? (Yes or No)
Native Hawaiian or Other Pacific Islander Males	No
Native Hawaiian or Other Pacific Islander Females	No
American Indian or Alaska Native Males	No
American Indian or Alaska Native Females	No
Two or More Races Males	No
Two or More Races Females	No

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Table A1, A3, A4, and A6
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	Yes	Decisions provided by EEO
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	Yes	Capital Region exit survey results
Focus Groups	Yes	Action plans from 3 AR Division Focus groups
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yy yy)	Target Date (mm/dd/yy yy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Date Completed (mm/dd/yy yy)
Conduct Barrier Analysis	10/01/2022	9/30/2023	Funding – No Staffing – No	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>South Carolina Tri Command</u> Deputy Director Equal Employment <u>Beaufort</u> <u>MCRD Parris Island</u>	Vacant	
<u>MCI PAC</u> Deputy Director Equal Employment EEO Specialist	Vacant Vacant	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	Yes
<u>MCLB Albany</u> Deputy Director EEO	Vacant	
<u>Capital Region</u> <u>Quantico</u> Commanding Officer <u>Capital Region Base</u> Director of Marine Corps Staff Director of Administration and Resource Management Division, HQMC Deputy Director, Equal employment Opportunity	Colonel Michael L. Brooks Lieutenant General G.P. Olson Mr. Andrew N. Sullivan Ms. Penny Thomison	Performance plans are not required for General Officers. Yes Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Capital Region Planned Activities			
03/31/2023	Schedule a meeting with Barrier Analysis team to	06/30/2024	

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	provide guidance in conducting barrier analysis and discuss ways to increase participation in low demographic areas		
06/30/2023	Check in with serviced commands to obtain updates on barrier analysis efforts		06/20/2023
Tri-Command Planned Activities Vacant DDEEO Billet Waiver Granted			
MCI PAC Planned Activities Vacant DDEEO Billet Waiver Granted			
MCLB Albany Planned Activities Vacant DDEEO Billet Waiver Granted			
MCI West Planned Activities			
09/30/2023	The Regional EEO Office will connect with the NAF HRO's to understand their		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	hiring procedures and selection criteria to understand if the recruitment/applicant/hiring process is a trigger.		

Report of Accomplishments

Fiscal Year	Accomplishments
2023	<p><u>1ST Quarter</u></p> <p>Capital Region - No significant accomplishments to report from first quarter.</p> <p>MCI West - is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. We will discuss recruitment/applicant/hiring during the briefs. MCIWEST has reached out to all HRO's and EEO Specialists to prepare for the briefs.</p> <p><u>2nd Quarter</u></p> <p>Capital Region – Met with BAT Team members to provide Barrier analysis guidance and assist with efforts to analyze data tables.</p> <p>MCI West - is preparing data for the upcoming MD715 briefs with the Commanders and their perspective organizations. We will discuss recruitment/applicant/hiring during the briefs. MCIWEST is preparing to reach out to all HRO's, as we have received the higher headquarters briefs.</p> <p><u>3RD Quarter</u></p> <p>Capital Region - Reestablished monthly BAT meeting to provide Barrier analysis guidance and address any concerns.</p> <p>MCBQ - Reestablished monthly BAT meeting to provide Barrier analysis guidance and address any concerns.</p> <p>MCI West - Two EEO Specialists in the region completed EEOC MD-715 training to move towards the ability to conduct barrier analysis as required. MCIWEST attended all workshops via TEAMS for Barrier Analysis Training and will continue to do so during the 4th Quarter of FY23.</p> <p><u>4th Quarter</u></p> <p>Capital Region/MCBQ - Because of lack of resources and turnover of staff, we have been unable to conduct barrier analysis.</p> <p>MCI West – Nothing to report.</p>

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
<p>B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.</p>	<p>Pursuant to 29 CFR §1614.102</p> <ul style="list-style-type: none"> • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct a self-assessment of the command for possible program deficiencies. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To enable the command to conduct a thorough barrier analysis of its workforce. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final command decisions, and legal sufficiency reviews. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: 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. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures). • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the

Type of Program Deficiency	Brief Description of Program Deficiency
	<p>following areas: To maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data.</p> <ul style="list-style-type: none"> The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager). The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively manage its reasonable accommodation program.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine will must ensure that there is both funding and qualified staff to successfully implement the EEO program components.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource Capital Region-Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p><u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management</p> <p><u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p><u>Quantico</u> Commanding Officer Civilian Manpower Branch G1</p>	<p>Lieutenant General G. P. Olson Andrew Sullivan</p> <p>Penny Thomison</p> <p>Sheila Johnson</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks Melissa White</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p><u>Tri-Command</u> Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	
<p><u>Cherry Point</u> Equal Employment Opportunity Deputy Director</p>	<p>Lindsay Smith</p>	<p>No</p>

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	MCIWEST will approach the command for an increase in the EEO budget.	No		
09/30/2024	MCIWEST will continue to work with the HRO for employee vacant positions.	Yes		
Administration and Resource Planned Activities				
11/06/2023	Interview potential candidates to fill vacant EEO Specialist positions. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
12/01/2023	Make selections; HR will send job offers to candidates. (Administration			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
12/15/2023	EOD for new employees. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
12/31/2023	Allocate sufficient funding in budget to: conduct command self-assessment, thorough barrier analysis, timely processing of EEO complaints/investigations, conduct EEO training, publish and distribute EEO materials, maintain accurate data collection and tracking systems, effectively administer Special Emphasis Programs, and effectively manage the Reasonable Accommodation Program. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
03/31/2024	Implement approved funding into EEO program areas (SEPM, Barrier Analysis, etc.). (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
09/30/2024	Analyze EEO program areas to determine if additional funding is required. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Cherry Point Planned Activities				
12/31/2023	Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers. Request			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	applicant flow data from HQ Marine Corps			
03/31/2024	Identify Special Emphasis Program Managers and Barrier Analysis Team Members. Select and issue appointment letter. Request applicant flow data from HQ Marine Corps.			
06/30/2024	Conduct Barrier Analysis Training to Team Members. Identify infinity group members. Request applicant flow data from HQ Marine Corps.			
09/30/2024	Continue Barrier Analysis Training, participate in the Barrier Analysis process. Team Members assist in developing Command Action Plan(s). Identify and submit budget for FY25 to include Special Emphasis Program Managers Course and EEOC or equivalent Barrier Analysis training. Request applicant flow data from HQ Marine Corps.			
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	<p>Pursuant to 29 CFR §1614.102</p> <ul style="list-style-type: none">All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: EEO Complaint Process.All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: Reasonable Accommodation Procedures.All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications.All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps will collaborate with the command to ensure that all managers and supervisors are trained on the EEO components stated above and increase the percentage from the previous year.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Elizabeth Novelo Colonel Charles VonBergen Jet Roa-Cipriani LtCol Luke Esposito Lesa Jones Colonel Charles Dudik Kimberly Martinez Colonel Scott A. Gehris Delilah Vergara LtCol Arturo Manzanedo Beverly Steffins LtCol Jacob S. Reeves	
<u>Administration and Resource</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command	Sheila Johnson	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director of Human Capital Management <u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity <u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager <u>Quantico Base</u> Commanding Officer Civilian Manpower Branch G1	Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee Colonel Michael L. Brooks Melissa White	
<u>Albany</u> Equal Employment Opportunity Deputy Director	Deborah Faulkner	
<u>Tri-Command</u> Equal Employment Opportunity Deputy Director	Cynthia Golson	
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	
<u>MCI PAC</u> Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Work with the various Training Departments to obtain completed EEO training records for each	Yes		

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completi on Date (mm/dd/y yyy)
	installation to allow us to encourage further participation of supervisors and managers.			
09/30/2024	Coordinate with the HRO's to ensure all newly hired supervisors and managers receive the training within the prescribed timeline.	Yes		
Administration and Resource Planned Activities				
12/31/2023	Develop FY24 EEO Training Plan which will provide EEO training opportunities for serviced commands. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			
03/31/2024	Meet with management and Senior Leaders regarding obtaining tracking databases the office does not have access to. Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			
06/30/2024	Implement the use of obtained databases. Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			
09/30/2024	Analyze process for success. Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			
Albany Planned Activities				
No plan submitted waiver new DDEEO				
Tri-Command Planned Activities				
No plan submitted waiver new DDEEO				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completi on Date (mm/dd/y yyy)
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.6 – The agency involves managers in the implementation of its EEO program.	<p>Senior Managers do not -</p> <ul style="list-style-type: none"> • get involved in the Special Emphasis programs. • participate in the barrier analysis process. • assist in developing command EEO action plans (Part I, Part J, or the Executive Summary) when barriers are identified. • implement EEO Action Plans and incorporate the EEO Action Plan Objectives into command strategic plan.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps will collaborate with the senior managers to solicit involvement in the EEO components.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gheris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management</p> <p><u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p><u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p><u>Quantico Base</u> Commanding Officer Civilian Manpower Branch G1</p>	<p>Sheila Johnson</p> <p>Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks Melissa White</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p><u>Tri-Command</u> Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	
<p><u>Cherry Point</u> Equal Employment Opportunity Deputy Director</p>	<p>Lindsay Smith</p>	<p>No</p>

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Communicate with the HRO's to determine how we can incorporate the EEO action plan objectives into the installation strategic plans.	No		
Administration and Resource Planned Activities				
12/05/2023	During FY23 State of the EEO Program Briefs with commanders, stress the importance of Senior Management involvement in Special Emphasis Program Management (SEPM). (Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
03/31/2024	Schedule meetings and meet with Senior Management regarding their continual involvement with SEPM. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			
03/31/2024	Create at least one SEPM event which will include Senior Management involvement and schedule date(s). (Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			
06/30/2024	Analyze SEPM event success with Senior Management involvement and make any improvements required for future events. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			
09/30/2024	Plan at least one SEPM event for the following fiscal year. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Cherry Point Planned Activities				
12/31/2023	Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers. Request applicant flow data from HQ Marine Corps.			
03/31/2024	Identify Special Emphasis Program Managers and			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	Barrier Analysis Team Members. Select and issue appointment letter. Request applicant flow data from HQ Marine Corps.			
06/30/2024	Conduct Barrier Analysis Training to Team Members. Identify infinity group members. Request applicant flow data from HQ Marine Corps.			
09/30/2024	Continue Barrier Analysis Training, participate in the Barrier Analysis process. Team Members assist in developing Command Action Plan(s). Identify and submit budget for FY25 to include Special Emphasis Program Managers Course and EEOC or equivalent Barrier Analysis training. Request applicant flow data from HQ Marine Corps.			
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.2 – The agency has established procedures to prevent all forms of EEO discrimination.	The command does not process all accommodation requests within the time frame set forth in its reasonable accommodation procedures

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps will continue to seek to acquire funding and staff to efficiently proceed with the maintenance and compliance in completing the Reasonable Accommodation Process. Will continue to increase the percentage of compliance from the previous year.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gheris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management</p> <p><u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p><u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p><u>Quantico Base</u> Commanding Officer Civilian Manpower Branch G1</p>	<p>Sheila Johnson</p> <p>Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks Melissa White</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p><u>Tri-Command</u> Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Conduct RA training for supervisors and managers to discuss timeliness and processing.			
09/30/2024	Collaborate with the HR Training Departments to determine the current RA trainings online continue to be advertised for supervisors and managers to take on TWMS.			
Administration and Resource Planned Activities				
12/15/2023	Complete the hiring process to bring on additional staff to assist with processing RA requests. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
03/31/2024	Work with new RA team in efforts to further streamline the RA process. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
06/30/2024	Track RA request processing to determine if timeliness has improved. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
09/30/2024	Analyze RA program and request additional billets, if required. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	<ul style="list-style-type: none">The command has not established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups.The EEO office has not collaborated with the HR office to: Develop and/or conduct outreach and recruiting initiatives.The EEO office has not collaborated with the HR office to: Identify and remove barriers to equal opportunity in the workplace.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps review policies, practices and procedures regarding barriers of the workforce, while attempting to gain funding and volunteers to ensure that this	09/30/2024		

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	objective is done.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Elizabeth Novelo Colonel Charles VonBergen Jet Roa-Cipriani LtCol Luke Esposito Lesa Jones Colonel Charles Dudik Kimberly Martinez Colonel Scott A. Gehris Delilah Vergara LtCol Arturo Manzanedo Beverly Steffins LtCol Jacob S. Reeves	
<u>Administration and Resource</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management <u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity <u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager <u>Quantico Base</u> Commanding Officer Civilian Manpower Branch G1	Sheila Johnson Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee Michael L. Brooks Melissa White	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Albany</u> Equal Employment Opportunity Deputy Director	Deborah Faulkner	
<u>Tri-Command</u> Equal Employment Opportunity Deputy Director	Cynthia Golson	
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	
<u>MCI PAC</u> Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Establish a timeline prior to the annual MD-715 briefs with the commands to review the merit systems program, awards program and development/training programs to determine if there are any barriers.	Yes		
Administration and Resource Planned Activities				
12/31/2023	Establish appropriate HR points of contact to assist in this effort, and establish a time table for meetings to be held.(Administration and			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	Resource, MARCORSYSCOM, TECOM and Quantico Base)			
03/31/2024	Schedule and hold the first meeting with HR to discuss possible outreach and recruiting initiatives, and to review and discuss HR policies, procedures and practices. .(Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
06/30/2024	Provide any deficiencies regarding policies, procedures and practices determined by HR and EEO to Senior Leadership and request for funding to address this effort, if required. .(Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
09/30/2024	Start implementing any updated policies, procedures and practices approved by Senior Leadership, if applicable. .(Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
<p align="center">MCI PAC Planned Activities</p> <p align="center">No plan submitted waiver vacant DDEEO billet</p>				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	<ul style="list-style-type: none">The command does not have a process for identifying triggers in the workplace.The command does not regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps will review data to identify triggers in the workforce. Will seek to gain access to other data within the agency to identify triggers in the workforce.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management</p> <p><u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p><u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p><u>Quantico Base</u> Commanding Officer Civilian Manpower Branch G1</p>	<p>Sheila Johnson</p> <p>Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks Melissa White</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p><u>Tri-Command</u> Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Cherry Point Equal Employment Opportunity Deputy Director	Lindsay Smith	No
MCI East Equal Employment Opportunity Deputy Director	Michael Arkin	
MCI PAC Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Review complaints data to determine if there are any triggers (e.g. higher number of complaints related to non-selection).	No		
Administration and Resource Planned Activities				
03/31/2024	Compile EEO (to include harassment) and Reasonable Accommodation data. Start gathering data from the DON Exit Surveys and work with HR to obtain data from any climate surveys and focus groups. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2024	Start analyzing data and input from various sources to identify any triggers to be addressed. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
09/30/2024	Continue to analyze data and input from various sources to identify triggers to be addressed and work on plans to address triggers. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Cherry Point Planned Activities				
12/31/2023	Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers. Request applicant flow data from HQ Marine Corps.			
03/31/2024	Identify Special Emphasis Program Managers and Barrier Analysis Team Members. Select and issue appointment letter. Request applicant flow data from HQ Marine Corps.			
06/30/2024	Conduct Barrier Analysis Training to Team Members. Identify infinity group members. Request applicant flow data from HQ Marine Corps.			
09/30/2024	Continue Barrier Analysis Training, participate in the Barrier Analysis process. Team Members assist in developing Command Action			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	Plan(s). Identify and submit budget for FY25 to include Special Emphasis Program Managers Course and EEOC or equivalent Barrier Analysis training. Request applicant flow data from HQ Marine Corps.			
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.2 – The agency identifies areas where barriers may exclude EEO groups	<ul style="list-style-type: none">The command does not have a process for analyzing the identified triggers to find possible barriers.The command does not regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability.The command does not regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability.The command does not regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	To ensure the agency identifies areas where barriers may exclude EEO groups. Retain volunteers to review the data.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management</p> <p><u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p><u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p><u>Quantico</u> Commanding Officer Civilian Manpower Branch G1</p>	<p>Sheila Johnson</p> <p>Lieutenant General G. P. Olson Andrew Sullivan</p> <p>Penny Thomison</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks Melissa White</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Tri-Command</u> Equal Employment Opportunity Deputy Director	Cynthia Golson	
<u>Cherry Point</u> Equal Employment Opportunity Deputy Director	Lindsay Smith	No
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	
<u>MCI PAC</u> Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Review complaints data to determine if there are any triggers (e.g., higher number of complaints related to non-selection).	No		
Administration and Resource Planned Activities				
12/31/2023	Solicit NAF volunteers from the command to assist in this effort. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
03/31/2024	Develop a process for analyzing triggers (once identified) to find possible barriers. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
06/30/2024	Once regularly scheduled meetings are established to review policies, procedures, and practices, examine them as they relate to race, national origin, sex, and disability. (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
09/30/2024	Start reviewing various sources of information to find barriers (complaint/grievance various data and surveys, etc.). (Administration and Resource, MARCORSYSCOM, TECOM and Quantico Base)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Cherry Point Planned Activities				
12/31/2023	Identify personnel and ensure they have the competencies to serve as Special Emphasis Program Managers. Request applicant flow data from HQ Marine Corps.			
03/31/2024	Identify Special Emphasis Program Managers and Barrier Analysis Team Members. Select and issue appointment letter. Request applicant flow data from HQ Marine Corps.			
06/30/2024	Conduct Barrier Analysis Training to Team Members.			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	Identify infinity group members. Request applicant flow data from HQ Marine Corps.			
09/30/2024	Continue Barrier Analysis Training, participate in the Barrier Analysis process. Team Members assist in developing Command Action Plan(s). Identify and submit budget for FY25 to include Special Emphasis Program Managers Course and EEOC or equivalent Barrier Analysis training. Request applicant flow data from HQ Marine Corps.			
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.3 – The agency identifies areas where barriers may exclude EEO groups in the plans	<ul style="list-style-type: none">The command has not identified one or more barriers during the reporting period, the command was unable to implement a plan in Part I, including meeting the target dates for the planned activities.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	To ensure the agency identifies areas where barriers may exclude EEO groups. Will continue to execute the plans previously set forth.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Elizabeth Novelo Colonel Charles VonBergen</p> <p>Jet Roa-Cipriani LtCol Luke Esposito</p> <p>Lesa Jones Colonel Charles Dudik</p> <p>Kimberly Martinez Colonel Scott A. Gehris</p> <p>Delilah Vergara LtCol Arturo Manzanedo</p> <p>Beverly Steffins LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management</p> <p><u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity</p> <p><u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager</p> <p><u>Quantico</u> Commanding Officer Civilian Manpower Branch G1</p>	<p>Sheila Johnson</p> <p>Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison</p> <p>Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee</p> <p>Colonel Michael L. Brooks Melissa White</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p><u>Tri-Command</u> Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	
<u>MCI PAC</u> Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Work with staffing in the HRO to increase manning to 100%.	No		
09/30/2024	Ensure EEO Specialist are trained on how to identify triggers and barriers in the workplace.	No		
Administration and Resource Planned Activities				
03/31/2024	Start analyzing data from various sources to identify at least one barrier which may exclude EEO groups during this reporting period. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
09/30/2024	Work on FY24 Part I planned activities to show some progress in attempting to eliminate the identified			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	barrier. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
Albany Planned Activities				
No plan submitted new DDEEO				
Tri-Command Planned Activities				
No plan submitted new DDEEO				
MCI East Planned Activities				
No plan submitted new DDEEO				
MCI PAC Planned Activities				
No plan submitted waiver vacant DDEEO billet				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.4 – The agency be active with affirmative action plans	The command has not posted its affirmative action plan on its internal website.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	To ensure the agency has the affirmative action plan in place for viewing purposes of those in and out of the agency.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
MCI West Deputy Director, EEO MCRD Human Resources Director Chief of Staff/Executive Officer Miramar Human Resources Director Chief of Staff/Executive Officer Camp Pendleton Human Resources Director Chief of Staff/Executive Officer 29 Palms Human Resources Director Chief of Staff/Executive Officer Barstow Human Resources Director Chief of Staff/Executive Officer Yuma Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Elizabeth Novelo Colonel Charles VonBergen Jet Roa-Cipriani LtCol Luke Esposito Lesa Jones Colonel Charles Dudik Kimberly Martinez Colonel Scott A. Gehris Delilah Vergara LtCol Arturo Manzanedo Beverly Steffins LtCol Jacob S. Reeves	
Administration and Resource MARCORSYSCOM Marine Corps Systems Command Director of Human Capital Management Capital Region – Field Office Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity TECOM AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager Quantico Base Commanding Officer Civilian Manpower Branch G1	Sheila Johnson Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee Colonel Michael L. Brooks Melissa White	
Albany Equal Employment Opportunity Deputy Director	Deborah Faulkner	
Tri-Command Equal Employment Opportunity Deputy Director	Cynthia Golson	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	
<u>MCI PAC</u> Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Review the affirmative action plan.	No		
09/30/2024	Ensure EEO Specialist post the affirmative action plan on to their websites and internal bulletin boards.	No		
Administration and Resources Planned Activities				
12/31/2023	Research contents of an effective Affirmative Action Plan. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
03/31/2024	Draft Affirmative Action Plan for command. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
06/30/2024	Route Affirmative Action Plan to leadership for			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	approval/concurrence. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
09/30/2024	Ensure the Affirmative Action Plan is posted on command's internal website. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H APF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	<ul style="list-style-type: none">The command did not issue the notice of right to file on or before the 30th day (if no extension was requested or granted or no ADR accepted) and issue the notice of right to file a formal complaint on or before the 90th day (where ADR was accepted or an extension granted).The command did not provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1).The command did not issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I).The command did not issue acceptance letters/dismissal decisions within 30 days from the date of receipt of the formal complaint.The command did not issue all reports of investigation on or before 180 days (or, for when an extension was granted, on or before 270 days).

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine will continue to attempt to be in compliance with	09/30/2024		

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	timelines set forth by EEOC.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Elizabeth Novelo Colonel Charles VonBergen Jet Roa-Cipriani LtCol Luke Esposito Lesa Jones Colonel Charles Dudik Kimberly Martinez Colonel Scott A. Gehris Delliah Vergara LtCol Arturo Manzanedo Beverly Steffins LtCol Jacob S. Reeves	
<u>Administration and Resources</u> <u>MARCORSYSCOM</u> Marine Corps Systems Command Director of Human Capital Management <u>Capital Region – Field Office</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity <u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager <u>Quantico Base</u> Commanding Officer Civilian Manpower Branch G1	Sheila Johnson Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison Colonel Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee Colonel Michael L. Brooks	

Title	Name	Performance Standards Address the Plan? (Yes or No)
	Melissa White	
<u>Albany</u> Equal Employment Opportunity Deputy Director <u>Marine Corps Logistics Base, Albany</u> Commanding Officer <u>Marine Corps Logistics Command</u> <u>Marine Depot Maintenance Center, Albany</u> Commanding General <u>Marine Corps Support Facility, Blount Island</u> Commanding Officer <u>US Marine Corps Forces, Central Command, Tampa</u> Commander	Deborah C. Faulkner Colonel Matthew J. McKinney Major General Keith D. Reventlow Colonel John S. Sattely Major General Chris A. McPhillips	Yes
<u>Tri-Command</u> Equal Employment Opportunity Deputy Director Equal Employment Specialist	Cynthia Golson Vacant Brigadier General Walker M. Field Colonel Mark D. Borthem	Yes Yes
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2023	Process all complaints within the timeframe imposed by DON/IRCMS/EEOC	No		
Administration and Resources Planned Activities				
12/15/2023	Complete the hiring process to hire additional staff to assist with the efficient and timely processing of EEO complaints. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
3/31/2024	Start analyzing progress of implementing additional staffing – monitor to see if Rights and Responsibilities were issued in initial counseling session, if Notice of Right to File and acknowledgement letters were issued in a timely manner and ensure Acceptance/ Dismissal Letters were issued within 30 days from receipt of Formal EEO Complaint; track status of EEO investigations prior to due date to ensure they are issued timely. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
06/30/2024	Use new DON EEO Complaint tracking system, ETK, to determine if EEO complaint processing timeliness has improved. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
09/30/2024	Analyze EEO complaints program and request additional billets, if required. (Administration and Resource, TECOM, MARCORSYSCOM and Quantico Base)			
Albany Planned Activities				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2024	Informal/Counseling: Weekly report/tracking (ETK) of all informal activity by EEO Manager/Case Manager; meeting with Staff weekly. Focus on timeliness and efficiency.	Funding – Yes Staffing - No		
09/30/2024	Formal Processing: Weekly report/tracking (ETK) by EEO Manager/Case Manager after formal complaint filed through Request for Investigation to include Receipt of Formal; Counselor Report, Accept/Dismiss Letter, and Request for Investigation (tracking 180 days). Weekly staff meetings for review/status of complaints. Focus on timeliness and efficiency.	Funding – Yes Staffing - No		
09/30/2024	After staffed, specific roles/assignments will be in place for maintaining compliant EEO processing of complaints per EEOC and DON guidance	Funding – Yes Staffing - No		
Tri-Command Planned Activities				
09/30/2024	Monitor timelines to ensure all Counseling and Notices of Rights to File are issued in accordance with DON guidelines	No		
09/30/2024	Monitor timelines to ensure Acknowledgements are issued immediately after a complaint is filed	No		
09/30/2024	Monitor all Reports of Investigation to ensure they are completed in 180 days or less or 270 days or less when an extension is granted.	No		
MCI East Planned Activities Unresponsive to plan request				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H NAF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
<p>B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.</p>	<p>Pursuant to 29 CFR §1614.102</p> <ul style="list-style-type: none"> • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct a self-assessment of the command for possible program deficiencies. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To enable the command to conduct a thorough barrier analysis of its workforce. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final command decisions, and legal sufficiency reviews. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: 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. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices. • The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To publish and distribute EEO materials (e.g., harassment policies, EEO posters, reasonable accommodations procedures).

Type of Program Deficiency	Brief Description of Program Deficiency
	<ul style="list-style-type: none"> The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data. The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager. The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To effectively manage its reasonable accommodation program. The command did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: To ensure timely and complete compliance with EEOC orders.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine will must ensure that there is both funding and qualified staff to successfully implement the EEO program componenets.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	
<u>Administration and Resources</u> <u>Capital Region – Field Office</u> Deputy Director, NAF Human Resources Personnel and Policy Branch Head Supervisory Labor and Employee Relations Specialist <u>Quantico Base</u> Director, NAF Human Resources Employee and Labor Relations Specialist	Dennis Ray Melvene Lanier Lauren Bailey William Haas Richard Kearney	
<u>Albany</u> Equal Employment Opportunity Deputy Director	Deborah Faulkner	
<u>Tri-Command</u> Equal Employment Opportunity Deputy Director	Cynthia Golson	
<u>MCI PAC</u> Equal Employment Opportunity Deputy Director	Vacant	
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Completi on Date (mm/dd/yy yy)
MCI West Planned Activities				
09/30/2023	MCIWEST will approach the command for an increase in the EEO budget. (All NAF Commands)	No		
Administration and Resources Planned Activities				
11/06/2023	Interview potential candidates to fill vacant EEO Specialist positions. (Capital Region and Quantico)			
12/01/2023	Make selections; HR will send job offers to candidates. (Capital Region and Quantico)			
12/15/2023	EOD for new employees. (Capital Region and Quantico)			
12/31/2023	Allocate sufficient funding in budget to: conduct command self-assessment, thorough barrier analysis, timely processing of EEO complaints/investigations, conduct EEO training, publish and distribute EEO materials, maintain accurate data collection and tracking systems, effectively administer Special Emphasis Programs, and effectively manage the Reasonable Accommodation Program. (Capital Region and Quantico)			
03/31/2024	Implement approved funding into EEO program areas (SEPM, Barrier Analysis, etc.). (Capital Region and Quantico)			
09/30/2024	Analyze EEO program areas to determine if additional funding is required. (Capital Region and Quantico)			
Albany Planned Activities				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Completi on Date (mm/dd/yy yy)
No plan submitted waiver new DDEEO				
MCI PAC Planned Activities				
No plan submitted waiver vacant DDEEO billet				
Tri-Command Planned Activities				
No plan submitted waiver new DDEEO				
MCI East Planned Activities				
No plan submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H NAF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.	<p>Pursuant to 29 CFR §1614.102</p> <ul style="list-style-type: none">• All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: EEO Complaint Process.• All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: Reasonable Accommodation Procedures.• All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications.• All managers and supervisors have not received training on their responsibilities under the following areas under the command EEO program: ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps will collaborate with the command to ensure that all managers and supervisors are trained on the EEO components stated above and increase the percentage from the previous year.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	
<u>Administration and Resources</u> <u>Capital Region – Field Office</u> Deputy Director, NAF Human Resources Personnel and Policy Branch Head Supervisory Labor and Employee Relations Specialist	Dennis Ray Melvene Lanier Lauren Bailey	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>Quantico Base</u> Director, NAF Human Resources Division Employees and Labor Relations Specialist	William Haas Richard Kearney	
<u>Albany</u> Equal Employment Opportunity Deputy Director	Deborah Faulkner	
<u>Tri-Command</u> Equal Employment Opportunity Deputy Director	Cynthia Golson	
<u>MCI PAC</u> Equal Employment Opportunity Deputy Director	Vacant	
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	MCIWEST will conduct outreach with the training departments to ensure training is being conducted. (All NAF Commands)	No		
Administration and Resources Planned Activities				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/31/2023	Develop FY24 EEO Training Plan which will provide EEO training opportunities for NAF employees of serviced commands. (Capital Field and Quantico)			
03/31/2024	Meet with NAF management and Senior Leaders regarding obtaining tracking databases the office does not have access to. (Capital Field and Quantico)			
06/30/2024	Implement the use of obtained databases. (Capital Field and Quantico)			
09/30/2024	Analyze process for success. (Capital Field and Quantico)			
Albany Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted wavier vacant DDEEO billet				
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H NAF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
B.6 – The agency involves managers in the implementation of its EEO program.	Senior Managers do not - <ul style="list-style-type: none">• get involved in the Special Emphasis programs.• participate in the barrier analysis process.• assist in developing command EEO action plans (Part I, Part J, or the Executive Summary) when barriers are identified.• implement EEO Action Plans and incorporate the EEO Action Plan Objectives into command strategic plan.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps will collaborate with the senior managers to solicit involvement in the EEO components.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	
<u>Administration and Resource</u> <u>Capital Region – Field Office</u> Deputy Director, NAF Human Resources Personnel and Policy Branch Head Supervisory Labor and Employee Relations Specialist <u>Quantico Base</u> Director, NAF Human Resources Division Employees and Labor Relations Specialist	Dennis Ray Melvene Lanier Lauren Bailey William Haas Richard Kearney	
<u>Albany</u> Equal Employment Opportunity Deputy Director	Deborah Faulkner	
<u>Tri-Command</u> Equal Employment Opportunity Deputy Director	Cynthia Golson	
<u>MCI PAC</u> Equal Employment Opportunity Deputy Director	Vacant	
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/y yyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Develop a top-down approach to incorporate Senior Managers into the EEO Program. (All NAF commands)	No		
Administration and Resource Planned Activities				
12/05/2023	During FY23 State of the EEO Program Briefs with commanders, stress the importance of NAF Senior Management involvement in Special Emphasis Program Management (SEPM). (Capital Region and Quantico)			
03/31/2024	Schedule meetings and meet with NAF Senior Management regarding their continual involvement with SEPM. (Capital Region and Quantico)			
03/31/2024	Create at least one SEPM event which will include NAF Senior Management involvement and schedule date(s). (Capital Region and Quantico)			
06/30/2024	Analyze SEPM event success with NAF Senior Management involvement and make any improvements required for future events. (Capital Region and Quantico)			
09/30/2024	Plan at least one SEPM event for the following fiscal year. (Capital Region and Quantico)			
Albany Planned Activities				
No plan submitted waiver new DDEEO				
MCI PAC Planned Activities				
No plan submitted waiver vacant DDEEO billet				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/y yyy)	Completion Date (mm/dd/yyyy y)
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H NAF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.2 – The agency has established procedures to prevent all forms of EEO discrimination.	The command does not process all accommodation requests within the time frame set forth in its reasonable accommodation procedures.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps will continue to seek to acquire funding and staff to efficiently proceed with the maintenance and compliance in completing the Reasonable Accommodation Process. Will continue to increase the percentage of compliance from the previous year.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Vacant Colonel Charles VonBergen</p> <p>Kelli Clear LtCol Luke Esposito</p> <p>Mona Dodd Colonel Charles Dudik</p> <p>Heather Curtis Colonel Scott A. Gehris</p> <p>Mona Dodd LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource Capital Region – Field Office</u> Deputy Director, NAF Human Resources Personnel and Policy Branch Head Supervisory Labor and Employee Relations Specialist</p> <p><u>Quantico Base</u> Director, NAF Human Resources Division Employees and Labor Relations Specialist</p>	<p>Dennis Ray Melvene Lanier Lauren Bailey</p> <p>William Haas Richard Kearney</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p><u>Tri-Command</u> Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	
<p><u>MCI PAC</u> Equal Employment Opportunity Deputy Director</p>	<p>Vacant</p>	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Conduct RA training for supervisors and managers to discuss timeliness and processing. (All NAF Commands)			
09/30/2024	Collaborate with the HR Training Departments to determine the current RA trainings online continue to be advertised for supervisors and managers to take on TWMS. (All NAF Commands)			
Administration and Resource Planned Activities				
12/15/2023	Complete the hiring process to bring on additional staff to assist with processing NAF RA requests. (Capital Region and Quantico)			
03/31/2024	Work with new RA team in efforts to further streamline the RA process. (Capital Region and Quantico)			
06/30/2024	Track RA request processing to determine if timeliness has improved. (Capital Region and Quantico)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2024	Analyze RA program and request additional billets, if required. (Capital Region and Quantico)			
Albany Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H NAF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.	<ul style="list-style-type: none">The command has not established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups.The EEO office has not collaborated with the HR office to: Develop and/or conduct outreach and recruiting initiatives.The EEO office has not collaborated with the HR office to: Identify and remove barriers to equal opportunity in the workplace.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps review policies, practices and procedures regarding barriers of the workforce, while attempting to gain funding and volunteers to ensure that this	09/30/2024		

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	objective is done.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	
<u>Administration and Resource Capital Region – Field Office</u> Deputy Director, NAF Human Resources Personnel and Policy Branch Head Supervisory Labor and Employee Relations Specialist <u>Quantico Base</u> Director, NAF Human Resources Division Employees and Labor Relations Specialist	Dennis Ray Melvene Lanier Lauren Bailey William Haas Richard Kearney	
<u>Albany</u> Equal Employment Opportunity Deputy Director	Deborah Faulkner	
<u>Tri-Command</u> Equal Employment Opportunity Deputy Director	Cynthia Golson	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI PAC</u> Equal Employment Opportunity Deputy Director	Vacant	
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Establish a timeline prior to the annual MD-715 briefs with the commands to review the merit systems program, awards program, and development/training programs to determine if there are any barriers. (All NAF Commands)	No		
Administration and Resource Planned Activities				
12/31/2023	Establish appropriate NAF HR points of contact to assist in this effort and establish a timetable for meetings to be held. (Capital Region and Quantico)			
03/31/2024	Schedule and hold the first meeting with NAF HR to discuss possible outreach and recruiting initiatives, and to review and discuss HR policies, procedures, and practices. (Capital Region and Quantico)			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2024	Provide any deficiencies regarding policies, procedures and practices determined by NAF HR and EEO to Senior Leadership and request for funding to address this effort, if required. (Capital Region and Quantico)			
09/30/2024	Start implementing any updated policies, procedures and practices approved by Senior Leadership, if applicable. (Capital Region and Quantico)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H NAF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.	<ul style="list-style-type: none">The command does not have a process for identifying triggers in the workplace.The command does not regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; reasonable accommodation program; anti-harassment program; and/or external special interest groups.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine Corps will review data to identify triggers in the workforce. Will seek to gain access to other data within the agency to identify triggers in the workforce.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<p><u>MCI West</u> Deputy Director, EEO</p> <p><u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer</p> <p><u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer</p>	<p>Dan Grissom</p> <p>Vacant Colonel Charles VonBergen</p> <p>Kelli Clear LtCol Luke Esposito</p> <p>Mona Dodd Colonel Charles Dudik</p> <p>Heather Curtis Colonel Scott A. Gehris</p> <p>Mona Dodd LtCol Jacob S. Reeves</p>	
<p><u>Administration and Resource Capital Region – Field Office</u> Deputy Director, NAF Human Resources Personnel and Policy Branch Head Supervisory Labor and Employee Relations Specialist</p> <p><u>Quantico Base</u> Director, NAF Human Resources Division Employees and Labor Relations Specialist</p>	<p>Dennis Ray Melvene Lanier Lauren Bailey</p> <p>William Haas Richard Kearney</p>	
<p><u>Albany</u> Equal Employment Opportunity Deputy Director</p>	<p>Deborah Faulkner</p>	
<p><u>Tri-Command</u> Equal Employment Opportunity Deputy Director</p>	<p>Cynthia Golson</p>	
<p><u>MCI PAC</u> Equal Employment Opportunity Deputy Director</p>	<p>Vacant</p>	
<p><u>MCI East</u> Equal Employment Opportunity Deputy Director</p>	<p>Michael Arkin</p>	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Review complaints data to determine if there are any triggers (e.g. higher number of complaints related to non-selection). (All NAF Commands)	No		
Administration and Resource Planned Activities				
03/31/2024	Compile NAF EEO (to include harassment) and Reasonable Accommodation data. Start gathering data from the DON Exit Surveys and work with HR to obtain data from any climate surveys and focus groups. (Capital Region and Quantico)			
06/30/2024	Start analyzing data and input from various sources to identify any triggers to be addressed. (Capital Region and Quantico)			
09/30/2024	Continue to analyze data and input from various sources to identify triggers to be addressed and work on plans to address triggers. (Capital Region and Quantico)			
Albany Planned Activities				
No plan submitted waiver new DDEEO				
Tri-Command Planned Activities				
No plan submitted waiver new DDEEO				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H NAF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.2 – The agency identifies areas where barriers may exclude EEO groups	<ul style="list-style-type: none">The command does not have a process for analyzing the identified triggers to find possible barriers.The command does not regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability.The command does not regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability.The command does not regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, reasonable accommodation program; anti-harassment program; and/or external special interest groups.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	To ensure the agency identifies areas where barriers may exclude EEO groups. Retain	09/30/2024		

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
	volunteers to review the data.			

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	
<u>Administration and Resource</u> <u>Capital Region-Field Office</u> Deputy Director, NAF Human Resources Personnel and Policy Branch Head Supervisory Labor and Employee Relations Specialist <u>Quantico Base</u> Director, NAF Human Resources Division Employees and Labor Relations Specialist	Dennis Ray Melvene Lanier Lauren Bailey William Haas Richard Kearney	
<u>Albany</u> Equal Employment Opportunity Deputy Director	Deborah Faulkner	
<u>Tri-Command</u> Equal Employment Opportunity Deputy Director	Cynthia Golson	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI PAC</u> Equal Employment Opportunity Deputy Director	Vacant	
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Review complaints data to determine if there are any triggers (e.g., higher number of complaints related to non-selection). (ALL NAF Commands)	Yes		
Administration and Resource Planned Activities				
12/31/2023	Solicit NAF volunteers from the command to assist in this effort. (Capital Region and Quantico)			
03/31/2024	Develop a process for analyzing triggers (once identified) to find possible barriers. (Capital Region and Quantico)			
06/30/2024	Once regularly scheduled meetings are established to review policies, procedures, and practices, examine them as they relate to race,			

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	national origin, sex, and disability. (Capital Region and Quantico)			
09/30/2024	Start reviewing various sources of information to find barriers (complaint/grievance various data and surveys, etc.). (Capital Region and Quantico)			
Albany Planned Activities No plan submitted waiver new DDEEO				
Tri-Command Planned Activities No plan submitted waiver new DDEEO				
MCI East Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H NAF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.3 – The agency identifies areas where barriers may exclude EEO groups in the plans	<ul style="list-style-type: none">The command has not identified one or more barriers during the reporting period, the command was unable to implement a plan in Part I, including meeting the target dates for the planned activities.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	To ensure the agency identifies areas where barriers may exclude EEO groups. Will continue to execute the plans previously set forth.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	
<u>Administration and Resource Capital Region-Field Office</u> Deputy Director, NAF Human Resources Personnel and Policy Branch Head Supervisory Labor and Employee Relations Specialist <u>Quantico Base</u> Director, NAF Human Resources Division Employees and Labor Relations Specialist	Dennis Ray Melvene Lanier Lauren Bailey William Haas Richard Kearney	
<u>Albany</u> Equal Employment Opportunity Deputy Director	Deborah Faulkner	
<u>Tri-Command</u> Equal Employment Opportunity Deputy Director	Cynthia Golson	
<u>MCI PAC</u> Equal Employment Opportunity Deputy Director	Vacant	
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Review data to identify if barriers exist. (All NAF Commands)	No		
09/30/2024	Work with the HRO's to ensure MCIWEST is manned to 100%. (All NAF Commands)	No		
Administration and Resource Planned Activities				
03/31/2024	Start analyzing data from various sources to identify at least one barrier which may exclude EEO groups during this reporting period.(Capital Region and Quantico)			
09/30/2024	Work on FY24 Part I planned activities to show some progress in attempting to eliminate the identified barrier. (Capital Region and Quantico)			
Albany Planned Activities				
No plan submitted waiver new DDEEO				
MCI PAC Planned Activities				
No plan submitted waiver vacant DDEEO billet				
Tri-Command Planned Activities				
No plan submitted waiver new DDEEO				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI East Planned Activities				
No plan submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H NAF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
D.4 – The agency be active with affirmative action plans	The command has not posted its affirmative action plan on its internal website.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	To ensure the agency has the affirmative action plan in place for viewing purposes of those in and out of the agency.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Elizabeth Novelo Colonel Charles VonBergen Jet Roa-Cipriani LtCol Luke Esposito Lesa Jones Colonel Charles Dudik Kimberly Martinez Colonel Scott A. Gehris Delilah Vergara LtCol Arturo Manzanedo Beverly Steffins LtCol Jacob S. Reeves	
<u>Administration and Resource</u> <u>Capital Region-Field Office</u> Deputy Director, NAF Human Resources Personnel and Policy Branch Head Supervisory Labor and Employee Relations Specialist <u>Quantico Base</u> Director, NAF Human Resources Division Employees and Labor Relations Specialist	Dennis Ray Melvene Lanier Lauren Bailey William Haas Richard Kearney	
<u>Albany</u> Equal Employment Opportunity Deputy Director	Deborah Faulkner	
<u>Tri-Command</u> Equal Employment Opportunity Deputy Director	Cynthia Golson	
<u>MCI East</u> Equal Employment Opportunity Deputy Director	Michael Arkin	
<u>MCI PAC</u> Equal Employment Opportunity Deputy Director	Vacant	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Review the affirmative action plan.	No		
09/30/2024	Ensure EEO Specialist post the affirmative action plan on to their websites and internal bulletin boards.	No		
Administration and Resource Planned Activities				
12/31/2023	Research contents of an effective Affirmative Action Plan.			
03/31/2024	Draft Affirmative Action Plan for command.			
06/30/2024	Route Affirmative Action Plan to leadership for approval/concurrence.			
09/30/2024	Ensure the Affirmative Action Plan is posted on command's internal website.			
Albany Planned Activities No plan submitted waiver new DDEEO				
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet				
Tri-Command Planned Activities No plan submitted waiver new DDEEO				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI East Planned Activities				
No plan submitted waiver new DDEEO				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

MD-715 – FY24 Part H NAF

Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

☐ If the agency did not address any deficiencies during the reporting period, please check the box.

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.	<ul style="list-style-type: none"> The command did not issue the notice of right to file on or before the 30th day (if no extension was requested or granted or no ADR accepted), and issue the notice of right to file a formal complaint on or before the 90th day (where ADR was accepted or an extension granted). The command did not issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I). The command did not issue acceptance letters/dismissal decisions within 30 days from the date of receipt of the formal complaint. The command did not issue all reports of investigation on or before 180 days (or, for when an extension was granted, on or before 270 days).

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2023	The United States Marine will continue to attempt to be in compliance with time lines set forth by EEOC.	09/30/2024		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	
<u>Administration and Resource Capital Region-Field Office</u> Deputy Director, NAF Human Resources Personnel and Policy Branch Head Supervisory Labor and Employee Relations Specialist <u>Quantico Base</u> Director, NAF Human Resources Division Employees and Labor Relations Specialist	Dennis Ray Melvene Lanier Lauren Bailey William Haas Richard Keamey	
<u>MCI East</u> Deputy Director Equal Employment Opportunity	Michael Arkin	
<u>Tri-Command</u> Equal Employment Opportunity Deputy Director Equal Employment Opportunity Specialist Commander	Cynthia Golson (Vacant) Colonel Mark D. Bortnem	Yes Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities				
09/30/2024	Process all complaints within the timeframe imposed by DON/IRCMS/EEOC. (All NAF Commands)	Yes		
Administration and Resource Planned Activities				
12/15/2023	Complete the hiring process to hire additional staff to assist with the efficient and timely processing of EEO complaints. (Capital Region and Quantico)			
3/31/2024	Start analyzing progress of implementing additional staffing – for NAF cases, monitor to see if Rights and Responsibilities were issued in initial counseling session, if Notice of Right to File and acknowledgement letters were issued in a timely manner and ensure Acceptance/ Dismissal Letters were issued within 30 days from receipt of Formal EEO Complaint; track status of EEO investigations prior to due date to ensure they are issued timely. (Capital Region and Quantico)			
06/30/2024	Use new DON EEO Complaint tracking system, ETK, to determine if EEO complaint processing timeliness has improved. (Capital Region and Quantico)			
09/30/2024	Analyze EEO complaints program and request additional billets, if required. (Capital Region and Quantico)			
Tri-Command Planned Activities				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2024	Monitor timelines to ensure Acceptance/Dismissal Letters are issued within 30 days of filing a formal complaint. (All NAF Commands)	No		
09/30/2024	Monitor all Reports of Investigation to ensure they are completed in 180 days or less or 270 days or less when an extension is granted. (All NAF Commands)	No		
MCI East Planned Activities Unresponsive to plan request				

Report of Accomplishments

Fiscal Year	Accomplishments
FY 2024	

EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 – FY24 APF Part I

EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

☐ If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1, A3, A4 and A6	<p>Appropriated Fund Workforce Analysis (APF)</p> <p>The Appropriated Fund workforce consist of 17,904 employees. There were several identifiable triggers that were compared to the National Civilian Labor Force Statistics (NCLF) and other relevant statistical benchmarks.</p> <p>*The HR Link database that the Marine Corps utilizes has been identified to contain some data errors.</p> <p>In review of the data from FY17 to FY23, there is a major trend for some of the major ethnic groups in the USMC civilian workforce. Four groups – Hispanic, White, Black, and Asian females are represented in the USMC workforce at lower participation rates compared to the National Civilian Labor Force (NCLF). For more than five years, Hispanic, White, Black, and Asian females have participated at a lower rate than the NCLF. The males for each ethnic group in the USMC civilian workforce have participated at higher participation rates compared to the NCLF during this period. The data also indicates that 2 or more Races for females have been below the National Civilian Labor Force (NCLF) benchmark during this same period.</p> <p>APF Analysis Accessions and Separation</p> <p>The male population is leaving the organization faster than joining the agency. As we look deeper, we see the Hispanic and Black</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>males and females are leaving faster than they are being hired. Also, the White male group is leaving faster than being hired with 36.33% accession and 43.48% separation.</p> <p>APF Analysis of GS Pay Grades by Ethnic & Gender Groups</p> <p>The data chart below provides a snapshot of USMC's APF Permanent Workforce by Grade. The data indicates that Hispanic males compared to the Permanent Workforce 7.62% has a low participation rate for each respective grade. Hispanic females and the Black males are noticeably lower than the Permanent Workforce at most grades between GS11-15. White males have a low participation rate in grade GS1-12, compared the Permanent Workforce 46.44%. There is a low participation rate for Black males and females, and Asian males and females at GS14-15 grade levels.</p> <p>Senior Executives Service</p> <p>In FY23, at the Senior Executive Service level, White males accounted for 45.45% of the Permanent Workforce. The participation rate of Asian and American Indian or Alaskan Native males was 18.18% of those represented, the Asian and American Indian or Alaskan Native participation rate for females was 9.09% of those represented. There was no representation at the SES level for Blacks, Hispanics, Native Hawaiian or Other Pacific Islanders, Two or More Races for both males and females.</p> <p>The data reflects there is no representation for White females in the Permanent Workforce. It was determined that there are eight White females in the Senior Executive Service category in the Permanent Workforce per data reflected in Human Resource reports.</p> <p><small>Foot note - The SES numbers represented above in reference to the White females were provided by HR; however, they conflict with the data pulled from the HR Link data tables used by EEO for the MD-715 report.</small></p> <p>APF Analysis of Occupations, Mission Critical Occupational Categories and Management Categories</p> <p>The data for Occupational Categories compared to permanent employees show a Low Participation Rate (LPR) in the Occupational Categories. The Hispanic and White males and females display a LPR in the Laborers and Helpers group. The Asian males and females display a LPR in the Craft Workers and Operatives. The Hispanic, White and Black females experience LPR for Craft Workers, Technical, Labors and Helpers and Operatives. The Technical Category has a LPR for Black and Asian males and females. The male population for the ethnic groups has a Low Participation Rate (LPR) for Administrative Support and Hispanic, White, and Black have a (LPR) for the Professional category.</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>An analysis was conducted on the FY23 United States Marine Corps (USMC) Occupational Civilian Labor Force (OCLF) by gender and ethnic group. The Mission Critical jobs were compared to the OCLF. In the IT field there is a Low Participation Rate (LPR) for White and Asian males and females. In the Contracting field there is a LPR for Hispanic and White males and females, and Asian males. In the Logistics Management field there is a LPR for Hispanic and Asian males and females, as well as White females. There is a LPR in the Financial Administrative and Program for White females and Asian males.</p> <p>The FY23 data was compared to the Permanent Workforce. The data indicated that a large number of Executives, Managers, Supervisors and Other Officials Managers in certain Categories had a Low Participation Rate compared to the Permanent Workforce. In this category, White males exceeded the Permanent Workforce participation rate in three of the four categories. Hispanic males and females, Black males and females, Asian males and females all had a Lower Participation Rate for Managers and Executives when compared to the Permanent Workforce. Black and Asian females have a low participation rate in every occupational category. Asian males experienced a low participation rate in three of the four occupational categories.</p> <p>APF Analysis of Awards and Recognition</p> <p>Time Off Awards -Time Off Awards both males and females were able to meet the average award amount.</p> <p>Cash Awards - Females received below average for \$500 and under, \$501 - \$999, \$2,000 - 2,999, \$4,000 - \$4,999 and \$5,000 - \$5,999 Cash Award categories. Males received below average for \$1,000 - \$1,999 and \$3,000 - \$3,999 in the Cash Award categories.</p>

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	No
Hispanic or Latino Males	Yes
Hispanic or Latino Females	Yes
White Males	No
White Females	Yes
Black or African American Males	Yes
Black or African American Females	Yes
Asian Males	Yes
Asian Females	Yes
Native Hawaiian or Other Pacific Islander Males	Yes
Native Hawaiian or Other Pacific Islander Females	Yes
American Indian or Alaska Native Males	Yes
American Indian or Alaska Native Females	Yes
Two or More Races Males	Yes

EEO Group	Affected by Trigger? (Yes or No)
Two or More Races Females	Yes

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Table A1, A3, A4, and A6. Census data
Complaint Data (Trends)	Yes	FY23 – 462 Report
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	Yes	Exit Interviews
Focus Groups	Yes	Focus Groups were not conducted
Interviews	Yes	Exit Interviews

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	No interviews were conducted
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
Cherry Point - Command has not uncovered a policy, procedure or practice determined to be the barrier.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yy yy)	Target Date (mm/dd/yy yy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yy yy)	Date Completed (mm/dd/yy yy)
Conduct Barrier Analysis	10/01/2023	9/30/2024	No		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Barstow</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Elizabeth Novelo Colonel Charles VonBergen Jet Roa-Cipriani LtCol Luke Esposito Lesa Jones Colonel Charles Dudik Kimberly Martinez Colonel Scott A. Gehris Delilah Vergara LtCol Arturo Manzanedo Beverly Steffins LtCol Jacob S. Reeves	Yes
<u>MCI PAC</u> Deputy Director, EEO	Vacant	
<u>Administration and Resource</u> Deputy Director, EEO <u>MARCORSYSCOM</u>	Penny Thomison	

Title	Name	Performance Standards Address the Plan? (Yes or No)
Marine Corps Systems Command Director of Human Capital Management <u>CAPITAL REGION – FIELD OFFICE</u> Director of Marine Corps Staff Director of Administration and Resource Management Division Deputy Director, Equal Employment Opportunity <u>TECOM</u> AC/S, G1 Civilian Manpower Branch Head, G1 Workforce Development Section Head Model EEO Analyst/Work Life Program Manager <u>QUANTICO BASE</u> Commanding Officer Civilian Manpower Branch G1	Sheila Johnson Lieutenant General G. P. Olson Andrew Sullivan Penny Thomison Heather Cotoia Stephanie Andrews Armando Quispe Devon Lee Colonel Michael L. Brooks Melissa White	
<u>Cherry Point</u> Deputy Director, EEO Human Resources Officer	Lindsay Smith Vanessa Lawrence	
<u>MCI East</u> Deputy Director, EEO	Mike Arkin	
<u>Tri Command</u> Deputy Director, EEO Beaufort Parris Island	Cynthia Golson	
<u>Albany</u> Deputy Director, EEO	Deborah Faulkner	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities			
09/30/2024	Look into the root cause as to why Hispanic and Black ethnic		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	groups are leaving faster than they are being hired.		
09/30/2024	Coordinate with Human Resources to determine why underrepresented groups are predominant in specific series		
09/30/2024	Continue to search for Barrier Analysis training for our EEO Specialists to attend and put into practice.		
Administration and Resource Planned Activities			
1/31/2024	Conduct 1 st FY24 Barrier Analysis Team meeting. Provide guidance on barrier analysis and answer questions. Review data tables and other data sources to identify at least one barrier which may exclude certain ethnic groups during this reporting period. (Administration and Resource, MARCORSYSCOM, TECOM, Quantico)		
03/31/2024	Conduct 2 nd FY24 Barrier Analysis Team meeting to check status of their barrier analysis efforts and discuss ways to increase participation in low demographic areas. Continue working on barrier analysis. (Administration and Resource, MARCORSYSCOM, TECOM, Quantico)		
06/30/2024	Conduct 3 rd FY24 Barrier Analysis Team meeting to check in and obtain updates on barrier analysis efforts. Continue working on barrier analysis. (Administration and Resource,		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	MARCORSYSCOM, TECOM, Quantico)		
09/30/2024	Conduct 4 th Barrier Analysis Team meeting to share accomplishments and address any concerns heading into the next fiscal year. (Administration and Resource, MARCORSYSCOM, TECOM, Quantico)		
09/30/2024	Conduct various EEO-related training courses throughout the reporting period to employees, managers and supervisors. (TECOM)		
Cherry Point Planned Activities			
12/31/2023	Examine Recruitment, policies, procedures and practices with respect to the Major Occupations. Conduct QTR analysis of workforce separations and accessions. Conduct exit interviews		
03/31/2024	Examine Hiring and Placement policies, procedures and practices. Conduct QTR analysis of workforce separations and accessions.		
06/30/2024	Examine the distribution of Discipline to determine if there is a correlation to this group's exodus from the organization. Conduct QTR analysis of workforce separations and accessions		
09/30/2024	Provide quarterly updates on the execution of this plan to local		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	Conduct QTR analysis of workforce separations and accessions. Review promotions and award information.		
MCI East Planned Activities No plan submitted waiver new DDEEO			
Albany Planned Activities No plan submitted waiver new DDEEO			
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet			
Tri Command Planned Activities No plan submitted waiver new DDEEO			

Report of Accomplishments

Fiscal Year	Accomplishments
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2024	
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EEOC Form

U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

United States Marine Corps

MD-715 – FY24 NAF Part I

EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

☐ If the agency did not conduct barrier analysis during the reporting period, please check the box.

Statement of Condition That Was a Trigger for a Potential Barrier:

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
Workforce Data Tables	Table A1, A3, A4 and A6	<p>Non Appropriated Fund Workforce Analysis (NAF)</p> <p>The Non-Appropriated Fund workforce consist of 10,587. There were several identifiable triggers that were compared to the National Civilian Labor Force Statistics (NCLF) and other relevant statistical benchmarks.</p> <p>NAF Analysis of Total Workforce Gender/Ethnic Group vs NCLF</p> <p>In review of the data from FY15 to FY23, there is a major trend that shows that the Hispanic males, White and 2 or more Races males and females have been below the National Civilian Labor Force (NCLF) benchmark for the last nine years.</p> <p>NAF Accessions and Separations</p> <p>In review of the data for FY23 accessions and separations we see that the Hispanic and White males and Black males and females left the agency faster than they were hired.</p> <p>The male population is leaving the organization faster than they are being hired.</p> <p>NAF Analysis Occupational Categories</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>In review of the Occupational Categories, we see a significant underrepresentation of Professionals for all ethnic groups except White and Black females. In the categories of Professionals, Technician and Sales Workers when compared to the NAF Permanent Workforce; Hispanic, White, and Asian males have a Low Participation Rate (LPR). The Hispanic females have a LPR in seven of the nine occupational categories when compared to the NAF Permanent Workforce. Black females are underrepresented in six of the nine categories. We also see a LPR of females across several ethnic groups in the categories of Craft Worker, Operatives and Laborer and Helper. All male groups experienced LPR in the Admin Support Worker group. The Hispanic and Black female groups experienced LPR for the Total Management category.</p> <p>NAF Analysis of Pay Band Pay Grades by Ethnic & Gender Groups</p> <p>The NAF Pay Band groups were analyzed and compared to the NAF Permanent Workforce using pay bands NF1 – NF5. The NF6 pay band was not reviewed, because there are only two employees in that category. In reviewing the data, the majority of all the ethnic groups are underrepresented at the NF4 and NF5 pay band levels except for White males and females. Asian males, Hispanic males and females, have a LPR in four of the five pay bands. White males and females, and Hispanic males have a LPR compared to the Permanent Workforce in pay bands NF1 and NF2. Hispanic females have a LPR in pay band NF1. Black males and females have a LPR in three of the five pay bands.</p> <p>NAF Analysis of Mission Critical Categories Ethnic group and Gender</p> <p>The Mission Critical categories were compared to the benchmark for the NAF Permanent Workforce. The population data used in the analysis included at least one hundred or more employees in each group.</p> <p>In reviewing this data, Hispanic males have a Low Participation Rate (LPR) when compared to the Permanent Workforce for all nine occupations reviewed. White and Asian males experienced a similar pattern of low participation rates in seven of nine categories. The data also indicated that White females and Black males have a LPR in six of nine groups. The Hispanic males and females have a LPR for Sales Assoc, Deployment Readiness and Recreation Specialist Supervisor. Mission Critical categories showed there was an underrepresentation of all ethnic groups and gender in the Deployment Readiness category except for White females. White females 53.73% is significantly above the benchmark for the Permanent Workforce 29.38%.</p> <p>NAF Analysis of Awards and Recognition</p>

Source of the Trigger	Specific Workforce Data Table	Narrative Description of Trigger
		<p>The award distribution was reviewed for the male and female groups. The average amount of award received was reviewed per group.</p> <p>Time Off Award categories the male group received below average in the categories except the 41 or more hours category. The female group received above average in all the Time Off Award categories except for 41 or more hours.</p> <p>The Cash Award Categories the male group received below average in all the categories except for Cash Award \$4,000 - \$4,999. The female group only received below average in the Cash Award category of \$4,000 - \$4,999 which is opposite from the male group.</p>

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	Yes
All Women	Yes
Hispanic or Latino Males	Yes
Hispanic or Latino Females	Yes
White Males	Yes
White Females	Yes
Black or African American Males	Yes

EEO Group	Affected by Trigger? (Yes or No)
Black or African American Females	Yes
Asian Males	Yes
Asian Females	Yes
Native Hawaiian or Other Pacific Islander Males	Yes
Native Hawaiian or Other Pacific Islander Females	Yes
American Indian or Alaska Native Males	Yes
American Indian or Alaska Native Females	Yes
Two or More Races Males	Yes
Two or More Races Females	Yes

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Table A1, A3, A4, and A6
Complaint Data (Trends)	No	
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	No	
Exit Interview Data	No	
Focus Groups	No	
Interviews	No	
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	No	

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
Cherry Point - A current policy or procedure that is having a disparate treatment or impact on NAF programming at the local level has not been identified. Merit staffing systems and competitive hiring along with management training and outreach activities appear to be helping the agency hit the goals and targets established by Equal Employment Opportunity Commission. We have a dynamic workforce, and we provide the best possible support to the agency with the current resources and tools available. Support is needed from Manpower and Reserve Affairs, as our systems are currently not able to support alternative benchmarks that are based on most accurate and timely data.

Objective(s) and Dates for EEO Plan

Objecti ve	Date Initiated (mm/dd/yy yy)	Target Date (mm/dd/yy yy)	Suffici ent Fundin g & Staffin g? (Yes or No)	Modified Date (mm/dd/yy yy)	Date Comple d (mm/dd/yy yy)
Conduct Barrier Analysis	10/01/2023	9/30/2024	No		

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO <u>MCRD</u> Human Resources Director Chief of Staff/Executive Officer <u>Miramar</u> Human Resources Director Chief of Staff/Executive Officer <u>Camp Pendleton</u> Human Resources Director Chief of Staff/Executive Officer <u>29 Palms</u> Human Resources Director Chief of Staff/Executive Officer <u>Yuma</u> Human Resources Director Chief of Staff/Executive Officer	Dan Grissom Vacant Colonel Charles VonBergen Kelli Clear LtCol Luke Esposito Mona Dodd Colonel Charles Dudik Heather Curtis Colonel Scott A. Gehris Mona Dodd LtCol Jacob S. Reeves	Yes
<u>MCI PAC</u> Deputy Director, EEO Equal Employment Opportunity Specialist	Vacant Vacant	
<u>Administration and Resources</u> <u>Capital Region – Field Office</u> Deputy Director, EEO Deputy Director, NAF Human Resources Personnel and Policy Branch Head Supervisory Labor and Employee Relations Specialist <u>Quantico Base</u> Director, NAF Human Resources Division Employees and Labor Relations Specialist	Penny Thomison Dennis Ray Melvene Lanier Lauren Bailey William Haas Richard Kearney	
<u>Cherry Point</u> Deputy Director, EEO Deputy Director EEO	Lindsay Smith Robin B. Norwood	
<u>MCI East</u> Deputy Director, EEO	Michael Arkin	
<u>Tri Command</u> Deputy Director, EEO Beaufort Parris Island	Cynthia Golson	
<u>Albany</u> Deputy Director, EEO	Deborah Faulkner	

Title	Name	Performance Standards Address the Plan? (Yes or No)
<u>MCI West</u> Deputy Director, EEO	Dan Grissom	

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI West Planned Activities			
09/30/2024	Continue to search for Barrier Analysis training for our EEO Specialists to attend and put into practice.		
09/30/2024	The Regional EEO Office will connect with the NAF HRO's to understand their hiring procedures and selection criteria to understand if the recruitment/applicant/hiring process is a trigger.		
Administration and Resources Planned Activities			
1/31/2024	Conduct 1 st FY24 Barrier Analysis Team meeting. Provide guidance on barrier analysis and answer questions. Review data tables and other data sources to identify at least one barrier which may exclude certain ethnic groups during this reporting period. (Capital Region and Quantico Base)		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
03/31/2024	Conduct 2 nd FY24 Barrier Analysis Team meeting to check status of their barrier analysis efforts and discuss ways to increase participation in low demographic areas. Continue working on barrier analysis. (Capital Region and Quantico Base)		
06/30/2024	Conduct 3 rd FY24 Barrier Analysis Team meeting to check in and obtain updates on barrier analysis efforts. Continue working on barrier analysis. (Capital Region and Quantico Base)		
09/30/2024	Conduct 4 th Barrier Analysis Team meeting to share accomplishments and address any concerns heading into the next fiscal year. (Capital Region and Quantico Base)		
Cherry Point Planned Activities			
12//01/2023	Monitor A&B Tables		
03/01/2024	Examine Recruiting Data		
09/30/2024	Examine Exit interview Data		
06/01/2024	Attend Job Fairs		
09/01/2024	Attend Lunch & Learns		

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
MCI East Planned Activities No plan submitted waiver new DDEEO			
Albany Planned Activities No plan submitted waiver new DDEEO			
MCI PAC Planned Activities No plan submitted waiver vacant DDEEO billet			
Tri Command Planned Activities No plan submitted waiver new DDEEO			

Report of Accomplishments

Fiscal Year	Accomplishments
2024	

MD-715 - Part J (APF)**Special Program 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 plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

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

1. Using the goal of 12% as the benchmark, does your Command/Organization 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)	Yes x	No
b. Cluster GS-11 to SES (PWD)	Yes x	No

Cherry Point /Administration and Resource/ MARCORSYSCOM/ Quantico Base— No for both.

TECOM— Yes for both, If the command falls below the 12% benchmark, a concerted effort is made to recruit/retain qualified applicants to fill available vacancies.

MCI West - 1st Marine Force Storage BN - showed shortfalls at the GS05 and GS 07 with 10% and 7.69% respectively.

29 Palms - showed shortfalls at the GS07 (9.03%); GS09 (9.3%); GS12 (6.56%); and GS 13 (8.33%).

29 Palms – Office of the CG (67884), shows no triggers.

MCB CPEN - showed shortfalls at the GS07 (7.78%); GS08 (9.52%) GS10 (8.33%); and GS12 (10.34%).

MCAS CPEN – showed only one area below the benchmark, GS12 (5.26%).

MCAS Miramar – shows two areas below the benchmark, GS07 (4.92%) and GS11 (10.77%).

MCAS Yuma – shows five areas below the benchmark, GS07 (5.56%) GS08 (11.11%), GS 11 (10%) GS 12 (8.47%) and GS13 (10.71%).

MCLB Barstow – shows all in the first cluster below the benchmark and all in the second cluster meeting the benchmark.

MCLC Albany (67100) – fell below the benchmark in both clusters.

MCRD – showed very high numbers for all GS levels except one GS06 (7.41%).

MCTSSA – showed two areas below the benchmark, NH03 (9.43%) and NH04 (6.25%).

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

2. Using the goal of 2% as the benchmark, does your Command/Organization have a trigger involving PWTB 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 (PWTB)	Yes x	No
b. Cluster GS-11 to SES (PWTB)	Yes x	No

Cherry Point/ Administration and Resource/ MARCORSYSCOM/ Quantico Base – No for both.

TECOM– Yes for both, If the command falls below the 2% benchmark, a concerted effort is made to recruit qualified applicants to fill available vacancies.

MCI West - 1st Marine Force Storage BN - showed shortfalls at the GS09 with 1.54%.

29 Palms - showed shortfalls at the GS07 (1.01%).

29 Palms – Office of the CG (67884), shows no triggers.

MCB CPEN – showed only one below the benchmark, GS07 (1.11%).

MCAS CPEN – has zero IWTB.

MCAS Miramar – shows three areas below the benchmark, GS07 (1.64%) GS09 (1.82%) and GS11 (1.54%).

MCAS Yuma – shows three areas below the benchmark, GS09 (1.96%) GS11 (1.67%) and GS12 (1.69%).

MCLB Barstow – meets the benchmark.

MCLC Albany (67100) – has zero IWTB in the first cluster and met the benchmark in the second cluster.

MCRD – met the benchmark in both clusters.

MCTSSA – met the benchmark in both clusters.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

3. Describe how the Command/Organization has communicated the numerical goals to the hiring managers and/or recruiters.

Cherry Point - Primary staff is briefed on disability numerical goals during bi-weekly staff meeting. Selecting officials are briefed on the utilization of Schedule A during supervisor training. The current numbers for the Appropriated workforce are 13.50% identify as having a disability and 3.31% identify as having a targeted or severe disability. Hiring managers receive the information via the chain-of-command. Cherry Point exceeding the organizational goals previously established.

Administration and Resource - Numerical goals are communicated via EEO Supervisor training and EOD+ Orientation briefings. These goals are also provided during relevant EEO/MD-715 briefings to the Commander, Deputy Commander, Executive Director, and the Director of Administration and Resource Management Division.

MARCORSYSCOM - The 12% PWD and 2% PWTD goals are communicated via EEO Supervisor training. These goals are also provided during the Quarterly and State of the EEO Program briefing to the Commander, Executive Director, Chief of Staff, Deputy to the Commander Resource Management, and Director, Human Capital.

TECOM - Communication is conducted using e-mails, meetings and face-to-face discussions.

Quantico Base - Numerical goals are communicated via EEO Supervisory training and EOD+ Orientation briefings. These goals are also provided during relevant EEO/MD-715 briefings to the Base Commander.

MCI West - The Regional EEO Deputy Director communicates the APF goal accomplishments annually during the MD715 brief with each agency head for the various installations.

When consulting with Hiring Managers on the various avenues available to them when filling their vacancies, the Schedule A program is discussed with them as a very viable option.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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 Command/Organization has in place.

A. Plan to Provide Sufficient & Competent Staffing for the Disability Program

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

Yes

No x

Marine Corps Wide - There has been a large turnover for the Marine Corps, so the program has not been compliant. The major subordinate commands continue to brief leadership on the lack of resources and the effect it has on the Model EEO Program. One command has been able to secure additional billets and offer full remote billets to conquer this challenge.

Cherry Point - Command has established Part H for the Special Emphasis Program. Part of that plan is to provide training to SEPM and Barrier analysis Team.

Administration and Resources - For the reporting period, the Reasonable Accommodation (RA) team lost two valuable employees due to accepting promotions at other agencies, creating a huge void in the RA program. The Administration and Resources Office processes more RA requests than any other region.

Leadership is very supportive and realizes the need for additional personnel. Approval for additional billets was authorized in FY23, and the hiring process to hire qualified personnel is currently underway.

MARCORSYSCOM - The Administration and Resource Disability Program Manager (DPM) for all servicing commands resides in the Capital Region Field Office.

For the reporting period, the Administration and Resource Office Reasonable Accommodation (RA) team lost two valuable employees due to accepting promotions at other agencies, creating a huge void in the RA program. The Administration and Resource Office processes more RA requests than any other region. Their leadership is very supportive and realizes the need for additional personnel. Approval for additional billets was authorized in FY23, and the hiring process to hire qualified personnel is currently underway.

TECOM - Designated Program Manager to implement the commands disability program.

MCI West - No, at this time, the MCIWEST region has 7 personnel (including one NAF employee and 1 Deputy EEO Officer) in which 2 are located at the Region and the other 4 APF employees are spread out throughout the western region (minus Yuma and 29 Palms who do not have EEO Specialist on site). Thus, the shortage in staff has provided a shortfall in the disability program. However, even with this shortage of personnel, all personnel within the MCIWEST region do their best to address any questions or concerns related to the disability program. We are continuing the attempt to fill one vacancy at the Region.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

2. Identify all staff responsible for implementing the Command/Organization's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff by Employment Status			All Individuals (Name, Title, Pay Plan/Series/Grade)
	Full Time	Part Time	Collateral Duty	
Processing reasonable accommodation requests from applicants and employees	9			Cherry Point - Lindsay Smith Deputy Director (GS-0260-12) Bridget Bennett EEO Specialist (GS-0260 - 09) Administration and Resources Tina Sansone Affirmative Employment Program Manager (GS-0260-13) Kim Santos EEO Specialist/RA Program Manager (GS-0260-12)

				<p>MARCORSYSCOM Tina Sansone Affirmative Employment Program Manager (GS-0260-13) Kim Santos EEO Specialist/RA Program Manager (GS-0260-12)</p> <p>TECOM Tina Sansone Affirmative Employment Program Manager (GS-0260-13)</p> <p>Quantico Base Tina Sansone Affirmative Employment Program Manager (GS-0260-13) Kim Santos EEO Specialist/RA Program Manager (GS-0260-12)</p> <p>MCI West - CPEN – Perry Reed – Equal Employment Opportunity Specialist MCRD – Courtney Whitmore (NEW) – Equal Employment Specialist MCAS Miramar – Theresa Dimapilis - Equal Employment Opportunity Specialist MCLB – Solange Gonzalez and Amanda Allen– Equal Employment Specialist</p>
Section 508 Compliance	4			<p>Cherry Point - Lindsay Smith, Deputy (GS-0260-12)</p> <p>Administration and Resources Tina Sansone Affirmative Employment Program Manager (GS-0260-13)</p> <p>MARCORSYSCOM Tina Sansone Affirmative Employment Program Manager (GS-0260-13)</p> <p>TECOM Devon Lee, Program Analyst GS-0343-11 - G-8 - Tina Sansone Affirmative Employment Program Manager GS-0260-13</p> <p>Quantico Base Tina Sansone Affirmative Employment Program Manager (GS-0260-13)</p> <p>MCI West - Dan Grissom, Deputy Equal Employment Opportunity Manager, EEO, MCIWest-MCB CamPen; dan.grissom@usmc.mil</p>

Architectural Barriers Act Compliance	4			<p>Cherry Point - Paul Shrem, Facilities Asset Manager</p> <p>Administration and Resources Tina Sansone Affirmative Employment Program Manager (GS-0260-13)</p> <p>MARCORSYSCOM Tina Sansone Affirmative Employment Program Manager (GS-0260-13)</p> <p>TECOM Devon Lee, Program Analyst GS-0343-11 - G-8 - Tina Sansone Affirmative Employment Program Manager GS-0260-13</p> <p>Quantico Base Tina Sansone Affirmative Employment Program Manager (GS-0260-13)</p> <p>MCI West - Dan Grissom, Deputy Equal Employment Opportunity Manager, EEO, MCIWest-MCB CamPen; dan.grissom@usmc.mil</p>
Selective Placement Program	3			<p>Cherry Point - Mara Getsy Staffing & Classification Supervisor</p> <p>Administration and Resources/MARCORSYSCOM/TECOM/Quantico Base – Human Resources</p> <p>MCI West - Dan Grissom, Deputy Equal Employment Opportunity Manager, EEO, MCIWest-MCB CamPen; dan.grissom@usmc.mil</p>
Overall Disability Program Management	7			<p>Cherry Point - Lindsay Smith, Deputy (GS-0260-12)</p> <p>Administration and Resources Tina Sansone Affirmative Employment Program Manager (GS-0260-13)</p> <p>MARCORSYSCOM Tina Sansone Affirmative Employment Program Manager (GS-0260-13)</p> <p>TECOM Tina Sansone Affirmative Employment Program Manager (GS-0260-13)</p>

				<p>Quantico Base Tina Sansone Affirmative Employment Program Manager (GS-0260-13)</p> <p>MCI West - CPEN – Perry Reed – Equal Employment Opportunity Specialist MCRD – Courtney Whitmore (NEW) – Equal Employment Specialist MCAS Miramar – Theresa Dimapilis - Equal Employment Opportunity Specialist MCLB – Solange Gonzalez and Amanda Allen– Equal Employment Specialist</p>
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3. Has the Command/Organization 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.

Yes x No

Marine Corps Wide - Has experienced a high turnover rate, unable to carry out the program in compliance. It would be beneficial for the agency to have EEO Specialist specifically for the NAF agency for more resources.

Cherry Point - EEO Specialist and Assistant completed DEOMI Disability Program Manager Course FY23. EEO Office needs additional members to carry out responsibilities for the Special Emphasis program.

Administration and Resources /Quantico Base- The Affirmative Employment Program Manager and RA Program Manager attended Federal Dispute Resolution Training courses related to the Disability Program and Reasonable Accommodation in August 2023. In addition, they participated in online training, lunch and learn sessions related to RA updates, and professional development courses.

MCI West - Reasonable Accommodation online training available via TWMS March 2022 is the initial training and every new employee will complete this training within 90 days of their employment.

The Disability Program Manager's Course August 2023.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

B. Plan to Ensure Sufficient Funding for the Disability Program

Has the Command/Organization provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If "no", describe the

Command/Organization's plan to ensure all aspects of the disability program have sufficient *funding* and other *resources*.

Yes

No x

Processing RA Requests from applicants and employees with disabilities

Marine Corp Wide - We have experienced a high turnover, so we have not been successful with the disability program as the resources are limited. Some commands are attempting to garner more billets and offer full remote opportunities.

Cherry Point - EEO staff is proficient at processing RA requests.

Administration and Resources/MARCORSYSCOM/Quantico Base- Receives more RA requests than any other Marine Corps EEO Office. There is a severe lack of resources when it comes to processing RA requests. Leadership approved funding to hire additional personnel and the process to hire qualified personnel is currently underway.

MCI West - Yes, we work with the supervisors to ensure Reasonable Accommodations are managed and coordinated in a timely manner in accordance with the DON policies, and accommodated whether it be with schedules, certain equipment needs, etc. to ensure they can meet the requirements of the position and excel with equal opportunities.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

Special Emphasis Program for PWD and PWTD

Marine Corp Wide - We have experienced a high turnover, so we have not been successful with the disability program as the resources are limited. Some commands are attempting to garner more billets and offer full remote opportunities.

Cherry Point - Plan H established for FY24 to recruit volunteers for program.

Administration and Resources/MARCORSYSCOM/Quantico Base - Currently in the process of hiring an EEO Specialist to assist with the Special Emphasis Program.

TECOM - Program Manager facilitates the coordination of funding and other resources between the command and Administration and Resource Office.

TECOM G-8 manages the funding to support the implementation of the command's Special Emphasis Program for PWD and PWTD.

MCI West - DON Campaign for Self-Identification of a Disability.

CPEN - No. Budgetary constraints does not allow for any additional qualified staff to be hired to implement and provide oversight on the Disability Program. If funding and structure become available, it would be more appropriate for the placement of the position(s) within the EEO Office.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

Section III: 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 Command/Organization's recruitment program plan for PWD and PWTD.

A. Plan to Identify Job Applicants with Disabilities

1. Which of the following programs/resources does the Command/Organization use to identify job applicants with disabilities, including Individuals with Targeted Disabilities:

****The major subordinate commands use a combination of the below to identify job applicants with disabilities. ****

DoD Shared List of People with Disabilities		
Wounded Warrior Program		
Job Fairs dedicated to PWD/PWTD		
Schools primarily enrolling PWD/PWTD		
Other schools with programs dedicated to PWD/PWTD		
State Vocational Rehabilitation Offices		
Other (describe below)		

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

Cherry Point - Vacancies are vetted through the resume database for IWD that is provided by the sources in section III, A, 1.

Administration and Resources - The command uses Schedule A to recruit PWD and PWTD. Human Resources accepts resumes directly from Schedule A candidates and provides to commands for consideration of current and future vacancies.

MARCORSYSCOM - Continues to utilize several resources and programs to identify job applicants with disabilities including Schedule A and 30% Disabled Veteran hiring authorities. MARCORSYSCOM is registered in The Workforce Recruitment Program (WRP) which offers access to a large pool of qualified candidates with disabilities and its use is briefed and recommended to hiring managers. Hiring managers can view resumes of candidates that are eligible to be hired through Schedule A hiring authority.

TECOM - Job announcements are open to PWD, PWTD, and Schedule A applicants for positions in the permanent workforce.

Quantico Base – We use Schedule A hiring authority and veteran's preference.

MCI West - MCRD - Schedule A Program, 30 % compensable veterans, Workforce Recruitment Program (WRP).

MCAS Miramar - vacancy announcements open to those with disabilities (Schedule A, 30% or more disabled).

MCLB Barstow - When the hiring official is ready to recruit. The HR specialist will schedule a strategic recruitment discussion and discuss all hiring authorities to include Schedule A to recruit PWD and PWTD for position in the permanent workforce.

CPEN - All positions posted on USAJOBS provides specific information for individuals with disabilities as well as those who are requesting RA.

29 Palms - use Schedule A in our area of consideration for all sedentary vacancies within UIC 67399.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

3. How many Schedule A(u) employees were hired to permanent positions during the reporting cycle?

Cherry Point – 0

Administration and Resources – 3

MARCORSYSCOM – 6

TECOM – 45

Quantico Base – 7

MCI West - 29 Palms - 0 - five employees were hired into excepted appointments – no permanent appointments.

MCAS Miramar - 1 (one) employee.

MCRD - In FY 23 MCRD hired a total of 3 employees under the Schedule A appointment authority.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

4. Describe your Command/Organization's use of programs to recruit PWD and PWTD for temporary positions (e.g. internships):

Cherry Point/ Quantico Base- The command does not have a temporary workforce.

Administration and Resource – N/A per Human Resources.

MARCORSYSCOM - The Command uses the same resources and programs to recruit for temporary positions that it uses for permanent positions. Temporary appointments are rare in this Command.

TECOM - job announcements are open to PWD, PWTD, and Schedule A applicants to include temporary/intern positions.

MCI West - MCRD - We advertise all our competitive positions via USAJOBS which is open to all candidates.

MCAS Miramar – we include them on the area consideration on our vacancy announcements.

29 Palms - continually promote/market non-competitive applicants to apply to our SMB local email box so that we can quickly and easily consider them as non-competitive applicants.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

5. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A(u)), explain how the Command/Organization (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.

Cherry Point - Applicants provide a resume and valid Schedule A qualifying letter to the DPM, when a vacancy is announced internally, the selecting official contacts the DPM to see if any of the resumes match the qualifications of the vacancy. If there is a match, the resume is forwarded to the selecting official, if the selecting official would like to select the individual, the resume and the Schedule A qualifying letter is routed through Staffing to OCHR for approval of the qualifications.

Administration and Resource/MARCORSYSCOM - Schedule A candidates applying to posted vacancy announcements are reviewed by the OCHR Service Center. Human Resource Specialists within the center determine eligibility and qualifications, then refer candidates who meet these requirements to hiring managers for consideration.

TECOM - There is a standardized letter template that includes relevant information from a medical professional certifying that the individual is a person with a documented disability and eligible under the Schedule A (3102 u) hiring authority.

Email is sent to all hiring managers who may have a vacancy or anticipated vacancy to which the candidate's resume shows competencies. This email contains the resume and schedule A letter as well as the information on schedule A appointing authority. The hiring officials can choose to interview the candidate to verify those competencies prior to requesting to appoint the candidate. In the case of a Schedule A applicant applying to a USA Jobs announcement, the resume and schedule A letter are required to be uploaded in USA Jobs for HR to determine eligibility under that area of consideration. TECOM HQ includes Schedule A eligibility in all recruitment actions.

Quantico Base -The command does not make the determination on eligibility. That determination is made through HROM/OCHR. 2) HROM notifies the hiring officials of eligibility.

MCI West - MCRD - The HRO reviews the Sch A letter and determines if the applicant is qualified and eligible for a Schedule A Appt. The resume is sent to the hiring manager with information on the Sch A Program and highlight how these candidates can be easily and quickly appointed to any position which they are qualified for due to the fact that PPP clearance is not required, and no announcement is required.

MCAS Miramar – we based it on documents that the applicants provided such as letter, doctor notes, rehabilitation documents, VA disability letter, etc. Once we receive it, we review it to ensure it has the necessary information and met the hiring authority definition/requirements. We then notify the hiring manager that they have non-competitive applicant that can be considered using Schedule A or 30% or more disabled. We have hired persons with disabilities using merit as well as VEOA and VRA instead of schedule A.

MCLB Barstow - When individuals apply for a position under a hiring authority that takes disability into account this can be done through a competitive announcement or non-competitively. If done competitively under a Merit Promotion Vacancy Announcement OCHR will review the supporting Schedule A Documents to ensure eligibility. If the Applicant is found eligible then OCHR will rate the resume and ensure minimum qualifications are met, if minimum qualifications are met then the applicant will be referred on the certificate a Schedule A qualified eligible. If we have an applicant that wishes to be considered for a Schedule A Appointment under noncompetitive procedures. The HRO will accept the applicants resume and all Schedule A documentation. Once determined that the applicant meets Schedule A eligibility. HRO will file the resume and Schedule A documents and review the Schedule A case file for each vacancy the management official would like to consider a Schedule A candidate for. When management identifies that they are interested in reviewing Schedule A Applications the HR Specialist will forward the resume/s only to the hiring official for consideration. The hiring official is briefed on how and when the applicant can be appointed and discusses the 2 year accepted appointment and conversion to permanent action/s that will take place if hired as a Schedule A appointment.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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

Yes

No x

N/A

Cherry Point - Yes, Mandatory HR training established in TWMS and in seat scheduled as needed to maintain 100% supervisory training.

Administration and Resources - We continue with our efforts to correctly identify all supervisors and managers. We also are in the process of updating our EEO training slides, which will include basic information on hiring flexibilities. Human Resources meets with hiring managers on an as needed basis to discuss the use of hiring authorities which take disability into account.

MARCORSYSCOM - Required Annual block training for supervisors includes Hiring Talent which touches on Schedule A. Additional training for all hiring managers on the use of hiring authorities that take disabilities into account would need to be provided by the Human Resources

TECOM - Formal training is provided annually to hiring managers on the use of hiring authorities that take all disabilities into account via TEAMS.

Quantico Base - Supervisory training includes a section on the use of hiring authorities including schedule A hiring authority and hiring disabled veterans. It's required within the 1st year of becoming a supervisor and then every 3 years.

Veterans Employment Training for Federal Hiring Managers – Annually.

MCI West - MCRD – Yes, it is mandatory annually for supervisors to take the hiring practices mandatory training.

MCAS Miramar – Yes, hiring managers required to complete hiring authorities training in TWMS. Also, we train each hiring manager when they have a first-time recruitment, then refresher for all subsequent recruitments.

MCLB Barstow - Yes and no, when the hiring manager request to recruit the HRO explains the use of hiring authorities that take disability into account such as Schedule A, 30% disabled vets etc. This is not a group training session, but the HR specialist provide one on one information concerning the use of hiring persons under schedule A, provisional appointments etc.

CPEN - Supervisors/managers have annual TWMS training requirements which discusses the various hiring authorities. For the most part, the specialist's partner with the hiring managers and provide one-on-one training/sharing of information w/the hiring managers on the available avenues by which they can choose to attract the best qualified candidates for their positions while supporting the use of the special hiring authorities for PWD/PWDT.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

B. Plan to Establish Contacts with Disability Employment Organizations

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

Cherry Point – None scheduled at this time.

Administration and Resources - Human Resources remains in contact with the Wounded Warrior Regiment, who assists with advertising vacancies and locating candidates for vacancies, when requested by management.

MARCORSYSCOM - Pursuing a new POC with Wounded Warrior Regiment to provide information on Job Vacancies to solicit applicants.

TECOM - Coordinates with Military Transitioning Offices and Civilian Disability Employment Assistance Organizations to assist PWD and PWTD in securing and maintaining employment.

Quantico Base - Human Resources remains in contact with the Wounded Warrior Regiment, who assists with advertising vacancies and locating candidates for vacancies, when requested by management.

MCI West - MCRD - We attend WRP hiring events virtually and also have a WRP account as employer to have access to candidates' resumes.

MCLB Barstow - The Command is open to establishing and maintaining contacts with organization that assist PWD and PWTD.

29 Palms - attended job fairs during the FY and we also attend monthly active duty military briefs for those leaving service (many of whom may meet or are working on obtaining their disabled veteran status).

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

C. Progression Towards Goals (Recruitment and Hiring)

1. 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.

a. New Hires for Permanent Workforce (PWD)	Yes	No x
b. New Hires for Permanent Workforce (PWTD)	Yes	No x

Cherry Point /Administration and Resources/MARCORSYSCOM/TECOM/Quantico

Base/MCI West – No for both.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

2. 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.

a. New Hires for MCO (PWD)	Yes	No x
b. New Hires for MCO (PWTD)	Yes	No x

Cherry Point /TECOM/Quantico Base/MCI West – No for both.

Administration and Resources/MARCORSYSCOM – No for both/Has not been provided with comprehensive relevant applicant pool data.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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.

- a. Qualified Applicants for MCO (PWD)

Yes

No x
- b. Qualified Applicants for MCO (PWTD)

Yes

No x

Cherry Point/TECOM/Quantico Base/MCI West – No for both.

Administration and Resources/MARCORSYSCOM – No for both/Has not been provided with comprehensive relevant applicant pool data.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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.

- a. Promotions for MCO (PWD)

Yes

No x
- b. Promotions for MCO (PWTD)

Yes

No x

Cherry Point/TECOM/Quantico Base/ MCI West – No for both.

Administration and Resources/MARCORSYSCOM – No for both/Has not been provided with comprehensive relevant applicant pool data.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

Section IV: 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 Command/Organization’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

Cherry Point - The command encourages all employees to take full advantage of the leadership development programs.

Administration and Resources - Internally within Human Resources, candidates eligible under Schedule A are considered along with other employees as higher-level vacancies occur. We also plan to continue to train supervisors, managers and selecting officials on Reasonable Accommodation, as well as Diversity and Inclusion to assist in helping them recognizing the advantages of hiring individuals from the PWD and PWTD community.

MARCORSYSCOM - PWD and PWTD workforce participation rates at the NH-IV level (GS 14-15 equivalent) exceed the federal-level goals and are similar to their NH-III level (GS 12-13 equivalent) participation rates.

TECOM - Adherence of CG, TECOM guidance in his Equal Employment Opportunity Policy Statement dated 27 February 2023:

"All members of this command, prospective applicants, and all those that we work with will be treated with the utmost dignity and appropriate respect. We will not tolerate any discrimination based upon race, color, gender/sex, national origin, religion, age, genetic information, or disability (mental/physical) or reprisal/retaliation thereof."

"Discrimination in any form is divisive and counter to our Marine Corps core values and will be met with swift action. I am personally committed to maintaining a work environment that fosters equal opportunity for all personnel in the Command, regardless of whether they be a service member, civil servant, contractor, or job applicant. I charge each and every member of this command to reflect on who "WE" are; that we are all on the same team and that we all are here to win."

Quantico Base - We do not have programs specific to PWD/PWTD. However, we do offer programs for advancement open to all civilian personnel regardless of disability status and are prepared to provide accommodations as required.

MCI West - MCRD - MCRD offers a robust training program for all that are interested. We regularly offer in-person and virtual training in various soft skill and technical subjects. We also have a book resource library so employees can build their business acumen. We offer various leadership development program opportunities for all interested in self-development. We partnered up with Keiser Permanent and they offer free wellness training courses regularly to all interested in various wellness topics.

MCAS Miramar - Employees are encouraged to obtain a mentor within their department or organization to help them grow. We advertise all training opportunities from outside vendors to all civilians such as the Civilian Leadership Development Program (CLDP), Executive Potential Program (EEP) and others offered through LLI. We send out training and annual reminders for employees to work with their supervisor to create an Individual Development Plan (IPD) to encourage them to invest in themselves and to work toward future goals. We advertise and encourage employees to participate in and utilize the Academic Degree reimbursement program.

MCLB Barstow - The agency affords specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement to all employees this includes PWD/PWTD. The HRO will advertise developmental positions. Within the developmental positions the employee will be mentored, provided training, afforded the opportunity for eligibility for promotions up to the full performance level if the employee is eligible and has met all training requirement.

CPEN - All employees are provided numerous job opportunities for which they can apply throughout the FY.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

B. Career Development Opportunities

1. Please describe the career development opportunities that the Command/Organization provides to its employees.

Cherry Point - Continuing Career Learning and Development, New Leader Program, Aspiring Leader Program, the Executive Leader Program, and Academic Degree Program (ADP).

Administration and Resources - The command highly encourages detail opportunities for employees, which is an effective way to prepare employees for higher level positions. Human Resources also has a robust Training Program, which offers a variety of courses which prepare employees for higher level positions and offers various leadership programs.

MARCORSYSCOM - This Command provides a variety of career development opportunities that are open to all personnel including PWD and PWTD. These opportunities include: the Command Mentor Program; the Command Leadership at All Levels Program; and the Civilian Employee Leadership Development Program (CELDP). The CELDP provides a menu of diverse leadership development courses or programs such as: New Leader Program; Executive Leadership Program; Marine Corps Command and Staff College; Federal Executive Institute; Darden Business School; Executive Potential Program. The command also provides college tuition assistance and funds job-related training for employees (such as The Graduate School; or other vendors).

TECOM - Employees participate in the Civilian Employee Professional Development Program and are afforded the opportunity to participate in individual skills training.

Quantico Base - The Academic Degree Program offers financial support for participants to obtain degrees, licenses or certifications that support workforce development and organizational objectives. The overall goal is to recruit, develop and retain a world class workforce. It is open to all civilians with the exception of SES and NAF who have their own programs. Participation in the *Civilian Mentorship Program, Individual Development Plans and a Continued Service Agreement are required.

MCI West - MCRD - MCRD offers a robust training program for all that are interested. We regularly offer in-person and virtual training in various soft skill and technical subjects. We also have a book resource library so employees can build their business acumen. We offer various leadership development program opportunities for all interested in self-development. We partnered up with Keiser Permanent and they offer free wellness training courses regularly to all interested in various wellness topics.

MCAS Miramar - Employees are encouraged to obtain a mentor within their department or organization to help them grow. We advertise all training opportunities from outside vendors to all civilians such as the Civilian Leadership Development Program (CLDP), Executive Potential Program (EEP) and others offered through LLI. We send out training and annual reminders for employees to work with their supervisor to create an Individual Development Plan (IPD) to encourage them to invest in themselves and to work toward future goals. We advertise and encourage employees to participate in and utilize the Academic Degree reimbursement program. With HW and Command funding we are able to facilitate multiple trainings for the command as a

whole. The HRO also provides career development and leadership trainings throughout the fiscal year. These trainings are widely advertised and encouraged by HRO and the Command Deck for employees to attend.

MCLB Barstow - Career development job opportunities are open to all employees through a competitive advertisement. The employees will apply and if the applicants meet the qualifications, they will be referred to the hiring manager for consideration. Career Development also takes place within each organization through internal training programs. Workforce Development announces Academic Degree program and Leadership program training nomination opportunities to the workforce.

CPEN - With the numerous job opportunities MCIWEST-MCB CPEN has on a monthly basis, a good portion of those positions are posted as career ladder thereby allowing all employees the opportunity for advancement.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate. [Collection begins with the FY 2018 MD-715 report, which is due on February 28, 2019.]

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs						
Fellowship Programs						
Mentoring Programs	*18 – Quantico Base					
Coaching Programs						

Training Programs		172 (APF/NAF) Cherry Point		13.37% Cherry Point		3.48% Cherry Point
Detail Programs						
Other Career Development Programs	2 Cherry Point 18 Quantico Base	2 Cherry Point 18 Quantico Base		0 Cherry Point		0 Cherry Point

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.

- a. Applicants (PWD) Yes x No
b. Selections (PWD) Yes x No

Cherry Point/ Quantico Base/MCI West– No for both.

Administration and Resources/MARCORSYSCOM – No for both/Has not been provided with comprehensive relevant applicant pool data.

TECOM - If participation rates are low for PWD in career development programs.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

- a. Applicants (PWTD) Yes x No
b. Selections (PWTD) Yes x No

Cherry Point/Quantico Base/MCI West – No for both.

Administration and Resources/MARCORSYSCOM – No for both/Has not been provided with comprehensive relevant applicant pool data.

TECOM - If participation rates are low for PWD in career development programs.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

C. Awards

1. Using the [inclusion rate](#) as the benchmark, does your Command/Organization 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)	Yes x	No
b. Awards, Bonuses, & Incentives (PWTD)	Yes x	No

Cherry Point - There is a trigger with regards to Time-Off Award (1-10 hours), (11-20 hours), and (21-30 hours). The difference between PWD and PWOD IR is -9.09, -16.99, -3.32 and indicates a trigger exists. The difference for Time-Off Award 31-40 hours is +24.93, indicating no barriers for PWD receiving time-off awards.

There is a trigger for Time-Off Award 11-20 hours. The difference between PWTD and PWOD IR is 8.4%, indicating trigger. All other Time-Off Awards PWTD IR are higher than PWOD indicating no barrier. There is a trigger for Cash Awards \$501- \$999, \$4000-\$4999 and \$5000 or more, with difference PWTD IR to PWOD -3.99, -4.95 and -2.72.

Administration and Resources – N/A

TECOM - If participation rates are low for PWD in career development programs.

Quantico Base/MCI West – No for both.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

2. Using the [inclusion rate](#) as the benchmark, does your Command/Organization 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)	Yes x	No
b. Pay Increases (PWTD)	Yes x	No

Cherry Point /Administration and Resources/ MARCORSYSCOM/Quantico Base/MCI West – No for both.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

TECOM - If participation rates are low for PWD in career development programs

3. If the Command/Organization 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)	Yes	No x	N/A
b. Other Types of Recognition (PWTD)	Yes	No x	N/A

Cherry Point/Quantico Base/MCI West – Not Applicable

Administration and Resource/TECOM – No for both.

MARCORSYSCOM - The Command does not have visibility into the self-identified disability status of individuals and would not know the disability status of individuals who receive other types of recognition such as Acquisition Excellence Awards.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet

D. Promotions

1. Does your Command/Organization 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.

a. SES

i. Qualified Internal Applicants (PWD)	Yes	No x
ii. Internal Selections (PWD)	Yes	No x

b. Grade GS-15

i. Qualified Internal Applicants (PWD)	Yes	No x
ii. Internal Selections (PWD)	Yes	No x

c. Grade GS-14

i. Qualified Internal Applicants (PWD)	Yes	No x
ii. Internal Selections (PWD)	Yes	No x

d. Grade GS-13

i. Qualified Internal Applicants (PWD)	Yes	No x
ii. Internal Selections (PWD)	Yes	No x

Cherry Point/TECOM/Quantico Base/MCI West– No across the board.

Administration and Resources/MARCORSYSCOM –Has not been provided with comprehensive relevant applicant pool data.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

2. Does your Command/Organization 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.

a. SES

i. Qualified Internal Applicants (PWTD)	Yes	No x
ii. Internal Selections (PWTD)	Yes	No x

b. Grade GS-15

i. Qualified Internal Applicants (PWTD)	Yes	No x
ii. Internal Selections (PWTD)	Yes	No x

c. Grade GS-14

i. Qualified Internal Applicants (PWTD)	Yes	No x
ii. Internal Selections (PWTD)	Yes	No x

d. Grade GS-13

i. Qualified Internal Applicants (PWTD)	Yes	No x
ii. Internal Selections (PWTD)	Yes	No x

Cherry Point/TECOM/Quantico Base/MCI West – No across the board.

Administration and Resources/MARCORSYSCOM –Has not been provided with comprehensive relevant applicant pool data.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

3. Using the qualified applicant pool as the benchmark, does your Command/Organization 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.

a. New Hires to SES (PWD)	Yes	No x
b. New Hires to GS-15 (PWD)	Yes	No x
c. New Hires to GS-14 (PWD)	Yes	No x
d. New Hires to GS-13 (PWD)	Yes	No x

Cherry Point/TECOM/Quantico Base/MCI West – No across the board.

Administration and Resources/MARCORSYSCOM –Has not been provided with comprehensive relevant applicant pool data.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

4. Using the qualified applicant pool as the benchmark, does your Command/Organization have a trigger involving PWTD 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.

- | | | |
|------------------------------|-----|------|
| a. New Hires to SES (PWTD) | Yes | No x |
| b. New Hires to GS-15 (PWTD) | Yes | No x |
| c. New Hires to GS-14 (PWTD) | Yes | No x |
| d. New Hires to GS-13 (PWTD) | Yes | No x |

Cherry Point/TECOM/Quantico Base/MCI West – No across the board.

Administration and Resources/MARCORSYSCOM–Has not been provided with comprehensive relevant applicant pool data.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

5. Does your Command/Organization 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.

a. Executives

- | | | |
|--|-----|------|
| i. Qualified Internal Applicants (PWD) | Yes | No x |
| ii. Internal Selections (PWD) | Yes | No x |

b. Managers

- | | | |
|--|-----|------|
| i. Qualified Internal Applicants (PWD) | Yes | No x |
| ii. Internal Selections (PWD) | Yes | No x |

c. Supervisors

- | | | |
|--|-----|------|
| i. Qualified Internal Applicants (PWD) | Yes | No x |
| ii. Internal Selections (PWD) | Yes | No x |

Cherry Point/TECOM/Quantico Base/MCI West – No across the board.

Administration and Resources/MARCORSYSCOM –Has not been provided with comprehensive relevant applicant pool data.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

6. Does your Command/Organization have a trigger involving PWTD 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.

a. Executives

i. Qualified Internal Applicants (PWTD)	Yes	No x
ii. Internal Selections (PWTD)	Yes	No x

b. Managers

i. Qualified Internal Applicants (PWTD)	Yes	No x
ii. Internal Selections (PWTD)	Yes	No x

c. Supervisors

i. Qualified Internal Applicants (PWTD)	Yes	No x
ii. Internal Selections (PWTD)	Yes	No x

Cherry Point/TECOM/Quantico Base/MCI West – No across the board.

Administration and Resources/MARCORSYSCOM –Has not been provided with comprehensive relevant applicant pool data.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

7. Using the qualified applicant pool as the benchmark, does your Command/Organization have a trigger involving PWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

a. New Hires for Executives (PWD)	Yes	No x
b. New Hires for Managers (PWD)	Yes	No x
c. New Hires for Supervisors (PWD)	Yes	No x

Cherry Point/TECOM/Quantico Base/MCI West – No across the board.

Administration and Resources/MARCORSYSCOM –Has not been provided with comprehensive relevant applicant pool data.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

8. Using the qualified applicant pool as the benchmark, does your Command/Organization have a trigger involving PWTD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

a. New Hires for Executives (PWTD)	Yes	No x
b. New Hires for Managers (PWTD)	Yes	No x
c. New Hires for Supervisors (PWTD)	Yes	No x

Cherry Point/TECOM/Quantico Base/MCI West– No across the board.

Administration and Resources/MARCORSYSCOM –Has not been provided with comprehensive relevant applicant pool data.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

Section V: Plan to Improve Retention of Persons with Disabilities

To be a 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 personal assistance services.

A. Voluntary and Involuntary Separations

1. In this reporting period, did the Command/Organization convert all eligible Schedule A(u) 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 Command/Organization did not convert all eligible Schedule A(u) employees.

Yes x No

Cherry Point/TECOM – Yes

Administration and Resources - No. Not all eligible Schedule A employees with a disability were converted into the competitive service after 2 years of satisfactory service. This conversion is not automatic and is a retention tool that must be exercised by hiring managers. Hiring managers are reminded of this option.

MARCORSYSCOM - Yes, the Command converted all eligible Schedule A(u) employees with a disability into the competitive service after two years of satisfactory service.

Quantico Base – Unable to obtain the information.

MCI West - 29 Palms - Yes, all employees who were scheduled A and eligible were converted during FY23.

MCAS Miramar - No, we don't have an employee under Schedule A that was due for conversion.

MCRD - Yes, in FY23 the Command converted all eligible Schedule A employees that met the two-year satisfactory service to the competitive service. We processed a total of 8 Schedule A conversions.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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)	Yes x	No
b. Involuntary Separations (PWD)	Yes x	No

Cherry Point – No trigger identified.

Administration and Resources/TECOM/Quantico Base/MCI West– No to both.

MARCORSYSCOM - Voluntary Separations – 17.39% were PWD (15.77% of workforce).

Involuntary Separations – 25.00% were PWD (15.77% of workforce).

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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)	Yes x	No
b. Involuntary Separations (PWTD)	Yes x	No

Cherry Point – No trigger identified.

Administration and Resources/TECOM/Quantico Base/MCI West – No to both.

MARCORSYSCOM - Voluntary Separations – 6.96% were PWTD (3.68% of workforce).

Involuntary Separations – 25.00% (1 of 4) were PWTD (3.68% of workforce).

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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

Cherry Point /Administration and Resources/TECOM – N/A

MARCORSYSCOM - The Command is an older workforce with an average age just over 50. A significant proportion (35%) of our FY23 workforce exits were voluntary retirements. Review of Command Exit Survey data did not reveal any specific issue related to being PWD or PWTD.

Quantico Base – No response submitted.

MCI West - MCAS Miramar – Exit surveys are given to all employees that are separating, retiring, and transferring. Reason for separation varies from moving to another State, higher paying job in the private sector, selected on another agency for lateral move or promotion, career growth, telework/remote work, met the retirement age/service, etc.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

B. Accessibility of Technology and Facilities

Pursuant to 29 C.F.R. § 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 Command/Organization technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of Command/Organization 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 Command/Organization'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.

Cherry Point - <http://www.cherrypoint.marines.mil/EEO/>

Administration and Resources/MARCORSYSCOM - <https://www.ar.marines.mil/EEO/>

TECOM - [Model Equal Employment Opportunity Program \(sharepoint-mil.us\)](http://sharepoint-mil.us/Model%20Equal%20Employment%20Opportunity%20Program)

Quantico Base - _At the bottom of the Command's main page found at: <https://www.quantico.marines.mil/> there is a link titled Accessibility that takes individuals to the DoD CIO page: https://dodcio.defense.gov/DoDSection508/Std_Stmt.aspx

Individuals are then directed to report issues according to the nature of their complaint. For instance, if the issues are related to login, password recovery or other technical issues they are directed to contact the web administrator or the local help desk. For issues with assistive technology individuals are directed to click on a link to fill out the electronic version of DoD Section 508 Form and submit it in order to report the issues that need to be resolved. Additional information about Section 508 is also provided.

MCI West - MCRD - https://usmc.sharepoint-mil.us/sites/TECOM_MCRDSD_SS_eeo/SitePages/Home.aspx

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

2. Please provide the internet address on the Command/Organization'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.

Cherry Point - <http://www.cherrypoint.marines.mil/EEO/>

Administration and Resources/MARCORSYSCOM - <https://www.ar.marines.mil/EEO/>

TECOM - [Model Equal Employment Opportunity Program \(sharepoint-mil.us\)](#)

Quantico Base - No internet address was found, however, a service order via Maximo may be submitted to report accessibility issues according to the Head of Engineering, Public Works Branch.

MCI West - MCRD - https://usmc.sharepoint-mil.us/sites/TECOM_MCRDSD_SS_eeo/SitePages/Home.aspx

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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

Cherry Point – None are planned at this time.

Administration and Resources/MARCORSYSCOM/TECOM - For Information Technology (IT), the office and IT Division works closely with Computer Accommodation Program (CAP) to meet the special requirements of those with disabilities, which is used in conjunction with the command's Reasonable Accommodation process. For facilities, the Facilities Division considers and incorporates provisions for accessible design during the architectural phase of all renovation and construction projects.

Quantico Base - We will recommend modifications to the command website to include links to information on the Architectural Barriers Act and how to file a complaint.

The following building modifications are currently in progress as described:

Funds have been requested for adding automated doors to building 2007.

Building 2005 is under concept design and will include compliance with the ADA.

MCI West - All files are moving to a cloud, SharePoint site, with all S Drives going away. This allows more access from all locations.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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.)

78.7 % of the cases are processed timely.

190 cases processed before the 45 days.

17 cases were reassignments.

2. Describe the effectiveness of the policies, procedures, or practices to implement the Command/Organization'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.

Cherry Point - FY23 Average processing time frame for RA's was 18.42 days. The installation EEO/RA team is excellent in implementing its commands reasonable. accommodation program. Following the Department of the Navy Program Manual for Reasonable Accommodation, as well as utilizing the Navy Electronic Accommodations Tracker (NEAT) the EEO team ensures accommodations are conducted in a timely and thorough manner. The Neat system is also beneficial in monitoring and tracking the accommodations, as well as trends. New managers/supervisors are required to complete DON EEO training within their first year, every 3 years afterwards. The EEO Supervisory training includes the required reasonable accommodation training.

Administration and Resources/MARCORSYSCOM/TECOM - RA training was conducted several times throughout this reporting period to managers and supervisors. RA requests are also monitored for specific trends.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

3. How many reasonable accommodation requests have taken more than 45 days to process?

Do not include previously-approved requests associated with repetitive accommodations, such as Interpreter services.

56 cases were processed more than the 45 day compliance.

4. What was the greatest number of days it took to process a reasonable accommodation request during the FY? If the longest request has yet been processed, calculate days from the request date to the present.

342 days was the longest days for processing.

5. How many RA requests were received in the reporting cycle?

263 cases were received in this cycle for APF.

6. How many RA requests are up-to-date in NEAT?

Due to large turnover some of the major subordinate commands are out of compliance.

D. Personal Assistance Services Allowing Employees to Participate in the Workplace

Pursuant to 29 C.F.R. § 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 Command/Organization.

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.

Marine Corps Wide - PAS services are available. However, no requests for services have been processed.

Section VI: 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 government-wide average?

Yes

No x

N/A

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?

Yes x

No

N/A

3. If the Command/Organization 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 Command/Organization.

No findings

B. EEO Complaint Data involving Reasonable Accommodation

1. 1. Did disability status fall within the top three bases alleged in the command's EEO counseling activity during the last fiscal year?

Yes ☒ No ☐ N/A ☐

2. Did disability status fall within the top three bases alleged in the command's formal complaints during the last fiscal year?

Yes ☒ No ☐ N/A ☐

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

Yes ☒ No ☐ N/A ☐

4. If the Command/Organization 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 Command/Organization.

No findings

Section VII: 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 Command/Organization identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Yes ☐ No ☒

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

Yes ☐ No ☐ 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.

Trigger 1	N/A
Barrier(s)	
Objective(s)	

Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Fiscal Year	Accomplishments			

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

Marine Corp Wide - We have experienced a high turnover, so we have not been successful with the program as the resources are limited. Some commands are attempting to garner more billets and offer full remote opportunities.

Cherry Point/MARCORSYSCOM-TECOM/MCI West– No response submitted.

Administration and Resources/Quantico Base - Lack of resources, losing quality employees to other agencies for promotion, and not able to timely hire qualified candidates.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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

Cherry Point/Administration and Resources/MARCORSYSCOM/TECOM/Quantico Base/MCI West – No Response submitted.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet

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

Cherry Point/Administration and Resource/MARCORSYSCOM/TECOM/Quantico Base/MCI West – No Response submitted.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

FEDERAL COMMAND/ORGANIZATION ANNUAL EEO PROGRAM STATUS REPORT

MD-715 - Part J (NAF)

Special Program 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 plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

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

1. Using the goal of 12% as the benchmark, does your Command/Organization 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 NF1 to NF3 (PWD)	Yes	No x
b. Cluster NF4 to NF5 (PWD)	Yes	No x

Cherry Point – No to both.

Administration and Resource – Unknown

MCI West - 29 Palms – met the benchmark at both clusters.

MCB CPEN, MCLB Barstow and MCAS Yuma – only met the benchmark at the NF01 level, and fell short at the NF02 (10.07%), NF03 (11.18%), and NF04 (11.48%).

MCAS Miramar – shows two areas below the benchmark, NF01 (6.9%) and NF02 (7.6%).

MCRD – showed very high numbers for both clusters, with the lowest number at the NF04 level (12.5%).

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

2. Using the goal of 2% as the benchmark, does your Command/Organization 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 NF1 to NF3 (PWTD)	Yes	No x
b. Cluster NF4 to NF5 (PWTD)	Yes	No x

Cherry Point/Administration and Resource – No to both.

MCI West - 29 Palms – met the benchmark at both clusters.

MCB CPEN, MCLB Barstow and MCAS Yuma – only met the benchmark at the NF02 level, and fell short at the NF01 (1.75%), NF03 (.96%), and NF04 (1.4%).

MCAS Miramar – shows two areas below the benchmark, NF02 (1.54%) and NF03 (1.54%).
MCRD – met the benchmark at every level.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

3. Describe how the Command/Organization has communicated the numerical goals to the hiring managers and/or recruiters.

Cherry Point - Goals are discussed with Department Heads as the MCCS agency has consistently applied and used the principles of Merit Staffing in all hiring activities which requires open and competitive recruitments. The overarching goal is to be aware of the targets but not cause "reverse discrimination" by inappropriately excluding best qualified candidates that do not have a disability. NAF programs do not have a special hiring authority for disability so office must focus on coordination to ensure that all well qualified candidates have successful opportunities for hiring consideration and placement.

Administration and Resource - MARADMIN 259-23 was published on 22 May 2023 and was communicated to all Installations components.

MCI West - The Regional EEO Deputy Director communicates the NAF goal accomplishments annually during the MD715 brief with each agency head for the various installations.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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 Command/Organization has in place.

A. Plan to Provide Sufficient & Competent Staffing for the Disability Program

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

Yes

No x

Marine Corps Wide – Has a large turnover in billets, thus with the limited resources the program has not maintained compliance. It would be beneficial for the agency to have EEO Specialist specifically for the NAF agency for more resources.

Cherry Point - NAF does well in partnership with installation EEO and with the finite resources.

Administration and Resource – Disability Program is within the EEO office.

MCI West - No, at this time, the MCIWEST region has 7 personnel (including one NAF employee and 1 Deputy EEO Officer) in which 2 are located at the Region and the other 4 APF employees are spread out throughout the western region (minus Yuma and 29 Palms who do not have EEO Specialist on site). Thus, the shortage in staff has provided a shortfall in the disability program. However, even with this shortage of personnel, all personnel within the MCIWEST region do their best to address any questions or concerns related to the disability program. We are continuing the attempt to fill one vacancy at the Region.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

2. Identify all staff responsible for implementing the Command/Organization's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff by Employment Status			All Individuals (Name, Title, Pay Plan/Series/Grade)
	Full Time	Part Time	Collateral Duty	
Processing reasonable accommodation requests from applicants and employees	4			Cherry Point – Lindsay Smith and Bridget Bennett MCI West - CPEN, Yuma, 29 Palms, – Kenny Thomas – NAF Equal Employment Opportunity Specialist MCRD – Courtney Whitmore – Equal Employment Specialist MCAS Miramar – Theresa Dimapilis - Equal Employment Opportunity Specialist
Section 508 Compliance	3			Cherry Point - NAF MCCS, Dennis Ray and Melanie Waters, assistance with local installation support MCI West - Dan Grissom, Deputy Equal Employment Opportunity Manager, EEO, MCIWest-MCB CamPen; dan.grissom@usmc.mil Administration and Resource – IT office

Architectural Barriers Act Compliance	2			Administration and Resource – Not Applicable MCI West - Dan Grissom, Deputy Equal Employment Opportunity Manager, EEO, MCIWest-MCB CamPen; dan.grissom@usmc.mil
Selective Placement Program	2			Administration and Resource – HR office MCI West - Dan Grissom, Deputy Equal Employment Opportunity Manager, EEO, MCIWest-MCB CamPen; dan.grissom@usmc.mil
Overall Disability Program Management	3			Administration and Resource – EEO Office MCI West - CPEN, Yuma , 29 Palms , – Kenny Thomas – NAF Equal Employment Opportunity Specialist MCRD – Courtney Whitmore – Equal Employment Specialist MCAS Miramar – Theresa Dimapilis - Equal Employment Opportunity Specialist

3. Has the Command/Organization 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.

Yes

No x

Marine Corps Wide - Has experienced a high turnover rate, unable to carry out the program in compliance. It would be beneficial for the agency to have EEO Specialist specifically for the NAF agency for more resources.

B. Plan to Ensure Sufficient Funding for the Disability Program

Has the Command/Organization provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If "no", describe the Command/Organization's plan to ensure all aspects of the disability program have sufficient *funding* and other *resources*.

Yes

No x

Processing RA Requests from applicants and employees with disabilities

Marine Corps Wide - Has experienced a high turnover rate, unable to carry out the program in compliance. It would be beneficial for the agency to have EEO Specialist specifically for the NAF agency for more resources.

Cherry Point – Yes

Administration and Resource – No response submitted.

MCI West - Yes, we work with the supervisors to ensure Reasonable Accommodations are managed and coordinated in a timely manner in accordance with the DON policies, and accommodated whether it be with schedules, certain equipment needs, etc. to ensure they can meet the requirements of the position and excel with equal opportunities.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

Special Emphasis Program for PWD and PWTD

Marine Corps Wide - Has experienced a high turnover rate, unable to carry out the program in compliance. It would be beneficial for the agency to have EEO Specialist specifically for the NAF agency for more resources.

Cherry Point – No

Administration and Resource – No response submitted.

MCI West - DON Campaign for Self-Identification of a Disability.

CPEN 00681 - No. Budgetary constraints does not allow for any additional qualified staff to be hired to implement and provide oversight on the Disability Program. If funding and structure become available, it would be more appropriate for the placement of the position(s) within the EEO Office.

Disability Employment Awareness Month October 2023.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

Section III: 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 Command/Organization's recruitment program plan for PWD and PWTD.

A. Plan to Identify Job Applicants with Disabilities

1. Which of the following programs/resources does the Command/Organization use to identify job applicants with disabilities, including Individuals with Targeted Disabilities:

****The major subordinate commands use a variety of different resource to identify job applicants with disabilities****

Workforce Recruitment Program		
DoD Shared List of People with Disabilities		
Wounded Warrior Program		
Job Fairs dedicated to PWD/PWTD		
Schools primarily enrolling PWD/PWTD		
Other schools with programs dedicated to PWD/PWTD		
State Vocational Rehabilitation Offices		
Other (describe below)		

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

NAF does not utilize the Schedule A (u) program.

Cherry Point - The program uses ongoing community outreach activities, and we partner with Vocational Rehabilitation programs that work with these particular populations. Objectives that our agency has is to NOT audit the status of disability until post hire. When outreach activities are effective, the agency should find to be placing and hiring individuals with disabilities into the program.

MCI West - MCCS Camp Pendleton - does not actively recruit specifically PWD/PWTD for positions in the workforce. we hire the most qualified applicant. Positions are posted on the MCCS Careers webpage and posted for a period of days not less than 7 calendar days, where any interested applicant may apply. Upon being notified of a disability MCCS ensures we go through the appropriate avenues to accommodate accordingly.

Yuma - By announcing to a wide variety of sources and attending job fairs and working with agencies such as Goodwill and similar.

Administration and Resource - MARADMIN 259-23 was published on 22 May 2023 and was communicated to all Installations components.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

3. How many Schedule A(u) employees were hired to permanent positions during the reporting cycle? **NAF does not have a Schedule A program**

NAF does not utilize the Schedule A (u) program.

Cherry Point - NAF has not been afforded the privilege to use Schedule A hiring authorities. We have been required to influence positive outcomes solely by outreach and communication.

Administration and Resource/MCI West – Not applicable

Administration and Resource - MARADMIN 259-23 was published on 22 May 2023 and was communicated to all Installations components.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

4. Describe your Command/Organization's use of programs to recruit PWD and PWTD for temporary positions (e.g. internships):

Cherry Point/Administration and Resource – No response submitted.

MCI West - MCCA Camp Pendleton - does not actively recruit specifically PWD/PWTD for positions in the workforce. we hire the most qualified applicant. Positions are posted on the MCCA Careers webpage and posted for a period of days not less than 7 calendar days, where any interested applicant may apply. Upon being notified of a disability MCCA ensures we go through the appropriate avenues to accommodate accordingly.

Miramar 67865 - Marketing internships are advertised with local universities which target all qualified applicants including PWD and PWTD.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

5. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A(u)), explain how the Command/Organization (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.

Cherry Point - N/A – if and when, we are hiring a candidate with a job coach, we are generally aware in advance of placement (mostly because outreach leads to referrals). The HR office immediately liaises with the candidate and office that is supporting the candidate to ensure that they are aware and prepared to take next steps in the interview process. Goal is to always assist with a warm handoff and soft introduction to the hiring team as the interview may require having a job coach present and this provides confidence and reassurance to both the hiring manager and applicant when they understand it is supported by the agency.

Administration and Resource - Individuals follow the competitive application process and may be given a hiring preference if they provide the required documents, Schedule A Letter or Proof of Disability Documentation from: doctor, licensed medical professional, licensed rehabilitation professional, or any federal, state, District of Columbia, or US territory agency that issues or provides disability benefits.

MCI West - All candidates who meet the minimal qualifications of a job announcement are forwarded to the hiring manager for consideration.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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

Yes

No

N/A x

NAF does not utilize Schedule A (u).

B. Plan to Establish Contacts with Disability Employment Organizations

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

Cherry Point - Frequent and reoccurring. We have also participated in several lunch-n-learns and we always try to attend the job fairs that are being hosted by Vocational Rehab, NC Works and the supporting social service agencies.

Administration and Resource - Ongoing relationship with WRP, WWR, as well as State Vocational Office.

MCI West - MCCS NAF does not have contacts with organizations that assist with hiring of PWD or PWTD. We on occasion communicate with representatives that employees have been a part of privately in relation to a disability.

Miramar - We have recruiter who has received training on how to use the WRP database, is registered as a recruiter for WRP.

Yuma - There are hiring agencies or assistance agencies with whom we send our job vacancies to each week. In addition, we have developed relationships with agencies such as Goodwill, Yuma Private Industry Council, etc. that also assist individuals with disabilities.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

C. Progression Towards Goals (Recruitment and Hiring)

1. 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.

a. New Hires for Permanent Workforce (PWD)	Yes	No x
b. New Hires for Permanent Workforce (PWTD)	Yes	No x

Cherry Point/MCI West – No to both.

Administration and Resource – Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

2. 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.

a. New Hires for MCO (PWD)	Yes	No x
b. New Hires for MCO (PWTD)	Yes	No x

Cherry Point/MCI West – No to both.

Administration and Resource - Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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.

a. Qualified Applicants for MCO (PWD)	Yes	No x
b. Qualified Applicants for MCO (PWTD)	Yes	No x

Cherry Point/MCI West – No to both.

Administration and Resource - Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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.

a. Promotions for MCO (PWD)	Yes	No x
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b. Promotions for MCO (PWTD)

Yes

No x

Cherry Point/MCI West – No to both.

Administration and Resource – Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

Section IV: 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 Command/Organization's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

Cherry Point - N/A – Merit staffing principles are required for advancement/promotion opportunities. PWD and PWTD will also be supported for those considerations and they are afforded access to all of the trainings, and have the ability to request additional trainings, that they feel would be most beneficial and of interest to them by use of the annual "learning development plan" that is agreed upon by both the employee and manager.

Administration and Resource - We provide advancement for all employees, including PWD and PWTD.

MCI West - MCCS Camp Pendleton - does not currently have any advancement program plans targeted specifically towards advancement for PWD/PWTD. MCCS employees have a learning development plan that targets development both personally and career wise. We also offer tuition assistance that would be used toward for opportunities for advancement. Our Training Department and our online training program (ETHOS) also offers individual or group training opportunities for different courses that would also aide in career development, anywhere from self-development, team development, or leadership development. Additionally, any request for accommodation is processed accordingly, and as such if it was brought to our attention that any specialized training etc., was needed to support any PWD/PWTD we would engage in the interactive discussion accordingly.

Miramar – Employees are required to complete annually a Learning Development Plan (LDP). Employees are encouraged to find workshops (virtual, or in person) the help them become stronger in their work and personal lives. Each LDP can be customized to learning needs and goals of each individual.

Yuma - Our command is very inclusive; we would never prohibit advancement opportunities for one group while excluding another. The goal is consistent and equitable opportunities for all employees.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

B. Career Development Opportunities

1. Please describe the career development opportunities that the Command/Organization provides to its employees.

Cherry Point - The agency provides all employees with access to the merit staffing program and employees are not restricted from considering positions of interest. Employees receive additional training support outside mandatory training by using a learning development plan (LDP) which helps them develop new skills that can be used in the current or future responsibility. Employees operating at a full performance are encouraged to consider growth opportunities.

Administration and Resource - We provide career development opportunities through Learning Management System, Individual Development Plans, Supervisor training, coaching, and mentoring.

MCI West - MCCS Camp Pendleton - All employees between management and employee have a learning development plan that targets development both personally and career wise. We also offer tuition assistance that would be used toward career development opportunities. Our Training Department and our online training program (ETHOS) also offers individual or group training opportunities for different courses that would also aide in career development, anywhere from self-development, team development, or leadership development.

Miramar – In-person workshops for professional development like MCCS's Leadership Series, Winning Conversations, Performance Coaching, The Change Element, Extended DISC, and DON Supervisory Training are scheduled throughout the year.

MCCS has a learning management system, Ethos, which offers e-learning options for employees to use to advance their personal and professional knowledge and skills.

MCCS Miramar MCFTB offers Leadership, Communication, Readiness, Resiliency, and self-care workshops to all MCCS employees throughout the year both in person and virtual platform.

Additionally, all employees can utilize the Personal and Professional Development Center which we have conducted resume building workshops at during this past year. PPD works with all active duty, civilian, DoD, retirees and family members on writing resumes, practicing interviewing skills, and everyone can receive coaching and mentoring on career paths that are best suited to their personality traits and strengths.

Yuma - Career development opportunities such as training are available to all employees.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate. [Collection begins with the FY 2018 MD-715 report, which is due on February 28, 2019.]

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	N/A Cherry Point					
Fellowship Programs	N/A Cherry Point					
Mentoring Programs	N/A Cherry Point					
Coaching Programs	All programs can participate Cherry Point	Data not available Cherry Point				
Training Programs	All programs can participate Cherry Point 2 MCI West	172 (APF/NAF) Cherry Point 2 MCI West		13.37% Cherry Point		3.48% Cherry Point
Detail Programs	N/A Cherry Point					

Other Career Development Programs	2 Cherry Point	2 Cherry Point		0 Cherry Point		0 Cherry Point
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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.

a. Applicants (PWD)	Yes	No x
b. Selections (PWD)	Yes	No x

Cherry Point/MCI West – No to both.

Administration and Resource – Not Applicable

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Applicants (PWTD)	Yes	No x
b. Selections (PWTD)	Yes	No x

Cherry Point/MCI West – No to both.

Administration and Resource – Not Applicable

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

C. Awards

1. Using the [inclusion rate](#) as the benchmark, does your Command/Organization 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)	Yes	No x
b. Awards, Bonuses, & Incentives (PWTD)	Yes	No x

Cherry Point/MCI West – No to both.

Administration and Resource – Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

2. Using the [inclusion rate](#) as the benchmark, does your Command/Organization 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)	Yes	No x
b. Pay Increases (PWTD)	Yes	No x

Cherry Point/MCI West – No to both.

Administration and Resource – Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

3. If the Command/Organization 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)	Yes	No	N/A x
b. Other Types of Recognition (PWTD)	Yes	No	N/A x

Cherry Point -N/A

Administration and Resource – No response submitted.

MCI West – No

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

D. Promotions

1. Does your Command/Organization 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.

a. NF5

i. Qualified Internal Applicants (PWD)	Yes	No x
ii. Internal Selections (PWD)	Yes	No x

b. NF4

- | | | |
|--|-----|------|
| i. Qualified Internal Applicants (PWD) | Yes | No x |
| ii. Internal Selections (PWD) | Yes | No x |
| c. NF3 | | |
| i. Qualified Internal Applicants (PWD) | Yes | No x |
| ii. Internal Selections (PWD) | Yes | No x |

Cherry Point/MCI West – No across the board.

Administration and Resource – Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

2. Does your Command/Organization 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.

a. NF5

- | | | |
|---|-----|------|
| i. Qualified Internal Applicants (PWTD) | Yes | No x |
| ii. Internal Selections (PWTD) | Yes | No x |

b. NF4

- | | | |
|---|-----|------|
| i. Qualified Internal Applicants (PWTD) | Yes | No x |
| ii. Internal Selections (PWTD) | Yes | No x |

c. NF3

- | | | |
|---|-----|------|
| i. Qualified Internal Applicants (PWTD) | Yes | No x |
| ii. Internal Selections (PWTD) | Yes | No x |

Cherry Point/MCI West – No across the board.

Administration and Resource – Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

3. Using the qualified applicant pool as the benchmark, does your Command/Organization 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.

- | | | |
|---------------------------|-----|------|
| a. New Hires to NF5 (PWD) | Yes | No x |
| b. New Hires to NF4 (PWD) | Yes | No x |
| c. New Hires to NF3 (PWD) | Yes | No x |

Cherry Point/MCI West – No across the board.

Administration and Resource – Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

4. Using the qualified applicant pool as the benchmark, does your Command/Organization have a trigger involving PWTD 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.

- | | | |
|----------------------------|-----|------|
| a. New Hires to NF5 (PWTD) | Yes | No x |
| b. New Hires to NF4 (PWTD) | Yes | No x |
| c. New Hires to NF3 (PWTD) | Yes | No x |

Cherry Point/MCI West – No across the board.

Administration and Resource – Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

5. Does your Command/Organization 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.

a. Executives (NF5)

- | | | |
|--|-----|------|
| i. Qualified Internal Applicants (PWD) | Yes | No x |
| ii. Internal Selections (PWD) | Yes | No x |

b. Managers (NF4)

- | | | |
|--|-----|------|
| i. Qualified Internal Applicants (PWD) | Yes | No x |
| ii. Internal Selections (PWD) | Yes | No x |

c. Supervisors (NF3)

- | | | |
|--|-----|------|
| i. Qualified Internal Applicants (PWD) | Yes | No x |
| ii. Internal Selections (PWD) | Yes | No x |

Cherry Point/MCI West – No across the board.

Administration and Resource – Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

6. Does your Command/Organization have a trigger involving PWTD 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.

a. Executives (NF5)

i. Qualified Internal Applicants (PWTD)	Yes	No x
ii. Internal Selections (PWTD)	Yes	No x

b. Managers (NF4)

i. Qualified Internal Applicants (PWTD)	Yes	No x
ii. Internal Selections (PWTD)	Yes	No x

c. Supervisors (NF3)

i. Qualified Internal Applicants (PWTD)	Yes	No x
ii. Internal Selections (PWTD)	Yes	No x

Cherry Point/MCI West – No across the board.

Administration and Resource – Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

7. Using the qualified applicant pool as the benchmark, does your Command/Organization have a trigger involving PWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

a. New Hires for Executives (NF5) (PWD)	Yes	No x
b. New Hires for Managers (NF4) (PWD)	Yes	No x
c. New Hires for Supervisors (NF3) (PWD)	Yes	No x

Cherry Point/MCI West – No across the board.

Administration and Resource – Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

8. Using the qualified applicant pool as the benchmark, does your Command/Organization have a trigger involving PWTD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

a. New Hires for Executives (NF5) (PWTD)	Yes	No x
b. New Hires for Managers (NF4) (PWTD)	Yes	No x
c. New Hires for Supervisors (NF3) (PWTD)	Yes	No x

Cherry Point/MCI West – No across the board.

Administration and Resource – Unknown

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

Section V: Plan to Improve Retention of Persons with Disabilities

To be a 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 personal assistance services.

A. Voluntary and Involuntary Separations

1. In this reporting period, did the Command/Organization convert all eligible Schedule A(u) 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 Command/Organization did not convert all eligible Schedule A(u) employees.

Yes

No

NAF does not utilize Schedule A (u).

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)	Yes	No x
b. Involuntary Separations (PWD)	Yes	No x

Cherry Point/MCI West – No to both.

Administration and Resource – Not applicable

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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)	Yes	No x
b. Involuntary Separations (PWTD)	Yes	No x

Cherry Point/MCI West – No to both.

Administration and Resource – Not applicable

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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

Cherry Point – N/A

Administration and Resource – Not applicable

MCI West – No response

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

B. Accessibility of Technology and Facilities

Pursuant to 29 C.F.R. § 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 Command/Organization technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of Command/Organization 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 Command/Organization'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.

NAF Enterprise wide - <https://careers.usmc-mccs.org/#nav-preferenceEEO>

2. Please provide the internet address on the Command/Organization'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.

NAF Enterprise wide - <https://careers.usmc-mccs.org/#nav-preferenceEEO>

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

Cherry Point – No response

Administration and Resource – MMARADMIN 259-23, hiring preference for PWD/PWTD.

MCI West - All files are moving to a cloud, SharePoint site, with all S Drives going away. This allows more access from all locations. There is an estimated completion date of 31 December 2023.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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.)

81.88% timely processed for Marine Corps Wide NAF.

101 cases processed before 45 days.

3 cases were reassignments.

2. Describe the effectiveness of the policies, procedures, or practices to implement the Command/Organization'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.

Cherry Point - FY23 Average processing time frame for RA's was 18.42 days. Very effective. The installation EEO team does an excellent job responding and coordinating with offices to obtain the best possible outcome.

3. How many reasonable accommodation requests have taken more than 45 days to process?

Do not include previously-approved requests associated with repetitive accommodations, such as Interpreter services.

23 cases were processed more than the 45 day compliance.

4. What was the greatest number of days it took to process a reasonable accommodation request during the FY? If the longest request has yet been processed, calculate days from the request date to the present.

288 days was the longest days for processing.

5. How many RA requests were received in the reporting cycle?

127 cases were received in this cycle for NAF.

6. How many RA requests are up-to-date in NEAT?

Due to large turnover some of the major subordinate commands are out of compliance.

D. Personal Assistance Services Allowing Employees to Participate in the Workplace

Pursuant to 29 C.F.R. § 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 Command/Organization.

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.

NAF Enterprise Wide - PAS is available, however have not had a request.

Section VI: 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 government-wide average?

Yes

No x

N/A

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?

Yes x

No

N/A

3. If the Command/Organization 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 Command/Organization.

No findings

B. EEO Complaint Data involving Reasonable Accommodation

1. 1. Did disability status fall within the top three bases alleged in the command's EEO counseling activity during the last fiscal year?

Yes x

No

N/A

2. Did disability status fall within the top three bases alleged in the command's formal complaints during the last fiscal year?

Yes x

No

N/A

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

Yes x

No

N/A

4. If the Command/Organization 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 Command/Organization.

No Findings

Section VII: 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 Command/Organization identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Yes x

No

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

Yes

No

N/A x

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.

Trigger 1

N/A

Barrier(s)				
Objective(s)				
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
Fiscal Year	Accomplishments			

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

Cherry Point/Administration and Resource/MCI West– No response submitted.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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

Cherry Point/MCI West – No response submitted.

Administration and Resource - MARADMIN 259-23 was published and provides hiring authority for individuals with disabilities.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

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

Cherry Point/Administration and Resource/MCI West – No response submitted.

MCI PAC, MCI East, Albany, and Tri-Command have been granted a waiver as these commands either have a new Deputy Director Equal Employment Opportunity or a vacant billet.

MD-715 - Part F
Certification of Establishment of Continuing
Equal Employment Opportunity Program

I, Ronnie L Holmes, PhD, EEO Director 0260/GS14 am the

(Insert name above)

(Insert official
title/series/grade above)

Principal EEO Director/Official for

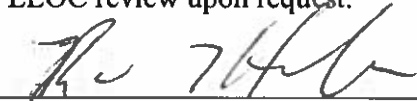
United States Marine Corps

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

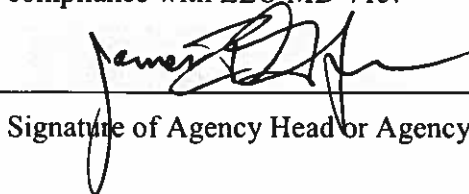


Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

6 Feb 24

Date



Signature of Agency Head or Agency Head Designee

21 Feb 24

Date