

Department of State Fulltime Permanent Workforce Diversity

Data as of 12/31/2023

RACE & ETHNICITY	All Ranks				Senior Ranks*				
	Civil Service	Foreign Service Generalist	Foreign Service Specialist	Grand Total	Civil Service	Foreign Service Generalist	Foreign Service Specialist	Foreign Service Total	Senior Total
MINORITY**	43.4%	24.8%	32.3%	35.2%	21.5%	17.1%	30.1%	19.1%	19.6%
NON-MINORITY	56.5%	75.1%	67.1%	64.6%	78.5%	82.9%	69.9%	80.9%	80.4%
UNSPECIFIED	0.1%	0.2%	0.5%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
SEX									
FEMALE	55.1%	44.2%	29.1%	46.1%	49.5%	40.5%	21.7%	37.7%	40.4%
MALE	44.9%	55.8%	70.9%	53.9%	50.5%	59.5%	78.3%	62.3%	59.6%
RACE									
AFRICAN AMERICAN	24.6%	6.6%	10.1%	15.8%	7.7%	3.9%	12.0%	5.1%	5.7%
AMERICAN INDIAN	0.8%	0.6%	0.9%	0.7%	0.0%	0.2%	0.6%	0.3%	0.2%
ASIAN	8.2%	7.7%	7.6%	7.9%	7.4%	5.1%	6.0%	5.2%	5.7%
MULTI-RACE	3.0%	4.1%	4.3%	3.6%	2.8%	2.2%	3.0%	2.3%	2.4%
NATIVE HAWAIIAN	0.3%	0.1%	0.3%	0.2%	0.0%	0.1%	0.6%	0.2%	0.1%
WHITE	61.0%	78.9%	72.4%	69.1%	80.9%	85.8%	72.9%	83.9%	83.2%
UNSPECIFIED	2.1%	2.1%	4.4%	2.6%	1.2%	2.6%	4.8%	3.0%	2.6%
ETHNICITY									
HISPANIC	8.2%	7.5%	11.2%	8.6%	4.3%	6.2%	7.8%	6.5%	6.0%
NON-HISPANIC	91.6%	92.4%	88.3%	91.1%	95.7%	93.8%	92.2%	93.5%	94.0%
UNSPECIFIED	0.1%	0.2%	0.5%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
SEX & RACE/ETHNICITY									
FEMALE	55.1%	44.2%	29.1%	46.1%	49.5%	40.5%	21.7%	37.7%	40.4%
HISPANIC***	4.5%	3.5%	3.5%	4.0%	1.8%	2.3%	1.8%	2.2%	2.2%
AFRICAN AMERICAN	15.6%	3.8%	3.4%	9.2%	5.5%	1.4%	3.6%	1.7%	2.6%
AMERICAN INDIAN	0.2%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
ASIAN	4.9%	4.0%	2.6%	4.1%	5.2%	2.5%	1.8%	2.4%	3.1%
MULTI-RACE	1.4%	1.5%	0.9%	1.3%	1.2%	1.2%	0.6%	1.1%	1.1%
NATIVE HAWAIIAN	0.1%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
WHITE	28.4%	31.2%	18.4%	27.1%	35.7%	33.1%	13.9%	30.2%	31.5%
UNSPECIFIED	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
MALE	44.9%	55.8%	70.9%	53.9%	50.5%	59.5%	78.3%	62.3%	59.6%
HISPANIC***	3.7%	3.9%	7.8%	4.6%	2.5%	3.9%	6.0%	4.2%	3.8%
AFRICAN AMERICAN	8.5%	2.5%	6.2%	6.1%	2.2%	2.5%	8.4%	3.4%	3.1%
AMERICAN INDIAN	0.1%	0.1%	0.3%	0.2%	0.0%	0.1%	0.6%	0.2%	0.1%
ASIAN	3.2%	3.6%	4.8%	3.7%	2.2%	2.5%	4.2%	2.8%	2.6%
MULTI-RACE	1.0%	1.6%	2.4%	1.5%	0.9%	0.5%	2.4%	0.8%	0.8%
NATIVE HAWAIIAN	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%	0.6%	0.2%	0.1%
WHITE	28.1%	43.9%	48.8%	37.5%	42.8%	49.8%	56.0%	50.7%	48.9%
UNSPECIFIED	0.1%	0.1%	0.4%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
DISABILITY****									
DISABLED TOTAL	26.8%	10.4%	14.4%	19.0%	11.7%	17.1%	13.3%	16.5%	16.1%
DISABLED - NON-TARGETED DISABILITY	22.7%	9.0%	13.2%	16.3%	10.2%	15.3%	12.0%	14.8%	14.4%
DISABLED - TARGETED DISABILITY	4.0%	1.4%	1.2%	2.6%	1.5%	1.8%	1.2%	1.7%	1.7%
NO DISABILITY IDENTIFIED	73.2%	89.6%	85.6%	81.0%	88.3%	82.9%	86.7%	83.5%	83.9%
DISABILITY**** & SEX									
FEMALE	55.1%	44.2%	29.1%	46.1%	49.5%	40.5%	21.7%	37.7%	40.4%
DISABLED TOTAL	13.6%	4.4%	3.2%	8.5%	6.2%	6.7%	1.8%	5.9%	6.0%
DISABLED - NON-TARGETED DISABILITY	11.6%	3.9%	2.9%	7.3%	4.9%	6.1%	1.8%	5.5%	5.4%
DISABLED - TARGETED DISABILITY	2.0%	0.5%	0.4%	1.2%	1.2%	0.5%	0.0%	0.4%	0.6%
NO DISABILITY IDENTIFIED	41.5%	39.8%	25.9%	37.6%	43.4%	33.8%	19.9%	31.7%	34.4%
MALE	44.9%	55.8%	70.9%	53.9%	50.5%	59.5%	78.3%	62.3%	59.6%
DISABLED TOTAL	13.2%	6.0%	11.2%	10.5%	5.5%	10.5%	11.4%	10.6%	9.5%
DISABLED - NON-TARGETED DISABILITY	11.1%	5.1%	10.3%	9.0%	5.2%	9.2%	10.2%	9.4%	8.4%
DISABLED - TARGETED DISABILITY	2.1%	0.9%	0.9%	1.4%	0.3%	1.3%	1.2%	1.3%	1.0%
NO DISABILITY IDENTIFIED	31.7%	49.8%	59.7%	43.4%	44.9%	49.0%	66.9%	51.7%	50.2%

* Senior ranks are included in the "All Ranks" percentages.
 ** "Minority" includes all race and ethnicity categories other than White Non-Hispanic.
 *** Race and Ethnicity categories were cross tabulated to display Hispanic as a single category and the non-Hispanic race groups as categories summing up to the total population.
 **** An employee may be classified as an individual with a disability or an individual with a targeted disability as prescribed by 29 CFR 1614.203(d)(6)(ii)(A)