

Equal Employment Opportunity (EEO) program status report for fiscal year (FY) 2014



Consumer Financial
Protection Bureau

March 2015

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1. Agency identifying information

TABLE 1: AGENCY IDENTIFYING INFORMATION

Part A	
1. Agency	Consumer Financial Protection Bureau
2. Address	1700 G Street NW
3. City, State, Zip code	Washington, DC 20552
4. CPDF Code	FR FT
5. FIPS code	110001, 06075, 176031, 36061

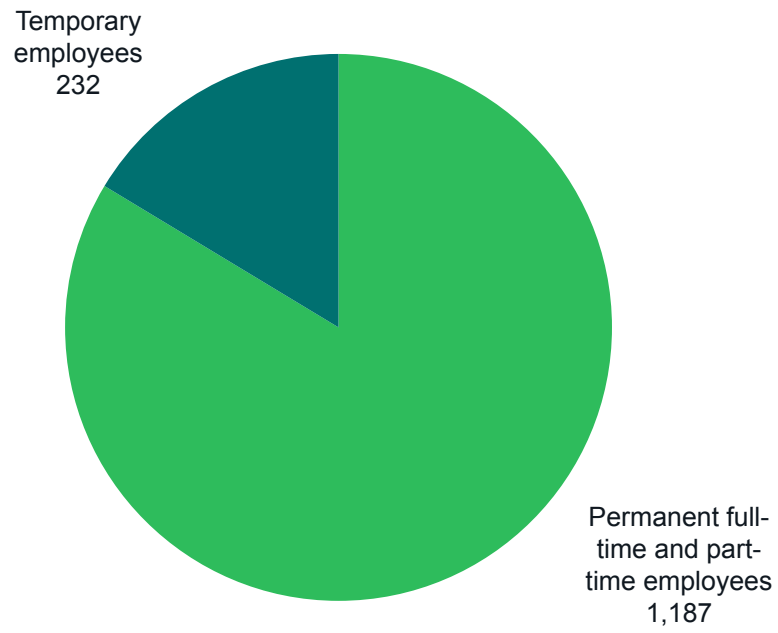
2. Total employment

TABLE 2: TOTAL EMPLOYMENT

Part B	
Permanent full-time and part-time employees	1,187
Temporary employees	232
Employees paid from non-appropriated funds	0
Total employment	1,419

Data as of September 30, 2014.

FIGURE 1: TOTAL EMPLOYMENT



3. Leadership

TABLE 3: LEADERSHIP

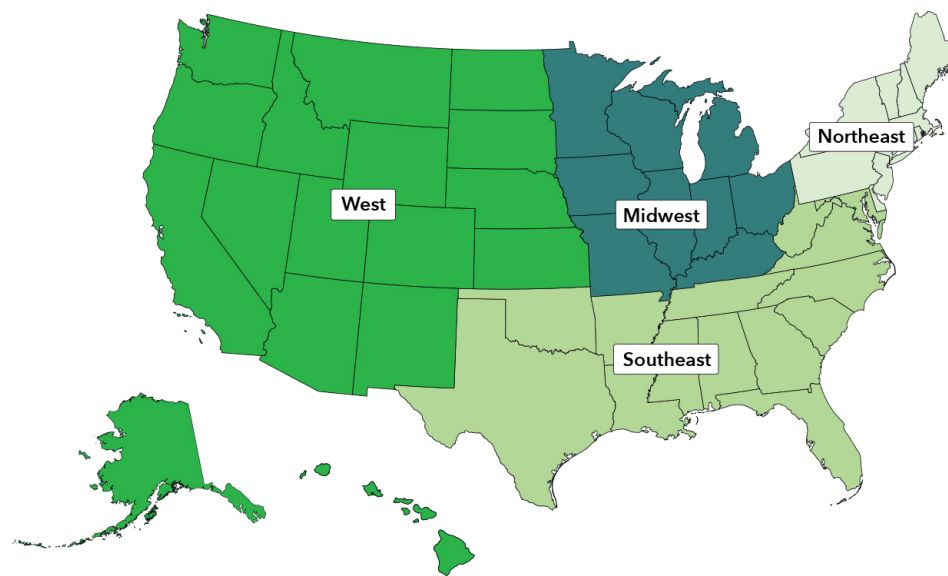
Part C	
Head of agency	Richard Cordray Director, Consumer Financial Protection Bureau
Agency Head Designee	M. Stacey Bach Director, Equal Employment Opportunity



Richard Cordray, Director, Consumer Financial Protection Bureau

4. List of subordinate components covered in this report

FIGURE 2: CFPB SUPERVISION REGIONS



Regions

- Northeast
- Southeast
- Midwest
- West

5. Executive summary

Mission

The Consumer Financial Protection Bureau (CFPB or Bureau) is the nation's first federal agency focused solely on consumer financial protection. The Dodd-Frank Wall Street Reform and Consumer Protection Act (Pub. L. 111-203) (July 21, 2010) (Dodd-Frank Act) created the CFPB to protect consumers and to encourage fair and competitive consumer financial markets. CFPB officially began operations on July 21, 2011.

CFPB's mission is to make markets for consumer financial products and services work for Americans—whether they are applying for a mortgage, choosing among credit cards, or using any number of other consumer financial products. CFPB helps consumer finance markets work by making rules more effective, by consistently and fairly enforcing those rules, and by empowering consumers to take more control over their lives.

CFPB will achieve its mission and vision through data-driven analysis, innovative use of technology and valuing the best people and great teamwork. CFPB will use data purposefully to support informed decision-making in all internal and external functions. CFPB strives to be an innovative, 21st century agency in its approach to technology. Finally, CFPB invests in world-class training and support to create an environment that encourages employees at all levels to tackle complex challenges.

If CFPB achieves its mission, it will have facilitated the development of a consumer finance marketplace where customers can see prices and risks and can easily make product comparisons. The envisioned consumer finance marketplace will work for American consumers, responsible providers, and the economy.

To accomplish these goals, the CFPB is divided into six Divisions:

- Consumer Education & Engagement (CEE)
- Supervision, Enforcement, & Fair Lending (SEFL)
- Research, Markets, & Regulations (RMR)
- External Affairs (EA)
- Legal (LD)
- Operations (OPS)

These Divisions work together to:

- Write rules, supervise regulated entities, and enforce federal consumer financial protection laws;
- Restrict unfair, deceptive, or abusive acts or practices;
- Take consumer complaints;
- Promote financial education;
- Research consumer behavior;
- Monitor financial markets for new risks to consumers; and
- Enforce laws that outlaw discrimination and other unfair treatment in consumer finance.

This Equal Employment Opportunity (EEO) Program Status Report for Fiscal Year (FY) 2014 highlights CFPB's accomplishments in FY2014 in establishing an EEO Program and identifies areas where the Bureau will take further actions to improve its EEO Program. FY2014 presented challenges to, and also identified opportunities for growth in, the CFPB's EEO Program. When CFPB uncovered differences in employee performance ratings for FY2013 it corrected those issues and began to focus with additional rigor on its internal policies and practices that promote equal opportunity and fairness among employees. During FY2014, CFPB reaffirmed its commitment to ensuring that talented and diverse staff are treated fairly and with respect, and Bureau leadership has recommitted to enforcing the standards of fairness that it expects of the companies and industries it regulates.

The collaboration of the Office of Equal Employment Opportunity (EEO Office), the Office of Minority and Women Inclusion (OMWI) and the Office of Human Capital (OHC) supports CFPB's mission by ensuring fairness and equality under the law for all employees and applicants for employment and by cultivating a working environment that supports staff in their efforts to protect consumers. Pursuant to Section 342 of the Dodd-Frank Act, OMWI develops standards for equal employment opportunity and diversity, which the OHC incorporates into CFPB Human Capital Management. The EEO Office, OMWI, and OHC monitor the impacts and results of these standards, cultivate successful policies and practices to reinforce them, and develop mitigating strategies to strengthen all EEO and diversity and inclusion programs.

CFPB's EEO Office, which has been internally operated since February 2013, works to ensure that CFPB complies with all federal laws related to EEO and external civil rights compliance; provides a neutral forum for the discussion, investigation and resolution of certain EEO matters; and strives to integrate EEO into CFPB's everyday work. CFPB's EEO Office also strives to empower individuals to participate constructively to their fullest potential in support of the CFPB's mission. CFPB's EEO Office endeavors to ensure that CFPB reflects the rich diversity of the nation and provides a full and fair opportunity for all employees and applicants, and that CFPB employees have the working environment that will support them in their efforts to protect consumers. The EEO Office maximizes its partnership with Bureau leadership, employees, management, and the National Employees Treasury Union (NTEU) to achieve this vision.

EEO plan action items and self-assessment

CFPB developed and implemented action items for its EEO Plan as set forth in its FY2013 status report. Throughout FY2013 and FY2014, CFPB implemented most of the action items and made significant strides in developing a model EEO Program by conducting a self-assessment, pursuant to MD-715, and incorporating the following essential program elements.

5.1 Essential Element 1: Demonstrated commitment from agency leadership

Since its inception, the Bureau has been committed to maintaining a workplace that promotes professionalism and productivity, respects the dignity of all, and embraces transparency toward and education of employees about their EEO rights and responsibilities. When potential EEO issues are identified, the Bureau has quickly committed to diagnosing issues and taking

appropriate corrective action when warranted. For example, Director Cordray elevated OMWI to his executive office and subsequently directed the office to conduct a series of listening sessions in the summer of 2014 to determine the veracity of recent allegations of discrimination and intolerance. The results of those listening sessions are being used to establish priorities for program development and to drive positive change at the Bureau in support of EEO, diversity, and inclusion objectives.

Further demonstrating commitment from CFPB leadership, the Bureau ensures that all EEO policy statements are timely and current. After CFPB issued its initial EEO policy statement on August 29, 2012, the Bureau re-issued EEO policy statements in February 2013 and April 2014. The policy statements affirm that the CFPB Director, EEO Director, CFPB managers, and front-line supervisors will uphold and enforce the principles of EEO. The CFPB Director re-issued an annual No FEAR Act statement in April 2014, and issued a stand-alone policy statement to all employees about CFPB as a harassment-free workplace in August 2014.

These policy statements, as well as general EEO program information, were communicated to all employees using all media available, including the Bureau intranet (e.g., <http://www.consumerfinance.gov/equal-employment-opportunity/>), and other CFPB-wide communication avenues such as the Director's weekly message to all employees, and a rotating NewsFeed on the intranet. CFPB provides new employees with policy statements during orientation and again provides them to employees promoted to supervisory ranks. CFPB also posts EEO information on bulletin boards and stands available throughout the Bureau, in the EEO Office, and in OHC office space. EEO notices also appear on employee paystubs.

Beyond communicating its commitment to EEO program policies, CFPB management also enforces EEO policies. Each CFPB supervisor and manager's performance plan includes competencies to assess their ability to maintain a diverse workforce, communicate effectively, and resolve conflict. In FY2015, CFPB will provide managers and supervisors with additional guidance setting forth behavioral indicators to evaluate actionable support of the EEO Program at CFPB, including compliance with EEO laws, conflict resolution, and diversity and inclusion.

CFPB employees also have access, via CFPB's intranet and email, to the policy and procedures for reasonable accommodation for individuals with disabilities and to the procedures for reporting inappropriate conduct to the OHC. If inappropriate conduct is reported, the OHC conducts a management inquiry and imposes corrective action or discipline, as necessary, in line with guidance set forth in the *Farragher/Elzerth* line of Supreme Court cases.

5.2 Essential Element 2: Integration of EEO into agency's strategic mission

The reporting structure for the EEO Program provides the Principal EEO Official with authority to carry out a successful EEO Program. The EEO Director has direct access to the CFPB's Director, including monthly one-on-one meetings, and EEO officials and staff have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions. In FY2014, the EEO Office further developed its organizational structure and more clearly defined the EEO staff's roles and responsibilities—initiatives that will continue in FY2015 and FY2016. Currently, the EEO Director has authority to ensure implementation of agency EEO action plans. To underscore the importance of equal employment opportunity and fairness, in November 2014, the Director moved the EEO Office from being administratively housed within the Operations Division to the Front Office, renamed it the "Office of Civil Rights" to reflect the internal- and external-focused civil rights compliance role it undertakes, and more closely aligned it with OMWI under a new umbrella organization called the "Office of Equal Opportunity and Fairness." Subsequent versions of this report will reflect these updated office titles and structures accordingly.

In FY2014, the EEO Office further supported CFPB's mission by:

- Tasking EEO staff to conduct reviews of EEO cases to ensure tactical trends related to EEO and diversity and inclusion were identified. This allowed the EEO Director to provide real-time feedback and recommendations to the Director and senior leadership.
- Securing detailees who possess subject matter expertise in instructional design, including developing or obtaining EEO training modules/briefings, which can be delivered upon request.
- Establishing a senior Attorney-Advisor position, thereby providing the EEO Office with a total of three attorneys (including the EEO Director) who can help ensure the Bureau is enforcing EEO laws.
- Instituting a standing meeting with the EEO Director, OMWI Director, and Chief Human Capital Officer to ensure efforts are continually made to advance and coordinate EEO and diversity and inclusion initiatives throughout the Bureau.

The EEO Director and other staff supporting the EEO Program have regular and effective means of informing the CFPB's Director and senior management officials of the status of EEO programs, and are involved in and consulted on, management/personnel actions. The EEO Director meets monthly with CFPB's Director, the Bureau's Chief of Staff, and the Bureau's Deputy Chief of Staff. The EEO Director also briefs senior leadership including the Director, Deputy Director, Chief of Staff, Deputy Chief of Staff, the OMWI Director and all Associate Directors on a quarterly basis. Following the submission of the Bureau's FY2013 MD-715 report, the EEO Office presented to the CFPB's Director and other senior officials the "State of the Agency" briefing, which covered all components of the EEO report. Additionally, prior to making decisions, OHC has invited the EEO Office and OMWI to attend meetings and to provide comments regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes. The new Office of Equal Opportunity and Fairness is exploring opportunities for further integration with OHC and other management functions within the Bureau.

The EEO Director has authority and funding available to ensure implementation of EEO action plans. The EEO Office and OMWI made requests for additional resources in FY2013 and FY2014. To ensure sufficient human resources allocations to the various offices supporting the EEO Program that are necessary for robust operations, OHC, the EEO Office, and OMWI began a series of discussions in FY2014 to better define roles and responsibilities and then to assign additional personnel resources, as necessary. This strategic planning process is ongoing under the auspices of the CFPB's Strategy and Project Management Offices, at the conclusion of which the CFPB expects to reach a decision. CFPB has committed sufficient budget to support the success of its EEO Program, and the EEO Office obtained full-time contract support during FY2014.

The EEO Program also allocated sufficient resources to train all new and existing employees, including on administrative and judicial remedial procedures. No FEAR Act and sexual harassment trainings are provided to all new and existing employees and are also a mandatory yearly requirement.

5.3 Essential Element 3: Management and program accountability

EEO Program officials provide EEO updates to management/supervisory officials regularly. The EEO Program officials have not coordinated the development and implementation of EEO Plans with all appropriate agency managers; however, joint meetings with OHC and OMWI on EEO and diversity and inclusion plans are planned with all division leaders for FY2015 and FY2016.

The Chief Human Capital Officer and the EEO Director meet regularly to discuss whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC Management Directives (MDs). The Merit Promotion Program Policy and Procedures, and Employee Development/Training Programs are reviewed every 18 months. CFPB is in the process of developing, with union input, a new performance management system.

CFPB will continue to review findings of discrimination to determine the appropriateness of taking disciplinary action against employees. When an adjudicatory body finds discrimination, CFPB will ensure full and prompt compliance with orders accompanying such decisions. OHC reviews disability accommodation decisions and actions to ensure compliance with its written procedures and analyzes the information tracked for trends and problems. The EEO Office provides comments based on any issues raised and also proactively provides feedback based on trends identified when disability claims are filed with the EEO Office.

CFPB provides training to managers and supervisors in order to ensure understanding of individual supervisors' responsibilities under civil rights laws, including the benefits of Alternative Dispute Resolution (ADR). During FY2014, the EEO Office obtained institutional support for a new and mandatory, two-day supervisory training led by the EEOC Training Institute that covered topics including:

- A History of EEO Laws;
- The Federal EEO Complaint Process;
- Reasonable Accommodation;
- ADR; and
- Management Responsibilities in Preventing Harassment and Retaliation

This module has been refined by the EEOC over time and is the typical module it deems sufficient to meet supervisory training requirements. By November 2014, approximately 85% of CFPB supervisors and managers had attended this two-day training, and plans exist to offer additional sessions during FY2015 and subsequent fiscal years to train all remaining and new supervisors. Anti-discrimination and anti-retaliation training, including information about merit principles and prohibited personnel practices, is also incorporated into structured interviewing, new supervisor, and other training modules presented by OHC as well as in mandatory annual No FEAR Act and harassment prevention training. Additionally, the EEO Office or OMWI arranged in FY2014 for internal presentations on topics including disability rights, providing reasonable accommodation, the Part 1614 Complaint Process, retaliation prevention, preventing and responding to harassment, avoiding age discrimination claims, unconscious bias, diversity awareness, and complying with EEO laws when hiring.

In FY2014, the EEO Office also worked closely with OMWI and the External Affairs (EA) Division to provide public and private sector leaders to address the CFPB workforce in support of heritage month celebrations, including Hispanic Heritage, Native American, African American History, Women's History, Asian Pacific American Heritage, and LGBT Pride.

Some divisions and offices have also begun to offer their own additional programs in support of diversity and inclusion efforts. OMWI is working on an Employee Resource Group policy, in conjunction with the EEO Office, OHC, and the Executive Advisory Council, for issuance in FY2015.

5.4 Essential Element 4: Proactive prevention

CFPB is committed to preventing prohibited conduct before it occurs. The EEO Office offers forward-facing assistance, including formal and informal training opportunities and day-to-day assistance through its open door policy encouraging employees to reach out for technical assistance. Due to an increase in the number of informal and formal complaints filed in FY2014 compared to FY2013, the EEO Office prioritized its existing resources to best ensure regulatory case-processing requirements were met. As complaint volume stabilizes and the cross-office strategic planning process ends, the EEO Office expects to allocate expanded resources to provide additional proactive assistance and prevent unlawful discrimination, harassment, and retaliation.

CFPB, including OHC and OMWI, conducts analyses throughout the year to identify and remove unnecessary barriers to employment, including reviewing applicant flow data, survey data, and other demographic data. The EEO Office has met with the Chief Human Capital Officer, the Director of OMWI, and Senior Management Officials to identify and assess potential barriers that may impede the realization of equal employment opportunities. When barriers or employee challenges are identified, senior management, OMWI and the EEO Office work closely together to develop solutions and responses. For example, the CFPB's approach to remediating performance rating discrepancies discovered in CFPB's FY2012 and FY2013 performance cycles was a direct result of collaboration between Bureau executives and the aforementioned program offices. CFPB's OHC and OMWI have also analyzed the workforce based on race, national origin, sex and disability, and the EEO Office has built upon this work with the completion of the MD-715 annual reports.

CFPB's Senior Management encourages all employees to use ADR, and the CFPB offers mediation services through the EEO Program as well as through OHC and NTEU for other workplace disputes. CFPB's ADR Policy requires all supervisors and managers to participate in the ADR process when recommended by the EEO Office and/or OHC. The EEO Office offers ADR during the informal and formal stages of the EEO complaint process via contract mediators. Information on ADR is available and circulated regularly to employees, and a new ADR training module available to all employees is being piloted in FY2015. The EEO Office has also made significant progress in providing all employees with information to orient them to their rights and responsibilities under the various anti-discrimination and anti-retaliation laws that apply in the federal sector through new employee orientation, other required trainings, posters, intranet content, all-employee emails, paystub notices, and policy statements from the Director. Targeted guidance for managers has also been provided through a manager-only email communication.

As part of the annual employee survey (AES), employees are asked about how included they feel in their work units and in the Bureau. The results are then analyzed and are used by OMWI in deciding on new programs to support employees. In FY2015, the following initiatives have begun and/or are planned to support EEO and diversity and inclusion goals, based on employee feedback:

- Diversity workshop for managers
- Employee Resource Group policy
- Mentoring bank

- Executive Advisory Council
- Diversity Working Group (staff level)

The EEO Program Status Report for FY2015 will provide information about continued progress on these and other relevant Bureau initiatives.

5.5 Essential Element 5: Efficiency

CFPB is a data-driven, 21st century agency that embraces the use of technology to meet mission needs. Staff and contractors of the EEO Office, along with the OHC, have training and experience required to conduct the MD-715 demographic analysis, and CFPB has implemented adequate data collection and analysis systems that permits regular tracking of the information that MD-715 requires. EEO complaint tracking and monitoring systems, however, continue to need improvement to increase the overall effectiveness of the CFPB's EEO Programs. Currently, the EEO Office uses Excel to track complaints, and the EEO Office is in the process of obtaining commercial tracking software to track and monitor complaints in coordination with the Bureau's Office of Technology and Innovation. Meeting complaint processing deadlines in FY2014 was the EEO Office's first priority, which resulted in fewer human resources focused solely on data entry, tracking, and monitoring.

The OHC Employee and Labor Relations (ELR) team processes requests for reasonable accommodation. In FY2014, the ELR team processed 47 requests in total. Three of those requests required additional time awaiting third party assessments, representing 6% of the total requests, and 44 of those requests were processed within the timeframe set forth in the policy.

By offering EEO counseling, mediation, and investigation services through qualified third-party contractors from the GSA Schedule, CFPB provides a fair and efficient dispute resolution system in accordance with 29 C.F.R. Part 1614. All contractors meet the 32 hours of training and eight hours of refresher training requirements set by the EEOC's MD-110, and CFPB holds contractors accountable for counseling and investigation processing timeframes. If the contractor were to miss a regulatory deadline, the EEO Office would terminate its relationship with that contractor. Despite an increased caseload compared to FY2013, CFPB has been able to comply with timeframes in accordance with the EEOC regulations for processing EEO complaints of employment discrimination. In FY2014, all EEO counseling and investigations were completed within permissible regulatory timeframes, although one Final Agency Decision (FAD) was

issued untimely. Days in investigation averaged 214—an increase from FY2013—caused by the increased formal complaint caseload. Further, when a settlement agreement is reached, the EEO Office works with program offices to ensure timely compliance, and it also will ensure timely compliance with EEOC Administrative Judge (AJ) decisions, when rendered.

CFPB ensures that the investigation and adjudication function of its complaint resolution process are separate from CFPB's legal defense arm or other offices with conflicting or competing interests. To ensure neutrality, the EEO Office has lawyers on staff who can conduct legal sufficiency reviews of EEO matters, including accept/dismiss decisions, Reports of Investigations (ROIs), and FADs.

Efficient and fair dispute resolution process and effective systems exist for evaluating the impact and effectiveness of the agency's EEO complaint processing program. The EEO Office identifies and monitors trends in complaint processing to determine whether CFPB is meeting its obligations under Title VII and the Rehabilitation Act via data from the No FEAR Act report and Form 462. CFPB has an ADR Program during the pre-complaint and formal complaint stages of the EEO process, and offers mediation for non-EEO workplace disputes through OHC, under an Administrative Grievance policy, and through a negotiated grievance process. During FY2014, the EEO Office set up approximately twenty mediations. CFPB also requires managers and supervisors to attend ADR training, which was provided on various dates in FY2014 through the EEOC Training Institute. CFPB's ADR Policy requires all supervisors and managers to participate in the ADR process when recommended by the EEO Office and/or the OHC. The Legal Division, not the responsible management official (RMO) directly involved in the dispute, has settlement authority for EEO cases at the administrative level, and the Legal Division works closely with the RMOs to approve resolution terms.

CFPB has systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs. CFPB provides reasonable financial resources for the EEO complaint process to ensure efficient and successful operation by contractors. CFPB's EEO Office is working to obtain additional staff to further its mission. The EEO Office Director and other EEO staff members review data received from OHC to ensure that the data is accurate, timely, and contains all the required data elements for submitting annual reports to the EEOC. The EEO Office also provides quarterly EEO updates to senior leadership. OHC and OMWI track recruitment efforts and analyze data to identify potential barriers.

5.6 Essential Element 6: Responsiveness and legal compliance

CFPB is committed to ensuring full compliance with the law and incorporating EEO best practices into its everyday business. When potential issues have become apparent through self-monitoring, CFPB leadership has committed to diagnosing the root causes of those issues and making any necessary adjustments. For example, CFPB management currently is working collaboratively with NTEU to design and implement a new performance management system, and representatives from OMWI, OHC, and the EEO Office have participated in discussions about the revised system. A formal process for reviewing ratings and identifying any potential disparities or unequal treatment prior to finalizing them will be incorporated into future fiscal year protocols.

In FY2013, CFPB did not have “compliance with EEOC orders” encompassed in the performance standards of any agency employees; currently, the EEO Director’s performance standards include compliance with EEOC orders. There have been no findings of discrimination imposed against CFPB to date. Submissions from the Bureau have been or will be provided for the Form 462 Report, the Federal Equal Opportunity Recruitment Program (FEORP) Report, the Disabled Veterans Affirmative Action Program (DVAAP) Report, and the annual No FEAR Act report.

In FY2014, 89.8% of employees completed No FEAR Act Training, and 88.4% of employees completed harassment prevention training. Information about noncompliance has been provided to senior leaders, who have been charged with ensuring compliance.

Summary of Work Force Profiles

The workforce profile data represents the demographics of the CFPB workforce by race, sex, and disability and was retrieved from CFPB database systems. The data is based on information as of September 30, 2014.

The total CFPB workforce is 1,419 employees, including 1,187 permanent employees and 232 temporary employees. The total workforce grew by 75 employees during FY2014, representing a rate of change of 5.58 percent.

White men, followed by White women, comprise the largest racial groups in CFPB, followed by Black men and women.

During FY2014, all EEO group populations experienced net growth with the exception of females of two or more races, American Indian or Alaska Native females, and Native Hawaiian or Other Pacific Islander males. Referring to the 2010 U.S. Census Civilian National Labor Force (CLF), overall CFPB demographics have not changed significantly since FY2013.

As a result of CFPB's Special Program Plan for the Recruitment, Hiring and Advancement of Individuals with Targeted Disabilities (see also Part J), there was a growth of 17 new employees with reportable disabilities from the beginning of FY2014 to the close of FY2014, representing a net change of 16.5 percent, which far exceeds the rate of change for the total workforce.

6. Workplace analysis

Specific information follows:

TABLE 4: TOTAL WORKFORCE – FY2013

	ALL	Hispanic	White	Black	Asian	NH/OPI	AI/AN	Two or More
ALL	1,344	72	891	228	131	2	9	11
%		5.36%	66.3%	16.97%	9.75%	0.14%	0.67%	0.82%
CLF		9.96%	72.36%	12.02%	3.9%	0.14%	1.08%	0.54%
Male	713	36	510	90	68	1	6	2
Female	631	36	381	138	63	1	3	9

TABLE 5: TOTAL WORKFORCE – FY2014

	ALL	Hispanic	White	Black	Asian	NH/OPI	AI/AN	Two or More
ALL	1,419	79	921	254	142	2	10	11
%		5.57%	64.9%	17.9%	10.01%	0.14%	0.7%	0.77%
CLF		9.96%	72.36%	12.02%	3.9%	0.14%	1.08%	0.54%
Male	761	37	539	96	77	0	7	5
Female	658	42	382	158	65	2	3	6

TABLE 6: TOTAL WORKFORCE – FY2013 COMPARED TO FY2014

	ALL	Hispanic	White	Black	Asian	NH/OPI	AI/AN	Two or More
Difference	+75	+7	+30	+26	+11	1	1	0
Male	+48	+1	+29	+6	+9	-1	1	+3
Female	+27	+6	+1	+20	+2	1	0	-3
Ratio Change	0.00%							
Male	0.58%	-0.07%	0.04%	0.07%	0.37%	-0.07%	0.05%	0.20%
Female	-0.58%	0.28%	-1.43%	0.87%	-0.11%	0.07%	-0.01%	-0.25%
Net Change	5.58%							
Male	6.73%	2.78%	5.69%	6.67%	13.24%	-100%	16.67%	150%
Female	4.28%	16.67%	0.26%	14.49%	3.17%	100%	0.00%	-33.33%

At the close of FY2014, CFPB employed a total of 1,419 employees—1,187 permanent employees and 232 temporary employees. This was a significant decrease in temporary employees from 383 (28.5 % of the total workforce in FY2013) to 232 (16% of the total workforce in FY2014). The number of permanent employees increased by 227 (15.9 %) in FY2014.

Males comprised 624 or 52.56% of the permanent workforce—slightly higher when compared to the CLF availability of 51.86%. Females comprised 563 or 47.44% of the permanent workforce, as compared to 48.14% of the CLF.

6.1 Permanent workforce: participation of class grouping

TABLE 7: WORKFORCE (ALL)

Group	Total number FY2014	Percentage	Total number FY2013	Percentage	Net change	CLF
White Male	441	37.15%	354	36.91%	24.58%	38.33%
White Female	317	26.71%	273	28.47%	16.12%	34.03%
Black Male	87	7.33%	70	7.30%	24.29%	5.49%
Black Female	142	11.96%	105	10.95%	35.24%	6.53%
Hispanic Male	30	2.53%	28	2.92%	7.14%	5.17%
Hispanic Female	36	3.03%	26	2.71%	38.46%	4.79%
Asian Male	56	4.72%	42	4.38%	33.33%	1.97%
Asian Female	57	4.80%	43	4.48%	32.56%	1.93%
NH/PI Male	0	0.00%	1	0.10%	-100%	0.07%
NH/PI Female	2	0.17%	1	0.10%	100%	0.07%
AI/AN Male	7	0.59%	6	0.63%	16.67%	0.55%
AI/AN Female	3	0.25%	3	0.31%	0.00%	0.53%
2 or More Male	3	0.25%	1	0.10%	200%	0.26%
2 or More Female	6	0.51%	6	0.63%	0.00%	0.28%

White females are employed at CFPB at a rate of 26.71% (317), which is below the CLF of 34.03%. Hispanic males are employed at a rate of 2.53% (30) and Hispanic females at 3.03% (36), which are slight improvements over the FY2013 employment rates but still below the CLF of 5.17% and 4.79%, respectively. American Indian/Alaska Native males are employed at 0.59% (07) and females at 0.25% (03), which was above the CLF rate for males (0.55%), but below the CLF for females (0.53%). Males who are two or more races were reported at 0.25% (03), slightly below the CLF of 0.26%.

Asian males are employed at a rate of 4.72% (56) and Asian females at 4.80% (57), which were significantly above the CLF of 1.97% and 1.93% respectively. CFPB employed Black males at a rate of 7.33% (87) and Black females at 11.96% (142), which were above the CLF of 5.49% and 6.53%, respectively. Females who are two or more races were reported at 0.51% (06), which is above the CLF of 0.28%.

6.2 Temporary workforce: participation of class grouping

TABLE 8: TEMPORARY WORKFORCE

Group	Total number FY2014	Percentage	Total number FY2013	Percentage	Net change	CLF
White Male	137	42.24%	211	54.81%	-35.07%	38.33%
White Female	95	28.02%	174	45.19%	-45.40%	34.03%
Black Male	9	3.88%	20	5.19%	-55%	5.49%
Black Female	16	6.90%	33	8.57%	-51.52%	6.53%
Hispanic Male	7	3.02%	8	2.08%	-12.50%	5.17%
Hispanic Female	6	2.59%	10	2.60%	-40%	4.79%
Asian Male	21	9.05%	26	6.75%	-19.23%	1.97%
Asian Female	8	3.45%	20	5.19%	0.00%	1.93%
NH/PI Male	0	0.00%	0	0.00%	0.00%	0.07%
NH/PI Female	0	0.00%	0	0.00%	0.00%	0.07%
AI/AN Male	0	0.00%	0	0.00%	0.00%	0.55%
AI/AN Female	0	0.00%	0	0.00%	0.00%	0.53%
2 or More Male	2	0.86%	1	0.26%	100%	0.26%
2 or More Female	0	0.00%	3	0.78%	-100%	0.28%

At the end of FY2014, there were no Native Hawaiian/Pacific Islander males or females and no American Indian/Alaska Native males or females in the temporary workforce. There were also no females of two or more races in the temporary workforce. With the exception of Males of two or more races, with an increase of 0.6%, all other groups saw net losses in participation rates. Black males' net change of -55.00% (from 20 to 9 employees) and Black females' net change of -51.52% (from 33 to 16 employees) were the highest net changes areas for CFPB.

6.3 Analysis of senior pay bands by grouping (permanent employees)

White males and females are represented in all senior bands CN-53 to CN-81/82/90.

Black males and females, Hispanic males and females, and Asian males and females are also represented in all senior bands CN-53 to CN-81/82/90.

Native Hawaiian/Pacific Islander males are not represented in any senior bands CN-53 to CN-81/82/90 and Native Hawaiian/Pacific Islander females are only represented in senior band CN-60.

American Indian/Alaska Native males are represented in senior band CN-53 only. American Indian/Alaska Native females are represented at senior bands CN-60 and CN-71.

Males and females of two or more races are represented at senior bands CN-53 and CN-60, and CN-53 and CN-71, respectively.

TABLE 9: SENIOR PAY BANDS BY GENDER

	Male	Female
GS-13/CN-53	132	110
	54.55%	45.45%
GS-14/CN-60	165	146
	53.05%	46.95%
GS-15/CN-71	104	107
	49.29%	50.71%
CN-81/82/90	34	19
	64.15%	35.85%

TABLE 10: SENIOR PAY BANDS BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
GS-13/CN-53	101	63	12	23	6	6	9	17	0	0	3	0	1	1
%	41.74%	26.03%	4.96%	9.50%	2.48%	2.48%	3.72%	7.02%	0.00%	0.00%	1.24%	0.00%	0.41%	0.41%
GS-14/CN-60	124	105	16	19	6	8	17	12	0	1	0	1	2	0
%	39.87%	33.76%	5.14%	6.11%	1.93%	2.57%	5.47%	3.86%	0.00%	0.32%	0.00%	0.32	0.64%	0.00%
GS-15/CN-71	83	74	10	16	4	4	7	10	0	0	0	1	0	2
%	39.34%	35.07%	4.74%	7.58%	1.90%	1.90%	3.32%	4.74%	0.00%	0.00%	0.00%	0.47%	0.00%	0.95%
CN-81/82/90	25	15	1	2	3	1	5	1	0	0	0	0	0	0
%	47.17%	28.30%	1.89%	3.77%	5.66%	1.89%	9.43%	1.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

6.4 New hires: permanent

Permanent new hires for FY2014 consisted of 84 females (46.41 %), which is lower than the CLF availability of 48.14%. White females were 26.52% (48) of the new hires, which is lower than the 34.03% CLF availability. Black females were 12.71% (23) of the new hires, which is above the 6.53% CLF availability. Hispanic females were 3.31% (6) of the new hires, which is lower than the 4.79% CLF availability. Asian females were 2.76% (5) of the new hires, which is above the 1.93% CLF availability. Native Hawaiian/Pacific Islander females were 0.00% (1) of the new hires, which is lower than the 0.07% CLF availability. American Indian/Alaska Native males were 1.10% (2) of the new hires, which is above the 0.55% CLF availability. American Indian/Alaska Native females were 0.55% (1) of the new hires, which is slightly above the 0.53% CLF availability. Males of Two or more races were 0.55% (1) of the new hires, which is above 0.26% CLF availability. Females who are two or more races were not in the permanent hires for FY2014.

TABLE 11: NEW PERMANENT HIRES BY GENDER

	Male	Female
Number	97	84
Percent	53.59%	46.41%
CLF	51.86%	48.14%

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TABLE 12: NEW PERMANENT HIRES BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
#	67	48	11	23	3	6	13	5	0	1	2	1	1	0
%	37.02%	26.52%	6.08%	12.71%	1.66%	3.31%	7.18%	2.76%	0.00%	0.00%	1.10%	0.55%	0.55%	0.55%
CLF	38.33%	34.03%	5.49%	6.53%	5.17%	4.79%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.26%

6.5 New hires: temporary

Temporary hires for FY2014 consisted of 27 (24.11%) White females, which is lower than the CLF availability of 34.03%. Black males consisted of 7 or 6.25% of the new hires, which is above the CLF availability of 5.49%. Hispanic males made up 3.57% (4) of the new hires and Hispanic females consisted of 4.46% (5), which are both lower than the CLF availability of 5.17% and 4.79%. Asian males made up 5.36% (6) of the new hires and the females also comprised 5.36% (6), both above the CLF availability of 1.97% and 1.93%, respectively. Native Hawaiian/Pacific Islander males and females, American Indian/Alaska Native males and females, and Two or More Races males and females were not in the temporary hires for FY2014.

TABLE 13: NEW TEMPORARY HIRES BY GENDER

	Male	Female
Number	65	47
Percent	58.04%	41.96%
CLF	51.86%	48.14%

TABLE 14: NEW TEMPORARY HIRES BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
#	48	27	7	9	4	5	6	6	0	0	0	0	0	0
%	42.86%	24.11%	6.25%	8.04%	3.57%	4.46%	5.36%	5.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CLF	38.33%	34.03%	5.49%	6.53%	5.17%	4.79%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.26%

6.6 New hires by mission critical occupations

CFPB has four key occupational groups that are instrumental and deemed “mission critical” to perform the mission of the Bureau.

6.6.1 Examiner (0570)

During FY2014, CFPB hired 85 examiners (0570 Series), 54 (63.5%) of which were male and 31 (36.5%) of which were female:

- 32 or 37.60% were White males
- 16 or 18.80% were White females
- 10 or 11.80% were Black males
- 8 or 9.40% were Black females
- 5 or 5.90% were Hispanic males
- 1 or 1.20% were Hispanic females
- 4 or 4.70 % were Asian males
- 6 or 7.10% were Asian females
- 3 or 3.85% were Males of Two or more races

TABLE 15: NEW EXAMINERS BY GENDER

	Male	Female
Number	54	31
Percent	63.50%	36.50%
CLF	54.70%	45.30%

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TABLE 16: NEW EXAMINERS BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
#	32	16	10	8	5	1	4	6	0	02	0	0	3	0
%	37.60%	18.80%	11.80%	9.40%	5.90%	1.20%	4.70%	7.10%	0.00%	0.00%	0.00%	0.00%	3.50%	0.00%
CLF	44.10%	28.30%	3.60%	8.70%	3.10%	3.70%	3.70%	4%	0.00%	0.00%	0.10%	0.30%	0.20%	0.30%

6.6.2 General attorney (0905)

During FY2014, CFPB hired 16 employees in the the General Attorney Program (0905 series) occupations, comprised of 43.8% (7) males and 56.20% (9) females:

- White males (5) comprised 31.20% of the hires
- White females (3) comprised 18.80% of the hires
- Black males (1) comprised 6.20% of the hires
- Black females (1) comprised 6.20% of the hires
- Hispanic females (2) comprised 12.50% of the hires
- Asian males (1) comprised 6.20% of the hires
- Asian females (2) comprised 12.50% of the hires
- Females of two or more races (1) comprised 6.2% of the hires

TABLE 17: NEW GENERAL ATTORNEYS BY GENDER

	Male	Female
Number	7	9
Percent	43.80%	56.20%
CLF	66.70%	33.30%

TABLE 18: NEW GENERAL ATTORNEYS BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
#	5	3	1	1	0	2	1	2	0	0	0	0	0	1
%	31.20%	18.80%	6.20%	6.20%	0.00%	12.50%	6.20%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	6.20%
CLF	59.70%	26.70%	2.10%	2.60%	2.50%	1.80%	1.80%	1.80%	0.00%	0.00%	0.30%	0.20%	0.20%	0.20%

6.6.3 Economist (0110)

During FY2014, CFPB hired 34 employees in the Economists (0110 series) occupations, comprised of 35.3% (12) females and 64.7% (22) males:

- White males (20) comprised 58.8% of the hires
- White females (4) comprised 11.8% of the hires
- Black females (2) comprised 5.9% of the hires
- Hispanic males (1) comprised 2.9% of the hires
- Asian males (1) comprised 2.9% of the hires
- Asian females (5) comprised 14.7% of the hires
- Females of two or more races (1) comprised 2.9% of the hires

TABLE 19: NEW ECONOMISTS BY GENDER

	Male	Female
Number	22	12
Percent	64.7%	35.3%
CLF	67.1%	32.9%

TABLE 20: NEW ECONOMIST BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
#	20	4	0	2	1	0	1	5	0	0	0	0	0	1
%	58.8%	11.8%	0.00%	5.9%	2.9%	0.00%	2.9%	14.7%	0.00%	0.00%	0.00%	0.00%	0.00%	2.9%
CLF	55.8%	25.2%	2.8%	2.7%	3.3%	1.80%	4.4%	2.7%	0.00%	0.10%	0.20%	0.10%	0.40%	0.40%

6.6.4 Miscellaneous administration and program (0301)

During FY2014, CFPB hired 317 employees in the Miscellaneous Administration and Program (0301 series) occupations, comprised of 48.3% (153) males and 51.7% (164) females:

- White males (102) comprised 32.2% of the hires
- White females (82) comprised 25.9% of the hires
- Black males (24) comprised 7.6% of the hires
- Black females (49) comprised 15.5% of the hires
- Hispanic females (10) comprised 3.2% of the hires
- Hispanic males (9) comprised 2.8% of the hires
- Asian males (15) comprised 4.7% of the hires
- Asian females (16) comprised 5.0% of the hires
- Native Hawaiian or Pacific Islander females (1) comprised 0.3% of the hires
- American Indian or Alaska Native females (1) comprised 0.3% of the hires
- Females of two or more races (5) comprised 1.6% of the hires
- Males of two or more races (3) comprised 0.9% of the hires

TABLE 21: NEW MISC. ADMINISTRATION BY GENDER

	Male	Female
Number	153	164
Percent	48.3%	51.7%
CLF	36.7%	63.3%

TABLE 22: NEW MISC. ADMINISTRATION BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
#	102	82	24	49	9	10	15	16	0	1	0	1	3	5
%	32.2%	25.9%	7.6%	15.5%	2.8%	3.2%	4.7%	5.0%	0.00%	0.3%	0.00%	0.3%	0.9%	1.6%
CLF	27.1%	43.8%	3.6%	8.8%	2.8%	5.80%	2.4%	3.2%	0.00%	0.10%	0.20%	0.40%	0.40%	0.70%

6.7 Non-competitive promotions

At the close of FY2014, 322 employees were eligible for career ladder promotions—192 were males and 130 were females. Of the 322 employees eligible, 305 received promotions and 17 did not receive promotions. Of the 305 who were eligible and received promotions, 301 received the promotion with one to twelve months' time in band. The demographic breakdown of this population is:

- 120 or 39.87% White males
- 55 or 18.27% White females
- 29 or 9.63% Black males
- 36 or 11.96% Black females
- 18 or 5.98% Asian males
- 21 or 6.98% Asian females
- 2 or 0.66% American Indian males
- 1 or 0.33% American Indian females
- 1 or 0.33% Two or more races males

Of the 305 eligible employees who received promotions, 1 received the promotion with thirteen to twenty-four months' time in band, of which 1 or 100% was a White female. Three of the eligible employees received the promotion with twenty-five or more months' time in band, of which 1 or 33.33% was a White male and 2 or 66.67% were White females.

TABLE 23: NON-COMPETITIVE PROMOTIONS BY GENDER

	Male	Female
Eligible for Promotions	192	130
Percent (of those eligible)	59.63%	40.37%
Did Not Receive	10	7
Percent (not receiving)	58.82%	41.18%

TABLE 24: NON-COMPETITIVE PROMOTIONS BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
Eligible	128	60	29	40	11	8	21	21	0	0	2	1	1	0
%	39.75%	18.63%	9.01%	12.42%	3.42%	2.48%	6.52%	6.52%	0.00%	0.00%	0.62%	0.31%	0.31%	0.00%
Did Not Receive	7	2	0	4	0	1	3	0	0	0	0	0	0	0
%	41.18%	11.76%	0.00%	23.53%	0.00%	5.88%	17.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

6.8 Separations

6.8.1 Total separations

There were a total of 86 permanent employees that were separated during FY2014, of which 42 or 48.84% were males and 44 or 51.16% were females. Separations include resignations, terminations, transfers, and retirements. White females at 29 or 33.72% and White males at 25 or 29.07% were the largest groups who separated from CFPB. Other rates of separation include:

- Black males—4 or 4.65%
- Black females—8 or 9.30%
- Hispanic males—5 or 5.81%
- Hispanic females—1 or 1.16%
- Asian males—6 or 6.98%
- Asian females—4 or 4.65%
- Native Hawaiian/Pacific Islander males—1 or 1.16%
- American Indian/Alaska Native males—1 or 1.16%
- American Indian/Alaska Native females—1 or 1.16%
- Two or more races females—1 or 1.16%

TABLE 25: TOTAL SEPARATIONS BY GENDER

	Male	Female
Number	42	44
Percent	48.84%	51.16%

TABLE 26: TOTAL SEPARATIONS BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
#	25	29	4	8	5	1	6	4	1	0	1	1	0	1
%	29.07%	33.72%	4.65%	9.30%	5.81%	1.16%	6.98%	4.65%	1.16%	0.00%	1.16%	1.16%	0.00%	1.16%

6.8.2 Resignations

Of the 86 separations, 47 were resignations, the majority of which were White males (14) and White females (14). Other resignation rates include:

- 1 or 2.13% Black males
- 3 or 6.38% Black females
- 5 or 10.64% Hispanic males
- 1 or 2.13% Hispanic females
- 5 or 10.64% Asian males
- 2 or 4.26% Asian females
- 1 or 2.13% Native Hawaiian / Pacific Islander males
- 1 or 2.13% Two or more races females

TABLE 27: RESIGNATIONS BY GENDER

	Male	Female
Number	26	21
Percent	55.32%	44.68%

TABLE 28: RESIGNATIONS BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
#	14	14	1	3	5	1	5	2	1	0	0	0	0	1
%	29.79%	29.79%	2.13%	6.38%	10.64%	2.13%	10.64%	4.26%	2.13%	0.00%	0.00%	0.00%	0.00%	2.13%

6.8.3 Terminations

There was 1 termination, which was a Black male.

TABLE 29: TERMINATIONS BY GENDER

	Male	Female
Number	1	0
Percent	100%	0.00%

TABLE 30: TERMINATIONS BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
#	0	0	1	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

6.8.4 Transfers

There were 26 transfers, which consisted of 8 White males, 10 White females, 1 Black male, 3 Black females, 1 Asian male, 2 Asian females and 1 American Indian/Alaska Native male.

TABLE 31: TRANSFERS BY GENDER

	Male	Female
Number	11	15
Percent	42.31%	57.69%

TABLE 32: TRANSFERS BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
#	8	10	1	3	0	0	1	2	0	0	1	0	0	0
%	30.77%	38.46%	3.85%	11.54%	0.00%	0.00%	3.85%	7.69%	0.00%	0.00%	3.85%	0.00%	0.00%	0.00%

6.8.5 Retirements

During FY2014, there were 10 retirements, of which 4 (40%) were male employees and 6 (60%) were female employees. Of the 10 retirements, 3 were White males (30%), 4 were White females (40%), 1 was a Black male (10%), 1 was a Black female (10%) and 1 was an American Indian female (10%).

TABLE 33: RETIREMENTS BY GENDER

	Male	Female
Number	4	6
Percent	40%	60%

TABLE 34: RETIREMENTS BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
#	3	4	1	1	0	0	0	0	0	0	0	1	0	0
%	30%	40%	10%	10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10%	0.00%	0.00%

6.9 Awards

In FY2014, CFPB granted 1,242 monetary awards as part of the pay-for-performance program, 656 (52.82%) of which were awarded to male employees and 586 (47.18%) were awarded to female employees. The distribution of the awards to groups was as follows:

- White males (464) received 37.36% of the awards
- White females (343) received 27.62% of the awards
- Black males (87) received 7.0% of the awards
- Black females (131) received 10.55% of the awards
- Hispanic males (34) received 2.74% of the awards
- Hispanic females (34) received 2.74% of the awards
- Asian males (63) received 5.07% of the awards
- Asian females (68) received 5.48% of the awards
- Native Hawaiian / Pacific Islander females (1) received 0.089% of the awards
- American Indian / Alaska Native males (6) received 0.48% of the awards
- American Indian / Alaska Native females (3) received 0.24% of the awards
- Two or more races males (2) received 0.16% of the awards
- Two or more races females (6) received 0.48% of the awards.

TABLE 35: AWARDS BY GENDER

	Male	Female
Number	656	586
Percent	52.82%	47.18%

TABLE 36: RETIREMENTS BY GROUPING

	WM	WF	BM	BF	HM	HF	AM	AF	NH/PI M	NH/PI F	AI/AN M	AI/AN F	2+M	2+F
#	464	343	87	131	34	34	63	68	0	1	6	3	2	6
%	37.36%	27.62%	7%	10.55%	2.74%	2.74%	5.07%	5.48%	0.00%	0.08%	0.48%	0.24%	0.16%	0.48%

Summary of EEO plan objectives to eliminate barriers or correct deficiencies

For its FY2015 Plan update, CFPB has developed action plans to eliminate possible barriers in two areas as summarized below and set forth fully in Part I.

NON-COMPETITIVE PROMOTIONS

CFPB will take measures to ensure that non-competitive promotions reflect the overall gender breakdown of the agency, as feasible, by ensuring that women are promoted at the rate at which they are represented in the eligible pool and by having the management team closely guide supervisors on professional growth opportunities and employee development. (see also Part I-1 for more detail.)

SEPARATIONS

CFPB wants to address the discrepancy in White females, who were overrepresented among employees separated in FY2014. OMWI will conduct an investigation to determine the specific reasons for the separations involving White female employees and the amount of employee dissatisfaction among White female employees. (See also Part I-2 for more detail).

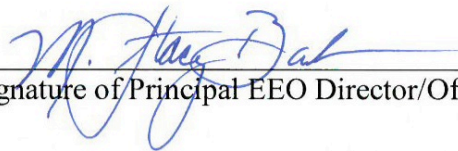
7. Certification of establishment of continuing equal employment opportunity programs

I, M. Stacey Bach, Director, Equal Employment Opportunity Office, am the Principal EEO Director/Official for the Consumer Financial Protection Bureau.

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.

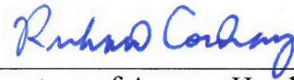


Signature of Principal EEO Director/Official

2-18-15

Date

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



Signature of Agency Head or Agency Head Designee

2-18-2015

Date

8. EEO program status report

CFPB conducted the mandatory self-assessment of its EEO Program by completing the Self-Assessment Checklist. CFPB will retain the checklist and supporting documentation and data, and make it available upon request by the EEOC.

9. EEO plan for attaining the essential elements of model EEO program

EEOC FORM 715-01 PART H-1	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The EEO Office needs additional personnel resources to ensure that agency self-assessment and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system.
OBJECTIVE:	The EEO Office seeks to obtain sufficient staff resources to be fully operational and in compliance with EEOC's requirements for creating and maintaining a Model EEO Program.
RESPONSIBLE OFFICIAL:	EEO Director
DATE OBJECTIVE INITIATED:	April 30, 2014
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2015

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	The EEO Office submitted requests for additional resources in FY2013 and FY2014. The EEO Office anticipates a decision by the end of the FY2015 strategic planning process involving the EEO Office, OMWI, and OHC, and will readjust timeframes as needed depending on progress made.
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: In FY2014, the OHC, EEO Office and OMWI Office engaged in a series of discussions to better define roles and responsibilities, to identify types of functions for the EEO Office and OMWI, and to discuss the required staffing level to carry out mandated statutory and regulatory requirements/functions in 29 C.F.R Part 1614 and Section 342 of the Dodd-Frank Act. In FY2014, the EEO Office submitted requests for FTEs.	

EEOC FORM 715-01 PART H-2	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	CFPB has not yet established Special Emphasis Programs (SEP) (e.g., Federal Women's Program, Hispanic Employment Program, People with Disabilities Program Manager) or a Selective Placement Program (SPP).
OBJECTIVE:	CFPB seeks sufficient resources to establish EEO related SEPs and create a SPP.
RESPONSIBLE OFFICIAL:	EEO Director, OMWI Director, OHC Director
DATE OBJECTIVE INITIATED:	April 30, 2013
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2015

<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>The EEO Office will obtain appropriate funding and resources for CFPB's EEO Office including MD-715 and SEP. The CFPB will also create full-time or collateral SEP Managers to carry out the program responsibilities for the SEP Programs.</p> <p>The responsible offices will appoint a Human Resource Specialist to serve as the Selective Placement Specialist. The responsibilities will include developing ongoing plans and initiatives to address the employment of persons with targeted disabilities and establishing hiring goals for individuals with disabilities and targeted disabilities under the EO 13458.</p> <p>The responsible offices will also establish inter-agency partnerships with other federal agencies staff responsible for recruiting, hiring, accommodating and training of persons with disabilities; establish contact with the US Department of Labor's Office of Disability Employment Policy (ODEP) Job Accommodation Network (JAN), the State Department of Education, Division of Rehabilitation Services, and Veterans Administration Medical Center. The responsible offices will attend and participate in the Workforce Recruitment Program for College Students with Disabilities sponsored by the Departments of Labor and Defense.</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:</p> <p>CFPB has created a working group to focus on diversity recruitment, with a special focus on Hispanic recruiting, led by OMWI. Various targeted recruitment events occurred in FY2014. Moreover, in FY2014, the OHC, EEO Office and OMWI Office engaged in a series of discussions to better define roles and responsibilities, to identify the types of functions for the EEO Office and OMWI, and to discuss the required staffing level to carry out mandated statutory and regulatory requirements/functions. In FY2014, the EEO Office and OMWI submitted requests for FTEs. OHC has dedicated a person on its recruitment team to work on Schedule A disability hiring initiatives. Additionally, training was offered by the EEOC Training Institute and other educational resources about Schedule A hiring were deployed. In FY2015, the following initiatives have begun and/or are planned: diversity workshop for managers, employee resource group policy, mentoring bank, Executive Advisory Council, and Diversity Working Group (staff level).</p>	

EEOC FORM 715-01 PART H-3	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	CFPB has not yet established SEPs to monitor for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 C.F.R. Part 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs.
OBJECTIVE:	CFPB will establish SEPs.
RESPONSIBLE OFFICIAL:	EEO Director, OMWI Director
DATE OBJECTIVE INITIATED:	April 30, 2013
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	The responsible offices will establish an executive diversity and inclusion council, prepare proposal for full-time and collateral duty SEPMS, and show visible support of SEP programs by attending and providing remarks at SEP activities and observances. The responsible offices will develop Standard Operating Procedures (SOP) on managing SEPs within CFPB, establish collaboration between EEO, OMWI, and EA to identify roles and responsibilities in coordinating observances and commemorative events, and establish partnership with employees' professional groups and support participation in employee resource groups.
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: <p>In April 2014, OMWI launched an Executive Advisory Council for diversity and inclusion initiatives. In 2014, CFPB submitted its DVAAP report, setting forth a roadmap for the hiring of veterans with disabilities, and its FEORP report to support diversity recruitment. Heritage Month events were organized for Disability Employment, Hispanic Heritage, Black History, Women's History, LGBT Pride, Native American, Caribbean-American, and Asian Pacific Heritage. Division and office-specific commemoration events were offered. In FY2014, the OHC, EEO Office and OMWI Office engaged in a series of discussions to better define roles and responsibilities, to identify the types of functions for the EEO Office and OMWI, and to discuss personnel resources; planned activities may be adjusted at the end of the strategic planning process. A policy for employee resource groups will be released by OMWI in FY2015.</p>	

EEOC FORM 715-01 PART H-4	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	To date, the EEO Office has not coordinated the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief Information Officer.
OBJECTIVE:	The EEO Office will meet with senior managers to identify barriers that may be impeding the realization of equal employment opportunity.
RESPONSIBLE OFFICIAL:	EEO Director, OHC Director
DATE OBJECTIVE INITIATED:	April 30, 2013
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	The Director of EEO will meet with the Chief of the Human Capital Office to reaffirm an internal review process for EEO to review drafts of proposed policies, procedures and practices prior to finalizing the drafts. EEO will develop a yearly implementation plan to review selected policies, procedures and practices.
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: <p>The newly formed Office of Equal Opportunity and Fairness will also assess whether there are hidden impediments to equality of opportunity. The Office of Equal Opportunity and Fairness will examine on regular intervals management/personnel policies, procedures and practices, and develop ad hoc barrier analysis and evaluative reports for organizational components. The Office of Equal Opportunity and Fairness will identify barriers (hiring, promotions, retention, evaluations, awards) affecting the CFPB workforce and implement corrective actions to resolve undesired conditions, if any. The Office of Equal Opportunity and Fairness will respond to requests for workforce analyses information related to EEO complaints, participate and collaborate on CFPB committees as a subject matter expert, i.e., awards, selection panels, performance reviews, etc., to address issues related to adequate representation of all EEO groups and possible adverse impacts on protected groups. The EEO Office will increase EEO participation role on internal and external committees, and identify workforce barriers and propose corrective actions.</p>	

EEOC FORM 715-01 PART H-5	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	CFPB has not yet established timetables or schedules to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups.
OBJECTIVE:	CFPB will implement its Employee Recognition Awards Program and Procedures.
RESPONSIBLE OFFICIAL:	EEO Director, OHC Director
DATE OBJECTIVE INITIATED:	FY2014
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	The relevant CFPB personnel will implement the Employee Recognition Awards Program and Procedures. Once implemented, timetables for review will be established.
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: CFPB has drafted Employee Recognition Awards Program and Procedures and submitted those procedures for union negotiation and approval. The CFPB will fully fund and implement the new program once policies are in place to mitigate against systemic barriers and to ensure prevention of future disparities. CFPB used a two-level performance rating system in FY2014 and is in the process of developing a new performance management program with the union.	

EEOC FORM 715-01 PART H-6	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	CFPB issued one merit FAD in an untimely fashion.

OBJECTIVE:	CFPB will issue all decisions within applicable regulatory timeframes.
RESPONSIBLE OFFICIAL:	EEO Director
DATE OBJECTIVE INITIATED:	February 2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	CFPB will access resources with experience in researching and writing FADs and ensure timely completion.
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE: CFPB issued one merit FAD outside of the 60-day period while the EEO Director was on extended parental leave in FY2014. Appropriate contract support to assist with FAD-writing has been identified, if needed, and a paralegal specialist has onboarded to assist EEO staff with deadline tracking.	

EEOC FORM 715-01 PART H-7	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The Legal Division, not the responsible management official directly involved, has settlement authority for EEO cases at the administrative level.
OBJECTIVE:	To delegate settlement authority to senior officials during EEO complaint negotiations.
RESPONSIBLE OFFICIAL:	EEO Director
DATE OBJECTIVE INITIATED:	February 2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	The EEO Director will meet with the Legal Division to discuss delegation of authority for senior management officials for settlement of EEO complaints.

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE:

A project to review settlement authority parameters for various areas across the Bureau, including EEO claims, was begun in FY2014. The Legal Division works collaboratively with RMOs to resolve EEO matters.

10. EEO plan to eliminate identified barrier

EEOC FORM 715-01 PART I-1	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>During FY2014, there were 322 employees eligible for career ladder promotions: 192 males and 130 females; 19 Hispanic or Latinos, 188 Whites, 69 Black or African Americans, 42 Asians, 0 Native Hawaiian or Other Pacific Islanders, three American Indian or Alaska Natives and one of two or more races; 32 with a disability and four with a targeted disability.</p> <p>An analysis of data revealed that CFPB had one White female with 13-24 months time in band in excess of minimum requirements; three employees with 25 plus months time in band in excess of minimum requirements, including two White females; and 17 employees who did not receive career ladder promotions, including one Hispanic or Latino female, two White females, four Black females, and three Asian males. Moreover, one employee with a disability had 13-24 months time in band in excess of minimum requirements and one employee with a disability did not receive a career ladder promotion.</p>

	The majority of employees were promoted in a timely manner.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	<p>CFPB analyzed Tables A10 and B10 (Non Competitive Promotions, Time in Grade) and Table A1 (Workforce) to determine if all groups are receiving career ladder promotions in the same average amount of time.</p> <p>CFPB also reviewed its FY2014 Annual Employee Survey (AES) Report, which revealed that women were less likely to view opportunities as available for qualified individuals regardless of sex and race.</p> <p>CFPB reviewed its FY2014 Quarterly Exit Survey Analysis and Reports, which revealed an increase in the departing employees' perception of unfairness, discrimination and a lack of diversity in the workplace and 58 percent of employees (not annotated by group) who left the agency reported limited advancement opportunities was an important reason for departure.</p>
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Majority of employees of all groups are receiving career ladder promotions within 1-12 months of the minimum time in band.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Although there was no identified barrier, CFPB should continue to review its policy on career ladder promotions to ensure equitable administration to all groups by analyzing administration of all requirements needed for career ladder promotions, including among other items, time in band.
RESPONSIBLE OFFICIAL:	EEO, OMWI, OHC
DATE OBJECTIVE INITIATED:	February 2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2015

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
CFPB will regularly review CFPB's career ladder promotions policies and procedures to ensure equal treatment regardless of protected status	September 30, 2015
CFPB will continue discussions regarding noncompetitive promotions and diversity and inclusion	September 30, 2015
CFPB will monitor the number of EEO complaints where non-promotion is identified as the issue to determine if there is an identifiable trend and address the trend	September 30, 2015
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>During FY2014, OMWI conducted listening sessions during which employees expressed concerns about career ladder promotions. Many of the concerns raised were resolved through the issuance of a Collective Bargaining Agreement (CBA) Article on promotions. The Article requires: (1) enhanced employee/supervisor communication of standards required for promotion; (2) fair and consistent application of standards; (3) fair distribution of work assignments so employees can demonstrate the ability to perform higher level work; (4) if a promotion is not granted, a written plan must be developed to help to achieve promotion in the future. OHC provided guidance on career ladder promotion policy. OHC will continue to evaluate results of the effectiveness of the CBA Article.</p> <p>In April 2014, CFPB launched an Executive Advisory (Diversity and Inclusion) Council (EAC) to strengthen and integrate diversity and inclusion. Under OMWI's leadership, the EAC meets regularly to discuss policies, including those related to promoting development and advancement. As part of this initiative, a mentoring bank for employees is scheduled to deploy in FY2015. CFPB should continue to support the EAC's diversity and inclusion efforts.</p>	

EEOC FORM 715-01 PART I-2	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>During FY2014, 211 employees separated from CFPB. The data revealed that female employees separated from their positions at a greater rate than male employees and had a higher separation ratio (52.57 percent) than their group's participation (48.84 percent). Majority of the females were White and separated voluntarily. The separation ratios of Hispanic males (5.81 percent), Asian males (6.98 percent) and American Indian males (1.16 percent) were also higher than their groups' participation: 2.53 percent, 4.72 percent, 0.59 percent, respectively. Majority of the separations were voluntary.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>CFPB analyzed Tables A14, B14 (Separations) and Table A1 (Workforce) to assist in determining the impact of these actions on each group and on the agency.</p> <p>CFPB also reviewed its FY2014 Annual Employee Survey Report, which revealed that women were less satisfied with their involvement in decisions that affect their work, less satisfied with rewards and recognitions, and less likely to view opportunities as available for qualified individuals regardless of sex and race. Moreover, the AES revealed that Black, Hispanic, and Asian groups were less satisfied with their pay and less likely to agree that arbitrary action and personal favoritism are not tolerated at CFPB. Black employees expressed more doubt that differences are valued and respected, and that diversity is promoted in the workplace.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>CFPB requires stronger communication around its continued support of diversity and inclusion efforts to further promote an open dialogue and transparency around these issues.</p>

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	CFPB will undertake initiatives aimed at improving employees' perceptions.
RESPONSIBLE OFFICIAL:	EEO Office, OHC, OMWI
DATE OBJECTIVE INITIATED:	February 2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
CFPB will conduct analysis of AES survey responses from female employees	September 30, 2016
CFPB will continue conducting exit surveys during FY2015. Data across quarters gathered in FY014 will be aggregated and compared by demographic breakdown. Such analysis will be replicated with FY2015 data to identify any areas of concern or evidence for improvement	February 29, 2016
CFPB will monitor EEO complaints where constructive discharge is identified as the issue to determine if there is an identifiable trend and implement action items	September 30, 2016
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE During FY2014, OMWI conducted listening sessions and recommended acknowledging promotions within CFPB and developed an action plan. It was also recommended that CFPB consider creating leadership and mentorship programs for employees who are in administrative, junior, and mid-level professional positions. CFPB is finalizing its Mentoring Bank Program approach, materials, and communications. CFPB plans to launch the mentoring program in 2015.	

EEOC FORM 715-01 PART I-3	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>By analyzing participation rates, CFPB discovered that the following groups participated in CFPB's workforce at rates lower than their expected Civilian Labor Force (CLF) rates: White females (26.9 percent), Hispanic males (2.61 percent), Hispanic females (2.96 percent), and American Indian/Alaska Native females (0.21 percent). Moreover, the following groups had a net change lower than the net change for the total workforce: Hispanic males (2.78 percent), White females (0.26 percent), Asian females (3.17 percent), American Indian/Alaska Native males (-100 percent) and American Indian/ Alaska Native females (0 percent).</p> <p>All groups changes from FY2013 to FY2014 were relatively uniform and in pace with each other.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>CFPB reviewed the data from Tables A1 (Workforce) and compared it to the 2010 (CLF) rates to determine whether the changes were relatively uniform or whether any group is not keeping pace with the others.</p> <p>The analysis conducted has not identified a cause for the potential barrier. The FY2014 Quarterly New Employee Survey Hiring and Orientation Reports indicate that 79-81 percent of new employees were satisfied with the hiring process and orientation. Satisfaction levels with the hiring process increased approximately 15 percent from FY2013. The quarterly survey report does not include a demographic breakdown component.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>There was no barrier identified for this trigger.</p>

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	CFPB will continue to monitor the participation rates for the identified groups. CFPB will also review its recruitment and retention programs to increase representation of the relevant groups
RESPONSIBLE OFFICIAL:	EEO, OMWI, OHC
DATE OBJECTIVE INITIATED:	February 2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
CFPB will continue to assess its recruiting, hiring, and retention practices, and develop a plan for fine-tuning the relevant processes, as needed	September 30, 2016
CFPB will continue to analyze applicant data and monitor applicant rates, qualification rates, and selection rates.	September 30, 2016
CFPB will continue recruiting from various minority organizations, councils, associations, and participate in job fairs nationwide.	September 30, 2016
CFPB will continue to support Pathways Program internships for undergraduates and graduates with diverse backgrounds and education.	September 30, 2016
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE <p>Employees of two or more races participation rates increased significantly from FY2013 to FY2014. Although Hispanics have lower participation rates generally, which is consistent with federal government-wide trends, Hispanics have a higher participation rate in senior level and executive positions at CFPB. OHC and OMWI began a strategic planning process to target recruitment efforts and better incorporate management support for recruitment events. Pathways hiring in FY2014 resulted in CFPB onboarding undergraduate and graduate students with diverse backgrounds.</p>	

EEOC FORM 715-01 PART I-4	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Data analysis revealed that females participated in the major occupation 0570 (Examiner) at a rate of 32.8 percent, which is below the relevant CLF rate of 45.3 percent; and Hispanic males participated in the major occupation 0905 (Attorney) at a rate of 0.76 percent, which is below the relevant CLF rate of 2.5 percent. White females participated in the major occupation 0110 (Economists) at a rate of 11.8 percent, which is below the relevant CLF rate of 25.2 percent; and White females participated in the major occupation 0301 (Miscellaneous Administration) at a rate of 25.9 percent, which is below the relevant CLF of 43.8 percent.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>CFPB reviewed statistical data from Table A6 for distribution of each group within major occupations and compared that participation with matched occupations from the CLF. The analysis conducted to date has not identified a cause for the potential barrier.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Analysis has not revealed any policies, procedures or practices that act as barriers for women in the Examiner occupation (0570), Hispanic males in the Attorney occupation (0905), or White females in the Economist (0110) and the Miscellaneous Administration (0301) occupations.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>CFPB will conduct an examination of the job description, qualification criteria, and hiring practices with regard to the 0570, 0110, 0301 and 0905 occupations to determine if there are any underlying barriers that need to be eliminated.</p>
RESPONSIBLE OFFICIAL:	EEO, OMWI, OHC
DATE OBJECTIVE INITIATED:	February 2015

TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
CFPB will conduct a review of the job description, qualification criteria and hiring practices to ensure selection requirements and procedures are job related and consistent with business necessity. CFPB should also review the analyses of employee surveys to explore possible reasons for low participation and determine if any underlying biases toward women or Hispanic employees may exist.	September 30, 2016
CFPB will continue to analyze applicant data and monitor applicant rates, qualification rates and selection rates	September 30, 2016
The Office of Equal Opportunity and Fairness will provide recommendations on selection panel processes	September 30, 2016
CFPB will continue its targeted outreach efforts	September 30, 2016
CFPB will monitor EEO complaints where constructive discharge is identified as the issue to determine if there is an identifiable trend and implement action items	September 30, 2016
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE CFPB currently recruits from various women- and minority-serving organizations nationwide and regularly evaluates its targeted outreach efforts.	

EEOC FORM 715-01 PART I-5	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>An analysis of the Participation Rates for CFPB Pay Plans, which correspond to General Schedule (GS) Grades, demonstrated that minorities, especially Black males and females, participated in senior level positions and Pay Plan equivalents to grades GS-13 – 15 at rates lower than their participation in CFPB's workforce.</p> <p>Black males and females account for 6.77 percent and 11.13 percent respectively of CFPB's total workforce. However, they participate in high-level bands at the following rates:</p> <p>CN-53 (GS-13 equivalent): Black Males (4.35%) and Black Females (3.50%)</p> <p>CN-60 (GS-14 equivalent): Black Males (5.14%) and Black Females (6.11%)</p> <p>CN-71 (GS-15 equivalent): Black Males (4.74%) and Black Females (7.58%)</p> <p>Senior Level Positions: Black Males (1.89%) and Black Females (3.77%)</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>CFPB reviewed Table A4-1 and Table A4-2 (Participation Rates for GS Grades), and Table A1 (Workforce). The analysis conducted to date has not identified a cause for the potential barrier.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Analysis has not revealed any discriminatory policies, practices or procedures that have created a barrier.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>CFPB will continue to monitor and examine its employment and promotion policies or procedures to determine whether any barriers exist.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>EEO, OMWI</p>

DATE OBJECTIVE INITIATED:	February 2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
CFPB will continue to examine the promotion practices and address any problematic practices.	September 30, 2016
CFPB will review surveys to assess whether any information contained in results could help explain the cause of the low participation among certain groups in higher-banded positions.	September 30, 2016
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

EEOC FORM 715-01 PART I-6	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	During FY2013, 10 Individuals with Targeted Disabilities (IWTD) accounted for 0.74 percent of CFPB's total workforce; during FY2014, 10 Individuals with Targeted Disabilities accounted for 0.70 percent of CFPB's total workforce. The representation of Individuals With Targeted Disabilities in CFPB's workforce stayed approximately the same from FY2013 to FY2014.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	An analysis of Table B1 indicated that CFPB's total workforce increased by 5.58 percent in FY 2014; however, there was no increase in the participation of IWTD.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	CFPB has engaged in some targeting of individuals with disabilities in their outreach efforts and room for improvement exists. CFPB has not conducted surveys specific to individuals with disabilities in the workplace.

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	CFPB must evaluate its recruitment, outreach and retention programs to increase the participation of individuals with targeted disabilities in CFPB's workforce.
RESPONSIBLE OFFICIAL:	EEO, OMWI, OHC
DATE OBJECTIVE INITIATED:	February 2015
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2016
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
CFPB will continue to promote and utilize the Schedule A hiring authorities	September 30, 2016
CFPB will continue to coach and advise supervisors and managers on their responsibilities to encourage hiring of persons with disabilities and persons with targeted disabilities	September 30, 2016
CFPB will continue to provide training to managers and supervisors on their responsibilities to provide reasonable accommodations	September 30, 2016
CFPB will continue to partner with experts in CEE, Financial Empowerment, to increase Schedule A hiring	September 30, 2016
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE On November 6, 2013, the EEOC Training Institute presented about Schedule A disability hiring flexibilities to CFPB supervisors and managers. On October 31, 2013, the Technology and Innovation team trained CFPB employees about creating 508 compliant documents. On November 19, 2013, EEOC Commissioner Chai Feldblum presented about disability rights to all employees. In January 2014, all supervisors and managers in SEFL, one of CFPB's largest divisions, were trained by David Fram, a disability law expert. In November 2014, CFPB onboarded a 508 program manager. Intranet content about equal access and reasonable accommodation was also created.	

EEOC FORM 715-01 PART I-7	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Consumer Financial Protection Bureau	FY 14
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The EEO program is not staffed with sufficient personnel resources to ensure that CFPB can perform the self-assessments and self-analyses prescribed by EEO MD-715.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Review of self-assessment Part G. The EEO program has not yet received approval to secure sufficient staffing resources.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	There are insufficient personnel resources allocated to the OHC, EEO Office and OMWI. As a result, CFPB has been unable to sufficiently staff the Special Emphasis Programs (Federal Women's Program, Hispanic Employment Program), and Selective Placement Program for Individuals with Disabilities.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	CFPB will make a resource allocation decision to ensure that its offices and programs are sufficiently staffed.
RESPONSIBLE OFFICIAL:	EEO, OHC, COO, OMWI
DATE OBJECTIVE INITIATED:	February 2014
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 2015
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Finalize resource allocation decision	December 2015

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

OHC, the EEO Office and OMWI have conducted a series of discussions to better define roles and responsibilities and then create a proposal to assign resources, as necessary, to meet all statutory and regulatory requirements. At the conclusion of this strategic planning process, FTE allocations around outstanding requests will be finalized.

11. Special program plan for the recruitment, hiring, and advancement of individuals with targeted disabilities

EEOC FORM 715-01 Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities						
PART I Department or Agency Information	1. Agency	1. Consumer Financial Protection Bureau					
	1.a. 2 nd Level Component	1.a.					
	1.b. 3 rd Level or lower	1.b.					
PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ...	beginning of FY 2014		end of FY 2014		Net Change	
		#	%	#	%	#	Rate of Change
	Total Work Force	1344	100%	1419	100%	75	5.58%
	Reportable Disability	103	7.66%	120	8.46%	17	16.50%
	Targeted Disability*	10	.75%	10	.70%	0	0.00%
* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).							

	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.							973	
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.							7	
PART III Participation Rates In Agency Employment Programs									
Other Employment/Per sonnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	14	1	7.14%	0	0	0	0	13	92.86 %
4. Non-Competitive Promotions	322	32	9.94%	4	1.24	10	3.11	280	86.96 %
5. Employee Career Development Programs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5.a. CN 31-52 (GS 5-12 equivalent)	593	63	10.62 %	5	.84 %	15	2.53 %	515	86.85 %
5.b. CN 53-60 (GS 13-14 equivalent)	553	41	7.41%	3	.54 %	11	1.99 %	501	90.60 %
5.c. CN 71-90 (GS 15/SES equivalent)	265	15	5.66%	1	.37 %	6	2.26 %	244	92.08 %
6. Employee Recognition and Awards	1,242	94	8.08%	7	.60 %	21	1.80 %	1,049	90.12 %
6.a. Time-Off Awards (Total hrs awarded)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6.b. Cash Awards (total \$\$\$ awarded)	1,242	94	8.08%	7	.60 %	21	1.80 %	1,049	90.12 %
6.c. Quality-Step Increase	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Part IV Identification and Elimination of Barriers	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.
Part V Goals for Targeted Disabilities	Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.
	Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.
Type of Numerical Hiring Goal Used	% of IWTD in Total Workforce
Goal	CFPB adopts the federal government target goal of 2%
Objectives	<p>In CFPB's most recent MD-715 annual report, the Agency had a goal to reach 2.0% representation by persons with targeted disabilities within the total workforce by the end of FY2015. CFPB is recommitting to achievement of this goal and will take steps to educate hiring managers about Schedule A flexibilities for onboarding persons with disabilities.</p> <p>During FY2014, persons with targeted disabilities represented 0.74% of the total workforce. The Agency hired applicants with targeted disabilities at a rate of 10% and applicants without targeted disabilities at a rate of 12.7%.</p> <p>It is critical that CFPB set goals that will enable it to achieve measurable progress from the preceding fiscal year. CFPB needs to implement a strategic plan that accounts for the potential loss of employees with targeted disabilities and also aggressively recruits applicants with targeted disabilities to ensure an increase in the total participation rate.</p>

Strategies	<p>Training and mentoring is important in the career development and retention of current employees with targeted disabilities. Community outreach and student programs are beneficial for the recruitment efforts to attract applicants.</p> <p>These strategies need to be implemented to fortify the goal of reaching 2.0% representation by persons with targeted disabilities.</p>
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