

Equal Employment Opportunity Commission

Index Score: 62.0 (Ranked #21 out of varied totals)

To promote equality of opportunity in the workplace and enforce federal laws prohibiting employment discrimination.

Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
Employee Skills/Mission Match	81.2	4
Strategic Management	57.2	13
Teamwork	63.9	23
Effective Leadership	51.3	25
Effective Leadership - Empowerment	45.4	21
Effective Leadership - Fairness	43.3	30
Effective Leadership - Senior Leaders	47.5	20
Effective Leadership - Supervisors	62.1	24
Performance Based Rewards and Advancement	44.3	20
Training and Development	55.3	24
Support for Diversity	57.5	18
Pay	58.2	24
Family Friendly Culture and Benefits	38.1	15
Work/Life Balance	51.4	30

Scores by Class	2010	2009	2007	2005	2003
Employee Skills/Mission Match	80.2	81.3	81.2	81.9	
Strategic Management	54.1	54.7	54.1	55.1	
Teamwork	62.1	68.8	68.9	69.8	
Effective Leadership	48.8	48.0	46.7	45.6	
Performance Based Rewards and Advancement	42.6	41.8	37.8	38.3	
Training and Development	51.8	51.1	49.7	49.9	
Support for Diversity	55.9	59.8	57.1	59.2	
Pay	59.9	60.9	64.1		
Family Friendly Culture and Benefits	38.7				
Work/Life Balance	52.1	49.6	54.9	58.7	

Index Scores

Year	Score
2011	62.0
2010	60.2
2009	57.6
2007	57.1
2005	57.9
2003	

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	63.7	20
Male	67.0	15
40 and over	65.0	17
Under 40	63.3	23
Asian	64.7	26
Black or African-American	66.7	16
Hispanic or Latino	63.4	22
Multi-racial	32.6	30
White	66.8	16
American Indian or Native American		

Scores by Demographic	2010	2009	2007	2005	2003
Female	61.3				
Male	62.7	68.9			
40 and over	61.3	57.3			
Under 40	61.9	58.2			
Asian	53.3	56.6			
Black or African-American	64.2	55.4			
Hispanic or Latino	54.4	55.5			
Multi-racial	46.3	57.7			
White	63.5	57.2			
American Indian or Native American		61.2			

Staff/Manager Alignment

Score: -30

Less Aligned / Less Satisfied:

Agencies in this group have *Best Places* Index scores that fall short of government-wide norms, as well as less-than-normal alignment between staff and managers on key workforce issues. These agencies should examine and understand the areas of high disconnect between staff and managers to ensure that managers understand staff issues and are prepared to support related agency changes efforts.

Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
	2,831	2,701	2,517	2,359	2,239	2,052	2,103	2,139	2,300	2,476

Employees joined (2009): 348

Percentage joined (2009): 14.10%

Average joined (2004-2009): 205

Employees left (2009): 174

Percentage left (2009): 7.00%

Average left (2004-2009): 175

Rookie ratio (percentage of workforce with less than three years of service): 17.40%

More About the Agency

Headquartered in Washington, D.C.

<http://www.eeoc.gov>