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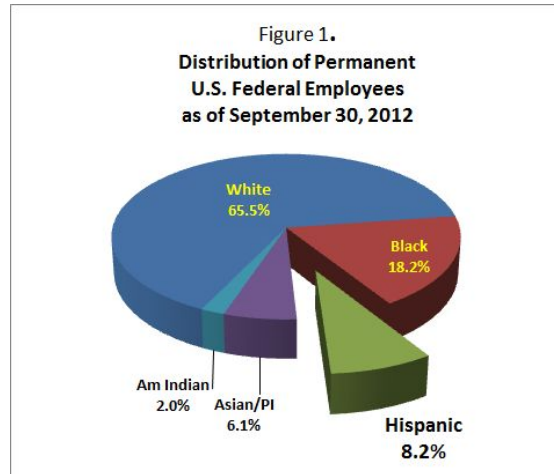
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## Latino Federal Employment Status FY2012

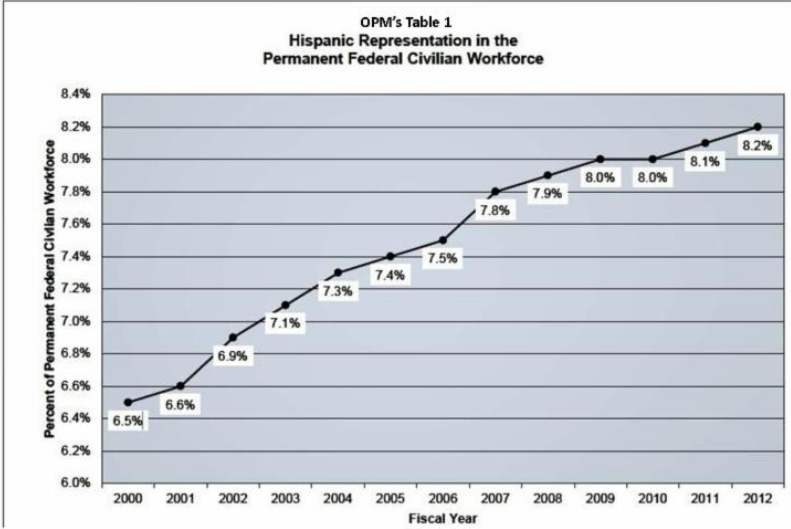
By Angelo Falcón (October 6, 2013)

The current federal government shutdown has focused the nation's attention to the status of the U.S. federal government workforce. A few weeks ago, the U.S. Office of Personnel Management (OPM) issued a report on the status of Latino federal employment, their [Twelfth Annual Report on Hispanic Employment in the Federal Government](#). The news it reported was not good --- Latinos continue to be the most underrepresented group in the federal workforce and efforts to address this problem have continued to be ineffective.

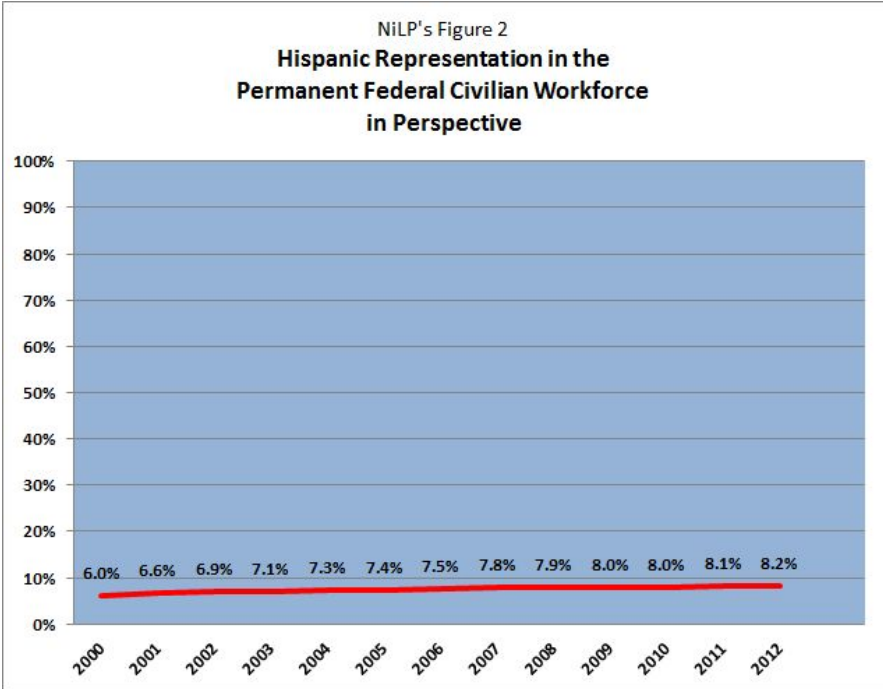
Although, [according to the US Department of Labor](#), Latinos make up 15 percent of the civilian labor force, the OPM report found that the 159,651 Latino federal workers made up only 8 percent of the total permanent federal workforce.



The OPM report points out, however, that the Latino percentage of the federal workforce has increased, from 8.1 to 8.2 percent between fiscal years 2011 and 2012. They deceptively present the trend data since 2000 in the following graph.



However, plotting these same numbers on a graph that presents them within the context of 100 percent of the federal workforce puts them in perspective. The gains made by Latinos over the last 12 years in federal government employment have clearly been flat.



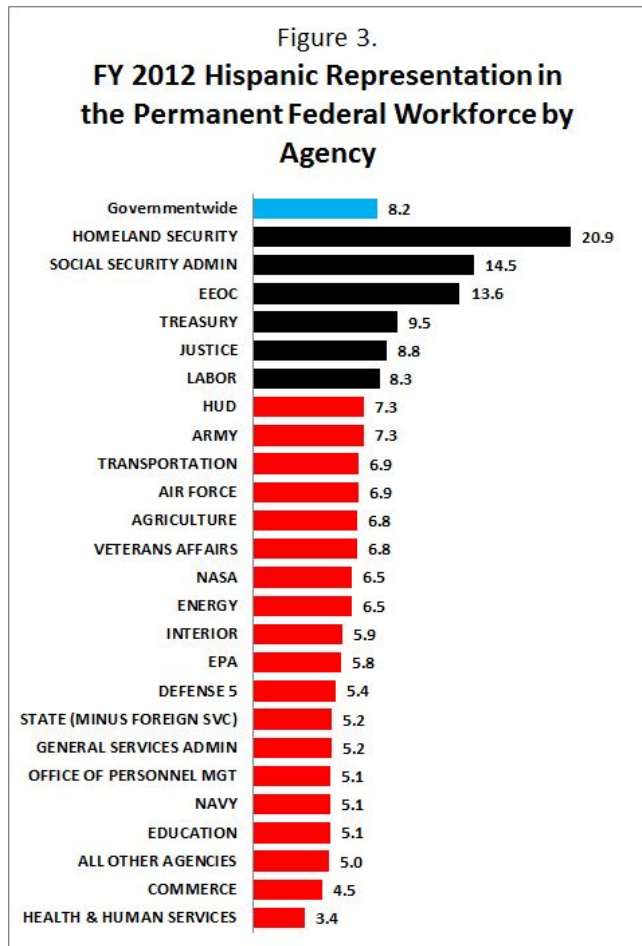
The OPM report pointed to a number of areas of concern regarding Latino underrepresentation:

- The percentage of Latino new hires government-wide in major

agencies decreased from 6.7 percent in FY 2011 to 6.6 percent in FY 2012.

- Latino new hires in the Senior Executive Service (SES) decreased dramatically from 5.4 percent in FY 2011 to 2.0 percent in FY 2012.
- In FY 2012, only four agencies, the Department of Homeland Security, the Department of the Treasury, the Department of Labor, and the National Aeronautics and Space Administration (NASA) accounted for approximately 50 percent of all Latino permanent new hires.
- In FY 2012, Latinos represented 7.8 percent of permanent employees who resigned or quit working for the Federal Government

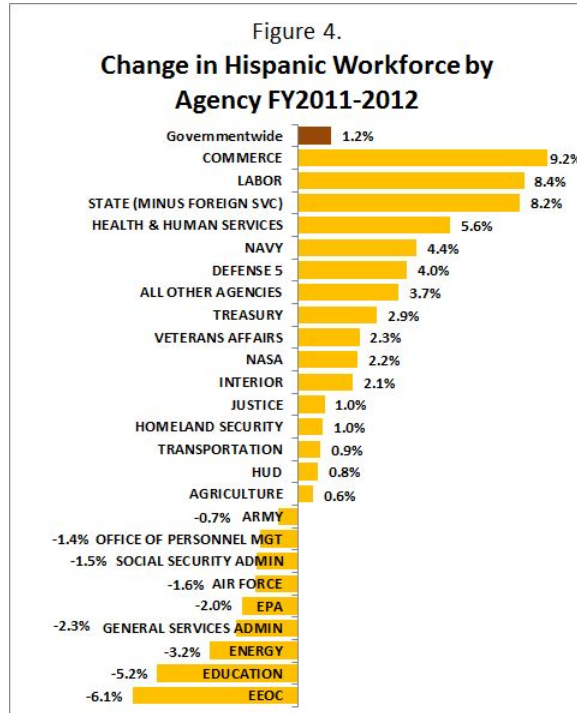
Looking at Latino employment by federal agency, of the 25 major agencies identified by OPM, 19 have a below average percentage of Latinos employed.



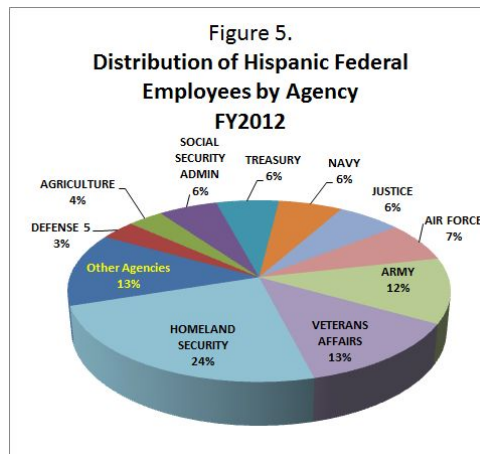
The poor track record of agencies such as the Department of Education, the Department of Health and Human Services and the Department of Commerce is disturbing. But perhaps even most problematic is the terrible record of the Office of Personnel Management itself, which oversees the federal government's employment diversity efforts!

Of the 25 major agencies, 16 saw increases in the percentage of Latinos they employed between 2011 and 2012. However, 9 saw decreases. Among the worse were, ironically, the Equal Employment Opportunity Commission (EEOC),

along with the Departments of Education and Energy.



It is also important to note that the majority of Latinos (56 percent) employed by the federal government are concentrated in only 4 of the 25 major agencies. These are Homeland Security (24 percent), Veterans Affairs (13 percent), the Army (12 Percent) and the Air Force (7 percent).



Another bad sign was the OPM report's finding that the percentage of Latino new hires by the federal government declined between 2011 and 2012. As a percent of new hires, Latinos decreased by 0.1 percentage point. The two agencies with the worse track records in terms of Latino new hires for this period were the two whose primary mission is employment opportunity --- the Office of Personnel Management and the Equal Employment Opportunity Commission.

The OPM report also included additional information on Latino federal employment trends related to salary levels, occupations, retirements, etc. This included the following breakdown of Latino federal government employment by state.

**Table 1. Percentage of Permanent Federal Civilian Workforce That is Hispanic by State**

State	% Hispanic	State	% Hispanic	State	% Hispanic
NEW MEXICO	27.6%	OREGON	4.1%	MISSOURI	2.6%
TEXAS	25.9%	RHODE ISLAND	4.0%	NEBRASKA	2.6%
ARIZONA	17.1%	WYOMING	4.0%	OHIO	2.5%
CALIFORNIA	16.6%	KANSAS	3.9%	INDIANA	2.4%
FLORIDA	15.9%	VIRGINIA	3.9%	MONTANA	2.3%
COLORADO	9.7%	NORTH CAROLINA	3.8%	ALABAMA	2.3%
NEW YORK	9.6%	WASHINGTON D.C.	3.8%	IOWA	2.2%
NEW JERSEY	8.6%	DELAWARE	3.7%	KENTUCKY	2.2%
NEVADA	7.9%	GEORGIA	3.4%	VERMONT	2.2%
CONNECTICUT	7.1%	MARYLAND	3.4%	MINNESOTA	2.1%
ILLINOIS	6.0%	LOUISIANA	3.4%	MISSISSIPPI	2.0%
UTAH	6.0%	ALASKA	3.3%	TENNESSEE	1.9%
MASSACHUSETTS	5.1%	PENNSYLVANIA	3.1%	ARKANSAS	1.7%
IDAHO	4.6%	WISCONSIN	3.1%	NORTH DAKOTA	1.5%
HAWAII	4.5%	SOUTH CAROLINA	2.9%	SOUTH DAKOTA	1.4%
WASHINGTON	4.2%	MICHIGAN	2.9%	WEST VIRGINIA	1.1%
OKLAHOMA	4.2%	NEW HAMPSHIRE	2.7%	MAINE	1.1%

## Conclusion

The persistent and extreme underrepresentation of Latinos in the federal government workforce regardless of which political party occupies the White House has been a growing concern to the Latino community. The election of the first African-American President generated the hope that change was coming in this regard; But as we are well into the second term of the Obama Administration, Latinos do not even have the illusion of inclusion. In a survey conducted at the beginning of the summer by the National Institute for Latino Policy of Latino opinion leaders, 73 percent indicated that President Obama was not adequately including Latinos in his Administration. The most visible concern was the the decrease from 2 to only one Latino on the President's Cabinet between his first and second terms.

In response to these concerns, on February 11, 2011, the U.S. Office of Personnel Management's (OPM) established the [Hispanic Council on Federal Employment \(HCFE\)](#). The purpose of this council is to advise the Director of OPM on the leading employment practices in an effort to remove any unnecessary barriers to the recruitment, hiring, retention and advancement of Hispanics in the Federal workplace. It is composed of representatives from national Latino organizations as well as federal agencies. The Council provides high-level advice and recommendations to OPM on a range of issues. It is co-chaired by Liz Montoya, OPM Chief of Staff, and Hector Sánchez, Chair of the National Hispanic Leadership Agenda. Its next meeting is scheduled for October 31st, depending on whether the government shutdown is still in force.

Frustrated with the Obama Administration's ineffectiveness on this issue and that of OPM's Hispanic Council on Federal Employment (HCFE), Latino leaders are becoming more aggressive in pressuring the Administration to address this problem directly. One growing concern is the apparent marginalization of Latino employment issues under broad labels such as "diversity." Increasingly, Latino leaders are calling on President Obama to issue a new, strong, Presidential Executive Order specifically on Hispanic federal employment.

This is an issue that the National Hispanic Leadership Agenda, a coalition of 36 of the leading national Latino civil rights organizations, is giving some priority.

They recently received a major grant from The Ford Foundation to launch their [Latino Appointments Project](#) to increase Latino representation in policy-level positions at the federal and state government levels (to see the progress they are making with federal appointments, [click here](#)). The NHLA also recently charged their Government Accountability Committee, co-chaired by Roger Rivera and Al Gallegos, to make this the focus of its work.

Related to this issue is President Obama's [nomination of Katherine Archuleta](#) to be Director of the Office of Personnel Management, a position currently occupied by Acting Director Elaine Kaplan. Ms. Archuleta's nomination is [currently stalled in the Senate](#).

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