

Fiscal Year 2020

AFRICAN AMERICAN WOMEN IN THE FEDERAL SECTOR

A statistical overview of African American women in the Federal sector highlighting their workforce participation rates, leadership participation rates, age composition, resignation rates, and annual salary.

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Federal Workforce Participation Rates & Advancement Opportunities for African American Women

African American Women in the Federal Workforce 6.6% 6.6%

African American Women in the Civilian Workforce 11.7% 6.6%

Executives 7.3%

Managers 9.6%

Supervisors 10.4%

2

Representation of African American Women Age 40 & Over in the Federal Workforce

African American Women Age 40 & Over



Employees Governmentwide Age 40 & Over



Under 40 = Age 40 & Over =

3

Resignation Rates in African American Women from Federal Workforce

3.0% All Federal Employees

2.3% African American Women

4

Federal Workforce Median Salary

\$70,072 African American Women

\$79,278 All Women

\$82,669 Employees Governmentwide



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Source: U.S. Equal Employment Opportunity Commission (EEOC), FY 2020 Management Directive 715, Workforce Table A1, 5-year American Community Survey data from EEO Tabulation 2014-2018, Table EEO-CIT02R-Occupation by Sex and Race/Ethnicity for Residence Geography, Citizen, and EEOC calculations using data from the U.S. Office of Personnel Management's September 2020 Enterprise Human Resources Integration-Statistical Data Mart.