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| **EEO-4 STRATEGIC PLAN BARRIER ANALYSIS AND PLAN 2018** | | | | | |
| **Barrier Description** | **Workforce Utilization Strategy:** | | | **Outcomes** | |
| **Barrier Description** for a Protected Group and/or Job Category | Diversity Goal: Recruiting from a diverse qualified workforce. | Inclusion Goal: Cultivation of inclusion through training, retention, and promotion. | Sustainability GOAL: Development of workplace accountability measures for success. | **Expected Outcomes**: | **Progress:** |
| 1. | Apply one goal from above to improve the barrier: | | |  |  |
| 2. | Apply one goal from above to improve the barrier: | | |  |  |
| 3. | Apply one goal from above to improve the barrier: | | |  |  |
| 4. | Apply one goal from above to improve the barrier: | | |  |  |
| 5. | Apply one goal from above to improve the barrier: | | |  |  |
| 6. | Apply one goal from above to improve the barrier: | | |  |  |

List each protected group or job category within the protected group that did not meet parity. Identify possible barriers the agency may have experienced in

recruiting, retaining, or promoting diverse workforce personnel, and develop a strategy to address each barrier. Describe the outcomes expected with the

implementation of each strategy and describe progress made in the last calendar year.