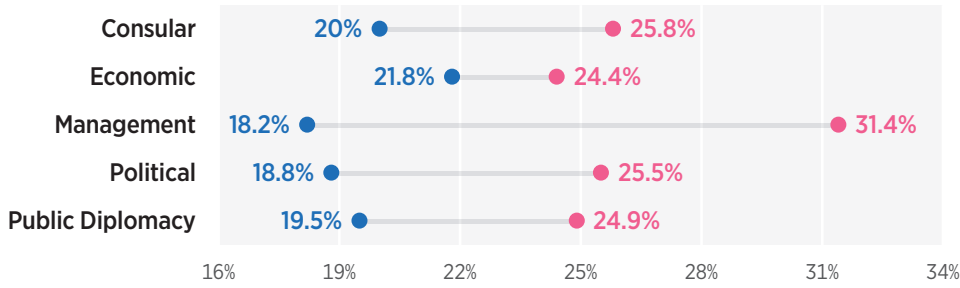


CHART 1

## State Department Promotions, Men vs. Women

2023 PROMOTION RATES AT FOREIGN SERVICE, BY CONE ● Men ● Women

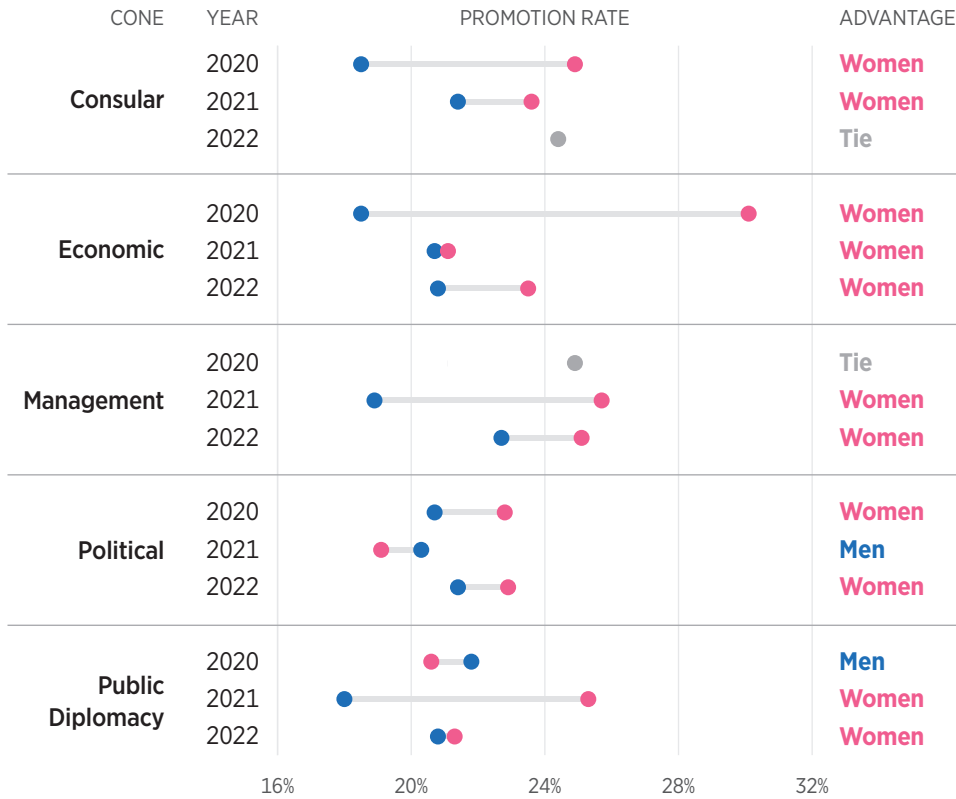


**SOURCE:** U.S. Department of State, Bureau of Global Talent Management, Office of Organization and Talent Analytics, "Fiscal Year 2023 Foreign Service Promotion Statistics by Ethnicity, Race, and Gender," <https://www.state.gov/wp-content/uploads/2024/02/Foreign-Service-Promotion-Statistics-by-Diversity.pdf> (accessed October 22, 2024).

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## Women Promoted More Frequently than Men at the State Department’s Foreign Service

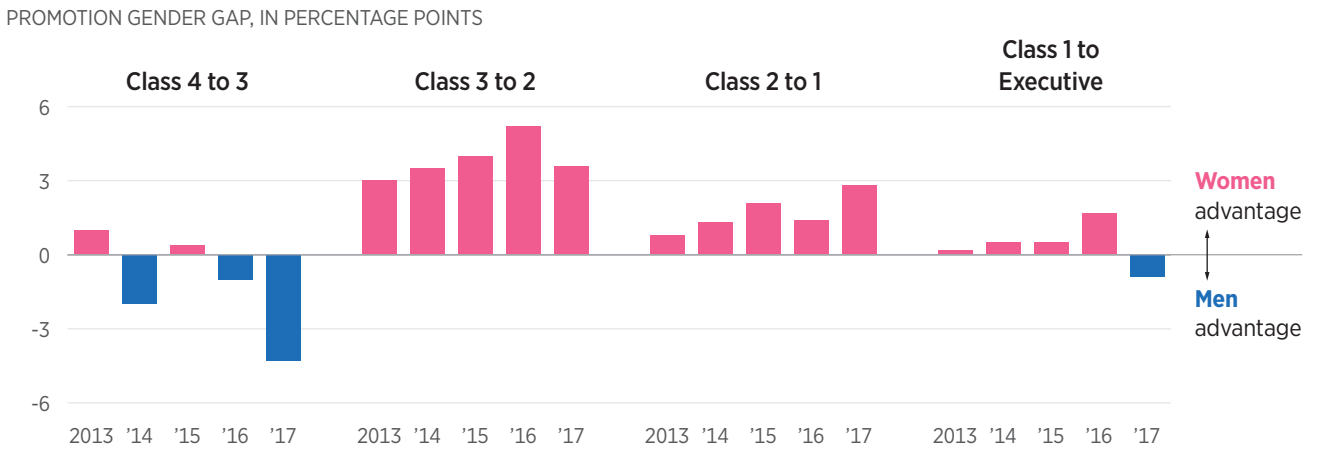
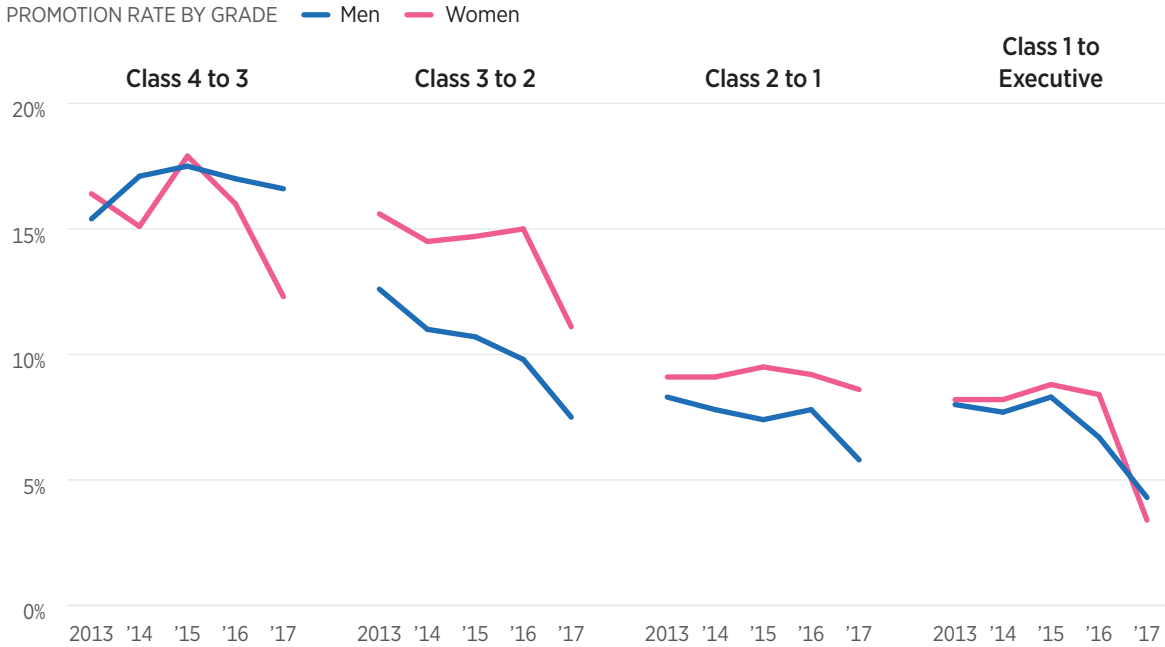


**SOURCE:** Author’s research of reports by U.S. Department of State, Bureau of Global Talent Management, Office of Organization and Talent Analytics:

- “Fiscal Year 2020 Foreign Service Promotion Statistics, by Ethnicity, Race, and Gender,” <https://www.state.gov/wp-content/uploads/2021/02/2020-FS-Promotion-Statistics-by-Diversity.pdf> (accessed November 6, 2024).
- “Fiscal Year 2021 Foreign Service Promotion Statistics, by Grade,” <https://www.state.gov/wp-content/uploads/2022/02/FS-Promotion-Statistics-2021.pdf> (accessed November 6, 2024).
- “Fiscal Year 2022 Foreign Service Promotion Statistics, by Cone, Ethnicity, Race and Gender,” <https://www.state.gov/wp-content/uploads/2023/02/2022-FS-Promotion-Statistics-by-Diversity-and-Cone.pdf> (accessed November 6, 2024).
- “Fiscal Year 2023 Foreign Service Promotion Statistics, by Cone, Ethnicity, Race and Gender,” <https://www.state.gov/wp-content/uploads/2024/02/Foreign-Service-Promotion-Statistics-by-Cone-and-Diversity.pdf> (accessed November 6, 2024).

CHART 3

## Women Promoted More than Men Across Most Steps of Advancement at the State Department's Foreign Service



**SOURCE:** U.S. Government Accountability Office, “State Department: Additional Steps Are Needed to Identify Potential Barriers to Diversity,” GAO-20-237, February 25, 2020, <https://www.gao.gov/products/gao-20-237> (accessed October 24, 2024).