



eversity is an enterprise level web application that provides workforce analysis, barrier identification, tracking, management and reporting required under MD 715. eversity allows an agency to perform extensive statistical analyses comparing information on their workforce with internal and external benchmarks, such as the 2000 Census data. In addition to workforce analysis, eversity also provides a robust plan generator and plan management console.

eversity features include:

- Complete set of data elements and on-screen formatting for EEOC Form 715 Parts A-J and Tables A1-A14 & B1-B14
- Platform independent architecture (Windows or UNIX)
- Broad database compatibility, including Oracle, MS SQL, or any ODBC database system
- Browser-based user interface – very thin client
- Easy to use system administration module

Complete Enterprise Level Web Based COTS Application

EEOC MD 715 Compliant

EEOC Form 715 Parts A – J

EEOC Tables A1–A14 and B1–B14

Self Assessment

Section 508 Compliant

Developed Following SEI CMM Level III Certified Software Development Approach



### **Summary Workforce Analysis**

eversity provides a Summary Analysis of Workforce that allows an agency to incorporate their narrative of workforce analysis using a benchmark such as the relevant Civilian Labor Force (CLF) and to analyze their workforce by occupational categories and groupings, minority groupings, personnel actions, as well as applicant data. Analysis can be done at both national and local levels.

### **Workforce Utilization Analysis**

eversity provides the client with a Workforce Utilization Analysis (Parity Determination) capability providing all workforce analysis recommended by EEOC such as:

- The number of workers categorized by Major Occupations
- The number of workers categorized by Occupational Groupings
- The number of workers categorized by Race/Ethnicity Groupings
- The number of workers categorized by Grade and Series
- The number of workers categorized by Personnel Actions such as promotions, accessions, separations, training, and awards
- The number of agency personnel with targeted disabilities, by group
- A statement of goals for each underrepresented group
- An analysis of barriers or impediments to EEO
- A set of plans for barrier identification and removal
- A set of related plan summaries
- A set of Diversity Management plans
- A trending analysis for each fiscal year showing the current number of agency employees and indicating any changes in the workforce from the previous fiscal year
- All statistical data needed for EEOC MD 715 Tables A and B
- Ad-hoc Workforce Reporting Capabilities

### **Plan Generation and Management**

eversity not only supplies the statistical analysis needed for MD 715 EEO Plans, but also provides a Plan Management Console that offers an agency the ability to generate, manage , and monitor MD 715 EEO Plan across an organization.

- Centralize EEO Plan Documents across the organization
- Standard Workflow for Generating EEO Plans
- Share EEO Plan Documents across the organization

MD 715 EEO Plan can be generated at both national and local levels.

