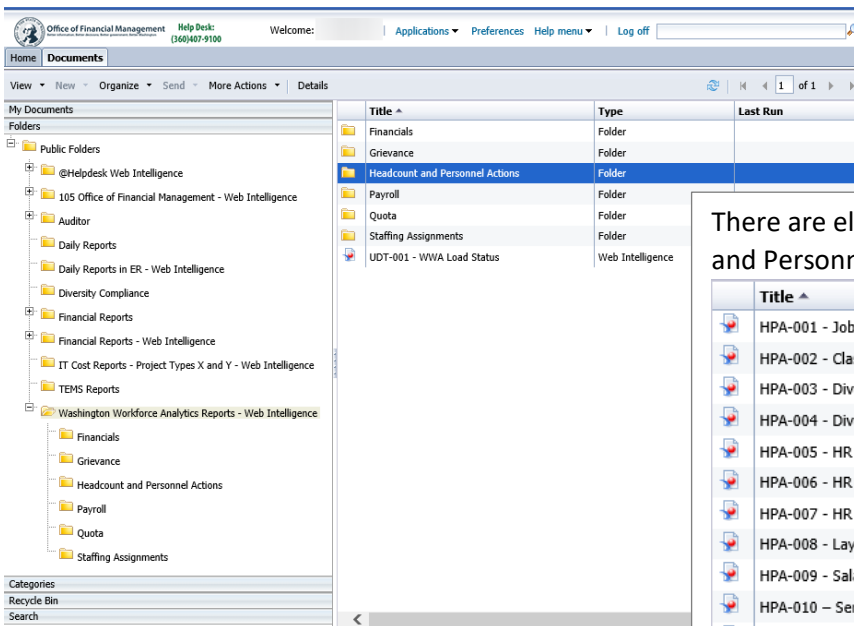


Diversity New Hires (HPA-004)

Description: Number and percent of hire and rehire actions by diversity category. Individual views include Diversity - New Hires (Perm Only) and Diversity - New Hires (Perm & Non-Perm). Excludes non-employees.

- **Universe** WWA EDW Headcount and Personnel Actions.unx
- **Required filter prompt** Calendar Year Month
- **New Hires (Perm Only) (default)** Number and percent of hire and rehire actions by diversity category for permanent or intended to become permanent employees only. Seasonal employees are not included in permanent actions.
- **New Hires (Perm & Non-Perm)** Number and percent of hire and rehire actions by diversity category, including non-permanent and seasonal employees
- **Additional information** Beginning January 2020 LGBTQ+, Gender X/Non-Binary, and Military Spouse (including Registered Domestic Partners) fields were added and may not be a true reflection of workforce until agencies have an opportunity to re-survey their employees. For historical gender reporting, use Gender (Health Ins). Beginning February 2015, Ethnic Origin is the primary source for persons of color for enterprise affirmative action reporting.

The standard report is located in the Washington Workforce Analytics Reports – Web Intelligence > Headcount and Personnel Actions Folder.



There are eleven standard reports in the Headcount and Personnel Actions folder:

Title ^
HPA-001 - Job Class Distribution
HPA-002 - Classification Turnover
HPA-003 - Diversity Profile
HPA-004 - Diversity - New Hires
HPA-005 - HR Management Actions
HPA-006 - HR Management Manager to Staff
HPA-007 - HR Management Age Distribution
HPA-008 - Layoff Activity
HPA-009 - Salary Range Distribution
HPA-010 - Service Ranges
HPA-011 - Projected Service Years

Prompts

Prompt values restrict the data pulled from the Enterprise Data Warehouse.

Required Prompts must include value(s) for Calendar Year Month.

Optional Prompts

- | | | |
|---------------------------|----------------------------|-------------------------------|
| ▪ Business Area (EE) | ▪ Job Code (EE) | ▪ Personnel Area Code (EE) |
| ▪ Business Area Code (EE) | ▪ Organizational Unit | ▪ Personnel Subarea (EE) |
| ▪ Job (EE) | ▪ Organizational Unit Code | ▪ Personnel Subarea Code (EE) |
| ▪ Job Class Abbr (EE) | ▪ Personnel Area (EE) | |

Query Results

Sample View –New Hires (Perm Only) View

Diversity – New Hires (Perm Only)	Number	Percent
Number of Actions	1,300	
Female	5	0.38%
Female (Health Ins)	792	60.92%
Gender X/Non-Binary		0.00%
LGBTQ+	1	0.08%
Persons with Disabilities	26	2.00%
Veterans	88	6.77%
Vietnam Era Veterans	7	0.54%
Veterans with Disabilities	10	0.77%
Military Spouse		0.00%
Age 40 and Over	527	40.54%
Persons of Color	234	18.00%
American Indian/Alaskan Native	14	1.08%
Asian/Pacific Islander	77	5.92%
Black/African American	69	5.31%
Hispanic/Latino	74	5.69%
Ethnic Origin: Not Assigned	303	23.31%
Male	1	0.08%
Male (Health Ins)	508	0.08%
White/Caucasian	763	58.69%

Default Data Fields

These fields are included in the standard report by default. Adding or removing default data fields will impact the calculated results.

- Number of Actions
- Female
- Female (Health Ins)
- Gender X/Non-Binary
- LGBTQ+
- Persons with Disabilities
- Veterans
- Vietnam Era Veterans
- Veterans with Disabilities
- Military Spouse
- Age 40 and Over
- Persons of Color
- American Indian/Alaskan Native
- Asian/Pacific Islander
- Black/African American
- Hispanic/Latino
- Ethnic Origin: Not Assigned
- Male
- Male (Health Ins)
- White/Caucasian

Additional Data Fields

Additional fields may be added to the standard report for detail and analysis. This report contains merged dimensions, which means it has a common field from both an ACTIONS query and a HEADCOUNT query. For more information about merged dimensions, reference the job aid [Multiple Queries with Merged Dimensions](#).

- Action Reason
- Action Reason Code
- Action Type
- Action Type Code
- Business Area (EE)
- Business Area Code (EE)
- Calendar Year
- Calendar Year Month
- Calendar Year Month Day
- Calendar Year Quarter
- Contract Type
- Disability Indicator
- Duty Station County
- Employee Group (EE)
- Employee Subgroup (EE)
- Employment Status
- Ethnic Origin
- Fiscal Year
- Fiscal Year Month
- Fiscal Year Quarter
- Gender (Health Ins)
- Gender Identity
- Hispanic Ethnicity
- Job (EE)
- Job Class Abbr (EE)
- Job Code (EE)
- LGBTQ+
- Military Spouse
- Name – Full
- Organizational Unit
- Organizational Unit Code
- Part Time Indicator
- Pay Area (EE)
- Pay Area Code (EE)
- Personnel Area (EE)
- Personnel Area Code (EE)
- Personnel Number
- Personnel Subarea (EE)
- Personnel Subarea Code (EE)
- Position
- Position Code
- Unemployment County
- Unemployment County Code
- Vet – Armed Forces Service Medal
- Vet – Disabled
- Vet – Non Veteran
- Vet – Not Protected
- Vet – Other Protected
- Vet – Prefers Not to Answer
- Vet – Recently Separated
- Vet – Special Disabled
- Vet - Vietnam
- Work Contract
- Work Contract Code
- Workforce Indicator (EE)
- Workforce Indicator Code (EE)

Measures

These measures are included in the standard report. Adding or removing measures from the query will impact the calculated results.

- Age (Years)
- Number of Actions

Restrictions and Variables

Restrictions and formulas built into the report create standardized results across the enterprise. Queries containing Personnel Number or an employee's name will only display the records a user is authorized to view.

Restrictions

Branches – Executive (EE)

Excludes the following Personnel Area Codes (EE):

- | | | |
|----------------------------------|---------------------------------------|----------------------------------|
| ▪ 0110 House of Representatives | ▪ 0370 Office of Leg Support Services | ▪ 0480 Court of Appeals |
| ▪ 0120 Senate | ▪ 0380 Joint Legislative Sys Co | ▪ 0500 Comm on Judicial Conduct |
| ▪ 0130 Joint Transportation Comm | ▪ 0400 Perm Statute Law Comm | ▪ 0550 Admin for the Courts |
| ▪ 0140 Joint Leg Audit/Rev Comm | ▪ 0450 Supreme Court | ▪ 0560 Office of Public Defense |
| ▪ 0200 L.E.A.P. Committee | ▪ 0460 WA State Law Library | ▪ 0570 Office of Civil Legal Aid |
| ▪ 0350 Office of State Actuary | | ▪ (blank) |

Non-Employee Exclusions (EE)

Excludes the following Organizational Unit Codes:

- | | |
|---------------------------------------|--|
| ▪ 30002393 FPB – Preparedness - Mobes | ▪ 31000177 EMERGENCY FIRE FIGHTERS |
| ▪ 31000100 EMERGENCY FIRE FIGHTERS | ▪ 31000178 EMERGENCY FIRE FIGHTERS |
| ▪ 31000101 EMERGENCY FIRE FIGHTERS | ▪ 31000179 EMERGENCY FIRE FIGHTERS |
| ▪ 31000175 EMERGENCY FIRE FIGHTERS | ▪ 31007000 FPB – Preparedness – Fire Mobes |
| ▪ 31000176 EMERGENCY FIRE FIGHTERS | |

Excludes the following Personnel Area Codes (EE):

- | | | |
|--------------------------------------|-----------------------|---------------------------------|
| ▪ 2201 Vol Firefighters/Res Officers | ▪ 5401 Aberdeen Wex | ▪ 5409 Spokane Wex |
| ▪ 2251 WSP Disabled Non-Employee | ▪ 5402 Bingen Wex | ▪ 5410 Tri-Cities Wex |
| ▪ 2451 Mil Dept Misc Active Duty | ▪ 5403 Clallum Wex | ▪ 5411 Americorp Star Vista |
| ▪ 3430 Higher Ed Coor Board | ▪ 5404 Kitsap Wex | ▪ 5412 Wa St Americorps |
| ▪ 3460 Higher Ed Facilities | ▪ 5405 Okanogan Wex | ▪ 5413 JTPA 402 Prog Wen |
| ▪ 4611 Ecology Youth Corps | ▪ 5406 Okanogan Wex 2 | ▪ 5414 Washington Service Corps |
| ▪ 4612 Wa Conservation Corps | ▪ 5407 Rainier Wex | ▪ 5415 Washington Service Team |
| | ▪ 5408 Snohomish Wex | ▪ 5416 Yakima Wex |

Also excludes Pay Area Code (EE) 44 Work Study Student; Personnel Subarea Code (EE) 0005 Non-Employee; and Work Contract Code 24 Non Employee.

Restrictions specific to Headcount

Actions – Exclude

Age (Years)

- Greater than or Equal to 40

Restrictions specific to Actions

Action Type Code

- U0 New Hire

Action Reason Code

- 02 Probationary
- 05 WMS
- 06 Employee Business Unit
- 07 Retiree
- 10 Exempt
- 11 In-Training
- 12 Non Perm On Call
- 13 Project
- 14 Seasonal - Career
- 18 Non-Perm Limited
- 26 Higher Ed to Gnl Gvot

Obsolete Action Reason Codes

These action reasons are retained in query for historical reporting.

- 04 ZDNU – WMS Apptmt With Review
- 19 ZDNU - Reemployment
- 25 ZDNU – Trial Service

Calendar Year Month Day

- Action Calendar Year Month Day (ACTIONS)

Personnel Number

- Personnel Number (ACTIONS)

Action Type Code

- U6

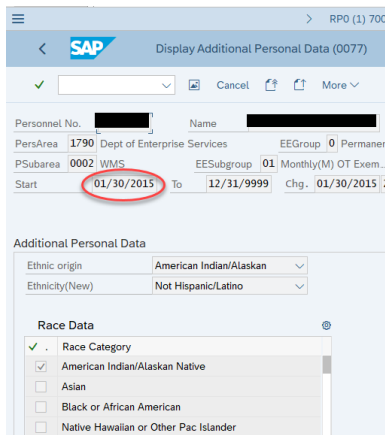
Action Reason Code

- 02 Probationary
- 05 WMS
- 06 Employee Business Unit
- 07 Retiree
- 10 Exempt
- 11 In-Training
- 12 Non-Perm On Call
- 13 Project
- 18 Layoff List
- 19 Seasonal - Career
- 23 Non-Perm Limited
- 27 GGTP
- 30 Higher Ed to Gnl Gvt
- 31 Permanent

Obsolete Action Reason Codes

These action reasons are retained in query for historical reporting.

- 03 ZDNU – WMS Acting Apptmt
- 04 ZDNU – WMS Apptmt with Review
- 15 ZDNU - Reemployment
- 24 ZDNU – Trial Service Apptmt



Diversity Categories

Washington Workforce Analytics determines Ethnic Origin, Disability Status, and Veteran Status based on an employee’s Additional Personal Data infotype (0077) start date (effective date).

Note: If an employee’s master data is updated and a new record is created with a date after the new hire action date, the updated values will not be reflected in the results.

Variables

The following variables are included in the report:

Dimension	Formula
BackgroundColor	= "True"
DateRun	= "Date Run: " + FormatDate(LastExecutionDate()); "Mmm, dd, yyyy hh:mm a")
EmptyValue	= ""
ReportDescription1	= "Description: Number and percent of hire and rehire actions by diversity category for permanent or intended to become permanent employees only. Seasonal employees are not included in permanent actions. Excludes non-employees."
ReportDescription2	= "Description: Number and percent of hire and rehire actions by diversity category, including non-permanent and seasonal employees. Excludes non-employees."
ReportName1	= "Diversity – New Hires (Perm Only)"
ReportName2	= "Diversity – New Hires (Perm & Non-Perm)"
ReportNote	= "Notes: Beginning January 2020 LGBTQ+, Gender X/Non-Binary, and Military Spouse (including Registered Domestic Partners) fields were added and may not be a true reflection of the workforce until agencies have an opportunity to re-survey their employees. For historical gender reporting, use Gender (Health Ins). Beginning February 2015, Ethnic Origin is the primary source for persons of color for enterprise affirmative action reporting."
ReportNumber	= "Report Number: HPA-004"

Measure	Formula
% Age - 40 and Over (Perm)	= Sum(If [NumberOfActions (Perm)] > 0 Then [Age - 40 and Over (Perm)]/[NumberOfActions (Perm)] Else 0)
% Age - 40 and Over (Perm & Non-Perm)	= Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Age - 40 and Over (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Disability - Persons With Disabilities (Perm)	= Sum(If [NumberOfActions (Perm)] > 0 Then [Disability - Persons With Disabilities (Perm)]/[NumberOfActions (Perm)] Else 0)
% Disability - Persons With Disabilities (Perm & Non-Perm)	= Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Disability - Persons With Disabilities (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Ethnic Origin - American Indian/Alaskan Native (Perm)	= Sum(If [NumberOfActions (Perm)] > 0 Then [Ethnic Origin - American Indian/Alaskan Native (Perm)]/[NumberOfActions (Perm)] Else 0)
% Ethnic Origin - American Indian/Alaskan Native (Perm & Non-Perm)	= Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Ethnic Origin - American Indian/Alaskan Native (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Ethnic Origin - Asian/Pacific Islander (Perm)	= Sum(If [NumberOfActions (Perm)] > 0 Then [Ethnic Origin - Asian/Pacific Islander (Perm)]/[NumberOfActions (Perm)] Else 0)
% Ethnic Origin - Asian/Pacific Islander (Perm & Non-Perm)	= Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Ethnic Origin - Asian/Pacific Islander (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Ethnic Origin - Black/African American (Perm)	= Sum(If [NumberOfActions (Perm)] > 0 Then [Ethnic Origin - Black/African American (Perm)]/[NumberOfActions (Perm)] Else 0)

Measure	Formula
% Ethnic Origin - Black/African American (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Ethnic Origin - Black/African American (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Ethnic Origin - Hispanic/Latino (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [Ethnic Origin - Hispanic/Latino (Perm)]/[NumberOfActions (Perm)] Else 0)
% Ethnic Origin - Hispanic/Latino (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Ethnic Origin - Hispanic/Latino (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Ethnic Origin - Not Assigned (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [Ethnic Origin - Not Assigned (Perm)]/[NumberOfActions (Perm)] Else 0)
% Ethnic Origin - Not Assigned (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Ethnic Origin - Not Assigned (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Ethnic Origin - Persons Of Color (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [Ethnic Origin - Persons Of Color (Perm)]/[NumberOfActions (Perm)] Else 0)
% Ethnic Origin - Persons Of Color (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Ethnic Origin - Persons Of Color (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Ethnic Origin - White/Caucasian (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [Ethnic Origin - White/Caucasian (Perm)]/[NumberOfActions (Perm)] Else 0)
% Ethnic Origin - White/Caucasian (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Ethnic Origin - White/Caucasian (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Gender (Ins) – Female (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [Gender (Ins) - Female (Perm)]/[NumberOfActions (Perm)] Else 0)
% Gender (Ins) – Female (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Gender (Ins) - Female (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Gender (Ins) – Male (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [Gender (Ins) - Male (Perm)]/[NumberOfActions (Perm)] Else 0)
% Gender (Ins) – Male (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Gender (Ins) - Male (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Gender - Female (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [Gender - Female (Perm)]/[NumberOfActions (Perm)] Else 0)
% Gender - Female (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Gender - Female (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Gender - Male (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [Gender - Male (Perm)]/[NumberOfActions (Perm)] Else 0)
% Gender - Male (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Gender - Male (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Gender - X/Non-Binary (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [Gender - X/Non-Binary (Perm)]/[NumberOfActions (Perm)] Else 0)
% Gender - X/Non-Binary (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Gender - X/Non-Binary (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)]Else 0)
% LGBTQ+ (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [LGBTQ+ (Perm)]/[NumberOfActions (Perm)] Else 0)
% LGBTQ+ (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [LGBTQ+ (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)

Measure	Formula
% Spouse - Military (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [Spouse - Military (Perm)]/[NumberOfActions (Perm)] Else 0)
% Spouse - Military (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Spouse - Military (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Veterans - All (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [Veterans - All (Perm)]/[NumberOfActions (Perm)] Else 0)
% Veterans - All (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Veterans - All (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Veterans - Veterans With Disabilities (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [Veterans - Veterans With Disabilities (Perm)]/[NumberOfActions (Perm)] Else 0)
% Veterans - Veterans With Disabilities (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Veterans - Veterans With Disabilities (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)
% Veterans - Vietnam Era Veterans (Perm)	=Sum(If [NumberOfActions (Perm)] > 0 Then [Veterans - Vietnam Era Veterans (Perm)]/[NumberOfActions (Perm)] Else 0)
% Veterans - Vietnam Era Veterans (Perm & Non-Perm)	=Sum(If [NumberOfActions (Perm & Non-Perm)] > 0 Then [Veterans - Vietnam Era Veterans (Perm & Non-Perm)]/[NumberOfActions (Perm & Non-Perm)] Else 0)

Measure	Formula
Age - 40 and Over (Perm)	=Count(If([Age (Years)] ForEach([Calendar Year Month];[Personnel Number]) >= 40 And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25";"26"))) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv";"Apprntc/Trnstnl"; "Board/Comm";"Exempt";"In Training"; "InTrng/Trl Srv";"InTrng/Prob";"Permanent"; "Probationary";"Project";"Project - Prob"; "Project TrSvc";"Review Period";"Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then 1)
Age - 40 and Over (Perm & Non-Perm)	=Count(If([Age (Years)] ForEach([Calendar Year Month];[Personnel Number]) >= 40 And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"12";"13";"14";"18";"19";"25";"26"))) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"03";"04";"05";"06";"07";"10";"11";"12";"13"; "15";"18";"19";"23";"24";"27";"30";"31"))))) Then 1)
Age - Most Recent Month	=Last(Max([Age (Years)];{[Calendar Year Month]}))
Disability – Persons With Disabilities (Perm)	=Count(If([ACTIONS].[Disability Indicator] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "X" And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19"; "25";"26"))) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv"; "Apprntc/Trnstnl"; "Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv";"InTrng/Prob"; "Permanent"; "Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period"; "Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])

Measure	Formula
Disability - Persons With Disabilities (Perm & Non-Perm)	=Count(If [ACTIONS].[Disability Indicator] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "X" Then [Number of Actions])
Ethnic Origin - American Indian/Alaskan Native (Perm)	=Count(If([ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "American Indian/Alaskan" And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25";"26")))) Or ((([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv";"Apprntc/Trnstnl"; "Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv";"InTrng/Prob";"Permanent"; "Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period";"Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
Ethnic Origin - American Indian/Alaskan Native (Perm & Non-Perm)	=Count(If [ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "American Indian/Alaskan" Then [Number of Actions])
Ethnic Origin - Asian/Pacific Islander (Perm)	=Count(If([ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Asian or Pacific Islander" And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25";"26")))) Or ((([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv";"Apprntc/Trnstnl"; "Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv";"InTrng/Prob";"Permanent"; "Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period";"Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
Ethnic Origin - Asian/Pacific Islander (Perm & Non-Perm)	=Count(If [ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Asian or Pacific Islander" Then [Number of Actions])
Ethnic Origin - Black/African American (Perm)	=Count(If([ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Black/Not Hispanic origin" And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number]; [ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25";"26")))) Or ((([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv";"Apprntc/Trnstnl"; "Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv";"InTrng/Prob";"Permanent"; "Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period";"Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
Ethnic Origin - Black/African American (Perm & Non-Perm)	=Count(If [ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Black/Not Hispanic origin" Then [Number of Actions])

Measure	Formula
Ethnic Origin - Hispanic/Latino (Perm)	=Count(If([ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Hispanic" And ((([ACTIONS].[Action Type Code] ForEach ([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25";"26"))) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice"; "Apprntc/Prob";"Apprntc/Trl Srv";"Apprntc/Trnstnl";"Board/Comm"; "Exempt";"In Training"; "InTrng/Trl Srv";"InTrng/Prob";"Permanent";"Probationary";"Project"; "Project - Prob";"Project TrSvc";"Review Period";"Transitional";"Trial Service";"WMS Review"; "ZDNU-Tran Intra")) Then [Number of Actions])
Ethnic Origin - Hispanic/Latino (Perm & Non-Perm)	=Count(If [ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Hispanic" Then [Number of Actions])
Ethnic Origin - Not Assigned (Perm)	=Count(If IsNull([ACTIONS].[Ethnic Origin]) ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv";"Apprntc/Trnstnl";"Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv";"InTrng/Prob";"Permanent";"Probationary";"Project";"Project - Prob"; "Project TrSvc";"Review Period";"Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra") And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11"; "13";"19";"25";"26"))) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"15"; "18";"24";"27";"30";"31")))) Then [Number of Actions])
Ethnic Origin - Not Assigned (Perm & Non-Perm)	=Count(If IsNull([ACTIONS].[Ethnic Origin]) ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) Then [Number of Actions])
Ethnic Origin - Persons Of Color (Perm)	=Count(If([ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) InList ("American Indian/Alaskan";"Asian or Pacific Islander"; "Black/Not Hispanic origin";"Hispanic") And ((([ACTIONS].[Action Type Code] ForEach ([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25";"26"))) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10"; "11"; "13";"15";"18";"24";"27";"30";"31"))))And [ACTIONS].[Work Contract] InList ("Apprentice"; "Apprntc/Prob";"Apprntc/Trl Srv";"Apprntc/Trnstnl"; "Board/Comm";"Exempt";"In Training"; "InTrng/Trl Srv";"InTrng/Prob"; "Permanent"; "Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period"; "Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
Ethnic Origin - Persons Of Color (Perm & Non-Perm)	=Count(If [ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) InList ("American Indian/Alaskan";"Asian or Pacific Islander"; "Black/Not Hispanic origin";"Hispanic") Then [Number of Actions])

Measure	Formula
Ethnic Origin - White/Caucasian (Perm)	=Count(If([ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "White/Not Hispanic origin" And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25"; "26"))) Or ((([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04"; "05";"06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv";"Apprntc/Trnstnl"; "Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv";"InTrng/Prob";"Permanent"; "Probationary";"Project"; "Project - Prob";"Project TrSvc";"Review Period"; "Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
Ethnic Origin - White/Caucasian (Perm & Non-Perm)	=Count(If [ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "White/Not Hispanic origin" Then [Number of Actions])
Gender (Ins) - Female (Perm)	=Count(If([ACTIONS].[Gender (Health Ins)] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Female" And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25"; "26"))) Or ((([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv"; "Apprntc/Trnstnl"; "Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv";"InTrng/Prob"; "Permanent"; "Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period"; "Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
Gender (Ins) - Female (Perm & Non-Perm)	=Count(If [ACTIONS].[Gender (Health Ins)] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Female" Then [Number of Actions])
Gender (Ins) - Male (Perm)	=Count(If([ACTIONS].[Gender (Health Ins)] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Male" And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25"; "26"))) Or ((([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv";"Apprntc/Trnstnl"; "Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv";"InTrng/Prob"; "Permanent"; "Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period"; "Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
Gender (Ins) - Male (Perm & Non-Perm)	=Count(If [ACTIONS].[Gender (Health Ins)] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Male" Then [Number of Actions])
Gender - Female (Perm)	=Count(If([ACTIONS].[Gender Identity] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Female" And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25"; "26"))) Or ((([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv";"Apprntc/Trnstnl"; "Board/Comm"; "Exempt";"In Training";"InTrng/Trl Srv";"InTrng/Prob"; "Permanent"; "Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period";"Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])

Measure	Formula
Gender - Female (Perm & Non-Perm)	=Count(If [ACTIONS].[Gender Identity] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Female" Then [Number of Actions])
Gender - Male (Perm)	=Count(If([ACTIONS].[Gender Identity] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Male" And ((([ACTIONS].[Action Type Code] ForEach ([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25";"26")) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13"; "15";"18"; "24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob"; "Apprntc/Trl Srv";"Apprntc/Trstnl";"Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv"; "InTrng/Prob";"Permanent";"Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period";"Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
Gender - Male (Perm & Non-Perm)	=Count(If [ACTIONS].[Gender Identity] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Male" Then [Number of Actions])
Gender - X/Non-Binary (Perm)	=Count(If([ACTIONS].[Gender Identity] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "X/Non-Binary" And ((([ACTIONS].[Action Type Code] ForEach ([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25";"26")) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13"; "15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob"; "Apprntc/Trl Srv";"Apprntc/Trstnl";"Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv"; "InTrng/Prob";"Permanent";"Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period";"Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
Gender - X/Non-Binary (Perm & Non-Perm)	=Count(If [ACTIONS].[Gender Identity] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "X/Non-Binary" Then [Number of Actions])
LGBTQ+ (Perm)	=Count(If([ACTIONS].[LGBTQ+] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Yes" And ((([ACTIONS].[Action Type Code] ForEach ([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25";"26")) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13"; "15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob"; "Apprntc/Trl Srv";"Apprntc/Trstnl";"Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv"; "InTrng/Prob";"Permanent";"Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period";"Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
LGBTQ+ (Perm & Non-Perm)	=Count(If [ACTIONS].[LGBTQ+] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Yes" Then [Number of Actions])

Measure	Formula
NumberOfActions (Perm)	=Count(If(((([ACTIONS].[Action Type Code] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25";"26"))) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04"; "05";"06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv";"Apprntc/Trnstnl";"Board/Comm"; "Exempt";"In Training";"InTrng/Trl Srv";"InTrng/Prob";"Permanent";"Probationary";"Project"; "Project - Prob";"Project TrSvc";"Review Period";"Transitional";"Trial Service";"WMS Review"; "ZDNU-Tran Intra") Then [Number of Actions])
NumberOfActions (Perm & Non-Perm)	=Count([Number of Actions] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]))
Spouse - Military (Perm)	=Count(If([ACTIONS].[Military Spouse] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Yes" And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25"; "26"))) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv"; "Apprntc/Trnstnl";"Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv";"InTrng/Prob"; "Permanent";"Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period"; "Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
Spouse - Military (Perm & Non-Perm)	=Count(If [ACTIONS].[Military Spouse] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Yes" Then [Number of Actions])
Veterans - All (Perm)	=Count(If(((([ACTIONS].[Vet - Other Protected] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "X" Or [ACTIONS].[Vet - Special Disabled] = "X" Or [ACTIONS].[Vet - Vietnam] = "X" Or [ACTIONS].[Vet - Armed Forces Service Medal] = "X" Or [ACTIONS].[Vet - Disabled] = "X" Or [ACTIONS].[Vet - Recently Separated] = "X") And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11"; "13";"19";"25";"26"))) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv"; "Apprntc/Trnstnl";"Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv";"InTrng/Prob"; "Permanent";"Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period"; "Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
Veterans - All (Perm & Non-Perm)	=Count(If([ACTIONS].[Vet - Other Protected] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "X" Or [ACTIONS].[Vet - Special Disabled] = "X" Or [ACTIONS].[Vet - Vietnam] = "X" Or [ACTIONS].[Vet - Armed Forces Service Medal] = "X" Or [ACTIONS].[Vet - Disabled] = "X" Or [ACTIONS].[Vet - Recently Separated] = "X") Then [Number of Actions])

Measure	Variable
Veterans - Veterans With Disabilities (Perm)	=Count(If([ACTIONS].[Vet - Special Disabled] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "X" And ((([ACTIONS].[Action Type Code] ForEach([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19"; "25";"26"))) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05"; "06";"07";"10";"11";"13";"15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice";"Apprntc/Prob";"Apprntc/Trl Srv"; "Apprntc/Trnstnl";"Board/Comm";"Exempt";"In Training";"InTrng/Trl Srv";"InTrng/Prob"; "Permanent";"Probationary";"Project";"Project - Prob"; "Project TrSvc";"Review Period"; "Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
Veterans - Veterans With Disabilities (Perm & Non-Perm)	=Count(If [ACTIONS].[Vet - Special Disabled] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "X" Then [Number of Actions])
Veterans - Vietnam Era Veterans (Perm)	=Count(If([ACTIONS].[Vet - Vietnam] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "X" And ((([ACTIONS].[Action Type Code] ForEach ([ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "U0") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13";"19";"25"; "26"))) Or (([ACTIONS].[Action Type Code] = "U6") And ([ACTIONS].[Action Reason Code] InList ("02";"04";"05";"06";"07";"10";"11";"13"; "15";"18";"24";"27";"30";"31")))) And [ACTIONS].[Work Contract] InList ("Apprentice"; "Apprntc/Prob";"Apprntc/Trl Srv";"Apprntc/Trnstnl";"Board/Comm";"Exempt";"In Training"; "InTrng/Trl Srv"; "InTrng/Prob"; "Permanent";"Probationary";"Project";"Project - Prob";"Project TrSvc";"Review Period"; "Transitional";"Trial Service";"WMS Review";"ZDNU-Tran Intra")) Then [Number of Actions])
Veterans - Vietnam Era Veterans (Perm & Non-Perm)	=Count(If [ACTIONS].[Vet - Vietnam] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "X" Then [Number of Actions])