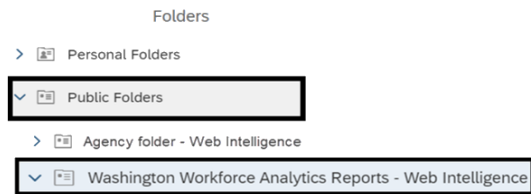


**Diversity New Hires (HPA-004)**

**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.



Public Folders / Washington Workforce Analytics Reports - Web Intelligence /			
<input type="checkbox"/>	Title	Type	Description
<input type="checkbox"/>	Financials	Folder	AFRS reports
<input type="checkbox"/>	Grievance	Folder	Grievance reports
<input type="checkbox"/>	Headcount and Personnel Actions	Folder	Headcount and Personnel Actions reports
<input type="checkbox"/>	Payroll	Folder	Payroll reports
<input type="checkbox"/>	Quota	Folder	Quota reports
<input type="checkbox"/>	Staffing Assignments	Folder	Staffing Assignments reports

**Sample view - New Hires (Perm Only)**

Diversity – New Hires (Perm Only)	Number	Percent
Number of Actions	735	
Female	289	39.32%
Female (Health Ins)	448	60.95%
Gender X/Non-Binary	6	0.82%
LGBTQ+	55	7.48%
Persons with Disabilities	42	5.71%
Veterans	18	2.45%
Vietnam Era Veterans		0.00%
Veterans with Disabilities	2	0.27%
Military Spouse	20	2.72%
Age 40 and Over	303	41.22%
Persons of Color	167	22.72%
American Indian/Alaskan Native	13	1.77%
Asian/Pacific Islander	40	5.44%
Black/African American	43	5.85%
Hispanic/Latino	71	9.66%
Ethnic Origin: Not Assigned	230	31.29%
Male	224	30.48%
Male (Health Ins)	287	39.05%
White/Caucasian	338	45.99%

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

### Query Results

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

#### 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

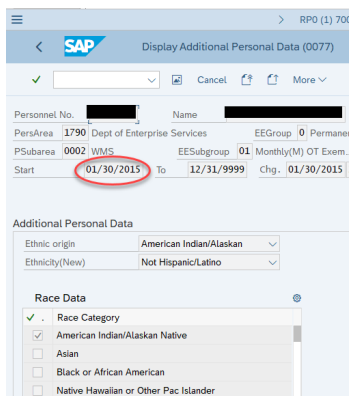
#### Action Reason Code

- 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 Appmt 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)
% 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)

Measure	Formula
% 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)
% 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])
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])



Measure	Formula
<b>Ethnic Origin - American Indian/Alaskan Native (Perm &amp; Non-Perm)</b>	=Count(If([ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "American Indian/Alaskan" Then [Number of Actions])
<b>Ethnic Origin - Asian/Pacific Islander (Perm)</b>	=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])
<b>Ethnic Origin - Asian/Pacific Islander (Perm &amp; Non-Perm)</b>	=Count(If([ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Asian or Pacific Islander" Then [Number of Actions])
<b>Ethnic Origin - Black/African American (Perm)</b>	=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])
<b>Ethnic Origin - Black/African American (Perm &amp; Non-Perm)</b>	=Count(If([ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Black/Not Hispanic origin" Then [Number of Actions])
<b>Ethnic Origin - Hispanic/Latino (Perm)</b>	=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])

Measure	Formula
<b>Ethnic Origin - Hispanic/Latino (Perm &amp; Non-Perm)</b>	=Count(If [ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Hispanic" Then [Number of Actions])
<b>Ethnic Origin - Not Assigned (Perm)</b>	=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])
<b>Ethnic Origin - Not Assigned (Perm &amp; Non-Perm)</b>	=Count(If IsNull([ACTIONS].[Ethnic Origin]) ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) Then [Number of Actions])
<b>Ethnic Origin - Persons Of Color (Perm)</b>	=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])
<b>Ethnic Origin - Persons Of Color (Perm &amp; Non-Perm)</b>	=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])
<b>Ethnic Origin - White/Caucasian (Perm)</b>	=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])

Measure	Formula
<b>Ethnic Origin - White/Caucasian (Perm &amp; Non-Perm)</b>	=Count(If ([ACTIONS].[Ethnic Origin] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "White/Not Hispanic origin" Then [Number of Actions])
<b>Gender (Ins) - Female (Perm)</b>	=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])
<b>Gender (Ins) - Female (Perm &amp; Non-Perm)</b>	=Count(If ([ACTIONS].[Gender (Health Ins)] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Female" Then [Number of Actions])
<b>Gender (Ins) - Male (Perm)</b>	=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])
<b>Gender (Ins) - Male (Perm &amp; Non-Perm)</b>	=Count(If ([ACTIONS].[Gender (Health Ins)] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Male" Then [Number of Actions])
<b>Gender - Female (Perm)</b>	=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])
<b>Gender - Female (Perm &amp; Non-Perm)</b>	=Count(If ([ACTIONS].[Gender Identity] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Female" Then [Number of Actions])

Measure	Formula
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/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 - 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/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 - 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/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])
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
<b>NumberOfActions (Perm)</b>	=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/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])
<b>NumberOfActions (Perm &amp; Non-Perm)</b>	=Count([Number of Actions] ForEach([Action Calendar Year Month];[ACTIONS].[Personnel Number];[ACTIONS].[Action Type]))
<b>Spouse - Military (Perm)</b>	=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/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])
<b>Spouse - Military (Perm &amp; Non-Perm)</b>	=Count(If [ACTIONS].[Military Spouse] ForEach([Action Calendar Year Month]; [ACTIONS].[Personnel Number];[ACTIONS].[Action Type]) = "Yes" Then [Number of Actions])
<b>Veterans - All (Perm)</b>	=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/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])
<b>Veterans - All (Perm &amp; Non-Perm)</b>	=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	Formula
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])