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Bcc:
Subject: here's the Federal Register notice
Date: Thu May 20 2021 11:02:40 EDT
Attachments: 2021-09109RFlequityassessments.pdf
image001.gif

Jay and I referred to the FR notice regarding equity assessments during the meeting just now. I couldn't figure out how to add the doc or link to the chat. Can you circulate at some point – other subgroup folks might find it helpful? Thank you.

Antigone

Document ID: 0.7.359.6044-000001

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Filename: 2021-09109RFlequityassessments.pdf
Last Modified: Thu May 20 11:02:40 EDT 2021

information collection, unless the OMB approves it and displays a currently valid OMB Control Number. In addition, notwithstanding any other provisions of law, no person shall generally be subject to penalty for failing to comply with a collection of information that does not display a valid OMB Control Number. See 5 CFR 1320.5(a) and 1320.6.

DOL seeks PRA authorization for this information collection for three (3) years. OMB authorization for an ICR cannot be for more than three (3) years without renewal. The DOL notes that information collection requirements submitted to the OMB for existing ICRs receive a month-to-month extension while they undergo review.

Agency: DOL–ETA.

Title of Collection: DOL-Only Performance Accountability, Information, and Reporting System.

OMB Control Number: 1205–0521.

Affected Public: Individuals or Households; State, Local, and Tribal Governments; Private Sector—Businesses or other for-profits and not-for-profit institutions.

Total Estimated Number of Respondents: 17,583,750.

Total Estimated Number of Responses: 41,064,037.

Total Estimated Annual Time Burden: 10,459,627 hours.

Total Estimated Annual Other Costs Burden: \$9,491,287.

Authority: 44 U.S.C. 3507(a)(1)(D).

Dated: April 28, 2021.

Mara Blumenthal,

Senior PRA Analyst.

[FR Doc. 2021–09471 Filed 5–4–21; 8:45 am]

BILLING CODE 4510–FM–P

OFFICE OF MANAGEMENT AND BUDGET

Methods and Leading Practices for Advancing Equity and Support for Underserved Communities Through Government

AGENCY: Office of Management and Budget, Executive Office of the President.

ACTION: Request for Information (RFI).

SUMMARY: Recent Executive Orders have charged the Office of Management and Budget (OMB), in partnership with the heads of agencies, to identify, by July 2021, effective methods for assessing whether agency policies and actions (e.g., programs, services, processes, and operations) equitably serve all eligible individuals and communities, particularly those that are currently and historically underserved. As part of this

effort, agencies are directed to consult with members of communities that have been historically underrepresented in the Federal Government and underserved by, or subject to discrimination in, Federal policies and programs, and to evaluate opportunities, as allowable, to increase coordination, communication, and engagement with community-based and civil rights organizations. Through this request for information (RFI), OMB seeks input, information, and recommendations from a broad array of stakeholders in the public, private, advocacy, not-for-profit, and philanthropic sectors, including State, local, Tribal, and territorial areas, on available methods, approaches, and tools that could assist in this effort. OMB will consider the usability, applicability, and rigor of submissions in response to this RFI as OMB gathers resources to support agencies as they conduct internal assessments on the state of equity in their policies, programs, services, processes, and operations. OMB will also use what it learns from responses to this RFI as OMB works to expand use of equity-assessment methods and approaches across the Federal Government, as agencies develop agency Equity Action Plans (due to the Domestic Policy Council by January 19, 2022) outlining steps they will take to address identified gaps in equity.

DATES: Responses to this RFI should be received by July 6, 2021.

ADDRESSES: You should submit comments via the Federal eRulemaking Portal at <https://www.regulations.gov/>. Follow the instructions for submitting comments. All public comments received are subject to the Freedom of Information Act and will be posted in their entirety at <https://www.regulations.gov/>, including any personal and/or business confidential information provided. Do not include any information you would not like to be made publicly available.

Written responses should not exceed 20 pages, inclusive of a 1-page cover page as described below. Attachments or linked resources or documents are not included in the 20-page limit. Please respond concisely, in plain language, and in narrative format. You may respond to some or all of the questions listed in the RFI. Please ensure it is clear which question you are responding to. You may also include links to online material or interactive presentations but please ensure all links are publicly available. Each response should include:

- The name of the individual(s) and/or organization responding.

- The Area section(s) (1, 2, 3, 4 and/or 5) that your submission and materials support.

- A brief description of the responding individual(s) or organization's mission and/or areas of expertise, including any public-private partnerships with Federal, State, tribal, territorial, or local governments within the past three years that are relevant to this RFI.

- A contact for questions or other follow-up on your response.

By responding to the RFI, each participant (individual, team, or legal entity) warrants that they are the sole author or owner of, or has the right to use, any copyrightable works that the Submission comprises, that the works are wholly original (or is an improved version of an existing work that the participant has sufficient rights to use and improve), and that the Submission does not infringe any copyright or any other rights of any third party of which participant is aware.

By responding to the RFI, each participant (individual, team, or legal entity) consents to the contents of their submission being made available to all Federal agencies and their employees on an internal-to-government website accessible only to agency staffpersons.

Participants will not be required to transfer their intellectual property rights to OMB, but Participants must grant to the Federal government a nonexclusive license to apply, share, and use the materials that are included in the Submission. To participate in the RFI, each participant must warrant that there are no legal obstacles to providing the above-referenced nonexclusive licenses of participant rights to the Federal government.

Interested parties who respond to this RFI may be contacted for a follow-on strategic agency assessment dialogue, discussion, event, crowdsourcing campaign, or competition.

FOR FURTHER INFORMATION CONTACT:

Issues regarding submission or questions on this RFI can be sent to Amira Boland at 202–395–5222 or to equityRFI@omb.eop.gov.

SUPPLEMENTARY INFORMATION:

I. Background

E.O. 13985 states: “*Equal opportunity is the bedrock of American democracy, and our diversity is one of our country's greatest strengths. But for too many, the American Dream remains out of reach. Entrenched disparities in our laws and public policies, and in our public and private institutions, have often denied that equal opportunity to individuals and communities. Our country faces*

converging economic, health, and climate crises that have exposed and exacerbated inequities, while a historic movement for justice has highlighted the unbearable human costs of systemic racism. Our Nation deserves an ambitious whole-of-government equity agenda that matches the scale of the opportunities and challenges that we face.

It is therefore the policy of my Administration that the Federal Government should pursue a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality. Affirmatively advancing equity, civil rights, racial justice, and equal opportunity is the responsibility of the whole of our Government. Because advancing equity requires a systematic approach to embedding fairness in decision-making processes, executive departments and agencies (agencies) must recognize and work to redress inequities in their policies and programs that serve as barriers to equal opportunity.”

Within 200 days of the date of the E.O. (by August 8, 2021), agencies must submit to the Assistant to the President for Domestic Policy an assessment of the state of equity for underserved communities and individuals, including on the following points, for example:

- Barriers that underserved communities and individuals may face to enrollment in and access to benefits and services in Federal programs;
- Barriers that underserved communities and individuals may face in participation in agency procurement and contracting opportunities;
- Barriers that underserved communities and individuals may face in participation in agency grant programs and other forms of financial assistance;
- Opportunities in current agency policies, regulations, and guidance to address affirmatively and equitably the underlying causes of systemic inequities in society;
- Opportunities in agency community engagement processes to engage with and empower marginalized, vulnerable, or underserved communities more directly to advance equitable policymaking; and
- The operational status and level of institutional resources available to agency offices or divisions responsible for advancing civil rights or required to serve underrepresented or disadvantaged communities.

Within one year of the date of E.O. 13985 (by January 19, 2022), the head of

each agency will develop a plan for addressing any barriers to full and equal participation in programs and procurement opportunities identified in its assessment. Such a plan could include establishing ongoing routines to assess and rectify gaps in full and equal participation in programs and procurement opportunities.

E.O. 13985 uses the following definitions, which OMB adopts for purposes of this RFI.

The term “equity” means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as women and girls; Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; persons facing discrimination or barriers on account of gender identity; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.

The term “underserved communities” refers to populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life, as exemplified by the list in the preceding definition of “equity.”

Information and Key Questions

OMB seeks input in the following areas:

1. **Equity Assessments and Strategies.** Approaches and methods for holistic and program- or policy-specific assessments of equity for public sector entities, including but not limited to the development of public policy strategies that advance equity and the use of data to inform equitable public policy strategies.
2. **Barrier and Burden Reduction.** Approaches and methods for assessing and remedying barriers, burden, and inequities in public service delivery and access.
3. **Procurement and Contracting.** Approaches and methods for assessing equity in agency procurement and contracting processes.
4. **Financial Assistance.** Approaches and methods for assessing equity in the administration of agency grant programs and other forms of financial assistance.
5. **Stakeholder and Community Engagement.** Approaches and methods for accessible and meaningful agency

engagement with underserved communities.

The descriptions below represent a non-exhaustive accounting of issues that may fall under each topic area. These may assist in the formulation of comments. The list is not intended to restrict submissions. For all prompts, OMB requests that commenters incorporate examples, data, and, in particular, research or academic literature whenever possible.

For Area 1 on equity assessments and strategies:

The work of advancing equity requires a holistic assessment of agency practices and policies. Some Federal agencies will need to implement new approaches to assess whether future proposed policies, budgets, regulations, grants, or programs will be effective in advancing equity. OMB welcomes submissions that provide resources, tools, and examples of how agencies might conduct effective equity assessments, with the goal of embedding equity throughout agency practices and policies. Submissions might consider questions such as:

- What are some promising methods and strategies for assessing equity in internal agency practices and policies? What knowledge, skills, or supports do practitioners need to use such tools effectively?
- What are some promising methods and strategies for identifying systemic inequities to be addressed by agency policy?
- Jurisdictions at the State, local, Tribal, and territorial level have implemented equity assessment tools to inform their policymaking, budgetary, or regulatory processes. What are the lessons these jurisdictions have learned from implementing or interacting with those tools?
- What are some promising methods and strategies for advancing equity on urgent or immediate agency priorities?
- What types of equity assessment tools are especially useful for agencies with national security, foreign policy or law enforcement missions?
- How might agencies collect data and build evidence in appropriate and protected ways to reflect underserved individuals and communities and support greater attention to equity in future policymaking?
- How might agencies build capacity and provide training and support for teams conducting this work?
- How can community engagement or feedback from underserved individuals with lived expertise on a given policy problem be integrated meaningfully in an agency’s use of equity assessment methods?

For Area 2 on barrier and burden reduction:

Members of underserved communities may experience a variety of external factors that may disproportionately affect their access to information about programs or program eligibility, applying for benefits, conducting post-award reporting, and recertification of eligibility. These barriers may include, but are not limited to: Non-traditional or inflexible work hours, childcare needs, housing insecurity, limited transportation access, limited proficiency in English, disability, low literacy, income or other resource constraints, stigma in accessing public programs, and limited access to technology.

Other barriers are internal to the administration of programs. While certain program rules may ensure that benefits are awarded to eligible individuals or are otherwise required by law, others are not necessary for ensuring benefits are awarded to eligible individuals and may be remedied via administrative or regulatory changes. The latter category of program rules may include: Unnecessary questions or requirements to produce documentation; complex eligibility formulas; forms or web applications that are confusingly designed; complicated instructions; long delays between application and adjudication; the need for third-party (e.g., advocacy organization, legal counsel) support or consultation; frequent recertification of eligibility; processes that require multiple forms or touch-points; and duplicative or similar information collections by multiple agencies.

Responses should include, but not be limited to, information on any or all of the following points:

- How can agencies address known burdens or barriers to accessing benefits programs in their assessments of benefits delivery?

- What data, tools, or evidence are available to show how particular underserved communities or populations disproportionately encounter these barriers? Which underserved communities experience multiple, cumulative barriers and are disproportionately burdened by specific administrative processes or requirements?

- Are there specific requirements or processes (e.g., in-person visits, frequency of recertification of eligibility) that have been shown in rigorous research to cause program drop-off or churn by underserved individuals and communities? Similarly, is there rigorous evidence available that certain

requirements or processes have little actual effect on program integrity?

- How could agencies incorporate considerations of the psychological costs of qualifying or applying for Federal benefits programs into their assessments of equitable service delivery?

- What kinds of equity assessment tools are more useful for addressing urgent agency priorities versus making systemic change?

- What types of overarching metrics (e.g., program uptake, over- or under-payments) might an agency use to measure a benefit program's outcomes [or whether it is implemented as intended?]

- How might an agency assess or balance prioritization of potentially competing values associated with program administration, such as program uptake, program integrity, privacy protection, and resource constraints, in the context of addressing equity for underserved individuals and communities?

- How might agencies assess if specific barriers (e.g., specific questions on forms or requirements such as in-person interviews) are achieving their intended purpose?

- How might agencies incorporate into their equity assessments barriers or duplicative burdens a participant is likely to experience when seeking services from multiple agencies?

- How can agencies best balance collecting demographic information about program applicants and participants with the potential effect on program participation that these questions may cause? What does rigorous research show about the effect of demographic questions on program participation?

For Area 3, on procurement and contracting:

The Federal Government is the world's largest purchaser of goods and services, with acquisitions totaling over \$650 billion per year. As the Federal Government's purchasing power is used to fight COVID-19, increase domestic productivity, combat climate change, and address other Administration priorities, agencies will need to assess opportunities to invest in underserved individuals and communities by promoting business diversity (including, but not limited to, professional services, financial services, and technology) and resiliency. Agencies will need to assess opportunities to direct more procurement and contracting dollars to underserved individuals and communities so that a broad cross-section of American businesses can share in the jobs and opportunities

created by Federal buying activities. Economic research shows that investing in underserved communities and closing racial wealth gaps yields economic growth and job creation that benefits all Americans.

OMB welcomes submissions that address questions such as:

- How do we achieve equity in a procurement system that must balance competing economic and social goals, including the need to conduct procurements in a streamlined and rapid manner?

- What kinds of equity assessment tools might agencies use to identify inequity in their standard practices throughout the acquisition lifecycle, including, but not limited to, the development of requirements, market research (including outreach to businesses), selection of contract type, availability of financing, incentive structure, negotiation and evaluation of interested sources, debriefings of unsuccessful offerors, management of contracts, evaluation of contractor performance, and use of past performance in selection of sources?

- What kinds of tools might agencies use to determine when there is inequity in the award of subcontracts under prime contracts and the cause of such?

- How might agencies identify opportunities to engage with business owners and entrepreneurs who are members of underserved communities to promote doing business with the Federal Government? What kinds of training and capacity building within agency teams would support equitable procurement and contracting efforts?

- What kinds of benchmarks and assessment techniques might support equitable procurement and contracting efforts?

- What kinds of data should agencies collect and use to assess equity in their procurement practices?

For Area 4, financial assistance:

Federal agencies run financial assistance programs, including grant opportunities, that have the potential, and in many cases, a stated intent, to channel resources to underserved communities. OMB welcomes submissions that address questions such as:

- How might agencies identify opportunities to adjust current practices in grants and other financial assistance programs to expand access for underserved communities and to achieve equity-oriented results? What are some promising approaches to the award and administration of Federal awards (including, for example, the integration of program planning and design) that should be considered?

- What are promising practices for equitable grantmaking and the administration of financial assistance programs that agencies should consider in the course of their equity assessments?

- How might agencies engage in outreach and stakeholder engagement to identify opportunities to make Federal grants and other financial assistance processes more accessible?

- What kinds of training and capacity building within agencies would support equitable grantmaking and financial assistance efforts?

- What kinds of benchmarks and assessment techniques would support equitable grantmaking and financial assistance efforts?

- What kinds of data should agencies collect and use to assess equity in their grantmaking and financial assistance practices?

For Area 5, on stakeholder and community engagement:

Section 8 of E.O. 13985 instructs agencies to expand their use of stakeholder and community engagement in carrying out the Order. OMB seeks specific approaches to stakeholder and community engagement with underserved communities that others have successfully used and that Federal agencies could adapt or apply.

Accordingly, OMB welcomes submissions that address questions such as:

- What processes should agencies have in place to engage proactively with the underserved individuals and communities that will be most affected by agency programs, policies, rules, processes, or operations? How can agencies design and implement community engagement practices that are accessible to underserved communities? How might affected communities be engaged pro-actively and early to shape agency policy priorities and strategies?

- What tools and best practices might agencies deploy to establish advisory boards, task forces, and commissions that are inclusive of underserved communities?

- How can an agency assess the accessibility of the agency's rulemaking and policymaking commenting and engagement processes, including for individuals that experience barriers to participation? Examples of barriers may include limited language access assistance, online-only engagement, and minimal proactive notification of opportunities to provide comment.

- Do feedback mechanisms for customers, beneficiaries, and communities affected by Government programs exist to inform policy research

and evaluation processes? If so, are these feedback mechanisms accessible to underserved communities? If not, what are best practices that agencies should consider?

- What tools could agencies develop for expanding stakeholder input into programmatic and regulatory changes to minimize barriers and burden? How may existing processes (e.g., notice and comment on information collections) be enhanced to improve accessibility by stakeholders?

- What tools can agency offices, including communications, civic engagement, enforcement, and policymaking offices, use to better engage or reach underserved communities?

- What are some of the barriers or factors that challenge underserved communities' interactions with Federal agencies and programs?

- What practices should agencies put in place to reach underserved communities in rural areas or underserved communities that otherwise are not able to visit Washington, DC, to engage with policymakers?

Shalanda Young,

Acting Director, Office of Management and Budget.

[FR Doc. 2021-09109 Filed 5-4-21; 8:45 am]

BILLING CODE 3110-01-P

NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES

30-Day Notice for the "NEA Panelist Profile Data"

AGENCY: National Endowment for the Arts.

ACTION: Notice of proposed collection; comment request.

SUMMARY: The National Endowment for the Arts (NEA), as part of its continuing effort to reduce paperwork and respondent burden, conducts a preclearance consultation program to provide the general public and Federal agencies with an opportunity to comment on proposed and/or continuing collections of information in accordance with the Paperwork Reduction Act of 1995. This program helps to ensure that requested data can be provided in the desired format, reporting burden (time and financial resources) is minimized, collection instruments are clearly understood, and the impact of collection requirements on respondents can be properly assessed. Currently, the NEA is soliciting comments concerning the proposed

information collection for the NEA Panelist Profile Data. Copies of this ICR, with applicable supporting documentation, may be obtained by visiting www.Reginfo.gov.

DATES: Interested persons are invited to submit comments within 30 days from the date of this publication in the **Federal Register**.

ADDRESSES: Comments should be sent to the Office of Information and Regulatory Affairs, Attn: OMB Desk Officer for the National Endowment for the Arts, Office of Management and Budget, Room 10235, Washington, DC 20503.

FOR FURTHER INFORMATION CONTACT: The Office of Information and Regulatory Affairs, Attn: OMB Desk Officer for the National Endowment for the Arts, Office of Management and Budget, Room 10235, Washington, DC 20503, (T) 202-395-7316.

SUPPLEMENTARY INFORMATION: The Office of Management and Budget (OMB) is particularly interested in comments which: (1) Evaluate whether the proposed collection of information is necessary for the proper performance of the functions of the agency, including whether the information will have practical utility; (2) Evaluate the accuracy of the agency's estimate of the burden of the proposed collection of information including the validity of the methodology and assumptions used; (3) Enhance the quality, utility, and clarity of the information to be collected; and (4) Could help minimize the burden of the collection of information on those who are to respond, including through the use of electronic submission of responses through Grants.gov.

Agency: National Endowment for the Arts.

Title: NEA Panelist Profile Data Collection.

OMB Number: 3135-0098.

Frequency: Annually.

Affected Public: Individuals.

Estimated Number of Respondents: 600.

Total burden hours: 100 hours.

Total annualized capital/startup costs: 0.

Total annual costs (operating/maintaining systems or purchasing services): 0.

The NEA's mission is "to strengthen the creative capacity of our communities by providing all Americans with diverse opportunities for arts participation." With the advice of the National Council on the Arts and advisory panels, the Chairman establishes eligibility requirements and criteria for the review of applications for funding. Section 959(c) of the NEA's enabling legislation, as amended, directs

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Bcc:

Subject: FW: Important: OFO Quick Updates - May 17, 2021

Date: Tue May 18 2021 09:14:48 EDT

Attachments:

Good Morning,

Below are the Quick updates for the department's OFO.

Notable items are as follows:

1. For now, this change related to masking is the only change to Federal workplace COVID-19 safety guidance – maximum telework and workplace occupancy limits of 25% remain in place – but we will continue to update based on public health guidance.

2. The Office of Management and Budget (OMB) announced that the full FY 2022 President's budget will be released on May 27.

3. There is a scheduled hearing on the President's FY 2022 full funding request before the Senate Appropriations Subcommittee on Labor, Health and Human Services, Education, and Related Agencies on June 16.

4. The deadline for Principal Office Salaries and Expenses budget submissions is May 28.~ If you haven't done so, please be sure to provide Natasha with your proposed FY2023 staffing level by COB Friday.

Document ID: 0.7.359.5638

From: Axios Events <events@axios.com>
To: Bruce, Sandra
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Cc:
Bcc:
Subject: Thursday | IL Rep. Lauren Underwood & March of Dimes CEO discuss disparities in
maternal health
Date: Tue May 04 2021 10:07:40 EDT
Attachments:

On May 6th, join Axios for a virtual event on disparities in maternal health.

REGISTER

Join Axios for Vitals Check-Up, a new monthly series spotlighting the most pressing health care issues and trends.

We'll discuss disparities in maternal health, unpacking the systemic racism and historical foundations of this crisis, its impact on mothers today, and how policymakers and practitioners are addressing these challenges.

Axios Executive Editor Sara Kehaulani Goo and Health Care Editor Tina Reed will host one-on-one conversations with:

*The Honorable Lauren Underwood
Representative, Illinois' 14th Congressional District
Member, House Veterans' Affairs, Appropriations Committees
Co-founder and Co-chair, Black Maternal Health Caucus

*Stacey D. Stewart
President & CEO, March of Dimes

Axios Vice President of Communications Yolanda Brignoni will host a View from the Top Segment with:

*Janice Huckaby, MD
Chief Medical Officer, Maternal-Child Health, Optum Population Health Services

Event Details:

Thursday, May 6, 2021

12:30 pm - 1:00 pm ET

Register to receive the livestream link prior to the event.

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Subject: FW: Name of Dr. Bruce Stewart's Company
Date: Fri Apr 30 2021 10:16:01 EDT
Attachments: Dr. J Bruce Stewart Bio (short)1.docx

FYI!

Document ID: 0.7.359.5628-000001

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Filename: Dr. J Bruce Stewart Bio (short)1.docx
Last Modified: Fri Apr 30 10:16:01 EDT 2021

Dr. J. Bruce Stewart

Biography



Dr. J. Bruce Stewart currently serves as CEO of Small World Solutions, a management consulting firm specializing in inclusive diversity. Bruce was formerly the Deputy Director Training, Compliance, and Strategic Initiatives in the Office of Diversity and Inclusion, Office of Personnel Management (OPM) and was responsible for the coordinated implementation of the President Obama's Executive Order on Diversity and Inclusion. He also co-chaired the White House Committee on Increasing Diversity in the STEM Workforce by Reducing the Impact of Bias.

Dr. Stewart designed, developed, and implemented several initiatives to ensure government-wide progress on diversity and inclusion. These initiatives included developing a dialogue program around issues of race, equity, and privilege. He authored the first-ever government-wide diversity and Inclusion strategic plan as well as the associated 47-page implementation guidance. He was the chief architect of an innovative new way to measure inclusion (The New IQ) that has been adopted government-wide and developed a 6-step change management process course with over 600 government-wide change agent graduates.

Dr. Stewart retired as a Lt Colonel from the United States Air Force in October 2007, after 23 years of service. During his service he was attached to Air Force Special Operations, served as

a Management Engineer, and was a Computer and Communications Commander. His last assignment was as the Air National Guard's (ANG) Director of Cultural Diversity Transformation where he advised military leadership on diversity and racial equity matters.

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Document ID: 0.7.359.5626

From: None
To:
Cc:
Bcc:
Subject: FW: Name of Dr. Bruce Stewart's Company
Date: Fri Apr 30 2021 10:14:54 EDT
Attachments: Dr. J Bruce Stewart Bio (short)1.docx

Document ID: 0.7.359.5626-000001

Owner: None

Filename: Dr. J Bruce Stewart Bio (short)1.docx

Last Modified: Fri Apr 30 10:14:54 EDT 2021

Dr. J. Bruce Stewart

Biography



Dr. J. Bruce Stewart currently serves as CEO of Small World Solutions, a management consulting firm specializing in inclusive diversity. Bruce was formerly the Deputy Director Training, Compliance, and Strategic Initiatives in the Office of Diversity and Inclusion, Office of Personnel Management (OPM) and was responsible for the coordinated implementation of the President Obama's Executive Order on Diversity and Inclusion. He also co-chaired the White House Committee on Increasing Diversity in the STEM Workforce by Reducing the Impact of Bias.

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From: Bruce, Sandra
</o=exchangelabs/ou=exchange administrative group
(fydibohf23spdlt)/cn=recipients/cn=f0c32d2a29bd4affbde7e24bbc1a
bd01-bruce, sand>
To: Maddox, Keith M.
</o=exchangelabs/ou=exchange administrative group
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19c1-hines, fran>
Bcc:
Subject: FW: Name of Dr. Bruce Stewart's Company
Date: Wed Apr 07 2021 11:23:29 EDT
Attachments: Dr. J Bruce Stewart Bio (short)1.docx

I would recommend this trainer. MS has the contact information and training topics.

From: Priebe, Mark <Mark.Priebe@ed.gov>
Sent: Wednesday, April 7, 2021 11:19 AM
To: Bruce, Sandra <Sandra.Bruce@ed.gov>
Subject: RE: Name of Dr. Bruce Stewart's Company

Here is his Bio which includes the company he currently has.

Thank you

Mark

Mark Priebe

Director Non-Federal Audit Team

U.S. Department of Education

Office of Inspector General

O: 202-245-8255

C: 202-431-3192

From: Bruce, Sandra <Sandra.Bruce@ed.gov>
Sent: Wednesday, April 7, 2021 11:14 AM
To: Priebe, Mark <Mark.Priebe@ed.gov>
Subject: Name of Dr. Bruce Stewart's Company

Hi Mark,

Will you please send me the name of Dr. Bruce Stewart's Company?

Thanks,

Sandra

Document ID: 0.7.359.5520-000001

Owner: Bruce, Sandra </o=exchangelabs/ou=exchange administrative group
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Filename: Dr. J Bruce Stewart Bio (short)1.docx
Last Modified: Wed Apr 07 11:23:29 EDT 2021

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From: Priebe, Mark </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=8e3c6a9d15354bde91ebca1ff52d0a8c-priebe, mar>
To: Bruce, Sandra </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=f0c32d2a29bd4affbde7e24bbc1abd01-bruce, sand>
Cc:
Bcc:
Subject: RE: Name of Dr. Bruce Stewart's Company
Date: Wed Apr 07 2021 11:18:49 EDT
Attachments: Dr. J Bruce Stewart Bio (short)1.docx

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Mark Priebe

Director Non-Federal Audit Team

U.S. Department of Education

Office of Inspector General

O: 202-245-8255

C: 202-431-3192

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Sent: Wednesday, April 7, 2021 11:14 AM
To: Priebe, Mark <Mark.Priebe@ed.gov>
Subject: Name of Dr. Bruce Stewart's Company

Hi Mark,

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Sandra

Document ID: 0.7.359.5521-000001

Owner: Priebe, Mark </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=8e3c6a9d15354bde91ebca1ff52d0a8c-priebe, mar>
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From: Bruce, Sandra
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(fydibohf23spdlt)/cn=recipients/cn=f0c32d2a29bd4affbde7e24bbc1a
bd01-bruce, sand>
To: OIG-Diversity and Inclusion
</o=exchangelabs/ou=exchange administrative group
(fydibohf23spdlt)/cn=recipients/cn=0d6d0b8327bf42e790a890d9a1bd
d9c0-oig-diversi>
Cc:
Bcc:
Subject: Please Use This One: ED OIG DEI Meeting 032021.pptx
Date: Wed Mar 24 2021 14:05:09 EDT
Attachments: ED OIG DEI Meeting 032021.pptx

Hello All,

Here's the revised PowerPoint presentation.

Thank you for your participation on ED OIG's Diversity, Equity and Inclusion Committee.

Sandra

Document ID: 0.7.359.5476-000001

Owner: Bruce, Sandra </o=exchangelabs/ou=exchange administrative group
(fydibohf23spdlt)/cn=recipients/cn=f0c32d2a29bd4affbde7e24bbc1abd01-bruce, sand>
Filename: ED OIG DEI Meeting 032021.pptx
Last Modified: Wed Mar 24 14:05:09 EDT 2021

*Department of Education
Office of Inspector General*



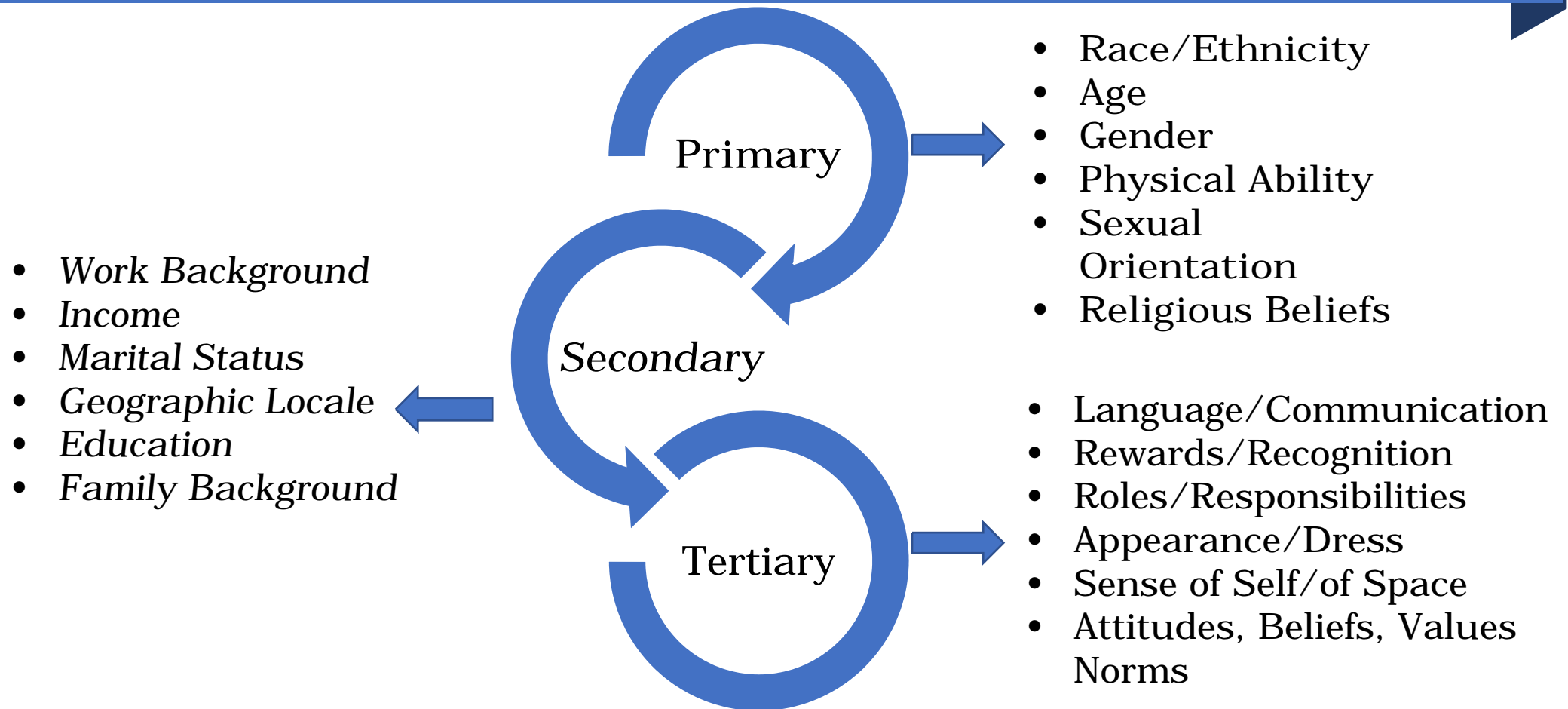
Diversity, Equity
and Inclusion
Committee

March 24, 2021

Executive Orders

- Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government
- Executive Order to Promote Diversity, Equity, and Inclusion in the Federal Workforce and Presidential Appointments Process
- Executive Order to Restore the Federal Government as Model Employer of Workers with Disabilities

Dimensions of Diversity



Diversity, Equity and Inclusion



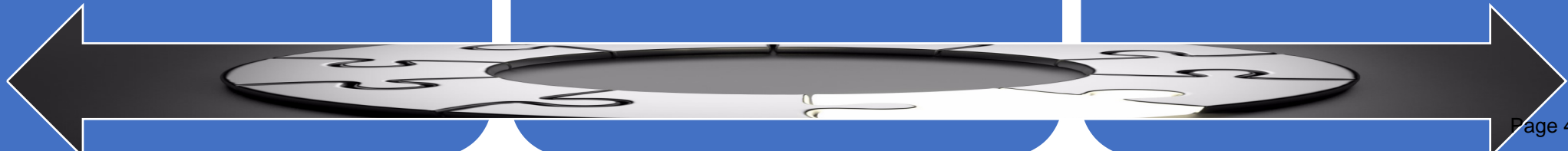
Diversity of
People and
Perspectives



Inclusion within
Power, Voice and
Organizational
Culture



Equity in
Policy, Practice
and Position



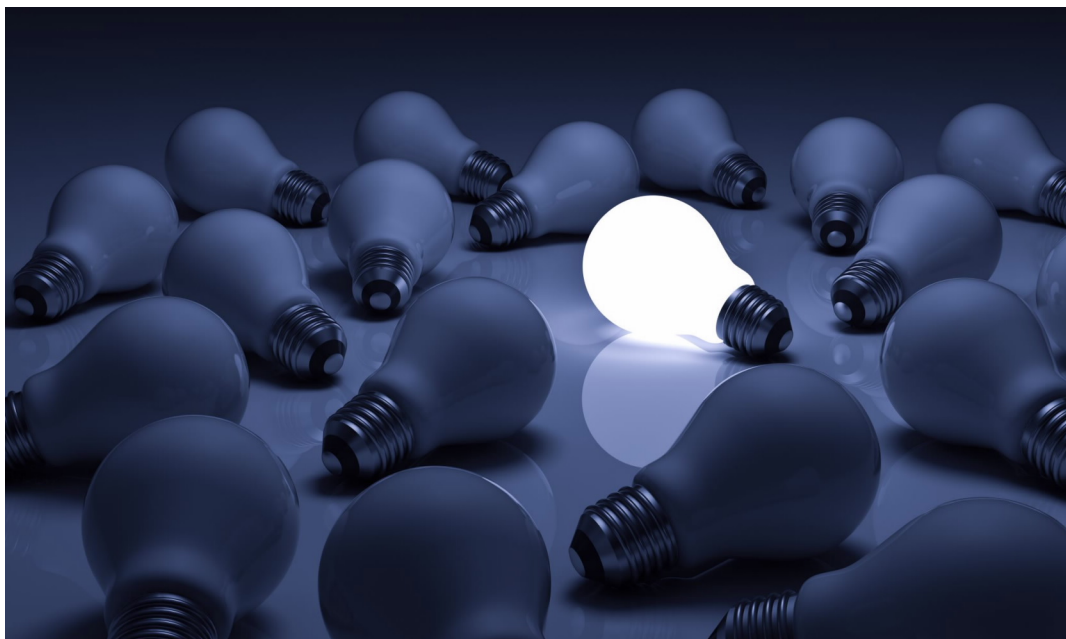
Overview of DE&I WG Efforts

- *Governance:*
 - Charter
 - Strategic Plan
- *Assessments:*
 - Baseline Survey
 - Maturity Model
- *Roadmap*
- *Technology Presence*
- *Internal Focus Group Areas:*
 - Staffing, Hiring and Recruitment
 - Training and Awareness
 - Performance and Recognition
 - Promotions and Professional Development
- *External Focus Group Areas:*
 - Business (Supplier) Diversity
 - Stakeholders, Partners and COVID-Related

Continuous Education and Awareness

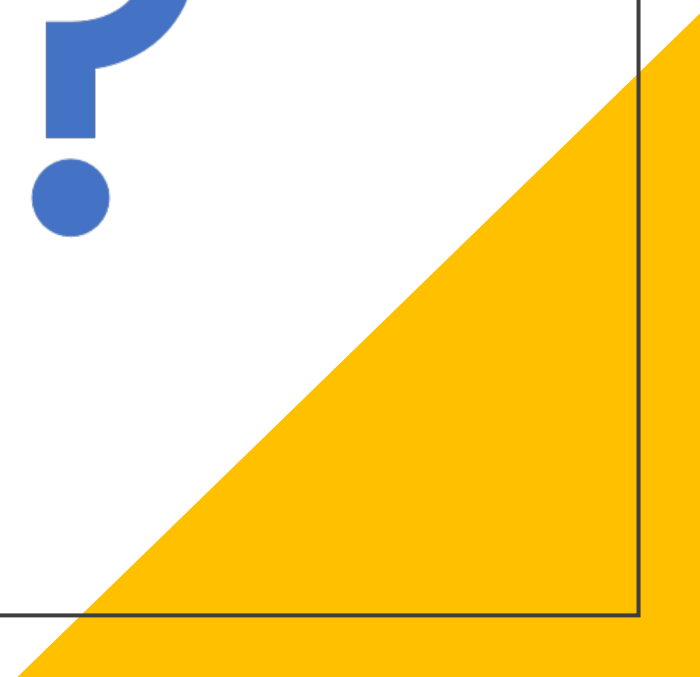
How You Can Help to Advance Diversity, Equity and Inclusion

- Demonstrate commitment
- Promote employee engagement
- Embrace knowledge management
- Promote an organizational culture of DE&I within ED OIG
- Collaborate among OIG components



Your Insights Re: DE&I

Questions?



From: Carnegie Corporation of New York
<communications@carnegie.org>
To: Bruce, Sandra
</o=exchangelabs/ou=exchange administrative group
(fydibohf23spdlt)/cn=recipients/cn=f0c32d2a29bd4affbde7e24bbc1a
bd01-bruce, sand>
Cc:
Bcc:
Subject: An Urgent Call for Advancing Equity
Date: Wed Mar 24 2021 08:59:42 EDT
Attachments:

As we look ahead to the day when students return to classrooms, we are sharing some resources to help communities.

Education Program | March 2021

An Urgent Call for Advancing Equity

As we look ahead to the day when students return to classrooms, we are sharing some resources to help communities tackle the challenges and inequities that were exacerbated over the past year and to ensure that all children get the excellent education they deserve.

EQUITY MATTERS

An Urgent Call for Advancing Equity

With unfathomable speed, COVID-19 has forced more change in how schools operate than in the previous half century. We need to transform the student learning experience so that all students are well prepared for the demands of the 21st century.

[Read More](#)

[Tweet](#)

[Share](#)

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[Forward](#)

LESSONS LEARNED

7 Fundamentals for Educating Students Now and into the Future

A new Corporation publication identifies core conditions for delivering high-quality teaching and learning at scale, particularly for the most vulnerable students. How can we use lessons from 2020 to improve our school systems as we move forward under more normal circumstances? [Read more](#) →

ECONOMIC TIES

Why State Policymakers Need Strong Teacher Training

Corporations regularly say that a skilled or educated workforce is more important to them than almost any other factor. State legislatures must focus on training the professionals who develop that workforce: teachers. [Read more →](#)

PROFESSIONAL LEARNING FOR EDUCATORS

The Elements for Curriculum-Based Professional Learning

How can we make professional learning work better for teachers and their students? A new report by Carnegie Corporation of New York challenges teachers, professional learning providers and coaches, and system and school leaders to anchor professional learning in high-quality curriculum materials that allow teachers to experience the instruction their students will receive and change their instructional practices, leading to better student outcomes. [Read More](#)

FUTURE OF LEARNING AND WORK

Reimagining a More Equitable Postsecondary System

What investments are needed to immediately address the disconnect between a high school education and postsecondary opportunities? A new Corporation vision paper highlights six key initiatives. [Read more →](#)

FUNDAMENTAL SHIFTS

Transforming Education into a Learning System

How do we accelerate the shift from the system we have to the learning system we need? A new report identifies key challenges and provides recommendations to overcome them. [Read more →](#)

FORWARD TO SHARE →

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From: Voices in Leadership
<voices@hsph.harvard.edu>
To: Bruce, Sandra
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(fydibohf23spdlt)/cn=recipients/cn=f0c32d2a29bd4affbde7e24bbc1a
bd01-bruce, sand>
Cc:
Bcc:
Subject: Today, Voices in Leadership During Crises: Mayor Eric Garcetti
Date: Fri Mar 19 2021 09:20:58 EDT
Attachments:

Live webcast, March 19, 12 PM ET

Voices in Leadership During Crises:

Mayor Eric Garcetti

Los Angeles Mayor Eric Garcetti joins the program to discuss issues related to leadership during crises. He will address his response to COVID-19 and vaccinations, systemic racism, and homelessness.

Watch the Live Stream, TODAY, Friday, March 19, 2021, 12:00-12:45 PM ET

No registration is required to watch the live stream online. An on-demand video will be posted after the event.

SPEAKER

Eric Garcetti is a fourth-generation Angeleno and the 42nd Mayor of Los Angeles. Born and raised in the San Fernando Valley — the son of public servants and the grandson and great-grandson of immigrants from Mexico and Eastern Europe — Mayor Garcetti's life has been shaped by a deep commitment to the core values of justice, dignity, and equality for all people.

These ideals have fueled the Mayor's relentless drive to fulfill our common obligation: to give children and families of every race, faith, background, and income the chance to get a good education, live on safe streets, earn a decent wage, breathe clean air and drink clean water, receive affordable medical and child care, and build a future of their own choosing.

Angelenos are experiencing the remarkable results of his vision and leadership: the Mayor led and won a campaign to pass the boldest local infrastructure initiative in American history, funding a once-in-a-

generation expansion of public transportation. He launched the L.A. College Promise, one of the most ambitious higher education access programs in the nation — serving more than 15,000 students, many of whom are overcoming poverty and are the first in their families to pursue the dream of higher education. He is confronting a homelessness crisis by leading an unprecedented regional alliance committed to getting people off the streets and ending chronic homelessness. He put more money in workers' pockets by raising the minimum wage to \$15 an hour, and cut business taxes to help drive a historic economic recovery that has created a record number of jobs in legacy industries like entertainment and aerospace. And in 2018, he formed a historic partnership with the philanthropic sector to refurbish nearly 350 athletic courts across the city — to support his plan for universal sports and fitness programs that are both free and local for all children in Los Angeles.

The Mayor's leadership is making an extraordinary impact on the national and international stages: he rallied more than 400 mayors in cities across America to adopt the Paris Climate agreement after the Trump Administration pulled out of the pact. He led the first National Day of Action on Immigration, and has put unprecedented local resources toward providing Dreamers and others with legal aid to fight deportation. He signed America's strongest earthquake retrofit law to protect thousands of people's lives from natural disaster. And he successfully led the bid to bring the 2028 Summer Olympic and Paralympic Games to the United States for the first time in more than 30 years. He has lived and worked in Europe, Asia, and Africa and appointed Los Angeles' first Deputy Mayor for International Affairs to expand L.A.'s global ties and bring more jobs, economic opportunity, culture, education, and visitors to the city.

MODERATOR

Howard Koh, Harvey V. Fineberg Professor of the Practice of Public Health Leadership at the Harvard T. H. Chan School of Public Health and the Harvard Kennedy School, as well as Faculty Chair of the Initiative on Health and Homelessness at the Harvard T.H. Chan School of Public Health

[Add event to calendar](#)

The on-demand video will be posted following the event at <https://hsph.me/garcetti>

About Voices in Leadership

The Voices in Leadership webcast series at Harvard T.H. Chan School of Public Health invites leaders to speak about their career experiences in global health. Participants share solutions that were effective, choices that failed, and which decisions, if any, could have been made differently.

All sessions are available online via video with interactive downloadable transcripts.

[Learn more about us.](#)

Voices in Leadership at the Harvard T.H. Chan School of Public Health

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Owner: Bruce, Sandra </o=exchangelabs/ou=exchange administrative group
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Filename: Article 15 - HTSC- ENG.pdf
Last Modified: Tue Mar 16 12:00:43 EDT 2021

From: Eventbrite
<picks@campaign.eventbrite.com>
To: Bruce, Sandra
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Cc:
Bcc:
Subject: Eventbrite Picks
Date: Thu Mar 11 2021 20:51:40 EST
Attachments:

Your Online Event Guide

Stay connected while staying home

Online events for you

OneInTech: Unlocking the power of...
Thu, Mar 25

Sketching Masterclass With The Fabulous...
Mon, Mar 15

Preparing for Weary Covid...
Tue, Mar 16

Shattering the Glass Ceiling as a...
Thu, Mar 18

Pivoting in a Pandemic: Taking Back...
Tue, Mar 23

Opportunities for Talent | March 24,...
Wed, Mar 24
View all recommended

Event collections

A selection of events picked by local experts

COLLECTION

The Best Virtual Events to Attend Without Leaving Your Home

Being an avid event-goer isn't something you have to give up at home. You can still learn new skills, participate in group activities, or get some exercise all from the comfort of your couch.

Go online

COLLECTION

Women's History Month: Virtual Events That Celebrate Women and Inspire Change

These Women's History Month events are made for learning, celebrating, inspiring change, and empowering women.

COLLECTION

Educate Yourself: Online Racial Equity Workshops

Learn, listen, and engage with online webinars and classes that offer a platform for conversations on racial inequality.

Editor's Picks

We pick events, you make the plans

Animal Experiences at Lincoln Park Zoo

Sat, Mar 13

The Couples Therapy Quarantine Party...

Sat, Mar 13

Unboxing the Pie: The Strange and...

Sat, Mar 13

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Filename: image001.jpg

Last Modified: Thu Mar 11 14:21:23 EST 2021

From: Eventbrite
<picks@campaign.eventbrite.com>
To: Bruce, Sandra
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bd01-bruce, sand>
Cc:
Bcc:
Subject: Eventbrite Picks
Date: Thu Feb 11 2021 19:17:14 EST
Attachments:

Your Online Event Guide

Stay connected while staying home

Online events for you

Control & Composure: Thriving in Hard...
Tue, Feb 16

Attacking IoT Botnets
Tue, Feb 23

Championing Diversity and Inclusion
Tue, Feb 16

Professional Development: Personal...
Wed, Feb 17

Tools for Change: Systems...
Mon, Feb 22

Mastering Talent: Tactics for...
Thu, Feb 18
View all recommended

Event collections

A selection of events picked by local experts

COLLECTION

Be Mine, Online: Virtual Valentine's Day Events

Valentine's Day is the perfect excuse to spice things up with a virtual date night. Make a new dish, do some crafts, or take in a livestream as a couple. If you're single, there's plenty of Galentine's (and Palentine's) Day events to explore.

Feel the love

COLLECTION

Educate Yourself: Online Racial Equity Workshops

Learn, listen, and engage with online webinars and classes that offer a platform for conversations on racial inequality.

COLLECTION

The Best Online Events to Attend Without Leaving Your Home

We've rounded up the best online events that you can join from anywhere, as long as there's Wi-Fi.

Editor's Picks

We pick events, you make the plans

All You Need Is Love: Misericordia...

Fri, Feb 12

Valentine's Day Aphrodisiac Cocktail...

Sat, Feb 13

Black History STEM Festival

Sat, Feb 13

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From: Joseph DiPrinzio
<joseph.diprinzio@windwalker.com>
To: Joseph DiPrinzio
<joseph.diprinzio@windwalker.com>
Cc:
Bcc:
Subject: TRAINING & PROGRAM SUPPORT FOR EXECUTIVE ORDER COMPLIANCE
Date: Fri Feb 05 2021 11:08:20 EST
Attachments: image001.png
Windwalker Group - EOCapabilities_2021.pdf

Dear Sir/Madam:

Windwalker Group(WWG) is an award-winning, 8(a) small business with more than 25 years of experience in developing training and professional development solutions to meet client needs at the time of those needs. Given the turbulent times in which we live, the need for training solutions has never been higher. Recently, in one of his Executive Orders, President Biden has alluded to the "... converging economic, health, and climate crises that have exposed and exacerbated inequalities ... Our Nation deserves an ambitious whole-of-government equity agenda ...".

WWG has a unique experience in developing online training programs for Federal and commercial clients that address issues relevant to President Biden's Executive Order on Advancing Racial Equity and Support for Underserved Communities throughout the Federal Government. As Government agencies work to comply with the Executive Order, strategies, approaches, and tools will be necessary to comprehend that the change is significant and lasting. That's where we come in; WWG can employ its development approach to create programs, job aids, and learning tools that can help train your employees on how to recognize implicit bias and systemic racism practices. We can also design programs to help you implement the changes needed and support the changes made.

Do not fall behind in this new reality; education and training for new and adjusted approaches to racial inequality, systemic biases, and our ability to train your people to deal with various scenarios is paramount. We have years of experience in developing and delivering training courses in diversity, inclusion, harassment prevention and workforce conflict resolution. We have worked with our clients to address discrimination and harassment, favoritism and bias in hiring practices, and many other related topics. We have the experience and the expertise to tailor a course specific to your agency/department/bureau. A brief brochure addressing this very important topic is attached.

Windwalker Group is a certified 8(a), MBE, and DBE. This means that you can take advantage of the 8 (a) Directed Award Program as well as the Simplified Acquisition Program.

If you need any additional information, or wish to speak to someone regarding our Racial Equity training Programs, or any other training needs that you may have, please contact me directly.

Thank You!

Joseph DiPrinzio

Federal Business Development

703-407-1970

www.windwalker.com

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Document ID: 0.7.359.5149-000001

Owner: Joseph DiPrinzio <joseph.diprinzio@windwalker.com>

Filename: image001.png

Last Modified: Fri Feb 05 11:08:20 EST 2021

image001.png for Printed Item: 335 (Attachment 1 of 2)

A red abstract graphic consisting of several overlapping, curved, arrow-like shapes pointing towards the right, located on the left side of the page.

WINDWALKER

GROUP

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Page 987 of 1123

Document ID: 0.7.359.5149-000002

Owner: Joseph DiPrinzio <joseph.diprinzio@windwalker.com>

Filename: Windwalker Group - EOCapabilities_2021.pdf

Last Modified: Fri Feb 05 11:08:20 EST 2021



“Our country faces converging economic, health, and climate crises that have exposed and exacerbated inequities, while a historic movement for justice has highlighted the unbearable human costs of systemic racism. Our Nation deserves an ambitious whole-of-government equity agenda that matches the scale of the opportunities and challenges that we face.”
U.S. President Joe Biden’s Executive Order: Advancing Racial Equity

TRAINING & PROGRAM SUPPORT FOR EXECUTIVE ORDER COMPLIANCE

Windwalker Group is an award-winning, 8(a) small business with more than 25 years of experience in getting our customers ready through developing training and professional development solutions to meet client needs at the time of those needs. Windwalker has a unique experience in developing an online training program for Federal and commercial clients that address the issues relevant to President Biden’s Executive Order on *Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*.

OUR APPROACH

We consult with customers to design and develop custom, effective training solutions. Together, we create experiences that ensure a learner retains information and recalls it when they need it.

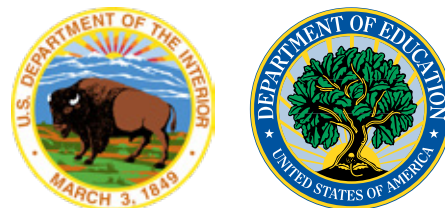
As Government agencies work to comply with the Executive Order, strategies, approaches, and tools will be necessary to comprehend that the change is significant and lasting. That’s where we come in; Windwalker can employ its development approach to create programs, job aids, and learning tools that can help train your employees on how to recognize implicit bias and systemic racism practices. We can also design programs to help you implement the changes needed and support the changes made.

We expertly apply our systems-design process to integrate emerging learning theory with state-of-the-art technology and graphic arts. This approach means creating engaging systems and materials that effectively address clients’ unique learning, performance, and communications needs. Our training and communications products have earned numerous national and international awards for their innovation and high quality.

More broadly, we pride ourselves on compliantly and comprehensively performing contractual work statements. With Windwalker Group, your organization is *ready* to thrive, *ready* to grow, and *ready* for whatever is next.

OUR WORK

- ▶ We developed diversity and inclusion, harassment prevention and workforce conflict resolution training content for multiple clients.
- ▶ We addressed removing favoritism and bias in hiring practices.
- ▶ We addressed discrimination and harassment in shared office environments.
- ▶ We addressed reasonable accommodations in the workplace.
- ▶ We provide training on the positive and strengthening aspects of diversity and inclusion in workforces.
- ▶ We built a training course that addressed all manner of harassment prevention strategies and techniques.
- ▶ We created award-winning training on the U.S. Army's substance abuse program, ensuring that soldiers struggling with addiction can get the help they need.
- ▶ We developed employee engagement content for more than 50,000 United States Postal Service employees.



WHY CUSTOMERS CHOOSE US

Working with us is different. We think uniquely. We build relationships while we build programs. We consult with our clients in ways that assure them their needs will be exceeded, not just met. We work hard to understand our customers' challenges unique to their organizations and develop creative solutions. That transfer of knowledge matters; because without it, success is a coin-flip.

The experience customers have with us is the fundamental reason we've been recognized time and again as a leader in our field. The recognition humbles us, but we stay driven. Because we've witnessed the real and positive impact we have on our customers.

Windwalker Group

SBA 8(a) and MBE & DBE Certifications
CAGE: 6RYG3 **DUNS:** 832372150

Windwalker Corporation

CAGE: 1CLY6 **DUNS:** 869208108
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67 Kemble Street, Suite 3.3, Boston, MA 02119
1945 Old Gallows Road, Suite 201, Tysons Corner, VA 22182



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344 (Attach

1 of 1)

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From: Potamianos, Antigone
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(fydibohf23spdlt)/cn=recipients/cn=83f04d48d7304b9299d03eeec97d
8a0d-potamianos,>
To: OIG All Users
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9597-oig all use>
Cc: Hines, Francine
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19c1-hines, fran>
Bcc:
Subject: Counsel Notice - training approvals rescinded
Date: Wed Feb 03 2021 13:40:18 EST
Attachments: AIG Staff Memorandum 21-03 - Approvals for Diversity and Inclusion Training (1).msg
AIGmemotrainingfinal10.27.pdf
image001.gif
image001.gif

OIG Colleagues:

You may recall that MS and Counsel's Office issued AIG Memorandum 21-03 (10/28/20; see attached) last fall to implement certain approval requirements relating to diversity training in federal agencies. President Biden recently issued Executive Order 13985 (Advancing Racial Equity and Support for Underserved Communities; 1/20/21) which rescinded those requirements. ED OIG has therefore immediately rescinded the attached AIG Memorandum. Diversity and related trainings, similar to other trainings, can go forward with appropriate supervisory approvals and subject to available funding.

Antigone Potamianos

Counsel to the Inspector General

202-245-8322

Document ID: 0.7.359.5118-000001

Owner: Potamianos, Antigone </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=83f04d48d7304b9299d03eeec97d8a0d-potamianos,>

Filename: AIG Staff Memorandum 21-03 - Approvals for Diversity and Inclusion Training (1).msg <extracted>

Last Modified: Wed Feb 03 13:40:18 EST 2021

To: OIG All Users[OIG_All_Users@ed.gov]
Cc: Hines, Francine[Francine.Hines@ed.gov]
From: Potamianos, Antigone
Sent: Wed 10/28/2020 1:21:59 PM
Subject: AIG Staff Memorandum 21-03 - Approvals for Diversity and Inclusion Training
[AIGmemotrainingfinal10.27.pdf](#)

All –

Management Services and Counsel’s Office are jointly issuing AIG Staff Memorandum 21-03 to implement Executive Order 13950 within Education OIG. The Executive Order prohibits the inclusion of “divisive concepts” in any training, and requires OPM preapproval for “diversity and inclusion” training. Please let me or Francine Hines know if you have questions about the EO or implementing memorandum.

Antigone Potamianos
Counsel to the Inspector General
202-245-8322

Document ID: 0.7.359.5118-000002

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Filename: AIGmemotrainingfinal10.27.pdf <extracted>
Last Modified: Wed Feb 03 13:40:18 EST 2021



**UNITED STATES DEPARTMENT OF EDUCATION
OFFICE OF INSPECTOR GENERAL**

AIG MEMORANDUM 21-03

October 28, 2020

To: OIG Employees

From: Francine Hines, Acting Assistant IG for Management Services
 Antigone Potamianos, Counsel to the IG

Subject: **Approvals for Employee Training**

PURPOSE

This bulletin sets out ED OIG’s procedures for ensuring compliance with Executive Order 13950 (the EO), which prohibits the inclusion of “divisive concepts” in any training, and further requires OPM approval for certain “diversity and inclusion” trainings.

BACKGROUND

Executive Order 13950 (September 22, 2020) (“Combating Race and Sex Stereotyping”)(EO) and related OMB and OPM memos issued recently prohibit any federal government training from including certain “divisive concepts¹,” and further require OPM preapproval for any “diversity and inclusion” trainings.² Trainings are defined broadly to include “workshops, forums, and similar programming,” and include trainings hosted/arranged for by ED OIG as well as individual trainings a single OIG employee attends at an external organization or provider.

Training and education efforts in this important area can and should continue, as long as any required approvals are obtained. In this connection, ED OIG requires, through employee performance plans, that employees attend at least one diversity and inclusion related training annually for building awareness regarding this topic. Employees can continue to satisfy this requirement through, for example, attending enterprise wide training that OIG anticipates

¹ The Executive Order defines this term to include, among other things, concepts that (1) one race or sex is inherently superior to another race or sex; (2) the United States is fundamentally racist or sexist; (3) an individual by virtue of his/her race or sex is inherently racist, sexist, or biased, whether consciously or unconsciously . . . “.

² The EO does not define the term “diversity and inclusion” training. These would likely be trainings where a significant amount of the subject matter and time spent relates to diversity and inclusion topics, and/or whether the provider organization has an expertise in that area. Counsel will advise if you are uncertain about the nature of the training.

providing this fiscal year; appropriate OPM approvals will be obtained for any OIG wide training by management.

In order to ensure all training complies with the EO and that any “diversity and inclusion” training is approved in advance by OPM, ED OIG requires employees, their supervisors and approving officials adhere to the following requirements.

POLICY

All Training – General Prohibition

Any training that ED OIG hosts or arranges for, or that any ED OIG employee attends can not include any “divisive concepts.” Most ED OIG training will be in technical subject matter areas; for example, training regarding law enforcement authority or legal updates for IS employees; training regarding CFE topics; or training regarding criminal procedure and digital evidence are clearly technical training that would not include “divisive concepts.” Nonetheless, ED OIG employees and their supervisors, as well as approving officials, must be aware of this prohibition, and seek approval from Counsel’s Office if there is a question regarding whether a training needs closer review and may include “divisive concepts.” On occasion, training may include both technical and “soft skills” subject matter; please seek input and clearance from Counsel’s office if there is any question regarding whether the training includes “divisive concepts”.

“Diversity and Inclusion Training” – Requirement for Clearance Through Counsel’s Office & OPM Pre-approval

The EO requires that all “diversity and inclusion training” be reviewed by OPM before it is permissible to be conducted or taken. Thus, any training that is explicitly focused on diversity and inclusion or related areas must be submitted to Counsel for review; Counsel will submit to OPM for approval. Because there is no precise definition of “diversity and inclusion training” and because training can sometimes include both technical and non-technical, “soft skills” topics or sessions, ED OIG requires that any training in this general subject matter area be submitted to Counsel’s office for review. If Counsel’s Office determines it is a “diversity and inclusion” training, Counsel will notify you and submit to OPM for approval. It is impermissible for ED OIG to authorize such training and for ED OIG employees to attend such training unless OPM has approved it first.

“Diversity and Inclusion Training” Scheduled for FY 21, Q1

All “diversity and inclusion” training currently scheduled or which ED OIG employees wish to take during FY 21, Q1 **must be submitted to Counsel for review (through CTS) and submission to OPM immediately and no later than Friday, November 6.** Please make sure to provide the *name of the training, the subject matter, the agenda and any materials, the provider’s name, the names of other/all ED OIG attendees, and the date of the training.* If multiple OIG employees expect to attend a single training, please ask your manager or AIG to submit a single request to Counsel for all such employees. Counsel will review these materials, submit to OPM, and provide a clearance to you by e-mail so that you can proceed to register and attend the class.

“Diversity and Inclusion Training” Scheduled for FY 21, Q2 and Future Periods

For “diversity and inclusion” trainings that occur in FY 21, Q2 we ask that you submit training requests to Counsel for clearance and/or submission to OPM **no later than Monday, December 7.**

Regarding future FY 21 periods, Counsel and MS will provide an update by the end of the calendar year regarding implementation of the EO. We anticipate OPM issuing implementation guidance on the EO by that time that may simplify or clarify the approval process. Please contact Antigone Potamianos, Counsel to the IG, or Francine Hines Acting AIG for Management Services, with questions regarding the process for training approvals or the nature of these restrictions.

EXPIRES: This AIG Memorandum is effective upon signature and expires when it is incorporated into OIG Policy Chapter 4350, Staffing Development and Training.

Document ID: 0.7.359.5118-000003

Owner: Potamianos, Antigone </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=83f04d48d7304b9299d03eeec97d8a0d-potamianos,>

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Filename: image001.gif

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From: Potamianos, Antigone
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(fydibohf23spdlt)/cn=recipients/cn=83f04d48d7304b9299d03eeec97d
8a0d-potamianos,>
To: Bruce, Sandra
</o=exchangelabs/ou=exchange administrative group
(fydibohf23spdlt)/cn=recipients/cn=f0c32d2a29bd4affbde7e24bbc1a
bd01-bruce, sand>
Cc: Hines, Francine
</o=exchangelabs/ou=exchange administrative group
(fydibohf23spdlt)/cn=recipients/cn=3108533429944390a2be814e0292
19c1-hines, fran>
Bcc:
Subject: RE: diversity training
Date: Fri Jan 29 2021 08:25:10 EST
Attachments:

Will do. Thanks for reviewing.

Antigone

-----Original Message-----

From: Bruce, Sandra <Sandra.Bruce@ed.gov>
Sent: Thursday, January 28, 2021 5:46 PM
To: Potamianos, Antigone <Antigone.Potamianos@ed.gov>
Cc: Hines, Francine <Francine.Hines@ed.gov>
Subject: RE: diversity training

Hi Antigone,

Please changed the one sentence to "ED OIG has therefore immediately rescinded the attached AIG Memorandum." Otherwise, it looks good.

Thanks,
Sandra

-----Original Message-----

From: Potamianos, Antigone <Antigone.Potamianos@ed.gov>
Sent: Thursday, January 28, 2021 5:20 PM
To: Bruce, Sandra <Sandra.Bruce@ed.gov>
Cc: Hines, Francine <Francine.Hines@ed.gov>
Subject: diversity training

Sandra -

I'd like to send the following e-mail out via a Counsel Notice to inform OIG employees that the prior EO on diversity training has been rescinded. I will put Francine on the CC: line since we co-issued the prior staff memo.

Let me know if you have any concerns or would like any additions.

Antigone

XX

OIG Colleagues:

You may recall that MS and Counsel's Office issued AIG Memorandum 21-03 (10/28/20) last fall to implement certain approval requirements relating to diversity training in federal agencies. President Biden recently issued Executive Order 13985 (Advancing Racial Equity and Support for Underserved Communities; 1/20/21) which rescinded those requirements. ED OIG will therefore be rescinding the attached AIG Memorandum. Diversity and related trainings, similar to other trainings, can go forward with appropriate supervisory approvals and subject to available funding.

From: Brandon McCoy
<bmccoy@manhattan-institute.org>
To: Bruce, Sandra
</o=exchangelabs/ou=exchange administrative group
(fydibohf23spdlt)/cn=recipients/cn=f0c32d2a29bd4affbde7e24bbc1a
bd01-bruce, sand>
Cc:
Bcc:
Subject: Manhattan Institute's Education Policy Recommendations for the Biden Administration
Date: Wed Jan 27 2021 11:20:13 EST
Attachments: image001.png

Good morning from the Manhattan Institute. My name is Brandon McCoy—Project Manager for Education Policy. As the Biden administration begins to take on challenges such as the pandemic and a weakened economy, the Manhattan Institute released a series of policy memos—Transition 2021—in order to advocate for an agenda that encourages growth and opportunity. I invite you to read the following briefs from our Education team:

Senior Fellow Max Eden writes in his Public Education Brief that the federal government should resist issuing large-scale, uniform mandates from Washington, and allow districts and states to exercise control over their schools the way they know best. In order to build an environment for national cohesion, Max also urges the Biden administration to avoid sweeping, systemic changes from the federal government, and refrain from pressuring districts to adopt restorative justice practices and “critical race theory” programs.

Beth Akers writes in her Higher Education Brief that Congress should enact reforms within the Pell grant and college loan system that meet students where they face the most economic obstacles. Additionally, Beth argues that the new administration should make nontraditional higher education investment a priority, as many students should have a pathway to a career without a traditional university education.

MI’s Transition 2021 series offers a blueprint for those in the federal government to confront the present challenges. We hope you will explore our past research and remain connected with our work in the future.

Sincerely,

Brandon McCoy

Project Manager, Education Policy

Manhattan Institute for Policy Research

52 Vanderbilt Avenue, 3rd Floor

New York, NY 10017

bmccoy@manhattan-institute.org

If you would rather not receive future communications, please [click here](#).

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Owner: Brandon McCoy <bmccoy@manhattan-institute.org>

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Last Modified: Wed Jan 27 11:20:13 EST 2021

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Item: 363 (Attachment 1

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INSTITUTE

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Page 1052 of 1123

From: (b) (6)
To:
Cc:
Bcc:
Subject: FW: Racial Equity 21-day Challenge
Date: Thu Jan 21 2021 11:41:18 EST
Attachments: image001.png

All,

I encouraged my office to sign up for the 21-day challenge below (<https://www.uwccequitychallenge.org/>).

The challenge started on Monday, but the material for each day remains accessible on the site, if days are missed.

I have really been enjoying the material so far; and I encourage you all to pass the link on, in hopes of enlightening and inspiring others!

Take Care,

(b) (6)

Senior Special Agent

U.S. Securities and Exchange Commission

Office of Inspector General

100 F St. NE

Washington, DC 20549

Desk: (b) (6)

Cell: (b) (6)

From: (b) (6)
Sent: Tuesday, January 19, 2021 6:08 PM
To:
Subject: Racial Equity 21-day Challenge

OIG Fam,

Several cities across the country are participating in a 21-day racial equity challenge.

Charlotte's challenge offers to email you daily with learning resources, while other cities/organizations provide different resources on their website (<https://www.americanbar.org/groups/judicial/resources/race-equity-and-inclusion/21-day-challenge/>)

Here's Charlotte's if you wish to sign up to receive daily emails

<https://www.uwccequitychallenge.org/>

Happy learning!

(b) (6)

Senior Special Agent

U.S. Securities and Exchange Commission

Office of Inspector General

100 F St. NE

Washington, DC 20549

Desk: (b) (6)

Cell: (b) (6)

Document ID: 0.7.359.5019-000001

Owner:

(b) (6)

Filename: image001.png

Last Modified: Thu Jan 21 11:41:18 EST 2021

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Attachment 1 of 1)

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096 of 1123



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bd01-bruce, sand>
To: France, Tracey - OIG
<france.tracey@oig.dol.gov>
Cc:
Bcc:
Subject: RE: Biden issues appointee ethics plan, rescinds diversity training restrictions, seeks to
halt "midnight regulations"
Date: Thu Jan 21 2021 08:22:35 EST
Attachments: image002.jpg
~WRD0000.jpg

Absolutely!

From: France, Tracey - OIG <france.tracey@oig.dol.gov>
Sent: Thursday, January 21, 2021 8:10 AM
To: Bruce, Sandra <Sandra.Bruce@ed.gov>
Subject: FW: Biden issues appointee ethics plan, rescinds diversity training restrictions, seeks to halt
"midnight regulations"

Good news!

From: GovExec Today <news@e.govexec.com>
Sent: Thursday, January 21, 2021 6:10 AM
To: France, Tracey - OIG <france.tracey@oig.dol.gov>
Subject: Biden issues appointee ethics plan, rescinds diversity training restrictions, seeks to halt
"midnight regulations"

Problems viewing? [View as a web page](#)

GovExec Today

Thursday, January 21, 2021

Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity// Erich Wagner

An executive order instructs all federal agencies to "root out" systemic racism from programs and institutions and rescinds Trump's controversial effort to excise so-called "divisive" diversity training programs from agencies and federal contractors.

GovExec Daily: The Biden Inauguration// Adam Butler and Ross Gianfortune

Courtney Bubl  and Tom Shoop join the podcast to discuss the new administration and Wednesday's festivities.

Route Fifty Special Report

State CIOs in 2020

State technology leaders talk about the solutions they've devised during the coronavirus pandemic and the challenges to come.

Read Now

Bill Would Standardize Federal Retiree Annual Increases, and More// Erich Wagner

A weekly roundup of pay and benefits news.

Biden Issues Sweeping Ethics Plan for Appointees// Courtney Bubl 

Hours before departing the White House, former President Trump revoked his own ethics pledge,

allowing current and former Trump appointees to immediately become lobbyists.

Biden Seeks to Halt or Delay Trump's 'Midnight Regulations'// Courtney Bubl 

The new president took several immediate actions to start undoing Trump's deregulatory agenda.

Biden Sworn in as President, Promising Truthful Government to Tackle Crises// Eric Katz

The new president quickly turned to a deluge of day one priorities.

Viewpoint: EPA Needs to Return to Its Public Health Roots// Ruth A. Etzel

The Biden administration has an opportunity to significantly strengthen the Environmental Protection Agency, says one of its leading epidemiologists.

Here's Who Is Leading Federal Agencies as Biden Nominees Await Confirmation// Eric Katz

They are mostly career executives, but Biden has tasked some Trump officials with temporarily holding onto their positions.

An Unprecedented Transition Comes to an End// Courtney Bubl 

Here's today's list of news updates and stories you may have missed.

Austin Promises Healthy Civilian Control At DoD// Katie Bo Williams

"I look forward to working with the chairman, but I have no desire to be the chairman of the Joint Chiefs," the retired general told senators.

Viewpoint: Outgoing Political Appointees Deserve Recognition// Brian D. Montgomery

Their professionalism and hard work alongside career employees during the pandemic should not be dismissed.

Biden Has a Congressional Shortcut to Cancel Trump's Regulatory Rollbacks, but It Comes with Risks// Daniel Farber

The Trump administration used this shortcut liberally in 2017, but its potential pitfalls and impact raise a question: Should Congress repeal it?

As Biden Signs On, Trump Appointees Share Social Media Sign-Offs // Brandi Vincent

Posts highlighting the former and present administrations' moves spanned online platforms Wednesday.

Some Health Care Workers Refuse Covid Vaccine// Andrea Noble

One survey found 15% of health care workers who were offered a coronavirus vaccine have refused. It's an issue stirring concerns for state and local officials.

Advice for the Next Secretary of Defense// Chuck Hagel

Our most serious threats are not external. Biden's team also must address the bitter polarization of our politics, which has divided our country and global institutions.

Administration Unveils Senior Tech and Acquisition Leaders// Mila Jasper

Some will serve as temporary caretakers as nominees go through the confirmation process.

With Fewer Resources, Rural America Tackles Vaccine Distribution// Elizabeth Miller

Rural clinics face unique challenges in connecting perishable vaccines with residents who often live miles away.

Here's Who Will Be Running the Pentagon When Biden Takes Office// Katie Bo Williams

Dozens named in the most comprehensive roster published to date of who will be running DoD when the president-elect is sworn in.

Route Fifty Special Report

State CIOs in 2020

State technology leaders talk about the solutions they've devised during the coronavirus pandemic and the challenges to come.

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Filename: ~WRD0000.jpg
Last Modified: Thu Jan 21 08:22:35 EST 2021

From: Chiverton, Janice
</o=exchangelabs/ou=exchange administrative group
(fydibohf23spdlt)/cn=recipients/cn=32d30b3dc051487f9a8d8049432f
1daa-chiverton,>
To: Hines, Francine
</o=exchangelabs/ou=exchange administrative group
(fydibohf23spdlt)/cn=recipients/cn=3108533429944390a2be814e0292
19c1-hines, fran>
Cc:
Bcc:
Subject: RE: OMB issuance - DEI in federal programs and activities
Date: Tue May 11 2021 07:29:32 EDT
Attachments: image002.gif

None, does not appear HR related??? Did you see HR stuff? Page 24030, appears to be in Natasha area.

From: Hines, Francine <Francine.Hines@ed.gov>
Sent: Monday, May 10, 2021 4:50 PM
To: Chiverton, Janice <Janice.Chiverton@ed.gov>
Subject: FW: OMB issuance - DEI in federal programs and activities

Any thoughts~

From: Potamianos, Antigone <Antigone.Potamianos@ed.gov>
Sent: Monday, May 10, 2021 3:29 PM
To: Gordon, Bryon S. <Bryon.Gordon@ed.gov>; Dawson, Sean <Sean.Dawson@ed.gov>; Carnegie, Shafee <Shafee.Carnegie@ed.gov>; Jordan, Aaron <Aaron.Jordan@ed.gov>; Hines, Francine <Francine.Hines@ed.gov>; Perolini, Theresa <Theresa.Perolini@ed.gov>; Grant, Catherine <Catherine.Grant@ed.gov>; Young, Kevin <Kevin.Young@ed.gov>; Mancuso, Robert <Robert.Mancuso@ed.gov>
Subject: OMB issuance - DEI in federal programs and activities

OMB issued a request for information (RFI) on 5/5/21 (“Methods and Leading Practices for Advancing Equity”) to solicit input from public, private, or other entities, including states, localities and Tribes, regarding tools to assess equity in federal programs and activities. The RFI relates to implementation of Executive Order 13985 and is intended to gather tools to assess whether agency policies or actions equitably serve all eligible individuals including especially underserved communities. Comments are due by July 6, 2021. The notice solicits input specifically on the federal financial assistance area and on the procurement/contracting area. Agencies and Departments are required to provide an assessment to the White House by August 2021, and an “Equity Action Plan” by January 2022.

I am circulating the notice for everyone's awareness.

Antigone

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From: Hines, Francine
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Cc:
Bcc:
Subject: FW: OMB issuance - DEI in federal programs and activities
Date: Mon May 10 2021 16:50:05 EDT
Attachments: 2021-09109RFIequityassessments.pdf
image001.gif

Any thoughts~

From: Potamianos, Antigone <Antigone.Potamianos@ed.gov>
Sent: Monday, May 10, 2021 3:29 PM
To: Gordon, Bryon S. <Bryon.Gordon@ed.gov>; Dawson, Sean <Sean.Dawson@ed.gov>; Carnegie, Shafee <Shafee.Carnegie@ed.gov>; Jordan, Aaron <Aaron.Jordan@ed.gov>; Hines, Francine <Francine.Hines@ed.gov>; Perolini, Theresa <Theresa.Perolini@ed.gov>; Grant, Catherine <Catherine.Grant@ed.gov>; Young, Kevin <Kevin.Young@ed.gov>; Mancuso, Robert <Robert.Mancuso@ed.gov>
Subject: OMB issuance - DEI in federal programs and activities

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Document ID: 0.7.368.5190-000001

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Filename: 2021-09109RFlequityassessments.pdf
Last Modified: Mon May 10 16:50:05 EDT 2021

information collection, unless the OMB approves it and displays a currently valid OMB Control Number. In addition, notwithstanding any other provisions of law, no person shall generally be subject to penalty for failing to comply with a collection of information that does not display a valid OMB Control Number. See 5 CFR 1320.5(a) and 1320.6.

DOL seeks PRA authorization for this information collection for three (3) years. OMB authorization for an ICR cannot be for more than three (3) years without renewal. The DOL notes that information collection requirements submitted to the OMB for existing ICRs receive a month-to-month extension while they undergo review.

Agency: DOL–ETA.

Title of Collection: DOL-Only Performance Accountability, Information, and Reporting System.

OMB Control Number: 1205–0521.

Affected Public: Individuals or Households; State, Local, and Tribal Governments; Private Sector—Businesses or other for-profits and not-for-profit institutions.

Total Estimated Number of Respondents: 17,583,750.

Total Estimated Number of Responses: 41,064,037.

Total Estimated Annual Time Burden: 10,459,627 hours.

Total Estimated Annual Other Costs Burden: \$9,491,287.

Authority: 44 U.S.C. 3507(a)(1)(D).

Dated: April 28, 2021.

Mara Blumenthal,

Senior PRA Analyst.

[FR Doc. 2021–09471 Filed 5–4–21; 8:45 am]

BILLING CODE 4510-FM-P

OFFICE OF MANAGEMENT AND BUDGET

Methods and Leading Practices for Advancing Equity and Support for Underserved Communities Through Government

AGENCY: Office of Management and Budget, Executive Office of the President.

ACTION: Request for Information (RFI).

SUMMARY: Recent Executive Orders have charged the Office of Management and Budget (OMB), in partnership with the heads of agencies, to identify, by July 2021, effective methods for assessing whether agency policies and actions (e.g., programs, services, processes, and operations) equitably serve all eligible individuals and communities, particularly those that are currently and historically underserved. As part of this

effort, agencies are directed to consult with members of communities that have been historically underrepresented in the Federal Government and underserved by, or subject to discrimination in, Federal policies and programs, and to evaluate opportunities, as allowable, to increase coordination, communication, and engagement with community-based and civil rights organizations. Through this request for information (RFI), OMB seeks input, information, and recommendations from a broad array of stakeholders in the public, private, advocacy, not-for-profit, and philanthropic sectors, including State, local, Tribal, and territorial areas, on available methods, approaches, and tools that could assist in this effort. OMB will consider the usability, applicability, and rigor of submissions in response to this RFI as OMB gathers resources to support agencies as they conduct internal assessments on the state of equity in their policies, programs, services, processes, and operations. OMB will also use what it learns from responses to this RFI as OMB works to expand use of equity-assessment methods and approaches across the Federal Government, as agencies develop agency Equity Action Plans (due to the Domestic Policy Council by January 19, 2022) outlining steps they will take to address identified gaps in equity.

DATES: Responses to this RFI should be received by July 6, 2021.

ADDRESSES: You should submit comments via the Federal eRulemaking Portal at <https://www.regulations.gov/>. Follow the instructions for submitting comments. All public comments received are subject to the Freedom of Information Act and will be posted in their entirety at <https://www.regulations.gov/>, including any personal and/or business confidential information provided. Do not include any information you would not like to be made publicly available.

Written responses should not exceed 20 pages, inclusive of a 1-page cover page as described below. Attachments or linked resources or documents are not included in the 20-page limit. Please respond concisely, in plain language, and in narrative format. You may respond to some or all of the questions listed in the RFI. Please ensure it is clear which question you are responding to. You may also include links to online material or interactive presentations but please ensure all links are publicly available. Each response should include:

- The name of the individual(s) and/or organization responding.

- The Area section(s) (1, 2, 3, 4 and/or 5) that your submission and materials support.

- A brief description of the responding individual(s) or organization's mission and/or areas of expertise, including any public-private partnerships with Federal, State, tribal, territorial, or local governments within the past three years that are relevant to this RFI.

- A contact for questions or other follow-up on your response.

By responding to the RFI, each participant (individual, team, or legal entity) warrants that they are the sole author or owner of, or has the right to use, any copyrightable works that the Submission comprises, that the works are wholly original (or is an improved version of an existing work that the participant has sufficient rights to use and improve), and that the Submission does not infringe any copyright or any other rights of any third party of which participant is aware.

By responding to the RFI, each participant (individual, team, or legal entity) consents to the contents of their submission being made available to all Federal agencies and their employees on an internal-to-government website accessible only to agency staffpersons.

Participants will not be required to transfer their intellectual property rights to OMB, but Participants must grant to the Federal government a nonexclusive license to apply, share, and use the materials that are included in the Submission. To participate in the RFI, each participant must warrant that there are no legal obstacles to providing the above-referenced nonexclusive licenses of participant rights to the Federal government.

Interested parties who respond to this RFI may be contacted for a follow-on strategic agency assessment dialogue, discussion, event, crowdsourcing campaign, or competition.

FOR FURTHER INFORMATION CONTACT:

Issues regarding submission or questions on this RFI can be sent to Amira Boland at 202–395–5222 or to equityRFI@omb.eop.gov.

SUPPLEMENTARY INFORMATION:

I. Background

E.O. 13985 states: “*Equal opportunity is the bedrock of American democracy, and our diversity is one of our country’s greatest strengths. But for too many, the American Dream remains out of reach. Entrenched disparities in our laws and public policies, and in our public and private institutions, have often denied that equal opportunity to individuals and communities. Our country faces*

converging economic, health, and climate crises that have exposed and exacerbated inequities, while a historic movement for justice has highlighted the unbearable human costs of systemic racism. Our Nation deserves an ambitious whole-of-government equity agenda that matches the scale of the opportunities and challenges that we face.

It is therefore the policy of my Administration that the Federal Government should pursue a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality. Affirmatively advancing equity, civil rights, racial justice, and equal opportunity is the responsibility of the whole of our Government. Because advancing equity requires a systematic approach to embedding fairness in decision-making processes, executive departments and agencies (agencies) must recognize and work to redress inequities in their policies and programs that serve as barriers to equal opportunity.”

Within 200 days of the date of the E.O. (by August 8, 2021), agencies must submit to the Assistant to the President for Domestic Policy an assessment of the state of equity for underserved communities and individuals, including on the following points, for example:

- Barriers that underserved communities and individuals may face to enrollment in and access to benefits and services in Federal programs;
- Barriers that underserved communities and individuals may face in participation in agency procurement and contracting opportunities;
- Barriers that underserved communities and individuals may face in participation in agency grant programs and other forms of financial assistance;
- Opportunities in current agency policies, regulations, and guidance to address affirmatively and equitably the underlying causes of systemic inequities in society;
- Opportunities in agency community engagement processes to engage with and empower marginalized, vulnerable, or underserved communities more directly to advance equitable policymaking; and
- The operational status and level of institutional resources available to agency offices or divisions responsible for advancing civil rights or required to serve underrepresented or disadvantaged communities.

Within one year of the date of E.O. 13985 (by January 19, 2022), the head of

each agency will develop a plan for addressing any barriers to full and equal participation in programs and procurement opportunities identified in its assessment. Such a plan could include establishing ongoing routines to assess and rectify gaps in full and equal participation in programs and procurement opportunities.

E.O. 13985 uses the following definitions, which OMB adopts for purposes of this RFI.

The term “equity” means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as women and girls; Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; persons facing discrimination or barriers on account of gender identity; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.

The term “underserved communities” refers to populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life, as exemplified by the list in the preceding definition of “equity.”

Information and Key Questions

OMB seeks input in the following areas:

1. **Equity Assessments and Strategies.** Approaches and methods for holistic and program- or policy-specific assessments of equity for public sector entities, including but not limited to the development of public policy strategies that advance equity and the use of data to inform equitable public policy strategies.
2. **Barrier and Burden Reduction.** Approaches and methods for assessing and remedying barriers, burden, and inequities in public service delivery and access.
3. **Procurement and Contracting.** Approaches and methods for assessing equity in agency procurement and contracting processes.
4. **Financial Assistance.** Approaches and methods for assessing equity in the administration of agency grant programs and other forms of financial assistance.
5. **Stakeholder and Community Engagement.** Approaches and methods for accessible and meaningful agency

engagement with underserved communities.

The descriptions below represent a non-exhaustive accounting of issues that may fall under each topic area. These may assist in the formulation of comments. The list is not intended to restrict submissions. For all prompts, OMB requests that commenters incorporate examples, data, and, in particular, research or academic literature whenever possible.

For Area 1 on equity assessments and strategies:

The work of advancing equity requires a holistic assessment of agency practices and policies. Some Federal agencies will need to implement new approaches to assess whether future proposed policies, budgets, regulations, grants, or programs will be effective in advancing equity. OMB welcomes submissions that provide resources, tools, and examples of how agencies might conduct effective equity assessments, with the goal of embedding equity throughout agency practices and policies. Submissions might consider questions such as:

- What are some promising methods and strategies for assessing equity in internal agency practices and policies? What knowledge, skills, or supports do practitioners need to use such tools effectively?
- What are some promising methods and strategies for identifying systemic inequities to be addressed by agency policy?
- Jurisdictions at the State, local, Tribal, and territorial level have implemented equity assessment tools to inform their policymaking, budgetary, or regulatory processes. What are the lessons these jurisdictions have learned from implementing or interacting with those tools?
- What are some promising methods and strategies for advancing equity on urgent or immediate agency priorities?
- What types of equity assessment tools are especially useful for agencies with national security, foreign policy or law enforcement missions?
- How might agencies collect data and build evidence in appropriate and protected ways to reflect underserved individuals and communities and support greater attention to equity in future policymaking?
- How might agencies build capacity and provide training and support for teams conducting this work?
- How can community engagement or feedback from underserved individuals with lived expertise on a given policy problem be integrated meaningfully in an agency’s use of equity assessment methods?

For Area 2 on barrier and burden reduction:

Members of underserved communities may experience a variety of external factors that may disproportionately affect their access to information about programs or program eligibility, applying for benefits, conducting post-award reporting, and recertification of eligibility. These barriers may include, but are not limited to: Non-traditional or inflexible work hours, childcare needs, housing insecurity, limited transportation access, limited proficiency in English, disability, low literacy, income or other resource constraints, stigma in accessing public programs, and limited access to technology.

Other barriers are internal to the administration of programs. While certain program rules may ensure that benefits are awarded to eligible individuals or are otherwise required by law, others are not necessary for ensuring benefits are awarded to eligible individuals and may be remedied via administrative or regulatory changes. The latter category of program rules may include: Unnecessary questions or requirements to produce documentation; complex eligibility formulas; forms or web applications that are confusingly designed; complicated instructions; long delays between application and adjudication; the need for third-party (e.g., advocacy organization, legal counsel) support or consultation; frequent recertification of eligibility; processes that require multiple forms or touch-points; and duplicative or similar information collections by multiple agencies.

Responses should include, but not be limited to, information on any or all of the following points:

- How can agencies address known burdens or barriers to accessing benefits programs in their assessments of benefits delivery?

- What data, tools, or evidence are available to show how particular underserved communities or populations disproportionately encounter these barriers? Which underserved communities experience multiple, cumulative barriers and are disproportionately burdened by specific administrative processes or requirements?

- Are there specific requirements or processes (e.g., in-person visits, frequency of recertification of eligibility) that have been shown in rigorous research to cause program drop-off or churn by underserved individuals and communities? Similarly, is there rigorous evidence available that certain

requirements or processes have little actual effect on program integrity?

- How could agencies incorporate considerations of the psychological costs of qualifying or applying for Federal benefits programs into their assessments of equitable service delivery?

- What kinds of equity assessment tools are more useful for addressing urgent agency priorities versus making systemic change?

- What types of overarching metrics (e.g., program uptake, over- or under-payments) might an agency use to measure a benefit program's outcomes [or whether it is implemented as intended?]

- How might an agency assess or balance prioritization of potentially competing values associated with program administration, such as program uptake, program integrity, privacy protection, and resource constraints, in the context of addressing equity for underserved individuals and communities?

- How might agencies assess if specific barriers (e.g., specific questions on forms or requirements such as in-person interviews) are achieving their intended purpose?

- How might agencies incorporate into their equity assessments barriers or duplicative burdens a participant is likely to experience when seeking services from multiple agencies?

- How can agencies best balance collecting demographic information about program applicants and participants with the potential effect on program participation that these questions may cause? What does rigorous research show about the effect of demographic questions on program participation?

For Area 3, on procurement and contracting:

The Federal Government is the world's largest purchaser of goods and services, with acquisitions totaling over \$650 billion per year. As the Federal Government's purchasing power is used to fight COVID-19, increase domestic productivity, combat climate change, and address other Administration priorities, agencies will need to assess opportunities to invest in underserved individuals and communities by promoting business diversity (including, but not limited to, professional services, financial services, and technology) and resiliency. Agencies will need to assess opportunities to direct more procurement and contracting dollars to underserved individuals and communities so that a broad cross-section of American businesses can share in the jobs and opportunities

created by Federal buying activities. Economic research shows that investing in underserved communities and closing racial wealth gaps yields economic growth and job creation that benefits all Americans.

OMB welcomes submissions that address questions such as:

- How do we achieve equity in a procurement system that must balance competing economic and social goals, including the need to conduct procurements in a streamlined and rapid manner?

- What kinds of equity assessment tools might agencies use to identify inequity in their standard practices throughout the acquisition lifecycle, including, but not limited to, the development of requirements, market research (including outreach to businesses), selection of contract type, availability of financing, incentive structure, negotiation and evaluation of interested sources, debriefings of unsuccessful offerors, management of contracts, evaluation of contractor performance, and use of past performance in selection of sources?

- What kinds of tools might agencies use to determine when there is inequity in the award of subcontracts under prime contracts and the cause of such?

- How might agencies identify opportunities to engage with business owners and entrepreneurs who are members of underserved communities to promote doing business with the Federal Government? What kinds of training and capacity building within agency teams would support equitable procurement and contracting efforts?

- What kinds of benchmarks and assessment techniques might support equitable procurement and contracting efforts?

- What kinds of data should agencies collect and use to assess equity in their procurement practices?

For Area 4, financial assistance:

Federal agencies run financial assistance programs, including grant opportunities, that have the potential, and in many cases, a stated intent, to channel resources to underserved communities. OMB welcomes submissions that address questions such as:

- How might agencies identify opportunities to adjust current practices in grants and other financial assistance programs to expand access for underserved communities and to achieve equity-oriented results? What are some promising approaches to the award and administration of Federal awards (including, for example, the integration of program planning and design) that should be considered?

- What are promising practices for equitable grantmaking and the administration of financial assistance programs that agencies should consider in the course of their equity assessments?

- How might agencies engage in outreach and stakeholder engagement to identify opportunities to make Federal grants and other financial assistance processes more accessible?

- What kinds of training and capacity building within agencies would support equitable grantmaking and financial assistance efforts?

- What kinds of benchmarks and assessment techniques would support equitable grantmaking and financial assistance efforts?

- What kinds of data should agencies collect and use to assess equity in their grantmaking and financial assistance practices?

For Area 5, on stakeholder and community engagement:

Section 8 of E.O. 13985 instructs agencies to expand their use of stakeholder and community engagement in carrying out the Order. OMB seeks specific approaches to stakeholder and community engagement with underserved communities that others have successfully used and that Federal agencies could adapt or apply.

Accordingly, OMB welcomes submissions that address questions such as:

- What processes should agencies have in place to engage proactively with the underserved individuals and communities that will be most affected by agency programs, policies, rules, processes, or operations? How can agencies design and implement community engagement practices that are accessible to underserved communities? How might affected communities be engaged pro-actively and early to shape agency policy priorities and strategies?

- What tools and best practices might agencies deploy to establish advisory boards, task forces, and commissions that are inclusive of underserved communities?

- How can an agency assess the accessibility of the agency's rulemaking and policymaking commenting and engagement processes, including for individuals that experience barriers to participation? Examples of barriers may include limited language access assistance, online-only engagement, and minimal proactive notification of opportunities to provide comment.

- Do feedback mechanisms for customers, beneficiaries, and communities affected by Government programs exist to inform policy research

and evaluation processes? If so, are these feedback mechanisms accessible to underserved communities? If not, what are best practices that agencies should consider?

- What tools could agencies develop for expanding stakeholder input into programmatic and regulatory changes to minimize barriers and burden? How may existing processes (e.g., notice and comment on information collections) be enhanced to improve accessibility by stakeholders?

- What tools can agency offices, including communications, civic engagement, enforcement, and policymaking offices, use to better engage or reach underserved communities?

- What are some of the barriers or factors that challenge underserved communities' interactions with Federal agencies and programs?

- What practices should agencies put in place to reach underserved communities in rural areas or underserved communities that otherwise are not able to visit Washington, DC, to engage with policymakers?

Shalanda Young,

Acting Director, Office of Management and Budget.

[FR Doc. 2021-09109 Filed 5-4-21; 8:45 am]

BILLING CODE 3110-01-P

NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES

30-Day Notice for the "NEA Panelist Profile Data"

AGENCY: National Endowment for the Arts.

ACTION: Notice of proposed collection; comment request.

SUMMARY: The National Endowment for the Arts (NEA), as part of its continuing effort to reduce paperwork and respondent burden, conducts a preclearance consultation program to provide the general public and Federal agencies with an opportunity to comment on proposed and/or continuing collections of information in accordance with the Paperwork Reduction Act of 1995. This program helps to ensure that requested data can be provided in the desired format, reporting burden (time and financial resources) is minimized, collection instruments are clearly understood, and the impact of collection requirements on respondents can be properly assessed. Currently, the NEA is soliciting comments concerning the proposed

information collection for the NEA Panelist Profile Data. Copies of this ICR, with applicable supporting documentation, may be obtained by visiting www.Reginfo.gov.

DATES: Interested persons are invited to submit comments within 30 days from the date of this publication in the **Federal Register**.

ADDRESSES: Comments should be sent to the Office of Information and Regulatory Affairs, Attn: OMB Desk Officer for the National Endowment for the Arts, Office of Management and Budget, Room 10235, Washington, DC 20503.

FOR FURTHER INFORMATION CONTACT: The Office of Information and Regulatory Affairs, Attn: OMB Desk Officer for the National Endowment for the Arts, Office of Management and Budget, Room 10235, Washington, DC 20503, (T) 202-395-7316.

SUPPLEMENTARY INFORMATION: The Office of Management and Budget (OMB) is particularly interested in comments which: (1) Evaluate whether the proposed collection of information is necessary for the proper performance of the functions of the agency, including whether the information will have practical utility; (2) Evaluate the accuracy of the agency's estimate of the burden of the proposed collection of information including the validity of the methodology and assumptions used; (3) Enhance the quality, utility, and clarity of the information to be collected; and (4) Could help minimize the burden of the collection of information on those who are to respond, including through the use of electronic submission of responses through Grants.gov.

Agency: National Endowment for the Arts.

Title: NEA Panelist Profile Data Collection.

OMB Number: 3135-0098.

Frequency: Annually.

Affected Public: Individuals.

Estimated Number of Respondents: 600.

Total burden hours: 100 hours.

Total annualized capital/startup costs: 0.

Total annual costs (operating/maintaining systems or purchasing services): 0.

The NEA's mission is "to strengthen the creative capacity of our communities by providing all Americans with diverse opportunities for arts participation." With the advice of the National Council on the Arts and advisory panels, the Chairman establishes eligibility requirements and criteria for the review of applications for funding. Section 959(c) of the NEA's enabling legislation, as amended, directs

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STUDENT CONSERVATION ASSOCIATION

conservation begins here.



CAREER DISCOVERY INTERNSHIP PROGRAM

12 Week Expense-Paid Internships – Summer 2021

Since 2008, the Student Conservation Association (SCA) has partnered with the US Fish and Wildlife Service to provide summer internships for nearly 300 students from culturally and ethnically diverse backgrounds.

Internship Details:

- Spend 12 weeks learning from the professionals during an internship at a national wildlife refuge
- Kick off your internship by attending a week-long orientation with other interns
- Internships are located across the US—from Alaska to the Southwest, Midwest, Southeast, and Northeast
- Areas of focus include visitor services, biology, and refuge management
- Learn more and hear from previous participants at thesca.org/cdip

How to Apply:

1. Complete an Internship/Corps Application online at thesca.org
2. Add the promo code *PO-00730705* to your application.
3. Contact our recruiter at bfantahun@thesca.org or 703.542.2441 x2026 with any questions.

BENEFITS

- Total package of up to \$5800.00 that includes:
 - Housing
 - Weekly living allowance
 - Week-long orientation
 - Travel Allowance
- Potential eligibility for AmeriCorps Education Award of \$1612
- Assigned FWS mentor
- Hands-on experience



AmeriCorps

ELIGIBILITY

- US citizen or permanent resident
- Full time, first and second year students during the 2020-2021 academic year
- Available for 13 weeks beginning May 17, 2021
- Must be able to pass a criminal background check
- All majors and levels of outdoor experience welcome
- A Valid US Driver's license

DEADLINE

- Interested candidates are encouraged to apply as soon as possible.
- Application review will begin in February and continue until all positions are filled.

Document ID: 0.7.368.5147-000003

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Federal and National Opportunities
Week ending March 19, 2021



THE WHITE HOUSE INITIATIVE ON HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

HBCU ANNOUNCEMENTS

[Allen University](#)

Allen University to Restore Good Samaritan- Waverly Hospital

Columbia, SC, March 12, 2021- Allen University endeavors to restore the Good Samaritan-Waverly Hospital, the first state-of-the-art medical facility to serve Columbia’s African American community from 1952-1973. The Good Samaritan-Waverly Hospital represented the merger of communities by courageous, trail-blazing physicians, nurses, healthcare workers to provide first-class medical services for African Americans in Columbia, S.C. during the Jim Crow era. The three-story modernist building has been vacant for decades and is listed on the National Register of Historic Places. Scheduled for completion during Summer 2022, the planned renovation and expansion of the building will again serve the interest of the Greater Good. The facility will house:

[To learn more about the Good Samaritan-Waverly Hospital project](#)

[Allen University](#)

Boeing and Allen University Partner to Establish the Boeing Institute on Civility

COLUMBIA, S.C., Nov. 11, 2020 – The Boeing Company [NYSE: BA] and Allen University announced today a new \$1.5 million partnership to establish the Boeing Institute on Civility at Allen University. The Boeing Institute will be a national hub for teaching and provide programming aimed at advancing civil discourse in America and across the globe.

“The Institute on Civility will become a powerful catalyst for helping to promote thoughtful, civil discourse,” said Boeing president and CEO David Calhoun. “Empowering students and the broader community to debate public issues with civility and respect is an important step on the journey to developing lasting societal solutions.”

“The reach of The Boeing Company is particularly compatible with the University’s aspiration to demonstrate that service to the greater good does not stop in one’s own community, but has the obligation to be expansive,” said Allen University president Ernest McNealey. “While the

Federal and National Opportunities

Week ending March 19, 2021

Institute is the centerpiece of the Waverly Project, all aspects of it will confidently pursue a better future and honor those who did so in the past.”

Boeing funding will support the renovation of the historic Good Samaritan-Waverly Hospital, which will house the Institute once construction is complete. The Institute will include a memorial to honor the nine victims of the 2015 Mother Emanuel AME Church tragedy in Charleston and be the home to the South Carolina African American Hall of Fame.

- -\$1.5 million partnership will support the renovation of the historic Good Samaritan-Waverly Hospital
- Institute will be a national hub for teaching and provide programming aimed at advancing civil discourse in America and across the globe
- Boeing Institute will include a memorial to honor the nine victims of the 2015 Mother Emanuel AME
- Church tragedy in Charleston Institute will also house the South Carolina African American Hall of Fame

Today’s investment builds on Boeing’s commitment to advancing racial equity and compliments the company’s recent \$10 million investment in similar causes.

50 Black Enterprise

ONLY BLACK FORTUNE 500 FEMALE CEO GRADUATED FROM SPELMAN; NOW COLLEGE IS LAUNCHING \$250 MILLION CAMPAIGN TO DEVELOP MORE LEADERS

To read more about Spelman’s funding campaign, [click here](#).

Federal and National Opportunities
Week ending March 19, 2021

STUDENT OPPORTUNITIES

2021 UN International Decade For People Of African Descent “The Struggle, The Beauty, The Hope” featuring the “Say My Name” Exhibition

Thursday, March 25, 2021 12:00pm ET

Register Here: <https://www.eventbrite.com/e/un-international-decade-for-people-of-african-descent-2021-celebration-tickets-146522527825>

As we celebrate the United Nations International Decade of People of African Descent, it is more important now than ever that civil society, creatives, and members of the international community and diaspora, engage directly in the conversations that shape our communities and the world.

[CLICK HERE](#) TO VIEW PROMOTIONAL VIDEO



#Art #AfricanDiaspora #UnitedNations

2021 UN International Decade For People Of African Descent - featuring the “Say My Name” Exhibition

[Prairie View A&M University](#)

Call for Book Chapter Abstracts

Scholarships

The Tapia Conference provides conference scholarships for students (community college/undergraduate/graduate), and post-docs at colleges/universities in the U.S and U.S. Territories. Scholarships are also provided for faculty at Minority Serving Institutions.

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Applications are due March 31st and students must provide a faculty recommendation by April 14th.

Call for Participation Submissions Due March 31st

Learn more at our Tapia Scholarship Webinar, March 26th at 4 pm EST - [Register Here!](#)

Tapia Scholarships are generously funded by government and industry organizations. The Tapia Conference is unable to provide scholarships for individuals studying/working at foreign colleges/universities.

[Scholarship Application](#)

[U.S. Center for Disease Control](#)

Scholarship Opportunity for Black, Indigenous, Latinx and Pacific Islander Youth Leaders



Young people are actively changing the world. They bring new ideas, strategies, and perspectives to issues our communities have been struggling to overcome for decades. Young people are taking to the streets, mobilizing, and speaking out against racial injustices, health inequities, and environmental racism—all with heart, hope, and vision.

In recognition of the important role young changemakers play in creating healthy, safe, vibrant, and equitable communities, Prevention Institute has partnered with Healthline to offer this year's [Stronger Scholarship](#). The scholarship will award three \$7,000 scholarships to students working to improve community conditions and reduce health inequities in their communities.

[Apply Now](#)

While some people may still believe health equity is just about making sure people have access to quality healthcare, the truth is that what happens outside of the healthcare system—in neighborhoods—has the greatest impact on whether people of color and low-income people can live healthy lives. That's why this scholarship focuses on the [community determinants of health](#) and the systems that need to be transformed to undo decades of unjust outcomes.

Who is eligible for the scholarship?

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- Students of color who identify as Black, Indigenous, Latinx, and/or Pacific Islander
- College juniors or seniors in Fall 2021
- Students who demonstrate leadership and community involvement related to health equity

What is the application process and deadline? The scholarships can be applied to tuition, fees, books, supplies, and equipment required for course load at accredited, nonprofit colleges/universities in the United States. You can apply for this scholarship [here](#). The FAQ section explains what materials you need to submit. The deadline is April 20, 2021.

How can I get more information? If you've read the [FAQs](#) and still have questions, please reach out to Andrea Buffa at Prevention Institute: andrea@preventioninstitute.org

[American Association for the Advancement of Science](#)

2021 AAAS HBCU Making & Innovation Showcase - Application Now Open



The American Association for the Advancement of Science (AAAS), with support from the National Science Foundation (NSF) will support students and faculty from Historically Black Colleges and Universities (HBCU) to participate in the 2021 HBCU Making & Innovation Showcase. The showcase is one of several activities under the newly awarded, **Enhancing Making and Innovation Capacity for HBCU Students and Faculty Via an Inclusive**

Community of Practice grant. The 2021 HBCU Making and Innovation Showcase will take place on September 23-25, 2021 in Washington, DC.

To participate in the showcase teams consisting of a maximum of six (6) participants (3-5 students and 1 faculty member) must identify one (1) team member to complete the online application. That team member will complete the application on behalf of the team and will upload a power point presentation (template will be provided) describing the project. Details in the power point presentation should include who the team members are, which of the UN Sustainable Development Goals the project will address, what the social justice/environmental issue the project will address, how the project's prototype will provide a solution to the problem, and who the audience is for the prototype.

Projects can be a new design, or one developed in previous academic years. The deadline for the application is 11:59pm EST, Friday, March 26th, 2021.

Teams will be notified of acceptance via email on Friday, April 2nd, 2021.

Accepted teams (team members and faculty member) will need to confirm their participation

Federal and National Opportunities

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by Friday, April 9th, and each team member will need to register for the 2021 Showcase between Monday, April 12th – Friday, May 14th, 2021. Accepted teams (team members and faculty member) will receive a travel award that covers the housing, airfare, and ground transportation travel to Washington, D.C.

For complete information including eligibility requirements, and to apply for the showcase, visit the [website](#) .

If you have any questions, please contact Neela White, Project Director at nwhite@aaas.org or hbcumaker@aaas.org.

[AAAS Events Policy](#) [AAAS HBCU Making & Innovation Code of Conduct](#)

[Free Webinars Hosted by the U.S. Office of Personnel Management](#)

If you or someone you know is interested in working for the federal government, then the following webinars will be of interest. All sessions are free. However, they are limited to 1,500 participants each. All times are Eastern. Thanks for sharing with your network.

Navigating USAJOBS – Finding and Applying for Federal Jobs Join the staff of the Recruitment Policy and Outreach (RPO) division of the Office of Personnel Management (OPM), for an in-depth webinar that provides a step-by-step process for navigating USAJOBS. We cover job searching, creating your account/profile, reviewing Job Opportunity Announcements, applying, and application status.

Thursday, March 25, 2021 @ 1:00 p.m. [REGISTER](#)

Tuesday, April 20, 2021 @ 3:00 p.m. [REGISTER](#)

Tuesday, May 18, 2021 @ 11:00 a.m. [REGISTER](#)

Interviewing Join the staff of the Recruitment Policy and Outreach (RPO) division of the Office of Personnel Management (OPM), for an in-depth webinar on the Federal Government interview process. It explains the types of interviews, delivery methods, common questions, responding using the S.T.A.R. (Situation/Task, Action, Result) method and preparing for an interview.

Thursday, April 8, 2021 @ 3:00 p.m. [REGISTER](#)

Thursday, April 15, 2021 @ 1:00 p.m. [REGISTER](#)

Thursday, May 6, 2021 @ 11:00 a.m. [REGISTER](#)

Thursday, May 13, 2021 @ 1:00 p.m. [REGISTER](#)

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GRANTS AND OTHER OPPORTUNITIES

[U.S. Fish and Wildlife Service](#)

Notice of Funding Opportunity: Marine Turtle Conservation Fund

Marine Turtle Conservation Fund

[Funding Opportunity Number: F21AS00370](#)

The U.S. Fish and Wildlife Service is pleased to announce the availability of funding through the Marine Turtle Conservation Act (MTCA). MTCA is soliciting proposals for the conservation of priority nesting populations of six of the seven species of marine turtles (*Chelonia mydas*, *Caretta caretta*, *Dermochelys coriacea*, *Eretmochelys imbricata*, *Lepidochelys olivacea*, and *Lepidochelys kempii*) throughout their range outside of the continental United States. The U.S. Government enacted MTCA in response to the decline of many marine turtle populations worldwide and the serious threats to their long-term survival. The primary purpose of the Act is to provide financial support for projects that conserve nesting populations and habitat and address other threats to the survival of marine turtles in foreign countries and U.S. territories.

Eligible Applicants: Eligible applicants include individuals; multi-national secretariats; foreign national and local government agencies; non-profit non-governmental organizations; for-profit organizations; public and private institutions of higher education, U.S. territorial governments.

[Notice of Funding Opportunity: Monarch Butterfly and Pollinators Conservation Fund](#)

Monarch Butterfly and Pollinators Conservation Fund The National Fish and Wildlife Foundation (NFWF) is pleased to announce the 2021 Monarch Butterfly and Pollinators Conservation Fund Request for Proposals.

The Monarch Butterfly and Pollinators Conservation Fund is now accepting applications for competitive grant funding. Up to \$1.8 million is expected to be available for grant awards in 2021.

Details about this funding opportunity are provided in the [Request for Proposals](#) (RFP), and additional program information can be viewed on the [Monarch Butterfly and Pollinators Conservation Fund](#) webpage. The 2021 funding opportunity includes a required pre-proposal stage. The pre-proposal deadline is Thursday April 15, 2021.

The program advances conservation of the monarch butterfly while also benefitting other pollinator species. The most competitive projects will demonstrate clear benefits to both the monarch butterfly and other at-risk native insect pollinators. Grant funding will be awarded in two categories:

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- Technical Assistance for Private Working Lands - up to \$600,000
 - Habitat Improvement - up to \$1.2 million
-

Eligible applicants include non-profit organizations, educational institutions, and federal, state, tribal, and local government agencies. Ineligible applicants include businesses and unincorporated individuals. Grants may range in size from \$100,000 to \$300,000.

Eligible projects must occur within the states listed in the Request for Proposals: Arizona, Arkansas, California, Colorado, Idaho, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, South Dakota, Texas, Utah, Washington, Wisconsin, and Wyoming.

[U.S. Department of Education](#)

Notice Inviting Applicants: National Professional Development Program Discretionary Grant

The NPD Program provides grants for eligible entities to implement professional development activities intended to improve instruction for ELs and assists education personnel working with ELs to meet high professional standards. Institutions of higher education (IHEs) or public or private entities with relevant experience and capacity, in consortia with state educational agencies (SEAs) or local educational agencies (LEAs), may apply.

Submit your intent to apply by **March 15** and applications are due on **April 23**. For more information, view the [Notice Inviting Applications](#) and visit OELA [online](#).

Purpose of Program: The NPD program, authorized by sections 3111(c)(1)(C) and 3131 of the Elementary and Secondary Education Act of 1965, as amended (ESEA), awards grants on a competitive basis, for a period of not more than five years, to institutions of higher education (IHEs) or public or private entities with relevant experience and capacity, in consortia with State educational agencies (SEAs) or local educational agencies (LEAs). The purpose of these grants is to provide professional development activities that will improve classroom instruction for English learners (ELs) and assist educational personnel working with such children to meet high professional standards, including standards for certification and licensure as teachers who work in language instruction educational programs or serve ELs.

For more information regarding the competition, please see the [NPD applicant webpage](#) (please note this will be updated within the next day or two as it cannot be updated until after the notice is officially posted). Please see the weblink for the [NPD notice inviting applicants in the Federal Register](#), [NPD Applicant Webpage](#)

NPD Pre-application webinar –March 24, 2021 from 2:30 – 4:00 PM (EDT)

Registration: <https://cvent.me/n992R3>

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[Global Inclusion 2021](#)

Global Inclusion | Call for Proposals Now Open!

Community, collaboration, learning and inspiration. For eight years the annual Diversity Abroad conference has embodied these words. In fall 2021, the tradition continues but with an exciting new development. Diversity Abroad has renamed its annual conference to **Global Inclusion Conference**, or simply **Global Inclusion**.

This rebranding more accurately reflects the holistic approach of Diversity Abroad and its member community in addressing and accelerating systemic and equitable change in all aspects of global education and cultural exchange, including:

- Career Advancement & Belonging
- International Student Services & Cultural Exchange
- Education Abroad
- Global Engagement at Home

This past year higher education institutions around the world have had to adapt to teaching and learning virtually and the global education field has had to grapple with defining global education beyond traditional mobility. Against this landscape, it is imperative that educators and administrators ensure that all students continue to have access to and are provided inclusive support to participate in and benefit from the academic success, interpersonal growth, and career readiness that global education and cultural exchange- in its various forms- can provide.

[Global Inclusion 2021](#) will include virtual and in-person components. Pre-conference workshops and concurrent sessions will exclusively take place virtually. Plenaries will take place on-site and are also available to view online. Both online and in-person attendees will have access to networking opportunities. Global Inclusion 2021 will close with the **Think Forward Summit**, which will take place on-site.

The Global Inclusion 2021 Planning Committee invites session proposals inclusive of diverse perspectives that focus on the following four areas: **education abroad, international students and exchange, global engagement at home**, and **career advancement & belonging**.

Presenters are expected to identify which track applies to each proposed session:

- Inclusive Advising & Student Success
- Program & Funding Models
- Collaborative Leadership & Strategic Partnerships
- Outreach, Marketing, & Recruitment
- International & Exchange Student Programming & Success
- Scholar-Practitioner
- Perspectives from Minority Serving Institutions

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- Hiring, Belonging, & Career Advancement
- Fundamentals of Diversity, Equity, & Inclusion in Higher Education

The deadline to submit a session proposal is April 30, 2021!

[Submit a Session Proposal](#)

[U.S. Department of Labor](#)

Vacancy Announcements

The Department of Labor, Office of the Solicitor (SOL), Region VI Offices is recruiting for Trial Attorney's to join their team. The Office also provides legal advice to DOL's agencies in the region. These attorney positions are term appointments no-to-exceed 09/30/2024.

More details on the position, qualifications requirements, and the application process are set forth in the vacancy announcement, [EX-21-SOL-11](#), [EX-21-SOL-12](#), [EX-21-SOL-07](#) , [EX-21-SOL-13](#) which are also available USA jobs.

Interested persons can also obtain information about working at SOL through the new "SOL Ambassadors Program" (<https://www.dol.gov/sol/jobs/ambassadors.html>).

[U.S. Department of Transportation](#)

Transportation Announces \$180 Million Funding Opportunity for Low or No Emission Transit Vehicles & Facilities Priority will be given to projects that help improve air quality and advance environmental justice; a portion of the funds can be used to help transportation workers learn technical skills to operate and maintain new clean vehicles

WASHINGTON – The U.S. Department of Transportation's Federal Transit Administration (FTA) today announced the availability of up to \$180 million in competitive grant funds through a [Notice of Funding Opportunity \(NOFO\)](#) for FTA's [Low or No Emission \(Low-No\) Grant Program](#). The Low-No Program helps eligible project sponsors purchase or lease low- or no-emission vehicles and supports facilities that use advanced technologies to provide cleaner, more energy efficient transit operations in communities across the country. This year's NOFO will prioritize applications with an environmental justice component as well as those that will support workforce development activities to help America's transit workers succeed.

Instructions for applying can be found on [FTA's website](#) and in GRANTS.GOV (funding opportunity FTA-2021-001-LowNo). Complete proposals must be submitted electronically through the [GRANTS.GOV "APPLY"](#) function by April 12, 2021.

Federal and National Opportunities Week ending March 19, 2021

[U.S. Department of Energy](#)

Women's History Month: Celebrating Women in Climate

In 1856 Eunice Newton Foote was the first scientist to publish papers making the connection between the amount of carbon dioxide in the atmosphere and climate change. She was the first woman in climate science, but she certainly wasn't the last.

This Women's History Month, the U.S. Department of Energy is celebrating women in climate action. Learn how you can join their ranks in conversation with women in climate action careers from our headquarters and National Laboratories Wednesday, March 31, 2 p.m. PST/5 p.m. EST on Zoom or DOE's Facebook Live.

Click here: **Register for the event today.**



Discover your next career move to work in climate action. This Women's History Month, we invite you to join women in climate action at Sandia National Laboratories, National Renewable Energy Laboratory, and the U.S. Department of Energy to learn about ways you can work in clean energy and climate action in government. You'll also hear from Oak Ridge Associated Universities about their

website to find research and non-research training opportunities.

You will have the opportunity to submit questions for the panelists when you register for the event. Throughout March, you can learn about women in climate action who have inspired U.S. Dept. of Energy staff in our work. Visit www.energy.gov/women to see our coverage and learn about our programs and resources for gender equity in the energy sector.

[U.S. Department of Energy](#)

Hive Supercomputer Symposium

Date: 1:00 – 3:00 pm ET, Wednesday, March 24

This symposium will introduce the [Hive supercomputer](#) and some of the research being done on it, including simulations of how the coronavirus binds to human cells, how to represent atomistic systems for surface science and catalysis with machine learning models, and how weak interactions influence chemical reactions. The symposium will include information about how researchers can access Hive.

Register at: <https://ideas.gatech.edu/hive-symposium>

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[U.S. Department of Energy](#)

Introduction to Working with the U.S. Department of Energy



To learn more about this Department of Energy webinar, [click here](#).

[U.S. Fish and Wildlife Service](#)

NABCI Webinar on Relevancy and Bird Conservation

On March 25, 2021 at 2:00 p.m. Eastern, the North American Bird-Conservation Initiative will host a webinar regarding relevancy and bird conservation.

Description: Actions and outcomes that benefit birds can also have far-reaching benefits for human health, economic interests, and other human goals. Engaging diverse

stakeholders to work towards common goals can ensure we have the capacity and buy-in to tackle complex conservation challenges.

This webinar will provide an overview of NABCI's relevancy initiative and introduce useful resources, including NABCI's Relevancy Toolkit, a Field Guide to Developing Partnerships, and case studies on how conservation organizations have successfully partnered with organizations based on goals broader than bird conservation.

Register at: https://fishwildlife-org.zoom.us/webinar/register/WN_EQuzKZ91QQSCZtrIil-N5w

[American Association for the Advancement of Science](#)

AAAS HBCU Making & Innovation Initiatives presents: Innovation and the Power of Transdisciplinary Collaboration

Join us on Thursday, March 25th, at 3:00pm EST for an interactive webinar on Innovation and the Power of Transdisciplinary Collaboration.

Attendees will have the opportunity to hear from two entrepreneurs, Dr. Ronald Williams, Director of the Center for Strategic Entrepreneurship at Coppin State University, and Dr. Diana Yousef, Founder and CEO of change:Water Labs. Our speakers will talk about the importance of having a transdisciplinary approach to their careers as an academic and entrepreneur. We will navigate how bridging multiple disciplines are beneficial in pathway from being a student to a professional. We will also discuss how this approach is critical to providing solutions to social justice issues such as those that our AAAS HBCU Making & Innovation teams seek to address. A moderated discussion and audience Q&A will follow the presentations.

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Register today to join us online for this webinar. Ample time will be provided for the panelists to answer your questions live.

[Register Today](#)

Friendly Reminder: We are still accepting applications for the 2021 AAAS HBCU Making & Innovation Showcase – deadline is March 26th, 2021. For complete information including eligibility requirements, and to apply for the showcase, visit the [website](#).

If you have any questions, please contact Neela White, Project Director at nwhite@aaas.org or hbcumaker@aaas.org.

[Prairie View A&M University](#)

Call for Book Chapter Abstracts

This edited volume will explore the best practices for effective teaching and learning relevant to race and racism in the post-George Floyd era, where American universities and colleges are placing a greater emphasis on fostering educational contexts that address diversity, inclusion, belonging, and race relations. The emphasis on these constructs in our current societal climate, which has led institutions to pledge a commitment to addressing racial injustices, is the foundation for this book.

Manuscripts are limited to a maximum of 30 pages, including references and notes. Extra material including, tables, figures, photos, appendices, etc., should be kept to a minimum. All manuscripts should be typed in Times New Roman, 12-point font, and double-spaced (including indented quotes and references). Leave one-inch margins. APA format required. All manuscripts will be subjected to the peer-review process. If abstracts are accepted, the editors will send additional instructions.

See more, [click here](#).

[U.S. Fish and Wildlife Service](#)

Career Discovery Internship Program Accepting Applications

The SCA-FWS Career Discovery Internship Program (CDIP) is accepting applications. The CDIP provides college freshmen and sophomores from culturally and ethnically diverse backgrounds with summer internships on National Wildlife Refuges across the country. The internships are 12-week paid internships in the areas of visitor service, biology, refuge management, and more. See the [\(attached flyer\)](#) for more information about the CDIP and how to apply.

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[U.S. Fish and Wildlife Service](#)

Funding Opportunity

Migratory Bird Conservation in the Midwest

[Funding Opportunity Number: F21AS00344](#)

If you have difficulty accessing the full announcement electronically, please contact Andrew Forbes at [Andrew Forbes@fws.gov](mailto:Andrew.Forbes@fws.gov)

[U.S. Fish and Wildlife Service](#)

Career & Internship Vacancies

To view and apply for FWS positions, please click here: [FWS Vacancy Announcements](#). If you have a question about a specific position vacancy, please contact the Human Resources point of contact listed at the bottom of the announcement.

For more information about FWS careers and available internship opportunities, please visit our [FWS Recruitment Opportunities page](#). You can also explore and learn more about the careers we have at FWS and others within the Department of the Interior by [clicking here](#).

[U.S. Department of Labor](#)

Youth Adult Re Entry Partnership

Agency Name:

Employment and Training Administration

Description:

The purpose of this program is to provide education and training services that improve the employment outcomes of young adults who are involved in the criminal justice system and/or who left high school prior to graduation and to develop the capacity of community colleges to meet the needs of young adults with justice system involvement. Young adults served under this grant program are between the ages of 18 and 24 and currently or previously have been involved in the juvenile or adult criminal justice system and/or who left high school prior to graduation.

Funded projects aim to ensure that young adults transitioning from the criminal justice system are prepared to meet the needs of their local labor markets with the skills required by employers. Applicants must demonstrate that their sub-

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grantees and community college partner(s) will implement capacity-building in community colleges to support innovative models for accelerated learning for the target population of this FOA.

Link to Additional Information: [See Related Documents](#)

Grantor Contact Information: If you have difficulty accessing the full announcement electronically, please contact:

Ariam Ferro Grants Management Specialist
ferro.ariam@dol.gov

[Please email questions to the contact listed.](#)

[U.S. Department of Labor](#)

Contract and Grant Solicitations shared with HBCUs

[RFP-Operation of the Turner Job Corps Center with Outreach & Admissions and Career Transition Services](#), posted on Beta.sam.gov.

[RFP for the Operation of ETA's Tongue Point Job Corps Center](#)

[RFP-Operation of the Shriver Job Corps Center](#)

[RFP - Employment and Training Administration 's solicitation for the Operation of the Brunswick Job Corps Center with Outreach & Admissions and Career Transition Services](#), posted on beta.sam.gov.

[RFQ - Over the Phone Interpretation and Translation services](#). RFQ1478290 is posted on the GSA eBuy at

THANK YOU FOR YOUR CONSIDERATION!

If you have questions about any opportunities lists, please email: hbcunewsletter@ed.gov

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Owner: NINA MURPHY <nina.murphy@eeoc.gov>

Filename: Preserve the Past flyer Final.pdf

Last Modified: Mon Mar 22 17:46:03 EDT 2021



Preserve the Past, Build for the Future

Have you looked at historic buildings and wished you knew more about them and what it takes to preserve them? Now is your chance to learn about the critical intersection between architecture and historic preservation, interact with leaders in the field, AND gain important skills as you build your future career.

Join a webinar series on historic preservation with leaders engaged with the:

**Advisory Council on Historic Preservation
National Park Service
National Trust for Historic Preservation
African American Civil Rights Network
Underground Railroad Network to Freedom**

Talk with HBCU peers and preservation professionals about identifying, interpreting, and preserving historic sites that have been overlooked in American history and represent centuries of African American activism, achievement, and resilience.

Four webinars will be held LIVE 7:00 p.m. – 8:00 p.m. EDT Wednesdays:

March 31 - Preservation as a Career Path for HBCU Architecture Students. Hear from Advisory Council on Historic Preservation Vice Chairman Rick Gonzalez, REG Architects, Inc. President; Robert G. Stanton, former ACHP Expert Member and former National Park Service Director; and Tuskegee University School of Architecture Department Head and Assistant Professor.

April 28 - The Importance of Recognizing African American Historic Places. The National Park Service discusses programs and initiatives aimed at preserving, protecting, and interpreting African American historic resources. Glenn Eskew, Georgia State University World Heritage Initiative, talks about the Civil Rights World Heritage initiative.

May 26 - Supporting the Preservation of African American Historic Places. Lawana Holland-Moore, Associate Program Officer, African American Cultural Heritage Action Fund speaks about the National Trust for Historic Preservation's work saving historic places that have been overlooked in American history. Turner Restoration Preservationist Jim Turner relates how he got involved into the trades, how he works with students, and the need for the ACHP's Traditional Trades Training Task Force.

June 30 - Preserving African American Historic Places. Learn about the ACHP's involvement in projects that preserve African American historic sites. Hear from Preservation Architect Jobie Hill about her work, Saving Slave Houses, and her research examining the architecture of slavery.



Join for just one – or all four!

For more information, details on the webinars, or to sign up, please email Susan Glimcher at sglimcher@achp.gov.

Document ID: 0.7.368.5147-000005

Owner: NINA MURPHY <nina.murphy@eeoc.gov>

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Last Modified: Mon Mar 22 17:46:03 EDT 2021



Preserve the Past, Build the Future **2021**

The ACHP is partnering with the National Park Service, National Trust for Historic Preservation, and other national preservation partners to deliver four webinars, introducing students of architecture to the critical intersection of architecture and historic preservation. The first webinar will take place at the end of March, and the series will continue once monthly through June, for students of architecture/construction science at Historically Black Colleges and Universities (HBCUs).

Students new to architecture studies would benefit from this series. Students are welcome to **join for any individual webinar or the entire webinar series**. Registration will be on a first come, first served basis.

Each session will last for one hour. There is a total of four webinars.

Webinar 1: Preservation as a Career Path for HBCU Architecture Students (*Wednesday, March 31, 7 p.m.-8 p.m. EDT*)

Introduction to historic preservation, Rick Gonzalez, President REG Architects, Inc., Vice Chairman, Advisory Council on Historic Preservation

1. Robert G. Stanton, former Expert Member, Advisory Council on Historic Preservation, former Director, National Park Service - Introduction to series and recollections of his career in preservation and conservation
2. Brief presentations from Preservation in Practice alumni on the topic of how they came to appreciate the heritage of their HBCUs and their communities; how historic preservation has changed their thoughts of future careers—"why historic preservation is relevant to you and your community"
3. Kwesi Daniels, Department Head, Assistant Professor, Tuskegee University
Working with communities, why it is important to identify, register, and interpret African American historic places. Importance to HBCU campuses, and how to understand these topics as an architect.
4. Q&A

Webinar 2: The Importance of Recognizing African American Historic Places (*Wednesday, April 28, 7 p.m.-8 p.m. EDT*)

1. Robert Stanton-Introduction
2. National Park Service discusses programs and initiatives aimed at preserving, protecting, and interpreting African American historic resources. This will encompass not only the National Register program but also relevant grant programs and initiatives, such as the African American Civil Rights Network and the Underground Railroad Network to Freedom.
3. Glenn T. Eskew, Director, GSU World Heritage Initiative, Professor of History, Georgia State University, discusses the Civil Rights World Heritage initiative
4. Q&A

ADVISORY COUNCIL ON HISTORIC PRESERVATION

401 F Street NW, Suite 308 • Washington, DC 20001-2637

Phone: 202-517-0200 • Fax: 202-517-6381 • achp@achp.gov • www.achp.gov

Webinar 3: Supporting the Preservation of African American Historic Places (Wednesday, May 26, 7 p.m.-8 p.m. EDT)

1. Robert Stanton-Introduction
2. Lawana Holland-Moore, Program Officer, African American Cultural Heritage Action Fund will speak about the important work being done by the National Trust to save historic places that have been overlooked in American history and that represent centuries of African American activism, achievement, and resilience
3. Jim Turner, Preservationist, Turner Restoration, talks about how he got involved in the trades, how he works with students, and the need for the ACHP's Trades Training Task Force.
4. Q&A

Webinar 4: Preserving African American Historic Places (Wednesday, June 30, 7 p.m.-8 p.m. EDT)

1. Robert Stanton-Introduction
2. ACHP Office of Federal Agency Programs team discusses pertinent Section 106 cases
3. Jobie Hill, Preservation Architect, discusses her work (Saving Slave Houses) and her work in interdisciplinary research examining the architecture of slavery, the influence these dwellings had on the lives of their inhabitants, and the preservation of the history of enslaved people.
4. Q&A

From: Chiverton, Janice
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Subject: Diversity and Inclusion
Date: Thu Feb 18 2021 08:59:44 EST
Attachments: #5a. DNI.Supervisory.Martinez. FEB 2.17.2021WON FINAL (maria).pptm
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Hi Keith –

I got these slides from the Department, just sharing in case you find it of interest to you.

Janice

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Filename: #5a. DNI.Supervisory.Martinez. FEB 2.17.2021WON FINAL (maria).pptm

Last Modified: Thu Feb 18 08:59:44 EST 2021

From: Joseph DiPrinzio
<joseph.diprinzio@windwalker.com>
To: Joseph DiPrinzio
<joseph.diprinzio@windwalker.com>
Cc:
Bcc:
Subject: TRAINING & PROGRAM SUPPORT FOR EXECUTIVE ORDER COMPLIANCE
Date: Fri Feb 05 2021 11:08:20 EST
Attachments: image001.png
Windwalker Group - EOCapabilities_2021.pdf

Dear Sir/Madam:

Windwalker Group(WWG) is an award-winning, 8(a) small business with more than 25 years of experience in developing training and professional development solutions to meet client needs at the time of those needs. Given the turbulent times in which we live, the need for training solutions has never been higher. Recently, in one of his Executive Orders, President Biden has alluded to the "... converging economic, health, and climate crises that have exposed and exacerbated inequalities ... Our Nation deserves an ambitious whole-of-government equity agenda ...".

WWG has a unique experience in developing online training programs for Federal and commercial clients that address issues relevant to President Biden's Executive Order on Advancing Racial Equity and Support for Underserved Communities throughout the Federal Government. As Government agencies work to comply with the Executive Order, strategies, approaches, and tools will be necessary to comprehend that the change is significant and lasting. That's where we come in; WWG can employ its development approach to create programs, job aids, and learning tools that can help train your employees on how to recognize implicit bias and systemic racism practices. We can also design programs to help you implement the changes needed and support the changes made.

Do not fall behind in this new reality; education and training for new and adjusted approaches to racial inequality, systemic biases, and our ability to train your people to deal with various scenarios is paramount. We have years of experience in developing and delivering training courses in diversity, inclusion, harassment prevention and workforce conflict resolution. We have worked with our clients to address discrimination and harassment, favoritism and bias in hiring practices, and many other related topics. We have the experience and the expertise to tailor a course specific to your agency/department/bureau. A brief brochure addressing this very important topic is attached.

Windwalker Group is a certified 8(a), MBE, and DBE. This means that you can take advantage of the 8 (a) Directed Award Program as well as the Simplified Acquisition Program.

If you need any additional information, or wish to speak to someone regarding our Racial Equity training Programs, or any other training needs that you may have, please contact me directly.

Thank You!

Joseph DiPrinzio

Federal Business Development

703-407-1970

www.windwalker.com

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Document ID: 0.7.368.5028-000001

Owner: Joseph DiPrinzio <joseph.diprinzio@windwalker.com>

Filename: image001.png

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image001.png for Printed Item: 75 (Attachment 1 of 2)



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Page 533 of 664

Document ID: 0.7.368.5028-000002

Owner: Joseph DiPrinzio <joseph.diprinzio@windwalker.com>

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“Our country faces converging economic, health, and climate crises that have exposed and exacerbated inequities, while a historic movement for justice has highlighted the unbearable human costs of systemic racism. Our Nation deserves an ambitious whole-of-government equity agenda that matches the scale of the opportunities and challenges that we face.”
U.S. President Joe Biden’s Executive Order: Advancing Racial Equity

TRAINING & PROGRAM SUPPORT FOR EXECUTIVE ORDER COMPLIANCE

Windwalker Group is an award-winning, 8(a) small business with more than 25 years of experience in getting our customers ready through developing training and professional development solutions to meet client needs at the time of those needs. Windwalker has a unique experience in developing an online training program for Federal and commercial clients that address the issues relevant to President Biden’s Executive Order on *Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*.

OUR APPROACH

We consult with customers to design and develop custom, effective training solutions. Together, we create experiences that ensure a learner retains information and recalls it when they need it.

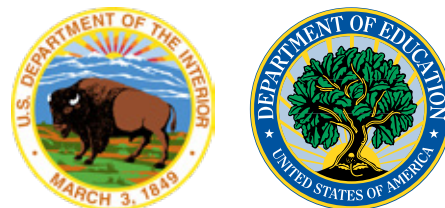
As Government agencies work to comply with the Executive Order, strategies, approaches, and tools will be necessary to comprehend that the change is significant and lasting. That’s where we come in; Windwalker can employ its development approach to create programs, job aids, and learning tools that can help train your employees on how to recognize implicit bias and systemic racism practices. We can also design programs to help you implement the changes needed and support the changes made.

We expertly apply our systems-design process to integrate emerging learning theory with state-of-the-art technology and graphic arts. This approach means creating engaging systems and materials that effectively address clients’ unique learning, performance, and communications needs. Our training and communications products have earned numerous national and international awards for their innovation and high quality.

More broadly, we pride ourselves on compliantly and comprehensively performing contractual work statements. With Windwalker Group, your organization is *ready* to thrive, *ready* to grow, and *ready* for whatever is next.

OUR WORK

- ▶ We developed diversity and inclusion, harassment prevention and workforce conflict resolution training content for multiple clients.
- ▶ We addressed removing favoritism and bias in hiring practices.
- ▶ We addressed discrimination and harassment in shared office environments.
- ▶ We addressed reasonable accommodations in the workplace.
- ▶ We provide training on the positive and strengthening aspects of diversity and inclusion in workforces.
- ▶ We built a training course that addressed all manner of harassment prevention strategies and techniques.
- ▶ We created award-winning training on the U.S. Army's substance abuse program, ensuring that soldiers struggling with addiction can get the help they need.
- ▶ We developed employee engagement content for more than 50,000 United States Postal Service employees.



WHY CUSTOMERS CHOOSE US

Working with us is different. We think uniquely. We build relationships while we build programs. We consult with our clients in ways that assure them their needs will be exceeded, not just met. We work hard to understand our customers' challenges unique to their organizations and develop creative solutions. That transfer of knowledge matters; because without it, success is a coin-flip.

The experience customers have with us is the fundamental reason we've been recognized time and again as a leader in our field. The recognition humbles us, but we stay driven. Because we've witnessed the real and positive impact we have on our customers.

Windwalker Group

SBA 8(a) and MBE & DBE Certifications
CAGE: 6RYG3 **DUNS:** 832372150

Windwalker Corporation

CAGE: 1CLY6 **DUNS:** 869208108
Windwalker Corporation- A wholly-owned subsidiary
of Windwalker Group, LLC.

To learn more, please visit www.windwalker.com

67 Kemble Street, Suite 3.3, Boston, MA 02119
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From: Priebe, Mark </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=8e3c6a9d15354bde91ebca1ff52d0a8c-priebe, mar>

To: Smith, Kori </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=5a9cfbf9059141c190784aed041aac86-smith, kori>; Chien, Grace </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=729bedd87caf4374819e9e01fa9d77f2-chien, grac>; Hill, Doral </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=d9c38b2df0b249cea67dafc4eaa22fe7-hill, doral>; Dollard, Erin </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=ed709b77b5fb4ac6ab498d238d1e76c2-dollard, er>; Hamilton, Myra </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=b4a581d7e85a4865b7976dd9d47bef7a-hamilton, m>; Soriano, Geraldine </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=3630f4390b4340f5aa003e3bfd0ed4b-soriano, ge>; Hines, Francine </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=3108533429944390a2be814e029219c1-hines, fran>; Chiverton, Janice </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=32d30b3dc051487f9a8d8049432f1daa-chiverton,>; Maddox, Keith M. </o=exchangelabs/ou=exchange administrative group (fydibohf23spdlt)/cn=recipients/cn=c87061fae45646fca75462dc0fe7680f-maddox, kei>

Cc:

Bcc:

Subject: FW: Complying with the New Biden Executive Orders is Easy as 1-2-3

Date: Wed Jan 27 2021 09:06:47 EST

Attachments:

FYI

Mark Priebe

Director Non-Federal Audit Team

U.S. Department of Education

Office of Inspector General

O: 202-245-8255

C: 202-431-3192

From: Potamianos, Antigone <Antigone.Potamianos@ed.gov>
Sent: Wednesday, January 27, 2021 8:45 AM
To: Priebe, Mark <Mark.Priebe@ed.gov>
Cc: Len, Ruby <ruby.len@ed.gov>
Subject: FW: Complying with the New Biden Executive Orders is Easy as 1-2-3

Mark – In case you all are assisting folks with looking for diversity or similar trainings, I wanted to share this info from the FELTG with you. They are well regarded for providing legal training in the federal employment area, but I see that they now also provide diversity/equity related training for nonlawyers and that they can tailor for particular employers. Just forwarding this as an fyi in case you all are researching possible trainings for yourselves, or other OIG folks.

Antigone

From: FELTG <info@feltg.ccsend.com> On Behalf Of FELTG
Sent: Wednesday, January 27, 2021 6:11 AM
To: Potamianos, Antigone <Antigone.Potamianos@ed.gov>
Subject: Complying with the New Biden Executive Orders is Easy as 1-2-3

January 27, 2021

Complying with New Biden EOs as Easy as 1-2-3

Within his first three days in office, President Joseph R. Biden, Jr. made it clear that Federal employees are a priority by signing three Executive Orders that directly impact the Federal workplace:

***** Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

***** Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation

***** Protecting the Federal Workforce

With one signature, the order on Protecting the Federal Workforce made one of the most dramatic changes we've seen in the Federal workplace in decades, by eliminating four hotly-contested Trump Executive Orders: 13836, 13837, 13839, and 13957. The orders on race and gender serve to advance racial equity and strengthen discrimination protections based on sexual orientation and gender identity. If you missed Monday's recap on the State of the Civil Service, be sure to check that out.

This is a big change in direction. And it comes with a sense of urgency. There are agency requirements with timelines to perform necessary compliance actions, some as soon as 60 days - and the clock started ticking on January 20.

To help you navigate through this transformation, FELTG is offering three training events over the next several weeks. Complying with the new EOs can be as easy as 1-2-3.

Step 1: February 9

Two events:

Changing Course: Understanding the Biden Executive Orders on Racial Equity, Gender Identity, and Sexual Orientation

1-2 pm ET

During this 60-minute webinar, FELTG President Deborah Hopkins will give a thorough explanation of the two first-day executive orders that call upon agencies to review current policies and procedures, and develop plans to “address unequal barriers to opportunity in agency policies and programs,” plus an overview of what the order requires on sexual orientation and gender identity.

Changing Course: Understanding the Biden Executive Order on Labor Relations, Performance, Discipline, and Schedule F

2:30 - 4 pm ET

FELTG Instructor Ann Boehm will join Deb for another webinar February 9, and this one will be 90 minutes and will cover President Biden's Executive Order on Protecting the Federal Workplace, which revoked President Trump's Executive Orders 13836, 13837, and 13839 and eradicated the Schedule F classification mandated by Executive Order 13957. This far-reaching Executive Order has significant impact on labor relations official time, contract negotiation timelines, topics of bargaining, performance and disciplinary actions for non-union employees, clean record settlements, and more.

Step 2: February 17

Sex Discrimination, Gender Identity, and LGBTQ+ Protections: A Priority in the Federal Workplace

1-2:30 pm ET

Executive Order 13988, Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation, makes it clear that enforcing workplace discrimination protections based on sexual orientation and gender identity is a priority.

During this 90-minute webinar, attorney Katherine Atkinson will share everything you need to know to comply with the law and manage this priority. She will review and discuss the latest guidance from the White House and how it impacts the Bostock Supreme Court decision and EEOC decisions, plus she'll define common terms, answer your questions, and more.

Step 3: April 7

Honoring Diversity: Eliminating Microaggressions and Bias in the Federal Workplace

1-3 pm ET

Policies and procedures alone will not work. Employees, regardless of race, color, religion, disability, national origin, age, gender identity or sexual orientation, will not feel respected and empowered unless the agency addresses unconscious bias and microaggressions in the workplace.

During this two-hour virtual training, Meghan Droste, attorney at law, will explain what microaggression looks like in its various forms -- microinsults, microassaults, and microinvalidations. Ms. Droste will share an implicit bias test, explain its impact, and provide examples. She'll provide a quick review of EEO law so you can determine when bias or microaggression leads to the level of discrimination.

So there you have it.

Complying with these Executive Orders is as easy as 1-2-3 with FELTG.

The Federal Employment Law Training Group is an SBA Certified Woman Owned Small Business. For over 20 years, FELTG has been dedicated to improving the quality and efficiency of the federal government's accountability systems, and promoting a diverse and inclusive civil service by providing high-quality and engaging training to the individuals who serve our country.

Visit Our Website for More Training Events

BRING FELTG TRAINING TO YOUR AGENCY -- VIRTUALLY OR ONSITE

FELTG's popular webinars and onsite training classes can be presented virtually to your agency. Choose an off-the-shelf course, or ask us to put together a custom program to meet your specifications. See a full list of our onsite training programs here.

Contact Dan Gephart at Gephart@FELTG.com for more information.

Federal Employment Law Training Group | 1583 CF Pours, Suite 100, Harrisonburg, VA 22802

Unsubscribe antigone.potamianos@ed.gov

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