



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, D.C. 20460

APR 13 2012

DEPUTY ADMINISTRATOR

MEMORANDUM

SUBJECT: U.S. Environmental Protection Agency's
Civil Rights Executive Committee Report

FROM: Bob Perciasepe

TO: Lisa P. Jackson

During the past two years we have made great progress toward building a model civil-rights program at the U.S. Environmental Protection Agency and strengthening the EPA's commitment to diversity and inclusion. The changes we have made will have a lasting impact on the EPA's ability to attract, develop and retain a highly skilled, diverse work force to meet the environmental challenges of the future. To continue and accelerate this progress, I recommend that you approve the attached report of the EPA's Civil Rights Executive Committee.

As you know, you appointed the executive committee in March 2011 and asked me to serve as chairman. You directed the committee to review Deloitte Consulting's comprehensive evaluation of the EPA's civil-rights program and other information and to provide recommendations for fundamental improvements.

The executive committee asked a group of senior career managers and advisors, also known as the deputies group, to review Deloitte's evaluation and to develop options. The deputies group listened to experts from throughout the EPA and examined the structure of civil-rights programs across the federal government. They conducted an exhaustive, top-to-bottom review of civil-rights activities and programs at the EPA and offered the executive committee a series of briefings on priority issues. In November 2011, several key recommendations were featured discussion topics at the EPA's Executive Management Council meeting, which involves senior career managers from all national-program and region offices. The Civil Rights Executive Committee in January circulated a draft report for agency review, and the EPA's unions were briefed and invited to comment. Finally, a public availability and review concluded in February.

The attached final report is the product of extensive research and engagement from across the EPA. I am proud to recommend that you endorse the report and accept its recommendations.

Approve: 

Disapprove: _____



Lisa P. Jackson
Administrator

Date: April 13, 2012