



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

OFFICE OF  
INSPECTOR GENERAL

November 23, 2020

**MEMORANDUM**

**SUBJECT:** Notification of Evaluation:  
Evaluation of EPA's Compliance with the Executive Order 13950, *Combating Race and Sex Stereotyping*  
Project No. OA-FY21-0060

**FROM:** Khadija Walker, Director  
Contracts and Assistance Agreements Audits  
Office of Audit

**TO:** Andrew Wheeler, Administrator

A handwritten signature in blue ink, appearing to read "Khadija Walker", is written over the "FROM:" field of the memorandum.

In response to your request, the Office of Inspector General for the U.S. Environmental Protection Agency plans to begin an evaluation. Specifically, per Section 6(c)(ii) of Executive Order 13950, *Combating Race and Sex Stereotyping*, you have requested that we review and assess the EPA's compliance with the Executive Order's requirements in a report to the Office of Management and Budget by the end of calendar year 2020. This evaluation also addresses the following top management challenge for the Agency, as identified in our [EPA's FYs 2020–2021 Top Management Challenges](#) report, issued July 21, 2020: fulfilling mandated reporting requirements.

The OIG's objectives are to review and assess the EPA's compliance with the requirements of Executive Order 13950. The OIG plans to conduct work with EPA headquarters and regional staff. The evaluation will be conducted using *Quality Standards for Inspection and Evaluation*, issued by the Council of the Inspectors General on Integrity and Efficiency. The anticipated benefit of this evaluation is ensuring Agency compliance with federal law.

Within the next few days, we will contact you to arrange a mutually agreeable time to discuss our objectives and required documents needed for our review. We would also be particularly interested in any areas of concern that you may have. We will answer any of your questions about the evaluation process, reporting procedures, methods used to gather and analyze data, and what we should expect of each other during the evaluation. Throughout the evaluation, we will provide updates on a regular basis.

To expedite our evaluation, please provide the following information as quickly as feasible:

- The contact information for the political appointee responsible for ensuring compliance with the requirements of the Executive Order.
- A list of all contracts entered into from November 21, 2020, through November 30, 2020, including clauses that incorporate the language required in Section 45 of the Executive Order.

- A copy of the grant program report issued to the Office of Management and Budget on November 21, 2020.
- A list of all diversity and inclusion trainings approved from September 23, 2020, to November 21, 2020.
- Documentation related to actions taken by the Agency head to incorporate requirements of the Executive Order into Agency operations.
- Documentation of any debarment of any contractors that provided training for Agency employees that “teaches, advocates, or promotes divisive concepts” in violation of contract provisions incorporated as of November 21, 2020.
- A list of Agency submissions of training programs from September 23, 2020, to November 21, 2020, relating to diversity and inclusion for Agency employees made to the U.S. Office of Personnel Management for review and the dates of submission.
- A draft copy of the spending report to be issued to the Office of Management and Budget for fiscal year 2020.

Timeliness in your responses will be of the essence based on the December 31, 2020, reporting deadline established by the Executive Order.

We respectfully note that the OIG is authorized by the Inspector General Act of 1978, as amended, to have timely access to personnel and all materials necessary to complete its objectives. We will request that you immediately resolve the situation if an Agency employee or contractor refuses to provide requested materials to the OIG or otherwise fails to cooperate with the OIG. We may report unresolved access matters to you and include the incident in the *Semiannual Report to Congress*.

I will supervise the evaluation, and the project manager will be Gabby Fekete. Any information related to the evaluation should be addressed to Gabby Fekete at (919) 541-3537 or [Fekete.Gabrielle@epa.gov](mailto:Fekete.Gabrielle@epa.gov) or to me at (312) 886-3106 or [Walker.Khadija@epa.gov](mailto:Walker.Khadija@epa.gov).

cc: Henry Darwin, Assistant Deputy Administrator  
 Doug Benevento, Associate Deputy Administrator  
 Mandy Gunasekara, Chief of Staff  
 Michael Molina, Deputy Chief of Staff/Operations  
 Wesley J. Carpenter, Acting Deputy Chief of Staff  
 Andrew LeBlanc, Agency Follow-Up Coordinator  
 José Kercado, Backup Agency Follow-Up Coordinator  
 James Hewitt, Associate Administrator for Public Affairs  
 Lance McCluney, Director, Office of Administrative and Executive Services, Office of  
 the Administrator  
 Regional Administrators, Regions 1–10  
 Regional Audit Follow-Up Coordinators, Regions 1–10  
 Sean W. O’Donnell, Inspector General  
 Charles J. Sheehan, Deputy Inspector General

Edward S. Shields, Associate Deputy Inspector General  
Eric W. Hanger, Deputy Counsel to the Inspector General  
Benjamin May, Chief of Staff, Office of Inspector General  
Katherine Trimble, Assistant Inspector General for Audit  
Rashmi Bartlett, Acting Assistant Inspector General for Evaluation  
Helina P. Wong, Assistant Inspector General for Investigations  
Stephanie L. Wright, Assistant Inspector General for Management  
Christine El-Zoghbi, Deputy Assistant Inspector General for Evaluation  
James Hatfield, Associate Deputy Assistant Inspector General for Audit  
Richard J. Eyermann, Director, Mission Support Directorate, Office of Audit, Office  
of Inspector General  
Jennifer Kaplan, Deputy Assistant Inspector General for Congressional and Public Affairs  
Jeffrey Lagda, Congressional and Media Liaison, Office of Inspector General