



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

THE INSPECTOR GENERAL

December 29, 2020

The Honorable Russell T. Vought  
Director  
Office of Management and Budget  
725 17th Street, NW  
Washington, D.C. 20503

Dear Director Vought:

In response to the U.S. Environmental Protection Agency’s request, the Office of Inspector General for the EPA completed an evaluation of the EPA’s compliance with Executive Order 13950, *Combating Race and Sex Stereotyping*. Specifically, in accordance with Section 6(c)(ii) of Executive Order 13950, the EPA requested that we thoroughly review and assess the EPA’s compliance with the Executive Order’s requirements and submit this report to the Office of Management and Budget by the end of calendar year 2020.

We conducted this evaluation in accordance with the *Quality Standards for Inspection and Evaluation* published in January 2012 by the Council of the Inspectors General on Integrity and Efficiency. Those standards require that we perform the evaluation to obtain sufficient, competent, and relevant evidence to provide a reasonable basis for our findings and conclusions based on our objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions. We assessed applicable guidance, including guidance from the Office of Management and Budget, the U.S. Office of Personnel Management, and the Council of Inspectors General on Integrity and Efficiency. In addition, we interviewed EPA officials and analyzed documents and communications that the EPA provided demonstrating the actions it took to comply with Executive Order 13950.

We found that the EPA is compliant with the requirements of Executive Order 13950. We only assessed the EPA’s compliance with the applicable requirements of the Executive Order.

**Table 1: EPA compliance with Executive Order 13950 requirements**

Executive Order 13950 Requirements	Compliant?
In accordance with Section 4(a), do selected contracts contain required language from Section 4?	YES
In accordance with Sections 5(a)–(h), was the list of relevant grant programs submitted to the Office of Management and Budget by November 21, 2020?	YES
In accordance with Section 6(a)(i)–(ii), did the EPA ensure that Agency trainings did not teach “divisive concepts,” and did diversity and inclusion efforts encourage Agency employees not to judge each other by any federally protected characteristic?	YES <sup>1</sup>
In accordance with Section 6(c)(i), did the EPA issue an order incorporating the Executive Order into Agency operations, including making Executive Order compliance a provision in all Agency contracts for diversity training?	YES
In accordance with Section 6(c)(ii), did the EPA make a request to the OIG to assess compliance with the Executive Order?	YES

Executive Order 13950 Requirements	Compliant?
In accordance with Section 6(c)(iii), did the EPA appoint a senior political appointee responsible for ensuring compliance with the Executive Order?	YES
In accordance with Section 7(a), did the EPA submit all diversity and inclusion trainings to the U.S. Office of Personnel Management for approval prior to using?	YES
In accordance with Section 7(b), did the EPA evaluate whether to pursue debarment for any contracts that violated the Executive Order?	YES
In accordance with Section 7(c), did the EPA report all fiscal year 2020 spending on training related to diversity or inclusion by December 21, 2020? Does it include an aggregate total, as well as by contractor?	YES
<b>Is the EPA compliant or noncompliant?</b>	<b>COMPLIANT</b>

Source: OIG analysis of Executive Order 13950 and EPA data. (EPA OIG table)

<sup>1</sup> According to EPA staff and informal communication, the EPA is compliant with Section 6(a) of the Executive Order.

If you or your staff have any questions, please contact Katherine Trimble, assistant inspector general for Audit, at (202) 566-1007 or [trimble.katherine@epa.gov](mailto:trimble.katherine@epa.gov).

Sincerely,



Sean W. O'Donnell

cc: Andrew Wheeler, EPA Administrator

Steven Bakovic, Program Examiner, Environment Branch, Office of Management and Budget