

From: Ex. 6 Personal Privacy (PP)

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To: LGBTQ+Council [LGBTQ+Council@epa.gov]

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Subject: Our Out & Equal Presentation; LGBTQIA+ Workgroup end of year status report; and Summary of FY2023 DEIA Action Plan Progress

Attachments: EPA Combined Presentation Out and Equal 2023.pdf; LGBTQIA+ Workgroup End of Year Status Report.pdf; Summary of FY2023 DEIA Action Plan Progress.09.15.2023.pdf; EPA Out and Equal 2023 RESOURCES.pdf

Hello LGBTQIA+ Council! and I are just back from Out and Equal, and we can talk about this more next week – I know several of you were able to participate in the virtual sessions. I wanted to share a copy of the presentation and I did about the work that’s been happening on the LGBTQIA+ DEIA workgroup, which has been led and supported by several members of our Council, as well as Equality EPA and the LGBTQ+ Executive Leaders Network (leadership cc’, the Office of Civil Rights, the Office of Human Resources, and through partnerships all over the Agency.

Another thing we will be talking about is some of the take-homes from this week’s DEIA End-of-Year Review Meeting with Janet McCabe. Prior to that meeting, the LGBTQIA+ DEIA workgroup had submitted the attached status report to the executive council. At the meeting, presented a summary of 2023 DEIA Action Plan Progress (combined from all 8 workgroups) to the Executive Council and Janet. There are some really interesting take-homes and commitments in response to our community’s speaking up and being heard. Notably, Strategic Objective 5, starting on page 8. Excerpts below. This is the result of people speaking up and continuing to speak up. Thanks to everybody who has spoken from their own lived experience, and listened to the lived experiences of colleagues in your program offices and Regions and making sure they were heard. Progress may be incremental over time – but know that you are seen and heard. I am so grateful to be in solidarity with all of you as we continue this work.

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SUMMARY OF FISCAL YEAR 2023 STRATEGIC ACCOMPLISHMENTS

STRATEGIC OBJECTIVE 5: Create an agile, productive, and inclusive DEIA culture.

Summary: Creating an inclusive culture at EPA has been a consistent priority for FY23. This was demonstrated with the establishment of monthly DEIA Briefings with new employees, adding 2.5-hour DEIA Training, including “Becoming an Inclusive Leader”, to the Successful Leaders Program and sharing the traits of an inclusive leaders with leaders across the agency. An EMC work group was established to create the agency framework for an Inclusive Hybrid Culture. This framework is in the final stage of approval for implementation with the EMC. Additionally, Dr. Chris Carr has been meeting with the EMC monthly on a variety of topics, including ensuring emotional and psychological safety. This inclusive culture is also being infused into the agency through the reimagining of the SEPM role, training more employees to become facilitators for DEIA discussions and making sure we have restroom facilities for all.

Risk: The policy for the all-gender restrooms will take longer than originally expected. Additionally, the agency will need to provide additional funding for construction needs.

Solution: A long-term plan with funding needed for constructing all-gender restrooms has been established through FY27 to show it is a goal for the agency. Since this is a long-term goal, we will be able to add it as a line item in the FY25-27 OMS budgets. See appendix for detailed timeline.

STRATEGIC OBJECTIVE 5: Create an agile, productive, and inclusive DEIA culture.

- By September 30, 2023, finalize and publish an agency policy on existing and newly established all-gender restroom facilities.
- Retrofit of HQ agency restrooms, or renovation of single occupancy or all-gender restrooms are subject to the availability of funds. Signage could be updated to clarify “gender neutral” on the existing single occupancy restrooms. Construction is underway at the RTP facility to install a gender-neutral restroom and should be complete by the end of FY23. The total cost is \$92,000. There was also a no/low-cost conversion of one restroom about a year ago to accommodate an immediate need at RTP.
- Currently HQ WJC buildings have all-gender restrooms available. They are currently labeled for persons with disabilities with a male/female symbol on the sign. The plan is to update signage and door locks by Q3FY24.
- Regions 1, 4, 8, and the major lab in RTP each have at least one all-gender restroom.
- Regions 3, 9 and the major lab in Cincinnati have 2 or more.
- Region 9 is working with GSA and the building owner at the San Francisco Headquarters to add 2 or more additional all-gender restrooms in FY24. Informational signage will be placed in all restrooms.
- The agency will include all-gender restrooms in future major renovation or new lease projects where feasible. Agency major repair and improvement projects are planned years in advance of actual space construction, therefore, no other current plans for installation of new restrooms are in place for FY24. Below are future projects in which gender-neutral restrooms could be incorporated into future planning efforts:

- o FY25 - Region 4 HQ
  - o FY25-26- Region 5 HQ
  - o FY25 - Region 10 HQ
  - o FY26- Region 7 {Kansas}
  - o FY26 - Ada, OK (KERR Research Laboratory)
  - o FY27 - Region 7 HQ
- The agency is also addressing the need for all- gender signage on portable restrooms at field locations. The Office of Acquisitions Service is working with the Office of Land and Emergency Management/Superfund program on solutions during Q1FY24 that may be replicable in other agency field programs.



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