



National Park Service
U.S. Department of the Interior

**Equal Employment Opportunity Commission (EEOC)
Management Directive 715 (EEO Program Status) Report
Fiscal Year 2022**

Six Essential Elements of a Model EEO Program



Prepared by the Office of Equal Opportunity Programs,
Affirmative Employment Program Division

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MD-715

Parts A Through E

For the reporting period covering 1 October 2021 – September 30, 2022

Part A – Department or Agency Identifying Information

Agency	Second Level Component	Address	City	State	Zip Code	Agency Code	FIPS Code
U.S. Department of the Interior (DOI)	U.S. National Park Service (NPS)	1849 C Street, N.W.	Washington	D.C.	20240	IN10	

Part B – Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	15,599	5,600	21,199

Part C – Head of Agency and Agency Officials

Part C.1 - Head of Agency and Head of Agency Designee

Agency Leadership	Name	Title
Head of Agency	Deb Haaland	Secretary, DOI
Head of Agency Designee	Charles F. Sams III	Director, NPS

Part C.2 – Agency Official(s) Responsible for Oversight of Equal Employment Opportunity (EEO) Programs

EEO Program Staff	Name	Title	Pay Plan and Grade	Email Address
Principal EEO Director/Official	Rose Blankenship	Director, Office of Equal Opportunity Programs	GS-15	rose_blankenship@nps.gov
Affirmative Employment Program Manager	Roosevelt Wilson	Affirmative Employment Program Manager	GS-14	roosevelt_wilson@nps.gov
Complaint Processing Program Manager (Formal Complaints)	Kuldip Kang	Complaint Processing Program Manager (Formal Complaints)	GS-14	kuldip_kang@nps.gov

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EEO Program Staff	Name	Title	Pay Plan and Grade	Email Address
Complaint Processing Program Manager (Informal Complaints)	Sheryl Ellington	Complaint Processing Program Manager (Informal Complaints)	GS-14	sheryl_ellington@nps.gov
Public Civil Rights Manager	Sheryl Ellington	Public Civil Rights Manager	GS-14	sheryl_ellington@nps.gov
Principal MD-715 Preparer	Roosevelt Wilson	Affirmative Employment Program Manager	GS-14	roosevelt_wilson@nps.gov
Disability Program Manager	Vacant			
Women's Program Manager	Vacant			
Hispanic Employment Program Manager	Priscilla Estes	EEO Specialist	GS-11	priscilla_jones_estes@nps.gov
Selective Placement Program Coordinator	Katrina Williams	HR Specialist (Office of Policy & Strategic Initiatives)	GS-13	katrina_williams@nps.gov
Reasonable Accommodations Program Manager	Stephen Schubert	Employee & Labor Relations Specialist	GS-13	stephen_shubert@nps.gov
Anti-Harassment Program Manager	Kenneth Brodie	Employee & Labor Relations Specialist	GS-15	
Section 508 Coordinator	Alex Lindeman	Supervisory Visual Information Specialist	GS-11	alex_lindeman@nps.gov
Accessibility Support Program Manager	Jeremy Buzzell	Branch Manager, Accessibility and Housing Support	GS-14	jeremy_buzzell@nps.gov

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Part D – Components and Mandatory Documents

Part D.1 – List of Subordinate Components Covered in this Report

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.)

Subordinate Component	City	State	Agency Code	FIPS Codes
Interior Region 1 (Northeast)	Philadelphia	PA		
Interior Region 1A (National Capital Area)	Washington	DC		
Interior Region 2 (Southeast)	Atlanta	GA		
Interior Regions 3,4, and 5 (Midwest)	Omaha	NE		
Interior Regions 6,7, and 8 (Intermountain)	Denver	CO		
Interior Regions 9,10, and 12 (Pacific West)	San Francisco	CA		
Interior Region 11 (Alaska)	Anchorage	AK		

Part D.2 – Mandatory and Optional Documents for this Report

Document	Required (Yes or No)	Submitted (Yes or No) / Comments
Anti-Harassment Policy and Procedures	Yes	Yes
EEO Policy Statement	Yes	Yes – Included Secretary, DOI Statement. currently awaiting NPS EEO Policy Statement to be approved/signed by Director, NPS.
Organizational Chart	Yes	Yes
Personal Assistance Services Procedures	Yes	Yes
Reasonable Accommodation Procedure	Yes	Yes
Agency Strategic Plan	Yes	Yes
Alternative Dispute resolution Procedures	Yes	Yes
Diversity Policy Statement	No	No
Disable Veterans Affirmative Action Plan (DVAAP) Report	No	Yes
Results from most recent Federal Employee Viewpoint Survey or Actual Employees Survey	No	Yes
EEO Strategic Plan	No	No
Federal Equal Opportunity Recruitment Program (FEORP) Report	No	No
Human Capital Strategic Plan	No	No

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Part E – Executive Summary

All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to complete part E.2 to E.5.

Part E.1 – Executive Summary: Mission

Introduction

This Equal Employment Opportunity (EEO) program status report outlines the status of the National Park Service’s (NPS) Fiscal Year 2022 (FY22) Equal Employment Opportunity Program activities, as required by the U.S. Equal Employment Opportunity Commission’s (EEOC) Management Directive 715 (MD-715). This report highlights NPS’s accomplishments in establishing and maintaining a model EEO program based on the six essential elements outlined by the EEOC:

- Demonstrated Commitment from Agency Leadership
- Integration of EEO into the Agency’s Strategic Plan
- Management and Program Accountability
- Proactive Prevention of Unlawful Discrimination
- Efficiency; and
- Responsiveness and Legal Compliance

The NPS reviewed its FY22 program activities against these six elements. Where it identified deficiencies, it developed planned activities to address them.

The National Park Service Mission

The National Park Service (NPS) is a bureau of the U.S. Department of the Interior and is led by a Director nominated by the President and confirmed by the U.S. Senate. The NPS’s mission is to preserve unimpaired natural and cultural resources and values of the National Park System for the enjoyment, education, and inspiration of this and future generations. Throughout the NPS, more than 20,000 employees work in a wide variety of disciplines and organizations. Combined, these employees represent about 18,500 full-time equivalents (FTE). The agency consists of a headquarters office, seven regional offices that oversee the 12 Department of the Interior Unified Regions, and over 400 individual park units covering more than 85 million acres in all 50 states, the District of Columbia, and U.S. territories. The NPS cooperates with partners to extend the benefits of natural and cultural resource conservation and outdoor recreation throughout the country and the world.

The NPS is tasked with providing opportunities for public use and enjoyment and simultaneously protecting its natural and historic resources. Equally important is the

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responsibility to provide opportunities to the public that ensure access to recreation and enjoyment of the resources, including hunting, fishing, camping, hiking, rock climbing, horseback riding, cycling, and boating, as well as providing the educational component or story behind these valued resources. The NPS achieves this through active management of native and invasive species, resource education, landscape conservation efforts, water, and air quality monitoring, historic preservation, artifact conservation, and many other activities central to the mission. This dual mission is central to the purpose of the NPS; these special places are kept in perpetuity, but kept so that all Americans have access to their public lands for their enjoyment and use.

The Office of Equal Opportunity Programs

The Office of Equal Opportunity Programs (OEOP) portfolio consists of mission-support elements that are essential to the overall success of the NPS. The OEOP is responsible for: 1) Implementing EEO laws and policies to prevent workplace discrimination; 2) Developing and issuing Bureau policies and procedures that interpret and complement EEO statutes, Executive Orders, regulations, directives, and guidelines issued by governing agencies; and 3) developing mandatory annual reports; conducting research and drafting responses regarding bureau programs and initiatives, and compliance with statutes, regulations, directives, and guidance as it relates to the EEO Complaints Program, Affirmative Employment Program, and Public Civil Rights Program.

Part E.2 – Executive Summary: Essential Elements A – F

As noted above, the NPS reviewed its program activities from FY22 against the six elements of a model EEO program, as prescribed by the EEOC. These six elements serve as the foundation upon which the NPS shall build an EEO program. The EEOC designed an Agency EEO Self-Assessment Checklist in Part G to provide an efficient and effective means for each agency to determine whether its overall EEO program complies with MD-715’s essential elements. The section below provides examples of NPS’s accomplishments under each of the six elements. Additional and more detailed information can be found in Part G, Agency Self-Assessment Checklist, and Part J, Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities.

The following scorecard illustrates the comparison of Part G, Agency Self-Assessment Checklist results from Fiscal Year (FY) 2021 to FY 2022.

Model EEO Program Scorecard Comparison		
Element	FY 2021	FY 2022
Essential Element A: Demonstrated Commitment from Agency Leadership	12/14 = 86%	12/14 = 86%
Essential Element B: Integration of EEO into the Agency Strategic Mission	30/37 = 81%	32/39 = 82%

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Model EEO Program Scorecard Comparison		
Element	FY 2021	FY 2022
Essential Element C: Management and Program Accountability	39/44 = 87%	43/45 = 96%
Essential Element D: Proactive Prevention of Unlawful Discrimination	12/14 = 86%	13/14 = 93%
Essential Element E: Efficiency	31/31 = 100%	34/35 = 97%
Essential Element F: Responsiveness and Legal Compliance	12/12 = 100%	12/12 = 100%
Total	136/152 = 89.5%	146/159 = 91.8%

The Part G Self-Assessment revealed that the NPS met 146 of the 159 total measures. The NPS created the necessary Part H action plans to address and correct the deficiencies.

The NPS has identified below the successes/promising practices of FY 2022 and deficiencies to be addressed in FY 2023.

ESSENTIAL ELEMENT A: Demonstrated Commitment from Agency Leadership – This element requires NPS leadership to communicate a commitment to equal employment opportunity and a discrimination-free workplace.

The NPS achieved compliance in 86% of the measures (12 of 14).

Successes/Promising Practices

- In addition to events supporting the federally mandated programs that include: Program for Employees with Disabilities, the Federal Women’s Program, and the Hispanic Employment Program, the NPS Director sends out a personal message at the beginning of each special emphasis observance to all NPS employees. The Director acknowledges to all employees that he is committed to equitable treatment, dignity, respect and overall wellbeing of all NPS employees, regardless of how they identify. Furthermore, the NPS Director highlights specific accomplishments and contributions made to NPS and the American society in general by the various special observance groups.

Deficiencies/Areas for Improvement

- Issue an updated EEO policy statement that addresses at a minimum, all of the EEO principles outlined in MD-715.

ESSENTIAL ELEMENT B: Integration of EEO into the Agency’s Strategic Mission – To ensure that the NPS achieves its goal of being a model workplace, all managers and supervisors must view

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EEO as an integral part of the NPS's strategic mission. The success of the NPS's EEO program ultimately depends on decisions made by individual managers. The EEO office serves as a resource to NPS managers by providing direction, guidance, and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity. Further, the NPS's EEO program should be organized and structured to maintain a workplace that is free from discrimination in any of its management policies, procedures, and practices and supports the NPS's mission, as reflected in the strategic plan.

The NPS achieved compliance in 82% of the measures (32 of 39).

Successes/Promising Practices

- The NPS OEOP Director reports directly to the NPS Director and continues to have access and an effective means of informing the NPS Director and other top management officials of the effectiveness, efficiency, and legal compliance of the NPS's EEO program. Additionally, all of the NPS's Regional EEO Managers (seven total) now report directly to their respective Regional Directors.
- The NPS OEOP staff timely, thoroughly, and fairly processed all received EEO Complaints, including EEO counseling, investigations and legal sufficiency reviews. Complaints on hand at the beginning of FY 2022 totaled 115, with an additional 67 complaints filed, for a total of 182. The bases of the EEO complaints spanned: race, color, religion, sex/gender, national origin, age, disability status (mental and physical), and reprisal. The issues of the EEO complaints spanned: appointment/hire, disciplinary action, harassment (non-sexual), pay, promotion/non-selection, time and attendance, and other terms/conditions of employment.

Deficiencies/Areas for Improvement

- The EEO Director presents to the head of the agency, and other senior management officials, the "State of the Agency" briefing covering the six elements of the model EEO program and the status of the barrier analysis process.
- Acquiring the necessary resources, funding, staffing, etc. within the EEO program for meeting important mandates (e.g. comprehensive barrier analyses across the various phases of the employment cycle, special emphasis programs, effective field audits of the EEO programs, etc.)

ESSENTIAL ELEMENT C: Management and Program Accountability – This element requires NPS leadership to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the NPS's EEO Program and Plan.

The NPS achieved compliance in 96% of the measures (43 of 45).

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Successes/Promising Practices

- The NPS has established procedures to prevent all forms of EEO discrimination. Consistent with EEOC guidance, the NPS has developed a comprehensive anti-harassment policy to prevent and address harassment on all protected bases that is a separate procedure outside of the EEO complaint process.
- The NPS reissued its Anti-Harassment Policy to all employees and required supervisors to post the policy prominently within their worksites. The policy also requires supervisors to review the policy with their employees during performance plan discussions to ensure employees receive the policy, have read and understand the policy, and know how to report harassing behavior. All employees were informed about the potential broader implication around harassing behavior, that included: “Harassment can occur in the workplace, while teleworking, in work-related settings such as official travel, attending training and conferences, and even off-duty. Harassing behavior can occur in person, via phone calls, emails, texting, while using virtual and social media, or other technology.”
- The Office of Equal Opportunity Programs (OEO) and the Workforce & Inclusion Directorate continue to ensure effective coordination between the EEO programs and Human Resources. As a result, there is collaboration on any potential, policy, procedures, and practices that may adversely impact personnel matters, including discussions and preparations, where necessary to create action plans.

Deficiencies/Areas for Improvement

- While the OEO has made some progress towards conducting internal audits of its Regional EEO offices, more must be accomplished regarding the below:
 - Assessments of EEO Regional Offices for possible program deficiencies.
 - Assessments of EEO Regional Offices on their efforts to remove barriers from the workplace.

ESSENTIAL ELEMENT D: Proactive Prevention of Unlawful Discrimination – As part of its ongoing obligation to prevent discrimination on the bases of race, color, national origin, religion, sex (including pregnancy and childbirth-related matters, sexual orientation, and gender identity), genetic information, disability (mental and physical), and reprisal, NPS must conduct a self-assessment on at least an annual basis. The self-assessment must identify areas where barriers may operate to exclude certain groups, and develop strategic plans to eliminate identified barriers.

The NPS achieved compliance in 93% of the measures (13 of 14).

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Successes/Promising Practices

- The NPS Diversity Recruitment Advisory Council (DRAC) role is to champion diversity recruitment at the national level and to identify and address potential barriers that have impeded past efforts at diversity recruitment. The DRAC is staffed by the NPS Office of Relevancy Diversity and Inclusion (RDI), with the OEOP Affirmative Employment Program Manager serving as a primary council member, along with several other NPS EEO staff members serving in roles on various sub-committees/working groups, as outlined below:
 - Policy Blitz – Conduct a comprehensive review of relevant recruitment and hiring policies, procedures, and practices around the potential identification of barriers for any EEO group(s).
 - Outreach and Recruitment – Considering what proactive steps should be taken to ensure equal employment opportunities for employees and applicants for employment. Identify and through appropriate collaboration, eliminate barriers that hamper the advancement of any racial, ethnic, gender group(s) and disability status.
 - Mission Critical Occupations – Analysis of MCOs for any potential barriers and through appropriate collaboration, create action plans to eliminate barriers that hamper the advancement of any racial, ethnic, gender group(s), and disability status.
 - Change Lever – Collaborating around broad identification of root cause analysis and solution development.
 - Cultural Readiness Tool – Development of a cultural readiness self-assessment tool, with a specific focus on hiring managers.
 - Data Analytics – Establish a data-driven approach to increase accountability.

Deficiencies/Areas for Improvement

- Affirmative Action Plan must be posted and accessible on the NPS’s public website.

ESSENTIAL ELEMENT E: **Efficiency** – This element requires NPS leadership to ensure that there are effective systems for evaluating the impact and effectiveness of the agency’s EEO programs and an efficient and fair dispute resolution process.

The NPS achieved compliance in 97% of the measures (34 of 35).

Successes/Promising Practices

- The OEOP continues to manage an efficient and effective complaints program around timeliness and proactive measures. The participation in Alternative Dispute Resolution (ADR) across the NPS’s EEO programs continues to remain well above the EEOC's requirement of 50% during case processing.

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- The NPS’s OEOP and Workforce and Inclusion Directorate collaborated to put in place an efficient and effective system to resurvey our workforce on a regular basis.

Deficiencies/Areas for Improvement

- Review other agencies’ best practices and adopt them, where appropriate, to improve the effectiveness of the NPS’s EEO program.

ESSENTIAL ELEMENT F: Responsiveness and Legal Compliance – This element requires the NPS and all federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

The NPS achieved compliance in 100% of the measures (12 of 12).

Successes/Promising Practices

The NPS OEOP has processes in place to ensure timely and full compliance with EEOC orders and settlement agreements. OEOP also complies with the law, including EEOC regulations, management directives, orders and other written instructions. Furthermore, the NPS reports to EEOC its program efforts and accomplishments.

Part E.3 – Executive Summary: Workforce Analysis for FY22

In order to obtain meaningful insight as to how to best create and maintain a model EEO program pursuant to Title VII of the Civil Rights Act (Title VII), as amended, and Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended, the EEO Office conducted a demographic review of the entire NPS workforce. The review was conducted using data that was self-reported by NPS employees and which specifically focused on demographic inclusive of sex/gender, racial and ethnic identity, as well as disability status (physical and mental), as required by EEOC MD-715.

Total Workforce

The overall NPS workforce demographics did not change significantly between FY21 and FY22.

The Federal Personnel Payroll System (FPPS) reflects that the NPS workforce for FY22 consisted of a total of 21,199 employees (21,331 for FY21), including 15,599 permanent employees (15,598 for FY21) and 5,600 temporary employees (5,733 for FY21). The total workforce number decreased by 132 employees from FY21. A total of 10 groups exceeded their Civilian Labor Force (CLF) benchmarks or the EEOC Federal Goals for People with Disabilities (PWD) and People with Targeted Disabilities (PWTD) and eight groups were below.

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FY 2022 Total Workforce					
Groups	CLF	FY 2022 Total	Workforce Percentage	FY 2021 Total	Ratio Change
Total		21,199		21,331	
All Males	58.96%	12,854	60.63%	13,115	-0.85%
All Females	41.04%	8,345	39.97%	8,216	+0.85%
H/LM	7.22%	662	3.12%	707	-0.19%
H/LF	4.67%	435	2.05%	433	+0.02%
WM	42.06%	9,490	44.77%	9,811	-1.23%
WF	28.47%	6,111	28.83%	6,127	+0.10%
B/AAM	5.56%	615	2.90%	647	-0.13%
B/AAF	4.68%	432	2.04%	457	-0.10%
AM	2.27%	173	0.82%	179	-0.02%
AF	1.88%	168	0.79%	167	+0.01%
NH/PIM	0.12%	104	0.49%	113	-0.04%
NH/PIF	0.07%	62	0.29%	62	0.00%
AI/ANM	0.40%	271	1.28%	283	-0.05%
AI/ANF	0.28%	170	0.80%	161	+0.05%
TMRM	1.33%	1,539	7.26%	1,375	+0.81%
TMRF	0.99%	967	4.56%	809	+0.77%
EEOC					
PWD	12.00%	2,057	9.70%	2,096	-0.12%
PWTD	2.00%	482	2.27%	485	0.00%

Data Source: Workforce Table A1-1 and B1-1 (Red denotes below the CLF or EEOC Federal Goals)

Groups – **H/LM** (Hispanic or Latino Males), **H/FM** (Hispanic or Latino Females), **WM** (White Males), **WF** (White Females), **B/AAM** (Black or African American Males), **B/AAF** (Black or African American Females), **AM** (Asian Males), **AF** (Asian Females), **NH/PIM** (Native Hawaiian or Other Pacific Islander Male), **NH/PIF** (Native Hawaiian or Other Pacific Islander Females), **AI/ANM** (American Indian or Alaska Native Males), **AI/ANF** (American Indian or Alaska Native Females), **TMRM** (Two or more races Males), and **TMRF** (Two or more races Females).

Permanent Workforce

The permanent workforce increased by one employee (15,599 in FY22 and 15,598 in FY21). A total of 10 groups exceeded their CLF benchmarks or the EEOC Federal Goals and eight groups were below.

FY 2022 Permanent Workforce					
Groups	CLF	FY 2022 Total	Workforce Percentage	FY 2021 Total	Ratio Change
Total		15,599		15,598	
All Males	58.96%	9,640	61.80%	9,658	-0.12%
All Females	41.04%	5,959	38.20%	5,940	+0.12%
H/LM	7.22%	535	3.43%	564	-0.19%
H/LF	4.67%	350	2.24%	352	-0.01

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FY 2022 Permanent Workforce					
Groups	CLF	FY 2022 Total	Workforce Percentage	FY 2021 Total	Ratio Change
WM	42.06%	7,406	47.48%	7,481	-0.48%
WF	28.47%	4,495	28.82%	4,497	-0.01%
B/AAM	5.56%	554	3.55%	587	-0.21%
B/AAF	4.68%	400	2.56%	419	-0.12%
AM	2.27%	145	0.93%	146	-0.01%
AF	1.88%	137	0.88%	134	+0.02%
NH/PIM	0.12%	71	0.46%	76	-0.03%
NH/PIF	0.07%	46	0.29%	43	+0.02%
AI/ANM	0.40%	175	1.12%	184	-0.06%
AI/ANF	0.28%	128	0.82%	124	+0.03%
TMRM	1.33%	754	4.83%	620	+0.86%
TMRF	0.99%	403	2.58%	371	+0.20%
EEOC					
PWD	12.00%	1,704	10.92%	1,741	-0.24%
PWTD	2.00%	403	2.58%	402	+0.01%

Data Source: Workforce Table A1-1 and B1-1 (Red denotes below the CLF or EEOC Federal Goals)

Groups – **H/LM** (Hispanic or Latino Males), **H/FM** (Hispanic or Latino Females), **WM** (White Males), **WF** (White Females), **B/AAM** (Black or African American Males), **B/AAF** (Black or African American Females), **AM** (Asian Males), **AF** (Asian Females), **NH/PIM** (Native Hawaiian or Other Pacific Islander Male), **NH/PIF** (Native Hawaiian or Other Pacific Islander Females), **AI/ANM** (American Indian or Alaska Native Males), **AI/ANF** (American Indian or Alaska Native Females), **TMRM** (Two or more races Males), and **TMRF** (Two or more races Females).

Persons with Disabilities (PWD) and Persons with Targeted Disabilities (PWTD)

EEOC MD-715 requires a separate review of the state of EEO for people with disabilities (PWD) and people with targeted disabilities (PWTD). The former group (PWD) are those individuals who identify themselves as having a reportable disability. This includes anyone having a condition that impairs their ability to perform a major life function. The latter group (PWTD) includes individuals who, in addition to having a condition impairing their ability to perform a major life function, have impairment in one of the twelve categories (targeted disabilities): (1) developmental disabilities, (2) traumatic brain injuries, (3) deafness or serious difficulty hearing, (4) blindness or serious difficulty seeing, (5) missing extremities, (6) significant mobility impairments, (7) partial or complete paralysis, (8) epilepsy and other seizure disorders, (9) intellectual disabilities, (10) significant psychiatric disorders, (11) dwarfism, and (12) significant disfigurement.

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Disability – NPS Permanent Workforce (Red denotes below the EEOC Federal Goals.)

In FY22, **10.92%** (1,704 and below the 12% federal goal) of the NPS workforce reported having a disability (PWD), as compared to **11.16%** (1,741) in FY21, a ratio change of -0.24%. The number of employees that reported having a targeted disability (PWTD) comprised 2.58% (403 and exceeded the 2% federal goal) of the workforce in FY22, as compared to 2.58% (402) in FY21, a ratio change of +0.01%.

Disability Hiring and Representation Goals

The Department of the Interior (DOI) and the National Park Service (NPS) are committed to providing equal employment opportunities to people with disabilities. The NPS will continue to work to achieve this by establishing internal processes to ensure standard practices for hiring, placing, retaining, and advancing people with disabilities and by adopting the four (4) federal hiring goals:

Goal 1: Employees with disabilities occupy 12% of the positions at the GS-1 through GS-10 grade levels.

Goal 2: Employees with targeted disabilities occupy 2% of the positions at the GS-1 through GS-10 grade levels.

Goal 3: Employees with disabilities occupy 12% of the positions at the GS-11 through Senior Executive Service (SES) grade levels.

Goal 4: Employees with targeted disabilities occupy 2% of the positions at the GS-11 through Senior Executive Service (SES) grade levels.

Goal Results for the NPS in FY22 (Red denotes below the EEOC Federal Goals.)

Goal 1: The percentage of PWD in the GS-1 to GS-10 cluster was 14.39% (670) in FY22 (an increase of 0.63%), as compared to 13.76% (657) in FY21.

Goal 2: The percentage of PWTD in the GS-1 to GS-10 cluster was 3.78% (176) in FY22 (an increase of 0.28%), as compared to 3.50% (167) in FY21.

Goal 3: The percentage of PWD in the GS-11 to SES cluster was **9.42%** (628) in FY22 (an increase of 1.03%), as compared to 8.39% (547) in FY21.

Goal 4: The percentage of PWTD in the GS-11 to SES cluster was **1.98%** (132) in FY22 (an increase of 0.12%), as compared to 1.86% (121) in FY21.

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The NPS in accordance with the goals of DOI and the EEOC's Rule on Affirmative Action for Individuals with Disabilities in Federal Employment (issued on January 3, 2017), will continue to develop strategies to increase the number of people with disabilities employed throughout our workforce in all occupations and grade levels.

Mission-Critical Occupations (MCOs)

Mission-Critical Occupations (MCOs) are those occupations that are mission-related with career advancement potential (up to senior leadership positions for many) and typically heavily populated within the agency. The below tables capture MCOs data for the NPS's 10 most populous MCOs regarding the permanent workforce, broken down by sex, race, and ethnicity, and disability status.

Groups with the most MCOs above their CLF benchmarks or the EEOC Federal Goals:

- Two or more Races Males (10)
- Two or more Races Females (9)
- All Males (8)

Groups with the least MCOs above their CLF benchmarks or the EEOC Federal Goals:

- All Females (2)
- Asian Males (2)
- Asian Females (3)
- Hispanic Males (3)
- Hispanic Females (3)
- Black Females (3)

Occupations with the most groups above their CLF benchmarks or the EEOC Federal Goals:

- 0201 Human Resources Management (12)
- 4749 Maintenance Mechanic (12)
- 0303 Miscellaneous Clerk and Assistance (11)
- 2210 Information Technology Management (11)

Occupations with the least groups above their CLF benchmarks or the EEOC Federal Goals:

- 0401 Biological Sciences (5)
- 0406 Forestry Technician (6)
- 0083 Police (7)
- 1102 Contracting (7)

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FY 2022 Mission Critical Occupations Workforce																			
	All		Hispanic		White		Black		Asian		NH/PI		AI/AN		TMR		Disability		Grps Above
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	PWD	PWTD	
0025 Prk Ranger	65.4	34.6	3.9	2.2	53.1	26.9	2.0	1.8	1.3	0.6	0.4	0.3	0.7	1.0	3.8	2.3	7.0	1.4	9
OCLF %	49.5	50.5	6.3	6.0	35.1	35.6	4.9	6.2	0.9	0.9	0.2	0.1	0.4	0.4	1.7	1.3	12.0	2.0	
0083 Police	87.8	12.1	7.0	1.4	57.7	7.0	10.4	2.4	2.0	0.2	0.0	0.0	0.4	0.0	10.4	1.2	0.6	0.0	7
OCLF %	86.1	13.8	12.1	2.4	60.3	7.6	9.5	3.1	1.8	0.2	0.1	0.02	0.5	0.1	1.7	0.3	12.0	2.0	
0201 HR Mgt	24.2	75.8	3.0	7.6	14.0	43.9	4.2	12.6	0.0	3.8	.00	0.4	0.0	1.9	3.0	5.7	16.7	2.3	12
OCLF %	38.8	61.1	4.7	6.7	28.0	43.2	3.4	7.1	1.9	2.4	.03	0.09	0.2	0.3	0.7	1.3	12.0	2.0	
0303 Clerk & Asst	25.7	74.2	1.8	4.6	20.0	53.6	1.0	5.3	0.3	1.0	.14	0.68	.14	2.6	2.4	6.6	16.4	5.14	11
OCLF %	21.2	78.8	3.4	11.3	12.8	50.6	3.0	11.4	1.4	3.1	.04	0.16	.12	.47	0.53	1.7	12.0	2.0	
0401 Bio Sci	62.0	38.0	1.9	1.03	56.6	34.3	0.34	0.17	0.0	1.0	0.0	0.0	.69	0.0	2.4	1.6	4.1	1.2	5
OCLF %	51.6	48.4	2.7	3.1	41.8	36.8	1.2	1.9	4.2	5.0	.09	.01	.23	.28	1.3	1.3	12.0	2.0	
0404 Bio Tech	57.0	43.2	2.8	2.0	45.3	34.3	0.7	0.0	0.7	0.7	0.7	0.7	0.0	0.0	5.9	5.5	5.9	2.0	8
OCLF %	57.0	43.0	6.3	4.8	40.7	28.4	4.5	4.5	3.5	3.7	0.1	.05	0.4	0.4	1.4	1.1	12.0	2.0	
0462 Forestry Tech	83.4	16.6	8.1	0.9	63.2	14.8	0.5	0.0	0.5	0.0	0.9	0.0	0.9	0.0	9.4	0.9	3.1	0.5	6
OCLF %	57.0	43.0	6.3	4.8	40.7	28.4	4.5	4.5	3.5	3.7	0.1	.05	0.5	0.4	1.4	1.1	12.0	2.0	
1102 Contract	50.0	50.0	5.2	6.4	34.1	32.1	3.2	4.4	1.2	2.0	0.4	0.0	0.0	1.2	6.0	4.0	12.7	2.8	7
OCLF %	47.3	52.8	4.3	4.7	36.8	39.0	3.3	5.2	2.0	2.5	.05	.07	0.2	0.3	0.7	1.0	12.0	2.0	
2210 IT Mgt	80.9	19.1	5.3	1.7	57.0	11.8	6.2	3.4	3.1	1.1	0.0	0.0	0.8	0.0	8.4	1.1	15.7	4.5	11
OCLF %	70.7	29.3	4.5	1.7	54.0	21.7	3.6	2.5	7.1	2.6	.06	.03	0.1	.06	1.4	0.7	12.0	2.0	
4749 Maint Mech	92.0	8.0	4.5	0.5	65.0	5.8	8.1	0.3	0.9	0.2	1.4	0.2	3.3	0.5	8.9	0.7	12.6	2.9	12
OCLF %	95.2	4.8	12.7	0.6	69.7	3.0	8.1	0.8	2.3	.01	0.1	.01	0.6	.05	1.7	0.1	12.0	2.0	
MCOs Above	8	2	3	3	6	4	4	3	2	3	6	5	6	5	10	9	5	6	

Data Source: Workforce Tables A6 and B6 (Red denotes below the CLF or EEOC Rule for Federal Goals)

Groups (abbreviations) – NH/PI (Native Hawaiian or Other Pacific Islander), AI/AN (American Indian or Alaska Native), TMR (Two or more races), PWD (People with Disabilities), and PWTD (People with targeted Disabilities)

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New Hires

The NPS had a total of 1,856 new hires within the permanent workforce. Eight of the 18 groups were hired above their CLF benchmarks or the EEOC Federal Goals.

Groups hired at rates most above their CLF benchmarks or the EEOC Federal Goals:

- Two or more races Males (+11.49%)
- Two or more races Females (+4.34%)

Groups hired at rates most below their CLF benchmarks or the EEOC Federal Goals:

- All Females (-4.02%)
- Hispanic/Latino Males (-3.93%)

FY 2022 New Hires				
Groups	CLF	FY 2022 New Hires	New Hires %	Difference % Permanent Workforce & New Hires
Total		1,856	100%	
All Males	58.96%	1,169	63.78%	+4.02%
All Females	41.04%	687	37.02%	-4.02%
H/LM	7.22%	61	3.29%	-3.93%
H/LF	4.67%	33	1.78%	-2.89%
WM	42.06%	776	41.81%	-0.25%
WF	28.47%	475	25.59%	-2.88%
B/AAM	5.56%	48	2.59%	-2.97%
B/AAF	4.68%	41	2.21%	-2.47%
AM	2.27%	16	0.86%	-1.41%
AF	1.88%	19	1.02%	-0.86%
NH/PIM	0.12%	6	0.32%	+0.20%
NH/PIF	0.07%	6	0.32%	+0.25%
AI/ANM	0.40%	24	1.29%	+0.89%
AI/ANF	0.28%	14	0.75%	+0.47%
TMRM	1.33%	238	12.82%	+11.49%
TMRF	0.99%	99	5.33%	+4.34%
EEOC				
PWD	12.00%	213	11.48%	-0.52%
PWTD	2.00%	61	3.29%	+1.29%

Data Source: Workforce Table A1-1 and B1-1 (Red denotes below the CLF or EEOC Federal Goals)

Groups – **H/LM** (Hispanic or Latino Males), **H/FM** (Hispanic or Latino Females), **WM** (White Males), **WF** (White Females), **B/AAM** (Black or African American Males), **B/AAF** (Black or African American Females), **AM** (Asian Males), **AF** (Asian Females), **NH/PIM** (Native Hawaiian or Other Pacific Islander Male), **NH/PIF** (Native Hawaiian or Other Pacific Islander Females), **AI/ANM** (American Indian or Alaska Native Males), **AI/ANF** (American Indian or Alaska Native Females), **TMRM** (Two or more races Males), and **TMRF** (Two or more races Females).

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Separations

The NPS had a total of 1,764 separations within the permanent workforce. Twelve of the 18 groups separated above their workforce percentage.

Groups that separated at rates most above their workforce percentage:

- People with Disabilities (+2.18%)
- All Males (+1.98%)

Groups that separated at rates most below their workforce percentage:

- White Females (-2.69%)
- White Males (-2.24%)

FY 2022 Separations Summary				
Groups	Workforce %	FY 2022 Separations	Separations %	Difference % Permanent Workforce & New Hires
Total		1,764	100%	
All Males	61.80%	1,125	63.78%	+1.98%
All Females	38.20%	639	36.22%	-1.98%
H/LM	3.43%	85	4.82%	+1.39%
H/LF	2.24%	35	1.98%	-0.26%
WM	47.48%	798	45.24%	-2.24%
WF	28.82%	461	26.13%	-2.69%
B/AAM	3.55%	82	4.65%	+1.10%
B/AAF	2.56%	55	3.12%	+0.56%
AM	0.93%	18	1.02%	+0.09%
AF	0.88%	16	0.91%	+0.03%
NH/PIM	0.46%	9	0.51%	+0.05%
NH/PIF	0.29%	4	0.23%	-0.06%
AI/ANM	1.12%	31	1.76%	+0.64%
AI/ANF	0.82%	12	0.68%	-0.14%
TMRM	4.83%	102	5.78%	+0.95%
TMRF	2.58%	56	3.17%	+0.59%
PWD	10.92%	231	13.10%	+2.18%
PWTD	2.58%	54	3.06%	+0.48%
Data Source: Workforce Table A1-1 and B1-1 (Red denotes below the CLF or EEOC Federal Goals)				

Groups – **H/LM** (Hispanic or Latino Males), **H/FM** (Hispanic or Latino Females), **WM** (White Males), **WF** (White Females), **B/AAM** (Black or African American Males), **B/AAF** (Black or African American Females), **AM** (Asian Males), **AF** (Asian Females), **NH/PIM** (Native Hawaiian or Other Pacific Islander Male), **NH/PIF** (Native Hawaiian or Other Pacific Islander Females), **AI/ANM** (American Indian or Alaska Native Males), **AI/ANF** (American Indian or Alaska Native Females), **TMRM** (Two or more races Males), and **TMRF** (Two or more races Females).

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Part E.4 – Executive Summary: Accomplishments

WASHINGTON SUPPORT OFFICE

Diversity Recruitment Advisory Council (DRAC)

As outlined above at Part E.2, “Essential Element D,” the DRAC, made up of NPS professionals from various disciplines and levels of the Agency (to include EEO staff members from both the Washington and Regional offices), has made significant strides in alignment with its stated purpose and role. Under the leadership of two Senior Executive Service (SES) level co-chairs, the NPS’s Associate Director for Workforce and Inclusion and Regional Director for Interior Region 1 - National Capital Region, this national-level council was created in June 2021, at the approval and direction of Acting NPS Director and the NPS Deputy Director for Management and Administration. The below information provides some highlights of the many accomplishments of the DRAC during this reporting period:

Policy Blitz Working Group

Conducted a comprehensive review of relevant recruitment and hiring policies, procedures, and practices around the potential identification of barriers.

- Examined and evaluated the five most underutilized hiring flexibilities.
- Uncovered, assessed, and recommended resolution to commonly held beliefs and practices prohibiting hiring managers and Servicing Human Resources Offices (SHROs) from recruiting diverse applicant pools.

Outreach and Recruitment Working Group

Considered what proactive steps to be taken for ensuring equal access, opportunity, and treatment for employees and applicants for employment.

- Targeted efforts for outreach and recruitment of the NPS’s most underrepresented demographic groups.
- Developed tools, materials, and strategies to conduct targeted recruitment.

Mission Critical Occupations (MCOs)/Analysis Working Group

Analyzed some of the most populous MCOs for potential barriers to equal opportunity, access, and treatment to employment and applicants for employment.

- Identified through appropriate collaboration with stakeholders, barriers that may be serving to hamper equitable treatment and advancement for employees from various groups and applicants for employment.
- Constructed plans for solution development and potential barrier elimination.

Change Levers Working Group

Achieved a better understanding of barriers to diversity recruitment and identified strategies to strengthen management execution of diversity recruitment through training, development, and other support.

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- Conducted multiple assessments to achieve the goals of better understanding potential barriers.
- Based on interview results from multiple NPS stakeholder groups, the Change Levers Group put forth recommendations to NPS leadership for their consideration. These recommendations are meant to strengthen the overall execution of diversity recruitment for NPS hiring officials.

Cultural Readiness Tool

Designed a comprehensive self-assessment tool for use by hiring managers.

- Assessment tool will give supervisors a place to start by providing insight into local community readiness, park/program readiness, and personnel readiness to hire and retain diverse talent.
- Assessment tool will help inform training and employee engagement strategies, improve outreach efforts particularly at the local or community level.
- Assessment tool will improve the use of resources that may be leveraged for increased diversity hiring.

Data Analytics Working Group

Increased transparency and accountability through the analysis and communication of data surrounding meaningful implementation of service-wide recruitment.

- Supported the NPS-wide publication of the Workforce Demographics and Diversity Dashboards.
- Developed an ongoing data working group for maintaining analysis.

Youth and Young Adults Programs (YYAP)

The YYAP is designed to connect kids, teens, and young adults to opportunities at national park sites across the nation. These sites contribute to our nation's rich natural, cultural, historical, and recreational resources. Every day through these programs, youth, and young adults learn what it takes to become a wildland firefighter, a biologist, a trail-builder, a museum curator, a park ranger, and so much more. They also earn scout badges, they volunteer in parks, and simply have fun recreating in the great outdoors. Youth and young adults up to age 30 and veterans 35 years old are invited to discover opportunities in national parks. All may come to explore and recreate, come to learn, come to volunteer, develop their environmental leadership skills, find a career, and be a part of the next generation to preserve and protect our public lands and nation's legacy.

FY22 highlights and accomplishments with several of the NPS's partners and programs:

Ancestral Lands Conservation Corps

The Ancestral Lands Conservation Corps (ALCC) is a local program of Conservation Legacy (CL) which is an accredited 21st Century Service Corps and a longstanding non-profit focused on collaborative conservation through the employment of youth, young adults, and military

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veterans on public and tribal lands throughout the country. For FY22, ALCC operated 30 crews and 12 Individual Placements (Interns) in partnership with the NPS, engaging 150 participants: 28 Crew Leaders, 80 paid crew members, and 25 unpaid Hiking Club members, with 94% of participants identifying as American Indian or Alaska Native. Current ALCC projects include cultural reconnection, historic preservation, traditional agriculture, habitat restoration, youth hiking clubs, stream restoration, fence construction, trail construction, high school equivalency degree program, and more. The projects spanned 35 parks across the U.S. The Ancestral Lands program aims to incorporate cultural reconnection and resurgence as well as personal and professional development.

Historically Black Colleges and Universities Internship (HBCUI)

The Historically Black Colleges and Universities Internship (HBCUI) is a National Park Service (NPS) Program managed in Partnership with Greening Youth Foundation (GYF). HBCUI has connected students attending Historically Black Colleges and Universities (HBCUs) with challenging natural and cultural resource conservation internship opportunities at the NPS sites and program offices. The internship consists of an 11 or 12-week placement of a quality, intern at an NPS unit. There was a total of 39 interns as follows: Ages 18-26, 97% African Americans, 29 females and 10 males. The interns engaged in an education or interpretation project to assist site objectives, conducted research or developed programs and materials for use at the host site or by a program area. There were 45 projects that spanned 20 states. The interns earned hours towards the Public Land Corps (PLC) Noncompetitive Hiring Authority or the Direct Hire Authority (DHA) which once achieved aids in transition to a federal position. The internship concludes with a week-long professional development workshop. During the internship, each participant will learn about the history and the mission of the NPS, complete at least one project, and enhance their professional skill set.

For FY22, a hybrid (virtual and in-person) internship program was implemented through innovation, partnership, and the utilization of both technological resources and multi-media. To supplement host site position responsibilities, the GYF staff curated a schedule of five professional development webinars, networking video conferences, and a virtual speaker series highlighting careers in conservation. The webinar training topics included: networking, working from home, financial literacy, and a “3-E’s to Success” workshop series. The interns gained insight into the value of camaraderie within the cohort while navigating their careers. The culminating Career and Leadership Workshop was held for interns to engage and connect with informative panelists from the sector, sessions on today’s most relevant topics, and summation project presentations via tailor-made app and digital platform. The spirit of this opportunity was to open doors for HBCU students who are underrepresented in the NPS and other governmental agencies. Each guest speaker availed themselves to interns for future endeavors.

The Latino Heritage Internship Program (LHIP)

The LHIP connects Latino young adults to national parks through unique summer experiences working side-by-side with park professionals to gain new skills and network with other

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professionals. LHIP participants often serve as role models in local communities, reaching out to youth and families to raise their awareness of national parks and to increase visitation to parks and participation in park activities. As the internship focuses on equitable access to the outdoors, environmental justice, and creating good jobs in conservation and a clean-energy economy, the program is committed to increasing Latino/Hispanic representation in the workforce of the NPS, throughout the Department of Interior and other federal and state agencies.

Environment for the Americas (EFTA) administers LHIP and has been with the program since it launched in 2015. Since then, the LHIP has engaged 301 interns who have contributed more than 114,500 hours of service to the NPS. At least 30 of these interns have been hired by the NPS.

In FY22, EFTA successfully recruited and placed 33 interns at national parks, hosted training webinars, and developed and implemented a four-day workshop in Washington, D.C. This gathering was the first in-person event since 2019. The demographic of the 33 interns are as follows: Ages 18-25 (88%/29 interns), Ages 26-30 (12%/4 interns), Female (58%/19 interns), Males (33%/11 interns), Non-binary (6%/2 interns), Prefer not to share (3%/1 intern), Latino/a (52%/19 interns), Two or more races (48%/14 interns). The various projects spanned to 16 states, that included the Bering Land Bridge in northern Alaska.

The Office of Relevancy, Diversity, and Inclusion (RDI)

The RDI office offers initiatives, programs, and development opportunities to create a work environment that values diverse ideas, experiences, and backgrounds of every individual, and creates a sense of inclusion and belonging for all.

Employee Resource Groups (ERGs)

ERGs are voluntary, membership-based, employee-led affinity groups that celebrate employees' identities and values. All NPS ERGs are open to all NPS and Department of the Interior employees and allies, regardless of personal identity or position within the organization. Additionally, all ERGs have an executive sponsor, GS-15 and Senior Executive Service (SES) level. There are currently a total of eight ERGs as follows: Asian American Pacific Islander (AAPI); Blacks for Opportunities in Leadership and Development (BOLD); Council for Indigenous Relevancy, Communication, leadership and Excellence (CIRCLE); Employees for the Advancement of People with Disabilities; Hispanic Organization on Relevancy, Advising, leadership and Excellence (HORALE); Innovative Leadership Network (ILN); Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+); and Women's Employee.

Throughout this reporting period, each ERG achieved the below, among others:

- Shared informational and educational resources with their members and broader workforce;
- Fostered a diverse, inclusive NPS: one in which all employees can feel valued.

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- Provided a safe space for employees to share their experience, as well as to network, learn from, and support each other;
- Advised the NPS leadership on issues relevant to the ERG, including employee recognition, enhancing cultural awareness, and identifying structural barriers that some employees face—and how to effectively remove those barriers.

Monthly RDI Community Calls

These virtual calls are extended to all NPS employees that are live captioned with American Sign Language (ASL) interpreters present. The monthly calls sought to accomplish the below:

- Identify and build an “RDI community” across the NPS
- Hear from each other about NPS work
- Understand what is important to NPS workforce and
- Provide a space for dialogue about the culture of the NPS

One community-wide called during this reporting period featured a panel of NPS EEO staff members who spoke at length about the NPS EEO program, among other subject areas that oftentimes overlap with EEO.

Training Offerings/Sourcing

Below are training sessions that were made available to the workforce during this reporting period:

- An Introduction to Implicit Bias – In this half-day virtual training, participants were introduced to the science of implicit bias, gained a deeper understanding of its impact in the workplace and in every-day life and had an opportunity to practice evidence-based strategies for bias reduction.
- Allies for Inclusion – This is a facilitated dialogue program, established by the NPS in 2012. During this reporting period, facilitator sessions were offered to interested employees. Monthly Allies community calls were also offered to provide technical assistance and support to all trained facilitators.

Anti-Harassment Program/Coordinator

The NPS is committed to providing a work environment free from: (1) discrimination and harassment based on race, color, religion, sex (including sexual orientation, pregnancy, and gender identity), national origin, age, disability, genetic information (including family medical history), status as a parent, marital status, political affiliation, and retaliation.

The NPS will not tolerate offensive sexual or non-sexual harassing behavior against any NPS employee intern, volunteer, contractor or other non-federal employee, visitor, or other

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member of the public. The NPS also will not tolerate adverse treatment of employees because they report harassment or provide information related to such complaints.

- The Anti-Harassment Program Coordinator worked with Volunteer program partners on development of anti-harassment reporting flow chart and information materials concerning partner and NPS procedures. In the event a partner intern is being harassed by NPS personnel and/or vice versa, this initiative will serve to ensure clear understanding of policy and reporting.
- The Anti-Harassment Coordinator provided 16 trainings and information sessions to various employee groups (supervisory and non-supervisory) and internship groups across the organization.

Maternity and Commissioned Employees

The NPS recognizes that its diverse workforce is a valuable asset, and that trained and experienced female law enforcement officers are a critical resource. To that end, while there are federal statutes, regulations, etc., in place that establish requirements for pregnant and lactating employees, the NPS has taken additional measures to ensure clarification specifically for NPS law enforcement workforce. This situation stems from a group of female law enforcement officers within the NPS seeking clarification through the National Ranger Council around pregnancy, maternity, and lactation in commissioned positions.

This resulted in a national-level policy that now serves to clarify the employee's rights and procedures for modifying full duty assignments and, when needed, provide temporary, alternative assignments to pregnant and lactating law enforcement officers when they are unable to perform all the essential functions of their positions. Additionally, the policy reiterates that unlawful discrimination against any employee based upon their decision to bear a child will not be tolerated, and that swift/appropriate measures will be taken by NPS to address any violations/violators of the policy.

REGIONAL ACCOMPLISHMENTS REPORTS

The OEOP Director provides guidance and coordination for seven Regional Equal Opportunity Managers (REOM) and the Washington Support Office (WASO) EO Manager. The REOMs manage the EEO Informal Complaints Program and Regional level Special Emphasis Programs (SEP).

The Regional Directors report to the Deputy Director for Operations, located in Washington, D.C. Regional Directors are responsible for strategic planning and direction, policy oversight, and assistance in public involvement, media relations, and strategies for parks and programs within their regions, among other duties and responsibilities.

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Interior Region 1 (formerly known as Northeast Region)

Interior Region 1 supports national parks, programs, and national heritage areas in the northeastern United States from Maine to Virginia. Regional offices in Philadelphia and Boston provide employees with specialized expertise and tools that will foster the growth, development, and safety of regional NPS employees, volunteers, and partners so that they may better serve the American people and all visitors to our national parks.

Policies and Procedures

The region is focused on creating a workplace environment that embraces and celebrates diversity and inclusion and is aligned with building a model EEO program, as outlined in the Equal Employment Opportunity Commission (EEOC) Management Directive (MD) – 715. The Equal Employment Opportunity (EEO) office conducted a comprehensive review of all affiliated policies (DOI, NPS, and regional) to ensure ongoing compliance. The Region issued an effective, up-to-date Policy Statement and communicated EEO policies and procedures to all employees through a variety of venues led by the Regional EEO office and as appropriate, in coordination with the Learning and Development Officer.

To that end, a wide variety of training sessions for both supervisory and non-supervisory employees from across the region were either provided/hosted/sourced by the regional EEO office and the regional Learning and Development Officer that spanned the following topic areas: anti-harassment policy, reasonable accommodation procedures (disability and religious), EEO complaint process (including retaliation) and Alternative Dispute Resolution (ADR). Additionally, a variety of training topics related to enhancing communication skills for managers and supervisors were made available, that included: Crucial Conversations, Emotional Intelligence, and Building Effective Teams, to name a few.

Complaints Processing

All EEO counselors received mandatory initial and recurring training. The regional EEO office increased its number of EEO collateral duty counselors to a current total of five counselors. The EEO office updated its recruiting methods for collateral duty counselors that will serve to provide an opportunity for any interested employees to apply through their park Superintendent or equivalent Division/Program leads. Additionally, the region continued to offer ADR 100% of the time for both EEO-related and non-EEO-related matters. This effort yielded a 70% participation rate, well above the EEOC's minimum standard of at least 50%.

Furthermore, the regional EEO office created and issued a newsletter outlining the EEO complaint process that was distributed electronically to employees throughout the region. The EEO office also created informational flyers to advertise the ADR process and distributed them to employees throughout the region. Moreover, the regional EEO office has dedicated SharePoint pages for both the EEO complaint process and the ADR process. The regional EEO Manager distributed EEO trends and analysis reports to the regional senior leadership team and other program managers, as appropriate. Last, but not least, the regional EEO Manager, meets

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monthly with the Regional Director to discuss trends and analysis reports and to address any areas of concern.

Special Emphasis Programs (SEP) and Outreach

The regional EEO office updated its SEP SharePoint site which features a separate page for each SEP. The pages contain information about the specific SEP, resources, and updated links to events for each SEP. The region also hired a dedicated EEO Specialist (GS-12 level) whose primary duties are SEP Management, including recruitment and selective placement program management. Additionally, the regional EEO office distributed newsletters to employees throughout the region, making them aware of SEP events taking place and identifying resources for more information, etc. The newsletter also contained information and links to the various NPS Employee Resource Groups (ERGs) and how to go about connecting with and/or joining any of the groups.

Disability Program

In collaboration with the National Capital Region, the regional EEO office conducted training on reasonable accommodation (RA) for managers and supervisors. The EEO office also created a page on their SharePoint site that is dedicated to RA and provides links to RA policy, a checklist for managers and supervisors, and many other useful resources such as the Job Accommodation Network (JAN). Additionally, the regional EEO office created an RA training session that is available upon request, with an updated presentation made available on the EEO SharePoint site. Furthermore, the region advertised the Department of Labor Workforce Recruitment Program (WRP) throughout the year to its entire workforce. Information about WRP and Schedule A Hiring Authority was sent out to all employees, via newsletters and postings on the EEO SharePoint site. As a result, employees from the region expressed an interest in and have volunteered to become recruiters for the WRP.

Diversity and Workplace Best Practices

The region continued to support parks in planning for future youth employment opportunities to advance diversity, equity, inclusion, and accessibility (DEIA) goals. In FY22, the region issued guidance and provided technical assistance, project and budget scoping, project templates, and best practices to parks and programs across the region. Additionally, the region issued Public Land Corps (PLC) Certificates of Eligibility to interns that successfully completed program requirements. As a result, nine PLC-eligible candidates were placed into NPS positions across the region.

Furthermore, the region applied the Indian Youth Service Corps Program guidance to park operations at sites across the region. Three sites hosted American Indians/Alaska Native youths for conservation and preservation work projects. The NPS Director's Appleman Judd Lewis Award was awarded to the Werowocomoco Ancestral Land Conservation Corps (ALCC) program. The Appleman Judd Lewis Award was established in 1970 to recognize those NPS employees who excelled in the field of cultural resource stewardship and management. The awards are named for three distinguished former employees: Historian Roy E. Appleman,

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Historical Architect Henry A. Judd, and Curator Ralph H. Lewis. Furthermore, Werowocomoco is the historic capital of the Powhatan Chiefdom and a site of international and historical significance located on Virginia's York River (acquired by the NPS in 2016).

Interior Region 1 (National Capital Region-NCR)

The National Capital Region (NCR) manages more than 700 sites in the Potomac River watershed in the District of Columbia, Maryland, Virginia, and West Virginia. From neighborhood parks to iconic international destinations, NCR has something for everyone. The NCR Regional office provides guidance, professional service, technical assistance, policy direction, consultation, and oversight to the NCR parks, their partners and others who support the NPS mission. The NCR mission depends upon approximately 1,500 widely dispersed, highly talented professionals operating from a wide variety of locations. These individuals expect and deserve an environment that respects and leverages the value found in a diversity of viewpoint and experiences, which aids NCR in developing a collaborative approach to solving the diversity and inclusion challenges facing the National Park Service.

Policies and Procedures

In FY22, NCR parks did not waver in its efforts to diversify its workforce and promote a more inclusive and equitable work environment for all, despite the many challenges posed by COVID-19 restrictions. The new Regional Director (RD), reaffirmed the NPS EEO Policy Statement, to include her expectations around diversity, equity, and inclusion principles. The following highlights many of the efforts made throughout the region to break down barriers potentially prohibiting full participation of all individuals throughout the NCR workforce:

- The NCR EEO office updated and distributed the FY22 EEO information posters to all NCR parks.
- The NCR EEO Office was successful in notifying the responsible management official (RMO), as appropriate once notified about a potential EEO-related matter.
- The NCR EEO Office participated as an EEO observer on several NCR interview panels for vacancies relating to senior-level leaders.

Complaints Processing

The NCR EEO Manager continued to evaluate the EEO complaint resolution process to ensure it was efficient, fair, and impartial. Complaint processing times were consistently monitored to ensure compliance with applicable federal statutes, DOI and NPS policies. Additionally, during the EEO pre-complaint process the EEO office ensured each aggrieved person was afforded, Alternative Dispute Resolution (ADR) options toward efforts to facilitate early, effective, neutral, and efficient informal resolution of disputes. Furthermore, the NCR EEO Manager used the Complaints Case Tracking Management System extensively for identifying, monitoring, and reporting any significant trends reflected by complaint processing activity. The NCR Director was updated throughout this reporting period on the status of EEO activities for on-going awareness. The NCR EEO Manager was successful in facilitating conversations where EEO issues

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were raised, and the issues were resolved at the lowest level. In conjunction with each EEO pre-complaint raised to the NCR EEO office, the identified responsible management official (RMO) was notified in a timely manner 100% of the time. The exception was when the aggrieved person elected to remain anonymous within the pre-complaint process. The NCR EEO Manager established an EEO collateral duty counselor's cadre, which consist of eight collateral duty counselors. The NCR senior leadership and park superintendents were trained on the EEO pre-complaint process and timelines associated with the EEO process.

Special Emphasis Programs (SEP) and Outreach

The following outlines many of the highlights regarding the NCR's SEPs and Outreach accomplishments:

- NCR EEO Office: The regional EEO Manager ensured wide distribution and awareness throughout the Region to NCR employees regarding special emphasis events.
- Monocacy National Battlefield (MONO): Conducted planning and partnership with the African American Research Cultural Heritage Society (AARCH) on a new oral history project; Creating a Land Acknowledgement as a formal statement that recognizes and respects Indigenous peoples as traditional stewards of the land; Performed participation and engagement with the LGBTQ+ community at the 2022 Frederick Pride Event; Provided outreach to the Centro Hispano de Frederick (Frederick Hispanic Center) to coordinate a bilingual ecology hike; Conducted two events that focused on African American history—including Juneteenth and Maryland Emancipation Day, and more.
- Harpers Ferry National Historic Park (HAFE): Revised the park's Comprehensive Interpretative Plan with special attention to the diversity goals, which includes the stories of Native Americans and African Americans; The entire division worked on addressing appropriate pronoun use for individuals who identified as gender non-binary and continued their work of addressing diversity and inclusiveness in interpretation; Worked with the Youth Programs Coordinator in an effort to conduct outreach and recruitment of youths from varied backgrounds for potential accession into park staff positions, and more.
- Catoctin Mountain National Park (CATO): Completed the Parkwide Trail Plan/Environmental Assessment with accessibility improvements to four trails as a central feature of the plan; Created videos and other content to meet or exceed section 508 accessibility standards, including topics related to the African American experience on the mountain, the history of Catoctin's accessibility for disabled people, and how women help preserve and protect the park; Partnered with Cunningham Falls State Park and Catoctin Furnace Historical Society to reach wider audiences and tell the story of free and enslaved black workers at the Furnace, an unrecognized aspect of the area's industrial history; Updated several pages of Catoctin's website to eliminate harmful terms, including replacing outdated terminology like "slave" and "master" to "enslaved person" and "enslaver." Also, on the Invasive Plants page, removed the word "gypsy" from the name of a moth and replaced it with the updated term "spongy."

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- Chesapeake Watershed Cooperative Ecosystem Studies Units (CESU) Research Network: Executed several agreements with Historically Black Colleges and Universities (HBCUs), and Non-Governmental Organizations (NGOs) related to advancing diversity and inclusion that included: the Association of African American Museums (AAAM) for the NPS African American Civil Rights (ACCR) Grants Program; Association for the Study of African American Life and History (ASALH) on seven different measures; and Bowie State University – the NPS’s Historic Resource Study on Experience of People of African Descent during the American Revolution.
- George Washington Memorial Parkway (GWMP): Partnered with National Park Trust and their Buddy Bison school program to bring Title 1 school students to Great Falls Park (GRFA); Implementation of the Civil Rights Junior Ranger badge at Glen Echo Park, including 71 students who received the badge; Youth volunteering in FY22: 429 volunteers under the age of 18 and 227 young adult volunteers; The Arlington House volunteer program recruited 21 talented, dedicated volunteers that have contributed 623 hours since May of 2022; A significant achievement due to numerous changes to the interpretive programs and site operations which has shifted the story telling at the site to be more inclusive and honest about histories of the Civil War and legacies of enslavement; For Hispanic American Heritage Month, a South District Park Ranger developed an interpretive program about Marines of Hispanic descent. This program was bilingual and was also posted to social media in both English and Spanish, and many more events/collaborations, etc.
- Antietam National Battlefield (ANTI): Worked with a contractor to begin the process of uncovering additional stories about African Americans in the Sharpsburg area and those who are buried in our National Cemetery; Assured that all exhibits are accessible to visitors of different abilities; Researched and began writing an exhibit handbook to help interpreters better communicate the content of the new museum exhibits which are largely telling previously untold stories that will appeal to diverse audiences including African Americans and women; Expanded ANTI web presence by adding articles relating to African American history, women, and other underserved audiences including a page about resistance of the enslaved in Sharpsburg and on the battlefield; Expanded digital education resources including creating videos to increase ANTI reach to include even schools that could not visit in person, and more.
- Manassas National Battlefield Park (MANA): Interpretative programs this year included a special event to commemorate the Juneteenth Holiday; During the 160th of the 2nd Battle of Manassas, the Lucinda Dogan story was presented and was well received by the public; Interpretative programs about James Robinson and his family were also presented throughout the year and were well received by the public; The Patriot Monument was rededicated—one of the oldest extant monuments on any Civil War battlefield serving as a memorial to the Federal dead of First Manassas.
- NCR’s Communications and Community Engagement (CACE): Managed and implemented components of the Legacies of Enslavement and Race Project. Engaged skilled facilitators to lead the completion of two assessments and planned next steps through the completion of the Legacies of Enslavement and Race assessment rubric for

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GWMP. Team members presented to the Diversity Advisory Group about the Legacies of Enslavement and Race work and Common Learning Portal resources; Presented trainings on The Impact of Language, Improving Equity with Multicultural Stories and Experiences, and Community Engagement and Collaboration for Exhibit Planning.

Disability Program

- **MONO:** Provided American Sign Language (ASL) at park events; Worked with Harpers Ferry Center to ensure universal accessibility in new Visitor Center exhibit planning.
- **HAFE:** Employees attended training in digital accessibility, unconscious bias, workplace harassment, and Workers' Compensation for supervisors; The Park successfully processed two reasonable accommodation requests; Interpretative Team made a music-based program more accessible by inviting people to come up and hold the Bluetooth speaker that was playing the music so that the vibrations could be felt. While some of this is focused on the visitor, these trainings and actions also carried over into the workplace.
- **CATO:** Ensured that meetings were accessible to Deaf and Hard of Hearing employees by providing ASL interpretation and/or captions; Provided flexible schedules and telework to improve work/life balance and accommodated religious observances, family care, and health concerns; Completed renovations to the Misty Mount Pool and Shower House making it fully accessible; Developed recurring programs to bring youth volunteers to the park, including the SUCCESS Academy, a group for youth 18-21 with disabilities, and Heather Ridge School, Frederick County's alternative high school for students who have difficulties in typical public schools; Provided glasses that allow visitors with color blindness or color weak vision to observe fall colors, spring flowers, etc., this also carried over into the workplace, and more.
- **GWMP:** Schedule A Hiring Authority was used to fill multiple vacancies; Converted a Schedule A employee to Permanent Full Time; Participated in Ft. Belvoir "Hire Vets" recruitment event for outreach to Disabled Veterans.
- **MANA:** The park hired a couple of Schedule A and Disabled veteran non-competitive hires to fill vacant positions; Park management contracted with an HR small business to assist the park with creating two recruitment videos in an effort to attract those who are members of the disabled population for potential NPS careers; The same firm assisted the park with creating and implementing a job fair as follow-up to MANA's efforts
- **CACE:** Interpretive specialist provided expertise on programmatic accessibility to Prince William Forest Park (PRWI), MANA, and NCR Facilities, Design, and Construction; Completed 5-year project to remove non-508-compliant PDF documents from NCR park/program NPS.gov websites.; Ensured a park field trip for partners was hosted at a physically accessible location at The Chesapeake and Ohio Canal National Historical Park (CHOH) (relocated the field trip from PRWI because the proposed location was not accessible to people with mobility challenges or who use a wheelchair) and included information about accessibility and offered accommodations in the invitation to participants. This resulted in requests from PRWI and MANA to better plan accessibility funding and projects in FY23 based on what was learned in FY22, and many more were

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accomplished around providing assistance/support to parks for a broad range of accessibility challenges.

Diversity and Workplace Best Practices

- NCR EEO office: Participated in 100% of NCR Diversity Advisory Group (DAG) committee meetings and provided guidance per the committee's request; Provided critical feedback to the parks interpretive trainer on "Legacies of Enslavement and Race Introduction" information to be presented as an interpretive program within the NCR; The NCR EEO office secured an African American female EEO trainer vendor (first known for the NCR) to conduct the NCR EEO counselor training for its EEO collateral duty counselors.
- MONO: Successfully completed an ecology internship project with the Latino Heritage Internship Program (LHIP) in partnership with the Environment for the Americas (EFTA).
- HAFE: Developed cooperative agreements with Minority Serving Institutions (MSIs) or institutions with large populations of women and individuals with disabilities; Continued the work with our Greening Youth Foundation (GYF) partners to hire interns to assist with exhibit evaluation and program development that is inclusive, and more.
- CATO: Hired a Cultural Resource Diversity intern and allocated park funds to extend the position into FY23; Recruited youths from diverse backgrounds for temporary park service positions and internships; Conducted outreach at local schools, colleges, and community events to educate diverse populations about NPS career paths, and more.
- GWMP: Employee-led lunch and learns on special emphasis months for Women's History Month in March, and Asian American Pacific Islander Heritage Month in May; GWMP DAG held two New Employee Virtual Networking Sessions (Feb 10, 2022 and Nov 17, 2022) and a New Employee Park Orientation Session (Feb 3, 2022) to invite new employees to get to know each other across divisions and learn more about the park. Over 50 employees participated; GWMP partnered with the Office of Collaborative Action and Dispute Resolution (CADR) to host Justice, Equity, Diversity, and Inclusion (JEDI) workshops for all park employees. These workshops consisted of three sessions, spanning four months. This style allowed for continuity of learning and the ability to build upon what was learned in previous sessions. After the three sessions, the leadership team participated in an out briefing with the facilitator. The report was shared out with all park employees and will be used to plan the content for future dialogue sessions, and more.
- ANTI: Arranged "Four Truths" Training with regional staff for the management team and the Legacies of Enslavement team lead to start the Legacies of Enslavement process by increasing understanding of the objectives; The safety committee set up resiliency training and an Employee Assistance Plan overview for Safety Day with the Espyr staff; Engaged in targeted recruitment efforts for hiring members from underrepresented population within the region/park, and more.
- MANA: Continued working through the NCR Trail Plan to bring about more diversity opportunities within current staff and new hires.

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- **CACE:** The CACE Team, discussed diversity and inclusion priorities and completed the Legacies of Enslavement and Race rubric; Provided flexible workplaces and schedules to team members to help them balance and achieve both work and personal responsibilities; Rivers, Trails and Conservation Assistance (RTCA) Program collaborated with state and regional partners on the Northern Virginia Regional Commission's Health, Equity, and Economic Impact Study of the Potomac Heritage National Scenic Trail (POHE) (was released in January 2022), which includes important information about socially vulnerable communities (who are often dealing with historic environmental injustices), and more.

Interior Region 2 (formerly known as Southeast Region)

Interior Region 2 (IR2) oversees sites in nine states as well as the U.S. Virgin Islands and Puerto Rico. Per the region's policy on Equal Employment Opportunity and Diversity (EEO), the region is committed to improving the diversity of the workforce and creating an inclusive environment where all employees feel they are valued and are contributing to the mission of the organization, as well as providing workplaces free of discrimination and harassment of any kind.

Policies and Procedures

- The EEO and Diversity Programs Office provided feedback to IR2 leadership for assessing superintendents' performance beginning in FY21. As such, IR2 achieved 100% compliance in FY22 regarding the annual bulletin board requirement. This is the highest compliance rate in the region. Current policies were distributed via SharePoint link for parks and offices to access. That same link was distributed to all persons in the region so that they may have access to policies and procedures as they pertain to EEO guidance within the National Park Service.
- There has been an increase in park accountability as it relates to EEO policies and processes. Parks are providing in-house opportunities to keep up to date on policies as they relate to retaliation, religious accommodations, disability accommodations, diversity and inclusion, and EEO.
- A set expectation for achieving a more inclusive workplace that has normalized targeted outreach to non-traditional sources by implementing an in-person, superintendent office review process for all proposed hires, allowing the superintendent to personally mentor inclusive hiring practices at all levels of the organization. As a result, an increase of minorities and females in science disciplines of 30 percent has been realized over the last year.
- The EEO office provided Civil Treatment for Leaders and Employees (CTL/CTE), Diversity, Equity, Inclusion, and Accessibility (DEIA) and Unconscious Bias training to seven parks/offices. Parks reported completion of EEO courses offered online as well as tailgate sessions to discuss EEO and Employee and Labor Relations (ELR) topics.

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Complaints Processing

- For FY22 the region had seven fully trained and functioning collateral duty counselors
- Out of 18 EEO cases in FY22, four went to ADR.
- In FY22, 17 contacts took place, and they were all given comprehensive EEO information to make an informed decision as to whether or not they wanted to proceed with the process and file an informal EEO complaint.

Special Emphasis Programs (SEP) and Outreach

- Utilized a variety of hiring authorities focused on diverse employment such as Veterans Recruitment Appointment (VRA), COVID-19 hiring authority, Schedule A, Direct Hire Authority, Land Management Workforce Flexibility Act and student hiring. One park, Big South Fork National River and Recreation Area (BISO) was able to hire eight local members using the COVID-19 hiring authority.
- Hired a total of 15 youths for Jr. Ranger and Masonry Programs. Actively recruited in underserved communities for internship programs, communicating with local Boys and Girls Clubs, local youth centers, local HBCU (Bethune-Cookman University), and spoke to two high school classes.
- Reached out to Black in Appalachia (nonprofit) to collaborate in reviewing new African American history studies and identifying priority stories to interpret.
- Received a grant for outreach into Title 1 schools in the local area.
- Jean Lafitte National Historical Park and Preserve (JELA) and New Orleans Jazz National Historical Park (JAZZ) partnered with “Studio in the Woods” and local musicians to host Sidiki Conde – a musician, dancer, composer, and singer from Guinea, West Africa. Collectively, they produced a video using an artistic lens to interpret climate change in the Barataria Preserve. To view, use password: nps with the following link <https://vimeo.com/681773699/9a3d45b9d7>
- Consulted with IR2 Program Manager for Community Engagement Through Volunteerism and Next Generation Stewardship; discussed, planned and implemented various outreach strategies to a wide range of communities.
- Superintendents were advised to submit applications for HBCUI funding for FY23 intern opportunities.
- A Historic Resource Study (HRS) on African Americans at the Carl Sandburg Home (CARL) was completed in 2021. In 2022, drafts of exhibits and programs were developed to tell a larger piece of the story, with a review by a local Black History community group. They continued monthly hour-long book clubs for staff (to do a deep dive into the research) and monthly 10-minute briefings of each chapter’s key points (at all staff meetings) so staff had a basic understanding of the research.
- The park hosted a Latino Heritage Internship Program (LHIP) position in the Summer of 2022; hosted a Fish and Feathers Internship Program (FFIP), which specifically recruited minority candidates, in the Summer of 2022; worked with the Southeast Rural Community Outreach (SERCO) and other minority partners in the Congaree National

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Park (CONG) Gateway community through the Congaree Biosphere Region (<https://www.nps.gov/cong/learn/cbr.htm>).

- BISO, Obed Wild and Scenic River (OBRI) and Manhattan Project National Historical Park (MAPR)-Oak Ridge maintained an annual membership in the HoLa Hora Latina organization, a non-profit group which is dedicated to the promotion of the Latin American culture and heritage; staff represented all three parks at the annual HoLa Hora Latina Festival in downtown Knoxville, Tennessee, where an effort is made to inform the diverse group of festival attendees both about the existence of parks and also about potential employment opportunities with the NPS.
- The Education Division internship programs create career exploration pipelines for under-represented and at-risk youth in the region. For example, a pilot career exploration program with 12 Tuskegee University Animal Science students resulted in summer internships for two members.
- In partnership with the Boys & Girls Clubs of Georgia, sustained the Fulton High School (HS) internship program, as well as other HS intern programs.
- The Education and Resources staff in partnership with the Great Smoky Mountains Institute at Tremont team was part of a national cohort in the “Working Towards Racial Equity” initiative, based out of the University of California-Berkeley. They focused on social justice transformation of environmental education.
- The African American Experiences in the Smokies Project presented nine in-person and 14 virtual programs, reaching over 650 individuals with stories of Black Appalachia. Staff working on this project also presented numerous internal training sessions/brown bags to raise awareness within the park.
- The park initiated a new recreational opportunity with an effort to increase literacy. IR2 created five ‘Storybook Trails of the Smokies,’ reaching more than 25,000 people.
- A park reported encountering challenges regarding the lack of female representation within wage-grade positions. That said, many well-qualified females were recruited under various Masonry Programs.

Disability Program

- Parks across the region took a stronger role in ensuring accessibility for visitors and staff. Some of the projects and PMIS projects that have been accomplished included, but were not limited to: Replaced the telephone system at parks (as necessary) to include accessible handsets; Installed an accessible sidewalk in front of the Birthplace Visitor Center; Installation of accessible benches throughout the parks; Completion of a backcountry trail project using a youth trail crew through the Student Conservation Association program; and Updated exhibits to include accessible features that include audio descriptions that interfaced with NPS App.
- Ensured that all beach access points were ADA accessible as well as providing beach wheelchairs for visitor use.
- Initiated new relationships with the Young Sound Seekers from Stetson University and the Conklin Davis Center for the Visually Impaired to visit Fort Matanzas and record

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environmental sounds as part of a sound ecology curriculum. Braille park brochures are made available.

- Created the first accessible trail leading to a historic site in the Smokies by securing \$207,000 in philanthropic funds to create the barrier-free, paved trail that meets standards of the Architectural Barriers Act (ABA) that provides access for visitors of all ability levels to leave the roadway and be more fully immersed in a historic landscape along the half-mile, eight-foot wide that has adequate space for wheelchairs or other mobility devices to pass one another. In concert with the effort, the park implemented a permanent action that provides a weekly accessible recreational opportunity without vehicles to the trailhead along the entire 11-mile Cades Cove Loop Road during the summer season. This action allows mobility-device users, pedestrians, and cyclists a full-day recreational opportunity that was enjoyed by about 2,000 users of all abilities per week.
- Partnered with the Prism Project which is an inclusive performing arts program for youth ages 6 – 22 with and without special needs in the Greater New Orleans region. This year JAZZ curriculum elements were installed into a three-month camp for 29 special needs children. JAZZ hired the musical director and provided a GYF partner intern to lead the program.

Diversity and Workplace Best Practices

- IR2 EEO office provided training on the use of the new NPS Demographics Workforce Dashboard to be utilized by leadership in strategic planning initiatives.
- IR2 EEO office provided onsite training to parks on diversity and recruitment approaches.
- IR2 EEO office and human resources office partnered in establishing relationships with HBCUs and strengthening relationships previously made through site visits, career fairs and virtual opportunities. They provided services to show students how to navigate the USA Jobs site as well as resume writing.
- Supervisors are required to develop a diversity recruitment plan for all vacant positions prior to recruitment and advertising. Prior to selection, all selecting officials must present their recruitment efforts, their selection process and their proposed selection to the superintendent for final review and approval. If an adequate effort to recruit is not demonstrated, the selection is postponed until sufficient recruitment effort is demonstrated.
- To meet workplace inclusion goals, the parks reported providing nine employees in-park details/temporary promotions this year. Any employee who showed an interest in cross-training or collateral duty assignments and currently performing at a satisfactory level were given the opportunity to try new assignments and/or take part in detail opportunities with other parks. Additionally, they supported and utilized flexible workplace programs such as telework, maxi-flex schedules and wellness programs. The parks provided developmental opportunities both in and out of the parks for all disciplines.

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- Filled 12 positions using a variety of hiring authorities, including Schedule A, to recruit employees of various races, religions, disabilities, ages, genders, and sexual orientations/gender identities.
- Established an employee-led Smokies Justice Equity Diversity and Inclusion (JEDI) interdisciplinary group to create a grassroots-led community of learning to result in leader training with workshops for incoming interns, seasonals and volunteers as well as permanent staff and partner organizations. The development in these trainings, and the ongoing monthly group meetings, have resulted in the cultivation of a more inclusive and equitable environment and work culture for all employees, exceeding the DOI performance requirement for advancing DEIA objectives and opportunities.

Interior Regions 3, 4, and 5 (formerly known as Midwest Region)

National Park Service (NPS), Department of the Interior (DOI) Great Lakes (Interior Region 3), Mississippi Basin (Interior Region 4), and Missouri Basin (Interior Region 5) spans 13 states and three time zones. With 58 national park units, three national trails, eight national heritage areas, 468 national historic landmarks, and 163 national natural landmarks, IR 3,4,5 is rich with stories of America, teaching us about our journey as a nation. A region of great lakes, winding rivers, abundant wildlife, and of people and cultures who changed the world. National park sites in the Midwest inspire us with their history, beauty, and natural resources.

Interior Regions 3, 4, 5 (IR 3,4 and 5) focused on the Model EEO Program; creating a workplace free of discrimination and harassment during fiscal year 2022. The region used the six Essential Elements of the Model EEO Program to identify areas for improvement and measure accomplishments.

- Essential Element A: Demonstrated Commitment from Agency Leadership – requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace
- Essential Element B: Integration of EEO into the Agency’s Strategic Mission – requires that the agency’s EEO programs are structured to maintain a workplace that is free from discrimination and support the agency’s strategic mission
- Essential Element C: Management and Program Accountability – requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency’s EEO Program and Plan
- Essential Element D: Essential Element D: Proactive Prevention – requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity
- Essential Element E: Efficiency – requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency’s EEO programs and an efficient and fair dispute resolution process
- Essential Element F: Responsiveness and Legal Compliance – requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

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Policies and Procedures

IR 3, 4, 5 accomplished the following under Essential Element A:

Demonstrated Commitment from Agency Leadership regarding policies and procedures:

- IR 3, 4, 5 Equal Employment Opportunity (EEO) staff conducted the MD-715 – Part G, Agency Self-Assessment Checklist identifying measurements at the regional level that were met or had room for improvement.
- IR 3, 4, 5 Regional Director issued the annual EEO policy statement clearly. communicating the Region’s commitment to EEO for all employees and applicants.
- IR 3, 4, 5 Regional Director moved the supervision of the Regional EO Program Manager to the Regional Director.

Complaints Processing

IR 3, 4, 5 accomplished the following under Essential Element E: Efficiency:

- Provided timely EEO Informal Complaint counseling.
- Provided written notification of rights and responsibilities in the EEO Complaint process during the initial counseling session.
- Ensured all employees fully cooperated with EEO counselors and EEO personnel in the EEO Complaint process, including granting routine access to personnel records related to an investigation.
- Provided documents requested to ensure EEO Complaints were investigated timely.
- Required managers and supervisors to participate in Alternative Dispute Resolution (ADR) once it was accepted by the Complainant.
- Offered ADR during the EEO informal complaint stage, where ADR is appropriate.
- Ensured a management official with settlement authority was accessible during ADR.
- Prohibited the Responsible Management Official (RMO) named in the dispute from having settlement authority.
- Used ETK (formerly iComplaints) to accurately collect, monitor, and analyze complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official.
- Ensured new EEO Complaint Counselors received 32 hours of training
- Ensured seasoned EEO Complaint Counselors received 8 hours of annual refresher training.

Special Emphasis Programs (SEP) and Outreach

IR 3, 4, 5 accomplished the following under Essential Element B: Integration of EEO into the Region’s Strategic Mission and Essential Element D: Proactive Prevention:

- Regional Visitor and Resource Protection division collaborated with WASO to implement Direct-to-Federal law Enforcement Training Centers (FLETC); an important recruiting tool that facilitated hiring a diverse workforce more reflective of the communities surrounding the parks.
- Apostle Island National Lakeshore hosted local resume training sessions with Ojibwe communities and schools, attended tribal career fairs, and conducted outreach to

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Ojibwe language programs at universities prior to advertising an Ojibwe language educator position.

- Charles Young Buffalo Soldiers National Monument coordinated with the General Charles Young Foundation, Omega Psi Phi Fraternity, Inc., and the U.S. Army to bring members of the Charles Young community together to support the promotion of Colonel Charles Young to the rank of Brigadier General.
- Regional Relevancy, Diversity, and Inclusion Program Manager presented a session to the Historically Black Colleges and Universities (HBCU) conference titled “Who is the National Park Service?” Topics covered were jobs available in the NPS, internship opportunities, Federal special hiring authorities, i.e., Public Land Corps, Direct Hire Authority for Resource Assistant Interns, and Schedule A Hiring Authority for people with Disabilities.
- Regional Special Emphasis Program Manager coordinated with Regional Employee Relations Specialists and the region’s Employee Development Officer to present two reasonable accommodation training sessions open to all employees.

Disability Program

IR 3, 4, 5 accomplished the following under Essential Element D: Proactive Prevention:

- Brown V. Board of Education National Historic Park new superintendent filled a management team position using Schedule A Hiring Authority.
- Region provided a consolidated bi-weekly newsletter sharing upcoming learning and development opportunities with all employees, including disabled veterans.
- Region provided virtual training presented by the EEOC regarding assistive technologies used to succeed in jobs and everyday life.
- Region EEO Office offered Job Accommodation Network (JAN) virtual training opportunities and provided the JAN website as a resource which can assist with reasonable accommodation options for qualified employees with a disability.

Diversity and Workplace Best Practices

IR 3, 4, 5 accomplished the following under Essential Element B: Integration of EEO into the Region’s Strategic Mission:

- Adequate and affordable housing was identified as a barrier to maintaining a diverse and sustainable workforce at Badlands National Park and Minuteman Missile National Historic Site; led efforts to complete housing toolkit and drafted presentation for the Internal Review Board (IRB) for additional housing.
- Buffalo National River (BUFF) conducted Setting the Space workshop focusing on all employees creating an environment that supports Diversity, Equity, Inclusion, and Anti-Racism goals of the Department of the Interior, National Park Service, IR 3, 4, 5, and BUFF.
- Fort Smith National Historic Site conducted EEO Program training for all park staff presented by IR 3, 4, 5 EEO Complaints Program Manager.

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- Regional Human Resources office supported and participated in the Department of Defense SkillBridge Program to give active service members the opportunity to intern and apprentice with the NPS.

Interior Regions 6, 7, and 8 (formerly known as Intermountain Region)

From the northern peaks of the Rocky Mountains all the way to the southern Chihuahuan Desert, the regional office serving the Department of the Interior Regions 6, 7, and 8 (IR 6,7, and 8) includes 85 park units within eight states of the American West. These regions span the states of Texas, Oklahoma, New Mexico, Colorado, Utah, Wyoming, Arizona, and portions of Montana (Regions 5 and 9) making the size of the region larger than the size of the Louisiana Purchase of 1803. With around 11.2 million acres of public land, the region hosts over 57 million visitors annually.

The region employs approximately 5,700 people and hosts more than 25,500 volunteers during peak travel seasons. The regional office is located in Lakewood, Colorado, with remote offices in Santa Fe, New Mexico; Phoenix, Arizona; and Tucson, Arizona.

The following examples highlight many of the ongoing efforts that were made throughout the region to break down barriers potentially prohibiting full participation of all individuals throughout Interior Regions 6,7 & 8 workforce:

Policies and Procedures

The Equal Employment Opportunity (EEO) office conducted a comprehensive review of all affiliated policies (DOI, NPS, and regional) to ensure ongoing compliance, to include identifying necessary local policies (such as religious accommodation matters). The EEO office has ensured IR 6,7 and 8 locations have current “EEO is the Law” posters, DOI EEO Policy Statements, all IR 6,7 and 8 EEO Policy Statements and all additional EEO postings. The EEO office also has a new regional EEO Department SharePoint site which incorporates training, EEO Laws, polices and procedures for all employees to visit at their leisure.

The regional Servicing Human Resources Office (SHRO), the SHRO continued its partnership with their service parks in strategic hiring, employee development, and succession planning, with an emphasis on increasing workforce diversity at all levels and in particular for higher graded positions. An annual review of the merit program policy and procedures was accomplished by the SHRO for identifying potential barriers to full participation of promotion opportunities with an emphasis on underrepresentation.

The regional Employee Relations (ER) team has continued its diligence in working to ensure full compliance with the NPS Anti-Harassment Policy and Procedures, and currently partnering with the DOI Office of the Solicitor (SOL) for implementation. From the Learning & Development (L&D) area, the following training/education were programmed and conducted throughout the region in alignment with the region’s overall policies, procedures, practices, and goals: Green

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Dot/Bystander Intervention; Resolving Conflict in a Diverse Workforce; Managing Conflict; Martial Arts for the Mind; Emotional Intelligence and Self-Awareness; Art of Supportive Leadership; and Building and Maintaining the Best Team.

Complaints Processing

The regional EEO staff continued to evaluate the EEO complaint resolution process to ensure it is efficient, fair, and impartial. Complaint processing times were consistently monitored to ensure compliance with applicable federal statutes, DOI and NPS policies. Additionally, the EEO staff made available for each aggrieved party Alternative Dispute Resolution (ADR) options in an effort to facilitate an early, effective, neutral, and efficient informal resolution of disputes. Furthermore, the EEO staff incorporated a new iComplaints case management system called ETK for all EEO complaints. The regional executive team received monthly updates (or as requested) on the status of EEO activities for their on-going awareness and consideration for their appropriate actions.

In addition to having an efficient and effective EEO complaint resolution process, Interior Regions 6,7 & 8 has also ensured the implementation of a comprehensive anti-harassment process through the coordination and guidance of the ER team. As a result, Interior Region 6,7 & 8 employees are provided with multiple avenues of redress, and not just the EEO process. Additionally, the ER team has responded and provided assistance, advice, and investigative resources to a number of complaints falling outside of the anti-harassment intake process. Moreover, administrative investigation training was provided on a one-on-one basis to regional members in order to form a regional/internal cadre of fact-finders to conduct investigations (where appropriate and within DOI guidelines) for the region. This initiative allows front line managers with the tools to expedite and possibly resolve simple internal departmental issues, saving time/dollars and delivering promptness/appropriate follow-through during the process while maintaining leadership oversight of issues specific to their areas.

From L&D regarding Alternative Dispute Resolution (ADR) of non-EEO cases, ADR was requested and coordinated on for 14 cases, eight cases resulted in settlement agreements. The region continued to promote ADR (where applicable/appropriate) as a first option for both EEO and non-EEO related matters. Last, but not least, the SHRO continued to play a critical role in supporting employee complaints regarding pertinent document requests and policy clarification, among others.

Special Emphasis Programs (SEP) and Outreach

A comprehensive outreach and recruitment handbook that was previously created and issued by the SHRO team for use by all HR staffing specialist during consultation was refined and utilized by supervisors/managers and selecting officials, was still proven as a “go to” resource. The region continues to plan for additional opportunities to engage in outreach and recruitment efforts, with listings and contact information on various institutions inside and outside of the region, to include: Minority Serving Institutions, various other institutions of higher education with a focus on many of the NPS mission critical areas, professional

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organizations, various organizations/employment centers for individuals with disabilities, and veteran organizations etc.

Some specific/noteworthy accomplishments of the regional SHRO are: Continued to utilize the use of a veteran committee comprised of staff members from various parks who are military veterans to serve as liaison with various national and local veterans groups, with an HR specialist assigned as an advisor to the committee; Outreach to entities serving people with disabilities garnered the hiring of three Schedule A applicants; Held career fairs at Tribal Colleges and local universities in Arizona, Wyoming, and Montana; Presented training in applying for federal jobs targeting underrepresented groups, to include Native-Americans on the Navajo Nation and Blackfeet Indian Reservation; Partnered with local/state job service offices in an effort to reach a diverse array of potential candidates and conducted training sessions on how to apply for jobs with the federal sector; Partnered with the local Air Force Base to be included in the transition assistance program (TAPS) in an effort to ensure soon to be veterans are educated on the federal sector hiring process; Collaborated with congressional leaders and multiple other agencies to improve the hiring of youth under the Public Land Corp program. This area has become a concerted effort in leveraging future recruiting efforts to diversify staff at all our locations.

Future focus and objectives are for all participants that collectively supported several hundreds of youths from varied backgrounds continued as follows:

- Focused hiring of underrepresented groups to diversify locations
- Diverse youth to study and pursue careers in STEM Fields
- Provide meaningful and relevant science-based internships in parks
- Introduce program participants to science careers in the NPS
- Increase relevance, diversity, and inclusion in the NPS workplace

IR 6,7 & 8 continued their participation in a variety of other internship programs, including the Latino Heritage Internship Program, Mosaics in Science, Future Park Leaders, Historically Black Colleges and Universities Internship program, among others; YYAVP continued their support of the Denver Urban Ranger program, which continues to hire high school students from communities traditionally underrepresented in the outdoors to lead fishing clinics and other educational outdoor programming for younger students across the Denver Metro Area; The Urban Rangers also helped with leading camping trips to regional national parks and other public lands for kids and their families.

The Urban Ranger program is a partnership between the NPS, Environmental Learning for Kids, Colorado Parks & Wildlife, and Denver Parks and Recreation; IR 6,7, & 8 and Colorado National Monument, collaborated with Buckley Air Force Base (Denver, CO) and the Veterans Administration to issue over 1,000 America the Beautiful passes to active-duty military and disabled veterans; National Get Outdoors Day (2000+ attendees).

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An event held at Garfield Lake Park, located in Denver, CO allowed the YYAVP team and other partners to better connect with new audiences and encourage families to get out and enjoy the outdoors. This event was an interagency effort involving the U.S. Forest Service, Bureau of Land Management, U.S. Fish and Wildlife Service, U.S. Health and Human Services, and other local agencies and nonprofits, in particular the Metro Denver Nature Alliance and the Southwest Denver Coalition; YYAVP partnered with other regional office divisions and Rocky Mountain National park to coordinate NPS employees participation in Denver's Pride parade in support of the NPS mission to tell the stories of all Americans. At least 35 NPS employees participated, many from out of state.

IR 6,7 & 8, the SHRO, Management & Program Analyst, Public Affairs, YYAVP and region leadership collaborated to launch recruitment and outreach for thousands of seasonal jobs across the country for 2022. The region currently utilizes a recruitment schedule that was developed for tracking seasonal recruitment timeline across the NPS. The region recruited for entry-level summer seasonal park rangers across the country. To include recruitment for a variety of specialized jobs such as: archeologists, biological technicians, and engineers. Outreach and recruitment efforts targeted Minority Serving Institutions, LGBTQ+ groups, veteran centers, individuals with disabilities groups, totaling over 50 partner organizations that serve a variety of communities typically underrepresented in the NPS workforce. Additionally, outreach and recruitment resources were distributed to all regional parks, offices, and program areas in an effort to maximize participation and engagement of this important initiative. Moving forward, the region's goal is to take away lessons learn from this initiative for adaptation to a wider range of employee groups across the region and capitalize in recruiting underrepresented categories of employees coming on-board to IR 6,7 and 8.

Disability Program

Along with the respective SHRO, the ER staff continued collaboration to ensure reasonable accommodation requests, to include those that related to considerations for another position, were executed in the most efficient and effective manner possible. The SHRO continued to conduct/accomplish outreach and recruitment to organizations for people with disabilities for hiring Schedule A applicants and 30% or more disabled veterans. Additionally, the SHRO has continued its partnership with the Office of Disability Employment Service, various veteran centers with the main focus being on 30% or more disabled veterans, and other local/state advocacy organizations in an effort to increase the representation of individuals with disabilities. From the L&D area, scheduling and conducting of Supervisory Excellence course with embedded discussions/coverage of Schedule A Hiring Authority for Individuals with Disabilities and 30% or more disabled veterans for three classes were opened for regional-wide participation. Additionally, L&D coordinated on a regional-wide administrative officers' workshop with a focus on discussion/coverage of Schedule A Hiring Authority for Individuals with Disabilities and 30% or more disabled veterans.

The region continues to strive to provide even more accommodation access to not only the region's guests, but to the region's workforce with improvements incorporated with the

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Americans with Disability Act (ADA) in mind. The YYAVP team continued support of regional American Sign Language youth crews as a way to include the Deaf and Hard of Hearing (DHOH) community in youth programs and the NPS as a whole. Additionally, the YYAVP team began to build a partnership between American YouthWorks (Texas Conservation Corps) and the DHOH community in Texas. The GRCA EODO team members accomplished the following: Co-chaired Employees for the Advancement of People with Disabilities Employee Resource Group; Attended and provided invaluable inputs at the Employee Resource Group strategic meeting in Washington, D.C. as Co-chair of Employees for the Advancement of People with Disabilities; Co-presented webinar on reasonable accommodations in association with Employees for the Advancement of People with Disabilities; and Hosted two one-day disability awareness training workshops attended by both supervisory and non-supervisory employees for the GRCA and Flagstaff area monuments.

Diversity and Workplace Best Practices

The SHRO advised/coordinated with managers and selecting officials on the use of contiguous and remote/isolated hiring authorities to allow direct hire of Native-Americans residing in surrounding Nations. The ER team hosted an internal meeting and workshop that included presentations from HR, L&D, Solicitor's Office and EEO. This initiative was particularly beneficial for ER specialist team members to meet in person and hear directly from colleagues from the various offices where often time the processes overlapped.

YYAVP provided funding to support the following workplace best practices trainings, in addition to policy requirements. These trainings were/are opened to both regional office and field staff:

- Compassion in the Workplace - In partnership with the Stanford Compassion Cultivation Institute, this pilot training series (both webinar and in-person) helps employees understand burnout, self-compassion, and other ways to help manage their workloads.
- Allies for Inclusion sessions that continue to challenge employees with difficult topics to be explored with a diverse group of colleagues, serving to build better understanding and respect for each other.

Highlights of Accomplishments for FY 2022:

Conducted the following trainings to promote the benefits of a diverse workforce for members in various grades (supervisory and non-supervisory) and occupational series:

- Unconscious Bias – 30 participants
- Influencer – 23 participants
- Courage Workshop – 40 participants
- Crucial Conversations – 18 participants
- Effective Leadership Series – 25 participants
- Daring Leader Workshop – 30 participants
- Executive Leadership Team training in Unconscious Bias and Leading Inclusion – eight participants

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Interior Regions 8,9,10, and 12 (formerly known as Pacific-West Region)

The National Park Service (NPS), Interior Regions 8, 9, 10, and 12 (IR 8, 9, 10, and 12) spans 106 degrees around the globe and includes more than 65 national park sites within the eight states of California, Hawaii, Idaho, Nevada, Oregon, Washington, portions of Arizona and Montana and the territories of Guam, American Samoa, as well as the Northern Mariana Islands. The regional director for IR 8,9,10 and 12 is based in San Francisco. Satellite offices are in Seattle and Honolulu. The regional office works to safeguard our national park treasures for the enjoyment of future generations and to share their stories with more than 47 million visitors each year. The regional office is also instrumental in overseeing a variety of community assistance partnership programs. With over 13 million acres of public lands, which includes 8.2 million acres of wilderness, and 820 miles of shoreline, the regions host over 47 million visitors annually. The region employs nearly 4,700 full-time talented professionals, in addition to hundreds of term, temporary and seasonal professionals who continue to make great contributions to the regions' overall mission and goals. Furthermore, the region hosts more than 25,500 volunteers during peak travel seasons and almost 27 million visitors virtually.

IR 8,9,10 and 12 are comprised of: 17 national parks, one national seashore, 12 national monuments, one national battlefield, 10 national historic parks, two national memorials, 10 national historic sites, one national reserve, seven national recreation areas, one national historical reserve, three national preserves, four national heritage areas, three national trails, and two affiliated areas.

Overview

In Fiscal Year 2022, NPS, Interior Regions 8, 9, 10, and 12 increased its efforts to diversify its workforce and promote a more inclusive and equitable work environment for all, despite the many challenges posed by COVID-19 limitations. The new and permanently assigned Regional Director (RD), reaffirmed the NPS EEO Policy Statement, to include his vision around Diversity, Equity, Inclusion, and Accessibility (DEIA) principles. These reaffirmations have taken place through the following mediums: written policies posted at all offices/parks within the regions, executive team meetings, all superintendents and division leads calls, and all-employee calls.

The following events/actions highlight many of the efforts made throughout the regions to break down barriers potentially prohibiting full participation of all individuals throughout the IR 8, 9, 10, and 12 workforce:

- In FY22, the Federal Organizational Climate Survey (FEOCS), developed and administered by a non-government entity, which is a confidential, management-requested organizational-driven development survey focusing on issues of equal employment opportunity and organizational effectiveness, was conducted for the entire region. As a result, action plans were developed and implemented.

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- A Regional Recruitment/Retention Task Force was created to develop a regional strategic plan to recruit/retain employees of underrepresented demographics in the region.
- Increased use of recruitment and job fairs - In FY22, the region increased the use of recruitment and job fairs for target positions. These job fairs helped to garner more diversity in the workforce and allowed the region to utilize hiring flexibilities to non-competitively hire the candidates. Furthermore, the region was able to fill critical positions with qualified candidates.
- In FY22, the region doubled available seats for training opportunities.
- Initiated a Diversity, Equity, Inclusion, and Accessibility (DEIA) review process for training announcements.
- Developed and issued an updated hiring Standard Operating Procedures (SOP) focused on strategic guidance to educate and assist hiring managers with their responsibilities for employing and advancing a diverse federal workforce.
- PU'UKOHOLA HEIAU NHS (PUHE) - To increase their effort for a diverse workforce, PUHE hosted YCC and other youth programs (Queen Lili'u'okalani Children's Center, Hawaii Island Youth Rangers) to engage youth and expose them to the various types of work, activities, and disciplines that are available within the NPS.
- With base funding received in FY21, PUHE developed the Hawaiian/Pacific Legacy Program focused on indigenous skill sets and knowledge required to care for the indigenous built structures within Region 12 / Pacific Islands network.
- Developed unique historic preservation position descriptions (PDs) targeting competencies such as Hawaiian dry-stone setting ('uhau humu pohaku), thatched house (hale) building, native plant identification (for revegetation efforts and/or removal of invasive non-natives). Upon classification, PUHE will work towards recruitment of this historic preservation team (three historic preservation workers & one archaeologist) who will likely be native / indigenous members that possess the necessary competencies to better steward and care for the indigenous built structures at PUHE.
- PUHE continues to use the Hawaiian value of ALOHA in all work processes to include treating / working with team members, the visiting community and public with respect and appreciation.
- SANTA MONICA MOUNTAINS NATIONAL RECREATION AREA hosted its inaugural Asian American & Native Hawaiian/Pacific Islander Heritage Day on May 21, 2022.
- JOHN DAY FOSSIL BEDS NATIONAL MONUMENT (JODA) - JODA hosted a tribal youth and an LGBTQ+ identity crew on several trails projects. They are planning to do so again this year. In addition, JODA convened a microaggression training, which focused on cultural awareness and internal biases, among other issues related to DEIA.
- ALA KAHAKAI NATIONAL HISTORIC TRAIL (ALKA) - With respect to the public and because the trail system focuses on Hawaii's history and trail system management, ALKA initially engaged and consulted with those with ancient and historic ancestral connections to specific places on the trail. As such they worked with native Hawaiians, and others with historic ties, in a manner that is inclusive of all residents and visitors.

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Their goal is to build capacity of communities to manage their segment of the trail led or guided by the descendants of those who built, maintained, and practiced their culture via these trails, again, in a manner that is inclusive of all. ALKA aspires to be at the intersection of cultural perpetuation, environmental stewardship, and sustainable livelihoods.

- HAWAII VOLCANOES NATIONAL PARK (HAVO) - Youth Ranger Program - The purpose is to expose local students to what it's like to work in the park and potential career opportunities in the NPS, and for the park to increase its relevancy to the surrounding communities. In the spring high school students can apply, and selected candidates attend an orientation/training program with funding provided by Friends of HVNP. The ethnic diversity reflects the surrounding communities. Graduates are then hired through the Pathways hiring authority to work at various entry level positions (interpreters, natural resources, facilities, Visitors, Resources, and Protection) during the summer. HAVO received a lot of participation from students in low-income rural communities where job opportunities are scarce. It is their first exposure to the workplace and they learn a lot about how to comport themselves and job opportunities beyond their communities. Several have gone on to be employed as seasonal and permanent employees in this park. The program is in its 13th year.
- HAVO: Allies for Inclusion- Two employees are trained in Green Dot/Bystander intervention, and they held training sessions with employees. The idea was to host hikes where employees can talk about issues related to providing an inclusive work culture in a safe environment.
- CABRILLO NATIONAL MONUMENT (CABR) started a diversity committee in fall 2020 that aims to provide an "inclusion-first" approach to recruiting and retaining staff of diverse backgrounds. The committee hosted monthly meetings where members organized events and created solutions to park issues, such as changing park signs and uniform standards to be gender-inclusive. The committee has been very active in the less than 1.5 years since its creation. For example, the park has five Allies for Inclusion facilitators (at a park unit with <25 year-round staff) that hosted four dialogues in FY21-FY22. The committee hosted and funded 12 hours of trainings for park staff and partner staff on topics from inclusive communication to bystander intervention. Current initiatives include hosting seasonal onboarding and more facilitated dialogues to build workplace community. The committee's vision for 2022 and beyond is to "make a seat at the table" for DEI committee members to provide input on decision-making at the park.
- GOLDEN GATE NATIONAL RECREATION AREA (GOGA) maintains an active diversity, equity, and inclusion committee. The committee, which has approximately 20 members currently, was established in 2014 and serves as an example within the region. Key focus areas of the committee are recruitment, staff communication, and events and trainings for staff. In FY22, the committee hosted events and trainings on a variety of DEIA topics and hosted their 7th annual Diversity Makes Us Stronger month in April.
- JOSHUA TREE NATIONAL MONUMENT (JOTR) - On March 15-16, all JOTR staff and partners attended at least one session with diversity and inclusion facilitator Wayne Hare, to look at racial and class perceptions and their impact in the workplace. Wayne is

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a former BLM and NPS ranger who has a unique perspective on law enforcement and the nexus with race on public lands.

- OLYMPIC NATIONAL PARK (OLYM) - Relevancy, Inclusion, Diversity, Group Engagement (RIDGE) Allies: They create a workplan each year and do a number of things from social events to trainings. Below are some of the things they have done.
 - Coordinated regional participation in Seattle/Tacoma area pride parades and festivals.
 - Developed and coordinated the purchasing of the NPS pride shirts that have been sold nationwide and outside the agency.
 - Presented at the all-employee seasonal training this year. Introduced themselves and invited others to join the group and activities.
 - Created a welcome note that was included in park welcome packets that went out to seasonal employees. Talked about Relevancy, Diversity, and Inclusion (RDI) efforts at the park and the culture they are cultivating. Also created a zine about RIDGE for the packet.
 - Amplified and celebrated efforts to diversify park staff, programs, and experiences, like the all-ASL trail group, rainbow crew, Native American women crew, etc.
 - Populated weekly park notes that go to all the parks with allies sound bites. These included any number of things - links to national month information (Black History, Women's history, etc.) training, etc.
 - Developed social media posts. Examples included anti-violence against Asian Americans, pride Instagram series where LGBTQ+ visitors shared their experience at OLYM, suicide awareness, etc.
 - Assisted housing officer in developing a gender-neutral letter that was welcoming to all.
 - Developed a welcome sign that articulated the culture they are trying to develop that all are welcome at the park.
 - Developed pulse surveys with staff. One of which leads to all calls with park staff, superintendent and chief ranger to discuss questions and issues around contemporary societal matters potentially impacting on the organizational culture.
 - Hispanic Heritage video program: Seasonal interpreters created four Spanish language posts to share during Hispanic Heritage Month. Because Facebook automatically translates posts for most users, staff worked to turn these posts into short videos, so that followers could experience them in the original language. Staff researched and wrote original scripts and provided photos on such subjects as the Chilean Memorial, the Spanish colonial history of Port Angeles and the surrounding area, and the place of Hispanic history in the national park system.
 - Maintenance team worked with disabled hikers to redo the accessibility pages and trail handouts.

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- Staff took audio description training and has been assisting video posters with ADA requirements.
- Hired an ASL-trained seasonal ranger, who created several videos for the Deaf and Hard of Hearing community to learn about how to access the park.
- Created a brief video for virtual seasonal training - "What makes you feel welcome?" Filmed YMCA leadership groups answering this question.

Interior Region 11 (Alaska Region)

The Department of the Interior (DOI), National Park Service (NPS), Interior Region 11 (IR11) – Alaska, is expansive and diverse. Within this landscape known for its majestic beauty, IR11 manages more than 54 million acres in 16 units, about 2/3 of all of the NPS land, including 3.3 million acres of congressionally designated wilderness, which is the highest form of land protection in the world.

Wrangell-St. Elias (WRST), with 13.2 million acres of land, is the largest NPS park and it is six times the size of Yellowstone. Post-pandemic, one million visitors spent an estimated \$627 million visiting NPS lands in Alaska, supporting 9,140 jobs, \$352 million in labor income, and \$952 million in economic output in the state's economy. As stewards of these vast resources, approximately 900 dedicated and talented employees contributed to the NPS's mission.

IR11 is staunchly committed to diversity, equity, inclusion and accessibility (DEIA) efforts, understanding the criticality of fostering an environment which embraces divergent viewpoints and experiences. IR11 stood up a Relevancy, Diversity and Inclusion (RDI) Employee Resource Group (ERG) in FY 2020, with a goal of mapping out a strategic plan to forge a path ahead to foster growth, development, inclusivity, safety, and the well-being of employees, volunteers, partners and visitors. R11 considers increasing workforce diversity and eliminating barriers paramount, and the following categories highlight some of the FY 2022 efforts:

Policies and Procedures

The Regional Equal Opportunity Manager (REOM), in a collaborative effort with park Administrative Officers (AOs), ensured parks and the regional office staff posted requisite Equal Employment Opportunity (EEO) information in highly visible areas, such as contact information via a poster, Alternative Dispute Resolution (ADR) information, and local policies. Equal Employment Opportunity Commission (EEOC), DOI and NPS policies are located on the EEO SharePoint site. Human Resources (HR) also ensured their guidance and policies were posted in highly visible areas and on their SharePoint site.

The Regional Director reviews and signs the following regional policies annually: Equal Employment Opportunity (EEO) and Zero Tolerance of Discrimination, Harassment and Bullying Policy Statement; Reasonable Accommodations for Individuals with Disabilities Policy Statement; and the Sexual Harassment Policy Statement.

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The Local Hire Authority (LHA), a recruitment initiative specific to Alaska to help the local community obtain employment versus announcing a job outside of the local community, was actively used successfully. Bering Land Bridge National Preserve (BELA) hired a Nome Eskimo tribal member with considerable knowledge of culture and environmental understanding of the Beringia Region's resources and indigenous culture. Denali National Park and Preserve (DENA) used LHA to fill 59 permanent and seasonal positions.

Kenai Fjords National Park (KEFJ) hired 18 employees using LHA. Klondike Gold Rush National Historical Park (KLGO) used LHA to successfully fill 24 positions from the local community, and Lake Clark National Park and Preserve (LACL) used it to fill two positions. Western Arctic Parklands (WEAR) hired three applicants from the local area. LHA enabled hiring officials to focus increased outreach to Alaska rural residents, including diverse populations and individuals with disabilities, and engendered community goodwill.

Furthermore, LHA announcements were shared with Alaska Native tribal members in the local community. Using LHA taps into the in-depth and invaluable knowledge the local community can provide, along with strengthening relationships between park personnel and community residents. Workforce Management (WFM) onboarded over 190 new employees, both permanent and seasonal, using LHA. Parks are increasingly committed in using the Local Hire Authority to provide employment opportunities to Alaska Natives LHA is only applicable for remote areas and not the Anchorage and Fairbanks metropolitan areas).

The Alaska Native Tribal Relations Program Manager was part of an NPS group who wrote the policy memo for Secretarial Order 3403: *Joint Secretarial Order on Fulfilling the Trust Responsibility to Indian Tribes in the Stewardship of Federal Lands and Waters*, supplemented by specific NPS guidance signed by Director Sams in Policy Memorandum 22-03, *Fulfilling the National Park Service Trust Responsibility to Indian Tribes, Alaska Natives, and Native Hawaiians in the Stewardship of Federal Lands and Waters*

Complaints Processing

R11's EEO office is staffed with one full-time equivalent (REOM), who solely manages the EEO program. To process informal complaints, the REOM will assign a collateral duty counselor, a contracted counselor or request assistance from another region. The REOM tracked complaint activity and determined no pattern existed in discriminatory allegations since the allegations were different in the three informal complaints filed. Of the three complaints, one culminated into a formal complaint; the second counselee chose not to file a formal complaint; and the third complaint is still in the ADR process.

The REOM ensured EEO Counselors adhered to prescribed timelines, and ensured all complaint information was expeditiously updated and uploaded into the complaints case management system (Entellitrak), and used the system to identify any possible trends and to monitor case activity. The REOM always emphasized the importance of offering ADR to those initiating contact to address their concerns, since ADR is effective in facilitating dialogue and resolving

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issues at the lowest possible level. The REOM actively listened to employee concerns and provided neutral guidance. Other mechanisms of redress are also discussed, such as contacting Employee Relations (ER) for harassment complaints, or perhaps speaking to an ombudsman.

The REOM contacted ER and/or the solicitor for complaints necessitating their input and guidance. The REOM also ensured information investigators requested during the formal complaint process was provided within prescribed timelines, and provided advice and training to management, as appropriate.

Special Emphasis Programs (SEP) and Outreach

Presented in 2022 for work conducted in 2021, The Freeman Tilden Award for Excellence in Interpretation is the highest NPS award recognizing outstanding contributions in interpretation. Recipients of the award must demonstrate excellence in their field and inspire innovation. The awards attest to capturing special emphasis and outreach efforts and the R11 recipients follow:

- Individual Freeman Tilden Award: Guadalupe Zaragoza significantly impacted web and social media work spanning the region and at a national level. Her contributions resulted in a high quality and cohesive national presence in social media, focusing on service-wide collaboration and co-creation of NPS owned social media platform content, resulting in amplifying NPS messages and branding.
- Team Freeman Tilden Award: The Lake Clark National Park and Preserve team created interpretive products integrating traditional indigenous knowledge, Dena'ina knowledge and western science to create experiences that were holistic and inclusive. The team tailored their youth and education programs around Dena'ina values and fundamentally changed the way interpretive products were developed.
- In addition to the annual Freeman Tilden Award, 2021 marked the inaugural year for the Education Award: The Glacier Bay National Park and Preserve team has historically provided excellent distance learning education programming, and delivered 223 programs to 7140 students nationwide. The park also invited more than 10 NPS service units interested in developing their own long-distance programs, enabling them to observe live presentations in schools.
- R11 parks and regional staff employees continued to interact frequently with tribal communities to foster collaborative working relationships, and continue to seek expert guidance from the Alaska Native Tribal Relations Program Manager to further strengthen relationships with the Alaska Native community.
- The Alaska Native Tribal Relations Program Manager participated as a panelist and NPS booth host in the Alaska Federation of Natives, comprised of 229 tribes, 12 regional corporations, 171 village corporations and 11 tribal entities, actively engaging with Alaska's indigenous population. Further, the manager taught multiple courses on Tribal Consultation, including cross cultural communication, co-management with tribes, tribal ways of life, and subsistence management, through a virtual platform with over 150 participants.

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- The Anchorage Alaska Public Lands Information Center (AAPLIC) Education Team actively engaged with Title I schools, including Mountain View, the most diverse community in the state, and hosted ice fishing events for Title I youth. The team also provided virtual education programs to urban communities in Ohio, New Jersey, Maryland, California and Texas, notably expanding their outreach outside of the state.
- KEFJ resumed the *Every Kid in a Park* program, a partnership with the Anchorage School District to bring disadvantaged and underserved youth to the park. President Barack Obama created the program in concert with NPS in 2015, and the program grants free admission to all parks for visiting fourth graders and their families. In FY 2022, KEFJ conducted the program for the first time after the pandemic and it was a resounding success. They reached over 3500 students through over 100 programs both inside and outside of the park.
- LACL restarted their day camps, Junior Ranger programs, and school visits, reaching over 700 kindergarten through eighth grade students, and also partnered with the Nondalton Tribal Council to sponsor and host three summer youth camps to spark interest in working for the park. The park also created their first feature length film, consulting with local tribal leaders and elders, to ensure content reflected their knowledge and stories, along with capturing park resources. Youth Programs managed a young adult centrally run internship academy with nine professional interns placed in parks throughout the region, and they focused on recruiting diverse candidates. A Washington Support Office (WASO) funded Latino Heritage Internship Program participant was placed at KLGO and another was placed at BELA. KLGO was also selected to host a WASO funded Historically Black Colleges and Universities (HBCU) intern.
- The REOM participated in University of Alaska Anchorage Career Fairs, and networked with Joint Base Elmendorf-Richardson and the Veterans Administration, to disseminate NPS job announcements with the intent to recruit a diverse group. The REOM is also an Alaska Job Corps Workforce Summit Council member and Community Relations Council member, part of a recruitment effort to engage with underserved and disadvantaged youth, mainly comprised of Alaska Natives.

Disability Program

R11 is firmly committed to accommodating employees with disabilities, and resolutely worked on Section 508 compliance to aid with website accessibility, along with continuing to safely modify structures, improving accessibility to employees and park visitors with disabilities. R11 partnered with the Workforce Recruitment Program (WRP) to target hiring college students with disabilities. Hiring officials ensured to take advantage of using Schedule A to hire employees with disabilities, and parks conducted accessibility training for their employees. Please see below for additional highlights of R11's accomplishments:

- In FY22, three reasonable accommodations requests were submitted to ER. One was granted, one was denied, and one is pending. ER also conducted reasonable accommodations training and continued to recruit through the Vocational Rehabilitation Program. Also, WFM conducted nationwide training on Veterans

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Recruitment Appointment and Schedule A Hiring Authorities, to better help participants involved in targeted disabilities recruitment.

- The AAPLIC Education Team worked with the Adult Community Transition (ACT) program and hosted ice fishing events to participants with disabilities. They also coordinated with an American Sign Language (ASL) translator for virtual education presentations, to better accommodate those with hearing impairments.
- BELA received a \$4.3 million National Park Foundation grant to enhance visitor services to create efficient office space, along with ensuring accessibility standards are incorporated to accommodate visitors and employees with disabilities.
- DENA considered themselves very fortunate to have a mother and son Volunteer in the Park (VIP) duo who continuously volunteer annually to staff their Visitor Center desk and the Savage River Creek Station. The son is hearing impaired and regularly uses ASL to communicate, which is helpful for interpretation to employees and visitors with hearing impairments.
- GLBA began phase two of their multi-year Glacier Bay Lodge Accessible trail project, to provide an accessible connection between the three most visited front-country visitor areas: Glacier Bay Lodge to the public use dock area, and then to the Huna Tribal House.
- KEFJ's Interpretation Team collaborated with a subject matter expert to complete audio descriptions on their visitor center exhibits, enabling visually impaired visitors to explore the exhibits through audio recordings.
- KLGO granted a reasonable accommodation to an intern, and provided upgrades to existing and outdated audiovisual equipment which will provide better hearing assistance in FY 2023 for park visitors.
- LACL worked on the remote Chinitna Bay area trails to significantly improve access for people with disabilities, cleaning and widening the trail to make it easier to walk on, and easier to bring beach wheelchairs onto the path to better assist independent and guided visitors. Sitka National Historical Park (SITK) completed designing their Sea Walk project and will start construction of it to make the park more accessible to those with disabilities. SITK also completed a design and contracted work to be conducted at the visitor center to better accommodate employees and visitors with disabilities.
- Yukon-Charley Rivers and Gates of the Arctic (YUGA) hired a VIP with a disability to assist in a small mammal monitoring project at DENA. YUGA also hired a Student Conservation Association (SCA) intern, an Alaska Native with a disability to assist with small mammal field work at DENA. YUGA actively sets goals to hire those with disabilities.

Diversity and Workplace Best Practices

The Alaska Leadership Council (ALC) funded strategic planning training to enable two RDI ERG members, and the REOM who serves in an advisory capacity, to form a cohort facilitating a planning team. In addition to the cohorts, the team is comprised of five employees spanning different grades and career fields, who meet regularly to strategize and draft a strategic plan.

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The team ensured to engage senior leadership, with the intent of also engaging the entire R11 workforce, using surveys to garner feedback to assist in mapping the way ahead to inculcate DEIA into the workforce. Please see below for additional highlights of R11's accomplishments:

- R11 continued to promote and provide Flexiplace and Alternative Work Schedules (AWS) to enhance employee morale. R11 also supported maximum teleworking and alternate duty stations, when feasible, to accommodate employees.
- The Alaska Native Tribal Relations Program Manager conducted training for seasonal employees in multiple parks regarding Alaska Native affairs and cultural competencies, and taught multiple Tribal Consultation and Alaska Native Affairs webinars, including land acknowledgements and best practices when addressing tribes.
- GLBA partnered with the Hoonah Indian Association to cooperatively manage the Huna Tribal House, providing interpretive services. GLBA focused on engagement with tribal members hoping they will consider an NPS Cultural Interpreter position. GLBA and the association collaborated on completing two feature length films and social media posts to share the park's cultural story to their virtual visitors. GLBA also actively worked with local community schools, ranging from elementary to high school, along with mentoring graduate students, to encourage them to seek NPS careers.
- KEFJ drafted and received approval on a charter to stand up their own park-specific RDI ERG. Membership spanned four teams and included permanent and seasonal position members. The group finalized their charter and developed intra-park initiatives to build cohesion, along with incorporating DEIA recruiting initiatives.
- KLGO coordinated with the Skagway Traditional Council to provide training on indigenous culture and history, and hosted events to share storytelling regarding the Black Soldier Regiment during the time they resided in Skagway during the Gold Rush.
- WRST established a co-management agreement with the Ahtna Cultural Center, located next to the WRST Visitor Center. The partnership enabled the center to reopen, and provided a wealth of information regarding the Ahtna Athabascan history, and strengthened the park's relationship with the local community.
- The REOM has a partnership with Standing Together Against Rape (STAR) to conduct DEIA related training to the workforce. Training was conducted through Microsoft Teams enabling remote parks to participate, and the REOM obtain the assistance of a live captioner for the sessions. In FY22, STAR instructors conducted the following training: *Creating an Inclusive and Accessible Environment for People with Disabilities; Integrating Wellness in the Workplace; and Understanding and Respecting Gender and Sexual Identity Diversity Training*. The REOM also scheduled a *Brown v. Board of Education National Historic Site* virtual tour, hosted by Nick Murray from Interior Regions 3, 4 and 5 (Midwest).

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I,

Rose Blankenship, Director, Office of Equal
Opportunity Programs (GS-0260-15)

am the

Principal EEO
Director/Official for

National Park Service

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



03/15/2023

Rose Blankenship
Director, Office of Equal Opportunity Programs

Date

Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with
EEO MD-715.



4/06/2023

Charles F. Sams III
Director, National Park Service
Signature of Agency Head or Agency Head Designee



Date

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Agency Self-Assessment Checklist



Essential Element: A Demonstrated Commitment From agency Leadership

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	A.1. The agency issues an effective, up-to-date EEO policy statement.				
	A.1.a. Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "Yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]		X		The EEO Policy Statement signed by the Secretary, Department of the Interior is attached to this report. The NPS Office of Equal Opportunity Programs (OEOP) drafted an updated EEO Policy Statement and forward it to the Director, NPS for his review/ approval. Once reviewed and approved by the NPS, Director, the EEO Policy Statement will be distributed to the workforce for various posting options. 9/30/2022
	A.1.b. Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column.		X		N/A - Please see the response above at A.1.a.

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	A.2. The agency has communicated EEO policies and procedures to all employees.				

A.2.a. Does the agency disseminate the following policies and procedures to all employees:

A.2.a.1. Anti-harassment policy? [see MD 715, II(A)]	X			
A.2.a.2. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)]	X			

A.2.b. Does the agency prominently post the following information throughout the workplace and on its public website:

A.2.b.1. The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	X			
A.2.b.2. Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 CFR §1614.102(b)(5)]	X			

A.2.b.3. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	X			https://www.doi.gov/accommodationschrome-extension://efaidnbmnnnibpcajpcgclefin https://www.doi.gov/sites/doi.gov/files/elips/documents/pb-21-03-processing-requests-for-reasonable-accommodation-for-individuals-with-disabilities-10-24-2021-508 https://www.doi.gov/accommodations/PAS
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A.2.c. Does the agency inform its employees about the following topics:

A.2.c.1. EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often and the means by which such training is delivered.	X			NPS informs employees about the EEO complaint process during onboarding and at least annually thereafter.
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A.2.c.2. ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.	X			NPS informs employees about the ADR process during onboarding and at least annually thereafter.			
A.2.c.3. Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.	X			NPS informs its employees about Reasonable Accommodation during in-process and annually.			
A.2.c.4. Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.	X			At least annually and the NPS Anti-Harassment Coordinator conducted several classes throughout the reporting period to various employee groups throughout the organization (supervisory and non-supervisory staff).			
A.2.c.5. Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR §2635.101(b)] If “yes”, please provide how often.	X			At least annually and at various times throughout the year.			
 Compliance Indicator	A.3. The agency assesses and ensures EEO principles are part of its culture.			Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures							
A.3.a. Does the agency provide recognition to employees, supervisors, managers and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If “yes”, provide one or two examples in the comments section. .	X			DOI Secretary's Diversity Award, National Capitol Region Diversity Award, and Interior Regions 3, 4, and 5 Diversity Award.			
A.3.b. Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]	X						

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Essential Element: B Integration of EEO into the agency's Strategic Mission

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.1. The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.				
	B.1.a. Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]	X			
	B.1.a.1. If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.			X	The EEO Director reports directly to the agency head/ Director, NPS.
	B.1.a.2. Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	X			
	B.1.b. Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]	X			
	B.1.c. During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.		X		
	B.1.d. Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.2. The EEO Director controls all aspects of the EEO program.				
	B.2.a. Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)] If not, identify the office with this authority in the comments column.	X			
	B.2.b. Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]	X			
	B.2.c. Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	X			
	B.2.d. Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]	X			
	B.2.e. Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	X			
	B.2.f. Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	X			
	B.2.g. If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2); (c)(3)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	B.3. The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.				
	B.3.a. Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]	X			
	B.3.b. Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.	X			The NPS has developed a strategic plan that also serves as a step-down plan for the DOI's strategic plan. Some principles outlined include: Create a safe and inclusive work environment where all employees feel welcome and can address any concerns without fear of retribution; Eliminate any identified barriers to fair and equitable treatment for all across the spectrum of the employee life cycle;

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 Compliance Indicator	Measures	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
	B.4. The agency has sufficient budget and staffing to support the success of its EEO program.				
B.4.a. Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:					
	B.4.a.1. to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]		X		
	B.4.a.10. to effectively manage its reasonable accommodation program? [see 29 CFR §1614.203(d)(4)(ii)]	X			
	B.4.a.11. to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	X			
	B.4.a.2. to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]		X		
	B.4.a.3. to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR §§ 1614.102(c)(5); 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]	X			
	B.4.a.4. to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	X			
	B.4.a.5. to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]		X		
	B.4.a.6. to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	X			
	B.4.a.7. to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)] If not, please identify the systems with insufficient funding in the comments section.	X			
	B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]		X		
	B.4.a.9. to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I; EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C. 1]	X			
	B.4.b. Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]	X			
	B.4.c. Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	X			
	B.4.d. Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II) (A) of MD-110?	X			
	B.4.e. Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.5. The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills				

B.5.a. Pursuant to 29 CFR §1614.102(a)(5), have all managers and supervisors received orientation, training, and advice on their responsibilities under the following areas under the agency EEO program:

B.5.a.1. EEO complaint process? [see MD-715(II)(B)]	X			
B.5.a.2. Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)]	X			
B.5.a.3. Anti-harassment policy? [see MD-715(II)(B)]	X			
B.5.a.4. Supervisory, managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	X			
B.5.a.5. ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	X			



 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.6. The agency involves managers in the implementation of its EEO program.				
B.6.a. Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]		X			
B.6.b. Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]			X		
B.6.c. When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]			X		
B.6.d. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR §1614.102(a)(5)]		X			

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Agency Self-Assessment Checklist



Essential Element: C Management and Program Accountability

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.1. The agency conducts regular internal audits of its component and field offices.				
	C.1.a. Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.		X		
	C.1.b. Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.		X		
	C.1.c. Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	X			

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Agency Self-Assessment Checklist



 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.2. The agency has established procedures to prevent all forms of EEO discrimination.				
	C.2.a. Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	X			
	C.2.a.1. Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	X			
	C.2.a.2. Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	X			
	C.2.a.3. Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	X			
	C.2.a.4. Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [See Enforcement Guidance, V.C.]	X			
	C.2.a.5. Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	X			
	C.2.a.6. Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)]	X			
	C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)]		X		The NPS is currently awaiting the release of the Department of the Interior's updated Reasonable Accommodation policy.
	C.2.b.1. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR §1614.203(d)(3)(D)]	X			
	C.2.b.2. Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	X			
	C.2.b.3. Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR §1614.203(d)(1)(ii)(B)]	X			
	C.2.b.4. Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR §1614.203(d)(3)(i)(M)]	X			
	C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.	X			

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C.2.c. Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR §1614.203(d)(6)]	X			https://www.doi.gov/accommodations/PAS
C.2.c.1. Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR §1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column.	X			https://www.doi.gov/sites/doi.gov/files/elips/documents/pb-17-18-personal-assistance-services.pdf

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	C.3. The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.	Yes	No	N/A	

C.3.a. Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?	X			
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C.3.b. Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:

C.3.b.1. Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]	X			
C.3.b.2. Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]	X			
C.3.b.3. Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	X			
C.3.b.4. Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]	X			
C.3.b.5. Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	X			
C.3.b.6. Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	X			
C.3.b.7. Support the EEO program in identifying and removing barriers to equal opportunity?. [see MD-715, II(C)]	X			
C.3.b.8. Support the anti-harassment program in investigating and correcting harassing conduct?. [see Enforcement Guidance, V.C.2]	X			
C.3.b.9. Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]	X			
C.3.c. Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]	X			
C.3.d. When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.4. The agency ensures effective coordination between its EEO program and Human Resources (HR) program.				
	C.4.a. Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	X			
	C.4.b. Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	X			
	C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	X			
	C.4.d. Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	X			
	C.4.e. Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:				
	C.4.e.1. Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	X			
	C.4.e.2. Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	X			
	C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)]	X			
	C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	X			
	C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	C.5. Following a finding of discrimination, the agency explores whether it should take a disciplinary action.				
	C.5.a. Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR §1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)]	X			
	C.5.b. When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	X			The total number of disciplinary actions taken by the NPS for FY22 was 34, which is inclusive is both supervisory and non-supervisory employees.
	C.5.c. If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct (e.g., post mortem to discuss lessons learned)? [see MD-715, II(C)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	C.6. The EEO office advises managers/supervisors on EEO matters.				
	C.6.a. Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.	X			Quarterly
	C.6.b. Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	X			

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Essential Element: D Proactive Prevention

 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
D.1.a. Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]		X			
D.1.b. Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; and/or external special interest groups? [see MD-715 Instructions, Sec. I]		X			
D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]		X			
 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
D.2.a. Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	D.2. The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)	X			
D.2.b. Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]		X			
D.2.c. Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]		X			
D.2.d. Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.		X			Complaint/grievance data, exit surveys, anti-harassment program, program evaluations, employee climate surveys, and special emphasis programs,

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	D.3. The agency establishes appropriate action plans to remove identified barriers.	Yes	No	N/A	
	D.3.a. Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	X			
	D.3.b. If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	X			
	D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	D.4. The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.	Yes	No	N/A	
	D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments.		X		This situation will be immediately addressed/resolved upon our state-of-the-Agency briefing with senior leadership. The OEOP is planning for a no later than May 2023 timeframe for the meeting.
	D.4.b. Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR §1614.203(d)(1)(i)]	X			
	D.4.c. Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR §1614.203(d)(1)(ii)(A)]	X			
	D.4.d. Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR §1614.203(d)(7)(ii)]	X			

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Essential Element: E Efficiency

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.1. The agency maintains an efficient, fair, and impartial complaint resolution process.				
E.1.a. Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?		X			
E.1.b. Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?		X			
E.1.c. Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?		X			
E.1.d. Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.		X			16 days
E.1.e. Does the agency ensure that all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?		X			
E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?		X			
E.1.g. If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?				X	The NPS does complete investigations timely per E.1.f.
E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?				X	Final Agency Decisions are issued by the DOI Office of Civil Rights.
E.1.i. Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?		X			
E.1.j. If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.		X			The NPS's Statement of Work outlines specifically the standards expected (aligned with EEOC guidelines and requirements) by the contractors regarding their role in the federal EEO complaint process.
E.1.k. If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]		X			
E.1.l. Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]		X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.2. The agency has a neutral EEO process.				
E.2.a. Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If "yes", please explain.		X			The Department of the Interior's Employment & Labor Law Unit (ELLU) assigns EEO complaint cases to solicitors who are unaffiliated with the defense of the agency regarding the cases that they are assigned to.
E.2.b. When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column.		X			The NPS coordinates legal sufficiency reviews through the Department of the Interior's Employment & Labor Law Unit and by a solicitor that is unaffiliated (firewall) regarding defensive counseling for the particular matter that they are rendering a legal sufficiency review.
E.2.c. If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]		X			
E.2.d. Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]		X			
E.2.e. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)]		X			The legal counsel has 5 days to complete the sufficiency review

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.3. The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.				
	E.3.a. Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	X			
	E.3.b. Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	X			
	E.3.c. Does the Agency encourage all employees to use ADR, where ADR is appropriate? [See MD-110, Ch. 3(IV)(C)]	X			
	E.3.d. Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	X			
	E.3.e. Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	X			
	E.3.f. Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	E.4. The agency has effective and accurate data collection systems in place to evaluate its EEO program.				
	E.4.a. Does the agency have systems in place to accurately collect, monitor, and analyze the following data:				
	E.4.a.1. Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/ complainants, and the involved management official? [see MD-715, II(E)]	X			
	E.4.a.2. The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]		X		
	E.4.a.3. Recruitment activities? [see MD-715, II(E)]	X			
	E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	X			
	E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)]	X			
	E.4.a.6. The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	X			
	E.4.b. Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
 Measures	E.5. The agency identifies and disseminates significant trends and best practices in its EEO program.				
E.5.a. Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.		X			NPS Director and senior leadership weekly meeting. The EEO Director meets with the seven regional EEO offices monthly.
E.5.b. Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.			X		While the NPS has reviewed other agencies' best practices, the NPS must devise a plan for adoption/ modification to fit the specific needs of the NPS.
E.5.c. Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]		X			

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Essential Element: F Responsiveness and Legal Compliance

 Compliance Indicator		Measure Has Been Met			
 Measures	F.1. The agency has processes in place to ensure timely and full compliance with EEOC orders and settlement agreements.	Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	F.1.a. Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	X			
	F.1.b. Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	X			
	F.1.c. Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	X			
	F.1.d. Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	X			
	F.1.e. When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)]	X			
 Compliance Indicator		Measure Has Been Met			
 Measures	F.2. The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	F.2.a. Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	X			
	F.2.a.1. When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	X			
	F.2.a.2. When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	X			
	F.2.a.3. When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]	X			
	F.2.a.4. Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	X			

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 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	F.3. The agency reports to EEOC its program efforts and accomplishments.				
	F.3.a. Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]	X			
	F.3.b. Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]	X			

Essential Element: Other

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Plan to Attain Essential Elements

PART H.1

Brief Description of Program Deficiency:	A.1.b. Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column.
--	---

The NPS did not issue an annually signed and dated EEO policy statement on agency letterhead that clearly communicated the NPS's commitment to EEO for all employees and applicants.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2023	04/30/2023		04/18/2023	To have issued an up-to-date signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants.

Responsible Officials

Title	Name	Standards Address the Plan?
Affirmative Employment Program Manager	Roosevelt Wilson	Yes
Director, Office of Equal Opportunity Programs	Rose Blankenship	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
04/30/2023	Coordinate with the NPS Director's office to have issued an up-to-date signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants.	Yes		

Accomplishments

Fiscal Year	Accomplishment
2023	Coordinated with the NPS Director's office and an up-to-date signed and dated EEO policy statement was issued on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants.

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Plan to Attain Essential Elements

PART H.2

Brief Description of Program Deficiency:	A.1.a. Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "Yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]
--	---

A.1: The agency did not issue an effective, up-to-date EEO policy statement. A.1.a: The NPS did not issue a signed and dated EEO policy statement on agency letterhead that clearly communicated the agency's commitment to EEO for all employees and applicants.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2022	04/30/2023		04/18/2023	NPS to issue an effective, up-to-date policy statement, through a signed and dated EEO policy statement on NPS letterhead that clearly communicates NPS's commitment to EEO for all employees and applicants.

Responsible Officials

Title	Name	Standards Address the Plan?
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Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
04/30/2023	Coordinate with NPS Director's office for issuing a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants.	Yes		04/18/2023

Accomplishments

Fiscal Year	Accomplishment
2023	Coordinated with NPS Director's office and a signed and dated EEO policy statement was issued on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/14/0022	04/30/2023		04/18/2023	The OEOP submitted an updated EEO Policy Statement for review/approval by the NPS Director. The OEOP conducted a status update on 01/12/2023 and was informed that the policy document was still in the queue for review. The OEOP is currently working with the NPS Office of Policy in an effort to close this matter.

Responsible Officials

Title	Name	Standards Address the Plan?
Chief, Office of Policy and Affirmative Employment Program Manager	Alma Ripps and Roosevelt Wilson	Yes
Office of Policy	Alma Ripps	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
02/28/2021	The EEO Director will collaborate with the Office of Policy to ensure that EEO Policy Letters are reviewed and signed by the NPS Director.	Yes		
04/30/2023	The OEOP will continue to work with the Office of policy for getting the updated EEO Policy Statement reviewed and approved. Once accomplished, the OEOP will have the policy distributed to the NPS workforce.	Yes		

DOI National Park Service

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

Accomplishments

Fiscal Year	Accomplishment
2023	<p>A.1.a: On April 18, 2023, the agency issued a signed (signed by the NPS Director) and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants.</p> <p>A1.b: The EEO policy statement addresses all protected bases (age, color, disability, sex (including pregnancy, sexual orientation, and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces.</p>

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2020	02/28/2021		04/18/2023	The NPS will issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants.

Responsible Officials

Title	Name	Standards Address the Plan?
Office of Policy	Alma Ripps	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
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Accomplishments

Fiscal Year	Accomplishment
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DOI National Park Service

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.3

Brief Description of Program Deficiency: B.6.c. When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]

When barriers are identified, senior managers did not assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary).

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2022	10/01/2024			When barriers are identified, the Office of Equal Opportunity Programs and other agency partners (HR, etc.) coordinate with senior managers to assist in developing the NPS's action plans.

Responsible Officials

Title	Name	Standards Address the Plan?
Director, Office of Equal Opportunity Programs	Rose Blankenship	Yes
Affirmative Employment Program Manager	Roosevelt Wilson	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/2024	To assemble a barrier analysis team that is inclusive of senior managers for assisting with the development of the NPS's EEO action plans.	No		

Accomplishments

Fiscal Year	Accomplishment

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For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.4

Brief Description of Program Deficiency:

B.6.b. Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]

B.6: The agency did not involve managers in the barrier analysis process. B.6.b: Senior managers did not participate in the barrier analysis process. B.6.c: Senior Managers did not assist in developing agency EEO action plans for identified barriers.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2022	10/01/0024			B.6: Involve managers in the barrier analysis process. B.6.b: Senior managers participate in the barrier analysis process. B.6.c: Senior Managers assist in developing agency EEO action plans for identified barriers.

Responsible Officials

Title	Name	Standards Address the Plan?
Affirmative Employment Program Manager	Roosevelt Wilson	Yes
Director, Office of Equal Opportunity Programs	Rose Blankenship	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/2024	Coordinate with NPS Director's Office for sufficient funding and qualified staffing to fully implement a barrier analysis team for involving senior managers in the process and assisting with the development of agency action plans for identified barriers.	Yes		

Accomplishments

Fiscal Year	Accomplishment
2023	The OEOP has onboarded an additional staff member who will serve as the Disability Program Manager, assists with special emphasis programs efforts in general, and assists with the agency's self-assessment and barrier analysis efforts.

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For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.5

Brief Description of Program Deficiency:	B.4.a.2. to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]
B.4: The agency does not have sufficient budget and staffing to support the success of its EEO program. B.4.a: Pursuant to 29 CFR § 1614.102(a)(1), the agency did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: B.4.a.2: to enable the agency to conduct a thorough barrier analysis of its workforce.	

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2022	10/01/2024			Allocate sufficient funding and qualified staffing to: Enable the agency to conduct a thorough barrier analysis of its workforce.

Responsible Officials

Title	Name	Standards Address the Plan?
Affirmative Program Manager	Roosevelt Wilson	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/2024	Collaborate with relevant NPS partners (Human resources, employee relations, regional equal opportunity managers, relevant managers, etc.) to assemble a barrier analysis team.	No		

Accomplishments

Fiscal Year	Accomplishment
2022	N/A.

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For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.6

Brief Description of Program Deficiency:	B.4.a.5. to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]
--	---

The agency has not allocated sufficient funding and qualified staffing to successfully implement the EEO program, for: Conducting thorough, accurate, and effective field audits of the EEO programs in components and the field offices.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2022	10/01/2024			To conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices.

Responsible Officials

Title	Name	Standards Address the Plan?
Director, Office of Equal Opportunity Programs	Rose Blankenship	Yes
Affirmative Employment Program Manager	Roosevelt Wilson	Yes
Complaints Manager	Kuldip Kang	Yes
Washington Area Support Office EEO Manager	Sheryl Ellington	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/2024	Coordinate with the regional leadership and EEO offices for conducting field audits in at least four of the seven regions (prioritize those regions with the greatest needs). At that time, conduct further assessments/plans for a timeframe to conduct field audits in the remaining three regions.	No		

Accomplishments

Fiscal Year	Accomplishment
2022	N/A.

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Plan to Attain Essential Elements

PART H.7

Brief Description of Program Deficiency:	B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women’s Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]
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The agency has not allocated enough funding and qualified staffing to successfully administer its special emphasis programs (such as Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager).

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2022	10/01/2024			To secure the funding and qualified staffing to effectively administer the NPS's special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)

Responsible Officials

Title	Name	Standards Address the Plan?
Director, Office of Equal Opportunity Programs	Rose Blankenship	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/2024	Collaborate with the NPS Director, Workforce and Inclusion Directorate, and the NPS Budget function regarding securing funding and qualified staffing to effectively administer special emphasis programs.	Yes		

Accomplishments

Fiscal Year	Accomplishment
2022	N/A.

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For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.8

Brief Description of Program Deficiency:	B.1.c. During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.
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During this period, the EEO Director did not present to the head of the agency and other senior management officials, the "State of the Agency" briefing covering the six elements of the model EEO program, and the status of the barrier analysis process.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
04/06/2023	05/31/2023			Accomplish a "State of the Agency" briefing with the NPS Director and other senior officials covering the six elements of the model EEO program and the status of the barrier analysis process.

Responsible Officials

Title	Name	Standards Address the Plan?
Affirmative Employment Program Manager	Roosevelt Wilson	Yes
NPS, Office of Equal Opportunity Director	Rose Blankenship	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
05/31/2023	The Director, OEOP, NPS, and the Affirmative Employment Program Manager are coordinating with the NPS Director's office and senior officials to schedule a "State of the Agency" briefing covering the six elements of the model EEO program and the status of the barrier analysis process.	Yes		

Accomplishments

Fiscal Year	Accomplishment
2023	N/A

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For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.9

Brief Description of Program Deficiency:	B.4.a.1. to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]
B.4: The agency does not have sufficient budget and staffing to support the success of its EEO program. B.4.a: Pursuant to 29 CFR § 1614.102(a)(1), the agency did not allocate sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: B.4.a.1: to conduct a self-assessment of the agency for possible program deficiencies. .	

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2022	10/01/2024			Allocate sufficient funding and qualified staffing to: Conduct a self-assessment of the agency for possible program deficiencies.

Responsible Officials

Title	Name	Standards Address the Plan?
Affirmative Employment Program Manager	Roosevelt Wilson	Yes
Director, Office of Equal Opportunity Programs	Rose Blankenship	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/2024	Coordinate with the NPS Director's office for securing funding : to conduct a self-assessment of the agency for possible program deficiencies. to enable the agency to conduct a thorough barrier analysis of its workforce. to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People w	Yes		

Accomplishments

Fiscal Year	Accomplishment
2023	Onboarded new staff member to serve as Disability Program Manager and to assist with the conducting of a self-assessment of the agency for possible program deficiencies and assisting with the conducting barrier analysis of the NPS workforce.

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For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.10

Brief Description of Program Deficiency:	C.1.a. Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.
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C.1: The agency did not conduct regular and internal audits of its components and field offices. C.1.a: The agency did not regularly assess its component and field offices for possible EEO program deficiencies. C.1.b: The agency did not regularly assess its component and field offices on their efforts to remove barriers from the workplace.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2022	10/01/2024			C.1: To regularly conduct internal audits of components and field offices. C.1.a: To regularly assess component and field offices for possible EEO program deficiencies. C.1.b: To regularly assess its component and field offices on their efforts to remove barriers from the workplace.

Responsible Officials

Title	Name	Standards Address the Plan?
Director, Office of Equal Opportunity Programs	Rose Blankenship	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/0024	Coordinate with the regional offices for developing an audit schedule with a cadence of one regional EEO office audit per quarter or every four months, with the goal of conducting three audits per year.	No		

Accomplishments

Fiscal Year	Accomplishment
2023	N/A

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For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.11

Brief Description of Program Deficiency:	C.1.b. Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.
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The NPS did not regularly assess its component and field offices on their efforts to remove barriers from the workplace.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2022	10/01/2024			The NPS will begin to regularly assess its component and field offices on their efforts to remove barriers from the workplace.

Responsible Officials

Title	Name	Standards Address the Plan?
Complaints Manager	Kuldip Kang	Yes
Affirmative Employment Program Manager	Roosevelt Wilson	Yes
Director, Office of Equal Opportunity Programs	Rose Blankenship	Yes
Washington Area Support Office EEO Manager	Sheryl Ellington	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/2024	The Office of Equal Opportunity Programs (OEO) will coordinate with regional leadership and regional EEO offices for conducting at least four field audits of the total seven regional EEO offices (prioritizing those offices with the greatest needs). At that time, OEO will further assess the remaining regional EEO offices for additional field audits, as appropriate.	No		

Accomplishments

Fiscal Year	Accomplishment
2022	During this reporting period, the OEO collaborated with regional leadership and a regional EEO manager and accomplished a field audit of one EEO office.

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Plan to Attain Essential Elements

PART H.12

Brief Description of Program Deficiency: C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)]

The agency did not establish up-to-date disability accommodation procedures that comply with EEOC's regulations and guidance.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/0021	10/01/2022		10/30/2023	To establish disability reasonable accommodation procedures that comply with EEOC's regulations and guidance.

Responsible Officials

Title	Name	Standards Address the Plan?
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Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/2022	Coordinate with DOI's solicitor office and the EEOC for the completion and issuing of disability reasonable accommodation policy and procedures that comply with the EEOC's regulation and guidance.	Yes		10/30/2023

Accomplishments

Fiscal Year	Accomplishment
2023	The DOI, Office of Human Capital completed and issued disability reasonable accommodation policy and procedures that comply with the EEOC's regulation and guidance. NOTE: All Bureaus and offices within DOI are required to follow the reasonable accommodation policy and procedures issued by the Office of Human Capital.

DOI National Park Service

For period covering October 1, 2021 to September 30, 2022

Plan to Attain Essential Elements

PART H.13

Brief Description of Program Deficiency:	C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.
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The NPS does not have an automated tracking system to determine if all accommodation requests were processed within the time frame set forth in its reasonable accommodation procedures.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2020	09/30/2021		10/01/0022	The NPS will process all accommodation requests within the time frame set forth in its reasonable accommodation procedures

Responsible Officials

Title	Name	Standards Address the Plan?

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2021	The EEO Director will collaborate with the Reasonable Accommodation Coordinator to ensure all accommodation requests are processed within the time frame set forth in its reasonable accommodation procedures.	Yes		

Accomplishments

Fiscal Year	Accomplishment
2023	A tracking system for reasonable accommodation requests, status, etc. is now in place.

DOI National Park Service

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Plan to Attain Essential Elements

PART H.14

Brief Description of Program Deficiency:	D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments.
The NPS did not post its affirmative action plan on its public website.	

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2022	09/30/0023			Post and ensure the accessibility of at least the most current year's affirmative action plan on the NPS's public website.

Responsible Officials

Title	Name	Standards Address the Plan?
Affirmative Action Program Manager	Roosevelt Wilson	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	The Affirmative Action Program Manager will coordinate with the appropriate information technology section/staff member(s) for necessary updating of the OEOP web page and the posting of an accessible (508 compliant) affirmative action plan.	Yes		

Accomplishments

Fiscal Year	Accomplishment
2023	N/A

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Plan to Attain Essential Elements

PART H.15

Brief Description of Program Deficiency:	E.5.b. Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.
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The agency did not review other agencies' best practices and adopt them where appropriate to improve the effectiveness of its EEO program.

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2022	10/01/2023			To review other agencies' best practices and adopt them where appropriate to improve the effectiveness of the NPS's EEO program.

Responsible Officials

Title	Name	Standards Address the Plan?
Affirmative Employment Program Manager	Roosevelt Wilson	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date

Accomplishments

Fiscal Year	Accomplishment
2023	The NPS AEP Manager has collaborated with other AEP Managers and Bureau colleagues, including reviewing other federal agencies' reports and plans for gleaning ideas around best practices to improve upon the NPS EEO program effectiveness.

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Plan to Attain Essential Elements

PART H.16

Brief Description of Program Deficiency:	E.4.a.2. The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]
The NPS did not resurvey the workforce (race, national origin and sex) to ensure that the NPS had accurate data collection systems in place to evaluate its EEO program.	

Objectives for EEO Plan

Date Initiated	Target Date	Date Modified	Date Completed	Objective Description
10/01/2020	03/31/2021		10/01/2022	The EEO Director will collaborate with the Human Resources Director to ensure that the NPS resurveys the workforce (race, national origin and sex) to make sure that the NPS has accurate data collection systems in place to evaluate its EEO program.

Responsible Officials

Title	Name	Standards Address the Plan?
Human Resources Director	Marlon Taubenheim	Yes

Planned Activities

Target Date	Planned Activity	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/2023	The Affirmative Employment Program (AEP) Manager will collaborate with other Departmental AEP Managers and reach out or review other federal agencies' reports and Affirmative Action Plans for gleaning ideas around best practices, etc for improving upon the NPS's EEO program overall effectiveness.	Yes		

Accomplishments

Fiscal Year	Accomplishment
2019	On 09/15/2020, the NPS resurveyed the workforce for Disability status.
2023	The NPS resurveyed its workforce in FY 2021 (April 26, 2021) and FY 2022 (June 29, 2022), which included an opportunity to voluntarily identify their race, ethnicity, gender, and disability status. Our FY 2022 efforts were accomplished through collaboration with the Office of Equal Opportunity Programs and the Workforce and Inclusion Directorate in a "Call to Action" memorandum to the entire workforce.

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Plan to Eliminate Identified Barriers

PART I.1

Source of the Trigger:	Workforce Data (if so identify the table)
Specific Workforce Data Table:	Workforce Data Table - A1
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The following seven groups out of 16 groups listed in Table A1 for the permanent workforce were identified as being below their organizational civilian labor force (CLF) rating: All Females; Hispanic or Latino Males; Hispanic or Latino Females; Black or African American Males; Black or African American Females; Asian Males; and Asian Females.
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> All Women Hispanic or Latino Males Hispanic or Latino Females Black or African American Males Black or African American Females Asian Males Asian Females

Barrier Analysis Process Completed?:	N
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Barrier(s) Identified?:	N
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STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name	Description of Policy, Procedure, or Practice
	N/A at this time.	Focused barrier analyses will be planned for specific identification of any potential barriers.

Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
11/01/2022	10/01/2024	No			Conduct barrier analyses of the above EEO groups to determine if the identified triggers lead to barriers. Where potential barriers are identified, create action plans with reasonable steps toward barrier elimination.

Responsible Official(s)

Title	Name	Standards Address The Plan?
Affirmative Employment Program Manager	Roosevelt Wilson	Yes

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Plan to Eliminate Identified Barriers

Responsible Official(s)

Title	Name	Standards Address The Plan?
Chief, Talent Acquisition	Jill Colburn	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
10/01/2024	<p>10/30/23: In addition to the workforce data tables outlined above, continue to identify potential triggers for the above EEO groups using a variety of other sources, such as: other workforce data tables and systems for assessing career development programs, awards, upward mobility, promotions, grade levels and management/supervisory positions, etc.; an extensive review of all of the EEO sources outlined above, to include other sources, as appropriate and where the above-mentioned resources may warrant.</p> <p>10/01/24: Investigate to pinpoint potential barriers and creation of action plans with reasonable steps for eliminating actual barriers.</p> <p>Note: The dates of this plan will be modified as necessary, and to allow for the sufficient assessment of this plan around actual barrier elimination.</p>	No		

Report of Accomplishments

Fiscal Year	Accomplishments
2023	N/A at this time.

MD-715 – Part J
Special Program Plan
for the Recruitment, Hiring, Advancement, and
Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.

- | | | |
|-------------------------------|--------|-----|
| a.Cluster GS-1 to GS-10 (PWD) | Answer | No |
| b.Cluster GS-11 to SES (PWD) | Answer | Yes |

The percentage of PWD in the GS-1 to GS-10 cluster was 14.39% (670) in FY 2022 (an increase of 0.63%), as compared to 13.76% (657) in FY 2021. The percentage of PWD in the GS-11 to SES cluster was 9.42% (628) in FY 2022 (an increase of 1.03%), as compared to 8.39% (547) in FY 2021.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d) (7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.

- | | | |
|--------------------------------|--------|-----|
| a.Cluster GS-1 to GS-10 (PWTD) | Answer | No |
| b.Cluster GS-11 to SES (PWTD) | Answer | Yes |

The percentage of PWTD in the GS-1 to GS-10 cluster was 3.78% (176) in FY 2022 (an increase of 0.28%), as compared to 3.50% (167) in FY 2021. The percentage of PWTD in the GS-11 to SES cluster was 1.98% (132) in FY 2022 (an increase of 0.12%), as compared to 1.86% (121) in FY 2021.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

Alaska Region (Interior Region-11) – When a manager identifies a need to fill a vacant position, the HR Specialist assigned holds a strategic consultation meeting. During the consultation, the HR Specialist discusses the hiring flexibilities available like Schedule A. Intermountain Region (Interior Regions-6,7, and 8) – The Servicing Human Resources Office (SHRO) staff provides information on hiring authorities and resources that target people with disabilities. Schedule A appointments are discussed and WRP information is provided to the hiring managers. The SHRO does promote and encourage recruitments that solicit applicants from individuals with disabilities as well as leverage all non-competitive hiring authorities. The SHRO also works closely with leadership and selecting officials in communicating the targeted hiring goals. Furthermore, we start with a memo from our Associate Regional Director, Workforce Management to all managers/supervisors regarding the hiring goals for people with disabilities and people with targeted disabilities for their awareness and appropriate actions. Midwest Region (Interior Regions 3, 4, and 5) require all hiring officials to complete a formal Recruitment Plan for all permanent status positions, entry level through GS-11, GL-9, and WG-9, WL-7, and below. The plan must be approved by the Superintendent, Associate Regional Directors, and the Interior Regions 3, 4, 5 Recruitment Program Manager before a vacancy announcement can be posted. The intent of the plan is to inform and assist managers in recruiting and exploring other ways to attract, recruit, and retain the current and future workforce through the use of tools such as career ladders, formal NPS development programs, and on-paid training programs funded by other agencies to include hiring people with targeted disabilities through the use of Schedule A and 30% or more Disabled Veterans hiring authorities. National Capital Region (IR-1) - During regularly scheduled customer meetings, Staffing specialists have the opportunity to inform the manager of these goals. These goals are also included in the Hiring Fundamentals for New Supervisors Presentation that has been rolled out to customer offices. Northeast Region (Interior Region-1) communicates hiring goals to managers via regular recurring (monthly) communications with the field and during the consultation with managers. Pacific West Region (Interior Regions-8,9,10, and 12)– Human Resources Specialists have pre-recruitment consultations with hiring managers to discuss hiring options and flexibilities available including the special hiring authorities for those with disabilities. Hiring managers are encouraged to consider using any flexibility to increase diversity in their hiring including targeting those with disabilities and targeted disabilities. Southeast Region (Interior Region-2) - We are advising management during the consultation phase for the recruitment of specific goals for NPS and targeting People with Disabilities for all vacancy announcements. Washington Support Office- WASO - During regularly scheduled customer meetings, Staffing specialists have the opportunity to inform the manager of these goals. These goals are also included in the Hiring Fundamentals for New Supervisors Presentation that has been rolled out to customer offices.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer Yes

Alaska (Interior Region-11) Yes, we seek first candidates that are eligible for selection under special hiring authorities. Intermountain (IR-6,7,8) All HR specialists should be communicating with their hiring managers during the consultation about the use of special hiring authorities. We will make sure to include Military Spouses in FY23 announcements as well as use a more comprehensive consultation sheet. Midwest (Interior Region-3,4,5) HR Specialists are provided training specific to special hiring authorities for people with disabilities and disabled veterans. These training opportunities are made available to regional HR specialists through National Park Service HR/ Workforce and Inclusion leadership. These training opportunities are not provided through the regional Employee Development Office. National Capital Region (Interior Region-1) The Interior Region-1 SHRO currently has eight staffing professionals that are trained and qualified to discuss and implement the use of special hiring authorities. New junior HR Staffing specialists are scheduled to attend Veterans preference and federal staffing courses upon onboarding, pending budget availability. Pacific West Region (Interior Region-8,9,10,12) Yes, all Pacific West Region Human Resources Staffing Specialists are qualified personnel and have had training and education in the implementation and use of these special hiring authorities for people with disabilities. Additional training is scheduled for FY23 Southeast Region (Interior Region-2) All Human Resources Specialists for the region are responsible for advising management on Special Hiring Authorities and utilizing these hiring authorities when recruiting positions region-wide. Washington Support Office-WASO - The WASO SHRO currently has eight staffing professionals that are trained and qualified to discuss and implement the use of special hiring authorities. New junior HR Staffing specialists are scheduled to attend Veterans' preference and federal staffing courses as they onboard. When possible, HR Assistants aspiring to become specialists also attend.

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Architectural Barriers Act Compliance	1	0	0	Jeremy Buzzell Supvy Accessibility Program Manager Jeremy_Buzzell@nps.gov
Special Emphasis Program for PWD and PWTD	0	0	0	Affirmative Employment Program Division Equal Employment Specialist EEO@NPS.gov
Processing reasonable accommodation requests from applicants and employees	0	0	1	Stephen Schubart Human Resources Specialist (ER/LR) Stephen_Schubart@nps.gov
Answering questions from the public about hiring authorities that take disability into account	1	0	0	Katrina Williams Human Resources Specialist Katrina_Williams@nps.gov
Processing applications from PWD and PWTD	8	0	0	Servicing Human Resources Office Human Resources Specialist WASO_SHRO@nps.gov
Section 508 Compliance	1	0	0	Alex Lindeman IT Specialist (ENTARCH) Alex_Lindeman@nps.gov

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If "yes", describe the training that disability program staff have received. If "no", describe the training planned for the upcoming year.

Answer Yes

Alaska Region (Interior Region-11) Yes, in FY 22 Internal training provided by the HRO utilizing special hiring authorities was given to all HR Staff. Intermountain Region (Interior Region-6,7,8) No official training was given in FY22 however there are constant discussions as well as reminder emails with HR staff about the multiple options of hiring authorities they can use (i.e., Sch A, VRA, 30% disabled veterans, WRP, etc) Midwest Region (Interior Region-3,4,5) Yes, every Human Resources employee is required to complete Veterans Employment Training in DOI Talent. Online training is accomplished annually for all supervisors in DOI Talent, as well. National Capital Region (Interior Region-1) Interior Region-1 staffing specialists receive hiring flexibilities and veteran preference training courses from the Graduate School USA upon onboarding, pending budget availability. Northeast Region – Yes, we have provided sufficient training to our staff to successfully carry out their responsibilities during the reporting period. Pacific West Region (Interior Region-8,9,10,12) Yes, annually all Human Resources Specialists complete required online training courses on veterans' employment as well as the section 508 compliance training that is combined with the FISSA. The online training courses provide information on the guidelines and benefits of hiring veterans in the workforce especially those with disabilities. These courses explain how these special hiring authorities can be used to increase the number of veterans with disabilities in the workplace and how to expedite the hiring process. The Section 508 training provides information on the requirements for information accessibility for those with disabilities and provides training in compliance with the Section 508 Rehabilitation Act. HR specialists also attended a DOI- presented webinar on SkillBridge Program and Operation Warfighter, veterans' programs that highlight employing those veterans with disabilities. All new supervisors are required through DOI Talent. Southeast Region (Interior Region-2) Yes, all HR Specialists have been trained on special hiring authorities through formal training classes, refresher training, and one on one training. Washington Support Office-WASO - WASO staffing specialists receive hiring flexibilities and veteran preference training courses from the Graduate School USA as they onboard. Newly appointed staffing specialists and assistants who started during FY 2022 have already attended.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources

Answer Yes

Alaska Region (Interior Region-11) - Yes Intermountain Region (Interior Regions-6,7,8) - No, Interior Regions-6,7,8 as a region talked about hiring a recruiter but that was not done in FY22. Midwest Region (Interior Region-3,4,5) - Yes. Interior Regions-3,4,5 fully funded full-time, permanent Relevancy, Diversity, and Inclusion Program Manager. National Capital Region (Interior Region-1) - Interior Region-1 - The Interior Region-1 SHRO plans to continue to engage with the Veteran and Disability Program manager for guidance on how to improve hiring practices for these hiring authorities. If additional funding is available from the Parks, there are plans to use it towards targeted recruitment efforts. Pacific West Region (Interior Region-8,9,10,12) - Increase the use of the special hiring authorities to provide work experience and conversion opportunities for individuals with disabilities and targeted disabilities. These are a few of the programs and hiring flexibilities that we use in this region: • VRA - Veterans' Recruitment Appointment • VA Training Program Graduates: Career-conditional within 1 year of completing qualifying training • 30% or More Disabled Veterans • Veterans Employment Opportunities Act of 1998 (VEOA) • Schedule A In future fiscal years, the region will expand the use of recruitment sources of applicants with disabilities and targeted disabilities, such as Non-Paid work experience programs, military transition programs, etc. to provide work experience and potential job opportunities for individuals with disabilities and targeted disabilities. The Diversity and Inclusion Council will foster partnerships to help target individuals with disabilities and targeted disabilities as well as initial contact with students with disabilities and targeted disabilities listed in the Workforce Recruitment Program (WRP) annual online recruitment list; share resumes with hiring officials to fill vacancies (special hiring authorities). At the beginning of each fiscal year, employees are given the option to create an Individual Development Plan (IDP), which assists employees in career and personal development. IDPs help employees reach short and long-term goals, as well as improve current job performance. In addition, before the recruitment of a position, hiring officials discuss upward mobility options with HR and EEO staff. Southeast Region (Interior Region-2) - Interior region-2 parks and offices have funding to hire people with disabilities for vacancies throughout their parks and offices. Washington Support Office-WASO - WASO SHRO plans to continue to engage with the Veteran and Disability Program manager for guidance on how to improve hiring practices for these hiring authorities. Additional funding is available and there are plans to use the funding for targeted recruitment efforts.

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTDD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

Alaska Region (Interior Region-11) - Interior region-11 utilizes mainly USA Staffing and the documents candidates attached to their application. Intermountain Region (Interior Regions-6,7,8) - Workforce Recruitment Program (WRP) was the program we used. We sent many managers to this site, but it was not successful in hiring however it is used. We also worked with the Utah state rehabilitation office to build those relationships. We used Schedule A Hiring Authority mostly through word of mouth or park connections. Midwest Region (Interior Region-3,4,5) - Workforce Recruitment Program (WRP) National Capital Region (Interior Region-1) - Merit promotion announcements provide persons with disabilities the eligibility to apply to NPS positions without having government experience, provided they qualify with experience and provide the appropriate supporting documentation, and will be placed on a non-competitive certificate of eligible applicants. Pacific West Region (Interior Region-8,9,10,12) - In addition to the use of USA Staffing and ensuring announcements are coded with Schedule A eligibility. We have also shared two separate databases with managers, OPM's Max, and the DOL database for vetted schedule A students. Southeast Region (Interior Region-2) - 90% of the vacancies that are posted to USA Jobs as merit promotion announcements include the ability for those who are eligible to apply under special hiring authority. Managers are also encouraged to use the Workforce Recruitment Program (WRP) database as a resource to find students and recent graduates with disabilities and offer a non-competitive appointment for positions. Washington Support Office-WASO - Merit promotion announcements provide persons with disabilities the eligibility to apply to NPS positions without having government experience, provided they qualify with experience and provide the appropriate supporting documentation, and will be placed on a non-competitive certificate of eligible applicants.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

Alaska Region (Interior Region-11) - Advises managers to network through their respective professional groups to encourage candidates to apply to NPS positions. Intermountain Region (Interior Regions-6,7,8) - Hired 37 VRA's, 2 30% disabled veterans, and 29 Sch A's. We work closely with supervisors and discuss these hiring authorities in most of our consultations or discussions. Midwest Region (Interior Region-3,4,5) - Actively support and communicate initiatives to recruit, develop, and retain a diverse high-quality workforce to include the hiring of qualified minorities and disabled candidates, veterans, and other efforts to achieve diversity. National Capital Region (Interior Region-1) - Use the Schedule A Hiring Authority and 30% or more disabled veterans hiring authorities in their government-wide and public announcements and forward eligible and qualified applicants to be considered for a noncompetitive appointment, received by the Disability Program Manager, to their hiring managers. Pacific West Region (Interior Region-8,9,10,12) - Routinely utilizes the referenced authorities and ensures that coordination with managers is used to identify eligible applicants. The region also works with outside organizations to provide points of contact for applicants to submit their documents and attend outreach events in specific geographic areas and host virtual education events and create annual outreach plans. Southeast Region (Interior Region-2) - The region is not currently conducting any targeted outreach recruitment. However, with merit promotion announcements (government-wide) the special hiring authorities mentioned are included. Also, with the implementation of the newly drafted strategic plan, recruitments for targeted disabilities are part of that initiative. Washington Support Office-WASO - Staffing specialists use Schedule A and 30% or more disabled veterans hiring authorities in their government-wide and public announcements and forward eligible and qualified applicants to be considered for a noncompetitive appointment, received by the Disability Program Manager, to their hiring managers. In FY 2022, 24 (11 in FY 2021) personnel have been hired under the Schedule A Hiring Authority and six (five in FY 2021) personnel have been hired under the 30% or more disabled veterans hiring authority.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

Alaska Region (Interior Region-11) - The candidate attached supporting documentation, which is then reviewed by an HR Staffing Specialist. They are referred separately, along with their resume and hiring officials consider the candidate. If a candidate is selected, they are required to complete all pre-employment requirements before an official start date is offered by HR.

Intermountain Region (Interior Regions-6,7,8) - Many times we get applications from these applicants because they have a contact/friend/acquaintance within the park/office. Sometimes they come asking about a certain position or there is just a review of the resume. Each park is a little different but usually, the resume is shared with the park (either AO, managers, etc.) as an option to fill a vacant position. We also have reached out to veterans organizations when we have a vacancy and share with them the position description, so they are aware of the actual position we have open.

Midwest Region (Interior Region-3,4,5) - Maintain a file of eligible Schedule A Hiring Authority and disabled veteran applications. During the consultative process, Human Resources will encourage hiring officials to consider these non-competitive applicants. If deemed qualified, the candidate(s) is(are) forwarded to the hiring official for consideration. If the hiring official wishes to proceed with their appointment, we assist the hiring official with the appointment.

National Capital Region (Interior Region-1) - For Merit Promotion Assessment procedures: Eligible and qualified applicants under the disability authorities are placed on a noncompetitive certificate of eligible applicants, which includes Schedule A and 30% or more disabled veteran eligible applicants. For Delegated Examining Assessment Procedures: 30% or more disabled veteran certificates are issued before a Best Qualified certificate of eligible applicants is issued. Hiring managers are not authorized to pass over 30% without significant justification and OPM approval.

Pacific West Region (Interior Region-8,9,10,12) - All specialists evaluate an applicant's package and supporting documents for each eligibility to ensure that they are eligible for an appointment. This is done through both a formal recruitment process and also through evaluating applicants who ask for consideration outside of the application process following all required qualifications review. A cover email is also sent to managers on how they can appoint these applicants.

Southeast Region (Interior Region-2) - Since 90% of the vacancies that are posted to USA Jobs as merit promotion announcements include the ability for those who are eligible to apply under special hiring authority, those applicants possessing the required specialized experience or education and who are disabled will be referred to the hiring manager based on those qualifications as a non-competitive candidate.

Washington Support Office-WASO - For Merit Promotion Assessment procedures: Eligible and qualified applicants under the disability authorities are placed on a noncompetitive certificate of eligible applicants, which includes Schedule A and 30% or more disabled veteran eligible applicants. For Delegated Examining Assessment Procedures: 30% or more disabled veteran certificates are issued before a Best Qualified certificate of eligible applicants is issued. Hiring managers are not authorized to pass over 30% without significant justification and OPM approval.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer Yes

Alaska Region (Interior Region-11) - Yes, through Lunch and Learn training at the regional level a Special Hiring Authority training was given. Intermountain Region (Interior Regions-6,7,8) - There was no specific training in FY 22. Midwest Region (Interior Region-3,4,5) - Yes. Human Resources conducts training sessions with park staff, including park hiring officials, HR points of contact, alternate points of contact, and Administrative Officers. These sessions provide an informative overview of available hiring authorities and are also an opportunity to obtain valuable feedback from our park customers regarding the effectiveness of HR processes. National Capital Region (Interior Region-1) - The rollout of the Hiring Fundamentals for New Supervisors presentation to our customers has been used to provide supervisors with information on the hiring process to include special hiring authorities, such as Schedule A and 30% disabled Veterans. In addition, the newly developed (Bureau-wide) Hiring Managers guide provides Managers with an overview of the various Hiring Authorities. This guide is regularly distributed to NCA Hiring Managers. Finally, in FY2022 in particular, the region has made efforts to better consult with customers on a case-by-case to provide more targeted recruitment options, including information about special hiring authorities. Pacific West Region (Interior Region-8,9,10,12) - The agency provides this training through annual requirements for supervisors through DOI Talent. We have also scheduled monthly briefing sessions for managers on Veterans Hiring and will also be doing a monthly session on Schedule A Hiring Authority. Southeast Region (Interior Region-2) - Yes, we frequently provide training to management on all hiring authorities including Schedule A, Hiring Authority, Veterans Employment Opportunity Act, 30% or more disabled veteran authority, and Veterans' Recruitment Appointment. Washington Support Office-WASO - The rollout of the Hiring Fundamentals for New Supervisors presentation to our customers has been used to provide supervisors with information on the hiring process to include special hiring authorities, such as Schedule A and 30% disabled Veterans. In addition, the newly developed (Bureau-wide) Hiring Managers guide provides Managers with an overview of the various Hiring Authorities. This guide is regularly distributed to WASO Hiring Managers. Finally, in FY2022 in particular, WASO SHRO has made efforts to better consult with customers on a case-by-case to provide more targeted recruitment options, including information about special hiring authorities.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

Alaska Region (Interior Region-11) - Collaborate regularly with the Veterans Affairs Vocational Rehabilitation Program in Anchorage, AK as well as the Alaska State Division of Vocational Rehabilitation seeking interest in various entry-level vacancies that exist. Intermountain Region (Interior Regions-6,7,8) - Contacts with multiple veterans organizations and use those throughout the year. If someone is leaving, they will usually pass on a new contact. The Utah State rehabilitation group reached out to us this year so have all recent contacts. WRP has a database, so no contacts are needed. Midwest Region (Interior Region-3,4,5) - The region's Equal Employment Opportunity office has partnered with the Warrior Transitioning Unit at Offutt Air Force Base to assist with outreach events and recruitment opportunities for veterans. National Capital Region (Interior Region-1) - Staffing Specialists are encouraged to discuss the various hiring flexibilities available to hiring managers during the consultation process of a recruitment request. Through our anticipated local recruitment efforts, there will also be a focus on people with disabilities. Pacific West Region (Interior Region-8,9,10,12) - Coordinated with each of the state offices that provide employment support to the veteran community through the Department of Labor. We have also reached out to multiple groups in the Bay Area that coordinate with persons with disabilities and targeted disabilities and have made sure managers have information about the available resources and organizations. Southeast Region (Interior Region-2) - Diversity and Inclusion HR Specialist is a WRP recruiter who also partners with the Veterans Affairs Employment Readiness Program, Vocational Rehabilitation, Society for Human Resources Veteran's Ambassador, and Georgia's Department of Labor with plans to partner with the other states under the region in the coming year (FY23). Washington Support Office-WASO - Staffing Specialists are encouraged to discuss the various hiring flexibilities available to hiring managers during the consultation process of a recruitment request. Through our anticipated local recruitment efforts, there will also be a focus on people with disabilities. Additionally, several of our HR Specialists have received access to the Workforce Recruitment Program website and use it for targeted searches for some customers (and for our SHRO hiring), although we, unfortunately, have not yet had it result in a hire.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

- a. New Hires for Permanent Workforce (PWD) Answer Yes
- b. New Hires for Permanent Workforce (PWTD) Answer No

PWD new hires represented 11.48% which is below the 12% goal. PWTD new hires represented 3.20% which is above the 2% goal. Ref: Table B1-1

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for MCO (PWD) Answer N/A
- b. New Hires for MCO (PWTD) Answer N/A

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, during this reporting cycle, the NPS was unable to retrieve necessary qualified applicant pool data for its mission-critical-occupations (MCO). With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will focus as a start on our 10 most populous MCOs for FY 2023 regarding qualified applicant pool data and broader applicant flow data. The NPS's 10 most populous MCOs are as follow: Park Ranger/0025; Maintenance & Mechanic/4749; Miscellaneous Clerk and Assistant/0303; General Natural Resources Management and Bio Sciences/0401; Police/0083; Information Technology Management/2210; Biological Science Technician/0404; Human Resources Management/0201; Contracting/1102 and Forestry Technician/0462.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD) Answer Yes
- b. Qualified Applicants for MCO (PWTD) Answer Yes

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, during this reporting cycle, the NPS was unable to retrieve necessary relevant applicant pool data for its mission-critical-occupations (MCO). With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will focus as a start on our 10 most populous MCOs for FY 2023 regarding relevant applicant pool data and broader applicant flow data. The NPS's 10 most populous MCOs are as follows: Park Ranger/0025; Maintenance & Mechanic/4749; Miscellaneous Clerk and Assistant/0303; General Natural Resources Management and Bio Sciences/0401; Police/0083; Information Technology Management/2210; Biological Science Technician/0404; Human Resources Management/0201; Contracting/1102 and Forestry Technician/0462

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD) Answer N/A
- b. Promotions for MCO (PWTD) Answer N/A

The NPS will complete further analysis in FY22 of its 10 most populous occupational series, which include: Park Ranger/0025; Maintenance & Mechanic/4749; Miscellaneous clerk and assistant/0303; General Natural Resources Management and Bio Sciences/0401; Police/0083; Information Technology Management/2210; Biological Science Technician/0404; Human Resources Management/0201; Contracting/1102 and Forestry Technician.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

Alaska Region (Interior Region-11) - Continue the strategic recruitment conversations with hiring officials on establishing career ladder opportunities. Intermountain Region (Interior Regions-6,7,8) - All details and temporary promotions are mailed to all regional employees weekly. We make sure training opportunities for self-growth are also emailed to all regional employees. Parks usually have a parkwide email list they use when advertising a position, so all park employees know what is being advertised within the parks. Midwest Region (Interior Region-3,4,5) - In FY23, the Employee Development Officer will continue to distribute training announcements and newsletters to share upcoming and available learning and development opportunities. MWR Learning and Development will continue to support 508 compliance training and education. The Region's Special Emphasis Program Manager (SEPM) continues to collaborate with Human Resources and Accessibility Coordinators to ensure employees are aware of the Reasonable Accommodation Program and Schedule A appointment authorities for individuals with a disability. Job Accommodation Network virtual training opportunities will be shared, along with the askjan.org website, as a resource that can assist with Reasonable Accommodation options for qualified employees with a disability. National Capital Region (Interior Region-1) - Staffing specialists will continue to guide their hiring rs and HR Liaisons on these hiring authorities and will continue to implement the use of these hiring authorities in their Job Opportunity Announcements to government-wide and the public. With the help of the Disability and Veteran Program Manager, the region will be able to assist with new initiatives that will increase awareness of the disability hiring authorities. Pacific West Region (Interior Region-8,9,10,12) - Increase the use of the special hiring authorities to provide work experience and conversion opportunities for individuals with disabilities and targeted disabilities. These are a few of the programs and hiring flexibilities that we use in this region: • VRA - Veterans' Recruitment Appointment • VA Training Program Graduates: Career-conditional within 1 year of completing qualifying training • 30% or More Disabled Veterans • Veterans Employment Opportunities Act of 1998 (VEOA) • Schedule A In future fiscal years, our region will expand the use of recruitment sources of applicants with disabilities and targeted disabilities, such as Non-Paid work experience programs, military transition programs, etc. to provide work experience and potential job opportunities for individuals with disabilities and targeted disabilities. The Diversity and Inclusion Council will foster partnerships to help target individuals with disabilities and targeted disabilities as well as initiate contact with students with disabilities and targeted disabilities listed in the Workforce Recruitment Program (WRP) annual online recruitment list; share resumes with hiring officials to fill vacancies (special hiring authorities). At the beginning of each fiscal year, employees are given the option to create an Individual Development Plan (IDP), which assists employees in career and personal development. IDPs help employees reach short and long-term goals, as well as improve current job performance. In addition, before the recruitment of a position, hiring officials discuss upward mobility options with HR and EEO staff. Southeast Region (Interior Region-2) - Partnership between HR and the EEO office to ensure those with disabilities have sufficient opportunities for advancement. The region has also created a new position, Diversity Program Manager, in which the incumbent will be focused on specific goals for the recruitment of these individuals as part of their job duties. Washington Support Office-WASO - Staffing specialists will continue to guide their hiring managers and HR Liaisons on these hiring authorities and will continue to implement the use of these hiring authorities in their Job Opportunity Announcements to government-wide and the public. With the help of the Disability and Veteran Program Manager, the WASO SHRO will be able to assist with new initiatives that will increase awareness of disability hiring authorities.

B. CAREER DEVELOPMENT OPPORTUNITES

1. Please describe the career development opportunities that the agency provides to its employees.

Alaska Region (Interior Region-11) - strategically leverages turnover to develop our staff. We do this thru 120 temporary detail/promotion opportunities. Additionally, hiring managers are encouraged to review the position and determine if recruiting at a lower level and advertising on a career ladder is feasible. Intermountain Region (Interior Regions-6,7,8)– The region has a robust detail/temporary promotion opportunity program that provides all employees with the opportunity to gain experience in the hire-graded work or in a different career field that promotes acquiring advanced skill sets. Employees can claim this higher-graded experience as they compete for permanent advancement. Training opportunities and IDPs are highly encouraged for all employees to identify competency gaps and paths toward career goals. These opportunities are provided to all employees through all employee distribution mailing lists. We have a variety of training throughout the year. (e.g. GOAL Academy, Future Leaders, 21st Century Leaders, details/temporary promotions.) All are advertised to all regional employees. Midwest Region (Interior Region-3,4,5) – Interior Regions 3, 4, 5 Student Academy was established to provide a vehicle in which to institute an incentive-based diversity recruitment program that works with targeted institutions of higher learning. The academy’s approach to increasing the diversity of our workforce is by building and sustaining a talented and conservation-oriented entry-level workforce. Regions 3, 4, 5 provide career development opportunities such as technical skill-based training, leadership skill-based training, details, temporary promotions, and promotion opportunities. National Capital Region (Interior Region-1)– The region offers career ladder promotions and an upward mobility program. Our region’s Employee Development Officers counsel employees on how to develop their careers to move upward and how to reach their goals. This is further enhanced by the employees’ IDP. National Capital Region (Interior Region-1) / Northeast Region (Interior Region 1) / Southeast Region (Interior Region-2) - The 21st Century Leadership and Supervision Program enables employees from these three regions to come together to build relationships and develop leadership skills. Program details: - 10-month program - Cohort meets virtually at least once per month - Each month focuses on a different topic of leadership and/or supervision - Participants explore the materials and participate in discussions - Activities include: Training, Group coaching sessions, and Personality/style assessments Southeast Region (Interior Region-2) - Future Leader Program: An opportunity for high potential, high-performing employees who have demonstrated supervisory potential and qualities. The targeted audience includes GS-07 to GS-11 and Wage Grade (WG) equivalents. The program is 10 months of intensive learning, development, and application. Participants attend five week-long virtual sessions exploring various aspects of supervision and leadership. They will increase self-awareness, understand group dynamics, gain team building, conflict management, and motivation, improve communication skills, realize the benefits of diversity within their teams, and understand the importance of trust in all relationships. The Generating Organizational Advancement and Leadership (GOAL) Academy Program Overview Emphasizing the concept of Lead Where You Are Now, this annually-hosted program is a blended learning experience that includes approximately 250 curriculum hours over the course of 9 months (September 1 – May 31): - 3 in-person residential sessions (96.0 hours) - 8 webinars (21.0 hours) 8 monthly assignments (48.0 hours) - a class project with presentations (50.0 hours) - a mentorship (18.0 hours) - 360-degree personal evaluations (4.0 hours) - an online asynchronous 5-week course (20.0 hours) The Aspiring Leadership Development Program (ALDP) Program Format The online Aspiring Leader Development Program (ALDP) is designed to serve as a foundational development program for entry level NPS employees who aspire to lead in their career by providing participants with knowledge, skills and tools, supporting the pursuit and ownership of their own professional development. ALDP addresses an identified developmental gap for a foundational non-position specific leadership course within the NPS. ALDP: - Builds on the National Park Service Universal Competencies - Aligns with the Office of Personnel Management’s initial tier of leadership development - Compliments current NPS leadership development

programming Learning outcomes are for participants to - establish their self-awareness - develop their leadership identity - analyze their leadership styles and leadership competencies for future professional growth - implement a personal leadership development strategy The program participants are full-time, permanent, or term NPS employees at the GS 5-7 levels and equivalent Wage Grades, who will be in pay status for the duration of the program. The New Superintendents Academy (NSA) is a comprehensive leadership development program for newly-assigned Superintendents in their first superintendency. Superintendents participate in self-directed and group-based learning over a 12- to 18-month period. Academy Format The NSA consists of residential courses, webinars, coaching, individual stipends and a Community of Practice. The three residential courses are: - NSA Orientation - Leading People - Leading Change The webinars focus on current issues supporting new superintendents' informational needs, leadership perspectives and challenges. Individual coaching sessions are grounded in OPM's Leadership 360-degree assessment. Individual stipends are provided for superintendents to pursue training in areas identified in an Individual Development Plan. The NSA Community of Practice is a process for members to collaboratively discuss their challenges, perspectives and to share information and ideas. The NPS Supervisory Foundations program is a suite of online self-guided courses and live virtual meetings that are required to be completed within one year of starting a new supervisor position. The Leadership Development Group supports the deliberate development of National Park Service personnel through progressive formal and informal learning opportunities (education, training, and self-development) that broaden experience and increase responsibility. NPS Coordinated Programs: The Federal Executive Institute (FEI) is a four-week program targeted for Senior Executive Service (SES) members and GS-15s or equivalents. The learning program is held at the Office of Personnel Management (OPM) FEI in Charlottesville, VA and comes in a variety of formats (four week residential, two two-week residential (split session), and a blended learning program with both online and face-to-face sessions). The FEI Leadership for a Democratic Society uses the U.S. Constitution to guide participants in understanding the various goals of the government and the citizens they serve. Participants in the program build their personal leadership skills, develop insights into organizational theory, the policy framework of how government leaderships occurs, and the broad global trends and events influencing government agendas. The Albright Wirth Grant Program (AWGP) is an employee developmental program that awards grants to NPS employees to advance career goals. Annually, the AWGP provides financial grants to qualifying employees in all career fields, grade levels and geographic locations who have three cumulative years of NPS work experience. To meet the NPS work experience requirement, an employee can be permanent, full or part-time, seasonal, temporary, or term. The Roger Kennedy National Parks Fellowship Certificate Program was inspired by a gift from Roger and Frances Kennedy and made possible by Friends of Roger Kennedy. This graduate-level certificate program is offered through the Environmental Resource Policy Program at the Columbian College of Arts and Sciences at George Washington University.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)
Internship Programs	unk	unk	unk	unk	unk	unk
Detail Programs	unk	unk	unk	unk	unk	unk
Fellowship Programs	unk	unk	unk	unk	unk	unk
Other Career Development Programs	unk	unk	unk	unk	unk	unk
Mentoring Programs	unk	unk	unk	unk	unk	unk
Coaching Programs	unk	unk	unk	unk	unk	unk
Training Programs	unk	unk	unk	unk	unk	unk

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD) Answer N/A
- b. Selections (PWD) Answer N/A

The DOI Talent System where the NPS records its employee training does not have an applicant flow data function. The Affirmative Employment Program Manager and the Chief of Learning and Development are collaborating around a plan/process for gathering the relevant information for career development opportunities and applicant flow data, etc. for FY 2023.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer N/A
- b. Selections (PWTD) Answer N/A

The DOI Talent System where the NPS records its employee training does not have an applicant flow data function. The Affirmative Employment Program Manager and the Chief of Learning and Development are collaborating around a plan/process for gathering the relevant information around career development opportunities and applicant flow data, etc. for FY 2023.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

- a. Awards, Bonuses, & Incentives (PWD) Answer Yes
- b. Awards, Bonuses, & Incentives (PWTD) Answer Yes

The following triggers exist for Time Off Awards: 1-10 hours for both PWD and PWTD; 11-20 hours for both PWD and PWTD; 21-30 hours for PWD; 31-40 hours for both PWD; 40+ hours for both PWD and PWTD. The following triggers exist for Cash Awards: \$500 and under for PWTD; \$1000-1999 for both PWD and PWTD; \$2000-\$2999 for both PWD and PWTD; \$3000-3999 for both PWD and PWTD; \$4000-\$4999 for both PWD and PWTD; \$5000 or more for PWD and PWTD.

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

- a. Pay Increases (PWD) Answer Yes
- b. Pay Increases (PWTD) Answer Yes

There are triggers for quality step increases (QSI) for both PWD and PWTD. There are triggers for performance-based pay increases for both PWD and PWTD.

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

- | | | |
|--------------------------------------|--------|-----|
| a. Other Types of Recognition (PWD) | Answer | N/A |
| b. Other Types of Recognition (PWTD) | Answer | N/A |

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|--|--------|-----|
| a. SES | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| b. Grade GS-15 | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| c. Grade GS-14 | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| d. Grade GS-13 | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, (during this reporting cycle), the NPS was unable to retrieve necessary applicant pool data for assessing promotions to the senior grade levels. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to begin performing these analyses.

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|---|--------|-----|
| a. SES | | |
| i. Qualified Internal Applicants (PWTD) | Answer | N/A |
| ii. Internal Selections (PWTD) | Answer | N/A |
| b. Grade GS-15 | | |
| i. Qualified Internal Applicants (PWTD) | Answer | N/A |
| ii. Internal Selections (PWTD) | Answer | N/A |
| c. Grade GS-14 | | |
| i. Qualified Internal Applicants (PWTD) | Answer | N/A |
| ii. Internal Selections (PWTD) | Answer | N/A |
| d. Grade GS-13 | | |
| i. Qualified Internal Applicants (PWTD) | Answer | N/A |
| ii. Internal Selections (PWTD) | Answer | N/A |

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division (during this reporting cycle), the NPS was unable to retrieve necessary applicant pool data for assessing promotions to the senior grade levels. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to begin performing these analyses.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|-----------------------------|--------|-----|
| a. New Hires to SES (PWD) | Answer | N/A |
| b. New Hires to GS-15 (PWD) | Answer | N/A |
| c. New Hires to GS-14 (PWD) | Answer | N/A |
| d. New Hires to GS-13 (PWD) | Answer | N/A |

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division this reporting cycle, the NPS was unable to retrieve necessary data for assessing new hires to the senior grade levels. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to begin performing these analyses.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|------------------------------|--------|-----|
| a. New Hires to SES (PWTD) | Answer | N/A |
| b. New Hires to GS-15 (PWTD) | Answer | N/A |
| c. New Hires to GS-14 (PWTD) | Answer | N/A |
| d. New Hires to GS-13 (PWTD) | Answer | N/A |

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, during this reporting cycle, the NPS was unable to retrieve necessary data for assessing new hires to the senior grade levels. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to perform these analyses.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|--|--------|-----|
| a. Executives | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| b. Managers | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| c. Supervisors | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, during this reporting cycle, the NPS was unable to retrieve necessary data for assessing promotions to supervisory positions. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to perform these analyses.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|---|--------|-----|
| a. Executives | | |
| i. Qualified Internal Applicants (PWTD) | Answer | N/A |
| ii. Internal Selections (PWTD) | Answer | N/A |
| b. Managers | | |

- | | | |
|---|--------|-----|
| i. Qualified Internal Applicants (PWTD) | Answer | N/A |
| ii. Internal Selections (PWTD) | Answer | N/A |
| c. Supervisors | | |
| i. Qualified Internal Applicants (PWTD) | Answer | N/A |
| ii. Internal Selections (PWTD) | Answer | N/A |

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, during this reporting cycle, the NPS was unable to retrieve necessary data for assessing promotions to supervisory positions. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to perform these analyses.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|------------------------------------|--------|-----|
| a. New Hires for Executives (PWD) | Answer | N/A |
| b. New Hires for Managers (PWD) | Answer | N/A |
| c. New Hires for Supervisors (PWD) | Answer | N/A |

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division this reporting cycle, the NPS was unable to retrieve necessary data for assessing new hires to supervisory positions. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to begin performing these analyses.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|-------------------------------------|--------|-----|
| a. New Hires for Executives (PWTD) | Answer | N/A |
| b. New Hires for Managers (PWTD) | Answer | N/A |
| c. New Hires for Supervisors (PWTD) | Answer | N/A |

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, during this reporting cycle, the NPS was unable to retrieve necessary data for assessing new hires to supervisory positions. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to perform these analyses.

Section V: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 CFR § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

- | | | |
|----------------------------------|--------|-----|
| a. Voluntary Separations (PWD) | Answer | Yes |
| b. Involuntary Separations (PWD) | Answer | Yes |

Voluntary Separation (resignation) was 4.42% for PWD and 3.56% for persons without a disability. Voluntary Separation (retirement) was 5.00% for PWD and 4.12% for persons without a disability. Involuntary Separation (removal) was 0.91% for PWD and 0.31% for persons without a disability. Involuntary Separation ("other separations" that include death and termination) was 13.27% for PWD and 11.06% for persons without disabilities.

3. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If "yes", describe the trigger below.

a. Voluntary Separations (PWT) Answer Yes
b. Involuntary Separations (PWT) Answer Yes

Voluntary Separation (resignation) was 4.73% for PWT and 3.56% for persons without a disability. Voluntary Separation (retirement) was 4.48% for PWT and 4.12% for persons without a disability. Involuntary Separation (removal) was 0.00% for PWT and 0.31% for persons without a disability. Involuntary Separation ("other separations" that include death and termination) was 13.43% for PWD and 11.06% for persons without a disability.

4. If a trigger exists involving the separation rate of PWD and/or PWT, please explain why they left the agency using exit interview results and other data sources.

While the NPS makes exit interviews available for all departing employees, the Office of Equal Opportunity Programs and our Workforce and Inclusion (Human Resources) partners did not get the opportunity to collaborate on this matter (due to staffing challenges) for a more detailed drill-down of the data/information. We plan to make this one of our priorities for FY 2023 so that we can seek a better understanding and identify potential root causes regarding this matter.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<https://www.doi.gov/ocio/section508> If an individual with a disability believes that a bureau or office has failed to procure information and communication technology (ICT) conforming to Section 508 of the Rehabilitation Act of 1973, as amended, that individual has the right to file a complaint with the Department of the Interior (DOI) Office of Diversity, Inclusion and Civil Rights (ODICR). The ODICR shall apply the complaint procedures outlined in 43 CFR Part 17, Subpart E, which are established to implement Section 504 for resolving allegations of discrimination in a Federally conducted program or activity. Complaints must be submitted in writing to DOI's ODICR at the following address: U.S. Department of the Interior Attn: Director, Office of Diversity, Inclusion and Civil Rights 1849 C Street, N.W. MS-4359 Washington, D.C. 20240

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

<https://www.nps.gov/subjects/accessibility/about.htm> For complaints regarding an individual's rights under the Architectural Barriers Act, please see below: The ODICR shall apply the complaint procedures outlined in 43 CFR Part 17, Subpart E, which are established to implement Section 504 for resolving allegations of discrimination in a Federally conducted program or activity. Complaints must be submitted in writing to DOI's ODICR at the following address: U.S. Department of the Interior Attn: Director, Office of Diversity, Inclusion and Civil Rights 1849 C Street, N.W. MS-4359 Washington, D.C. 2024

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

Director's Order (DO) #42 updates NPS policies and procedures for making visitor use opportunities (facilities, transportation systems, information, and communication technology, interpretive and educational programs and services, and commercial services) accessible and inclusive to visitors with disabilities. It provides direction to NPS managers and employees on: - current accessibility laws, regulations, and standards, including the Americans with Disabilities Act and Department of Justice guidance on other power-driven mobility devices and service animals; - roles and responsibilities for providing equitable and inclusive park and program experiences to visitors with disabilities; - prevention and correction of practices or actions that discriminate against people with disabilities; and - training and technical support to ensure NPS employees, volunteers, and employees of affiliated entities have the knowledge and skills to communicate with and serve people with disabilities.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The NPS processed accommodation requests in an average of 45 days in FY 2022, as compared to the time frame of 35 days in its reasonable accommodation procedures.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

In FY 2022, the EEOC approved the Department of the Interior's (DOI) new reasonable accommodation policy. The NPS does not have a step-down policy and is required (like all DOI bureaus and offices) to comply with the DOI's policy. However, the policy was not officially implemented until FY 2023 (October 24, 2022). Some examples of the new policy are: - Includes gender-neutral language - The policy is organized in a more efficient manner (content rearranged to improve the flow of information and incorporates information from attachments into the policy) - Includes updated and new resources: request confirmation form, information tracking and reporting form, employee questionnaire for reassignment, checklist for HR search for vacant positions, and various other resources for HR and agency officials.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The NPS follows the policy of the Department concerning PAS, as all training for supervisors and managers is aligned according to the policy. Regarding the Department's new reasonable accommodation policy that is followed by the NPS, there are also new and refreshed content and resources regarding PAS.

Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

N/A - However, from a total of 10 discrimination complaints filed based on failure to provide reasonable accommodation, six complaints were resolved through settlement agreements.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer No

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer No

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

Source of the Trigger:	Workforce Data (if so identify the table)					
Specific Workforce Data Table:	Workforce Data Table - B1					
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	A lower-than-expected inclusion rate for PWDs in the permanent workforce, 10.98% which is below the federal goal of 12.00%. - Workforce Data Table B1-2 Additionally, there are lower-than-expected participation rates (below the 12:00% and 2:00% federal goals for PWDs and PWDTs, respectively) within the various 10 most populous MCOs. - Workforce Data Table B6 Workforce Data Tables, B1-2					
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> People with Disabilities					
Barrier Analysis Process Completed?:	N					
Barrier(s) Identified?:	N					
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name		Description of Policy, Procedure, or Practice			
Objective(s) and Dates for EEO Plan						
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description	
10/01/2021	09/30/2022	No	09/30/2024		Increase outreach and recruitment for PWD and PWDT employees within the top 10 most populous MCOs.	
Responsible Official(s)						
Title		Name		Standards Address The Plan?		
Chief, Talent Acquisition, Workforce & Inclusion , Special Placement Program Coordinator, AEP Manager		Jill Colburn, Katrina Williams and Roosevelt Wilson		Yes		
Planned Activities Toward Completion of Objective						
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2023	Coordinate with the NPS's new National Recruitment Center regarding targeting outreach and recruitment for PWDs and PWDTs where the federal goals of 12:00% for PWDs and 2:00% for PWDTs respectively, are not met within the 10 most populous MCOs.			Yes		
Report of Accomplishments						
Fiscal Year	Accomplishments					
2012						

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

The OEOP continues in its efforts for securing the necessary funding and staffing in order to conduct a comprehensive Barrier Analysis of our workforce. As a result, while we accomplished some level of barrier analysis, it was not a holistic review of the employment life cycle for our workforce. The Affirmative Action Program Division has onboarded a new staff member who will be dedicated to leading barrier analysis efforts during our next reporting cycle.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

At present, the NPS have accomplished numerical assessments and identified triggers, but will follow up with the results of our root cause analyses/barrier identification, as appropriate during the next reporting cycle.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

The NPS will follow up regarding the planned activities and outcomes during the next reporting cycle, as the various responsible staff members regarding this matter are currently collaborating with staff members from the new NPS National Recruitment Center.