

Search results from
Headquarters'
Office of Diversity and Equal
Opportunity

From: [Shih, Steve \(HQ-YA000\)](#)
To: [Wise, Julia B. \(HQ-LP011\)](#)
Cc: [Kenely, Dorice M. \(HQ-LP011\)](#); [Reback, Richard N. \(HQ-YA040\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Monday, April 5, 2021 5:00:42 PM
Attachments: [image001.png](#)

Hi Julia,

Please add Rick Reback as ODEO POC on NASA's Equity initiatives, focusing on civil rights compliance by recipients of NASA's grants (e.g., colleges/universities that conduct STEM research, and science museums).

Thanks!

Steve Shih
Associate Administrator
Diversity and Equal Opportunity
National Aeronautics and Space Administration
300 E Street, SW, Room 6J81
Washington, DC 20546
Tel. (202) 358-2167

ODEO Color-01



From: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Sent: Monday, April 5, 2021 12:51 PM
To: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>
Cc: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>; Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>
Subject: FW: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Hi Steve,

Please let us know if you would like us to include another person from ODEO to provide ODEO's input.

Julia

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Sent: Monday, April 5, 2021 12:35 PM
To: Flynn, Karen E. (HQ-DA000) <karen.e.flynn@nasa.gov>; Detroye, Diane D. (HQ-HA020) <diane.d.detroye@nasa.gov>; Crank, Antanese (HQ-IM030) <antanese.n.crank@nasa.gov>; Diallo, Christiane S. (HQ-IM030) <christiane.diallo@nasa.gov>; Medina, Robert (HQ-ZA000) <robert.medina-1@nasa.gov>; Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>; Draper, Dave (HQ-AE000) <david.draper@nasa.gov>
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Good Afternoon Everyone,

I've updated our TEAMS Group members and added the [TEAMS group link](#). Our group name is NASA Racial Equity Assessment Report – EO 13985. Feel free to contact me if you have questions. We will have a follow-up meeting on April 8; keep an eye out for the meeting invite. Please provide your input by April 8 to ensure that the package is routed to the A suite on time.

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Regards,

Dorice Kenely, Procurement Analyst
National Aeronautics and Space Administration Headquarters
Office of Procurement, Management and Policy Division
300 E. Street, SW, Washington, DC 20546-0001
Phone: 202-358-0443, Fax: 202-358-3220



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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Monday, April 5, 2021 5:55:36 PM
Attachments: [image002.png](#)

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Director, Procurement Management and Policy Division
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(202)358-0020
Julia.b.wise@nasa.gov

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To: [Shih, Steve \(HQ-YA000\)](#)
Subject: FW: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Monday, April 5, 2021 11:00:00 PM
Attachments: [image002.png](#)

Steve,

I have previously b6 of the next meeting.

Based on the questions posed, Vince (Rebecca K or someone from DAD) may be better positioned to respond, the actions directed to ODEO seem to concern barrier analysis.

On page 3-4. Equity Assessment Approaches and Tools, asks us to identify the workforce analytics we have used to review our hiring and student intern demographics.

On page 5, it asks about actionable opportunities to reduce administrative burdens, remove barriers to enrollment and improve equitable access to government benefits and services.

Our compliance reviews don't seem to fit what this question is asking.

Page 8 asks about how existing agency policies, regulations and guidance be reformed to address inequities affecting underserved communities. Again, I don't think we have anything to address this.

Finally, unclear if responses are needed on April 8th or April 12th as the emails seem to conflict.

Thanks,
Rick

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From: [Reback, Richard N. \(HQ-YA040\)](#)
To: [Wise, Julia B. \(HQ-LP011\)](#)
Cc: [Kenely, Dorice M. \(HQ-LP011\)](#); [Chambers, David R. \(HQ-YA040\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Wednesday, April 7, 2021 11:54:00 AM
Attachments: [image002.png](#)

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Wednesday, April 7, 2021 12:10:48 PM
Attachments: [image001.png](#)

Good Afternoon Rick,

I'll add David to the Teams Group now. Your input is needed by April 8 so that we can review the report, ensure that it has met all of the OMB requirements and has one voice before it is routed to the A suite by April 12th.

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To: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
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Subject: FW: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Wednesday, April 7, 2021 12:14:00 PM
Attachments: [image002.png](#)

Many thanks, Dorice. David and I will work on it and meet the deadline. Rick

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Wednesday, April 7, 2021 12:14:44 PM
Attachments: [image002.png](#)
[Attachment B OMB Equity Assessment Report 4-4-21.docx](#)

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Date: Wednesday, April 7, 2021 12:17:01 PM
Attachments: [image001.png](#)

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Cc: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>; Draper, Dave (HQ-AE000) <david.draper@nasa.gov>; Petersen, David (JSC-OZ611)[ISS SCIENCE, RESEARCH AND DEVELOPMENT] <david.petersen@hpe.com>

Subject: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Good Morning Everyone,

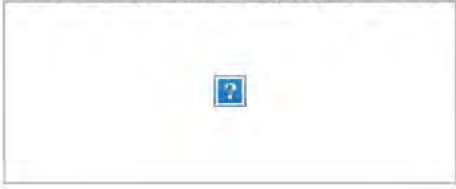
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National Aeronautics and Space Administration Headquarters
Office of Procurement, Management and Policy Division
300 E. Street, SW, Washington, DC 20546-0001

Phone: 202-358-0443, Fax: 202-358-3220



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To: [Reback, Richard N. \(HQ-YA040\)](#); [Wise, Julia B. \(HQ-LP011\)](#)
Cc: [Chambers, David R. \(HQ-YA040\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Wednesday, April 7, 2021 12:18:39 PM
Attachments: [image001.png](#)

Great! Thanks so much. I look forward to hearing from you.

Regards,

Dorice

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Wednesday, April 7, 2021 1:01:43 PM
Attachments: [image002.png](#)
[Attachment B OMB Equity Assessment Report 4-4-21.docx](#)

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Wednesday, April 7, 2021 2:03:28 PM
Attachments: [image002.png](#)

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I believe OMB is refereeing to Agency-run programs because they asked the same question with respect to contracts and grants later in the report.

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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300 E. Street, SW, Washington, DC 20546-0001
Phone: 202-358-0443, Fax: 202-358-3220



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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Wednesday, April 7, 2021 2:03:59 PM
Attachments: [image001.png](#)

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ODEO Color-01



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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Wednesday, April 7, 2021 2:52:53 PM
Attachments: [image002.png](#)

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Thursday, April 8, 2021 11:04:56 AM
Attachments: [image001.png](#)
[Attachment B OMB Equity Assessment Report 4-4-21-ODEO input.docx](#)

Hi Dorice:

Here are comments provided in tracking to address sections where you've asked for ODEO input. These have been reviewed and approved by Rick.

David

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ODEO Color-01



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National Aeronautics and Space Administration Headquarters
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Phone: 202-358-0443, Fax: 202-358-3220



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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Thursday, April 8, 2021 11:15:04 AM
Attachments: [image002.png](#)

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Monday, April 12, 2021 2:40:29 PM
Attachments: [image005.png](#)

Thanks again David for your input. I have a follow-up question for you. Is the Agency Diversity Equity and Inclusion (DEI) Steering Committee different from the Agency Diversity Council, both are mentioned non pages 1 and 2 of the report?

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Phone: 202-358-0443, Fax: 202-358-3220



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Cc: [Reback, Richard N. \(HQ-YA040\)](#); [Chambers, David R. \(HQ-YA040\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Monday, April 12, 2021 4:42:04 PM
Attachments: [image001.png](#)
[image002.png](#)

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b6 so I'm copying his supervisory Rick.

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I have a question on p. 6 of the attached, where you ask for an ODEO response. The statement in the report is:

- Actionable opportunities to reduce administrative burden, remove barriers to enrollment, and improve equitable access to **government benefits and services**. *List and briefly describe current hypotheses/perceived opportunities; up to three brief bullets*

When you refer to “benefits and services” do you mean Agency-run programs or programs of grantees/contractors? Others? This is unclear to me.

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Great! Thanks so much. I look forward to hearing from you.

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Monday, April 12, 2021 4:49:28 PM
Attachments: [image003.png](#)
[image004.png](#)

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To: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Hi Dorice:

I have a question on p. 6 of the attached, where you ask for an ODEO response. The statement in the report is:

- Actionable opportunities to reduce administrative burden, remove barriers to enrollment, and improve equitable access to **government benefits and services**. *List and briefly describe current hypotheses/perceived opportunities; up to three brief bullets*

When you refer to “benefits and services” do you mean Agency-run programs or programs of grantees/contractors? Others? This is unclear to me.

Thanks.

David

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Great! Thanks so much. I look forward to hearing from you.

Regards,

Dorice

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Can you please enable David Chambers from my staff access to the SharePoint/Teams site

(I'm assuming those are the same)? David has extensive institutional knowledge that is extraordinarily useful on this, especially given the tight time frame.

Also, is our input needed by COB April 8th or April 12th?

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Cc: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>

Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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Richard, Dorice will add you to the SharePoint drive so that you can see the information needed from ODEO. Please feel free to reach out to Dorice if you have any questions. Our next check in is on April 12th to receive all offices' input.

Thank you,

Julia Wise

Director, Procurement Management and Policy Division

Office of Procurement

(202)358-0020

Julia.b.wise@nasa.gov

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Steve Shih
Associate Administrator
Diversity and Equal Opportunity
National Aeronautics and Space Administration
300 E Street, SW, Room 6J81
Washington, DC 20546
Tel. (202) 358-2167

ODEO Color-01



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Subject: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Good Morning Everyone,

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Regards,

Dorice Kenely, Procurement Analyst
National Aeronautics and Space Administration Headquarters
Office of Procurement, Management and Policy Division
300 E. Street, SW, Washington, DC 20546-0001
Phone: 202-358-0443, Fax: 202-358-3220

From: [Reback, Richard N. \(HQ-YA040\)](#)
To: [Wise, Julia B. \(HQ-LP011\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Monday, April 12, 2021 4:58:00 PM
Attachments: [image001.png](#)
[image002.png](#)

That's right. Thanks, Rick

From: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Sent: Monday, April 12, 2021 4:49 PM
To: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>
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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Thank you!

From: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>
Sent: Monday, April 12, 2021 4:42 PM
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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Hi Julia,

b6 so I'm copying his supervisory Rick.

I haven't seen the input David provided but I'm guessing the references are to the current DEI Steering Committee (led by Melanie and involving several organizations including OP and ODEO) and the upcoming DEI Strategic Partnership (which will be a sub to the SMC).

Thanks!

Steve Shih
Associate Administrator
Diversity and Equal Opportunity
National Aeronautics and Space Administration
300 E Street, SW, Room 6J81
Washington, DC 20546
Tel. (202) 358-2167

ODEO Color-01



From: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Sent: Monday, April 12, 2021 4:34 PM
To: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>
Cc: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: FW: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Hi Steve,

Just need a quick answer to Dorice's question below. Your guys have been great but just want to wrap this up today, so we can send a final draft to Karla.

Thanks,

Julia

From: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>
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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Thanks again David for your input. I have a follow-up question for you. **Is the Agency Diversity Equity and Inclusion (DEI) Steering Committee different from the Agency Diversity Council, both are mentioned non pages 1 and 2 of the report?**

Regards,

Dorice

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You're very welcome!

From: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>
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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Got it – thanks Dorice.

From: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>
Sent: Wednesday, April 7, 2021 2:03 PM
To: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Good Afternoon David,

I believe OMB is refereeing to Agency-run programs because they asked the same question with respect to contracts and grants later in the report.

Regards,

Dorice

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National Aeronautics and Space Administration Headquarters
Office of Procurement, Management and Policy Division
300 E. Street, SW, Washington, DC 20546-0001
Phone: 202-358-0443, Fax: 202-358-3220



From: [Kenely, Dorice M. \(HQ-LP011\)](#)
To: [Chambers, David R. \(HQ-YA040\)](#); [Reback, Richard N. \(HQ-YA040\)](#); [Wise, Julia B. \(HQ-LP011\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Wednesday, April 14, 2021 8:28:53 PM
Attachments: [image002.png](#)

Good Evening David,

I have another follow-up question regarding the report. Since ODEO has a division focused on diversity an inclusion data analytics, can you provide a response to the question below?

*List and briefly describe a current hypotheses or perceived actionable opportunities to **improve data collection, use, and sharing** that would allow for disaggregation, the ability to deliver services more equitably, and provide better understanding of how programmatic and policy decisions impact on underserved communities.*

Regards,

Dorice

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To: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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ODEO Color-01



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Regards,

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National Aeronautics and Space Administration Headquarters
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300 E. Street, SW, Washington, DC 20546-0001
Phone: 202-358-0443, Fax: 202-358-3220



From: [Reback, Richard N. \(HQ-YA040\)](#)
To: [Kenely, Dorice M. \(HQ-LP011\)](#); [Chambers, David R. \(HQ-YA040\)](#); [Wise, Julia B. \(HQ-LP011\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Wednesday, April 14, 2021 9:24:00 PM
Attachments: [image001.png](#)

Dorice,

b6 I will forward your question to our Data and Analytics Division to see if they have some thoughts. When is a response due?

Thanks,
Rick

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Sent: Wednesday, April 14, 2021 8:29 PM
To: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
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Hi Dorice:

Here are comments provided in tracking to address sections where you've asked for ODEO input. These have been reviewed and approved by Rick.

David

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To: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
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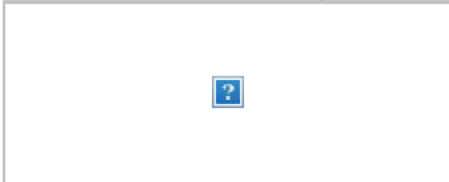
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To: [Patterson, Vincent E. \(HQ-YA010\)](#); [Kraus, Rebecca S. \(HQ-YA012\)](#)
Cc: [Shih, Steve \(HQ-YA000\)](#)
Subject: FW: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Wednesday, April 14, 2021 9:41:00 PM
Attachments: [image001.png](#)

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To: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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To: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
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Director, Procurement Management and Policy Division
Office of Procurement
(202)358-0020
Julia.b.wise@nasa.gov

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Associate Administrator
Diversity and Equal Opportunity
National Aeronautics and Space Administration
300 E Street, SW, Room 6J81
Washington, DC 20546
Tel. (202) 358-2167

ODEO Color-01



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Good Afternoon Everyone,

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Subject: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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Regards,

Dorice Kenely, Procurement Analyst
National Aeronautics and Space Administration Headquarters
Office of Procurement, Management and Policy Division
300 E. Street, SW, Washington, DC 20546-0001
Phone: 202-358-0443, Fax: 202-358-3220



From: [Reback, Richard N. \(HQ-YA040\)](#)
To: [Kenely, Dorice M. \(HQ-LP011\)](#); [Chambers, David R. \(HQ-YA040\)](#); [Wise, Julia B. \(HQ-LP011\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Wednesday, April 14, 2021 9:24:00 PM
Attachments: [image001.png](#)

Dorice,

b6 I will forward your question to our Data and Analytics Division to see if they have some thoughts. When is a response due?

Thanks,
Rick

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Sent: Wednesday, April 14, 2021 8:29 PM
To: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Good Evening David,

I have another follow-up question regarding the report. Since ODEO has a division focused on diversity an inclusion data analytics, can you provide a response to the question below?

*List and briefly describe a current hypotheses or perceived actionable opportunities to **improve data collection, use, and sharing** that would allow for disaggregation, the ability to deliver services more equitably, and provide better understanding of how programmatic and policy decisions impact on underserved communities.*

Regards,

Dorice

From: Kenely, Dorice M. (HQ-LP011)
Sent: Monday, April 12, 2021 2:40 PM
To: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Thanks again David for your input. I have a follow-up question for you. Is the Agency Diversity Equity and Inclusion (DEI) Steering Committee different from the Agency Diversity Council, both are mentioned non pages 1 and 2 of the report?

Regards,

Dorice

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Subject: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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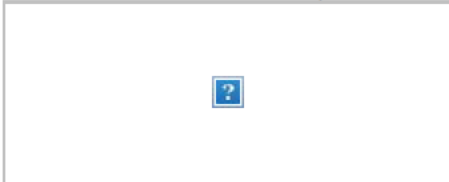
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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Thursday, April 15, 2021 10:32:25 AM
Attachments: [image002.png](#)

Good Morning Rick,

Thank you! The response is due by tomorrow, April 16th at noon.

Regards,

Dorice

From: Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>
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To: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>; Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
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Sent: Wednesday, April 14, 2021 8:29 PM
To: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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ODEO Color-01



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As Julia mentioned in the meeting, be mindful to be as succinct as possible given the page limitation and timeline. However, I will ensure that we meet the page maximum by paring down where necessary. Another very important point from today's meeting: when responding to the questions, including the focus areas, keep in mind that the responses given will be the subject of your office's internal assessment, which we will ultimately report progress on in the final 200-day report. Feel free to contact me if you have additional questions.

Regards,

Dorice Kenely, Procurement Analyst
National Aeronautics and Space Administration Headquarters
Office of Procurement, Management and Policy Division
300 E. Street, SW, Washington, DC 20546-0001
Phone: 202-358-0443, Fax: 202-358-3220



From: [Reback, Richard N. \(HQ-YA040\)](#)
To: [Patterson, Vincent E. \(HQ-YA010\)](#); [Kraus, Rebecca S. \(HQ-YA012\)](#)
Cc: [Shih, Steve \(HQ-YA000\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Thursday, April 15, 2021 10:52:00 AM
Attachments: [image002.png](#)

Vince, Rebecca,

The team is looking for any input by noon tomorrow, April 16th. Please respond directly to Dorice and Julia, whose emails are below and copy Steve and me for awareness.

Thanks,
Rick

From: Reback, Richard N. (HQ-YA040)
Sent: Wednesday, April 14, 2021 9:45 PM
To: Patterson, Vincent E. (HQ-YA010) <vincent.e.patterson@nasa.gov>; Kraus, Rebecca S. (HQ-YA012) <rebecca.s.kraus@nasa.gov>
Cc: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>
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As Julia mentioned in the meeting, be mindful to be as succinct as possible given the page limitation and timeline. However, I will ensure that we meet the page maximum by paring down where necessary. Another very important point from today's meeting: when responding to the questions, including the focus areas, keep in mind that the responses given will be the subject of your office's internal assessment, which we will ultimately report progress on in the final 200-day report. Feel free to contact me if you have additional questions.

Regards,

Dorice Kenely, Procurement Analyst
National Aeronautics and Space Administration Headquarters
Office of Procurement, Management and Policy Division
300 E. Street, SW, Washington, DC 20546-0001
Phone: 202-358-0443, Fax: 202-358-3220



From: [Kraus, Rebecca S. \(HQ-YA012\)](#)
To: [Reback, Richard N. \(HQ-YA040\)](#); [Patterson, Vincent E. \(HQ-YA010\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Thursday, April 15, 2021 10:57:02 AM
Attachments: [image001.png](#)

Will do, Rick!

From: Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>
Sent: Thursday, April 15, 2021 10:55 AM
To: Patterson, Vincent E. (HQ-YA010) <vincent.e.patterson@nasa.gov>; Kraus, Rebecca S. (HQ-YA012) <rebecca.s.kraus@nasa.gov>
Cc: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Vince, Rebecca,

The team is looking for any input by noon tomorrow, April 16th. Please respond directly to Dorice and Julia, whose emails are below and copy Steve and me for awareness.

Thanks,
Rick

From: Reback, Richard N. (HQ-YA040)
Sent: Wednesday, April 14, 2021 9:45 PM
To: Patterson, Vincent E. (HQ-YA010) <vincent.e.patterson@nasa.gov>; Kraus, Rebecca S. (HQ-YA012) <rebecca.s.kraus@nasa.gov>
Cc: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>
Subject: FW: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Vince, Rebecca,

Unfortunately, **b6** Any thoughts on how to respond to the question below?

Thanks,
Rick

From: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>
Sent: Wednesday, April 14, 2021 8:29 PM
To: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Good Evening David,

I have another follow-up question regarding the report. Since ODEO has a division focused on diversity an inclusion data analytics, can you provide a response to the question below?

*List and briefly describe a current hypotheses or perceived actionable opportunities to **improve data collection, use, and sharing** that would allow for disaggregation, the ability to deliver services more equitably, and provide better understanding of how programmatic and policy decisions impact on underserved communities.*

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Sent: Monday, April 12, 2021 2:40 PM
To: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Thanks again David for your input. I have a follow-up question for you. Is the Agency Diversity Equity and Inclusion (DEI) Steering Committee different from the Agency Diversity Council, both are mentioned non pages 1 and 2 of the report?

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From: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>
Sent: Thursday, April 8, 2021 11:05 AM
To: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Hi Dorice:

Here are comments provided in tracking to address sections where you've asked for ODEO input. These have been reviewed and approved by Rick.

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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I have a question on p. 6 of the attached, where you ask for an ODEO response. The statement in the report is:

- Actionable opportunities to reduce administrative burden, remove barriers to enrollment, and improve equitable access to **government benefits and services**. *List and briefly describe current hypotheses/perceived opportunities; up to three brief bullets*

When you refer to “benefits and services” do you mean Agency-run programs or programs of grantees/contractors? Others? This is unclear to me.

Thanks.

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Great! Thanks so much. I look forward to hearing from you.

Regards,

Dorice

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Many thanks, Dorice. David and I will work on it and meet the deadline. Rick

From: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>
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Cc: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>; Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Julia, Dorice,

Can you please enable David Chambers from my staff access to the SharePoint/Teams site (I'm assuming those are the same)? David has extensive institutional knowledge that is extraordinarily useful on this, especially given the tight time frame.

Also, is our input needed by COB April 8th or April 12th?

Thanks,

Rick

From: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>

Sent: Monday, April 5, 2021 5:56 PM

To: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>

Cc: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>

Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Steve, thanks for providing ODEO's POC for this effort.

Richard, Dorice will add you to the SharePoint drive so that you can see the information needed from ODEO. Please feel free to reach out to Dorice if you have any questions. Our next check in is on April 12th to receive all offices' input.

Thank you,

Julia Wise

Director, Procurement Management and Policy Division

Office of Procurement

(202)358-0020

[Julia.b.wise@nasa.gov](mailto:julia.b.wise@nasa.gov)

From: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>

Sent: Monday, April 5, 2021 5:01 PM

To: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>

Cc: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>

Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Hi Julia,

Please add Rick Reback as ODEO POC on NASA's Equity initiatives, focusing on civil rights compliance by recipients of NASA's grants (e.g., colleges/universities that conduct STEM

research, and science museums).

Thanks!

Steve Shih
Associate Administrator
Diversity and Equal Opportunity
National Aeronautics and Space Administration
300 E Street, SW, Room 6J81
Washington, DC 20546
Tel. (202) 358-2167

ODEO Color-01



From: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Sent: Monday, April 5, 2021 12:51 PM
To: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>
Cc: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>; Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>
Subject: FW: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Hi Steve,

Please let us know if you would like us to include another person from ODEO to provide ODEO's input.

Julia

From: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>
Sent: Monday, April 5, 2021 12:35 PM
To: Flynn, Karen E. (HQ-DA000) <karen.e.flynn@nasa.gov>; Detroye, Diane D. (HQ-HA020) <diane.d.detroye@nasa.gov>; Crank, Antanese (HQ-IM030) <antanese.n.crank@nasa.gov>; Diallo, Christiane S. (HQ-IM030) <christiane.diallo@nasa.gov>; Medina, Robert (HQ-ZA000) <robert.medina-1@nasa.gov>; Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>; Draper, Dave (HQ-AE000) <david.draper@nasa.gov>
Cc: Petersen, Frank (HQ-IM040) <frank.petersen-1@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Good Afternoon Everyone,

I've updated our TEAMS Group members and added the [TEAMS group link](#). Our group name is NASA Racial Equity Assessment Report – EO 13985. Feel free to contact me if you have questions. We will have a follow-up meeting on April 8; keep an eye out for the meeting invite. Please provide your input by April 8 to ensure that the package is routed to the A suite on time.

Regards,

Dorice

From: Kenely, Dorice M. (HQ-LP011)

Sent: Monday, April 5, 2021 12:12 PM

To: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>; Flynn, Karen E. (HQ-DA000) <karen.e.flynn@nasa.gov>; Detroye, Diane D. (HQ-HA020) <diane.d.detroye@nasa.gov>; Crank, Antanese (HQ-IM030) <antanese.n.crank@nasa.gov>; Diallo, Christiane S. (HQ-IM030) <christiane.diallo@nasa.gov>; Medina, Robert (HQ-ZA000) <robert.medina-1@nasa.gov>

Cc: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>; Draper, Dave (HQ-AE000) <david.draper@nasa.gov>; Petersen, David (JSC-OZ611)[ISS SCIENCE, RESEARCH AND DEVELOPMENT] <david.petersen@hpe.com>

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To: [Reback, Richard N. \(HQYA040\)](#); [Patterson, Vincent E. \(HQYA010\)](#); [Kraus, Rebecca S. \(HQ YA012\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Thursday, April 15, 2021 11:07:45 AM
Attachments: [image002.png](#)
[image004.png](#)

I'm not certain we should provide a response on this because the question relates to data regarding equity, which focuses primarily on NASA's public-connecting programs, activities, and funding, and the current challenge is we don't have a single organization that is tracking and analyzing equity across all of our organizations and work.

Rick – I recommend you respond for us and thank the inquirer for giving us an opportunity to provide input but conveying that ODEO's data/analytics is focused on DEI for the internal NASA workforce, while the focus on the Equity assessment is much more broadly focused on all NASA activities that connect externally to the public.

Steve Shih
Associate Administrator
Diversity and Equal Opportunity
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300 E Street, SW, Room 6J81
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ODEO Color-01

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Hi Julia,

Please add Rick Reback as ODEO POC on NASA's Equity initiatives, focusing on civil rights compliance by recipients of NASA's grants (e.g., colleges/universities that conduct STEM research, and science museums).

Thanks!

Steve Shih
Associate Administrator
Diversity and Equal Opportunity
National Aeronautics and Space Administration
300 E Street, SW, Room 6J81
Washington, DC 20546
Tel. (202) 358-2167

ODEO Color-01

From: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Sent: Monday, April 5, 2021 12:51 PM
To: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>
Cc: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>; Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>
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Dorice Kenely, Procurement Analyst
National Aeronautics and Space Administration Headquarters
Office of Procurement, Management and Policy Division
300 E. Street, SW, Washington, DC 20546-0001
Phone: 202-358-0443, Fax: 202-358-3220




From: [Kraus, Rebecca S. \(HQ-YA012\)](#)
To: [Reback, Richard N. \(HQ-YA040\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Thursday, April 15, 2021 1:19:11 PM
Attachments: [image002.png](#)

Rick –

When taken out of context, I don't see why it doesn't apply to us.... Anyway, if you haven't already responded:



I'm just totally on a roll today  !

- Rebecca

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- Actionable opportunities to reduce administrative burden, remove barriers to enrollment, and improve equitable access to **government benefits and services**. *List and briefly describe current hypotheses/perceived opportunities; up to three brief bullets*

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Great! Thanks so much. I look forward to hearing from you.

Regards,

Dorice

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Many thanks, Dorice. David and I will work on it and meet the deadline. Rick

From: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>
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Good Afternoon Rick,

I'll add David to the Teams Group now. Your input is needed by April 8 so that we can review the report, ensure that it has met all of the OMB requirements and has one voice before it is routed to the A suite by April 12th.

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Julia, Dorice,

Can you please enable David Chambers from my staff access to the SharePoint/Teams site (I'm assuming those are the same)? David has extensive institutional knowledge that is extraordinarily useful on this, especially given the tight time frame.

Also, is our input needed by COB April 8th or April 12th?

Thanks,

Rick

From: Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>

Sent: Monday, April 5, 2021 5:56 PM

To: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>

Cc: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>

Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Steve, thanks for providing ODEO's POC for this effort.

Richard, Dorice will add you to the SharePoint drive so that you can see the information needed from ODEO. Please feel free to reach out to Dorice if you have any questions. Our next check in is on April 12th to receive all offices' input.

Thank you,

Julia Wise
Director, Procurement Management and Policy Division
Office of Procurement
(202)358-0020
Julia.b.wise@nasa.gov

From: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>

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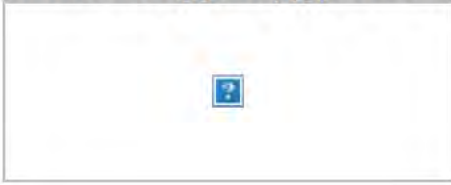
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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Thursday, April 15, 2021 1:26:00 PM
Attachments: [image001.png](#)

Ok, I can add what your wrote. But, I don't understand how it **b5**

Then again, I may just be dense.....

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To: Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Cc: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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I'll add David to the Teams Group now. Your input is needed by April 8 so that we can review the report, ensure that it has met all of the OMB requirements and has one voice before it is routed to the A suite by April 12th.

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Sent: Monday, April 5, 2021 5:56 PM
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Director, Procurement Management and Policy Division
Office of Procurement
(202)358-0020
Julia.b.wise@nasa.gov

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Hi Julia,

Please add Rick Reback as ODEO POC on NASA's Equity initiatives, focusing on civil rights compliance by recipients of NASA's grants (e.g., colleges/universities that conduct STEM research, and science museums).

Thanks!

Steve Shih

Associate Administrator

Diversity and Equal Opportunity

National Aeronautics and Space Administration

300 E Street, SW, Room 6J81

Washington, DC 20546

Tel. (202) 358-2167

ODEO Color-01



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given will be the subject of your office's internal assessment, which we will ultimately report progress on in the final 200-day report. Feel free to contact me if you have additional questions.

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Dorice Kenely, Procurement Analyst
National Aeronautics and Space Administration Headquarters
Office of Procurement, Management and Policy Division
300 E. Street, SW, Washington, DC 20546-0001
Phone: 202-358-0443, Fax: 202-358-3220



From: [Kraus, Rebecca S. \(HQ-YA012\)](#)
To: [Reback, Richard N. \(HQ-YA040\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Thursday, April 15, 2021 1:32:15 PM
Attachments: [image002.png](#)

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- RK

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To: Kraus, Rebecca S. (HQ-YA012) <rebecca.s.kraus@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Ok, I can add what your wrote. But, I don't understand how it **b5**

[REDACTED]

[REDACTED]

Then again, I may just be dense.....

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Rick –

When taken out of context, I don't see why it doesn't apply to us.... Anyway, if you haven't already responded:

b5

[REDACTED]

I'm just totally on a roll today **b5** !

- Rebecca

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Subject: FW: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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List and briefly describe a current hypotheses or perceived actionable opportunities to **improve data collection, use, and sharing** that would allow for disaggregation, the ability to deliver services more equitably, and provide better understanding of how programmatic and policy decisions impact on underserved communities.

Regards,

Dorice

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Sent: Monday, April 12, 2021 2:40 PM

To: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>

Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Thanks again David for your input. I have a follow-up question for you. Is the Agency Diversity Equity and Inclusion (DEI) Steering Committee different from the Agency Diversity Council, both are mentioned non pages 1 and 2 of the report?

Regards,

Dorice

From: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>
Sent: Thursday, April 8, 2021 11:05 AM
To: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Hi Dorice:

Here are comments provided in tracking to address sections where you've asked for ODEO input. These have been reviewed and approved by Rick.

David

From: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>
Sent: Wednesday, April 7, 2021 2:53 PM
To: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

You're very welcome!

From: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>
Sent: Wednesday, April 7, 2021 2:04 PM
To: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Got it – thanks Dorice.

From: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>
Sent: Wednesday, April 7, 2021 2:03 PM
To: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Good Afternoon David,

I believe OMB is refereeing to Agency-run programs because they asked the same question with respect to contracts and grants later in the report.

Regards,

Dorice

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Sent: Wednesday, April 7, 2021 1:01 PM
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Hi Dorice:

I have a question on p. 6 of the attached, where you ask for an ODEO response. The statement in the report is:

- Actionable opportunities to reduce administrative burden, remove barriers to enrollment, and improve equitable access to **government benefits and services**. *List and briefly describe current hypotheses/perceived opportunities; up to three brief bullets*

When you refer to “benefits and services” do you mean Agency-run programs or programs of grantees/contractors? Others? This is unclear to me.

Thanks.

David

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Great! Thanks so much. I look forward to hearing from you.

Regards,

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From: Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>
Sent: Wednesday, April 7, 2021 12:17 PM
To: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Cc: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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ODEO Color-01



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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Thursday, April 15, 2021 2:18:00 PM
Attachments: [image001.png](#)

I always hesitate to **b5**

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Sent: Thursday, April 15, 2021 1:32 PM
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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Hi Dorice:

Here are comments provided in tracking to address sections where you've asked for ODEO input. These have been reviewed and approved by Rick.

David

From: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>

Sent: Wednesday, April 7, 2021 2:53 PM

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

You're very welcome!

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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- Actionable opportunities to reduce administrative burden, remove barriers to enrollment, and improve equitable access to **government benefits and services**. *List and briefly describe current hypotheses/perceived opportunities; up to three brief bullets*

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Cc: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>

Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Great! Thanks so much. I look forward to hearing from you.

Regards,

Dorice

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Many thanks, Dorice. David and I will work on it and meet the deadline. Rick

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Julia, Dorice,

Can you please enable David Chambers from my staff access to the SharePoint/Teams site (I'm assuming those are the same)? David has extensive institutional knowledge that is extraordinarily useful on this, especially given the tight time frame.

Also, is our input needed by COB April 8th or April 12th?

Thanks,

Rick

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Sent: Monday, April 5, 2021 5:56 PM
To: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>
Cc: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>
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Richard, Dorice will add you to the SharePoint drive so that you can see the information needed from ODEO. Please feel free to reach out to Dorice if you have any questions. Our next check in is on April 12th to receive all offices' input.

Thank you,

Julia Wise
Director, Procurement Management and Policy Division
Office of Procurement
(202)358-0020
Julia.b.wise@nasa.gov

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Hi Julia,

Please add Rick Reback as ODEO POC on NASA's Equity initiatives, focusing on civil rights compliance by recipients of NASA's grants (e.g., colleges/universities that conduct STEM research, and science museums).

Thanks!

Steve Shih
Associate Administrator
Diversity and Equal Opportunity
National Aeronautics and Space Administration
300 E Street, SW, Room 6J81
Washington, DC 20546
Tel. (202) 358-2167

ODEO Color-01

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Subject: FW: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

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Please let us know if you would like us to include another person from ODEO to provide ODEO's input.

Julia

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Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Good Afternoon Everyone,

I've updated our TEAMS Group members and added the [TEAMS group link](#). Our group name is NASA Racial Equity Assessment Report – EO 13985. Feel free to contact me if you have questions. We will have a follow-up meeting on April 8; keep an eye out for the meeting invite. Please provide your input by April 8 to ensure that the package is routed to the A suite on time.

Regards,

Dorice

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Cc: Shih, Steve (HQ-YA000) <stephen.t.shih@nasa.gov>; Draper, Dave (HQ-AE000) <david.draper@nasa.gov>; Petersen, David (JSC-OZ611)[ISS SCIENCE, RESEARCH AND DEVELOPMENT] <david.petersen@hpe.com>
Subject: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Good Morning Everyone,

Thank you for attending today's meeting. I've created the TEAMS group and attached the following files within the group for review and action: 1) EO 13985 (for review); 2) Equity EO Initial Implementation Progress Reporting (for review); and 3) Attachment B OMB Equity Assessment Report 4-4-21 (for action). Your office's input to the report is assigned in the right column within the report and due on April 8, 2021. Feel free to add your input directly to the report within the TEAMS group or email your portion directly to me. We will have a follow-up meeting on April 8; keep an eye out for the meeting invite. We must have your input by April 8 to ensure that the package is routed to the A suite on time.

As Julia mentioned in the meeting, be mindful to be as succinct as possible given the page limitation and timeline. However, I will ensure that we meet the page maximum by paring down where necessary. Another very important point from today's meeting: when responding to the questions, including the focus areas, keep in mind that the responses given will be the subject of your office's internal assessment, which we will ultimately report progress on in the final 200-day report. Feel free to contact me if you have additional questions.

Regards,

Dorice Kenely, Procurement Analyst
National Aeronautics and Space Administration Headquarters
Office of Procurement, Management and Policy Division
300 E. Street, SW, Washington, DC 20546-0001
Phone: 202-358-0443, Fax: 202-358-3220



From: [Reback, Richard N. \(HQ-YA040\)](#)
To: [Kenely, Dorice M. \(HQ-LP011\)](#); [Wise, Julia B. \(HQ-LP011\)](#)
Cc: [Shih, Steve \(HQ-YA000\)](#); [Chambers, David R. \(HQ-YA040\)](#)
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985
Date: Thursday, April 15, 2021 8:07:00 PM
Attachments: [image002.png](#)

Hi Dorice,

Thank you so much for giving us the opportunity to provide input. Unfortunately, ODEO's data/analytics division is focused on DEI for the internal NASA workforce, while the Equity assessment is much more broadly focused on activities that connect externally to NASA's public connecting programs, activities, and funding. Indeed, the current challenge is that we do not have a single organization that is tracking and analyzing equity across all of our organizations and work.

I regret that we do not have more to offer on this issue at this juncture.

Thanks,
Rick

From: Kenely, Dorice M. (HQ LP011) <dorice.m.kenely@nasa.gov>
Sent: Thursday, April 15, 2021 10:32 AM
To: Reback, Richard N. (HQ YA040) <richard.n.reback@nasa.gov>; Chambers, David R. (HQ YA040) <david.r.chambers@nasa.gov>; Wise, Julia B. (HQ LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment Racial Equity Assessment Report EO 13985

Good Morning Rick,

Thank you! The response is due by tomorrow, April 16th at noon.

Regards,

Dorice

From: Reback, Richard N. (HQ YA040) <richard.n.reback@nasa.gov>
Sent: Wednesday, April 14, 2021 9:27 PM
To: Kenely, Dorice M. (HQ LP011) <dorice.m.kenely@nasa.gov>; Chambers, David R. (HQ YA040) <david.r.chambers@nasa.gov>; Wise, Julia B. (HQ LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment Racial Equity Assessment Report EO 13985

Dorice,

David is out sick; I will forward your question to our Data and Analytics Division to see if they have some thoughts. When is a response due?

Thanks,
Rick

From: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>
Sent: Wednesday, April 14, 2021 8:29 PM
To: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Good Evening David,

I have another follow-up question regarding the report. Since ODEO has a division focused on diversity an inclusion data analytics, can you provide a response to the question below?

*List and briefly describe a current hypotheses or perceived actionable opportunities to **improve data collection, use, and sharing** that would allow for disaggregation, the ability to deliver services more equitably, and provide better understanding of how programmatic and policy decisions impact on underserved communities.*

Regards,

Dorice

From: Kenely, Dorice M. (HQ-LP011)
Sent: Monday, April 12, 2021 2:40 PM
To: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
Subject: RE: NASA 90 day Assessment - Racial Equity Assessment Report - EO 13985

Thanks again David for your input. I have a follow-up question for you. Is the Agency Diversity Equity and Inclusion (DEI) Steering Committee different from the Agency Diversity Council, both are mentioned non pages 1 and 2 of the report?

Regards,

Dorice

From: Chambers, David R. (HQ-YA040) <david.r.chambers@nasa.gov>
Sent: Thursday, April 8, 2021 11:05 AM
To: Kenely, Dorice M. (HQ-LP011) <dorice.m.kenely@nasa.gov>; Reback, Richard N. (HQ-YA040) <richard.n.reback@nasa.gov>; Wise, Julia B. (HQ-LP011) <julia.b.wise@nasa.gov>
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Here are comments provided in tracking to address sections where you've asked for ODEO input. These have been reviewed and approved by Rick.

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Associate Administrator

Diversity and Equal Opportunity

National Aeronautics and Space Administration

300 E Street, SW, Room 6J81

Washington, DC 20546

Tel. (202) 358-2167

ODEO Color-01



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Dorice Kenely, Procurement Analyst
National Aeronautics and Space Administration Headquarters
Office of Procurement, Management and Policy Division
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Phone: 202-358-0443, Fax: 202-358-3220

