Message

From: Thomas, Deb [thomas.debrah@epa.gov]
Sent: 2/7/2019 7:30:20 PM
To: Logan, Paul [Logan.Paul@epa.gov]
CC: Merida, Mario [Merida.Mario@epa.gov]
Subject: RE: IDC issues - seeking your feedback by this Wednesday, 2/6

Sorry I have not gotten to this Yes, it would be easier if you could get on my calendar.

From: Logan, Paul
Sent: Thursday, February 7, 2019 11:02 AM
To: Thomas, Deb <thomas.debrah@epa.gov>
Cc: Merida, Mario <Merida.Mario@epa.gov>
Subject: RE: IDC issues - seeking your feedback by this Wednesday, 2/6

Deb,

Following up on my email below – have you had a chance to think over any input for Mario and me? Would it be easier if Mario and I scheduled some time to sit down with you? Thanks -

Paul Logan
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From: Logan, Paul
Sent: Friday, February 1, 2019 3:58 PM
To: Thomas, Deb <thomas.debrah@epa.gov>
Cc: Merida, Mario <Merida.Mario@epa.gov>
Subject: IDC issues - seeking your feedback by this Wednesday, 2/6

Deb,

Through this email, Mario and I would like to touch base with you about four issues that we discussed with Kathleen Nalty before the shutdown. I've listed them below. Please let us know your input, preferably by this Wednesday the 6th. Given how busy you are, we thought we'd try to cover this by email, but we're more than happy to meet in person if you prefer.

1. IDC workgroup restructuring

Our IDC training and staff engagement workgroups have not been very active over the last 12 months. At the same time, though, there is a significant amount of important work to accomplish in FY 2019. As a result, during the February IDC meeting we recommend proposing the following (with advance conversations with workgroup members):

- The IDC will refocus the training workgroup to be focused on the region wide basic training and RLT microinequities training, to ensure those two very important trainings are planned and implemented successfully.
- The IDC will discontinue the staff engagement workgroup, in order to focus the IDC's energy on the trainings in 2019.

2. IDC accountability

The IDC has very important work to accomplish in FY 19. Given that in FY 18 we were not as productive as we'd like, and given that the shutdown has compressed our remaining time in FY 19, the IDC will start tracking action items and completion of those action items during each monthly IDC meeting. Accountability will help us achieve the important goals that we all value and want to obtain.

3. RMC Meeting on R8 D&I Basic Training

Mario and I need to reschedule our presentation to the RMC, which had been set for 1/8. Also, we need your and Rick's support to make this a successful meeting, and therefore to make the D&I basic training successful.

Key points that Mario and I plan to make to the RMC:

- As a reminder, Region 8's Diversity and Inclusion initiative aims to make Region 8 a place "which cultivates an inclusive, collaborative, and supportive work environment where fairness and diversity thrive."
- Need for the basic training – we need the entire region to be fluent in D&I, and counting RLT, only about ¼ of the organization has completed basic training. Thus we are repeating basic I&D training. Basic training is a basic building block upon which the region can build its diversity and inclusion efforts.
- Logistics:
    - Offered by ARAship to facilitate participation (as well as RA's office / OCPI / ORC).
    - 4 hour course.
    - Timeline
        - Note: need IDC input on when to schedule the basic training; perhaps early April, which is after spring break, but before the green dot training the week of April 29th. But, Kathleen may not be available then. Another option is mid-May, before the start of inspection season and summer vacations. Your thoughts?
    - Each ARAship to identify two day/time options and forward to Mario and Paul.
- Can staff from one ARAship attend the training offered for another ARAship? Yes.
- Do staff that previously took the training need to take it again? No
- Is the training voluntary? It's not mandatory, but it's highly encouraged, and Deb and Rick see this as an opportunity for ARAs and DARAs to exercise leadership in getting their people to attend these trainings. The region expects a significant turnout for the trainings.

4. Diversity in Management

Kathleen reminded us about the very significant regional interest in increasing diversity in management. Kathleen suggests that we not lose track of this, and in fact refocus on it, as she believes that many in the region will lose faith in our ability to advance D&I in Region 8 unless we somehow address this issue. This will come up as part of responding to the end of year PARS input, but Mario and I agree that the IDC should figure out how to address it - at some level - this during FY 19. For example, the R8 realignment process will likely lead, eventually, to new supervisory opportunities. In this case, the IDC should consider how it can encourage diverse candidates to apply, in order to encourage diverse candidate pools.

In closing, thanks in advance for emailing us with any input on these four issues by this Wednesday. Or, if you'd prefer, we'd be happy to meet with you.

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