



**DEFENSE NUCLEAR FACILITIES
SAFETY BOARD**

WASHINGTON, D.C. 20004-2901

OFFICE OF THE
INSPECTOR GENERAL

December 18, 2020

MEMORANDUM TO: Glenn Sklar
General Manager

Toni Reddish
Deputy General Manager

FROM: Dr. Brett M. Baker */RA/*
Assistant Inspector General for Audit

SUBJECT: AUDIT OF THE DNFSB'S COMPLIANCE WITH
EXECUTIVE ORDER 13950, *COMBATING RACE AND SEX
STEREOTYPING* (DNFSB-21-A-02)

On September 22, 2020, the President issued Executive Order (E.O.) 13950, *Combating Race and Sex Stereotyping* (the Order). In accordance with section 6(c)(ii) of the Order, the Defense Nuclear Facilities Safety Board's (DNFSB) Acting Chairman requested that the Office of the Inspector General (OIG) review and assess the DNFSB's compliance with the Order in the form of a report submitted to the U.S. Office of Management and Budget (OMB) by the end of calendar year 2020 and not less than annually thereafter. This memorandum report presents the results of the OIG's review and assessment.

The audit objective was to review and assess agency compliance with the requirements of E.O. 13950. The OIG found that the DNFSB is in the process of becoming fully compliant with E.O. 13950. Of the nine requirements reviewed, seven are complete, one is in progress, and one is not applicable. Taking the steps described in E.O. 13950 will help ensure that all federal workers are treated with the individual respect they deserve and that the federal government continues to foster a workplace of respect for all. In lieu of issuing report recommendations, the OIG will review and assess the agency's actions for implementing E.O. 13950 during the 2021 annual compliance review.

The status of the DNFSB's compliance with E.O. 13950 requirements are identified in the following table:

Table 1

Status of the DNFSB's Compliance with E.O. 13950			
Requirement	Due Date	Compliance	Status
1. Incorporate contract provisions as per the E.O. [Section 4]	November 21, 2020	In Progress	Incorporating planned language.
2. Submit grant program report to the OMB within 60 days of the date of this Order. [Section 5]	November 21, 2020	N/A	The DNFSB does not disburse grants.
3. Continue all training that will foster a workplace that is respectful of all employees. [Section 6]	No Due Date	Yes	Complete.
4. Issue an order incorporating the requirements of this Order into agency operations. [Section 6]	No Due Date	Yes	Complete.
5. Request the IG to review and assess agency compliance with the requirements of this Order. [Section 6]	No Due Date	Yes	Complete.
6. Assign at least one senior political appointee responsibility for ensuring compliance. [Section 6]	No Due Date	Yes	Complete.
7. Submit all diversity and inclusion training to the Office of Personnel Management (OPM) for approval before being used. [Section 7]	No Due Date	Yes	Complete.
8. [Identify] and debar all contractors that provided training on divisive concepts. [Section 7]	November 21, 2020	Yes	Complete; the DNFSB did not identify contractors to debar.
9. Submit Fiscal Year 2020 spending report to the OMB within 90 days of the date of this Order. [Section 7]	December 21, 2020	Yes	Complete.

Source: OIG Generated

Agency Comments

An exit conference was held on December 9, 2020. Agency management reviewed and provided comments, as well as additional documentation that OIG incorporated, as appropriate. Subsequently, agency management stated their general agreement with

the findings and recommendations in this report and opted not to provide formal comments.

Scope and Methodology

This audit focused on the agency's compliance with E.O. 13950. We conducted this compliance audit from November 2, 2020 through December 14, 2020 at OIG headquarters in Rockville, MD.

Internal controls related to the audit objective were reviewed and analyzed. Specifically, the OIG reviewed the components of the control environment, control activities, and information and communication. Within those components, the OIG reviewed the principles of demonstrating commitment to competence; implementing control activities through policies; and communicating internally and externally.

Throughout this audit, the OIG reviewed relevant criteria and guidance. The OIG's document review included:

- Title 5 United States Code, Chapter 41, *Training*.
- E.O. 13950, *Combating Race and Sex Stereotyping*.
- OMB Memorandum M-20-34, *Training in the Federal Government*.
- OMB Memorandum M-20-37, *Ending Employee Trainings that Use Divisive Propaganda to Undermine the Principle of Fair and Equal Treatment for All*.
- OPM Memorandum, *Mandatory Review of Employee Training under E.O. 13950 September 22, 2020*.

To evaluate the agency's compliance with the Executive Order, the OIG reviewed documentation supporting completion, or status of each applicable required section of E.O. 13950. The OIG also interviewed staff involved in the compliance of the Order including the Office of the General Counsel, the Office of the General Manager, and Equal Employment Opportunity. Specifically, within the Office of the General Manager, the OIG met with the Directors of the Divisions of Operational Services, Human Resources, and Acquisition and Finance.

We conducted this performance audit in accordance with generally accepted government auditing standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our

audit objectives. Throughout the audit, auditors considered the possibility of fraud, waste, and abuse in the program.

The audit was conducted by Vicki Foster, Team Leader; Tincy Thomas de Colón, Audit Manager; Angel Wang, Senior Auditor; and Karen Corado, Management Analyst.

If you have any questions concerning this matter, please contact me at (301) 415-5915; alternatively, you may contact Vicki Foster, Team Leader, at (301) 415-5909.