

NARA Notice 2020-137: Examining and Addressing Racism at NARA

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Notice

To: All Employees.

Attention supervisors: If you have employees who do not have access to a computer, please ensure that those employees receive a copy of this notice. This includes employees on LWOP or paid leave.

Dear Colleagues,

We have started an agency-wide conversation about addressing racism in the workplace, but we have a lot of work to do. I want you to know that I am committed to these efforts, and we will continue this important work together.

This message announces a new task force to examine and address racism at NARA. I have asked Erica Pearson, our Director of Equal Employment Opportunity (EEO), to chair the task force and report directly to me. Erica is currently developing a detailed plan that will identify the members, procedures, and scope of this task force. More information will be shared with you in the coming weeks. We will ensure that all NARA employees have the opportunity to contribute by providing ideas and input to this task force and their important work.

I am pleased to announce that my former colleague Dr. Benjamin D. Reese, Jr., will provide training for our workforce. Dr. Reese is the former Vice President for Institutional Equity at Duke University and Duke University Health System. He is a highly regarded senior diversity practitioner with over 40 years of expertise in the areas of organizational change, conflict resolution, race relations, cross-cultural education, and diversity. He is a founding member and past president of the National Association of Diversity Officers in Higher Education. This training will cover Systemic Racism and ways to address it in the workplace. I worked with Ben during my time at Duke and know that his expertise will prove invaluable. You will receive an invitation to his training session later today.

Since my last message, we have had several successful EEO discussions on the topic of Diversity and Inclusion and Microaggression. More than 500 NARA employees participated in these important discussions and spoke openly and honestly about difficult issues in the workplace. We have also opened up a place on the ICN to share additional resources for exploring unconscious bias, microaggression, and racism.

We will have upcoming sessions for the Diversity and Inclusion and Microaggression discussion. You can register for these sessions using this link .

Erica Pearson is also available to host listening sessions and customized training sessions to individual offices. Please feel free to email neeo@nara.gov with three proposed dates and times and a point of contact if you would like to schedule a session.

We will continue to build upon these early steps with a shared commitment to make lasting and meaningful change. We have a long road ahead of us. These conversations and the changes to come will not be easy, but they are necessary. I look forward to the positive changes we will make together.

DAVID S. FERRIERO
Archivist of the United States

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