

NARA Notice 2021-129: Final Report From the Archivist's Task Force on Racism

Version 1

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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.

Last summer, our nation's continued struggle with issues of racial violence and inequality caused us to reflect on our own roles in making improvements as an agency, both for our employees and our customers. To help turn our words into action, I chartered the Archivist's Task Force on Racism. Its charge was to identify racial inequality in both our customer-facing operations and internally within our workplaces in pursuit of an equitable and inclusive environment for all employees and customers, and, based on those findings, prepare a set of actionable recommendations.

I am pleased to share with all of you the final report from the Task Force. The report, which is included as an attachment to this notice, addresses some of our agency's programs, processes and resources, identifies their shortcomings, and offers both short- and long-term recommendations. I have accepted those recommendations. You may find it difficult to read portions of this report. It includes frank and unblinking language about our agency culture and history, and I ask that you do not let that deter you.

In addition to being attached to this notice, the report from the Task Force has just been posted to the ICN. If you would like to share your responses to the report and the findings, I encourage you to do so there.

The Task Force will host an open Town Hall on May 11 to present highlights and recommendations from their report, and I hope you will attend. You are encouraged to submit your questions to the Task Force in advance of the Town Hall. Please submit your questions by Friday, May 7, either by sending an email to

allhands@nara.gov or anonymously to the EEO mailbox at neo@nara.gov. You should have an invitation to the Town Hall on your calendar. You will find connectivity information included within the invitation.

Please join me on May 11 when we will discuss these important recommendations to make NARA a better, healthier, stronger, and more equitable institution for our employees and for the communities we serve.

I am immensely grateful to the members of the Task Force for their months of work that led to the drafting of this landmark report, and I thank them for this service. They have completed their chartered goals and their

recommendations have the potential to forever change our agency for the better.

I also want to thank every employee who contributed to their effort. By submitting ideas, offering feedback, conducting research, voicing your concerns, expressing your visions of a stronger future, and holding the agency accountable to being better than our past, you have played a direct and vital role not just in the drafting of this report but in shaping every decision we make going forward. You embody the ideal we assert in our strategic plan: we will build our future through our people. That work begins anew today.

DAVID S. FERRIERO
Archivist of the United States

Attachment: Final Report from the Archivist’s Task Force on Racism

If you have questions about this notice, contact:

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The Archivist's Task Force on Racism

Archivist's Task Force on Racism Report.pdf



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