

Data Quality Record for Long-Term Performance Goals

Long-Term Performance Goal Text: By September 30, 2026, EPA will achieve the highest Diversity, Equity, Inclusion and Accessibility (DEIA) Maturity Level of “Leading and Sustaining” as defined by the November 2021 *Government-wide Strategic Plan to Advance DEIA in the Federal Workforce* and achieve all EPA goals identified in the Agency’s Gender Equity and Equality Action Plan.

Corresponding Annual Performance Goal: Diversity, Equity, Inclusivity, and Accessibility (DEIA) Maturity Level achieved.

Goal Number/Objective: Cross-Agency Strategy 3

NPM Lead: Office of Mission Support (OMS)

1a. Purpose of Long-Term Performance Goal:

The intent of reporting on this long-term performance goal (LTPG) is to monitor the progress of implementing the requirements established in [Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce](#) and [Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#).

Achieving the Long-Term Performance Goal will mean that DEIA is an integral part of overall EPA mission, vision, values, strategy, policies, and practices; that there is systematic implementation of DEIA driven through goal setting, data-driven analysis, and continuous improvement; and that EPA will have undertaken structural reforms of policies and practices to mitigate barriers, if any.

1b. Performance Measure Term Definitions:

Underserved communities: Refers to populations sharing a particular characteristic, as well as geographic communities, who have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life.

Diversity: Refers to the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.

Equity: Refers to the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.

Inclusion: Refers to the recognition, appreciation, and use of the talents and skills of employees of all backgrounds.

Accessibility: Refers to the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them.

1c. Unit of Measure:

The unit of measure is the maturity level attained by EPA as defined in the November 2021 *Government-wide Strategic Plan to Advance DEIA in the Federal Workforce*.¹ The Maturity Levels are Level 1: Foundational Capacity; Level 2: Advancing Outcomes; and Level 3: Leading and Sustaining. Maturity Levels are assessed across four Signals of Maturity: DEIA Approach; Diversity Framework; Organizational Structure; and DEIA Integration.

2a. Data Source:

The data source is under development but will align with the DEIA Maturity Model in the Government-wide Strategic Plan to Advance DEIA in the Workplace and associated 'Signals of Maturity.'²

2b. Data needed for interpretation of (calculated) Performance Result:

To be determined in FY23.

3. Calculation Methodology:

The calculation methodology is under development but will align with the DEIA Maturity Model in the Government-wide Strategic Plan to Advance DEIA in the Workplace and associated 'Signals of Maturity.'³

4. Quality Assurance/Quality Controls:

To be determined in FY23.

5. Data Limitations/Qualifications:

To be determined in FY23.

6. Technical Contact:

To be determined in FY23.

7. Certification Statement/Signature:

I certify the information in this DQR is complete and accurate.

DAA Signature Original signed by Lynnann Hitchens **Date** 6/2/2022

¹ <https://www.whitehouse.gov/wp-content/uploads/2021/11/Strategic-Plan-to-Advance-Diversity-Equity-Inclusion-and-Accessibility-in-the-Federal-Workforce-11.23.21.pdf>

² <https://www.whitehouse.gov/wp-content/uploads/2021/11/Strategic-Plan-to-Advance-Diversity-Equity-Inclusion-and-Accessibility-in-the-Federal-Workforce-11.23.21.pdf>

³ <https://www.whitehouse.gov/wp-content/uploads/2021/11/Strategic-Plan-to-Advance-Diversity-Equity-Inclusion-and-Accessibility-in-the-Federal-Workforce-11.23.21.pdf>