

Via electronic mail

July 18, 2016

The Honorable Rob Bishop
Chairman, House Committee on Natural Resources
1324 Longworth House Office Building
Washington, DC 20515

The Honorable Raúl M. Grijalva
Ranking Member, House Committee on Natural Resources
1511 Longworth House Office Building
Washington, DC 20515

Dear Chairman Bishop, Ranking Member Grijalva, Members of the House Committee on Natural Resources and Cabinet Secretaries:

On behalf of the Working Group and Board of Green 2.0, members of the Green Leadership Trust – fiduciaries of America’s largest environmental non-profits – and leaders of the several major environmental non-profits, we are writing to applaud the Democratic Members’ letter dated April 18, 2016 to National Park Service (NPS) Director Jonathan Jarvis requesting information about NPS’s efforts to diversify its workforce, attract diverse visitors and include all voices in its world-class storytelling. We agree that the national park system should better reflect the diversity of America’s history, people, and cultures, especially given the changing demographics of our nation’s population.

While the questions the House Committee on Natural Resources (committee) posed to the NPS are critical to ensuring our national parks are more inclusive and accessible to all Americans, we urge the committee to broaden its inquiry to all federal environmental agencies and conservation, environmental and natural resources divisions and components of federal agencies (federal agencies). In order to better serve and reflect the diversity of the American experience, all federal agencies should promote and increase diversity, and ensure fairer environmental outcomes for all individuals.

Formally launched in 2014 with the release of “The State of Diversity in Environmental Organizations” report, Green 2.0 is dedicated to increasing racial diversity across mainstream environmental non-profit organizations, foundations, and federal agencies. Green 2.0 has called for data transparency, accountability, and increased resources to ensure environmental organizations and foundations are diverse at the highest levels. We work to stimulate the demand for, and demonstrate the supply of talented leaders of all backgrounds.

Green 2.0 encourages this Committee to examine the diversity of all federal agencies by asking the following questions:

- What measures have you put in place to attract, hire, retain and promote a diverse workforce? What evaluation tools have you employed to assess the efficacy of these measures?
- Does the demographic make-up of your workforce reflect the diverse demographics of the U.S. population?
- What institutional policies and processes have been put in place to cultivate and promote diversity, equity and inclusion within the agency?
- What outreach programs and/or plans have you instituted to engage communities of color, tribal communities, and other underrepresented individuals/communities?

- How do you plan to ensure that those disproportionately impacted by adverse environmental impacts, especially low income, tribal, and communities of color, are afforded meaningful opportunity to engage in a constructive way in all agency decision-making?

By addressing these questions, we can begin to assess and improve every agency's commitment to and active steps toward a more inclusive organization. Across the board, 15.5% of staff at federal, state and local government environmental agencies are people of color.¹ Federal agencies have an opportunity and challenge to reflect the demographics of the U.S. workforce and to be more inclusive to a new generation of environmental stewards, advocates, and policy makers.

Green 2.0 appreciates the Committee's support on diversity, equity, and inclusion in all facets of America's natural resources, including referencing the "Green Ceiling" and statistics from Dr. Dorceta Taylor's report. We also offer ourselves as a resource to the Committee and Members of Congress as you continue to explore how NPS and other agencies can improve diversity to better address current and future environmental and natural resources issues. Green 2.0 encourages and is willing to assist in the sharing of each agency's work on diversity, equity and inclusion, and identification of best practices will provide others with innovative approaches, and the ability to test, replicate and scale up successful measures, programs, and plans. With more diversity, the environmental and natural resources organizations will undoubtedly reach more sustainable, durable and inclusive solutions to our toughest challenges.

On behalf of Green 2.0 and environmental leaders, thank you for your critical leadership on this issue and your commitment to a diverse workforce within federal agencies and across the environmental movement. We look forward to partnering with you on these issues going forward.

Sincerely,

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¹ Taylor, Dorceta E. *The State of Diversity in Environmental Organizations*. July 26, 2014. Accessed April 28, 2016.
www.diversegreen.org

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Hon. Penny Pritzker, Secretary of Commerce, U.S. Department of Commerce

Hon. Kathryn Sullivan, Under Secretary of Commerce for Oceans & Atmosphere and NOAA Administrator

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Hon. Sally Jewell, Secretary of Interior, Department of Interior

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Hon. Jonathan Jarvis, Director, National Park Service

Hon. Daniel M. Ashe, Director, U.S. Fish and Wildlife Service

Hon. John Kerry, Secretary of State, Department of State

Hon. Catherine A. Novelli, Under Secretary of State for Economic Growth, Energy and the Environment

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Hon. Neil Kornze, Director, Bureau of Land Management

Hon. Loretta E. Lynch, Attorney General of the United States, Department of Justice

Hon. John C. Cruden, Assistant Attorney General, U.S. Department of Justice for the Environment and Natural Resources Division

All Relevant House and Senate Committees