

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT FY 2020**

**CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL  
EMPLOYMENT OPPORTUNITY PROGRAMS**

I, **Erica D. White-Dunston, Esq. Director and Chief Diversity Officer, ES-0340-00** am the  
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(Insert name above) (Insert official title/series/grade above)

Principal EEO  
Director/Official for

**Department of the Interior, Office of the Secretary**

(Insert Agency/Component Name above)

The Agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The Agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

**ERICA WHITE-DUNSTON**

Digitally signed by ERICA WHITE-DUNSTON  
Date: 2021.07.27 10:50:59 -04'00'

**07/27/2021**

Signature of Principal EEO Director Erica D. White-Dunston, Esq.

Date

Certifies that this Federal Agency Annual EEO Program Status Report FY 2020 is in compliance with EEO MD-715

Signature of Agency Head or Agency Head Designee

Date

**Rachael S. Taylor**  
Principal Deputy Assistant Secretary Policy, Management and Budget