



RESPONSE TO FREEDOM OF INFORMATION ACT (FOIA) REQUEST

FOIA or Reference Number

FOIA-2025-000408

Response Number

1

Response Type

Interim

Final

Requester:

Nihill, Caroline

Date:

04/23/2025

Description of Requested Records:

Any records related to guidance, policy or instruction that have been distributed to employees and/or contractors from the Nuclear Regulatory Commission's Office of Chief Information Officer regarding DEIA since Jan. 20, 2025.

PART I. -- INFORMATION RELEASED

- The NRC has made some, or all, of the requested records publicly available through one or more of the following means: (1) <https://www.nrc.gov> ; (2) public ADAMS, <https://www.nrc.gov/reading-rm/adams.html>; (3) microfiche available in the NRC Public Document Room; or the NRC Public Access Link (PAL), at <https://foia.nrc-gateway.gov/app/Home.aspx>.
- Agency records subject to the request are enclosed.
- Records subject to the request that contain information originated by or of interest to another Federal agency have been referred to that agency (See Part I.D -- Comments) for a disclosure determination and direct response to you.
- We are continuing to process your request.
- See Part I.D -- Comments.

PART I.A -- FEES

| |
|--------|
| AMOUNT |
| |

- You will be billed by NRC for the amount indicated.
- You will receive a refund for the amount indicated.
- Fees waived.
- Since the minimum fee threshold was not met, you will not be charged fees.
- Due to our delayed response, you will not be charged search and/or duplication fees that would otherwise be applicable to your request.

PART I.B -- INFORMATION NOT LOCATED OR WITHHELD FROM DISCLOSURE

- We did not locate any agency records responsive to your request. *Note:* Agencies may treat three discrete categories of law enforcement and national security records as not subject to the FOIA ("exclusions"). See 5 U.S.C. 552(c). This is a standard notification given to all requesters; it should not be taken to mean that any excluded records do, or do not, exist.
- We have withheld certain information pursuant to the FOIA exemptions described, and for the reasons stated, in Part II.
- Because this is an interim response to your request, you may not appeal at this time. We will notify you of your right to appeal any of the responses we have issued in response to your request when we issue our final determination.
- You may appeal this final determination within 90 calendar days of the date of this response. If you submit an appeal by mail, address it to the FOIA Officer, at U.S. Nuclear Regulatory Commission, Mail Stop T-6 A60M, Washington, D.C. 20555-0001. You may submit an appeal by email to FOIA.resource@nrc.gov. You may fax an appeal to (301) 415-5130. Please be sure to include on your submission that it is a "FOIA Appeal." You may file an appeal through the NRC Public Access Link (PAL) at <https://foia.nrc-gateway.gov/app/Home.aspx>.

PART I.C -- REFERENCES AND POINTS OF CONTACT

You have the right to seek assistance from the NRC's FOIA Public Liaison by submitting your inquiry at <https://www.nrc.gov/reading-rm/foia/contact-foia.html>, or by calling the FOIA Public Liaison at (301) 415-0717.

If we have denied your request, you have the right to seek dispute resolution services from the NRC's Public Liaison or the Office of Government Information Services (OGIS). To seek dispute resolution services from OGIS, you may email OGIS at ogis@nara.gov, send a fax to (202) 741-5789, or send a letter to: Office of Government Information Services, National Archives and Records Administration, 8601 Adelphi Road, College Park, MD 20740-6001. For additional information about OGIS, please visit the OGIS website at <https://www.archives.gov/ogis>.



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PART I.D -- COMMENTS

This is in response to your FOIA request dated 01/31/2025. We checked for records within the Office of the Chief Information Officer. Records subject to your request are enclosed.

Signature - Freedom of Information Act Officer or Designee

Alecia S. Sillah

Digitally signed by Alecia S. Sillah
Date: 2025.04.23 15:38:15 -04'00'



RESPONSE TO FREEDOM OF INFORMATION ACT (FOIA) REQUEST

FOIA-2025-000408

PART II.A -- APPLICABLE EXEMPTIONS

Records subject to the request are being withheld in their entirety or in part under the FOIA exemption(s) as indicated below (5 U.S.C. 552(b)), after taking into consideration the foreseeable harm standard when reviewing records and applying these FOIA exemptions.

- Exemption 1: The withheld information is properly classified pursuant to an Executive Order protecting national security information.
- Exemption 2: The withheld information relates solely to the internal personnel rules and practices of NRC.
- Exemption 3: The withheld information is specifically exempted from public disclosure by the statute indicated.
 - Sections 141-145 of the Atomic Energy Act, which prohibits the disclosure of Restricted Data or Formerly Restricted Data (42 U.S.C. 2161-2165).
 - Section 147 of the Atomic Energy Act, which prohibits the disclosure of Unclassified Safeguards Information (42 U.S.C. 2167).
 - 41 U.S.C. 4702(b), which prohibits the disclosure of contractor proposals, except when incorporated into the contract between the agency and the submitter of the proposal.
 - Other:
- Exemption 4: The withheld information is a trade secret or confidential commercial or financial information that is being withheld for the reason(s) indicated.
 - The information is considered to be proprietary because it concerns a licensee's or applicant's physical protection or material control and accounting program for special nuclear material pursuant to 10 CFR 2.390(d)(1).
 - The information is considered to be another type of confidential business (proprietary) information.
 - The information was submitted by a foreign source and received in confidence pursuant to 10 CFR 2.390(d)(2).
- Exemption 5: The withheld information consists of interagency or intraagency records that are normally privileged in civil litigation.
 - None of the information being withheld under Exemption 5/Deliberative Process Privilege is appropriate for discretionary disclosure.
 - Attorney work product privilege.
 - Attorney-client privilege.
- Exemption 6: The withheld information from a personnel, medical, or similar file, is exempted from public disclosure because its disclosure would result in a clearly unwarranted invasion of personal privacy.
- Exemption 7: The withheld information consists of records compiled for law enforcement purposes and is being withheld for the reason(s) indicated.
 - (A) Disclosure could reasonably be expected to interfere with an open enforcement proceeding.
 - (C) Disclosure could reasonably be expected to constitute an unwarranted invasion of personal privacy.
 - (D) The information consists of names and other information the disclosure of which could reasonably be expected to reveal identities of confidential sources.
 - (E) Disclosure would reveal techniques and procedures for law enforcement investigations or prosecutions, or guidelines that could reasonably be expected to risk circumvention of the law.
 - (F) Disclosure could reasonably be expected to endanger the life or physical safety of any individual.
- Other:

PART II.B -- DENYING OFFICIALS

In accordance with 10 CFR 9.25(g) and 9.25(h) of the U.S. Nuclear Regulatory Commission regulations, the official(s) listed below have made the determination to withhold certain information responsive to your request.

| DENYING OFFICIAL | TITLE/OFFICE | INFORMATION DENIED | APPELLATE OFFICIAL | | |
|------------------|-----------------------------------------|-------------------------------------------------|-------------------------------------|--------------------------|--------------------------|
| | | | EDO | SECY | OIG |
| Alecia S. Sillah | FOIA Officer | Cell Phone Number and Attorney-Client Privilege | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Select Title/Office from drop-down list | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Select Title/Office from drop-down list | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Select Title/Office from drop-down list | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

From: Caroline Carusone
Sent: Sat, 1 Feb 2025 17:34:56 +0000
To: Susan Kenney; Anthony deJesus
Cc: Debby Hackett; Scott Flanders
Subject: FW: EEO Meritorious Service Award

(b)(5), (b)(6)

From: Eric Dilworth <Eric.Dilworth@nrc.gov>
Sent: Friday, January 31, 2025 5:39 PM
To: ODs/DODs/RAs/DRAs <ODsDODsRAsDRAs@usnrc.onmicrosoft.com>
Subject: EEO Meritorious Service Award

Good evening,

Due to recent Federal changes regarding diversity, equity, inclusion, and accessibility (DEIA), the agency will not be accepting nominations for the EEO Meritorious Service Award this cycle. We appreciate the time and effort you and your staff may have invested in preparing EEO award nominations. We will continue to evaluate the possibility of revising the criteria for the EEO Meritorious Service Award and accepting nominations in future years. The agency will continue to accept nominations for the Distinguished and Meritorious Service Awards by February 14th by email to DistinguishedAndMeritoriousServiceAwards.Resource@nrc.gov.

Considering this change, please let me know if additional time is needed to adjust your organization's nomination package submission.

Thanks for your understanding.

Eric

Eric L. Dilworth
Deputy Chief Human Capital Officer
Office of the Chief Human Capital Officer
U.S. Nuclear Regulatory Commission
TWFN-3A90
Office Phone: 301-415-5197
Cell Phone: (b)(6)
Fax 301-415-0507

From: Caroline Carusone
Sent: Wed, 29 Jan 2025 16:30:20 +0000
To: Edward Madden; Amy Wagner; Gwen Hayden; Scott Flanders; Jonathan Feibus
Cc: Anissa Coates; Michelle Vega Rodriguez
Subject: FW: Proposed Taskings

Hi SDOD -

I asked Jody to share the proposed ticket language in advance so make sure it was clear... talked to Ed and we added the language in red highlight below. Also, wanted to document the proactive steps the team has taken – so you'll see that below too.

[@Edward Madden](#) – could you please ask Pete to give Erin Deeds access to the dashboard? She's the ETA who will likely be sending out the tasking, so she'll need to see the site owners and pages.

Thank you!
Caroline

From: Caroline Carusone
Sent: Wednesday, January 29, 2025 11:28 AM
To: Jody Martin (He/Him) <Jody.Martin@nrc.gov>
Cc: Jacki Storch <Jaclyn.Storch@nrc.gov>
Subject: RE: Proposed Taskings

Hi Jody –

Yes – that works perfectly. For the 2nd item, could you please add the text in red? Recall since we needed to quickly take them down, the access is restricted, so they'd get an error message if they tried to click on the link. I'm already working with Jacki (copied here). You should have access here - [Power BI](#). Ticket should be sent to those folks listed as "office owners" in the dashboard. I'll ask the team to give Erin Deeds access so she can view the office owners as well.

For OEDO's awareness, here are the actions that OCIO has taken:

1. Public Website –
 - a. Removed content pages identified by SBCR and OCHCO
 - b. As an additional safety measure, conducted a search of entire site for content that contained key words such as diversity, equity, inclusion, DEI, DEIA
 - c. Sent list of sites and status to owners ([dei-web-pages.docx](#))
 - d. In the interim for expediency, unpublished sites from public view until offices can review/edit
 - e. **Next steps** – OCIO will hold until content is updated and will update once received from offices
2. Intranet/SharePoint

- a. Conducted a review of same search terms – identified 55 sites/pages to be addressed
- b. Developed PowerBi Dashboard to track owners - [Power BI](#) and shared dashboard with SBCR and OGC (let us know if we need to share with other users)
- c. For expediency, pages have all be marked as private and are only accessible by 1 global administrator (Pete Filicetti) so access is restricted
- d. **Next steps** – OCIO will grant access as requested, and modify and/or permanently delete pages based on feedback from offices

Please let me know if you have any questions.

THANK YOU!!!!

Caroline

From: Jody Martin (He/Him) <Jody.Martin@nrc.gov>
Sent: Wednesday, January 29, 2025 10:50 AM
To: Caroline Carusone <caroline.carusone@nrc.gov>
Subject: Proposed Taskings

Caroline,

Other things overtook this yesterday after we chatted...

Do you think #2 is clear enough below?

What do you think about these:

1. OCIO, remove all internal Sharepoint and Intranet sites that mention DEIA topics and develop a list of all sites and owners. **Due: 1-29-24** (I can open and close this ticket)

2. All Offices: Review the list of Sharepoint and Intranet sites created by OCIO. For any site hosted by your office, review the information and determine whether to retain the site or edit its contents to remove any references to DEIA initiatives, consistent with the President's executive orders titled *Ending Radical and Wasteful Government DEI Programs and Preferencing* and *Initial Rescissions of Harmful Executive Orders and Actions*, which repeals Executive Order 14035, *Diversity, Equity, Inclusion and Accessibility in the Federal Workforce*. **Note: site access is currently restricted, so owners must submit a ticket ([DEIA SharePoint Review - ServiceNow Support Form](#)) to request access to site for review and editing. For questions, please contact Ed Madden, Branch Chief in the IT Services Development and Operations Division.**

Jody C. Martin
Associate Director for Operations
Office of the Executive Director for Operations
U.S. Nuclear Regulatory Commission
301-287-9201
Jody.Martin@nrc.gov



From: Caroline Carusone
Sent: Thu, 30 Jan 2025 19:30:31 +0000
To: Amy Wagner; Gwen Hayden
Cc: Scott Flanders
Subject: FW: URGENT REQUEST - Remove DEIA information from sites
Attachments: OEDO-25-00031 (1).pdf, UPDATED LINK: OEDO-25-00031, RE: URGENT REQUEST - Remove DEIA information from sites

Just sharing so you see how this comm/ticketing is happening in the background.

From: Daniel King <Daniel.King@nrc.gov>
Sent: Thursday, January 30, 2025 2:11 PM
To: Caroline Carusone <caroline.carusone@nrc.gov>; Jesse Seymour <Jesse.Seymour@nrc.gov>
Subject: FW: URGENT REQUEST - Remove DEIA information from sites

From: Erin Deeds <Erin.Deeds@nrc.gov>
Sent: Thursday, January 30, 2025 12:32 PM
To: Louis Caponi <Louis.Caponi@nrc.gov>; Sophie Holiday <Sophie.Holiday@nrc.gov>; Andrea Jones <Andrea.Jones2@nrc.gov>; Chris Douglas <Christopher.Douglas2@nrc.gov>; Danielle Williams <Danielle.Williams@nrc.gov>; Shelley Pitter <Shelley.Pitter@nrc.gov>; Fatima Anthony <fatima.anthony@nrc.gov>; Trish Gallalee <Trish.Gallalee@nrc.gov>; JoAnn Ireland <JoAnn.Ireland@nrc.gov>; Hanry Wagage <Hanry.Wagage@nrc.gov>; Dale Yeilding <Dale.Yeilding@nrc.gov>; Haile Lindsay <Haile.Lindsay@nrc.gov>; Aaron Kwok <Aaron.Kwok@nrc.gov>; Richard Fu <Richard.Fu@nrc.gov>; Sharon Bennett <Sharon.Bennett@nrc.gov>; Tanya Hood <Tanya.Hood@nrc.gov>; Caylee Kenny <Caylee.Kenny@nrc.gov>; Taylor Lamb <Taylor.Lamb@nrc.gov>; Adam Glazer <Adam.Glazer@nrc.gov>; Daniel King <Daniel.King@nrc.gov>; Trish Walker Webb <Patricia.Walker-Webb@nrc.gov>; Victor Ellis <Victor.Ellis@nrc.gov>; Celimar Valentin-Rodriguez <Celimar.Valentin-Rodriguez@nrc.gov>; Jonathan Marcano Lozada <Jonathan.MarcanoLozada@nrc.gov>; Juan Lopez <Juan.Lopez@nrc.gov>; Krupskaya Castellon <Krupskaya.Castellon@nrc.gov>; Luis Colon Fuentes <Luis.ColonFuentes@nrc.gov>; Tatiana Muriel <Tatiana.MurielLuna@nrc.gov>; Edgardo Torres <edgardo.torrescollazo@nrc.gov>; Pamela Davis-Ghavami <Pamela.Davis-Ghavami@nrc.gov>; Becca Lagios <rebecca.lagios@nrc.gov>; Fanta Sacko <Fanta.Sacko@nrc.gov>; Guita Irani <Guita.Irani@nrc.gov>
Cc: Vonna Ordaz <Vonna.Ordaz@nrc.gov>; Jacki Storch <Jaclyn.Storch@nrc.gov>; Chakia Robinson <Chakia.Robinson@nrc.gov>; Rhea Flanders <Rhea.Flanders@nrc.gov>
Subject: RE: URGENT REQUEST - Remove DEIA information from sites

Hi Soph, Louis, and folks,

The ticket was created yesterday (attachment 1), but was revised today because the links did not work. You will find that the ticket is a bit vague.

We've been working with OCIO on this effort since last week, before it became a ticket, and I can tell you that we have to remove anything that mentions "diversity" "equity" and/or "inclusion" (e.g., documents, videos, reports, policy statements, etc.).

Please see OGC's response to disbanding.

Best Regards,

Erin Deeds

Executive Technical Assistant
Office of the Executive Director for Operations
U.S. Nuclear Regulatory Commission
Phone: 301-415-2887

Pronouns: She, her, hers

"Do the best you can until you know better. Then when you know better, do better." - Maya Angelou

From: Louis Caponi <Louis.Caponi@nrc.gov>

Sent: Thursday, January 30, 2025 12:17 PM

To: Sophie Holiday <Sophie.Holiday@nrc.gov>; Erin Deeds <Erin.Deeds@nrc.gov>; Andrea Jones <Andrea.Jones2@nrc.gov>; Chris Douglas <Christopher.Douglas2@nrc.gov>; Danielle Williams <Danielle.Williams@nrc.gov>; Shelley Pitter <Shelley.Pitter@nrc.gov>; Fatima Anthony <fatima.anthony@nrc.gov>; Trish Gallalee <Trish.Gallalee@nrc.gov>; JoAnn Ireland <JoAnn.Ireland@nrc.gov>; Hanry Wagage <Hanry.Wagage@nrc.gov>; Dale Yeilding <Dale.Yeilding@nrc.gov>; Haile Lindsay <Haile.Lindsay@nrc.gov>; Aaron Kwok <Aaron.Kwok@nrc.gov>; Richard Fu <Richard.Fu@nrc.gov>; Sharon Bennett <Sharon.Bennett@nrc.gov>; Tanya Hood <Tanya.Hood@nrc.gov>; Caylee Kenny <Caylee.Kenny@nrc.gov>; Taylor Lamb <Taylor.Lamb@nrc.gov>; Adam Glazer <Adam.Glazer@nrc.gov>; Daniel King <Daniel.King@nrc.gov>; Trish Walker Webb <Patricia.Walker-Webb@nrc.gov>; Victor Ellis <Victor.Ellis@nrc.gov>; Celimar Valentin-Rodriguez <Celimar.Valentin-Rodriguez@nrc.gov>; Jonathan Marcano Lozada <Jonathan.MarcanoLozada@nrc.gov>; Juan Lopez <Juan.Lopez@nrc.gov>; Krupskaya Castellon <Krupskaya.Castellon@nrc.gov>; Luis Colon Fuentes <Luis.ColonFuentes@nrc.gov>; Tatiana Muriel <Tatiana.MurielLuna@nrc.gov>; Edgardo Torres <edgardo.torrescollazo@nrc.gov>; Pamela Davis-Ghavami <Pamela.Davis-Ghavami@nrc.gov>; Becca Lagios <rebecca.lagios@nrc.gov>; Fanta Sacko <Fanta.Sacko@nrc.gov>; Guita Irani <Guita.Irani@nrc.gov>

Cc: Vonna Ordaz <Vonna.Ordaz@nrc.gov>; Jacki Storch <Jaclyn.Storch@nrc.gov>; Chakia Robinson <Chakia.Robinson@nrc.gov>; Rhea Flanders <Rhea.Flanders@nrc.gov>

Subject: RE: URGENT REQUEST - Remove DEIA information from sites

Hey Erin,

Thank you for sending this email. Please let me know when the tickets are issued, and I will proceed with the ticketed action.

To note, I think Sophie's questions are valid, and the ticket should provide additional guidance for specific "DEIA references" to be edited or removed.

Thanks again,



From: Sophie Holiday <Sophie.Holiday@nrc.gov>

Sent: Thursday, January 30, 2025 12:06 PM

To: Erin Deeds <Erin.Deeds@nrc.gov>; Andrea Jones <Andrea.Jones2@nrc.gov>; Chris Douglas <Christopher.Douglas2@nrc.gov>; Danielle Williams <Danielle.Williams@nrc.gov>; Shelley Pitter <Shelley.Pitter@nrc.gov>; Fatima Anthony <fatima.anthony@nrc.gov>; Trish Gallalee <Trish.Gallalee@nrc.gov>; JoAnn Ireland <JoAnn.Ireland@nrc.gov>; Harry Wagage <Harry.Wagage@nrc.gov>; Dale Yeilding <Dale.Yeilding@nrc.gov>; Haile Lindsay <Haile.Lindsay@nrc.gov>; Aaron Kwok <Aaron.Kwok@nrc.gov>; Richard Fu <Richard.Fu@nrc.gov>; Sharon Bennett <Sharon.Bennett@nrc.gov>; Tanya Hood <Tanya.Hood@nrc.gov>; Caylee Kenny <Caylee.Kenny@nrc.gov>; Louis Caponi <Louis.Caponi@nrc.gov>; Taylor Lamb <Taylor.Lamb@nrc.gov>; Adam Glazer <Adam.Glazer@nrc.gov>; Daniel King <Daniel.King@nrc.gov>; Trish Walker Webb <Patricia.Walker-Webb@nrc.gov>; Victor Ellis <Victor.Ellis@nrc.gov>; Celimar Valentin-Rodriguez <Celimar.Valentin-Rodriguez@nrc.gov>; Jonathan Marcano Lozada <Jonathan.MarcanoLozada@nrc.gov>; Juan Lopez <Juan.Lopez@nrc.gov>; Krupskaya Castellon <Krupskaya.Castellon@nrc.gov>; Luis Colon Fuentes <Luis.ColonFuentes@nrc.gov>; Tatiana Muriel <Tatiana.MurielLuna@nrc.gov>; Edgardo Torres <edgardo.torrescollazo@nrc.gov>; Pamela Davis-Ghavami <Pamela.Davis-Ghavami@nrc.gov>; Becca Lagios <rebecca.lagios@nrc.gov>; Fanta Sacko <Fanta.Sacko@nrc.gov>; Guita Irani <Guita.Irani@nrc.gov>

Cc: Vonna Ordaz <Vonna.Ordaz@nrc.gov>; Jacki Storch <Jaclyn.Storch@nrc.gov>; Chakia Robinson <Chakia.Robinson@nrc.gov>; Rhea Flanders <Rhea.Flanders@nrc.gov>

Subject: Re: URGENT REQUEST - Remove DEIA information from sites

Good Morning Erin, SBCR and Friends:

Could you perhaps provide some clarification on what would be considered "acceptable" for retention & what isn't? For example, photos from prior year events? Presentations on IDP panel?

Also, does this apply to all EEO Advisory, Affinity and Resource Groups? Have we been disbanded? Sorry if this was previously communicated.

Thx
Soph

Thanks,
Soph

Sophie J. Holiday

Senior Emergency Response Coordinator
Agency Lead, 3WFN Relocation Project
NSIR/DPR/CB
Phone: (301) 415-7865

From: Erin Deeds <Erin.Deeds@nrc.gov>
Sent: Thursday, January 30, 2025 9:58 AM
To: Andrea Jones <Andrea.Jones2@nrc.gov>; Chris Douglas <Christopher.Douglas2@nrc.gov>; Danielle Williams <Danielle.Williams@nrc.gov>; Shelley Pitter <Shelley.Pitter@nrc.gov>; Fatima Anthony <fatima.anthony@nrc.gov>; Trish Gallalee <Trish.Gallalee@nrc.gov>; JoAnn Ireland <JoAnn.Ireland@nrc.gov>; Harry Wagage <Harry.Wagage@nrc.gov>; Dale Yeilding <Dale.Yeilding@nrc.gov>; Shelley Pitter <Shelley.Pitter@nrc.gov>; Haile Lindsay <Haile.Lindsay@nrc.gov>; Aaron Kwok <Aaron.Kwok@nrc.gov>; Richard Fu <Richard.Fu@nrc.gov>; Sharon Bennett <Sharon.Bennett@nrc.gov>; Sophie Holiday <Sophie.Holiday@nrc.gov>; Tanya Hood <Tanya.Hood@nrc.gov>; Caylee Kenny <Caylee.Kenny@nrc.gov>; Louis Caponi <Louis.Caponi@nrc.gov>; Taylor Lamb <Taylor.Lamb@nrc.gov>; Adam Glazer <Adam.Glazer@nrc.gov>; Daniel King <Daniel.King@nrc.gov>; Trish Walker Webb <Patricia.Walker-Webb@nrc.gov>; Victor Ellis <Victor.Ellis@nrc.gov>; Celimar Valentin-Rodriguez <Celimar.Valentin-Rodriguez@nrc.gov>; Jonathan Marcano Lozada <Jonathan.MarcanoLozada@nrc.gov>; Juan Lopez <Juan.Lopez@nrc.gov>; Krupskaya Castellon <Krupskaya.Castellon@nrc.gov>; Luis Colon Fuentes <Luis.ColonFuentes@nrc.gov>; Tatiana Muriel <Tatiana.MurielLuna@nrc.gov>; Edgardo Torres <edgardo.torrescollazo@nrc.gov>; Pamela Davis-Ghavami <Pamela.Davis-Ghavami@nrc.gov>
Cc: Vonna Ordaz <Vonna.Ordaz@nrc.gov>; Jacki Storch <Jaclyn.Storch@nrc.gov>; Chakia Robinson <Chakia.Robinson@nrc.gov>; Rhea Flanders <Rhea.Flanders@nrc.gov>
Subject: URGENT REQUEST - Remove DEIA information from sites

Good morning,

Offices received, or will receive, a ticket from OCIO to review the attached list of sites that were removed by OCIO due to potentially containing DEIA information. I am reaching out to you because I wanted to get a jumpstart on the action, per SBCR, and you are listed as an owner of a Special Emphasis Program/Affinity/Employee Resource group site and we need you to remove any references to DEIA initiatives to comply with the President's executive orders titled Ending Radical and Wasteful Government DEI Programs and Preferencing and Initial Rescissions of Harmful Executive Orders and Actions, which repeals Executive Order 14035, DEIA in the Federal Workforce. To gain access to your site(s), please **submit a service ticket at [DEIA SharePoint Review - ServiceNow Support Form](#)**, review the information and determine whether to retain the site or edit its contents. For questions, please contact Ed Madden, Branch Chief in the IT Services Development and Operations Division.

URL also provided in case the link above doesn't work:

Request form:

https://nrcprod.servicenowservices.com/sp?id=sc_cat_item&sys_id=43f93b461b94ced0cfb98407624bcb97&sysparm_category=8f0bf490872e2550778b62860cbb350c

Thank you so much for your constant support and understanding as we get through this extremely difficult time.

Best Regards,

Erin Deeds

Executive Technical Assistant

Office of the Executive Director for Operations

U.S. Nuclear Regulatory Commission

Phone: 301-415-2887

Pronouns: She, her, hers

"Do the best you can until you know better. Then when you know better, do better." - Maya Angelou

General Information

Assigned Offices: OCIO; ADM; ASLBP; NMSS; NRR; NSIR; OCA; OCAA; OCFO; OCHCO; ACRS; OE; OEDO; OGC; OI; OIP; OPA; RES; RI; RII; RIII; RIV; SBCR;
Other Parties: SECY

OEDO Due Date: 02/05/2025
SECY Due Date:
OEDO Original Due Date: 02/05/2025
Date Response Requested by Originator:

Subject: All Office review of DEIA SharePoint and Intranet Sites Created by OCIO

Description: All Offices: Review the list of Sharepoint and Intranet sites created by OCIO that were removed due to potentially containing DEIA information. For any site hosted by your office, review the information and determine whether to retain the site or edit its contents to remove any references to DEIA initiatives, consistent with the President’s executive orders titled Ending Radical and Wasteful Government DEI Programs and Preferencing and Initial Rescissions of Harmful Executive Orders and Actions, which repeals Executive Order 14035, Diversity, Equity, Inclusion and Accessibility in the Federal Workforce. Note: site access is currently restricted, so owners must submit a ticket (DEIA SharePoint Review - ServiceNow Support Form) to request access to site for review and editing. For questions, please contact Ed Madden, Branch Chief in the IT Services Development and Operations Division.

CC Routing:

Incoming ADAMS Accession:
Incoming ADAMS Package:
Response Accession:

Other Information

Cross Reference No: **SRM:** No

Process Information

Action Type: Review list and reply to OCIO
Signature Level:
Special Instructions:
OEDO Concurrence: No
OCM Concurrence: No
OCA Concurrence: No

All Offices: Review the list of Sharepoint and Intranet sites created by OCIO that were removed due to potentially containing DEIA information. For any site hosted by your office, review the information and determine whether to retain the site or edit its contents to remove any references to DEIA initiatives, consistent with the President’s executive orders titled Ending Radical and Wasteful Government DEI Programs and Preferencing and Initial Rescissions of Harmful Executive Orders and Actions, which repeals Executive Order 14035, Diversity, Equity, Inclusion and Accessibility in the Federal Workforce. Note: site access is currently restricted, so owners must submit a ticket (DEIA SharePoint Review - ServiceNow Support Form) to request access to site for review and editing. For questions, please contact Ed Madden, Branch Chief in the IT Services Development and Operations Division.

(b)(6)

Document Information

Originator Name: Jody Martin
Originator Org.: OEDO
Date of Incoming:
Document Received by OEDO Date:
Addressee Name:
Addressee Affiliation:
Incoming Task: E-mail
OEDO POC: Deeds, Erin (edh); Lewis, Doris (dell)



Ticket: OEDO-25-00031

From: Alessandro Bonotto
Sent: Thu, 30 Jan 2025 15:21:49 +0000
To: RidsOcioMailCenter.Resource@nrc.gov; RidsAdmMailCenter Resource; RidsAslbpManagement Resource; RidsNmssOd Resource; RidsNrrMailCenter Resource; RidsNsirMailCenter Resource; RidsOcaaMailCenter Resource; RidsOcaMailCenter Resource; RidsOcofoMailCenter Resource; RidsOchcoMailCenter Resource; RidsACRS_MailCTR Resource; RidsOeMailCenter Resource; RidsEdoMailCenter Resource; RidsOgcMailCenter Resource; RidsOiMailCenter Resource; RidsOipMailCenter Resource; RidsOpaMail Resource; RidsResOd Resource; RidsRgn1MailCenter Resource; RidsRgn2MailCenter Resource; RidsRgn3MailCenter Resource; RidsRgn4MailCenter Resource; RidsSbcrMailCenter Resource; RidsSecyMailCenter Resource
Cc: EDO ACS; Erin Deeds; Caroline Carusone; Jacki Storch; Doris Lewis
Subject: UPDATED LINK: OEDO-25-00031
Importance: High

Good morning,

There is now an **accessible link** so that access does not have to be requested:

REVISED *Please reference the updated links All Offices*: Review the list of  [Sharepoint and Intranet](#) sites created by OCIO that were removed due to potentially containing DEIA information. **For any site hosted by your office, owners should submit a service ticket at [DEIA SharePoint Review - ServiceNow Support Form](#) to request site access** to review the information and determine whether to retain the site or edit its contents to remove any references to DEIA initiatives, consistent with the President's executive orders titled Ending Radical and Wasteful Government DEI Programs and Preferencing and Initial Rescissions of Harmful Executive Orders and Actions, which repeals Executive Order 14035, Diversity, Equity, Inclusion and Accessibility in the Federal Workforce. For questions, please contact Ed Madden, Branch Chief in the IT Services Development and Operations Division.

URLs also provided:

SharePoint and Intranet sites: (b)(6)

(b)(6)

ServiceNow site request form:

https://nrcprod.servicenowservices.com/sp?id=sc_cat_item&sys_id=43f93b461b94ced0cfb98407624bcb97&sysparm_category=8f0bf490872e2550778b62860cbb350c

Thank you,
Alessandro Bonotto

From: Alessandro Bonotto
Sent: Wednesday, January 29, 2025 3:45 PM
To: RidsOcioMailCenter.Resource@nrc.gov <RidsOcio.MailCenter@nrc.gov>; RidsAdmMailCenter Resource <RidsAdmMailCenter.Resource@nrc.gov>; RidsAslbpManagement Resource <RidsAslbpManagement.Resource@nrc.gov>; RidsNmssOd Resource <RidsNmssOd.Resource@nrc.gov>; RidsNrrMailCenter Resource <RidsNrrMailCenter.Resource@nrc.gov>; RidsNsirMailCenter Resource <RidsNsirMailCenter.Resource@nrc.gov>; RidsOcaaMailCenter Resource

<RidsOcaaMailCenter.Resource@nrc.gov>; RidsOcaMailCenter Resource
<RidsOcaMailCenter.Resource@nrc.gov>; RidsOcfoMailCenter Resource
<RidsOcfoMailCenter.Resource@nrc.gov>; RidsOchcoMailCenter Resource
<RidsOchcoMailCenter.Resource@nrc.gov>; RidsACRS_MailCTR Resource
<RidsACRS_MailCTR.Resource@nrc.gov>; RidsOeMailCenter Resource
<RidsOeMailCenter.Resource@nrc.gov>; RidsEdoMailCenter Resource
<RidsEdoMailCenter.Resource@nrc.gov>; RidsOgcMailCenter Resource
<RidsOgcMailCenter.Resource@nrc.gov>; RidsOiMailCenter Resource
<RidsOiMailCenter.Resource@nrc.gov>; RidsOipMailCenter Resource
<RidsOipMailCenter.Resource@nrc.gov>; RidsOpaMail Resource <RidsOpaMail.Resource@nrc.gov>;
RidsResOd Resource <RidsResOd.Resource@nrc.gov>; RidsRgn1MailCenter Resource
<RidsRgn1MailCenter.resource@nrc.gov>; RidsRgn2MailCenter Resource
<RidsRgn2MailCenter.Resource@nrc.gov>; RidsRgn3MailCenter Resource
<RidsRgn3MailCenter.Resource@nrc.gov>; RidsRgn4MailCenter Resource
<RidsRgn4MailCenter.Resource@nrc.gov>; RidsSbcrMailCenter Resource
<RidsSbcrMailCenter.Resource@nrc.gov>; RidsSecyMailCenter Resource
<RidsSecyMailCenter.Resource@nrc.gov>
Cc: EDO ACS <EDOACS@nrc.gov>; Erin Deeds (She/Her) <Erin.Deeds@nrc.gov>; Caroline Carusone
<caroline.carusone@nrc.gov>; Jacki Storch <Jaclyn.Storch@nrc.gov>; Doris Lewis
<Doris.Lewis@nrc.gov>
Subject: NEW TICKET: OEDO-25-00031

Good afternoon,

There is a new ticket in STAR for your action: OEDO-25-00031.

1. There is a known issue with STAR that only sometimes notifies offices of a new ticket when assigned to more than 10 offices. This email serves as an "initial assignment" notification. If there are permanent changes to the status of the ticket, I will communicate that here, otherwise, the ticket is active.
2. You will find the ticket cover sheet with instructions and links in the **local files** in STAR
 - a. For your convenience, I have provided those instructions below

Thank you for your time,
Alessandro Bonotto
Correspondence Analyst, OEDO

INSTRUCTIONS:

All Offices: Review the list of Sharepoint and Intranet sites created by OCIO that were removed due to potentially containing DEIA information. For any site hosted by your office, review the information and determine whether to retain the site or edit its contents to remove any references to DEIA initiatives, consistent with the President's executive orders titled Ending Radical and Wasteful Government DEI Programs and Preferencing and Initial Rescissions of Harmful Executive Orders and Actions, which repeals Executive Order 14035, Diversity, Equity, Inclusion and Accessibility in the Federal Workforce. **Note: site access is currently restricted, so owners must submit a ticket (DEIA SharePoint Review - ServiceNow Support Form) to request access to site for review and editing. For questions, please contact Ed Madden, Branch Chief in the IT Services Development and Operations Division.**  [dei-web-pages.docx](#)

From: Elva Bowden Berry
Sent: Thu, 30 Jan 2025 17:26:42 +0000
To: Vonna Ordaz; Lisa Schneiderman
Cc: Jacki Storch; Erin Deeds
Subject: RE: URGENT REQUEST - Remove DEIA information from sites

Vonna,

(b)(5)

Thanks,
Elva BowdenBerry, Sr. Attorney
U.S. Nuclear Regulatory Commission
Office of the General Counsel
elva.bowdenberry@nrc.gov
301-287-0974 tel. 301-415-2960 fax

Official Use Only - Attorney Client Information or Work Product - Official Use Only
Not for public disclosure

From: Vonna Ordaz <Vonna.Ordaz@nrc.gov>
Sent: Thursday, January 30, 2025 12:07 PM
To: Lisa Schneiderman <Lisa.Schneiderman@nrc.gov>; Elva Bowden Berry <Elva.BowdenBerry@nrc.gov>
Cc: Jacki Storch <Jaclyn.Storch@nrc.gov>; Erin Deeds <Erin.Deeds@nrc.gov>
Subject: FW: URGENT REQUEST - Remove DEIA information from sites

Please advise.

Vonna

Vonna L. Ordaz, Director
(pronouns: she, her, hers)
Office of Small Business and Civil Rights
U.S. Nuclear Regulatory Commission

From: Sophie Holiday <Sophie.Holiday@nrc.gov>
Sent: Thursday, January 30, 2025 12:06 PM
To: Erin Deeds <Erin.Deeds@nrc.gov>; Andrea Jones <Andrea.Jones2@nrc.gov>; Chris Douglas <Christopher.Douglas2@nrc.gov>; Danielle Williams <Danielle.Williams@nrc.gov>; Shelley Pitter <Shelley.Pitter@nrc.gov>; Fatima Anthony <fatima.anthony@nrc.gov>; Trish Gallalee <Trish.Gallalee@nrc.gov>; JoAnn Ireland <JoAnn.Ireland@nrc.gov>; Hanry Wagage <Hanry.Wagage@nrc.gov>; Dale Yeilding <Dale.Yeilding@nrc.gov>; Haile Lindsay

<Haile.Lindsay@nrc.gov>; Aaron Kwok <Aaron.Kwok@nrc.gov>; Richard Fu <Richard.Fu@nrc.gov>; Sharon Bennett <Sharon.Bennett@nrc.gov>; Tanya Hood <Tanya.Hood@nrc.gov>; Caylee Kenny <Caylee.Kenny@nrc.gov>; Louis Caponi <Louis.Caponi@nrc.gov>; Taylor Lamb <Taylor.Lamb@nrc.gov>; Adam Glazer <Adam.Glazer@nrc.gov>; Daniel King <Daniel.King@nrc.gov>; Trish Walker Webb <Patricia.Walker-Webb@nrc.gov>; Victor Ellis <Victor.Ellis@nrc.gov>; Celimar Valentin-Rodriguez <Celimar.Valentin-Rodriguez@nrc.gov>; Jonathan Marcano Lozada <Jonathan.MarcanoLozada@nrc.gov>; Juan Lopez <Juan.Lopez@nrc.gov>; Krupskaya Castellon <Krupskaya.Castellon@nrc.gov>; Luis Colon Fuentes <Luis.ColonFuentes@nrc.gov>; Tatiana Muriel <Tatiana.MurielLuna@nrc.gov>; Edgardo Torres <edgardo.torrescollazo@nrc.gov>; Pamela Davis-Ghavami <Pamela.Davis-Ghavami@nrc.gov>; Becca Lagios <rebecca.lagios@nrc.gov>; Fanta Sacko <Fanta.Sacko@nrc.gov>; Guita Irani <Guita.Irani@nrc.gov>
Cc: Vonna Ordaz <Vonna.Ordaz@nrc.gov>; Jacki Storch <Jaclyn.Storch@nrc.gov>; Chakia Robinson <Chakia.Robinson@nrc.gov>; Rhea Flanders <Rhea.Flanders@nrc.gov>
Subject: Re: URGENT REQUEST - Remove DEIA information from sites

Good Morning Erin, SBCR and Friends:

Could you perhaps provide some clarification on what would be considered “acceptable” for retention & what isn’t? For example, photos from prior year events? Presentations on IDP panel?

Also, does this apply to all EEO Advisory, Affinity and Resource Groups? Have we been disbanded? Sorry if this was previously communicated.

Thx
Soph

Thanks,
Soph

Sophie J. Holiday
Senior Emergency Response Coordinator
Agency Lead, 3WFN Relocation Project
NSIR/DPR/CB
Phone: (301) 415-7865

From: Erin Deeds <Erin.Deeds@nrc.gov>
Sent: Thursday, January 30, 2025 9:58 AM
To: Andrea Jones <Andrea.Jones2@nrc.gov>; Chris Douglas <Christopher.Douglas2@nrc.gov>; Danielle Williams <Danielle.Williams@nrc.gov>; Shelley Pitter <Shelley.Pitter@nrc.gov>; Fatima Anthony <fatima.anthony@nrc.gov>; Trish Gallalee <Trish.Gallalee@nrc.gov>; JoAnn Ireland <JoAnn.Ireland@nrc.gov>; Harry Wagage <Harry.Wagage@nrc.gov>; Dale Yeilding <Dale.Yeilding@nrc.gov>; Shelley Pitter <Shelley.Pitter@nrc.gov>; Haile Lindsay <Haile.Lindsay@nrc.gov>; Aaron Kwok <Aaron.Kwok@nrc.gov>; Richard Fu <Richard.Fu@nrc.gov>; Sharon Bennett <Sharon.Bennett@nrc.gov>; Sophie Holiday

<Sophie.Holiday@nrc.gov>; Tanya Hood <Tanya.Hood@nrc.gov>; Caylee Kenny <Caylee.Kenny@nrc.gov>; Louis Caponi <Louis.Caponi@nrc.gov>; Taylor Lamb <Taylor.Lamb@nrc.gov>; Adam Glazer <Adam.Glazer@nrc.gov>; Daniel King <Daniel.King@nrc.gov>; Trish Walker Webb <Patricia.Walker-Webb@nrc.gov>; Victor Ellis <Victor.Ellis@nrc.gov>; Celimar Valentin-Rodriguez <Celimar.Valentin-Rodriguez@nrc.gov>; Jonathan Marcano Lozada <Jonathan.MarcanoLozada@nrc.gov>; Juan Lopez <Juan.Lopez@nrc.gov>; Krupskaya Castellon <Krupskaya.Castellon@nrc.gov>; Luis Colon Fuentes <Luis.ColonFuentes@nrc.gov>; Tatiana Muriel <Tatiana.MurielLuna@nrc.gov>; Edgardo Torres <edgardo.torrescollazo@nrc.gov>; Pamela Davis-Ghavami <Pamela.Davis-Ghavami@nrc.gov>

Cc: Vonna Ordaz <Vonna.Ordaz@nrc.gov>; Jacki Storch <Jaclyn.Storch@nrc.gov>; Chakia Robinson <Chakia.Robinson@nrc.gov>; Rhea Flanders <Rhea.Flanders@nrc.gov>

Subject: URGENT REQUEST - Remove DEIA information from sites

Good morning,

Offices received, or will receive, a ticket from OCIO to review the attached list of sites that were removed by OCIO due to potentially containing DEIA information. I am reaching out to you because I wanted to get a jumpstart on the action, per SBCR, and you are listed as an owner of a Special Emphasis Program/Affinity/Employee Resource group site and we need you to remove any references to DEIA initiatives to comply with the President's executive orders titled Ending Radical and Wasteful Government DEI Programs and Preferencing and Initial Rescissions of Harmful Executive Orders and Actions, which repeals Executive Order 14035, DEIA in the Federal Workforce. To gain access to your site(s), please **submit a service ticket at [DEIA SharePoint Review - ServiceNow Support Form](#)**, review the information and determine whether to retain the site or edit its contents. For questions, please contact Ed Madden, Branch Chief in the IT Services Development and Operations Division.

URL also provided in case the link above doesn't work:

Request form:

https://nrcprod.servicenowservices.com/sp?id=sc_cat_item&sys_id=43f93b461b94ced0cfb98407624bcb97&sysparm_category=8f0bf490872e2550778b62860cbb350c

Thank you so much for your constant support and understanding as we get through this extremely difficult time.

Best Regards,

Erin Deeds

Executive Technical Assistant

Office of the Executive Director for Operations

U.S. Nuclear Regulatory Commission

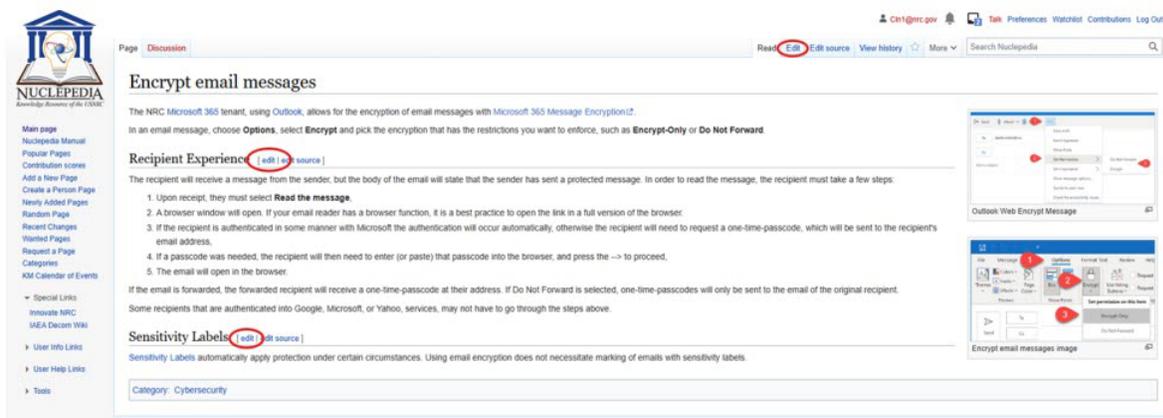
Phone: 301-415-2887

Pronouns: She, her, hers

"Do the best you can until you know better. Then when you know better, do better." - Maya Angelou

From: Caroline Carusone
Sent: Fri, 24 Jan 2025 16:47:31 +0000
To: Jawanza Gibbs-Nicholson; Jacki Storch
Cc: Scott Flanders; Elva Bowden Berry; Vonna Ordaz; Dorothea Washington; Susan Abraham; Jeff Griffis; Jonathan Feibus; Amy Wagner; Gwen Hayden
Subject: RE: DEIA Inquiry

Hi everyone – Thanks for the heads up. Once we hear from OGC and get guidance re: the Nuclepedia changes, the most expeditious approach would be to self-modify the pages. See below. If you have any issues, you can submit a ticket to spell out what changes or let me know if you have issues. We'll let our folks know so they are available to support if needed.



From: Jawanza Gibbs-Nicholson (She/Her/Hers) <Jawanza.Gibbs-Nicholson@nrc.gov>
Sent: Friday, January 24, 2025 11:32 AM
To: Jacki Storch <Jaclyn.Storch@nrc.gov>
Cc: Caroline Carusone <caroline.carusone@nrc.gov>; Scott Flanders <Scott.Flanders@nrc.gov>; Elva Bowden Berry <Elva.BowdenBerry@nrc.gov>; Vonna Ordaz (She/Her) <Vonna.Ordaz@nrc.gov>; Dorothea Washington <Dorothea.Washington@nrc.gov>; Susan Abraham <Susan.Abraham@nrc.gov>; Jeff Griffis <Jeff.Griffis@nrc.gov>
Subject: RE: DEIA Inquiry

Jacki,

Thank you so much for your prompt response.

As requested, we will hold off until more information is shared that will allow us to confirm and fully align on the path forward for these items within Nuclepedia.

Thanks again,

Jawanza

From: Jacki Storch <Jaclyn.Storch@nrc.gov>

Sent: Friday, January 24, 2025 10:59 AM

Cc: Caroline Carusone <caroline.carusone@nrc.gov>; Scott Flanders <Scott.Flanders@nrc.gov>; Elva Bowden Berry <Elva.BowdenBerry@nrc.gov>; Vonna Ordaz (She/Her) <Vonna.Ordaz@nrc.gov>; Jawanza Gibbs-Nicholson (She/Her/Hers) <Jawanza.Gibbs-Nicholson@nrc.gov>; Dorothea Washington <Dorothea.Washington@nrc.gov>

Subject: RE: DEIA Inquiry

Thank you, Jawanza! We appreciate the scrub of Nuclepedia.

(b)(5)

I believe these Nuclepedia sites will need to be closed down/go black in accordance with recent Executive Orders. I am ccing our friends in OCIO who helped us scrub things during our first go through. Caroline/Scott-can you staff please assist us in this effort? Jawanza has provided additional information below-THANK YOU!

NOTE: Please hold on taking action until the communication on SEPs is issued. I anticipate it to be issued later today after OGC review. I will circle back after the communication is sent.

Thank you!!!

J

From: Jawanza Gibbs-Nicholson (She/Her/Hers) <Jawanza.Gibbs-Nicholson@nrc.gov>

Sent: Friday, January 24, 2025 10:49 AM

To: Jacki Storch <Jaclyn.Storch@nrc.gov>

Subject: DEIA Inquiry

Good morning, Jacki:

I am currently reviewing our agency's Nuclepedia platform and there are some pages with content regarding Inclusive Language Ambassador and Inclusive Language.

We also have pages with Diversity titles for our various Advisory Committees, Dialogue Ambassadors, and Diversity Management Inclusion Council. Since these are SBCR initiatives, I wanted to double-check with your office to find out if you want this information to remain, be removed, or deleted in Nuclepedia?

I am providing a pdf version of some of the Nuclepedia items for your reference, but there appears to be a lot of items. You can also log into Nuclepedia to search for these topics to see what I am referring to, if it not clear or give me a call.

Thanks in advance,

Jawanza Gibbs-Nicholson

[Book time to meet with me](#)

U.S. Nuclear Regulatory Commission

Chief, Talent & Knowledge Management Branch, HRLD

Office of the Chief Human Capital Officer (OCHCO)

Direct Office# 301-415-5245

Email: Jawanza.gibbs-nicholson@nrc.gov (best method of contact)

"Tell me and I forget. Teach me and I remember. Involve me and I learn." ~ Benjamin Franklin



From: Caroline Carusone
Sent: Sat, 25 Jan 2025 04:20:43 +0000
To: Jawanza Gibbs-Nicholson; Jacki Storch
Cc: Scott Flanders; Elva Bowden Berry; Vonna Ordaz; Dorothea Washington; Susan Abraham; Jeff Griffis; Jonathan Feibus; Amy Wagner; Gwen Hayden
Subject: Re: DEIA Inquiry

Hi Jawanza - if we get a list of the pages, we can definitely help either modify or hide them. Or maybe hide them until we can get the content owners to make updates accordingly...

From: Jawanza Gibbs-Nicholson (She/Her/Hers) <Jawanza.Gibbs-Nicholson@nrc.gov>
Sent: Friday, January 24, 2025 11:54:19 AM
To: Caroline Carusone <caroline.carusone@nrc.gov>; Jacki Storch <Jaclyn.Storch@nrc.gov>
Cc: Scott Flanders <Scott.Flanders@nrc.gov>; Elva Bowden Berry <Elva.BowdenBerry@nrc.gov>; Vonna Ordaz (She/Her) <Vonna.Ordaz@nrc.gov>; Dorothea Washington <Dorothea.Washington@nrc.gov>; Susan Abraham <Susan.Abraham@nrc.gov>; Jeff Griffis <Jeff.Griffis@nrc.gov>; Jonathan Feibus <Jonathan.Feibus@nrc.gov>; Amy Wagner <Amy.Wagner@nrc.gov>; Gwen Hayden <Gwen.Hayden@nrc.gov>
Subject: RE: DEIA Inquiry

Thanks, Caroline!

Just to clarify the self-modification comment below.

There are currently over 137 pages (just on the word Diversity alone) and some are full pages of information on Diversity and Inclusion, Inclusive Language, etc. Also, these pages were created by various individuals within the agency, and so we were hoping to work with the Nuclepedia contractor to hide the items. Of course, depending on the guidance and information received back from OGC.

Will this be an option, or should we expect any of these pages that fall within the DEIA category to be manually modified by the page creators?

Thanks so much, just want to ensure we are all on the same page and aligned with the approach and required resources.

Thanks again,

Jawanza

From: Caroline Carusone <caroline.carusone@nrc.gov>
Sent: Friday, January 24, 2025 11:48 AM
To: Jawanza Gibbs-Nicholson (She/Her/Hers) <Jawanza.Gibbs-Nicholson@nrc.gov>; Jacki Storch <Jaclyn.Storch@nrc.gov>
Cc: Scott Flanders <Scott.Flanders@nrc.gov>; Elva Bowden Berry <Elva.BowdenBerry@nrc.gov>; Vonna Ordaz (She/Her) <Vonna.Ordaz@nrc.gov>; Dorothea Washington <Dorothea.Washington@nrc.gov>; Susan Abraham <Susan.Abraham@nrc.gov>; Jeff Griffis <Jeff.Griffis@nrc.gov>; Jonathan Feibus <Jonathan.Feibus@nrc.gov>; Amy Wagner <Amy.Wagner@nrc.gov>; Gwen Hayden

<Gwen.Hayden@nrc.gov>

Subject: RE: DEIA Inquiry

Hi everyone – Thanks for the heads up. Once we hear from OGC and get guidance re: the Nuclepedia changes, the most expeditious approach would be to self-modify the pages. See below. If you have any issues, you can submit a ticket to spell out what changes or let me know if you have issues. We'll let our folks know so they are available to support if needed.

The screenshot shows the Nuclepedia page for "Encrypt email messages". The page title is "Encrypt email messages". The main content area includes a section titled "Recipient Experience" with a list of five steps for recipients to read an encrypted message. The "Sensitivity Labels" section explains that labels automatically apply protection. There are two screenshots on the right: "Outlook Web Encrypt Message" and "Encrypt email messages image". The "Read" button in the top navigation bar is circled in red.

From: Jawanza Gibbs-Nicholson (She/Her/Hers) <Jawanza.Gibbs-Nicholson@nrc.gov>

Sent: Friday, January 24, 2025 11:32 AM

To: Jacki Storch <Jaclyn.Storch@nrc.gov>

Cc: Caroline Carusone <caroline.carusone@nrc.gov>; Scott Flanders <Scott.Flanders@nrc.gov>; Elva

Bowden Berry <Elva.BowdenBerry@nrc.gov>; Vonna Ordaz (She/Her) <Vonna.Ordaz@nrc.gov>;

Dorothea Washington <Dorothea.Washington@nrc.gov>; Susan Abraham <Susan.Abraham@nrc.gov>;

Jeff Griffis <Jeff.Griffis@nrc.gov>

Subject: RE: DEIA Inquiry

Jacki,

Thank you so much for your prompt response.

As requested, we will hold off until more information is shared that will allow us to confirm and fully align on the path forward for these items within Nuclepedia.

Thanks again,

Jawanza

From: Jacki Storch <Jaclyn.Storch@nrc.gov>

Sent: Friday, January 24, 2025 10:59 AM

Cc: Caroline Carusone <caroline.carusone@nrc.gov>; Scott Flanders <Scott.Flanders@nrc.gov>; Elva

Bowden Berry <Elva.BowdenBerry@nrc.gov>; Vonna Ordaz (She/Her) <Vonna.Ordaz@nrc.gov>; Jawanza

Gibbs-Nicholson (She/Her/Hers) <Jawanza.Gibbs-Nicholson@nrc.gov>; Dorothea Washington

<Dorothea.Washington@nrc.gov>

Subject: RE: DEIA Inquiry

Thank you, Jawanza! We appreciate the scrub of Nuclepedia.

(b)(5)

I believe these Nuclepedia sites will need to be closed down/go black in accordance with recent Executive Orders. I am ccing our friends in OCIO who helped us scrub things during our first go through. Caroline/Scott-can you staff please assist us in this effort? Jawanza has provided additional information below-THANK YOU!

NOTE: Please hold on taking action until the communication on SEPs is issued. I anticipate it to be issued later today after OGC review. I will circle back after the communication is sent.

Thank you!!!

J

From: Jawanza Gibbs-Nicholson (She/Her/Hers) <Jawanza.Gibbs-Nicholson@nrc.gov>
Sent: Friday, January 24, 2025 10:49 AM
To: Jacki Storch <Jaclyn.Storch@nrc.gov>
Subject: DEIA Inquiry

Good morning, Jacki:

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We also have pages with Diversity titles for our various Advisory Committees, Dialogue Ambassadors, and Diversity Management Inclusion Council. Since these are SBCR initiatives, I wanted to double-check with your office to find out if you want this information to remain, be removed, or deleted in Nuclepedia?

I am providing a pdf version of some of the Nuclepedia items for your reference, but there appears to be a lot of items. You can also log into Nuclepedia to search for these topics to see what I am referring to, if it not clear or give me a call.

Thanks in advance,

Jawanza Gibbs-Nicholson
[Book time to meet with me](#)
U.S. Nuclear Regulatory Commission
Chief, Talent & Knowledge Management Branch, HRLD
Office of the Chief Human Capital Officer (OCHCO)
Direct Office# 301-415-5245
Email: Jawanza.gibbs-nicholson@nrc.gov (best method of contact)

"Tell me and I forget. Teach me and I remember. Involve me and I learn." ~ Benjamin Franklin



From: Caroline Carusone
Sent: Sat, 1 Feb 2025 17:49:16 +0000
To: Jesse Seymour; Daniel King
Subject: RE: URGENT REQUEST - Remove DEIA information from sites

Let me know if there's anything I can do to help. Ed Madden is the BC and you can reach out to him if you have any questions. Thanks for thinking about the recordings... better to err on the side of caution.

From: Jesse Seymour <Jesse.Seymour@nrc.gov>
Sent: Friday, January 31, 2025 12:51 PM
To: Daniel King <Daniel.King@nrc.gov>; Caroline Carusone <caroline.carusone@nrc.gov>
Subject: RE: URGENT REQUEST - Remove DEIA information from sites

I just requested access too so that I can help. Haven't gotten access yet though.

-Jesse

Submitted : 01-31-2025 12:48:00
Request Number : **REQ0036965**
Estimated Delivery : --

| Item | Delivery Date |
|-----------------------------------------------------------|---------------|
| Request Support for SharePoint and Microsoft 365 Services | -- |

From: Daniel King <Daniel.King@nrc.gov>
Sent: Thursday, January 30, 2025 5:58 PM
To: Caroline Carusone <caroline.carusone@nrc.gov>; Jesse Seymour <Jesse.Seymour@nrc.gov>
Subject: Re: URGENT REQUEST - Remove DEIA information from sites

Just got access. My guess.... Is maybe some Meeting materials that might acknowledge something here or there. Or Maybe a recording. I think we definitely need to dig into the verg teams channel. And probably just delete it.

Dan

Get [Outlook for iOS](#)

From: Caroline Carusone <caroline.carusone@nrc.gov>
Sent: Thursday, January 30, 2025 5:40:02 PM
To: Daniel King <Daniel.King@nrc.gov>; Jesse Seymour <Jesse.Seymour@nrc.gov>
Subject: RE: URGENT REQUEST - Remove DEIA information from sites

Thanks, Dan. I don't think I remember anything jumping out for VERG specifically. Did you see anything?

From: Daniel King <Daniel.King@nrc.gov>
Sent: Thursday, January 30, 2025 2:11 PM
To: Caroline Carusone <caroline.carusone@nrc.gov>; Jesse Seymour <Jesse.Seymour@nrc.gov>
Subject: FW: URGENT REQUEST - Remove DEIA information from sites

From: Erin Deeds <Erin.Deeds@nrc.gov>
Sent: Thursday, January 30, 2025 12:32 PM
To: Louis Caponi <Louis.Caponi@nrc.gov>; Sophie Holiday <Sophie.Holiday@nrc.gov>; Andrea Jones <Andrea.Jones2@nrc.gov>; Chris Douglas <Christopher.Douglas2@nrc.gov>; Danielle Williams <Danielle.Williams@nrc.gov>; Shelley Pitter <Shelley.Pitter@nrc.gov>; Fatima Anthony <fatima.anthony@nrc.gov>; Trish Gallalee <Trish.Gallalee@nrc.gov>; JoAnn Ireland <JoAnn.Ireland@nrc.gov>; Harry Wagage <Harry.Wagage@nrc.gov>; Dale Yeilding <Dale.Yeilding@nrc.gov>; Haile Lindsay <Haile.Lindsay@nrc.gov>; Aaron Kwok <Aaron.Kwok@nrc.gov>; Richard Fu <Richard.Fu@nrc.gov>; Sharon Bennett <Sharon.Bennett@nrc.gov>; Tanya Hood <Tanya.Hood@nrc.gov>; Caylee Kenny <Caylee.Kenny@nrc.gov>; Taylor Lamb <Taylor.Lamb@nrc.gov>; Adam Glazer <Adam.Glazer@nrc.gov>; Daniel King <Daniel.King@nrc.gov>; Trish Walker Webb <Patricia.Walker-Webb@nrc.gov>; Victor Ellis <Victor.Ellis@nrc.gov>; Celimar Valentin-Rodriguez <Celimar.Valentin-Rodriguez@nrc.gov>; Jonathan Marcano Lozada <Jonathan.MarcanoLozada@nrc.gov>; Juan Lopez <Juan.Lopez@nrc.gov>; Krupskaya Castellon <Krupskaya.Castellon@nrc.gov>; Luis Colon Fuentes <Luis.ColonFuentes@nrc.gov>; Tatiana Muriel <Tatiana.MurielLuna@nrc.gov>; Edgardo Torres <edgardo.torrescollazo@nrc.gov>; Pamela Davis-Ghavami <Pamela.Davis-Ghavami@nrc.gov>; Becca Lagios <rebecca.lagios@nrc.gov>; Fanta Sacko <Fanta.Sacko@nrc.gov>; Guita Irani <Guita.Irani@nrc.gov>
Cc: Vonna Ordaz <Vonna.Ordaz@nrc.gov>; Jacki Storch <Jaclyn.Storch@nrc.gov>; Chakia Robinson <Chakia.Robinson@nrc.gov>; Rhea Flanders <Rhea.Flanders@nrc.gov>
Subject: RE: URGENT REQUEST - Remove DEIA information from sites

Hi Soph, Louis, and folks,

The ticket was created yesterday (attachment 1), but was revised today because the links did not work. You will find that the ticket is a bit vague.

We've been working with OCIO on this effort since last week, before it became a ticket, and I can tell you that we have to remove anything that mentions "diversity" "equity" and/or "inclusion" (e.g., documents, videos, reports, policy statements, etc.).

Please see OGC's response to disbanding.

Best Regards,

Erin Deeds

Executive Technical Assistant

Office of the Executive Director for Operations

U.S. Nuclear Regulatory Commission

Phone: 301-415-2887

Pronouns: She, her, hers

"Do the best you can until you know better. Then when you know better, do better." - Maya Angelou

From: Louis Caponi <Louis.Caponi@nrc.gov>

Sent: Thursday, January 30, 2025 12:17 PM

To: Sophie Holiday <Sophie.Holiday@nrc.gov>; Erin Deeds <Erin.Deeds@nrc.gov>; Andrea Jones <Andrea.Jones2@nrc.gov>; Chris Douglas <Christopher.Douglas2@nrc.gov>; Danielle Williams <Danielle.Williams@nrc.gov>; Shelley Pitter <Shelley.Pitter@nrc.gov>; Fatima Anthony <fatima.anthony@nrc.gov>; Trish Gallalee <Trish.Gallalee@nrc.gov>; JoAnn Ireland <JoAnn.Ireland@nrc.gov>; Harry Wagage <Harry.Wagage@nrc.gov>; Dale Yeilding <Dale.Yeilding@nrc.gov>; Haile Lindsay <Haile.Lindsay@nrc.gov>; Aaron Kwok <Aaron.Kwok@nrc.gov>; Richard Fu <Richard.Fu@nrc.gov>; Sharon Bennett <Sharon.Bennett@nrc.gov>; Tanya Hood <Tanya.Hood@nrc.gov>; Caylee Kenny <Caylee.Kenny@nrc.gov>; Taylor Lamb <Taylor.Lamb@nrc.gov>; Adam Glazer <Adam.Glazer@nrc.gov>; Daniel King <Daniel.King@nrc.gov>; Trish Walker Webb <Patricia.Walker-Webb@nrc.gov>; Victor Ellis <Victor.Ellis@nrc.gov>; Celimar Valentin-Rodriguez <Celimar.Valentin-Rodriguez@nrc.gov>; Jonathan Marcano Lozada <Jonathan.MarcanoLozada@nrc.gov>; Juan Lopez <Juan.Lopez@nrc.gov>; Krupskaya Castellon <Krupskaya.Castellon@nrc.gov>; Luis Colon Fuentes <Luis.ColonFuentes@nrc.gov>; Tatiana Muriel <Tatiana.MurielLuna@nrc.gov>; Edgardo Torres <edgardo.torrescollazo@nrc.gov>; Pamela Davis-Ghavami <Pamela.Davis-Ghavami@nrc.gov>; Becca Lagios <rebecca.lagios@nrc.gov>; Fanta Sacko <Fanta.Sacko@nrc.gov>; Guita Irani <Guita.Irani@nrc.gov>

Cc: Vonna Ordaz <Vonna.Ordaz@nrc.gov>; Jacki Storch <Jaclyn.Storch@nrc.gov>; Chakia Robinson <Chakia.Robinson@nrc.gov>; Rhea Flanders <Rhea.Flanders@nrc.gov>

Subject: RE: URGENT REQUEST - Remove DEIA information from sites

Hey Erin,

Thank you for sending this email. Please let me know when the tickets are issued, and I will proceed with the ticketed action.

To note, I think Sophie's questions are valid, and the ticket should provide additional guidance for specific "DEIA references" to be edited or removed.

Thanks again,



From: Sophie Holiday <Sophie.Holiday@nrc.gov>

Sent: Thursday, January 30, 2025 12:06 PM

To: Erin Deeds <Erin.Deeds@nrc.gov>; Andrea Jones <Andrea.Jones2@nrc.gov>; Chris Douglas <Christopher.Douglas2@nrc.gov>; Danielle Williams <Danielle.Williams@nrc.gov>; Shelley Pitter <Shelley.Pitter@nrc.gov>; Fatima Anthony <fatima.anthony@nrc.gov>; Trish Gallalee <Trish.Gallalee@nrc.gov>; JoAnn Ireland <JoAnn.Ireland@nrc.gov>; Harry Wagage <Harry.Wagage@nrc.gov>; Dale Yeilding <Dale.Yeilding@nrc.gov>; Haile Lindsay <Haile.Lindsay@nrc.gov>; Aaron Kwok <Aaron.Kwok@nrc.gov>; Richard Fu <Richard.Fu@nrc.gov>; Sharon Bennett <Sharon.Bennett@nrc.gov>; Tanya Hood <Tanya.Hood@nrc.gov>; Caylee Kenny <Caylee.Kenny@nrc.gov>; Louis Caponi <Louis.Caponi@nrc.gov>; Taylor Lamb <Taylor.Lamb@nrc.gov>; Adam Glazer <Adam.Glazer@nrc.gov>; Daniel King <Daniel.King@nrc.gov>; Trish Walker Webb <Patricia.Walker-Webb@nrc.gov>; Victor Ellis <Victor.Ellis@nrc.gov>; Celimar Valentin-Rodriguez <Celimar.Valentin-Rodriguez@nrc.gov>; Jonathan Marcano Lozada <Jonathan.MarcanoLozada@nrc.gov>; Juan Lopez <Juan.Lopez@nrc.gov>; Krupskaya Castellon <Krupskaya.Castellon@nrc.gov>; Luis Colon Fuentes <Luis.ColonFuentes@nrc.gov>; Tatiana Muriel <Tatiana.MurielLuna@nrc.gov>; Edgardo Torres <edgardo.torrescollazo@nrc.gov>; Pamela Davis-Ghavami <Pamela.Davis-Ghavami@nrc.gov>; Becca Lagios <rebecca.lagios@nrc.gov>; Fanta Sacko <Fanta.Sacko@nrc.gov>; Guita Irani <Guita.Irani@nrc.gov>

Cc: Vonna Ordaz <Vonna.Ordaz@nrc.gov>; Jacki Storch <Jaclyn.Storch@nrc.gov>; Chakia Robinson <Chakia.Robinson@nrc.gov>; Rhea Flanders <Rhea.Flanders@nrc.gov>

Subject: Re: URGENT REQUEST - Remove DEIA information from sites

Good Morning Erin, SBCR and Friends:

Could you perhaps provide some clarification on what would be considered "acceptable" for retention & what isn't? For example, photos from prior year events? Presentations on IDP panel?

Also, does this apply to all EEO Advisory, Affinity and Resource Groups? Have we been disbanded? Sorry if this was previously communicated.

Thx
Soph

Thanks,
Soph

Sophie J. Holiday

Senior Emergency Response Coordinator
Agency Lead, 3WFN Relocation Project
NSIR/DPR/CB
Phone: (301) 415-7865

From: Erin Deeds <Erin.Deeds@nrc.gov>
Sent: Thursday, January 30, 2025 9:58 AM
To: Andrea Jones <Andrea.Jones2@nrc.gov>; Chris Douglas <Christopher.Douglas2@nrc.gov>; Danielle Williams <Danielle.Williams@nrc.gov>; Shelley Pitter <Shelley.Pitter@nrc.gov>; Fatima Anthony <fatima.anthony@nrc.gov>; Trish Gallalee <Trish.Gallalee@nrc.gov>; JoAnn Ireland <JoAnn.Ireland@nrc.gov>; Harry Wagage <Harry.Wagage@nrc.gov>; Dale Yeilding <Dale.Yeilding@nrc.gov>; Shelley Pitter <Shelley.Pitter@nrc.gov>; Haile Lindsay <Haile.Lindsay@nrc.gov>; Aaron Kwok <Aaron.Kwok@nrc.gov>; Richard Fu <Richard.Fu@nrc.gov>; Sharon Bennett <Sharon.Bennett@nrc.gov>; Sophie Holiday <Sophie.Holiday@nrc.gov>; Tanya Hood <Tanya.Hood@nrc.gov>; Caylee Kenny <Caylee.Kenny@nrc.gov>; Louis Caponi <Louis.Caponi@nrc.gov>; Taylor Lamb <Taylor.Lamb@nrc.gov>; Adam Glazer <Adam.Glazer@nrc.gov>; Daniel King <Daniel.King@nrc.gov>; Trish Walker Webb <Patricia.Walker-Webb@nrc.gov>; Victor Ellis <Victor.Ellis@nrc.gov>; Celimar Valentin-Rodriguez <Celimar.Valentin-Rodriguez@nrc.gov>; Jonathan Marcano Lozada <Jonathan.MarcanoLozada@nrc.gov>; Juan Lopez <Juan.Lopez@nrc.gov>; Krupskaya Castellon <Krupskaya.Castellon@nrc.gov>; Luis Colon Fuentes <Luis.ColonFuentes@nrc.gov>; Tatiana Muriel <Tatiana.MurielLuna@nrc.gov>; Edgardo Torres <edgardo.torrescollazo@nrc.gov>; Pamela Davis-Ghavami <Pamela.Davis-Ghavami@nrc.gov>
Cc: Vonna Ordaz <Vonna.Ordaz@nrc.gov>; Jacki Storch <Jaclyn.Storch@nrc.gov>; Chakia Robinson <Chakia.Robinson@nrc.gov>; Rhea Flanders <Rhea.Flanders@nrc.gov>
Subject: URGENT REQUEST - Remove DEIA information from sites

Good morning,

Offices received, or will receive, a ticket from OCIO to review the attached list of sites that were removed by OCIO due to potentially containing DEIA information. I am reaching out to you because I wanted to get a jumpstart on the action, per SBCR, and you are listed as an owner of a Special Emphasis Program/Affinity/Employee Resource group site and we need you to remove any references to DEIA initiatives to comply with the President's executive orders titled Ending Radical and Wasteful Government DEI Programs and Preferencing and Initial Rescissions of Harmful Executive Orders and Actions, which repeals Executive Order 14035, DEIA in the Federal Workforce. To gain access to your site(s), please **submit a service ticket at [DEIA SharePoint Review - ServiceNow Support Form](#)**, review the information and determine whether to retain the site or edit its contents. For questions, please contact Ed Madden, Branch Chief in the IT Services Development and Operations Division.

URL also provided in case the link above doesn't work:

Request form:

https://nrcprod.servicenowservices.com/sp?id=sc_cat_item&sys_id=43f93b461b94ced0cfb98407624bcb97&sysparm_category=8f0bf490872e2550778b62860cbb350c

Thank you so much for your constant support and understanding as we get through this extremely difficult time.

Best Regards,

Erin Deeds

Executive Technical Assistant

Office of the Executive Director for Operations

U.S. Nuclear Regulatory Commission

Phone: 301-415-2887

Pronouns: She, her, hers

"Do the best you can until you know better. Then when you know better, do better." - Maya Angelou