



United States
Department of
Agriculture

Office of the
Assistant Secretary
for Civil Rights

1400 Independence
Avenue SW

Washington, DC
20250

TO: Subcabinet Officials

THROUGH: Stephen Censky
Deputy Secretary

FROM: Winona Lake Scott
Acting Deputy Assistant Secretary for Civil Rights

NOV - 8 2018

SUBJECT: Office of the Assistant Secretary for Civil Rights Reorganization

Effective October 1, 2018, the Office of the Assistant Secretary for Civil Rights (OASCR) realigned and reorganized to meet Secretary Perdue's vision for a more efficient and effective business operation. Beyond just creating an effective business operation, the reorganization will streamline the delivery of equal employment opportunity and program complaint services at the Mission Area level and ensure USDA projects a unified voice on all civil rights issues which touch program recipients, customers, applicants and employees.

The purpose of the reorganizations, both within OASCR and the mission areas, is to strengthen civil rights management functions across the department. Specifically, the Secretary has identified the following eight priorities to ensure integrity, consistency, and fairness:

- 1) Elevating the USDA Agency reporting structure of civil rights functions to the mission area-level;
- 2) Strengthening OASCR's role in providing leadership to the mission area civil rights functions;
- 3) Implementing a timely, fair, transparent and consistent approach to addressing all complaints;
- 4) Directing effective, robust and compliant mandatory civil rights training;
- 5) Monitoring and evaluating the implementation of reasonable accommodation throughout the Department;
- 6) Collaborating with Human Resources on appropriate issues affecting civil rights;
- 7) Determining optimum staffing levels to implement civil rights functions department-wide; and
- 8) Empowering mission areas and staff offices to implement civil rights mandates.

The attached OASCR organizational chart reflects the new structure and points of contact.

Attachment

**OFFICE OF THE
ASSISTANT SECRETARY FOR CIVIL RIGHTS
(OASCR)**

