

**Congress of the United States**  
**Washington, DC 20515**

November 14, 2014

The Honorary Sally Jewel  
Secretary of the Department of Interior  
1849 C Street, Northwest  
Washington, DC 20240

Dear Secretary Jewel,

I would first like to thank you for your leadership in conservation and commend the work of the Department of the Interior in preserving the rich and diverse heritage of our country. The DOI oversees our nation's most cherished natural, cultural and historic resources and by this virtue, the Department and its bureaus hold a responsibility beyond environmental preservation – they must also fulfill the role as our nation's storytellers and cultural interpreters. To achieve this responsibility, the Department needs a diverse and inclusive workforce, one that adequately reflects and represents the rich cultural backgrounds of the American public.

Our government agencies should be composed of a broad and ethnically diverse employee base that can provide unique perspectives to meet the range of environmental challenges we are faced with today, and can engage with communities of color in order to be relevant to our nation's changing demographics.

Recently, we have seen growing interest and involvement from African Americans, Asian Americans, Latinos, Native Americans, Pacific Islanders and other underrepresented populations in the environmental fields. This May, the White House released its third National Climate Assessment, showing that underrepresented ethnic groups are already disproportionately affected by the impacts of climate change.

It is time for our Federal workforce to reflect the growing diversity of the environmental movement and the American public. In furtherance of this goal, we recommend the Department acts quickly on these recommendations outlined below during the last several fiscal years of President Obama's Administration:

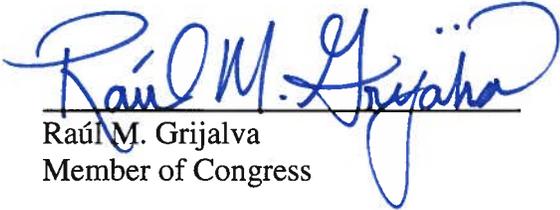
- 1) Further develop partnerships with a range of educational institutions and organizations offering diversity-focused student internship and fellowship programs;
- 2) Offer more paid opportunities for underrepresented individuals in service corps jobs and provide training and education programs that lead to careers in conservation and public lands management;

3) Conduct a review of DOI and the bureaus' use of hiring authorities (Public Land Corps hiring authority, Direct Hire authority, Pathways Program, Veterans Recruitment and Persons with Disabilities authorities) in regards to minority applicants; and

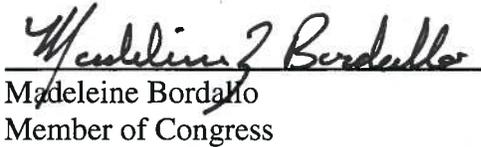
4) Develop partnerships with federally-recognized Indian tribes and Alaska Native Entities to attract and retain qualified candidates who are tribal members or Alaska Native corporation shareholders to work at all DOI agencies on issues that involve the interests of tribes, Alaska Native entities, or their members.

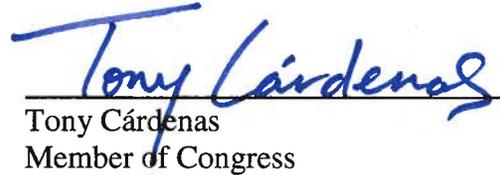
Increasing diversity in the DOI workforce serves the mission of the Department and its bureaus for all Americans. Our public lands and waters are symbols and stories of the American experience. Through increased diversity hiring we can foster a sense of environmental stewardship and belonging that make these lands a proud source of shared national heritage for all. We look forward to working with you to support the Department's efforts to become more diverse and inclusive.

Sincerely,

  
Raúl M. Grijalva  
Member of Congress

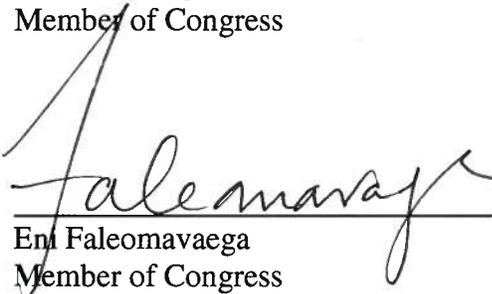
  
Peter DeFazio  
Member of Congress

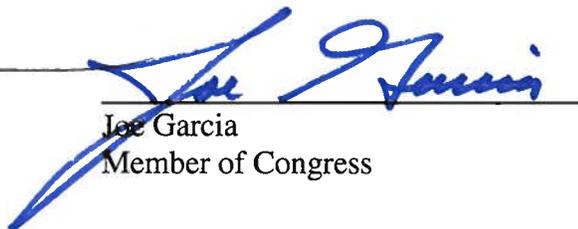
  
Madeleine Bordallo  
Member of Congress

  
Tony Cárdenas  
Member of Congress

  
Matt Cartwright  
Member of Congress

  
Katherine Clark  
Member of Congress

  
Eni Faleomavaega  
Member of Congress

  
Joe Garcia  
Member of Congress



Rush Holt  
Member of Congress



Alan Lowenthal  
Member of Congress



Grace Napolitano  
Member of Congress



Frank Pallone, Jr.  
Member of Congress



Pedro Pierluisi  
Member of Congress



Raul Ruiz  
Member of Congress

CC:

Michael Black, Director, Bureau of Indian Affairs

Neil Kornze, Director, Bureau of Land Management

Walter Cruickshank, Acting Director, Bureau of Ocean Energy Management

Estevan López, Principal Deputy Commissioner, Bureau of Reclamation

Brian Salerno, Director, Bureau of Safety and Environmental Enforcement

Jonathan B. Jarvis, Director, National Park Service

Joseph Pizarchik, Director, Office of Surface Mining Reclamation and Enforcement

Dan Ashe, Director, U.S. Fish and Wildlife Service

Suzette Kimball, Acting Director, U.S. Geological Survey