



**Memorandum from the Office of the Inspector General**

December 15, 2020

Russell Vought  
Director of the Office of Management and Budget

TVA Board of Directors

**FINAL REPORT – SPECIAL PROJECT 2021-15781 – REVIEW AND ASSESSMENT OF  
TVA COMPLIANCE WITH EXECUTIVE ORDER 13950 ON COMBATING RACE AND  
SEX STEREOTYPING**

At the request of the Tennessee Valley Authority (TVA) Board of Directors we have reviewed and assessed TVA's compliance with the requirements of Executive Order 13950, *Combating Race and Sex Stereotyping*, as of December 14, 2020.

In summary, we found TVA had complied with those requirements of the Executive Order applicable to TVA. We found TVA:

- Developed language to include in TVA contracts, where necessary, and incorporated that language into TVA Supply Chain's Terms and Conditions Authoring Tool for contracts entered into after November 21, 2020, as required by Section 4 of the Executive Order.
- Reviewed its grant programs and submitted the report required by Section 5 of the Executive Order to the Office of Management and Budget within 60 days of the date of the Executive Order.
- Performed a review of its training to ensure that no training taught, advocated, acted upon, or promoted any of the divisive concepts listed in Section 2(a) of the Executive Order and that TVA's diversity and inclusion efforts, first and foremost, encouraged agency employees not to judge each other by their color, race, ethnicity, sex, or any other characteristic protected by federal law.
- Issued an order incorporating the requirements of the Executive Order into TVA operations on October 28, 2020.
- Appointed the Chair of the People and Performance Committee (or any successor Committee), currently Director Kenneth E. Allen, as the TVA Board member responsible for ensuring TVA compliance with the Executive Order on October 28, 2020.
- Office of the General Counsel determined that the Office of Personnel Management does not have legal authority to review TVA's training and was therefore exempt from the Executive Order's requirements in Section 7(a).

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- Provided a report to the Office of Management and Budget of all spending in fiscal year 2020 on federal employee training programs relating to diversity or inclusion on December 14, 2020.

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This report is for your review and information. No response to this report is necessary. If you have any questions or wish to discuss our observations, please contact me at (865) 633-7373 or Rick C. Underwood, Director, Financial and Operational Audits, at (423) 785-4824.



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Assistant Inspector General  
(Audits and Evaluations)

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