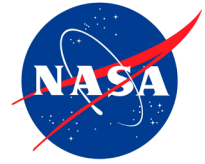


National Aeronautics and Space Administration

Headquarters

Washington, DC 20546-0001



November 17, 2020

Reply to attn. of: Office of Communications

Austin Evers
American Oversight
1030 15th Street NW
Suite B255
Washington, DC 20005

Re: NASA FOIA Tracking Number 21-HQ-F-00042
American Oversight Tracking Number MULTI-20-2608-2607
MULTI-20-2608-2610

Dear Mr. Evers:

This is an interim response to your Freedom of Information Act (FOIA) requests to the National Aeronautics and Space Administration (NASA), dated October 20, 2020 and received in this office on October 21, 2020. Due to the overlap of these requests, we have amalgamated them for processing under the above referenced tracking number. You seek:

All orders, directives, guidance, or memoranda (including informal direction distributed to your agency's officers, agents, members, contractors, or grantees) regarding the implementation of OMB guidance banning specific diversity and inclusion trainings (M-20-34 and M-20-37) and President Trump's executive order on "Combating Race and Sex Stereotyping" (EO-13950). Examples of records that are responsive to this request include, but are not limited to:

- i. Guidance for identifying which programs or contracts qualify as "divisive" as specified in section 4 of the executive order;*
- ii. Records memorializing the termination of contracts as a consequence of this executive order or related guidance;*
- iii. Instructions to employees regarding reporting trainings or contracts which violate the executive order and related guidance, including specific email addresses for this purpose;*
- iv. Instructions regarding retaliatory measures for noncompliance;*
- v. Records sufficient to identify which senior political appointee or appointees will be tasked with reviewing and approving agency expenditures on employee diversity and inclusivity training.*

Records sufficient to identify which programs or contracts have been canceled as a result of OMB guidance banning specific diversity and inclusion trainings (M-20-34 and M-20-37) and President Trump's executive order on "Combating Race and Sex Stereotyping" (EO-13950).

Please provide all responsive records from September 4, 2020, through the date the search is conducted.

In response to your request we conducted searches of NASA's Office of the Administrator, Office of Diversity and Equal Opportunity (ODEO), Office of the Chief Human Capital Officer (OCHCO), Office of Procurement, and Office of the Chief Financial Officer (OCFO). Although NASA's goal is to respond within 20 business days of receipt of your request, the FOIA does permit a 10-day extension of this time period under 5 U.S.C. § 552(a)(6)(B) for unusual circumstances. As your request seeks numerous documents that necessitate a thorough and wide-ranging search, NASA hereby invokes this 10-day extension, and estimates a response to your request to be provided within 30 business days. Please note, however, that the actual time required to respond to your request depends on how many responsive records and the types of records identified and located in our records search.

At this time the searches of ODEO, OCHCO, and Procurement are completed. Those searches identified records responsive to your request. We reviewed the responsive records under the FOIA to determine whether they may be disclosed to you. Based on that review, this office is providing the following:

5 page(s) are released in full (RIF);¹
10 page(s) are released in part (RIP);
16 page(s) are withheld in full (WIF);

NASA redacted from the enclosed documents certain information pursuant to the following FOIA exemptions:

Exemption 5, 5 U.S.C. § 552(b)(5)

Exemption 5 protects "inter-agency or intra-agency memorandums or letters which would not be available by law to a party other than an agency in litigation with the agency." 5 U.S.C. § 552(b)(5). Courts interpret Exemption 5 to incorporate three primary privileges: the attorney work-product privilege, the attorney-client privilege and the deliberative process privilege. NASA invokes the deliberative process privilege.

The deliberative process privilege is intended to protect the decision-making process of government agencies and to encourage frank discussion of legal and policy issues. The scope of the privilege covers documents reflecting advisory opinions, recommendations, and deliberations comprising part of a process by which government decisions and policies are formulated. To qualify for the deliberative process privilege, a document must be both "pre-decisional" and "deliberative." Documents are pre-decisional when they precede an agency

¹ All page counts are approximate numbers.

decision and are prepared in order to assist an agency in arriving at its decision. Documents are deliberative when they comprise part of the process by which government decisions are made. The types of records NASA withheld under this exemption consists of draft documents in non-finalized form. NASA considered the foreseeable harm that would result from the release of this information and determined that its release would hinder the decision-making process, create a chilling effect on internal deliberations, lead to uninformed decision-making, and public confusion.

Exemption 6, 5 U.S.C. § 552(b)(6)

Exemption 6 allows withholding of “personnel and medical files and *similar files* the disclosure of which would constitute a clearly unwarranted invasion of personal privacy.” 5 U.S.C. § 552(b)(6)(emphasis added). NASA invokes exemption 6 to protect the identities of lower level NASA employees, third parties mentioned or referenced in these records and any information that could reasonably be expected to identify such individuals.

Fees

In this instance, because the cost is below the \$50 minimum, there is no charge.

Appeal

You have the right to appeal my action regarding your request. Your appeal must be received within 90 days of the date of this response. Please send your appeal to:

Administrator
NASA Headquarters
Executive Secretariat
ATTN: FOIA Appeals
MS 9R17
300 E Street S.W.
Washington, DC 2054

Both the envelope and letter of appeal should be clearly marked, “Appeal under the Freedom of Information Act.” You must also include a copy of your initial request, the adverse determination, and any other correspondence with the FOIA office. In order to expedite the appellate process and ensure full consideration of your appeal, your appeal should contain a brief statement of the reasons you believe this initial determination should be reversed. Additional information on submitting an appeal is set forth in the NASA FOIA regulations at 14 C.F.R. § 1206.700.

Assistance and Dispute Resolution Services

If you have any questions, please feel free to contact me Stephen.g.rowe@nasa.gov. For further assistance and to discuss any aspect of your request you may contact:

Stephanie Fox
Chief FOIA Public Liaison
Freedom of Information Act Office
NASA Headquarters
300 E Street, S.W., 5P32
Washington D.C. 20546
Phone: 202-358-1553
Email: Stephanie.K.Fox@nasa.gov

Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services it offers. The contact information for OGIS is as follows: Office of Government Information Services, National Archives and Records Administration, 8601 Adelphi Road-OGIS, College Park, Maryland 20740-6001, e-mail at ogis@nara.gov; telephone at 202-741-5770; toll free at 1-877-684-6448; or facsimile at 202-741-5769.

Important: Please note that contacting any agency official including myself, NASA's Chief FOIA Public Liaison, and/or OGIS is not an alternative to filing an administrative appeal and does not stop the 90 day appeal clock.

Sincerely,

Stephen Rowe

Stephen Rowe
FOIA Public Liaison

National Aeronautics and Space Administration
Office of the Administrator
Washington, DC 20546-0001



October 22, 2020

Mr. Paul K. Martin
Inspector General
National Aeronautics and Space Administration
Washington, DC 20546

Subject: Request for NASA Office of Inspector General Annual Review of
NASA's Compliance with Executive Order on Combating Race and
Sex Stereotyping

I am writing to request that the NASA Office of the Inspector General (OIG) take a number of actions specified in the [Executive Order \(E.O.\) on Combating Race and Sex Stereotyping](#), issued on September 22, 2020. Specifically, I request that the NASA OIG thoroughly review and assess by the end of Calendar Year 2020, and not less than annually thereafter, NASA's compliance with the requirements of the E.O., in the form of a report submitted to the Executive Office of the President, Office of Management and Budget ("OMB"). I am also informing you NASA will be communicating an encouragement to employees to report to the NASA Inspector General any Agency-sponsored training session that violates the "standard of fair and equal treatment of individuals" set forth in the E.O.

The E.O., issued on September 22, 2020, contains a requirement at Section 6(c)(ii) for agency heads to "request that the agency inspector general thoroughly review and assess by the end of the calendar year, and not less than annually thereafter, agency compliance with the requirements of this order in the form of a report submitted to OMB."

Additionally, on September 28, 2020, OMB issued Memorandum [M-20-37](#), "Ending Employee Trainings that Use Divisive Propaganda to Undermine the Principle of Fair and Equal Treatment for All," and this memorandum contains an instruction for agencies to "encourage their employees to report to the agency Inspector General (IG) any agency-sponsored training session that violates the standard of fair and equal treatment of individuals set forth in the E.O., to support the IG reviews described in Section 6(c)(ii) of the E.O."

Thank you for your attention to this correspondence that fulfills the above requirements of the E.O. and OMB memorandum. If you have any questions or require any assistance, please have your staff contact Stephen T. Shih, Associate Administrator, Office of Diversity and Equal Opportunity, by telephone at (202) 358-2167.

Sincerely,

A handwritten signature in black ink, reading "Jim Bridenstine". The signature is written in a cursive, flowing style. The first name "Jim" is written with a large, looped "J". The last name "Bridenstine" is written in a more compact, cursive script.

James F. Bridenstine
Administrator

Case: HRC0378900

Title: Emerging Trends: Recalibrating Diversity and Inclusion



MOD to Change Date-Emerging Trends: Recalibrating Diversity and Inclusion - 208852 - SF182 - Routine - PT1:NSSC to Purchase - ILT:Instructor Led Training

148 characters remaining of 300 characters

Description

PANDEMIC

Change Dates to 11/2-11/3

Postponed after purchase- No Refund- REG fees transferring to new dates

Received verification from Vendor for updated dates; Learner confirmed; Updated SATERN and SNow 4/23/20 CS

=====

NSSC TRIAGE SUPPORT *HRC0378900 - 01/17/2020 - AW

*****Funding Center: HQ-IN*****

VENDOR: Cornell ILR

TRAINING: Emerging Trends: Recalibrating Diversity and Inclusion

LOCATION: New York, NY

DATES: 04/27/2020 - 04/28/2020

COST: \$1495.00

WEBSITE: <https://www.ilr.cornell.edu/programs/professional-education/dv245/emerging-trends-recalibrating-diversity-and-inclusion>

3329 characters remaining of 4000 characters

Case: HRC0436480

Title: 2020 Diversity Stars Fall Conference

Additional comments • 10-13-2020 08:31:58

(b) (6)
(b) (6)

Hi (b) (6), apologies for this email message, I am in process of completing the MOD for cancellation with this request. I have deleted the end date from your case to prevent any more auto-generated emails like this one from occurring while we are getting the mod completed with the vendor.

Thank you!

From: NSSC-HR-Support <nssc-hr-support@mail.nasa.gov>
Sent: Monday, October 12, 2020 8:02 AM
To: (b) (6) GSFC-1000 <(b) (6)@nasa.gov>
Cc: (b) (6) [NSSC-NSSC] Service Provider <(b) (6)@nasa.gov>
Subject: Final Notification - Attendance Verification Required: SATERN Training Request SF-182 # 219015

Dear (b) (6)

We have attempted to reach you for attendance verification for training SF-182 # 219015 Course Title 2020 Diversity Stars Fall Conference on 2020-09-16 & 2020-09-18.

It is imperative that you verify your attendance at Training Verification Request <https://hrservices.nssc.nasa.gov/hrservicesV2?id=hr_sc_cat_item_v2&sys_id=1a981f9edb2af700f8707c031f9619f2&sysparm_category=a19508b1db8eaf00ed6934cc7c961964>. Failure to verify training will result in recoupment actions being taken.

Training attendance must be verified after course completion.

To see the status of your training, please visit NSSC HR Case View <<https://hrservices.nssc.nasa.gov/hrservicesV2>> to view HRC0436480 <https://hrservices.nssc.nasa.gov/hrservicesV2?id=hr_case_view_v2&table=u_hr_case&sys_id=1e8c2def1bc6d4509bd487fce54bcbdb9>.

Thank you,
NASA Shared Services Center (NSSC) Training Administration Team
1-877-NSSC123 (1-877-677-2123)
nssc-hr-support@mail.nasa.gov <<mailto:nssc-hr-support@mail.nasa.gov>>

Ref:MS038801522

(b) (6)
(b) (6)

I've called and left another message with the vendor with no response, attempting to cancel and collect refund.

Case: HRC0450528

Title: A Preventive and Proactive Approach ODEO for SEPM-Federal Women Program

(b) (6)
(b) (6)

Work notes • 10-28-2020 12:18:09

[Email to Learner]

From: (b) (6) [SSC-NSSC][Service Provider]
Sent: Wednesday, October 28, 2020 12:18 PM
To: (b) (6) [SSC-BA22] (b) (6) @nasa.gov
Cc: (b) (6) [NSSC-XD025] (b) (6) @nasa.gov; (b) (6) [SSC-BA20] (b) (6) @nasa.gov; (b) (6) [NSSC-XA000] (b) (6) @nasa.gov; (b) (6) [SSC-XA000] (b) (6) @nasa.gov
Subject: RE: Withdraw from SF182-Training Request ID:220071

Good Day,

Thank you for contacting the NASA Shared Services Center (NSC) Training Administration Team. Your case, HRC0450528 has been assigned for Modifications to Cancel the training. The Modification L2 processing Agent will take the actions in withdrawing the approved SF-182 # 220071 via SATERN.

Thank you,
(b) (6)
HR Office Training Administration SP
NASA Shared Services Center (NSC)

(b) (6)
(b) (6)

Work notes • 10-28-2020 12:17:20

[Email from Learner requesting to Cancel Training]

From: (b) (6) [SSC-BA22] (b) (6) @nasa.gov
Sent: Wednesday, October 28, 2020 11:40 AM
To: (b) (6) [NSSC-XD025] (b) (6) @nasa.gov; (b) (6) [SSC-NSSC][Service Provider] (b) (6) @nasa.gov
Cc: (b) (6) [SSC-BA20] (b) (6) @nasa.gov; (b) (6) [SSC-XA000] (b) (6) @nasa.gov; (b) (6) [SSC-XA000] (b) (6) @nasa.gov
Subject: Withdraw from SF182-Training Request ID:220071

Hello (b) (6)

I need to withdraw from the training below. A determination has been made that below training isn't allowable. How do I cancel the SF182-Training Request ID:220071 in SATERN?

November 4, 2020 - 11:30am - 5:00pm (Check time zone) \$295: "A preventive and Proactive Approach" Will explore issues women face at work and discuss some practical solutions for making workplaces more inclusive <https://eeotraineeec.gov/profile/web/index.cfm?PKwebID=0x328719f05&varPage=location>

Regards,
(b) (6)
Accountant
NASA Stennis Space Center
Stennis Space Center, MS 39529
Office: (b) (6)

Case: HRC0450526

Title: Creating a Culture of Civility: The Roles of Implicit Bias & Workplace Respect

From: (b) (6) [NSSC-NSSC][Service Provider] (b) (6) [redacted]@nasa.gov
Sent: Friday, October 23, 2020 4:20 PM
To: EEOC TRAINING INSTITUTE <EEOC.TRAININGINSTITUTE@EEOC.GOV>
Subject: Requesting Refund for NASA Employee (b) (6) registration number is 1479-98317-2528

Hello,

We have completed registration and payment for NASA employee (b) (6) to attend Creating a Culture of Civility: The Roles of Implicit Bias & Workplace Respect scheduled for November 10, 2020. Unfortunately, due to extenuating circumstances, we are requesting cancellation and refund. Please send confirmation of the refund upon completion.

We are requesting that you use the following steps to complete the refund via the Pay.gov system.

Pay.gov Payments

Pay.gov has been developed to meet the Department of the Treasury's Financial Management Service Division's commitment to process collections electronically.

- Pay.gov is a secure, government-wide, internet collection portal.
- Pay.gov provides the ability to make payments by check, credit card, or debit card 24 hours a day.
- Pay.gov is web based, allowing customers to make payments from any computer with Internet access.
- Pay.gov does NOT require a login ID or password to use the service.

For check payments in Pay.gov you will need:

- Company/Contact Information
- ABA Routing Number
- Checking Account Number
- Check Number

For credit or debit card payments, you will need:

- Company/Contact Information
- Debit or Credit Card

To make a payment in Pay.gov:

1. Go to the NASA Shared Services Center (NSSC) Customer Service Web site at <https://www.nssc.nasa.gov/ar>
2. In the Quick Links box on the left-hand side of the screen, click on Pay.gov Online Payments
3. Reference applicable NASA Center from the arrow down menu- NASA Shared Services Center
4. Select Direct from the Transaction Type arrow down menu
5. Enter amount to be refunded
6. Reference Bill/Debit ID Number- HRC0450526
7. Reference Contract/PO Number- PC11844447
8. Reference Type of Debt- Course Refund
9. Enter Contact phone number
10. Click the Submit button
11. A dialog box will appear, click OK if the information in the window is correct; click Cancel to correct information
12. Follow the instructions to make a payment to the correct NASA Center

You will receive a confirmation number at the end of your transaction. Please retain this number for your records. If you have any problems with the system during the payment process, please call Pay.gov Customer Service at 800-624-1373. For all other inquiries, please contact the NSSC Customer Contact Center at 877-877-2123.

Thank you,

NASA Shared Services Center (NSSC) Training Administration Team Ph: 1-877-NSSC123 (1-877-877-2123)

Case: HRC0439019

Title: 2020 Goddard Diversity and Inclusion Committee Annual Retreat

From: (b) (6) (NSSC-NSSC)[Service Provider]

Sent: Tuesday, October 6, 2020 11:32 AM

To: (b) (6) @cookcross.com' (b) (6) @cookcross.com>; (b) (6) @cookcross.com' (b) (6) @cookcross.com>;
(b) (6) @cookcross.com' (b) (6) @cookcross.com>

Cc: (b) (6) (GSFC-1000) (b) (6) @nasa.gov>; (b) (6) (GSFC-1000) <(b) (6) @nasa.gov>; (b) (6)

(NSSC-NSSC)[Service Provider] <(b) (6) @nasa.gov>; (b) (6) (NSSC-NSSC)[Service Provider]

(b) (6) @nasa.gov>; (b) (6) (NSSC-NSSC)[Service Provider] (b) (6) @nasa.gov>; (b) (6)

(NSSC-NSSC)[Service Provider] (b) (6) @nasa.gov>; (b) (6) (NSSC-NSSC)[Service Provider]

(b) (6) @nasa.gov>; (b) (6) (NSSC-NSSC)[Service Provider] (b) (6) @nasa.gov>

Subject: DATE CHANGE MODIFICATION FOR CASE# PC11843568 / HRC0439019 - 2020 GODDARD DIVERSITY AND INCLUSION
COMMITTEE ANNUAL RETREAT

Importance: High

Dear (b) (6) and (b) (6),

Please accept this email as the executed modification for PC11843568 / HRC0439019, course titled "2020 Goddard Diversity and Inclusion Committee Annual Retreat" at NASA Goddard Space Flight Center, in Greenbelt, MD.

This modification changes the training from a full day class on October 27, 2020 to two half day sessions on December 1, 2020 & December 2, 2020.

All other terms and conditions remain unchanged. Please reply that you concur with the changes.

If you have any questions or concerns, please do not hesitate to ask.

Thank you and best regards,

(b) (6)

Human Resources Training Service Provider

NASA Shared Services Center

(b) (6) [@nasa.gov](mailto:(b) (6)@nasa.gov)

Case: HRC0450241

Title: CHAMPIONING DIVERSITY ITEM # GRC-4D0368

From: (b) (6) (GRC-JT00)[Alcyon Technical Services (JV), LLC] (b) (6) @nasa.gov>

Sent: Monday, September 21, 2020 5:22 PM

To: (b) (6) (NSSC-NSSC)[Service Provider] (b) (6) @nasa.gov>

Cc: (b) (6) (GRC-JT00) (b) (6) @nasa.gov>

Subject: RE: HRC0450241 - Request to Review & Approve Onsite Training Request

(b) (6),

Thank you for following up, and I apologize, we have decided to cancel this training at this time.

(b) (6)

Case: HRC0454774

Title: Workforce 5.0 - Supervisors Only How to Coach, Engage and Retain the Five Generation Workforce

From: (b) (6) (KSC-AJ000) <(b) (6)@nasa.gov>
Sent: Monday, October 5, 2020 11:51 AM
To: (b) (6) (KSC-BAB00) (b) (6)@nasa.gov; (b) (6) (NSSC-NSSC)[Service Provider] <(b) (6)@nasa.gov>; NSSC-HR-Support <nssc-hr-support@mail.nasa.gov>
Cc: (b) (6) (NSSC-NSSC)[Service Provider] <(b) (6)@nasa.gov>; (b) (6) (KSC-AJ000) <(b) (6)@nasa.gov>
Subject: RE: HRC0454774 - Request to Review & Approve Onsite Training Request

Yes, this was a new request. We need to cancel bc of ODEO HQ isn't approving any D&I training. I will try to cancel this afternoon.

From: (b) (6) (KSC-BAB00) <(b) (6)@nasa.gov [mailto:(b) (6)@nasa.gov]>
Sent: Friday, September 25, 2020 4:28 PM
To: (b) (6) (NSSC-NSSC)[Service Provider] (b) (6)@nasa.gov [mailto:(b) (6)@nasa.gov]; NSSC-HR-Support <nssc-hr-support@mail.nasa.gov [mailto:nssc-hr-support@mail.nasa.gov]>
Cc: (b) (6) (KSC-AJ000) <(b) (6)@nasa.gov [mailto:(b) (6)@nasa.gov]>; (b) (6) (NSSC-NSSC)[Service Provider] <(b) (6)@nasa.gov [mailto:(b) (6)@nasa.gov]>
Subject: RE: HRC0454774 - Request to Review & Approve Onsite Training Request

Lisa, can you please provide (b) (6) with the HRC#s for the original ones?

(b) (6), this is one that got caught up with the release of that OMB memo so they cancelled it to be on the safe side. After we said we were going to chancel, (b) (6) reached out to the vendor and the vendor informed us that they would allow a reschedule instead of forfeiture of funds.

Thank you,
(b) (6)

Case# HRC0409102

Title: Workforce 5.0 - How to Coach, Engage and Retain the Five Generation Workforce

From: (b) (6) (NSSC-NSSC)[Service Provider]

Sent: Wednesday, October 7, 2020 1:04 PM

To: (b) (6) @msn.com>

Cc: (b) (6) (KSC-AJ000) (b) (6) @nasa.gov>; (b) (6) (KSC-BAB00) (b) (6) @nasa.gov>

Subject: HRC0409102 Modification Confirmation Request for Course Workforce 5.0 - How to Coach, Engage and Retain the Five Generation Workforce Virtual Training

Good afternoon (b) (6),

The NSSC received an Onsite Training Modification request for HRC0409102 "Workforce 5.0 How to Coach, Engage and Retain the Five Generation Workforce Virtual Training" at NASA Kennedy Space Center.

The purpose of this modification is as follows:

- Cancels the above referenced training scheduled September 9, 2020
- Confirms zero cancellation fees

Please have an authorized representative of your company acknowledge and confirm this modification request by October 9, 2020.

Best Regards,

(b) (6)

Training Administration

HR Service Provider

NASA Shared Services Center (NSSC)

(b) (6) | (b) (6) @nasa.gov

nssc-contactcenter@nasa.gov

Case: HRC0409168

Title: Workforce 5.0 - Connect Communicate Collaborate

From: (b) (6) (NSSC-NSSC)[Service Provider]

Sent: Wednesday, October 7, 2020 12:51 PM

To: (b) (6) @msn.com>

Cc: (b) (6) (KSC-AJ000) <(b) (6) @nasa.gov>; (b) (6) (KSC-BAB00) (b) (6) @nasa.gov>

Subject: HRC0409168 Modification Confirmation Request for Course Workforce 5.0 - Connect Communicate Collaborate Virtual Training

Good afternoon (b) (6),

The NSSC received an Onsite Training Modification request for HRC0409168 "Workforce 5.0 - Connect Communicate Collaborate Virtual Training" at NASA Kennedy Space Center.

The purpose of this modification is as follows:

- Cancels the above referenced training scheduled September 10, 2020
- Confirms zero cancellation fees

Please have an authorized representative of your company acknowledge and confirm this modification request by October 9, 2020.

Best Regards,

(b) (6)

Training Administration

HR Service Provider

NASA Shared Services Center (NSSC)

(b) (6) | (b) (6) @nasa.gov

nssc-contactcenter@nasa.gov

Case: HRC0434534

Title: Unconscious Bias Executive Overview Work Session

(b) (6) (b) (6)

Additional comments • 2020-09-28 10:59:51

Happy Monday to you, @ (b) (6)

I have reassigned this case to you in WIP for modification to change the date of training. The class is intended for the Executive Leadership at KSC and when I spoke to @ (b) (6) on 9/18 she mentioned that the class will be pushed back from Oct 5.

Although I do not have details beyond that and I have not spoken to @ (b) (6), the course is active in the SATERN catalog: KSC-AJ-FC-UBEOWS

I setup the entry for modification but have taken no other action in servicenow or SATERN. Let me know if there is anything I can do to help and please note that this is an ODEO training event.

Thank you!

Onsite/Virtual Training						
HRC	Center	Course Title	Vendor	Purchase Amount	Status	Start Date
HRC0409102	Kennedy Space Center	Workforce 5.0 - How to Coach, Engage and Retain the Five Generation Workforce	The Learning Cafe	\$5,500.00	Cancelled	2020-09-09
HRC0409168	Kennedy Space Center	Workforce 5.0 - Connect Communicate Collaborate	The Learning Cafe	\$4,500.00	Cancelled	2020-09-10
HRC0434534	Kennedy Space Center	Unconscious Bias Executive Overview Work Session	Franklin Covey	\$2,600.00	Pending Reschedule	2020-10-05
HRC0450241	Glenn Research Center	CHAMPIONING DIVERSITY ITEM # GRC-4D0368	Franklin Covey	\$0.00	Cancelled	2020-10-14
HRC0454774	Kennedy Space Center	Workforce 5.0 - Supervisors Only How to Coach, Engage and Retain the Five Generation Workforce	The Learning Cafe	\$0.00	Cancelled	2020-10-26
HRC0439019	Goddard Space Flight Center	2020 Goddard Diversity and Inclusion Committee Annual Retreat	Cook/Ross	\$8,675.00	Pending Reschedule	2020-10-27

Offsite Training Requests (SF-182s)						
HRC	Center	Course/Title	Vendor	Amount Purchased	Status	Training Start Date
HRC043648C	Goddard Space Flight Center	2020 Diversity Stars Fall Conference	Diversity Stars	\$297.50	Cancelled	2020-09-16
	Headquarters	Emerging Trends: Recalibrating Diversity and Inclusion	Cornell ILR	\$1,495.00	Pending Reschedule	2020-11-02
HRC037890C	Stennis Space Center	A Preventive and Proactive Approach ODEO for SEPM-Federal Women Program	EEOC Training Institute	\$295.00	Cancelled	2020-11-04
HRC045052E		Creating a Culture of Civility: The Roles of Implicit Bias & Workplace Respect	EEOC Training Institute	\$115.00	Cancelled	2020-11-10