



March 15, 2023

Joyce T. Willoughby
Inspector General
Office of Inspector General
Equal Employment Opportunity Commission
131 M Street NE, Suite 6NE23M
Washington, D.C. 20507

SUBJECT: External Peer Review Report

Dear Ms. Willoughby,

This required external peer review was conducted in accordance with the Council of the Inspectors General on Integrity and Efficiency (CIGIE) Inspection and Evaluation Committee guidance as contained in the CIGIE *Guide for Conducting External Peer Reviews of Inspection and Evaluation Organizations of Federal Offices of Inspector General (December 2021)*. The peer review was conducted from October 11, 2022, through February 14, 2023.

We assessed the extent to which the U.S. Equal Employment Opportunity Commission (EEOC) Office of Inspector General (OIG) complied with the CIGIE *Quality Standards for Inspection and Evaluation*, December 2020 (Blue Book). This assessment included a review of the EEOC OIG's internal policies and procedures *Evaluation Policies and Procedures Manual*, dated March 2022, implementing the Blue Book standards. It also included a review of selected inspection and evaluation reports issued between October 1, 2019, and September 30, 2022, to determine whether the reports complied with the Blue Book standards and the EEOC OIG's internal policies and procedures.

Enclosure 1 to this report includes additional details about our scope and methodology.

Overall Conclusion

We determined that the EEOC OIG's policies and procedures generally were consistent with the Blue Book standards addressed in the external peer review. Of the three reports reviewed, all of them generally complied with the Blue Book standards.

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Enclosure 2 to this report includes the response by the EEOC OIG. We have issued a Letter of Comment dated March 15, 2023, that describes findings that were not considered to significantly impact compliance with a Blue Book standard.

Sincerely,

Nicholas J. Novak
Inspector General

Enclosures
As stated

ENCLOSURE 1: Scope and Methodology

We selected the following three reports for review. First, we identified the universe of reports issued in Fiscal Years (FY) 2020, 2021 and 2022 under Blue Book standards. Second, we judgmentally selected three reports out of five identified to obtain a representative sample of different types of reports. Two of the engagements we reviewed were conducted by EEOC OIG staff, and one was conducted by a contractor.

1. *FY 2021 Annual Report on the U.S. Equal Employment Opportunity Commission's Compliance with the Payment Integrity Information Act of 2019*, July 2022, OIG Report Number: 2022-001-IOIG, inspection conducted by EEOC OIG staff;
2. *Evaluation of the EEOC's Social Media Program*, July 2021, OIG Report Number, 2020-001-EOIG, evaluation conducted by a contractor; and
3. *Review of EEOC's Compliance with Executive Order 13950*, December 2020, OIG Report Number: 2020-002-SOIG, review conducted by EEOC OIG staff.

We used the December 2021 *Guide for Conducting External Peer Reviews of Inspection and Evaluation Organizations of Federal Offices of Inspector General* to perform our review. We selected the appropriate checklist specified in the Guide to review the policies and procedures established by the EEOC OIG and to review the sampled engagements.¹ As the Guide did not include a checklist for contractor oversight, we created a checklist for the contractor-performed evaluation based on the EEOC OIG *Evaluation Policies and Procedures Manual* section "Evaluator's Role in Contracted Evaluations." Our review of this engagement focused on the EEOC OIG's oversight of the contractor.

¹ A revision to the Blue Book became effective on January 1, 2022. We used the new standards when reviewing the policies and procedures while using the version of the Blue Book in effect as of the engagement initiation date when reviewing the sampled engagements.

ENCLOSURE 2: Reviewed Organization Comments to Draft Peer Review Report



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, D.C. 20507

Office of the
Inspector General

March 14, 2023

MEMORANDUM

TO: Nicholas J. Novak , Inspector General
Pension Benefit Guaranty Corporation

FROM: Joyce T. Willoughby Joyce T.
Inspector General Willoughby

Digitally signed by Joyce T.
Willoughby
Date: 2023.03.14 09:16:16
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SUBJECT: EEOC External Peer Review Draft Report

Thank you for the opportunity to provide comments on the draft report of your peer review of our Evaluation program. We are pleased that this external peer review has confirmed that the Evaluation program's policies and procedures met the standards from the CIGIE Quality Standards for Inspection and Evaluations (Blue Book). We also appreciate the professionalism your team displayed during the review.