



# MESSAGE FROM THE DEPUTY ADMINISTRATOR

This email message is being sent to EPA employees.

Dear Colleagues,

I want to be the first to welcome you to 2024 at EPA! I hope you were able to take some time off during the final weeks of 2023 and that you are rested and ready for the new year. As we look back over last year and the first three years of the Biden-Harris Administration, I hope you are as proud as I am about what we've been able to accomplish and the progress that we have made on behalf of the public we serve.

As we look ahead to the new year, we know that there is still plenty to do to improve and protect safe and clean air, water, and land across the country.

I want to start by celebrating the ongoing work in every office, region, division, branch, and team. From supporting our Tribal partners, to reviewing state programs, to issuing permits, to writing guidance, to enforcing our rules and programs, to challenging the private sector to voluntarily expand their environmental stewardship, to providing legal advice and economic analyses, to supporting our employees, our technology, and our physical infrastructure, to managing contracts, to hiring the next generation of EPA and retaining our current staff, and on and on. This work will continue to be critical to our success in 2024 and beyond.

2024 also holds so much opportunity when it comes to implementing the Bipartisan Infrastructure Law and the Inflation Reduction Act. We have been working hard to build out our organizational structure, and now we are turning our attention to getting the money provided by Congress through these laws out the door and into communities across the country. It hasn't been easy to ramp up to where we are today, and the challenge ahead of us is equally daunting. But I know EPA will rise to the occasion, as we always do.

From the shores of Maui to the homes in East Palestine, Ohio, and surrounding communities, our first responders helped so many residents last year pick up the pieces, clean up their properties, and protect the health of their families. This work is hard, it is tiring, but it is some of the most impactful and rewarding work that we do at EPA. In September, I asked you to consider joining your colleagues in the Response Support Corps to help make sure we are prepared for disasters whenever and wherever they strike. I'm pleased to report that 86 of you answered the call, and we now have more than 1,800 members in the Corps. I think we can predict with some degree of certainty based on history and our own work on the impacts of climate change that EPA will likely be called upon to respond to emergencies and natural disasters in 2024. Our experienced professional staff, assisted by a robust and committed cadre of volunteers, will help us deliver vital environmental and public health protections during the coming year and beyond.

2024 is also going to be a big year for our regulatory programs – from rules that address climate pollution, to those that protect our precious rivers, lakes, coastlines, and wetlands, to those that ensure the air we breathe, the water we drink, and the land we rely upon is safe and healthy. I want each rule writer, regulatory development team member, economist, scientist, ecologist, biologist, and public health officer to know that Administrator Regan and I have got your back as you make your way through your work this year. We have an important job to do, and I am confident that together we will deliver.

We have so many goals that we are striving to meet this year, but we also need to make sure that we, as an organization and as an EPA family, are as strong as we can be and that we are taking care of one another. Whether it's micro-aggressions or unconscious bias in the workplace, fear of violence, or sadness from homegrown and international conflicts, or other situations that may be impacting us, our loved ones, the most vulnerable among us, and our environment, we have both individual and collective burdens that can weigh us down.


I want to challenge each of us to grow in our own journeys of inclusion, to build on the relationships that you have with your colleagues, and to show empathy and compassion when someone else is hurting. You – the people of EPA – are what makes us strong, and I want to reaffirm Administrator Regan's and my commitment to doing everything that we can to help support you and to ensure that we have a diverse, equitable, inclusive, and accessible workplace that promotes equal employment opportunity.

As one of my personal heroes, Mr. Rogers, said:

“There are three ways to ultimate success:  
The first way is to be kind.  
The second way is to be kind.  
The third way is to be kind.”

2024 is going to be a great year, and I can't wait to get started!

As always, thank you for everything you do every day to help us meet our mission of protecting public health and the environment.

A handwritten signature in black ink, appearing to read "Janet". The signature is stylized with a long horizontal stroke at the beginning and a small loop at the end.