



MEMORANDUM

FROM: Richard S. Tischner, Director

DATE: October 25, 2021

SUBJECT: Equity Statement

RICHARD TISCHNER Digitally signed by RICHARD TISCHNER
Date: 2021.10.26 11:40:56 -04'00'

The Court Services and Offender Supervision Agency (CSOSA or the Agency) is a federal agency with a distinctly local mandate to supervise adults on probation, parole, and supervised release in the District of Columbia. CSOSA is committed to advancing equity and justice. To understand the scope of the Agency’s commitment, it is important to acknowledge the intersection and the overlap between many of the people CSOSA serves and historically underserved communities.

“The term ‘underserved communities’ refers to populations sharing a particular characteristic, as well as geographic communities, who have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life.”¹ The groups enumerated as “underserved communities” by President Biden’s Administration include communities of color, including people who are Black and African American; the formerly incarcerated; people who face discrimination based on their sexual orientation or gender identity; and “persons otherwise adversely affected by persistent poverty, discrimination, or inequality.”² Most of CSOSA’s supervisees identify as members of at least one underserved community.

CSOSA’s core mission is to effectively supervise adults to support the fair administration of justice and promote accountability, inclusion, and success. This mission already aligns with the spirit of Executive Order 13985, “Advancing Racial Equity and Support for

¹ “Executive Order on Advancing Racial Equity and Support for Underserved Communities through the Federal Government” dated January 20, 2021. “Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce” dated June 25, 2021.

² Executive Order on Diversity, 06/25/21.

Underserved Communities Through the Federal Government.”³ With this Executive Order, President Biden’s Administration formally recognizes that “[t]he Federal Government’s goal in advancing equity is to provide everyone with the opportunity to reach their full potential.” The Executive Order requires federal agencies “to redress inequities in their policies and programs that serve as barriers to equal opportunity.”

CSOSA is committed to ensuring that supervisees have meaningful access to the services that will help them reach their full potential. As a result of CSOSA’s mission, the Agency is ever mindful of the need to advance equity and eliminate administrative barriers to increase each supervisee’s opportunities to successfully complete supervision. This Executive Order presents a further opportunity to assess how the Agency may better serve particularly vulnerable segments of our supervised population including transgender women and other members of the lesbian, gay, bi-sexual, transgender, queer, gender non-conforming, and non-binary (LGBTQ+) community.

As one of the initial steps, CSOSA looks forward to engaging with community partners to identify barriers faced by members of the LGBTQ+ community that may prevent their full engagement in the supervision process. The Agency believes that identifying and removing systemic barriers contributes to a successful supervision experience. The Agency also believes that advancing equity and removing administrative barriers for any one group benefits every supervisee and the community at large.

³ <https://www.federalregister.gov/documents/2021/01/25/2021-01753/advancing-racial-equity-and-support-for-underserved-communities-through-the-federal-government>