

From: [Soil & Water Conservation Program](#)
To: [DNR.Soil and Water Conservation Districts staff](#)
Cc: [DNR.MGS SWC Staff](#)
Subject: FW: National Civil Rights Compliance Review
Date: Thursday, February 19, 2026 11:54:30 AM
Attachments: [image001.png](#)

Good morning.

Please see the email below from NRCS regarding an upcoming civil rights review.

Thank you,

Soil and Water Conservation Program
573-751-4932

From: Goodrich, Nate - FPAC-NRCS, MO <nate.goodrich@usda.gov>
Sent: Thursday, February 19, 2026 10:46 AM
To: ug-MO-nrcs <mo-nrcs@usda.gov>
Cc: Plassmeyer, Jim <jim.plassmeyer@dnr.mo.gov>; Potter, Lisa <lisa.potter@mdc.mo.gov>; Andrew White <awhite@pheasantsforever.org>; Casey Bergthold <cbergthold@ducks.org>
Subject: National Civil Rights Compliance Review

NRCS Employees, Partners, and Affiliates,

Missouri has been notified of an upcoming National Civil Rights Compliance Review (CRCR) in March and April 2026. There is a long history of partnerships, improving accessibility, and providing conservation planning assistance to all customers across the state. As a part of the CRCR, the National Review Team will distribute an online survey to all NRCS employees, affiliates, and partners to gather feedback on employment and program awareness. Employees and partners will receive a confidential hyperlink within 10 calendar days of this message. The survey takes approximately 20 minutes to complete and must be submitted within 30 days. Our goal in Missouri is to have a 70 percent response rate! We strongly encourage all individuals receiving the link to complete and return the survey.

In addition to the online survey, the National Civil Rights Compliance Review Team will be visiting 16 field offices across the state to conduct interviews with staff, conservation program participants, and Soil and Water Conservation District Board members. We will be working through the Area Conservationists to notify offices of potential review team visits. All members of our Missouri Conservation Team should welcome the opportunity to interact with review team members and learn more about civil rights compliance as it relates to conservation delivery.

Please contact Brad McCord (Brad.McCord@usda.gov) or Ashley Johnson (Ashley.Johnson2@usda.gov) with questions you may have regarding civil rights and

public notification requirements or the upcoming Civil Rights Compliance Review process.

Thanks!

Nate Goodrich
Acting State Conservationist



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