



DELIVERING ON EQUITY, ACCESS, AND OPPORTUNITY FOR THE AMERICAN PEOPLE

PREPARED BY THE DOMESTIC POLICY COUNCIL

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Since the release of their [Equity Action Plans](#) in April 2022, federal agencies continue to take ambitious action to expand federal investment in and support for underserved communities. The following are just some of their recent actions to advance equity:

Economic Justice

The Biden-Harris Administration is building a more inclusive economy by creating access to good-paying jobs, promoting the growth of small disadvantaged businesses, and advancing economic security for underserved communities.

- The **Department of Commerce's** Good Jobs Challenge, led by the Economic Development Administration, invested \$500 million in workforce training partnerships across 31 states and Puerto Rico to help secure high-quality jobs that include good pay, benefits, and career mobility for an expected 50,000 Americans, prioritizing workers from underserved communities in urban and rural areas. In addition, through the Minority Business Development Agency's Capital Readiness Program grant competition, nearly \$100 million will be available to organizations that help minority and other underserved entrepreneurs seeking capital to grow and scale their businesses.
- The **General Services Administration** established dedicated contracting pools for historically underutilized business zones, women-owned small businesses, and service-disabled veteran-owned small businesses to facilitate the participation of underserved small businesses in the growing federal marketplace for information technology (IT) services.
- The **Department of Agriculture** is administering \$3.1 billion in funding to distressed USDA farm loan borrowers and \$2.2 billion in assistance to farmers who have experienced discrimination in USDA's farm lending programs, under the Inflation Reduction Act.
- The **Small Business Administration** is investing in new technology to better match borrowers from underserved communities with Community Financial Institutions, including Community Development Financial Institutions (CDFIs). The changes will improve access to capital for underserved borrowers by simplifying application requirements, improving data integration, and providing a mobile-friendly process.
- The **Department of Defense** is implementing an array of immediate and long-term actions to help strengthen the economic security and stability of service members and their families. The Department has directed actions to help military families secure affordable basic needs; ease the process of Permanent Change of Station moves; expand support for families and improve access to quality, affordable childcare; and enhance employment opportunities for military spouses.
- The **Office of Personnel Management's** Retirement Services is improving retirement readiness and financial security for members of underserved communities within the federal government. The effort is targeted at examining disparities in financial security outcomes and determining effective strategies to promote financial security across the federal government.



Educational Equity and Pathways to Opportunity

The Administration is making college more affordable for students, helping borrowers recover from the financial harms of the pandemic, and continuing to improve the student loan system. In August of 2022, President Biden announced his Administration's plan to provide up to \$20,000 in one-time debt relief to more than 40 million Americans, which will help borrowers most at risk of financial hardships brought on by the COVID-19 pandemic avoid default or delinquency when the payment pause ends. While the Administration is confident in its legal authority to carry out this debt relief program, it is currently blocked due to lawsuits brought by challengers of the program. The Department of Justice will make the Administration's case for one-time debt relief directly to the Supreme Court on February 28th. Agencies are expanding access to postsecondary education for underserved students and low-income communities, with a particular focus on supporting students at under-resourced public colleges and universities.

- The **Department of Education** is building a student loan system that works for borrowers and making college affordable for students, while [closing long-standing loopholes](#) that enabled for-profit colleges to aggressively target veterans and service members. The Department of Education has proposed an income-driven repayment plan to cut undergraduate loan payments in half. These draft regulations build upon the work the Biden-Harris Administration has already done to improve the student loan program. The agency has approved \$48 billion in targeted relief to nearly 2 million student loan borrowers. The Administration also championed the largest increases to Pell Grants—increasing the maximum award by \$900 over the last two years—to ensure students have more money in their pockets to pay for college and expanded access to Pell Grants for incarcerated individuals.
- The **Department of Education** has also proposed new rules to strengthen Title IX's protections for students against sexual harassment, misconduct, and assault to ensure that women, girls, LGBTQI+ students, and all students can access equal educational opportunity.
- The **National Aeronautics and Space Administration** launched a Science Mission Directorate Bridge Program to foster partnerships between the agency and Historically Black Colleges and Universities (HBCUs), Minority-Serving Institutions (MSIs), Tribal Colleges and Universities (TCUs), community colleges, and very high research-intensive universities. The program focuses on providing students with paid research and engineering opportunities to support the transition of undergraduate students into graduate programs and/or employment with NASA and in the broader science and engineering fields; it supports capacity-building efforts at partner institutions that are historically under-resourced in the NASA research and engineering enterprise.
- The **Department of Labor** launched an engagement initiative with HBCUs to help connect service members and veterans with employment supports, spread awareness of employment and training opportunities, and better understand the needs of underserved service members and veterans of color.
- The **Department of Defense** awarded \$27 million to HBCUs to conduct research in defense critical technology areas, including artificial intelligence, machine learning, cyber security, and autonomy. This investment will enhance the capacity of the HBCUs to participate more fully in the Department's research programs and activities, while also



elevating their own research rankings among other universities and improving potential access to federal research funding, philanthropic donations, and other funding sources. Additionally, the Department selected Howard University as the first HBCU to lead a University Affiliated Research Center with a five-year \$90 million contract.

- The **Department of Energy** increased research award funding to HBCUs and Hispanic Serving Institutions (HSIs) and created a new website to centralize the Department’s STEM training, education, and engagement opportunities for which individuals or institutions can apply.

Housing Justice and Community Investment

Federal agencies are taking decisive action to implement housing, transportation, and community investment policies that connect all Americans—including underserved communities—to opportunity.

- The **Department of Housing and Urban Development** is administering \$2.8 billion in competitive funding to homeless services organizations across the country for wrap-around services and housing programs for people experiencing homelessness. To combat the long history of discrimination in housing, the Department has proposed a new “Affirmatively Furthering Fair Housing” rule to help overcome patterns of segregation and to hold state, localities, and public housing agencies that receive federal funds accountable for ensuring that underserved communities have equitable access to affordable housing opportunities.
- The **U.S. Department of Agriculture** invested nearly \$6 billion in socially vulnerable communities in FY22, including projects in housing, clean water infrastructure, and high-speed internet. Additionally, the Rural Partners Network has expanded and now includes 36 community networks across 11 states and Puerto Rico, helping these rural communities access resources and funding to create jobs, build infrastructure, and support long-term economic stability.
- The **Department of Transportation** launched the Thriving Communities Network, a multi-agency program to support underserved communities access federal support and technical assistance to take transformative infrastructure projects from concept to completion. The Network provides place-based technical assistance and capacity-building resources to urban, rural, and Tribal communities experiencing a history of economic distress and systemic disinvestment. This effort includes resources to help disadvantaged communities with grant and financial management, pre-development assistance, community engagement, planning, and project delivery support.
- The **Department of the Interior** announced \$2.7 million in funding to support Tribes’ planning activities for the installation or expansion of broadband internet, which will improve the quality of life, spur economic development and commercial activity, create opportunities for self-employment, enhance educational resources and remote learning opportunities, and meet emergency and law enforcement needs in Native American communities.



Justice and Safety

Agencies are working to reduce racial disparities in the criminal justice system and advance equitable policing practices, while keeping our communities safe.

- The **Department of Justice** awarded almost \$57 million to support criminal justice reform and advance racial equity in the criminal justice system. Funding will support efforts at the State, territory, local, and Tribal levels to institute more effective and equitable criminal justice policies and practices, including strategies to reform pretrial processes; expand the availability of accessible victim-centered, trauma-informed services for crime victims; and address wrongful convictions.
- The **Department of Justice** also launched a nationwide initiative to combat unlawful acts of hate called United Against Hate (UAH). UAH connects community groups to Federal, State, and local law enforcement to increase community understanding and reporting of hate crimes. The program brings together community groups, community leaders, federal hate crimes prosecutors, and law enforcement at every level to build trust and strengthen coordination to combat hate crimes and hate incidents by helping community members learn to identify, report, and prevent hate crimes. During the White House [United We Stand Summit](#) in September 2022, the Attorney General announced that over the next year, the UAH program would expand to all 94 U.S. Attorneys' Offices (USAOs). Since the program's launch, USAOs have hosted over 50 United Against Hate events. Additionally, in December 2022, President Biden charged the Administration to establish an interagency group with more than 20 agencies to counter antisemitism, Islamophobia, and related forms of bias and discrimination. The interagency group's first order of business is to develop a national strategy to counter antisemitism.
- The President took bold action to address our failed approach to marijuana. The criminalization of marijuana possession has upended too many lives—for conduct that is now legal in many states. While white, Black, and brown people use marijuana at similar rates, Black and brown people are disproportionately arrested, prosecuted and convicted for it. In October 2022, the President announced a full, unconditional, and categorical pardon for prior federal and D.C. offenses of simple possession of marijuana. This pardon lifts barriers to housing, employment, and educational opportunities for thousands of people with those prior convictions. The President also called on every state governor to follow his lead, as most marijuana prosecutions take place at the state and local level. And because this Administration is guided by science and evidence, he called on the **Department of Health and Human Services** and the **Department of Justice** to expeditiously review how marijuana is scheduled under federal law.
- In May 2022, the President signed a historic executive order, which agencies are implementing to advance police reform and build public trust and public safety that requires federal law enforcement agencies to ban chokeholds, adopt stricter use-of-force policies, greatly restrict no-knock warrants, implement body-worn cameras, provide de-escalation and anti-racial profiling training, establish a national database of officer misconduct records, restrict military equipment transfers, and more. The **Departments of Defense, Health and Human Services, Homeland Security, Interior, Justice, and Treasury** in addition to the **General Services Administration** and **Office of Personnel Management** are continuing to implement the reforms in the Executive Order, including



assessing the impact of use-of-force on communities and addressing officer recruitment and retention.

- The **Transportation Security Administration** continues to implement its deployment of a gender-neutral algorithm in its Advanced Imaging Technology screening devices, which will greatly improve the screening experience for members of the LGBTQI+ community by reducing incidents of misgendering and permitting less invasive screening procedures. Field testing of the algorithm at several U.S. airports has been successful, and a phased nationwide deployment is on track to begin soon.

Environmental Justice

To meet the President’s historic mandate that 40 percent of new clean energy investments benefit historically disadvantaged communities (Justice40), and to address the disproportionate and cumulative impacts that pollution and climate change have on low-income communities and communities of color, agencies are taking vital steps to advance environmental justice.

- The **Council on Environmental Quality** and **Office of Management and Budget** are coordinating the Justice40 Initiative, which is transforming hundreds of federal programs to deliver 40 percent of the overall benefits of climate, clean energy, affordable and sustainable housing, clean water, and other federal investments to disadvantaged communities. The Climate and Economic Justice Screening Tool measures burdens such as legacy pollution and projected climate risk to identify 27,251 geographically-defined disadvantaged communities across the U.S. that can benefit from the Justice40 Initiative.
- The **Council on Environmental Quality**, at the direction of the President, is making recommendations to update the first-ever environmental justice executive order signed by President Clinton nearly three decades ago. CEQ is working closely on the recommendations with the White House Environmental Justice Interagency Council and the first-ever White House Environmental Justice Advisory Council.
- The **Council on Environmental Quality** and the **Office of Science and Technology Policy** released new government-wide guidance on recognizing and including Indigenous Knowledge in Federal research, policy, and decision-making.
- The **Environmental Protection Agency** created the new Office of Environmental Justice and External Civil Rights, positioning the agency to better advance environmental justice and civil rights. The new office adds extensive capacity to engage with communities with environmental justice concerns to understand their needs, as well as Tribal, State, and local partners; administer significant levels of climate and environmental justice grants and technical assistance; coordinate across the agency to embed environmental justice into programs, policies, and processes; and proactively ensure funding recipients comply with civil rights laws. EPA’s Clean School Bus Program is replacing the nation’s existing fleet of school buses with clean and zero-emission buses, ensuring cleaner and healthier air for children and families. Additionally, EPA has announced \$53.4 million in grants for community air monitoring.
- The **Department of the Interior** launched a new Voluntary Community-Driven Relocation program to assist Tribal communities severely impacted by climate-related environmental threats, leveraging the Bipartisan Infrastructure Law and Inflation Reduction Act to commit \$115 million for 11 severely impacted Tribes to advance relocation efforts and adaptation planning.



- The **Department of the Interior** also awarded grants to 24 states, totaling \$560 million, to plug, remediate, and reclaim orphaned wells on State and private land; in addition, through the Abandoned Mine Land Economic Revitalization (AMLER) Program, the Department provided grants to the six Appalachian states with the highest amount of unfunded Priority 1 and Priority 2 Abandoned Mine Land (AML) and the three tribes with Abandoned Mine Land Programs. Legacy pollution sites are environmental hazards and jeopardize public health and safety, and these investments in cleanup will accelerate the remediation of environmental AML sites with economic and community development end uses and will protect groundwater and reduce methane emissions while creating good-paying union jobs and catalyzing economic growth and revitalization.
- The **Department of Energy** deployed funding through the Weatherization Assistance Program to help low-income households ensure their homes are dry, clean, and safe, and that their energy bills are more affordable.
- The **Department of Health and Human Services** launched the Environmental Justice Index, which measures and compares the cumulative impacts of environmental burden through the lens of health equity and provides new scientific information to communities with environmental justice concerns.
- The **Department of Housing and Urban Development** is working to protect families from potential hazards in their own home, such as from lead-based paint and lead pipes. Already this year, the Department has made available \$568 million to address lead-based paint and additional housing-related hazards to make homes healthier and safer for low-income families.
- The **Department of Justice** created its first-ever Office of Environmental Justice and launched a new Comprehensive Environmental Justice Enforcement Strategy.

Health Equity

Agencies are building on the Biden-Harris Administration's progress in promoting health equity by driving efforts to reduce health disparities and expand access to quality and affordable health care to meet the needs of underserved communities.

- The **Department of Health and Human Services** approved 26 states and D.C. to extend continuous postpartum coverage through Medicaid and the Children's Health Insurance Program as part of the agency's ongoing efforts to support safe pregnancies and childbirth, eliminate pregnancy-related health disparities, and improve health outcomes for parents and infants across our country.
- The **Department of Health and Human Services** also issued several rules to strengthen patient protections including, a proposed rule to strengthen conscience and religious nondiscrimination protections in health care, and proposed a rule to provide new protections to increase care coordination and confidentiality for patients with substance use challenges.
- The **Department of Health and Human Services** and the **Department of Justice** issued nondiscrimination guidance to ensure telehealth is accessible to persons with disabilities and limited English proficiency.
- The **Department of Veterans Affairs** is engaging in robust outreach to veterans, including those who are not already in the Department's system, particularly veterans in



underserved communities, to ensure that they receive information on potential eligibility through the PACT Act, the largest expansion of veteran health care and benefits in decades. In addition to having hosted more than 125 PACT Act ‘Week of Action’ events across the country and Puerto Rico, the Department is developing a National Rural Recruitment and Hiring Plan for health care professionals to better reach under-resourced communities; exploring efforts to increase the workforce in rural and underserved areas to provide PACT Act benefits; and spearheading targeted social media outreach and events to foster awareness of PACT Act benefits among women and minority veterans.

- With the passage of the Inflation Reduction Act, people receiving Medicare will be protected from catastrophic drug costs by phasing in a cap for out-of-pocket costs and establishing a \$35 cap for a month’s supply of insulin. For the first time in history, Medicare will now be able to negotiate prices for high-cost drugs. For union members and family members who benefit from the Affordable Care Act, the Inflation Reduction Act extends health insurance premium subsidies.

Civil Rights

Across the federal government, agencies are affirmatively advancing civil rights to deliver justice and equal protection under law, including by reinvigorating civil rights enforcement and expanding language access.

- The **Department of Justice** is strengthening the Department’s enforcement of Title VI of the Civil Rights Act of 1964 and provisions of the Safe Streets Act of 1968, which prohibit recipients of the Department’s federal financial assistance from discriminating on the basis of race, color, national origin, and other protected categories. The Attorney General also issued a memorandum to improve access to services for people with limited proficiency in English, which outline a course of action for federal agencies to improve, modernize, and carry out their language access responsibilities under Executive Order 13166.
- The **Department of Housing and Urban Development** launched a new interactive housing counseling tool that includes the option to speak to a customer service representative in over 200 languages during business hours, helping to ensure that individuals with limited English proficiency are aware of and able to meaningfully access counseling programs and services.
- The **Department of Justice** and the **Department of Health and Human Services** issued new guidance aimed at raising awareness of hate crimes during the COVID-19 pandemic and the increase of incidents targeting the Asian American, Native Hawaiian, and Pacific Islander communities.
- The **Centers for Medicare & Medicaid Services** implemented a new cultural competence and language access training for agents and brokers participating in the Health Insurance Marketplace to more effectively and equitably assist consumers with eligibility, enrollment, and post-enrollment issues.
- The **Department of Education** and the **Department of Health and Human Services** both issued proposed rules to strengthen non-discrimination protections for LGBTQI+ individuals in federally-funded programs.



- The **Department of Transportation** issued proposed rules to modernize the Disadvantaged Business Enterprise and Airport Concession Disadvantaged Business Enterprise program regulations to help further level the playing field for small disadvantaged businesses, including Black and brown owned businesses. The Department also adopted a set of Disability Policy Priorities to guide efforts to ensure people with disabilities can move freely, fairly, safely, affordably, and spontaneously through every part of our transportation system and released the Airline Passengers with Disabilities Bill of Rights to empower travelers to understand their rights and help the travel industry uphold those rights.
- The **Department of Defense** adopted the Responsible Artificial Intelligence Strategy and Implementation Pathway, a new framework to advance the ethical and equitable use of Artificial Intelligence (AI) technology, which includes a focus on preserving privacy and civil liberties and avoiding unintended bias in the design and development of technology.
- Nine federal agencies are further advancing President Biden’s call for [religious freedom](#) and equity for all by proposing a new rule to restore religious liberty protections for beneficiaries of federally funded social services, such as job training and job search assistance, academic enrichment opportunities, and housing services.

Advancing Equity Around the World

The Administration remains committed to strengthening inclusive democracies worldwide, and foreign affairs agencies are acting to advance equity, human rights, and economic inclusion for underserved communities abroad.

- The **Department of State** and the **U.S. Agency for International Development** released the *2022 U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally*, directing U.S. foreign policy and assistance to address the factors that increase the risks of gender-based violence and undermine access to services and safety, particularly for the most marginalized groups, and enhance the U.S. Government’s partnerships to prevent and respond to gender-based violence.
- The **Department of State** also helped design the first Disability Rights cohort within President Biden’s Summit for Democracy initiative to focus on “inclusive and accessible elections” around the world, including by promoting equitable access for citizens with disabilities to ensure full engagement in election processes.
- The **U.S. Development Finance Corporation** developed a certification that prioritizes support for projects that provide access to finance for marginalized populations in upper middle-income countries. This will help address longstanding disparities that exist in access to financing for women, indigenous communities, refugees, and other displaced people.



In addition to prioritizing greater equity in the services the federal government provides to all Americans, agencies have also made strides in advancing racial equity and support for underserved communities in the day-to-day business of government.

Agencies are reducing administrative burdens and simplifying government services.

- The **Social Security Administration** began offering people the choice to self-select their sex on their Social Security Number record and are exploring options to support a potential ‘X’ sex designation, reflecting a major step toward meeting a federal government commitment to ensure equity for people who identify as gender diverse or transgender. The agency also redesigned SSA.gov to help people better understand which benefits they may qualify for and how to easily apply.
- The **Department of Homeland Security** simplified its form N-468, Medical Certification for Disability Exceptions, and issued new guidance to remove barriers to naturalization for individuals with disabilities or other medical conditions by eliminating unnecessary questions, reducing burdensome form requirements, and implementing measures to improve transparency and communication with applicants.

Agencies are improving access to Federal contracting and procurement.

- The **Department of the Treasury** launched a series of nation-wide equity outreach events to expand equitable procurement opportunities by educating vendors from underserved business communities on how to gain access to the federal marketplace in preparation for government contracts.
- The **National Aeronautics and Space Administration** connected more than 220 industry stakeholders and businesses with federal procurement experts and other NASA leaders during the agency’s inaugural LGBTQI+ Vendor Equity Forum, providing information and resources to demystify the federal contracting process and spread greater awareness of procurement opportunities.
- The **Department of Energy** issued new guidance to increase flexibilities for Management and Operating contractors and major site and facility contractors to award single source subcontracts to HBCUs, Minority Serving Institutions, and AbilityOne entities to increase procurement opportunities.

Agencies are embedding equity in grantmaking.

- The **Department of Health and Human Services** issued updated guidance on incorporating equity considerations into Notices of Funding Opportunity, further promoting equity and addressing nondiscrimination and barriers to equal opportunity in the agency’s financial assistance programs, processes, and policies.
- The **Department of Transportation** launched a new program to provide targeted technical assistance, planning, and capacity building support to underserved and under-resourced communities, including launching a webinar series on how the Bipartisan Infrastructure Law benefits HBCUs, rural communities and other historically underserved populations to boost their ability to compete for federal aid and deliver quality transportation and community revitalization activities.
- The **Department of Labor** developed a menu of customized options for agency program offices to build equity into grantmaking opportunities, such as options to extend the open period for applications for certain grants, remove requirements that may have previously



hindered grantee diversity, and increase the points given to applications that propose serving areas of greater need.

Agencies are enhancing engagement with communities who have been historically excluded from decision-making processes.

- The Administration hosted the second Tribal Nations Summit of his Administration to help foster Nation-to-Nation relationships and provide Tribal leaders with an opportunity to engage directly with senior Administration officials. The President signed a new Presidential Memorandum on Uniform Standards for Tribal Consultation, establishing uniform standards to be implemented across all federal agencies regarding how Tribal consultations are conducted. In the FY23 omnibus funding law, the Administration also secured—for the first time in history—advance appropriations for the **Indian Health Service**, which will ensure a more predictable funding stream and improve health outcomes across Indian Country.
- The **Department of the Interior** is conducting engagement efforts to improve understanding of visitors to Department-managed lands and waters, and pairing that information with public interactions, preferences, trends, and values to develop targeted programming that better addresses visitor needs, including visitors from underserved communities. The Department also announced new policies and procedures to strengthen and fulfill the federal government’s responsibility to ensure regular and meaningful consultation early and often in federal decision-making with American Indian and Alaska Native Tribes, as well as a second policy for consultation with Alaska Native Claims Settlement Act Corporations.
- The **General Services Administration** added new experts on equity and environmental justice to an advisory committee that explores the sustainable and equitable development of federal real estate in ways that are responsive to the needs of local communities.
- The **Equal Employment Opportunity Commission** released a new data visualization tool for internal agency staff that will improve the agency’s ability to conduct targeted outreach by enabling agency users to analyze disaggregated demographic information, including identifying national origin groups with high rates of limited English proficiency.
- The **Department of the Treasury** established the Treasury Advisory Committee on Racial Equity to provide information, advice, and recommendations to the Department on matters related to the advancement of racial equity, particularly aspects of the domestic economy that have directly and indirectly resulted in unfavorable conditions for communities of color. The Committee is addressing topics like financial inclusion, access to capital, housing stability, federal supplier diversity, and economic development. The agency also created a new Office of Tribal and Native Affairs to work across its portfolio on issues related to Tribal nations, and intends to work with Congress to ensure this office is adequately resourced to carry out its mission.
- The **Department of Energy** began incorporating Community Benefits Plans (CBPs) requirements into funding opportunities that require applicants to include a description of stakeholder engagement activities, a detailed plan to deliver Justice40 benefits to disadvantaged communities, plans to contract and partner with underrepresented groups, and a plan to create high-quality jobs.



Agencies are building accountability for equity through data collection, disaggregation, and reporting.

- The Office of the Chief Statistician published initial proposals to the **Office of Management and Budget’s** statistical standards for collecting and reporting race and ethnicity data (Directive No. 15) for public comment. The initial proposals include collecting race and ethnicity together with a single question, and adding a response category for Middle Eastern and North African, separate and distinct from the “White” category.
- The **White House Office of Science and Technology Policy** also released the first-ever federal Evidence Agenda on LGBTQI+ Equity, a roadmap that federal agencies will use to ensure they are collecting the data and building the evidence they need to improve the lives of LGBTQI+ Americans.
- The **White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders** released the Administration’s first-ever National Strategy to Advance Equity, Justice, and Opportunity for Asian American, Native Hawaiian, and Pacific Islander Communities.
- The **National Science Foundation**, in partnership with the **Office of Management and Budget** and **Office of Science and Technology Policy**, announced the establishment of a new Analytics for Equity pilot grant program to fund external research teams to address federal agencies’ priority learning questions that focus on equity.
- The **Department of Agriculture’s** Census of Agriculture revised the demographic data collected to better capture the contributions of all persons involved in agricultural production on farms and ranches. For example, questions were modified in the Census of Agriculture to more accurately reflect contributions of women, as well as new and beginning farmers.
- The **Federal Emergency Management Agency** began collecting demographic information—including race, ethnicity, gender, education and marital status—from disaster survivors on a voluntary basis to help analyze equity gaps and improve the agency’s capability to accurately identify and provide targeted resources to the underserved communities with the greatest need.

For more details on the Biden-Harris Administration’s efforts to advance equity and justice for underserved communities, visit www.whitehouse.gov/equity. Find all agency 2022 Equity Action Plans and links to other equity-related public documents at www.performance.gov/equity.