

Advancing Racial Equity & Support for Underserved Communities

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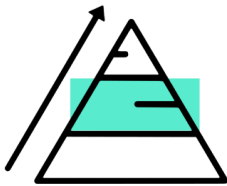
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Improving & Aligning
Policies



Planning and Partnering
for Impact



Strengthening Practices
and Programs

About the Forum

The Forum is committed to changing the odds that all children and youth are ready for college, work and life.

We connect leaders to ideas, services and networks that can help them make more intentional decisions that are good for young people, even in the face of limited resources.

We help leaders who are trying to improve & align policies, plan & partner for impact, and/or strengthen programs & adult practice.



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AGENDA

- Welcome
- Session Goals
- All about the Biden Equity EO
- Breakout Groups
- Discussion and Takeaways



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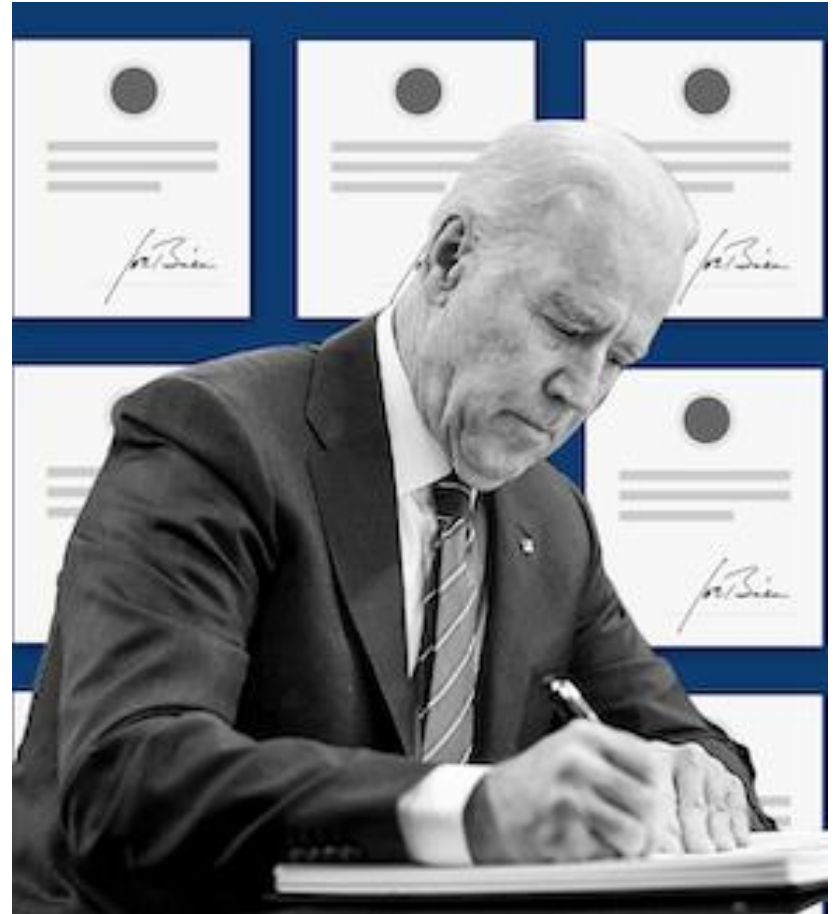
First things first...

What is an Executive Order?

- A signed, written, and published directive from the President
- Affects Executive Branch operations of the federal government

What impact does an EO have?

- Has the force of law, like regulations by federal agencies
- Stays in effect unless it contains a sunset date, gets rescinded by another EO, or Congress passes a new law to override it



Advancing Racial Equity and Support for Underserved Communities through the Federal Government



Key Themes

- “converging economic, health, and climate crises...have exposed and exacerbated inequities, while a historic movement for justice has highlighted the unbearable human costs of systemic racism”
- “ambitious whole-of-government equity agenda that matches the scale of the opportunities and challenges that we face”



Advancing Racial Equity and Support for Underserved Communities

Definitions

- **Equity:** the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as:
 - Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color;
 - members of religious minorities;
 - lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons;
 - persons with disabilities;
 - persons who live in rural areas; and
 - persons otherwise adversely affected by persistent poverty or inequality.
- **Underserved communities:** populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life, as exemplified by the list in the preceding definition of “equity.”



Advancing Racial Equity and Support for Underserved Communities

Policy Mandates

- Agencies must recognize and work to redress inequities in their policies and programs that serve as barriers to equal opportunity.
- Each agency must assess whether, and to what extent, its programs and policies perpetuate systemic barriers to opportunities and benefits for people of color and other underserved groups.



Who Has to Do What Specifically?



Domestic Policy Council (DPC)

- Coordinate efforts to embed equity principles, policies, and approaches across the Federal Government.

Susan Rice, Director, DPC



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Who Has to Do What Specifically?

Office of Management and Budget (OMB)

- In partnership with agencies, study methods for assessing whether agency policies and actions create or exacerbate barriers to full and equal participation by all eligible individuals.
- Deliver a report to the President within 6 months.

Shalanda Young, Acting Director, OMB



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Who Has to Do What Specifically?



Each Federal Agency

- In consultation with OMB, select certain programs and policies for a review that will assess whether underserved communities and their members face systemic barriers in accessing benefits and opportunities.
- Provide a report to DPC within 200 days.



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Other Requirements in the EO...

- **Allocate resources to address historic failures** to invest sufficiently, justly, and equally in underserved communities and individuals from those communities.
- Agencies have 1 year to create plans to **address barriers to participation in programs and procurement/contracting**.
- **Establish an Equitable Data Working Group** for White House and agencies to better measure and advance equity, such as disaggregating data by key demographic variables.
- **Agencies shall consult with members of communities historically underrepresented** in federal government and underserved by, or subject to discrimination in, policies and programs and evaluate opportunities to increase coordination, communication, and engagement with community-based organizations and civil rights organizations.



Now's Our Chance to Weigh in!

OMB Request for Information (RFI)

- 1. Equity Assessments and Strategies.** Approaches and methods for holistic and program- or policy-specific assessments of equity for public sector entities, including but not limited to the development of public policy strategies that advance equity and the use of data to inform equitable public policy strategies.
- 2. Barrier and Burden Reduction.** Approaches and methods for assessing and remedying barriers, burden, and inequities in public service delivery and access.
- 3. Procurement and Contracting.** Approaches and methods for assessing equity in agency procurement and contracting processes.
- 4. Financial Assistance.** Approaches and methods for assessing equity in the administration of agency grant programs and other forms of financial assistance.
- 5. Stakeholder and Community Engagement.** Approaches and methods for accessible and meaningful agency engagement with underserved communities.



Breakouts: What Does the Federal Government Need to Hear?



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is the proud home of...



Helps leadership groups build broader partnerships, set bigger goals, use data better and implement bolder strategies.



Builds quality improvement systems to strengthen practices and programs serving young people



Supports state and local policy leaders.



Mobilizes action by and for young people.



Works to expand economic mobility and close the opportunity gap in America.



Seeks to change the odds for youth through a commitment to upend inequities, embrace science informed strategies, and accelerate progress.



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