U.S. AGENCY *for* INTERNATIONAL DEVELOPMENT

The U.S. Agency for International Development (USAID) is an independent agency of the United States government that is primarily responsible for administering civilian foreign aid and development and humanitarian assistance. On behalf of the American people, USAID promotes and demonstrates democratic values abroad, and advances a free, peaceful, and prosperous world.

BUILDING ON USAID'S ACCOMPLISHMENTS

- **RESPONDING TO ANTI-ASIAN HATE:** Over the past year, USAID hosted more than 20 "Urgent Hate Crimes Response/Support" meetings to provide a proactive response to the surge in anti-Asian hate crimes across the nation. These meetings created pathways to ensure that AA and NHPI community members felt safe physically returning to work, addressed the interpersonal challenges within the workplace, and sustained a respectful, equitable, and just workplace environment.

- **PROMOTING BELONGING AND INCLUSION:** USAID coordinated a joint effort with the State Department to establish a country neutral language policy regarding the People's Republic of China (PRC), which also led to USAID updating its style guide.

- **CULTIVATING RELATIONSHIPS WITH MINORITY SERVING INSTITUTIONS (MSIs):** USAID reinvigorated efforts to build relationships with MSIs through its MSI Partnership Initiative, which helps the agency build a pipeline of qualified candidates to diversify its workforce and support capacity-building efforts to increase MSI participation in federal programs. USAID continued to expand opportunities for diverse talent served by MSIs, including through seasonal paid internships, increased fellowship offerings, and short-term agency career experiences for veterans and persons with disabilities.

PRIORITY PROGRAM GOALS FOR THE ASIAN AMERICAN, NATIVE HAWAIIAN, AND PACIFIC ISLANDER COMMUNITIES

Per Executive Order 14031, USAID has identified four high-priority goals that will span the next two years. These goals will advance equity, justice, and opportunity for AA and NHPI communities.

GOAL 1

Establish curriculum to address racism and bias: USAID will develop a standalone module to be introduced to the Respectful, Inclusive, and Safe Environments (RISE) platform. In addition, RISE will continue to host and support various agency-wide events and learning engagements related to the lived experiences of USAID staff, including staff from AA and NHPI backgrounds.

GOAL 2

Improve data disaggregation for AA and NHPI subgroups in USAID's DEIA survey: USAID will take an evidence-based approach to reducing potential barriers in hiring, promotion, professional development, and retention practices by establishing an annual agency-wide diversity, equity, inclusion, and accessibility (DEIA) survey that will include DEIA-related metrics, including expanding demographic data collection for AA and NHPI communities and enabling longitudinal evaluation at the agency level and to the extent feasible in light of privacy concerns and requirements.

GOAL 3

Establish an agency-wide language policy for the People's Republic of China (PRC): As part of USAID's development of the PRC policy, there will be a section directing all agency colleagues to use careful and considered language when discussing the United States' intensifying competition with the PRC, especially considering the rise in anti-Asian sentiment at home and abroad. These actions will also improve USAID's overall credibility as a development partner and as a more respectful and inclusive workplace.

GOAL 4

Establish an AA and NHPI Special Emphasis Program: USAID will expand its Affirmative Employment Program by creating an AA and NHPI Special Emphasis Program which will work with key agency stakeholders to ensure that steps are taken to provide equal opportunity to members of the AA and NHPI communities in all areas of the employment lifecycle.