

U.S. COMMISSION *on* CIVIL RIGHTS

The U.S. Commission on Civil Rights (Commission) is an independent, bi-partisan, fact-finding agency that informs the development of national civil rights policy and enhances enforcement of federal civil right laws. The Commission studies alleged deprivations of voting rights and alleged discrimination based on race, color, religion, sex, age, disability, national origin, and the administration of justice, and accomplishes its objective by holding public briefings and hearings on critical civil rights issues and publishing significant civil rights studies and reports.

BUILDING ON THE COMMISSION'S ACCOMPLISHMENTS

- **EXPANDING ADVISORY COMMITTEES TO THE U.S. TERRITORIES IN THE PACIFIC ISLANDS:** In Spring 2021, Congress established five new discretionary advisory committees in the U.S. territories, and the Commission subsequently appointed a total of 30 new members, 14 of whom self-identify as Asian/Asian American, Native Hawaiian/Pacific Islander, or Mixed Ethnicity/Other.
- **IMPROVING LANGUAGE ACCESS AT ADVISORY COMMITTEE MEETINGS:** Outside of the efforts specific to the U.S. territories, the advisory committees improved language accessibility for AA and NHPIs. Interpretation services are now offered at advisory committee briefings and translations are offered for topics that directly impact AA and NHPI communities.

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

Per Executive Order 14031, the Commission has identified five 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

Improve language access for AA and NHPIs engaging with the Commission: The Commission will provide translations on its website for AA and NHPIs with limited English proficiency; offer interpretation services for commonly spoken AA and NHPI languages at all Commission and advisory committee briefings; provide interpretation/translation services for AA and NHPIs with limited English proficiency who would like to submit a civil rights complaint; and continue to utilize the National Language Service Corps (NLSC) and local partners when NLSC does not have the language available to improve language access throughout the agency.

GOAL 2

Increase AA and NHPI presence on federal advisory committees: The Commission will actively conduct outreach to and develop partnerships with AA and NHPI-serving organizations to increase awareness about advisory committees. In addition, commissioners will review appointment packages and ensure that at least one AA and NHPI serves on newly appointed advisory committees.

GOAL 3

Foster the recruitment, career development, and advancement of AA and NHPIs within the Commission: Among other things, the Commission will work to improve the participation rate of AA and NHPIs in internships and Pathway Programs by conducting outreach to and partnering with AA and NHPI Minority Serving Institutions, as well as AA and NHPI national and community-based affinity groups; provide career development training opportunities, including detail assignment opportunities within federal government and President's Management Council Interagency Rotation Program for current Commission staff; and identify potential barriers to the advancement of AA and NHPI employees at the senior levels.

GOAL 4

Improve race and ethnicity data collection: The Commission will analyze agency data collection practices and determine required efforts to comply with OMB Directive 15 and implement agency wide disaggregated race and ethnicity data collection in its advisory committee membership recruitment, employee application, and complaint intake.

GOAL 5

Investigate the equity of the disbursement/award of federal funding and grants dedicated to AA and NHPI-serving organizations and/or insular governments: The Commission will conduct an analysis on the equity of disbursement/award of federal funding and grants to AA and NHPI-serving organizations and/or insular governments, and if any issues are identified, develop a strategy to address those inequities.