

# OFFICE of the U.S. TRADE REPRESENTATIVE

The Office of the U.S. Trade Representative (USTR) is responsible for developing and coordinating U.S. international trade, commodity, and direct investment policy, overseeing trade negotiations with other countries, combatting unfair trade practices, and enforcing U.S. trade laws.

## BUILDING ON USTR'S ACCOMPLISHMENTS

- **SUPPORTING EFFORTS TO DISAGGREGATE DATA:** Following a series of agency-wide, inclusive trade briefings, Ambassador Katherine Tai requested that the U.S. International Trade Commission (USITC) initiate a historic, two-part, independent, public investigation on the distributional effects of goods and services trade and trade policy on U.S. workers by skill, wage and salary level, gender, race/ethnicity, age, and income level, especially as they affect under-represented and under-served communities. The resulting report cataloging the findings on the distributional effects of trade policy was released on November 14, 2022. In response to the second part of the investigation, the USITC expanded and developed new research and analysis capabilities so that future analysis includes estimates of the potential distributional effects of trade and trade policy on U.S. workers.
- **ENGAGING WITH THE AA AND NHPI COMMUNITIES ACROSS THE COUNTRY:** Ambassador Tai connected with the AA and NHPI communities across the country, including with the Hmong community in La Crosse, Wisconsin, AA and NHPI leaders in Chicago, Illinois and Charlotte, North Carolina, and students in Massachusetts. These conversations focused on the prevalence of anti-Asian hate crimes, the resiliency of the Asian American community, and the critical role that AA and NHPI communities play in developing policy solutions.
- **PROMOTING DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY ACROSS ITS WORKFORCE:** In March 2021, USTR staff established a Diversity, Equity, Inclusion, and Accessibility (DEIA) council with the intention of creating a permanent, agency-wide structure that will hold the USTR's leadership accountable in meeting its DEIA promises. The council is composed of volunteer members from across USTR who serve on committees covering hiring and retention, external outreach and recruitment, mentorship, employee engagement, trainings, and workshops.

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

---

*Per Executive Order 14031, USTR 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**

**Review data availability for potential AA and NHPI disaggregation analysis:** USITC's investigation will help identify and chart paths to close data gaps both in data collection, reporting, and sharing, and academic and think tank studies. Upon completion of USITC's independent investigation, USTR will use the resulting public report to inform potential recommendations and actions and remove data and assessment obstacles to expanding the benefits of trade to all workers.

## **GOAL 2**

**Develop and employ guidance for USTR press and public engagements:** USTR will develop internal language guidance to inform the preparation of press releases and public statements that distinguishes trading partners from people and will be mindful of anti-Asian xenophobia, hate, and discrimination.

## **GOAL 3**

**Translate major trade announcements and activities of concern to AA and NHPI communities:** USTR will translate and circulate major announcements and activities that are of interest to domestic AA and NHPI communities based on economic indicators and trade data.

## **GOAL 4**

**Engage consistently and proactively with AA and NHPI leaders, stakeholders, and communities:** Ambassador Tai will continue to connect with AA and NHPI communities in her domestic travels and look for opportunities to work with trade minister counterparts to convene conversations with the broader AA and NHPI diaspora communities and engage in innovative, inclusive dialogues within a trade and economic framework.

## **GOAL 5**

**Develop and implement a long-term, sustainable DEIA strategic plan and ensure USTR maintains a transparent and equitable hiring and promotion process for members of the AA and NHPI communities:** USTR will prioritize improving its outreach to AA and NHPI communities and institutions including Minority Serving Institutions and Asian American and Native American Pacific Islander-Serving Institutions, and critically evaluate its recruitment, selection, and promotion processes, as well as its retention policies and practices.