



EXECUTIVE OFFICE OF THE PRESIDENT
COUNCIL OF ECONOMIC ADVISERS
WASHINGTON, D.C. 20502

COUNCIL OF ECONOMIC ADVISERS AGENCY EQUITY ACTIONS
January 20, 2022

(1) Executive summary

- **Agency Name:** Council of Economic Advisers (CEA)
- **Mission:** CEA is charged with providing the President objective economic advice on the formulation of both domestic and international economic policy. CEA bases its recommendations and analyses on economic research and empirical evidence, using the best data available to support the President in setting our nation's economic policy. Composed of the Chair, two Members, Senior and Staff-level Economists, Research Assistants, and administrative staff, CEA analyzes and interprets economic developments and policies that advance the interests of the American people.

Summary of Action Plan: CEA commits to contribute to White House policy processes and related research as it pertains to equity, to assist efforts to improve Federal data collection for underrepresented racial and ethnic groups, and to convene experts on implicit bias and issues of equity in economic policy.

(2) Summary of early accomplishments

- CEA has published several equity-related posts, including:
 - June 2021 Blog Post: [Exclusionary Zoning: Its Effect on Racial Discrimination in the Housing Market](#)
 - August 2021 Blog Post: [The Importance of Protecting Voting Rights for Voter Turnout and Economic Well-Being](#)
 - September 2021 Blog Post: [The Economic Benefits of Extending Permanent Legal Status to Unauthorized Immigrants](#)
 - November 2021 Blog Post: [The Benefits of Increased Equity in Federal Contracting](#)
- CEA members are active in several interagency initiatives that involve issues of equity, including the Equitable Data Working Group, the Council on Economic Mobility, the Gender Policy Interagency Policy Committee (IPC), the IPC on Employment of Formerly Incarcerated People, the ARP Equity Learning Agenda, a DEIA Training committee, and the IPC on Urban Equitable Development.
- The Chair was a keynote speaker at a Georgetown University Juneteenth event focusing on Black and Brown banks in the financial technologies sector.

- As a member of President Biden’s Families Cabinet, the Chair has continued to highlight the Administration’s policy proposals to advance equity in a number of public events and interviews. For example, the Chair traveled to Cambridge, Massachusetts to visit a Latina-owned childcare facility and participate in a roundtable with the Black Economic Council of Massachusetts.
- The Chair also participated in a live Q&A for *The Washington Post* with journalist Jonathan Capehart to discuss the Administration’s efforts to combat the racial wealth gap.
- On Black Women’s Equal Pay Day, the Chair participated in interviews with several Black publications and joined an Instagram Live video on the topic from the White House’s account.
- The Chair participated in a fireside chat with the Sadie Collective and the Federal Reserve Bank of Chicago as a keynote for the “Exploring Career Pathways in Economics and Related Fields” event, a program focused on expanding diversity in the field of economics.
- The Chair participated in a fireside chat for Department of State’s Bureau of Economic and Business Affairs on advancing inclusive economic growth as a policy imperative.
- The Chair co-led a session on Tax and Racial Equity as a part of the Treasury’s Freedman’s Bank Forum.

(3) Equity action plan

1. CEA will contribute to White House policy processes related to racial and ethnic equity and incorporate equity into published products.

Barrier to Equitable Outcome(s)

- As noted in the President’s January 2021 Executive Order, entrenched discrimination in public policy has denied equal opportunity to people of color. Federal policy decisions have produced and exacerbated persistent racial and ethnic disparities in economic outcomes.

Action and Intended Impact on Barrier

- To combat institutionalized racism, existing Federal policies should be re-examined to mitigate direct and unintended discriminatory consequences, while development of new policies should be centered in racial and ethnic equity. Given the mission of our agency, CEA will prioritize influencing equitable policy development through research and analysis. CEA is involved in several working groups within the Administration that are specifically focused on evaluating and advancing racial equity in Federal policies (e.g., Equitable Data Working Group, Interagency Policy Committee on Employment of Formerly Incarcerated People, Interagency Policy Committee on Urban Equitable Development). CEA will

support the critical efforts of these groups by providing economic analysis and recommendations rooted in empirical evidence to guide policy development.

- Additionally, CEA economists will author materials—both internal memos and public-facing products—that highlight the economic consequences of institutionalized racism and discrimination. Our staff will continue to produce research on topics such as financial inclusion, urban equitable development, employment of formerly incarcerated people, and equal opportunity in education and the labor market, as some examples. The [2022 Economic Report of the President](#), an annual CEA publication, will include a chapter that discusses how persistent inequality affects economic efficiency and growth and why addressing structural racism and discrimination is critical to strengthening the U.S. economy.

Tracking Progress

- CEA will track progress on this commitment by monitoring the number of equity-related products that we publish. We will formalize this process by adding an equity component to our product development checklist. This step will help to ensure we do not overlook opportunities to acknowledge the effect of systemic racism in economic research.

Accountability

- CEA will review the number of equity-related products that are published as part of its production planning. In addition, we will examine all our publications to ensure we have incorporated issues of equity across a number of broad topics as appropriate (such as employment and inflation, for example).

2. CEA will assist the Office of Management and Budget with efforts to explore the possibility of oversampling people from American Indian/Native Alaskan groups in Census surveys, such as the Current Population Survey.

Barrier to Equitable Outcome(s)

- Persistent data collection challenges in American Indian/Alaska Native (AI/AN) populations, such as small sample sizes which result in large margins of error, have presented a significant obstacle to understanding economic conditions in these communities. The dearth of quality data often prevents policymakers from developing budget requests, and allocating resources appropriately, which only exacerbates systemic inequality.

Action and Intended Impact on Barrier

- As a member of the interagency Equitable Data Working Group, CEA will continue to collaborate with the Office of Management and Budget to identify ways that the Bureau of Labor Statistics and the Census Bureau could improve data collection and produce more frequent, in-depth statistics on the economic conditions in the AI/AN community. CEA will engage issue-area experts on data collection for underrepresented populations.

Tracking Progress

- CEA will hold check-in meetings with liaisons from the Office of Management and Budget to monitor progress on building the data infrastructure necessary to produce larger samples for AI/AN respondents.

Accountability

- In 2022, Chair Rouse plans to travel to an American Indian reservation to engage AI/AN stakeholders and government officials on economic challenges in Native communities, including the consequences of data collection limitations.

3. CEA will convene experts to advise how CEA's research can better address issues of equity in economic policy.

Barrier to Equitable Outcomes

- Individuals have implicit biases that subconsciously affect understanding and decision making. At CEA, staff bias can affect the economic analyses we produce, which in turn, influences Federal policymaking. In addition, the broader economics field is predominantly white and male, and the lack of diversity has significantly shaped prevailing paradigms in the economic literature.

Action and Intended Impact on Barrier

- CEA plans to offer diversity, equity, inclusion, and accessibility (DEIA) training for staff. CEA has engaged the Office of Management and Budget's Evidence Team and the General Services Administration's Office of Evaluation Sciences to identify potential training and partnership opportunities that meet our agency's specific needs.
- In addition, CEA will convene experts from academia, civil society, and government to discuss opportunities to apply an equity lens in the agency's economic research. Potential topics of discussion include racial and ethnic equity in labor markets and intersectional economic disparities, particularly related to disability. These conversations will equip our staff to apply a racial equity lens to research and Administration policy processes.

Tracking Progress

- Similar to Action Item #1, CEA will track progress on this commitment by monitoring our outputs and seeking opportunities to acknowledge the effect of systemic racism in economic research.

Accountability

- To ensure that staff are considering racial and ethnic equity in research when possible, CEA will incorporate an equity component in our weekly project reporting process.