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New Report Details Outcomes of Federal Government’s First-Ever Racial Equity Pilot Program

Led by policy experts and equity advocates, the project provided officials with strategies to embed racial equity into institutional programs, policies, and practices of each federal agency

Findings shows additional action is needed to fully realize President Biden’s equity agenda following release of Equity Action Plans

OAKLAND, CA – Today, national research institute PolicyLink released [Partnering with Federal Agencies to Advance Racial Equity](#), a report detailing the results of a pilot program designed in partnership with the Biden administration to embed racial equity into the policies and practices of federal agencies across the country. Designed by equity advocates and policy experts, this historic program was designed to lay a foundation for the federal government to proactively redress long standing racial disparities that harm communities of color.

“Our movement for equity has made history, as the White House and 90 federal agencies rolled out the first-ever racial equity action plans for our country. But as we celebrate this moment, we also must recognize the urgency and enormity of the transformation required ahead,” said **Michael McAfee, PolicyLink President and CEO**. “The federal government has been an architect and arbiter of the structural racism and exploitation steeped into the founding of our nation, and it will take generations more of our collective work to build a flourishing multiracial democracy that honors the struggle and sacrifices of our ancestors.”

After a 2021 survey of federal employees found that over 50 percent of respondents felt their agencies were not yet prepared to approach racial equity and needed resources to get started, [PolicyLink released a blueprint](#) last year to guide agency leaders in implementing President Biden’s executive order on advancing racial equity. [For Love of Country](#) examined the various roles that agencies play—from their functions as direct service providers, researchers, employers, purchasers, funders, and myriad others—and outlined clear ways they should center equity in their work. Building on decades of experience working with state and local governments, PolicyLink partnered with almost a dozen federal agencies to pilot these recommendations.

Among the new pilots was a collaboration with senior leaders of the Department of Housing and Urban Development (HUD) to provide holistic support to renters of color facing eviction as the

Supreme Court ended the eviction moratorium in August 2021. This guidance will provide resources for 65 regional offices as they support over six millions households with rent debt—of which over 50 percent are households of color.

HUD employees also examined their process for a federal program, called the Rental Assistance Demonstration (RAD), that allows local public housing authorities the option to privatize their management, commonly leading to the loss of housing for Black and Brown communities. Black Americans are overrepresented in public housing by a rate of over 3 times, Latinx Americans are overrepresented in public housing by a rate of over 1.4 times, making them disproportionately impacted by RAD conversions.

The findings of this report underscore that, while racial equity action plans are an important step, they will not be enough to transform a bureaucracy that has historically created and upheld racial inequities. Accompanying legislative efforts and judicial support for a racial equity agenda will be essential to truly advance these goals across the country.

View the [full report](#).

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[PolicyLink](#) is a national research and action institute that works to achieve transformative results for the 100 million people in America living at or near poverty, by centering this population in designing and advancing solutions to the nation's greatest challenges. With a track record of delivering billions of dollars in equity policy wins at the local, state, and federal levels, PolicyLink is among the nation's leading policy and advocacy organizations.