

# DEI SPENDING

## In the Biden Administration

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# Executive Summary

President Trump has already taken swift action to end Diversity, Equity, and Inclusion (DEI) programs in the federal government with several executive orders and directives to federal agencies. As this report shows, the depth and breadth of DEI initiatives under the Biden administration was massive, and the work to ensure President Trump's orders are carried out will take careful oversight by agency leaders.

The Functional Government Initiative and the Center for Renewing America collaborated on this report to provide an in-depth analysis of DEI spending in the federal government and recommendations for actions Congress can consider to durably root out DEI programs. The report provides an in-depth analysis of DEI across 24 federal agencies, identifying 460 programs that allocate significant taxpayer resources to DEI-related initiatives.

The numbers are staggering. The cumulative budget of these programs exceeds \$1.1 trillion. However, this figure does not encompass all DEI-related expenditures, nor does it include every program across these agencies. The findings reveal a substantial increase in DEI spending, largely attributable to policy directives under the Biden administration. Of the programs identified, 10 are exclusively dedicated to DEI and could be considered for quick elimination; 144 allocate significant resources to DEI initiatives and should be reviewed if those are to be ended; and 306 programs incorporate DEI to varying degrees, though the extent of their DEI focus is indeterminate based on the available documentation.

President Biden made these programs a major priority upon taking office in 2021. On his first day, he signed Executive Order 13985, *Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*. This order mandated a whole of government approach to injecting DEI philosophy into the federal budget. In alignment with this directive, the Biden administration apparently spent trillions in DEI-related initiatives in a manner and at a speed that has shrouded public awareness of the financial burden.

In February 2023, President Biden expanded these efforts by requiring all federal agencies to produce annual "Equity Action Plans." The Biden administration claimed that these were designed to identify and remove barriers keeping federal resources from marginalized communities, particularly in areas like procurement, contracting, and grant opportunities. In reality, this systemic focus on DEI has permeated federal governance, contributing to the substantial increase in related spending and diverted resources toward controversial policies.

President Trump rescinded these orders on his first day back in the White House, and agencies across the federal government are now tasked with complying with new orders and directives. We offer this report as a resource for the ongoing work of finding and eliminating these programs.

While this study is time-limited, it provides a preliminary framework for identifying, evaluating, and significantly reducing DEI expenditures within the federal budget. Further investigation and continued review by the Trump administration and Congress would yield more comprehensive data for informed decision making in the executive branch and further guidance for legislation and appropriations by Congress.



# Estimated Budget by Agency

Department of Agriculture	\$20,182,810,000
Department of Commerce	\$52,411,967,330
Department of Defense	\$33,333,765,000
Department of Education	\$135,532,650,500
Department of Energy	\$22,096,938,000
Department of Health and Human Services	\$18,951,497,000
Department of Homeland Security	\$5,299,529,000
Department of Housing and Urban Development	\$678,436,576,582
Department of Justice	\$6,227,098,000
Department of Labor	\$8,482,673,000
Department of State	\$19,194,113,000
Department of the Interior	\$4,154,087,000
Department of the Treasury	\$4,663,744,000
Department of Transportation	\$62,770,224,800
Department of Veterans Affairs	\$14,608,662,000
Environmental Protection Agency	\$21,890,708,000
Equal Employment Opportunity Commission	\$488,221,000
General Services Administration	\$5,506,000
National Aeronautics and Space Administration	\$876,400,000
National Science Foundation	\$4,498,950,000
Office of Personnel Management	\$5,454,570
Small Business Administration	\$15,330,000
Social Security Administration	\$25,426,000
US Agency for International Development	\$4,599,393,000
Total	\$1,118,751,723,782



# Methodology for Evaluating and Scoring DEI Initiatives

## 1. Program Identification

This evaluative methodology entails a comprehensive examination of official federal documents aimed at identifying programs encompassing or relying on elements of DEI to determine spending priorities. The primary sources for this analysis include, but are not limited to, the following:

- Budgetary justification documents corresponding to Fiscal Year (FY) 2025
- Equity Action Plans promulgated by federal agencies
- Press releases and ancillary policy documentation

To capture the full spectrum of potential DEI-related initiatives, the search process employs an extensive lexicon of terms inherently linked to DEI. Key terms include but are not confined to “underserved communities,” “racial equity,” “inclusion,” and “gender equity.” This approach ensures the identification of initiatives wherein DEI, regardless of whether it constitutes the program’s primary mission, is present. This breadth of analysis facilitates a rigorous identification process of programs with DEI components, and yields a holistic understanding of federal commitments in this domain.

## 2. Cost Analysis and Verification

Upon the identification of programs with potential DEI components, the critical verification process ensues. This phase seeks to ascertain the programs’ fiscal inclusion within the FY 2025 budget. For an accurate assessment, programs were excluded that lacked confirmed budgetary support for FY 2025 or were not legislatively codified, including if they were funded in previous fiscal years. For instance, the Department of Education’s “Equity Reviews” initiative, which had been allocated \$10 million during FY 2024 but was not featured in the FY 2025 budget, necessitating its exclusion from this report’s evaluation. That way only financially viable programs are subject to further analysis.

## 3. Evaluation and Scoring Criteria

The subsequent phase involves the systematic evaluation and scoring of the identified programs based on predetermined criteria specifically tailored to assess their DEI focus. The criteria are as follows:

- **Explicit DEI Focus:** The program must exhibit DEI either as a primary objective or as an integral component of its operational framework.
- **Integration of DEI Elements:** The degree to which DEI principles are embedded in decision-making processes is critically assessed. This includes, for example, programs where DEI is used as a determinant in the allocation of grants or the evaluation of grant applicants.

Programs that satisfy these criteria, particularly those in which DEI constitutes a significant operational focus, are subsequently included in the final report. Conversely, programs for which DEI remains peripheral



# Methodology for Evaluating and Scoring DEI Initiatives

or marginal are excluded from further analysis. This rigorous scoring mechanism ensures that only programs with a substantive DEI component are considered.

## 4. Categorization of Programs

Upon completion of the scoring process, each program is methodically categorized into one of three distinct classifications. The categorizations for specific programs are included in the detailed spreadsheet that was released with this report.

- **CUT:** This category comprises programs that are explicitly dedicated to DEI and under the changed policies of the new administration likely could be eliminated as opposed to modified to achieve alternative objectives.
- **WEED:** Programs falling within this category are those for which DEI allocations could be either reduced or strategically redirected. This may involve modifications to existing scoring criteria or shifts in programmatic focus.
- **AUDIT:** This is the largest category and encompasses programs that, while not explicitly designed with a DEI focus, include DEI-related expenditures. These programs warrant further investigation to assess the extent and efficacy of their DEI components. For example, programs such as Women, Infants, and Children (WIC), a longstanding federal initiative with a \$7.9 billion budget, were not originally conceptualized with a DEI framework. However, changes during the Biden administration incorporated DEI elements, necessitating further evaluation to discern the tangible impact of those changes.

## 5. Reporting and Recommendations

The final stage of this methodology culminates in the generation of a comprehensive report. This report delineates the categorized programs, their associated financial commitments, and a series of targeted recommendations derived from the evaluative findings. A significant proportion of programs fall within the “Audit” category, because they have a historical legacy, and DEI focus was only introduced late in the Biden administration. In such cases, it is strongly recommended that the Trump administration conduct meticulous due diligence, particularly critical for programs involving substantial allocations, to ascertain whether DEI components transcend superficial administrative adjustments or created substantial changes in how longstanding programs operate.



# Congress's Role in the Elimination of DEI and Other Radical Ideologies

President Trump has done a tremendous job beginning the process of eliminating DEI and radical Gender Ideology from the Federal Government through executive actions. The President has issued numerous Executive Orders and directed Federal agencies to root out DEI and other types of discrimination that violate the Civil Rights Act of 1964, but Congress too has a role to play in durably removing these discriminatory measures. Below are areas that Congress can think through when considering passing new laws to eradicate DEI and other race-essentialism ideologies.

## Legal Considerations

In years past, Constitutional amendments have been ratified, and Congress has passed several laws that prohibit discrimination based on race, sex, ethnicity, color, religion, and national origin. This includes:

- The 14th Amendment, specifically the Equal Protection Clause, was added to the Constitution of the United States ensuring that all individuals in the United States were provided equal protection of the laws.
- The Civil Rights Act of 1964 outlawed discrimination on the basis of race, sex, color, religion, or national origin.
- The Education Amendments of 1972 included Title IX which prohibited discrimination on the basis of sex in all educational programs that receive federal funding.
- The Civil Rights Restoration Act of 1987 extended the prohibition of discrimination on the basis of race, sex, color, religion, or national origin to entities receiving federal funding, ensuring that any entity receiving federal funding must comply with all federal civil rights law.
- The United States Supreme Court has ruled in numerous cases that discrimination on the basis of race, sex, color, religion, and national origin violates the U.S. Constitution, most recently in *Students for Fair Admissions v. Harvard* (2023), in which the Court held that race-based admissions programs violate the Equal Protection Clause of 14th Amendment.

## Defining Terms

President Trump's executive actions have reflected and sought to enforce the spirit of these past measures. In considering policy reforms that would bolster President Trump's Executive Orders and ensure no future administration can misconstrue basic terms such as 'race' or 'sex' away from their common usage to implement radically different policies.

Defining these terms thoroughly will ensure no future confusion in policy making – purposeful or otherwise.

- “Sex”
  - o An individual's immutable biological status as either male or female.



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- o “Female” shall mean an individual who naturally has, had, or will have the reproductive system that at some point produces, transports, and utilizes eggs for fertilization. It also includes individuals who would have had such a system, but for a developmental or genetic anomaly or historical accident.
- o “Male” shall mean an individual who naturally has, had, or will have the reproductive system that at some point produces, transports, and utilizes sperm for fertilization. It also includes individuals who would have had such a system, but for a developmental or genetic anomaly or historical accident.
- o Sex shall not be defined as or encompass sexual orientation and/or gender ideology.
- “Racial discrimination”: Ideologies, practices, initiatives, programs, or activities that inculcate belief in, implementation of, or adherence to efforts and policies that determine whether an individual, by virtue of the individual’s race, should be actively or passively discriminated against or receive adverse treatment.”
- “Gender identity ideology”: Ideologies, practices, theories, and initiatives that inculcate belief in, implementation of, or adherence to efforts and policies that affirm that an individual’s subjective sense of belonging to a particular sex does not necessarily match their biological sex, that gender is defined on the basis of societal roles, behaviors, stereotypes, and other attributes typically associated with that sex, and that gender operates on a fluid spectrum as opposed to the biological binary of male and female.”
- “Diversity, Equity, and Inclusion” (DEI): Diversity, Equity, and/or Inclusion ideology and practices, infrastructure, initiatives, programs, trainings, or activities that promote or otherwise inculcate belief in, implementation of, or adherence to discriminatory ideologies, gender identity ideologies, racial discrimination, racist ideologies, racial scapegoating, or revisionist history, or are expressly labeled as diversity, equity, and/or inclusion activities, but does not encompass initiatives, programs, or activities that seek to expand or diversify the applicant pool for agency employment or otherwise broaden agency recruitment, provided interviews, consideration, and selection from such recruits or applicant pool is made without reference to protected characteristics.
- “Discriminatory ideology”: Ideologies, practices, theories, and initiatives that inculcate belief in, implementation of, or adherence to efforts and policies that determine an individual’s moral character, workplace value, and societal worth by the individual’s race, color, ethnicity, national origin, religion, or biological sex.”
- “Racist ideology”: Ideologies, practices, initiatives, programs, or activities that inculcate belief in, implementation of, or adherence to efforts and policies that determine or insinuate that an



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individual, by virtue of the individual's race, is inherently racist or oppressive, whether consciously or unconsciously.”

- “Racial scapegoating”: Ideologies, practices, initiatives, programs, or activities that inculcate belief in, implementation of, or adherence to efforts and policies that determine or insinuate that an individual, because of the individual's race, bears responsibility for the actions committed by other members of the individual's race, color, ethnicity, or national origin; or determine or insinuate that an individual should feel discomfort, guilt, anguish, or any other form of psychological or emotional distress on account of the individual's race, color, ethnicity, or national origin.”
- “Revisionist history”: Ideologies, practices, initiatives, programs, or activities that inculcate belief in, implementation of, or adherence to efforts and policies that declare or insinuate that the United States is a fundamentally racist country, that the United States is uniquely culpable for the promulgation of slavery, that the true founding of the nation occurred prior to the signing of the Declaration of Independence, that the Declaration of Independence, the Constitution of the United States, or the Federalist Papers are fundamentally racist documents, or that the core identity of the United States is marked by discrimination.”

### Prohibit Discriminatory Practices from the Federal Government

Congress can codify into statute that any racial discrimination within the Federal Government is prohibited. To do so, Congress could amend the Civil Rights Act of 1964, and all subsequent amendments, to include a prohibition of DEI and DEI-like practices as unlawful discrimination. This would make it clear that ANY and ALL policy decisions based on race – regardless of the reason – are strictly prohibited. Congress could amend the Civil Rights Act of 1964 to include language such as:

- o It shall be unlawful for any federal agency, state, local government, institution of higher education, employer, or any other organization receiving federal funds to implement, practice, or enforce any Diversity, Equity, and Inclusion activities or practices, discriminatory ideology, gender identity ideology, racial discrimination, racist ideology, or racial scapegoating...
- Congress could eliminate all DEI Offices and Employee positions throughout the Federal Government.
- Congress could repeal and defund any and all DEI, DEI-like policies, and Gender Ideology policies and programs within the Federal workforce and ensure that similar policies using a different name are prohibited as well. Such practices that should be prohibited include:
  - o Diversity Programs: Diversity-focused recruitment or training programs that prioritize demographic characteristics over qualifications or performance.



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- o Equity Initiatives: Altering merit-based selection or promotion processes or introducing quotas or preferential treatment based on demographic characteristics.
  - o Inclusion Policies: Special accommodations or considerations for individuals based on race, gender, gender identity, or other protected characteristics beyond what is legally required for accessibility and nondiscrimination.
  - o Discriminatory Ideologies: Determining an individual's moral character, workplace value, and societal worth by the individual's race, color, ethnicity, national origin, religion, or biological sex.
  - o Gender Identity Ideologies: Affirmation that an individual's subjective sense of belonging to a particular sex does not necessarily match their biological sex, that gender is defined on the basis of societal roles, behaviors, stereotypes, and other attributes typically associated with that sex, and that gender operates on a fluid spectrum as opposed to the biological binary of male and female.
  - o Racial Discrimination: Determining whether an individual, by virtue of the individual's race, should be actively or passively discriminated against or receive adverse treatment.
  - o Racist Ideologies: Determining or insinuating that an individual, by virtue of the individual's race, is inherently racist or oppressive, whether consciously or unconsciously.
  - o Racial Scapegoating: Determining or insinuating that an individual, because of the individual's race, bears responsibility for the actions committed by other members of the individual's race, color, ethnicity, or national origin; or determine or insinuate that an individual should feel discomfort, guilt, anguish, or any other form of psychological or emotional distress on account of the individual's race, color, ethnicity, or national origin.
- Congress could prohibit DEI, DEI-like, and Gender Ideology programs from being used in Federal workforce training.
  - Congress could prohibit DEI, DEI-like policies, and Gender Ideology from being used as criteria in Federal contracting. In addition, Congress could pass legislation that prohibits Federal Contractors from having said policies or programs as well.
  - Congress could pass legislation that prohibits DEI, DEI-like policies, and Gender Ideology policies from being used as criteria in Federal grant making.

### PROHIBIT DISCRIMINATORY PRACTICES FROM FEDERAL LABOR LAWS

In addition to amending the Civil Rights of 1964 to clarify that DEI is prohibited, Congress could also



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prohibit DEI and Gender Ideology in Federal Labor Law.

- Congress could pass legislation that directs the Equal Employment Opportunity Commission (EEOC) to conduct a review of current employment practices to identify current usage of discriminatory practices, including DEI, and gender identity ideology by employers in the United States.
- Congress could establish an anonymous tip line for employees to report alleged violations of the use of prohibited DEI, DEI-like, and Gender Ideology practices by employers in the workplace.
- Congress could create a private cause of action for individuals who face discrimination in relation to DEI and/or Gender ideology practices.

## ELIMINATE DISCRIMINATORY PRACTICES AND GENDER IDEOLOGY FROM EDUCATION

Americans have been alerted to the persistent presence of DEI and radical Gender Ideology in K-12 and higher education systems. President Trump has taken executive actions to address this, but Congress could do more.

- Congress could completely eliminate Gender Ideology from the Department of Education and all of the agency's programs and policies through legislation, especially by clarifying that 'sex' only refers to the immutable biological status of only male or female - emphasizing that 'sex' does not refer to sexual orientation or gender identity.
- Congress could prohibit educational accreditation agencies from using DEI and Gender Ideology as criteria when accrediting an educational institution (school).
- Congress could prohibit the use of DEI and all other ideological statements from being used as a criterion for admission, hiring, promotion, or firing in higher education.

## SUGGESTIONS TO ELIMINATE RADICAL DISCRIMINATION FROM THE U.S. MILITARY

Congress could pass legislation that applies Title VI of the Civil Rights Act of 1964 to the Department of Defense and create a companion clause in the Uniform Code of Military Justice (UCMJ). This would prohibit the military from discriminating on the basis of race, sex, color, religion, and national origin in all military practices unless there is a demonstrable national security need for case-by-case exceptions.

## APPROPRIATIONS LANGUAGE

In addition to passing full legislation, Congress could also consider adding language to appropriations legislation that would prohibit the use of funds to implement radical discriminatory ideologies and practices. Examples include:



## Congress's Role in the Elimination of DEI and Other Radical Ideologies

### Prohibit DEI:

No funds authorized or appropriated by Federal law, and none of the funds in any trust fund to which funds are authorized or appropriated by Federal law, shall be expended to advocate or promote Diversity, Equity, and Inclusion ideology or practices.

### Prohibit Discriminatory Ideology:

No funds authorized or appropriated by Federal law, and none of the funds in any trust fund to which funds are authorized or appropriated by Federal law, shall be expended to advocate or promote efforts and policies that determine an individual's moral character, workplace value, or societal worth by the individual's race, color, ethnicity, national origin, religion, or biological sex.

### Prohibit Gender Identity Ideology:

No funds authorized or appropriated by Federal law, and none of the funds in any trust fund to which funds are authorized or appropriated by Federal law, shall be expended to advocate or promote efforts and policies that affirm that an individual's subjective sense of belonging to a particular sex does not necessarily match their biological sex, that gender is defined on the basis of societal roles, behaviors, stereotypes, and other attributes typically associated with that sex, or that gender operates on a fluid spectrum as opposed to the biological binary of male and female.

### Prohibit Racial Discrimination:

No funds authorized or appropriated by Federal law, and none of the funds in any trust fund to which funds are authorized or appropriated by Federal law, shall be expended to advocate or promote efforts and policies that determine whether an individual, by virtue of the individual's race, should be actively or passively discriminated against or receive adverse treatment.

### Prohibit Racist Ideology:

No funds authorized or appropriated by Federal law, and none of the funds in any trust fund to which funds are authorized or appropriated by Federal law, shall be expended to advocate or promote efforts and policies that determine or insinuate that an individual, by virtue of the individual's race, is inherently racist or oppressive, whether consciously or unconsciously.

### Prohibit Racial Scapegoating:

No funds authorized or appropriated by Federal law, and none of the funds in any trust fund to which funds are authorized or appropriated by Federal law, shall be expended to advocate or promote efforts and policies that determine or insinuate that an individual, because of the individual's race, bears responsibility for the actions committed by other members of the individual's race, color, ethnicity, or national origin; or



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determine or insinuate that an individual should feel discomfort, guilt, anguish, or any other form of psychological or emotional distress on account of the individual's race, color, ethnicity, or national origin.

Prohibit Revisionist History:

No funds authorized or appropriated by Federal law, and none of the funds in any trust fund to which funds are authorized or appropriated by Federal law, shall be expended to advocate or promote efforts and policies that declare or insinuate that the United States is a fundamentally racist country, that the United States is uniquely culpable for the promulgation of slavery, that the true founding of the nation occurred prior to the signing of the Declaration of Independence, that the Declaration of Independence, the Constitution of the United States, or the Federalist Papers are fundamentally racist documents, or that the core identity of the United States is marked by discrimination.

# Biden Equity Action Overview



BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	10	\$8,103,000,000
Weed	144	\$222,677,323,900
Audit	306	\$896,066,296,882
Total	460	\$1,118,751,723,782

On his first day in office, according to the Biden White House’s Equity and Racial Justice website, President Biden signed **Executive Order 13985**, Advancing Racial Equity and Support for Underserved Communities Through the Federal Government. “The President’s Order emphasized the enormous human costs of systemic racism, persistent poverty, and other disparities, and directed the Federal Government to advance an ambitious, whole-of-government equity agenda that matches the scale of the challenges we face as a country and the opportunities we have to build a more perfect union.”[1]

According to the executive order, “**the Federal Government should pursue a comprehensive approach to advancing equity for all**, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality ... Because advancing equity requires a systematic approach to embedding fairness in decision-making processes, executive departments and agencies must recognize and work to redress inequities in their policies and programs that serve as barriers to equal opportunity.”[2]

In February 2023, President Biden signed **Executive Order 14091**, directing all federal agencies to produce an annual “**equity action plan**” aimed at removing barriers to agency resources for “underserved communities.”

As a result, federal agencies updated their Equity Action Plans in 2023 “to address potential barriers that underserved communities may continue to face in accessing and benefitting from the agency’s policies, programs, and activities, including **procurement, contracting, and grant opportunities.**”

The plans included “**over 100 new commitments and strategies** that 23 of the largest federal agencies will undertake in 2024 and beyond, as well as new actions from smaller and independent agencies, to advance racial equity and support for underserved communities under the umbrella of eight whole-of-government equity objectives. These collective efforts are furthering the Biden-Harris Administration’s priority of building a more equitable nation.”[3]

[1] Advancing Equity and Racial Justice Through the Federal Government, White House website, Accessed Sept. 30, 2024

[2] Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, White House, Jan. 20, 2021

[3] Advancing Equity and Racial Justice Through the Federal Government, White House website, Accessed Sept. 30, 2024

# Biden Equity Action Overview



According to the White House’s Equity and Racial Justice website “President Biden is renewing the Federal Government’s commitment to making the American Dream real for all Americans across the nation by taking bold and ambitious steps to build a more equitable economy. To meet this mandate, agencies are advancing equity for workers and jobseekers who face barriers and discrimination, strengthening social safety net programs that provide economic security, and closing wealth gaps by supporting wealth building and growing opportunities for entrepreneurs and businesses across America’s supplier base, including those from historically disadvantaged and underserved communities.”[4]

The Biden White House highlighted hundreds of millions of dollars to be spent “to help secure high-quality jobs, prioritizing workers from underserved communities in urban and rural areas; restaurant revitalization to support over **72,000 restaurants owned by women and people of color**; nearly **\$100 million in grants to help minority** and other underserved entrepreneurs seeking capital to grow and scale their businesses; and **\$3.1 billion in funding to distressed USDA farm loan borrowers and \$2.2 billion in assistance to farmers who have experienced discrimination.**”

The administration “Released **\$260 million to eliminate administrative barriers** that disproportionately prevent workers of color from completing benefit applications, like accessing unemployment insurance. Invested **\$500 million in workforce training partnerships** across 31 states and Puerto Rico to help secure high-quality jobs that include good pay, benefits, and career mobility for an expected 50,000 Americans, prioritizing workers from underserved communities in urban and rural areas. [5]

In a Jan. 4, 2024, article, the Washington Examiner reported, “**More than \$16 million flowed last year from taxpayers to consulting firms and third parties for diversity training** in the federal government, spending records show ... **The individual awards ranged from under \$10,000 all the way up to, in one case, \$4.3 million.**”[6]

[4] Advancing Equity and Racial Justice Through the Federal Government, White House website, Accessed Sept. 30, 2024

[5] Advancing Equity and Racial Justice Through the Federal Government, White House website, Accessed Sept. 30, 2024

[6] Gabe Kaminsky, “Biden administration spent over \$16 million on diversity training in 2023,” Washington Examiner, Jan. 4, 2024



AGRICULTURE BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	21	\$13,381,033,000
Audit	25	\$6,801,777,000
Total	46	\$20,182,810,000

According to its Equity Action Plan, the U.S. Department of Agriculture said, “We must: (1) identify and root out systemic discrimination in USDA programs; (2) ensure equitable access to USDA programs and services for all communities, including by **removing barriers to access and working to repair past mistakes that have resulted in economic, social, and racial disparities**; and (3) promote nutrition security, a healthy environment, and the opportunity for a good life for every person, in every community in America.”[7]

According to Salon.com, in August 2024, “The Biden administration made a **historic \$2.2 billion payout to Black and other minority farmers** who faced loan discrimination from the US Department of Agriculture (USDA), marking a step towards reconciling a long history of Black-owned farmland.

“The payouts were made to over 23,000 farmers across the country are an ‘acknowledgement’ of the long and documented history by the USDA toward Black farmers, Biden said in a statement. **Most went to farmers in Mississippi and Alabama and ranged from \$10,000 to \$500,000.** [8]

The White House touted the payments to over **43,000** people as part of an effort to address inequity in farm loan programs, according to CNN. [9]

In 2021, the **American Rescue Plan** sent billions of dollars to disadvantaged farmers, which the Washington Post said would benefit “Black farmers in a way that some experts say no legislation has since the Civil Rights Act of 1964.”

“Of the **\$10.4 billion** in the American Rescue Plan that will support agriculture, approximately half would go to disadvantaged farmers, according to estimates from the Farm Bureau, an industry organization. About a quarter of disadvantaged farmers are Black. The money would provide debt relief as well as grants, training, education and other forms of assistance aimed at acquiring land.”[10]

The DOA announced that its **2023 Equity Action Plan** would pay out **\$262.5 million** to “provide training and support to more than 20,000 future food and agricultural leaders through 33 projects, led by 1890 land-grant institutions (**historically Black land-grant universities**), 1994 land-grant institutions (**tribal colleges and universities**), **Alaska native-serving institutions and native Hawaiian-serving institutions, Hispanic-serving institutions, and institutions of higher education located in the Insular Areas.**”[11]

[7] 2023 Equity Action Plan Summary: U.S. Department of Agriculture, White House, February 2024

[8] Marin Scotten, “After years of discrimination, US makes a historic \$2.2 billion payout to Black farmers,” Salon.com, Aug. 22, 2024

[9] Chandelis Duster and Janie Boschma, “Discrimination relief payments begin as some Black farmers ask courts to include heirs in program,” CNN, Aug. 1, 2024

[10] Laura Reiley, “Relief bill is most significant legislation for Black farmers since Civil Rights Act, experts say,” Washington Post, March 8, 2021

[11] 2023 Equity Action Plan Summary: U.S. Department of Agriculture, White House, February 2024



COMMERCE BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	1	\$853,000
Weed	7	\$349,414,330
Audit	7	\$52,061,700,000
Total	15	\$52,411,967,330

According to its Equity Action Plan, the U.S. Department of Commerce under President Biden said that it was “committed to institutionalizing equity across policy design, grant development, external outreach, and program implementation strategies. In short, inclusive growth is good economics. The United States will meet our full potential as a nation only when we harness the talents and strengths of communities in all parts of the country.”[12]



DEFENSE BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	7	\$0
Weed	16	\$21,466,186,000
Audit	10	\$11,867,579,000
Total	33	\$33,333,765,000

According to its Equity Action Plan, the U.S. Department of Defense said its **responsibility is “to lead in advocating equity**. Through its current equity efforts, the Department seeks to advance equity for military families and members of underserved communities and to rectify past harms for communities around military installations and bases.” [13]

“DoD has taken steps to implement President Joe Biden’s Executive Order Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, by conducting an **equity assessment** to identify potential barriers that underserved communities and individuals face when accessing the DoD. The Department’s action areas include **Procurement and Contracting, Military Installations and Bases, Military Family Equity Advancement, Equity Artificial Intelligence (AI) Research and Development and Underserved Community Investment**.” [14]

The DoD Strategic Management Plan for Fiscal Years 2022-2026 included “**Performance Goal 4.2.3 - “Inculcate DEIA Principles Across All DoD Efforts.**” The plan listed the many DEI-prto “institutionalize” DIE the department since 2009, including “the Military Leadership Diversity Commission (MLDC) Final Report (2011), the DoD Board on Diversity and Inclusion Final Report (2020), and the DEIA Risk Report (2023) ... during 2022-2023, the DoD 2040 Task Force conducted a **DEIA Document Analysis to recommend integration of DEIA elements into key DoD documents that directly inform how the Department perceives** the security environment, the future, and the organization’s roles and missions.” [15]

In fiscal 2023, the Pentagon received **\$86.5 million for DEI programs**, up from \$68 million in 2022. For fiscal 2024, the Pentagon increased its DEI program funding request further, to **\$114.7 million**. [16]

The DoD’s Equity Action Plan’s program for devising strategies to comply with President Biden’s raft of DEI executive orders included “**Integrate environmental/economic justice tools** into DoD planning tools for decision making, where applicable”; “**Advance gender diversity, equity, and inclusion** by removing barriers to the recruitment, development, retention, and advancement of women in DoD”; and “**Advance women’s participation in democracy, representation, and decision-making in peace and security processes**.”[17]

[13] 2023 Equity Action Plan Summary: U.S. Department of Defense, White House, February 2024

[14] Equity Action Plan 2023 Update, U.S. Department of Defense, February 2024

[15] DoD Strategic Management Plan for Fiscal Years 2022-2026, March 13, 2023

[16] Jim Fein and Mary Mobley commentary, “DEI Is Distracting Our Military from Its Primary Task,” Heritage Foundation, July 19, 2024

[17] Equity Action Plan 2023 Update, U.S. Department of Defense, February 2024



The DOD developed and executed the DoD Small Business Strategy and Implementation Plan, “highlighting the Department’s commitment to fostering a robust and equitable defense industrial base and discussing Department policies on working with small businesses.” In FY 2022, the DoD “procured more than \$2.5 billion of products and services from the AbilityOne Program, an increase of \$125 million from FY 2021 to employ approximately 35,000 individuals who are blind or have significant disabilities.” [18]

The DoD contracted with Akahi Ingensis Partners for as much as **\$2.5 million for Transgender Health Medical Evaluation Unit Services**. [19]

**Gen. Charles Q. Brown, Jr.**, the chairman of the Joint Chiefs of Staff, prioritized controversial diversity DEI initiatives when he was Air Force Chief of Staff. In a July 23, 2023, article, Fox News reported that General Brown “stressed his desire to push such objectives and include them in multiple facets of the Air Force’s operations ... According to a 2020 report by Air and Space Forces Magazine, **diversity ‘moved to the forefront of personnel decisions such as promotions and hiring’ under Brown’s supervision**, something he celebrated during a speaking engagement held that same year.”[20]

In 2021, the armed forces dedicated nearly **six million hours and about \$1 million** in additional expenses to training sessions focused on countering extremism and promoting diversity. Most of the expenses came when units stopped their activities to have a conversation about race, violent extremism and the importance of an apolitical military. “Most of that came during last February’s military ‘stand down,’ when **units at varying times of that month stopped their activities to have a conversation about race, violent extremism and the importance of an apolitical military ...**”[21]

[18] The White House Equity Action Plan Progress Report, February 2024

[19] Contract Summary, Akahi Ingensis Partners, USASpending.gov, Sept. 1, 2022

[20] Brandon Gillespie, “I hire for diversity’: Biden Joint Chiefs chairman nominee placed DEI at ‘forefront’ as Air Force leader,” Fox News, July 23, 2023

[21] John Donnelly, “GOP decries cost of Pentagon anti-extremism and diversity training,” Roll Call, Feb. 15, 2022



EDUCATION BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	4	\$69,951,000,000
Audit	16	\$65,581,650,500
Total	20	\$135,532,650,500

According to its Equity Action Plan, the U.S. Department of Education said, “We are answering President Biden’s call to prioritize equity across government by working intentionally to ensure our policies, grants, and programs **address longstanding disparities** in education still faced by underserved students, families, and communities ... Our ‘Raise the Bar: Lead the World’ agenda tackles these inequities head on with an emphasis on accelerating learning in our schools, **strengthening supports for students’ mental health and wellbeing, empowering educators and multilingual learners, and reimagining pathways to college and careers**. Together, we can build an education system that ensures all students have opportunities to discover their passion, find their purpose, and realize their potential.”[22]

In May 2024, President Biden told attendees at an NAACP event that his administration has invested \$16 billion in HBCUs, that he’s forgiven \$160 billion in student loan debt, and that the Department of Education has spent **\$50 million on teacher diversity**. [23]

[22] 2023 Equity Action Plan Summary: U.S. Department of Education, White House, February 2024

[23] “Biden speaks at NAACP event commemorating Brown v. Board anniversary,” Associated Press, May 17, 2024



DOE BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	10	\$18,242,868,000
Audit	16	\$3,854,070,000
Total	26	\$22,096,938,000

According to the Department of Energy’s 2023 Equity Action Plan Summary, “DOE prioritizes **equity and place-based** strategies in its investments to model a clean energy transition that will deliver real benefits to frontline communities, especially those **historically impacted by the legacy of pollution and environmental injustice**. To ensure that every community has a role in this energy transition, DOE must strive to eliminate barriers to access, transform programs and policies to open even broader pathways for **underrepresented groups** to access DOE resources, and create new programs to better serve communities.”[24]

On September 20, 2024, ProPublica reported that DOE had awarded the Confederated Tribes and Bands of the Yakama Nation “a **\$32 million grant** for a novel solar energy project in Washington state.” However, “Months after announcing the grant, the same department is making it nearly impossible for the tribal nation to access the money.”[25]

[24] 2023 Equity Action Plan Summary: U.S. Department of Energy, White House, February 2024

[25] Tony Schick, “The Department of Energy Promised This Tribal Nation a \$32 Million Solar Grant. It’s Nearly Impossible to Access,” ProPublica, Sept. 20, 2024



HHS BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	13	\$14,337,486,000
Audit	35	\$4,614,011,000
Total	48	\$18,951,497,000

In its 2023 Equity Action Plan, HHS said that in enhancing the health and well-being of all Americans, “we need to **acknowledge and incorporate equity** considerations into what we do so that we can influence social drivers and ensure that differential circumstances do not lead to differential outcomes. HHS’s vision is that all people, including **underserved populations**, have optimal opportunities for healthy and thriving lives with the support of HHS policies and approaches that are structurally designed and implemented to reach, facilitate, and advance health and well-being for all.”[26]

According to an Aug. 26, 2024, HHS press release, “The Biden-Harris Administration today continued its historic investment in health care coverage and the Affordable Care Act (ACA) by awarding a new round of **\$100 million to organizations vital to helping underserved communities, consumers, and small businesses find and enroll in quality, affordable health coverage** through HealthCare.gov, the Health Insurance Marketplace® ... The grants are part of a commitment of up to \$500 million over five years - the longest grant period and financial commitment to date, and a critical boost for recruiting trusted local organizations to better connect with **those who often face barriers** to obtaining health care coverage.”[27]

According to a June 14, 2024, press release, HHS announced through the Substance Abuse and Mental Health Services Administration (SAMHSA) “notices of funding opportunities aimed at **improving behavioral health for racial and ethnic minorities**, and other underserved populations, providing training and technical assistance to programs serving these populations, and integrating primary and behavioral health care.” The \$31.4 million was also intended to “address the consistent and disproportionate **impact of HIV on racial and ethnic minorities**.”[28]

[26] 2023 Equity Action Plan Summary: U.S. Department of Health and Human Services, White House, February 2024

[27] Press Release, “Biden-Harris Administration Awards \$100 Million to Navigators Who Will Help Millions of Americans - Especially in Underserved Communities - Sign Up for Health Coverage,” U.S. Department of Health and Human Services, Aug. 26, 2024

[28] Press Release, “Biden-Harris Administration Announces Another \$31.4 Million in Funding Opportunities for Priority Behavioral Health Needs, U.S. Department of Health and Human Services, June 14, 2024

# Department of Homeland Security

DHS BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	6	\$4,013,532,000
Audit	3	\$1,285,997,000
Total	9	\$5,299,529,000

According to the Department of Homeland Security’s 2023 Equity Action Plan Summary, DHS works to “advance equity throughout the Department.” DHS Secretary Alejandro Mayorkas spoke of the department’s “unwavering commitment to uphold the American values of advancing equity and safeguarding civil rights and civil liberties for all people, **especially members of underserved communities.**”[29]

On its website FEMA says, “**Underserved communities** experience differences in how prepared they are to respond to disasters, how well their homes have been adapted to mitigate against local hazards, and how quickly their communities are able to resume social and economic life after a major event. **FEMA must direct its resources to eliminate disparities in these outcomes.**” The site acknowledged though, that “this approach is not sufficient **to break the cycle of disasters, worsening societal inequities and exposing underserved communities to increased risk. There are systemic differences in society that access alone cannot fix.**”[30]

FEMA’s 2022-2026 strategic plan listed as goals “**to instill equity as a foundation of emergency management**, lead the whole of community in climate resilience, and promote and sustain a ready FEMA and prepared nation. These goals position FEMA to address the increasing range and complexity of disasters, **support the diversity of communities** we serve, and complement the nation’s growing expectations of the emergency management community.”[31]



[29] 2023 Equity Action Plan Summary: U.S. Department of Homeland Security, White House, February 2024

[30] Achieve Equitable Outcomes for Those We Serve, FEMA.gov website, Accessed Sept. 30, 2024

[31] FEMA 2022-2026 Strategic Plan, Accessed Sept. 30, 2024



HUD BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	12	\$37,624,000,000
Audit	16	\$640,812,576,582
Total	28	\$678,436,576,582

According to HUD’s 2023 Equity Action Plan Summary, its mission “is to create strong, sustainable, inclusive communities and quality affordable homes for all ... in ways that **advance racial equity, respect the great diversity in our nation, and begin to right historical wrongs.**” [32]

According to a May 16, 2024, HUD press release, “Vice President Kamala Harris and HUD Acting Secretary Adrienne Todman announced that the Biden-Harris Administration is awarding nearly **\$40 million to expand comprehensive housing counseling services** for homebuyers, homeowners, and renters ... that equip individuals and families with vital education and resources to inform decisions about their housing needs and opportunities.”[33]

[32] 2023 Equity Action Plan Summary: U.S. Department of Housing and Urban Development, White House, February 2024

[33] Press Release, “Biden-Harris Administration Awards Nearly \$40 Million to Expand Housing Counseling for Underserved Communities,” U.S. Department of Housing and Urban Development, May 16, 2024



# Department of the Interior

DOI BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	12	\$2,194,246,000
Audit	16	\$1,959,841,000
Total	28	\$4,154,087,000

According to the Department of the Interior’s 2023 Equity Action Plan Summary, “DOI’s workforce fulfills its mission to protect and manage the Nation’s natural resources and cultural heritage; provide scientific and other information about those resources; and honor its trust responsibilities or special commitments to **American Indians, Alaska Natives, affiliated Island Communities, and all citizens.** DOI **“pursues environmental justice, and respects our nation-to-nation relationship with Tribes.”** DOI is “embracing opportunities to promote equity in all actions through prioritizing the strengthening of interactions with the public in civil, equitable, and engaging ways that authentically demonstrate our **pledge to equity.** Likewise, DOI has taken a holistic approach ensuring **equity is embedded throughout policy and program development and delivery across the agency.**”<sup>[34]</sup>

[34] 2023 Equity Action Plan Summary: U.S. Department of the Interior, White House, February 2024



# Department of Justice

DOJ BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	1	\$300,000,000
Audit	8	\$5,927,098,000
Total	9	\$6,227,098,000

The DOJ’s 2023 Equity Action Plan Summary states that it “works to fulfill its mission to uphold the rule of law, to keep our country safe, and to protect civil rights. Embedded within that mission is a core principle of advancing equal justice under law.” [35]

According to a Sept. 28, 2022, press release from the U.S. Department of Justice, “The Department of Justice today announced that it will award almost **\$57 million to support criminal justice reform and advance racial equity in the criminal justice system.**” [36]

[35] 2023 Equity Action Plan Summary: U.S. Department of Justice, White House, February 2024

[36] Press Release, “Justice Department Will Award \$57 Million to Support Justice System Reforms and Racial Equity,” U.S. Department of Justice, Sept. 28, 2022



LABOR BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	6	\$539,824,000
Audit	27	\$7,942,849,000
Total	33	\$8,482,673,000

According to the Department of the Labor’s 2023 Equity Action Plan Summary, “Equal opportunity is the bedrock of American democracy, and our **diversity is one of our country’s greatest strengths**. However, for too many, the American Dream remains out of reach. **Entrenched disparities in our laws and public policies, and in our public and private institutions, have often denied that equal opportunity** to individuals and communities, leaving some workers more vulnerable to injury, discrimination, exploitation, or abuse. To continue to improve working conditions for all workers, DOL must **embed equity in a sustainable manner that recognizes the multiple and overlapping** identities held by workers and with input from the communities DOL serves.”[37]



STATE BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	1	\$7,250,000
Weed	0	\$0
Audit	29	\$19,186,863,000
Total	30	\$19,194,113,000

According to the Department of State’s 2023 Equity Action Plan Summary, “The Department is committed to **advancing equity for individuals who experience heightened or compounded discrimination, violence, and inequality from existing, emerging, and growing global challenges.** When the United States seeks to engage, inform, and **understand the perspectives of all community members and address systematic exclusion,** we will mitigate corruption, distrust, disinformation, economic migration, and authoritarianism.” [38]



# Department of Transportation

DOT BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	9	\$10,544,450,000
Audit	23	\$52,225,774,800
Total	32	\$62,770,224,800

According to the Department of Transportation’s 2023 Equity Action Plan Summary, “Transportation—and the economic opportunities that come with both building and using America’s transportation systems—**has not been equitably available to all in this country** ... Ensuring equity and accessibility for every member of the traveling public is one of the Department’s highest priorities.”[39]

In a Sept. 15, 2022, article, the Associated Press reported, “A long-delayed plan to dismantle Interstate 375, a 1-mile (1.6-kilometer) depressed freeway in Detroit that was built by demolishing Black neighborhoods 60 years ago, was a big winner of federal money Thursday, the first Biden administration grant awarded to tear down a racially divisive roadway. **The \$104.6 million is among \$1.5 billion in transportation grants handed out to 26 projects** nationwide thanks to increased funding from the 2021 bipartisan infrastructure law ... **Transportation Secretary Pete Buttigieg has said he would make racial justice a priority in his department’s funding awards**, pledging wide-ranging help to communities.” [40] MSNBC “The move is part of the Biden administration’s broader effort to remake America’s infrastructure to be more equitable, including addressing racist roads that were designed to facilitate white flight and deprive Black communities of housing and commercial opportunities.”[41] Buttigieg said “Under the Reconnecting Communities program, cities and states can now apply for the federal aid over five years to rectify harm caused by roadways that were built primarily through lower-income, Black communities after the 1950s creation of the interstate highway system.” [42]

In August 2024, the *Washington Free Beacon* reported, that, despite at least 134 incidents between 2021 and 2023 in which criminals shot at police during routine traffic stops, “**an equity commission convened by the Biden-Harris administration wants to spend \$20 million on a pilot program that would deploy unarmed cops to conduct traffic enforcement.** The “Obama-era body revived by Transportation Secretary Pete Buttigieg last year, said in a report released this month that cops don’t need to carry guns or tasers with them when out on the streets enforcing traffic laws. The commission, whose membership includes an activist who once said cars perpetuate ‘systemic racism,’ urged the federal government to spend \$20 million developing a pilot program to ‘test the use of non-lethal, perhaps non-police traffic enforcement.’”[43]

[39] 2023 Equity Action Plan Summary: U.S. Department of Transportation, White House, February 2024  
 [40] “Buttigieg awards big fed grant to dismantle racist Detroit highway,” Associated Press, Sept. 15, 2022  
 [41] Ja’han Jones, “Biden administration announces first major step to fight America’s racist roads,” MSNBC, Sept. 15, 2022  
 [42] Hope Yen, “Buttigieg launches \$1B pilot to build racial equity in roads,” Associated Press, June 30, 2022  
 [43] Andrew Kerr, “Biden-Harris Equity Commission Wants to Spend \$20 Million to Disarm Traffic Cops,” Washington Free Beacon, Aug. 26, 2024



# Department of Treasury

TREASURY BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	4	\$3,944,522,000
Audit	3	\$719,222,000
Total	7	\$4,663,744,000

According to the Department of the Treasury’s 2023 Equity Action Plan Summary, “Treasury must address the legacy of **structural racism, gender-based discrimination**, economic disadvantages facing rural communities, and **economic exclusion** that continue to keep some people, businesses, and communities from fully participating in and benefiting from our nation’s economic growth and prosperity. Treasury is working to unleash the economic potential of historically marginalized communities, leading to greater financial security across generations and more broadly shared prosperity for all.”[44]



# Department of Veterans Affairs

VA BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	3	\$3,018,200,000
Audit	6	\$11,590,462,000
Total	9	\$14,608,662,000

The Department of Veterans Affairs 2023 Equity Action Plan Summary states that **“To advance equity, VA will foster a diverse and inclusive culture** throughout the Department that advances equitable outcomes by providing all Veterans, their families, caregivers, and survivors with the world-class care, benefits, and memorial services they earned and deserve – no matter their age, race, ethnicity, sex, gender identity, religion, disability, sexual orientation, or geographic location.”[45]

[45] 2023 Equity Action Plan Summary: U.S. Department of Veterans Affairs, White House, February 2024



# Environmental Protection Agency

EPA BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	12	\$21,579,278,000
Audit	7	\$311,430,000
Total	19	\$21,890,708,000

According to the U.S. Environmental Protection Agency’s 2023 Equity Action Plan Summary, “EPA recognizes that fulfilling our mission—to protect human health and the environment—depends on the ability to serve and **lift up communities with environmental justice concerns that have long been overburdened by pollution.**”<sup>[46]</sup>

[46] 2023 Equity Action Plan Summary: U.S. Environmental Protection Agency, White House, February 2024



NASA BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	1	\$46,300,000
Audit	5	\$830,100,000
Total	6	\$876,400,000

NASA’s 2023 Equity Action Plan Summary states: “From hidden figures to today’s trailblazers, NASA embraces all who desire to participate in ongoing discovery and exploration. Equity is essential to **applying that principle today and is critical to achieving success in our missions of tomorrow**. When we enable individuals to inclusively participate and **intentionally reduce systemic barriers that hinder equity**, we provide space for all possible talent, skills, and ideas. As NASA looks ahead to new missions and making space for everyone, we are actively expanding our reach across all communities, including those who are **underserved**. To chart America’s course in space tomorrow, NASA will empower the whole of our Nation with opportunity here at home today.”[47]



USAID BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	1	\$29,500,000
Audit	33	\$4,569,893,000
Total	34	\$4,599,393,000

According to the U.S. Agency for International Development’s 2023 Equity Action Plan Summary, “USAID’s efforts to **embed and advance equity** are essential to fostering more **respectful, inclusive, and safe environments** across our workplaces and programming.”[48]

A March 29, 2023, press release from USAID, “announced the launch of its **Racial and Ethnic Equity Initiative**, with plans to provide **initial funding of \$2.6 million, subject to the availability of funds, to ensure development programming is fully inclusive of historically marginalized racial and ethnic communities and further incorporates equity into all USAID policy, programming and learning.**”[49]

[48] 2023 Equity Action Plan Summary: U.S. Agency for International Development, White House, February 2024

[49] Press Release, “Launch of the USAID Racial and Ethnic Equity Initiative,” U.S. Agency for International Development, March 29, 2023



SSA BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	1	\$0
Weed	0	\$0
Audit	6	\$25,426,000
Total	7	\$25,426,000

According to the U.S. Social Security Administration’s 2023 Equity Action Plan Summary, “The mission of the U.S. Social Security Administration (SSA) is to ensure **equity and accessibility** in delivering Social Security services by improving the customer experience and **addressing systemic barriers to participation in our programs**. SSA recognizes that **our administrative system may pose barriers to people who need our programs the most, including people living with disabilities, populations who have limited English proficiency (LEP)** ... SSA is committed to administering our programs in a way that promotes equity by eliminating barriers to participation in our programs, **reaching out to people who may be underserved**, and improving service delivery.”[50]



GSA BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	0	\$0
Audit	1	\$5,506,000
Total	1	\$5,506,000

According to the U.S. General Services Administration’s 2023 Equity Action Plan Summary, “The U.S. General Services Administration’s (GSA’s) overarching goal is delivering value through efficient, effective government for the American people. As we look to the future, **we’re codifying another element into that goal: equity** ... we’re committed to **making meaningful equity impacts**, recognizing that equitable approaches lead to better outcomes for everyone.”[51]



# National Science Foundation

NSF BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	6	\$1,110,030,000
Audit	7	\$3,388,920,000
Total	13	\$4,498,950,000

NSF’s 2023 Equity Action Plan Summary, “In continuing to advance the progress of science ... NSF will deliberately recruit, educate, train, and retain more scientists, engineers, and computer scientists to leverage the wide-ranging talent that society offers ... [including] **underrepresented populations and underserved communities** that remain the most prominent untapped Science, Technology, Engineering, and Mathematics (STEM) talent pools in the United States. Moreover, the Foundation will encourage all Americans’ full participation and deliberately strive to **eliminate systemic barriers to their success**. Through this approach, NSF will continue to advance strategies that integrate the missing millions of STEM talent, thus creating opportunities for **previously marginalized communities** to contribute to the scientific enterprise.”[52]



OPM BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	1	\$5,454,570
Audit	0	\$0
Total	1	\$5,454,570

According to the U.S. Office of Personnel Management’s 2023 Equity Action Plan Summary, “As the federal government’s strategic partner for human resources policy, the U.S. Office of Personnel Management (OPM) is committed to a whole-of-government approach to **advancing equity and supporting underserved communities**. Through efforts such as future of work hiring initiatives, recruitment of early career talent, and **identifying barriers to public service**, OPM continues to build a federal workforce that draws from the **full diversity of the American people.**”[53]



SBA BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	0	\$0
Audit	1	\$15,330,000
Total	1	\$15,330,000

The U.S. Small Business Administration’s 2023 Equity Action Plan Summary states that, “Through **investments in equity across SBA’s capital, contracting, counseling, innovation, and disaster recovery programs**, SBA will continue to ensure that entrepreneurs anywhere and everywhere—including **entrepreneurs from underserved communities and diverse backgrounds**—can access the funding, knowledge networks, mentors, and revenue growth opportunities they need to achieve their American Dream of business ownership.”[54]



EEO BUDGET SUMMARY		
	Programs	Estimated Budget
Cut	0	\$0
Weed	0	\$0
Audit	1	\$488,221,000
Total	1	\$488,221,000



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