

**UNITED STATES
COMMISSION ON CIVIL RIGHTS**



**REQUEST FOR CONGRESSIONAL APPROPRIATION
FOR FISCAL YEAR 2025**

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USCCR BUDGET REQUEST FOR SALARIES AND EXPENSES

Congressional Appropriation Request for FY 2025.....	\$14,850,000
Annualized Continuing Resolution for FY 2024	\$14,350,000
Congressional Appropriation for FY 2023.....	\$14,350,000

APPROPRIATION LANGUAGE

FEDERAL FUNDS

Salaries and Expenses

For necessary expenses of the Commission on Civil Rights, including hire of passenger motor vehicles, \$14,850,000 [\$14,350,000]: Provided, That none of the funds appropriated in this paragraph may be used to employ any individuals under Schedule C of subpart C of part 213 of title 5 of the Code of Federal Regulations exclusive of one special assistant for each Commissioner: Provided further, That none of the funds appropriated in this paragraph shall be used to reimburse Commissioners for more than 75 billable days, with the exception of the chairperson, who is permitted 125 billable days: Provided further, That the Chair may accept and use any gift or donation to carry out the work of the Commission: Provided further, That none of the funds appropriated in this paragraph shall be used for any activity or expense that is not explicitly authorized by section 3 of the Civil Rights Commission Act of 1983 (42 U.S.C. 1975a): Provided further, That notwithstanding the preceding proviso, \$2,000,000 [\$2,000,000] shall be used to separately fund the Commission on the Social Status of Black Men and Boys.

FY 2025 U.S. COMMISSION ON CIVIL RIGHTS BUDGET REQUEST

The U.S. Commission on Civil Rights budget request of \$14,850,000 will support both the Commission on Civil Rights (USCCR) and the Commission on the Social Status of Black Men and Boys (CSSBMB). The Commission on the Social Status of Black Men and Boys Act (Public Law 116-156) established CSSBMB within the U.S. Commission on Civil Rights Office of the Staff Director (Public Law 116-156).

FY 2025 U.S. COMMISSION ON CIVIL RIGHTS PROGRAM OBJECTIVES AND PRIORITIES

This request includes \$12.850 million appropriation to support our civil rights agenda of promoting equal opportunity without regard to color, race, religion, sex, age, disability, or national origin. The mission of the U.S. Commission on Civil Rights (USCCR) is to inform the development of

national civil rights policy and enhance enforcement of Federal civil rights laws. The Commission pursues this mission by investigating alleged deprivations of voting rights or allegations of discrimination based on race, color, religion, sex, age, disability, national origin, or in the administration of justice. The Commission also serves as a monitor of effective enforcement of civil rights laws by the Federal government. The Commission is committed to quality research that leads to findings and policy recommendations to inform the President, Congress, and the public on important civil rights issues.

Our strategic vision consists of three goals:

- The Commission will function as a monitor of effective federal enforcement of civil rights laws and inform national civil rights laws and policy. The Commission is aided in this endeavor by the work of its Advisory Committees.
- The Commission will serve as a national clearinghouse to inform and raise awareness on civil rights issues amongst the public.
- The Commission will continue to strengthen the Commission's financial and operational controls and advance the Commission's mission through management excellence, efficiency, and accountability.

A more detailed discussion of the Commission's Strategic Plan is in the FY 2022 - 2026 Strategic Goals and Objectives section in this document.

FY 2025 COMMISSION OF THE SOCIAL STATUS OF BLACK MEN AND BOYS PROGRAM OBJECTIVES AND PRIORITIES

This request includes \$2 million to staff and support the Commission on the Social Status of Black Men and Boys (CSSBMB). The Commission on the Social Status of Black Men and Boys studies and makes recommendations to address social problems affecting Black men and boys.

CSSBMB performs the following duties:

- Study, document, and report on the conditions affecting Black men and boys, including homicide rates, arrests homicide rates, arrest and incarceration rates, poverty, violence, fatherhood, mentorship, drug abuse, death rates, disparate income and wealth levels, school performance in all grade levels including postsecondary education and college, and health issues.
- Propose measures to alleviate and remedy the underlying causes of the conditions affecting Black men and boys which may include recommendations of changes to the law, recommendations for how to implement related policies, and recommendations for how to create, develop, or improve upon government programs.

- Accept suggestions or comments from members of Congress, governmental agencies, public and private organizations, and private citizens.

BUDGET SUMMARY

Our FY 2025 Appropriation Request is \$14.850 million which will support 56 full-time equivalent (FTE) positions. This request will provide \$12.850 million for the USCCR and \$2 million to the CSSBMB. It will support 48 FTE for the USCCR and 8 FTE for the CSSBMB.

REVIEW OF THE AGENCY’S FY 2025 FUNDING REQUEST

A. Budget Request by Object Class

The following table provides a summary of the Commission’s Budget Request:

Object Class and Title	FY 2025 Appropriation Request	FY 2024 Annualized Continuing Resolution	Difference
10 Personnel Compensation & Benefits	\$9,905,000	\$9,652,000	\$253,000
21 Travel & Transportation of Persons	\$250,000	\$200,000	\$50,000
23 Rent, Communications, and Utilities	\$1,626,000	\$1,691,000	(\$65,000)
24 Printing and Reproduction	\$110,000	\$102,000	\$8,000
25 Other Contractual Services	\$2,859,000	\$2,667,000	\$192,000
26 Supplies and Materials	\$30,000	\$38,000	(\$8,000)
31 Equipment	<u>\$70,000</u>	<u>\$0</u>	<u>\$70,000</u>
Total Appropriation	\$14,850,000	\$14,350,000	\$500,000

B. Description of Budget Increases and Decreases

The following is a description of the budget increases and decreases from the Commission’s FY 2024 Annualized Continuing Resolution.

Increases to Maintain Current Services:

Personnel Compensation and Benefits - \$253,000/ 0 FTE

This increase will cover the expected pay raise in FY 2025 and the annualization of the FY 2024 pay raise.

Program Increases

Travel – \$50,000

The increase is due to additional travel to support our Advisory Committees and National Programs.

Printing – \$8,000

This increase will pay for the costs associated with Federal Register notices of meetings and graphic design for our reports.

Other Contractual Services – \$192,000

The increase is primarily due to additional information technology and interagency agreement costs.

Equipment – \$70,000

The Commission plans to replace information technology equipment that is at the end of its useful life.

Program Decreases

Rent, Communications, and Utilities – (\$65,000)

This reduction is due to decrease rent costs associated with the closing of the Los Angeles Regional Office.

Supplies – (\$8,000)

The decrease is due lower supply costs.

C. Budget Request by Organization

The Commission’s FY 2025 budget request supports several major organizational components. The following table provides a summary of the Commission’s budget request by these components:

	FY 2025 Appropriation Request	Percent Of Request	FY 2024 Annualized Continuing Resolution	Percent Of Request	Difference
National Program Offices	\$1,749,000	11.8%	\$1,576,000	11.0%	\$173,000
Regional Program Offices	\$2,622,000	17.7%	\$2,824,000	19.7%	(\$202,000)
Commissioners and Commissioner Assistants	\$2,105,000	14.2%	\$1,965,000	13.7%	\$140,000
Office of Staff Director	\$754,000	5.1%	\$683,000	4.8%	\$71,000
Robert S. Rankin Civil Rights Library	\$240,000	1.6%	\$250,000	1.7%	(\$10,000)
Operations & Administrative	\$5,380,000	36.2%	\$5,052,000	35.2%	\$328,000
CSSBMB	<u>\$2,000,000</u>	13.5%	<u>\$2,000,000</u>	13.9%	<u>\$0</u>
Total Appropriation	\$14,850,000	100%	\$14,350,000	100%	\$500,000

The National Program Offices consist of the Office of General Counsel (OGC) and the Office of Civil Rights Evaluation (OCRE). The Office of the General Counsel provides legal expertise and advice to support the Commission’s mission and ensures the legal integrity of our written products. The Office of Civil Rights Evaluation provides subject matter and analytical expertise required to monitor, evaluate, and report on the civil rights enforcement effort of the Federal Government. Their combined budget is 1,749,000 and supports 8 FTE. The National Program Offices’ budget is 11.8 percent of the Commission’s total budget request.

The Regional Program Offices provide critical support to the 51 State Advisory Committees (SACs) required by our statute. In addition, the Commission supports Advisory Committees in the U.S. Territories - Puerto Rico, the U.S. Virgin Islands, Guam, American Samoa, and the Northern Marianas Islands. The Regional Program Offices’ combined budget in FY 2025 is \$2,622,000 and supports 14 FTE. The Regional Program Office’s budget is 17.7 percent of the Commission’s total budget request.

The Commissioners and Commissioner Assistants’ request covers the salary, benefits, and travel for Commissioners and their Assistants. The FY 2025 Commissioners and Commissioner Assistants’ budget is \$2,105,000 and supports 10 FTE. The Commission and Assistants’ budget is 14.2 percent of the Commission’s total budget request.

The Office of Staff Director’s request covers the salary, benefits, and travel for Staff Director and their staff. The FY 2025 Office of Staff Director budget is \$754,000 and supports 5 FTE. The Office of Staff Director’s budget is 5.1 percent of the Commission’s total budget request.

The Library is an information source for Commission staff, government agencies, private organizations, and individuals. The Library request includes Westlaw access for Commission staff and the cost of storing and mailing Commission reports. The FY 2025 budget request for the Library is \$240,000. The Library's budget is 1.6 percent of the Commission's total budget request.

The Operations and Administrative budget request covers of rent, communications, information technology, human resources, financial management, and other functions necessary to maintain a federal agency's operations. The FY 2025 budget request for the Operations and Administrative budget is \$5,380,000 and supports 11 FTE. Thus, the Operations and Administrative budget is 36.2 percent of the Commission's total budget request.

The Commission on the Social Status of Black Men and Boys (CSSBMB) budget request covers salary, benefits, and other costs to support their mission. The funding will allow the CSSBMB to hold meetings, conduct field visits to relevant sites such as prisons, issue recommendations on social problems affecting Black men and boys. The FY 2025 budget request for CSSBMB is \$2 million and supports 8 FTE. The CSSBMB budget is 13.5 percent of the total budget request.

FY 2023 PERFORMANCE HIGHLIGHTS

This section highlights the Commission's FY 2023 program accomplishments and activities.

A. Public Briefings

The Federal Response to Anti-Asian Racism in the United States

On March 24, 2023, the Commission held an in-person public briefing on the federal government's response to anti-Asian racism in the United States. The Commission's investigation seeks to examine the federal government's role in documenting, prosecuting, and preventing hate crimes against persons of Asian descent during the COVID-19 pandemic. The investigation will also include background and historical perspectives of Asian immigration in the U.S.; anti-Asian immigration laws and changes to immigration laws for persons of Asian descent; and misperceptions and stereotypes of Asian immigrants and Asian Americans. At this public briefing, Commissioners heard from subject matter experts such as government officials, academics, policy experts, law enforcement professionals, advocates, and impacted persons.

Video of the briefing, including the expert panels and open comment period, along with written statements submitted to the Commission from invited experts and members of the public, can be viewed on our website here:

<https://www.usccr.gov/meetings/2023/03-24-federal-response-anti-asian-racism-united-states>

B. Commission Reports

The Commission issued the following report to inform Commission stakeholders on policy recommendations:

Contemporary Civil Rights Challenges – A View from the State Advisory Committee

This report, collected before the establishment of four of five territorial advisory committees, details the Commission’s survey of SAC members, capturing data on which civil rights issues SAC members believe should be prioritized. Pursuant to 42 U.S.C. § 1975a(d), the Commission maintains 56 independent State Advisory Committees (SACs), with one in each state, the District of Columbia, and the five territories –Puerto Rico, the U.S. Virgin Islands, Guam, the Northern Mariana Islands and American Samoa –and comprised of appointed expert members who advise and assist the Commission with investigations at the state, local, and territory level.

Some of the key conclusions in the report include that, of the eight areas of civil rights that fall within the Commission’s jurisdiction, 24.4 percent of the survey respondents rank race/color as currently the area of highest importance, followed by 23 percent who rank the administration of justice as highest, and 16.4 percent who rank education as the highest importance. High priority civil rights topics included voting rights as the lead priority, with 29 percent of respondents indicating it as the current topic with the highest importance, followed by freedom of expression, criminal justice, and civil rights violations and enforcement.

The report is available at the following website: <https://www.usccr.gov/files/2022-11/advisory-committee-report-final-11.17.22.pdf>

The Federal Response to Anti-Asian Racism in the United States

Since the start of the COVID-19 pandemic, there has been a troubling number of incidents stemming from anti-Asian animus, many rising to the criminal level which has caused substantial concerns surrounding hate crimes and discrimination against persons of Asian descent in the United States. As a result, this report marks the second time the Commission has examined the rise of anti-Asian racism and discrimination in its 65-year history.

In May 2021, the Commission urged the Administration to address anti-Asian racism and xenophobia, emphasizing that scapegoating Asian communities is not a new phenomenon. These harmful stereotypes have persisted since the 19th Century, when Asian immigrants were unjustly labeled the “Yellow Peril.” Media, medical journals, and government officials propagated the false ideas that Asians were “dirty, diseased, sinister, sexually depraved, invasive, and perpetually foreign.” These stereotypes have also fueled violence against Asian communities, such as the 1980s “Dotbusters” attacks on South Asians in New Jersey and the post-9/11 hate crimes in New York City, which marked one of the FBI’s highest reported hate crime numbers since 1992.

In October 2022, as a response to increased reports of anti-Asian hate crime and bias-motivated incidents, the Commission voted to investigate the federal government's role in combating these incidents. This report examines three main areas: 1) national trends and data regarding the rise of hate incidents and hate crimes against members of Asian communities; 2) local and state law enforcement's prevention and reporting practices regarding hate crimes; and 3) federal efforts and policies that encourage greater participation in reporting hate crime incidents, as well as prosecution and enforcement efforts to prevent hate crimes.

The report emphasizes the importance of not only acknowledging the issue but also taking concrete actions to protect the rights and well-being of Asian Americans and Pacific Islanders across the nation. This report is bolstered by this Commission's specific findings and recommendations (agreed upon by a bi-partisan majority), that will accompany the report for the first time since 2019.

The report is available at the following website: https://www.usccr.gov/files/2023-09/fy-2023-se-report_0.pdf

C. State Advisory Committees Reports, Memoranda, and Statements

Civil Asset Forfeiture and its Impact on Communities of Color in Georgia

The Georgia Advisory Committee to the U.S. Commission on Civil Rights issued a report regarding civil asset forfeiture and its impact on communities of color in Georgia. The contents of this report are primarily based on testimony the Committee heard during public meetings held via videoconference on March 10, May 10, August 2, and August 4, 2021. The Committee also includes related testimony submitted in writing during the relevant period of public comment. This report begins with a brief background of the issues to be considered by the Committee. It then presents primary findings as they emerged from this testimony, as well as recommendations for addressing areas of civil rights concerns. This report is intended to focus on civil rights concerns regarding state and federal civil asset forfeiture and its disproportionate impact on communities of color. Specifically, the Committee sought to examine the extent to which civil asset forfeiture practices in Georgia may have a disproportionate and discriminatory impact on the basis of race, color, or national origin.

The report, memorandum or statement is available at the following website: https://www.usccr.gov/files/2022-11/2022_civil-asset-forfeiture-in-ga_report.pdf

Interim Memorandum on Access to Voting in Tennessee

The Tennessee Advisory Committee to the U.S. Commission on Civil Rights issued a memorandum on access to voting. The Committee voted to examine whether certain voting laws, policies, or practices in Tennessee inappropriately restrict the exercise of voting or create

unjustifiable barriers to voting, causing a disparate impact on people within one or more protected classes. The Committee called upon a variety of stakeholders and prioritizes diverse perspectives. The Committee did not hear testimony on the constitutional requirements of state or federal voting practices. The presentations made by panelists in testimony to the Committee warrant further investigation by the Committee in its deliberative process. The Committee’s memorandum offers preliminary observations and recommendations to provide context for assessing the impact of voting procedures and to better ensure access to the ballot for all Tennesseans.

The report, memorandum or statement is available at the following website:
https://www.usccr.gov/files/2022-11/interim-memorandum-on-access-to-voting-in-tennessee_0.pdf

Seizing Property: Civil Asset Forfeiture in South Carolina

The South Carolina Advisory Committee to the U.S. Commission on Civil Rights issued a report on civil asset forfeiture in South Carolina as part of its responsibility to study and report on civil rights issues in the state. Civil asset forfeiture is a practice that allows law enforcement agencies to seize money or property—including bank accounts, real estate, and other personal property—if the person is suspected of being involved in criminal activity. Such seizures often take place regardless of whether the owner of the property has been convicted of—or is ever even charged with—committing a crime. In South Carolina civil asset forfeiture has few procedural safeguards or meaningful limitations to protect the due process rights of the state’s residents. Because civil asset forfeiture necessarily includes seizures of personal property, affords citizens reduced procedural protections compared with criminal proceedings, and disproportionately impacts people of color, the Committee recommends that protective measures be put in place to ensure equal, equitable, and fair administration of justice.

The report, memorandum or statement is available at the following website:
<https://www.usccr.gov/files/2022-11/sc-sac-asset-forfeiture-report.pdf>

Examining Equal Access to Post-Secondary Education in Illinois

The Illinois Advisory Committee to the U.S. Commission on Civil Rights issued a report regarding access to post-secondary education. The focus of the Committee’s inquiry was to examine which factors impact access to post-secondary education, and which protected communities are most affected in Illinois. Additionally, the Committee sought to consider the efficacy of current accountability and compliance structures; the role such measures may play in ensuring equal protection of the laws; and work to identify “gaps” or continued areas of concern where additional accountability structures or protections may be warranted. The contents of this report are primarily based on testimony the Committee heard during public meetings held via videoconference on February 22, 2022; March 22, 2022; and May 31, 2022. The Committee also includes related testimony submitted in writing during the relevant period of public comment. This report begins with a brief background of the issues to be considered by the Committee. It then presents primary

findings as they emerged from this testimony, as well as recommendations for addressing areas of civil rights concerns. This report is intended to focus on civil rights concerns regarding access to post-secondary education. Specifically, the Committee sought to examine barriers to access and to determine if current federal civil rights protections are sufficient to ensure access to post-secondary education.

The report, memorandum or statement is available at the following website:

<https://www.usccr.gov/files/2022-12/illinois-advisory-committee-report.pdf>

Civil Rights Implications of Policing

The Minnesota Advisory Committee to the U.S. Commission on Civil Rights issued a report detailing civil rights concerns associated with police practices in Minnesota. There will be no end to disparate policing, and the accompanying resentment in the community, until sufficient data can be collected to better inform both policymakers and the people who elect them. Disparate policing is abusive on many levels, affecting the individuals involved, reopening unhealed wounds left by historical injustices, and reminding entire communities that their lives do not matter. The Committee found that the lack of political will at all levels of government to enforce the limits on police conduct is the major impediment to meaningful change that would address the Constitutional violations identified in this report. The committee made numerous recommendations including the need for comprehensive use-of-force training and training in de-escalation techniques.

The report, memorandum or statement is available at the following website:

<https://www.usccr.gov/files/2022-12/mn-policing-report-11.2022.pdf>

IDEA Compliance and Implementation in Arkansas

The Arkansas Advisory Committee to the U.S. Commission on Civil Rights issued a report regarding Individuals with Disabilities Education Act (IDEA) Compliance and Implementation in Arkansas Schools. The contents of this report are primarily based on testimony the Committee heard during public meetings held via videoconference on June 4, 2021, August 6, 2021, November 5, 2021, December 10, 2021, and March 4, 2022. The Committee also includes related testimony submitted in writing during the relevant period of public comment. This report begins with a brief background of the issues to be considered by the Committee. It then presents primary findings as they emerged from this testimony, as well as recommendations for addressing areas of civil rights concerns. This report is intended to focus on civil rights concerns regarding IDEA Compliance and Implementation in Arkansas Schools. Specifically, the Committee sought to examine the extent to which the provision of services to students with disabilities in Arkansas has resulted in disparities in both access and effectiveness based on race, color, sex, national origin, or religion.

The report, memorandum or statement is available at the following website:
https://www.usccr.gov/files/2023-01/2023_idea-compliance-and-implementation-in-ar.pdf

Examining Employment Discrimination and Administrative Closures

The Iowa Advisory Committee to the U.S. Commission on Civil Rights issued a report regarding employment discrimination and administrative closure of discrimination complaints. The contents of this report are primarily based on testimony the Committee heard during public meetings held via videoconference on April 1, 2022; May 13, 2022; and June 6, 2022. The Committee also includes related testimony and other supplemental information submitted in writing during the relevant period of public comment. This report begins with a brief background of the issues to be considered by the Committee. It then presents primary findings as they emerged from this testimony, as well as recommendations for addressing areas of civil-rights concerns. This report is intended to focus on civil-rights concerns regarding administrative closures, fair practices, and due process. Specifically, the Committee sought to consider the impact of the Iowa Civil Rights Commission's screening process in developing an accurate record from which an impartial decision can be made; if its screening process comports with traditional notions of due process, such as the right to view, respond and question adverse evidence; and potential improvements for consideration.

The report, memorandum or statement is available at the following website:
<https://www.usccr.gov/files/2023-02/iowa-report-on-examining-employment-discrimination-and-administrative-closures.pdf>

The Civil Rights Implications of Algorithms in Connecticut

The Connecticut Advisory Committee to the U.S. Commission on Civil Rights issued a memorandum on the civil rights implications of algorithms used by the state of Connecticut. The Committee held an in-person briefing at the Legislative Office Building in Hartford and convened three virtual briefings. The presentations focused on defining algorithms; how algorithms may create or perpetuate discrimination; the current use of algorithms by government agencies; and regulatory approaches to address bias and discrimination. Based on the testimony the Committee heard and additional research conducted, the Committee is concerned that algorithms and the use of computers for decision making may limit individuals' opportunities such as for employment or credit; prevent access to critical resources or services such as housing; reflect and reproduce existing inequities in highly policed neighborhoods; and/or embed new harmful bias and discrimination through inaccurate language translation for example. The preliminary recommendations call for transparency and accountability in the use of algorithms and suggest guardrails to help ensure this technology does not negatively affect the public, and in particular does not have a negative disparate impact on people with lower income and people of color.

The report, memorandum or statement is available at the following website:
<https://www.usccr.gov/files/2023-02/ct-sac-memo-on-algorithms.pdf>

Indigent Legal Services for Criminal Defendants in Maine

The Maine Advisory Committee to the U.S. Commission on Civil Rights issued a memorandum examining whether Maine's lack of a robust public criminal defender system impacts the civil rights of indigent criminal defendants. The Committee received testimony on three occasions in 2022, from impacted individuals, advocates, academics, and government officials familiar with Maine's system for providing public defense. Recent articles highlight that the Maine Legislature is currently receiving proposals to fund Maine's system of indigent legal service provision at levels far below what the Committee heard would be necessary for Maine to provide effective legal counsel and meaningful defense against prosecution. Based on the evidence we received, we initially conclude that Governor Mills' 2023 budget proposal is far below the funding levels necessary for effective legal counsel and meaningful defense. The Committee recommends that Maine's Legislature provide funding at the minimum level recommended by the Maine Commission on Indigent Legal Services to ensure enough provision for effective legal services.

The report, memorandum or statement is available at the following website:
<https://www.usccr.gov/files/2023-04/interim-memo-me-sac-3.28.23.pdf>

The Civil Rights Implications of Algorithms

The Connecticut Advisory Committee to the U.S. Commission on Civil Rights issued a report on the civil rights implications in the use of algorithms. The Committee previously issued an interim memorandum on the issue. The Committee held an in-person briefing at the Legislative Office Building in Hartford and convened three virtual briefings. The presentations focused on defining algorithms; how algorithms may create or perpetuate discrimination; the current use of algorithms by government agencies; and regulatory approaches to address bias and discrimination. Based on the testimony the Committee heard and additional research conducted, the Committee is concerned that algorithms and the use of computers for decision making may limit individuals' opportunities such as for employment or credit; prevent access to critical resources or services such as housing; reflect and reproduce existing inequities in highly policed neighborhoods; and/or embed new harmful bias and discrimination through inaccurate language translation for example. The report provides the Committee's findings and recommendations directed at the state legislature and state agencies.

The report, memorandum or statement is available at the following website:
<https://www.usccr.gov/files/2023-04/ct-sac-algorithm-report.pdf>

Mental Healthcare in the Texas Juvenile Justice System

The Texas Advisory Committee to the U.S. Commission on Civil Rights issued a report on mental health care in the Texas Juvenile Justice Department. In recent years, allegations of civil rights violations, state and federal investigations, and reports of abuse and mistreatment have plagued

the Texas Juvenile Justice Department. In response, the Committee determined to examine the mental health care provided in these facilities and other potential civil rights issues. The Committee heard expert testimony from individuals, organizations, and professionals with specific knowledge of and experience with the conditions and challenges. Given the in-custody death of an individual who contributed to the Committee's research and given that the Committee had concluded the fact-finding period of its inquiry, the Committee felt compelled to release an expedited, but abbreviated, report of its findings. The report provides findings and recommendations to address systemic inadequacies in mental health care in the Texas Juvenile Justice System.

The report, memorandum or statement is available at the following website:

<https://www.usccr.gov/files/2023-05/texas-interim-report-mental-healthcare-in-tjjd-.pdf>

Police Oversight and Accountability in Virginia

The Virginia Advisory Committee to the U.S. Commission on Civil Rights issued a report on police oversight and accountability measures in Virginia. The contents of this report are primarily based on testimony the Committee heard during a series of eight public meetings held via videoconference between July of 2021 and May of 2022. The Committee also includes related testimony submitted in writing during the relevant period of public comment. This report begins with a brief background of the issues to be considered by the Committee. It then presents primary findings as they emerged from this testimony, as well as recommendations for addressing areas of civil-rights concerns. This report is intended to focus on civil-rights concerns regarding police oversight and accountability in the Commonwealth. Specifically, the Committee sought to examine the role current accountability structures have in ensuring equal protection of the laws and in the administration of justice, and the impact they may have on any disparities in police contact and use of force based on race, color, sex, disability, and national origin.

The report, memorandum or statement is available at the following website:

https://www.usccr.gov/files/2023-07/police-accountability-va-sac-report-2023_with-concurrence.pdf

Voting Rights and Access in South Dakota

The South Dakota Advisory Committee to the U.S. Commission on Civil Rights issued a report on voting rights and access in South Dakota for South Dakota's Tribal, disability, and New American immigrant communities. The contents of this report are primarily based on testimony the Committee heard during public meetings held via videoconference on July 27, 2022; September 12, 2022; September 26, 2022; October 17, 2022; and November 14, 2022. The Committee also includes related testimony submitted in writing during the relevant period of public comment. This report begins with a brief background of the issues to be considered by the Committee. It then presents primary findings as they emerged from this testimony, as well as recommendations for addressing areas of civil-rights concerns. This report is intended to focus on voting rights and access in South Dakota. Specifically, the Committee sought to examine whether

certain voting laws, policies, or practices in South Dakota restrict the exercise of voting or create barriers to voting without justification causing a disparate impact on individuals on the basis of race, color, national origin, or disability for South Dakota’s Tribal, disability, and New American immigrant communities.

The report, memorandum or statement is available at the following website:

<https://www.usccr.gov/reports/2023/voting-rights-and-access-south-dakota>

Affirmatively Furthering Fair Housing: An Analysis of Fair Housing Access & Zoning Practices in Pennsylvania

The Pennsylvania Advisory Committee to the U.S. Commission on Civil Rights issued a report regarding fair housing and zoning practices in Pennsylvania. The contents of this report are primarily based on testimony the Committee heard during public meetings held via videoconference between March and November 2022. The Committee also includes related testimony submitted in writing during the relevant period of public comment. This report begins with a brief background of the issues to be considered by the Committee. It then presents primary findings as they emerged from this testimony, as well as recommendations for addressing areas of civil-rights concerns. This report is intended to focus on civil-rights concerns regarding fair housing in Pennsylvania. Specifically, the Committee sought to examine the impact of zoning laws, municipal nuisance and crime-free housing ordinances, and related fair housing concerns on disparities based on race, color, disability status, national origin, age, religion, sex and/or familial status.

The report, memorandum or statement is available at the following website:

https://www.usccr.gov/files/2023-07/pa_advisory_committee_report-fair-housing.pdf

Civil Rights and Equity of Legal Financial Obligations in North Carolina

The North Carolina Advisory Committee to the U.S. Commission on Civil Rights issued a report regarding Civil Rights and Equity of Legal Financial Obligations. The contents of this report are primarily based on testimony the Committee heard during public meetings held via videoconference in 2020 and 2022. The Committee also includes related testimony submitted in writing during the relevant period of public comment. This report begins with a brief background of the issues to be considered by the Committee. It then presents primary findings as they emerged from this testimony, as well as recommendations for addressing areas of civil-rights concerns. This report is intended to focus on civil-rights concerns specifically regarding post-conviction legal financial obligations.

The report, memorandum or statement is available at the following website:

<https://www.usccr.gov/files/2023-08/nc-lfo-report.pdf>

Report on Voting Rights in Florida Following Recent Amendments to the Election Code

The Florida Advisory Committee to the U.S. Commission on Civil Rights issued a report regarding recent changes to Florida’s election code and related civil rights impacts. The contents of this report are primarily based on testimony the Committee heard during public meetings held via videoconference on March 28, April 29, and September 14, 2022. The Committee also includes related testimony submitted in writing during the relevant period of public comment. This report begins with a brief background of the issues to be considered by the Committee. It then presents primary findings as they emerged from this testimony, as well as recommendations for addressing areas of civil-rights concerns. This report is intended to focus on civil-rights concerns regarding state voting procedures and recent related statutory changes. Specifically, the Committee sought to examine the extent to which recent changes to the state election code may have a disproportionate and/or discriminatory impact on voting rights based on race, color, or national origin.

The report, memorandum or statement is available at the following website:
https://www.usccr.gov/files/2023-09/fl-voting-rights-update-report_2023.pdf

FY 2022-2026 STRATEGIC GOALS AND OBJECTIVES

Throughout our history, the Commission has worked towards fulfilling our Congressional mandate to serve as an independent, bipartisan, fact-finding federal agency charged with making recommendations on civil rights issues that affect our nation. The Commission solicited the views of Commissioners, staff members, Congress, and stakeholders to identify areas of strength and weakness within the Commission and its activities. The Commission used this input to facilitate the development of our strategic goals.

Strategic Goal A:

The Commission will function as a monitor of effective federal enforcement of civil rights laws and inform national civil rights laws and policy. Advisory Committees aid the Commission in this endeavor.

Objective	Strategies	Performance Measures	Examples of Performance Targets
The Commission will assess the national state of important civil rights issues.	The Commission will determine civil rights issues of national significance on which to conduct informative briefings and/or hearings.	The Commission will develop proposals and investigative plans to conduct investigations into civil rights issues of national significance.	Two new projects
		The Commission will hold at least two briefings and/or hearings each year.	Two briefings and/or hearings

Objective	Strategies	Performance Measures	Examples of Performance Targets
	The Commission will keep the Advisory Committees engaged with the Commission's investigative projects.	The Commission will keep Advisory Committees apprised of investigative priorities so that they can determine whether there is any beneficial overlap or alignment in their agenda setting.	Headquarters issued report will include Advisory Committee's reports we their topics align.
		The Staff Director or Chair will attend (telephonically or in-person) Advisory Committee briefings or meetings to maintain the connection between the Commission and Advisory Committees.	Two briefing or meetings
The Commission will publish reports, letters, and statements on important civil rights issues, following investigation and as informed by research, and distribute them to the President, Congress, and the American people.	The Commission will continuously monitor the state of civil rights and issues of national significance and use its expertise to report its policy recommendations.	The Commission will issue reports, including its annual statutory enforcement report, to inform its stakeholders of policy recommendations.	Two reports.
		The Commission will issue statements and letters on current civil rights events or issues of concern.	Five statements and/or letters.

Objective	Strategies	Performance Measures	Examples of Performance Targets
<p>The Commission’s Advisory Committees as a group will hold briefings and meetings on civil rights concerns in their jurisdiction and issue publications on their concerns, providing recommendation for action on those issues.</p>	<p>The Commission will maintain all 56 Advisory Committees.</p>	<p>The Commission will promptly appoint members to each Advisory Committee after expiration.</p>	<p>90% currently appointed Advisory Committees</p>
	<p>The Commission’s Advisory Committees will assess the state of civil rights, or a particular civil rights issue, in their jurisdiction.</p>	<p>Advisory Committees will develop proposals and investigative plans to conduct investigations into civil rights issues of significance in their jurisdiction.</p>	<p>Ten meetings</p>
		<p>Advisory Committees will hold briefings, public forums, or another mechanism.</p>	<p>Five fact-finding events</p>
		<p>Advisory Committees will publish reports, statements, memoranda, or other publications to provide policy recommendations to the Commission.</p>	<p>Five publications</p>

Strategic Goal B:

The Commission will serve as a national clearinghouse to inform and raise awareness on civil rights issues amongst the public.

Objective	Strategies	Performance Measures	Examples of Performance Targets
The Commission will keep the public apprised of historic and current civil rights issues.	The Commission will routinely post to social media to keep the public informed on civil rights historical events	Increased engagement with the Commission’s social media accounts as seen through analytic tracking	Increase in social media activity.
The Commission will keep the public and individual Advisory Committees apprised of both the Commission and Advisory Committees,’ investigations, fact-finding activities, reports, and other publications.	Use press outreach, social media, and newsletters to reach more individuals, improve participation at events, and increase awareness of Commission and Advisory Committees activities.	The Commission will regularly publicize Commission and Advisory Committee investigations, fact-finding activities, reports, and other publications.	Monthly newsletter, press releases, social media posts.
	Increase access to Commission briefings, hearings, and business meetings	The Commission will use technology, including live streaming, phone lines, and social media, to provide immediate public access to its meetings, briefings, publications, and other activities.	Two live streamed events
Elevate the public profile of the Commission as a national authority on civil rights issues	Expand the opportunities for the Chair or other designated spokesperson to speak directly to the public on civil rights issues	Ensure that the Chair or other designated spokesperson speaks directly to the public about civil rights	Two speaking engagements with national reach

Strategic Goal C:

The Commission will continue to strengthen the Commission’s financial and operational controls and advance the Commission’s mission through management excellence, efficiency, and accountability.

Objective	Strategies	Performance Measures	Examples of Performance Targets
The Commission will strengthen its human resources, financial, budget, and performance policy, procedures, and reports.	Align the Commission’s budget submissions with the Agency’s strategic plan and annual performance plan.	Compliance with OMB Circular A-11.	Budget is compliant with OMB Circular A-11
	Monitor and report on the Commission’s progress in achieving its annual performance plan goals and objectives.	Submit a Performance and Accountability Report (PAR) that adheres to all relevant guidance.	PAR adheres to relevant guidance.
	Ensure the agency has a highly skilled and flexible workforce to carry out its mission.	Implementation of Commission’s Recruitment and Hiring Plan. and Office of Personnel Management’s program, strategies, and initiatives.	Implement the Commission’s and OPM’s hiring initiatives.

Objective	Strategies	Performance Measures	Examples of Performance Targets
	Conduct and analyze Employee Satisfaction surveys and develop specific strategies to address issues.	Results of the Employee Satisfaction surveys	Increase response rate positively in one or more categories.
The Commission will strengthen its information technology infrastructure and security.	Comply with federal information security requirements	Conduct an annual FISMA Audit	FISMA Audit
	Leverage information technology to enhance the productivity and efficiency of the workforce.	Compliance with OMB Cloud Computing initiatives.	Compliance with Cloud Computer Initiatives
	Establish a modern and scalable network infrastructure.	Compliance with OMB memo M-21-07, "Completing the Transition to Internet Protocol Version 6 (IPv6)	No later than FY2023, all new networked Federal information systems will be IPv6-enabled at the time of deployment, and USCCR's intent is to phase out the use of IPv4 for all systems by FY2025 to the extent possible and practical.

DRAFT ANNUAL PERFORMANCE PLAN

Strategic Goal A - The Commission will function as a monitor of effective federal enforcement of civil rights laws and inform national civil rights laws and policy. Advisory Committees aid the Commission in this endeavor.

Objective	Strategy	Performance Measures	FY 2024 Performance Targets	FY 2025 Performance Targets
The Commission will assess the national state of important civil rights issues.	The Commission will determine civil rights issues of national significance on which to conduct informative briefings and/or hearings.	The Commission will develop proposals and investigative plans to conduct investigations into civil rights issues of national significance.	Two new projects	Two new projects
The Commission will assess the national state of important civil rights issues.	The Commission will determine civil rights issues of national significance on which to conduct informative briefings and/or hearings.	The Commission will hold at least two briefings and/or hearings each year.	Two briefings and/or hearings	Two briefings and/or hearings
The Commission will assess the national state of important civil rights issues.	The Commission will keep the Advisory Committees engaged with the Commission’s investigative projects.	The Commission will keep Advisory Committees apprised of investigative priorities so that they can determine whether there is any beneficial overlap or alignment in their agenda setting.	Headquarters issued report will include Advisory Committee’s reports we their topics align.	Headquarters issued report will include Advisory Committee’s reports we their topics align.

Strategic Goal A - The Commission will function as a monitor of effective federal enforcement of civil rights laws and inform national civil rights laws and policy. Advisory Committees aid the Commission in this endeavor.

Objective	Strategy	Performance Measures	FY 2024 Performance Targets	FY 2025 Performance Targets
The Commission will assess the national state of important civil rights issues.	The Commission will keep the Advisory Committees engaged with the Commission’s investigative projects.	The Staff Director or Chair will attend (telephonically or in-person) Advisory Committee briefings or meetings to maintain the connection between the Commission and Advisory Committees.	Two briefing or meetings	Two briefing or meetings
The Commission will publish reports, letters, and statements on important civil rights issues, following investigation and as informed by research, and distribute them to the President, Congress, and the American people.	The Commission will continuously monitor the state of civil rights and issues of national significance and use its expertise to report its policy recommendations.	The Commission will issue reports, including its annual statutory enforcement report, to inform its stakeholders of policy recommendations.	Two reports.	Two reports.

Strategic Goal A - The Commission will function as a monitor of effective federal enforcement of civil rights laws and inform national civil rights laws and policy. Advisory Committees aid the Commission in this endeavor.

Objective	Strategy	Performance Measures	FY 2024 Performance Targets	FY 2025 Performance Targets
The Commission will publish reports, letters, and statements on important civil rights issues, following investigation and as informed by research, and distribute them to the President, Congress, and the American people.	The Commission will continuously monitor the state of civil rights and issues of national significance and use its expertise to report its policy recommendations.	The Commission will issue statements and letters on current civil rights events or issues of concern.	Five statements and/or letters.	Five statements and/or letters.
The Commission's Advisory Committees as a group will hold briefings and meetings on civil rights concerns in their jurisdiction and issue publications on their concerns, providing recommendation for action on those issues.	The Commission will maintain all 56 Advisory Committees.	The Commission will promptly appoint members to each Advisory Committee after expiration.	90% currently appointed Advisory Committees	90% currently appointed Advisory Committees

Strategic Goal A - The Commission will function as a monitor of effective federal enforcement of civil rights laws and inform national civil rights laws and policy. Advisory Committees aid the Commission in this endeavor.

Objective	Strategy	Performance Measures	FY 2024 Performance Targets	FY 2025 Performance Targets
The Commission’s Advisory Committees as a group will hold briefings and meetings on civil rights concerns in their jurisdiction and issue publications on their concerns, providing recommendation for action on those issues.	The Commission’s Advisory Committees will assess the state of civil rights, or a particular civil rights issue, in their jurisdiction.	Advisory Committees will develop proposals and investigative plans to conduct investigations into civil rights issues of significance in their jurisdiction.	Ten meetings	Ten meetings
The Commission’s Advisory Committees as a group will hold briefings and meetings on civil rights concerns in their jurisdiction and issue publications on their concerns, providing recommendation for action on those issues.	The Commission’s Advisory Committees will assess the state of civil rights, or a particular civil rights issue, in their jurisdiction.	Advisory Committees will hold briefings, public forums, or another mechanism.	Five fact-finding events	Five fact-finding events

Strategic Goal A - The Commission will function as a monitor of effective federal enforcement of civil rights laws and inform national civil rights laws and policy. Advisory Committees aid the Commission in this endeavor.

Objective	Strategy	Performance Measures	FY 2024 Performance Targets	FY 2025 Performance Targets
The Commission’s Advisory Committees as a group will hold briefings and meetings on civil rights concerns in their jurisdiction and issue publications on their concerns, providing recommendation for action on those issues.	The Commission’s Advisory Committees will assess the state of civil rights, or a particular civil rights issue, in their jurisdiction.	Advisory Committees will publish reports, statements, memoranda, or other publications to provide policy recommendations to the Commission.	Five publications	Five publications

Strategic Goal B - The Commission will serve as a national clearinghouse to inform and raise awareness on civil rights issues amongst the public.

Objective	Strategy	Performance Measures	FY 2024 Performance Targets	FY 2025 Performance Targets
The Commission will keep the public apprised of historic and current civil rights issues.	The Commission will routinely post to social media to keep the public informed on civil rights historical events	Increased engagement with the Commission’s social media accounts as seen through analytic tracking	Increase in social media activity.	Increase in social media activity.
The Commission will keep the public and individual Advisory Committees apprised of both the Commission and Advisory Committees,’ investigations, fact-finding activities, reports, and other publications.	Use press outreach, social media, and newsletters to reach more individuals, improve participation at events, and increase awareness of Commission and Advisory Committees activities.	The Commission will regularly publicize Commission and Advisory Committee investigations, fact-finding activities, reports, and other publications.	Monthly newsletter, press releases, social media posts.	Monthly newsletter, press releases, social media posts.
The Commission will keep the public and individual Advisory Committees apprised of both the Commission and Advisory Committees,’ investigations, fact-finding activities, reports, and other publications.	Increase access to Commission briefings, hearings, and business meetings	The Commission will use technology, including live streaming, phone lines, and social media, to provide immediate public access to its meetings, briefings, publications, and other activities.	Two live streamed events	Two live streamed events

Strategic Goal B - The Commission will serve as a national clearinghouse to inform and raise awareness on civil rights issues amongst the public.

Objective	Strategy	Performance Measures	FY 2024 Performance Targets	FY 2025 Performance Targets
Elevate the public profile of the Commission as a national authority on civil rights issues	Expand the opportunities for the Chair or other designated spokesperson to speak directly to the public on civil rights issues	Ensure that the Chair or other designated spokesperson speaks directly to the public about civil rights	Two speaking engagements with national reach	Two speaking engagements with national reach

Strategic Goal C - The Commission will continue to strengthen the Commission’s financial and operational controls and advance the Commission’s mission through management excellence, efficiency, and accountability.

Objective	Strategy	Performance Measures	FY 2024 Performance Targets	FY 2025 Performance Targets
The Commission will strengthen its human resources, financial, budget, and performance policy, procedures, and reports.	Align the Commission’s budget submissions with the Agency’s strategic plan and annual performance plan.	Compliance with OMB Circular A-11.	Budget is compliant with OMB Circular A-11	Budget is compliant with OMB Circular A-11
The Commission will strengthen its human resources, financial, budget, and performance policy, procedures, and reports.	Monitor and report on the Commission’s progress in achieving its annual performance plan goals and objectives.	Submit a Performance and Accountability Report (PAR) that adheres to all relevant guidance.	PAR adheres to relevant guidance.	PAR adheres to relevant guidance.
The Commission will strengthen its human resources, financial, budget, and performance policy, procedures, and reports.	Ensure the agency has a highly skilled and flexible workforce to carry out its mission.	Implementation of Commission’s Recruitment and Hiring Plan. and Office of Personnel Management’s program, strategies, and initiatives.	Implement the Commission’s and OPM’s hiring initiatives.	Implement the Commission’s and OPM’s hiring initiatives.

Strategic Goal C - The Commission will continue to strengthen the Commission’s financial and operational controls and advance the Commission’s mission through management excellence, efficiency, and accountability.

Objective	Strategy	Performance Measures	FY 2024 Performance Targets	FY 2025 Performance Targets
The Commission will strengthen its human resources, financial, budget, and performance policy, procedures, and reports.	Conduct and analyze Employee Satisfaction surveys and develop specific strategies to address issues.	Results of the Employee Satisfaction surveys	Increase response rate positively in one or more categories.	Increase response rate positively in one or more categories.
The Commission will strengthen its information technology infrastructure and security.	Comply with federal information security requirements	Conduct an annual FISMA Audit	FISMA Audit	FISMA Audit
The Commission will strengthen its information technology infrastructure and security.	Leverage information technology to enhance the productivity and efficiency of the workforce.	Compliance with OMB Cloud Computing initiatives.	Compliance with Cloud Computer Initiatives	Compliance with Cloud Computer Initiatives

Strategic Goal C - The Commission will continue to strengthen the Commission’s financial and operational controls and advance the Commission’s mission through management excellence, efficiency, and accountability.

Objective	Strategy	Performance Measures	FY 2024 Performance Targets	FY 2025 Performance Targets
The Commission will strengthen its information technology infrastructure and security.	Establish a modern and scalable network infrastructure.	Compliance with OMB memo M-21-07, "Completing the Transition to Internet Protocol Version 6 (IPv6)	All new networked Federal information systems will be IPv6-enabled at the time of deployment, and USCCR will begin phasing out the use of IPv4.	All new networked Federal information systems will be IPv6-enabled at the time of deployment, and USCCR will begin phasing out the use of IPv4.