

**UNITED STATES  
COMMISSION ON CIVIL RIGHTS**



**REQUEST FOR CONGRESSIONAL APPROPRIATION  
FOR FISCAL YEAR 2023**

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**USCCR BUDGET REQUEST FOR SALARIES AND EXPENSES**

Congressional Appropriation Request for FY 2023.....	\$13,850,000
Annualized Continuing Resolution for FY 2022 .....	\$12,500,000
Congressional Appropriation for FY 2021.....	\$12,500,000

**APPROPRIATION LANGUAGE**

FEDERAL FUNDS

Salaries and Expenses

*For necessary expenses of the Commission on Civil Rights, including hire of passenger motor vehicles, \$13,850,000 [\$12,500,000]: 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, \$1,500,000 [\$500,000] shall be used to separately fund the Commission on the Social Status of Black Men and Boys.*

Note - A full-year 2022 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Act, 2022 (Division A of P.L. 117-43, as amended). The amounts included for 2022 reflect the annualized level provided by the continuing resolution.

**FY 2023 U.S. COMMISSION ON CIVIL RIGHTS PROGRAM OBJECTIVES AND PRIORITIES**

This request includes \$12.35 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 2023 COMMISSION OF THE SOCIAL STATUS OF BLACK MEN AND BOYS PROGRAM OBJECTIVES AND PRIORITIES**

This request includes \$1.5 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 Act (Public Law 116-156) established a Commission to study and make recommendations to address social problems affecting black men and boys, and for other purposes. Congress established the CSSBMB within the U.S. Commission on Civil Rights Office of the Staff Director (OSD). The OSD provides staff and administrative support to the CSSBMB.

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 2023 Appropriation Request is \$13.85 million which will support 60 full-time equivalent (FTE) positions. This request will provide \$12.35 million for the USCCR and \$1.5 million to the CSSBMB. It will support 54 FTE for the USCCR and 6 FTE for the CSSBMB.

**REVIEW OF THE AGENCY’S FY 2023 FUNDING REQUEST**

**A. Budget Request by Object Class**

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

<b>Object Class and Title</b>	<b>FY 2023 Appropriation Request</b>	<b>FY 2022 CR Annualized</b>	<b>Difference</b>
10 Personnel Compensation & Benefits	\$9,523,000	\$8,177,000	\$1,346,000
21 Travel & Transportation of Persons	\$480,000	\$245,000	\$235,000
23 Rent, Communications, and Utilities	\$836,000	\$1,399,000	(\$563,000)
24 Printing and Reproduction	\$121,000	\$90,000	\$31,000
25 Other Contractual Services	\$2,649,000	\$2,497,000	\$152,000
26 Supplies and Materials	\$31,000	\$30,000	\$1,000
31 Equipment	\$210,000	\$62,000	\$148,000
<b>Total Appropriation</b>	<b>\$13,850,000</b>	<b>\$12,500,000</b>	<b>\$1,350,000</b>

**B. Description of Budget Increases and Decreases**

The following is a description of the budget increases and decreases from the Commission’s FY 2022 Annualized Continuing Resolution.

**Increases to Maintain Current Services:**

Personnel Compensation and Benefits - \$335,000/ 0 FTE

This increase is for the expected pay raise in FY 2023 and annualization of the FY 2022 pay raise.

## **Program Increases**

### Personnel Compensation and Benefits - \$1,011,000/ 7 FTE

This increase will support 4 additional FTE for CSSBMB and 3 FTE for the Commission. The additional staffing for CSSBMB will allow the organization to study and make recommendations to address social problems affecting black men and boys. The additional staffing for the Commission will provide subject matter and analytical expertise required to prepare evaluations of civil rights issues. The Commission will use intern hiring to support and strengthen its talent pipeline and recruitment of individuals from underserved communities.

### Travel (USCCR) – \$235,000

This increase will provide an additional \$115,000 for USCCR travel allowing the Commission to resume travel for meetings, briefings, and other events. The Commission will be able to conduct in-person meetings, briefings, and a field briefing. Advisory Committees can resume in-person fact-finding events and support the new Territory Advisory Committees. CSSBMB travel will increase by \$120,000 for holding in-person meetings and engaging in fact-finding trips.

### Printing – \$31,000

This increase will provide for graphic design for USCCR reports.

### Other Contractual Services – \$152,000

This increase is due to maintenance of information technology, cybersecurity requirements, and other contractual service.

### Supplies – \$1,000

This increase is for supplies.

### Equipment – \$148,000

This increase is for information technology purchases such as replacement of servers.

## **Program Decreases**

### Rent, Communications, and Utilities – (\$563,000)

The reduction is primarily due to a temporary rent credit for our national office due to a lease agreement.

### C. Budget Request by Organization

The Commission’s FY 2023 budget request supports several major organizational components. The following table provides a summary of the Commission’s budget request by these components:

	<b>FY 2023 Appropriation Request</b>	<b>Percent Of Request</b>	<b>FY 2022 CR Annualized</b>	<b>Percent Of Request</b>	<b>Difference</b>
National Program Offices	\$2,260,000	16.3%	\$1,761,000	14.1%	\$499,000
Regional Program Offices	\$2,835,000	20.5%	\$2,732,000	21.9%	\$103,000
Commissioners and Commissioner Assistants	\$2,043,000	14.8%	\$1,937,000	15.5%	\$106,000
Office of Staff Director	\$644,000	4.6%	\$593,000	4.7%	\$51,000
Robert S. Rankin Civil Rights Library	\$170,000	1.2%	\$188,000	1.5%	(\$18,000)
Operations & Administrative	\$4,398,000	31.8%	\$4,789,000	38.3%	(\$391,000)
CSSBMB	<u>\$1,500,000</u>	10.8%	<u>\$500,000</u>	4.0%	<u>\$1,000,000</u>
<b>Total Appropriation</b>	<b>\$13,850,000</b>	<b>100%</b>	<b>\$12,500,000</b>	<b>100%</b>	<b>\$1,350,000</b>

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 \$2,260,000 and supports 13 FTE. The National Program Offices’ budget is 16.3 percent of the Commission’s total budget in FY 2023.

The Regional Program Offices provide critical support to the 51 State Advisory Committees (SACs) required by our statute. In additions, 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 2023 is \$2,835,000 and supports 15 FTE. The Regional Program Office’s budget is 20.5 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 2023 Commissioners and Commissioner Assistants’ budget is \$2,043,000 and supports 10 FTE. The Commission and Assistants’ budget is 14.8 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 2023 Office of Staff Director budget is \$644,000 and supports 5 FTE. The Office of Staff Director's budget is 4.6 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 2023 budget request for the Library is \$170,000. The Library's budget is 1.2 percent of the Commission's total budget request.

The Operations and Administrative budget request consists of rent, communications, information technology, human resources, financial management, and other functions necessary to maintain a federal agency's operations. The FY 2023 budget request for the Operations and Administrative budget is \$4,398,000 and supports 11 FTE. Thus, the Operations and Administrative budget is 31.8 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, 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 2023 budget request for CSSBMB is \$1.5 million and supports 6 FTE. The CSSBMB budget is 10.8 percent of the total budget request.

## **FY 2021 PERFORMANCE HIGHLIGHTS**

This section highlights the Commission's FY 2021 program accomplishments and activities.

### **A. Public Briefings**

#### ***Racial Disparities in Maternal Health***

On November 13, 2020, the Commission held a virtual public briefing to examine the federal role in addressing racial disparities in maternal health outcomes, including negative pregnancy-related health outcomes and pregnancy-related deaths of women in the United States. The Commission analyzed current data regarding pregnancy-related and pregnancy-associated deaths, including data collected by the Centers for Disease Control and Prevention, the National Institute of Minority Health and Health Disparities, and the Department of Health and Human Services' State Partnership Initiative to Address Health Disparities. In addition, the Commission heard from subject matter experts such as government officials, academics, healthcare providers, 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: [Racial Disparities in Maternal Health | U.S. Commission on Civil Rights \(usccr.gov\)](https://www.usccr.gov/2021/02/26/racial-disparities-in-maternal-health)

### ***The Civil Rights Implications of Cash Bail***

On February 26, 2021, the Commission held a virtual public briefing to examine the state of bail and pretrial detention practices, including the involvement of the private bail industry, various mechanisms for reform, and the potential regulatory role of the federal government. The Commission evaluated how cash bail impacts the fair administration of justice and whether it operates in a manner that denies equal protection of the law to individuals on the basis of race or another protected class. At this public briefing, Commissioners heard from subject matter experts such as government officials, academics, 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: [The Civil Rights Implications of Cash Bail | U.S. Commission on Civil Rights \(usccr.gov\)](https://www.usccr.gov/2021/02/26/the-civil-rights-implications-of-cash-bail)

### ***Civil Rights and Protections in the Federal Response to Hurricanes Maria and Harvey***

On June 25, 2021, the Commission held a virtual public briefing to examine the civil rights implications of the federal response and impact of Hurricanes María in Puerto Rico and Harvey in Texas. The Commission’s investigation evaluated compliance efforts with the Stafford Disaster Relief and Emergency Assistance Act (Stafford Act) and other civil rights obligations in response to natural disasters. The investigative focus was on the challenges faced by FEMA in providing aid, the lessons learned, and how the federal government is developing best practices to address compliance with civil rights commitments when it comes to natural disaster response. At this public briefing, the Commissioners heard from subject matter experts such as government officials, volunteer organizations, non-governmental advocates, and academics.

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: [Civil Rights and Protections in the Federal Response to Hurricanes Maria and Harvey | U.S. Commission on Civil Rights \(usccr.gov\)](https://www.usccr.gov/2021/06/25/civil-rights-and-protections-in-the-federal-response-to-hurricanes-maria-and-harvey)

## **B. Commission Reports**

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

## ***Racial Disparities in Maternal Health***

The report evaluates the federal government's role in addressing racial disparities in maternal health. In order to inform our report, the Commission held a virtual briefing in November 2020. The Commission heard from panelists that included government officials, service providers, and women with lived experience, including pregnancy and in some cases direct experience with discrimination in healthcare. The Commission also received written testimony from the panelists and comments from members of the public during an open public comment period in the month following the briefing. The Commission conducted independent research, examining studies by experts in the field and reviewed data about disparities in maternal health outcomes. Finally, the Commission assessed three states as case studies in how federal-state partnerships and state-level programs can address disparities in maternal health outcomes and improve access to, and quality of maternal healthcare.

Taken together, the information the Commission reviewed underscores the many contributing factors to racial disparities in maternal health and outcomes. These disparities have become more severe over the last thirty years, with the rates of Black maternal mortality increasing since with 1990s. Social determinants of health, access and quality of healthcare, and bias all play a significant role in outcomes. Crucially, even controlling for wealth and education levels does not eliminate the disparity in outcomes. As attention of these disparities increases, so does the focus on the stark statistical disparities by decisionmakers and the public. Currently, data show that the large majority of maternal deaths are preventable, increasing the urgency for reliable, consistent statistical data. There are several proposed responses to these disparities which our report explores.

Testimony received by the Commission shows the federal government can play an influential role in reducing racial disparities in maternal health outcomes. Improving access to quality maternity care for women is critical, including preconception and inter-conception care to manage chronic illness and optimize health; prenatal care; delivery care; and postpartum care for 12 months post-delivery, all of which is necessary for improving pregnancy-outcomes. This includes efforts to expand medical insurance coverage to allow women access to medical care throughout the stages of pregnancy and beyond by protecting the Affordable Care Act, by Medicaid expansion, and by the extension of Medicaid coverage for women 12 months postpartum. At the federal level, the Chair notes, efforts can be made to improve hospital quality, particularly for women of color if maternal health disparities are to be eliminated. Improvements in safety culture are linked with improved maternal health outcomes. One recommendation for improving safety in maternal healthcare is to implement standardized care practices across hospitals and health systems and to standardize data collection systems.

The report is available at the following website: <https://www.usccr.gov/files/2021/09-15-Racial-Disparities-in-Maternal-Health.pdf>

## **C. State Advisory Committees Reports, Memoranda, and Statements**

### **Advisory Memorandum of the Colorado Advisory Committee on Maternal Mortality and Fetal / Infant Mortality**

On February 5, 2020, and May 22, 2020, the Colorado Advisory Committee to the U.S. Commission on Civil Rights (SAC) held two mini-briefings on maternal mortality and fetal and infant mortality. This Advisory Memorandum summarizes the information the Committee learned at the briefings. In February, the Committee sought to learn about the current prevalence of maternal mortality in Colorado, the structure of Colorado's planned response through the Maternal Mortality Prevention Program and Review Committee and the effectiveness of current tracking and reporting mechanisms. In May, the Committee sought to learn about the current prevalence of fetal and infant mortality in Colorado, the effectiveness of current tracking and reporting mechanisms, and possible best practices and methods of combatting fetal and infant mortality in Colorado.

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

[2020-10-05-CO-Advisory-Memorandum-Maternal-Mortality-and-Fetal-Infant-Mortality.pdf](https://www.usccr.gov/2020-10-05-CO-Advisory-Memorandum-Maternal-Mortality-and-Fetal-Infant-Mortality.pdf)  
([usccr.gov](https://www.usccr.gov))

### **Voting Rights and Voter Disenfranchisement in Florida**

On March 19, 2019, July 23, 2019, February 27, 2020, and March 24, 2020, the Florida Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on voting rights in the Florida focusing on voting access and the rejection of ballots with particular emphasis on disparate impact on protected classes under the Voting Rights Act. This Advisory Memorandum results from a review of testimony provided at these meetings, combined with written testimony submitted during this timeframe. It begins with a brief background of the issues to be considered by the Committee. It then identifies primary findings as they emerged from this testimony. Finally, it makes recommendations for addressing related civil rights concerns. This memorandum focuses on the right of all eligible U.S. Citizens to participate in free and fair elections, to vote, and to have their vote counted.

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

[Voting Rights and Voter Disenfranchisement in Florida \(2020\)](#)

### **Nevada Advisory Committee to the U.S. Commission on Civil Rights Statement on Voting Access During the COVID-19 Pandemic**

On September 9, 2019, the Nevada Advisory Committee to the U.S. Commission on Civil Rights issued a statement applauding the state of Nevada for its emergency order on elections, Assembly Bill that ensures protections for Nevadans to vote safely at the November 3, 2020, election. Under the emergency order, every active registered voter will automatically receive a mail-in ballot and

a postage-paid envelope, effectively removing the requirement to request an absentee ballot to vote from home. In addition, the state will allow same-day voter registration at any vote center until Election Day. For voters who would like to vote in person, there will be the same number of in-person vote centers with voting machines as in a regular election.

The report, memorandum or statement is available at the following website:  
[2020-10-21-Nevada-Advisory-Committee-Statement-on-Voting-Rights.pdf \(usccr.gov\)](#)

### **Voting Rights in Michigan in the Context of the COVID-19 Pandemic**

On September 21, 2020, the Michigan Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard initial testimony regarding pandemic-related challenges to preparations for the 2020 general election during a web conference on September 21, 2020. This memorandum is based on the testimony heard during the Committee's initial public meeting in September. Informed by the initial testimony the Committee offers preliminary thoughts on concerns and recommendations. In particular, the Committee is concerned about several risks increased by the combination of what is likely to be a high-turnout election, the pandemic, and the rule changes caused by Michigan's Proposal 3.

The report, memorandum or statement is available at the following website:  
[November 10, 2020 - Voting Rights in Michigan in the Context of the COVID-19 Pandemic \(2020\)](#)

### **Environmental Injustice: Lead Poisoning in Indiana**

On April 30, 2019, May 23, 2019, February 27, 2020, and May 28, 2020, the Indiana Advisory Committee to the U.S. Commission on Civil Rights (SAC) held virtual briefings on the discriminatory impact of past practices and current policies that negatively impact the health and economic outcomes of Indiana's children of color. The report begins with a brief background of the issues considered by the Committee. It then presents an overview of the testimony received that discusses factors which contribute to disproportionately high levels of lead poisoning among Indiana's children of color. Primary areas of investigation included civil rights concerns relating to the sources of lead exposure, the medical impact of lead exposure, testing policies, government responses towards those who have been lead-poisoned, and promising practices to address the ongoing issue of lead poisoning in the state.

The report, memorandum or statement is available at the following website:  
[Environmental Injustice: Lead Poisoning in Indiana \(2020\)](#)

### **Voting Rights in Missouri – The Impact of COVID-19**

On June 25, 2020, July 15, 2020, February 27, 2020, August 13, 2020, and August 27, 2020, the Missouri Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on the potential impacts of COVID-19 on voter access to elections within the state. This memorandum provides a modified summary of that testimony. The Committee chose to study the extent to which the 2019 Novel Coronavirus pandemic impacts the right to vote in Missouri in recognition of both the significance of this right to our democracy and the role that Missouri law and election policy and practices have played in shaping this right. The Committee considered state and local responses to the 2019 Novel Coronavirus Pandemic in an examination of potential disruptions in the election process which could lead to deprivations of the right to vote.

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

[Voting Rights in Missouri – The Impact of COVID-19 \(2020\)](#)

### **Hate Crime Statistics and Incidence in Virginia**

On May 16, 2018, and March 29, 2019, the Virginia Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on bias incidents and hate crimes in the commonwealth and across the country. The meetings sought to identify the best practices used in defining, identifying, reporting, prosecuting, and preventing hate crimes in Virginia. The Committee solicited the expert opinions of academics, law enforcement officials, community representatives, and civil rights advocates on the potential impacts of COVID-19 on voter access to elections within the state. This memorandum provides a background, overview of testimony, obstacle, and issues in defining hate crimes, obstacles and issues in measuring or reporting hate crimes, and the Committee’s findings.

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

[Hate Crime Statistics and Incidence in Virginia \(2020\)](#)

### **Understanding the Impact of Immigration Enforcement on California Children in K-12 Schools**

On October 26, 2019 and March 4, 2020, the California Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on the impact of ICE enforcement practices on access to public education for California K-12 students; access to equal protection under the law for individuals based on their perceived national origin; and the extent to which due process is afforded to K-12 students and their families. This report begins with introduction and background on legal authority surrounding immigration enforcement and relevant laws and policies that apply to the Committee’s inquiry such as federal and state laws and a court case. A summary of themes based on testimony received follows. The report concludes with findings and recommendations issued to the U.S. Commission on Civil Rights to forward to appropriate federal and state entities.

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

## [Understanding the Impact of Immigration Enforcement on California Children in K-12 Schools \(2021\)](#)

### **Turning Off the Tap: Massachusetts' Looming Water Affordability Crisis**

On May 19, 2020, June 23, 2020, and August 26, 2020, the Massachusetts Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on the water affordability in Massachusetts'. Access to clean affordable water is a fundamental human right and obviously essential to life, as the U.N. General Assembly recognized in 2010. But it is not guaranteed in the Commonwealth of Massachusetts or by federal law. Innumerable Massachusetts residents lacked adequate water access before COVID-19 struck. The pandemic both revealed and exacerbated a pre-existing emergency. The report states that Massachusetts should declare that access to clean, affordable water is a basic human right, establishing minimum standards for costs as a percentage of income and should standardize and rationalize its fragmented system of water distribution, costs, and assistance for low-income residents.

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

[Turning Off the Tap: Massachusetts' Looming Water Affordability Crisis \(2021\)](#)

### **Civil Rights and Equity in the Delivery of Medical and Public Services During the COVID-19 Pandemic in Ohio**

On July 16, 2020, and July 23, 2020, the Ohio Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on civil rights and equity in the delivery of medical and public services the COVID-19 pandemic. This memorandum begins with a brief background of the issues considered by the Committee. It then presents an overview of the testimony received. Finally, it identifies primary findings as they emerged from this testimony, as well as recommendations for addressing areas of civil-rights concerns. This memo is intended to focus specifically on civil-rights concerns regarding the delivery of medical and public services during the COVID-19 pandemic in Ohio on the basis of race, color, age, sex, disability, and other federally protected categories.

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

[Civil Rights and Equity in the Delivery of Medical and Public Services During the COVID-19 Pandemic in Ohio \(2021\)](#)

### **Civil Rights and the Impact of Native American Names, Symbols, and Imagery in School Mascots**

On December 14, 2020, December 16, 2020, and January 7, 2021, the Nebraska Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on the impact of the continued use of Native American names, symbols, and images as school mascots in Nebraska. This report begins with a brief background of the issues to be considered by the Committee. It then

presents an overview of the testimony received. Finally, it identifies 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 the impact of Native American names, symbols, and images as school mascots in the state. Specifically, the Committee sought to examine the impact of such names, symbols, and imagery on school climate and the right Native students to have equal access to a culturally appropriate and inclusive education.

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

[Civil Rights and the Impact of Native American Names, Symbols, and Imagery in School Mascots in Nebraska \(2021\)](#)

### **Disparate and Punitive Impact of Exclusionary Practices on Students of Color, Students with Disabilities and LGBTQ Students in Pennsylvania Public Schools**

On November 19, 2019, and November 21, 2019, the Pennsylvania Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on addressing the disparate discipline of students of color, students with disabilities, and LGBTQ students. The Committee's findings in the report indicate that police presence in schools is and has historically been inextricably linked to exclusionary discipline. The adverse effects exclusionary discipline practices have on excluded students, the student's classroom, and the school community are harmful and well-documented. Students who are suspended become at risk for future forms of exclusionary discipline, significant loss of instruction exacerbating any pre-existing academic difficulties, and an increased likelihood of becoming incarcerated. These students are highly susceptible to school discipline due to a lack of culturally competent school policies, often displayed in student codes of conduct, which perpetuate a narrow definition of expected and acceptable student behavior.

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

[Disparate and Punitive Impact of Exclusionary Practices on Students of Color, Students with Disabilities and LGBTQ Students in Pennsylvania Public Schools \(2021\)](#)

### **Maryland Advisory Committee to the U.S. Commission on Civil Rights Condemns Anti-Asian Hate Crimes and Violence**

On April 6, 2021, the Maryland Advisory Committee to the U.S. Commission on Civil Rights issued a statement unequivocally condemning all forms of anti-Asian hate speech, violence, and crimes. The killing of six American women of Asian descent in Atlanta and the heinous killing of Asians in California have shocked the nation and spawned nationwide protests. Most recently the brutal stomping in broad daylight of a 65-yr old Filipina on her way to church has only reinforced the fear among many that there is an open season on hunting Americans of Asian descent. The Committee acknowledges that the State is beginning to enact legislation and policies to protect Maryland's Asian community from further violence, threats, and harassment. The Committee urges all Marylanders to commit to correcting the systemic gaps and obstacles to enable better reporting of anti-Asian hate crimes, drive greater awareness through education to stop prejudice

and discrimination against Asians, and require appropriate and consistent law enforcement to attain justice for victims of anti-Asian hate.

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

[Statement of the Maryland Advisory Committee on Anti-Asian Hate Crimes and Violence \(2021\)](#)

### **Advisory Memorandum on Wage Theft and Subminimum Wages in New Mexico**

On June 16, 2020, June 30, 2020, and July 1, 2020, the New Mexico Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on regarding wage theft and subminimum wages. Wage theft is the unlawful practice of employers not paying their employees the full amount for the work they have performed or the wages they were guaranteed. Wage theft can be perpetrated in several different ways, both by breaking the law and by not adhering to a contractual relationship. This memorandum begins with a brief background of the issue to be considered by the Committee. It then identifies primary findings as they emerged from the testimony. Finally, the Committee conveys their recommendations for addressing related civil rights concerns.

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

[Advisory Memo on Wage Theft and Subminimum Wages in New Mexico \(2021\)](#)

### **COVID-19 and Health Disparities in Maryland**

On July 7, 2020, August 4, 2020, September 1, 2020, and November 10, 2020, the Maryland Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony to examine and gain a deeper understanding of the health disparities in Maryland during the COVID-19 pandemic. The memorandum states COVID-19 has revealed glaring racial disparities and the consequences these long-standing inequities have for communities and individuals of color, whereby regardless of income, people of color and marginalized groups have limited access to the resources that are both necessary for lifelong wellness and critical during emergencies, such as quality medical services, healthy food, childcare, education, technology, and secure housing. These long-standing inequities have led to inequitable health outcomes both in Maryland and nationally. These inequities warrant a deeper examination by the Maryland state government and the United States government. The Committee encourages both to work in partnership with communities of color to ensure programs and policies reflect their experiences, needs, and support their long-term recovery.

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

[COVID-19 and Health Disparities in Maryland \(2021\)](#)

## **Subminimum Wages for People with Disabilities**

On June 26, 2020, November 18, 2020, and February 4, 2019, the South Carolina Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony to examine subminimum wages in South Carolina. In the report, the Committee states that Section 14(c) no longer satisfies the legislative goals of the Act nor meets the needs of people with disabilities to receive supports necessary to become ready for employment in the competitive economy. People with disabilities who are currently earning subminimum wages under the 14(c) program are not categorically different in level of disability from people with intellectual and developmental disabilities currently working in competitive integrated employment. The Committee unanimously concludes that the South Carolina General Assembly should eliminate the use of Section 14(c). Although the Act may have been well-intentioned, the continuance is unconscionable and is a disservice to the very people it was originally intended to serve.

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

[Subminimum Wages for People with Disabilities in South Carolina \(2021\)](#)

## **Licensing Barriers to Employment Post-Conviction in Rhode Island**

On April 30, 2019, May 20, 2020, and June 30, 2020, the Rhode Island Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony regarding licensing as a barrier to employment post-conviction in Rhode Island. The Committee began its study to examine the ways that formerly convicted people in Rhode Island are excluded from economic opportunities to participate in society once released, with a particular focus on race. Although all formerly incarcerated people can be impacted by licensing barriers to employment, people of color, especially Black and brown people of color, are disproportionately affected by these barriers to full citizenship as they are over-represented in the criminal justice system. The report begins with a summary of the testimony the Committee received on this topic. It then identifies primary findings as they emerged from this testimony. Finally, it makes recommendations for addressing related civil rights concerns.

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

[Licensing Barriers to Employment Post-Conviction in Rhode Island \(2021\)](#)

## **Civil Rights and Fair Housing in Illinois**

On May 3, 2019, the Illinois Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony regarding civil rights and fair housing in Illinois, and the potential disparate impact in access to housing on the basis of race, color, age, religion, or disability. The report details civil rights concerns relating to potential disparities regarding access to housing and discrimination based upon the race, national origin, religion, sex, disability, and age. It also addresses challenges to fair access to housing facing the previously incarcerated, Limited English Proficient individuals, individuals with disabilities, and those experiencing homelessness. Primary concerns included

examining fair housing and equal access to housing in Illinois. Specifically, the Committee examined the extent to which residents in the state have fair and equal access to housing without regard to race, color, disability status, national origin, age, religion, and/or sex. Findings were made from the testimony, and the committee offers recommendations to the Commission for addressing these problems of state, regional, and national importance.

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

Link is currently unavailable

### **Solitary Confinement in New**

On July 20, 2020, August 17, 2020, September 21, 2020, and December 9, 2020, the New Hampshire Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony examining solitary confinement in New Hampshire. The Committee's study focused on solitary confinement use within the state, particularly the potential disparate treatment of individuals with mental health concerns and disabilities/conditions and people of color. The Committee's study was informed through testimony gathered at public briefings and included discussion relating to solitary confinement use and its history in New Hampshire, the incarceration of those without criminal convictions, particularly those with mental health conditions who are incarcerated within the prison system's Secure Psychiatric Unit. The report begins with a brief background of the Committee's proposed project, followed by a summary of the testimony the Committee received on this topic. It then identifies primary findings as they emerged from this testimony. Finally, it makes recommendations for addressing related civil rights concerns.

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

[Solitary Confinement in New Hampshire \(2021\)](#)

### **North Dakota Advisory Committee to the U. S. Commission on Civil Rights Condemns Violence Against Americans of Asian and Pacific Islander Descent**

On April 8, 2021, the North Dakota Advisory Committee to the U.S. Commission on Civil Rights issued a statement unequivocally condemning all forms of anti-Asian hate speech, violence and crimes that have meteorically risen nationwide in the past few years. The escalation of hate crimes against Asian Americans is not new. There is a long history of violence, discrimination, and xenophobia against the Asian American Pacific Islander community. A recent report found that anti-Asian hate crimes increased 150 percent in 2020 in America's 16 largest cities, despite overall hate crimes dropping 7 percent in those cities. In light of the recent escalation of hate crimes against Americans of Asian and Pacific Islander descent the Advisory Committee renews its call that the state does its part to combat racism and oppression within the state and in our communities.

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

[North Dakota Advisory Committee Statement on Violence Against Americans of Asian and Pacific Islander Descent \(2021\)](#)

## **COVID-19 and Pacific Islander Communities in Hawai‘i**

On November 18, 2020, and December 9, 2020, the Hawai‘i Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony to examine civil rights concerns on the COVID-19 pandemic and Pacific Islander communities. Speakers provided competent and relevant testimony in the following areas: (i) the effectiveness of the State of Hawai‘i’s response in delivering health care during the COVID-19 pandemic; (ii) why non-Hawaiian Pacific Islander communities are disproportionately affected by COVID-19; (iii) barriers that prevent non-Hawaiian Pacific Islander communities access to health care; (iv) civil rights concerns impacting non-Hawaiian Pacific Islander communities as a result of the pandemic; and (v) potential solutions for addressing health care access for non-Hawaiian Pacific Islander communities and other vulnerable communities impacted by COVID-19. The report identifies and seeks to address the disparate impact suffered by the Pacific Islander community with respect to the COVID-19 pandemic based on the significantly higher rate of infection experienced by this community when compared with others. The Committee offers the Commission its recommendations for effectively and efficiently addressing the immediate and long-term concerns and consequences inherent in this current very concerning reality.

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

[COVID-19 and Pacific Islander Communities in Hawai‘i \(2021\)](#)

## **Government Response to Hurricane Disasters**

On August 20, 2020, November 10, 2020, November 12, 2021, December 1, 2021, December 3, 2021, and December 10, 2021, the Texas Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony regarding the local, state, and federal government response to hurricane disasters, specifically Hurricane Harvey, which made landfall on August 25, 2017, near Rockport, Texas. The memorandum results from the testimony provided during the virtual panels, as well as related testimony submitted to the Committee in writing during the relevant period of public comment. The memorandum begins with a brief background of the issue to be considered by the Committee, and then identifies primary findings as they emerged from the testimony. Finally, the Committee conveys its recommendations for addressing related civil rights concerns. The Memorandum is intended to focus specifically on the local, state, and federal government response to hurricane disasters, specifically Hurricane Harvey.

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

[Advisory Memo on Government Response to Hurricane Disasters in Texas \(2021\)](#)

## **The COVID-19 and Native American Community**

On January 12, 2021, January 19, 2021, January 26, 2021, and February 2, 2021, the Arizona Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on the

disparate impact of COVID-19 on Native American communities in Arizona. The focus of the Committee's inquiry was to examine whether and to what degree Native American communities have experienced disproportionately large adverse impacts as a result of the pandemic. From a civil rights perspective, the Committee sought to consider various underlying factors that have exacerbated the high rate of coronavirus cases, hospitalization, and deaths among Native American communities in Arizona. The advisory memorandum results from a review of testimony provided at these meetings, combined with written testimony submitted during this time frame. It begins with a brief background of the issues to be considered by the Committee. It then identifies primary findings as they emerged from this testimony. Finally, it makes recommendations for addressing related civil rights concerns. The advisory memorandum focuses on the civil rights impact of COVID-19 on Native American communities with respect to healthcare and local economy in the state.

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

[Advisory Memo on COVID-19 and Native American Community in Arizona \(2021\)](#)

### **Racial Disparities in Policing**

On November 6, 2020, November 17, 2020, December 8, 2020, and December 15, 2020, the Oklahoma Arizona Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on regarding racial disparities in policing in Oklahoma. In June 2020, protests against police use of force, particularly force against Black victims, became one of the largest protest movements in U.S. history, with about 15 million to 26 million people in the United States participating in demonstrations. These protests started in response to the killings of Ahmaud Arbery, George Floyd, and Breonna Taylor. The advisory memorandum resulted from the testimony provided during the online panels, as well as related testimony submitted to the Committee in writing during the relevant period of public comment. It begins with a brief background of the issue to be considered by the Committee. It then identifies primary findings as they emerged from the testimony. Finally, the Committee conveys their recommendations for addressing related civil rights concerns. This memo is intended to focus specifically on racial disparities in policing practices.

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

[Advisory Memo on Racial Disparities in Policing in Oklahoma \(2021\)](#)

### **The Impact of the COVID-19 Pandemic on Voting Rights and Access in Michigan**

On February 8, 2021, and February 17, 2021, the Michigan Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony regarding the impact of the COVID-19 pandemic on voting rights and access in Michigan. The report begins with a brief background of the issues to be considered by the Committee. It then presents an overview of the testimony received. Finally, it identifies primary findings as they emerged from this testimony, as well as

recommendations for addressing areas of civil rights concerns. The report is intended to focus on civil rights concerns regarding the impact of the COVID-19 pandemic on voting rights and access in Michigan. Specifically, the Committee sought to examine the impact of the pandemic on voting rights and access for federally protected classes, including race, color, religion, sex, age, disability, or national origin.

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

[The Impact of the COVID-19 Pandemic on Voting Rights and Access in Michigan \(2021\)](#)

### **Statement of the Virginia Advisory Committee to the U.S. Commission on Civil Rights Condemning the Rise in Hate Crimes and Violence Targeted at Asian-Americans and Pacific Islanders and in Anti-Semitic Incidents in the U.S.**

On May 25, 2021, the Virginia Advisory Committee to the U.S. Commission on Civil Rights issued a statement expressing their shock and sadness over the recent spike in hate crimes targeting the Asian-American and Pacific Islander (AAPI) and Jewish communities, and the Committee stands in solidarity with all those affected by these crimes—both the victims themselves and the communities they represent. The targeting of AAPI and Jewish communities for violent assaults, racial slurs, and property damage is reprehensible and must be unequivocally condemned. The targeting of any individual or community on the basis of race, religion, creed, ethnicity, or sexual orientation is antithetical to the core principles of the Commission, and thus the civil rights implications of these hate crimes must be clearly articulated

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

[Statement of the Virginia Advisory Committee Condemning the Rise in Hate Crimes and Violence Targeted at Asian-Americans and Pacific Islanders and in Anti-Semitic Incidents in the U.S. \(2021\)](#)

### **Pretrial Detention, Release, and Bail Practice in Oregon**

On September 25, 2020, November 13, 2020, November 20, 2020, December 4, 2020, and December 11, 2020, the Oregon Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on pretrial detention, release, and bail practice in Oregon. The Committee heard from law enforcement, the legal community, academics, advocacy organizations, and individuals directly impacted by bail practices. Several themes that emerged include the need for comprehensive data collection; the use of risk assessment tools in determining an individual's liberty; the function of bail practices and its impact; and components within pretrial release. The report offers a series of findings and recommendations. Support for these findings and recommendations are found throughout the report. The Committee strongly recognizes that addressing civil rights concerns with bail, pretrial detention, and release is multifaceted and requires collective effort among multiple stakeholders.

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

[Pretrial Detention, Release, and Bail Practice in Oregon \(2021\)](#)

### **Maternal Mortality and Health Disparities of American Indian Women in South Dakota**

On July 14, 2020, September 16, 2020, November 18, 2020, and December 16, 2020, the South Dakota Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on the civil rights implications related to the maternal health disparities experienced by American Indian women in South Dakota. The Committee's study focused on understanding the factors that may contribute to American Indian maternal mortality, and includes findings related to maternal health. The report details civil rights concerns raised by panelists with respect to maternal health disparities of American Indian women throughout the state of South Dakota. It discusses the roles of discrimination, institutional racism, trauma as well as inadequate infrastructure, transportation, and comprehensive supportive services. From these findings, the Committee offers to the Commission recommendations for addressing this problem of national importance.

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

[Maternal Mortality and Health Disparities of American Indian Women in South Dakota \(2021\)](#)

### **Voting Access for Native Americans in Montana**

On March 2, 2021, March 25, 2021, and April 15, 2021, the Montana Arizona Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony regarding voting access for Native Americans in Montana. Central to the Committee's inquiry was election administration, barriers to voting, and solutions to improving access. The advisory memorandum begins with a brief background on Native American voting rights and notable court cases, identifies primary findings as they emerged from this testimony, and recommendations for addressing related civil rights concerns.

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

[Voting Access for Native Americans in Montana \(2021\)](#)

### **Rhode Island Advisory Committee to the U.S. Commission on Civil Rights Issues Statement on the Contingent Faculty Role in Higher Education in Rhode Island.**

On July 1, 2021, the Rhode Island Advisory Committee to the U.S. Commission on Civil Rights issued a statement to highlight the need to ensure that contingent Higher Education faculty, including but not limited to adjunct professors, part-time lecturers, graduate teaching assistants, and laboratory assistants and technicians are afforded fuller inclusion in the life of the institutions they serve and receive compensation and professional status more commensurate with the important teaching and mentoring mission they serve. Their working conditions affect multiple protected groups. Repeated studies over many years have outlined numerous issues in the Higher Education Labor Model that negatively affect people of protected status across the nation. The Rhode Island Advisory Committee recommends that the U.S. Commission on Civil Rights encourage Rhode Island state and local officials to consider ways in which the work life of its

Contingent Higher Education Workforce can be improved since the effect on students, especially those in protected classes, is so direct.

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

[Rhode Island Advisory Committee Issues Statement on the Contingent Faculty Role in Higher Education in Rhode Island \(2021\)](#)

### **Advisory Memorandum on Nursing Homes – Legislative Update**

On September 10, 2020, the Connecticut Arizona Advisory Committee to the U.S. Commission on Civil Rights (SAC) released an Advisory Memorandum discussing how the COVID-19 pandemic impacted the civil rights and liberties of protected older adult populations in Connecticut long-term care facilities/nursing homes. The Committee expressed concern that, unless preventative action was taken and new best practices established, the virus would continue to devastate long-term care facilities and nursing homes in Connecticut and nationwide. Subsequently, the Centers for Medicare & Medicaid Services issued new guidance and the Connecticut General Assembly passed several pieces of legislation addressing the needs of older adults. The advisory memorandum provides an update on these recent changes.

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

[Connecticut Advisory Legislative Update on Advisory Memorandum on Nursing Homes](#)

### **Nevada Advisory Committee to the U.S. Commission on Civil Rights Statement on Distribution of Federal Funding to Address COVID-19 Relief**

On August 25, 2021, the Nevada Advisory Committee to the U.S. Commission on Civil Rights issued a statement on the impact of remote learning on education equity. The Committee is pleased to see that federal, state, and local elected officials are acting expediently to address a long list of issues exacerbated by the COVID-19 pandemic. Nevada’s legislature passed what was referred to as a “waterfall” bill to provide a list of priorities for allocating federal relief funding. Senate Bill 461 includes specific dollar amounts and agencies that will receive those federal dollars and it includes general guidelines for disbursement of remaining dollars to enhance areas such as, but not limited to, education, social services, infrastructure, and health care. In these areas, the guidance is not specific, which raises some concerns, specifically with respect to how funding for education will be disbursed.

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

[Nevada Advisory Committee Releases Statement on Distribution of Federal Funding to Address COVID-19 Relief Efforts \(2021\)](#)

### **Advisory Memorandum on Digital Equity in Maine**

On October 15, 2020, December 11, 2020, December 17, 2020, January 21, 2021, and July 15, 2021, the Maine Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard

testimony on digital equity in Maine. One of the biggest challenges facing Maine and the nation was access to technology – equipment and broadband. This access to technology is often called digital equity and the pandemic revealed the civil rights implications of the inequities in digital access in Maine. The issue is a case of first impression for the Commission and its SACs. However, the recent influx of federal stimulus funding has provided relief to the state and stands to improve these shortfalls, and Maine is quickly devising its plans to use the funds to target the deficiencies most efficiently. While the Committee is preparing a more in-depth report with a detailed examination of digital equity, the Committee is sharing its findings and recommendations in the advisory memorandum with the Commission in the hope that the state will address the civil rights issues identified by the speakers during the briefings.

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

[Advisory Memorandum on Digital Equity in Maine \(2021\)](#)

### **Qualified Immunity and Civil Rights in Mississippi**

On December 15, 2020, February 10, 2021, and February 12, 2021, the Mississippi Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on the civil rights impact of qualified immunity for law enforcement in Mississippi as part of its responsibility to study and report on civil rights issues in the state of Mississippi. The report begins with a brief background of the issues to be considered by the Committee. It then presents an overview of the testimony received. Finally, it identifies primary findings as they emerged from this testimony, as well as recommendations for addressing areas of related civil rights concerns. The report is intended to focus specifically on civil rights concerns regarding the qualified immunity of law enforcement officials in the state of Mississippi.

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

<https://www.usccr.gov/files/2021/08-31-2021-Report-Qualified-Immunity-in-Mississippi.pdf>

### **Civil Rights and Fair Housing in North Dakota**

On June 30, 2020, July 7, 2020, July 14, 2020, and July 21, 2020, the North Dakota Advisory Committee to the U.S. Commission on Civil Rights (SAC) heard testimony on the challenges and recommendations regarding access to housing in North Dakota. Specifically, the Committee sought to examine potential disparities regarding access to housing and discrimination based upon the protected categories of the population as designated by the Constitution. The Committee also sought to explore challenges to the access of fair housing facing the formerly incarcerated, individuals with disabilities, and those experiencing homelessness. The report begins with a brief background of the issue to be considered by the Committee. It then presents an overview of the testimony received. Finally, it identifies primary findings as they emerged from this testimony, as well as recommendations for addressing related civil rights concerns.

The report, memorandum or statement is available at the following website:  
<https://www.usccr.gov/files/2021/09-02-ND-Fair-Housing-Report.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

<b>Objective</b>	<b>Strategies</b>	<b>Performance Measures</b>	<b>Examples of Performance Targets</b>
	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.

<b>Objective</b>	<b>Strategies</b>	<b>Performance Measures</b>	<b>Examples of Performance Targets</b>
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
	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
		Advisory Committees will hold briefings, public forums, or another mechanism.	Five fact-finding events
		Advisory Committees will publish reports, statements, memoranda, or other publications to provide policy recommendations to the Commission.	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.**

<b>Objective</b>	<b>Strategies</b>	<b>Performance Measures</b>	<b>Examples of Performance Targets</b>
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.**

<b>Objective</b>	<b>Strategies</b>	<b>Performance Measures</b>	<b>Examples of Performance Targets</b>
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.

<b>Objective</b>	<b>Strategies</b>	<b>Performance Measures</b>	<b>Examples of Performance Targets</b>
	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.

<b>Objective</b>	<b>Strategy</b>	<b>Performance Measures</b>	<b>FY 2022 Performance Targets</b>	<b>FY 2023 Performance Targets</b>
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.

<b>Objective</b>	<b>Strategy</b>	<b>Performance Measures</b>	<b>FY 2022 Performance Targets</b>	<b>FY 2023 Performance Targets</b>
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.

<b>Objective</b>	<b>Strategy</b>	<b>Performance Measures</b>	<b>FY 2022 Performance Targets</b>	<b>FY 2023 Performance Targets</b>
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.

<b>Objective</b>	<b>Strategy</b>	<b>Performance Measures</b>	<b>FY 2022 Performance Targets</b>	<b>FY 2023 Performance Targets</b>
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.

<b>Objective</b>	<b>Strategy</b>	<b>Performance Measures</b>	<b>FY 2022 Performance Targets</b>	<b>FY 2023 Performance Targets</b>
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.

<b>Objective</b>	<b>Strategy</b>	<b>Performance Measures</b>	<b>FY 2022 Performance Targets</b>	<b>FY 2023 Performance Targets</b>
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.

<b>Objective</b>	<b>Strategy</b>	<b>Performance Measures</b>	<b>FY 2022 Performance Targets</b>	<b>FY 2023 Performance Targets</b>
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.

<b>Objective</b>	<b>Strategy</b>	<b>Performance Measures</b>	<b>FY 2022 Performance Targets</b>	<b>FY 2023 Performance Targets</b>
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.

<b>Objective</b>	<b>Strategy</b>	<b>Performance Measures</b>	<b>FY 2022 Performance Targets</b>	<b>FY 2023 Performance Targets</b>
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.

<b>Objective</b>	<b>Strategy</b>	<b>Performance Measures</b>	<b>FY 2022 Performance Targets</b>	<b>FY 2023 Performance Targets</b>
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.