



FERNANDA PINEDA FOR USAID

RACIAL AND ETHNIC EQUITY INITIATIVE

BACKGROUND

Systemic marginalization and discrimination on the basis of race, ethnicity, or any other social category can inflame conflict, erode justice, stymie economic growth, and undermine democratic principles. Removing discriminatory barriers, and working toward full and meaningful inclusion of all populations, is a foundation of resilient democracies and crucial to USAID’s work.

Through two Executive Orders on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government—issued on January 20, 2021, and February 16, 2023—the Biden Administration affirmed its commitment to inclusion and called on the United States government to “promote equity and human rights around the world through our foreign policy and foreign assistance.”

USAID’s new Racial and Ethnic Equity Initiative, coordinated through the Inclusive Development Hub, will build on USAID’s long-standing efforts to ensure development programming is fully inclusive of historically marginalized racial, ethnic, and Indigenous communities, including people of African descent, and further incorporates equity into USAID operations, programming, and learning.

KEY PILLARS OF THE INITIATIVE

RESEARCH AND DATA COLLECTION TO INFORM DEVELOPMENT PRACTICE

USAID will conduct research and collect data from its Missions to expand the Agency's knowledge base of programming that has successfully advanced equity among historically marginalized racial and ethnic populations and communities. Lessons learned and best practices will inform the development of technical guidance, tools, and trainings to support Missions as they develop and assess Country Development Cooperation Strategies and design activities.

PROGRAM DESIGN AND IMPLEMENTATION CENTERED ON EQUITY

USAID will implement programming that promotes the equitable participation of all communities and groups, especially those that have historically been marginalized and underrepresented, in partner countries' decision-making processes. Programs may be related to environmental sustainability, community development, and asset building, and will be implemented in collaboration with key local stakeholders including, but not limited to, communities, civil society actors, and community-based organizations. Emphasis will be placed on ensuring that stakeholders have the knowledge and skills to continue building fully inclusive democracies following programs' implementation.

MONITORING, EVALUATION, AND LEARNING TO ACHIEVE SUSTAINABLE RESULTS

USAID will conduct research on racial and ethnic inequities across sectors, which will inform Country Development Cooperation Strategies and activity design. The initiative will help USAID teams identify key performance indicators, measure and report results on the impact of programs that promote equity among historically marginalized racial and ethnic communities, and incorporate these communities' knowledge into USAID assessments and programs.

EXPECTED OUTCOMES

- The capacity of organizations led by marginalized racial and ethnic groups is strengthened.
- The ability of marginalized racial and ethnic groups to advocate for access and inclusion, and practice self-determined development is increased.
- USAID increasingly integrates marginalized racial and ethnic groups in Agency program design, implementation, and evaluation.

For more information, visit: www.usaid.gov/inclusivedevelopment/inclusion-equity.