

119TH CONGRESS
1ST SESSION

H. R. 4524

To amend titles 5, 31, and 44, United States Code, to improve the equitable provision of services to underserved communities and individuals, to establish an Agency Equity Advisory Team, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 17, 2025

Ms. PRESSLEY (for herself, Mr. GARCIA of California, Ms. ADAMS, Mrs. BEATTY, Mr. BISHOP, Ms. BROWN, Mr. CARSON, Mr. CLYBURN, Ms. CROCKETT, Mr. DAVIS of Illinois, Mr. FIELDS, Mrs. FOUSHEE, Mr. FROST, Ms. GARCIA of Texas, Mr. HORSFORD, Mr. JACKSON of Illinois, Ms. JAYAPAL, Mr. JOHNSON of Georgia, Ms. KAMLAGER-DOVE, Ms. KELLY of Illinois, Mr. KENNEDY of New York, Ms. LEE of Pennsylvania, Mr. LYNCH, Mrs. McIVER, Mr. MEEKS, Mr. MFUME, Ms. NORTON, Ms. OCASIO-CORTEZ, Ms. OMAR, Ms. PLASKETT, Mrs. RAMIREZ, Mr. RASKIN, Ms. SIMON, Mr. SOTO, Ms. STANSBURY, Ms. TLAIB, Ms. VELÁZQUEZ, Mrs. WATSON COLEMAN, and Ms. WILLIAMS of Georgia) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To amend titles 5, 31, and 44, United States Code, to improve the equitable provision of services to underserved communities and individuals, to establish an Agency Equity Advisory Team, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Equity in Government
3 Act”.

4 **SEC. 2. AMENDMENTS.**

5 (a) AGENCY STRATEGIC PLANS.—Section 306 of title
6 5, United States Code, is amended—

7 (1) in subsection (a)(2), by inserting after “of
8 the agency” the following: “, with at least one goal,
9 or 20 percent of the total number of goals, which-
10 ever is greater, relating to improving the equitable
11 provision of services to underserved communities and
12 individuals”;

13 (2) in subsection (d), by inserting after “in
14 such a plan” the following: “, including nongovern-
15 mental organizations and other stakeholders, includ-
16 ing academic and research partners, State and local
17 governments, and community and advocacy groups,
18 that can address how to improve the equitable provi-
19 sion of services to underserved communities and in-
20 dividuals”; and

21 (3) by adding at the end the following new sub-
22 section:

23 “(d) ADDITIONAL DEFINITIONS.—In this section and
24 sections 1115 and 1120 of title 31:

25 “(1) STATE.—The term ‘State’ means each
26 State of the United States, the District of Columbia,

1 each commonwealth, territory, or possession of the
2 United States, and each federally recognized Indian
3 Tribe.

4 “(2) UNDERSERVED COMMUNITIES.—The term
5 ‘underserved communities’ means populations shar-
6 ing a particular characteristic, as well as geographic
7 communities, that have been systematically denied a
8 full opportunity to participate in aspects of eco-
9 nomic, social, and civic life.

10 “(3) UNDERSERVED INDIVIDUAL.—The term
11 ‘underserved individual’ means a member of any un-
12 derserved communities.”.

13 (b) AGENCY PERFORMANCE PLANS.—Section
14 1115(b) of title 31, United States Code, is amended—

15 (1) in paragraph (1), by inserting after “and
16 the next fiscal year” the following: “, with at least
17 one performance goal, or 20 percent of the total
18 number of performance goals, whichever is greater,
19 relating to improving the equitable provision of serv-
20 ices to underserved communities and individuals”;
21 and

22 (2) in paragraph (5)(E), by inserting after
23 “other agencies” the following: “, nongovernmental
24 organizations, and other stakeholders, including aca-

1 demic and research partners, State and local govern-
2 ments, and community and advocacy groups.”.

3 (c) AGENCY PRIORITY GOALS.—Section 1120(b)(1)
4 of title 31, United States Code, is amended by inserting
5 after the first sentence the following: “At least one of the
6 priority goals of each agency, or 20 percent of the priority
7 goals of the agency, whichever is greater, shall be related
8 to improving the equitable provision of services to under-
9 served communities and individuals.”.

10 **SEC. 3. PERFORMANCE IMPROVEMENT OFFICERS.**

11 Section 1124 of title 31, United States Code, is
12 amended—

13 (1) in subsection (a)(2)—

14 (A) in subparagraph (E), by striking “;
15 and” and inserting a semicolon;

16 (B) in subparagraph (F), by striking the
17 period at the end and inserting “; and”; and

18 (C) by inserting at the end the following:

19 “(G) establish and serve as the head of an
20 Agency Equity Advisory Team, with at least 10
21 members, that includes representation from at
22 least 10 of the following:

23 “(i) The head of the agency.

24 “(ii) Regulatory affairs senior des-
25 ignee.

1 “(iii) Counsel.

2 “(iv) Civil rights enforcement senior
3 designee.

4 “(v) Policy development senior des-
5 ignee.

6 “(vi) Chief Financial Officer, Con-
7 troller, or senior designee.

8 “(vii) Chief Data Officer or senior
9 designee.

10 “(viii) Chief Science Officer or senior
11 designee.

12 “(ix) Chief Human Capital Officer or
13 senior designee.

14 “(x) Evaluation Officer or senior des-
15 ignee.

16 “(xi) Statistical official.

17 “(xii) Procurement senior designee.

18 “(xiii) Customer or user experience
19 leadership.

20 “(xiv) Communications or public af-
21 fairs senior designee.

22 “(xv) Public engagement senior des-
23 ignee.”; and

24 (2) in subsection (b), by adding at the end the
25 following new paragraph:

1 “(4) EQUITY SUBCOMMITTEE.—

2 “(A) ESTABLISHMENT.—There is estab-
3 lished an Equity Subcommittee of the Perform-
4 ance Improvement Council, consisting of mem-
5 bers of that Council, to be selected by the
6 Council.

7 “(B) FUNCTIONS.—The Equity Sub-
8 committee of the Performance Improvement
9 Council shall—

10 “(i) assist the Director of the Office
11 of Management and Budget in identifying
12 guidance agencies need on how to provide
13 services more equitably and developing
14 such guidance;

15 “(ii) facilitate the sharing of informa-
16 tion across agencies regarding practices
17 that have led to the more equitable provi-
18 sion of services;

19 “(iii) coordinate with the Equitable
20 Data Working Group of the Chief Data
21 Officer Council (established pursuant to
22 section 3520A of title 44) to ensure that
23 agencies share best practices related to the
24 equitable collection and use of data; and

1 “(iv) solicit input from nongovern-
 2 mental organizations, State and local gov-
 3 ernments, and recipients of government
 4 services to determine best practices for
 5 providing government services equitably.”.

6 **SEC. 4. CHIEF DATA OFFICERS.**

7 Title 44, United States Code, is amended—

8 (1) in section 3520(c)—

9 (A) in paragraph (13), by striking “; and”
 10 and inserting a semicolon;

11 (B) in paragraph (14) by striking the pe-
 12 riod at the end and inserting “; and”; and

13 (C) by inserting at the end the following
 14 new paragraph:

15 “(15) ensure the agency applies the rec-
 16 ommendations of the Chief Data Officer Council de-
 17 veloped pursuant to paragraphs (1) through (5) of
 18 section 3520A(b).”; and

19 (2) in section 3520A—

20 (A) in subsection (b)—

21 (i) in paragraph (1), by striking “the
 22 use” and inserting “the equitable use”;

23 (ii) in paragraph (2), by striking “be-
 24 tween agencies” and inserting “between
 25 agencies, academic and research partners,

1 State and local governments, community
 2 and advocacy groups, and other stake-
 3 holders”;

4 (iii) in paragraph (3), by striking
 5 “policymaking” and inserting “equitable
 6 policymaking”;

7 (iv) in paragraph (4), by striking “ac-
 8 cess” and inserting “equitable access”; and

9 (v) in paragraph (5), by striking “col-
 10 lection” and inserting “equitable collec-
 11 tion”;

12 (B) in subsection (d), by striking “the
 13 Council.” and inserting “the Council, including
 14 the work of the Equitable Data Working
 15 Group.”;

16 (C) by amending subsection (e) to read as
 17 follows:

18 “(e) EVALUATION AND TERMINATION.—

19 “(1) GAO EVALUATION OF COUNCIL.—Not
 20 later than 4 years after the date of the enactment
 21 of this paragraph, the Comptroller General shall
 22 submit to Congress a report on whether the addi-
 23 tional duties of the Council, including the Equitable
 24 Data Working Group, improved the equitable collec-

1 tion and use of evidence, including for program eval-
2 uation, in the Federal Government.

3 “(2) TERMINATION OF COUNCIL.—The Council,
4 including the Equitable Data Working Group, shall
5 not terminate until at least two years after the date
6 on which the Comptroller General submits the report
7 under paragraph (1) to Congress.”; and

8 (D) by adding at the end the following new
9 subsections:

10 “(f) EQUITABLE DATA WORKING GROUP.—

11 “(1) ESTABLISHMENT.—There is established
12 within the Council an Equitable Data Working
13 Group.

14 “(2) PURPOSE AND FUNCTIONS.—The Equi-
15 table Data Working Group shall ensure that the
16 Council prioritizes equity when carrying out the
17 functions of the Council described in paragraphs (1)
18 through (5) of subsection (b).

19 “(3) MEETINGS; REPORTS.—Not less frequently
20 than once per quarter, the Equitable Data Working
21 Group shall meet submit to the Chief Data Officer
22 Council a written report with recommendations on
23 how to execute the functions described in paragraphs
24 (1) through (5) of subsection (b) to better achieve
25 equitable methods and outcomes.

1 “(4) MEMBERSHIP.—

2 “(A) IN GENERAL.—The Council shall se-
3 lect a subset of the members of the Council to
4 serve as members of the Equitable Data Work-
5 ing Group.

6 “(B) CHAIR.—The Chair of the Council
7 shall select the Chair of the Equitable Data
8 Working Group from among the members of
9 the Equitable Data Working Group.

10 “(g) STATE DEFINED.—In this section and section
11 1124 of title 31, the term ‘State’ means each State of the
12 United States, the District of Columbia, each common-
13 wealth, territory, or possession of the United States, and
14 each federally recognized Indian Tribe.”.

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