



EEOC Announces Equity Action Plan

Recently, the Equal Employment Opportunity Commission (EEOC) revealed its [equity action plan](#). Encompassing updates, partnerships, expansions and outreach actions, this plan aims to combat systemic racial discrimination and advance equity in the agency's activities. The EEOC's plan also aims to improve outreach and access to underserved communities.

The equity action plan looks to achieve these goals by:

- Improving access to the EEOC's charge filing process for workers who live in rural areas, have inflexible schedules or have limited digital resources
- Engaging with more employers, researchers, and worker and civil rights organizations to support diversity, equity, inclusion and accessibility
- Further developing the EEOC's data collection to support enforcement and empower people to exercise their civil rights
- Improving access to the EEOC's resources for people whose primary language is not English and those who have limited digital or reading proficiency

The EEOC's equity action plan is in accordance with President Joe Biden's [executive order](#) (signed January 2021) to advance racial equity and provide support for underserved communities. Each federal agency is required to develop a plan to address barriers that limit full and equal participation for underserved communities or individuals.

This action plan comes as more than 90 federal agencies released their equity action plans. According to a White House [statement](#), these plans outline commitments to address the barriers in policies and programs that limit prosperity, dignity, and equality among underserved communities.

Employer Takeaway

These actions align with the Biden administration's intention to strengthen and expand the EEOC. The EEOC's release of its equity action plan demonstrates that the agency is ramping up its tools, resources and outreach efforts, further indicating that agency activities are expected to increase in 2022.

As such, employers should stay tuned to learn more about EEOC enforcement and initiatives. VCG Consultants will keep you apprised of any noteworthy updates.