

Advancing Equity at AmeriCorps: Message From the CEO

April 26, 2022

On behalf of AmeriCorps, I am pleased to share the agency's [Equity Action Plan](#). On the first day of the Biden-Harris Administration, President Biden signed [Executive Order 13985 on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#), which called for a comprehensive approach to transform the federal government into a fairer and more equitable entity. President Biden challenged every agency to embed these principles in the daily practices by which government serves its people. The Order further directed agencies to:

- establish the critical role and responsibility of an Agency Equity Team;
- conduct an agency equity assessment; and
- create a meaningful action plan that addresses the barriers and opportunities identified by stakeholders and the workforce during the assessment process.

The administration's commitment to advancing equity and supporting underserved communities not only reinforces equity work at AmeriCorps, but also bolsters the country's efforts to act nationwide.

AmeriCorps' Approach to Advancing Equity

AmeriCorps is committed to evaluating and addressing barriers to advance racial equity and support underserved communities. In June 2020, the agency launched a cross-agency initiative to evaluate and deepen our culture and understanding of diversity, equity, inclusion, and accessibility (DEIA). The goal was clear: "The elimination of racial inequity and promotion of equal treatment to all within the AmeriCorps family." The focus on equity in the Biden-Harris Administration and the accompanying executive orders allowed us to strengthen and elevate our work that was already in action.

AmeriCorps is guided by its [strategic plan](#), which establishes DEIA as its foundation. I appreciate the diligent efforts and thoughtful input from our national service family that informed the construction of both our Strategic Plan and Equity Action Plan. The agency is committed to creating structural and lasting change in our grantmaking, member recruitment and retention, and equity in our workplace. We are on a steady course to achieving these goals and our approach is gaining momentum during implementation.

Let's Move Forward Together

This is only the beginning of AmeriCorps' journey. We will further advance equity and support underserved communities by ensuring national service and volunteerism embodies the diversity of America and is accessible to all. I hope you join us on this journey as we continue to listen, learn, and strengthen equity in national service.



Michael D. Smith
Chief Executive Officer
AmeriCorps