



Agency Priority Goal | Action Plan | FY 22 – Q1

Equity Across Foreign Affairs Work

Goal Leader:

Christina Tilghman, Senior Advisor to the Deputy Secretary of State for Management and Resources

Goal Overview

The U.S. Department of State aims to ...

Advance equity and support for underserved communities in the development and conduct of foreign policy. By September 30, 2023, the Department will build an institution-wide equity infrastructure by developing assessment tools and establishing country-specific baselines, measurements, and reporting mechanisms for the Department.

Goal Overview

Problem to Be Solved

The U.S. Department of State lacks an overarching infrastructure to consistently apply an equity lens across the development and implementation of U.S. foreign policies, programs, and processes.

What Success Looks Like

By institutionalizing an equity infrastructure, the U.S. Department of State can actively engage underserved communities and take those perspectives into consideration to mitigate unintended consequences. This will yield more sustainable and effective U.S. foreign policies, foreign assistance programs, diplomatic engagements, procurement and contracts, and consular services.

Goal target(s)

In the table below, please repeat the key metrics included in the goal statement (previous slide) that will be used to track progress.

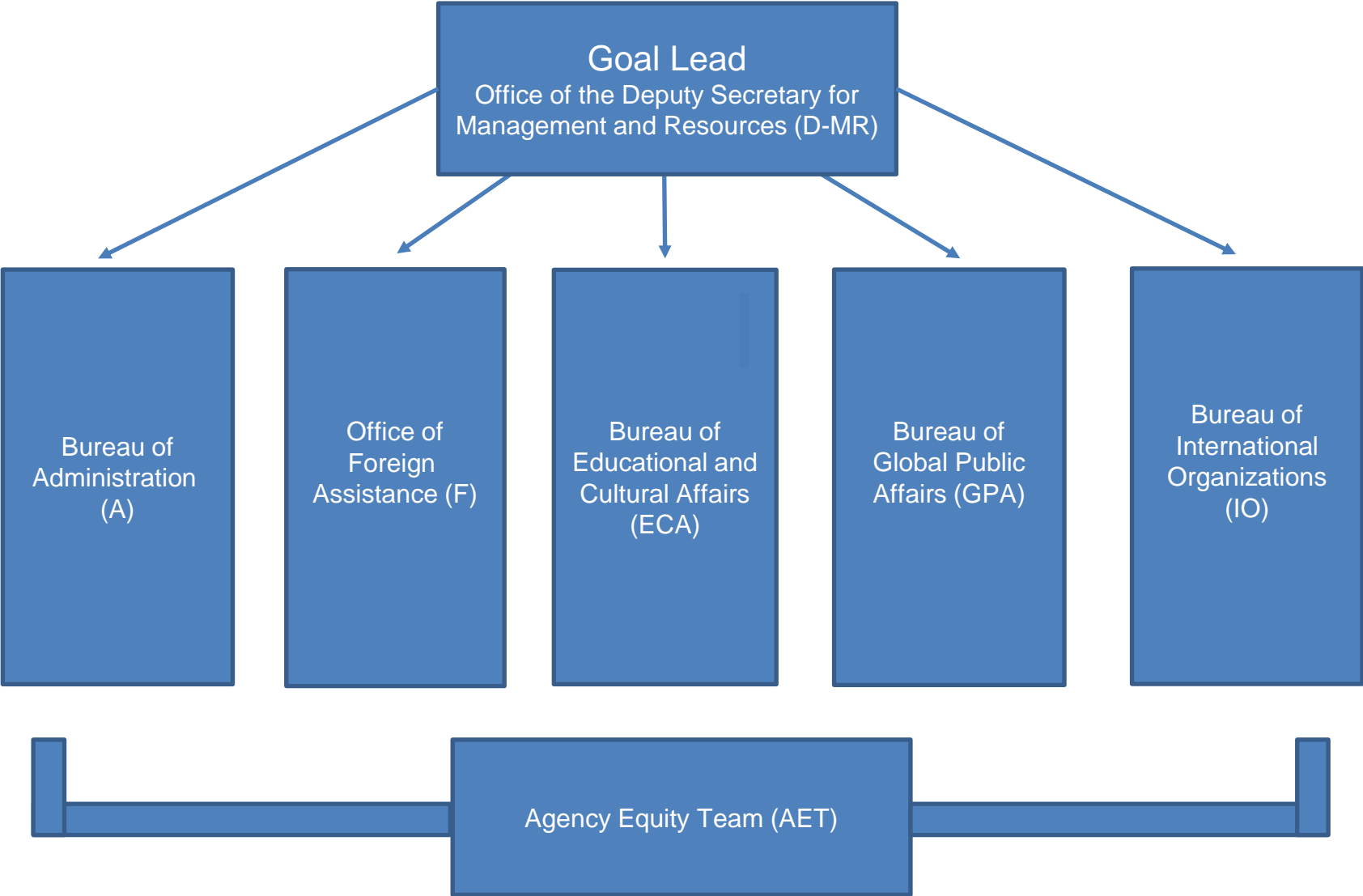
Please update this column each quarter.

Achievement statement Repeat the achievement statement from the goal statement on the previous slide		Key indicator(s)	Quantify progress			Frequency
By...	We will...		Name of indicator	Target value	Starting value**	Current value
09/30/2023	Develop assessment tools.		1 – Complete	0 – Not Complete	0 – Not Complete	Quarterly
09/30/2023	Establish country specific baselines.		1- Complete	0 – Not Complete	0 – Not Complete	Quarterly
09/30/2023	Institute country specific measurements.		1 – Complete	0 – Not Complete	0 – Not Complete	Quarterly
09/30/2023	Create country specific reporting mechanisms.		1- Complete	0 – Not Complete	0 – Not Complete	Quarterly

* Even qualitative targets! If the target is to achieve a qualitative outcome, quantify progress this way: 1="Yes, we achieved it", 0="No, not yet"

** As of 10/1/2021

Equity APG Goal Team



Goal Strategies

- By creating an equity infrastructure, the Department will intentionally engage underserved communities to develop more equitable foreign policies, programs, and processes. Complete definitions of equity and underserved communities can be found in [Executive Order 13985](#).
 - The Department will integrate equity and support for underserved communities as a cross-cutting policy priority across strategic planning and documents, tools and guidance, and stakeholder engagement. The Department can increase its understanding of a country's population, enhance accuracy in assessing a country's trajectory with respect to key foreign policy priorities, and redress inequities that serve as barriers to equal access and opportunity.
 - The Office of Foreign Assistance (F) will undertake an extensive review and analysis of the FY 2021 Racial Equity Key Issue data as well as review select data on existing Key Issues that track foreign assistance programming related to underserved communities. This evaluation will reveal a formal baseline of data to determine equity programming gaps, challenges, and opportunities. F will also develop, deploy, and standardize the use of a "Social Inclusion Analysis Tool" to deploy prior to any foreign assistance program design at posts and bureaus. The Racial Equity Key Issue data and Social Inclusion Analysis Tool will ensure equity and support for underserved communities are given full consideration prior to program design. The tool will also be applicable to State's policy and public diplomacy work.
 - The Under Secretary for Public Diplomacy and Public Affairs (R) will advance equity and support for underserved communities through strategic messaging, public diplomacy (PD) programming, and training of PD professionals. These efforts will support the Department in effectively communicating equity and support for underserved communities as core U.S. values and strengthen our relationship with our allies and partners.
 - The Department's offices managing procurement, contracts, and grants will address Simplified Acquisition Threshold (SAT) procedures limiting its ability to reach full capacity. These offices will also develop objectives and sub-objectives in the Department of State's Equity Action Plan to address requirement issues for Competition Advocate for SAT. These actions will have a positive impact on equity through placing greater scrutiny and accountability on procurement actions and reporting which will ensure U.S. small and underserved businesses are provided maximum opportunity to win contracts under the SAT.

Key indicators

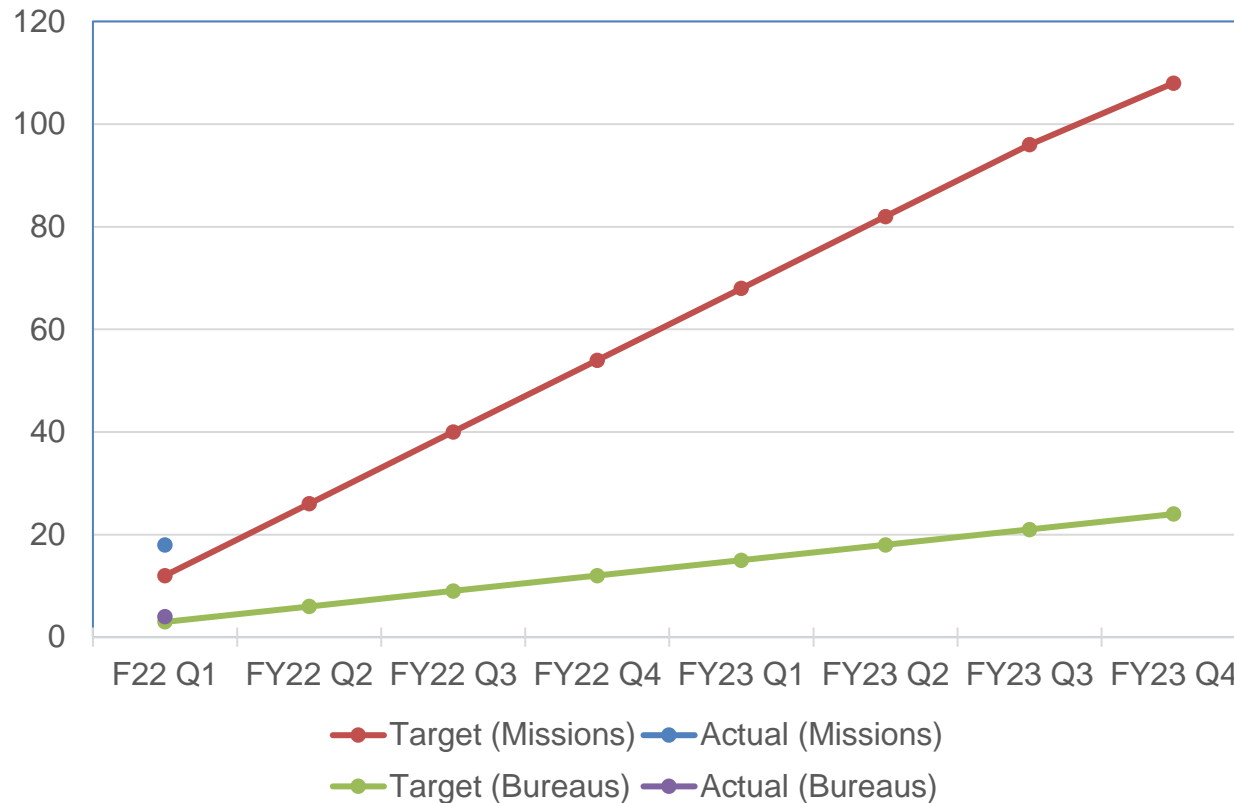
Indicator Title	Current Value	Starting Value <small>(As of 10/1/21)</small>	FY 2022 Target	FY 2023 Target
Equity APG Strategy				
<i>Number of missions and bureaus reporting on the new Advancing Racial Equity and Support to Underserved Communities Key Issue*</i>	Missions			
	18	18	54	108
	Bureaus			
	4	4	12	24
<i>Percentage of Simplified Acquisition Threshold (SAT) awards to unique small business entities based on dollar value**</i>	<i>Coming FY22 Q4</i>	29%	32%	35%
<i>Percentage of [foreign] survey respondents reporting a belief that the U.S. can simultaneously assist other countries to improve equity while working to address its own racial/ethnic justice issues.</i>	43%	N/A	48%	53%
<i>Percentage of missions using equity messaging in communication strategies</i>	70.9%	45%	65%	75%
<i>Number of consensus UN outcome documents expanding inclusion of vulnerable and marginalized groups, including racial, ethnic, and religious groups, persons with disabilities, indigenous persons, LGBTQI+ persons, and women and girls in all their diversity.</i>	11	N/A	10	20

*this indicator only includes Foreign Assistance funded activities

**this indicator will be updated annually

Key indicators

Number of missions and bureaus reporting on the new Advancing Racial Equity and Support to Underserved Communities Key Issue*

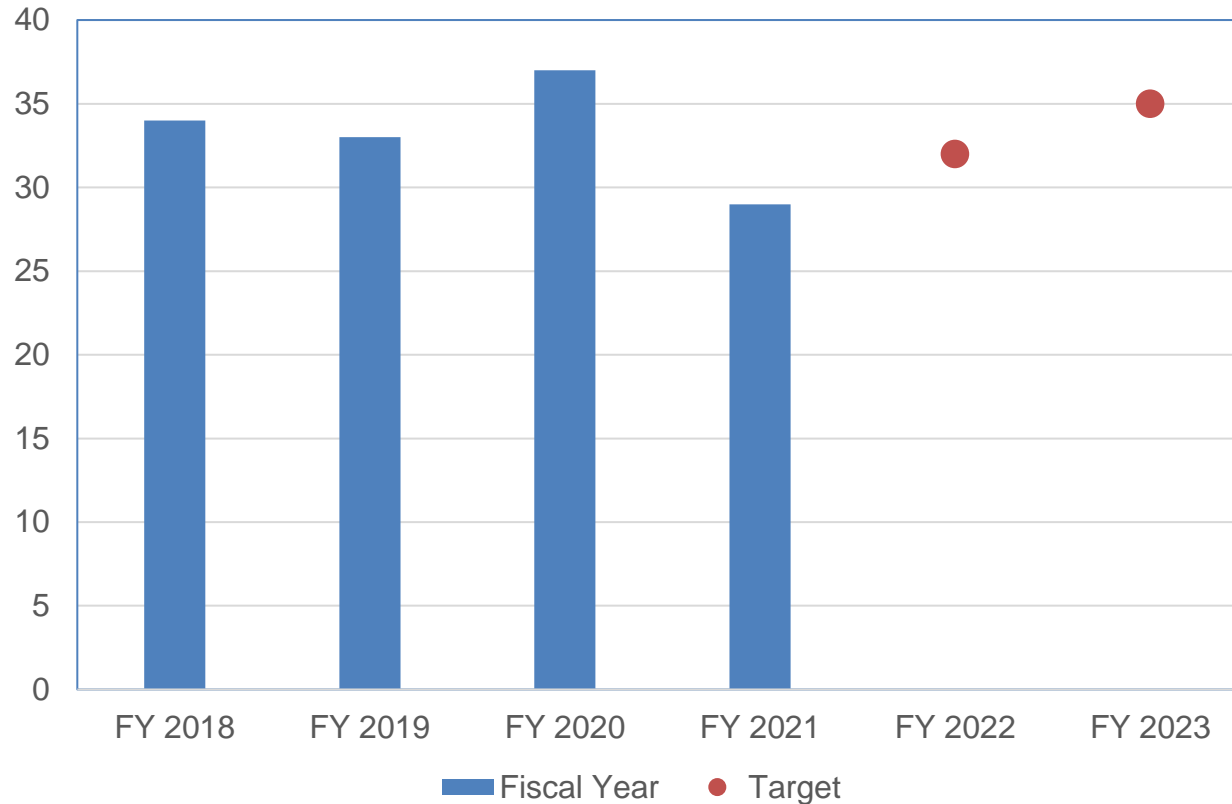


Rationale: This indicator shows how the Department's bureaus and missions are connecting funding to advancing racial equity and support for underserved communities.

*this indicator only includes Foreign Assistance funded activities

Key indicators

Percentage of Simplified Acquisition Threshold (SAT) awards to unique small business entities based on dollar value*

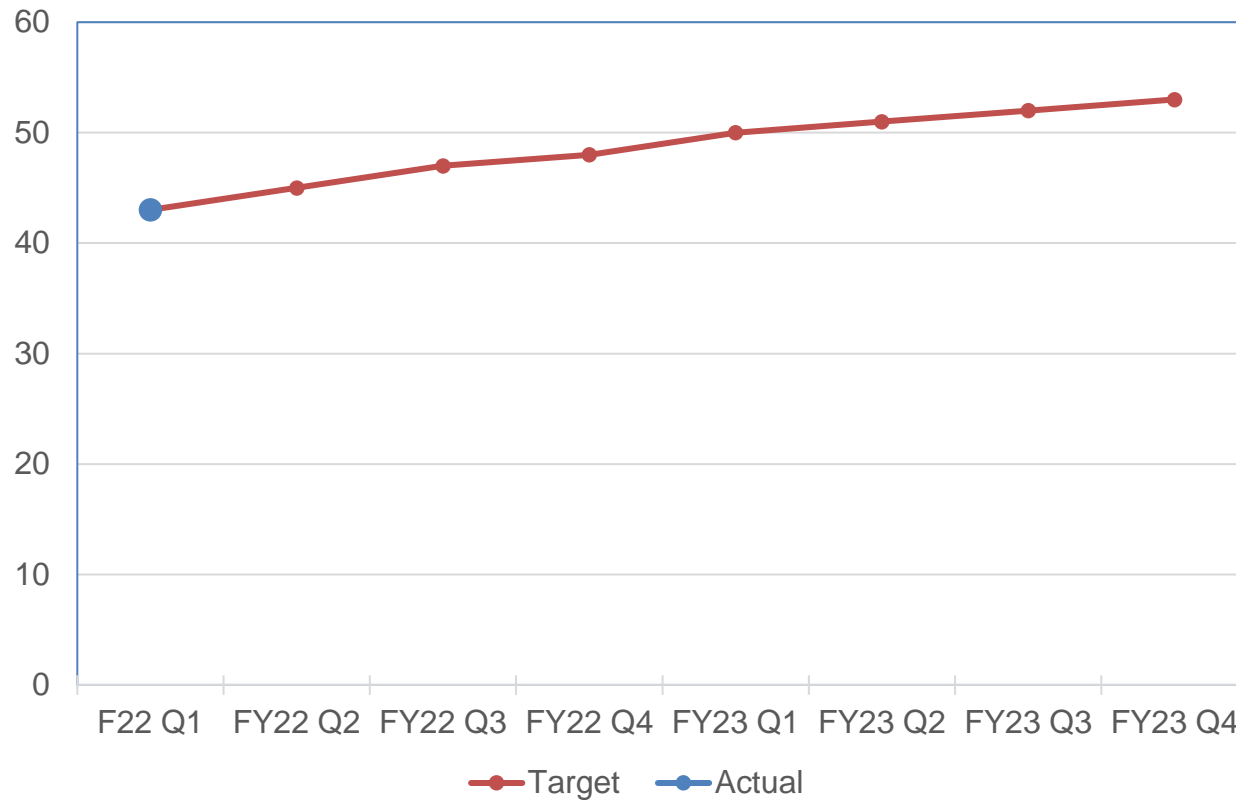


Additional Information: Since this is a new APG, only future awards targets will be reported on.

*This indicator will be updated annually.

Key indicators

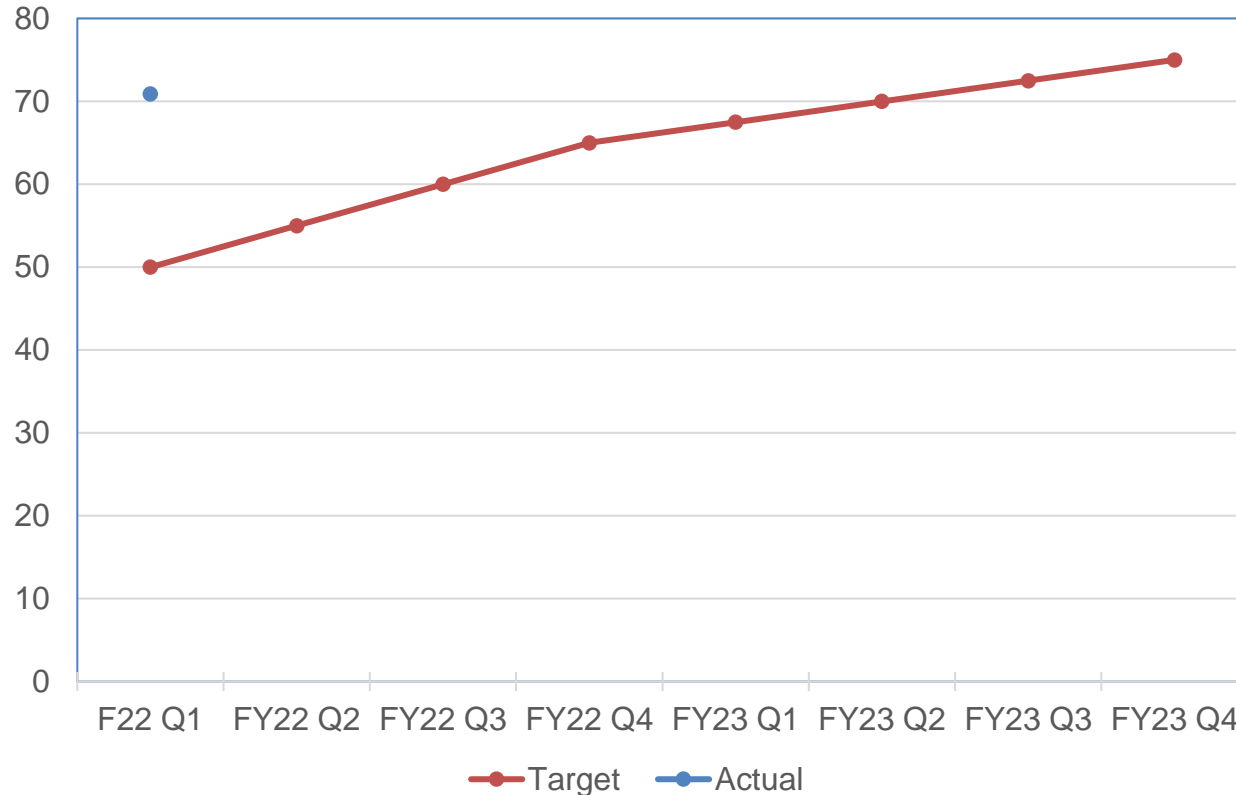
Percentage of [foreign] survey respondents reporting a belief that the U.S. can simultaneously assist other countries to improve equity while working to address its own racial/ethnic justice issues.



Rationale: Execution of this survey allows the Department to maintain a baseline assessment of how foreign audiences perceive U.S. action on addressing racial inequity in order to effectively evaluate the efficacy of public messaging efforts.

Key indicators

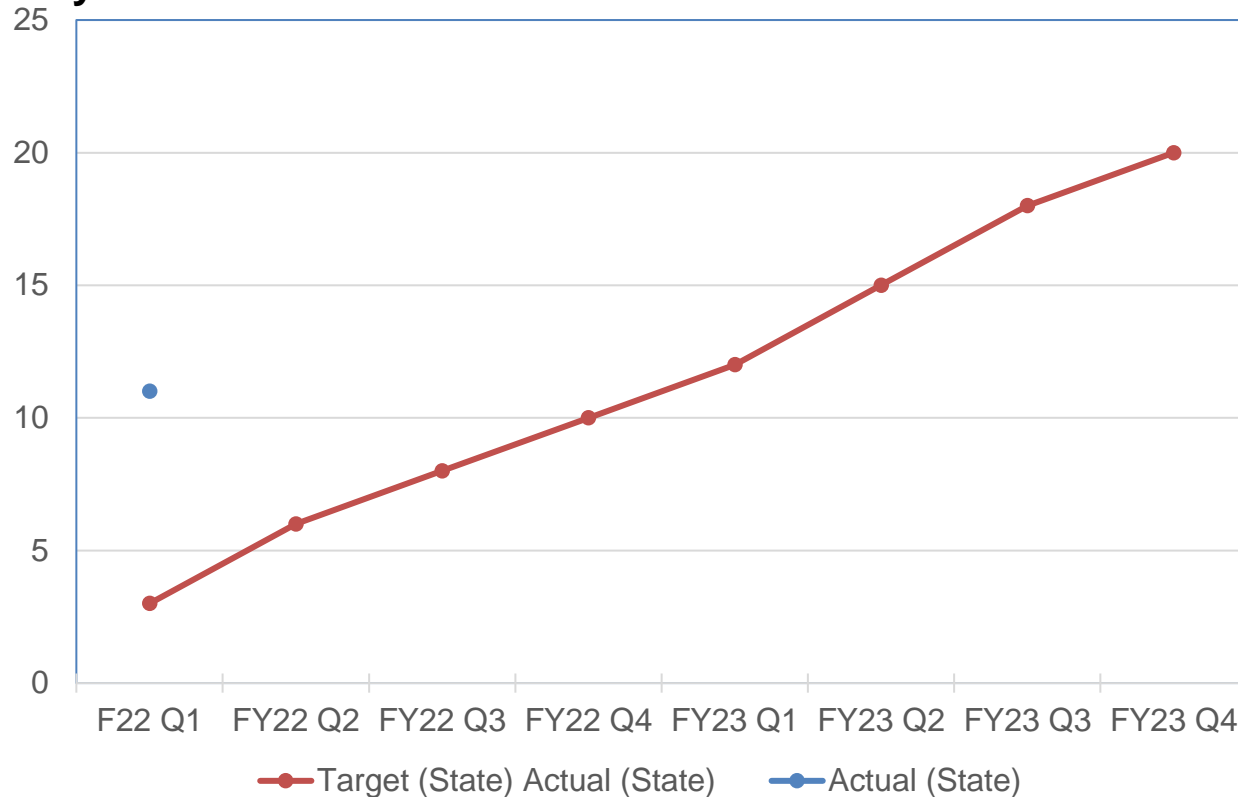
Percentage of missions using equity messaging in communication strategies



Rationale: By measuring how many Missions are using the racial equity messaging and evaluating how it is performing, the Department can better assess what type of content and rhetoric can best be used when messaging on racial equity policy.

Key indicators

Number of consensus UN outcome documents expanding inclusion of vulnerable and marginalized groups, including racial, ethnic, and religious groups, persons with disabilities, indigenous persons, LGBTQI+ persons, and women and girls in all their diversity.



Rationale: A crucial component of advancing equity and support for underserved communities is ensuring inclusion of vulnerable and marginalized groups in UN consensus and outcome documents.

Key milestones

Milestone Summary				
Key Milestone	Milestone Due Date	Milestone Status	Owner	Comments
1. Issue ALDACs with guidance on integrating the President's intersectional equity agenda into annual requests for funding, procurement & contracting, and diplomatic engagement.	Q1, FY 2022	Completed	D-MR	<ul style="list-style-type: none"> On November 29, D-MR issued two ALDACs with guidance on how posts and bureaus should embed equity into their strategic planning documents to support funding, diplomatic engagements, and programming.
2. Department Category Management Officer develops a plan to increase involvement of underserved communities as part of the Department's Category Management strategy.	Q2, FY 2022	On-Track	A/OPE	<ul style="list-style-type: none"> OPE and OSDBU reviewed Category Management Plan, identified opportunities to meet CM and Small Business targets by identifying work that could be set aside and thereby meet "SUM Tier 2" Challenge: Category Management Officer will be onboarded in early 2022.
3. Establish a baseline percentage of ICSes and JRS/FBSes that contain objectives and/or sub objectives to advance racial equity and support to underserved communities in foreign policy.*	Q3, FY 2022	On-Track	D-MR	
4. Implement research project to identify barriers to greater participation by diverse audiences in ECA programs and use results to identify steps to integrate more inclusive approaches to promote racial equity and support for underserved communities in public diplomacy programs.	Q4, FY 2022	On-Track	ECA	<ul style="list-style-type: none"> ECA began the assessment in February and is in the Literature Review and Data Collection phase. The Final report will inform discussions surrounding the creation and implementation of additional inclusive approaches to promote racial equity in public diplomacy programs.

*Integrated Country Strategy (ICS), Joint Regional Strategy (JRS) and Functional Bureau Strategy (FBS)

Key milestones

Milestone Summary				
Key Milestone	Milestone Due Date	Milestone Status <i>[Complete, On-Track, Missed]</i>	Owner	Comments <i>[Provide discussion of Progress, changes from last update, Anticipated Barriers or other Issues Related to Milestone Completion]</i>
5. Conduct a series of social inclusion consultations throughout the Department to inform the development of a social inclusion analysis tool that can be used prior to the design of foreign assistance programs.	Q4, FY 2022	On-Track	F/P	F/P will coordinate with relevant Department equity stakeholders, including DRL, S/GWI, and others.
6. Director of Acquisition Policy develops and finalizes standardized language concerning Equity in public notices of procurement action.	Q4, FY 2022	On-Track	A/OPE	A/OPE and OSDBU are in the process of developing policy guidance requiring all “unrestricted” domestic acquisition strategies under the Simplified Acquisition Threshold (\$250K) be reviewed and cleared by the Competition Advocate.
7. Submit a proposed program design (to include metrics and curriculum) to the Senior Procurement Executive to create training and opportunities for overseas small business communities.	Q1, FY 2023	On-Track	A/OPE	A/OPE and OSDBU are in the process of reviewing existing available training opportunities and exploring ways to tailor in-house training for acquisition professionals across the Department enterprise.
8. OSDBU and OPE develop E.O. 13985 related content to be included in training events beginning in October 2022.	Q1, FY 2023	On-Track	A/OPE	A/OPE and OSDBU put together a combined list of regularly conducted internal trainings. A/OPE and OSDBU have begun incorporating E.O. talking points, in outreach and training to industry/small businesses.
9. Issue quarterly guidance to posts with E.O. 13985 messaging that can be used on Department-owned platforms or in media engagements.	Q1, FY 2023	On-Track	GPA	

Key milestones

Milestone Summary				
Key Milestone	Milestone Due Date	Milestone Status <i>[Complete, On-Track, Missed]</i>	Owner	Comments <i>[Provide discussion of Progress, changes from last update, Anticipated Barriers or other Issues Related to Milestone Completion]</i>
10. Execute a baseline survey to audiences across all 6 geographical regions assessing opinions on U.S. racial equity and support for underserved communities and democratic values to measure change in perceptions over time.	Q4, FY 2022	On-track	GPA	The survey has been sent to one country in each region and will be re-run twice in calendar year 2022 to assess impact and growth from the baseline survey (run in Q4 2021)
11. Draft, pilot, and receive feedback on a social inclusion analysis tool in order to improve equity-sensitive foreign assistance program design.	Q4, FY 2023	On-Track	F/P	In December 2021/January 2022, the APG Foreign Assistance Working Group will determine non-USG equity stakeholders to meet with for the first social inclusion analysis tool consultation for Q2
12. Finalize and prepare for the implementation of the social inclusion analysis tool.	Q4, FY 2023	On-Track	F/P	The APG Foreign Assistance Working is reviewing and comparing similar already-existing analysis tools for discussion.

Narrative – FY 22 Q1

Embedding equity as an enterprise-wide effort is a new undertaking for the State Department. Despite this challenge, the equity APG has made significant strides in the first quarter. The Office of Procurement and Contracts (A/OPE) established a new Category Management Lead to review initiatives related to this EO. The Office of Small and Disadvantaged Business Utilization (OSDBU) and A/OPE are on track to integrate E.O. 13985-related content into training events for Contracting Officers, Contracting Officer Representatives, and Program offices beginning in October 2022. A/OPE is also on-track with issuing a Senior Procurement Executive Memorandum to ensure acquisitions under the Simplified Acquisition Threshold (SAT) are exclusively reserved for small businesses.

The Bureau of Education and Cultural Affairs (ECA) is on track with its key milestone to identify barriers for greater participation by diverse audiences in its exchange programs. The assessment began in early February and continues with the literature review and exploratory phase of data collection. In the first quarter of FY22, the Bureau for International Organizations (IO) exceeded its annual target with the successful negotiation of 11 outcome and consensus documents that expanded inclusive language of vulnerable and marginalized groups. In those 11 documents, two expanded inclusive language of racial groups; four of persons with disabilities; one of lesbian, gay, bisexual, transgender, queer, and intersex (LGBTQI+); and eight of women and girls in all their diversity. Notably, the UN's General Assembly 3C Elections Resolution is the first UN resolution ever to be adopted by consensus containing an explicit reference to Sexual Orientation and Gender Identity (SOGI). IO anticipates strong momentum through the rest of the year.

Given the progress on the *Percentage of Missions Using Equity Messaging* and *Number of UN consensus Documents* indicators during FY22 Q1, the Department may consider revising the FY23 targets depending on the results of subsequent updates.

Data accuracy & reliability

Data Source	Accuracy	Reliability	Notes
Office of the Procurement Executive			
<ul style="list-style-type: none"> • SAM.gov 	Med	High	<ul style="list-style-type: none"> • SAM is the authoritative data for entity registrations including socioeconomic data, as well as contract reporting, including obligations, small business goaling, and Simplified Acquisition Threshold spend analysis
<ul style="list-style-type: none"> • GSA "D2D" 	High	High	<ul style="list-style-type: none"> • Category management spend reporting
<ul style="list-style-type: none"> • SBA DSBS 	High	Med	<ul style="list-style-type: none"> • Small Business capabilities repository, used to search for small and socioeconomic category vendors
Office of Foreign Assistance			
<ul style="list-style-type: none"> • Operational Plans (as aggregated by F's FACTS Info database) 	High	High	<ul style="list-style-type: none"> • Operational Plans are annual reporting documents prepared by all State and USAID bureaus and posts (also called Operating Units or OUs) that receive foreign assistance funds. Op Plans are submitted to F for review and approval. OUs do not receive foreign assistance funds until their Op Plan is approved.
<ul style="list-style-type: none"> • Performance Plans and Reports (as aggregated by F's FACTS Info database) 	High	High	<ul style="list-style-type: none"> • PPRs are annual reporting documents prepared by all State and USAID bureaus and posts (also called Operating Units or OUs) that receive foreign assistance funds. PPRs are submitted to F for review and approval. Any Key Issue that is reported on in an Operational Plan must also have performance reporting in the PPR.

Data accuracy & reliability

Data Source	Accuracy	Reliability	Notes
Bureau of Global Public Affairs			
<ul style="list-style-type: none">CATI and CAPI survey	High	High	<ul style="list-style-type: none">Global survey will interview respondents in six countries (one in each region) for three rounds with 1,000 observations per country and subsequent 500 observations per country. Questions will assess the scope of attitudes regarding the US reputation as a global human rights supporter and foreign audience opinions towards human rights and democracy in their home societies.

Additional information

Contributing Programs

Organization -

- Small and underserved business organizations / chambers of commerce (Veterans, Womens, Minority) - Town Halls and surveys of underserved small business communities

Program Activities:

- Operational Plan Development – Budgetary and qualitative (narrative) reporting on the Racial Equity Key Issue
- Performance Plan and Report Development – Quantitative (performance indicators and targets) and qualitative (narrative) reporting on the Racial Equity Key Issue

Regulations:

- Federal Acquisition Regulation (FAR) - definitions and small / socioeconomic business goals, contracting processes
- Small Business Act

Policies:

- Office of Federal Procurement Policy Memo — [Transforming the Marketplace: Simplifying Federal Procurement to Improve Performance, Drive Innovation, and Increase Savings \[PDF\]](#) - Category Management Policy

Other Federal Activities:

- General Services Administration (GSA) - Category Management Goals, SAM.gov repository
- Small Business Administration – Small Business Goal determination, negotiation, reporting, and compliance.
- Bureaus within the Under Secretary of State for Political Affairs; the Under Secretary of State for Civilian Security, Democracy and Human Rights; the Under Secretary of State for Economic Growth, Energy, and Environment; the Under Secretary of State for Public Diplomacy and Public Affairs; and the Under Secretary of State for Management; and, offices such as the Secretary's Office of Global Women's Issues and Office of Foreign Assistance.

Stakeholder / Congressional Consultations

Social Inclusion Analysis Tool Consultations – meeting with non-USG equity experts to incorporate suggestions into the development of a new analysis tool to support equity program design



Agency Priority Goal | Action Plan | FY 22 – Q2

Equity Across Foreign Affairs Work

Goal Leader:

Christina Tilghman, Senior Advisor to the Deputy Secretary of State for Management and Resources

Goal Overview

The U.S. Department of State aims to ...

Advance equity and support for underserved communities in the development and conduct of foreign policy. By September 30, 2023, the Department will build an institution-wide equity infrastructure by developing assessment tools and establishing country-specific baselines, measurements, and reporting mechanisms for the Department.

Goal Overview

Problem to Be Solved

The U.S. Department of State lacks an overarching infrastructure to consistently apply an equity lens across the development and implementation of U.S. foreign policies, programs, and processes.

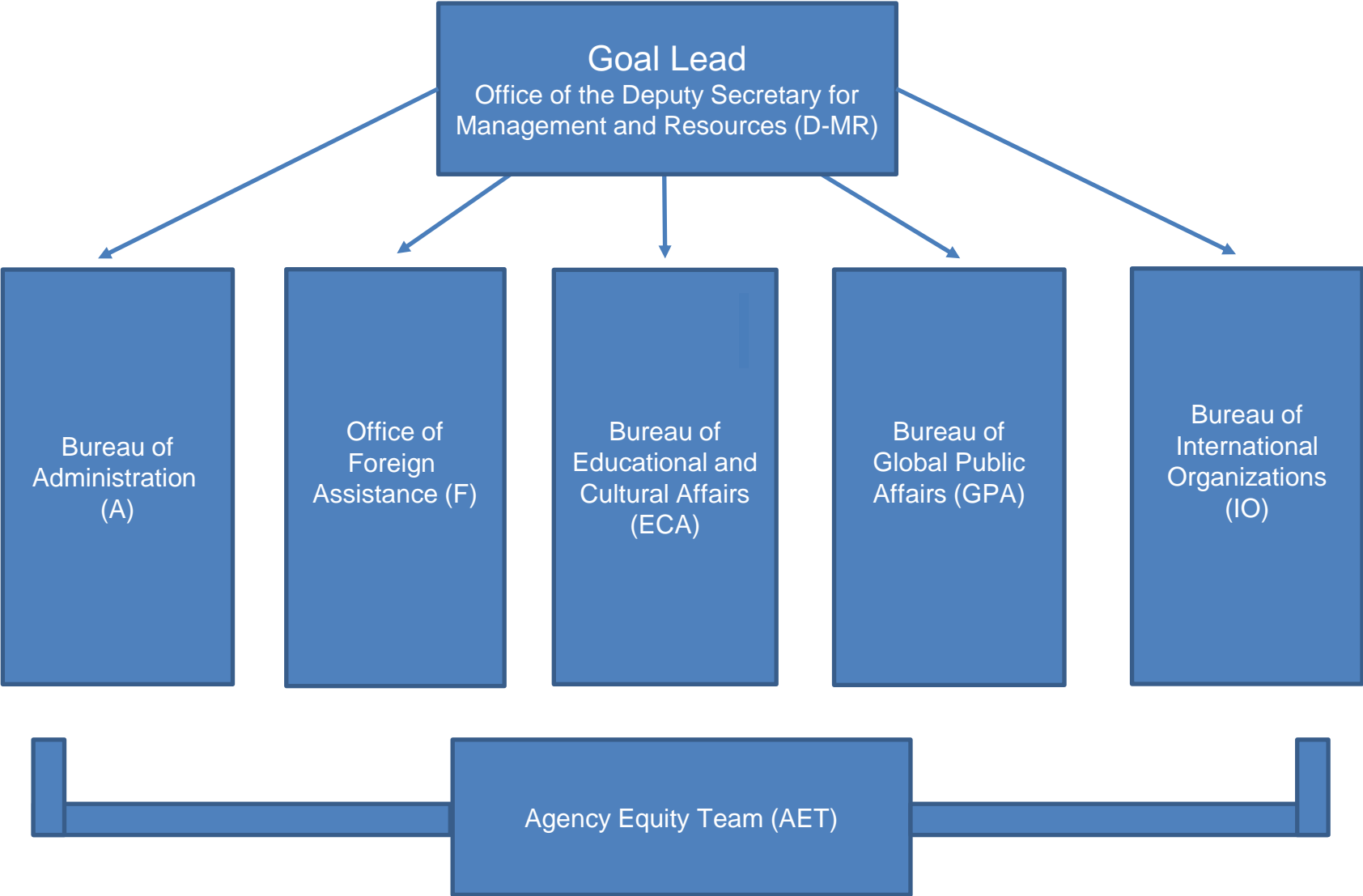
What Success Looks Like

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Goal Targets

Achievement statement		Key indicator(s)	Quantify progress			Frequency
By...	We will...	Name of indicator	Target value	Starting value**	Current value	Update cycle
09/30/2023	Develop assessment tools.		1 – Complete	0 – Not Complete	0 – Not Complete	Quarterly
09/30/2023	Establish country specific baselines.		1- Complete	0 – Not Complete	0 – Not Complete	Quarterly
09/30/2023	Institute country specific measurements.		1 – Complete	0 – Not Complete	0 – Not Complete	Quarterly
09/30/2023	Create country specific reporting mechanisms.		1- Complete	0 – Not Complete	0 – Not Complete	Quarterly

Equity APG Goal Team



Goal Strategies

By creating an equity infrastructure, the Department will intentionally engage underserved communities to develop more equitable foreign policies, programs, and processes. Complete definitions of equity and underserved communities can be found in [Executive Order 13985](#).

- The Department will integrate equity and support for underserved communities as a cross-cutting policy priority across strategic planning and documents, tools and guidance, and stakeholder engagement. The Department can increase its understanding of a country's population, enhance accuracy in assessing a country's trajectory with respect to key foreign policy priorities, and redress inequities that serve as barriers to equal access and opportunity.
- The Office of Foreign Assistance (F) will undertake an extensive review and analysis of the FY 2021 Racial Equity Key Issue data as well as review select data on existing Key Issues that track foreign assistance programming related to underserved communities. This evaluation will reveal a formal baseline of data to determine equity programming gaps, challenges, and opportunities. F will also develop, deploy, and standardize the use of a "Social Inclusion Analysis Tool" to deploy prior to any foreign assistance program design at posts and bureaus. The Racial Equity Key Issue data and Social Inclusion Analysis Tool will ensure equity and support for underserved communities are given full consideration prior to program design. The tool will also be applicable to State's policy and public diplomacy work.
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- The Department's offices managing procurement, contracts, and grants will address Simplified Acquisition Threshold (SAT) procedures limiting the ability to reach full capacity. These offices will also develop objectives and sub-objectives in the Department of State's Equity Action Plan to address requirement issues for Competition Advocate for SAT. These actions will have a positive impact on equity through placing greater scrutiny and accountability on procurement actions and reporting which will ensure U.S. small and underserved businesses are provided maximum opportunity to win contracts under the SAT.**

Key indicators

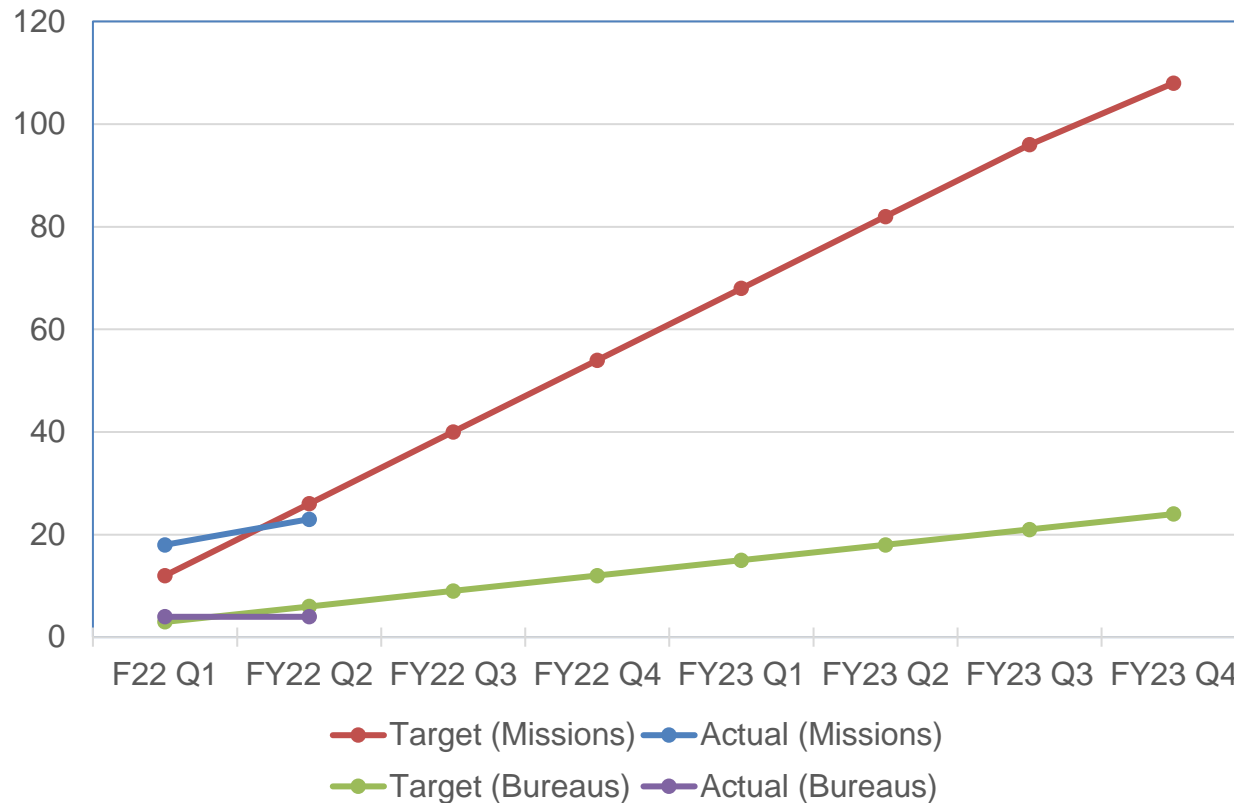
Indicator Title	Current Value	Starting Value <small>(As of 10/1/21)</small>	FY 2022 Target	FY 2023 Target
Equity APG Strategy				
<i>Number of missions and bureaus reporting on the new Advancing Racial Equity and Support to Underserved Communities Key Issue*</i>	Missions			
	23	18	54	108
	Bureaus			
	4	4	12	24
<i>Percentage of Simplified Acquisition Threshold (SAT) awards to small business entities based on dollar value.</i>	27%	29%	32%	35%
<i>Percentage of [foreign] survey respondents reporting a belief that the U.S. can simultaneously assist other countries to improve equity while working to address its own racial/ethnic justice issues. ***</i>	N/A	N/A	48%	53%
<i>Percentage of missions using equity messaging in communication strategies</i>	65%	45%	65%	75%
<i>Number of consensus UN outcome documents expanding inclusion of vulnerable and marginalized groups, including racial, ethnic, and religious groups, persons with disabilities, indigenous persons, LGBTQI+ persons, and women and girls in all their diversity.</i>	21	N/A	10	20

*This indicator only includes Foreign Assistance funded activities

***The survey did not run in FY22 Q2 due to other funding priorities

Key indicators

Number of missions and bureaus reporting on the new Advancing Racial Equity and Support to Underserved Communities Key Issue*

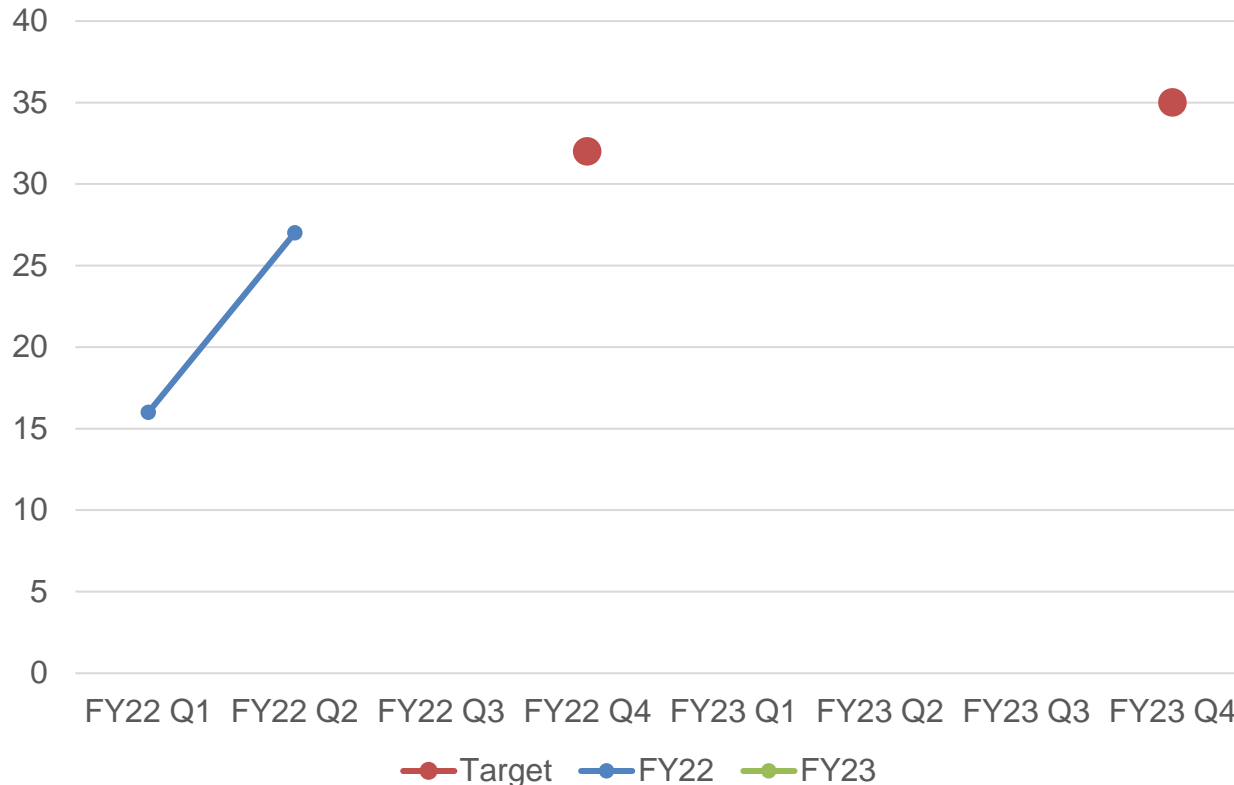


Rationale: This indicator shows how the Department's bureaus and missions are connecting funding to advancing racial equity and support for underserved communities.

*This indicator only includes Foreign Assistance funded activities

Key indicators

Percentage of Simplified Acquisition Threshold (SAT)* awards to small business entities based on dollar value

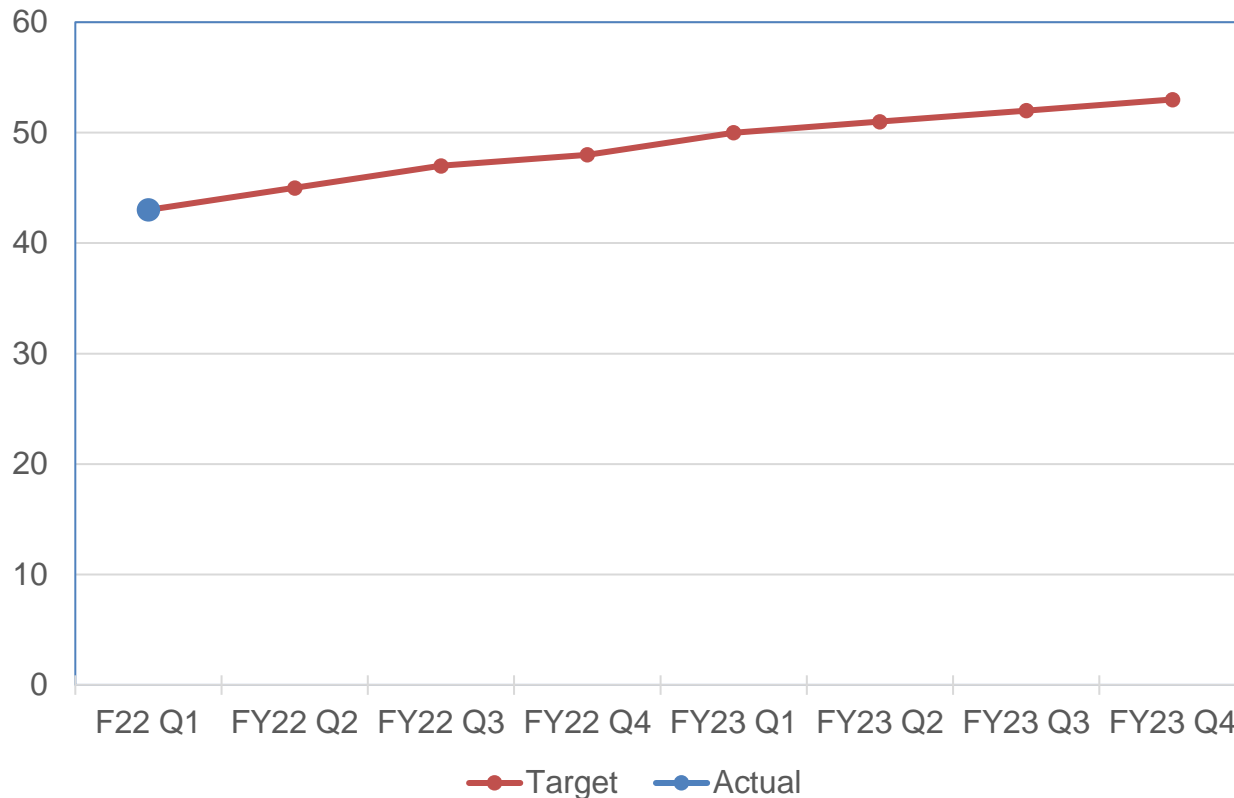


Additional Information: This indicator reports the cumulative percentage of SAT awards to small business entities out of the total value of SAT awards via annual spend to date. Since the volume of awards is not constant across quarters, the cumulative percentage may fluctuate and is expected to be Q4 biased.

*SAT awards are contracts valued at \$250k or under

Key indicators

Percentage of [foreign] survey respondents reporting a belief that the U.S. can simultaneously assist other countries to improve equity while working to address its own racial/ethnic justice issues.***

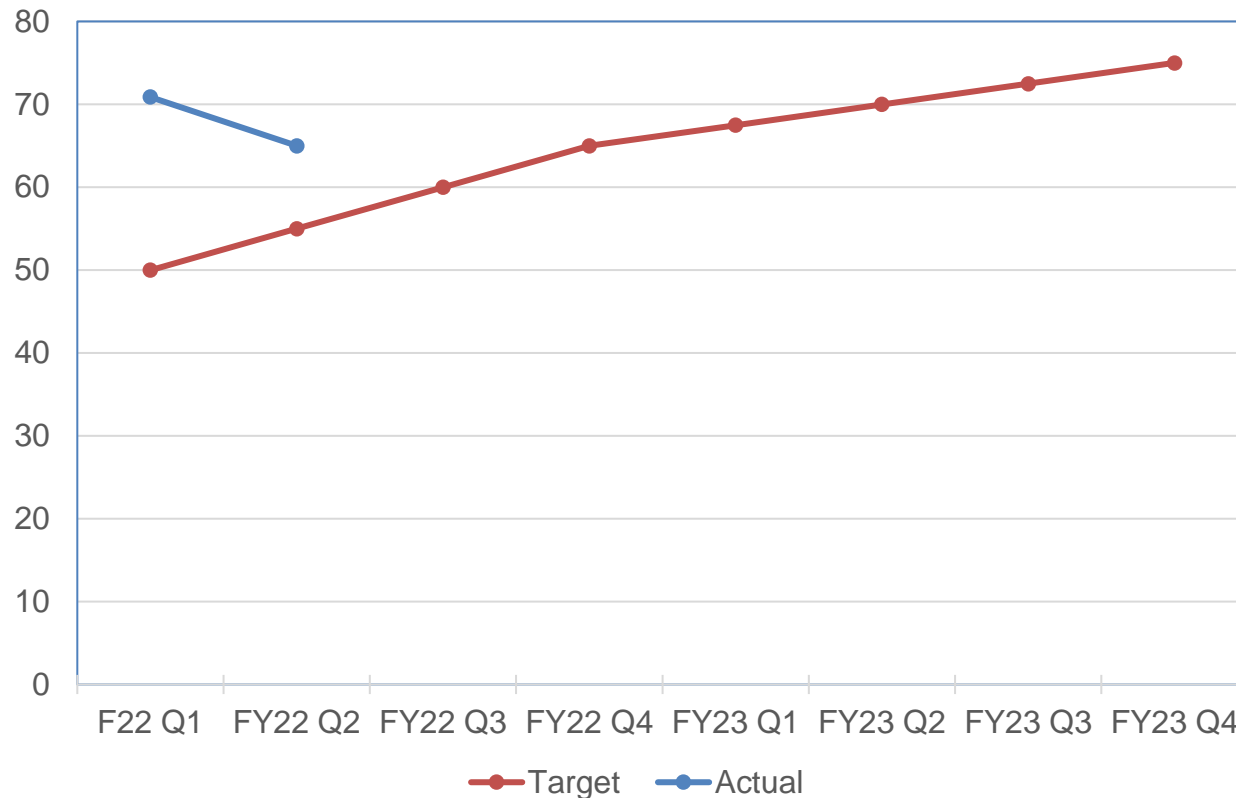


Rationale: Execution of this survey allows the Department to maintain a baseline assessment of how foreign audiences perceive U.S. action on addressing racial inequity in order to effectively evaluate the efficacy of public messaging efforts.

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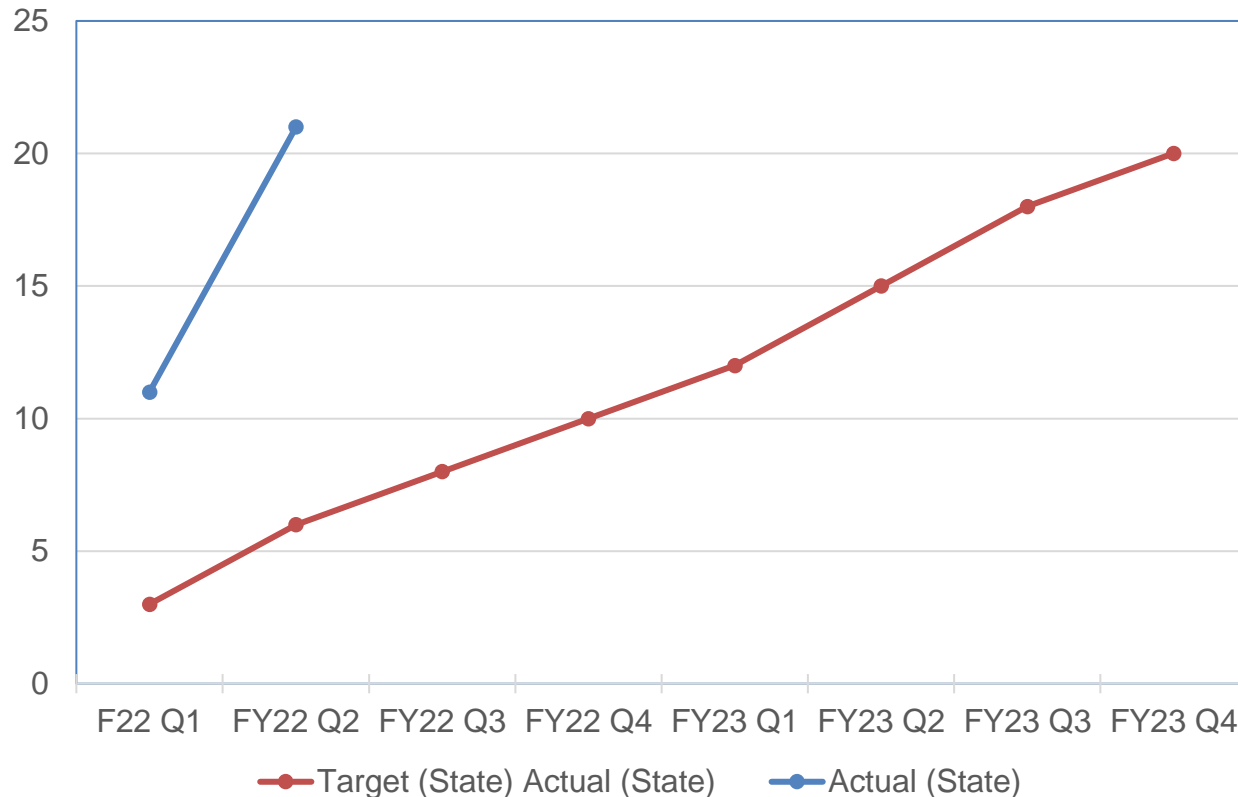
Percentage of missions using equity messaging in communication strategies



Rationale: By measuring how many Missions are using the racial equity messaging and evaluating how it is performing, the Department can better assess what type of content and rhetoric can best be used when messaging on racial equity policy.

Key indicators

Number of consensus UN outcome documents expanding inclusion of vulnerable and marginalized groups, including racial, ethnic, and religious groups, persons with disabilities, indigenous persons, LGBTQI+ persons, and women and girls in all their diversity.



Rationale: A crucial component of advancing equity and support for underserved communities is ensuring inclusion of vulnerable and marginalized groups in UN consensus and outcome documents.

Key milestones

Milestone Summary				
Key Milestone	Milestone Due Date	Milestone Status	Owner	Comments
1. Issue ALDACs with guidance on integrating the President's intersectional equity agenda into annual requests for funding, procurement & contracting, and diplomatic engagement.	Q1, FY 2022	Completed	D-MR	On November 29, D-MR issued two ALDACs with guidance on how posts and bureaus should embed equity into their strategic planning documents to support funding, diplomatic engagements, and programming.
2. Department Category Management Officer develops a plan to increase involvement of underserved communities as part of the Department's Category Management strategy.	Q2, FY 2022	Completed	A/OPE	The Department's Category Management Strategy was submitted on February 15 th and included a section on increasing contracting opportunities for underserved communities.
3. Establish a baseline percentage of ICSes and JRS/FBSes that contain objectives and/or sub objectives to advance racial equity and support to underserved communities in foreign policy.*	Q3, FY 2022	On-Track	D-MR	
4. Implement research project to identify barriers to greater participation by diverse audiences in ECA programs and use results to identify steps to integrate more inclusive approaches to promote racial equity and support for underserved communities in public diplomacy programs.	Q4, FY 2022	On-Track	ECA	ECA awarded a contract to conduct the assessment. Monthly reports are being provided and reviewed. The Final report will inform the strategic goals process and tactical implementation plans. Once the Final report is available, ECA, ECA/P/K DEIA Policy Officer and other stakeholders will partner to facilitate a strategy development process that will promote, embed, measure and assess racial equity in public diplomacy programs.

*Integrated Country Strategy (ICS), Joint Regional Strategy (JRS) and Functional Bureau Strategy (FBS)

Key milestones

Milestone Summary				
Key Milestone	Milestone Due Date	Milestone Status <i>[Complete, On-Track, Missed]</i>	Owner	Comments <i>[Provide discussion of Progress, changes from last update, Anticipated Barriers or other Issues Related to Milestone Completion]</i>
5. Conduct a series of social inclusion consultations throughout the Department to inform the development of a social inclusion analysis tool that can be used prior to the design of foreign assistance programs.	Q4, FY 2022	On-Track	F/P	F/P will coordinate with relevant Department equity stakeholders, including DRL, S/GWI, and others.
6. Director of Acquisition Policy develops and finalizes standardized language concerning Equity in public notices of procurement action.	Q4, FY 2022	On-Track	A/OPE	A/OPE and OSDBU are in the process of developing policy guidance requiring all “unrestricted” domestic acquisition strategies under the Simplified Acquisition Threshold (\$250K) be reviewed and cleared by the Competition Advocate.
7. Submit a proposed program design (to include metrics and curriculum) to the Senior Procurement Executive to create training and opportunities for overseas small business communities.	Q1, FY 2023	On-Track	A/OPE	A/OPE and OSDBU are in the process of reviewing existing available training opportunities and exploring ways to tailor in-house training for acquisition professionals across the Department enterprise.
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9. Issue quarterly guidance to posts with E.O. 13985 messaging that can be used on Department-owned platforms or in media engagements.	Q1, FY 2023	On-Track	GPA	

Key milestones

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10. Execute a baseline survey to audiences across all 6 geographical regions assessing opinions on U.S. racial equity and support for underserved communities and democratic values to measure change in perceptions over time.	Q4, FY 2022	On-track	GPA	The survey has been sent to one country in each region and will be updated twice in calendar year 2022 to assess impact and growth from the baseline survey (run in Q4 2021). It did not run in Q2, but will hopefully run in Q3.
11. Draft, pilot, and receive feedback on a social inclusion analysis tool in order to improve equity-sensitive foreign assistance program design.	Q4, FY 2023	On-Track	F/P	In December 2021/January 2022, the APG Foreign Assistance Working Group will determine non-USG equity stakeholders to meet with for the first social inclusion analysis tool consultation for Q2
12. Finalize and prepare for the implementation of the social inclusion analysis tool.	Q4, FY 2023	On-Track	F/P	The APG Foreign Assistance Working is reviewing and comparing similar already-existing analysis tools for discussion.

Narrative – FY 22 Q2

The Office of Foreign Assistance (F) continues to monitor progress on socialization and reporting uptake on the new Key Issue *Advancing Racial Equity and Support to Underserved Communities*. For Q2, 23 posts reported on the Key Issue, up from 18 posts in Q1. Headquarters' reporting has remained steady at four bureaus. In addition, F continues to co-lead the Foreign Assistance Working Group to develop a Social Inclusion Analysis Tool (SIAT). In Q2, three internal planning sessions have laid the groundwork to create an SIAT internal and external consultation plan, which will be available in Q3 .

The Office of Small and Disadvantaged Business Utilization (OSDBU) and the Bureau of Administration's Office of Procurement Executive (A/OPE) are on track to integrate E.O. 13985-related content into training events for Contracting Officers, Contracting Officer Representatives, and Program offices. OSDBU incorporated such content into several trainings, including "Market Research", "Subcontracting and Small Business Participation Plans", and trainings on socioeconomic programs. A/OPE issued a Senior Procurement Executive Memorandum 22-6 that sets forth procurement policy to establish an evaluation factor for American small businesses participation as subcontractors in the performance of Department's solicitations. This factor ensures small businesses are substantively included in performance of large contracts, and prime contractors are evaluated and held accountable.

The Bureau of Global Public Affairs (GPA) consistently tracks short and long-term qualitative and quantitative data to assess how messaging on racial equity resonates with foreign audiences. GPA was not able to conduct their public opinion survey during FY22 Q2 due to funding being diverted to Ukraine efforts. However, GPA plans to resume administration of this survey later this year. GPA is making progress on this effort through: (1) racial equity messaging assessments on Department-owned platforms performs and (2) opinion surveys to foreign audiences on U.S. leadership addressing racial inequity. GPA found Department-owned platforms do not often publish content on racial equity, and when they do, engagement is often negative. Surveys found the United States is not seen as a leader when it comes to racial equity, and Department messengers should focus on global inclusion instead of U.S. leadership in this space.

The Bureau of International Organizations (IO) negotiated an additional 10 outcome and/or consensus documents that expanded inclusive language of vulnerable and marginalized groups, building on a successful first quarter. Some documents expanded language for multiple vulnerable and marginalized groups. In those 10 documents, all 10 expanded inclusive language of women and girls in all their diversity; 1 of indigenous persons; and 4 of persons with disabilities. Notably, within the first two quarters of the FY, IO has more than doubled its annual target and anticipates continued strong momentum through the rest of the year.

Data accuracy & reliability

Data Source	Accuracy	Reliability	Notes
Office of the Procurement Executive			
<ul style="list-style-type: none"> • SAM.gov 	Med	High	SAM is the authoritative data for entity registrations including socioeconomic data, as well as contract reporting, including obligations, small business goaling, and Simplified Acquisition Threshold spend analysis
<ul style="list-style-type: none"> • GSA "D2D" 	High	High	Category management spend reporting
<ul style="list-style-type: none"> • SBA DSBS 	High	Med	Small Business capabilities repository, used to search for small and socioeconomic category vendors.
Office of Foreign Assistance			
<ul style="list-style-type: none"> • Operational Plans (as aggregated by F's FACTS Info database) 	High	High	Operational Plans are annual reporting documents prepared by all State and USAID bureaus and posts (also called Operating Units or OUs) that receive foreign assistance funds. Op Plans are submitted to F for review and approval. OUs do not receive foreign assistance funds until their Op Plan is approved.
<ul style="list-style-type: none"> • Performance Plans and Reports (as aggregated by F's FACTS Info database) 	High	High	PPRs are annual reporting documents prepared by all State and USAID bureaus and posts (also called Operating Units or OUs) that receive foreign assistance funds. PPRs are submitted to F for review and approval. Any Key Issue that is reported on in an Operational Plan must also have performance reporting in the PPR.

Data accuracy & reliability

Data Source	Accuracy	Reliability	Notes
Bureau of Global Public Affairs			
<ul style="list-style-type: none"><li data-bbox="92 534 452 565">• CATI and CAPI survey	High	High	Global survey will interview respondents in six countries (one in each region) for three rounds with 1,000 observations per country and subsequent 500 observations per country. Questions will assess the scope of attitudes regarding the US reputation as a global human rights supporter and foreign audience opinions towards human rights and democracy in their home societies.

Additional information

Contributing Programs

Organization -

- Small and underserved business organizations / chambers of commerce (Veterans, Womens, Minority) - Town Halls and surveys of underserved small business communities

Program Activities:

- Operational Plan Development – Budgetary and qualitative (narrative) reporting on the Racial Equity Key Issue
- Performance Plan and Report Development – Quantitative (performance indicators and targets) and qualitative (narrative) reporting on the Racial Equity Key Issue

Regulations:

- Federal Acquisition Regulation (FAR) - definitions and small / socioeconomic business goals, contracting processes
- Small Business Act

Policies:

- Office of Federal Procurement Policy Memo — [Transforming the Marketplace: Simplifying Federal Procurement to Improve Performance, Drive Innovation, and Increase Savings \[PDF\]](#) - Category Management Policy

Other Federal Activities:

- General Services Administration (GSA) - Category Management Goals, SAM.gov repository
- Small Business Administration – Small Business Goal determination, negotiation, reporting, and compliance.
- Bureaus within the Under Secretary of State for Political Affairs; the Under Secretary of State for Civilian Security, Democracy and Human Rights; the Under Secretary of State for Economic Growth, Energy, and Environment; the Under Secretary of State for Public Diplomacy and Public Affairs; and the Under Secretary of State for Management; and, offices such as the Secretary's Office of Global Women's Issues and Office of Foreign Assistance.

Stakeholder / Congressional Consultations

Social Inclusion Analysis Tool Consultations – meeting with non-USG equity experts to incorporate suggestions into the development of a new analysis tool to support equity program design