

Equity Focus

Justice40

NRCS aims to increase program participation by 10 percent each year until the agency meets, or exceeds, the Justice40 goals outlined in President Biden's commitment.

Equity in Implementation of the Inflation Reduction Act

The Inflation Reduction Act (IRA) Of 2022 is an historic investment in climate and conservation agriculture.

Equity through Collaboration with Partners

Collaboration with internal and external partners, stakeholders, and various communities is paramount to the success of advancing equity and removing inequities in NRCS programs, policies, and services.

Equity and the Technical Service Providers Program

NRCS is utilizing a multi-pronged approach to improve technical assistance to underserved communities. We are continually working to expand the number of conservation technical experts who can offer technical assistance and one-on-one conservation advice to historically underserved producers.

Limited English Proficiency

Limited English Proficiency refers to people who do not speak English as their primary language and who have limited ability to read, speak, write, or understand English. Laws and regulations prohibit exclusion from participation in, denial of benefits of, and discrimination under Federal programs.

Equity in Conservation Outreach Cooperative Agreements

The Equity in Conservation outreach cooperative agreements fund two-year projects to expand the delivery of conservation assistance to producers who are new to farming, are low-income, identify as one or more marginalized race or ethnicity, and/or are military veterans.

Equity Key Terms

Bias: prejudice in favor of or against a person or group, usually considered unfair.

Discrimination: unfavorable or unfair treatment of a person or class of persons.

Diversity: the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the people, including underserved communities.

Equality: each individual or group of people is given the same resources or treatment.

Equity: the consistent and systematic treatment of all individuals in a fair, just, and impartial manner, including people who belong to communities that have been denied such treatment.



Inequity: lack of fairness or justice; occurs when everyone does not have the same access to opportunities and resources.

Justice: the systematic, proactive reinforcement of policies, practices, and attitudes that produce equitable power, access, opportunities, treatment, and outcomes for all.

Prejudice: an unfair belief or feeling of dislike for a person or group because of race, ethnicity, gender, religion, or other interpersonal differences.

Racism: a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.

Underserved Communities: populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life.

Why Achieving Equity is a priority

Achieving Equity is an NRCS priority because this Administration has identified Equity as a priority for all levels of federal government. From the White House to USDA to NRCS, we will achieve Equity in our programs and services.

Equity is not only dividing resources fairly and equally, but also factoring in differences among people or communities.

Equality is dividing resources equally but does not factor differences in need and ability.

The route to achieving Equity will not be accomplished through treating everyone equally. It will be achieved by treating everyone equitably, not just according to circumstances.

All NRCS Employees will be responsible for achieving equity in everything we do, at all levels—from programs to employment to technical assistance to customer service—we will provide equal opportunity for all!

For More Information

Equity homepage: nrcs.usda.gov/about/priorities/equity.

