



## Executive Order on Empowering and Advancing Young Americans through the Federal Government

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

**Section 1. Policy.** The United States is a country that believes in the voice of all its citizens, especially that every Young American should be empowered to achieve their full potential and have their dreams realized. The pandemic has laid bare some unacceptable truths. Our country does not always provide equal opportunity and resources to our young people or to the issues they value most, whether it be economic justice, democracy and civic engagement, immigrant rights, or climate change.

Now is the time to build back better, eradicating entrenched structural weaknesses and inequalities. This is the moment to imagine and build a new America for all with an eye towards future generations: a country where every Young American enjoys an equal chance to flourish due to progressive policies centered on both racial and social justice; a United States that is even more vibrant and more powerful, energized by the meaningful inclusion of Young Americans, particularly those that are traditionally marginalized.

Investing and empowering one of America's greatest assets, its young people, is essential to build a more equal country and world. This Administration recognizes the value in partnering with Young Americans and ensuring they are not only heard, but understood; not only engaged, but empowered; and not only supported, but treated as leaders. As we recover as a nation, recognizing young people as full-fledged partners, and not just beneficiaries will build back a better world for all.

While many of the challenges Young Americans champion are not new, they require new ideas, approaches, and the unique ingenuity and perspective that young people offer. Re-imagining the future of work, the use of technology to counter the effects of climate change, unifying and restoring communities that have long been targeted by systemic racism are initiatives that benefit from the fresh perspective of Young Americans. Providing equal access to education, loan forgiveness, and access to capital so Young Americans can start



the enterprises of tomorrow improving life for all and moving this Country back to the forefront of innovation and policy solutions. The aim is an inclusive, intentional, and mutually-respectful partnership between Young Americans and the established voices, wherein new ideas, perspectives and skills are integrated into the design and delivery of programs, strategies, policies, funding mechanisms, and organizations that not only will enhance the lives of Young Americans, but of all Americans.

Our Nation deserves an ambitious whole-of-government equity agenda that matches the scale of the opportunities and challenges we face, which can only be fully realized by the intentional inclusion of Young Americans. It is therefore the policy of my Administration that the Federal Government pursue a comprehensive strategy to engage and empower the next generation of American leaders through the establishment of: (i) an independent Office of Young Americans (OYA) within the Executive Office of the President; (ii) a Working Group of Federal agencies and; (iii) an Advisory Council of Young Americans' composed of representatives appointed by the President of the United States from diverse organizations led by and serving Young Americans.

The OYA will work with Federal entities on the need to meaningfully engage and partner with Young Americans through formal and informal mechanisms and platforms. The Office will improve dialogue and partnerships with youth-led organizations and networks, as well as young people outside of organizations, with a focus on engaging under-represented Young Americans. The Office will advocate for meaningful engagement of Young Americans in policy and government forums and look to transform the way in which we engage locally and nationally.

**Sec. 2. Definitions.** For purposes of this order: (a) The term “equitable” means the consistent and systematic fair, just, and impartial treatment of all individuals, including those belonging to underserved communities that have been denied such treatment, such as Black, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color ; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.



- (b) The term “meaningful engagement” means an inclusive, intentional, mutually-respectful partnership, whereby power is shared, respective contributions are valued, and ideas, perspectives, skills, and strengths are integrated into the design and delivery of programs, strategies, and policies.
- (c) The term “advocate” refers to amplifying voices to ensure fair and equal treatment with the intention to influence specific outcomes - including public policy and resource allocation decisions within political, economic, and social systems and institutions - that directly affect those Young Americans.
- (d) The term “empower” refers to active participation in decision-making, equal opportunity, economic freedom, and the right to give an opinion, access to the productive resources that enable opportunities for Young Americans including education, capital, and employment.
- (d) The term “inclusion” refers to the process of improving the scope and level of participation in society for people who are disadvantaged on the basis of age, sex, disability, race, ethnicity, origin, religion, or economic or other status, through enhanced opportunities, access to resources, voice and respect for rights.
- (e) The term “Young Americans” refers to all Americans, both permanent and temporary residents of the United States, who are below the age of 40.

**Sec. 3. Establishment.** This order hereby provides for the establishment of the White House Office of Young Americans within the Executive Office of the President in the Office of Public Engagement (OPE), supported by the Domestic Policy Council and Presidential Personnel Office (PPO)

- (a) The OYA will have lead responsibility in the Executive Branch for establishing policies, priorities, and objectives for the Federal Government’s comprehensive effort to meaningfully engage, advocate, empower and equitably advance and expand the role and work of Young Americans in their communities, states, and nationally, to the extent permitted by law.



(b) The Office will be staffed by an Executive Director, who will serve as a Senior Director for Young Americans policy in the White House Domestic Policy Council, and a Deputy Director, who will also serve a Senior Advisor for Public Engagement.

(c) Within the OYA, will be the creation of an agency Working Group consisting of representatives of agencies as determined by the Director of OPE, and a senior official from the OMB designated by the Director of the OMB, who shall serve as the Co-Chairs of the Working Group. The Co-Chairs shall convene regular meetings of the Working Group, determine its agenda, and direct its work. In addition to the Co-Chairs, the Working Group shall consist of senior officials with knowledge of policies that have implications for young people from the following agencies and offices:

- i. the Department of State;
- ii. the Department of Justice;
- iii. the Department of the Interior; iv. the Department of Agriculture;
- v. the Department of Treasury;
- vi. the Department of Labor;
- vii. the Department of Health and Human Services;
- viii. the Department of Housing and Urban Development;
- ix. the Department of Education;
- x. the Department of Veterans Affairs;
- xi. the Department of Homeland Security;
- xii. the Environmental Protection Agency;
- xiii. the Small Business Administration;
- xiv. the United States Agency for International Development;
- xv. the Corporation for National and Community Service;
- xvi. the Department of Transportation; and
- xvii. other agencies and offices as the President, from time to time, may designate.



(d) Within the OYA, the establishment of an Advisory Council to promote inclusion and direct engagement of Young Americans so that policies may better reflect and benefit Young Americans, and to ensure that those policies and guidance are consistent with the fundamental principles set forth in Section 2 of this order. The Advisory Council will meet quarterly to review and evaluate existing agency regulations (as delineated in Section 5(a) report), guidance documents, and policies that have implications for Young Americans.

**Sec. 4. Role of the Office for Public Engagement.** (OPE) supports the President's goal of building a government that is inclusive, transparent, accountable, and responsible to its citizens. Consistent with this goal, OPE will coordinate efforts with the Domestic Policy Council to engage, advocate, and amplify the voices of Young Americans. This will include, but not be limited to, efforts to remove systemic barriers relating to race and economic status; to provide equal access to opportunities from education to entrepreneurship; to recognize and support young people in peacebuilding and to develop forward-facing policies to counter climate change and prepare for the future of work. The OPE-interagency process will ensure that these efforts are made in coordination with the directors of the National Security Council and the National Economic Council.

**Sec. 5. Identifying Methods to Assess Advancement and Achievement.** (a) The Director of the Office of Public Engagement (OPE) and the Director of Presidential Personnel Office (PPO) shall oversee the Working Group's study on methods for assessing whether agency policies actions and personnel are inclusive of Young Americans stakeholders and are leading to progress in advancing the inclusion and meaningful engagement. The study will result in a written report within 200 days of the date of this order identifying the best methods, consistent with applicable law, to assist agencies in assessing equitable inclusion of Young Americans with respect to race, ethnicity, religion, income, geography, gender identity, sexual orientation, and disability.



(b) As part of this study, the Director of the Office of Management and Budget (OMB), following receipt of a copy of the report of the Working Group, as detailed in Section 5(a), and in coordination with the Department of Justice, shall issue guidance to agencies on the implementation of this order.

(c) Within one year of the date of this order, the Director of OMB shall deliver a report to the President of the United States detailing the best practices identified by the study and, as appropriate, recommending approaches to expand use of those methods across the Federal Government.

**Sec. 6. Conducting a Young Americans Inclusion Assessment in Federal Agencies.** The head of each agency, or designee, shall, in consultation with the Director of OMB and OPE, select certain agency's programs and policies for a review that will assess whether Young Americans face systemic barriers in accessing benefits and opportunities available pursuant to those policies and programs. The head of each agency, or designee, shall conduct such review and within 200 days of the date of this order provide a report to the Senior Advisor to the President and Director of OPE reflecting findings on the following:

(a) Potential barriers that limit Young Americans' involvement in and access to benefits and services in Federal programs;

(b) Potential barriers that Young Americans may face in taking advantage of agency procurement and contracting opportunities;

(c) Whether policies, regulations, or guidance documents may be necessary to advance the inclusion of young people in agency actions and programs;

(d) The operational status and level of institutional resources available to offices or divisions within the agency that are responsible for working with Young Americans; and

(e) The need for a centralized office to lead a whole-of- government response in coordinating inclusion and engagement with Young Americans in governmental actions.



**Sec. 7. Allocating Federal Resources to Advance Fairness and Opportunity.** The Federal Government should, consistent with applicable law, allocate resources to invest sufficiently, justly, and equally in Young Americans. To this end:

- (a) The Director of OMB shall identify opportunities to promote the inclusion of Young Americans in the budget that the President submits to Congress.
- (b) The Director of DPC shall, in coordination with the heads of agencies, study strategies, consistent with applicable law, for allocating Federal resources in a manner that increases investment in Young Americans, as well as for providing additional opportunities for their hiring in government. The Director of OMB and OPE shall report the findings of this study to the President.

**Sec. 8. Promoting Equitable Delivery of Government Benefits and Inclusive Opportunities.**

Government programs are designed to serve all eligible Young Americans. Government contracting and procurement opportunities should be available on an equal basis to all eligible Young Americans and youth led or serving organizations. To meet these objectives and to enhance compliance with existing laws:

- (a) Within 1 year of the date of this order, the head of each agency shall consult with the Assistant to the President for the Domestic Policy Council (APDP), Director of OPE, and the Director of OMB to produce a plan for addressing:
  - i. any barriers to full and equal participation in programs identified pursuant to Section 5(a) of this order;
  - ii. any barriers to full and equal participation in agency procurement, contracting, and hiring opportunities identified pursuant to Section 5(b) of this order; and
- (b) The Administrator of the U.S. Digital Service, the United States Chief Technology Officer, the Chief Information Officer of the United States, and the heads of other agencies, or their designees, shall take necessary actions, consistent with applicable law, to support agencies in developing such plans.



**Sec. 9. Engagement with Young Americans.** In carrying out this order, agencies shall consult with organizations that continue to engage, advocate and amplify the voices of Young Americans in the Federal Government. The head of each agency shall evaluate opportunities, consistent with applicable law, to increase coordination, communication, and engagement with community-based organizations focused on young people.

(a) In order to promote inclusion and direct engagement of Young Americans so that policies may better reflect and benefit Young Americans, the Office of Young Americans will directly lead engagement with the Advisory Council to ensure that policies and guidance are consistent with the fundamental principles set forth in Section 2 of this order.

(b) Within 200 days of the date of this order, the Advisory Council shall submit a report to the Office of Young Americans on amendments, changes, or additions that are necessary to ensure that regulations are consistent with the fundamental principles set forth in Section 1 of this order.

(c) The Advisory Council shall include at least 12 organizations appointed by the President of the United States of America and chaired by the Director of OPE. Membership of the Advisory Council are limited to organizations that engage in explicitly activities related or closely related to Young Americans and must perform such activities and offer such services outside of programs that are supported with direct Federal financial assistance (including through prime awards or sub-awards), separately in time or location from any such programs or services supported with direct Federal financial assistance, and participation in any such explicitly religious activities must be voluntary for the beneficiaries of the social service program supported with such Federal financial assistance.

**Sec. 10. General Provisions.** (a) Nothing in this order shall be construed to impair or otherwise affect:

- i. the authority granted by law to an executive department or agency, or the head thereof; or
- ii. the functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.



- (b) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.
- (c) Independent agencies are strongly encouraged to comply with the provisions of this order.
- (d) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

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