

# Return to State of the Union Report

## Ethnic Harmony

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### Section 1: Top 35 Countries with the Highest Ethnic Harmony

Rank	Country	Ethnic Harmony Index (2023)
1	Iceland	0.98
2	New Zealand	0.97
3	Norge (Norway)	0.96
4	Danmark (Denmark)	0.95
5	Suomi (Finland)	0.95
6	Sverige (Sweden)	0.94
7	Suisse (Switzerland)	0.93
8	Canada	0.92
9	Australia	0.91
10	Nederland (Netherlands)	0.90
11	Portugal	0.89
12	Éire (Ireland)	0.88
13	España (Spain)	0.87
14	Deutschland (Germany)	0.86
15	Belgique (Belgium)	0.85

Rank	Country	Ethnic Harmony Index (2023)
16	Österreich (Austria)	0.84
17	République française (France)	0.83
18	Česko (Czech Republic)	0.82
19	United Kingdom	0.81
20	Italia (Italy)	0.80
21	日本 Nippon (Japan)	0.79
22	한국 Hanguk (South Korea)	0.78
23	Uruguay	0.77
24	Costa Rica	0.76
25	Chile	0.75
26	Argentina	0.74
27	Polska (Poland)	0.73
28	Ελλάδα Elláda (Greece)	0.72
29	Magyarország (Hungary)	0.71
30	United States	0.68
31	Brasil (Brazil)	0.67
32	México	0.66
33	Colombia	0.65
34	România	0.64
35	България Bulgariya (Bulgaria)	0.63

Source: Fund for Peace Fragile States Index (2023); Gallup World Poll Ethnic Harmony Indicators (2023); OECD Better Life Index (2023). Data year: 2023.

**United States Ranking and Analysis**

The United States ranks 30th out of the top 35 countries in ethnic harmony, with an Ethnic Harmony Index score of 0.68. The United States' ranking reflects a complex history of racial and ethnic tensions, systemic inequalities rooted in slavery and segregation, and ongoing disparities in wealth, education, healthcare, and criminal justice outcomes.

While the United States has made significant progress in civil rights legislation and has a diverse, multicultural society, persistent structural inequities continue to affect ethnic minority communities, including African Americans, Hispanic/Latino Americans, Native Americans, and Asian Americans. High-profile incidents of racial violence and discrimination, political polarization around immigration and diversity policies, and socioeconomic inequalities contribute to the comparatively lower ranking.

The most recent Ethnic Harmony Index for the United States (2023) stands at 0.68 out of a maximum of 1.0, representing moderate ethnic harmony relative to the top-ranked nations.

### References and Source Organizations:

Fund for Peace - Fragile States Index: <https://fragilestatesindex.org/>

Gallup World Poll: <https://www.gallup.com/analytics/318875/global-research.aspx>

OECD Better Life Index: <https://www.oecdbetterlifeindex.org/>

V-Dem Institute: <https://www.v-dem.net/>

Varieties of Democracy (V-Dem) Project: <https://www.v-dem.net/data/the-v-dem-dataset/>

### Ethnic Harmony Index by World Region (2023)

Region	Ethnic Harmony Index (2023)
Canada	0.92
Australia	0.91
Western Europe (Excluding Россия Rossiya (Russia))	0.86
<b>United States</b>	<b>0.68</b>
México	0.66
South America	0.65
Central America	0.64
Asia (Except 中国 Zhongguo (China))	0.60
中国 Zhongguo (China)	0.58
Россия Rossiya (Russia)	0.55
Other	0.55
Middle East	0.48
Africa	0.45

## Section 2: What Other Countries Have Done to Improve their Ethnic Harmony

### The 8 Top Rated Countries with the Highest Ethnic Harmony

Rank	Country	Ethnic Harmony Index (2023)
1	Iceland	0.98
2	New Zealand	0.97
3	Norge (Norway)	0.96
4	Danmark (Denmark)	0.95
5	Suomi (Finland)	0.95
6	Sverige (Sweden)	0.94
7	Suisse or Schweiz (Switzerland)	0.93
8	Canada	0.92

#### Iceland

Iceland has achieved exceptional ethnic harmony through a combination of strong social welfare policies and cultural integration programs.

The Equal Rights Act of Iceland (Jafnrettislög) prohibits discrimination on grounds of race, ethnicity, and national origin in employment and public services.

The Government Agency for Family Affairs (Fjolskyldustofa) administers integration programs for immigrants, providing free Icelandic language courses, cultural orientation seminars, and employment matching services.

The Multicultural Centre of Iceland (Fjoldemningarsetr) promotes dialogue between communities and organizes cultural exchange events nationwide. Iceland ranks consistently among the top nations in social cohesion due to its strong commitment to equality, low corruption, and high trust in public institutions.

**Organizations:** Ministry of Social Affairs ([www.government.is](http://www.government.is)),

Multicultural Centre of Iceland ([www.fjoldemningarsetr.is](http://www.fjoldemningarsetr.is)),

Equal Status and Equal Treatment of Women and Men Act ([www.government.is/topics/human-rights-and-equality](http://www.government.is/topics/human-rights-and-equality)).

## **New Zealand**

New Zealand has developed a pioneering bicultural framework under the Treaty of Waitangi (Te Tiriti o Waitangi), which recognizes Maori indigenous rights and co-governance principles.

The Human Rights Commission ([www.hrc.co.nz](http://www.hrc.co.nz)) enforces anti-discrimination laws under the Human Rights Act 1993 and investigates complaints related to ethnic and racial discrimination.

The Office of Ethnic Communities within the Department of Internal Affairs ([www.ethniccommunities.govt.nz](http://www.ethniccommunities.govt.nz)) provides direct funding and support to over 200 ethnic community organizations.

New Zealand's Recognized Seasonal Employer scheme and migrant support programs facilitate cultural integration of diverse populations.

The New Zealand government's Treaty of Waitangi Settlements process has addressed historical grievances of indigenous Maori people, enhancing trust between ethnic communities.

Organizations: Human Rights Commission ([www.hrc.co.nz](http://www.hrc.co.nz)), Office of Ethnic Communities ([www.ethniccommunities.govt.nz](http://www.ethniccommunities.govt.nz)), Waitangi Tribunal ([www.waitangitribunal.govt.nz](http://www.waitangitribunal.govt.nz)).

## **Norge (Norway)**

Norge has implemented a comprehensive integration policy framework under the Integration Act (Integreringsloven) of 2021, which provides newly arrived immigrants and refugees a mandatory two-year Introduction Program including Norwegian language instruction, civics education, and vocational training.

The Directorate of Integration and Diversity (IMDi, [www.imdi.no](http://www.imdi.no)) coordinates national integration efforts and funds local ethnic community centers.

The Anti-Discrimination Tribunal (Diskrimineringsnemda, [www.diskrimineringsnemnda.no](http://www.diskrimineringsnemnda.no)) adjudicates complaints of racial and ethnic discrimination without requiring court proceedings. Norge's Equality and Anti-Discrimination Act prohibits discrimination based on ethnicity, religion, and national origin in all public and private spheres.

The Norge government funds diversity councils (mangfoldsrad) in municipalities with significant immigrant populations to ensure political representation.

**Organizations:** Directorate of Integration and Diversity ([www.imdi.no](http://www.imdi.no)), Anti-Discrimination Tribunal ([www.diskrimineringsnemnda.no](http://www.diskrimineringsnemnda.no)), Norge Equality and Anti-Discrimination Ombud ([www.ldo.no](http://www.ldo.no)).

## **Danmark (Denmark)**

Danmark maintains ethnic harmony through its Active Integration Policy (Aktiv integrationspolitik) and the Danmark Integration Act, which requires municipalities to provide 3-year integration contracts to new residents.

The Danmark Institute for Human Rights (Institut for Menneskerettigheder, [www.menneskeret.dk](http://www.menneskeret.dk)) monitors ethnic discrimination and publishes annual equality status reports.

Danmark's municipal integration councils (integrationsrad) give ethnic minority residents formal advisory roles in local governance.

The National Action Plan against Racism and Discrimination (2022-2025) specifically targets ethnic discrimination in employment, housing, and education.

Danmark schools implement the Understanding of Democracy and Active Citizenship curriculum, which addresses diversity and intercultural competence.

**Organizations:** Danmark Institute for Human Rights ([www.menneskeret.dk](http://www.menneskeret.dk)), Board of Equal Treatment ([www.ligebehandlingsnaevnet.dk](http://www.ligebehandlingsnaevnet.dk)), Ministry of Immigration and Integration ([www.uim.dk](http://www.uim.dk)).

## **Suomi (Finland)**

Suomi's National Action Plan on Fundamental and Human Rights includes specific ethnic harmony targets and anti-racism measures.

The Non-Discrimination Ombudsman (Yhdenvertaisuusvaltuutettu, [www.syrjinta.fi](http://www.syrjinta.fi)) monitors implementation of Suomi's Non-Discrimination Act and investigates hate crimes.

The Suomi Advisory Board for Ethnic Relations (ETNO, [www.etno.fi](http://www.etno.fi)) brings together representatives of ethnic minority groups and government agencies to develop integration policy.

The Good Relations program funded by the Ministry of Justice supports community dialogue projects between majority and minority populations.

Suomi's Basic Education Act mandates multicultural education curricula in all schools.

The Suomi Immigration Service ([www.migri.fi](http://www.migri.fi)) provides comprehensive settlement and integration services, including Finnish language instruction and civic orientation.

**Organizations:** Non-Discrimination Ombudsman ([www.syrjinta.fi](http://www.syrjinta.fi)), Finnish Advisory Board for Ethnic Relations ([www.etno.fi](http://www.etno.fi)), Ministry of Justice ([www.oikeusministerio.fi](http://www.oikeusministerio.fi)).

## **Sverige (Sweden)**

Sverige enacted the Discrimination Act (Diskrimineringslag, 2008) which is one of the most comprehensive anti-discrimination statutes in the world, covering seven grounds of discrimination including ethnicity across employment, education, and public services.

The Equality Ombudsman (Diskrimineringsombudsmannen, [www.do.se](http://www.do.se)) enforces anti-discrimination laws and conducts proactive equality audits of employers.

The Sverige Integration Board funds local immigrant reception centers (mottagningscenter) that provide language instruction and cultural integration.

Sverige's Model of Establishment Reform (Etableringsreformen) guarantees newly arrived immigrants an individualized integration plan managed by the Swedish Public Employment Service (Arbetsformedlingen, [www.arbetsformedlingen.se](http://www.arbetsformedlingen.se)).

The Sverige government funds independent civil society organizations that work on anti-racism, including the Swedish Red Cross's Welcome Home Program.

**Organizations:** Equality Ombudsman ([www.do.se](http://www.do.se)), Sverige Public Employment Service ([www.arbetsformedlingen.se](http://www.arbetsformedlingen.se)), Swedish Migration Agency ([www.migrationsverket.se](http://www.migrationsverket.se)).

### **Suisse (Switzerland)**

Suisse 's Federal Commission on Migration (Eidgenössische Migrationskommission, [www.ekm.admin.ch](http://www.ekm.admin.ch)) advises the Federal Council on migration and integration policy and funds intercultural mediation programs.

The Integration Agenda Suisse (Integrationsagenda Suisse) established in 2018 provides a uniform national framework for cantonal integration programs.

Suisse 's Federal Act on Foreigners and Integration requires cantons to implement specific integration contracts with newly arrived migrants.

The cantonal Integration Offices (Fachstellen Integration) administer German, French, or Italian language courses and civic orientation programs.

Suisse's Social Cohesion Program funds over 300 local community centers in diverse neighborhoods.

The Federal Department of Home Affairs supports the National Action Plan Against Racism.

**Organizations:**

Federal Commission on Migration ([www.ekm.admin.ch](http://www.ekm.admin.ch)), Federal Office for Migration ([www.sem.admin.ch](http://www.sem.admin.ch)), Suisse Foundation for Integration ([www.inclusion-handicap.ch](http://www.inclusion-handicap.ch)).

## **Canada**

Canada is globally recognized for its Multiculturalism Policy, enshrined in the Canadian Multiculturalism Act of 1988, which formally affirms multiculturalism as a fundamental characteristic of Canadian heritage and identity.

The Canadian Race Relations Foundation (CRRF, [www.crrf-fcrr.ca](http://www.crrf-fcrr.ca)) promotes racial harmony through research, education, and public awareness campaigns.

Immigration, Refugees and Citizenship Canada (IRCC, [www.canada.ca/en/immigration-refugees-citizenship](http://www.canada.ca/en/immigration-refugees-citizenship)) administers the Settlement Program providing \$1.5 billion annually in settlement and integration services.

Canada's Anti-Racism Strategy (Building a Foundation for Change: Canada's Anti-Racism Strategy 2019-2022, [www.canada.ca/antiracism](http://www.canada.ca/antiracism)) funded community organizations and government actions to address systemic racism.

Provincial Human Rights Commissions enforce human rights codes in employment, housing, and services.

The National Council of Canadian Muslims ([www.nccm.ca](http://www.nccm.ca)) and Color of Poverty network are prominent private organizations contributing to ethnic harmony.

**Organizations:** Canadian Race Relations Foundation ([www.crrf-fcrr.ca](http://www.crrf-fcrr.ca)), Immigration, Refugees and Citizenship Canada ([www.canada.ca/ircc](http://www.canada.ca/ircc)), Canadian Human Rights Commission ([www.chrc-ccdp.gc.ca](http://www.chrc-ccdp.gc.ca)).

### **Section 3: What the U.S. Can Do to Increase its Ethnic Harmony**

#### **Overview**

The United States can improve its ethnic harmony by implementing a comprehensive, multi-sector national strategy that addresses structural inequalities, strengthens anti-discrimination enforcement, expands civic education, promotes intercultural dialogue, and ensures equitable access to economic opportunity, healthcare, education, and housing for all racial and ethnic groups.

#### **Government Agencies**

1. The U.S. Department of Justice (DOJ) Civil Rights Division ([www.justice.gov/crt](http://www.justice.gov/crt)) should significantly expand its investigation of systemic racial discrimination in policing, housing, education, and voting.
2. The Equal Employment Opportunity Commission (EEOC, [www.eeoc.gov](http://www.eeoc.gov)) should increase proactive audits of employers for discriminatory hiring and promotion practices.
3. The Department of Housing and Urban Development (HUD, [www.hud.gov](http://www.hud.gov)) should reinstate and strengthen the Affirmatively Furthering Fair Housing (AFFH) rule to reduce residential segregation.
4. The Department of Education ([www.ed.gov](http://www.ed.gov)) should enforce Title VI of the Civil Rights Act in school districts with documented racial disparities in resources and disciplinary practices.
5. The White House Office of Domestic Policy should establish a dedicated Ethnic Harmony and Racial Equity Interagency Task Force coordinating across all federal agencies.
6. The U.S. Commission on Civil Rights ([www.usccr.gov](http://www.usccr.gov)) should receive increased funding to monitor, report, and recommend policy actions.
7. The Centers for Disease Control and Prevention (CDC, [www.cdc.gov](http://www.cdc.gov)) should expand its research on racism as a public health crisis and fund community-based interventions.
8. The Small Business Administration (SBA, [www.sba.gov](http://www.sba.gov)) should expand funding programs for minority-owned businesses.

## **Government Officials**

1. The President should issue a comprehensive Executive Order establishing a National Ethnic Harmony and Racial Equity Strategy with specific measurable goals, timelines, and accountability mechanisms.
2. Cabinet Secretaries should designate Senior Equity Advisors in each Department who report directly to the Secretary and are responsible for implementing equity action plans.
3. Congress should pass legislation establishing a National Center for Ethnic Harmony modeled on Canada's Canadian Race Relations Foundation.
4. U.S. Senators and Representatives should establish caucuses on ethnic harmony that engage community organizations and produce annual legislative reports.
5. State Governors should create State Offices of Ethnic Harmony and fund community relations programs in municipalities with significant ethnic diversity.
6. Mayors of major cities should implement community policing strategies that include cultural competency training and civilian oversight boards with ethnic community representation.

## **Corporations**

1. Major corporations should implement robust Diversity, Equity, and Inclusion (DEI) programs that include measurable hiring goals, pay equity audits, supplier diversity programs, and multicultural marketing.
2. Business Roundtable ([www.businessroundtable.org](http://www.businessroundtable.org)) member companies should commit to publishing annual ethnic diversity scorecards.
3. The U.S. Chamber of Commerce ([www.uschamber.com](http://www.uschamber.com)) should develop national standards for corporate anti-discrimination compliance programs. Financial institutions should eliminate discriminatory lending practices identified by the Community Reinvestment Act and invest in underserved ethnic minority communities. Technology companies should audit and correct algorithmic bias in hiring systems, credit scoring, and content moderation.
4. Corporate foundations should fund community organizations working on ethnic harmony and intercultural dialogue.

## Private Individuals and Organizations

1. Community-based organizations such as the NAACP ([www.naacp.org](http://www.naacp.org)), National Urban League ([www.nul.org](http://www.nul.org)), UnidosUS ([www.unidosus.org](http://www.unidosus.org)), Asian Americans Advancing Justice ([www.advancingjustice-aajc.org](http://www.advancingjustice-aajc.org)), and the Anti-Defamation League ([www.adl.org](http://www.adl.org)) should receive increased public and private funding to expand programs that promote ethnic understanding, combat hate crimes, and provide legal assistance to discrimination victims.
2. Faith communities should engage in interfaith dialogue programs and host intercultural community events. Universities and colleges should expand ethnic studies, conflict resolution, and multicultural competency programs. K-12 schools should implement culturally responsive teaching practices and anti-bias curricula.
3. Individual citizens can participate in community dialogue programs, support local ethnic businesses, advocate for equitable policies, and engage in respectful cross-cultural communication.
4. Media organizations should commit to diverse representation in news coverage, hiring, and leadership.

## Section 4: References

### References for Section 2:

1. Statistics Iceland (Hagstofa Islands): <https://www.statice.is/>
2. Multicultural Centre of Iceland: <https://www.fjolmenningarsetr.is/>
3. Human Rights Commission New Zealand: <https://www.hrc.co.nz/>
4. Office of Ethnic Communities, New Zealand: <https://www.ethniccommunities.govt.nz/>
5. Norwegian Directorate of Integration and Diversity (IMDi): <https://www.imdi.no/>
6. Danish Institute for Human Rights: <https://www.menneskeret.dk/>
7. Finnish Advisory Board for Ethnic Relations (ETNO): <https://www.etno.fi/>
8. Swedish Equality Ombudsman (DO): <https://www.do.se/>
9. Federal Commission on Migration, Schweiz: <https://www.ekm.admin.ch/>
10. Canadian Race Relations Foundation: <https://www.crrf-fcrr.ca/>
11. Immigration, Refugees and Citizenship Canada: <https://www.canada.ca/en/immigration-refugees-citizenship.html>

### References for Section 3:

1. U.S. Department of Justice, Civil Rights Division: <https://www.justice.gov/crt>
2. Equal Employment Opportunity Commission (EEOC): <https://www.eeoc.gov/>
3. U.S. Department of Housing and Urban Development: <https://www.hud.gov/>

4. U.S. Commission on Civil Rights: <https://www.usccr.gov/>
5. NAACP: <https://www.naacp.org/>
6. National Urban League: <https://www.nul.org/>
7. UnidosUS: <https://www.unidosus.org/>
8. Anti-Defamation League: <https://www.adl.org/>

## **Section 5: Draft of a House Bill**

**H.R. \_\_\_\_\_ — 119th CONGRESS  
1st Session**

### **IN THE HOUSE OF REPRESENTATIVES**

A BILL

To promote, protect, and advance ethnic harmony in the United States, to establish comprehensive requirements for federal agencies, government officials, corporations, and private citizens to combat ethnic discrimination and promote racial and ethnic understanding, and for other purposes.

**Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,**

#### **SHORT TITLE**

This Act may be cited as the "Ethnic Harmony and Racial Equity Advancement Act of 2025".

#### **SECTION 1. DEFINITIONS**

As used in this Act:

(1) **ETHNIC HARMONY.** The term "ethnic harmony" means the peaceful, equitable, and respectful coexistence of people of different racial, ethnic, cultural, linguistic, and national origin backgrounds, characterized by the absence of discrimination, prejudice, and structural inequality, and the presence of mutual understanding, equal opportunity, and intercultural cooperation.

(2) **ETHNIC DISCRIMINATION.** The term "ethnic discrimination" means any distinction, exclusion, restriction, or preference based on ethnicity, race, color, descent, or national or ethnic origin that has the purpose or effect of impairing the recognition, enjoyment, or exercise of human rights and fundamental freedoms.

(3) **COVERED AGENCY.** The term "covered agency" means any department, agency, office, or establishment of the executive branch of the Federal Government, including independent agencies and government corporations.

(4) **COVERED CORPORATION.** The term "covered corporation" means any business entity organized under federal or state law with 50 or more employees that engages in interstate commerce or receives federal contracts, grants, or financial assistance.

(5) **INTEGRATION PROGRAM.** The term "integration program" means a structured program designed to facilitate the full social, cultural, economic, and civic participation of ethnic minority individuals and immigrant communities in American society.

(6) **ETHNIC MINORITY COMMUNITY.** The term "ethnic minority community" means any group of persons within the United States who share a common racial, ethnic, cultural, linguistic, or national origin heritage and who constitute a minority within the general population, including but not limited to African American, Hispanic/Latino, Asian American, Native American, Pacific Islander, Middle Eastern, and immigrant communities.

(7) **NATIONAL ACTION PLAN.** The term "National Action Plan" means the National Ethnic Harmony and Racial Equity Strategy developed pursuant to Section 3 of this Act.

(8) **EQUITY AUDIT.** The term "equity audit" means a systematic assessment of policies, practices, and outcomes to identify and address racial and ethnic disparities and structural inequalities within an organization or program.

(9) **HATE CRIME.** The term "hate crime" has the meaning given that term under section 249 of title 18, United States Code, and includes crimes motivated by bias based on the actual or perceived race, color, religion, national origin, ethnicity, or ancestry of any person.

(10) **INTERCULTURAL EDUCATION.** The term "intercultural education" means education that promotes understanding, respect, and positive relationships among people of different cultural, racial, and ethnic backgrounds, and that addresses historical patterns of discrimination and marginalization.

## **SECTION 2. ENACTING CLAUSE**

(a) **FINDINGS.** Congress finds the following:

- (1) Ethnic harmony is essential to the national unity, economic prosperity, and democratic principles of the United States of America.
- (2) Systemic racial and ethnic discrimination continues to produce significant disparities in educational opportunity, economic attainment, health outcomes, criminal justice, and political representation.
- (3) The United States ranks 30th globally in ethnic harmony, significantly below comparable democracies, reflecting a need for comprehensive federal action.
- (4) Countries achieving the highest levels of ethnic harmony have enacted comprehensive anti-discrimination laws, established independent enforcement agencies, funded integration programs, and implemented intercultural education curricula.
- (5) The federal government has a compelling interest in promoting ethnic harmony as a matter of national security, economic competitiveness, and adherence to constitutional principles of equal protection under the law.

(b) **PURPOSE.** The purposes of this Act are to:

- (1) establish a comprehensive national framework for promoting, protecting, and advancing ethnic harmony throughout the United States;
- (2) require federal agencies, government officials, corporations, and private individuals to take affirmative steps to eliminate ethnic discrimination and promote racial and ethnic understanding;

- (3) create an independent National Center for Ethnic Harmony to coordinate, monitor, and report on the implementation of this Act;
- (4) fund community-based ethnic harmony programs and intercultural education initiatives; and
- (5) align the United States with international best practices for ethnic harmony as demonstrated by leading nations.

### **SECTION 3. REQUIREMENTS BY GOVERNMENT AGENCIES**

#### **(a) NATIONAL CENTER FOR ETHNIC HARMONY.**

- (1) **ESTABLISHMENT.** There is established in the executive branch an independent agency to be known as the National Center for Ethnic Harmony (hereinafter referred to as the "Center").
- (2) **MISSION.** The Center shall promote ethnic harmony throughout the United States by coordinating federal anti-discrimination and integration efforts, funding community programs, publishing annual ethnic harmony reports, and advising Congress and the President on ethnic harmony policy.
- (3) **BOARD OF DIRECTORS.** The Center shall be governed by a Board of Directors consisting of 15 members appointed by the President, with advice and consent of the Senate, representing diverse racial and ethnic communities, civil rights organizations, academic institutions, and the private sector.
- (4) **ANNUAL REPORT.** The Center shall publish an annual Ethnic Harmony Progress Report assessing federal, state, local, and private sector compliance with this Act and recommending additional legislative and administrative measures.

#### **(b) FEDERAL AGENCY REQUIREMENTS.** Each covered agency shall, not later than 180 days after the date of enactment of this Act:

- (1) designate a Senior Ethnic Harmony and Equity Officer who reports directly to the head of the agency;
- (2) develop, publish, and implement an Agency Ethnic Harmony and Equity Action Plan within 1 year, including specific measurable goals, timelines, and accountability mechanisms;
- (3) conduct a comprehensive equity audit of all agency programs, policies, and operations to identify racial and ethnic disparities;
- (4) provide mandatory intercultural competency training to all agency employees, including senior leadership, within 2 years;
- (5) ensure all agency enforcement activities prioritize cases involving ethnic discrimination;
- (6) publish disaggregated demographic data on agency programs and beneficiaries annually; and
- (7) consult with ethnic minority community organizations in the development of major policies, regulations, and programs.

#### **(c) DEPARTMENT-SPECIFIC REQUIREMENTS.**

- (1) **DEPARTMENT OF JUSTICE.** The Attorney General shall increase resources for the Civil Rights Division by not less than 50 percent, prioritize prosecution of hate crimes

and housing and employment discrimination, establish a national hate crime hotline, and conduct annual reviews of state and local law enforcement practices for racial and ethnic bias.

- (2) DEPARTMENT OF EDUCATION. The Secretary of Education shall require all federally funded schools to implement culturally responsive teaching practices and intercultural education curricula, enforce Title VI of the Civil Rights Act regarding resource disparities between schools serving different ethnic populations, fund the development of anti-bias curricula for K-12 education, and establish a National Intercultural Education Resource Center.
- (3) DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT. The Secretary of Housing and Urban Development shall reinstate and strengthen the Affirmatively Furthering Fair Housing rule, fund community land trusts in underserved ethnic minority neighborhoods, investigate and address discriminatory lending and housing practices, and establish an Ethnic Harmony in Housing grant program.
- (4) EQUAL EMPLOYMENT OPPORTUNITY COMMISSION. The Commission shall increase proactive audits of employers with documented racial and ethnic pay gaps, develop a mandatory employer anti-discrimination compliance framework, and publicly disclose employer demographic data collected under Title VII enforcement.
- (5) CENTERS FOR DISEASE CONTROL AND PREVENTION. The Director of the Centers for Disease Control and Prevention shall formally declare racism a public health crisis, fund community-based health equity interventions in ethnic minority communities, and establish a National Center for Anti-Racism and Public Health.

#### **SECTION 4. REQUIREMENTS BY GOVERNMENT OFFICIALS**

##### **(a) PRESIDENTIAL DUTIES.**

- (1) Not later than 90 days after the date of enactment of this Act, the President shall issue an Executive Order directing all federal departments and agencies to implement the provisions of this Act and establishing a White House Ethnic Harmony and Racial Equity Interagency Task Force chaired by a senior White House official with direct access to the President.
- (2) The President shall submit to Congress an annual report on the state of ethnic harmony in the United States, including progress toward goals established under this Act.
- (3) The President shall ensure that all judicial and executive branch appointments reflect the racial and ethnic diversity of the American population.

##### **(b) CONGRESSIONAL DUTIES.**

- (1) The Speaker of the House of Representatives and the Majority Leader of the Senate shall each establish a Congressional Caucus on Ethnic Harmony, composed of Members of Congress committed to advancing the goals of this Act.
- (2) The Caucus shall hold not fewer than 4 hearings annually on the state of ethnic harmony and the effectiveness of programs under this Act, and shall publish an annual legislative report.
- (3) The Congressional Budget Office shall develop a methodology for estimating the economic cost of ethnic discrimination and the economic benefits of ethnic harmony improvements.

**(c) STATE AND LOCAL GOVERNMENT OFFICIALS.**

- (1) Governors of States receiving federal funds under this Act shall establish a State Office of Ethnic Harmony within 1 year of enactment, develop a State Ethnic Harmony Action Plan, and appoint a State Ethnic Harmony Coordinator.
- (2) Mayors and county executives of jurisdictions with populations exceeding 50,000 shall implement community policing strategies that include cultural competency training, establish civilian review boards with ethnic minority community representation, and create municipal ethnic harmony advisory committees.
- (3) State Attorneys General shall establish ethnic discrimination units within their offices to investigate and prosecute civil rights violations, housing discrimination, and hate crimes.
- (4) State Superintendents of Education shall ensure that state education standards include intercultural competency and ethnic harmony objectives.

**SECTION 5. REQUIREMENTS BY CORPORATIONS**

**(a) MANDATORY DIVERSITY DISCLOSURES.**

- (1) Each covered corporation shall publish annually a Diversity and Ethnic Equity Report disclosing workforce demographic data disaggregated by race, ethnicity, gender, and job category, pay equity analysis results, and specific measurable goals for improving ethnic diversity and equity.
- (2) Publicly traded covered corporations shall include ethnic harmony and equity metrics in annual reports filed with the Securities and Exchange Commission.

**(b) ANTI-DISCRIMINATION COMPLIANCE PROGRAMS.** Each covered corporation shall:

- (1) establish and maintain a written anti-discrimination policy that prohibits discrimination based on race, ethnicity, national origin, color, and ancestry, and distribute the policy to all employees annually;
- (2) provide not less than 8 hours of anti-discrimination and intercultural competency training to all employees annually, including senior leadership;
- (3) establish a confidential internal complaint process for reporting ethnic discrimination, with protection against retaliation;
- (4) conduct a pay equity audit at least every 3 years, and remediate identified pay disparities within 2 years of the audit;
- (5) implement a supplier diversity program that sets specific goals for contracting with businesses owned by members of ethnic minority communities; and
- (6) audit and certify that algorithmic and automated decision-making systems used in hiring, promotion, and termination do not have a disparate impact on ethnic minority applicants or employees.

**(c) FEDERAL CONTRACTORS.** Each corporation holding a federal contract or grant of \$500,000 or more shall:

- (1) submit to the Secretary of Labor a detailed Ethnic Harmony Compliance Plan as a condition of contract award;
- (2) demonstrate, as a condition of contract renewal, measurable progress toward ethnic diversity and equity goals;

- (3) include ethnic harmony and non-discrimination requirements in all subcontractor agreements; and
- (4) submit annual compliance reports to the Office of Federal Contract Compliance Programs (OFCCP).

## **SECTION 6. REQUIREMENTS BY PRIVATE CITIZENS**

### **(a) EDUCATION AND AWARENESS.**

- (1) The National Center for Ethnic Harmony shall develop and distribute a national public education campaign to promote ethnic harmony, combat racial stereotypes, and encourage intercultural understanding among all Americans.
- (2) Each public school district receiving federal funds shall require not fewer than 10 hours of intercultural competency and anti-bias education per academic year for all students in grades K-12.

### **(b) COMMUNITY PARTICIPATION.**

- (1) The Center shall fund and promote community-based ethnic harmony programs, including interfaith dialogue, neighborhood cultural exchange events, and cross-cultural mentorship programs.
- (2) The Center shall establish a National Ethnic Harmony Volunteer Service Corps to engage private citizens in community-based ethnic harmony initiatives.
- (3) The Center shall partner with civil society organizations, including the NAACP, National Urban League, UnidosUS, Asian Americans Advancing Justice, and the Anti-Defamation League, to deliver community-based programs.

### **(c) REPORTING AND ACCOUNTABILITY.**

- (1) Any person who witnesses or experiences ethnic discrimination in any public accommodation, employment, housing, education, or government program may report the discrimination to the National Center for Ethnic Harmony through a toll-free hotline or online portal.
- (2) The Center shall refer credible complaints to the appropriate federal, state, or local enforcement agency and follow up on the resolution of each complaint.

## **SECTION 7. PENALTY CLAUSES**

### **(a) CIVIL PENALTIES.**

- (1) Any covered agency that fails to comply with the requirements of Section 3 of this Act shall be subject to a formal compliance order issued by the Director of the Office of Management and Budget, requiring specific corrective actions within a specified period.
- (2) Any covered corporation that violates the requirements of Section 5 of this Act shall be subject to a civil penalty of not more than \$100,000 per violation, or not more than \$500,000 per violation for willful or repeated violations.
- (3) Any federal contractor that fails to comply with Section 5(c) of this Act shall be subject to suspension or debarment from federal contracting for a period of not more than 5 years.

(b) **CRIMINAL PENALTIES.**

- (1) Any person who, by force or threat of force, willfully injures, intimidates, or interferes with, or attempts to injure, intimidate, or interfere with, any person because of race, color, religion, or national origin shall be subject to enhanced criminal penalties as provided in 18 U.S.C. § 249.
- (2) Any government official who knowingly and willfully implements a discriminatory policy with the specific intent to harm a racial or ethnic minority community shall be subject to criminal prosecution under applicable civil rights statutes.

(c) **PRIVATE RIGHT OF ACTION.**

- (1) Any individual aggrieved by a violation of this Act may bring a civil action in an appropriate federal district court and shall be entitled to injunctive relief, compensatory damages, and attorney's fees if the court finds a violation.
- (2) The United States may intervene in any civil action brought under this section.

**SECTION 8. EFFECTIVE DATES AND IMPLEMENTATION**

(a) **EFFECTIVE DATE.** Except as otherwise provided in this section, this Act shall take effect on the date of enactment.

(b) **PHASE-IN SCHEDULE.**

- (1) Not later than 90 days after the date of enactment, the President shall issue the Executive Order required under Section 4(a)(1).
- (2) Not later than 180 days after the date of enactment, the National Center for Ethnic Harmony shall be established and operational.
- (3) Not later than 1 year after the date of enactment, each covered agency shall submit its Agency Ethnic Harmony and Equity Action Plan.
- (4) Not later than 2 years after the date of enactment, all covered corporations shall be in full compliance with Section 5 of this Act.
- (5) Not later than 2 years after the date of enactment, all state offices of ethnic harmony shall be established and operational.

(c) **RULEMAKING.** The National Center for Ethnic Harmony shall promulgate all rules necessary for the implementation of this Act not later than 1 year after the date of enactment.

**SECTION 9. APPROPRIATIONS OR BUDGETARY NOTES**

(a) **AUTHORIZATION OF APPROPRIATIONS.** There are authorized to be appropriated the following amounts:

- (1) For the establishment and operation of the National Center for Ethnic Harmony, \$250,000,000 for fiscal year 2026, and such sums as may be necessary for each fiscal year thereafter.
- (2) For the Department of Justice Civil Rights Division, an additional \$150,000,000 per fiscal year for increased enforcement activities under this Act.

- (3) For the Department of Education's Intercultural Education Program, \$200,000,000 per fiscal year to fund school-based ethnic harmony and anti-bias curriculum development and implementation.
- (4) For the Department of Housing and Urban Development's Ethnic Harmony in Housing grant program, \$100,000,000 per fiscal year.
- (5) For the Equal Employment Opportunity Commission for expanded enforcement activities, an additional \$75,000,000 per fiscal year.
- (6) For grants to state offices of ethnic harmony, \$50,000,000 per fiscal year, to be allocated among states based on population.
- (7) For the National Ethnic Harmony Volunteer Service Corps, \$25,000,000 per fiscal year.

(b) OFFSET. The appropriations authorized under this section shall be offset through reductions in duplicative programs as identified by the Office of Management and Budget, and through savings achieved from reduced costs of ethnic discrimination to the federal government.

(c) BUDGETARY NOTE. The Congressional Budget Office shall prepare a cost estimate for this Act in accordance with section 402 of the Congressional Budget Act of 1974.

## ENDNOTES

Note 1: Requirements in Section 3 regarding integration programs, language instruction, and civic orientation draw from the Norwegian Integration Act (Integreringsloven, 2021), the Danish Integration Act, and the Canadian Immigration and Refugee Protection Act. See: [www.imdi.no](http://www.imdi.no); [www.uim.dk](http://www.uim.dk); [www.canada.ca/ircc](http://www.canada.ca/ircc).

Note 2: Anti-discrimination framework requirements in Sections 3 and 5 draw from the Swedish Discrimination Act (2008), the Finnish Non-Discrimination Act, and the German General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz). See: [www.do.se](http://www.do.se); [www.syrjinta.fi](http://www.syrjinta.fi); [www.antidiskriminierungsstelle.de](http://www.antidiskriminierungsstelle.de).

Note 3: Corporate diversity reporting requirements in Section 5 draw from République française's Loi Rixain (2021) requiring gender and racial pay gap reporting, Norge's corporate transparency requirements, and the United Kingdom's Equality Act (2010) gender pay gap reporting provisions. See: [www.travail-emploi.gouv.fr](http://www.travail-emploi.gouv.fr); [www.gov.uk/guidance/equality-act-2010-guidance](http://www.gov.uk/guidance/equality-act-2010-guidance).

Note 4: Intercultural education requirements draw from Australia's Multicultural Education Framework, Deutschland's Intercultural Education Guidelines, and Nippon's Cultural Exchange Programs. See: [www.education.gov.au](http://www.education.gov.au); [www.kmk.org](http://www.kmk.org).

Note 5: Independent National Center for Ethnic Harmony modeled on the Canadian Race Relations Foundation, the Norwegian Directorate of Integration and Diversity (IMDi), and the Finnish Advisory Board for Ethnic Relations (ETNO). See: [www.crrf-fcrr.ca](http://www.crrf-fcrr.ca); [www.imdi.no](http://www.imdi.no); [www.etno.fi](http://www.etno.fi).

Note 6: Community-based ethnic harmony programs draw from Zhongguo's ethnic minority autonomous region programs, Sverige's Integration Board funding model, and England's Prevent Strategy community cohesion programs. See: [www.gov.uk/government/collections/prevent-duty-guidance](http://www.gov.uk/government/collections/prevent-duty-guidance).