

# Civil Rights Data Collection

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FEMA's Office of Equal Rights reminds recipients of FEMA financial assistance, including State, Local, Tribal and Territorial (SLTT) partners, of their responsibility to collect and, when requested, submit demographic data to ensure compliance with civil rights laws.

## Background

FEMA's Office of Equal Rights is responsible for ensuring compliance with and enforcement of FEMA's civil rights obligations, including Sections 308 and 309 of the Robert T. Stafford Disaster Relief and Emergency Assistance Act, Title VI of the Civil Rights Act, Section 504 of the Rehabilitation Act, the Age Discrimination Act, Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and Executive Order 12898, Environmental Justice in Minority and Low-Income Populations.<sup>1</sup>

FEMA's civil rights obligations extend to recipients of FEMA financial assistance. Recipients should routinely consider the needs of all the populations they serve, including racial, ethnic, and limited English proficient (LEP) communities, as well as individuals with disabilities, to ensure compliance with federal civil rights laws. Recipients should ensure these populations receive an effective, nondiscriminatory allocation of resources, services, and benefits. Recipients are required to collect information regarding those who receive or access their services before, during, and after a disaster.

FEMA's Office of Equal Rights offers the following guidance and best practices to assist recipients of FEMA financial assistance comply with civil rights data collection requirements.

## Recipient Data Collection Requirements

All recipients of FEMA financial assistance must maintain records, provide information, and afford FEMA access to their records to the extent FEMA finds necessary to determine whether the recipient is in compliance with federal civil rights laws and regulation.<sup>2</sup> Recipients are also reminded that federal civil rights regulations authorize the

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<sup>1</sup> Sections 308 and 309 of the Stafford Act, 42 U.S.C. §§ 5151-52. See also 44 C.F.R. § 206.11(c) (requiring organizations or governments receiving assistance under the Stafford Act to provide a written assurance of their intent to comply with regulations relating to nondiscrimination). Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794; Age Discrimination Act of 1975, 42 U.S.C. § 6101 et seq.; Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency; Executive Order 13166; Executive Order 12898, Environmental Justice, Executive Order 12898.

<sup>2</sup> 44 C.F.R. §§ 7.10(b)-(c) (Title VI); 44 C.F.R. § 7.930 (Age Discrimination); 29 U.S.C. § 794a(a)(2) (incorporating Title VI procedures for Rehabilitation Act compliance); 44 C.F.R. § 206.11(a) (Stafford Act).



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routine collection of data and other information necessary to ensure nondiscrimination in federally assisted programs and activities, and that they are required to provide data and other information that demonstrate compliance. Even if a recipient receives FEMA funds through a state administering agency, federal civil rights data collection requirements still apply. Recipients must ensure that sub-recipients receiving FEMA financial assistance collect data necessary to allow recipients to demonstrate compliance with federal civil rights laws.<sup>3</sup>

## Best Practices

- Data sets should include the geographic distribution of individuals by race, color, and national origin (including limited English proficiency), age, and disability status; and can include additional data sets regarding the reliance of communities on public transit, the proximity of different groups to emergency or disaster danger zones, and the geographic distribution of damage.
- For a sample of data collection practices, visit the vaccine monitoring dashboards for [Alaska](#), [Delaware](#), [Florida](#), and [Indiana](#).
- Consider using resources, such as the Census Bureau and the Census Information centers, for [training](#) and technical assistance on effective demographic analysis for targeted outreach.
- In the immediate and long-term aftermath of an emergency or disaster, actively engage in information collection and sharing with community organizations, nonprofits, advocacy groups, and local community leaders, to determine what populations are affected. Use data collected through these efforts, including anecdotal and qualitative data, to formulate recovery and mitigation plans, make changes to address gaps in services and barriers, and to ensure that plans do not disproportionately exclude or negatively affect populations in violation of federal civil rights laws.

## Contact Us

If you have any questions, please contact FEMA Office of Equal Rights, External Civil Rights Division:

- Civil Rights Resource Line at (833) 285-7448
- Civil Rights Division at [FEMA-CivilRightsOffice@fema.dhs.gov](mailto:FEMA-CivilRightsOffice@fema.dhs.gov)
- Follow the Division at [FEMA.gov/about/offices/equal-rights/civil-rights](https://www.fema.gov/about/offices/equal-rights/civil-rights)

## FEMA Mission

Helping people before, during, and after disasters.

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<sup>3</sup> See, e.g., 44 C.F.R. § 7.10(b).