



GENERAL LEGAL ACTIVITIES Civil Rights Division (CRT)

FY 2024 Budget Request At A Glance	
FY 2023 Enacted:	\$189.9 million (764 positions; 480 attorneys)
Current Services Adjustments:	+\$21.1 million
Program Changes:	+\$40.6 million
FY 2024 Budget Request:	\$251.6 million (1,024 positions; 650 attorneys)
Change From FY 2023 Enacted:	+\$61.7 million (+32.5%) (+260 positions; +170 attorneys)

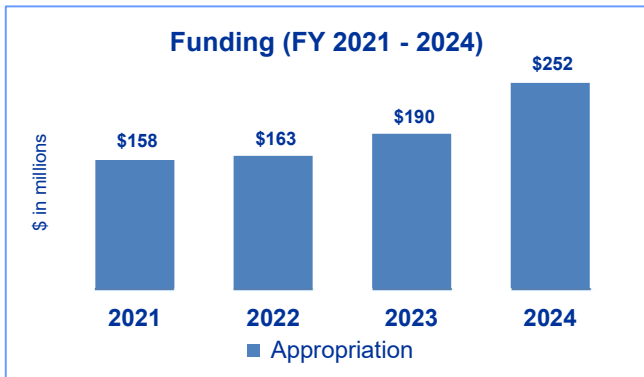
Mission:

The Civil Rights Division (CRT) protects the civil and constitutional rights of all people in this country, enforcing the Constitution and Federal laws of the United States in pursuit of our founding ideals – human dignity, equal justice, and equal opportunity for all. The Division focuses on four primary goals:

- *Creating equal opportunity* – to earn a living, to learn, to live where one chooses, to access credit and capital, to access basic services, and to worship freely in one’s community;
- *Advancing criminal justice* – to ensure that all individuals are treated equally under the law;
- *Supporting our democracy* – by protecting the fundamental right to vote, helping our servicemembers, increasing language access, and preventing discrimination in federally funded and conducted activities; and
- *Addressing emerging civil rights issues* – to match a changing legal, commercial, technological, and social landscape.

Resources:

The FY 2024 budget request for the CRT totals \$251.6 million, which is a 32.5 percent increase over the FY 2023 Enacted.

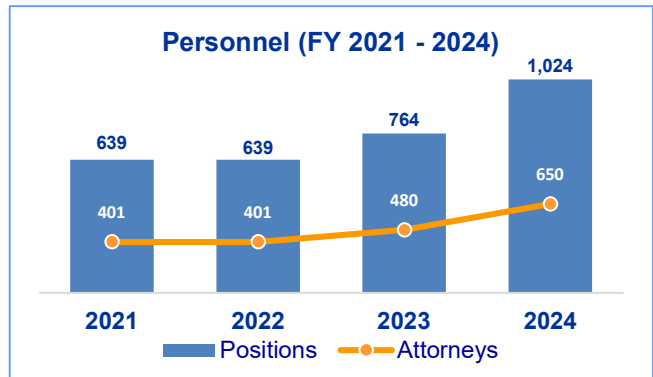


Organization:

The CRT is headed by the Assistant Attorney General for Civil Rights (AAG), who is appointed by the President and confirmed by the Senate. The AAG is assisted by five Deputy Assistant Attorneys General, including a Principal Deputy Assistant Attorney General. The AAG oversees a Division that is organized into ten sections dedicated to the enforcement of the nation’s civil rights laws. The Division is headquartered in Washington, DC. Due to its broad jurisdiction, Division staff travel throughout the United States to investigate, prosecute, and litigate cases and to engage in technical assistance, outreach, and training.

Personnel:

The CRT’s direct authorized positions for FY 2024 total 1,024 positions, including an increase of 260 positions over the FY 2023 Enacted of 764 direct authorized positions.



FY 2024 Strategy:

The CRT will continue its mission to protect the civil rights of all people in the United States as well as to pursue longstanding enforcement areas including ensuring effective and democratically accountable policing, protecting the rights of people with disabilities, promoting fair lending and fair housing, protecting U.S. citizens and other work-authorized individuals from employment discrimination, and protecting the rights of servicemembers and veterans. In FY 2024, the CRT will continue upholding and enforcing Federal laws in the following areas:

- **Employment** - The CRT will continue to help to create equal opportunities for employees and job seekers in the United States, by advancing Federal laws, as the opportunity to obtain employment without discrimination is critical. It contributes to the well-being of families and communities. It strengthens the economy as a whole. It gives individuals a chance to make their mark on society;
- **Education** - The CRT will continue to uphold laws that protect students from discrimination. All students, of all ages, deserve access to an education that will expand their knowledge and their horizons. They deserve access to an education that will prepare and inspire them to contribute socially and economically to the rapidly changing world. Discrimination in schools based on race, color, national origin, sex, religion, and disability should never interfere with a student's educational opportunities;
- **Housing and Lending** - The CRT is committed to supporting access to employment, public transportation, education, healthcare, and a safe environment. Homeownership is a central tool for building wealth and developing financial security, and the CRT works to fight discrimination in housing and lending, including mortgages, auto financing, and business loans;
- **Disability Rights** - The CRT enforces several statutes that prohibit discrimination against people with disabilities as well as individuals receiving services in institutions. When he signed the Americans with Disabilities Act into law, President George H. Bush called for an "end to the unjustified segregation and exclusion of persons with disabilities from the mainstream of American life." The CRT works to make this vision a reality for people with disabilities in the United States; and
- **Religious Freedom** - A founding principle of our nation is that we are free to practice the religion of our choice, without fear or harm. The CRT works to ensure that people are not treated unfairly at work, at school, in housing, or in places of public accommodation because of religion.

FY 2024 Program Changes:

Federal Response to Hate Crimes & Incidents: \$13.2 million and 87 positions (56 attorneys)

Many of the 30 Federal civil rights statutes the CRT enforces address racial, ethnic, religious, and gender-based animus and cover areas such as education, employment, housing, policing, and public accommodations. The CRT has enforcement authority to bring both criminal and civil actions. The increased funding will not only support those efforts; it will enable the CRT to provide outreach to impacted communities, and technical assistance to Federal, State, and local law enforcement entities. It will support coordination with Federal, State, and local government agencies to share information and align enforcement strategies. Current services for this initiative are \$15.1 million and 97 positions (61 attorneys).

Federal Response to Gender-Based Violence & Discrimination: \$12.7 million and 83 positions (54 attorneys)

The CRT has prioritized gender-based violence and discrimination cases, resulting in an increased caseload. With these additional resources, the Division will expand its capacity to investigate and litigate gender-based discrimination and harassment claims in housing, education, and employment; expand criminal enforcement against human traffickers and law enforcement officials who engage in gender-based violence, discrimination, and harassment; and extend outreach and technical assistance activities to Federal agencies. Current services for this initiative are \$10.3 million and 62 positions (38 attorneys).

Holding Public Institutions Accountable: \$8.0 million and 51 positions (35 attorneys)

The CRT reinforces and builds the legitimacy of core public institutions. This includes enforcing Federal laws related to voting, education, and Federally-funded activities. With voting in particular, the CRT will use additional resources to help jurisdictions meet their language access requirements, expand the ability to address these language access obligations, and shift the CRT's enforcement model around redistricting. The CRT will also expand its ability to review and resolve potential violations of the National Voting Rights Act. Further, funding will support the CRT's wide range of tools to bolster educational opportunities and ensure constitutional policing. These tools include enforcement of numerous statutes; outreach to educate the public about their rights; and coordination, including policy work that will serve as an organizing force for the Federal government. Current services for this initiative are \$20.8 million and 126 positions (80 attorneys).

Combatting Bias in Algorithmic Decision-Making: \$6.6 million and 39 positions (25 attorneys)

The CRT is uniquely positioned to influence the development of artificial intelligence (AI) and augmented decision-making technology in ways that are consistent with the Nation's civil rights laws. This request will provide resources to evaluate whether police departments are implementing AI and machine learning-based tools in effective, non-discriminatory ways. The request supports development of new investigations, such as access to subject matter experts who can work with legal teams and expanded coordination with other Federal agencies. Current services for this initiative are \$4.5 million and 25 position (16 attorneys).

Civil Rights Division
(Dollars in Thousands)

	Civil Rights Division		
	Pos	FTE	Amount
2022 Appropriation	639	597	162,520
2023 Enacted	764	661	189,927
2024 Request	1,024	793	251,648
Change 2024 from 2023 Enacted	260	132	61,721
Technical Adjustments			
Total Technical Adjustments	0	0	0
Base Adjustments			
Pay & Benefits	0	0	21,129
Total Base Adjustments	0	0	21,129
2024 Current Services	764	661	211,056
Program Changes			
Increases:			
Federal Response to Hate Crimes & Incidents	87	44	13,222
Federal Response to Gender-Based Violence & Discrimination	83	42	12,706
Holding Public Institutions Accountable	51	26	8,049
Combatting Bias in Algorithmic Decision-Making	39	20	6,615
Subtotal, Program Increases	260	132	40,592
Decreases:			
Subtotal, Program Decreases	0	0	0
Total Program Changes	260	132	40,592
2024 Request	1,024	793	251,648

Civil Rights Division
(Dollars in Thousands)

Comparison by activity and program	2023 Enacted			2024 Current Services		
	Pos.	FTE	Amount	Pos.	FTE	Amount
Civil Rights Enforcements	764	661	189,927	764	661	211,056
Total	764	661	189,927	764	661	211,056
Reimbursable FTE		23			23	
Total Direct and Reimbursable	764	684	189,927	764	684	211,056
<i>Sub-Allotments and Direct Collections (FYI)</i>		42			42	
FTE Grand Total		726			726	

Comparison by activity and program	2024 Total Program Changes			2024 Request		
	Pos.	FTE	Amount	Pos.	FTE	Amount
Civil Rights Enforcements	260	132	40,592	1,024	793	251,648
Total	260	132	40,592	1,024	793	251,648
Reimbursable FTE	0	0	0	0	23	0
Total Direct and Reimbursable	260	132	40,592	1,024	816	251,648
<i>Sub-Allotments and Direct Collections (FYI)</i>		0			42	
FTE Grand Total		132			858	