



The Federal Fellowship for Racial Equity

OVERVIEW

The Federal Fellowship for Racial Equity is designed to place racial equity experts in federal agencies to help ensure systemic justice for marginalized communities. Fellows will help agencies to deliver on [President Biden's promise](#) to pursue a comprehensive approach to advancing equity for all, with all the challenges and opportunities which that entails.

BACKGROUND

As the country grapples with converging economic, health, climate and social crises, the administration's [Executive Order](#) on Advancing Racial Equity and Support for Underserved Communities provides an opportunity to address entrenched disparities in the services and benefits provided by the federal government. To accomplish this, federal agencies must find talent, from all parts of society, who have the critical racial equity expertise to contribute to better decisions, systems and program delivery.

This fellowship invites experienced individuals from academia, nonprofit organizations, or state and local government, to work in a federal agency on priority programs and projects for up to two years. Federal fellowships will be focused on racial equity priorities and initiatives in service to the administration's executive order.

TYPES OF FELLOWSHIP ASSIGNMENTS

Agencies will submit a summary of the assignment for which they are seeking a fellow. Examples of assignment duties may include:

- Advising senior leaders on implementing [strategic plans](#) related to racial equity.
- Enhancing the transparency and integrity of a team's research design and data analysis process.
- Developing policy interventions targeted to support underserved communities.

FOR MORE INFORMATION OR QUESTIONS

CONTACT: IPAPROGRAM@OURPUBLICSERVICE.ORG

THE PROGRAM

Candidates interested in using their skills to serve the public through this racial equity fellowship must have a minimum of 90 days employment at a qualifying institution (academic, nonprofit, philanthropy, or state or local government). Applicants should have significant racial equity experience and will apply for a fellowship through the Partnership's [candidate application page](#).

ONBOARDING

Fellows will attend sessions that will help them prepare to navigate the federal arena effectively, enabling them to maximize their impact from day one at their new agency. They will also receive tailored training and networking opportunities related to their fellowship. These sessions will include guest lectures from experts on the intersection between racial equity and government service.

WHY APPLY FOR A FELLOWSHIP?

Interested candidates and home institutions should consider the following benefits:

- Fellows will make a long-standing impact on racial justice across the nation.
- Fellows' home organizations will develop lasting relationships with federal agencies and their mission.
- Fellows will gain unique public service knowledge and experience without having to leave their current field or maneuver a long-term career change.
- Fellows will expand professional networks and develop career skills in a new context.

APPLICATION REQUIREMENTS

- Ability to work full- or part-time at a federal agency for a span of 12-24 months.
- Full-time employee of a:
 - State or local government
 - Native American tribal government
 - Institution of higher education
 - Nonprofit organization
 - Federally funded research & deployment institution
 - Research institute
 - Scientific society
 - Hospital
- U.S. citizen or a U.S. national
- Experience equivalent to a GS-12 or above.

FEDERAL AGENCIES INTERESTED IN HOSTING RACIAL EQUITY FELLOWS

Each agency is responsible for managing Intergovernmental Personnel Act placements, with limited oversight from the Office of Personnel Management giving agencies maximum flexibility to develop assignments for incoming IPAs. However, this flexibility can often lead agencies to misunderstand candidate eligibility requirements, overlook recruitment opportunities and underuse the program in general. Through its Federal Fellowship program, the Partnership will help agencies take full advantage of how to source talent for racial equity priorities, using the IPA authority.

To apply, federal agencies submit a position description(s) for a fellow assignment(s) through the Partnership's [application page](#). The Partnership will then identify potential candidates and match them to an agency's need. After an agency confirms that a candidate is a good match for an agency's needs, the Partnership will work directly with the fellows to prepare them for the federal workforce.

WHY SUBMIT AN ASSIGNMENT FOR A FELLOW?

- Agencies will acquire diverse talent to execute mission critical work in service of Executive Order 13895
- Agencies will build relationships with non-federal employers and community partners, expanding the scope of the agency's impact
- Agencies will benefit from a simpler talent search because the Partnership identifies and sources potential fellows.

APPLICATION REQUIREMENTS

- Clearly defined talent needs for a GS-12 (or equivalent) and above.
- Roles and responsibilities dedicated to advancing racial equity as outlined in Executive Order 13985.
- Approval for the temporary placement of an IPA participant for 12-24 months.
- Funding (salary and benefits) for the length of the assignment based on the pay anticipated for the role.

The Partnership for Public Service is a nonprofit, nonpartisan organization that believes good government starts with good people. We help government serve the needs of all Americans by strengthening the civil service and the systems that support it. With our focus on innovation in public service, our leadership trainings and seminars are uniquely designed for federal employees.