

**U.S. DEPARTMENT OF THE TREASURY  
OFFICE OF DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY (ODEIA)  
TREASURY ADVISORY COMMITTEE ON RACIAL EQUITY (TACRE)  
September 9, 2024**

Minutes from the Treasury Advisory Committee on Racial Equity (TACRE) which convened at 1:15 PM ET on 9 September 2024 in the Cash Room of the Main Treasury building, Michael Nutter, Chair, presiding.

**Committee Members Present**

MICHAEL NUTTER, Columbia University and former Mayor of Philadelphia, Chair  
FELICIA WONG, The Roosevelt Institute, Vice Chair  
NICOLE ANAND, Inclusive Action for the City  
JANIE BARRERA, CEO, Kirpa Tech  
NICOLE BORROMEO, Alaska Federation of Natives  
DOROTHY BROWN, Georgetown University  
WILLIAM “BILL” BYNUM, Hope Enterprise Corporation, Hope Federal Credit Union, Hope Policy Institute  
DAVID CLUNIE, Edward Jones  
NICOLE ELAM, National Bankers Association  
JOHN FRIEDMAN, Brown University  
BULBUL GUPTA, Pacific Community Ventures  
MICHAEL MCAFEE, President & CEO, PolicyLink  
GINA NISBETH, 9th & Clinton Advisory  
JOSE QUINONEZ, Mission Asset Fund  
CARLOS RANGEL, W.K. Kellogg Foundation  
VALERIE RED-HORSE MOHL, CEO and Founder, Red-Horse Financial Group, Inc.  
AMANDA RENTERIA, Code for America  
[over Zoom:] JOHN ROGERS, Founder, Chair and Co-CEO, Ariel Investments  
CHILING TONG, National Asian/Pacific Islander American Chamber of Commerce and Entrepreneurship  
BARIKA WILLIAMS, Association for Neighborhood Housing & Development

**Department of Treasury/IRS Officials and Staff Present**

WALLY ADEYEMO, Deputy Secretary of the Treasury  
JANIS BOWDLER, Counselor for Racial Equity  
[over Zoom:] DANNY WERFEL, Commissioner, Internal Revenue Service  
LAUREL BLATCHFORD, Chief Implementation Officer, Inflation Reduction Act  
SNIDER PAGE, Acting Chief, Office of DEIA, and Designated Federal Official (DFO)  
DIANE LIM, Director, Equity Hub  
MICHAEL SEBASTIANI, Deputy Director, Equity Hub (ADFO)  
[over Zoom:] NICOLE GORE, Senior Advisor, Counselor for Racial Equity Office  
ELAINE MAAG, Tax Policy Advisor, Equity Hub (ADFO)  
KSENIA SHADRINA, Sr. Policy Advisor, Equity Hub (ADFO)  
REBECCA THOMPSON, Senior Advisor, IRA (ADFO)  
[over Zoom:] NATE RAWLINGS, Senior Advisor to the Commissioner, IRS  
[over Zoom:] RUBY ROBLES, Public Affairs, Department of the Treasury

At 1:28 p.m., Chair Nutter and DFO Page called the meeting to order and requested roll call from all in-person and virtual attending members of the Treasury Advisory Committee on Racial Equity (TACRE) and the Department of the Treasury (Treasury) officials.

### **Chair and Vice Chair Remarks**

Chair Nutter welcomed everyone to the TACRE meeting and turned it over to Vice Chair Wong, who thanked Chair Nutter for his leadership. Vice Chair Wong reflected on how far the Committee has come in helping advance racial equity. She expressed hope that the work will continue in the future. She remarked that the work has taken “a village” and expressed appreciation for Counselor Bowdler, DFO Page, their staff including the Equity Hub team, and the many others in Treasury and at the Internal Revenue Service (IRS) who have given their time, expertise, and wisdom to the work of TACRE. Vice Chair Wong then thanked Deputy Secretary Adeyemo for his steadfast engagement with TACRE, and she invited him to speak.

### **Remarks by Deputy Secretary Adeyemo**

Deputy Secretary Adeyemo thanked the TACRE co-chairs and all members of the “inaugural TACRE,” Counselor Bowdler, and Treasury staff, and noted that the body of work that has been done in a short time is testament to the hard work and determination of this group of people. He noted that Treasury’s commitment is to continue to track recommendations TACRE has made as this inaugural class ends and the next cohort begins.

Chair Nutter thanked Deputy Secretary Adeyemo and asked if the Deputy Secretary had any other thoughts or comments about how TACRE could make the transition to the next group of members “seamless.” Deputy Secretary Adeyemo explained that some current members will continue to serve in the next cohort, but also that Treasury is looking to fill committee positions with new members that can bring additional skill sets and perspectives that might speak to what are likely to be pressing issues in 2025 and beyond.

The Deputy Secretary then engaged in Q and A with other TACRE members—Members Borromeo, Bynum, Rangel, Barrera, Gupta, and Elam—who asked specific questions.

### **Remarks by IRS Commissioner Werfel**

Commissioner Werfel began by thanking all the members of TACRE for all that they do, and for bringing to the Internal Revenue Service (IRS) the important and unprecedented focus on equity and fairness. He explained that core to the IRS mission is to ensure fairness. The IRS commissioner mentioned that the IRS is placing resources in the right spots and taking action in “reevaluating and changing our exam priorities, evaluating our automated processes, understanding data and other issues that contribute to a disparate impact on Black taxpayers...[using] Inflation Reduction Act [IRA] funds to be able to be in a mode of investment and capacity building...to hire additional experts, and data scientists, and economists who are assigned the duties of assessing the situation and building solutions.” He also expressed the need

for IRS to engage more with local communities, and credited the outreach work that is driven by IRS partners at Treasury.

Next was a Q and A period between Commissioner Werfel and TACRE members, where Members Brown, Renteria, Williams, and Vice Chair Wong, provided questions and comments. Chair Nutter then thanked Commissioner Werfel for his speaking with TACRE and for his service.

### **Subcommittee Reports**

- **Audit Disparities and Fairness in Tax Administration Subcommittee:** Member Clunie, Chair, reported on the activities (meetings and briefings), findings, and recommendations of the subcommittee, which were also provided in writing in a draft letter sent to the full Committee ahead of the meeting. The subcommittee offered three recommendations:
  - (1) improve data collection on taxpayers' experiences by race;
  - (2) strengthen relationships between the IRS and Black taxpayers; and
  - (3) utilize Inflation Reduction Act funds to improve equity in tax administration.
- **Internal Staffing and Culture Subcommittee:** Member McAfee, Chair of this subcommittee, reported the subcommittee had no new recommendations to offer at this meeting.
- **Financial Health and Access to Capital Subcommittee:** Member Red-Horse Mohl, Co-Chair of this subcommittee, reported that she and Member Rogers continue to work with Treasury and other partners (Milken Institute) on how to make progress on the business diversity recommendation previously submitted.

Member Anand offered a set of recommendations focused on supporting aging Individual Tax Identification Number (ITIN)-holding taxpayers:

- (1) Increase the availability of and access to retirement-focused tax benefits for ITIN-holding taxpayers;
- (2) Writing a letter to Congress recommending that EITC be extended to people 65 and older, and ITIN-holding taxpayers;
- (3) Partner and collaborate with existing and future State infrastructure to ensure that ITIN-holding taxpayers have retirement accounts to benefit from the Saver's Match; and
- (4) Partner and fund community-based organizations to help the "Saver's Match" reach and support ITIN-holding taxpayers.

Member Gupta, Co-Chair of this subcommittee, introduced a recommendation focused on centering restorative capital that leads to measurable wealth-building outcomes and economic mobility, with the following components:

- (1) to increase availability of restorative capital for low-income and underserved small businesses which includes recommended amendments to assess what current product and fund innovations exist among capital providers;

(2) to increase flexibility and inclusiveness in lending to underserved borrowers;

(3) to increase the amount of technical assistance, business counseling, and networking support as part of lending processes to increase the ease of borrowing application submission and potential for borrowing businesses to succeed emphasizing technical assistance through trust-based partnerships, community-rooted organizations to support the identification and outreach to businesses most in need of technical assistance; and

(4) to focus restorative capital and technical assistance efforts on small businesses, particularly those owned by underestimated and low-income founders employing under 100 workers, and in creating good quality jobs with living wages, basic benefits, career and wealth-building opportunities including shared ownership options.

A couple of specific recommendations within those recommendations that are worth pointing out are to integrate the U.S. Treasury into the Job Quality and Impact Measurement Council work of Department of Commerce and Labor, and to integrate Labor into the ICIC work with the data sharing working group, specifically to be able to leverage some of these best practice resources that exist around good jobs and financial health and well-being.

- **IRA Implementation Subcommittee:** Member Renteria, Chair of this subcommittee, reported the subcommittee had made 22 recommendations in four areas over the last two years, and had seen movement towards those efforts: building first ever stakeholder groups and outreach efforts for direct file and green credits, pushing for staff working on implementation to be more representative of the country's population as well as their ability to gather, track, and report important data that improves our understanding of the outcomes of IRA implementation.

The subcommittee's recommendation in this final meeting "is a message to the Treasury and the future of TACRE to continue a subcommittee on IRA implementation focusing data gathering and research, outreach and engagement, and enforcement after implementation.

- **Research and Data Equity Subcommittee:** Member Friedman, Co-Chair of this subcommittee, introduced a new recommendation focused on data and analysis to understand disparities in education which provided: "that Treasury enter into a Memorandum of Understanding with the Department of Education to gain access to data from the National Student Loan Data System (NSLDS), both for analysis at Treasury and in combination with IRS data being sent to and accessible within Census."

The recommendations above were formally read, moved, seconded, and unanimously approved by the full Committee by voice vote. In addition, the full Committee read, moved, seconded, and unanimously approved an overarching recommendation to submit to Treasury: "The Committee (TACRE) recommends that the Treasury Department implement with haste all of the recommendations that the inaugural TACRE has made during the last two years."

### **Closing Remarks by Counselor Bowdler**

Counselor Bowdler expressed her personal thanks to the Committee members and Treasury colleagues for the groundbreaking work that has been accomplished over the past two years. She noted that in Treasury's 200-plus year history, this is the first time that Treasury has gathered outside experts to examine ways in which the history of structural racism have had an impact on not just communities that have been marginalized, but have consequences for our national economy. She highlighted some recommendations of TACRE: the Direct File pilot; the audit disparities work; the support for mission capital lenders and allocators; the new, more granular data collection and distributional analysis; and finally, the emphasis on outreach and communication strategies.

Vice Chair Wong and Chair Nutter followed with their closing remarks.

### **Adjourn**

With no further Committee business to discuss, Chair Nutter adjourned the meeting at 4:22 p.m.