

Congress of the United States

Washington, DC 20515

May 15, 2026

Andrea R. Lucas
Chair
Equal Employment Opportunity Commission
131 M Street, NE
Washington, DC 20507

Dear Chair Lucas,

We write regarding the Equal Employment Opportunity Commission's (EEOC) administration of the annual EEO-1 data collection, a core tool for enforcing federal laws prohibiting workplace discrimination. As we approach the time of year when the EEOC typically announces the opening of the EEO-1 reporting portal, we seek clarity on the agency's plans to continue this essential data collection for the current cycle.

Since 1966, the EEOC has required certain large private employers to submit annual workforce demographic data to the agency. Under section 709(c) of Title VII of the Civil Rights Act of 1964, employers are required to make records relevant to determining if the law has been violated available. Recognizing the importance of this data, longstanding EEOC regulations require certain employers to submit these records proactively through the submission of Standard Form 100 (EEO-1 reports). In recent years, the EEOC has opened the collection period in the Spring, on April 30, 2024, for 2023 data, and on May 20, 2025, for 2024 data, with submission deadlines shortly thereafter.

To date, however, the EEOC has not announced the opening of the 2026 collection cycle. Any delay raises serious concerns about whether the agency intends to fulfill its longstanding responsibility to collect this data.

We are especially concerned by the pending regulation posted on May 14 that seems to indicate the commission is considering rescinding the EEO-1 collection.

Furthermore, we are concerned by the apparent lapse in contracting for the EEO-1 data collection. Public records indicate that the EEOC previously awarded a contract to Westat for EEO data collection services covering fiscal years 2020 through 2025. We have been unable to identify any subsequent contract extending into fiscal year 2026. The expiration of this contract at the end of fiscal year 2025 calls into question the agency's preparedness to carry out this year's collection.

EEO-1 data serves an essential function for employers, workers, and the public by advancing transparency, accountability, and compliance with federal civil rights laws. Collecting workforce demographic data at the federal level plays a critical role in enforcing prohibitions on employment discrimination. The EEOC relies on EEO-1 data to inform investigations, identify

unreported or systemic patterns of discrimination, and detect barriers to equal opportunity across industries and occupations. Historically, the agency has used this data to produce analytical reports that combine workforce demographic trends with charge and litigation data, helping to highlight disparities and uncover potential discriminatory practices. The insights gleaned from EEO-1 data are especially important given the EEOC's constrained resources—funding has not kept pace with the growth of the workforce, the volume of discrimination charges, or the expansion of civil rights laws—making it imperative that the agency target its enforcement efforts where the data shows the greatest need.

At the same time, EEO-1 reports provide significant value to employers by enabling them to assess whether their workforce composition reflects the broader labor pool, identify gaps, and evaluate whether hiring or promotion practices may be creating unintended barriers to equal employment opportunity. Moreover, many companies voluntarily publish their EEO-1 data to promote transparency and demonstrate their commitment to equal opportunity.

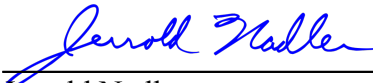
Finally, we note that the EEO-1 data collection is subject to the Paperwork Reduction Act (PRA), which requires approval from the Office of Management and Budget (OMB) and an opportunity for public comment. The current OMB approval for the EEO-1 collection is set to expire on November 30, 2026. We expect the EEOC to initiate the process to renew this clearance in a timely manner to ensure there is no interruption in data collection.

Due to these concerns, we request responses to the following questions no later than May 22nd, 2026.

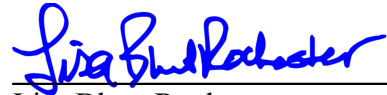
1. When does the EEOC plan to announce the opening of the 2026 EEO-1 data collection cycle?
2. What will be the reporting deadline for the 2026 EEO-1 data collection cycle?
3. Does the EEOC currently have a contract in place to support the 2026 EEO-1 data collection? If so, please provide details. If not, what steps is the agency taking to ensure the collection proceeds without delay, and how does the EEOC plan to ensure continuity and integrity of EEO-1 data collection and reporting in the absence of a current contract?
4. Has the EEOC taken any steps to suspend, delay, or modify the EEO-1 data collection for 2026? If so, please describe.
5. What is the status of the EEOC's plans to seek renewed OMB approval under the PRA for the EEO-1 collection beyond November 30, 2026?

The timely and consistent collection of EEO-1 data is critical to enforcing our nation's civil rights laws and ensuring equal opportunity in the workplace. We urge the Commission to proceed without delay and to provide transparency regarding its plans.

Sincerely,



Jerrold Nadler
Member of Congress



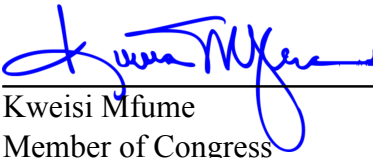
Lisa Blunt Rochester
United States Senator



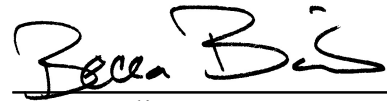
Eleanor Holmes Norton
Member of Congress



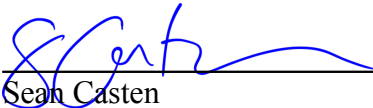
Rashida Tlaib
Member of Congress



Kweisi Mfume
Member of Congress



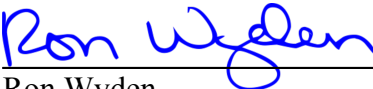
Becca Balint
Member of Congress



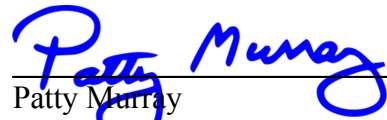
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