

Memorandum of Understanding

Between

United States Department of the Interior (DOI) and
The League of United Latin American Citizens (LULAC)

I. Parties

The Parties to this Memorandum of Understanding (MOU) are the U.S. Department of the Interior (DOI) and the League of United Latin American Citizens (LULAC).

II. Purpose

The purpose of this MOU is to provide a cooperative framework for the parties to develop and establish a program that will enable the Hispanic community through LULAC to have increased access to employment, training and educational opportunities while contributing positively to the DOI and LULAC missions. This program will be directed toward promoting employment and career opportunities, professional development, and other opportunities for Hispanic Americans, as well as programs, contracting and other opportunities to help build the capacity of LULAC. This MOU supersedes and replaces any previous MOU's between DOI, or any of its bureaus and agencies, and LULAC.

III. Authorities

The authorities for entering into this MOU are:

Executive Order 13230: Educational Excellence for Hispanic Americans, dated October 12, 2001, provides for the advancement of the development of human potential and strengthening the Nation's capacity to provide high-quality education and increase opportunities for Hispanic Americans to participate in, and benefit from, Federal education programs.

Executive Order 13171, Hispanic Employment in the Federal Government, dated October 12, 2000, encourages the recruitment of qualified Hispanics in an effort to achieve a workforce drawn from all segments of society. The Executive Order affirms ongoing policies and recommends additional policies to eliminate the under representation of Hispanics in the Federal workforce.

Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency (LEP), dated August 11, 2000, provides for improved access to Federally conducted and Federally assisted programs and activities for persons who, as a result of national origin, are limited to their English proficiency.

Executive Order 13162, Federal Career Intern Program, dated July 6, 2000, provides for the recruitment and selection of exceptional men and women to the Federal workforce who has diverse professional experiences, academic training, and competencies, and their preparation for careers in analyzing and implementing public programs.

IV. Objectives

The objectives are to develop DOI programs and coordinate Bureau/Office involvement and activities to increase employment, educational, and contracting opportunities in DOI for the nation-wide Hispanic community served by the LULAC organization, as well as to target DOI resources for strengthening LULAC and its established programs. This MOU is expected to guide the parties in pursuit of the following objectives:

- a) Increase the potential for LULAC to successfully compete for contracts, grants and cooperative agreements to conduct DOI research related to employment, recruitment and retention and LEP activities;
- b) Partner with LULAC on technical assistance and training programs designed to increase the knowledge base of DOI about LULAC, and vice-versa;
- c) Increase the number of Hispanic Americans benefiting from employment, education, training, and contracting opportunities at DOI;
- d) Increase excess property-acquisition opportunities for LULAC's National Educational Service Centers (LNESC), and
- e) Support participation in LULAC sponsored programs (e.g., career fairs, youth activities, conferences, technical assistance, research studies, etc.).

V. DOI/LULAC Plan for Implementation

DOI and LULAC will establish a plan for implementation that consists of cooperative agreements with DOI. This plan will be developed by a working committee.

VI. Responsibilities

In fulfilling the objectives of this MOU, the parties agree to participate in and be responsible for activities as follows:

The DOI will, subject to the availability of resources:

- a)** Inform DOI Bureaus/Offices of this MOU and request their participation in its implementation;
- b)** Provide information to Bureau/Office officials on LULAC's programs and services which meet the requirements of DOI mission-related careers;
- c)** Provide LULAC with information on employment and program opportunities at DOI;
- d)** Increase the recruitment of Hispanic Americans through LULAC for Student Career Experience Programs (SCEP), internships, scholarships, seasonal and related education, training and employment opportunities at DOI Bureaus/Offices;
- e)** Encourage DOI Bureaus and Offices to consider contractual agreements with LULAC to promote research in areas of mutual interest;
- f)** Assist LULAC in accessing DOI's advanced instructional and learning technologies, including, but not limited to, satellite-based and distance learning technologies;
- g)** Increase collaborative efforts with LULAC to promote community outreach initiatives, partnership school programs, to inspire and motivate Hispanic American high school students to pursue careers in history, natural resources, environmental sciences and information technology and to inspire and motivate Hispanic American high school students to pursue careers with DOI;
- h)** Support and participate in LULAC's SER Jobs for Progress Programs;
- i)** Participate in LULAC's conferences and other programs by providing exhibits, workshops, recruitment and other appropriate information and activities, and considering specific funding proposals;
- j)** Provide LULAC with available resources and support, as necessary, to meet the objectives of this MOU.

LULAC will, subject to the availability of resources:

- a)** Inform LULAC members, LNEESC's and SER Jobs for Progress Programs of this MOU and disseminate copies of it;
- b)** Provide LULAC members, LNEESC's, and SER Jobs for Progress Programs with information on employment, training, grant and excess property opportunities with the DOI, and provide information to students and other Hispanic Americans regarding the various missions of DOI;

- c)** Provide DOI program information to LNEESC's to assist them in developing or expanding curricula and other career development programs to prepare students for careers in DOI;
- d)** Through LNEESC's, encourage, identify and solicit student participation in DOI programs;
- e)** Collaborate with DOI to assess the availability of advanced instructional and learning technologies including, but not limited to, satellite-based and distance learning technologies;
- f)** Assist in organizing, funding and implementing special projects such as workshops, conferences, forums, community outreach initiatives, etc.;
- g)** Advise DOI about LNEESC youth programs and identify and refer eligible students for Student Career Employment Program (SCEP) and Student Temporary Employment Program (STEP);
- h)** Collaborate with DOI to promote employment and educational programs at LNEESC's and through SER Jobs for Progress Programs;

VII. Costs

Nothing herein shall be construed as obligating DOI or LULAC to expend funds or devote a certain amount of personnel time and effort in furtherance of the purposes and responsibilities set forth in this MOU, except as agreed to in writing by the parties. All expenditures by DOI are subject to the availability of appropriated funds.

VIII. Publications; Intellectual Prospects

LULAC shall not unilaterally issue a publication pertaining to its relationship with DOI or its work under this MOU without consulting the key DOI officials identified in Article X. In all cases, proper credit will be given to the efforts of those parties contributing to the publication.

IX. Effective Date

This MOU shall become effective upon the date that the last signature is affixed here to. It shall remain in effect as written unless terminated or otherwise amended by mutual agreement. Not less than once a year, the key officials or their designees shall meet to assess the parties progress under this MOU and its implementing agreements. This MOU may be terminated at any time by any party upon 60 days written notice to the other parties.

X. Key Officials

The key persons responsible for implementation of this MOU shall be as follows:

Brent A. Wilkes
National Executive Director
LULAC

Sharon D. Eller
Director, Office of Civil Rights
U.S. Department of the Interior

Michael A. Ferguson
Acting Deputy Director
Bureau of Land Management

XI. Signatures

United States Department of the Interior

/s/ Sharon D. Eller
Director, Office of Civil Rights

10-12-06
Date

/s/ Michael A. Ferguson
Acting Deputy Director
Bureau of Land Management

10-12-06
Date

League of United Latin American Citizens (LULAC)

/s/ Brent A. Wiler
National Executive Director

10-12-06
Date

These persons may delegate their authority and responsibility hereafter.