

Committee on Homeland Security
Majority Staff Report Examining:

The ICE Halloween Party: Trick, Treat, or Cover-up?



U.S. HOUSE OF REPRESENTATIVES
COMMITTEE ON HOMELAND SECURITY
REP. BENNIE G. THOMPSON, CHAIRMAN

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Executive Summary

On November 4, 2007, the Committee on Homeland Security received an anonymous facsimile transmission (fax) from a sender who identified himself as an employee of U.S. Immigrations and Customs Enforcement (ICE). The fax expressed concern over a Halloween party held on October 31, 2007 at ICE Headquarters.

As described in the fax, during the party, an ICE employee wore “what appeared to be a prison fatigue with dreadlocks on his head and blackened face makeup.” After receiving the email, Committee staff examined the facts and circumstances surrounding the event; the allegations raised in the fax; and the response of both ICE and Department of Homeland Security (DHS) leadership.

On November 8, 2007, Committee on Homeland Security Chairman Bennie Thompson met with Assistant Secretary Myers to ascertain whether:

- a Halloween costume party had occurred at ICE Headquarters;
- Assistant Secretary Myers had been one of the judges at the party;
- an employee who wore a costume composed of a prison uniform, dreadlocks and skin-darkening make-up had been awarded a prize for “most original costume” by Assistant Secretary Myers and other ICE officials.

Assistant Secretary Myers confirmed each of the above allegations and apologized for her “bad judgment”. However, she failed to be forthcoming concerning the existence of photographs memorializing the party or the role she played in ordering the destruction of photographic records.

This examination indicates that Assistant Secretary Myers directed the destruction of photographs of the Halloween party, enlisted other DHS employees to destroy photographs and ordered the sanctioning and relocation of an employee in a coordinated effort to conceal the circumstances surrounding the party.

These activities were undertaken prior to the Assistant Secretary’s Senate Confirmation hearing and may have been carried out to preclude or delay the public release of photographs that could have adversely impacted her confirmation hearings.



Introduction

On November 4, 2007, the Committee on Homeland Security received an anonymous facsimile transmission (fax). The sender identified himself as an employee of U.S. Immigrations and Customs Enforcement (ICE). The fax expressed concern over a Halloween party held on October 31, 2007 at ICE Headquarters. As described in the fax, during the party, an ICE employee wore “what appeared to be a prison fatigue with dreadlocks on his head and blackened face makeup.” After receiving the email, Committee staff examined:

- the facts and circumstances surrounding the event;
- the allegations raised in the fax; and
- the response of both ICE and Department of Homeland Security (DHS) leadership.

According to the fax,¹ during the party a costume contest was held at which Assistant Secretary Julie Myers, Deputy Assistant Secretary for Management Theresa Bertucci, and ICE Chief of Staff Nick Smith served as judges. These judges, ICE’s highest ranking employees, selected an employee who wore a black and white striped prison uniform, a dreadlock wig and dark makeup on his face as the winner of the award for “most original costume”.² The author of the fax expressed the belief that the selection of this costume for award of a prize was a “tragic and rampant display of discriminatory practices by upper management at ICE.”

In addition to allegations concerning the costume contest, the fax author noted the existence of low employee morale at ICE and attributed the low morale to real or perceived discriminatory practices among ICE management. To buttress the claim of low morale, the fax author mentioned that the Partnership for Public Service and American University survey of the *Best Places to Work in the Federal Government* had ranked ICE in the bottom 10 of the 222 federal agencies and sub-agencies listed in the ranking.³

¹ See Appendix Attachment “A”

² See Appendix Attachment “B”

³ See, PARTNERSHIP FOR PUBLIC SERVICE AND AMERICAN UNIVERSITY INSTITUTE FOR THE STUDY OF PUBLIC POLICY IMPLEMENTATION, *Best Places to Work in the Federal Government 2007 Rankings*, (2007) [can be found at www.bestplacestowork.org]. Also note that four other DHS sub-agencies were in the bottom ten and the Department of Homeland Security ranked number 29 out of 30 among large agency rankings.



To gauge the credibility of the allegations surrounding events at the Halloween party, Committee staff requested further information from Assistant Secretary Myers regarding the Halloween Party incident.

On November 8, 2007, Committee on Homeland Security Chairman Bennie Thompson met with Assistant Secretary Myers. Assistant Secretary Myers was asked to provide information concerning the validity of allegations that:

- a Halloween costume party had occurred at ICE Headquarters;
- Assistant Secretary Myers had been one of the judges at the party;
- an employee wore a costume composed of a prison uniform, dreadlocks and skin-darkening makeup; and
- Assistant Secretary Myers had participated in awarding a prize to the employee for “most original costume.”

During the meeting, Assistant Secretary Myers confirmed each of the above allegations and apologized for her “bad judgment.”

Assistant Secretary Myers’s admission concerning the events of October 31st validated the substance of the claims contained in the facsimile transmission. Simply stated, there had been a Halloween party, the winner of the “most original costume” award was an ICE employee who wore prison garb, skin-darkening makeup and a dreadlock type wig and Assistant Secretary Myers along with other high ranking ICE officials attended the party and served as judges of the costume contest.

However, Assistant Secretary Myers did not inform the Chairman that pictures documenting the costume or the party existed.

Immediately following the meeting, in a letter to Chairman Thompson dated November 8, 2007, Assistant Secretary Myers acknowledged her “deep regret” for her “role and the role of ICE senior leadership.” She also stated that her actions were “inappropriate and should not have happened.”



The Halloween Party

The Halloween party was intended to serve as a fundraiser for the agency's participation in the annual Combined Federal Campaign, a charitable initiative designed to encourage employee giving. On the day of the party, employees were encouraged to wear their costumes throughout the day. The recommendation to employees to wear costumes for the duration of the workday appeared in a widely distributed circular advertising the party and encouraging participation in the event. As an additional inducement for employees to don costumes, the circular stated that costume contest winners would have a picture taken with Assistant Secretary Julie Myers.

When the costume contest began, entrants approached the judge's table where Assistant Secretary Myers, Deputy Assistant Secretary Bertucci and Chief of Staff Smith were seated. The entrants were instructed to state their name, describe their costume and allow the judges to see their costume up close. When the employee in the prison garb, dreadlock wig and skin-darkening makeup arrived at the judge's table, he stated, "I'm a Jamaican detainee from Krome⁴, obviously, I've escaped."⁵ The response from the judges was laughter.

According to interviews with employees who attended the party, several employees were shocked and offended by the costume and some even left immediately after seeing their fellow employee in the costume. The combined effect of the prison outfit, dreadlock wig and skin-darkening makeup appeared to have caused grave concern and distress, especially for some African Americans present. In fact, some employees did not associate the costume with a "detainee" but instead thought it was intended to represent an African American in a prison outfit.

As the winner of the "most original costume" costume award, the employee in prison garb, dreadlocks and skin-darkening makeup and Assistant Secretary Myers were photographed together as promised in the advertising circular (See Appendix Attachment B).

⁴ Krome is an ICE Detention facility located in Miami, Florida. The facility primarily houses detainees from Haiti, Jamaica, and Latin America. In the past, the Krome facility has been the subject of allegations of sexual abuse, overcrowding and mistreatment of detainees.

⁵ Department of Homeland Security, *Report and Recommendations Regarding Management Inquiry into Immigration and Customs Enforcement (ICE) Combined Federal Campaign Fundraising Event*, (November 13, 2007).



Myers Orders Destruction of Photographs

According to the November 13, 2007 internal DHS report, within hours of judging the costumes at the party, Assistant Secretary Myers became concerned about her “bad judgment call.” Assistant Secretary Myers immediately ordered Chief of Staff Nick Smith to have all of the photographs of the “most original costume” prize winner destroyed.⁶ Regarding this decision, Assistant Secretary Myers stated that “although I did not know that this individual had disguised his race, I determined that I had made an error in judgment in recognizing an escaped prisoner at this party, and I did not think that recognizing an escaped prisoner was in any way beneficial to the agency’s goal of treating everyone in our custody with dignity and respect. Accordingly, I instructed my Chief of Staff to direct ICE’s official event photographer to delete all photos of the employee in the inappropriate costume so they would not be placed into the agency’s photo archive and inadvertently used in future publications.”⁷

Following this directive, Chief of Staff Smith personally ordered the ICE contract photographer to delete all of the photographs containing images of the employee. The oral instruction to the photographer was reiterated in an email from the Director of ICE Public Affairs, which stated: *“Please make sure that the photos of the most creative (single male entry) are destroyed. They may not be used in any publication, Web site, compilation disk, you name it. Not just not used (sic). Please erase all.”*⁸ The photographer then deleted the relevant photographs from his digital camera.

⁶ *Id.*

⁷ Letter from Assistant Secretary Julie Myers to The Honorable Claire McCaskill, United States Senate (November 8, 2007).

⁸ Email sent from ICE Public Affairs Director Wendy Burrell to ICE contract photographer (October 31, 2007).



Myers Orders Diversity Training and Sanctions the Prize Winner

On Thursday, November 1, 2007, within 24 hours of the party, several employee complaints about the costume were received by an ICE Special Agent in Charge. Assistant Secretary Myers was made aware of the complaints. After being told that party attendees had found the costume that she had awarded a prize offensive, Assistant Secretary Myers decided that the employee should be reprimanded. On the same day, a decision was made to require the employee who wore the costume to receive counseling.

On November 2, 2007, Assistant Secretary Myers sent an email message to all ICE employees apologizing for the facts surrounding the event and reminding all employees of a requirement to complete Diversity Training.⁹

On Monday, November 5, 2007, ICE Leadership placed the prize winning employee on administrative leave. On the following day, the employee was advised of this decision and was told that he would be relocated from ICE headquarters to an office in the field. He left Washington, D.C. on Wednesday, November 6, 2007, exactly one week after the Halloween party.

⁹ See Appendix Attachment "D"



CNN FOIA Request

Shortly after the incident, the Cable News Network (CNN) asked ICE to produce copies of pictures taken at the party. ICE refused. ICE employees indicated that to obtain the pictures, CNN would need to submit a Freedom of Information Act (FOIA) request.¹⁰ On November 6, 2007, the day the employee that wore the costume was told to leave ICE headquarters, ICE received the CNN FOIA request.

Shortly after the request was received, the official contract photographer notified ICE that the digital pictures that had been previously deleted could be restored. He was told however, to await final written confirmation from ICE before completing the restoration. On November 8th, it was brought to the attention of DHS officials that a potential conflict of interest regarding the decision to restore the photographs existed because ICE leadership had ordered the destruction. Prior to November 13, 2007, ICE was advised to comply with the FOIA request.

According to Federal government regulations pertaining to FOIA requests and Department of Homeland Security's FOIA guidelines, agencies must respond to requests within 20 business days after the date the FOIA request is received.¹¹ On February 7, 2007, CNN announced that ICE had complied with its FOIA request,¹² a full 60 days after the request was made. ICE produced 113 official photographs taken at the event, including the pictures that had been previously deleted.

¹⁰ Jeanne Meserve and Mike A. Ahlers, *Controversial Halloween Party Photos Released*, CNN.COM, (February 2, 2008).

¹¹ 6 CFR Chapter 1 and Part 5 §505 (2003).

¹² *Supra*, note 10.



An Uncertain Confirmation

Julie Myers was originally nominated by President Bush to serve as the Assistant Secretary for Immigration and Customs Enforcement on June 30, 2005. It should be noted that Myers' appointment was controversial from the beginning. Several commentators questioned the appropriateness of placing the country's second largest law enforcement agency and the largest investigative arm of the Department of Homeland Security into the hands of a then-37 year old who did not possess any law enforcement experience.

When she appeared before the Senate Homeland Security and Governmental Affairs Committee on September 15, 2005, she came under fire from Senators from both sides of the aisle and her familial ties to Administration figures were heavily scrutinized.¹³

Senator George Voinovich (R-OH) said of Department of Homeland Security Secretary Michael Chertoff, "I'd really like to have him spend some time with us, telling us personally why he thinks you're qualified for the job, because based on the résumé, I don't think you are."¹⁴

In an October 2005 statement concerning Myers' nomination, Homeland Security and Governmental Affairs Committee then-Ranking Member Joe Lieberman, (I-CT) stated:

I have concluded that Ms. Myers lacks the management background and experience she needs to run the Immigration and Customs Enforcement Bureau at this very difficult time in its history and our nation's history. . . . ICE clearly needs a proven leader, someone who can command the respect of employees while implementing a clear vision for the agency. My greatest concern about this nominee is her relative lack of management experience. In fact, I do not believe that Ms. Myers meets the explicit requirement of the Homeland Security Act, stated in the law, that she has five years of management experience. She has not held any management job for more than a year, and the divisions she did administer were small in comparison to ICE.

¹³ Julie Myers is the niece of former chairman of the Joint Chiefs of Staff General Richard B. Myers and she married Department of Homeland Security Secretary Michael Chertoff's former chief of staff, John F. Wood, who is also a cousin of Sen. Christopher "Kit" Bond (R-Mo).

¹⁴ Dan Eggen and Spencer Hsu, *Immigration Nominees' Credentials Questioned*, WASHINGTON POST (September 20, 2005).



Although the Senate Homeland Security and Governmental Affairs Committee approved her nomination in a party-line vote, the full Senate did not vote on the nomination.

On January 4, 2006, President Bush appointed Assistant Secretary Myers as the head of ICE during a Congressional recess. This recess appointment was scheduled to expire on January 9, 2007.

President Bush re-nominated Assistant Secretary Myers on January 9, 2007. Her confirmation hearing was scheduled before the Senate Committee on Homeland Security and Governmental Affairs on September 12, 2007. Again, Assistant Secretary Myers' ability to serve in this capacity was questioned. In particular, Senator Claire McCaskill (D-Mo) expressed concerns regarding her nomination. The Halloween party occurred seven weeks later.

On November 7, 2007, Senator McCaskill placed a hold on Assistant Secretary Myers' nomination, causing the vote in the full Senate to be delayed. In a November 8, 2007 letter from Assistant Secretary Myers to Senator McCaskill, Myers stated that "[a]lthough I was not aware at the time of the contest that the employee disguised his skin color, I believe that it was inappropriate for me to recognize any individual wearing an escaped prisoner costume."¹⁵ Assistant Secretary Myers further stated that "[t]he costume was both inappropriate and offensive; inappropriate in that it could have a negative impression as to the respect that ICE has for those in our custody, and offensive as to manner in which the individual portrayed his skin color."¹⁶

Assistant Secretary Myers was confirmed by the Senate on December 19, 2007.

¹⁵ *Supra*, note 7.

¹⁶ *Id.*



DHS Internal Investigation

The Department of Homeland Security Under Secretary for Management Paul Schneider directed the DHS Office of Civil Rights and Civil Liberties (CRCL) to inquire into the incident and prepare an internal report. Under normal circumstances, the Office of General Counsel or the Office of the Inspector General would be responsible for conducting an inquiry concerning misconduct of an agency official.

In this instance, the report was prepared by CRCL and to date, the information contained within the report has not been publicly disseminated. The report is the result of interviews taken over a period of seven days. More than 25 employees, including Assistant Secretary Myers and the employee who wore the costume, were interviewed.

The internal investigation found that the employee wore his costume from the time he arrived at work at 8:00 a.m. and was seen by co-workers, managers, and senior level ICE officials while he went about his duties.

Upon learning of the incident, Department of Homeland Security Secretary Michael Chertoff expressed strong dissatisfaction with the incident. He stated:

I get very perturbed when there is anything that suggests that with respect to the enforcement of the law, we are anything other than even-handed. I have zero tolerance for racism or discrimination in the area of law enforcement. We have to be tough but we have to be fair. The idea that you are going to come and impersonate someone of another ethnic group, I think, is completely unacceptable.¹⁷

Secretary Chertoff did not, however, make any mention of his intention to discipline the individuals responsible for awarding the employee who wore the offending costume.

Moreover, it should be noted that despite this strong statement, the internal report has been withheld from the public and has not been shared, to date, in a non-redacted format with Members of Congress responsible for overseeing the Department of Homeland Security. In fact, the Department did not make the report readily available to Committee staff. After its initial refusal to release the report to the Committee, the Department made the report available on a very limited basis. To read the report, Committee staff was required to travel to DHS and examine it on their premises. Committee staff was prevented from making or removing copies.

¹⁷ Jeanne Meserve and Mike M. Ahlers, “DHS Employee Put on Leave after Wearing ‘Offensive’ Costume” CNN.COM (November 6, 2007).



Timeline of Events

Date	Action Taken
September 12, 2007	Myers Confirmation Hearing before Senate Homeland Security and Governmental Affairs (HSGAC) Committee
October 31, 2007	ICE Halloween Party
October 31, 2007	Myers ordered deletion of pictures
November 1, 2007	Myers learned of employee complaints
November 2, 2007	Myers sent apologetic e-mail to all ICE employees
November 4, 2007	Committee on Homeland Security (CHS) received anonymous fax
November 6, 2007	ICE received CNN FOIA request
November 6, 2007	Employee that wore costume removed from ICE headquarters
November 7, 2007	Sen. McCaskill placed hold on Myers Senate confirmation
November 8, 2007	ICE notified of potential conflict of interest
November 8, 2007	Myers met with CHS Chairman Bennie Thompson
November 13, 2007	DHS released its internal report to selected DHS officials
December 19, 2007	Myers confirmed by Senate
February 6, 2008	ICE released 113 pictures to CNN
February 7, 2008	CNN released party pictures to the public
February 7, 2008	CHS learned of DHS internal report
February 12, 2008	Committee on Homeland Security received redacted version of internal DHS report



ICE Equal Employment Opportunity and Diversity Practices

The anonymous fax received by the Committee claimed a lack of diversity within the upper-management at ICE. Like other allegations contained in the fax, this allegation is also accurate. As of March 2007, no African Americans served in the Senior Executive Service (SES) at ICE. Therefore, ICE's percentage of African American SES employees was 0% compared an average of 8% of African American SES employees in the federal workforce. The representation of African Americans at senior levels was also lower than African American SES employees at the Bureau of Customs and Border Protection (CBP), a comparable DHS component. The Department of Labor (Labor) and the Department of State (State) each have a workforce of comparable size to that of ICE.¹⁸ However, the number of ICE employees who serve in the Senior Executive Service seriously lags behind the numbers of similarly ranked employees in either agency.

ICE SENIOR EXECUTIVE SERVICE EMPLOYEEES BY RACE & ETHNICITY, MARCH 2007¹⁹

Workforce	White	Black/African American	Non-Hispanic/Latino	Hispanic/Latino	Total
ICE	28	0	21	7	28
CBP	61	5	59	7	66

SENIOR EXECUTIVE SERVICE EMPLOYEEES, PERCENTAGES BY RACE & ETHNICITY, FY-2007

Workforce	%White	%Black/African American	%Non-Hispanic/Latino	% Hispanic/Latino
ICE ²⁰	100%	0%	75%	25%
CBP ²¹	92%	8%	89%	11%
Labor ²²	82%	10%	93%	7%
State ²³	93%	4%	98%	2%
Fed. Govt.	88%	8%	97%	4%

¹⁸ According to its 2007 Annual Report, ICE has approximately 16,500 employees. According to the Equal Employment Opportunity Commission Annual Report on the Federal Workforce for Fiscal Year ending 2006, the Department of Labor had 14,835 employees and the Department of State had 18,831 employees.

¹⁹ The figures contained in the table are based on data obtained from the website of the Office of Personnel Management.

²⁰ Office of Personnel Management website data dated March 2007.

²¹ *Id.*

²² Equal Employment Opportunity Commission, *Annual Report on the Federal Workforce* (2007)

²³ *Id.*



According to ICE EEO data, in 2007 there were 169 complaints filed alleging EEO issues. Of that number, 55 complaints made allegations of racial discrimination and an additional 29 alleged retaliation. Some of those cases remain open. Of those cases that have been closed, ICE found that racial discrimination existed in 2 separate cases and that employees were subjected to retaliation in 3 separate matters.

None of the cases filed in 2008 have been resolved. Since the beginning of 2008, there have been 44 complaints filed including 20 alleging racial discrimination and 22 alleging retaliation.²⁴

Compared to comparable-sized federal agencies outside of DHS, the number of complaints filed by ICE employees outpace other comparable agencies.

**EEO COMPLAINTS FILED
BASED ON RACE AND RETALIATION, FY-2007**

Organization	Complaints filed	Complaints based on Racial Discrimination (Black)	Complaints based on Retaliation
ICE ²⁵	169	55	29
USCIS ²⁶	94	32	35
Department of Labor ²⁷	123	41	Not Available
Department of State ²⁸	94	29	28

²⁴ ICE Office of Equal Employment Opportunity NO FEAR Act FY08 Data.

²⁵ *Id.*

²⁶ U.S. Citizenship and Immigration Services, No FEAR ACT Data, Fiscal Year 2007.

²⁷ *Supra*, note 22.

²⁸ Department of State, No FEAR ACT Data, Fiscal Year 2007.



Findings

Following the review of this incident and related matters, this report finds:

1. The ICE employee should not have worn a costume that consisted of a face darkening makeup, a black and white striped prison uniform and dreadlock wig.
2. Top ICE officials who failed to voice concerns over the employee's costume contributed to a hostile working environment for all ICE employees.
3. Assistant Secretary Julie Myers, Deputy Assistant Secretary Theresa Bertucci, and Chief of Nick Smith exercised poor judgment when they choose to reward the employee for wearing the costume.
4. The steps taken by Assistant Secretary Myers following the Halloween party appeared to be an attempt to conceal her actions from the public disclosure.
5. Assistant Secretary Myers should not have ordered the destruction of photographs taken at the event. She either knew or should have known that the photographs may have been considered federal government property.
6. Assistant Secretary Myers was not fully forthcoming during her meetings with Chairman Bennie Thompson regarding the photographs taken at the party.
7. Assistant Secretary Myers was preparing for her Senate confirmation hearing at the time of the Halloween party incident and appears to have become concerned that revelations regarding her "bad judgment" could have adversely impacted the outcome of her confirmation hearing.
9. Despite Secretary Chertoff's stated "zero tolerance" for discriminatory behavior in law enforcement, neither Assistant Secretary Myers, nor her subordinates Deputy Assistant Secretary Bertucci and Chief of Staff Smith have been reprimanded for their participation in this event by DHS leadership.



Recommendations

Based on the above findings, this report recommends:

1. The Department of Homeland Security conduct a full investigation into any and all actions taken by ICE officials that either led to or were meant to lead to the concealment of this incident.
2. An independent official be appointed to determine what, if any, laws may have been violated by ordering the destruction of photographs.
3. The U.S. Office of Special Counsel examine whether the disciplinary actions taken against the employee that wore the costume were in accord with Federal personnel rules and regulations.
4. The Equal Employment Opportunity Commission determine whether the award to the employee that wore the costume created or contributed to a hostile work environment at ICE.
5. The Department of Homeland Security publicly release the internal report commissioned by the Under Secretary for Management.



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Attachment A

Honorable Bennie G. Thompson
United States House of Representatives
Washington, DC 20510

I am writing you to express my concern over events that took place at the Immigration and Customs Enforcement (ICE) Headquarters Building on October 31, 2007. A fundraising event took place for the Combined Federal Campaign (CFC), which was attended by ICE employees and the Assistant Secretary for ICE, Julie Myers; Deputy Assistant Secretary for Management, Theresa Bertucci; and Chief of Staff, Nick Smith.

At the fundraising event, a Halloween costume contest took place with Ms. Myers, Ms. Bertucci, and Mr. Smith being the judges and choosing the winner. However, the winner chosen by the Assistant Secretary, DAS, and CoS for ICE was a Caucasian Male Attorney within the Office of Chief Principal Advisor dressed in what appeared to be a Prison fatigue with Dreadlocks on his head and Blackened Face Makeup to represent either an African-American male or Hispanic-American male.

I have brought this tragic and rampant display of discriminatory practices by upper management at ICE to your attention, and another reason for the continued low employee morale at ICE, which has been validated by the Partnership for Public Service and American University survey of the *Best Places to Work* in the Federal Government, ranked ICE in the bottom 10 out of 222 federal agencies and sub-agencies rated. This upper management epidemic is a result of no diversity of upper management at ICE with No Permanent African-American SES at HQ, and only 1 SES Hispanic Male, and at the GS-15 managerial level, there is little to none representation of minorities especially within the Deputy Assistant Secretary for Management structure, which during the past year has had major hiring with none of the SES or GS-15 positions going to any minorities.

Lastly, I found this particular shocking, since it took place during a fund raising event for charitable organizations in a Government Building in Washington DC. The only apology submitted by Julie Myers is below, which was sent 2 days after the event is below:

Sent: Fri Nov 02 19:52:41 2007
Subject: A Message from Assistant Secretary Julie Myers

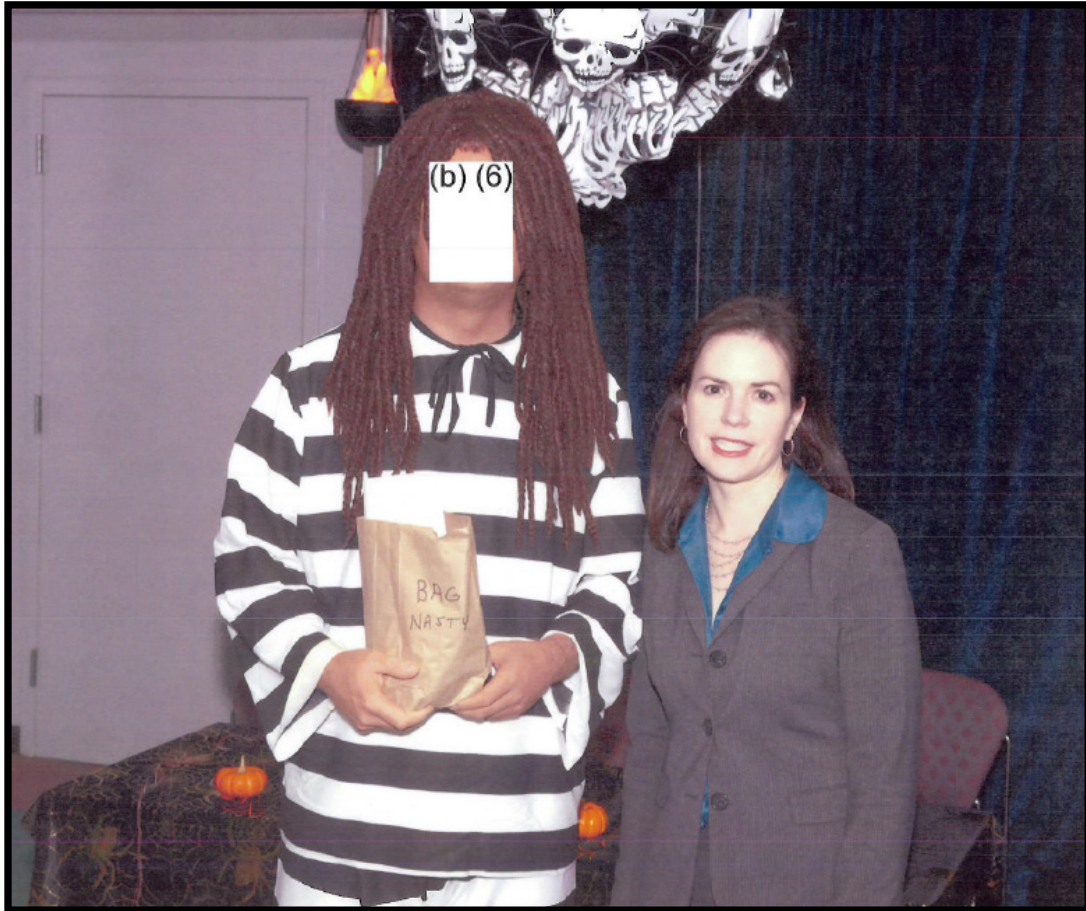
TO ALL ICE EMPLOYEES
November 2, 2007

A Message from Assistant Secretary Julie Myers

On October 31, 2007, we hosted a CFC Halloween Costume Contest for DC Metro Area Employees. It is now clear that, however unintended, a few of the costumes were inappropriate and offensive. While we were all thrilled to be part of the CFC fundraising effort, I and the senior management at ICE deeply regret that this happened. As the head of the agency, I have the responsibility to ensure every employee is a valued member of the ICE team. I am fully committed to our continued success, which depends on individual and collective responsibility for creating and sustaining an environment where all employees can reach their full potential. With that, it is especially important to remind all employees to be compliant with their responsibility to complete Diversity Training on Virtual University. Managers should distribute and discuss the ICE Equal Employment Opportunity (EEO) and Diversity Policy Statement during your next staff meeting. Please be assured that ICE zealously supports EEO and Diversity as a core business principle. I trust that I can count on each of you to support us in this effort.



Attachment B



Attachment C

**CFC HALLOWEEN
COSTUME CONTEST**
FOR ALL ICE DC METRO AREA EMPLOYEES

SHAUGHNESSY ROOM, OCTOBER 31, 2:00-2:30PM

PLEASE COME JOIN US FOR SOME LIGHT
REFRESHMENTS AND TO SHOW OFF YOUR
BOOOOOOOORIFIC COSTUME TO A PANEL OF
OAS MYSTERY JUDGES

TEAM OR INDIVIDUAL COSTUMES MAY BE WORN
ALL DAY.
JUDGING AND REFRESHMENTS BETWEEN 2PM-
2:30PM IN SHAUGHNESSY ROOM.

OPTIONAL DONATION OF \$5 TO PARTICIPATE
(DONATIONS WILL BE CREDITED TOWARD THE GRAND PRIZE WINNER'S OFFICE PROGRAM GOAL)

PLEASE MAKE SURE ALL COSTUMES ARE **TASTEFULLY** (having,
displaying, or in accordance with good taste, office appropriate) **ASSEMBLED.**

TO RSVP PLEASE EMAIL
[REDACTED]@DHS.GOV

GRAND PRIZES WILL BE AWARDED IN THE FOLLOWING CATEGORIES: MOST
ORIGINAL, FUNNIEST, SCARIEST, AND BEST CELEBRITY IMPERSONATOR



Attachment D

-----Original Message-----

From: ICE-Broadcast
To: ICEMailUsersCOW03a; ICEMailUsersCOW04a; ICEMailUsersCOW07a; ICEMailUsersCOW12a;
ICEMailUsersCOW13a
Sent: Fri Nov 02 19:52:41 2007
Subject: A Message From Assistant Secretary Julie Myers

TO ALL ICE EMPLOYEES

November 2, 2007

A Message from Assistant Secretary Julie Myers

On October 31, 2007, we hosted a CFC Halloween Costume Contest for DC Metro Area Employees. It is now clear that, however unintended, a few of the costumes were inappropriate and offensive. While we were all thrilled to be part of the CFC fundraising effort, I and the senior management at ICE deeply regret that this happened. As the head of the agency, I have the responsibility to ensure every employee is a valued member of the ICE team. I am fully committed to our continued success, which depends on individual and collective responsibility for creating and sustaining an environment where all employees can reach their full potential.

With that, it is especially important to remind all employees to be compliant with their responsibility to complete Diversity Training on Virtual University. Managers should distribute and discuss the ICE Equal Employment Opportunity (EEO) and Diversity Policy Statement during your next staff meeting. Please be assured that ICE zealously supports EEO and Diversity as a core business principle. I trust that I can count on each of you to support us in this effort.

