



## U.S. Customs and Border Protection

### OFFICE OF DIVERSITY AND CIVIL RIGHTS DIVERSITY AND INCLUSION MANAGEMENT OVERVIEW

Diversity and Inclusion management is the ability of an organization to create an environment in which differences are valued and integrated into every part of an organization's operations and leveraged to improve performance.

To maintain our status as a high-performing Federal law enforcement organization, we must continue to rely on our diverse and dynamic workforce while striving to ensure that all of our employees receive the tools to develop the skills, knowledge, and up-to-date training and development necessary to accomplish CBP's mission.

Also, in order to maintain a positive work environment, we must fully embrace the concept of diversity and inclusion management to create and maintain a positive work environment where the similarities and differences of individuals are respected and valued, so that everyone can reach their full potential and maximize their contributions in the workplace.

#### **DIVERSITY AND INCLUSION COMMITTEES:**

The Office of Diversity and Civil Rights (DCR) utilizes local Diversity and Inclusion Committees (DICs), comprised of U.S. Customs and Border Protection's (CBP) employee volunteers, to build upon diversity awareness and inclusion within our workforce. DCR staff provides local CBP management and DICs with leadership, support, and direction in the execution of CBP's Diversity and Inclusion Management Plan and affirmative employment obligations. (i.e., diversity and inclusion activities, national observances, and outreach to local minority organizations and communities).

CBP Diversity and Inclusion Committees work to achieve four goals:

- Facilitate CBP's efforts to create a more diverse, inclusive, and engaged workforce where diversity is fostered and valued. We will do this by having diversity and inclusion programs which reflect the diversity of CBP in terms of gender, race/national origin, sexual orientation, and disability.
- Help build diversity through increased cultural awareness, education and appreciation of differences. Our efforts will exemplify the agency's commitment to diversity and offer opportunities for CBP employees to learn about other cultures in educational forums designed to develop an appreciation for those who are not like us.
- Conduct community outreach activities to educate communities regarding career opportunities at CBP. Activities of this nature may include coordination with local schools and community organizations.
- Engage in activities to support underrepresented minority communities by implementing creative ways to educate and attract these groups to apply for positions with CBP.



## U.S. Customs and Border Protection

### **DIVERSITY AND INCLUSION COMMUNITY OUTREACH**

Community Outreach helps CBP develop and sustain relationships with outreach and community organizations through activities that include:

- Facilitate recruitment at Minority Serving Institutions (MSIs) for permanent positions and student employment programs such as the Student Career Experience Program and the Student Temporary Employment Program;
- Facilitate speaking seminars and speaker exchange programs at MSI to educate students and faculty regarding CBP's mission, vision, and career opportunities;
- Facilitate CBP personnel to speak to MSI students majoring in criminal justice, biology, agriculture, aviation and other occupations critical to CBPs mission.

### **REPORTS/WORKFORCE DATA ANALYSIS**

CBP is required statutorily under Titles VI and VII of the Civil Rights Act of 1964 to implement programs that are inclusive and reflective of our nation's diversity. DCR staff assures CBP's compliance with these goals through workforce data analysis, creation and distribution of a variety of reports, which are used internally or submitted to the U.S. Department of Homeland Security (DHS), Office for Civil Rights and Civil Liberties (CRCL). CRCL submits these reports to the Equal Employment Opportunity Commission (EEOC), the U.S. Department of Justice, the White House, and the U.S. Congress to outline the progress made in the Department's EEO program areas.

#### **External Reports:**

- EEOC Management Directive 715 Progress Report;
- Limited English Proficiency Report;
- White House Reports on Tribal Colleges and Universities and Historically Black Colleges and Universities; and
- Hispanic Employment Report; and Disability Employment Reports.
- Federal Equal Opportunity Recruitment Program (FEORP) Report (5 U.S.C. 7201)
- 462 Report-Federal EEO Statistical Report of Discrimination Complaints (29 CFR 1614.602)
- Annual Report on Requests for Reasonable Accommodations
- Title VI (including LEP) and Title IX and Agency-Specific Program Statutes that Prohibit Discrimination

#### **Internal Reports:**

- Reflect ongoing barrier analysis to determine the root cause for under-representation of specific racial, ethnic or gender groups in the CBP workforce and occupational areas;
- Review attrition trends in the CBP training academies;
- Evaluate career mobility programs for high potential individuals interested in senior level positions;
- Represent comparative studies of how CBP compares to the U.S. Civilian Labor Force (CLF), a standard measure for CBP to determine if its workforce is reflective of the pool of employees available in the labor market; and
- Review Relevant Civilian Labor force (RCLF) statistics to compare CBP representation in various occupational categories particularly in law enforcement.



## U.S. Customs and Border Protection

### NATIONAL DIVERSITY AND INCLUSION MONTH PROGRAMS

At U.S. Customs and Border Protection (CBP), we believe that our diversity is our strength. Through its Diversity and Inclusion Committees, CBP is committed to providing high quality diversity and cultural awareness activities and educational information to CBP employees. We believe that through creating and maintaining an environment of cultural fluency we grow stronger as an organization.

Diversity and Inclusion Programs recognize the achievements and contributions made by members of all groups in our society. The following Diversity and Inclusion Programs are observed to enhance cross-cultural and cross-gender awareness and to promote equal opportunity for all CBP employees:

- African American History Month (February)
- American Indian Heritage Month (November)
- Asian Pacific American Heritage Month (May)
- Bring Your Child to Work Day (April 28)
- Caribbean American Heritage Month (June)
- Disability Awareness Month (October)
- Disability Mentoring Day (October 19)
- Dutch American Heritage Day (November 16)
- Family Heritage and Diversity Month (August)
- German American Heritage Month (October)
- Hispanic Heritage Month (September 15-October 15)
- Irish American Heritage Month (March)
- Italian American Heritage Month (October)
- Jewish American Heritage Month (May)
- Lesbian, Gay, Bisexual, Transgender Month (June)
- Martin Luther King, Jr. Day of Service (January 17)
- Polish American Heritage Month (October)
- Veteran's Day (November 11)
- Women's Equality Day (August 26)
- Women's History Month (March)