



**Homeland
Security**

April 16, 2010

Alan Schiff
Acting Executive Director
White House Initiative on Tribal Colleges and Universities
Department of Education
1990 K Street, NW, Room 7010
Washington, DC 20006

Re: FY 2009 Annual Report

Dear Mr. Schiff:

The enclosed Department of Homeland Security (DHS) Annual Federal Performance Report on Executive Agency Actions to Assist Tribal Colleges and Universities (TCUs) for Fiscal Year (FY) 2009 is submitted pursuant to Executive Order 13270.

During FY 2009, DHS provided a total amount of \$108,325 in financial support to TCUs. This amount represents a decrease of \$21,698 in financial support to TCUs from \$130,032 in FY 2008; however, DHS increased funding in two categories during FY 2009: in Fellowships, Internships, Recruitment, and IPAs; and Third Party Awards. The decreases are attributed to zero funding in three categories: Research & Development, Training & Technical Assistance, and Facilities & Equipment in FY 2009.

If you would like additional information or assistance, please contact Tanya Cantrell, EEO Manager, Office for Civil Rights and Civil Liberties, at (202) 254-8214.

Thank you for your attention to our submission.

Sincerely,

A handwritten signature in cursive script that reads "Stephen T. Shih".

Stephen T. Shih, Esq.
Deputy Officer, and Director for EEO
and Diversity Programs
Office for Civil Rights and Civil Liberties
U.S. Department of Homeland Security

Enclosure



Homeland Security

WHITE HOUSE INITIATIVE ON TRIBAL COLLEGES AND UNIVERSITIES

**Annual Performance Report on
Executive Agency Actions
To Assist Tribal Colleges and
Universities
Fiscal Year 2009**

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Executive Summary

The Department of Homeland Security (DHS) hereby submits this *Annual Performance Report on Executive Agency Actions to Assist Tribal Colleges and Universities* (TCUs) for Fiscal Year (FY) 2009, pursuant to Executive Order 13270. The purpose of Executive Order 13270 is to advance the development of the Nation's full potential by promoting equal opportunity in higher education, strengthening the capacity of TCUs to provide the highest quality education, and increasing opportunities for these institutions to participate in and benefit from Federal programs.

DHS is committed to the objectives of Executive Order 13270, and DHS's Office for Civil Rights and Civil Liberties (CRCL) reports on the continual Department-wide planning and activities to assist TCUs. DHS's FY 2009 Annual Performance Report reflects the Department's unified efforts – including the consolidation and coordination of all DHS Support and Operational Component TCU activities – to meaningfully and efficiently strengthen TCUs. This Report specifically focuses on the objective of Executive Order 13270 to promote opportunities for TCUs to participate in programs that help TCUs to contribute to the development of human capital and to strengthen America's economic and technological base. The Department's FY 2009 strategies to support TCUs included DHS's participation in the following categories:

- Training & Technical Assistance;
- Facilities & Equipment;
- Fellowships, Internships, Recruitment, IPAs;
- Administrative Infrastructure; and
- Other

For FY 2009, as outlined in the FY 2009-2013 TCU Plan prepared last fiscal year, DHS projected a significant increase in funding. Instead, the actual funding to support TCUs decreased by \$21,698 to a total of \$108,325 (-16.69% from FY 2008). This decrease resulted from DHS supporting recruitment activities with local personnel (decreasing travel costs), a reduction in overall recruitment activities, and the end of a one-time grant.

During FY 2009, new DHS initiatives to support the American Indians Higher Education Consortium (AIHEC) included (dollar figures are highlights from Award Categories below:

- CRCL participated in the AIHEC Spring Board Meeting in Missoula, Montana. The Board consists of the presidents from all 36 TCUs.
- CRCL conducted a site visit to Salish Kootenai College (SKC), in Pablo, Montana. The site visit included meeting with the tribal college's career center director to

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discuss DHS careers and internship opportunities, and a tour of the new facilities on the expanding campus.

- CRCL participated in AIHEC's Science, Technology, Engineering, and Mathematics (STEM) workshop and gave a presentation about DHS to the TCU presidents. The STEM Working Group is composed of officials from TCUs with engineering programs and those seeking to develop such programs.
- U.S. Secret Service (USSS) and U.S. Coast Guard (USCG) officials briefed the TCU presidents on internships and career opportunities for their TCU students; shared mission objectives; and established contacts. USCG officials also visited SKC.
- Officials from USCG, USSS, TSA and DHS HQ participated in the AIHEC-TCU Student Spring Conference, and TSA sponsored a recruiting booth at this conference. As a result of DHS participation in the AIHEC events, DHS enhanced its relationship with SKC, and established direct contacts with additional TCUs to further increase DHS visibility and partnership opportunities. DHS HQ provided \$3,900 to support this conference, USCG provided \$5,702 for recruiters to attend the Board Meeting, Student Conference, and SKC visit, and TSA provided \$450 for a booth at the Student Conference.

DHS Components also expanded recruitment in a number of ways, including the following:

- TSA officials conducted several visits to SKC at a cost of \$5,700. TSA also assigned a full-time TSA employee to SKC for one month at a cost of \$17,800. The employee supported and collaborated with the SKC staff on a report designed to identify opportunities that will solidify a viable long-term partnership between SKC and TSA.
- Officials from U.S Customs Border and Protection (CBP) provided \$1,150 to support recruiting events at four TCUs.
- USCG recruited from Institute of American Indian Arts College (AIA), Southwest Indian Polytechnic Institute (SIPI), and SKC, contributing \$900 in total to these schools. USCG also conducted site visits to SKC and Ilisagvik College, Alaska, awarding over \$38,000. Also advertised in the Tribal College Journal of American Indians in Higher Education, for an award amount of \$4,740.
- Federal Law Enforcement Training Center (FLETC) officials visited Southwest Indian Polytechnic Institute (SIPI).
- USSS officials met with faculty at Haskell Indian Nations and College of Muscogee (Creek) Nation, in Oklahoma.
- The USSS also provided \$16,482 to expand the number of print and Internet advertisements for outreach to TCU students.
- Immigration and Customs Enforcement (ICE) recruiters participated in a career fair and community outreach event at SKC, awarding a total of \$965.

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Part A: Department of Homeland Security Accomplishments

During FY 2009:

- CRCL sponsored a workshop for the DHS Tribal Colleges and Universities Program (TCUP) program managers, featuring the Executive Director, Office of the White House Initiative on Tribal Colleges and Universities, who shared his insights on developing effective TCUP plans and annual performance reports.
- CRCL provided training to 75 ICE recruiters during ICE's National Recruitment Conference. The training workshop on Minority Serving Institutions included best practices for the recruiters to build relationships and recruit TCU students.
- DHS TCU program managers met with the President of Turtle Mountain Community College (TMCC) to discuss coordination on programs in support of Executive Order 13270 on TCUs. DHS TCU program managers also met with the Chair of the Working Group on Engineering Studies at the TCUs (comprised of 11 TCUs) to discuss TCU opportunities and interests.
- DHS Science & Technology's (S&T) University Program announced a Scientific Leadership Bridge Award, a Funding Opportunity Award (FOA) that targets community colleges for recruitment of science and engineering talent. S&T will award this FOA in FY 2010.
- CBP developed an integrated recruitment strategy requiring all field offices within the geographic area of a tribal college or university to visit, contact or mail information to the TCUs. As a result, CBP established partnerships with the following nine TCUs, a significant increase in outreach efforts compared to FY 2008:
 - Fond Du Lac Tribal Community College
 - Northwest Indian College
 - Salish Kootenai College
 - Saginaw Chippewa Tribal College
 - Tohono O'odham Community College
 - Blackfeet Community College
 - Dine College
 - Navajo Technical College, and
 - Southwest Indian Polytechnic College

These partnerships included:

- Career fairs
- Opportunities for TCU students to apply for CBP's Student Career Experience Program and Student Temporary Employment Program
- Distribution of computers and/or other excess equipment, and
- CBP officials serving as guest lecturers on various TCU campuses.

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- CBP provided job vacancy announcements to 17 TCUs. CBP also added all TCUs to the CBP-Tuition Assistance Program website to encourage applications from prospective candidates.
- USCG developed a Tribal Engagement Strategy that included local and regional governments, tribal councils, native corporations, and governance groups. In support of the initiative, a senior USCG executive and a local USCG collateral-duty Tribal Liaison met with administrators at Ilisagvik College to discuss potential partnership opportunities to promote educational excellence, USCG missions, and increasing awareness of military and civilian career opportunities.
- As part of the USCG's Alaska Native Diversity Education Recruitment Outreach Initiative, 30 USCG personnel traveled to Nome, Kotzebue, and Barrow, Alaska to inform students and faculty about USCG missions and operations to Native Alaskan college and elementary school students within the region. USCG also hosted an Alaska Native Consultation and Cultural Communications course in Juneau, Alaska to teach its military and civilian employees about Alaska native customs.
- U.S. Citizenship and Immigration Service (USCIS) participated in two career fairs at Haskell Indian Nations University, and contacted Lac Courte Oreilles Ojibwa Community College and College of the Menominee to share information about the federal application process and career opportunities within USCIS. At additional meetings with Lac Courte Oreilles Ojibwa Community College, USCIS provided information on the use of local college radio stations to advertise future positions, and on the identification and removal of possible barriers to American Indian or Alaskan Natives' participation in USCIS employment. USCIS program offices sponsored workshops and brown bag luncheons to provide managers with recruitment strategies on how to attract and hire American Indian/Alaska Natives.
- ICE continued exploring funding avenues to support its partnership with TMCC to develop a forensic science curriculum. ICE recruiters participated in a career fair and community outreach event at SKC.
- USSS engaged in the following activities:
 - Attended career fairs at, and met with the faculties of, Haskell Indian Nations and College of Muscogee (Creek) Nation, in Oklahoma.
 - Participated in the AIHEC-TCU Students Spring Conference in Montana.
 - To promote career opportunities, the USSS sponsored print and Internet recruitment in the following publications:
 - National Native American Law Enforcement Association (NNALEA) 16th and 17th Annual Training Conference Editions
 - The American Indians Science and Engineering Society's (AISES) Winds of Change and Winds of Change.com events (AISES has Student Chapters on 24 TCU campuses),
 - Tulsa Billboard, and
 - The Tribal College Journal of American Indians in Higher Education.

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- Provided compensation to diverse tribal communities to provide training and information to all USSS employees during its Annual American Indian Heritage Month activities.
- Senior TSA officials made several visits to meet with SKC students, faculty and the college president. During these visits, TSA recruited students to apply for TSA's New Horizons Career Resident Program, designed to strengthen minority recruitment and retention. TSA targeted SKC for participation in TSA's New Horizons program because SKC's degree programs in business and in computer engineering (B.A. and A.A.) and information technology (B.S.) are a natural fit for TSA's program management, transportation security operations, intelligence operations, finance/business management, acquisitions/contracting, and economist positions. TSA assigned an employee to spend one month at SKC to partner with the SKC staff and faculty and develop enhanced recruitment strategies. This effort resulted in a report examining current and new solutions. TSA field offices also recruited from TCUs in their areas.

The following information summarizes the Department's FY 2009 planned activities which supported Executive Order 13270, organized by performance awards category (the total dollar figures on the first page and the spreadsheets reflect the sum of the following items):

Award Category: Fellowships, Internships, Recruitment, IPAs

CBP participated in the following four career fairs: Fond Du Lac Tribal Community College; Northwest Indian College; and SKC (two career fairs). **Total Award: \$1,150.**

USCG conducted a site visit to Ilisagvik College, participated in the AIHEC conferences, and conducted outreach activities to Native Alaskan college students and elementary school youth within the Nome, Kotzebue, and Barrow, Alaska region (\$38,000 award). USCG also recruited from AIA, SIPI and SKC (\$900 award), and advertised in the Tribal College Journal for American Indians in Higher Education (\$4,740 award). **Total Award: \$43,640.**

ICE recruiters participated in a career fair and community outreach event at SKC. **Total Award: \$965.**

USSS attended a career fair and meeting at Haskell Indian Nations, participated in the AIHEC-TCU Students Spring Conference in MT, sponsored an exhibit booth at SAIGE, and advertised in the following publications: AISES's Winds of Change and Winds of Change.com; the Tribal College Journal for American Indians in Higher Education; and the Tulsa Billboard. **Total Award: \$16,482.**

TSA conducted multiple site visits to SKC (\$5,700 award), sponsored a booth at AIHEC conference (see below), and provided an employee to SKC for a month detail (\$17,800 award). **Total Award: \$23,500.**

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Award Category: Third Party

CRCL, CBP, TSA, FLETC, USSS, USCG, and USCIS employees attended SAIGE's 6th Annual Training Conference in San Diego, California. The purposes of this conference are to promote awareness for broad understanding; professional development; educational awareness to all employees; and the recruitment, hiring, retention, development, and advancement of American Indians and Alaska Natives in the Federal workforce. SAIGE also has a Youth Track that includes TCU Students. At this conference, USSS sponsored an exhibit booth, and a USCG recruiter provided a presentation. Additionally, a CRCL official presented a workshop entitled "Preparedness for Everyone: From the Workplace to the Community," providing important information and best practices relating to the development of workplace emergency plans that fully include all groups of employees and visitors. **Total Award: \$12,536.**

DHS-HQ spent \$3,900 and USCG spent \$5,702 for recruiters to attend the AIHEC Board Meeting, the Student Conference, and the SKC visit. TSA also provided \$450 for a booth at the Student Conference. **Total Award: \$10,052.**

Changes in Planned Activities

During FY 2009, USCIS experienced budgets cuts, which reduced recruiting and outreach activities and limited computer donation capabilities. ICE did not have available funding to support ICE's previously-established partnership with TMCC to develop a forensic science curriculum.

Support for Tribal Organizations

At the direction of the WHITCU, we also provide the following additional information on American Indian activities (in addition to TCU activities)

USSS provided \$1,800 to two National Native American Law Enforcement Association (NAALEA) conferences (part of the total \$3,600 amount awarded by USSS to NNALEA during FY 2009) and \$900 to the National Congress of American Indians. ICE awarded \$3,025 to NAALEA. **Total Award: \$7,525.**

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B. SUMMARY OF FY 2009 AGENCY AWARDS BY CATEGORY TO TRIBAL COLLEGES AND UNIVERSITIES

Agency/Organization U.S. Department of Homeland Security

Name, Title, Phone, Fax, and email address of agency representative preparing report:

Tanya Cantrell, Equal Employment Opportunity Manager
 Telephone: (202) 254-8214
 Fax: (202) 254-8240
Tanya.Cantrell@dhs.gov

FY09 Total Funding for all Institutions of Higher Education (IHEs): \$12,924,304

| CATEGORY | TOTAL AWARDS TO IHE | TOTAL AWARDS TO TCUs | % OF AWARDS TO TCUs |
|--|----------------------------|-----------------------------|----------------------------|
| 1. Fellowships, Internships Recruitment, and IPAs | \$12,599,829 | \$ 85,737 | 0.68% |
| 2. Third Party | \$ 324,475 | \$ 22,588 | 6.96% |
| Total: | \$12,924,304 | \$ 108,325 | 0.84% |

Stephen T. Shih
 Deputy Officer, and Director for
 EEO and Diversity Programs
 Office for Civil Rights and Civil Liberties

 Signature

 Date