

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE HISPANIC ASSOCIATION OF  
COLLEGES AND UNIVERSITIES AND  
THE U.S. DEPARTMENT OF HOMELAND SECURITY**

**I. PURPOSE AND SCOPE**

In order to create a future generation of employees as diverse as the world around us, this Memorandum of Understanding (MOU) between the Department of Homeland Security (DHS) and the Hispanic Association of Colleges and Universities (HACU) creates the opportunity to expand targeted outreach and recruitment efforts to students and recent graduates of HACU-member institutions for DHS opportunities, including, but not limited to, internships, fellowships, temporary and permanent federal employment. DHS and HACU may agree to enhance outreach and engagement efforts in other areas without amending this MOU.

**II. PARTIES**

The parties to this MOU are DHS (both Headquarters and its Components) and HACU. Both parties are responsible for the goals and activities contained in this agreement and shall equally contribute to its success.

Through this agreement, HACU will offer opportunities for DHS to recruit from HACU-member institutions. DHS will have access to HACU-member institutions to strengthen their academic and outreach capacity.

- A.** DHS's mission is to ensure a homeland that is safe, secure, and resilient against terrorism and other hazards. DHS' efforts are supported by an ever-expanding set of partners. Every day, approximately 240,000 men and women of DHS contribute their skills and experiences to this important mission.

More specifically, DHS:

- Protects Americans from terrorism and other homeland security threats by preventing nation-states and their proxies, transnational criminal organizations, and groups or individuals from engaging in terrorist or criminal acts that threaten the Homeland;
- Works with federal, state, local, and tribal partners as well as the private sector and other non-government organizations to prevent terrorism and enhance security;
- Ensures community resilience to disasters across the nation through collaborative training exercises and information sharing activities before, during, and after disaster events;
- Secures and manages U.S. borders by collaborating with federal, state, local, and tribal partners to prevent illegal activity and facilitate lawful travel and trade;

- Safeguards and secures civilian and government cyberspace and coordinates with federal, state, local, and tribal government partners to secure critical infrastructure and information systems;
- Enforces U.S. trade laws and facilitates lawful international trade and travel;
- Enforces and administers U.S. immigration laws; and
- Matures and strengthens DHS using a unified and integrated approach to accountability, efficiency, transparency, and leadership development.

**B.** HACU's mission is to champion Hispanic success in higher education by promoting the development of member colleges and universities; improving access to quality of postsecondary educational opportunities for Hispanic students; and meeting the needs of business, industry and government through the development and sharing of resources.

### III. AUTHORITIES

- Intergovernmental Personnel Mobility Act, 5 U.S.C. §§ 3371-3376
- Executive Order 13171, *Hispanic Employment in the Federal Government*
- Executive Order 13518, *Employment of Veterans in the Federal Government*
- Executive Order 13548, *Increasing Federal Employment of Individuals with Disabilities*
- Executive Order 13555, *White House Initiative on Educational Excellence for Hispanics*
- Executive Order 13562, *Recruiting and Hiring Students and Recent Graduates*
- Executive Order 13583, *Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*
- Executive Order 13592, *Improving American Indian and Alaska Native Educational Opportunities and Strengthening Tribal Colleges and Universities*
- Executive Order 13621, *White House Initiative on Educational Excellence for African Americans*
- Executive Order 13779, *White House Initiative to Promote Excellence and Innovation at Historically Black Colleges and Universities (HBCU)*
- Executive Order 13872, *Economic Empowerment of Asian Americans and Pacific Islanders*

### IV. DEFINITIONS

**The Office of Personnel Management's (OPM) Pathways Programs** - Provides access to Federal internships and careers in Government for students and recent graduates. The Pathways Programs consist of the Internship Program for current students; the Recent Graduates Program for people who have recently graduated from qualifying educational institutions or programs (2 years from the date the graduate completed an academic course of study); and the Presidential Management Fellows (PMF) Program for people who obtained an advanced degree (*e.g.*, graduate or professional degree) within the preceding

two years.

## **V. RESPONSIBILITIES OF THE PARTIES**

### **A. DHS Responsibilities**

DHS will share resources and information as appropriate and as available staff and resources will allow, and partner with HACU as follows:

1. DHS will share information with HACU, leveraging the Pathways Programs during the academic year, and will work to expand the visibility into DHS opportunities for students and recent graduates of Hispanic serving institutions (HSIs).
2. DHS will share information with HACU to increase the pipeline of talent through DHS Component-specific internship programs to students and recent graduates that provide incentives such as scholarships (tuition and fees), monthly salary, housing allowances, and other benefits.
3. DHS will annually develop a series of webinars geared towards students and recent graduates at HACU to provide valuable information on the DHS mission, current job opportunities, and tips for Federal resume writing and application process.
4. DHS will participate in the HACU's recruiting and outreach opportunities, events, and tours including career fairs, on-campus career orientations, and other awareness activities to inform students, faculty, staff, and alumni about DHS employment and student opportunities. This will include exploring opportunities to highlight DHS's mission and student opportunities at HACU conferences as a sponsor, advertiser, exhibitor, or contributor to presentations to students.
5. DHS will work with HACU, when invited, to participate in and disseminate information across Headquarters and Components about public policy forums, lectures, presentations, conferences, national level exercises, trainings, and other events at the HACU.
6. To strengthen the partnership between DHS and Institutions of Higher Education (IHEs), DHS will research and review existing MOUs with IHEs to enhance our collaborative efforts and align with existing best practices.
7. DHS and HACU will assess return on investment for the Department on outreach and recruitment activities to ensure accountability and prudent stewardship.

### **B. HACU Responsibilities**

1. HACU will disseminate DHS materials and communications related to DHS mission, current job opportunities, and tips for Federal resume writing and application process through HACU-member and/or intern related webinars, as deemed appropriate.
2. HACU will partner with DHS in establishing outreach opportunities to increase awareness of the DHS mission and current job opportunities available to students and recent graduates through HACU-member and/or intern related webinars, as deemed appropriate.
3. HACU, when appropriate, will partner with DHS in establishing outreach opportunities with HACU-member institutions to increase awareness of the DHS mission and current job opportunities available to students and recent graduates.
4. HACU, when appropriate, will invite DHS to participate in public policy forums, lectures, presentations, conferences, national level exercises, trainings, and other events at HACU.

**C. Both DHS and HACU will:**

1. Meet or correspond semi-annually to review DHS/HACU MOU activities and progress.
2. Notify DHS and HACU MOU Points of Contact (POC) regarding upcoming meetings, status updates, as well as requests related to the terms of the MOU.
3. Track the annual outcomes of DHS and HACU MOU in a joint report to determine areas of achievement and enhancements.
4. Identify opportunities and programs where professionals from DHS and HSIs, HACU-member institutions, and HACU International Members can participate in research, capacity-building, training, and exchange programs.

**VI. POINTS OF CONTACT**

DHS and HACU will designate POCs within their respective organizations to implement the MOU. The POCs will direct and coordinate partnership activities to ensure that mutual benefits and interests are served. The respective offices responsible for implementation and maintenance of this MOU are:

**For DHS:**

Traci Silas, J.D.

Executive Director, Office of Academic Engagement

HQ Office of Partnership and Engagement

**For HACU:**

Lena Rodriguez, PhD

Senior Vice President for Policy and Government Relations

Hispanic Associations of Colleges and Universities

**VII. OTHER PROVISIONS**

- A.** Nothing in this MOU is intended to conflict with current law or regulation or the directives of DHS and HACU. If a term of this MOU is inconsistent with such authority, then that term shall be invalid, but the remaining terms and conditions of this MOU shall remain in full force and effect.
- B.** Nothing in this MOU is intended to restrict the authority of either part to act as provided by law, statute, or regulation.
- C.** Nothing in this MOU shall be interpreted as affording DHS or HACU any role in the content, programming, or operating decisions of the other entity.
- D.** In order to facilitate and accomplish the goals and objectives set forth in this MOU, DHS and HACU will meet as necessary and appropriate to discuss issues of mutual interest and assess progress in accomplishing the desired objectives.
- E.** This MOU is between DHS and HACU and does not confer or create any right, benefit, or trust responsibility, substantive or procedural, enforceable at law or equity, or by any third person or party (public or private) against the United States, its agencies, its officers, or any person; or against HACU, its Governing Board or any of its staff.
- F.** The parties will use or display each other's name, emblem, or trademarks only in the case of particular projects and only with prior written consent of the other party.

**VIII. FUNDING**

This MOU is not a fiscal or funds obligation document. This MOU does not include the reimbursement of funds between two parties.

**IX. EFFECTIVE DATE**

The terms of this MOU will become effective on the date of the last signature by the parties.

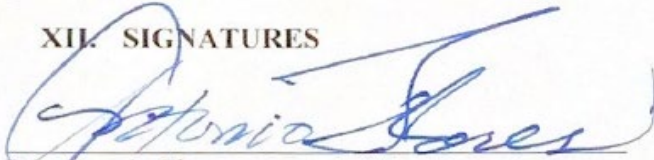
**X. MODIFICATION**

The terms of this MOU may be modified upon the mutual written consent of the parties.

**XI. TERMINATION**

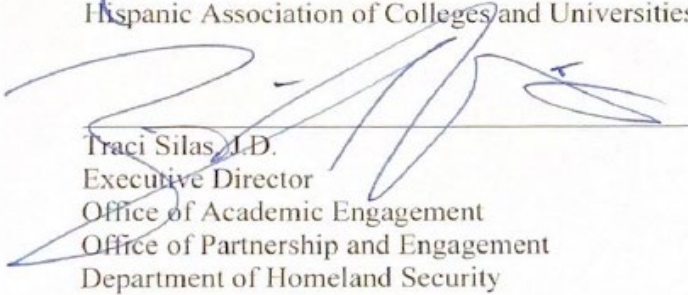
This MOU will remain in effect for one year from the date of signature. The term may be extended by mutual written agreement of the parties. Either party may terminate this MOU upon sixty (60) days written notice to the other party.

**XII. SIGNATURES**



Dr. Antonio Flores  
President  
Hispanic Association of Colleges and Universities

11/3/21  
Date



Traci Silas, J.D.  
Executive Director  
Office of Academic Engagement  
Office of Partnership and Engagement  
Department of Homeland Security

11/3/2021  
Date