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# Implementation Plan for the U.S. Strategy and National Action Plan on Women, Peace, and Security

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Homeland  
Security

## FOREWORD

It is my honor to present the 2024 Department of Homeland Security (DHS) Women, Peace, and Security (WPS) Implementation Plan in support of the [2023 U.S. Strategy and National Action Plan on Women, Peace and Security](#). Women and girls play an integral role in building and maintaining global peace and national security. DHS has been at the forefront of U.S. women, peace, and security initiatives since its designation as a WPS implementing department with the passage of the [WPS Act in 2017](#).

In its implementation of WPS to advance gender equity and equality, DHS operates at the nexus of domestic and international peace and security spaces. Threats do not stop at our borders. In the future operating environment, gender will continue to be a common thread in the protection of the homeland as we consider the different security needs of women and girls, as well as of men, boys, and other genders. Gender considerations will also continue to be a core factor in addressing threats such as domestic violent extremism, artificial intelligence vulnerabilities, climate-related disasters, and global pandemics.

DHS 2023 accomplishments in the women, peace, and security space include:

- **The DHS 30x23 Initiative** aims to accelerate the goal of elevating the representation of women in law enforcement agencies to 30% by 2030 by achieving this target seven years earlier.
- **Blue Campaign** provided support to DHS and government-coordinated efforts to aid Ukrainian nationals by developing human trafficking awareness materials in Ukrainian.
- **Cybersecurity and Infrastructure Security Agency (CISA)** partnered with Girls Who Code on a social media storytelling campaign featuring women with careers in cybersecurity.
- **U.S. Citizenship and Immigration Services (USCIS)** published the first standalone T Visa Law Enforcement Resource Guide, emphasizing a survivor-centered approach and reducing barriers for noncitizen victims of trafficking.
- **U.S. Coast Guard (USCG)** worked cross-programmatically with internal and external stakeholders to develop a Coast Guard-directed Plan of Action on Sexual Assault in the Military.

The 2024 WPS Implementation Plan builds on what we have accomplished and identifies new opportunities for DHS to continue furthering the government-wide effort to advance gender equity on a national and international scale. I am grateful for the dedication of our DHS workforce and innumerable partners who join us in this important work.

Sincerely,



Peter E. Mina  
Senior Official Performing the Duties of the  
Officer for Civil Rights and Civil Liberties

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## EXECUTIVE SUMMARY

The 2024 Department of Homeland Security (DHS) Women, Peace, and Security (WPS) Implementation Plan is framed within the context of the current complex threat environment, in which gendered threats can exacerbate insecurity and present significant challenges to peace and security. Examples of current and emerging risks faced by women and girls include:

- Extreme ideologies involving threats against women's rights and safety that contribute to misogyny and gender-based violence (GBV).
- Gender biases that may be generated from lack of Artificial Intelligence (AI) oversight and testing.
- Climate-related disasters that impact women and girls disproportionately due to a lack of access to gender-specific resources.

To guide the execution of DHS WPS initiatives, the 2024 Implementation Plan is organized around the five lines of effort (LOE) of the WPS Strategy and National Action Plan. A key approach to the operationalization of WPS concepts within DHS programs, operations, exercises, and other activities is through the integration of a gender perspective, an analytical framework for understanding how factors including social norms, power imbalances, and access to resources shape human security concerns of a diverse population.

**LOE 1. Participation.** Seek and support the preparation and meaningful participation of women and girls in civic and political leadership, in informal and formal decision-making processes, and in institutions related to peace and security.

**LOE 2. Protection.** Promote the protection of the human rights of women and girls and prevent and respond to all forms of GBV, across the continuum of peace, conflict, and crisis contexts, including conflict-related sexual violence.

**LOE 3. Relief, Response, and Recovery.** Prioritize gender-responsive policies and programs to support the safety, participation, and leadership of women and girls in U.S. government responses to conflict, crises, and disasters, and provide safe, equitable access to humanitarian assistance.

**LOE 4. Integration and Institutionalization.** Integrate WPS principles across U.S. policies and programs to strengthen the institutionalization of comprehensive gender analyses and improve gender equality outcomes.

**LOE 5. Partnerships.** Encourage partners to mainstream WPS principles across policies and strategies and strengthen capacity to improve gender equality in processes and institutions connected to peace and security decision making.

## GOALS, ACTIONS and OUTCOMES

Five Lines of Effort (LOE) drive the 2024 WPS Implementation Plan. The Plan identifies overarching goals associated with each LOE, outlines specific programs, activities, or initiatives DHS plans to execute, forecasts the anticipated outcomes of those efforts, and includes relevant metrics by which success can be measured.

### **Line of Effort 1. Participation**

*Seek and support the preparation and meaningful participation of women and girls in civic and political leadership, in informal and formal decision-making processes, and in institutions related to peace and security.*

Participation in the workforce advances gender equity and equality by improving women's opportunities and independence through economic security. It is critical that women have equal access to meaningful employment, a work environment free of violence and gender discrimination, and family-supportive policies to encourage them to remain in the workforce. The DHS WPS goals focus on the hiring, retention, and support of women into career paths where they have been historically underrepresented; specifically, in law enforcement, and in science, technology, engineering, and mathematics (STEM).

#### **GOAL 1.1: Improve Recruitment and Retention of Women in Law Enforcement (WLE).**

In FY 2019, DHS created a WLE Mentoring Program to promote career advancement and retention among DHS women law enforcement officers. To date, 245 women have participated as mentees in the program, which is now in its 6<sup>th</sup> cohort. In FY 2024, DHS refined the WLE Mentoring Program to include female executive champions to lead and explore additional opportunities across DHS law enforcement agencies and offices. Through this effort, a new law enforcement mentoring model is being developed for DHS Components to use in developing and refining their own mentoring programs.

The 30x30 Initiative seeks to elevate the representation of women in law enforcement agencies to 30% by 2030. Aligned with this initiative, DHS accelerated its efforts through the 30 by 23 Initiative, which aimed to achieve this target seven years earlier. Recent efforts have led to 35% of new law enforcement hires across the past two years being women, while maintaining existing standards and qualifications. DHS is also implementing family-friendly policies, such as paid parental leave and enhanced support resources, addressing concerns about balancing career and family life for all parents. Additionally, by prioritizing mentorship programs and promoting equitable promotion policies, DHS is fostering a respectful environment that not only supports the goals of 30 by 23 but also strengthens the effectiveness and community relations of its law enforcement personnel.

DHS is committed to continuing the spirit of the 30x30 Initiative to identify outreach, recruitment, and retention strategies for women, both for sworn officers and the broader law enforcement field; ensure law enforcement policies and culture intentionally support the success of qualified women throughout their careers; and promote DHS-wide recruiting and hiring events specifically for women in law enforcement positions.

In FY 2024, DHS launched the WLE Task Force to further develop strategies for improved recruitment, career progression, and retention of women in law enforcement positions and institutionalize this effort

across the Department. The Task Force will collect insights and experiences of DHS women law enforcement officers; establish Department-level priorities related to recruitment, retention, career development, and law enforcement well-being/work life balance; and develop DHS-wide WLE initiatives for leadership review.

Planned Actions-Goal 1.1		
Description of Actions	Outcome	Metric
<b>Action #1.</b> DHS will continue to leverage the WLE Mentoring Program.	Increase participation in WLE Mentoring Program.	Number of women mentees who participate in the WLE mentoring program as compared to the previous year.
	Use the Departmental WLE Mentoring Program model to develop DHS agency and office WLE and/or LEO Mentoring Programs.	Number of WLE Mentoring Programs across DHS agencies and offices.
<b>Action #2.</b> DHS will identify, share, and develop promising practices and enhance progress toward making DHS a model workplace for women.	Increase participation of women in law enforcement positions.	Increase in overall percentage of women in law enforcement positions.
	Increase in women applicants and new hires to law enforcement positions.	Increase in overall number or proportion of women applicants and new hires to law enforcement positions.
<b>Action #3.</b> DHS will operationalize and maximize use of <a href="#">Bona Fide Occupational Qualifications</a> to hire more women into law enforcement positions.	Increase in women applicants and new hires to law enforcement positions.	Increase in overall percentage of women selected to law enforcement positions.

## **GOAL 1.2: Increase Participation of Women in Science, Technology, Engineering, and Mathematics (STEM).**

Increasing women's representation in STEM fields across the Department is critical to leveraging the full potential of DHS talent to address complex challenges and emerging threats. In order to support continuing and increased contributions and advancement of women in the Department's STEM positions, the Science and Technology Directorate (S&T) will undertake initiatives focused on increased participation and representation, workplace flexibilities, and career development.

Planned Actions-Goal 1.2		
Description of Actions	Outcome	Metric
<b>Action #1.</b> S&T will pursue both internal and external interventions to increase participation and representation in STEM to shift the culture to be more inclusive and reduce potential bias.	Increase participation of women in STEM positions.	Increase in percentage of women in STEM positions.
	Increase retention of women in STEM positions.	Decrease in attrition of women in STEM positions.
	Increase satisfaction of women in STEM positions.	Increase in Federal Employment Viewpoint Survey (FEVS) scores by women in STEM as compared to the previous year.
	Increase targeted outreach and engagement to support and inspire women in STEM education.	Number of outreach and/or engagement events targeted to women in STEM.
<b>Action #2.</b> S&T will promote workplace flexibilities in STEM positions to better accommodate life events such as illness and caretaking responsibilities.	Increase retention of women in STEM positions.	Decrease in attrition of women in STEM positions.
	Increase satisfaction of women in STEM positions.	Increase in FEVS scores by women as compared to the previous year.  Increase in number of new programs or initiatives that support workplace flexibilities.
<b>Action #3.</b> S&T will develop and execute initiatives tailored to support the career development and progression of women in STEM through networking and mentorship, training, and other opportunities.	Increase retention of women in STEM.	Decrease in attrition of women in STEM positions.
	Support the career progression of women in STEM.	Number of women participating in mentoring programs.
	Creation of mentoring programs and resources tailored to address the unique needs and challenges of women in STEM.	Increase in number career development opportunities within S&T for women.
	Increase the representation of women in STEM in leadership positions.	



## Line of Effort 2. Protection

*Promote the protection of the human rights of women and girls and prevent and respond to all forms of GBV across the continuum of peace, conflict, and crisis contexts, including conflict-related sexual violence.*

DHS is focused on eliminating GBV and supporting survivors of sexual assault, stalking, human trafficking, online abuse and harassment, child sexual abuse, and conflict-related sexual violence. To this end, the Department will train the workforce on recognizing signs of GBV and employ a survivor-centered approach to communicating with and providing services to GBV survivors. Further, DHS will work to ensure that eligible survivors of human trafficking can access protections and stabilizing benefits. As one example of this work, on April 29, 2024, [DHS announced](#) a [final rule](#) to strengthen the integrity of [T nonimmigrant status](#) and ensure that eligible victims of human trafficking can access protections and stabilizing benefits on a timely manner. The final rule clarifies T nonimmigrant status eligibility and application requirements and includes provisions to reduce potential barriers to victims and enable officers to adjudicate victims' applications more efficiently. The final rule also improves program integrity by clarifying the reporting and evidentiary requirements for victims of trafficking, which will better help law enforcement act on reports of trafficking.

DHS also promotes the protection of vulnerable populations through actions to improve access to supportive services, humanitarian protection, and legal and immigration systems. Immigrant women may experience barriers to receiving necessary health care, such as access to sexual and reproductive health services. The Department's priority planned actions for this LOE include training initiatives by the Council on Combating Gender-Based Violence (CCGBV); implementation of the [DHS Language Access Plan](#) and [DHS Indigenous Languages Plan](#), which emphasizes gender-specific interpretation especially in addressing the needs of female GBV survivors; and continuation of the [Case Management Pilot Program](#) (CMPP), which supports a safe, orderly, and humane immigration process by ensuring that eligible noncitizens enrolled in ICE's Alternatives to Detention programs have access to case management and critical services such as mental health services, human and sex trafficking screening, legal orientation programs, cultural orientation programs, and reintegration services for individuals returning to their countries of citizenship.

### **GOAL 2.1: Enhance Departmental Understanding of GBV and the Survivor-Centered Approach.**

To promote awareness and understanding of GBV concepts across the Department, the CCGBV will develop a toolkit with information about GBV for DHS employees who interact directly with the public or who are involved in designing policies and processes that may impact survivors of GBV. The toolkit will include resources on the various forms of GBV and the survivor-centered approach, access to trainings pertaining to GBV-related crimes, and other relevant information and will provide the DHS workforce with a foundational understanding of GBV and how to apply the principles of the survivor-centered approach.

Planned Actions-Goal 2.1		
Description of Actions	Outcome	Metric
<b>Action #1.</b> CCGBV will develop an online training that provides a foundational understanding of GBV and how to apply a survivor-centered approach.	Development of easily available resource that enhances understanding of GBV and how to utilize a survivor-centered approach.	Complete and deploy training to DHS workforce.
<b>Action #2.</b> DHS agencies and offices will identify staff required to take the training and track completion of the training biennially. The training will also be made available to all members of the DHS workforce with access to DHS HQ or agency/office learning management systems.	Increase in understanding of GBV and how to utilize a survivor-centered approach by DHS employees and contractors who interact directly with the public or who are involved in designing policies and processes that may impact survivors and survivors of GBV.	Number or percentage of employees who have successfully completed training.  Qualitative feedback on training quality obtained through training surveys and engagement with DHS agencies and offices and individual employees that participate in the training.

## GOAL 2.2: Increase Access to Services for Women and Girls.

A core component of equitable access is ensuring that DHS communicates effectively with all individuals, including those with limited English proficiency, across our many missions and functions. The [Updated DHS Language Access Plan](#), issued in November 2023, outlines a number of activities to strengthen language access across the Department. In addition to the Department's broader language access efforts, DHS published the [DHS Indigenous Languages Plan](#) in February 2024 to strengthen language services for Indigenous migrants encountered and served in DHS programs, activities, and operations. DHS recognizes that Indigenous women and girls are especially vulnerable to GBV during the immigration process and prioritized addressing concerns including access to same gender interpreters.

DHS also increases access to supportive services via the CMPP. CMPP makes funds available to local governments and nonprofits to provide voluntary case management and other critical services such as mental health services, human and sex trafficking screening, legal orientation programs, and cultural orientation programs to eligible noncitizens. To be selected as a CMPP subrecipient, local governments and nonprofits must demonstrate capacity to provide voluntary and trauma informed case management services to immigrants, victims of human trafficking, and/or asylees, especially women and girls and other vulnerable migrants. Many of the services offered through CMPP support a survivor-centric approach for individuals who have experienced GBV. The Department plans to evaluate CMPP, including its impact on participants' compliance with immigration obligations, and provide recommendations to Congress regarding alternatives to detention case management best practices.

Planned Actions-Goal 2.2		
Description of Actions	Outcome	Metric
<b>Action #1.</b> DHS will develop guidance for interpreters who interpret for Indigenous persons across DHS programs and activities. This guidance will include information on considerations for interpreting for Indigenous women, girls, and certain other populations.	Increase access to and utilization of interpreters that best support the needs of Indigenous women, girls, and certain other populations.	Develop and distribute language access guidance that specifically addresses the interpreting needs of Indigenous women, girls, and certain other populations.  Additional metrics for this activity will be driven by the DHS Indigenous Languages Plan implementation progress measures.
<b>Action #2.</b> DHS will continue and expand CMPP, contingent on the availability of federal funding.	Support a safe, orderly, and humane immigration process for women and girls through increased access to critical services such as mental health services, trafficking screening, legal orientation programs, and cultural orientation programs.	Increase in participation of women and other individuals in the CMPP program as compared to the prior year.  Data reflecting increased service utilization and/or effectiveness. Specifically (1) appearances at immigration court hearings; (2) <i>in absentia</i> orders; (3) applications for immigration relief; (4) grants of immigration relief; (5) compliance with removal orders.

### Line of Effort 3. Relief, Response, and Recovery

*Prioritize gender-responsive policies and programs to support the safety, participation, and leadership of women and girls in USG responses to conflict, crises, and disasters, and provide safe, equitable access to humanitarian assistance.*

Gender inequalities can result in differing disaster impacts for women and girls, men and boys, and individuals of other genders. The [U.S. National Plan to End Gender-Based Violence](#) identifies the importance of gender-responsive policies and programs highlighting the increase of GBV during natural disasters and the need for protection of vulnerable populations, including women and girls. This LOE also identifies actions to address gender dynamics that may influence the capacity of women and girls to withstand and recover from natural disasters.

#### GOAL 3.1: Assist Survivors of GBV Before, During, and after Disasters.

To strengthen the Federal Emergency Management Administration's (FEMA) capacity to assist survivors of GBV before, during, and after disasters, the FEMA Office of Civil Rights will provide GBV training specific to disaster responders and emergency managers. The training will offer tools and procedures to minimize additional trauma to survivors of GBV, with a focus on providing survivor-centered support services and prioritize the identification and protection of survivors of GBV affected by natural disasters while protecting their privacy.

Planned Actions-Goal 3.1		
Description of Actions	Outcome	Metric
<b>Action #1.</b> FEMA will provide GBV training specific to disaster responders and emergency managers within FEMA.	Develop a FEMA workforce trained in assisting survivors of GBV before, during, and after disasters.	Number of employees trained on GBV.
<b>Action #2.</b> FEMA will review existing policies and determine the appropriate and effective integration of GBV considerations and interventions into policies.	Establish a process to ensure that a survivor-centered approach is integrated into future policy making efforts with respect to disaster recovery.	Number of policies developed or updated to integrate GBV concepts and interventions.

## Line of Effort 4. Integration and Institutionalization

*Integrate WPS principles across U.S. policies and programs to strengthen the institutionalization of comprehensive gender analyses and improve gender equality outcomes.*

The Department is committed to institutionalizing the integration of a gender perspective in its policies, processes, and procedures to improve gender equity and equality outcomes. This effort is led by the Office for Civil Rights and Civil Liberties (CRCL), which established the DHS WPS Focal Points Working Group, to collaborate on the development and implementation of WPS initiatives.

Operationalizing a gender perspective across all DHS functions will require training the DHS workforce on the integration of a gender perspective in the day-to-day work of the Department. Gender perspective training will inform DHS employees of the requirements and to routinely consider the different security needs of people of all genders. By training the DHS workforce on the integration of gender perspectives, DHS will build institutional capacity, as employees apply education and tools in their career journey.

### **GOAL 4.1: Formalize Survivor-Centered, Trauma-Informed, and Culturally Sensitive Approaches to GBV and Training for the Protection of Vulnerable Women and Children.**

DHS recognizes that the effective institutionalization of WPS requires alignment between Department policies and procedures and WPS priorities.

In August 2021, [DHS announced](#) ICE's [updated policy](#) to support noncitizen victims of crime through the use of a victim-centered approach. This policy is designed to improve victims' ability to seek justice against perpetrators of crime, including in cases of human trafficking.

In November 2023, DHS, through the CCGBV, finalized a [Management Directive and Instruction](#) on GBV. Additionally, in July 2024, [DHS announced the launch](#) of its [Combating Gender-Based Violence](#) webpage, which serves as an online hub for information and resources related to GBV. Collectively, these materials define GBV, outline the core principles of the Department's survivor-centered approach, and identify actions to integrate this approach into DHS GBV efforts. Specific required actions include the development of the aforementioned training on GBV and the survivor-centered approach for certain

DHS personnel, a requirement that DHS components and offices that meet the definition of a T visa or U visa certifying agency provide copies of their certification policies to the CCGBV, and the creation of informational resources for DHS personnel about secondary trauma.

DHS will also develop a WPS Management Directive and Instruction to establish the roles, responsibilities, and the purpose of WPS within DHS. In addition, the Department will develop a gender analysis framework to support the consistent application of a gender perspective across all DHS programs and operations.

Finally, S&T will develop and implement a micro-credentialing training program for managing the [reintegration of Foreign Terrorist Fighter children and spouses](#). This initiative supports the integration and institutionalization of WPS within key DHS operations by promoting evidence-based models to prevent the generational cycle of Americans engaged in violent extremism.

Planned Actions-Goal 4.1		
Description of Actions	Outcome	Metric
<b>Action #1.</b> The DHS WPS Team will draft a Departmental WPS Management Directive and Instruction.	Establish the roles, responsibilities, and the implementation of WPS within DHS. Create tools for conducting a gender analysis and integrating a gender perspective within programs and activities.	Integrate a gender analysis and gender perspective routinely in Department programs and activities.  Finalize and distribute WPS Management Directive and Instruction.
<b>Action #2.</b> CCGBV will develop and deploy training on GBV and the survivor-centered approach for employees and contractors who interact with the public, as well as for other personnel whose work may impact survivors.	Equip the DHS workforce with the knowledge to consider the different security needs of all genders.	Number of individuals who complete training.
<b>Action #3.</b> CCGBV will develop and disseminate an employee toolkit on GBV and secondary trauma.	Equip the DHS workforce to consider the different security needs of all genders.	Finalize and distribute toolkit.
<b>Action #4.</b> S&T will develop and implement a micro-credentialing training program for managing the reintegration of Foreign Terrorist Fighter children and spouses.	Equip state and local prevention programs, along with practitioners, with a training program and curriculum focused on the reintegration of family members.	Number of individuals who complete training.

## **GOAL 4.2: Improve the Treatment of Women, Girls, and Certain Populations in Immigration Detention.**

ICE Enforcement and Removal Operations (ERO) and U.S. Customs and Border Protection (CBP) will review and modify detention standards and policies to account for gender-specific issues. In addition, CRCL regularly receives and investigates allegations from noncitizens in ICE and CBP custody regarding gender-specific issues; and can, as appropriate, issue policy recommendations.

<b>Planned Actions-Goal 4.2</b>		
<b>Description of Actions</b>	<b>Outcome</b>	<b>Metric</b>
<b>Action #1.</b> ERO and CBP will review current detention standards and policies for gender-specific issues women may experience, such as the need for timely pre- and post-natal care.	Improve experience for non-citizen women and girls, and other populations experiencing gender-specific issues.	Number of policies reviewed and/or updated to account for gender-specific needs and considerations.
<b>Action #2.</b> ERO and CBP will review current detention standards and policies for gender-specific issues related to certain populations.	Improve experience for non-citizen individuals in certain populations.	Number of policies reviewed and/or updated to account for gender-specific needs and considerations.
<b>Action #3.</b> CBP will provide supplemental guidance on appropriate detention conditions for certain populations as well as equitable access to resources.	Improve services to non-citizen individuals of all genders.	Number of guidance materials created or updated.

## **GOAL 4.3: Enhance GBV Prevention and Response in Law Enforcement.**

DHS, through the Federal Law Enforcement Training Centers (FLETC), delivers Human Trafficking Awareness Training (HTAT) and the Sexual Assault Investigations Training Program (SAITP) to federal, state, local, tribal, and territorial law enforcement officers. HTAT helps to equip frontline law enforcement and those who support law enforcement with the knowledge they need to recognize and properly respond to potential human trafficking situations. SAITP prepares agents and investigators to conduct compassionate and effective survivor-centered investigations into adult sexual assaults through an extensive series of training exercises presenting trainees with relevant and realistic investigative scenarios that included case sufficiency reviews and over 20 distinct role player scenarios, immersing the students in multiple mock sexual assault investigations.

The CCGBV will also develop a DHS Directive and Instruction to enhance policy and training on sexual abuse prevention in DHS detention and holding facilities by extending requirements of the [Prison Rape Elimination Act](#) (PREA) to certain DHS personnel who are not already required to take DHS PREA training under the regulation.

Planned Actions-Goal 4.3		
Description of Actions	Outcome	Metric
<b>Action #1.</b> FLETC will continue to provide HTAT courses.	Ensure that frontline law enforcement and those who support law enforcement are able to recognize and properly respond to potential human trafficking situations.	Number of individuals who complete the training.
<b>Action #2.</b> FLETC will continue and increase provision of SAITP courses.	Ensure that law enforcement trainees are equipped with strategies and skills to conduct compassionate and effective survivor-centered investigations into sexual assaults.	Increase or enhance instructional and resource capacities to meet any increased requests for sexual assault investigations training.
<b>Action #3.</b> CCGBV will draft a Directive and Instruction extending PREA requirements to additional DHS personnel.	Equip the DHS workforce to prevent, detect, and respond to sexual abuse in confinement facilities.	Completion of PREA Directive and Instruction.  Number of individuals who complete PREA training.

## Line of Effort 5. Partnerships

*Encourage partners to mainstream WPS principles across policies and strategies and strengthen capacity to improve gender equality in processes and institutions connected to peace and security decision making.*

Advancing gender equity and equality is a whole-of-society endeavor. Partnerships are essential to promoting women's equality both domestically and abroad. Working with our partners both domestically and internationally will amplify DHS capabilities and contribute to global advancement on WPS goals.

### GOAL 5.1: Cultivate and Strengthen WPS Partnerships Domestically and Internationally.

DHS will engage with the U.S. Civil Society Working Group on Women, Peace, and Security (CSWG), a non-partisan network of civil society organizations with expertise on the impacts of conflict on women and their participation in peacebuilding. DHS will also work with other WPS implementing agencies—the Department of State, U.S. Agency for International Development, and the Department of Defense—on interagency concerns, including ensuring the safety and care of GBV survivors at the U.S. border. Internationally, DHS will seek to form partnerships with some of the 100+ countries that have also adopted WPS national action plans.



Planned Actions-Goal 5.1		
Description of Actions	Outcome	Metric
<b>Action #1.</b> DHS will maintain and deepen partnerships with the CSWG, academia, the WPS interagency, and other U.S. government departments and agencies.	Enhance DHS knowledge and collaboration in support of WPS implementation.  Ensure a consistent government approach to WPS initiatives.	Number and frequency of WPS engagements with civil society.  Number of regularly occurring meetings with WPS implementing agencies.
<b>Action #2.</b> DHS will develop and foster international partnerships on shared WPS interests, particularly those nations that also have WPS national action plans.	Ensure a consistent, government-wide approach to implementing WPS initiatives and addressing GBV.	Number and frequency of WPS engagements with international partners.

**GOAL: 5.2: Leverage Partnerships to Close the Gender Gap in Cybersecurity.**

DHS, through the Cybersecurity and Infrastructure Security Agency (CISA) will endeavor to close the [gender gap in cybersecurity professions](#) by leveraging partnerships with organizations that prioritize recruiting women and girls into the field, provide mentorship opportunities, offer training and education, and advocate for equal representation of women in cybersecurity careers. In particular, DHS will work with relevant partners to identify, host, and support engagement opportunities that promote women and girls in cybersecurity fields.

Planned Actions-Goal 5.2		
Description of Actions	Outcome	Metric
CISA will partner with organizations that promote inclusion of women in cybersecurity to coordinate events and identify opportunities to engage women and girls in cybersecurity to attract and retain skilled female professionals.	Increase number of women and girls in cybersecurity internships and careers in DHS.	Number and frequency of cybersecurity engagements.  Number of participants in cybersecurity engagements.  Number of women/girls recruited to internships/careers in DHS cybersecurity positions.



## ACCOUNTABILITY

CRCL and the WPS Focal Points Working Group are tasked with coordinating and implementing the actions identified in the 2024 Implementation Plan. CRCL will convene meetings of the WPS Focal Points Working Group on a quarterly basis to evaluate progress on the 2024 Implementation Plan. CRCL and the WPS Focal Points Working Group will establish a Monitoring, Evaluation and Learning framework to track and evaluate the progress on the identified actions. The Monitoring and Learning framework will also include tools for evaluating and improving upon WPS activities.

Interagency WPS initiatives will be tracked against core measures of progress – currently under development – to ensure community and stakeholder engagement, regular integration and adaptation based on progress measures and stakeholder feedback, and common requirements for consistent gender analysis across all implementing federal agencies.

### **Reporting Requirements:**

2024 Implementation Plan accomplishments will be reported on an annual basis to Congress no later than June each year. The Annual Report will be posted on the DHS website.

## APPENDIX: Summary of Implementation Metrics by LOE

LOE	Metric
<b>LOE 1: Participation</b>	<ul style="list-style-type: none"> <li>• Number of women mentees who participate in the WLE mentoring program as compared to the previous year.</li> <li>• Number of WLE Mentoring Programs across DHS agencies and offices.</li> <li>• Increase in overall percentage of women in law enforcement positions.</li> <li>• Increase in overall number or proportion of women applicants to law enforcement positions.</li> <li>• Increase in overall percentage of women selected to law enforcement positions.</li> <li>• Increase in percentage of women in STEM positions.</li> <li>• Decrease in attrition of women in STEM positions.</li> <li>• Number of women participating in STEM mentoring programs.</li> <li>• Increase FEVS scores by women in STEM positions as compared to previous year.</li> <li>• Increase in number of new programs or initiatives that support workplace flexibilities.</li> <li>• Increase in number of career development opportunities within S&amp;T for women.</li> </ul>
<b>LOE 2: Protection</b>	<ul style="list-style-type: none"> <li>• Number or percentage of employees who have successfully completed training.</li> <li>• Qualitative feedback on training quality obtained through training surveys and engagement with DHS agencies and offices and individual employees that participate in the training.</li> <li>• Develop and distribute language access guidance that specifically addresses the interpreting needs of Indigenous women, girls, and certain other populations.</li> <li>• Additional metrics for this activity will be driven the DHS Indigenous Languages Plan implementation progress measures.</li> <li>• Increase in participation of women and other individuals in CMPP.</li> <li>• Data reflecting increased service utilization and/or effectiveness.</li> </ul>
<b>LOE 3: Relief, Response and Recovery</b>	<ul style="list-style-type: none"> <li>• Number of employees trained on GBV.</li> <li>• Number of policies developed or updated to integrate GBV concepts and interventions.</li> </ul>
<b>LOE 4: Integration and Institutionalization</b>	<ul style="list-style-type: none"> <li>• Integrate a gender analysis and gender perspective routinely in Department programs and activities.</li> <li>• Finalize and distribute WPS Management Directive and Instruction.</li> <li>• Integrate core principles of the survivor-centered approach within relevant Department programs.</li> <li>• Finalize and distribute tool kit.</li> <li>• Number of policies reviewed and/or updated to account for gender-specific needs and considerations.</li> <li>• Number of guidance materials created or updated.</li> <li>• Increase or enhance instructional and resource capacities to meet any increased requests for sexual assault investigations training.</li> <li>• Complete PREA Directive and Instruction.</li> <li>• Number of individuals who complete PREA training.</li> </ul>

<b>LOE 5: Partnerships</b>	<ul style="list-style-type: none"> <li>• Number and frequency of WPS engagements both domestically and internationally.</li> <li>• Number and frequency of cybersecurity engagements.</li> <li>• Number of participants in cybersecurity engagements.</li> <li>• Number of women/girls recruited to internships/careers in DHS cybersecurity.</li> </ul>
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