

DEPARTMENT OF HOMELAND SECURITY (DHS)
Intelligence and Analysis (I&A)
Chief Information Officer (CIO)

STATEMENT OF OBJECTIVES (SOO)
OUT AND EQUAL PARTNERSHIP AGREEMENT

PURPOSE

The purpose of this requirement is to obtain one year of Out and Equal (O&E) Workplace Advocates Government Level Partnership Agreement support for DHS I&A's Diversity, Equity, Inclusion, and Accessibility Program Office.

BACKGROUND

The DHS Secretary and the Director of National Intelligence both have affirmed the necessity of DEIA efforts as a mission imperative through their public statements and in guiding documents, referenced below. The Under Secretary of I&A and the Deputy Under Secretary of I&A also have prioritized for I&A (through WM&E) a goal to enhance and further develop DEIA efforts organizationally, which includes diversity based on Sexual Orientation/Gender Identity (SOGI) as a major demographic. O&E is uniquely positioned to help I&A achieve its DEIA mission goals because it is the premiere non-profit that addresses LGBTQ+ diversity, including LGBTQ+ executive leadership development, comprehensive D&I training and consultation, and professional networking opportunities that build inclusive and welcoming work environments. This is evidenced by the fact that other US Government entities also have partnered with O&E, including the ODNI and State Department. I&A seeks to learn from the full spectrum of private sector, non-governmental, and other entities in how to further our LGBTQ diversity mission.

SCOPE OR MISSION

Out and Equal will provide the following services: **See Attached Out and Equal Partnership Guide 2024**

PERIOD OF PERFORMANCE

The period of performance shall be for one year from August 09, 2024, to August 08, 2025.

PLACE OF PERFORMANCE

The primary place of performance will be at the E&O September Summit, Webinars and use of Global Hub.

PERFORMANCE OBJECTIVES

I&A is attempting to implement Intelligence Community Directive 125, "Gender Identity and Inclusivity" and while there are several relevant passages, most notable our requirement to "ensure IC Information Environment (IE) systems, including personnel and security systems, and related processes are gender inclusive, which would allow IC personnel, for example, to change

display names, honorifics, gender markers, including through the use of "X" gender marker, and pronouns without being required to present legal identification documents, unless required by law, regulation, Office of Personnel Management policy, or to ensure compliance with personnel vetting requirements established by the DNI, including when acting as the designated Security Executive Agent.

OPERATING CONSTRAINTS

Services only provided for DHS I&A Government Employees.

APPLICABLE DOCUMENTS OR REFERENCES

Out and Equal is register in SAM and their UEI is QZCWPYCPVUR1