

The Antidiscrimination Group's work focuses on ensuring fair and equitable treatment of individuals and guarding against discrimination based on race, color, national origin, disability, religion, sex, and age in DHS programs and activities.

## 2019 Highlights

- Issued [Recommendations](#) to state and territorial emergency management agencies on complying with federal disability law. The recommendations resulted from CRCL and FEMA listening sessions in which participants discussed gaps as well as effective practices for meeting the needs of persons with disabilities in disaster preparedness, response and recovery.
- Convened a [Central American Indigenous Languages Roundtable](#) to discuss language access for indigenous language speakers who interact with DHS personnel, including at the southern border. Indigenous experts and DHS personnel delivered presentations on topics such as: "Central American Indigenous Languages: History and Culture," and "Identifying Speakers of Indigenous Languages."
- Presented at the [National Homeland Security Conference](#) with FEMA and state and local partners in Kentucky on efforts to improve accessibility for persons with disabilities and limited English proficiency in Kentucky's Chemical Stockpile Emergency Preparedness Program.
- Using the [Civil Rights Evaluation Tool](#), reviewed and assessed data from DHS grant recipients to assess their compliance with civil rights and provided technical assistance to support compliance.
- Under [DHS Directive 065-01](#), *Nondiscrimination for Individuals with Disabilities in DHS-Conducted Programs and Activities*, provided technical assistance to 12 DHS Components completing their plans for addressing barriers and gaps in providing access to persons with disabilities in their programs and activities.

## NONDISCRIMINATION IN RECIPIENT PROGRAMS

*Coordinating* a Department-wide compliance program to ensure nondiscrimination on the basis of race, color, national origin (including language), disability, religion, sex and age in DHS grant programs and other federally-assisted programs and activities. *Program Elements* include: civil rights assurances; post-award reviews and monitoring; complaint investigations; data collection; training; and technical assistance.



## LANGUAGE ACCESS

*Leading* the Department's efforts to provide meaningful access to its programs and activities for limited English proficient (LEP) individuals and coordinating the Department's Language Access Plans. *Program Elements* include: Department-wide Language Access Working Group; Component language access plans; training; and technical assistance.



## DISABILITY LAW AND POLICY

*Advancing* a departmental program to ensure full inclusion and equal access under Section 504 of the Rehabilitation Act and other federal civil rights laws for all persons with disabilities served or encountered by DHS. *Program Elements* include: Component plans that address gaps and barriers to disability access; Department-wide Disability Access Working Group; Guide to Interacting with People with Disabilities; Guide to Accessible Meetings; representation in Interagency Working Group on Section 504; training; and technical assistance.



## CIVIL RIGHTS IN EMERGENCIES & DISASTERS

*Supporting* individual and community resilience to natural disasters, acts of terrorism, or other emergencies by ensuring the protection of individuals with disabilities, and racially and ethnically diverse communities, including LEP persons. *Program Elements* include: intra and inter-agency coordination; engagement with community stakeholders; recommendations to state, local, territorial and tribal governments on strengthening compliance with civil rights in disasters; Disasters and Civil Rights webpage; training; and outreach.

