



Homeland Security

April 24, 2009

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 2008 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) 2008 is submitted in pursuant to Executive Order 13270.

During FY 2008, DHS provided a total amount of \$130,023 in financial support to TCUs. This amount represents a decrease of \$158,378 in financial support to TCUs from \$288,401 in FY 2007, specifically relating to a reduction in funds in three categories: Direct Institutional Subsidies; Third Party Awards; and Other Activities. DHS did increase funding during FY 2008 in three categories: Research and Development, Training & Technical Assistance, and Facilities & Equipment.

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 black ink 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 2008

April 24, 2009

U.S. DEPARTMENT OF HOMELAND SECURITY
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Assist Tribal Colleges and Universities
For Fiscal Year 2008

Executive Summary

This is the Department of Homeland Security's (DHS) Annual Performance Report on Executive Agency Actions to Assist Tribal Colleges and Universities (TCUs) for Fiscal Year (FY) 2008. This report is submitted to the Office of the White House Initiative on Tribal Colleges and Universities (WHITCU) pursuant to Executive Order 13270. For FY 2008, our financial support to TCUs totaled **\$130,023**. This amount represents a decrease of **\$158,378** in financial support to TCUs from **\$288,401** in FY 2007.

The Department increased funding in three categories:

- Research and Development;
- Training & Technical Assistance; and
- Facilities & Equipment

Specifically, the *DHS Office for Civil Rights and Civil Liberties (CRCL)* and WHITCU co-sponsored a workshop, entitled "Developing Program Opportunities between the Department of Homeland Security and the Tribal Colleges and Universities," for DHS officials and representatives from eight TCUs. The *Transportation Security Administration (TSA)* and *U.S. Secret Service (USSS)* provided \$9,999 to support the workshop. The *DHS Science & Technology Directorate, Office of Research, University Programs (S&T-UP)* awarded a total of \$81,980 in Research and Development and \$12,734 in Training and Technical Assistance. *U.S. Citizenship and Immigration Service (USCIS)* awarded \$25,000 in Facilities & Equipment. *Customs and Border Protection (CBP)* participated in recruiting events (awarding a total of \$180.00 to three TCUs). *USCIS* recruited at two TCUs (awarding \$130.00 to one TCU).

Part A: Department of Homeland Security Accomplishments

As noted above, CRCL and WHITCU co-sponsored a workshop, entitled "Developing Program Opportunities between DHS and Tribal Colleges and Universities." Representatives from eight TCUs, including three TCU Presidents and one WHITCU Board Member, joined the WHITCU Executive Director and staff, and participated with more than 30 officials throughout DHS.

This groundbreaking workshop provided DHS and TCUs with an outstanding opportunity to learn more about each other, explore mutual goals and identify opportunities to merge resources and support the missions of DHS and TCUs. Key areas for further action/cooperation between DHS and TCUs were identified and captured in a document that will enable TCUs to fully participate in, and benefit from, DHS programs.

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Officials from the following TCUs participated and presented at this workshop:

- Turtle Mountain Community College
- Northwest Indian College
- College of the Menominee Nation
- Leech Lake Tribal College
- Tohono O'odham Community College
- Comanche Nation College
- Navajo Technical College
- North Dakota Association of Tribal Colleges

All DHS operating¹ and supporting² components participated in the workshop. Notably *USSS* invited 10 subject matter experts to participate in the workshop, including: the Office of the Director; Office of Human Resources & Training; Office of Investigations; Office of Protective Research; and Office of Administration. *USSS* identified opportunities for partnering with TCUs including: providing investigator training for TCU campus police departments; providing an educational law enforcement symposium on centrally-located TCUs; and providing information to TCUs and local reservations law enforcement personnel on an "Insider Threat" study on the security of IT systems.

To further DHS's commitment to implementing Executive Order 13270 on TCUs and Executive Order 13256 on Historically Black Colleges and Universities (HBCU), CRCL developed and provided the department's first training on these White House Initiatives to DHS employees with TCU and HBCU program responsibilities from operating and supporting components. The training included an overview of reporting requirements, program planning, best practices, the DHS grants/sub grant process, and capacity-building opportunities. CRCL also provided a training resource handbook to all participants, which included presentations from the guest speakers.

In June 2008, CRCL also sponsored a workshop featuring the TCU Program (TCUP) Director and the National Science Foundation (NSF) officials to advance DHS TCUP and networks. The NSF officials shared their current best practices with DHS TCUP Managers, and provided DHS with copies of their Science, Technology, Engineering and Mathematics (STEM) TCU pamphlets.

During FY 2008, DHS TCUP Managers expanded the Department's TCUP efforts. For example, the *USCIS Office of Equal Opportunity and Inclusion* included a presentation on the Department's TCUP as part of their EEO Training Program for their field Special Emphasis

¹ DHS "operating components" are components which: have a specific, centralized program responsibility for directly achieving one or more of the Department's mission activities, and generally have authority over their Finance, Human Resources, Information Technology, Procurement, and Security programs.

² DHS "supporting components" are components which generally: provide specific assistance to other DHS Components and/or external organizations, and depend on shared services provided by the Management supporting component of DHS.

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Program Managers. The *DHS Headquarters (HQ)* TCUP Manager identified additional potential program offices whose missions included areas of mutual interest to TCUs. As a result, DHS HQ continues progress on future capacity building activities with TCUs.

The *TSA* TCUP Manager established contact with all airports located near TCUs in order to support the airports' outreach efforts to connect with local TCUs. TSA developed a web-based "share point" site to disseminate information to all TSA employees on TCU outreach efforts. TSA periodically updates this site with information and activities pertaining to American Indians/Alaskan Natives, and TCU events and activities, providing resources to TSA field components. In addition, DHS Officials attended the Society of American Indians Government Employees (SAIGE) National Training Conference in Traverse City, Michigan, and held meetings with the American Indian Higher Education Consortium (AIHEC).

The *ICE Office of Investigations, Forensic Document Lab Training Team*, continued discussions with Turtle Mountain Community College (TMCC) in North Dakota on the development of a law enforcement curriculum at the College. The goal of this endeavor is to assist TMCC in the development of a forensics document lab to build a pipeline for future hires with very specialized skills. Initial discussions resulted in agreement on the need for funding to secure appropriate equipment for the school. ICE also developed a five-year plan (FY 2009 – FY 2013) designed to achieve the objective of developing the forensic document lab.

The following information summarizes the Department's FY 2008 planned activities which supported the Executive Order 13270, divided by performance awards category:

Award Category: Research and Development

S&T-UP funded strategic partnerships with the academic community to further the homeland security mission through research and education. Chief Dull Knife College, Haskell Indian Nations University, Salish - Kootenai College (SKC), and TMCC participated in this initiative. *Please see Part C: Summary of FY 2008 Agency Awards to Individual Colleges and Universities, Chart C, for specific funding awards by TCU. Total Award: \$81,980.00*

Award Category: Training and Technical Assistance

S&T-UP sponsored a workshop, entitled "Awareness, Access, and Opportunity," held at the Blackfeet Community College, in Browning, MT, on the competitive process for securing grants, contracts, and other Federal resources. S&T-UP provided travel expenses for TCU officials. The DHS HQ TCUP Manager presented information at the workshop on DHS's TCU program, and also discussed the Workforce Recruitment Program (WRP) for College Students with Disabilities, to increase participation of TCU students in the WRP program. TSA's TCU Program Manager was also among the attendees. **Total Award: \$12,734**

TSA provided the facilities and meals in support of the department's workshop, entitled "Developing Program Opportunities between the Department of Homeland Security and the

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Tribal Colleges and Universities,” held on October 11, 2007. TSA and *USSS* also provided subject matter experts to provide information to workshop attendees. **Total Award: \$9,999**

Award Category: Facilities & Equipment

USCIS donated 10 personal computers and 11 monitors to the College of Menominee Nation, in Keshena, Wisconsin. **Total Award: \$25,000**

Award Category: Fellowships, Internships, Recruitment, IPAs

CBP participated at a Haskell Indian Nation University career fair. *CBP* recruiters visited Fond Du Lac Tribal Community College and SKC. *CBP* also provided *CBP* job vacancy announcements to all 32 TCUs. **Total Award: \$180**

USCIS recruited at Lac Courte Oreilles Ojibwe Community College, Haskell Indian Nations University, and College of Menominee Nation. An *USCIS* official shared information with officials at Lac Courte Oreilles Ojibwa Community College, on the mission of *USCIS*, and on preparing resumes and applying for federal job vacancies. At additional meetings, *USCIS* provided information on the use of local college radio stations to advertise future positions, and on identifying and removing possible barriers to American Indian or Alaskan Natives’ participation in the workforce. **Total Award: \$130**

In addition, *USCIS* program offices reached out to Little Priest Tribal College and Nebraska Indian Community College to promote awareness and employment opportunities by conducting job fairs and workshops on preparing resumes to apply for federal employment. Approximately 900 students, from 150 tribes in the United States, participated at Haskell Indian Nation University Career Fair. During this career fair, *USCIS* disseminated sample USAJob announcements for the following positions: (1) Adjudication Officers; (2) Immigration Officers; and (3) Mission Support positions. Officials also provided sample resumes and information on how to apply for employment through USAJobs, on the overall application process, and through brochures about the *USCIS* mission (e.g., “A Day in the Life of *USCIS*”). The *USCIS* National Benefits Center delivered a presentation on employment opportunities to approximately 400 students.

The *DHS HQ* TCUP Manager met on a monthly basis with *DHS HQ* Human Resources and Administrative Officers to discuss opportunities for *DHS* to provide operational support for capacity-building activities at TCUs. As a result, the Office of Chief Procurement Officer (CPO) committed funds for a CPO recruiter to attend the American Indian Science and Engineering Society (AISES) Conference in Anaheim, CA (AISES has chapters on 24 TCU campuses). *DHS HQ* also utilized their “listserv”³ and other methods to disseminate information on vacancy announcements, internships, training opportunities, and available grants to TCUs.

³ The “listserv” is an electronic database used by *DHS HQ* to periodically send email messages to over 1,000 organizations, including TCUs, highlighting *DHS HQ* job openings.

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CBP provided all TCUs with information on CBP career opportunities. *FLETC* disseminated recruitment announcements for internships and careers to Navajo Technical College and Southwestern Indian Polytechnic Institute. *USCG* civilian recruiters participated in the Sitting Bull College Career Fair. Recruiters disseminated information on USCG careers and provided recruiting materials to campus guidance counselors.

FEMA developed an Implementation Plan in FY 2008 to focus on outreach to TCUs. Specific goals and objectives contained in FEMA's Implementation Plan for FY 2009-FY 2013 Performance Plan includes the following:

- Assisting TCUs to develop effective proposals to compete for grants and cooperative agreements;
- Increasing the use of TCU facilities to host FEMA events, including conference, seminars, meeting, and training activities;
- Recruiting students for internships in emergency management careers; and
- Increasing collaboration between TCU faculty and FEMA program managers for TCU participation in FEMA courses at the Emergency Management Institute (EMI), and to develop, present, and replicate emergency management courses on TCU campuses.

The Implementation Plan also includes participation of TCUs in the Disaster Resistant University Program. This program provides real-time mitigation tool to protect universities and other infrastructure in their communities.

FEMA's Grant Programs Directorate developed a Minority Colleges and Universities Outreach Plan to establish partnerships and capacity-building activities with TCUs.

Changes in Planned Activities

Three components increased funding for TCUs. *TSA* increased funding for TCUs from \$700 in FY 2007 to \$5,210 in FY 2008. TSA awards represented additional activities in support of the department's workshop, entitled "Developing Program Opportunities between the Department of Homeland Security and the Tribal Colleges and Universities."

TSA planned to provide cooperative education opportunities, student and faculty internships, visiting professorships, and personnel and student recruitment at institutions of higher education; however, these activities were not completed due to budget constraints. TSA made a concerted effort to provide information to field TSA facilities with TCUs in their areas. In addition, TSA developed a web-based "share point" site to disseminate information to all TSA employees on TCU outreach efforts. TSA periodically updates this site with information and activities pertaining to American Indians/Alaskan Natives and TCUs. This tool also provides resources to TSA field components. *USSS* increased funding for TCUs from \$310 in FY 2007 to \$4,789 in FY 2008 to support for the department's workshop, entitled "Developing Program Opportunities between the Department of Homeland Security and the Tribal Colleges and Universities."

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USCIS donated computer equipment and participated in a career fair. As a result, *USCIS* increased funding from \$850 in FY 2007 to \$25,130 in FY 2008.

Due to a White House mandate requiring the allocation of resources to the recruitment for border patrol agents, *CBP* was unable to implement all of the goals stated in the DHS Plan for FY 2008. Funding from *DHS HQ* declined from \$208,048.00 in FY 2007 to \$117,214. *USCG* funding also declined from \$13,980 (for one intern from a TCU) in FY 2007 to \$0.00 (no interns from TCUs) in FY 2008.

Support for Tribal Organizations

At the direction of the WHITCU, we also provide the following additional information on American Indian activities (although these were non-TCU activities):

The *USCG* Civilian Recruiting Team participated in the AISES conference held in Phoenix, AZ, contributing \$2,300. The *DHS* Office of Procurement sent two officials to participate in the AISES conference, for a total contribution of \$3,553.

USSS participated in the following career fairs/workshop and conferences: the National Native American Law Enforcement Association (NAALEA), and SAIGE. The *USSS* also placed career advertisements in the following publications: *Indian Country Today*, *NAALEA*, and *Winds of Change/AISES Publishing*. The total cost associated with these *USSS* activities was \$19,844.80.

S&T-UP awarded \$15,000, in community grants for research and development, to Spirit Lake Nation, and \$7,500 to Standing Rock Nation.

FEMA provided a total of \$100,000 to the Inter-Tribal Council of Arizona, and the California Tribal National Emergency Management Council, for emergency management training to improve tribal communities' preparedness for disasters. Training locations did not include TCUs.

Also, *FEMA* developed a training course, entitled *Crosswalk*, designed to strengthen critical wildland fire-fighting skills enhancing the safety and effectiveness of structural firefighters in an initial attack on a wildland fire or when working with federal and state wildland firefighters. *Crosswalk* also provides additional skills required by structural firefighters to achieve equivalency in the "National Wildland Coordinating Group (NWCG)" wildland fire training system. The course is available to the Bureau of Indian Affairs for training within Tribal Fire Departments.

The *FEMA U.S. Fire Administration* provided \$150,000 in grants to the Indian Health Services to reduce the rate of residential fire deaths and injuries among American Indian and Alaskan Native children, ages 3-5, enrolled in Tribal Head Start Centers which participate in the Sleep Safe Program. *FEMA* was not able to provide award information for any TCUs.

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B. SUMMARY OF FY 2008 AGENCY AWARDS BY CATEGORY TO TRIBAL COLLEGES AND UNIVERSITIES

Agency/Organization U.S. Department of Homeland Security

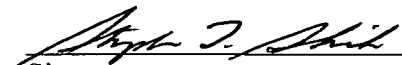
Name, Title, Phone, Fax, and email address of agency representative preparing report:

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

FY08 Total Funding for all Institutions of Higher Education (IHEs): \$189,406,867

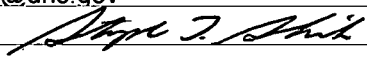
CATEGORY	TOTAL AWARDS TO IHE	TOTAL AWARDS TO TCUs	% OF AWARDS TO TCUs
1. Research & Development	\$36,972,254	\$81,980	0.22%
2. Training & Technical Assistance	\$69,533,959	\$22,733	0.03%
3. Facilities & Equipment	\$78,687,403	\$25,000	0.03%
4. Fellowships, Internships Recruitment, and IPAs	\$ 4,213,251	\$ 310	0.007%
Total:	\$189,406,867	\$130,023	0.07%

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


 Signature

4/24/09
 Date

C. Summary of FY08 Agency Awards to Individual Tribal Colleges and Universities

Agency: Department of Homeland Security														
Tribal Colleges and Universities		Research & Development	Direct Institutional Subsidies	Program Evaluation	Training & Technical Assistance	Facilities & Equipment	Fellowships, Internships, Recruitment, IPAs	Student Tuition Assistance, Scholarships and Other Aid	Economic Development	Administrative Infrastructure	Third Party Awards	Private Sector Involvement	Other Activities	Grand Total
BAY MILLS COMMUNITY COLLEGE	MI													\$0.00
BLACKFEET COMMUNITY COLLEGE	MT													\$0.00
CANKDESKA CIKANA COMMUNITY COLLEGE	ND													\$0.00
CHIEF DULL KNIFE COLLEGE	MT	\$9,490.00												\$9,490.00
COLLEGE OF MENOMINEE NATION	WI					\$25,000.00								\$25,000.00
CROWNPOINT INSTITUTE OF TECHNOLOGY	NM													\$0.00
DINE COLLEGE	AZ													\$0.00
FOND DU LAC TRIBAL & COMMUNITY COLLEGE	MN						\$25.00							\$25.00
FORT BELKNAP COMMUNITY COLLEGE	MT													\$0.00
FORT BERTHOLD COMMUNITY COLLEGE	ND													\$0.00
FORT PECK COMMUNITY COLLEGE	MT													\$0.00
HASKELL INDIAN NATIONS UNIVERSITY	KS	\$50,000.00					\$260.00							\$50,260.00
ILISAGVIK COLLEGE	AK													\$0.00
INSTITUTE OF AMERICAN INDIAN ARTS	NM													\$0.00
LAC COURTE OREILLES OJIBWA COMM. COLLEGE	WI													\$0.00
LEECH LAKE TRIBAL COLLEGE	MN													\$0.00
LITTLE BIG HORN COLLEGE	MT													\$0.00
LITTLE PRIEST TRIBAL COLLEGE	NE													\$0.00
NEBRASKA INDIAN COMMUNITY COLLEGE	NE													\$0.00
NORTHWEST INDIAN COLLEGE	WA													\$0.00
OGLALA LAKOTA COLLEGE	SD													\$0.00
SAGINAW CHIPPEWA TRIBAL COLLEGE	MI													\$0.00
SALISH KOOTENAI COLLEGE	MT	\$9,490.00					\$25.00							\$9,515.00
SI TANKAHURON UNIVERSITY	SD													\$0.00
SINTE GLESKA UNIVERSITY	SD													\$0.00
SISSETON WAHPETON COMMUNITY COLLEGE	SD													\$0.00
SITTING BULL COLLEGE	ND													\$0.00
SOUTHWESTERN INDIAN POLYTECHNIC INSTITUTE	NM													\$0.00
STONE CHILD COLLEGE	MT													\$0.00
TOHONO O'ODHAM COMMUNITY COLLEGE	AZ													\$0.00
TURTLE MOUNTAIN COMMUNITY COLLEGE	ND	\$13,000.00												\$13,000.00
UNITED TRIBES TECHNICAL COLLEGE	ND													\$0.00
WHITE EARTH TRIBAL AND COMMUNITY COLLEGE	MN													\$0.00
OTHER: MSI Workshop					\$12,734.00									\$12,734.00
DHS-WHITCU Workshop					\$9,999.00									\$9,999.00
Category Totals		\$81,980.00	\$0.00	\$0.00	\$22,733.00	\$25,000.00	\$310.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$130,023.00
Notes:														
Name of Agency Liaison: Tanya Cantrell Title: EEO Program Manager														
Phone: (202) 254-8214 Fax: (202) 254-8240 Email: tanya.cantrell@dhs.gov														
Signature of Deputy Officer, and Director for EEO and Diversity Programs, CRCL, DHS: 														
Date:														