

Office for Civil Rights and Civil Liberties

Diversity Management Section



Homeland Security

The U.S. Department of Homeland Security (DHS), Office for Civil Rights and Civil Liberties (CRCL), Diversity Management Section (DMS) provides leadership, guidance, and technical assistance to DHS Components on the Department's Equal Employment Opportunity (EEO) and Diversity initiatives.

- Prepares and implements EEO and Diversity policy guidance across the Department.
- Prepares the annual Equal Employment Opportunity Commission (EEOC) Management Directive 715 Report, which includes workforce demographics, barrier analysis, action plans, and accomplishments.
- Prepares the Annual Plan on Executive Agency Actions to Strengthen the Capacity of Historically Black Colleges and Universities to Compete for Federal and Private Sector Opportunities.
- Ensures implementation of the Affirmative Action Program Plan for the Recruitment, Hiring, Advancement, and Retention of Individuals with Disabilities. Manages the Department's Disability Employment Advisory Council. Publishes a comprehensive Department-wide Disability Employment Fact Sheet.
- Manages and ensures compliance with the Department's Reassignment as a Reasonable Accommodation of Last Resort Instruction.
- Leads the following Special Emphasis Programs, holding commemorative programs,

conducting outreach, and performing barrier analysis:

- Disability Employment Program;
 - Hispanic Employment Program;
 - Federal Women's Program;
 - Black Employment Program;
 - Asian American/Pacific Islander Employment Program;
 - Lesbian, Gay, Bisexual, Transgender (LGBT) Employment Program; and
 - Native American/Alaska Native Employment Program.
- Sponsors HBCU student career development programs with the U.S. Department of Education.
 - Conducts special studies, such as the barrier analysis on DHS women in law enforcement, aimed at addressing and eliminating barriers to EEO in the workplace.
 - Organizes the Department's EEO and Diversity Training Conference, providing cutting-edge seminars taught by EEO leaders and experts from across the Federal government.
 - Sponsors training on identifying and addressing barriers to EEO and diversity.
 - Collaborates with other Federal agencies and nongovernmental organizations on significant EEO and Diversity projects.