



**U.S. Department of Homeland Security**  
**2010 Current Status and Future Goals Report to the**  
**White House Council on Women and Girls**

**A. Executive Summary**

The U.S. Department of Homeland Security's (the Department or DHS) mission is guided by responsibilities to prevent terrorism and enhance security, secure and manage our borders, to enforce and administer our immigration laws, safeguard and secure cyberspace, and ensure resiliency to disasters. Because of the nature of the Department's responsibilities, our work naturally lends itself to focus on the public and our workforce at large.

At the same time, however, the Department has fostered various initiatives that focus specifically on reaching out to women and girls. Whether this work is to teach young women how to help their communities prepare for a disaster, to empower immigrant women who have been the victim of crimes, or to enhance female leadership among the Department's workforce, these efforts ultimately serve the best interests not only of the women and girls that they impact, but also our entire nation.

This report is provided as a brief summary and overview of some of the women and girl focused efforts that are currently taking place at the Department. Overall, based on the missions of this Department and the priorities of Secretary Napolitano, it is clear that DHS has a uniquely critical role to play in an international context for protecting and supporting women and girls who may be victims or targets of crime. Through the critical enforcement and policy arms of DHS components, DHS shares this commitment with interagency, international, and other key partners. In addition, as the agency responsible for working with the State, local, tribal, and territorial governments that prepare our nation's communities to respond to disasters and national incidents, DHS has an obligation to ensure that women and girls are educated and trained to be leaders for preparedness and response within their own families and communities. Furthermore, in furtherance of the goal to build a responsive and unified workforce across components, the Department recognizes the importance of creating professional opportunity for women and girls Department-wide. The Department appreciates the opportunity to conduct this review of our

current efforts, and is committed to being a full partner and a leader in moving new initiatives forward.

## **B. Programs That Improve the Lives of the Federal Workforce**

### **1. Program Descriptions**

- **Advancing Female Leadership among the DHS Workforce:** The Department continues to evaluate its workforce and implement strategies to promote professional development and advancement. Components and offices throughout the Department host workshops to support work-life balance, job search skills, Women’s History month, and leadership development. For example, the U.S. Coast Guard (USCG) co-hosts the Sea Services Leadership Association Women’s Leadership Symposium to foster education and career development, and provide networking and mentoring opportunities for active duty and reserve women in the sea services. The program evaluations of the 2009 program were overwhelmingly positive with 90% of respondents noting they were very satisfied with the program, and 79% noting that the training provided would be beneficial to job performance. This conference is the only event that addresses the needs of women across all ranks and rates in the sea services. The collaboration between the USCG, the Navy, and the Marine Corp is an example of the value in uniting resources to support and advance women across federal departments.

In addition, DHS strives to support women and provide professional development of participants through the agency-wide Annual Women’s Leadership Forum. The forum provides leadership training, highlights the importance of mentoring relationships, and facilitates networking opportunities for its presenters and participants. The survey results demonstrated an appreciation for the program with 88% of respondents rating the event as very good or excellent. As an example of the motivation that the event helped stir, one respondent noted an appreciation for “being given tools for personal growth, understanding, and coping,” while another noted the significance of “hearing from leaders in the Department.”

- **Implementing Strategies to Advance Women in Leadership Roles:** Various Department components maintain Special Emphasis Program Managers including Federal Women’s Program Managers to promote the employment and advancement of women within the agency. The DHS Office for Civil Rights and Civil Liberties (CRCL) has supported agency-wide interest in the Federal Women’s Program through a Working Group that helps plan and coordinate training, workshops and forums focused on the professional development and advancement of women. CRCL facilitates feedback for the Department’s Federal Women’s Program through evaluation forms and personal contact. The Federal Women’s Program training, forums and workshops are well attended and consistently filled to at least 85% to 90% capacity. As a result of this work and individual leadership among employees, the Department has experienced increased interest in Federal Women’s Programs. For example, the Transportation Security Administration (TSA) Federal Women’s Program sponsors a Women’s Leadership Initiative to eliminate barriers to and so promote the recruitment, retention and advancement of women TSA-wide. In addition, the TSA is building a succession planning strategy that is expected to facilitate increased opportunity for women and ultimately impact participation rates of women in TSA professional occupations. Its Career Resident Program is just beginning and is made up of a class that is 50% female.

• **Reaching Out to Partners to Promote Opportunity Within DHS:** Many of the Department's components collaborate with external partners in their efforts to support professional opportunity for women. In 2008, the TSA conducted the Federal Air Marshall Service (FAMS) Barrier Analysis to identify perceived barriers to hiring and retention of female FAMS. Survey data was collected from non-FAMS participants at the 2008 Women in Federal Law Enforcement (WIFLE) Conference. The FAMS also facilitated a focus group of conference attendees to obtain ideas on improving the quality of life for women in the FAMS workplace; and suggestions for increasing opportunities to develop skills and advancement within the organization. Barrier Analysis findings and recommendations are currently being finalized and will identify ways to effectively interest and employ women in the FAMS. In addition, the U.S. Fire Administration hosts a National Fire Academy Superintendent's annual meeting with Women in Fire Service (WFS) specifically to discuss current issues, needs, and challenges among women fire fighters.

Another example of strengthening external relations is the Department's sponsorship of a Pre-Conference DHS Agency Forum and Career Fair during the FEW 40<sup>th</sup> National Training Program in conjunction with the Federally Employed Women organization. Federally Employed Women (FEW) is a private organization that works as an advocacy group to improve the status of women employed by the Federal government. The goals and objectives of the Preconference Agency Forums are to eliminate barriers to and so improve recruitment, retention, and advancement of women in DHS, by showcasing management support, providing education and training, supporting networking opportunities, and encouraging involvement in mentoring opportunities. DHS will also participate in the FEW Conference to provide information on DHS mission critical career opportunities. The partnership has already resulted in increased training opportunities for women, and increased interest in FEW activities. In addition, U.S. Customs and Border Protection (CBP) also has supported participation in the FEW annual conference.

• **Targeting Recruitment and Awareness Efforts:** Many of the Department's components market their employment opportunities at traditionally women's colleges throughout the country and through strategic plans that help them reach more women recruits through key organizations, job fairs and professional events. One example is the Department's strong partnership with Women in Federal Law Enforcement (WIFLE). Numerous Department components participate in WIFLE recruiting events, training, and professional development opportunities.

In addition, the United States Coast Guard Recruiting Command (CGRC) designated 2009 as the Year of the Woman as it set out to recruit diverse leaders to its force. The CGRC developed a team of recruiters to conduct research and explore new strategies to present the exciting challenges and opportunities that lie with the USCG to women. The CGRC is employing recommended strategies, best practices, training & mentoring, partnerships, and advertising in order to increase awareness among women about USCG active duty, reserve, and officer programs. Activities that support recruiting women include partnering with the Women's Professional Soccer league, mentoring young females, coaching girl athletic teams, and assigning a female Lieutenant to meet with women and their families on the day they leave for basic training. The plan also includes the "Year of the Woman" and "Born Ready" advertising campaigns. As an example of the impact of such outreach, the USCG recruited 905 enlisted

women, which constitutes 23% of the overall recruiting mission. The result of this focused leadership reflects a 9% increase from FY08.

- **Creating a Pipeline for More Females in the DHS Workforce:** Numerous DHS components utilize the Student Temporary Employment Program (STEP) as an on-the-job training program to allow students to gain exposure to public service while enhancing their educational goals and shaping their career choices. This program has served as an avenue for full-time employment for female students at various components such as the United States Secret Service (Secret Service) and the Federal Law Enforcement Training Center (FLETC).

- **Collaborating With External Partners at the Local Level:** The Department, through a diverse mix of components, has created meaningful partnerships with a variety of educational and community-based organizations at the local level. For example, the Secret Service partners with Boys and Girls Clubs throughout the country to increase access to technology through the donation of used computer equipment. In addition, CBP and FLETC work with the Explorers Club (which is made of up nearly 40% females) to promote careers in law enforcement. In addition, DHS has been well represented at career day events at schools throughout the country, to promote law enforcement, emergency management and preparedness, and careers in science and technology. DHS components have also partnered with local groups to donate cellular phones to a domestic violence shelter and to assist military families and wives. These relationships are important tools to reach young people, including girls, and offer much needed support to the communities in which our employees serve.

- **Supporting Work-Life Balance through On-site Child Care:** The USCG Development Centers are available to support a work-life balance day in and day out. The purpose of the Child Development Center Program is to provide onsite quality child development programs at an affordable rate to children of Team Coast Guard parents. This critical benefit is already an important part of plans for the department's new headquarters at the St. Elizabeth's Hospital campus.

## **2. Future Efforts to Improve the Lives of the Federal Workforce Creating an Infrastructure to Support Professional Opportunity for Women in DHS**

In an effort to establish consistent support across the agency, the Department is establishing a leadership team to identify issues most critical and particular to women in the Department and to identify capacity-building initiatives that support improved representation of women in DHS overall. The leadership team will be charged with addressing issues including recruitment, retention, and professional opportunity for women, as well as supporting a positive work/life balance within DHS through issues such as child care. The work of the leadership team will begin with an assessment of the current efforts taking place within DHS to promote and support the advancement of women in these areas, as there is meaningful work already taking place within the Department.

DHS recognizes that enhanced efforts must be made to educate women about opportunities within DHS, particularly because a significant portion of the DHS workforce serves in law enforcement or uniformed services, which are fields that traditionally experience

underrepresentation of women overall. Personnel data confirms this, as women currently make up slightly more than one third of the overall DHS workforce. This compares to 44% of the larger Federal workforce who are women.

With this in mind, DHS will work to improve our outreach efforts to women who may be interested in seeking employment with, or professional development within, DHS. To help facilitate this, the Department has recently refocused resources to allow for a significant increase in the staff focused on diversity, recruitment and veteran's outreach. Recruitment and professional development of women are central objectives in this work. In addition, the Department will work through a newly established senior leadership diversity council to provide direction within the Department to promote a diverse workforce and increase professional advancement opportunity for all underrepresented populations within the DHS workforce.

In order to provide support to these initiatives, a collaborative effort with the DHS Federal Women's Program Managers will be simultaneously utilized to provide support and preliminary feedback. The managers, who have served as leaders on these very issues within their own components, will be an additional resource to the Department-wide efforts.

## **C. Programs Which Improves the Lives of Women and Girls**

### **1. Program Descriptions**

- **Establishing Preparedness as a Priority for Our Young Female Leaders:** In partnership with the American Legion Auxiliary's Girls State Program, the Federal Emergency Management Administration (FEMA) Community Preparedness Division is in process of developing a Girls State Community Preparedness Program. Girls State is a nonpartisan program that teaches young women responsible citizenship through working with high school girls who have completed their junior year. The Girls State Community Preparedness Program will encourage Girls State Programs across the country to incorporate disaster preparedness and emergency management into the mock governmental roles the girls perform during their time at Girls State. In addition, the Girls State Community Preparedness Program will encourage girls to engage with their own communities by taking their knowledge from the program and working with local community officials to further promote disaster preparedness in their schools and neighborhoods.
- **Building Preparedness Leaders for the Future and Today:** Secretary Napolitano and the Federal Emergency Management Administration (FEMA) recently announced the availability of a new Girl Scouts Preparedness Patch. The Preparedness Patch program encourages Daisies up through Girl Scout Ambassadors to learn about personal disaster preparedness and communitywide involvement in emergency planning, preparedness, mitigation, response and recovery. The patch curriculum was piloted in day camps in the Washington, DC area. Through August of 2009, 500 girls participated in 45- 60 minutes of emergency preparedness activities each day, totaling approximately 3.75 to 5 hours of emergency preparedness programming per camper each week. The activities are specifically designed to provide the troops with disaster and response knowledge so they can be empowered to protect themselves, their families, and their communities. Secretary Napolitano and Kathy Cloninger, Girl Scouts USA Chief Executive Officer, also signed an agreement formalizing an affiliation between FEMA's Citizen

Corps and the Girl Scouts that creates a partnership to motivate young women to become community leaders in emergency management and response fields and raises public awareness about personal preparedness, training and community service opportunities.

- **Providing Resources to Help Parents and Children Be Prepared**

Secretary Napolitano describes individual citizens as our nation's greatest asset against the threats that our homeland faces. As such, DHS is committed to enhancing knowledge and preparedness among families, including mothers and children. In homes across the country, it is often a parent that will ensure that a family is doing all that it can to be prepared for an emergency situation. In recognition of this, DHS created a resource for parents and children through the [www.ready.gov](http://www.ready.gov) website. The messages provide families with important news, updates, and resources for additional information. The goal of this work is to reach families to help them prepare for and respond to a crisis.

- **Empowering Females in Vulnerable Situations:** The United States Citizenship and Immigration Service (USCIS) has developed resources to specifically address victims of human trafficking, domestic violence, and certain other crimes. These programs include the T nonimmigrant visa, the U nonimmigrant visa, and Violence Against Women Act (VAWA) self petitions. Currently, the Department is re-invigorating the process to finalize a new regulation that will provide a much-needed analytical framework for particular social group refugee and asylum claims and, in particular, claims involving domestic violence. A regulation would provide much needed guidance to refugee and asylum applicants, government adjudicators, and immigration lawyers and judges alike, and help provide relief, where appropriate, to victims of domestic violence who come to the United States seeking protection. While these types of immigration relief are not limited to women and girls, reality demonstrates that the crimes and abuse they address do disproportionately affect women and girls. DHS took this leadership a step further in June of 2009 by hosting a two-day training program for adjudicators of T, U and VAWA proceedings. The program included advocacy leaders who shared insight into cultural diversity, legislative history, and obstacles faced by immigrant victims of domestic violence. These are examples of tools that the Department utilizes to contribute to the overall safety and well being of women and girls.

- **Recognizing the Significance of a Journey:** In 1995, the U.S. became the second country in the world to publish guidelines recognizing gender-based persecution as a potential ground for asylum. USCIS regularly updates the Asylum Gender Guidelines and issues the guidelines as a memorandum to all asylum officers adjudicating affirmative asylum claims. The guidelines offer guidance for incorporating gender-sensitive insight into both substantive and procedural aspects of the asylum determination process.

- **Ensuring Women's Access to Redress:** In response to longstanding concerns of nongovernmental immigration, women's rights and civil rights organizations, CRCL recently began to serve as the Department's central point for redress for complaints involving the VAWA and alleged violations of the VAWA confidentiality provisions (at 8 U.S.C. § 1367). In this role, CRCL determines whether allegations implicate VAWA and proactively work to resolve both individual concerns and broader policy issues with DHS component partners.

• **Reducing and Preventing Sex Tourism and Trafficking:** The Department has recognized that young women are vulnerable to sexual exploitation by tourists and that the sex tourism industry fuels human trafficking and child abuse globally, affecting young women and girls in particular. To combat sexual exploitation by American tourists, Immigration and Customs Enforcement (ICE) has launched a variety of programs including Operation Predator, which targets sexual predators and child sex tourists, and the National Child Victim Identification Program which identifies child pornography and aids law enforcement in child rescue. While the program does not track the gender of victims, Operation Predator has facilitated more than 12,000 arrests. In addition, ICE's international attachés work closely with host country law enforcement to stop human trafficking and child exploitation. The Office of International Affairs works regularly with other ICE offices to integrate these programs into the Department's global law enforcement agenda, including through the G8 Lyon-Roma group and in partnership with the European Union's developing program against child exploitation. ICE also unveiled an outdoor public service announcement campaign, "Hidden in Plain Sight," to draw the American public's attention to the plight of human-trafficking victims in the United States. The campaign's goal is to raise public awareness about the existence of human trafficking in communities nationwide, and asks members of the public to take action if they encounter possible victims.

• **Targeting Resources in Times of Disaster:** In response to an emergency, FEMA provides voluntary agency coordination, technical assistance, and reimbursement to jurisdictions for the operation of functional shelters or units that can be used to meet the special needs of fragile elderly adults and women in the later stages of pregnancy. FEMA also contracts with and coordinates non-governmental organizations (i.e. Lutheran Social Services) that offer services specifically for women.

## **2. Future Efforts to Improve the Lives of Women and Girls**

### **Human Trafficking Mitigation and Education**

Secretary Napolitano consistently speaks about the need for a multilayered approach to achieve the mission of the Department. This is especially true when dealing with issues that span borders and governments. The Department's growing cooperation with intergovernmental partners and the international community to combat multinational threats, including human trafficking, is one example of successful relationship building that can help support and protect women and girls who are victims or targets of crime.

Due to the unique responsibilities that DHS carries out, the Department encounters numerous victims of human trafficking, the majority of whom are female. DHS components work on a daily basis to combat this crime. To further this work and engage existing and new partners, DHS takes a multipronged approach to address human trafficking. Specifically, the Department is focused on identifying, protecting, investigating, and offering forms of relief for victims of human trafficking and related crimes against women and girls. For an issue as complex and far-reaching as human trafficking, a common language and framework is paramount to linking the wide range of governmental and nongovernmental partners who have been tackling various elements of the same problem. The Department is developing a DHS-wide strategic framework that strengthens support and training for law enforcement, increases outreach to victims and

targets, and implements measures to increase coordination with partners both within and outside of DHS to reduce the occurrence of human trafficking.

In order to further strengthen the ability to prevent and enforce crimes related to human trafficking, and to support victims or targets, DHS Components are working together to develop enhanced training to reflect the issues associated with women and children victims of human trafficking. Specifically, along the borders, DHS can facilitate collaboration and action among border-states and the DHS workforce. Ultimately, DHS must be at the forefront in partnering with organizations and leaders across the country and the world to develop solutions and take action to end human trafficking and violent crime targeted at women and girls. With leadership from the USCIS, the Office of the Secretary, FLETC, ICE, CBP, the Office of Policy, and others, DHS is committed to carrying out this responsibility.

### **Violence Against Women Mitigation and Education**

In addition to crimes of human trafficking, women, children and other individuals also experience other acts of violence and specified crimes that are addressed in the Violence Against Women Act and other federal laws such as the Victims of Trafficking and Violence Protection Act of 2000 (VTVPA). In order to ensure that resources are available to law enforcement, including DHS officials, about remedies that exist for victims of violence and for the facilitation of criminal investigations and prosecutions, a new training tool is being developed.

The DHS Office of Civil Rights and Civil Liberties and FLETC is leading a collaborative effort including USCIS, CBP, ICE, and the Citizenship and Immigration Services Ombudsman, to develop training that can specifically educate law enforcement personnel about T and U visas and VAWA self-petitions. In addition, these organizations and the Office of Policy and Office of General Counsel are working collaboratively to continue to enhance effective administration of these petitions within DHS and with other key federal partners.

### **Ensuring that DHS is reaching out to Women Owned Businesses**

In an effort to ensure that DHS is reaching out robustly to both female and male entrepreneurs, DHS is creating and implementing a plan to increase education of contracting opportunities to women-owned businesses. In May of 2008, the Committee on Homeland Security in the U.S. House of Representatives issued a report that recommended that the Secretary of Homeland Security address issues in small, minority, and disadvantaged business contracting, which often include women-owned businesses. The Department has engaged in many successful strategies to address this. DHS is committed to continuing to progress deliberately and strategically to accomplish this goal. DHS is identifying new strategies to empower and educate women entrepreneurs about the federal contracting marketplace and DHS opportunities.

## **D. Overarching Recommendations**

DHS is proud to support women and girls through diverse collaborations throughout the United States and even across international lines. While this report does not provide information about all of the ways that the Department is engaged in advancing women and girls through our work, it does provide some important highlights. Developing this report was, itself, an important tool for DHS to identify and inventory ongoing efforts focused on women and girls. In addition, it provides a chance to identify best practices within our own organization and to look for opportunity to strengthen our methods of assessing and evaluating whether or not a program is successfully meeting its intended purpose.

The mission of the Department of Homeland Security, and each member of the DHS team, is important to enhancing the security of all individuals in our nation. In living out the mission central responsibilities of preventing terrorism and enhancing our security, securing our borders, enforcing and administering immigration laws, safeguarding and securing cyberspace, and strengthening resiliency to disasters, there will continue to be new approaches to keeping our nation safe and secure. As we move forward with these new approaches, Secretary Napolitano and the DHS leadership team will continue to look for meaningful approaches to improve the lives of women and girls as part of the DHS mission to protect the public at large.