



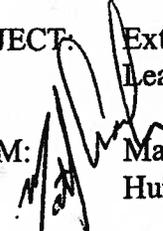
UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, D.C. 20460

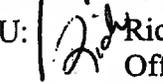
FEB 25 2009

OFFICE OF
ADMINISTRATION
AND RESOURCES
MANAGEMENT

MEMORANDUM

SUBJECT: Extension of EPA Memorandum of Understanding with the League of United Latin American Citizens (LULAC)

FROM:  Matt Crouch, Director
Human Capital Management Division

THRU:  Rich Lemley, Director
Office of Human Resources

TO: Craig E. Hooks, Acting Assistant Administrator
Office of Administration and Resources Management

The U.S. Environmental Protection Agency and the League of United Latin American Citizens (LULAC) entered into a Memorandum of Understanding (MOU) on July 10, 2007. The purpose of this collaborative partnership is to increase EPA's outreach, recruitment and educational efforts in the face of the changing American demographic landscape.

Currently Hispanics comprise 15% of the American population, far outpacing the U.S. Census Bureau's previous population estimates for the largest and fastest growing diversity group in America. As the Hispanic population continues to grow, it will further broaden the diversity of the US population that EPA serves and the talent pool of potential employees that can help fulfill the EPA mission: "To Protect Human Health and the Environment."

Since signing the MOU, EPA and LULAC have partnered on various outreach initiatives resulting in very positive outcomes in terms of promoting education and highlighting EPA job opportunities. Given the progress that has been made under the existing EPA-LULAC MOU and the need for partnerships with key diversity groups, it is in the best interest of the Agency to continue its partnership activities with LULAC. Continuing this partnership will support EPA's overall diversity, education, recruitment and outreach efforts. These initiatives are essential to helping EPA meet its ongoing and evolving mission.

The Office of Human Resources, Human Capital Management Division, Human Capital Planning Branch (HCMD/HCPB) has consulted with the Office of General Counsel (OGC) at EPA and OGC approves of this extension if all original intentions and objectives of the MOU remain the same.

Therefore, I recommend that EPA continue its collaborative efforts with LULAC and extend the MOU to December 31, 2012. Given the Administrator's appropriate interest in this partnership, I am also recommending that the signature level be raised to the OARM Assistant Administrator. Please see the attached justification and extension agreement for approval and signature.

Attachment

EXTENSION OF THE EPA – LULAC MOU

JUSTIFICATION

On July 10, 2007, in Chicago, Illinois, the United States Environmental Protection Agency (USEPA) and the League of United Latin American Citizens (LULAC) reached a historical agreement to partner in Recruitment, Education and Outreach endeavors.

Founded in 1929, LULAC is the largest and oldest Hispanic civil rights organization in the United States with members located in all fifty states and Puerto Rico. EPA recognizes the significant contributions that Hispanics continue to make across America.

The primary goal of the EPA – LULAC MOU has been to foster a partnership with cooperation in three areas: Recruitment, Education and Outreach. Each has been integral to the success of the MOU presently in place.

For Recruitment -

White House Executive Order 13171, dated October 12, 2000, entitled, "Hispanic Employment in the Federal government, "encourages the recruitment of qualified individuals from appropriate sources in an effort to achieve a workforce drawn from all segments of society. This Executive Order affirms ongoing policies and recommends additional policies to eliminate the under representation of Hispanics in the federal workforce.

For Education -

White House Executive Order 13230, dated October 12, 2001, entitled, "President's Advisory Commission on Educational Excellence for Hispanic Americans," advances the development of human potential, strengthens the nation's capacity to provide high quality education and increases opportunities for Hispanic Americans to participate in and benefit from federal education programs.

For Outreach -

Recognizing the importance of the first two key areas of interests has resulted in successful outreach efforts that include the participation and attendance of EPA at LULAC's national conferences, veterans' summits, job fairs, educational seminars, panel presentations, and discussions since the establishment of the MOU signed in 2007.

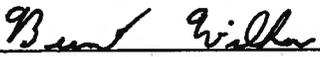
This MOU became effective when signed by both parties in Chicago, Illinois, July 10, 2007. This document extends the MOU partnership between EPA and LULAC to **December 31, 2012.**

All goals and objectives as well as limitations as outlined in the initial MOU will remain in effect (see original MOU attached). This MOU is not legally binding and does not create any right or benefit, substantive, procedural, or enforceable by law or equity against the EPA or LULAC, their officers or employees, or any other person. This MOU does not direct or apply to any other person outside the EPA or LULAC.

The focus of the MOU remains: Recruitment, Education, and Outreach, with White House Executive Orders 13171 and 13230 serving as the basis for this successful ongoing partnership.

The continuation of the MOU becomes effective when signed by both parties. This MOU may be modified or amended only through the written consent of both parties. Either party may terminate its participation in the MOU by providing 60 days notice to the other party.

SIGNED:



**Brent Wilkes, Executive Director
League of United Latin American Citizens**

MAR 12 2009

Date



**Rosa Rosales, National President
League of United Latin American Citizens**

MAR 13 2009

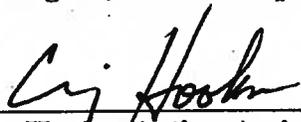
Date



**Rich Lemley, Director
Office of Human Resources
United States Environmental Protection Agency
Washington, D.C. Headquarters**

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Date



**Craig Hooks, Acting Assistant Administrator
Office of Administration and Resources Management
United States Environmental Protection Agency
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