

PARTNERSHIP AGREEMENT
Between the
FEDERAL BUREAU OF INVESTIGATION
And
THE LEAGUE OF UNITED AMERICAN CITIZENS

I. PARTIES

The parties to this Partnership Agreement (PA) are the Federal Bureau of Investigation and the League of United Latin American Citizens (LULAC). All parties to this PA shall be responsible for the goals, objectives and activities cited in the Agreement.

II. PURPOSE

- The purpose of this PA is to provide a cooperative framework for the parties to foster cooperation and collaborative action in the implementation of the Federal Bureau of Investigation Strategic Human Capital Management Initiatives. This collaboration reflects **FBI's** commitment to support the involvement of partner organizations in helping to create the Department's workforce of the future. This PA is fully supported by LULAC leadership, including the LULAC President and Board of Directors. This PA will benefit both LULAC and **FBI** and help the Department maintain a competitive advantage in science and engineering.

Areas to Involve in Partnership:

- Program offices
 - Field Sites
 - FBI Laboratories
 - LULAC Education Centers, LULAC Councils
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- This PA is intended to strengthen **FBI's** relationship and outreach activities with traditional and non-traditional educational institutions, professional and minority organizations especially those that serve the Hispanic community. Specifically this PA gives FBI an opportunity to work with LULAC and their *117,000 members* and 700 councils located throughout the nation and Puerto Rico. This PA gives FBI an additional opportunity to work with more than and 20 LULAC Education Centers that serve more than 20,000 Hispanic students located across the country. A main outcome of this PA is to assist FBI in attracting students and potential candidates into **FBI** employment opportunities and to attract individuals into studying disciplines important to the Department. Such areas of interest include research, development and technology with a specific emphasis on the development of skills in math, science, and engineering.

III. INTRODUCTION

The parties stipulate and agree that:

- **FBI** is a Federal agency of the United States Government interested in the mission and programs of **LULAC**. **LULAC**, the largest and oldest Hispanic Organization in the United States advances the economic condition, educational attainment, political influence, health and civil rights of Hispanic Americans through community-based programs operating at more than 700 **LULAC** councils nation-wide.
- **FBI** and **LULAC** are interested in providing national developmental assignments for IPA's in the promotion of Federal public service to its membership and community-based programs at more than 700 **LULAC** councils nationwide
- **LULAC** is interested in providing mentoring services and coordination activities that will facilitate **FBI** access to Hispanic Americans in program areas of interest to **FBI**.
- **LULAC** is interested in providing technical assistance and support services to implement the national program areas identified in the PA to support the mission **FBI**.
- **LULAC** agrees to work with **FBI** to promote the mission of the Program Offices, Field Sites and Laboratories through the **LULAC** affiliates and its constituency groups.
- **LULAC** will provide a Program Manager to serve as liaison in **FBI** activities, programs, and events in conjunction with this PA.
- **FBI** and **LULAC** both share a strong interest in developing a partnership for the purpose of providing partnership opportunities for Hispanic Americans in higher education pursuing academic degrees, in studies or research of interest to **FBI**.
- **LULAC** and **FBI** are interested in a structured career path for mid-level to senior Hispanic American employees leading to competitive managerial and senior executive candidate pools and retention in public service;
- **FBI** and **LULAC** will use national and regional civilian labor force statistics, as appropriate, in developing strategies for innovative community outreach and targeted;

IV. AUTHORITIES

E.O. 13230, President's Advisory Commission on Educational Excellence for Hispanic Americans, dated October 12, 2001, 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. It directs the Advisory Commission, which is comprised of 25 members, to provide advice to the Secretary of Education and issue reports to the President on: the progress of Hispanic Americans in closing the academic achievement gap and attaining the goals established by the President's "No Child Left Behind" educational blueprint; the development, monitoring, and coordination of Federal efforts to promote high-quality education for Hispanic Americans; ways to increase parental, State and local, private sector, and community involvement in improving education; and ways to maximize the effectiveness of Federal education initiatives within the Hispanic community.

- *E.O. 13171, Hispanic Employment in the Federal Government*, dated October 12, 2000, 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.
- *E.O. 13166, Improving Access to Services for Persons with Limited English Proficiency (LEP)*, dated August 11, 2000, discusses the Federal Government's commitment to improving the accessibility of Federally-assisted and direct Federal services to eligible LEP persons, a goal that reinforces its equally important commitment to promoting programs and activities designed to help individuals learn English.
- *E.O. 13162, Federal Career Intern Program*, dated July 6, 2000, discusses methods to attract exceptional men and women to the Federal workforce who have diverse professional experiences, academic training, and competencies, and prepare them for careers in analyzing and implementing public programs. "Career Intern" is a generic term, and agencies may use occupational titles as appropriate.
- *E.O. 13160, Nondiscrimination on the Basis of Race, Sex, Color, National Origin, Disability, Religion, Age, Sexual Orientation, and Status as a Parent in Federally Conducted Education and Training Programs*, dated June 23, 2000, states that no individual, on the basis of race, sex, color, national origin, disability, religion, age, sexual orientation, or status as a parent, shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination in a federally conducted education or training program or

activity.

- *E.O. 13078, Increasing Employment of Adults with Disabilities*, dated March 13, 1998, as amended by E.O. 13172 (October 25, 2000), intends to increase the employment of adults with disabilities to a rate that is as close as possible to the employment rate of the general adult population and to support the goals articulated in the findings and purpose section of the American with Disabilities Act of 1990.

V. RESPONSIBILITIES

In fulfilling the purpose of the PA, the parties to this agreement, subject to applicable legal limitations and requirements, agree to fully participate and be responsible for the following activities under this agreement:

The FBI will provide the necessary resources to:

- III. Identify and appoint a Program Manager to coordinate with LULAC Implementation of **FBI's** Strategic Human Capital Management Initiatives.
2. Explore the participation of rotational and detail assignment opportunities, and identify a cadre of potential candidates for professional development of Hispanic Americans through the Intergovernmental Personnel Act (IPA) Program activities that are of mutual benefit to the parties;
3. Advise **FBI** program offices, field sites and laboratories of this PA and ensure the support and active participation of all parties in the implementation of this agreement. Offices to advise include:

Program offices

Field Sites

Laboratories

4. Advise **FBI** employee groups and organizations, educational partner institutions, and other partners serving Hispanic American communities of this PA and request their participation in its implementation activities, as appropriate;
5. Provide guidance, assistance, and support to LULAC regarding program and service opportunities with **FBI** including LULAC Youth leadership educational partnerships, grant opportunities for research development, student internships and employment opportunities;

6. Assist in organizing and implementing strategic human capital management initiatives such as workshops, conferences, and community outreach initiatives that provide participants with information on FBI Programmatic and workforce creation activities.
7. Participate in and coordinate training workshops, conferences, or other programs of mutual benefit to the parties to support the participation of **FBI** mid and senior level Hispanic American employees in the OPM designed and developed Core Leadership Curriculum that supports a structured career path leading to competitive managerial and senior executive candidate pools and retention;
8. Initiate a pilot recruiting effort in conjunction with LULAC's youth and scholarship programs wherein identified FBI or designated agencies identify points of contact in the facilitation of the application process and appropriate feedback to candidates and;

(b) LULAC shall:

1. Identify and appoint a Program Manager to coordinate with LULAC Implementation of **FBI's** Strategic Human Capital Management Initiatives.
2. Advise its internal and external affiliations and component offices of this PA and ensure their participation in the implementation of this agreement.
3. Use its best efforts to promote the mission of **FBI** in 1) traditional and non-traditional educational institutions affiliated with LULAC, 2) program and service opportunities with **FBI**, in the Washington DC-metropolitan area, and regional and as appropriate field activities of the various **FBI** Mission Areas.
4. Assess, process, and administer referral services based on inquiries from Hispanic American communities in compliance with this PA.
5. Coordinate student activities and orientation programs hosted in **FBI** work-sites in support of LULAC Youth Leadership and Young Adults Programs and promote awareness in science, technology and other disciplines.
6. Identify, coordinate, and assist with sponsorship services of new employees, student interns, or potential candidates from disadvantaged Hispanic American communities interested in **FBI** programs and services.
7. Provide administrative support, technical assistance, and community awareness resources to heighten the awareness of the mission and services of the Mission Areas and organizations cited in this PA.

8. Provide translation and interpreting services from Spanish to English and vice versa to improve access to **FBI** services and programs for persons with limited English proficiency in underserved and disadvantaged Hispanic American communities.
9. Advance within LULAC's channel of communication public service announcements promoting **FBI** public service opportunities;
10. Collaborate, if requested with **FBI** in the development of appropriate meFBIges tailored to LULAC's Hispanic Communities;
11. Provide a forum within LULAC Federal Training Institute and the LULAC Conferences activities for **FBI** to promote awareness of their mission goals and objectives;
12. Provide within the FTI an overview of the OPM Core Leadership Curriculum that supports a structured career path leading to competitive managerial and senior executive candidate pools and retention in public service;
13. Lead a pilot target recruiting effort mutually determined with **FBI** drawing upon LULAC's outreach capabilities and activities in identifying the challenges and successes of recruiting from the Hispanic Community and
14. Provide assistance and technical advice on ways to increase the representation and use of Hispanic Americans across **FBI**'s programs and services.

VI. COST AND IMPLEMENTATION

Nothing herein shall be construed as requiring **FBI** or LULAC to expend additional funds on behalf of the purpose, objectives and responsibilities set forth in this PA, except as specifically stated in the implementation plan and agreed to in writing by the parties to this PA. The implementation plan will specify program initiatives, Program Officers, and functional subject matter experts, estimated expenditures, and target dates. All expenditures by **FBI** are subject to the availability of appropriations.

VII. EFFECTIVE DATE

- This PA contains the entire understanding between the **FBI** and LULAC. This agreement may be amended only in writing and must be signed by both parties.
- This PA shall become effective on the date of signature and remain in effect unless amended by mutual written agreement. The agreement may be terminated at any time by any of the parties upon sixty (60) days notice to the other party. The following signatures are in witness thereof, and serve to execute the foregoing PA between **FBI** and LULAC.


VIII. DISCLOSURE OF INFORMATION

- Subject to the Freedom of Information Act (5 U.S.C. 552), decisions or disclosure of information to the public regarding projects and programs within this PA will be made following consultations by the parties to the PA.



Assistant Director John Miller
Office of Public Affairs

6/28/06



Mr. Hector M. Flores
National President
League of United Latin American Citizens

6/28/06
Date

Revised 10-25-03