



**MEMORANDUM OF UNDERSTANDING
BETWEEN
UNITED STATES AIR FORCE
AND
LEAGUE OF UNITED LATIN AMERICAN CITIZENS**

SUBJECT: Partnership for Diversity

1. **Purpose.** The purpose of this Memorandum of Understanding (MOU) is to formalize a partnership between the United States Air Force (USAF) and the League of United Latin American Citizens (LULAC). The best Air Force in the world requires a stable accession pipeline providing critical skills in areas such as pilots/aviation, medical and Science and Engineering (S&E) to accomplish its air and space mission. Changing demographics have led to increased competition within the public and private sectors for scarce diversity resources. The Air Force needs a diverse accessions pool of talent to develop its total workforce.

This partnership will foster cooperation and collaborative action to increase and promote USAF Active Duty, Air National Guard, and Air Force Reserve component public service as a career option; attract students to Reserve Officer Training Corps (ROTC) scholarships, United States Air Force Academy appointments, internships and civilian career opportunities. These efforts will provide career progression opportunities for Hispanic Americans in public service, in accordance with Executive Order 13171, "Hispanic Employment in the Federal Government," 65 Fed. Reg. 61251 (October 12, 2002).

2. **Parties' Intent.** It is understood and agreed by the undersigned that the intent of this MOU is to state shared goals and a mutual desire to establish and maintain cooperation and collaboration toward these shared goals. This memorandum of understanding does not create any obligation, contractual or otherwise, on either party, and that the USAF must evaluate its participation in any specific event on a case-by-case basis, in accordance with relevant law and regulations.

3. **General.** It is understood and agreed by the undersigned that:

The USAF has interest in the mission and programs of LULAC. LULAC is the largest and oldest Hispanic civil rights organization in the United States. LULAC has more than 115,000 members nationwide and works to advance the economic condition, educational attainment, political influence, health and civil rights of Hispanic Americans through community-based programs, operating at more than 700 LULAC Training and Education Centers, Councils and Chapters.

LULAC agrees to work with Air Force in educating and informing LULAC affiliates and their constituency groups about USAF operations activities and career opportunities through its local/national chapters.

The USAF will participate, as appropriate, in training activities, workshops, and conferences or other programs of mutual benefit to the parties to support the participation of the Hispanic American communities in USAF programs.

LULAC and USAF will identify and appoint Program Officer points of contact to assist in the development of strategies that build upon the implementation of Executive Order 13171, and promotes Federal public service to its membership, outreach activities, and programs

LULAC will use its membership channel of communication to promote understanding and support of the Air Force mission, and to encourage USAF scholarship and internship programs to its membership. LULAC will also encourage and participate as appropriate with USAF outreach activities and programs such as “Young Readers,” the “Science Corps,” and “Leadership Initiative” programs.

LULAC and its local chapters will create volunteer opportunities for Air Force members to make presentations on Air Force education and career opportunities, base visits and the significance of aviation, science and technology in national defense.

LULAC will inform local Air Force installations and organizations, such as the Company Grade Officer Council (CGOC), Air Force Cadet Officer Mentor Action Program Chapter (AFCOMAP) and Junior Enlisted Council of volunteer opportunities.

The Air Force will encourage and facilitate the establishment of Educational Partnership Agreements¹ (EPAs) at the MAJCOM, Direct Reporting Unit and local installation levels. The language for 10 U.S.C. 2194, which authorizes the Air Force outreach efforts through the use of resources, personnel, facilities and the transfer of excess equipment.

LULAC and the USAF will collaborate on the development of appropriate messages tailored to LULAC’s Hispanic American communities. As required, LULAC will provide the Air Force translation and interpreting services from Spanish-to-English and English-to-Spanish, to improve access to information and services for people with limited English proficiency in underserved and disadvantage Hispanic American communities.

The USAF will provide LULAC and its affiliates with information concerning partnerships and grant opportunities; AFROTC scholarships, to include Historically

¹ EPAs are agreements between Federal Agencies and academic or any non-profit institutions dedicated improving science, math and engineering education, enhance technology applications; and provide technology assistance from pre-Kindergarten and up.

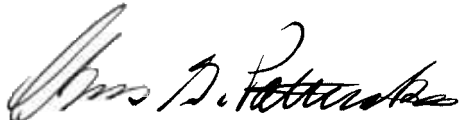
Black College and University and Hispanic Serving Institution Scholarships; USAF Academy appointments; internships; available funding for research and development; and other partnership opportunities as they arise. LULAC will provide the USAF components responsible for these activities names and contact information of eligible individuals/members.

LULAC and the USAF are interested in developing a structured career path for mid-level to senior-level Hispanic American employees, resulting in competitive managerial and senior executive service candidate pools.

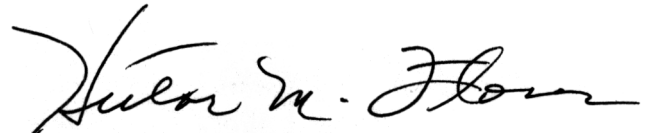
Through LULAC, the USAF will participate in events it determines appropriate, such as those that offer recruitment, community relations, or public affairs opportunity.

LULAC and USAF will coordinate all internal and external media releases on significant activities regarding this partnership i.e., LULAC members winning USAF ROTC scholarships or USAF personnel winning LULAC sponsored awards.

4. The USAF and LULAC will review this MOU on an annual basis to determine new goals or partnership agreements. This partnership agreement is effective 18 June 2003.



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