

Memorandum of Understanding
Between the
U. S. Department of Agriculture, Food Safety and Inspection Service
And
The League of United Latin American Citizens

PARTIES:

This Memorandum of Understanding (MOU) is made and entered into by, and between the U.S. Department of Agriculture (USDA), Food Safety and Inspection Service (hereinafter referred to as FSIS or Agency), and the League of United Latin American Citizens (hereinafter referred to as LULAC).

FSIS is committed to the principles of Equal Employment Opportunity (EEO). Consequently, all employees and applicants for employment should be treated with equality, dignity and respect regardless of race, color, religion, gender, national origin, age, physical or mental disability, sexual orientation, marital or family status, political beliefs, parental status and protected genetic information.

As our Agency mission evolves, we must continue to demonstrate our commitment to attaining and maintaining a diverse workforce. Workforce diversity strengthens our ability to successfully develop effective solutions to today's challenges. Continuing to attract a talented, universal, and gender diverse workforce in all occupations and grade levels is critical to our mission and our customers.

LULAC is the largest and oldest Hispanic organization in the United States. LULAC advances the economic condition, educational attainment, and civil rights of Hispanic Americans through community-based programs operating at more than 700 LULAC councils nation-wide.

PURPOSE:

The purpose of this MOU is to establish a framework for cooperation between FSIS and LULAC, under which the parties will carry out their separate activities in a coordinated and mutually beneficial manner.

The MOU, which will be known as "Juntos Podemos" (Together We Can), reflects the commitment of the parties to strengthen FSIS's relationship and outreach activities with educational institutions, professional and minority organizations, and the overall Hispanic community as it carries out its mission.

Both parties share a specific interest to increase efforts to provide opportunities for students and potential candidates for employment, and various program opportunities in the field of agriculture.

LULAC fully supports the FSIS mission to ensure the nation's commercial supply of meat, poultry, and egg products is safe, wholesome, and correctly labeled and packaged, as required by the Federal Meat Inspection Act, the Poultry Products Inspection Act, and the Egg Products Inspection Act. As the Agency moves to become the premier public health regulatory agency, LULAC and the Agency realize the road to success is through our most valuable resource, our employees.

RESPONSIBILITIES:

FSIS will:

- Assign a Program Manager the responsibility of coordinating activities, programs and events with LULAC under this MOU;
- Ensure that a Program Manager advises FSIS and other Agencies about this MOU, and enlists the support and active participation of all parties;
- Provide information to LULAC regarding program and service opportunities with FSIS for the purpose of inviting participation and liaison activities, employment, services, and outreach;
- Provide LULAC with information concerning partnership events, grant opportunities, student internships and available funding for development opportunities in FSIS;
- Ensure civil rights accountability and compliance with all applicable EEO laws, rules and regulations;
- Take action to ensure that managers are aware of their role in the selection process as it relates to affirmative employment;
- Continue efforts related to Special Emphasis Groups relative to workforce diversity, including agency outreach/recruitment plan and annual training conferences (i.e. LULAC Annual Conference); and
- Invite LULAC, where appropriate, to conferences, ceremonies, and meetings that FSIS holds to implement this MOU and strengthen relationships, both internal and external, (i.e., Special Emphasis Program Ceremonies, the FSIS Annual Diversity Conference).

LULAC will:

- Identify and appoint a Program Officer to serve as liaison to coordinate the implementation of this MOU;
- Advise its internal and external affiliates and component offices about this MOU and enlist their participation in the implementation of this agreement;
- Use its best efforts to promote the mission of FSIS and programs and service opportunities with FSIS, through the affiliates of LULAC and its constituency groups;
- Assess, process, and administer referral services based on inquiries from Hispanic American communities;
- Coordinate student activities and orientation programs hosted in FSIS work-sites in support of LULAC Youth Leadership and Young Adults Programs and promote awareness in science, food safety, agricultural research, and other disciplines;
- Identify, coordinate, and assist with outreach to new employees, student interns, or potential candidates from disadvantaged Hispanic American communities interested in programs and services in FSIS;
- Provide administrative support, technical assistance, and community awareness resources to heighten the awareness of FSIS missions and services;
- Assist FSIS in providing information (i.e. publications, success stories, and information of general interest, etc.) concerning Civil Rights, workforce diversity, and affirmative action program delivery available to employees in FSIS;
- Initiate and foster efforts to address under-representation of Hispanic Americans within FSIS;
- Assist FSIS in identifying target colleges and universities with a high enrollment rate of Hispanic Americans for recruitment partnerships;
- Assist FSIS in reaching student interns for selected occupations to assist in improving our representation rate. Provide FSIS access to the LULAC website, and the list serve for Job Opportunity Links, to post targeted opportunities;
- Assist FSIS in fostering partnerships with other Hispanic serving organizations (i.e. schools, civic organizations, churches, etc.) that have a mission and goals similar to LULAC for purposes of networking, outreach, and recruitment; and
- Provide access to LULAC membership to identify candidates for developmental opportunities, and to serve as mentors.

It is mutually agreed and understood by and between the said parties that:

Supplements may be developed to this MOU for special programs and initiatives;

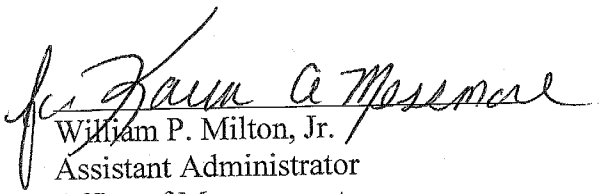
Both parties, upon mutual agreement, will provide or arrange for such additional activities, facilities, equipment, materials, information, and arrangements as may be required to achieve common objectives; and

Any program or cooperative efforts conducted under this MOU will be in compliance with nondiscrimination laws as contained in Title VII of the Civil Rights Act of 1964, as amended. It is the policy of the Government of the United States to provide equal opportunity in employment for all persons, to prohibit discrimination in employment because of race, color, religion, gender, national origin, age, physical or mental disability, sexual orientation, marital or family status, political beliefs, parental status and protected genetic information to promote the full realization of equal employment opportunity through a continuing affirmative program.


VI. EFFECTIVE DATE

This MOU will be effective when signed by all parties, and will continue in effect until terminated or modified at any time by mutual consent of the parties hereto, or may be terminated by any single party by providing 30 days notice in writing to the other party.

This MOU defines in general terms the basis on which the parties will work in cooperation and partnership, and does not constitute financial obligation to serve as a basis for expenditures.



William P. Milton, Jr.
Assistant Administrator
Office of Management
Food Safety and Inspection Service



Rosa Rosales
National President
League of United Latin American Citizens

11-09-06
Date

11-9-06
Date