



*The Office for Civil Rights and Civil Liberties supports the Department of Homeland Security as it secures the nation while preserving individual liberty, fairness, and equality under the law.*

### **Message from the Officer, Margo Schlanger**



This week marks my one-year anniversary as DHS Officer for Civil Rights and Civil Liberties. It is a great privilege to serve and to lead the office into new efforts—such as this newsletter—to improve our effectiveness. I want to highlight a few of the initiatives we’ve carried out over the past year, and ask for your ideas as

we move into the future. Recent efforts are described in this and prior newsletters, and include:

- Improvements to the civil rights complaint process, including new forms, language access, coordination, urgent complaint processes, computer infrastructure, and recommendation follow-up;
- Backlog reduction initiative for Equal Employment Opportunity Complaints;
- Expanded community engagement activities, with new cities for roundtables, new issue-focused engagement sessions, broader community inclusion, and more effective follow-up;
- Expanded law enforcement training on countering violent extremism;
- A new role in assessing deaths in ICE detention;
- Increased emphasis on enforcement of Title VI of the Civil Rights Act of 1964, which forbids race and national origin discrimination by agencies that receive federal financial assistance
- Increased involvement in human rights enforcement, including participation in the U.S.’s first Universal Periodic Review delegation

There’s always more to do. As always, if you have a specific civil rights complaint involving DHS, please send it our way, to [crcl@dhs.gov](mailto:crcl@dhs.gov) (the complaint form, if you choose to use it, is available on our website, at <http://www.dhs.gov/crcl>). If you have a more general thought about our priorities or activities, we’d like to hear it; email [crcloutreach@dhs.gov](mailto:crcloutreach@dhs.gov). I was reminded a couple of weeks ago, on Martin Luther King, Jr. Day, of Dr. King’s words: “Human progress is neither automatic nor inevitable. Every step toward the goal of justice requires the tireless exertions and passionate concern of dedicated individuals.” Please help CRCL protect civil rights and civil liberties by sharing any issues that cause you concern.

### **Inside**

[Message from the Officer](#)

[If You See Something, Say Something Listening Session](#)

[E-Verify Rights and Responsibilities Videos](#)

[Training of Trainers](#)

[EEO Complaints Backlog Reduced](#)

[Expanded Los Angeles Roundtable Kickoff](#)

[Contact Us](#)

*Margo Schlanger*

## **If You See Something, Say Something Listening Session**

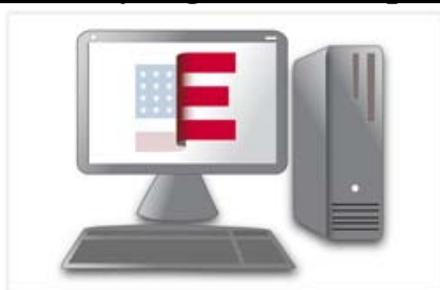
On Jan. 19, a wide range of community stakeholder organizations attended a listening session on the DHS “If You See Something, Say Something” campaign, hosted by CRCL Officer Margo Schlanger; DHS Chief Privacy Officer Mary Ellen Callahan; Amy Kudwa, Deputy Assistant Secretary, Office of Public Affairs; and John Cohen, Special Advisor to the Secretary for Information Sharing. The expansion of the national campaign is designed to engage America’s businesses, communities, and citizens to remain vigilant and play an active role in keeping the country safe.



“If You See Something, Say Something” meeting image

During the event, DHS leaders briefed stakeholders on the campaign and engaged in discussion regarding the “If You See Something, Say Something” campaign, as well as the Nationwide Suspicious Activity Reporting Initiative and other related topics. The event provided DHS officials invaluable insight on the protection of civil rights and civil liberties and the campaign, assisting DHS to better secure the nation while preserving individual liberty, fairness, and equality under the law.

## **E-Verify Rights and Responsibilities Videos**



Last year, USCIS and CRCL co-produced two educational videos sharing information about rights and responsibilities for employers and workers participating in E-Verify, an electronic program through which employers verify the employment eligibility of their employees after hiring them.

The [Employee Rights and Responsibilities](#) video emphasizes the rights of employees when employers use E-Verify. The video describes an employee’s right to contest an initial mismatch without suffering any adverse job action, such as loss of pay or training, or termination or suspension. The video also

provides important contact information for employees to obtain assistance and to file complaints alleging unlawful discrimination.

The [Employer Responsibilities and Workers Rights](#) video, aimed at employers, makes clear the employer’s responsibility to use E-Verify properly and in a non-discriminatory manner. The video highlights areas where potential problems may arise, including the issuance and resolution of initial mismatches.

Visit [www.uscis.gov/everify](http://www.uscis.gov/everify) to learn more about the E-Verify program.

## **Training of Trainers**

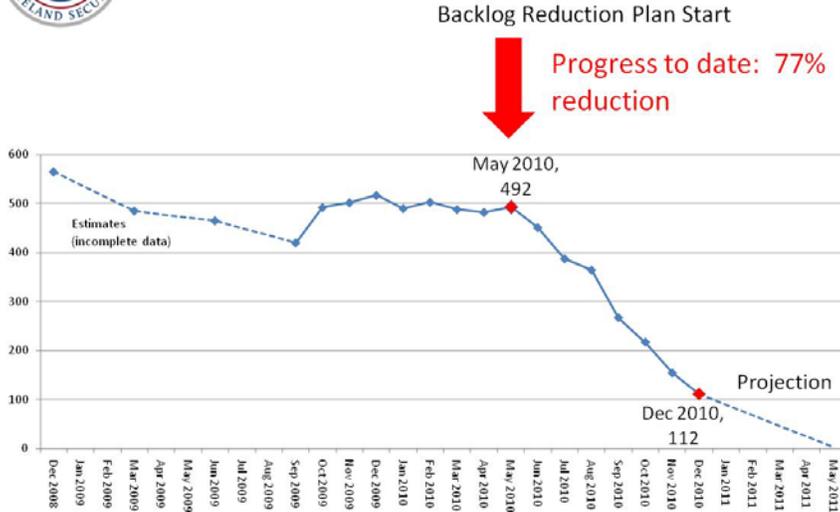
CRCL’s training section, the CRCL Institute, develops and delivers tailored training to improve the Department’s capacity to protect America while respecting civil rights and civil liberties. In compliance with the Implementing Recommendations of the 9/11 Commission Act of 2007, CRCL provides training on privacy, civil rights, and civil liberties for all DHS officers and intelligence analysts at state, local, and tribal fusion centers. In 2010, CRCL, the DHS Privacy Office and the Information Sharing Environment (ISE) Program Manager partnered to develop a Train-the-Trainer (ToT) program to provide fusion center staff with a foundation of core concepts regarding privacy, civil rights and civil liberties in the ISE. The ToT program develops a cadre of privacy, civil rights, and civil liberties officers at fusion centers throughout the country. In 2010, the ToT program trained 69 officers from 65 designated fusion centers. This training will continue throughout 2011. Visit the [CRCL Institute](#) to learn more about CRCL’s training programs.



## EEO Complaints Backlog Reduced



Office for Civil Rights and Civil Liberties  
EEO Complaint Adjudication  
Backlog Reduction Efforts  
As of 1/19/2011



Over the last several months, CRCL’s EEO and Diversity Division has focused on eliminating the backlog of EEO complaints awaiting Final Agency Decisions (FADs) by the Department. In the course of the effort, we reduced DHS’s inventory of pending EEO complaints from 492 in May 2010, when the plan was initiated, to 112 at the end of last month—over a three-quarters decrease. The backlog is long-standing and peaked in December 2008; we are now on track to eliminate it by July 2011.

## Expanded Los Angeles Roundtable Kickoff

On Jan. 13, CRCL’s Community Engagement Section kicked off its expanded community roundtable in Los Angeles where diverse ethnic and community-based stakeholders met with federal, state, and local government representatives to discuss civil rights and civil liberties issues affecting the communities. The expanded roundtable gathered leaders from American Arab, Muslim, Sikh, South Asian, Somali, Latino, and Asian community organizations. During the meeting, local government representatives discussed updates and new initiatives, such as plans to better engage youth groups using social media. Community stakeholders provided updates and discussed a variety of topics concerning members of their communities.

CRCL’s community roundtables provide a forum for government and community leaders to communicate information about federal programs and policies and involve into the policymaking process community ideas and issues relating to civil rights and civil liberties.

This is first of several expanded roundtables that CRCL will lead in coming months throughout the country. Visit the CRCL [Community Engagement Section](#) to learn more about CRCL’s outreach programs.



Los Angeles Roundtable Flier

## **Additional information, and contacting us**

The goal of this periodic newsletter is to inform members of the public about the activities of the DHS Office for Civil Rights and Civil Liberties, including how to make complaints; ongoing and upcoming projects; and opportunities to offer comments and feedback. We distribute our newsletters via an email list and make them available to community groups for redistribution. If you would like to receive this newsletter via email, want to request back issues, or have other comments or questions, please let us know by emailing [crcloutreach@dhs.gov](mailto:crcloutreach@dhs.gov). If you are on this list, but no longer wish to receive this newsletter, please send an email to the same address asking us to unsubscribe you. For more information, including on how to make a civil rights or civil liberties complaint about DHS activities, see [www.dhs.gov/crcl](http://www.dhs.gov/crcl).

CRCL Phone: 202-401-1474 • Toll Free: 866-644-8360 • TTY: 202-401-0470 • Toll Free TTY: 866-644-8361

### **Prior newsletters:**

*Issue 1 (Sept. 2010) Civil Rights Complaints • Anti-Discrimination Obligations for Recipients of DHS Financial Support • Expanded Community Engagement*

*Issue 2 (Oct. 2010) CRCL Leads Presentation on Children • Guidance to Travelers Carrying Religious Articles • New Environmental Justice Group • DHS and Hispanic Heritage Month • ITACG Impact Assessment Completed*

*Issue 3 (Nov. 2010) New Website Launched • CRCL Submits Annual Report to Congress • ICC Submits Annual Report to the President • Complaints Process Improved • Universal Periodic Review, Before the UN Human Rights Council • Human Rights Day, December 10 • CRCL Expands Community Outreach Roundtables • CRCL Leadership*