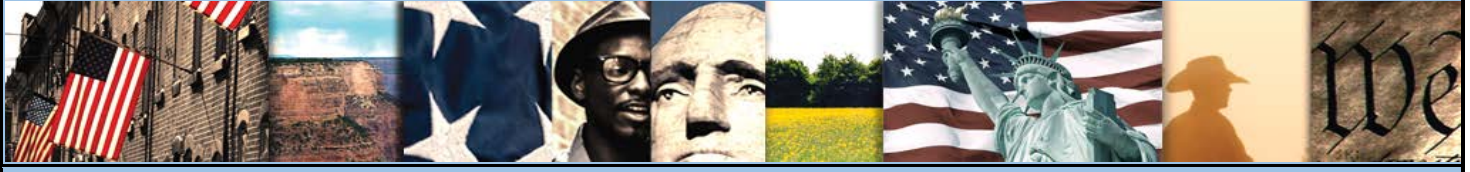




The Office for Civil Rights and Civil Liberties (CRCL) supports the U.S. Department of Homeland Security (DHS) as it secures the nation while preserving individual liberty, fairness, and equality under the law.



CRCL and USCIS Celebrate International Translation Day

Last month Officer Cameron Quinn and other CRCL representatives traveled to New York City to join colleagues from the U.S. Citizenship and Immigration Services (USCIS) External Affairs Directorate’s Language Services Section (LSS) in celebrating International Translation Day. International Translation Day is recognized by the United Nations to pay tribute to the work of language professionals, and their important role in bringing nations together, facilitating dialogue, and contributing to the development and strengthening of world peace and security.



While in New York, CRCL met with LSS representatives to learn more about its mission, roles, and accomplishments. LSS provides interpretation and translation services to USCIS, U.S. Immigration and Customs Enforcement (ICE), and U.S. Customs and Border Protection (CBP). LSS staff support the following core languages: Arabic, Cantonese, French, Fuzhou, Haitian Creole, Korean, Mandarin, Russian, and Spanish. CRCL staff participated in several demonstrations showcasing the skills and professionalism of the LSS language specialists who support the DHS mission every day.

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DHS Commemorates National Disability Employment Awareness Month

Each October we commemorate National Disability Employment Awareness Month (NDEAM) to celebrate the talents and contributions of workers with disabilities across the nation and here at DHS.

This year's NDEAM theme, “The Right Talent, Right Now,” emphasizes the essential role people with disabilities play in America's economic success, especially in an era when low unemployment and global competition are creating a high demand for skilled talent. We know that a diverse workforce, including individuals with disabilities, offers a critical set of perspectives on how to overcome obstacles and achieve success in the workplace.

At DHS we are committed to making our Department a model employer for workers with disabilities by creating a workplace where all employees can thrive. We have developed a variety of inclusive policies and practices to improve recruiting, hiring, and retaining workers with disabilities including:

- Hiring using the [Schedule A Appointing Authority](#) which allows qualified candidates with disabilities to be hired non-competitively;
- Providing [reasonable accommodations](#) to employees with disabilities allowing an adjustment or alteration in the work setting that enables an individual to perform job duties and enjoy the benefits and privileges of employment;
- Offering Personal Assistance Services (PAS) to individuals with targeted disabilities to enable the employee to perform the essential functions of his or her position;
- Participating in [Operation Warfighter](#), a Department of Defense internship program that provides opportunities for wounded military (or veterans) members in a non-military work environment; and
- Participating in the [Workforce Recruitment Program](#) which connects highly motivated college students and recent graduates who have disabilities with federal government employers to secure internships or permanent employment.



Learn more about [Disability Access](#) at DHS, and the Department’s commitment to strengthening and supporting full inclusion and equal opportunity for persons with disabilities.

CRCL Hosts Hispanic American Heritage Month Event

Earlier this month, CRCL and DHS Adelante, an employee association, hosted a Department-wide event celebrating Hispanic American Heritage Month observed each year from September 15 – October 15. This year's theme, “Hispanic Americans: A History of Serving Our Nation,” invites us to reflect on how Hispanic Americans have shaped the history of the U.S., and recognize the cultures and contributions of Hispanic and Latino communities across our country.

During the event CRCL Deputy Officer for EEO and Diversity Veronica Venture moderated a panel of distinguished federal Senior Executive Service (SES) employees from across the Department. Panelists included: Raul Castro, DHS Office of Operations, Support Coordination; Rebekah Salazar, CBP, Office of Privacy and Diversity; and Waldemar Rodriguez, ICE, Office of Professional Responsibility.



Panel from left to right: Moderator Veronica Venture, CRCL; Rebekah Salazar, CBP Office of Privacy and Diversity; Raul Castro, DHS Office of Operations; Waldemar Rodriguez, ICE Office of Professional Responsibility

The program featured a series of questions directed to the panelists about their professional experiences and career development while rising through the ranks to top SES leadership positions within DHS. The panelists shared their personal stories, and discussed best practices and resources available at DHS to assist fellow employees in pursuit of advancing their careers and seeking leadership opportunities.

DHS Agreements with Guatemala, Honduras, and El Salvador

Over 72% of all migrants apprehended at the Southwest border through August of fiscal year 2019 were from the countries of the northern region of Central America: El Salvador, Honduras, and Guatemala. In recognizing the push and pull factors which cause irregular migration to the U.S., DHS has entered into agreements and arrangements with each of these countries to further expand asylum capabilities and improve safety, security, and prosperity throughout the region. With these agreements and arrangements, the U.S. is committed to be a good partner to its Central American neighbors, and will work to develop an economically vibrant region. Learn more about the agreements below:



Asylum Cooperative Agreements (ACA): These agreements with Guatemala, El Salvador, and Honduras, once brought into force, will allow migrants to seek protection within the region by facilitating cooperation between the U.S. and host nation governments or international organizations to expand their systems for offering humanitarian protections.

Border Security Arrangements: The purpose of these arrangements is to deploy officials from CBP and ICE to advise and mentor host nation police, border security, immigration, and customs counterparts.

Biometric Data Sharing Program (BDSP) Arrangements: These arrangements aim to enhance cooperation between DHS and Northern Triangle countries to prevent and combat crime and other threats to public security by expanding biometric data collection and information sharing. The exchange of biometrics and identity data will enable DHS and Northern Triangle countries to more easily verify the identities of irregular migrants in order to detect the activities of transnational criminal organizations, human smugglers, and wanted criminals.

Temporary Agricultural and Non-agricultural Workers Programs Agreements: Department of Labor agreements to improve non-immigrant visa program operations and implementation. These agreements strengthen bilateral cooperation between the U.S. and Northern Triangle countries. This is key to ensuring that vulnerable populations are not victimized as they seek legal temporary employment by further establishing safe and lawful recruitment, employment, and working conditions.

Read the entire [Fact Sheet: DHS Agreements with Guatemala, Honduras, and El Salvador](#).

REAL ID Enforcement Begins in Less Than a Year

Beginning October 1, 2020, every air traveler must present a REAL ID-compliant driver's license, state-issued enhanced driver's license, or [other acceptable forms of identification, such as a valid passport or U.S. military ID](#), to fly within the US. Individuals who are unable to verify their identity will not be permitted to enter the Transportation Security Administration (TSA) checkpoint and will not be allowed to fly.

“This is an important step in enhancing commercial aviation security and we urge travelers to ensure they have compliant documents,” said Acting Secretary Kevin K. McAleenan. “DHS is committed to working with states as they continue their efforts to issue REAL IDs to Americans.”

- Real progress has been made in less than two years. In January of 2017 only 26 states were REAL ID compliant.
- Through voluntary partnerships with state governments, associations, DMVs, and other stakeholders across all jurisdictions DHS can proudly say that 47 out of 50 states are currently REAL ID compliant.
- There is still work to do. Only 27% of Americans have been issued a REAL ID at this time.

Does your ID have a star?

Beginning **October 1, 2020**, you will need a REAL ID-compliant license or another acceptable form of ID, such as a valid passport or U.S. military ID, to fly within the U.S.



Generally, a star indicates it's a REAL ID

DHS has been working to increase public attention and focus on the upcoming deadline. Beginning in April TSA has displayed [signs at airports](#) notifying the public of changing requirement. In August TSA began verbally advising travelers who present non-compliant licenses of the upcoming REAL ID requirement and enforcement date. TSA has also co-hosted REAL ID events with motor vehicle administration officials in numerous locations around the country throughout the spring and summer with more to come.

REAL ID-compliant licenses are marked by a star on the top of the card. Michigan, Vermont, Minnesota, and New York states issue both REAL ID and state-issued enhanced driver's licenses - both of which are acceptable. Washington state issues enhanced driver's licenses only. These documents will be accepted at the airport security checkpoint when the REAL ID enforcement goes into effect. Travelers who are not sure if their state-issued ID is compliant should check with their state driver's license agency.

In addition DHS has been working closely with government officials of all 56 states and territories as well as the American Association of Motor Vehicle Administrators and the National Governors Association to implement REAL ID and provide technical assistance.

Passed by Congress in 2005, the REAL ID Act implements the 9/11 Commission's recommendation that the federal government "set standards for the issuance of sources of identification, such as driver's licenses." The Act established minimum security standards for state-issued driver's licenses and identification cards, and prohibits federal agencies from accepting licenses and identification cards from states that do not meet these standards for official purposes, such as at airport security checkpoints. The regulations established the deadline of October 1, 2020, to ensure full enforcement of the REAL ID Act. States have made considerable progress in meeting this key recommendation of the 9/11 Commission.

For more information on how to become REAL ID compliant check with your local state driver's license agency. To download and print informational materials, visit tsa.gov/real-id.

DOJ Executive Office for Immigration Review Announces Case Completion Numbers for Fiscal Year 2019

The U.S. Department of Justice, Executive Office for Immigration Review (EOIR) recently announced the agency's case completion numbers topped 275,000 cases for fiscal year 2019, the second highest number of case completions in EOIR's history. This number marks an increase of roughly 80,000 case completions from fiscal year 2018, the same year that EOIR established case completion goals for immigration judges in response to years of declining or stagnant productivity. The FY19 numbers are nearly double the number of completed cases from just three years ago. [Read the entire release.](#)

CRCL on the Road, October

October 15-18 – Minneapolis, Minnesota

CRCL participated in engagement meetings with local law enforcement and diverse ethnic and community-based organizations.

October 24 – Denver, Colorado

CRCL convened its regular community engagement roundtables with diverse ethnic and community-based organizations.

October 28-31 – San Diego, California

CRCL partnered with the U.S. Department of State in coordinating a city-pair community engagement exchange program with Belgium

October 29 – Los Angeles, California

CRCL convened its regular community engagement roundtables with diverse ethnic and community-based organizations.

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 file complaints; ongoing and upcoming projects; opportunities to offer comments and feedback; etc. We distribute our newsletters via our stakeholder email list and make them available to community groups for redistribution. Issues of the newsletter can be accessed online at: www.dhs.gov/crcl-newsletter.

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. For more information, including how to make a civil rights or civil liberties complaint about DHS activities, visit: www.dhs.gov/crcl.

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