



FY19 HBCU Plan Report

Agency Responses to the FY19 HBCU Agency Plan

**White House Initiative on Historically Black Colleges
and Universities**

Table of Contents

Contents

FY19 HBCU Plan Report	1
Table of Contents	2
Reports on FY19 Agency HBCU Plans	4
Federal Agency Participants of the Interagency Working Group	5
Federal Agency Reports	7
Advisory Council on Historic Preservation	8
U.S. Agency for Global Media	9
U.S. Agency for International Development.....	12
Appalachian Regional Commission.....	17
Corporation for National and Community Service	21
Department of Agriculture	25
Department of Commerce.....	26
Department of Defense	33
Department of Education	38
Department of Energy.....	42
Department of Health and Human Services.....	48
Department of Homeland Security	49
Department of Housing and Urban Development.....	59
Department of the Interior.....	63
Department of Justice.....	64
Department of Labor.....	70
Department of State	75
Department of Transportation.....	76
Department of Treasury	82
Department of Veterans Affairs.....	83
Environmental Protection Agency	89
U.S. Equal Employment Opportunity Commission.....	94
National Aeronautics and Space Administration	100
National Endowment for the Arts	101
National Endowment for the Humanities.....	107

National Science Foundation	108
Nuclear Regulatory Commission	114
The Office of the Director of National Intelligence	120
Office of Personnel Management	127
Peace Corps.....	128
Social Security Administration	129
Small Business Administration.....	135
Contact the Initiative	136
Appendix.....	137
Department of Transportation	138

Reports on FY19 Agency HBCU Plans

Executive Order 13779 (Order) requires agencies identified by the Secretary of Education and the White House Initiative on Historically Black Colleges and Universities (Initiative) to prepare annual plans describing efforts to strengthen the capacity of historically black colleges and universities (HBCUs), creating more favorable conditions under which HBCUs compete for federal and private sector opportunities. The Order also establishes the President's Board of Advisors on HBCUs (PBA) and requires the PBA to report annually to the President on progress in carrying out its duties under the Order.

The **FY19 Reports on Executive Agency Actions to Strengthen the Capacity of HBCUs to Compete for Federal and Private Sector Opportunities** will both substantively inform the PBA annual report to the President and provide the Initiative with meaningful assessments of agency progress toward implementing the Order.

Budget Data Request

After the FY21 Budget release, the Office of Management and Budget (OMB) will issue a budget data request (BDR) to agencies to submit FY19 HBCU budget. More information on this request will be included in the forthcoming BDR.

New Federal HBCU Competitiveness Strategy

For your situational awareness, a new Federal HBCU Competitiveness Strategy (Federal HBCU Strategy) is expected to issue in February 2020. The Federal HBCU Strategy will, for the first time, present the federal government's strategic plan for strengthening HBCUs to better align with, contribute to and realize value from U.S. education and economic competitiveness priorities. Beyond guiding federal activities and investments, the Federal HBCU Strategy will serve as a valuable "North Star" for non-federal, state and local and private sector engagement and support to help achieve the national goal to improve the competitiveness, capacity and contributions of HBCUs. Importantly, the Federal HBCU Strategy will further clarify, amplify and strengthen the annual HBCU agency planning requirements described in the Order.

The Federal HBCU Strategy is expected to be an aggregation of agency HBCU plans. The Federal HBCU Strategy will not present a single, centrally controlled plan of federal HBCU activities. Rather, it will provide a framework for agencies to better integrate HBCUs as part of their strategic planning, policy development, and external engagement.

Federal Agency Participants of the Interagency Working Group

Agencies

Advisory Council on Historic Preservation

U.S. Agency for Global Media

U.S. Agency for International Development

Appalachian Regional Commission

Corporation for National and Community Service

Department of Agriculture

Department of Commerce

Department of Defense

Department of Education

Department of Energy

Department of Health and Human Services

Department of Homeland Security

Department of Housing and Urban Development

Department of the Interior

Department of Justice

Department of Labor

Department of State

Department of Transportation

Department of Treasury

Department of Veterans Affairs

Environmental Protection Agency

U.S. Equal Employment Opportunity Commission

National Aeronautics and Space Administration

National Endowment for the Arts

National Endowment for the Humanities

National Science Foundation

Nuclear Regulatory Commission

The Office of the Director of National Intelligence


Office of Personnel Management

Peace Corps

Social Security Administration

Small Business Administration

Federal Agency Reports

	Advisory Council on Historic Preservation
	Statement Point of Contact: Susan Glimcher
	Liaison: John M. Fowler Representative: Susan Glimcher

No response provided.

Points of Contact: John Fowler, Executive Director; jfowler@achp.gov; 202-517-1480 and Susan Glimcher, Director, Communications, Education, and Outreach; sglimcher@achp.gov



U.S. Agency for Global Media

Statement Point of Contact: Karen DuPree

Liaison: Karen DuPree

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

1. One paid internship through National Association for Equal Opportunity to Higher Education

Fully implement USAGM WHI-HBCU Working Group Charter Objectives and Goals

-- Develop and implement outreach strategy - internal/external

-- Increase Working Group membership

-- Implement program to provide mentors for USAGM HBCU Interns

-- Active presence/participation in WHI-HBCU Interagency programs and Initiatives

Participate in a minimum of three (3) HBCU Outreach Activities/Career Fairs

Match or exceed the number of 2018 USAGM HBCU Interns. There were nine (9)

USAGM HBCU Interns in 2018.

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

USAGM achieved some of its FY19 goals. USAGM participated in four Outreach activities: University of District of Columbia Internship Career Fair, Mt Calvary Baptist Church HBCU College Fair, National HBCU Week Conference Federal Partner Meet and Greet, and a USAGM Internship Program Orientation with two local HBCUs.

The USAGM WHI-HBCU Working Group membership increased from 22 to 34 members in FY19; an increase of 12 members. The USAGM has been active in various WHI-HBCU Interagency programs and initiatives to include participation in the North Carolina A&T University Mock Virtual Interviews, 2019 Proposal Reviewers for the Department of Education Small Business Innovation Research, National HBCU Week Conference, Human Capital Competitiveness Cluster, and Federal Interagency Working Group monthly meetings.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 2

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

USAGM plans to continue to leverage the Agency's coveted year-round, unpaid internship program by specifically targeting HBCUs. Year-round internships are available in the fields of Journalism; Broadcasting; Communications; International Relations; Writing/Editing; Social Media; Web Content Creation/Development, Television and Radio Studio Set Up, Operations and Productions, Broadcast Engineering; Media Asset Management; Public Relations; and Marketing.

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

USAGM continued to promote its year-round unpaid internships through participation in four Outreach events during FY19.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☒ **My agency did not respond to this element.**

USAGM will continue to partner with the National Association for Equal Opportunity in Higher Education to bring on board one paid HBCU Intern for FY2019.

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

USAGM was not able to partner with the National Association for Equal Opportunity in Higher Education in FY19.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 4

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

N/A

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 5

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Highlights of anticipated accomplishments/outcomes from these investments.

(Agency's original FY19 Agency HBCU Plan statement.)

☒ **My agency did not respond to this element.**

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

N/A

Point of Contact: Karen DuPree, kdupree@bbg.gov, (202) 382-7515



U.S. Agency for International Development

Statement Point of Contact: John Watson

Liaison: Kimberly Ball

Representative: John Watson

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

The MSI Program, which provides support to minority schools interested in USAID programs and activities; will be collocated with other strategic partnership activities to enhance its effectiveness. USAID will conduct more active engagement of large research investments, such as the Science, Technology, and Innovation Partnerships and the Innovation Labs; while conducting increase outreach and recruitment through conferences and workshops.: conducting on-site visits to and hosting HBCUs; and by providing information on USAID employment and internship opportunities.

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The Center for Development Research (CDR) in the USAID Global Development Lab works across USAID to increase the use of scientific research, tools, and analysis to improve development outcomes. One of CDR University based programs, the Research Technical Assistance Center (RTAC), aims to work with individual researchers/ academic experts to provide rapid and on-demand technical assistance to USAID staff in Washington and in our Missions across the globe. As part of their contract, NORC at the University of Chicago is charged with ensuring that 15% of its network comprises of researchers from MSI's.

The MSI Coordinator and the Development Diplomat in Residence (DDIR) collaborated to coordinate or facilitate Mission Engagements for HBCUs and other MSIs in Senegal, South Africa, Ghana, Liberia, India, Uganda, Tanzania, India, El Salvador comma and the Dominican Republic. These engagements involved University leadership, development researchers and over 200 MSI students learning abroad. Collectively we visited or participated in events on the campuses of Morehouse, Spelman, Clark-Atlanta, Fort Valley State, FAMU, Bethune-Cookman, Florida

Memorial, Tuskegee, Alabama A&M, Jackson State, Mississippi Valley State, Xavier and Southern University.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 2

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

An MSI Summit: Serves as an opportunity for members of the MSI community to gain exposure to USAID programming and partnerships and to network with USAID employees and partners. Our goal will be to engage all HBCUs focused on internationalization. More active engagement of large research investments, such as the Science, Technology, and Innovation Partnerships and the Innovation Labs. Promotion of the use of language in solicitations that gives favorable consideration for partnerships that include MSIs.

Agency Actions: In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.

In 2020, USAID will participate in a two-day local symposium at the Atlanta Global Studies at the University of Georgia, featuring student, faculty and researcher engagement. Representatives from our leadership and programming offices that are likely partners with the University will present overviews and discuss potentials for engaging with the agency.

In 2019 the MSI coordinator facilitated a meeting with the mission in Ghana for researchers from the Morehouse School of Medicine. A team of seven researchers met with the USAID Mission Director and Health sector program managers to describe their capabilities and listen to the direction of healthcare development challenges in Ghana. These types of engagements lay the groundwork for potential strategic alignment and future partnerships.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ My agency did not respond to this element.

The US. Agency for International Development (USAID) will continue to seek available resources to maintain, to the extent possible; ongoing successful projects that involve HBCUs with both prime and third-party awards. New funding for programs and initiatives could also be available for future competitions to fund USAID's work.

USAID will undertake activities/or training, internships, and recruitment as resources become available.

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

In FY 2019, USAID engaged with MSIs to address International Development challenges through research and developing and executing programs in support of economic development, agriculture, trade, global health, democracy, conflict prevention, and humanitarian assistance around the world. To encourage our increased engagement of MSIs, USAID will continue to conduct outreach and provide technical assistance to colleges and universities, work with federal counterparts to identify and leverage opportunities, and collaborate with professional and educational affiliate groups.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 4

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency's original FY19 Agency HBCU Plan statement.)

☐ My agency did not respond to this element.

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The awards for all MSIs have historically averaged nine percent of the total funding USAID awards to IHEs. In FY 2019, \$583,188,187 was awarded to all U.S. based Institutions of Higher Education (IHE); \$115,940,992 was attributed to USAID's partnership with, or engagement of, MSIs in U.S. foreign-assistance activities period this figure represents nineteen percent of USAID's awards to all U.S. based IHE. The total awards to HBCUs were \$94,528,050 or eighty-two percent of all awards to all MSIs.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 5

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Highlights of anticipated accomplishments/outcomes from these investments.

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

USAID will continue the implementation of the following ongoing and new programs and opportunities, in addition to targeted outreach, will help enhance the capacity of HBCUs to provide international technical assistance.

- USAID MSI Program: Facilitates an environment in which U.S. MSIs become USAID partners by successfully competing for awards and engaging in US foreign-assistance activities; provides support to MSIs interested in USAID programs and activities; and promotes the interests, capabilities, and experience of MSIs within USAID;
- USAID MSI Listserv: Keeps the MSI community abreast of grant and contract opportunities, events, and policies as well as general information related to international development that now boasts over 1,100 subscriptions of individuals and organizations (<https://www.usaid.gov/partnership-opportunities/universities/minority-serving-institutions>);
- Board for international Food and Agricultural Development (BIFAD): A presidentially appointed agriculture and food security advisory board to USAID, established through Title XII of the Foreign Assistance Act of 1961, as amended, represents the US academic community and has a strong commitment to increased engagement of the MSI community through its public meetings and other activities;
- More active engagement of large research investments, such as the Science, Technology, and Innovation Partnerships and the Innovation Labs; and
- Promotion of the use of language in solicitations that gives favorable consideration for partnerships that include MSIs.

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency*

actions to assist HBCUs during FY19.

USAID is striving to expand its base of partners and deploy the unique abilities of Institutions of Higher Education (IHEs), including MSIs, in key initiatives:

- **Feed the Future** (<http://www.feedthefuture.gov>): The United States contribution to a collaborative global effort to sustainably reduce global hunger, poverty, and under nutrition;
- **The Development Diplomats In Residence (DDIR)**: Career Senior Foreign Service Officers who provide strategic guidance and advice on careers, internships, and fellowships to students, professionals, and faculty members at MSIs; and
- **The Higher Education Solutions Network (HESN)**: A partnership between USAID and seven top universities, designed to channel the ingenuity of university students, researchers, and faculty towards global development. A new iteration of the program is forthcoming (HESN2.0) in which HESN will expand its university partnerships around the world and across development sectors to build a clearer understanding of the problems we face and to develop effective solutions to those problems.


Section B: Supplemental Agency Information (Optional)

Please provide any supplemental information or comments about your agency's highlights related to HBCUs during FY19 that are not described above and/or are not part of your FY19 Agency HBCU Plan.

The United States Agency for International Development (USAID) promotes and demonstrates democratic values abroad, and advances a free, peaceful, and prosperous world on behalf of the American people. In support of America's foreign policy, USAID leads the U.S. Government's international development and disaster-assistance programming through partnerships and investments that save lives, reduce poverty, strengthen democratic governance, and help people emerge from humanitarian crises and progress beyond assistance.

Historically Black Colleges and Universities (HBCUs) are a national asset and valued partners; USAID will continue to develop strategies that increase their participation in our development agenda. This plan describes the Agency's projected efforts to increase the capacity of HBCUs to participate in USAID programs and to create measurable objectives for proposed actions to achieve the purposes of Executive Order 13256.

Point of Contact: John Watson, Minority Serving Institutions Coordinator, johwatson@usaid.gov, 202-567-4975

	Appalachian Regional Commission
	Statement Point of Contact: Emela Halilovic
	Liaison: Jeff Schwartz Representative: Emela Halilovic

FY19 Agency HBCU Plan, Section B., Executive Summary Element 1
<p>1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:</p> <p style="margin-left: 40px;"><i>Goals and measurable objectives your agency achieved and plans to achieve during FY19:</i></p>
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>
<p><input type="checkbox"/> My agency did not respond to this element.</p>
<p>Agency Actions: <i>In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.</i></p>

In FY19, various funding announcements, including non-funding related opportunities, were made available to HBCUs located in the ARC region. There were many opportunities, including but are not limited to, the Workforce Opportunities for Rural Communities (WORC) Initiative, Partnerships for Opportunity and Workforce and Economic Revitalization (POWER) Initiative, Appalachian Leadership Institute, the Venture: Inspiring Appalachia's Innovators program, Community Colleges of Appalachia fall and summer conferences, and the American Association of Community Colleges – 2019 Workforce Development Institute. HBCUs were notified of those opportunities via newsletters, listservs, webinars, emails, and other targeted communication efforts. Additionally, ARC, including ARC State offices, informed HBCUs of pre-application technical assistance workshops, RFPs, and other type of contractual work (available through basic agencies); all opportunities were made available in order to support special initiatives, regular grant programs, and congressionally mandated interagency partnerships. Lastly, ARC awarded funding to support scholarships (Joseph L. Palmer Scholarship) for students attending Rust College (HBCU) in Holly Springs, MS.

FY19 Agency HBCU Plan, Section B., Executive Summary Element 2
<p>2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:</p> <p style="text-align: center;"><i>A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:</i></p> <p style="text-align: center;"><i>(Agency's original FY19 Agency HBCU Plan statement.)</i></p> <p><input type="checkbox"/> My agency did not respond to this element.</p>

1) HBCUs will be added by ARC as eligible applicants in the funding opportunity announcement of the Workforce Opportunities for Rural Communities (WORC) Initiative. This FOA will be released later in spring/summer of 2019. Brief summary of initiative:

Congress appropriated \$30 million of Department of Labor dislocated worker funding for training assistance in Appalachia and Delta regions. The main objective of the initiative is to ensure reemployment and training assistance is provided to dislocated workers in rural areas of the county hit hardest by the recession and recovering more slowly.

2) Partnerships for Opportunity and Workforce and Economic Revitalization (POWER) Initiative.

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

- HBCUs were added by ARC as eligible applicants in the funding opportunity announcement of the Workforce Opportunities for Rural Communities (WORC) Initiative; the FOA was released in the Spring of FY19.
- Partnerships for Opportunity and Workforce and Economic Revitalization (POWER) Initiative; funding was released in early FY19.
- A third opportunity, which was not noted in ARC'S FY 19 HBCU Plan, The Appalachian Leadership Institute, was rolled out in FY19. Tuskegee University is a project partner.

FY19 Agency HBCU Plan, Section B., Executive Summary Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

ARC did not respond to this element.

FY19 Agency HBCU Plan, Section B., Executive Summary Element 4

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

Yes

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

ARC's funding to HBCUs increased by \$10,000.

FY19 Agency HBCU Plan, Section B., Executive Summary Element 5

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Highlights of anticipated accomplishments/outcomes from these investments.

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

ARC did not respond to this element.

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Point of Contact: Emela Halilovic, Education Program Manager, ehalilovic@arc.gov, 202-884-7773



Corporation for National and Community Service

Statement Point of Contact: Lisa K. Bishop

Liaison: Lisa K. Bishop

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

“As noted previously, CNCS is prioritizing a collaboration with the Initiative and other federal agencies to host at least three events that promote careers in public service to current HBCU students and others. CNCS will partner with the Initiative to contact leaders of at least 20 HBCUs to make sure they are aware of CNCS's resources and how to access them. CNCS will develop and implement a plan to engage HBCU Scholars, other HBCU students, and alumni in both the MLK Day of Service and September 11th National Day of Service and Remembrance.”

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

CNCS celebrated its 25th Anniversary during FY 2019. A big focus throughout the year was on promoting opportunities to serve in AmeriCorps and Senior Corps. CNCS partnered with the White House Initiative on HBCUs (Initiative) to coordinate several in-person and virtual sessions for those affiliated with HBCUs to learn more about CNCS's service opportunities as well as careers in federal service. CNCS's representative co-chaired the Human Capital Cluster as a part of CNCS's commitment to supporting HBCUs and to promote service opportunities with CNCS programs and mission-critical jobs in CNCS's new regional offices. CNCS also made a concerted effort to disseminate information about its funding and days of service opportunities HBCUs were eligible for through the Initiative and other federal agency partners. CNCS is very grateful for this assistance, as it helped us get the word out more broadly about our resources. With the assistance of the Initiative, CNCS ensured HBCU Competitiveness Scholars and others affiliated with HBCUs in the MLK Day of Service. Additionally, CNCS partnered with the Initiative, Peace Corps, and Department of Veterans Affairs during the National HBCU Week Conference on a service project for the HBCU Competitiveness Scholars that benefitted the DC VA Medical Center.

FY19 Agency HBCU Plan, Section B., Executive Summary	
Element 2	
2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:	
<i>A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:</i>	
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>	
✓ My agency did not respond to this element.	

“In addition to the opportunities in its FY 2018 Plan, CNCS will work with the Initiative to engage HBCUs in the MLK Day of Service in January 2019 and annually thereafter. It was not referenced in the FY 2018 Plan because it had already occurred at the time the Plan was submitted.

The only other change in FY 2019 is that with all of its other priorities, CNCS is not in a position to explore resurrecting the President's Higher Education Community Service Honor Roll this year.”

From FY18 Plan:

1. “Increase the competitiveness of HBCU students, alumni, and faculty by engaging them in AmeriCorps or Senior Corps opportunities that provide marketable skills and leadership development as well as an opportunity to make a difference in their communities
2. Develop a comprehensive strategy to encourage HBCUs to apply for competitive CNCS grants, awards, and cooperative agreements beginning in FY 2019
3. Support the sustainability of HBCUs by encouraging AmeriCorps alumni to use their education awards at HBCUs after the successful completion of their service
4. Encourage HBCUs to participate in CNCS-sponsored recognition events and initiatives to amplify the important role of HBCUs as resources for their local communities”

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

CNCS worked with the Initiative to promote all of the items from the FY18 Plan via the Initiative's 25k+ list-serve, interagency meetings, webinars, and in-person career fairs. CNCS is grateful that the Initiative team participated in an MLK Day service opportunity in the greater Washington DC area. CNCS recruitment staff also participated in recruitment events at HBCUs and convenings such as the HBCU Career Development Marketplace.

FY19 Agency HBCU Plan, Section B., Executive Summary	
Element 3	

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

As part of its mission to improve lives, strengthen communities, and foster civic engagement through service and volunteering, CNCS plans to continue proactively engaging HBCUs and their stakeholders as part of expanding its recruitment efforts for both AmeriCorps and Senior Corps. CNCS will also continue working with the Initiative and others to disseminate information about its grants, recognition opportunities and other resources to HBCUs.

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

As noted under Element #1, CNCS worked with the Initiative and other federal agencies to ensure HBCU students, alumni, staff, and faculty are aware of CNCS's competitive funding opportunities, as well as service opportunities. Of special note, CNCS's Liaison participated in a senior level Policy Coordination Committee convened by the Domestic Policy Council to develop a federal HBCU competitiveness strategy. CNCS's Liaison and other senior leaders continue to participate in the Envision Centers and Opportunity Zones strategy sessions convened by the U.S. Department of Housing and Urban Development. One outgrowth is a new interagency agreement deploying AmeriCorps VISTA Members to Opportunity Zones.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 4

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

CNCS's total investment in HBCUs in FY 2018 was \$2,001,182. Investments include project awards and education award payments. This was an increase over CNCS's FY 2017 total investment of \$1,958,012.

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

CNCS's total investment in HBCUs in FY 2019 was \$1,716,591. Investments include project awards and education award payments. This was a slight decrease over CNCS's FY 2018 total investment of \$2,001,182. The FY 2019 investment included \$ 1,239,549 for education award payments to HBCUs and \$477,042 in project awards.


FY19 Agency HBCU Plan, Section B., Executive Summary	
Element 5	
5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically: <i>Highlights of anticipated accomplishments/outcomes from these investments.</i>	
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>	
✓ My agency did not respond to this element.	

Same as Element #1 above.

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Same as Element #1 above.

Point of Contact: Lisa K. Bishop, Senior Advisor, lbishop@cns.gov, (202) 606-6869

	Department of Agriculture
	Statement Point of Contact: Michael Dukes
	Liaison: Jacqueline Davis-Slay Representative: Michael Dukes

No response provided.

Point of Contact: Mrs. Jacqueline Davis-Slay, Deputy Director, Office of Partnerships & Public Engagement jacqueline.davis-slay@usda.gov, (202) 720-2032



Department of Commerce

Statement Point of Contact: Henry Childs

Liaison: Henry Childs

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

I. MBDA supported five HBCUs with \$2.41 million grant investments to support them accessing federal research dollars and other federal contracting opportunities. These investments included Howard University, Clark-Atlanta University, South Carolina State University, Tougaloo College, and Xavier University

II. NTIA organized and convened two workshops for the 2019 National HBCU Week Conference; Executed a joint project agreement with Johnson C. Smith University; launched a minority Broadband Initiative in collaboration with its "Smart HBCUs Initiative"; forged a partnership with State of Alabama and Alabama A&M University for broadband diffusion to the fourteen (14) Alabama HBCUs

III. EDA supported HBCUs with their Global Innovation Model for Economic Development; HBCU Competitiveness Campaign: Igniting Local HBCU Strategy; and Applying for the CEDS process, Leveraging Research and National Technical Assistance and becoming an EDA University Center; and collaborated with Southern University to dialogue on HBCU Global Community Innovation Model for Economic Development. EDA collaborated with the Atlanta HBCUs, the State of Georgia, Fulton County, City of Atlanta and the private sector to joint together to develop an Atlanta HBCU Competitiveness Strategy.

IV. USPTO partnered with Clark Atlanta University for Black History Month to present opportunities for HBCUs to engage in innovation and entrepreneurship. They also introduced two new programs centered on understanding intellectual property in business in partnership with

Bowie State University and understanding intellectual property in law in partnership with North Carolina Central University.

☐ My agency did not respond to this element.

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The Department of Commerce agencies provided funding, access to programs and resources to support the sustainability of HBCUs through its cadre of resources. The Department participated in WHI-HBCU Policy Committee Meetings and provided input on strategies to continue to promote alternative solutions to gain access to and secure federal grants, cooperative agreements, broad agency announcements, and federal contracting opportunities. The agency emphasized the criticality of establishing key partnerships with major corporations that have innovation centers and R&D as a new channel of funding because they embrace talent. HBCUs offer great talent at the professor and student levels. This level of engagement could lead to funding opportunities through innovative business and economic development programs and initiatives, including the establishment and home of accelerators and business incubators at HBCUs. One of the primary goals of the Department of Commerce contributions was to share insight and resources that would encourage HBCUs to continue to pursue alternative business solutions that will support sustainability.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 2

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

I. MBDA supported five HBCUs with \$2.41 million grant investments to support them accessing federal research dollars and other federal contracting opportunities. These investments included Howard University, Clark-Atlanta University, South Carolina State University, Tougaloo College, and Xavier University

II. NTIA organized and convened two workshops for the 2019 National HBCU Week Conference; Executed a joint project agreement with Johnson C. Smith University; launched a minority Broadband Initiative in collaboration with its "Smart HBCUs Initiative"; forged a partnership with State of Alabama and Alabama A&M University for broadband diffusion to the fourteen (14) Alabama HBCUs

III. EDA supported HBCUs with their Global Innovation Model for Economic Development; HBCU Competitiveness Campaign: Igniting Local HBCU Strategy; and Applying for the CEDS process, Leveraging Research and National Technical Assistance and becoming an EDA University Center; and collaborated with Southern University to dialogue on HBCU Global Community Innovation Model for Economic Development. EDA collaborated with the Atlanta HBCUs, the State of Georgia, Fulton County, City of Atlanta and the private sector to joint together to develop an Atlanta HBCU Competitiveness Strategy.

IV. USPTO partnered with Clark Atlanta University for Black History Month to present opportunities for HBCUs to engage in innovation and entrepreneurship. They also introduced two new programs centered on understanding intellectual property in business in partnership with Bowie State University and understanding intellectual property in law in partnership with North Carolina Central University.

☐ My agency did not respond to this element.

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

See comments above.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

I. MBDA supported five HBCUs with \$2.41 million grant investments to support them accessing federal research dollars and other federal contracting opportunities. These investments included Howard University, Clark-Atlanta University, South Carolina State University, Tougaloo College, and Xavier University

II. NTIA organized and convened two workshops for the 2019 National HBCU Week Conference; Executed a joint project agreement with Johnson C. Smith University; launched a minority Broadband Initiative in collaboration with its "Smart HBCUs Initiative"; forged a partnership with State of Alabama and Alabama A&M University for broadband diffusion to the fourteen (14) Alabama HBCUs

III. EDA supported HBCUs with their Global Innovation Model for Economic Development; HBCU Competitiveness Campaign: Igniting Local HBCU Strategy; and Applying for the CEDS process, Leveraging Research and National Technical Assistance and becoming an EDA University Center; and collaborated with Southern University to dialogue on HBCU Global Community Innovation Model for Economic Development. EDA collaborated with the Atlanta HBCUs, the State of Georgia, Fulton County, City of Atlanta and the private sector to joint together to develop an Atlanta HBCU Competitiveness Strategy.

IV. USPTO partnered with Clark Atlanta University for Black History Month to present opportunities for HBCUs to engage in innovation and entrepreneurship. They also introduced two new programs centered on understanding intellectual property in business in partnership with Bowie State University and understanding intellectual property in law in partnership with North Carolina Central University.

✓ **My agency did not respond to this element.**

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

See above comments.

FY19 Agency HBCU Plan, Section B., Executive Summary	
Element 4	
4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:	
<i>A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable</i>	
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>	

I. MBDA supported five HBCUs with \$2.41 million grant investments to support them accessing federal research dollars and other federal contracting opportunities. These investments included Howard University, Clark-Atlanta University, South Carolina State University, Tougaloo College, and Xavier University

II. NTIA organized and convened two workshops for the 2019 National HBCU Week Conference; Executed a joint project agreement with Johnson C. Smith University; launched a minority Broadband Initiative in collaboration with its "Smart HBCUs Initiative"; forged a partnership with State of Alabama and Alabama A&M University for broadband diffusion to the fourteen (14) Alabama HBCUs

III. EDA supported HBCUs with their Global Innovation Model for Economic Development; HBCU Competitiveness Campaign: Igniting Local HBCU Strategy; and Applying for the CEDS process, Leveraging Research and National Technical Assistance and becoming an EDA University Center; and collaborated with Southern University to dialogue on HBCU Global Community Innovation Model for Economic Development. EDA collaborated with with the Atlanta HBCUs, the State of Georgia, Fulton County, City of Atlanta and the private sector to joint together to develop an Atlanta HBCU Competitiveness Strategy.

IV. USPTO partnered with Clark Atlanta University for Black History Month to present opportunities for HBCUs to engage in innovation and entrepreneurship. They also introduced two new programs centered on understanding intellectual property in business in partnership with Bowie State University and understanding intellectual property in law in partnership with North Carolina Central University.

☐ My agency did not respond to this element.

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

See above comments.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 5

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Highlights of anticipated accomplishments/outcomes from these investments.

(Agency's original FY19 Agency HBCU Plan statement.)

I. MBDA supported five HBCUs with \$2.41 million grant investments to support them accessing federal research dollars and other federal contracting opportunities. These investments included Howard University, Clark-Atlanta University, South Carolina State University, Tougaloo College, and Xavier University

II. NTIA organized and convened two workshops for the 2019 National HBCU Week Conference; Executed a joint project agreement with Johnson C. Smith University; launched a minority Broadband Initiative in collaboration with its "Smart HBCUs Initiative"; forged a partnership with State of Alabama and Alabama A&M University for broadband diffusion to the fourteen (14) Alabama HBCUs

III. EDA supported HBCUs with their Global Innovation Model for Economic Development; HBCU Competitiveness Campaign: Igniting Local HBCU Strategy; and Applying for the CEDS process, Leveraging Research and National Technical Assistance and becoming an EDA University Center; and collaborated with Southern University to dialogue on HBCU Global Community Innovation Model for Economic Development. EDA collaborated with with the Atlanta HBCUs, the State of **Georgia, Fulton**

County, City of Atlanta and the private sector to joint together to develop an Atlanta HBCU Competitiveness Strategy.

IV. USPTO partnered with Clark Atlanta University for Black History Month to present opportunities for HBCUs to engage in innovation and entrepreneurship. They also introduced two new programs centered on understanding intellectual property in business in partnership with Bowie State University and understanding intellectual property in law in partnership with North Carolina Central University.

✓ My agency did not respond to this element.

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

See above comments.

Section B: Supplemental Agency Information (Optional)

Please provide any supplemental information or comments about your agency's highlights related to HBCUs during FY19 that are not described above and/or are not part of your FY19 Agency HBCU Plan.

See NTIA - Case Summit report with Johnson C. Smith University (HBCU in North Carolina) Available upon request.

Point of Contact: Henry Childs, Hchilds1@mbda.gov, 202-482-5897



Department of Defense

Statement Point of Contact: Evelyn Kent

Representative: Evelyn Kent

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Establishing a Center of Excellence (COE) for Minority Women in STEM at Spelman College per FY18 \$2 million congressional add for minority women in STEM. This COE fulfills a mandate from Congress to increase the participation and development of minority women in STEM fields. In addressing the Congressional intent, the HBCU/MI Program will establish the COE at Spelman College. The COE will address an important DoD priority by focusing on artificial intelligence and machine learning.

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Developed a COE for Minority Women in STEM at Spelman College per FY18 \$2M dollar congressional add for minority women in STEM. The Center is devoted to advancing STEM education and will promote the scholarly development of undergraduate minority women to prepare them for advanced degrees in STEM, particularly for research careers in areas that support the mission of the DoD. The Center is funded at \$2 million and has a four year period of performance. The Center is projected to launch in March 2020.

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 2
<p>2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:</p> <p style="text-align: center;"><i>A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:</i></p> <p style="text-align: center;"><i>(Agency's original FY19 Agency HBCU Plan statement.)</i></p> <p>✓ My agency did not respond to this element.</p>

Underway currently are the competitive FY 2019 HBCU/MI awards for research equipment and instrumentation grants. The opportunity was issued in May 2018 and DoD has received 192 proposals. Award selections are expected to be announced by the end of May 2019.

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Awarded 59 equipment/instrumentation grants--totaling \$23.2 million--to HBCUs/MIs representing 24 HBCUs, 1 Tribal College, and 34 other minority-serving institutions. Also established a COE for minority women in STEM to Spelman College.

Underway is the FY 2020 HBCU/MI awards for research grants. The opportunity was issued in May 2019 and DoD received 163 proposals. Award selections are expected to be announced by the end of May 2020. Also, publicized the DoD HBCU/MI long range funding opportunity announcement (FY 2019-2024) to include request for information (RFI) relating to DoD priorities in the areas of: quantum science, artificial intelligence/machine learning, and fully networked command, control, and communications. HBCU/MI response to the RFIs will inform senior leadership on developing additional Centers of Excellence in these areas.

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 3
<p>3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:</p> <p style="text-align: center;"><i>A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:</i></p> <p style="text-align: center;"><i>(Agency's original FY19 Agency HBCU Plan statement.)</i></p> <p>✓ My agency did not respond to this element.</p>

The Office of the Under Secretary of Defense for Research and Engineering is collaborating with the Office of Personnel and Readiness, the Human Capital Initiative, and the Office of Small Business Programs Mentor Protégé Program to enhance HBCU/MI capabilities to satisfy DoD workforce and other contract requirements.

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Funded and partnered with the National Academies of Science to conduct an MSI town hall series aimed at examining HBCU/MI workforce preparedness in STEM. Over 200 regional federal agency, university, and private sector participants from Maryland, Virginia, the District of Columbia, Delaware, and Pennsylvania attended the event on 4 November to explore approaches to advance MSI workforce training and research.

Met with the Honorable James Stewart, Performing the Duties of the Under Secretary of Defense for Personnel and Readiness, to discuss departmental HBCU/MI outreach efforts. Also collaborated with the OSD Cost Assessment and Program Evaluation Office to participate in the DoD 2020 summer internship program and enhance HBCU/MI outreach with the intent to increase hiring graduates for DoD STEM-related positions.

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 4
<p>4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:</p> <p><i>A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable</i></p>
<p><i>(Agency's original FY19 Agency HBCU Plan statement.)</i></p>
<p>✓ My agency did not respond to this element.</p>

The FY 2019 appropriation for the program is \$40.4 million. The DoD request was \$30.412 million and Congress added \$10 million to support program expansion. The FY 2018 appropriation for the program was \$40 million. The DoD request was \$25.865 million and Congress added \$14.135 million to support program expansion and STEM efforts for minority women.

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The projected FY 2020 appropriation for the program is \$50 million. The DoD request was \$30.7 million; the congressional committees recommend an increase of \$20 million. DoD is currently awaiting the finalized appropriation. Funding increase will go toward strengthening investments by way of grants, cooperative agreements (Centers of Excellence), and studies to enhance research and scientific activity at HBCUs/MIs.

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 5
5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:
<i>Highlights of anticipated accomplishments/outcomes from these investments.</i>
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>
✓ My agency did not respond to this element.

This question was not part of the spring 2019 report template.

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Placed 101 HBCU/MI student interns and 18 faculty fellows at DoD laboratories for 10-weeks during summer 2019. The 2019 totals reflect an increased number of interns from 2018 by 44%. Held two-day technical assistance workshop attended by over 230 HBCU/MI representatives. The workshop focused on providing the HBCU/MI community with information about research, fellowship, internship, and scholarship opportunities that span the Department's research enterprise and served as a recruitment mechanism to encourage HBCU/MI faculty engagement in DoD-relevant STEM research.

Section B: Supplemental Agency Information (Optional)

Please provide any supplemental information or comments about your agency's highlights related to HBCUs during FY19 that are not described above and/or are not part of your FY19 Agency HBCU Plan.

DoD conducted site visits to HBCUs including: Spelman College, Dillard University, Xavier University, Hampton University, Tennessee State University, and Prairie View A&M University. Site visits focused on increasing participation in defense activities to include student internships and faculty fellowships, open competitions historically underutilized by HBCUs, and additional funding opportunities.

Continued support of the four Centers of Excellence in Autonomy (NC A&T State University), Cyber Security (Norfolk State University), Research Data Analysis (Prairie View A&M University), and STEM Scholars (Hampton University).

Additional collaboration involves DoD working with HBCUs and University Affiliated Research Centers (UARC) to strategize partnership opportunities.

Point of Contact: Evelyn Kent, evelyn.w.kent.civ@mail.mil, 571-372-6546



Department of Education

Statement Point of Contact:

Liaison:

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

The Department of Education validated the Secretary's objectives that establish commitment for Higher Education and that strongly support HBCUs.

Secretary of Education's Supplemental Priorities:

- Priority 4--Fostering Knowledge and Promoting the Development of Skills that Prepare Students to be Informed, Thoughtful, and Productive Individuals and Citizens.
- Priority 6--Promoting Science, Technology, Engineering, or Math (STEM) Education, With a Particular Focus on Computer Science.
- Priority 9--Promoting Economic Opportunity.

These priorities provide guidance to the Initiative in creating new conditions and ways of working that support and accelerate HBCU competitiveness.

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The Department has produced several major successes for HBCUs during this period.

1. Support and passage of the FUTURE ACT that extends Title III funding for the next 10 years.
2. Marshalling the process of rescuing Cheney University for the brink of financial and accreditation ruin.
3. Reestablished a strong presence and relation between the HBCU Board of Advisors, the Department and the White House.
4. Conducted the most successful National HBCU Week Conference in recent history with

over 1300 attendees.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 2

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Title III, Part B Strengthening Historically Black Colleges and Universities: \$324,792,000

Title III, Part B Strengthening Historically Black Graduate Institutions: \$83,995,000

Title III, Part F Strengthening Historically Black Colleges and Universities (Mandatory): \$79,985,000 (includes 5.9% sequester)

Title VII, Masters Degree Programs at HBCUs: \$9,965,000

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The Department of Education will continue to provide grant opportunities to the HBCU community and will ensure Federal Student Aid and Title III funding is available and accessible to HBCUs via the various offices of the department.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

**FY19 Agency HBCU Plan, Section B., Executive Summary
Element 4**

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

**FY19 Agency HBCU Plan, Section B., Executive Summary
Element 5**

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Point of Contact: Arthur P. McMahan, (202) 453-8875; arthur.mcmahan@ed.gov



Department of Energy

Statement Point of Contact: Trina Bilal

Liaison: James Campos
Representative: Trina Bilal

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

The Department of Energy established the following HBCU objectives in FY 2019:

- 1) Support HBCUs in building their capacity in STEM and provide their students with opportunities that will prepare them to become the next generation STEM workforce.
- 2) Increase the number of applicants from HBCUs for research funding opportunities and STEM faculty training programs.
- 3) Build awareness among HBCU students of the career opportunities in DOE and the energy sector.
- 4) Develop pathways for HBCU students to connect with energy sector employers.
- 5) Establish a consortium of HBCUs and other educational institutions to enhance the capabilities of HBCUs and increase their ability to compete for federal and private opportunities on a broader scale.

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

In FY 2019, the Department of Energy (DOE) engaged with HBCUs with a focus on the following initiatives:

- **Capacity Building:** The Department continued administering grants and cooperative agreements targeted towards minority serving institutions that enabled HBCUs to strengthen their STEM

capabilities via collaboration with our program offices, national laboratories, and scientific facilities. Specifically, the Department executed cooperative agreements to enable HBCUs to provide STEM education scholarships, academic guidance, mentoring sessions, faculty development, and enrichment programs to enhance the development and sustainability of students seeking to obtain STEM degrees and careers.

- **Research Funding Opportunities:** The Minority Serving Institutions Partnership Program (MSIPP) continued to support HBCUs through new and existing partnerships to provide an enhanced training environment for next generation scientists and engineers to collaborate with our national laboratories, plants, and sites to obtain exposure to research challenges that are unique to the energy industry.
- **DOE Career Opportunities:** The Department of Energy conducted HBCU campus visits and participated in conferences targeted towards students attending minority serving institutions to build awareness of career opportunities in DOE and in the energy sector. The Department recruited students from minority serving institutions and HBCUs to participate in internship programs to include the Minority Educational Institution Student Partnership Program, the Minority Serving Institutions Partnership Program, and the Mickey Leland Energy Fellowship Program.
- **HBCU Connection Pathways:** In addition to building awareness for HBCU students to consider careers within DOE; in FY 2019, the Department sought out and explored alternative ways to engage underrepresented groups, including HBCUs, to increase equitable participation in DOE sponsored competitions which enable students to connect with our industry partners as well as scientists and engineers within our national laboratories. The Department hosted an inaugural, HBCU targeted, Millennial Nuclear Caucus during the 2019 HBCU Week conference which enabled conference participants to hear from leaders in the energy space on the future of nuclear and clean energy, bringing young leaders into decision-making on energy policies, and the roles HBCUs and other MSIs can play. Via a dynamic and exciting networking session, HBCU faculty and students were able to connect with young leaders supporting the existing fleet of nuclear reactors, designing advanced nuclear technology, and advocating for a thriving clean energy future.
- **HBCU Competitiveness:** The Department collaborated with Sponsored Research Program Offices at HBCUs and minority serving institutions to convene technical assistance workshops to provide tools and best practices to enable the institutions to become more competitive within the areas of contracting, grant writing, and technology commercialization. The Department hosted an Advancing Research and Technology in the Sciences and Minority Business Industry Day (MBID) workshop to share best practices for engaging in opportunities with the Department and our national laboratories. Through the Minority Serving Institutions Partnership Program's second competitive funding opportunity announcement; two HBCU led consortia were awarded which resulted in a total of four new awards to HBCUs.

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

DOE will implement the following activities in support of HBCUs during FY 2019:

- Consortium for Pipeline Development of Skilled Workforce in STEM through Advanced Manufacturing (STEAM) - Establishing collaborative relationships between the HBCUs and the plants/labs to enhance the education and training of individuals in advanced manufacturing and technology development.
- Consortium Enabling Cybersecurity Opportunities and Research (CECOR) - To produce well-qualified cybersecurity professionals in significant numbers to address the pressing cybersecurity workforce shortage. CECOR efforts include building student and faculty capacity through the installation of new infrastructure, the development of cybersecurity courses for students and faculty, and hosting summer camp.
- Continued execution of the grants, contracts, and programs reported within the FY 2018 Department of Energy HBCU Plan.

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

In FY19 MSIPP issued its second funding opportunity announcement which resulted in four new consortia two of which are led by HBCUs;

- Additive Manufacturing Post Processing Partnership (AMP3)-The goal of this consortium is to enhance the HBCU/MSI pipeline of STEM professionals by introducing students to additive manufacturing and state-of-the-art post-processing technologies to make additive manufacturing suitable for unprecedented fields of applications. The consortium consists of three HBCUs and three DOE national labs/plant partners.
- Energy Sciences: Experimental and Modeling (ESEM)- The goal of this consortium is to utilize collaborative research as a tool to attract, train and retain minority students in Science, Technology, Engineering, and Math (STEM) fields and prepare high caliber scholars for advanced degrees suitable for the NNSA enterprise. This consortium, which consists of one HSI, three HBCUs and two DOE national labs, will offer MSI students the necessary training and nurturing to prepare them for technical leadership and management roles within the NNSA complex.

The new awards resulted in the addition of four new HBCU partners: Howard University; Morgan State University; Prairie View A&M University (lead); and University of the District of Columbia (lead). In total, the Minority Serving Institutions Partnership Program is comprised of 20 HBCU partners.

Via the Minority Serving Institutions Partnership Program; the Department continued to support its existing HBCU led consortia to include the; Consortium for Pipeline Development of Skilled Workforce in STEM through Advanced Manufacturing (STEAM), the Consortium Enabling Cybersecurity Opportunities and Research (CECOR) consortia mentioned above as well as the Consortium for High Energy Density Science (CfHEDS).

Also, the Department continued execution of the grants, contracts, and programs reported within the FY 2018 Department of Energy HBCU Plan which provided funding support, STEM education, and capacity building efforts led by HBCUs to include: Alabama State University; Morehouse College; Hampton University; Texas Southern University; Tougaloo College; and Fort Valley State University.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

DOE will continue to implement the public-private partnership grants, contracts, programs or Memoranda of Understanding identified within the FY 2019 Department of Energy HBCU Plan as mandated via the programmatic terms and conditions.

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The Department successfully administered the public-private partnership grants, contracts, programs or Memoranda of Understanding identified within the FY 2019 Department of Energy HBCU Plan as mandated via the programmatic terms and conditions.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 4

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Plan response was no.

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The Department released the Minority Education, Workforce and Training (MEWT) Program Funding Opportunity Announcement totaling \$4M in September 2019. Approximately \$2.3M of the MEWT award provides incremental funding to assist minority serving institutions with advancing STEM education, capacity building, and technical assistance initiatives.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 5

6. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Highlights of anticipated accomplishments/outcomes from these investments.

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**


Please see above.

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Please see below notable FY19 successes for the continuing HBCU led consortia:

- CECOR (led by Norfolk State University): In collaboration with the National Nuclear Security Administration (NNSA) laboratories and plants, 19 students were placed in internship positions; over 40 new cybersecurity related curriculum enhancements were created; 4 new cybersecurity related certificate programs were offered; and 16 K-12 STEM outreach activities were completed.
- STEAM (led by North Carolina A&T University): In collaboration with NNSA laboratories and plants, 12 students were placed in internship positions; 14 new advanced manufacturing related course modifications were completed; 43 STEAM scholars to work on advanced manufacturing related research were supported; a new articulation agreement, established between North Carolina A&T University and Virginia State University, was developed; and 15 research publications were authored.
- CfHEDS (led by Florida A&M University): In collaboration with NNSA labs and plants, 14 students were placed in internship positions; 2 new high energy/physics related courses were developed; 6 K-12 STEM outreach activities were completed; and 26 student externships and 6 faculty externships in partnership with Lawrence Livermore National Laboratory were supported.

Point of Contact: Trina Bilal, Trina.Bilal@hq.doe.gov, 202-586-9269

	<div>Department of Health and Human Services</div> <div>Statement Point of Contact: Sandra Howard</div> <div>Liaison: CAPT Felicia Collins Representative: Sandra Howard</div>
---	--

No response provided.

Point of Contact: Sandra Howard, Sandra.Howard@HHS.GOV, 240-453-6157



Department of Homeland Security

Statement Point of Contact: Veronica Venture

Liaison: Veronica Venture
Representative: Michelle McGriff

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

1. Improve engagement with HBCUs including branding.

The Department of Homeland Security (DHS) plans to increase engagement with, and focus recruiting from, HBCUs.

U.S. Customs and Border Protection (CBP) plans to complete at least ten HBCU outreach events per quarter.

The Federal Emergency Management Agency (FEMA) plans to select two HBCUs and provide technical assistance and financial support for disaster preparedness training projects.

The Transportation Security Administration (TSA) plans to attend career fairs and events at eight HBCUs.

U. S. Citizenship and Immigration Services (USCIS) plans to conduct ten partnership meetings with HBCUs.

The United States Secret Service (USSS) plans to conduct information sessions and host career fairs at 20% of the nation's HBCUs.

2. Increase the pipeline of talent through the use of internship programs such as the Pathways Program and DHS Component-specific internship programs.

DHS plans to increase recruitment from HBCUs.

The Federal Law Enforcement Training Centers (FLETC) will encourage students to apply for

FLETC's 12-week Internship Program. FLETC will provide job announcements for non-law enforcement full-time and student intern positions.

U.S. Immigration and Customs Enforcement (ICE) will promote itself as an employer of choice and increase diversity and outreach to HBCUs. It will track and monitor targeted recruitment efforts.

The Science and Technology Directorate (S&T) will develop a Summer Research Teams program for teams consisting of faculty and students.

At USCIS, HBCU students will make up at least eight percent of all interns.

3. Increase grant opportunities and resource assistance to HBCUs.

DHS plans to increase grants and resource assistance to HBCUs.

FEMA plans to execute one cooperative agreement to study a FEMA-selected disaster issue.

S&T plans to make three to six Service Level Agreement awards available for DHS priority research needs, including emergency management, border security, cybersecurity, counterterrorism, countering weapons of mass destruction, forensics, and related areas.

USCIS plans to donate \$150,000 of computers to HBCUs.

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

1. Improve engagement with HBCUs including branding.

CBP attended 41 HBCU events, averaging ten per quarter for FY19.

FEMA did not execute a cooperative agreement to discuss a FEMA-selected disaster issue. Also, FEMA did not develop the two on-site presentations at HBCU venues during FY19. FEMA visited the Emergency Management Program at Savannah State University to discuss career opportunities in the Component. FEMA staff provided an interactive presentation on the work of the Federal Coordinating Officer in the Joint Field Office during a disaster.

FLETC sent email notices to over 50 HBCUs in FY19 encouraging them to apply for the College Internship Program (CIP). FLETC also emailed approximately sixteen non-law enforcement job announcements to over fifty HBCUs.

During FY19, USCIS maximized its efforts to support more than one hundred field collateral duty Special Emphasis Program Managers (SEPMs) by providing time and resources for their engagement with HBCUs in the following areas:

- Student intern recruitment;
- Excess computer equipment donations;
- Community outreach;

- USCIS grant opportunity; and
- Speaker or instructional opportunities.

USCIS conducted twelve partnership meetings with HBCUs, of which five partnerships were new. USCIS conducted outreach meetings with HBCUs regarding internship opportunities and promoted USCIS internship opportunities to all 104 HBCUs nationwide.

To foster partnerships with HBCUs, the USSS amplified exposure of its employment opportunities for the African American community by conducting fifty outreach and recruitment events including career fairs, workshops, conferences, information sessions, and meet and greets with African American educational institutions and HBCUs career center faculty. During FY19, the Secret Service successfully achieved and exceeded its set goals of:

- (i) Increased awareness of job opportunities by engaging and establishing partnerships with faculty at 35% of the nation's HBCUs, which surpassed a projected goal of 20% of nation's HBCUs.
- (ii) Educated students and faculty about the mission and evolving changes within the agency and how to utilize their skills and education to obtain a career with USSS.
- (iii) Conducted information sessions and attended career fairs. Targeted recruitment and outreach was conducted at thirteen (13) of the nation's top twenty (20) ranked HBCUs.
- (iv) Provided a tour of the James J. Rowley Training Center and USSS Headquarters facility to students and administrators from HBCUs to expose them to an internal perspective of training, responsibilities, requirements, and the application process of various occupations with the agency.
- (v) Established a list of USSS employees who attended an HBCU to establish an internal network and to maximize exposure.

2. Increase the pipeline of talent through the use of internship programs such as the Pathways Program and DHS Component-specific internship programs.

CBP had four Pathways Program employees recorded as HBCU students. They attended Bowie State University, Hampton University, Tennessee State University, and the University of the District of Columbia. Their targeted career fields included CBP's Import Specialist and Information Technology occupations.

FEMA engaged in a follow-up event at Savannah State University to discuss expanding the Emergency Management Curricula to include courses that focused on case management, housing options, and long-term recovery interests for minority and underserved communities.

FLETC conducted information forums and attended career fairs at the following HBCUs: Bethune-Cookman University and Savannah State University. FLETC promoted its College Internship Program and the many career opportunities it offers.

The ICE National Recruitment and Retention (NRR) team met with leadership at ICE field offices to push HBCU recruitment through its Pathways Program. This initiative will continue in FY 2020, and NRR is currently assisting one field office in developing a plan to hire student interns. HBCUs may reach out to diversitymanagementresource@ice.dhs.gov to explore methods

of engagement. ICE will continue to produce informational podcasts on law enforcement and security careers throughout FY 2020.

S&T administered the Department of Homeland Security Summer Research Team Program for Minority Serving Institutions during FY19. S&T provided four (4) teams that included twelve students from HBCUs with a 10-week research opportunity at a DHS Center of Excellence. Opportunities provided experiential learning to students and early career faculty members in support of Homeland Security research objectives.

The United States Coast Guard (USCG) refined its College Student Pre-Commissioning Initiative (CSPI), authorizing Flag Executive Champions to guarantee a scholarship to a student at their partner HBCU. This policy update has incentivized relationship building with HBCUs as the Senior Executive Champions can now assure the HBCUs that their students will definitely be competitive for the CSPI scholarship opportunity and at least one qualifying student per year will receive this prestigious scholarship. The CSPI Program is designed for high achieving and motivated individuals with a propensity to serve in the Armed Forces. Students must demonstrate sound academic and leadership ability. Students are awarded this scholarship during their junior and senior years of college at qualifying Minority Serving Institutions. The scholarship benefits include up to two years of tuition and fees paid for the last two years of college and a monthly salary with a housing allowance and other benefits.

3. Increase grant opportunities and resource assistance to HBCUs.

FLETC will continue encouraging HBCUs to apply for its surplus of office equipment and computers.

S&T funded travel for twelve students from HBCUs to travel Washington D.C. to participate in the 2019 DHS Centers of Excellence National Summit Grand Challenge.

USCIS donated \$1,419,217 of excess computer equipment to HBCUs, exceeding its original plan of donating \$150,000 of equipment.

FY19 Agency HBCU Plan, Section B., Executive Summary	
Element 2	
2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically: <i>A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:</i>	
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>	
<input type="checkbox"/> My agency did not respond to this element.	

FEMA: Public Assistance Grants (\$1-4M), Cooperative Agreements (\$.5M-2M), Community Readiness Program awards (\$750,000), Use of HBCU facilities for FEMA-sponsored events (\$500,000).

Science & Technology Directorate: Scientific Leadership Awards (\$3. 3M); TSA: HBCU visits/event attendance (\$450), USCIS: Citizenship Grant Program (up to \$10M available); United States Coast Guard: Fund 21 CSPI Students (\$176,256) and three HBCU CSPI Student Loan Repayment Program (CSPI-SLRP) Awards (\$30,000).

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

According to available analytics data, FEMA provided the following Public Assistance Grants to HBCUs: Fayetteville State University - \$64,242.82; Florida A&M University \$152,900.58; Virginia State University-\$127,176.15 for a sum total of \$344,319.55.

S&T partnered with the Minority Serving Research and Development Consortium, consisting of 34 HBCUs, to provide funding (\$1.25M) to institutions for Homeland Security Enterprise research needs and rapid development opportunities.

USCG established a Memorandum of Understanding with nine HBCUs to raise awareness of USCG career opportunities as well as reviewing its progress with monthly outreach and regular engagement with HBCU Ambassadors and faculty. The USCG sought to increase diversity and inclusion within the Officer Corps through utilization of the CSPI and Student Loan Repayment Programs.

During FY19, USSS implemented plans to increase federal opportunities for HBCUs by increasing the FY19's projected HBCU program funds of \$22,000 to \$56,600, resulting in 150% increase:

- ☐ HBCUs Outreach/Recruitment Events: \$11,250
- ☐ HBCUs Marketing/Advertising: \$35,350
- ☐ HBCUs Culture Weekend Sponsorship: \$10,000

USSS HBCUs Total Funds Spent: \$56,600

FY19 Agency HBCU Plan, Section B., Executive Summary Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

USCG executed 12 MOUs with HBCUs. A partial list includes: Norfolk State University; South Carolina State University; Elizabeth City State University; Texas Southern University; Xavier University of New Orleans; Virginia State University; and Hampton University.

USCG executed contracts in FY19 for the following events: Central Intercollegiate Athletic Association (CIAA) Tournament Contract (\$25,000); Texas Southern University Relays Contract (\$10,500); Planned for remainder of FY19: Omega Psi Phi National Conference (\$5,000); and Johnson C. Smith University sports sponsorship (\$10,000).

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

S&T's Scientific Leadership Award grant portfolio provided federal funding to eleven HBCUs to support research and education in homeland security-related science, technology, engineering, and mathematics to include:

Tougaloo University; Elizabeth City State University; University District of Columbia; Morgan State University; Alabama A&M University; North Carolina Central University; Jackson State University; Texas Southern University; Prairie View University; Florida International University; Howard University.

USCG and Historically Black Colleges and Universities (HBCU) Training and Leadership Summit was hosted by Elizabeth City State University in Elizabeth City, NC on September 25-26, 2019. This joint pinnacle initiative provided a unique forum for the Coast Guard and six HBCUs: Norfolk State University, Elizabeth City State University, Hampton University, South Carolina State University, Virginia State University, and Bowie State University to engage in collaborative open discussions, to identify and understand the barriers of the minority-serving institutions community. This unique opportunity provided a venue during which leaders and stakeholders learned of the robust leadership and developmental opportunities within USCG. Participants also learned of rich educational opportunities offered at the participating HBCUs with the possibility of future collaborations. Through its Summit, USCG sought to inform and educate internal and external stakeholders of USCG's outreach efforts with institutions of higher education. USCG also wanted to ensure that its partners were aligned and working toward similar goals.

During FY19, USSS attended and sponsored a total of \$10,000 for the HBCUs' Culture Weekend College & Career Fair, which was postponed to November 2019 due to inclement weather. USSS planned and funded a sponsorship of \$10,000 for HBCUs' Culture Weekend College & Career Fair to be held in FY20.

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 4
<p>4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:</p> <p><i>A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable</i></p>
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>
<input type="checkbox"/> My agency did not respond to this element.

DHS anticipates an overall increase in funds invested in HBCUs for FY 2019.

CBP: \$8,000, up from \$6,000 – for events only

FEMA: \$7,250,000 + disaster funding awards, up from \$5,621,569.50

FLETC: \$4,600, up from \$0 – for participation of one HBCU student in FLETC's 12-week College Internship Program

ICE: \$5,000, up from \$0 – for recruitment outreach efforts

TSA: \$2,604, up from \$460 – for job fair and event attendance

Other DHS Components will remain at FY 2018 levels.

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Although direct event funding slightly decreased from \$6,280 in FY18 to \$5,500 in FY19, CBP events increased by 78 percent in FY19 (from 23 in FY18 to 41 in FY19). In addition, CBP's total investment in events (including event registration and travel) actually increased by 235 percent.

FEMA: \$7,250,000 + disaster funding awards, up from \$5,621,569.50. FEMA analytics data is incomplete for FY19. The current data shows awards totaling \$344,319.55.

FLETC: One candidate from an HBCU and one candidate from a Predominantly Black Institution (PBI) applied for the FLETC College Internship Program; however, neither applicant was selected for the two summer internship positions in FY19, resulting in \$0 funds awarded to HBCUs in FY19.

In FY19, S&T funding for HBCUs/MSIs remained constant at \$3.3M.

During FY19 USCG increased its outreach and support through targeted outreach at key strategic events with diverse populations. USCG entered into a \$25K contract with CIAA Tournament where over twenty participating HBCUs have a basketball tournament and over 250,000 people attend. During this tournament, USCG partnered with HBCUs to engage with students about USCG careers and opportunities. Additionally, USCG sponsored a recruitment booth (\$10,500) at the Texas Relays in Austin, TX. USCG partnered with Xavier University and Texas Southern University for the event, which was attended by nearly 50K attendees and

provided and provided wide reaching engagement, exposure and visibility opportunities for USCG.

FY19 Agency HBCU Plan, Section B., Executive Summary	
Element 5	
5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:	
<i>Highlights of anticipated accomplishments/outcomes from these investments.</i>	
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>	
✓ My agency did not respond to this element.	

This element was not requested as part of the FY19 Agency HBCU plans. DHS Component agencies used this space to provide highlights of accomplishments and outcomes not listed in the four previous Elements above.

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

CBP initiated its webinar campaign in FY18 and increased the number of webinars it conducted in FY19. The Agency increased its outreach to HBCUs via social media, email campaigns, and the student portal Handshake, a website that serves as the largest early talent-recruiting platform, connecting employers, talent, and colleges in one place and includes approximately 900 different schools from around the country. Organizations are able to advertise positions, events, and more to attract students. CBP recruiters use Handshake to locate career fairs and post positions. The outreach has produced record numbers of registrants, particularly for CBP's frontline occupations.

FEMA plans to continue engagement with Savannah State University to discuss expanding the School's Emergency Management Curricula. FEMA is continuing discussions with Voorhees College to facilitate an on-site FEMA visit at Voorhees for Emergency Management Program support and recruitment efforts. FEMA is continuing to develop and deliver the e390 course to HBCUs. Efforts include delivering the course on-site at one HBCU during the next fiscal year. S&T leveraged an open competitive awards process, intending to focus resource allocation on DHS priority research needs, including challenges within the following topic areas: emergency management, border security, cybersecurity, counterterrorism, countering weapons of mass destruction, forensics, and robotics for detection/response, and data analytics.

S&T provided experiential research opportunities for student and faculty members at MSIs to collaborate on research topics at various DHS Centers of Excellence.

The Office of Intelligence and Analysis's (I&A), outreach in FY19 included attending spring and fall career fairs to promote its internship program and entry-level positions by expanding its geographic reach to diverse quality programs and underrepresented minorities. I&A participated in the Office of the Director of National Intelligence sponsored career fairs, including visits to Spelman College, Morehouse College and Clark Atlanta University in February. In September, I&A participated in the Chief Human Capital Officer sponsored career fairs, including attending

the HBCU and Congressional Black Caucus Expos. I&A will continue to target HBCU recruiting.

USCG will award eleven CSPI Scholarships to students at partner HBCUs. Ten students from HBCUs will earn their commissions as Officers in the Service. USCG will expand its grant, research and development opportunities through its Engineering, Cyber Security and Research and Development programs. Through its established Memorandums of Understanding, USCG will provide opportunities to compete for grants and research projects to further its partnerships and provide internship opportunities for students in the STEM fields.

During FY19, USSS participated in fifty outreach and recruitment events conducted at predominantly African American educational institutions to include HBCUs, high schools, and middle schools across the United States. Noteworthy, thirty-five events were conducted at HBCUs in FY19, which is a 59% increase from FY18's twenty-two recruitment activities. Targeted recruitment and outreach was conducted at thirteen of the top twenty ranked HBCU educational institutions.

Section B: Supplemental Agency Information (Optional)

Please provide any supplemental information or comments about your agency's highlights related to HBCUs during FY19 that are not described above and/or are not part of your FY19 Agency HBCU Plan.

CBP fully implemented its student portal, allowing for improved monitoring and tracking of Pathways students' information including the names and categories of their colleges and universities, i.e., Minority-Serving Institutions.

The USCG Minority Serving Institutions Liaison Officer, CDR Stacy Miller, was awarded the White House Initiative on HBCUs Agency Innovator Award for exemplary service and outstanding dedication to our Nation's HBCUs at the 2019 National HBCU Conference held in Washington, D.C. The award banquet ceremony was attended by POTUS and the Coast Guard was extremely proud of CDR Miller's tireless dedication and commitment to our Nation's HBCUs.

The ICE Student and Exchange Visitor Program (SEVP) presented or conducted training at the following institutions:

- HBCU Law Enforcement Executives and Administrators Conference, July 17, 2019
- Shaw University, August 14, 2019
- University of Arkansas at Pine Bluff, September 10, 2019

Additionally, ICE's Special Emphasis Program Manager was a guest speaker at Clark Atlanta University's Department of Mass Media Arts. She discussed the impact media has on public perception and how their roles in media play a significant part in the stories that are told. She

provided insight on the types of media jobs that exist within the federal government and how those roles function at ICE.

In FY19, USCIS leveraged its field Property Custodians (PCs) and Special Emphasis Program Managers (SEPMs) in facilitating donations of excess computer equipment to HBCUs through:

Meetings with PCs to promote and educate them about the process for donating excess computer equipment to HBCUs; monthly meetings with SEPMs to provide updates on the White House Initiative on HBCUs; and the provision of ad hoc training to new SEPMs and PCs about the White House Initiative on HBCUs.

In addition to increasing its engagement with HBCUs through reported partnership meetings, USCIS worked to improve the reporting of these activities through enhancements to the SEPM Tracker, a tool used to track the activities of special emphasis program managers, updated SEPM Tracker training for SEPMs, and utilization of the USCIS Interactive MSI Map, which contains contact information for every minority serving institution.

The Diversity Management Section (DMS) within the DHS Office for Civil Rights and Civil Liberties (CRCL) prepares and submits DHS reports to the White House Initiative on Historically Black Colleges and Universities (WHI HBCU). DMS staff members actively participated on the WHI HBCU's Federal Interagency Working Group and its Clusters. DMS held quarterly meetings with all DHS Components to review and discuss activities and reporting requirements related to the WHI HBCU.

DMS, on behalf of DHS, participated in events and activities sponsored by the WHI HBCU. DMS participated in the WHI HBCU 2019 National HBCU Week Conference, Enhancing HBCU Competitiveness: Student Achievement, Quality Partnerships, and Institutional Performance. DMS staff sponsored and moderated a panel, "Is Your Campus Safe? Building and Retaining Resilience." The panel was composed of representatives from the DHS Cybersecurity and Infrastructure Security Agency; the Department of Justice Office on Violence Against Women; Howard University School of Medicine; and the Vice President for Safety/Chief, Department of Campus Safety and Security, Florida A&M University. DMS also secured the participation of DHS Headquarters and Components Office of Procurement representatives in the first HBCU Industry Day Event and Matchmaking Session held during the 2019 National HBCU Week Conference. DMS secured the participation of staff from the WHI HBCU to provide a keynote address at the first annual USCG and HBCU Training and Leadership Summit at Norfolk State University. Additionally, DMS staff presented on "Promising Practices for HBCU Outreach and Engagement" at the second annual USCG and HBCU Training and Leadership Summit at Elizabeth City State University.

Point of Contact: Veronica Venture, Veronica.Venture@hq.dhs.gov, 202-357-1270



Department of Housing and Urban Development

Statement Point of Contact: Ophelia Wilson

Christopher Bourne

Liaison: Christopher Bourne

Representative: Ophelia Wilson

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

1. Increase participation of Historically Black Colleges and Universities (HBCUs) in HUD grant programs and cooperative agreements.
2. Increase strategic engagement with HBCUs and enhance their capacity as anchor institutions within their communities.
3. Establish departmental engagement with HBCUs to increase internship opportunities.

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Goal 1: The Department of Housing and Urban Development incorporated preference points for HBCUs and organizations partnering with HBCUs in 8 of its FY2019 grant programs. This action opened opportunity to HBCUs to compete for \$216,678,000 in grant funding. The Department intends to add 3 additional programs to the FY2020 grant programs, raising the total opportunity to \$269,178,000 (assuming the same level of funding).

Goal 2: The Department continued its outreach to HBCUs, including discussions with HBCU leadership about participation in the EnVision Center Demonstration and creation of Opportunity Zone investment projects.

Goal 3: Due to a change in leadership within the HUD Office of the Chief Human Capital Office, the Department did not make progress on this goal.

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 2

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

1. Self-Help Homeownership Opportunity Program (SHOP)
2. Veterans Housing Rehabilitation and Modification Pilot Program (VHRMP)
3. Fair Housing Education Outreach Initiative
4. Mortgage Insurance for Hospitals (Section 242)
5. Research Partnerships Grants
6. The Research and Evaluation, Demonstrations and Data Analysis and Utilization Program (HUDRD)

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

1. Self-Help Homeownership Opportunity Program (SHOP)
2. Veterans Housing Rehabilitation and Modification Pilot Program (VHRMP)
3. Choice Neighborhoods Planning Grant Program
4. Choice Neighborhoods Implementation Grant Program
5. Hope VI Main Street Grant Program
6. Research Partnerships Grants
7. The Research and Evaluation, Demonstrations and Data Analysis and Utilization Program (HUDRD)
8. Jobs Plus Initiative

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☒ **My agency did not respond to this element.**

None

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

None

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 4

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

The department will make funding opportunities available, but as most of our programs are competitive or require selection in a review process, the amount of funds rewarded will depend upon the quality of the grant applications and research proposals that are submitted.

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The Department intends to add 3 grant programs to those that include HBCU preference points. The total amount of FY2020 funding opportunity (assuming FY2019 levels) will be \$269,178,000. The programs are listed below:

1. Self-Help Homeownership Opportunity Program (SHOP)

2. Veterans Housing Rehabilitation and Modification Pilot Program (VHRMP)
3. Choice Neighborhoods Planning Grant Program
4. Choice Neighborhoods Implementation Grant Program
5. Hope VI Main Street Grant Program
6. Research Partnerships Grants
7. The Research and Evaluation, Demonstrations and Data Analysis and Utilization Program (HUDRD)
8. Jobs Plus Initiative
9. Lead and Healthy Homes Technical Studies Program
10. Comprehensive Housing Counseling Grant Program
11. Housing Counseling Training Grant Program

FY19 Agency HBCU Plan, Section B., Executive Summary Element 5

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

<i>Highlights of anticipated accomplishments/outcomes from these investments.</i>

<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>

✓ My agency did not respond to this element.

Agency Actions: <i>In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.</i>
--

The department will make funding opportunities available, but as most of our programs are competitive or require selection in a review process, the amount of funds rewarded will depend upon the quality of the grant applications and research proposals that are submitted.

Points of Contact: Ophelia Wilson, Ophelia.Wilson@hud.gov, 202-402-4390 and Christopher Bourne, Christopher.M.Bourne@hud.gov, 202-402-5147



Department of the Interior

Statement Point of Contact: Acquanetta Newson

Liaison: Tyvonnia Ward

Representative: Acquanetta Newson

No response provided.

Point of Contact: Tyvonnia Ward, tyvonnia_ward@ios.doi.gov, 202-208-4759



Department of Justice

Statement Point of Contact: Franz R. Marshall

Liaison: Donald Livingston
Representative: Franz R. Marshall

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

Recruitment: Fully implement the outreach and recruiting goals outlined in the DOJ Plan. Increase the number of recruiting and outreach events the Department and its component offices attend at HBCUs. Increase the number of applications for employment and internships received from HBCU alumni and students. Encourage each of its offices/agencies to: develop well-established distribution networks at HBCUs; attend recruitment events where students from HBCUs will be in attendance; increase pipelining programs with HBCUs where a DOJ office may hire and/or mentor students from these institutions; and increase informational programs at HBCUs at the undergraduate level and partnering with Pre-Law Advisors, student groups and undergraduate career services.

Funding: The Increase the number of grant applications OJP, OVW, and COPS receive from HBCUs.

Funding: Determine the feasibility of various programs to enhance the technical assistance provided to HBCUs: developing a pilot 2-day technical assistance program in Atlanta to provide information on HBCUs can pursue grants and overcome grant/funding obstacles; increasing the number of on-site visits during award cycle to support effective project implementation; conducting bimonthly calls with HBCU grantees to discuss their successes and challenges in implementing their funded projects; and holding quarterly peer-to-peer calls to share and gather information on the collective needs of HBCUs. If any of these programs are feasible, take steps to implement them.

Intra-Departmental Planning: Convene regular meetings of the intra-departmental working group.

Intra-Departmental Planning: Meet with external stakeholders, such as HBCU administrators and non-governmental organizations that work closely with HBCUs, to identify concrete steps DOJ

can take to enhance and refine its current engagement protocols on the local, regional, and national levels.

Intra-Departmental Planning: Explore potential private-public partnerships with various groups affiliated with HBCUs (e.g., HBCU-LEEA).

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Recruitment: The Department's FY19 goals were, in part, to increase the number of recruiting and outreach events the Department would attend at HBCUs and increase informational programs at HBCUs. The Department has met these goals. The Department's Office of Attorney Recruitment & Management attended or facilitated Department representation at 17 recruitment events at which HBCU law students or alumni participated, such as the Howard University School of Law Practice Area Marketplace (Nov. 2018), the Mid-Atlantic Black Law Student Association Convention and Career Fair (Feb. 2019), the DOJ Association of Black Attorneys' Resume Review (April 2019), National Bar Association Conference and Career Fair (July 2019), and the National HBCU Week Conference and Career Fair (Sept. 2019). OARM also hosted multiple live webinars throughout the year on DOJ's legal hiring programs and invited students from every HBCU to participate, sent a copy of the recorded presentation to each HBCU law school, and participated in 15 individual contacts at the six HBCU law schools. OARM also distributed weekly, targeted email announcements to each HBCU law school that listed attorney and/or volunteer legal internship vacancies, and worked closely with the 27 DOJ Ambassadors who are assigned to six HBCU law schools: David A. Clarke School of Law; Florida A&M University College of Law; Howard University School of Law; North Carolina Central University School of Law; Southern University Law Center; and Texas Southern University Thurgood Marshall School of Law. The Ambassador Program consists of volunteer attorneys who serve as a resource for law students and graduates interested in working for DOJ. In addition to OARM's work, Justice Management Division's Equal Employment Opportunity Staff also engaged in recruitment on the Department's behalf. That office, for example, participated in UDC's Spring and Fall Internship Fairs, the Bowie State University Career Expo, and Elijah Cummings' 22nd Annual Job Fair, which was hosted by Morgan State University. Finally, the US Attorneys' Offices engaged in regional recruitment at HBCUs, and the Department's individual components engaged in targeted recruitment and outreach. For example, the US Marshals Service engaged in outreach at 10 HBCUs in Texas, Georgia, North Carolina, West Virginia, DC, and Maryland. Similarly, the Bureau of Prisons' Psychology Services and Chaplaincy Services Branch engaged in enhanced recruitment that involved HBCUs.

Funding: The Department's FY19 goals were to increase the number of grant applications from HBCUs and assess the feasibility of various technical assistance programs to HBCUs. The Department met and exceeded these goals. The Department not only increased the number of grant applications it received from HBCUs, but also awarded funding to three HBCUs in FY19 and increased its overall active, multi-year investment in HBCUs.

The Department continued offering generally applicable, competitive grant opportunities and took increased steps to encourage HBCUs to pursue funding opportunities, including Grants to Reduce Sexual Assault, Domestic Violence, Dating Violence and Stalking on Campus Program, three-year

grants authorized by 34 U.S.C. § 20125 and coordinated by the Office on Violence Against Women (OVW). The Department also continued to study the feasibility of various programs to enhance the technical assistance provided to HBCUs, and offered enhanced support to assist projects specific to HBCUs. For example, OVW's Campus Technical Assistance and Resource Project conducted four Peer-to-Peer Learning Sessions with grant-funded HBCUs to share resources, best practices and challenges, status checks on project implementation, and discuss emerging issues. OVW also hosted an April 2019 webinar introducing the "It's Your Business! HBCU Bystander Intervention Curriculum," a project designed to help HBCUs develop a curriculum to approach bystander intervention through a culturally specific lens. These increased efforts yielded 20 applications from HBCUs for FY19 grants offered by OVW and Office of Justice Programs (OJP), a 30% increase in the number of applications the Department received from HBCUs in FY18. The Department approved two of those applications and awarded more than \$584K in new funding to HBCUs. The Department also approved a third grant to a consortium of universities, which included \$143K in funding to a third HBCU. With these new grants, the Department had 21 active multi-year grants involving HBCUs during FY19, which represents a total investment of nearly \$6.5 million.

Intra-Departmental Planning: The Department met its intra-Departmental planning goals for FY19. The Department convened its intra-departmental working group and met with external stakeholders. Fourteen DOJ components participated in the inaugural meeting of the intra-departmental working group. Department representatives also met with external stakeholders to explore potential private-public partnerships. For example, in November 2018, each of the components responsible for distributing grants – OVW, OJP, and Community Oriented Policing Services (COPS) – met with the Dean of Hampton University's School of Liberal Arts and Education, which fostered a Minority Men's Health Initiative and a related Men's Violence Prevention Program (MVPP) to discuss the rollout of the MVPP 2018 National Report and potential prospective partnerships and funding opportunities. In January 2019, the U.S. Attorney's Office in the Southern District of Georgia partnered with Savannah State University to organize the Annual Savannah Traffick Jam, a 1-day event with workshops and forums to raise awareness and combat human trafficking. In July 2019, Assistant Attorney General Eric S. Dreiband spoke, in Atlanta, at the 2019 annual conference of the HBCU Law Enforcement Executives and Administrators (HBCU-LEEA), Inc. a national organization of campus police chiefs, executives and security directors that advance campus public safety for its students attending the 105 HBCU educational institutions. Other speakers from the FBI and COPS also participated.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 2

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

DOJ will continue offering generally applicable, competitive grant opportunities that HBCUs may pursue, including OVW's Grants to Reduce Sexual Assault, Domestic Violence, Dating Violence and Stalking on Campus Program are authorized by 34 U.S.C. § 20125. DOJ also intends to offer at least one targeted grant program designed specifically to benefit HBCUs; OVW's Fiscal Year 2019 Training and Technical Assistance Initiative grant, which offered funding for culturally specific training and technical assistance to HBCUs. The Department also will continue working with the HBCUs who have current multi-year grants, including the 14 HBCUs that have grants through OVW.

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

In FY19, DOJ continued offering generally applicable, competitive grant opportunities that HBCUs could pursue, including OVW's Grants to Reduce Sexual Assault, Domestic Violence, Dating Violence and Stalking on Campus Program are authorized by 34 U.S.C. § 20125. DOJ also offered at least one targeted grant program designed specifically to benefit HBCUs; OVW's Fiscal Year 2019 Training and Technical Assistance Initiative grant, which offered funding for culturally specific training and technical assistance to HBCUs. The Department also continued working with the HBCUs who are recipients of 21 current multi-year grants.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

DOJ will continue offering generally applicable, competitive grant opportunities that HBCUs may pursue, including OVW's Grants to Reduce Sexual Assault, Domestic Violence, Dating Violence and Stalking on Campus Program are authorized by 34 U.S.C. § 20125. DOJ also intends to offer at least one targeted grant program designed to benefit HBCUs; OVW's Fiscal Year 2019 Training and Technical Assistance Initiative grant, which offered funding for culturally specific training and technical assistance to HBCUs. The Department also will continue working with the HBCUs who have current multi-year grants, including the 14 HBCUs that have grants through OVW.

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

In FY19, DOJ continued offering generally applicable, competitive grant opportunities that HBCUs could pursue, including OVW's Grants to Reduce Sexual Assault, Domestic Violence, Dating Violence and Stalking on Campus Program are authorized by 34 U.S.C. § 20125. DOJ also offered at least one targeted grant program designed specifically to benefit HBCUs; OVW's Fiscal Year 2019 Training and Technical Assistance Initiative grant, which offered funding for culturally specific training and technical assistance to HBCUs. The Department also continued working with the HBCUs who are recipients of 21 current multi-year grants.

<p align="center">FY19 Agency HBCU Plan, Section B., Executive Summary</p> <p align="center">Element 4</p>
<p>4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:</p> <p><i>A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable</i></p>
<p align="center"><i>(Agency's original FY19 Agency HBCU Plan statement.)</i></p>
<p><input type="checkbox"/> My agency did not respond to this element.</p>

Because DOJ's discretionary grant-making process is competitive and the number of successful applicants in a particular category depends on both the number of applications the Department receives from HBCUs and on the quality of those proposals, the Department is unable to project a definite increase in the amount of funds to be invested in HBCUs. However, given DOJ's increased outreach efforts to HBCUs, the Department believes it is likely to receive an increased number of grant applications from HBCUs in FY19.

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The Department continued offering generally applicable, competitive grant opportunities and took increased steps to encourage HBCUs to pursue these funding opportunities, including OVW's Grants to Reduce Sexual Assault, Domestic Violence, Dating Violence and Stalking on Campus Program, three-year grants authorized by 34 U.S.C. § 20125. In FY19, the Department approved two applications for grants submitted by HBCUs and awarded more than \$584K in new funding to HBCUs. The Department also approved a third grant to a consortium of universities, which included \$143K in funding to a third HBCU. With these new grants, the Department had 21 active multi-year grants involving HBCUs during FY19, which represents a total investment of nearly \$6.5 million.

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 5

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Highlights of anticipated accomplishments/outcomes from these investments.

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

My agency did not respond to this element.

Point of Contact: Franz R. Marshall, franz.r.marshall@usdoj.gov, 202-514-3784



Department of Labor

Statement Point of Contact: Devon Westhill

Liaison: Devon Westhill

Representative: Angela McDaniel

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

The OSDBU plans to:

- Encourage HBCUs to be routine participants in DOL quarterly VOS;
- Attend meetings to strategize on efforts to assist with the HBCU initiative; and,
- Share contract and grant opportunities with HBCUs that have higher education requirements.

☐ **My agency did not respond to this element.**

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The Department of Labor fulfilled its objectives as outlined in its FY19 Agency HBCU Plan. Specifically, and among other things, the DOL: ☐ Created an intra-agency working group composed of officials from various sub-agencies to brainstorm and to implement ideas to strengthen the capacity of Historically Black Colleges and Universities to compete for federal and private sector opportunities; ☐ Shared with HBCU stakeholders and the White House Initiative on HBCUs all announcements related to grants, jobs, internships, contracts, and other opportunities available to the HBCU community; and ☐ Has provided an official(s) to participate and provide updates on DOL activities as they pertain to HBCUs at every meeting of the WHI-HBCUs monthly interagency working group, the annual interagency working group meeting, and the annual HBCU conference.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 2

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

Grants: Future Funding Opportunity Announcements that may be of particular interest to HBCUs are the YouthBuild program; the Reentry Employment Opportunities grants; and H-1B funded grants that prepare American workers for jobs for which employers currently rely on H-1B workers, such as the recent "Scaling Apprenticeship Through Sector-Based Strategies."

As DOL posts contract and grant opportunities that include higher education requirements, OSDDBU will continue to share these postings with HBCUs. OSDDBU worked with ETA on a grant opportunity for Scaling Apprenticeship Through Sector-Based Strategies, to ensure that the requirement included higher education and emailed the notice to all HBCUs, making them aware of the posting.

☐ **My agency did not respond to this element.**

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The Department of Labor fulfilled its objectives as outlined in its FY19 Agency HBCU Plan. Specifically, and among other things, the DOL:

- Announced to HBCU stakeholders the grants, contracts, and programs opportunities outlined in the FY19 Agency HBCU Plan;
- Created a website to educate federal contractors on how to best optimize their relationships with HBCUs through internships, job fairs, and other programs (see <https://dolcontentdev.opadev.dol.gov/ofccp/HBCUInitiative/index.html>); and
- Announced via the WHI-HBCUs additional funding opportunities targeted directly to HBCUs in an aggregate amount exceeding twenty million dollars.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

ETA will include HBCUs in its Apprenticeship Partnership Blueprint. ETA plans to establish partnerships with HBCUs to create apprenticeship opportunities that result in career access for students in Florida, Georgia, Alabama, Maryland, Virginia, and the District of Columbia. This work will focus on high demand industries, including Finance, Healthcare, IT, Advanced Manufacturing, Engineering, and other STEM-related career pathways. To further this plan, ETA has been partnering with national industry and equity intermediaries to reach a broader number of HBCUs in the overall apprenticeship engagement strategy with two- and four-year institutions.

✓ **My agency did not respond to this element.**

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The Department of Labor fulfilled its objectives as outlined in its FY19 Agency HBCU Plan. Specifically, and among other things, the DOL: ☐ Via its Employment and Training Administration, included HBCUs in its Apprenticeship Partnership Blueprint and has developed partnerships and engagement strategies with HBCUs; ☐ Via its Office of Federal Contract Compliance Programs, launched increased engagement initiatives among HBCUs and OFCCP regional offices; and ☐ Via its Immediate Office of the Secretary of Labor, established relationships and commitments for future engagements with HBCUs and representative organizations such as the Thurgood Marshall College Fund.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 4

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency's original FY19 Agency HBCU Plan statement.)

Through a contract with the National Urban League, ETA is currently projecting close to \$300,000 for providing intermediary support and assistance with implementing the strategic plan for HBCUs in Georgia in order to complete the ETA's plan to establish partnerships with HBCUs to create apprenticeship opportunities.

☐ **My agency did not respond to this element.**

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The Employment and Training Administration remains committed to establishing apprenticeship opportunities with HBCUs as its policy initiatives develop. The ETA has specifically made available grant opportunities that exceed twenty million dollars and the DOL more broadly has committed substantial personnel hours to its commitment to strengthen the capacity of Historically Black Colleges and Universities to compete for federal and private sector opportunities.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 5

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Highlights of anticipated accomplishments/outcomes from these investments.

(Agency's original FY19 Agency HBCU Plan statement.)


My agency did not respond to this element.

✓ **My agency did not respond to this element.**

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

N/A

Point of Contact: Devon Westhill, Westhill.devon.c@dol.gov, 202-693-6451

	<div>Department of State</div> <div>Statement Point of Contact: Mirembé Nantongo</div> <div>Liaison: Mirembé Nantongo</div> <div>Representative: David N. Levin</div>
---	---

No response provided.

Point of Contact: Mirembé Nantongo, NantongoML@state.gov, 202-647-5152



Department of Transportation

Statement Point of Contact: Yvette Rivera

Liaison: Charles E. James, Sr.
Representative: Yvette Rivera

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

- Implementation of initiatives aimed at informing and clarifying grant programs and partnership possibilities available to HBCUs. Special emphasis will be given on encouraging HBCUs to compete for available grant and funding opportunities.
- Greater use of student internship and hiring programs, such as STIPDG, the Presidential Management Fellows Program, and Honors Law Program, and coordination with HBCU career centers and student associations to conduct on-campus information sessions for students to help recruit, hire, develop, and retain students and recent graduates from HBCUs.
- Partner with HBCUs to engage in and deliver transportation related research, activities, and conferences that are of national importance and relevant to the Department's Strategic Goals

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The HBCU Capacity Building Initiative was approved by the Secretary in FY19. The DOT Office of Small and Disadvantaged Business Utilization, participated in the 2019 National HBCU Week Conference on September 8-11, and at NASA's Historically Black College & University (HBCU)/Minority Serving Institution (MSI) Technology Infusion Road Tour at New Mexico State University (NMSU) in Las Cruces. Notice of Funding Opportunities were shared with several HBCUs for open cooperative agreement competitions. FAA and FTA actively participated in the HBCU Week Conference by providing information on agency and transportation industry careers, and engaging with HBCU Presidents for potential partnership opportunities. FMCSA obtained contact information for and contacted 88 of 101 HBCUs between January and February of 2019. FRA participated in several HBCU events which involved the following universities – Alabama A&M, Morgan and University of Maryland - Eastern Shore. FRA also established relationships with staff from Xavier and Bowie State universities. Xavier has offered to collaborate with us and share information with other HBCUs in Louisiana including Dillard.

DOT's Small Business Transportation Research Centers placed 20 interns in internships within the transportation industry. In FY 2019 DOT had 33 STIPDG interns from 26 HBCUs. FTA's HBCU committee developed outreach strategies to promote job and internship opportunities. FAA continues to develop its partnerships for the HBCU Aviation Studies Program

FAA developed an HBCU program plan that includes an overview of the components of the FAA Research Excellence for Aviation Competitiveness at HBCUs (REACH) program. FHWA recommended award of \$301,000 for 46 Fellows at 10 HBCUs through its Dwight David Eisenhower Transportation Fellowship Program (DDETFP) Local Competition.

FY19 Agency HBCU Plan, Section B., Executive Summary	
Element 2	
2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:	
<i>A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:</i>	
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>	
<input type="checkbox"/> My agency did not respond to this element.	

Implementation of a draft program to provide technical assistance and outreach to HBCUs across the country.

Some of the available FY2019 federal opportunities for HBCUs are:

- Bus & Bus Facilities Infrastructure Investment program (49 U.S.C. 5339)
- Public Transportation Innovation program (49 U.S.C. 5312)
- Low or No Emission Vehicle (Low-No) program (49 U.S.C. 5339(c))

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Refer to the attached spreadsheet for a list of all grant awards

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 3
<p>3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:</p> <p style="padding-left: 40px;"><i>A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:</i></p>
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>
<p>✓ My agency did not respond to this element.</p>

FAA: Continue the Memorandum of Understanding with the University of Maryland Eastern Shore, the Air Traffic Control Collegiate Training Initiative Program with Hampton University, and educational partnerships with Middle Tennessee State and Texas Southern University.

FHWA: Expand STIPDG to 47 HBCUs, and eventually expand it to all HBCUs.

FMCSA: Coordinate with Field Operations, Enforcement, and the Grants Management Office to develop a comprehensive approach to inform HBCUs nation-wide of FMCSA Grant Programs' funding opportunities.

NHTSA: Continue working with Fort Valley State University and Tennessee State University on various safety programs, while expanding these efforts by partnering with Jackson State University on promoting impaired driving prevention and education.

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The HBCU Taskforce will reviewed the expired MOU, which expired in FY 2019, and evaluate opportunities to re-establish the relationship with the University of Maryland Eastern Shore (UMES) and the opportunity for a new Memorandum of Understanding (MOU). Additionally, the HBCU Taskforce will conduct assessment(s) of other HBCUs to determine MOU feasibility for mission aligned academic programs and/or academic program development to augment FAA's strategic plan for future years.

For 2019, promoted program to 47 HBCUs. FHWA will continue to develop contacts with HBCUs to reach all 101 HBCUs annually.

FMCSA OCR has coordinated with Field Operations, Enforcement, and the Grants Management Office to develop a comprehensive approach to inform HBCUs nation-wide of FMCSA Grant Programs' funding opportunities. FMCSA OCR obtained contact information for and contacted 88 of 101 HBCUs between January and February of 2019. Two HBCUs submitted applications for FMCSA Grant programs and were awarded grants for FY 2019. FY 2019 is the 1st recorded FY in which FMCSA awarded grants to HBCUs

NHTSA funded grants provided by state DOTs to Morgan State University for a Distracted Driving Project; and to Fort Valley State and Jackson State Universities for Young Adult Driver Programs.

FY19 Agency HBCU Plan, Section B., Executive Summary	
Element 4	
4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:	
<i>A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable</i>	
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>	
<input type="checkbox"/> My agency did not respond to this element.	

Because HBCUs receive funds when DOT awards grants/funding to State or local entities, it is difficult to project the amount of an increase/decrease. In some instances, such as FTA programs that require apportionments of funds, funds to HBCUs will not fluctuate significantly from year to year. Nevertheless, DOT is able to anticipate an increase in funding to HBCUs during FY 2019. DOT projects it will award \$3,438,255 to 14 HBCUs. For example,

- Benedict College - \$84,006
- Central State University - \$49,938
- Hampton University - \$50,000
- Howard University - \$250,000
- Jackson State University - \$297,552
- Lincoln University – \$13,150
- Morgan State University - \$850,000
- North Carolina A&T University - \$1,095,807
- Prairie View A&M University - \$96,500
- South Carolina State University - \$130,209
- Southern University \$5,500
- Tennessee State University - \$6,250
- Texas Southern University – \$426,343
- University of Maryland Eastern Shore - \$83,000

DOT anticipates that the continuation and introduction of new opportunities for FY 2019 that will benefit HBCUs. For example:

- FTA's Bus & Bus Facilities Infrastructure Investment program (49 U.S.C. 5339) remains active for FY 2019 and HBCUs are eligible recipients
- FTA's Public Transportation Innovation program (49 U.S.C. 5312)
- FTA's Low or No Emission Vehicle (Low-No) program (49 U.S.C. 5339(c))
- Fort Valley State University (GA), will receive \$6,990.50 to fund their Young Adult program
- Tennessee State University will receive \$28,000. to develop various media spots and messaging to address impaired driving at various sporting events
- Jackson State University/Metro Jackson Community Coalition will receive \$209,774.

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

HBCUs received \$3,007,561 of UTC program funds in FY 2019. Two HBCUs of the 37 UTCs serve as leads. Eleven HBCUs that received UTC funding are consortia partners or work with the lead university under a contract.

Benedict College - \$84,006
 Central State University - \$49,868
 Hampton University - \$50,000
 Howard University - \$250,000
 Jackson State University - \$207,665

Lincoln University - \$31,820
 Morgan State University (lead) - \$828,243
 North Carolina A&T University (lead) - \$903,407
 Prairie View A&M University - \$46,000
 South Carolina State University – \$130,209
 Texas Southern University - \$426,343

FTA awarded Alabama A&M University \$1.7 million under the Low or No Emission Vehicle program. The university received the funds to replace diesel buses that have reached the end of useful life with zero-emission electric buses, including all related electrical charging station infrastructure. Howard University awarded \$110,000 to conduct a Complete Seat Belt Survey. FY 2019 is the 1st recorded FY in which FMCSA awarded grants to HBCUs. The two HBCUs awarded FMCSA grants are as follows: St. Philip's College (Texas) – Commercial Motor Vehicle Operator Safety Training (CMVOST) Grant; Mansoureh Jeihani (Affiliated with Morgan State University) (Maryland) – High Priority-Commercial Motor Vehicle (HP-CMV) Grant

FY19 Agency HBCU Plan, Section B., Executive Summary	
Element 5	
5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:	
<p><i>Highlights of anticipated accomplishments/outcomes from these investments.</i></p>	
<p><i>(Agency's original FY19 Agency HBCU Plan statement.)</i></p>	
My agency did not respond to this element.	

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

FHWA provided \$25,000 to support the Transportation Research Board (TRB) Minority Student Fellows Program. The FTA Region 4 intern, recruited from an HBCU, has remained on board and is expected to remain through FY 2020. The FTA HBCU Committee started developing a webinar to help HBCUs develop their grant-writing skills. Because of the FAA participation in the 2019 Annual HBCU week, the FAA has decided to increase the outreach to HBCUs and work to develop/ strengthen partnerships. The FAA MSI Law Intern Program provide federal experience. In FY19, there were 4 Fall Interns, 2 Summer Interns and 2 Spring Interns. The Interns reviewed ROI (Report of Investigation) and provided legal briefs. In addition, the Interns reviewed FOIA (Freedom of Information Act) requests and reviewed external program policies.

Point of Contact: Yvette Rivera, Yvette.Rivera@dot.gov, 202-366-5131



Department of Treasury

Statement Point of Contact: Thomas Lotito

Liaison: Mariam Harvey

Representative: Thomas Lotito

No response provided.

Point of Contact: Thomas Lotito; Thomas.Lotito@treasury.gov; 202-622-8902



Department of Veterans Affairs

Statement Point of Contact: Harvey W. Johnson

Liaison: Harvey W. Johnson

Representative: Tynnetta Lee

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

VA participated in the National HBCU Week Conference. Networked with HBCUs Presidents, et al. during conference activities. Hosted an agency exhibit and resource table for dissemination of information on VA's top priorities in support of the White House Initiative on HBCUs. Provided support as facilitators at the National HBCU Week Conference. Engaged with other VA staff offices and administrations stakeholders to increase awareness and support of HBCUs.

Office of Academic Affiliation (OAA) continued to improve educational opportunities for the four HBCU medical colleges students and physician residents to participate in VA clinical training programs; Focused on HBCU medical schools to improve leadership opportunities; and assess HBCU health professions education institutions through geo-mapping proximity to VA clinical facilities - to ensure that all feasible academic affiliation opportunities with HBCUs are explored, VA launched a pilot initiative to geo-map PMSIs that sponsor health professions education programs in geographic proximity to VA facilities that may support clinical trainees.

VA Acquisition Academy (VAAA) Expert Partnership Program: continued to partner with the other government agencies to promote FY19 HBCU initiatives and support Federal-wide HBCU initiatives that align with VA's mission. 2) Acquisition-Related Degree or Certificate program: The VAAA continued to engage HBCU institutions by promoting the implementation of an Acquisition-Related Electives and/or a Degree or Certificate Program within their institution.

Veterans Benefits Administration (VBA) continued to encourage expansion of affiliation efforts with HBCUs and will continue to publicize the positive long-term educational and professional benefits of VA training programs for HBCU students. VA will also explore implementing other

efforts to further support Executive Orders by increasing participation of HBCUs, and Predominantly Black Institutions in VA-sponsored programs.

Center for Minority Veterans continued to increase collaboration efforts with Veterans Benefits Administration to increase awareness of benefits to HBCU stakeholders.

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

OAA focused on HBCU medical schools to improve leadership opportunities - VA personnel are working with the four HBCU medical colleges to prepare them for the upcoming opportunity to select and enroll Veterans as students who will be fully supported with tuition, stipend and other medical school expenses in exchange for the scholarship recipients working at VA after completion of training, for four years, with the potential of assuming leadership roles at completion of their education and service obligation.

OAA assessed HBCU health professions education institutions through geo-mapping proximity to VA clinical facilities - to ensure that all feasible academic affiliation opportunities with HBCUs are explored, VA launched a pilot initiative to geo-map PMSIs that sponsor health professions education programs in geographic proximity to VA facilities that may support clinical trainees

The VAAA Acquisition Awareness Campaign: will inform HBCUs and their students of the Federal acquisition-related career field. These priorities listed above represent the VA in creating educational, organizational, and career opportunities for HBCUs and its students. The opportunities created from these programs will ultimately provide VA and the Federal government with a pipeline of educated and trained entry level HBCU federal workforce professionals, building on fostering relationships with other federal agencies.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 2

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

OAA is assessing the current state of VA's affiliations and partnerships with HBCUs that offer nursing education programs, including the degrees and specialties of study offered. Based on Veterans Health Administration (VHA) and HBCU capabilities and needs, targeted expansion and support of these training programs will be addressed.

VA personnel are working with the four HBCU medical colleges to prepare them for the upcoming opportunity to select and enroll Veterans as students who will be fully supported with tuition, stipend and other medical school expenses in exchange for the scholarship recipients working at VA after completion of training, for four years, with the potential of assuming leadership roles at completion of their education and service obligation.

VAAA HBCU Federal Acquisition Curriculum (FAC) Program.

VBA During FY 2019, Post 9/11 GI Bill recipients attending HBCUs received a total of \$12,076,725 of the payables listed above.

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Of the 105 HBCUs identified by the U.S. Department of Education, 40 offer degree-granting nursing programs (Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing) and one HBCU has programs in Practical Nursing, Vocational Nursing, and Nursing Assistants for a total of 41 institutions.

In August 2019, OAA sent a brief, 8-item survey to VAMCs identified within 100 miles proximity of the 41 HBCU nursing education programs. The survey is designed to collect data on current and past affiliations; the number and type of nursing trainee VA rotations during the previous academic year, barriers faced, and opportunities for establishing new or expanding existing partnerships with the identified nursing schools. OAA is analyzing the information and will use it to develop targeted expansion and support of the training programs.

BA will continue to encourage expansion of affiliation efforts with HBCUs, and will continue to publicize the positive long-term educational and professional benefits of VA training programs for HBCU students. VA will also explore implementing other efforts to further support Executive Orders by increasing participation of HBCUs, and Predominantly Black Institutions in VA-sponsored programs.

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☒ **My agency did not respond to this element.**

VA/VAAA is currently implementing a Memorandum of Understanding with Alabama State University.

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

No response received.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 4

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

VAAA projects an increase in funds invested in HBCUs during FY 2019. The FY 2019 increase is due to our projected outreach to at least six (6) HBCUs in regard to the Acquisition-Related Degree/Certificate program and the variable cost associated for this endeavor.

VBA, during FY 2019, veteran and active duty service members in receipt of Post 9/11 GI Bill benefits HBCU enrollment increased in comparison to FY 2018 by 174 students; and payables increased by \$1,946,514. FY 2019, a total of 1874 veterans and active duty service members were enrolled in full and part-time college programs;

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 5

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Highlights of anticipated accomplishments/outcomes from these investments.

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Section 304 of the MISSION Act authorizes VA to provide educational support in exchange for service at VA to two Veteran students enrolled at nine named medical schools for the entering class of 2020. Four of those schools are HBCUs including Charles R. Drew University of Medicine and Sciences (Drew), Howard University College of Medicine, Meharry Medical College (MMC), and Morehouse School of Medicine. The goal is to increase the number of minority Veteran physicians serving at VA facilities. OAA has completed a Memoranda of Understanding (MOU) with all the medical schools outlining the implementation requirements.

With OAA assistance all the schools have marketed the program to prospective students, and several hundred applications have been received. The application process is varied among the schools and is expected to run through the spring of 2020. OAA will continue to conduct monthly check-ins with the schools in order to monitor progress and address any questions.

Proposed regulations applicable to section 304 were published in the Federal Register (Vol. 84, No. 98, page 22990, May 21, 2019). The deadline to submit public comments was 60 days after publication. Several questions were received and addressed, and the final publication of the regulation is expected by the end of calendar year 2019 (or Quarter 1 of FY 2020).

Funding for the program has been approved. An MOU has been executed between OAA and the VHA Office of Workforce Management and Consulting (WMC) agreeing that WMC will administer and manage the scholarship funding component of the program for matriculated students.

Two HBCU medical schools have expanded physician resident rotations at VA facilities, with plans for further expansion and additional teaching activities. Efforts are under way to better align and affiliate VA clinical facilities with HBCU nursing programs.

At the National Medical Association Annual Conference in August, the OAA Director of Medical and Dental Education met with the Dean of Morehouse School of Medicine to discuss issues related to the

MISSION Act and any issues regarding VA clinical educational activities.

The VAAA plans to promote their Acquisition-Related Degree/Certificate Program through outreach to at least six (6) HBCUs with the goal to implement a degree or certificate program in federal acquisitions. Specifically, to 1) Assist and/or develop a degree or certificate program for the HBCU, 2) provide consultation to HBCUs for curriculum development at their universities, 3) Offer HBCU staff a hands-on learning opportunity about acquisition-related careers and related curriculum at the VAAA, 4) Offer consultation services to HBCUs such as curriculum development and program management services.

VBA will continue to encourage expansion of affiliation efforts with HBCUs and will continue to publicize the positive long-term educational and professional benefits of VA training programs for HBCU students. VA will also explore implementing other efforts to further support Executive Orders by increasing participation of HBCUs, and Predominantly Black Institutions in VA-sponsored programs.

Point of Contact: Harvey W. Johnson, Harvey.Johnson08@va.gov, 202-461-4131

	Environmental Protection Agency
	Statement Point of Contact: Bisa Cunningham
	Liaison: Bisa Cunningham Representative: Sharon Hilliard

<p align="center">FY19 Agency HBCU Plan, Section B., Executive Summary</p> <p align="center">Element 1</p> <p>1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:</p> <p><i>Goals and measurable objectives your agency achieved and plans to achieve during FY19:</i></p> <p align="center"><i>(Agency's original FY19 Agency HBCU Plan statement.)</i></p> <p>✓ My agency did not respond to this element.</p>

Increase funding opportunities for HBCUs; 2) Expand outreach opportunities to HBCUs to increase the numbers of diverse applicants for EPA entry level positions; and 3) Foster public-private partnerships with HBCUs.

- The EPA will expand funding opportunities for HBCUs in the areas of grants and cooperative agreements;
- Leverage MOUs to increase the pool of diverse qualified applicants for the EPA's mission critical occupations in science and engineering; and continue partnering with HBCUs to implement initiatives that will benefit colleges and underserved communities and assist with technical support through student internships.
- HBCUs are encouraged to apply for available EPA grants and support expanded partnerships with the agency through formal MOUs to engage and align their activities in accordance with this Plan.

<p align="center">FY19 Agency HBCU Plan, Section B., Executive Summary</p> <p align="center">Element 2</p>
--

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

- Environmental Workforce Development & Job Training Program - Lawson State University, Birmingham, AL, received \$200,000 to operate an environmental job training program that provides opportunities for residents living in areas impacted by contaminated lands.
- The EPA Office of Water provided the University of Maryland Eastern Shore \$18,000 to create LEAP, Linking Environmental and Academic Programs which is developing a green infrastructure curriculum and a certificate program focused on urban and coastal green infrastructure education and field experience. The EPA's Office of Water pledged \$2,000 to support Career Fairs at Hampton and Howard Universities.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

- Renewal and signing of Delaware State University, EPA Region 3 Partnership - Secretaries of Delaware Department of Natural Resources and Environmental Control and Delaware Health and Social Services will participate in the partnership and become signatories to the MOU.
- EPA Region 2 and the University of the Virgin Islands will renew the MOU partnership in the Caribbean Science Consortium Technical Assistance Program which expires in mid-2019.
- An MOU between EPA Region 6 and Grambling State will be signed in FY 2019. During FY 2019, the EPA Region 4 plans to renew Centers of Excellence for Watershed Management MOUs with the Alabama A & M University and the Florida A & M Center for Water and Air Quality.

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The EPA continues with the commitment to increase and utilize MOUs with various HBCUs in FY19. The EPA Region 3 has multiple MOUs and is particularly active with Lincoln University and Delaware State University. On November 6, 2018, EPA Regional 3 Administrator and Lincoln University President signed a renewed MOU. Region 3 representatives including Land, Chemicals and Redevelopment Division Director, John Armstead, a LU alumnus, visited the University as a guest speaker to partake in various meetings and give presentations on different topics. Mr. Armstead and various LU faculty members had productive meetings on plans for sustainability infrastructure on campus. Additionally, they sponsored a presentation on how the students are already connected to EPA through a Biology Seminar Series on “What is EPA?”. During this series of presentations, students were introduced to the EPA mission, answer questions about EPA and environmental protection in general. Mr. Armstead spoke in a First Year Experience course to students and shared his perspective, academic background, and career path in environmental management. Additionally, Region 3 and Delaware State University signed a renewed MOU to continue to work together to enhance research, teaching, outreach, career development, and stewardship in the environmental sciences at the university.

The Office of Water conducted respective career services presentations to students at Hampton University and Howard University on ways to utilize various college degrees, collected resumes and advised students on internship opportunities through Oak Ridge Institute of Science and Education (ORISE). ORISE is a U.S. Department of Energy asset that is dedicated to enabling critical scientific, research, and health initiatives of the department and its laboratory system by providing world class expertise in STEM workforce development, scientific and technical reviews, and the evaluation of radiation exposure and environmental contamination.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 4

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency’s original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Supporting the EPA's commitment to continue ongoing initiatives and expand funding opportunities, the agency reports that our FY 19 funds of \$268,900 show an increase of 214% for HBCUs over previous FY 2018 funding levels (\$85,725):

- Research and Development: \$40,000
- Training: \$200,000
- Internships, Traineeships, Recruitment, and IPAs: \$4,900
- Third-Party Awards: \$24,000

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 5

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Highlights of anticipated accomplishments/outcomes from these investments.

(Agency's original FY19 Agency HBCU Plan statement.)


✓ **My agency did not respond to this element.**

- Increase funding opportunities for HBCUs: The EPA will continue ongoing initiatives that were funded during the previous fiscal year and implement new initiatives to expand funding opportunities for HBCUs in the areas of grants and cooperative agreements.
- Expand outreach opportunities to HBCUs to increase the numbers of diverse applicants for EPA entry level positions: The EPA will expand memoranda of understanding to support the exchange of information, provide technical assistance, and increase the pool of diverse qualified applicants for the EPA's mission critical occupations in science and engineering.
- Foster Public-Private partnerships with HBCUs: The EPA will continue partnering with HBCUs to implement initiatives that will benefit colleges and underserved communities and assist with technical support through student internships.

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

As identified under previous elements, the EPA continues its commitment to increasing the funding and outreach opportunities for HBCUs. In addition to the increased funding of 214% in FY19, as compared with FY18, the agency continues to increase the outreach and partnership with HBCUs. An example of this commitment is with a new partnership established with EPA Region 4 and Jackson State University (Jackson, MS). Region 4 piloted a partnership with the U.S. EPA/Gulf of Mexico Division leads and local professors on various health initiatives. The partnership's goal was to develop strategies to reach communities with disproportional environmental and human health burdens and population vulnerabilities using a Public Health Model. This model allows for Jackson State University's Public Health Masters Level Program to partner with other environmental agencies and community outreach organizations. This partnership provides undergraduate students and master level students with internships and opportunities to gain meaningful learning experiences by working with communities in and around the proximity of the university. The communities receive scientific data, technical assistance and oversight and other needs to prepare, report, respond and mitigate the impacts of the communities' human health and environmental health issues. This is an on-going effort and one that may lead to replication at other HBCU's throughout the region and in becoming a U.S. EPA College / Underserved Community Partnership Program (CUPP) initiative.

Point of Contact: Linda Datcher, Datcher.Linda@epa.gov, 202-564-2101

	U.S. Equal Employment Opportunity Commission
	Statement Point of Contact: Paula R. Bruner
	Liaison: Mona Papillon Representative: Paula Bruner

<p align="center">FY19 Agency HBCU Plan, Section B., Executive Summary</p> <p align="center">Element 1</p>
<p>1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:</p> <p><i>Goals and measurable objectives your agency achieved and plans to achieve during FY19:</i></p> <p align="center"><i>(Agency's original FY19 Agency HBCU Plan statement.)</i></p>
<p>✓ My agency did not respond to this element.</p>

The U.S. Equal Employment Opportunity Commission continues to be committed to supporting the objectives of Executive Order 13779. Congress entrusted the EEOC with the responsibility of enforcing the nation's employment non-discrimination laws. The Commission will use our resources in FY 2019 to support the White House Initiative on Historical Black Colleges and Universities. The EEOC has 53 offices in 15 districts; ten districts have one or more HBCUs with which they engage. These district offices are based in Atlanta, Birmingham,¹ Charlotte,² Dallas³, Houston⁴, Los Angeles, Miami, Memphis⁵, Philadelphia⁶, and St. Louis.⁷ The Washington Field Office and Headquarter offices address the needs of the two HBCUs in DC.

The Commission's FY 2019 strategies include our participation with HBCUs in the following key categories: Workforce Development, Capacity Building, and Data Collection. Under Workforce Development, we will use the principles and platforms of its initiatives and current training module to engage in workforce development by preparing the next generation of employees and employers at HBCUs to be models of excellence regarding equal opportunity in the American workforce.

As for Capacity Building, we will build the capacity of HBCU applicant and employee pools by (1) developing a recruitment strategy that targets HBCU students and graduates; (2) increasing its outreach to HBCUs to promote internship and employment opportunities at the agency; and (3) identifying ways to increase the pipeline of HBCU graduates to EEOC managerial and SES positions by offering mentoring, training, and career development support to mid-level managers

who are HBCU graduates. Finally, regarding Data Collection, we will improve its HBCU workforce data collection by establishing hiring procedures or forms that would encourage applicants and employees to self-report their HBCU status and create applicant flow data to determine the effectiveness of the agency's recruitment efforts for HBCU students and graduates

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 2

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

EEOC does not receive research, grant, or contract funding. Therefore, the Commission's FY 2019 strategies include our participation with HBCUs in the following key categories: Workforce Development, Capacity Building, and Data Collection. The agency's objectives also will be largely satisfied through the improvement of the HBCUs' internal EEO practices and an increase in internships, outreach and education, and employment opportunities.

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

In March 2019, EEOC's Acting Chair assigned certain senior leadership and the WHIHBCU EEOC representative to explore creative remedies to use in recruiting and hiring discrimination cases. These remedies included directing employers to recruit at HBCUs or community colleges to expand the breadth and scope of employers' recruitment efforts and hiring results. The Taskforce drafted an external report of Promising Practices to share with employers in the private, public and federal sectors along with its internal guidance on incorporating HBCUs in remedial provisions in conciliation agreements, consent decrees and settlement agreements in cases where employers have been found to engage in discriminatory recruitment and hiring practices.

On Sept. 5, 2019, the Office of Communications and Legislative Affairs (OCLA) hosted "day in the life of EEOC Communications" for 2 professors and 16 Howard University School of Communications Digital Media and Capstone students at the EEOC. The EEOC Chairman

welcomed the students and addressed questions about the structure and mission of the agency. The Director of Communications and a Social Media Specialist gave a presentation on how EEOC uses Social media to promote EEOC's mission, advocacy, and accomplishments in eradicating workplace discrimination. The presenters also provided a snapshot of what government service looks like in a communications office. Action Item: In FY20, the Office of Communications will attend Howard University's Communications internship day in October with the intent to solicit interns for Spring and Summer 2020.

The EEOC Raleigh Area Office, Administrative Judges Division developed partnership with North Carolina Central University School of Law's Alternative Dispute Resolution Clinic. The ADR clinic is being provided with EEOC cases that have been pre-selected for law students to mediate. The goal of this partnership is to provide law students the opportunity to mediate real cases, collaborate with other employment law professionals in settling real cases involving real people, and to provide internship opportunities for NCCU School of Law students.

Houston District Office representative Marvis L. Hicks visited with Grambling State University's Office of Human Resources Director, Monica Bradley, to secure the site for a half day Technical Assistance Program Seminar and its Administrative Judges Erania Ebron and Claudine R. James served as Moot Court Volunteer Judges

FY19 Agency HBCU Plan, Section B., Executive Summary Element 3
3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically: <i>A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:</i>
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>
✓ My agency did not respond to this element.

EEOC did not commit to any public-private partnerships, programs or MOUs in its FY19 plan. However, it remained open to any opportunities that arose.

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Performance Measure #7 of EEOC's Strategic Plan requires that EEOC have significant partnerships (relationships with advocacy groups and businesses, including small businesses) and that, as part of EEOC's mission to prevent employment discrimination, EEOC bring these advocacy groups and business groups together.

- The Office of Field Programs encourages the field offices to establish significant partnerships with a variety of groups, including HBCUs. The offices are also encouraged, as part of their outreach and efforts to fulfill Performance Measure #7, by bringing advocacy groups (including HBCUs) together with business groups.
- Miami District Office's Outreach Coordinator met with Florida Memorial Univ.'s School of Business Advisory Board, which included private business reps., to discuss career fair participation, non-paid student internships and Youth at Work seminars. As a consequence, EEOC-MDO was invited to participate in an April 17, 2019 Spring Career Fair hosted by Career Fair South Florida.
- Little Rock Area Director Bill Cash participated in the HBCU Summit in Little Rock, AR featuring representatives from Arkansas Baptist College, Philander Smith College, Shorter College and University of AR @ Pine Bluff. The summit, sponsored by Rep. French Hill, brought together business, academic, non-profit and government leaders to promote the value of HBCUs and discuss their importance in Arkansas and across the country and the long-term sustainability and growth of Arkansas' HBCUs.

FY19 Agency HBCU Plan, Section B., Executive Summary	
Element 4	
4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:	
<i>A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable</i>	
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>	
✓ My agency did not respond to this element.	

The Commission did not have a statement regarding funding in the original FY19 HBCU Plan since it does not receive grant, research or contract monies.

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Although EEOC does not receive grant, research or contract funding, it does incur expenses associated with HBCU-related activities. These expenditures are generally associated with travel, displays, career fair fees, and agency memorabilia that is given to students and other event attendees. However, due to the 35-day furlough, frozen agency budget, and numerous requests for Respectful Workforce paid training, the Commission spent less money on HBCU-related activities in FY19 than in FY18.

FY19 Agency HBCU Plan, Section B., Executive Summary Element 5

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Highlights of anticipated accomplishments/outcomes from these investments.

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

The Commission's Office of the Chief Human Capital Officer (OCHCO) will encourage internal HQ and field directors to collect HBCU data from employees and create a mechanism to obtain similar information from applicants.

OCHCO, the Office of Equal Opportunity (OEO), and Office of Federal Programs (OFP) would develop an agency-wide outreach plan to coordinate recruitment of HBCU students and graduates for internships and employment.

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The Office of the Chief Human Capital Officer (OCHCO), Operational Services Division (OSD), Recruitment, Placement, and Classification (RPC) Branch has been working with the Office of Field Program (OFP) District Human Resources Managers (DRM) to collect data from current employees on the Historically Black College and University (HBCU) they attended, geographic location of the HBCU, and a Person of Contact (POC) for the university. Additionally, OCHCO discussed the possibility of data collection from applicants and surmised this type of collection from the applicants could not be captured as there isn't a vehicle to do so.

Based on self-reporting and data collection in FY19, EEOC had 83 employees who were HBCU graduates and they represented 35 HBCUs. Many of these graduates have volunteered time to

support the EEOC's HBCU activities.

OCHCO) encouraged headquarter and field directors to consider HBCU students in their recruitment and hiring efforts and provided critical information about the Pathways program as a tool in this effort. Additionally, OCHCO and RPC surpassed the 25% outreach mark and aggressively worked with the DRMs in the geographic regions that HBCUs are located to develop outreach plans such as; Professional Development Seminars, Resume Writing, Interview Techniques, and Applying to Government Positions. In total, we have reached out to 12 HBCUs and have received very favorable feedback from the universities on our efforts.

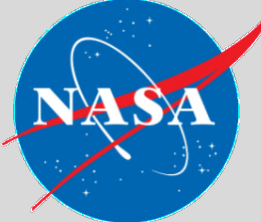
The Office of Federal Programs made HBCUs a target priority in the office directors' performance goal addressing strategic partnerships in an effort to increase recruitment of HBCU students and graduates for internships and employment.

Section B: Supplemental Agency Information (Optional)

Please provide any supplemental information or comments about your agency's highlights related to HBCUs during FY19 that are not described above and/or are not part of your FY19 Agency HBCU Plan.



EEOC's Initiative representative and OCHCO's Branch Chief provided a 4-hour workshop on professional development and resume writing to 8 Morgan State University architectural seniors in support of the Advisory Commission on Historic Preservations' inaugural program. Additionally, EEOC's Initiative representative assisted Howard University's International Affairs Honors Society with its Foreign Service summit by identifying speakers (mainly Initiative representatives) from speakers from the Department of State, Peace Corps and USAID. Lastly, the EEOC representative made a resume writing presentation to Howard University students as part of a sorority's week of professional development activities.

Point of Contact: Paula R. Bruner, paula.bruner@eeoc.gov, 202-663-4731

	National Aeronautics and Space Administration
	Statement Point of Contact: Vacant
	Liaison: Vacant Representatives: Vacant

No response provided.

Point of Contact: Vacant

 	<p>National Endowment for the Arts</p> <p>Statement Point of Contact: William C. Maloney</p> <p>Liaison: William C. Maloney Representative: Ayanna Hudson</p>
---	--

<p>FY19 Agency HBCU Plan, Section B., Executive Summary</p> <p>Element 1</p>
<p>1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:</p> <p><i>Goals and measurable objectives your agency achieved and plans to achieve during FY19:</i></p>
<p><i>(Agency's original FY19 Agency HBCU Plan statement.)</i></p>
<p>✓ My agency did not respond to this element.</p>

- The National Endowment for the Arts will track HBCU progress over time.
- Staff will create an HBCU tag in our grant management system. This will allow discipline staff to identify and tag applications from HBCUs or with HBCU partnerships. Agency staff will work with the National Endowment for the Arts Office of Research Analysis to generate a grant report four times a year for all HBCU related applications and offers.
- The National Endowment for the Arts HBCU contact list will be divided into 1/3's for each member of the HBCU team to provide direct follow up.
- The National Endowment for the Arts will continue targeted, direct outreach to HBCUs. The National Endowment for the Arts will create standardized materials for meetings.
- National Endowment for the Arts staff will participate in and host custom HBCU webinars.
- In partnership with White House Initiative on HBCUs, and working with agency discipline-based staff, host NEA specific webinars on five of the agency's artistic divisions.
- The National Endowment for the Arts will participate two annual HBCU events: HBCU Back to School Week in August 2019 and the HBCU Week Conference in September 2019.
- National Endowment for the Arts staff will attend WHI-HBCU Monthly Meetings.
- The agency will host HBCU interns.

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

- The National Endowment for the Arts continued to track its outreach for FY19. By the end of 2017-19, the agency had made some form of contact with ~66% of the 107 HBCUs in the United States. All of these contacts are currently being tracked by the agency's HBCU Team. In addition, a contact list with emails, telephone numbers, and other materials was created for future updates on grant guidelines, conferences, etc.
- A special HBCU tag was created in our internal grant management system for tracking HBCU applications over time. Tags are included for direct grants to HBCUs and grants that have an HBCU partner(s).
- The agency's HBCU team has provided follow-up for all staff campus visits in FY19. Follow-up included links to updated guidelines, an agency guide, and information regarding upcoming webinars.
- In FY19, the Arts Endowment visited 14 HBCU campuses – including hosting a grants workshop at Jackson State University. All agency staff travel was tracked and matched with nearby HBCUs. An HBCU specific agency fact sheet was also created to aid discussion in these meetings, highlighting specific grant programs and examples of previous HBCU grantees.
- HBCU-specific webinars will be hosted by the National Endowment for the Arts in FY20. The previously mentioned contact list does provide names and contacts of HBCU specific artistic departments and faculty. This will allow better targeted outreach to specific schools and disciplines (example: Fisk University = Dance) and a resource for grant panel recruitment.
- The National Endowment for the Arts took an active leadership role in the FY19 WHI-HBCU Conference. The agency planned and executed a 1.5 day symposium titled DREAM IT ACHIEVE IT – FEDERAL CULTURAL FUNDING OPPORTUNITIES. Partners included The National Endowment for the Humanities, Institute of Museum and Library Services, the Department of Education, and the Advisory Council on Historic Preservation. The symposium included a review of grant opportunities, speeches from agency leadership, discussion panels, and one-on-one sit downs with agency staff. We did not participate in the HBCU Back to School Week as it was canceled.
- Agency staff regularly attended the WHI-HBCU's FY19 meetings with regular updates.
- In FY19, the National Endowment for the Arts hosted 5 HBCU interns from the following universities – University of the District of Columbia, Bowie State, Howard University, and Alabama A&M.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 2

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

The NEA is a grant making agency. It does not have programs or contracts. It does have four main categories of grants that are applicable to HBCUs:

- **ARTWORKS** is the NEA's main grant program. Matching grants generally range from \$10,000 to \$100,000. A minimum cost share/match equal to the grant amount is required.
- **CHALLENGE AMERICA** is designed to support projects that extend the reach of the arts to underserved populations. Matching grants are for \$10,000.
- **OURTOWN** is for organizations to apply for creative place-making projects that contribute to the livability of communities and through strategies that leverage arts, culture, and/or design toward achieving community goals.
- **RESEARCH ART WORKS** - Awards to support research that investigates the value and/or impact of the arts, either as individual components of the U.S. arts ecology or as they interact with each other and/or with other domains of American life. Research: Art Works offers support for projects in two areas:
- **Track One:** Value and Impact. These are matching grants ranging from \$10,000-\$30,000 for research projects that aim to examine the value and/or impact of the arts in any topic area(s) by using data and methods appropriate to the proposed research questions.
- **Track Two:** Experimental and Quasi-Experimental Designs. These are matching grants ranging from \$30,000-\$100,000 for research projects that aim to test the causal or inferred-causal impact of the arts on individual or cohort outcomes by using experimental or quasi-experimental design methods appropriate to the proposed research questions.

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

In early FY19 (December 2018), the National Endowment for the Arts released its new guidelines. ARTWORKS – the Endowment's main grant program in FY19 – received specific language regarding HBCUs: We encourage applications for artistically excellent projects that address any of the following activities below... Engage with Historically Black Colleges and Universities (HBCUs). This recognition has continued. Special encouragement for HBCU based/partnered applications has been included into FY20's new guidelines also for ARTWORKS – now named GRANTS FOR ARTS PROJECTS.

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

We do not have any public-private partnership grants or MOU's with HBCUs.

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

We still do not have any public-private partnership grants or MOU's with HBCUs.

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 4

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency's original FY19 Agency HBCU Plan statement.)

☒ **My agency did not respond to this element.**

Increases/decreases in funds are dependent upon the number of applications we receive from HBCUs and their success in the panel review process. However, with the National Endowment for the Art's increased outreach, the agency expects more HBCU based applications

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The following direct grants were awarded to HBCUs in FY19:

- ALCORN STATE UNIVERSITY: \$10,000 – Jazz Festival at university
- TUSKEGEE UNIVERSITY: \$10,000 - To support an exhibition by visual artist Titus Kaphar at the Legacy Museum.
- BOWIE STATE UNIVERSITY: \$10,000 – Development of a play.

The following indirect grants were awarded organizations partnering with HBCUs in FY19:

- VA STAGE COMPANY: \$20,000 - To support salaries and artist fees for the production of *The Bluest Eye*, adapted by Lydia R. Diamond from the 1970 novel by Toni Morrison. **Norfolk State** as partner.
- STEP AFRIKA!: \$25,000 - To support Black History Month Tour. **2-3 HBCU partners** (names undisclosed)
- NASHVILLE BALLET: \$15,000 - To support salaries for the creation and presentation of *Lucy Negro, Redux*, an original contemporary ballet by Artistic Director Paul Vasterling in collaboration with poet Caroline Randall Williams and composer Rhiannon Giddens. **Fisk University** as a partner.
- NATIONAL ART EDUCATION ASSOCIATION: \$40,000 - To support a pilot professional leadership certificate program for art educators that explores the issues of equity, diversity and inclusion. **Howard University** as a partner.
- MISSISSIPPI SYMPHONY – \$10,000: To support a classical music performance and related educational activities.

In conclusion, \$30,000 was directly awarded to HBCUs and \$110,000 to HBCU partnering organizations for FY19. The biggest difference between FY18 and 19 was an additional \$70,000 to HBCU partnered projects:

- FY19: \$30,000 directly awarded to HBCUs, \$110,000 to HBCU partnered projects.
- FY18: \$35,000 directly awarded to HBCUs, \$40,000 to HBCU partnered projects.

FY19 Agency HBCU Plan, Section B., Executive Summary	
Element 5	
5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically: <i>Highlights of anticipated accomplishments/outcomes from these investments.</i>	
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>	
✓ My agency did not respond to this element.	

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

N/A – Did not appear in previous report


Section B: Supplemental Agency Information (Optional)

Please provide any supplemental information or comments about your agency's highlights related to HBCUs during FY19 that are not described above and/or are not part of your FY19 Agency HBCU Plan.

The HBCU team made the following additional improvements for its HBCU strategy:

- Providing the National Endowment for the Arts' CHALLENGE AMERICA: ARTS IN EVERY AMERICAN COMMUNITY initiative team with a list of HBCUs. This team is dedicated to delivering agency grants in every single US congressional district. In early FY19, a list of HBCUs was provided to this team to cross-reference unfunded districts with these schools. The grant for TUSKEEGEE UNIVERSITY was awarded due to this action.
- Engagement with several other agencies. The National Endowment for the Arts was successful in leading an effective cluster of agencies for FY19. As mentioned earlier, this culminated with arts and culture symposium at the National HBCU Week in September 2019. Included in this group was the Institute of Museum and Library Services [IMLS] – a target partner of the WHI-HBCU. Through this partnership, we anticipate IMLS will be encouraged to join the initiative. Creating an HBCU specific email address – hbcu@arts.gov – to streamline communications from the agency.

Point of Contact: William C. Maloney, maloneyw@arts.gov, hbcu@arts.gov, 202-682-5581

 NATIONAL ENDOWMENT FOR THE Humanities	National Endowment for the Humanities
	Statement Point of Contact: N/A
	Liaison: Vincent Ricardel Representative: Mary Macklem

No response provided.

Point of Contact: Mary Macklem, mmacklem@neh.gov, 202-606-8276



National Science Foundation

Statement Point of Contact: Dr. Suzanne Iacono

Liaison: Dr. Suzanne Iacono

**Representatives: Bernice Anderson and
Jolaina Jeff-Cartier**

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

As defined in the Agency Priorities, specific goals and objectives for FY 2019 include:

1. Leveraging the diverse perspectives of HBCUs in pursuit of discovery and innovations
2. Improving the knowledge transfer within the HBCU network
3. Providing resources for junior faculty to establish their research agendas
4. Enhancing technical support to HBCUs

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

In accordance with the Agency Priorities submitted in May 2019, NSF has achieved the following four goals during FY 2019:

1. Leveraged the diverse perspectives of HBCUs in pursuit of discovery and innovations
 - a. The Centers of Research Excellence in Science and Technology (CREST) program made awards to nine HBCUs, investing \$9.41 million.
 - b. The HBCU Research Infrastructure for Science and Engineering (RISE) program made awards to two HBCUs, investing \$2.0 million.
 - c. Established Program to Stimulate Competitive Research (EPSCoR) co-funded awards to six HBCUs, investing \$1.88 million.
 - d. The Partnership for Research and Education materials (PREM) program made awards to four HBCUs, investing \$1.46 million.

2. Improved the knowledge transfer within the HBCU network
 - a. Historically Black colleges and Universities Undergraduate Program (HBCU-UP) funded 52 HBCUs, investing over \$31.49 million. HBCU-UP has funded a BPR Center focused on the Advancement of STEM Leadership and supported two planning grants for the development of research centers; one emphasizing STEM identity and the other with a focus on nurturing resilient students and teachers.
 - c. Louis Stokes Alliances for Minority Participation (LSAMP) Research Centers supported ten HBCUs, investing \$1 million in the Research Centers.
3. Provided resources for junior faculty to establish their research agendas
 - a. The HBCU-Excellence in Research (EiR) effort supported 21 HBCUs, investing \$15.0 million.
 - b. The Major Research Instrumentation (MRI) program supported three HBCUs, investing \$580,000.
4. Enhanced technical support to HBCUs
 - a. Most programs offered webinars to share program information and proposal preparation guidance. Information about technical assistance events are posted on the NSF website and announced via NSF Updates, an online subscription service. An Excellence in Research Information Webinar was held September 2019, and the slides can be found at the HBCU-UP website.
 - b. Additionally, program-specific principal investigators meetings provided opportunities for potential and active HBCU awardees to engage in discussion with NSF staff about discipline-specific funding challenges and opportunities.
 - c. See Element 5 for additional information regarding enhanced technical support provided to HBCUs during FY 2019.

FY19 Agency HBCU Plan, Section B., Executive Summary	
Element 2	
2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:	
<i>A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:</i>	
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>	
✓ My agency did not respond to this element.	

- a. HBCU-Excellence in Research (EiR)
- b. Historically Black Colleges and Universities Undergraduate Program (HBCU-UP)
- c. HBCU Research Infrastructure for Science and Engineering (RISE), a track with the Centers of Research Excellence in Science and Technology Program

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

NSF continues to leverage the following programs to increase federal grant opportunities for HBCUs in FY 2019:

- HBCU-Excellence in Research (EiR)
 - Historically Black Colleges and Universities Undergraduate Program (HBCU-UP)
- HBCU Research Infrastructure for Science and Engineering (RISE), a track within the Centers of Research Excellence in Science and Technology (CREST) program

In FY 2019, NSF education programs and research efforts investing over \$500,000 to HBCUs include: Louis Stokes Alliances for Minority Participation (LSAMP), Centers of Research Excellence in Science & Technology (CREST), CyberCorps® Scholarship for Service (SfS), Discovery Research PreK-12 (DRK-12), HBCU-Undergraduate Program (HBCU-UP), HBCU-Excellence in Research (HBCU-EiR), Innovative Technology Experiences for Students and Teachers (ITEST), Improving Undergraduate STEM Education (IUSE), Partnerships for Research & Education Materials (PREM), Established Program to Stimulate Competitive Research (EPSCoR), Major Research Instrumentation (MRI) program, Research Experiences for Teachers (RET), the Robert Noyce Scholarship Program, Research Experiences for Undergraduates (REU), Scholarships in Science, Technology, Engineering and Mathematics (S-STEM); and NSF's Big Idea initiative in broadening participation, Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science (NSF INCLUDES).

HBCUs were encouraged to participate in the myriad of NSF programs focused on or emphasizing broadening participation in STEM, such as Increasing the Participation and Advance of Women in Academic Sciences and Engineering Careers (ADVANCE), Advanced Technological Education (ATE), STEM + Computing Partnerships (STEM-C) and International Research Experiences for Students (IRES).

For additional information regarding funding opportunities at NSF, please review the National Science Foundation Broadening Participation Portfolio on NSF.gov.
www.nsf.gov/od/broadeningparticipation/bp_portfolio_dynamic.jsp (2019).

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Public-private partnership grants, contracts, programs or Memoranda of Understanding NSF plans to implement to increase federal opportunities for HBCUs during the FY 2019:

- a. Partnerships for Research and Education Materials (PREM)
- b. NSF INCLUDES (Inclusion across the Nation of Communities of Learners of Underrepresented Discoveries in Engineering and Science)
- c. NSF Innovation Corps (I-Corps)

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Support in this area is growing and HBCUs are encouraged to submit to programs like: NSF INCLUDES, NSF Innovation Corps (I-Corps™), and/or Partnerships for Innovation.

Public-private partnership grants, contracts, programs or Memoranda of Understanding NSF implemented to increase federal opportunities for HBCUs during the FY 2019 include:

- a. The Partnership for Research and Education materials (PREM) program made awards to four HBCUs, investing \$1.46 million
- b. NSF INCLUDES (Inclusion across the Nation of Communities of Learners of Underrepresented Discoveries in Engineering and Science) invested \$780,000 in the NSF INCLUDES Alliances, led by the University of the Virgin Islands, and provided support to four other HBCUs.
- c. NSF Innovation Corps (I-Corps™) program made awards to three HBCUs, investing \$200,000.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 4

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Funding for NSF's investment in HBCUs is projected to increase in FY 2019, as co-funding from the Research and Related Activities continues to increase; especially for supporting principal investigators at HBCUs to design and implement research projects that advance the frontiers of science and engineering.

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Though projected to increase, funding for NSF's investment in HBCUs decreased by \$4.64 million from FY 2018 to FY 2019. Despite the reduction in funding, NSF was successful in broadening the number of HBCUs to receive funding and awarded \$8.76 million in funding to at least 15 new HBCUs since FY 2018.

Going forward, HBCUs are strongly encouraged to submit proposals in response to all funding opportunities for which they are interested and are eligible.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 5

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Highlights of anticipated accomplishments/outcomes from these investments.

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

There are several areas of support to facilitate partnering efforts among the WH Initiative, HCBUs and NSF that align with NSF's commitment to inclusion and mission of promoting the progress of science. They include:

- Conducting outreach to the HBCU community for the recruitment of reviewers, panelists, expert consultants and Intergovernmental Personnel Act (IPA) assignments from HCBUs;
- Offering tailored technical assistance via webinars, seminars and workshops linked to: grant writing for programmatic competitiveness, targeted investment in the HBCU infrastructure for innovation and fundamental research, and sustained support for the development of a diverse STEM workforce;
- Advancing diverse perspectives within the HBCU community by supporting the HBCU broadening participation research centers;
- Providing awards to develop, implement and study innovative models and approaches in STEM, by fostering the preparation and success of STEM graduates of HCBUs; and
- Developing a portfolio of projects that enable STEM and STEM education faculty in HCBUs to further research capacity, conduct research, and increase access to scientific and engineering equipment for research and training.

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HCBUs during FY19.*

NSF engaged in several types of outreach efforts to the scientific communities. HCBUs were encouraged to participate, as well as take advantage of NSF's on-line information and electronic notifications.

In FY 2019, the Policy Office in the Division of Institution & Award Support (DIAS) participated in 17 conferences, workshops and webinars designed to help faculty and administrators understand proposal preparation, merit review, and award administration policies and procedures. This included two NSF Grants Conferences.

NSF's Office of Integrative Activities hosted a panel session during HBCU Week to educate conference participants on how best to compete for NSF funding. A follow-up panel session was hosted at Johnson C. Smith University in Charlotte, NC in November 2019.

Point of Contact: Jolaina Jeff-Cartier, jjeffcar@nsf.gov, 703- 292- 2486



Nuclear Regulatory Commission

Statement Point of Contact: Tuwanda M. Smith, Esq.

Liaison: Pamela Baker

Representative: Tuwanda M. Smith, Esq.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Goal 1. Ensure that the NRC's annual Outreach and Recruitment Program schedule includes HBCUs. Measurable Objectives: Demonstrate actions/efforts taken to ensure that the NRC's annual formal outreach and recruitment activities include HBCUs. Identify performance outcomes.

Goal 2. Ensure HBCUs have an opportunity to participate in NRC and other career development and placement opportunities. Measurable Objectives: Demonstrate actions/efforts taken to ensure HBCUs were made aware of, and encouraged to participate in, Federal or public-private sector special educational initiatives, summer programs, and career opportunities. Identify performance results and outcomes.

Goal 3. Increase representation of HBCUs in NRC and other funding opportunities. Measurable Objectives: Demonstrate actions/efforts taken to conduct outreach to HBCUs focused on facilitating awareness of grant and contract opportunities, cooperative agreements, and other Federal and public-private sector resources. Demonstrate actions/efforts taken to promote HBCU involvement and participation in grant and contracting processes, and to increase representation of HBCUs in funding and resource opportunities. Identify performance results and outcomes.

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Goal 1. Although the U.S. Nuclear Regulatory Commission's (NRC's) fiscal year (FY) 2019 annual Outreach and Recruitment Program schedule included conducting activities at four Historically Black Colleges and Universities (HBCUs) (Alabama A&M, Fort Valley State, Morgan State, and South Carolina State), NRC offices performed outreach efforts involving a number of other HBCUs.

Goal 2. During FY 2019, the NRC introduced a new entry-level hiring program called the Nuclear Regulator Apprenticeship Network (NRAN). This program focuses recruiting efforts on individuals who are eligible under noncompetitive hiring authorities. The first NRAN cohort of 25 will consist of individuals who will have a technical degree (i.e., engineering, science, health physics) by May 2020 and who have received NRC Integrated University Program (IUP) or Minority Serving Institutions Grant Program (MSIGP) scholarships or fellowships, or hires under noncompetitive hiring authorities such as veterans and people with disabilities.

During FY 2019, NRC offices used alternative hiring authorities in considering MSIGP and IUP grant recipients (including HBCU students) for co-ops and entry-level positions. The NRC conducted its Temporary Summer Student Program, which was open to students (including HBCU students) with majors in engineering, science, information technology, business, accounting, and other fields needed by the NRC. The NRC used a streamlined hiring process. On-campus recruitment teams attending career fairs; held information sessions with grant recipients; and solicited resumes from graduating grant recipients, veterans, and students with disabilities. Tiger teams were formed to review NRAN resumes and Temporary Summer Student Program certifications (technical and corporate), conduct interviews over Skype, check references, and make selections.

Goal 3. The NRC conducted extensive outreach (e.g., on campus, mail-outs, electronic notifications) to HBCUs. The NRC also asked the White House Initiative on HBCUs to post on its Web site and disseminate notifications about the NRC's career development, employment, and grant funding opportunities and to share this information during meetings, forums, and events.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 2

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Grants. The NRC's Office of Nuclear Regulatory Research posted a funding opportunity announcement for the FY 2019 NRC appropriations (\$15 million) to be used for the agency's IUP grants. More information about the announcement can be found at <https://www.grants.gov>. This Web site provides specific information about the NRC's faculty development scholarships and fellowships, and trade school and community college scholarships.

Contracts. The NRC hosts business seminars focused on contracting opportunities. More information about NRC's contracting opportunities and seminars can be found at <https://www.nrc.gov/about-nrc/contracting/small-business/calendar-of-events.pdf>.

Career Development and Placement Programs. The NRC has a number of special educational initiatives, summer programs, and internship opportunities to promote talent acquisition. More information about the NRC's career opportunities can be found at <https://www.nrc.gov/about-nrc/employment.html>.

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

The NRC's Office of Nuclear Regulatory Research posted an annual funding opportunity announcement on <https://www.grants.gov>. The Web site provides specific information about the NRC's faculty development scholarships and fellowships, and trade school and community college scholarships. During FY 2019, the NRC continued to support nuclear education by awarding 45 grants to 33 academic institutions in 19 States and Puerto Rico, totaling \$15 million. During FY 2019, the NRC awarded 20 contracts totaling \$983,128.00 to universities engaged in professional, scientific, and technical services. The NRC hosted business seminars focused on the agency's contracting opportunities.

The NRC posts information about the agency's contracting opportunities and seminars at <https://www.nrc.gov/about-nrc/contracting/small-business/calendar-of-events.pdf>. The NRC's Small Business Program staff participated in the National Institutes of Health's first HBCU Industry Day, with the theme of "Engaging HBCUs in Federal Contracting." The staff provided information about and discussed the NRC's contracting opportunities with HBCU Office of Grants/Sponsored Programs employees, administrators, and faculty researchers.

As described under Element 1, the NRC conducts a number of special educational initiatives, summer programs, and internship opportunities to promote talent acquisition. More information about the NRC's career opportunities can be found at <https://www.nrc.gov/about-nrc/employment.html>.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Public-Private Partnerships. The NRC will continue collaborative efforts with current and prospective academic institutions and public-private sector representatives (e.g., Council on Foreign Relations; LL Burge & Associates, LLC; and Emerging Technology Consortium) to achieve the goals and objectives identified in this document.

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

During FY 2019, the NRC participated in targeted outreach and recruitment to HBCU law schools (i.e., the University of the District of Columbia's David A. Clarke School of Law, Howard University School of Law, Florida Agricultural and Mechanical University College of Law, Texas Southern University, and Hampton University School of Law) to promote interest in the NRC's career development and employment opportunities (i.e., Honor Law Graduate Program, legal intern programs, and law clerk positions) and funding opportunities. The NRC participated in recruitment outreach and collaborative efforts with stakeholders and participants at the President's Council on HBCUs and the science fair sponsored by Science Montgomery held at the Food and Drug Administration. The NRC also participated in the second annual "A Week at the NRC" Program, which provided experiential learning for 12 high school students. During this event, staff members from the NRC offices gave presentations on "What the NRC Does." The NRC also hosted 11 Summer RISE students from diverse backgrounds through the Montgomery County Blacks In Government program.

The NRC served on the Planning Committee and cosponsored the FY 2019 White House HBCU Week Conference. The NRC, along with the U.S. Department of the Treasury, Council on Foreign Relations, and Emerging Technology Consortium, hosted a key workshop session on "Building Partnerships to Increase HBCUs' Workforce Dynamics in 2020 and Beyond." The session provided insights and best practices for establishing and maintaining effective academic partnerships. The NRC staffed a recruitment exhibit booth. The agency's NEXGEN Cohort participated in the U.S. Department of Energy-led Millennial Caucus Networking session. The session discussed the future of nuclear and clean energy, bringing young leaders into decisionmaking on energy policies, and the roles HBCUs and others can play. The NEXGEN

Cohort shared information with HBCU student participants on their jobs and experiences working at the NRC as a way of promoting interest in the NRC as an employer.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 4

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

The NRC anticipates an increase in funds to HBCUs during FY 2019. The NRC staff will conduct outreach to HBCUs. Staff will also encourage HBCU participation in NRC grant evaluation panels to ensure knowledge and skill transfer, and to promote an understanding of grant administration processes. [Office of Small Business and Civil Rights] compliance staff will monitor grant panel reviews to ensure fair and equitable evaluation and scoring processes in accordance with established selection/evaluation criteria.

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

During FY 2019, the NRC did not award any grants to HBCUs. As a result, there was no change in NRC grant dollars to HBCUs from FY 2018. The NRC conducted outreach to promote HBCU interest in grant opportunities. Three faculty members from HBCUs (Alabama State University, Fayetteville State University, and Southern University at New Orleans) served on the NRC's IUP grant evaluation panels. The NRC's civil rights compliance staff monitored the preaward grants administration process and grant panel reviews to ensure fairness and equity during the grants award processes in accordance with established NRC criteria.

During FY 2019, the NRC did not award any contracts to HBCUs. As a result, there was no change in contract dollars to HBCUs from FY 2018. As mentioned under Element 2, the NRC conducted outreach to promote awareness and HBCU interest in contract opportunities.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 5

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Highlights of anticipated accomplishments/outcomes from these investments.

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Goal 1—Measurable Objectives—Demonstrate actions/efforts taken to ensure that the NRC's annual formal outreach and recruitment activities include HBCUs. Identify performance results and outcomes

Goal 2—Measurable Objectives—Demonstrate actions/efforts taken to ensure HBCUs were made aware of, and encouraged to participate in, Federal or public-private sector special educational initiatives, summer programs, and career opportunities. Identify performance results and outcomes.

Goal 3—Measurable Objectives—Demonstrate actions/efforts taken to conduct outreach to HBCUs focused on facilitating awareness of grant and contract opportunities, cooperative agreements, and other Federal and public-private sector resources. Demonstrate actions/efforts taken to promote HBCU involvement and participation in grant and contracting processes, and to increase representation of HBCUs in funding and resource opportunities. Identify performance results and outcomes.

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Elements 1–4 of this report describe the NRC's FY 2019 accomplishments and performance outcomes from the agency's investments. Highlights of the NRC's accomplishments include, but are not limited to, the following:

- included HBCUs in the NRC's FY 2019 recruitment outreach efforts, programs, and activities
- established the NRC's NRAN program and successfully recruited the FY 2020 NRAN program participants, which include students from two HBCUs (Alabama A&M University and South Carolina State University)
- hired a diverse group of summer students (high school and college level), co-op participants, and a student under a grant for a health physicist position.
- used alternative hiring to employ IUP and MSIGP grant students in the NRC offices
- facilitated HBCU awareness of the NRC's career development and employment placement programs and grant and contract opportunities

Point of Contact: Tuwanda M. Smith, Tuwanda.Smith@nrc.gov, 301-415-7380



The Office of the Director of National Intelligence

Statement Point of Contact: Dyanna Hedgpath-Moore

Liaison: Rita Sampson

Representative: Dyanna Hedgpath-Moore

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

On behalf of the United States Intelligence Community (IC), the Office of the Director of National Intelligence (ODNI) renewed efforts to increase demographic diversity by building more sustained partnerships with Historically Black Colleges and Universities (HBCU) including establishing relationships with Deans of several HBCU engineering schools, and expanding outreach and recruitment efforts throughout the HBCU community. Intelligence Community leaders facilitated panels and participated as keynote speakers for events hosted or attended by members/students from HBCUs. Examples include the “Advancing National Security through Artificial Intelligence and Machine Learning” panel at the 2019 National Historically Black Colleges and Universities Week Conference. “Let’s Get Ready to Rumble - Managing Groups & Cultures When You Are Not in Charge” and “Want a Security Clearance - This Is What You Need to Know” panels were presented by IC leaders at the 2019 Black Engineer of the Year Award (BEYA) Conference. As a first-time corporate sponsor of the 2019 Advancing Minorities Interest in Engineering (AMIE) Conference the IC delivered a keynote address focused on positioning HBCUs for the future: “Research and Innovation Partnership Opportunities”.

The IC increased engagement on three different fronts: 1) increasing awareness of job and career opportunities and recruiting students; 2) collaborating with professors and faculty members; and 3) building a network of senior HBCU administrators. The IC leveraged African American

employee resource groups and human capital programs and resources to implement an outreach strategy to increase the representation of African Americans amongst the entry-level applicant pool in Science, Technology, Engineering, and Math (STEM) and cyber career fields.

The Central Intelligence Agency (CIA) increased engagement with HBCUs during FY19 to raise awareness of, and interest in, existing career opportunities. This included expanding the partnerships with Southern University, Howard University, and Spelman College and initiating Memoranda of Understandings (MoU) that outlined and underscored CIA's commitment to invest time and energy in the institutions -- by assisting with curriculum development and serving as guest lecturers -- as well as in the students by preparing them for future employment and educating them on intelligence fields. Specifically, the following objectives were achieved:

The Southern University System (SUS) became the first HBCU formally designated as a CIA White House Initiative on HBCU institution. Formalized via an MoU in September 2019, extensive ongoing outreach and engagements occurred during FY19 with SUS President, the Board of Directors, SUS leadership, faculty, and student body.

In January 2020, Spelman College will become the first HBCU to host a Visiting Intelligence Officer (VIO) to represent the CIA by teaching undergraduate courses, conducting research, and making a direct impact to the CIA's initiative in bolstering diversity hiring.

CIA had previously designated the Howard University business school as one of its signature schools. In FY19, CIA formally brokered a partnership with the Vice President of Innovation and Research under which the University will host a VIO.

The National Geospatial-Intelligence Agency's (NGA) onsite recruitment activities at HBCUs included career fairs, resume workshops, information sessions, tabling events, classroom visits, office hours, mock interviews, on-campus interviews and offers, and meet-and-greets with student organizations and faculty/staff. In addition, NGA hosted annual recruitment showcases inviting HBCU career staff to learn about its mission, along with conducting virtual activities with HBCUs on a regular basis. There were 20 HBCUs from which NGA recruited in FY19: Alabama A&M University, Bennett College, Bowie State University, Clark-Atlanta University, Delaware State University, Elizabeth City State University, Fayetteville State University, Hampton University, Harris-Stowe State University, Howard University, Jackson State University, Morehouse College, Morgan State University, Norfolk State University, North Carolina A&T State University, North Carolina Central University, Spelman College, Texas Southern University, Tuskegee University, and West Virginia State University.

The Department of State (DoS) conducted 68 recruitment activities at 26 HBCUs in FY19. The 26 are Alabama Agricultural and Mechanical University, Alabama State University, Bennett College, Clark Atlanta University, Fayetteville State University, Florida A&M University, Florida Memorial University, Fort Valley State University, Hampton University, Howard University, Johnson C. Smith University, Langston University, Lincoln University, Livingstone College, Meharry Medical College, Miles College, Mississippi Valley State University, Morehouse College, North Carolina Agricultural and Technical State University, Prairie View A&M University, Shaw University, Southern University - New Orleans, Spelman College, Stillman College, Texas Southern University, Winston-Salem State University.

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 2

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

ODNI implemented a partnership with Howard University and placed a senior executive at the University. The assigned senior executive specifically cultivated relationships and worked with the Dean's Office in the School of Business to enhance relationships with the IC. Targeted efforts included identifying opportunities to help facilitate employment opportunities for students, leading discussions on intelligence issues and challenges, and building a direct pipeline of talent. Plans for expanding this program to other HBCUs are being developed as part of the IC strategy.

The DoS leveraged social media to engaged with HBCU faculty, staff, and students about fellowship opportunities, including the U.S. Foreign Service Internship Program (USFSIP), which provides paid experiential learning for highly qualified students from under-represented groups. The DoS provided funding for HBCU participants of the Thomas R. Pickering Foreign Affairs, the Charles B. Rangel International Affairs Fellowships, and the Foreign Affairs Information Technology Fellowship (FAIT) - all three of which are designed to promote diversity in the Foreign Service workforce. The first HBCU cohort of FAIT Fellows joined the Foreign Service in September 2019.

The National Security Agency (NSA) partnered with seven HBCUs (Morgan State University, Norfolk State University, North Carolina A&T State University, Savanna State University, Winston-Salem State University, Bowie State University, and Howard University) by providing grants or scholarships utilizing the following programs:

Department of Defense Cybersecurity Scholarship Program

Mathematical Sciences Program

Research Grants

Computer Network Operation Contracts

STARTALK Program

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

Programs in which the IC participated and where MOUs between HBCUs and IC Elements assisted in increasing federal opportunities to students from HBCUs included:

1. Intelligence Community (IC) Centers for Academic Excellence (CAE) program
2. Student Internships/Fellow programs
3. National Security Education Program (NSEP)
4. Southern University MOU
5. Spelman College MOU
6. Howard University MOU (pending)

Intelligence Community outreach and recruitment booths at HBCU conferences and career fairs:

1. Black Engineer of the Year Award (BEYA), Washington, DC, February 2019
2. Miles College Spring Career Fair, Birmingham, AL, March 2019
3. Spelman College, Morehouse College, and Clark Atlanta University 2019 Spring Career Fair, Atlanta, GA
4. IC Recruitment Regional Event, University of Alabama, Huntsville, AL, September 2019
5. Advancing Minorities Interest in Engineering (AMIE) Annual Conference, Hampton University, VA, September 2019
6. Black Caucus Annual Legislative Conference, Washington, DC, September 2019
7. National Historically Black Colleges and Universities Week Conference, Washington, DC, September 2019
8. Women of Color in STEM Conference, Detroit, MI, September 2019

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 4

4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

During FY19, the ODNI increased funding to expand HBCU outreach. In FY19, the ODNI led a coordinated effort to host the first IC Regional STEM Recruitment event in Huntsville, Alabama. The event attracted over 600 students from 33 different schools in the region, including a number of HBCU colleges/universities. During the event, students were able to participate in sessions on application and security preparation, analytical simulation, cyber panel, IC internships, resume review, and a hack-a-thon. The event also provided on-the-spot, conditional offers-of-employment by several IC elements. In conjunction with this initiative, the ODNI facilitated campus visits to four local HBCUs near Huntsville to provide targeted recruitment: Tuskegee University, Alabama Agricultural and Mechanical University, Oakwood University, and Miles College. Additional ODNI recruiting efforts took place at Howard University, Morgan State, and North Carolina Central.

The IC CAE program was established to serve the mission-critical objectives of educating highly qualified students of diverse backgrounds and to encourage these students to pursue careers throughout the IC. Approximately, 17 of the designated IC CAE universities and collaboration partnerships that receive government funding include HBCUs. The IC's goal is to build a pool of diverse, qualified candidates ready for employment in the IC.

Another example of increased funding is through NSA, which increased the amount of funds invested in HBCUs for both contracts and grants during FY19 as compared to FY18.

FY19 Agency HBCU Plan, Section B., Executive Summary	
Element 5	
5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:	
<i>Highlights of anticipated accomplishments/outcomes from these investments.</i>	
<i>(Agency's original FY19 Agency HBCU Plan statement.)</i>	
✓ My agency did not respond to this element.	
Agency Actions: <i>In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.</i>	

The NSA has engaged with the 15 Accreditation Board of Engineering and Technology, Inc. (ABET) accredited HBCUs, discussing their need and opportunities to assist. The NSA was ranked second in the list of 2019 Top 10 Government Supporters of HBCU Engineering Programs released by U.S. Black Engineer and Information Technology Magazine. More information may be found in the article entitled “NSA Named Among Top Supporters of Historically Black Colleges and Universities” at the following unclassified link: <https://www.nsa.gov/News-Features/News-Stories/Article-View/Article/1794130/nsa-named-among-top-supporters-of-historically-black-colleges-and-universities/>.

The U.S. Air Force National Air and Space Intelligence Center (NASIC) attended HBCU career fairs at Central State University, Wilberforce University, North Carolina A&T State University, and Howard University. The NASIC conducted strategic outreach to clubs/groups/societies affiliated with targeted recruitment efforts, and received applications from 125 new candidates for vacant positions. This was a 40% increase in applications from FY18 Fall HBCU recruiting events.

NGA has special recruitment efforts in place with the aforementioned HBCUs to form and develop strong and ongoing partnerships. Currently, 5% of all student interns in its 2019 program are from HBCUs, 12 out of the 247 FY19 student intern cohort.

The NGA's onsite recruitment activities at HBCUs include career fairs, resume workshops, information sessions, tabling events, classroom visits, office hours, mock interviews, on-campus interviews and offers, and meet-and-greets with students organizations and faculty/staff. In addition, NGA hosts annual recruitment showcases inviting HBCU career staff to learn about its mission, along with conducting virtual activities with HBCUs on a regular basis. There were 20 HBCUs where NGA recruited: Alabama A&M University, Bennett College, Bowie State University, Clark-Atlanta University, Delaware State University, Elizabeth City State University, Fayetteville State University, Hampton University, Harris-Stowe State University, Howard University, Jackson State University, Morehouse College, Morgan State University, Norfolk

State University, North Carolina A&T State University, North Carolina Central University, Spelman College, Texas Southern University, Tuskegee University, and West Virginia State University.

The NGA has an Underrepresented Communities Program designed to engage with underrepresented populations at academic institutions and increase the diversity of NGA's applicant pool of highly qualified candidates. The program includes a separate category of schools primarily consisting of Minority Serving Institutions, i.e. HBCUs. While NGAs student internship program is open to all eligible applicants, NGA has special recruitment efforts in place with the aforementioned HBCUs to form and develop strong and ongoing partnerships.

Point of Contact: Dyanna Hedgpath-Moore, Dyannlh@dni.gov, 301-243-0614



Office of Personnel Management


Statement Point of Contact: Lawrence President

Liaison: Dr. Zina B. Sutch

Representative: Lawrence President

No response provided.

Point of Contact: Lawrence President, Lawrence.President@opm.gov

	Peace Corps
	Statement Point of Contact: Shannon Kendrick
	Liaison: Shannon Kendrick Representative: Dwayne Matthews

No response provided.

Point of Contact: Shannon Kendrick, skendrick@peacecorps.gov, 202-692-1853



Social Security Administration

Statement Point of Contact: Claudia J. Postell

Liaison: Claudia J. Postell

Representative: David E. Smith

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 1

- **1. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:**

Goals and measurable objectives your agency achieved and plans to achieve during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

- Provide information to HBCU students and faculty members about the agency's available grant, fellowship, and program opportunities and encourage their applications for these opportunities. SSA will continue its involvement with Howard University and the University of Wisconsin-Madison in a research project and a training program opportunity coordinated through the agency's Retirement and Disability Research Consortium.
- Increase pipeline of potential applicants by expanding the agency's outreach to HBCUs and providing information on SSA's careers and vacancies for posting on their jobs information boards or sites. Additionally, SSA will leverage free online resources to connect with well-qualified law students and lawyers interested in public service positions and participate in numerous HBCU-related career days, health fairs, job fairs, recruitment, and outreach events.
- Maintain the current partnerships with HBCUs and establish new ones by collaborating with HBCU guidance and career counselors, conducting workshops, and training. Serve as guest speakers on HBCU campuses targeting interviewing skills, electronic services for online filing, and career and financial planning. Offer Job Shadow Day(s) and non-paid experience-oriented internships for HBCU students.
- Provide equipment and furniture donations to HBCUs in accordance with statute (P.L. 111-358) and agency policy.

Agency Actions: *In response to Element 1, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

- During FY 2019, SSA provided Howard University's Center of Race and Wealth (CWS) \$25,000 through the agency's Retirement and Disability Research Consortium (RDRC) center at the University of Wisconsin-Madison for its partnership in running the Junior Scholars Intensive Training (JSIT) program. Howard University manages the recruitment and screening process of students/scholars at leading HBCUs, and co-facilitates the training.
- SSA participated in numerous outreach activities such as career days, health fairs, job fairs, and career expos at Claflin University, University of South Carolina, Orangeburg-Calhoun Technical College, Miles College, Savannah State University, Spelman College, and University of Arkansas at Pine Bluff. SSA managers from the Ohio offices met with Career Services Directors at Central State University and Wilberforce University to plan FY 2020 career fairs.
- Agency management met with and sent recruitment letters to Central State and Wilberforce Universities, providing information on SSA career opportunities for students and alumni, including SSA internships information. SSA further shared hiring information and the Pathways program with Xavier and Dillard Universities students. Additionally, SSA collaborated with the recruitment staffs of the University of Arkansas at Pine Bluff, Dillard University, and Xavier University to introduce SSA career opportunities for their students and to recruit their graduates. SSA hosted a Job Shadow Day for HBCU and other college students. There were 25 participants, including students from Coppin State and North Carolina Central Universities. A supervisory actuary and a senior level staff actuary from the agency gave a presentation on actuarial work at SSA to Morgan State University's Actuarial Studies Program.
- SSA collaborated with HBCUs when endeavoring to donate excess computers, keyboards, monitors, furniture and other equipment, and donated equipment to Shorter College.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 2

2. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of grants, contracts, and programs your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

- Offer the Dissertation Fellowship Program (Program) in Retirement and Disability Research; Pre-Doctoral and Post-Doctoral Fellowship Programs in Retirement and Disability Policy Research; Steven H. Sandell Grant Program; Pre-Doctoral and Post-Doctoral fellowship at University of Wisconsin-Madison Center for Financial Studies; and Analyzing Relationships

Between Disability, Rehabilitation, and Work Small Grant Program. These openings are not limited to HBCU's, however, SSA will alert and encourage applications from HBCU graduate students.

- Provide Junior Scholar Intensive Training Program, a Howard University partnership.
- Offer internship opportunities to qualified service members at HBCUs under the Operation Warfighter/Wounded Warrior and Veterans' Administration Non-Paid Experience Program.
- Inform HBCU graduates students of career opportunities within the agency through the Department of Labor's Workforce Recruitment Program.
- Educate students on the federal job application process using OPMs USAJobs site.

Agency Actions: *In response to Element 2, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

- After identifying at least one point of contact at all HBCUs, SSA's Analyzing Relationships between Disability, Rehabilitation, and Work (ARDRAW) program management team sent outreach materials publicizing grant program and career opportunities to all HBCUs (and other MSIs), encouraging applications from their pre and post-doctoral student researchers.
- SSA funded five small grants (\$5,000 each) under the Junior Scholars Intensive Training (JSIT) small grants program, including two that went to scholars at Howard University.
- Further, SSA provided funding for participants of the JSIT program, including junior scholars from the following: Howard University, Broward College, Grand Canyon University, and North Carolina Agricultural and Technical State University. Agency funding covered travel to and lodging in Madison, Wisconsin for these visiting scholars.
- During various recruiting events, SSA provided employment opportunities to students at colleges and universities, veteran organizations and local employment agencies targeting underrepresented groups. During these events, the agency conducted workshops on applying for federal jobs and instructions on how to navigate through the USAJOBS website to identify job vacancies.

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 3

3. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

A list of public-private partnership grants, contracts, programs or Memoranda of Understanding your agency implements and plans to implement to increase federal opportunities for HBCUs during FY19:

(Agency's original FY19 Agency HBCU Plan statement.)

☐ **My agency did not respond to this element.**

None applicable.

Agency Actions: *In response to Element 3, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

None applicable.

FY19 Agency HBCU Plan, Section B., Executive Summary
Element 4
<p>4. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:</p> <p><i>A projected increase/decrease in funds invested in HBCUs during current FY compared to funds invested in these institutions during the previous FY (please explain), if applicable</i></p>
<p><i>(Agency's original FY19 Agency HBCU Plan statement.)</i></p>
<p>✓ My agency did not respond to this element.</p>

- For FY 2019, SSA provided \$100,001 to Howard University for a Research project in partnership with the University of Wisconsin-Madison, and \$25,000 to Howard University for recruitment/partnership in running a training program. Additional funds may go to Howard University or other HBCUs for participants in the program.
- In FY 2019, SSA projects to invest \$5,000 in HBCUs to participate in HBCU-related recruitment days, health fairs, and job fairs, and to conduct training and serve as guest speakers on HBCU campuses.
- In FY 2019, SSA projects to make equipment donations of excess computers, keyboards, monitors, furniture and other equipment valued at approximately \$10,000 to HBCUs.
- SSA will increase in funds invested in HBCUs if any grant or fellowship applications from HBCU students accepted in FY 2019.

Agency Actions: *In response to Element 4, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*

- The agency's Retirement and Disability Research Consortium (RDRC) provided funding (\$100,001) to a Howard University researcher at the end of FY 2018 for his work on a FY 2019 research project. During FY 2019, RDRC planned to continue their applications for FY 2020 projects.
- Howard University's Center of Race and Wealth (CWS) received \$25,000 through the RDRC center at the University of Wisconsin-Madison for its partnership in running the Junior Scholars Intensive Training (JSIT) program, funded by SSA.
- The agency's RDRC funded five small grants (\$5,000 each) under the JSIT small grants program, including two that went to scholars at Howard University. The small grants support research by these scholars and will produce working papers in FY 2020.
- The agency used \$1,000 in man power hours for agency employees to mentor and train volunteer interns from HBCUs.
- SSA used \$5,620 to participate in HBCU-related recruitment days, health fairs, and job fairs, and training on HBCU campuses.
- SSA donated \$9,500 of equipment to Shorter College

FY19 Agency HBCU Plan, Section B., Executive Summary

Element 5

5. Provide no more than a two-paragraph summary of projected agency actions to assist HBCUs during FY19, specifically:

Highlights of anticipated accomplishments/outcomes from these investments.

(Agency's original FY19 Agency HBCU Plan statement.)

✓ **My agency did not respond to this element.**

SSA seeks to attract diverse and talented individuals from HBCUs who offer creative solutions, innovative ideas, and varied experiences. These individuals will have the opportunity to participate in our grants, fellowship, and research projects that assist with producing high quality, research-based information required to formulate policy. In addition, they may have an opportunity to become a part of the agency's workforce.

Agency Actions: *In response to Element 5, provide no more than two paragraphs of agency actions to assist HBCUs during FY19.*


SSA's recruiting and collaborative efforts enabled the agency to hire 18 students from various HBCU's.

Section B: Supplemental Agency Information (Optional)

Please provide any supplemental information or comments about your agency's highlights related to HBCUs during FY19 that are not described above and/or are not part of your FY19 Agency HBCU Plan.

The agency's Inspector General's Office looked for ways to continue to support HBCUs in FY 2019 through participation in the Pathways Program, and provided tuition assistance for agency employees to attend classes at HBCUs to support the requirement for employees to obtain 40 hours of training per fiscal year, as budget allocations for training and development allowed. This Office continued to pursue recruiting volunteer interns from HBCUs given the past success attained with recruiting volunteer interns from HBCUs.

Point of Contact: Claudia J. Postell, Claudia.Postell@ssa.gov, 410-966-3318

	Small Business Administration
	Statement Point of Contact: N/A
	Liaison: Allen Gutierrez Representative: Andrew Coffield

No response provided.

Point of Contact: Andrew Coffield, andrew.coffield@sba.gov, 202-205-6420

Contact the Initiative

To learn more about the White House Initiative on Historically Black Colleges and Universities, please visit our website at <https://sites.ed.gov/whhbcu/one-hundred-and-five-historically-black-colleges-and-universities/>.

If you have questions regarding this document, please contact the Initiative at OSWHI-HBCU@ed.gov.

Appendix

Department of Transportation

OA/Departmental Office	FY 2019 Goals and Measurable Objectives ¹	FY 2019 Goals and Measurable Objectives Update(s) ²	FY 2020 Goals and Measurable Objectives ³
OST	<p>OST-R projects an increase in funding invested to HBCUs during FY 2019 compared to funds invested in these institutions during the previous fiscal year. Projected funding that will get awarded to 14 HBCUs in FY 2019 totals \$3,438,255.</p> <ul style="list-style-type: none"> • Benedict College - \$84,006 • Central State University - \$49,938 • Hampton University - \$50,000 • Howard University - \$250,000 • Jackson State University - \$297,552 • Lincoln University – \$13,150 • Morgan State University - \$850,000 • North Carolina A&T University - \$1,095,807 • Prairie View A&M University - \$96,500 • South Carolina State University - \$130,209 • Southern University \$5,500 • Tennessee State University - \$6,250 • Texas Southern University – 	<p>HBCUs received \$3,007,561 of University Transportation Center Program funds in FY 2019- \$430,694 less than initially projected. Two HBCUs of the 37 University Transportation Centers serve as leads. Eleven HBCUs that received University Transportation Center funding are consortia partners or work with the lead university under a contract, three less than initially projected.</p> <ul style="list-style-type: none"> • Benedict College - \$84,006 • Central State University - \$49,868 • Hampton University - \$50,000 • Howard University - \$250,000 • Jackson State University - \$207,665 • Lincoln University - \$31,820 • Morgan State University (lead) - \$828,243 • North Carolina A&T University (lead) - \$903,407 • Prairie View A&M University - \$46,000 	<p>OST-R projects an increase in funding to HBCUs during FY 2020 compared to funds awarded to these institutions during FY 2019. Projected funding that will get awarded to 15 HBCUs in FY 2020 totals \$3,543,646. Below is a breakdown of funding projected in FY 2020:</p> <ul style="list-style-type: none"> • Alabama A&M University - \$61,842 • Benedict College - \$85,200 • Central State University - \$49,868 • Hampton University - \$55,000 • Howard University - \$250,000 • Jackson State University - \$384,885 • Lincoln University - \$7,260 • Morgan State University (lead) - \$1,000,000 • North Carolina A&T University (lead) - \$831,168 • Prairie View A&M University - \$106,000 • Southern University and A&M College - \$6,600 • South Carolina State University – \$132,060 • Tennessee State University – \$67,500 • Texas Southern University - \$406,663

¹ The FY 2019 Goals and Measurable Objectives depict proposed OA/Departmental Offices effort(s) related to the HBCU Initiative, during FY 2019.

² The FY 2019 Goals and Measurable Objectives Update(s) depicts what HBCU Initiatives OAs/Departmental Offices accomplished, whether related to the initial proposals or other activity that occurred during FY 2019

³ The FY 2020 Goals and Measurable Objectives depict proposed OA efforts related to the HBCU Initiative, during FY 2020.

	<p>\$426,343</p> <ul style="list-style-type: none"> University of Maryland Eastern Shore - \$83,000 	<ul style="list-style-type: none"> South Carolina State University – \$130,209 Texas Southern University - \$426,343 	<ul style="list-style-type: none"> University of Maryland Eastern Shore - \$99,600
OST	<p>The Office of Small and Disadvantaged Business Utilization has developed a draft program to provide technical assistance and outreach activities to HBCUs across the country. The goal is host a series of events in FY 2019 to increase HBCU engagement in DOT procurement opportunities; assist HBCUs with an opportunity to increase the dollar value of Federal research contracts; help HBCUs obtain a better understanding of federal government acquisitions, contracts and grants process.</p>	<p>The HBCU Capacity Building Initiative was approved by the Secretary in FY 2019.</p> <p>Office staff participated in the 2019 National HBCU Week Conference on September 8-11.</p> <p>Also, the Office participated at NASA's HBCU/Minority-Serving Institution Technology Infusion Road Tour at New Mexico State University in Las Cruces.</p>	<p>The Office plans to host up to 5 outreach events targeting HBCUs across the country as part of the HBCU and Minority-Serving Institution Capacity Building Initiative. The main goal of this initiative is to assist HBCUs obtain a better understanding of federal government acquisitions and contracts and increase their footprint in federal procurement opportunities.</p>
OST	<p>FY 2019 goal is to place two interns, from each Small Business Transportation Research Center in internships within the transportation industry.</p>	<p>DOT's Small Business Transportation Research Centers placed 20 interns in internships within the transportation industry.</p>	<p>The FY 2020 goal is to place two interns, from each Small Business Transportation Research Center, in internships within the transportation industry.</p>
OST	<p>The FY 2019 goal is to ensure HBCUs are aware of Small Business Transportation Research Center's cooperative agreement program to determine eligibility and share cooperative agreement competition announcements when we compete them on grants.gov.</p>	<p>DOT shared several Notice of Funding Opportunities with several HBCUs for open cooperative agreement competitions.</p>	<p>The FY 2020 goal is to ensure HBCUs are aware of DOT's Small Business Transportation Resource Centers cooperative agreement program to determine eligibility and share cooperative agreement competition announcements.</p>
FAA	<p>Create and implement an executive led subcommittee workgroup of the EEO Action Committee to lead the HBCU</p>	<p>In support of the Presidential Executive Order 13779 – The White House Initiative to Promote</p>	<p>In FY 2020, the taskforce will develop Standard Operating Procedures for the program, conduct analysis of existing</p>

	<p>White House Initiative. This team will be charged with identifying and creating a Cooperative Agreement as a funding instrument to enhance HBCU participation and foster the growth of HBCUs receiving FAA Research and Development Awards.</p>	<p>Excellence and Innovation at Historically Black Colleges and Universities the Office of Civil Rights launched a HBCU Taskforce, a cross functional workgroup in October 2019. The taskforce will support the workforce development needs of the FAA by attracting and retaining a diverse and skilled workforce to proactively address transformative technological challenges, evaluate regulatory and policy issues, and maintain the safety and efficiency of our global aerospace system. In October 2019, a Program Manager was named and consultants, Supreme Solutions and MSRD Consortium were tasked to develop the FAA Research Excellence for Aviation Competitiveness at HBCUs program.</p>	<p>aviation programs and identify research, contracts, cooperative agreements and outreach opportunities. Additionally, FAA will seek Public, Private Partnerships for FAA and HBCUs coupled with Opportunity Zone opportunities for infrastructure and HBCU funding opportunities pursuant to Executive Order 13779.</p>
FAA	<p>The FAA Community College/ Historically Black Colleges and University Transfer Program. The objective of this program is to support and facilitate Transfer Guarantee Agreements that provide smooth transition for students from all Community Colleges to partnered HBCUs. These colleges and universities are also leading institutions in awarding degrees to African-American students in life sciences,</p>	<p>The Office of Civil Rights commissioned a report to conduct a preliminary assessment of the 102 HBCUs. The report identifies all HBCUs that offer an associate or bachelor degrees in aviation or aerospace science with flight and/or maintenance programs. The report identified nine of the 147 collegiate aviation schools that meet the White House Initiative to Promote Excellence and Innovation at</p>	<p>The HBCU Taskforce will utilize the HBCU Landscape Report to evaluate opportunities for Transfer Guarantee Agreements that provide smooth transition for students from partnered HBCUs. This program supports FAA's strategic initiative to attract qualified candidates from HBCUs, and encourage further developments and growth of aviation and the aeronautical industry. For FY 2020, the Taskforce will work to establish at least four Memoranda of Understanding with HBCUs to address the future shortage in the</p>

	physical sciences, technology, engineering and mathematics programs. As a result, the FAA program ensures the furtherance of enrichment and development opportunities for the FAA lines of business professional staff working with the HBCU faculty and students to pioneer discoveries together. The program strives to enhance the FAA's strategic initiative to attract qualified candidates from HBCUs and encourage further developments and growth of aviation and the aeronautical industry.	<p>Historically Black Colleges and Universities:</p> <ul style="list-style-type: none"> • Delaware State University • Elizabeth City State University • Florida Memorial University • Hampton University • St Philips • Tennessee State University • Texas Southern University • University of District Columbia • University Maryland Eastern Shores <p>Findings support the efforts of the HBCU Taskforce.</p>	aviation workforce, while also increasing HBCU participation in the FAA minority-serving Institution programs for internships and research grants, and increase HBCUs awareness of federal aviation regulations relating to aviation collegiate schools.
FAA	The 2019 Annual HBCU Week Conference. Annual participation in this conference for the FAA is key to communicating with HBCUs. The FAA will provide various professional panel participants and promotional support for the event, and aviation-themed giveaways for all attendees.	<p>In FY 2019, the FAA actively participated in the HBCU Week Conference, including:</p> <ul style="list-style-type: none"> • Staffing an FAA Booth at Vendor Fair • Provided information on aviation careers • Engaged with HBCU Presidents for potential partnership opportunities. 	In FY 2020, the FAA plans to continue to actively participate in the Annual HBCU Week Conference, where the FAA team will also discuss progress on the Research Excellence for Aviation Competitiveness at HBCUs program and the Early Aviation Innovators Development Program.
FAA	The FAA Minority-Serving Institution Law Honors Intern Program provides opportunities for interns from an HBCU, Howard University, in both the Summer and Fall 2019 semesters.	The FAA Minority-Serving Institution Law Intern Program provide federal experience. In FY 2019, there were four Fall Interns, two Summer Interns and two Spring Interns.	In FY 2020, the FAA will continue the Minority-Serving Institution Law Intern Program. FAA will conduct an analysis to determine the impact of the Law Honors Intern Program and opportunities to expand

			the Program (e.g., Engineer Honor Program).
FAA	The FAA Memorandum of Understanding with the University of Maryland-Eastern Shore establishes a program that allows students with an interest in careers in aviation, a related field, or in government service to have an opportunity to learn and have hands on experience while completing their degree coursework.	The Memorandum of Understanding expired in FY 2019.	In FY 2020 the HBCU Taskforce will review the expired Memorandum of Understanding and evaluate opportunities to re-establish the relationship with the University of Maryland Eastern Shore and the opportunity for a new Memorandum of Understanding. Additionally, the HBCU Taskforce will conduct assessment(s) of other HBCUs, to determine Memoranda of Understanding feasibility for mission aligned academic programs and/or academic program development, to augment FAA's strategic plan for future years.
FAA	The HBCU Universities that are approved for the FAA Air Traffic Control Collegiate Training Initiative Program offer graduates of the program to bypass the Air Traffic Basics Course at the FAA Academy in Oklahoma City. Academy training consists of option-specific (terminal or <i>en route</i>) initial training. Students must successfully complete all required training at the FAA Academy to continue employment with FAA. The program allows graduates from approved schools to receive consideration for public announcements	The FAA provides partner schools with the Air Traffic Basic Curriculum, this does not extend to any funding for materials, equipment or instruction. Hampton University is currently the only HBCU that is a partner school in the Air Traffic Control Collegiate Training Initiative Program.	The HBCU Taskforce will complete an analysis of the current program at Hampton University and develop a short term and long-term plan with metrics to support the continued success of the Hampton University program.
FAA	HBCU Partnerships: Aeronautics and Aviation Studies. HBCU students can potentially attend several schools to gain a broad understanding of the industry. From research and safety to	Based on FAA's participation in the 2019 Annual HBCU week, the FAA has decided to increase the outreach to HBCUs, and work to develop and strengthen partnerships.	In FY 2020, the HBCU Taskforce will increase outreach and relationships with the HBCUs through the strengthening of partnerships and working to establish at least four partnership agreements. The FAA has

	management and aircraft piloting. These schools regularly receive additional support from the FAA in terms of on-line learning support, webinars and professional mentors.		been invited to provide a full briefing of general aviation opportunities at HBCU spring job fairs. In addition to Texas Southern University, FAA may look at Florida Memorial University, Fayetteville State and other HBCUs.
FAA	Support for Texas Southern University is listed as part of the above description.	See above.	See Above.
FAA	The Research Grants Program encourages and supports innovative, advanced and applied research and development to enhance technology assimilation, transfer, and development in the FAA, of potential benefit to the long-term growth of civil aviation and Commercial Space Transportation. The Research Grants Program does not require the immediate application to Research, Engineering, and Development programs, although this may occur in some cases. The agency encourages the submission of proposals that embrace the entire spectrum of physical, chemical, biological, medical, psychological, mathematical, and engineering sciences.	In FY 2019, FAA developed a proposed HBCU program plan, with an overview of the components of the FAA Research Excellence for Aviation Competitiveness at HBCUs program.	<p>For FY 2020, the FAA will implement a comprehensive HBCU Program to include, at a minimum, the following components.</p> <ul style="list-style-type: none"> • Project Management Strategy with standard operating procedures • Early Aviation Innovators Development Program • Aviation Fellowship Program <p>The FY 2020 FAA HBCU Program will seek to link with the National Institutes of Health Path to Excellence and Innovation HBCU Program, to conduct joint workshops in science, technology, engineering and mathematics engagement and doing business with federal agencies.</p>
FHWA	Expanding outreach to promote Local Competition program to HBCUs, by developing contacts with HBCUs with transportation-related disciplines. The transportation-related disciplines the HBCUs in the Local Competition support include aviation, maritime, engineering, planning, and computer sciences.	FHWA provided \$25,000 to support the Transportation Research Board Minority Student Fellows Program.	In FY 2020 FHWA's Center for Transportation Workforce Development will expand and enhance partnership opportunities by increasing the number of HBCUs applying to administer the Dwight David Eisenhower Transportation Fellowship Program Local Competition through broader marketing and outreach such as attending the National HBCU

			Conference and Meet & Greet, reengaging with past HBCU partners, and supporting the Transportation Research Board Minority Student Fellows Program.
FHWA	For FY 2019, FHWA will promote the Summer Transportation Program for Diverse Groups to 47 HBCUs. The objective of the program is to provide college and university students with hands-on experience and on-the-job training while working on current transportation-related topics and issues. The Summer Transportation Program for Diverse Groups is open to all qualified applicants but is designed to provide qualified women, persons with disabilities, and members of diverse groups with summer opportunities in transportation where these groups have been under-represented. FHWA will focus on developing contacts with HBCUs to reach all 101 HBCUs annually.	No update provided on progress	For 2020, FHWA will continue to promote the Summer Transportation Program for Diverse Groups program to approximately 47 - 101 HBCUs.
FHWA	The Dwight David Eisenhower Transportation Fellowship Program which awards fellowships to students pursuing degrees in transportation-related disciplines and includes a category for selected HBCUs to administer a local competition for students on their campus, will publish a Notice of Funding Opportunity in early FY 2019. The Notice will have a longer open period for applications that will allow FHWA to expand and target outreach to promote the Local	FHWA published the 2019 Notice of Funding Opportunity for the Dwight David Eisenhower Transportation Fellowship Program Local Competition applications in grants.gov on February 12, 2019. Eleven HBCUs applied to administer the local competition. The HBCUs submitted review and recommendation packages by June 21, 2019. FHWA recommended award of \$301,000 for 46 Fellows at ten HBCUs.	For FY 2020 the Dwight David Eisenhower Transportation Fellowship Program will focus on the following goals: <ul style="list-style-type: none"> • Increase the number of partnerships with HBCUs who annually administer the Dwight David Eisenhower Transportation Fellowship Program Local Competition • Publish a Notice of Funding Opportunity to which HBCUs may apply to administer a Dwight David Eisenhower Transportation Fellowship Program

	Competition to HBCUs with transportation-related discipline curriculums.		Local Competition for their undergraduate and graduate students.
FMCSA	FMCSA's Office of Civil Rights has coordinated with Field Operations, Enforcement, and the Grants Management Office to develop a comprehensive approach to inform HBCUs nation-wide of FMCSA Grant Programs' funding opportunities. The outreach effort to HBCUs is expected to be accomplished during the 2 nd quarter of FY 2019.	<p>FMCSA's Office of Civil Rights obtained contact information for and contacted 88 of 101 HBCUs between January and February of 2019. Two HBCUs submitted applications for FMCSA Grant programs and were awarded grants for FY 2019. FY 2019 is the 1st recorded FY in which FMCSA awarded grants to HBCUs. The two HBCUs awarded FMCSA grants are as follows:</p> <p>St. Philip's College (Texas) – Commercial Motor Vehicle Operator Safety Training Grant</p> <p>Mansoureh Jeihani (Affiliated with Morgan State University) (Maryland) – High Priority-Commercial Motor Grant.</p>	In FY 2020 FMCSA's Office of Civil Rights will continue to emphasize the importance of outreach by FMCSA Division Offices to HBCUs within their States.
FRA	Announce a Notice of Funding Opportunity for FY 2019 funding for the Consolidated Rail Infrastructure and Safety Improvements Grants Program, which was authorized by Congress to invest in a wide range of projects to improve railroad safety, efficiency and reliability; mitigate congestion at both intercity passenger and freight rail chokepoints; enhance multi-modal connections; and lead to	No new grants were awarded to minority serving institutions during FY 2019.	FRA will announce a Notice of Funding Opportunity for FY 2020 funding for the Consolidated Rail Infrastructure and Safety Improvements Grants Program. In FY 2020 FRA will work to Identify potential method(s) for partnering applicants. This may provide HBCUs with new opportunities that didn't exist previously.

	new or substantially improved intercity passenger rail corridors. An HBCU's transportation center engaged in rail-related research is an eligible applicant for this program or an HBCU may partner with an eligible applicant.		
FRA	FRA will Increase the engagement of FRA personnel with student programs in FY 2019.	Staff from FRA's Research, Policy and Development and Civil Rights Offices collaborated to establish goals. Human Resources and Facilities assisted Civil Rights with the Summer Transportation Program for Diverse Groups.	FRA will develop a plan to establish a working group to focus on HBCUs and other universities in FY 2020.
FRA	In FY 2019 FRA will continue to maintain its Grants and Loans website. This site provides information and resources for potential and existing grantees, including HBCUs.	FRA recently updated its Grants and Loans web page to highlight open grant solicitations. FRA also hosted seven webinars on grants related topics in FY 2019. Recordings of some of these webinars can be found on FRA's Training and Guidance page.	FRA will Continue to maintain its Grants and Loans web page – This site provides information and resources for potential and existing grantees, including HBCUs. In FY 2020, FRA will also conduct outreach to minority-serving institutions when new webinars are announced to ensure potential applicants are aware of the process and learn best practices.
FRA	In FY 2019 FRA will continue to reach out to HBCUs for DOT events. FRA will also develop relationships with faculty from two universities for outreach, recruiting, curriculum development. These can serve as best practices for broadening outreach. FRA also seeks to collaborate with other modes and agencies to maximize resources in FY 2019.	In FY 2019 FRA participated in several HBCU events which involved the following universities – Alabama A&M, Morgan and University of Maryland - Eastern Shore, as well as the Conference of Minority Transportation Officials (which engages various universities including HBCUs). A schedule of events and an ambassador program were developed by an HBCU	In FY 2020 FRA will continue to participate in HBCU events. This includes reviewing and updating the schedule of events and allocating funding and resources for specific initiatives, such as the annual HBCU conference. FRA also plans to utilize a student ambassador program to market to HBCUs and other universities.

		<p>student from Alabama A&M University.</p> <p>In FY 2019 FRA also established relationships with staff from Xavier and Bowie State universities. Xavier has offered to collaborate with FRA and share information with other HBCUs in Louisiana, including Dillard.</p>	
FRA	In FY 2019 FRA will coordinate with the Summer Transportation Program for Diverse Groups and plan to recruit at least one student from HBCU.	Of FRA's six interns, three were from HBCUs.	In FY 2020 FRA will continue to coordinate a program for FRA's interns from the DOT Summer Transportation Program for Diverse Groups and plan to recruit at least one student from an HBCU.
FRA	In FY 2019 FRA will conduct targeted outreach to HBCUs and other minority serving institutions on FRA's Broad Agency Announcement , which is a solicitation for proposals on a variety of research topic areas that will have a direct impact on the safety and efficiency of freight and passenger rail operations in the United States. The submissions will then undergo evaluation and selection by FRA's Office of Research, Development & Technology.	FRA is currently evaluating proposals received under the September 2019 Broad Agency Announcement that closed on November 26, 2019.	In FY 2020 FRA will continue to promote FRA's Broad Agency Announcement to minority serving institutions via e-flyer distribution. FRA will also consider hosting a webinar with best practices on how to prepare a competitive Broad Agency Announcement proposal.
FTA	FTA has set up an HBCU Committee, to begin in FY 2019, tasked with gathering and analyzing information and data to develop a strategy to recruit students, increase internship opportunities, help HBCUs develop their grant-writing skills, and otherwise	The Committee actively met in FY 2019 to develop strategies to increase HBCU students' awareness of FTA job and internship opportunities. (See next row describing Committee members' participation in an HBCU	In FY 2020 FTA will continue its strategy to increase HBCU students' awareness of FTA job and internship opportunities. Through the Committee, FTA will continue developing and will deliver the grant-writing webinar. The objective of the training is to help HBCUs prepare sufficient proposals for

	<p>support HBCUs' participation in FTA's internal employment-related and external funding initiatives.</p> <p>The Committee will meet monthly and have representatives from the FTA Offices of Civil Rights, Communications, Program Management, and Human Resources, along with the Office of the Secretary.</p>	<p>conference, as an example of outcomes.) The Committee also started developing a webinar to help HBCUs develop their grant-writing skills.</p>	<p>consideration under several FTA grant programs described below.</p>
FTA	<p>In FY 2019, FTA will continue its efforts to recruit interns from HBCUs.</p> <p>The FTA Region 4 intern is also projected to remain on board with the agency through FY 2019.</p>	<p>FTA has committed five positions to Pathways Internship recruitment this year. As part of this commitment, on September 9 and 10, 2019, representatives from FTA participated in the 2019 HBCU Conference" in Washington, DC, to highlight to HBCU students and faculty FTA as a potential employer and the Pathways Intern/Recent Graduate Program. Representatives from FTA Civil Rights and Human Resources staffed a booth at the event.</p> <p>The FTA Region 4 intern, recruited from an HBCU, has also remained on board.</p>	<p>In FY 2020 FTA will continue to use targeted recruitment to reach out to HBCU students and encourage them to apply for FTA positions.</p> <p>The FTA Region 4 intern recruited from an HBCU is expected to remain through FY 2020.</p>
FTA	<p>FTA's Low or No Emission Vehicle Program (49 U.S.C. 5339(c)) remains active for FY 2019 and HBCUs are eligible recipients. Note that Low-No is a subprogram under the Bus & Bus Facilities Infrastructure Investment Program in the row above.</p>	<p>FTA awarded Alabama A&M University \$1.7 million under the Low or No Emission Vehicle program. The university received the funds to replace diesel buses that have reached the end of useful life with zero-emission electric buses, including all related</p>	<p>FTA's Low or No Emission Vehicle Program (49 U.S.C. 5339(c)) remains active for FY 2020 and HBCUs are eligible recipients if they operate a public transit system. Note that this is a subprogram under the Buses & Bus Facilities program.</p>

		electrical charging station infrastructure. See awardee list here: https://www.transit.dot.gov/funding/grants/fiscal-year-2019-low-or-no-emission-low-no-bus-program-projects .	
FTA	N/A	N/A	<i>New Item:</i> HBCUs are eligible for several FTA competitive grants, including (1) the Buses & Bus Facilities program (49 U.S.C. 5339) and the related Low or No Emission Vehicle Program described above; (2) the Public Transportation Innovation program (49 U.S.C. 5312); and (3) the Human Resources and Training program (49 U.S.C. 5314). In some cases, eligibility is limited to entities (including HBCUs) that operate public transit. For a list of FTA grant programs, see https://www.transit.dot.gov/grants .
MARAD	None	None	In FY 2020 MARAD's goal is to increase awareness with the Maritime Environmental and Technical Assistance Program through grant opportunities. This program promotes the research, demonstration, and development of technologies and processes that improve maritime industry environmental sustainability.
MARAD	None	None	In FY 2020 MARAD will continue to support the Summer Transportation Internship Program for Diverse Groups (Many of the students who enroll in the program are from HBCU's).
NHSTA	NHTSA works closely with State and local government agencies, law enforcement, public health	NHTSA awarded Howard University \$110,000 for FY 2020 through the D.C. Department of	No FY 2020 objective identified.

	organizations, and other safety stakeholders to implement evidence-based programs and safety campaigns. NHTSA is proud to assist Historically Black Colleges and Universities (HBCUs) through various programs. NHTSA awards grants to states who in turn provide funding for safety programs and campaigns to HBCUs	Transportation to conduct a Complete Seat Belt Survey; and \$62,911 to Morgan State University for FY 2020 through the Maryland Department of Transportation for a Distracted Driving Project.	
NHTSA	In FY 2019 Fort Valley State University (GA), will receive \$6,990.50 to fund their Young Adult Program. The program develops and implements alcohol prevention activities on campus, disseminates information, and provides a forum in which alcohol related issues can be discussed and addressed through peer prevention.	Fort Valley State University will receive \$7,485 to fund their Young Adult program in FY 2020.	No FY 2020 objective identified.
NHTSA	Tennessee State University will receive \$28,000 to develop various media spots and messaging to address impaired driving at various sporting events.	No update available.	No update available.
NHTSA	In FY 2019 Jackson State University will receive \$209,774 for the Metro Jackson Community Prevention Coalition which is under the Office of Community Engagement at JSU. The program will focus on the top 25 counties in Florida with the most alcohol relate fatalities. The program will coordinate with law enforcement agencies to promote impaired driving prevention; provide impaired driving prevention education and information, to support and enhance law	Jackson State University awarded the following funding for FY 2020: \$15,6417 for a Youth Program \$17,4092 for a Youth Program \$253,727 for an Impaired Driving Program.	No FY 2020 objective identified.

	enforcement efforts during (4) National Blitz campaigns: July 4th, Labor Day, Christmas, New Year's Day and the Super Bowl, by facilitating Cup Coaster initiatives and or press conferences; assist law enforcement agencies with the dissemination of educational information and materials during checkpoint efforts; conduct impaired driving prevention awareness presentations and generate earned media.		
OIG	N/A	N/A	N/A
PHMSA	In FY 2019 PHMSA will increase outreach to HBCUs that have those programs that could conduct research into pipeline and hazardous materials safety.	In FY 2019 PHMSA finalized the list of HBCUs that have engineering programs that could conduct research on issues related to pipeline and hazardous materials safety. PHMSA did not grant any research projects to HBCUs. Further outreach will hopefully lead to HBCUs applying for research opportunities with PHMSA.	PHMSA expects to contact all HBCUs by the 3 rd quarter of FY 2020 and introduce PHMSA, our careers, and the research areas available to pursue along with information on applying to their grant program. The FY 2020 goal is to have HBCUs applying for grant opportunities with PHMSA.
PHMSA	In FY 2019 PHMSA will continue to pursue interns from HBCUs.	PHMSA did not hire an intern from an HBCU for FY 2019.	PHMSA will continue to consider interns from HBCUs in FY 2020.
SLDC	N/A	N/A	N/A