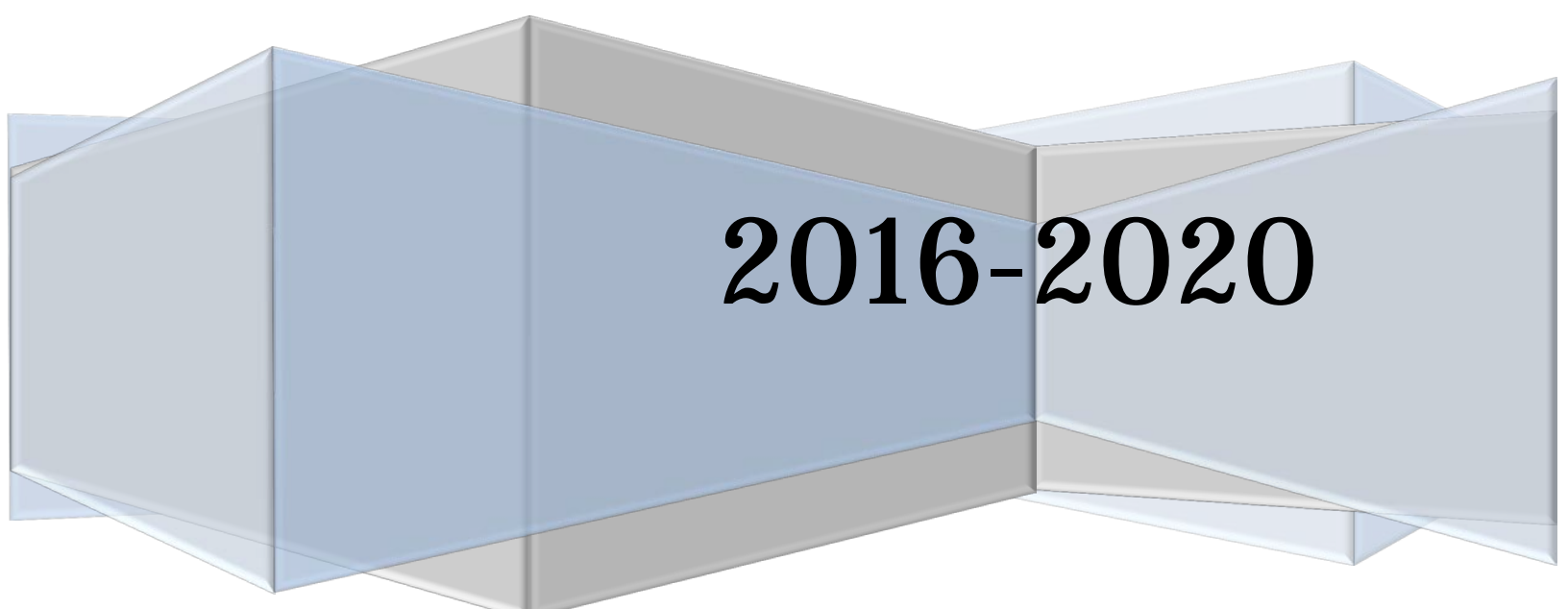


U.S. DEPARTMENT OF JUSTICE

**COMMUNITY
RELATIONS SERVICE
STRATEGIC PLAN**



2016-2020

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from the **DIRECTOR**

When the Community Relations Service (CRS) was established under the Civil Rights Act of 1964, its mission was to become the “Nation’s Peacemaker”—an ambitious undertaking during a time when racial conflicts were not only real and heartbreaking, but often times violent. CRS is unique as it is the only Federal government agency tasked with the great responsibility of bringing racial conflict to peaceful conclusions. With the passage of the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act in October 2009, CRS began its work to prevent and respond to alleged hate crimes committed on the basis of actual or perceived gender, gender identity, sexual orientation, religion, or disability, in addition to continuing to prevent and respond to community tension relating to alleged discrimination on the basis of race, color, or national origin. This new legislation has expanded our ability to serve communities and foster an American culture that respects and values diversity.

CRS works to resolve disputes and prevent violence that often divides neighborhoods, diminishes the effectiveness of schools, and stunts the capacity of communities to reach their full potential. CRS’ congressional mandate is just as important today as it was over 50 years ago. We continue to collaborate with community members to ensure that the services we require meet their needs. For instance, our recent work with transgender individuals has yielded a video and presentation for Law Enforcement to utilize for cultural awareness training.

As the world of conflict changes, so too must the methods in which we address it. Technological advancements like social media have altered the landscape of identity based tensions, and as a result, CRS has stressed the development of Online Dispute Resolution. Using developing technology to streamline communication among Conciliators, and increasing our online presence, have allowed CRS to adapt to the constantly evolving challenges with which we are presented. But whether the method is online, or face to face through the provision of services, the goal remains the same- to promote peace among all groups in the United States.

As recent events like those in San Bernardino and Ferguson emerge into the national spotlight, we must continually strive to be a nation of inclusion, a nation of tolerance, a nation of compassion. We must endeavor to embrace each other first and foremost as Americans, steadfastly united in the concepts of the universality of freedom and equality for all people. Fostering dialogue, developing an understanding of one another, and establishing a sense of mutual respect are all crucial aspects of a society’s progression. As CRS staff increases to meet the challenges of this changing world, we commit to equip them with innovative tools, training, and development in the pursuit of justice and harmony.

As Dr. Martin Luther King, Jr. said 47 years ago, “We cannot walk alone.” I ask that every American assist CRS in this noble cause. Only if we recognize together where we have been, and acknowledge where we are now, can we reach where we want to go. Dr. King said, “Human progress is neither automatic nor inevitable . . . Every step toward the goal of justice requires sacrifice, suffering, and struggle, and the tireless exertions and passionate concern of dedicated individuals.” CRS, throughout its history, has led in this effort towards progress and harmony. As Director of CRS, I pledge to continue to work to accomplish the honorable goal of ending jurisdictional conflicts in communities across America.

from the **DEPUTY DIRECTOR**

As the Deputy Director of the United States Department of Justice Community Relations Service, I am honored to lead the implementation of the enclosed Strategic Plan. CRS has worked collaboratively with its staff members to ensure that the Plan reflects the collective voices and positions of the Agency, as well as incorporates the values CRS maintains. Through this Strategic Plan, CRS will successfully navigate the challenges of today and respond to those of tomorrow.

Over the past 50 years, the face of CRS’s work has changed greatly. When the Agency was first created, conflicts related to “black and white” issues dominated its caseload. Today, CRS and the nation face conflicts on many different fronts, including poor relations between law enforcement and minority community members, hate crimes against religious institutions, and bias-motivated attacks on members of the lesbian, gay, bisexual, and transgender community. CRS has changed in kind, so that it is able to effectively help communities experiencing conflicts based on actual or perceived differences in race, color, national origin, gender, gender identity, sexual orientation, religion, and disability. In order to efficiently accomplish our mandates under the Civil Rights Act of 1964 and the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act of 2009, CRS has incorporated new goals and objectives that will assist CRS in accomplishing its mission and aiding communities in preventing and responding to tension and violence. Thorough descriptions of these changes are contained within the enclosed report. In addition, CRS has created an Implementation Plan to prioritize and develop a course of action for realizing these new strategies.

In a further effort to ensure that the Agency is effectively responding to the needs of today, CRS will assess its effectiveness as it implements the Strategic Plan, as well as evaluate its progress to find new and better ways to provide the best, most efficient services to communities throughout the country. The Agency will bring on additional staff members in order to provide more services to an increased number of communities, and will assess its internal trainings to ensure that all staff members are properly equipped with the knowledge and skills necessary to serve our communities. In addition, CRS will continually reach out to different communities across the nation to identify emerging sources of tension and develop tools to assist communities in preventing conflicts before they occur. The Agency is determined to continue to evolve to meet not only the needs of today, but to prevent the conflicts of tomorrow.

Since its creation in 1964, CRS has acted as the “Nation’s Peacemaker” for communities experiencing conflict. CRS is determined to maintain this distinction as the country experiences new challenges and ever-evolving faces of community conflict. As the Deputy Director of CRS, I look forward to assisting the Agency as it works with community partners to accomplish its goal of ending jurisdictional conflicts in communities in all states and U.S. territories.

our Legacy

On July 2, 1964, when President Johnson signed the historic Civil Rights Act into law, the Community Relations Service (CRS) was created. On that historic day, President Johnson passed the most sweeping civil rights legislation since the Civil War. The Act was passed during the United States Civil Rights Movement, a period of great racial tension and civil disorder. Knowing that these conflicts would likely increase when the Act was implemented and enforced, Congress created CRS to serve as the Nation's "peacekeeper," tasked with helping communities reduce racial violence and tension and to serving as a Federal partner dedicated to assisting federal, state, and local units of government, private and public organizations, and community groups with preventing and resolving racial and ethnic tensions, incidents, and civil disorders, and restoring community stability and harmony.

Title X of the 1964 law mandated CRS's creation, duties, and responsibilities. Initially, the agency was established as a part of the Commerce Department, but less than two years later, President Johnson requested that CRS be transferred to the Department of Justice (DOJ), stating that this switch was necessary for better coordination and enforcement of civil rights laws. On April 16, 1966, CRS officially became part of the Justice Department.



President Johnson signing the Civil Rights Act of 1964

For the past 50 years, CRS has successfully assisted in preventing violence and lowering tensions in thousands of communities across the nation. CRS has played a major role and left an indelible mark on our nation's history. Our legacy is rich with successes, from our work with Martin Luther King, Jr. on the streets of Selma, Alabama; to our collaboration with the Arab, Muslim, and Sikh communities after the tragic events of September 11th; to helping small communities like Sanford, Florida, and Ferguson, Missouri, restore peace and begin to heal after perceived intolerance and hatred divided them. When the agency was first established, black and white issues dominated America's racial landscape. Fifty years of progress, and years of dynamic change, have made the problem more complex, involving different ethnic groups living in suburbs, cities, and rural areas. In an era of changing demographics, the faces of discrimination and conflict have changed. Thus CRS has encountered new challenges and conflicts. These demographic changes have touched every corner of our country, expanding exponentially the need for our service.

With the passage of the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act in October 2009, CRS is now tasked with preventing and responding to alleged violent hate crimes, committed on the basis of actual or perceived gender, gender identity, sexual orientation, religion, or disability, in addition to continuing to prevent and respond to community tension relating to alleged discrimination on the basis of race, color, or national origin. This new Act has expanded the number of communities we are able to serve, as well as our opportunity to make the United States a better nation..

At CRS our passion and commitment is unwavering. We will continue to work diligently to ensure the promises set forth in our constitution and our nation's laws are fulfilled. The need for CRS is as real now as it was on the day of its creation, and we will never stop working until the promises of justice and equality are a reality for all.

our Mandate

Our services and jurisdiction are mandated in Title X of The Civil Rights Act of 1964¹. The Act created CRS as the first and only federal agency exclusively dedicated to assist American communities in preventing and resolving racial and ethnic tensions, incidents, and civil disorders, and in restoring racial stability and harmony. In carrying out our mandate:

- We provide assistance to communities in resolving disputes, disagreements, or difficulties relating to discriminatory practices based on race, color, or national origin, which impair the rights of persons within the communities under the Constitution or laws of the United States.
- We provide this assistance when peaceful relations of the community are threatened.
- We conduct our activities in confidence and without publicity, holding confidential all information acquired while performing our duties.
- We do not engage in investigative or prosecutorial functions.

The Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act of 2009² expanded the protected categories that may trigger CRS jurisdiction. In addition to responding to community tension on the basis of race, color, or national origin, CRS is now able to prevent and respond to alleged violent hate crimes committed on the basis of actual or perceived gender, gender identity, sexual orientation, religion, or disability.

- We provide assistance to communities to prevent and respond to alleged violent hate crimes committed on the basis of actual or perceived gender, gender identity, sexual orientation, religion, or disability.
- In order to help communities prevent violent hate crimes, CRS may facilitate educational meetings and dialogues or conduct other services in response to conflicts or incidents that, left unaddressed, may escalate to violent hate crimes or civil disturbances.



¹ Civil Rights Act of 1964, Title X, P.L. 88-353, 78 Stat. 241 (1964), codified as 42 U.S.C 2000g *et seq.* For an excerpt, see page 13.

² Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act, P.L. 111-184 (2009), Div. E, § 4706. For an excerpt, see page 14.

our VISION

A peaceful America free of hate with equality and justice for all

our MISSION

To resolve conflict by engaging America in difficult conversations through peaceful dialogue

our VALUES

- Integrity*** We recognize that our work cannot be done without trust. We build trust through our dedication, honesty, and ethical conduct to ensure that our actions are consistent with our words and values.

- Respect*** We value the opinions and ideas of all individuals. We foster open and fair dialogue, and we embrace the strength inherent in diversity.

- Impartiality*** We do not take sides in a conflict. We facilitate communication so that all voices are heard.

- Collaboration*** We believe that together we can achieve more. We promote a collaborative environment to leverage the strengths of our agency to assist communities.

- Innovation*** We believe that in order to prevent and resolve conflicts, we must find new means of identifying and addressing challenges and incorporate lessons learned in future work. Whenever possible, we share our knowledge, techniques, experiences, and resources through social media platforms to assist stakeholders and communities.

our Commitment

We are committed to working with communities to prevent tension and violence in America. We are dedicated to improving each community we assist. We go wherever the need is, whenever the need arises, for as long as it takes. We believe that CRS is more than an agency—it is our opportunity to make a difference in America.

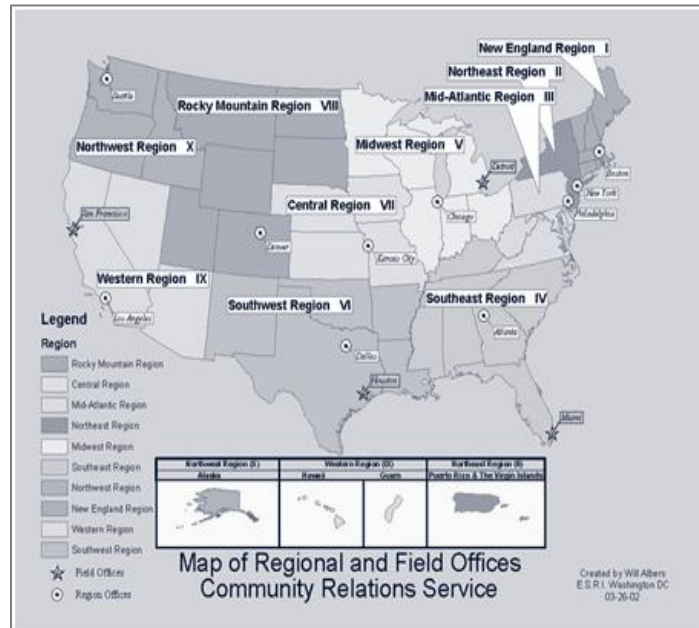
our Work

The work of CRS is dynamic. We are dedicated to assisting communities with preventing and resolving tension, incidents, and civil disorders related to alleged discrimination on the basis of race, color, or national origin, and preventing and responding to violent hate crimes committed on the basis of actual or perceived gender, gender identity, sexual orientation, religion, or disability. CRS helps local leaders and affected parties work together on a voluntary basis to develop locally defined and implementable solutions. As a result, CRS builds community capacity to manage conflicts and create permanent mechanisms so communities can independently resolve future conflicts, further promoting harmony and mutual understanding among diverse groups.

The services of CRS are provided through Conciliators— highly skilled professional mediators with experience and cultural awareness— who are deployed to communities in need. Conciliators bring communities and governments together to facilitate open dialogue and work together to find real solutions. Conciliators assist in identifying the sources of violence and conflict, and they utilize specialized conflict management and violence reduction techniques. Conciliators also present trainings to different community groups, schools, and law enforcement agencies on a wide variety of issues and concepts. Conciliators provide opposing parties with lasting tools and resources to resolve conflicts in an efficient, non-violent manner. Timing is essential in preventing community tensions from erupting into violence; therefore, CRS operates as an emergency response agency where Conciliators are available to respond to any location 24 hours a day, 7 days a week. The goal of the Conciliator is to bring all parties together to address conflicts, develop solutions, and equip communities with the skills and knowledge to effectively and independently resolve future conflicts.

CRS Conciliators are required through legislative mandates to conduct their activities in confidence, without publicity, and are prohibited from disclosing confidential activities. The confidentiality requirement allows CRS to gain the trust of community groups and facilitate open dialogue. Nevertheless, maintaining confidentiality and working behind the scenes in communities has led to little recognition of agency successes and limited awareness of the agency as a whole. Often times, CRS is referred to as the “best kept secret in DOJ.”

To provide a federal presence throughout the nation and be able to respond quickly to community crises, CRS operates through a regional structure. The agency’s leadership and supporting personnel are located at the CRS headquarters in Washington, D.C. Professional Conciliators are stationed in one of the ten regional offices or four field offices, located strategically throughout the country to meet the unique needs of the state and communities they serve. Each regional office has a Regional Director, Conciliator(s), and an administrative assistant. Regional Directors are responsible for managing and coordinating all services and personnel within their area of geographic responsibility, including field offices, if any.



Each region conducts ongoing assessments of tensions and factors that may cause conflict throughout the region. Through the assessment process regions work to identify steps that CRS and communities can take to reduce or resolve the possibility of violence. Through this process, CRS maximizes its resources by building local community capacity to identify emerging issues early and to address them before they escalate. Maximizing the use of resources is critical; with less than one Conciliator per state, the efficiency and effectiveness of our dedicated staff have led to the extraordinary success this agency has achieved over the past 50 years.

our Future

In the decades since CRS was created, our Nation, along with the community conflicts CRS has encountered, has changed. Demographic shifts, international conflicts, and immigration changes have led to new challenges, as well as new opportunities for fostering tolerance and understanding. CRS has succeeded in identifying and responding to emerging tensions and conflicts, as well as responding to the ever-changing face of community conflict. For example, following the tragic events of September 11, 2001, CRS worked with members of the Arab, Muslim, and Sikh communities to improve relations with law enforcement and develop cultural competency trainings so that community members had a better understanding of Arab, Muslim, and Sikh customs and traditions, and misunderstandings and fear that led to many backlash attacks was reduced. Similarly, in response to an increasing number of hate crimes against, and allegations by, transgender community members, CRS developed a Transgender Law Enforcement training, to improve trust between law enforcement officers and the transgender community members they serve. CRS is committed to continuing to meet the ever-changing needs of communities nationwide.

our Goals

This strategic plan establishes goals and objectives to ensure CRS is equipped and able to successfully meet our new challenges and opportunities, and continues to provide our invaluable service to American communities. The CRS Strategic Plan for FY 2016 through 2020 defines the vision, mission, and three clear goals for CRS management to focus on achieving.

VISION			
A peaceful America free of hate with equality and justice for all.			
MISSION			
To resolve conflict by engaging American communities in difficult conversations through peaceful dialogue.			
INTEGRITY	RESPECT	NEUTRALITY	TEAMWORK
GOAL 1	GOAL 2	GOAL 3	
Facilitates peaceful resolution of conflicts.	Develop staff to have the expertise to effectively assist communities.	Provide a platform for communities to address conflict and develop solutions.	
OBJECTIVES	OBJECTIVES	OBJECTIVES	
<ul style="list-style-type: none"> A. Build capacity within communities to reduce tension and to resolve conflicts B. Build trust within communities C. Assist in creating access to resources and education D. Continue expanding HCPA services to communities 	<ul style="list-style-type: none"> A. Ensure that staff is impartial and perceived as such B. Provide consistent delivery of services across regions C. Provide skills training and development as well as create cutting edge tools for staff D. Recruit and retain a diverse, highly- skilled and dedicated workforce 	<ul style="list-style-type: none"> A. Address conflict through convening community stakeholders B. Assist stakeholders in implementing processes and developing capacities to address conflict C. Develop partnerships with key stakeholders D. Utilize technology and social media and research innovations to strengthen public engagement and competency in order to advance CRS’s mission and raise awareness of our work 	
LONG TERM GOAL:	LONG TERM GOAL:	LONG TERM GOAL:	
<ul style="list-style-type: none"> ▪ Empower communities with the capacity to address conflict 	<ul style="list-style-type: none"> ▪ Establish CRS as the leading conflict resolution and community relations service agency in the nation 	<ul style="list-style-type: none"> ▪ Increase funding, personnel, and social media footprint to assist more communities 	

we FACILITATE peaceful resolution of conflicts

STRATEGIC GOAL 1: Facilitate peaceful resolution of conflicts.

CRS' primary goal is to facilitate peaceful resolution of conflicts in communities. Our first priority is to respond to crises. It is essential for CRS Conciliators to be on the ground as quickly as possible, to begin the time-sensitive task of bridging community divides and seeking peaceful resolutions. To minimize the time between the initial warning signs of turmoil and the point CRS is contacted, CRS needs to continually build, leverage, and foster trusting relationships with community stakeholders. Once in the community, Conciliators must work to empower each community with the skills and knowledge necessary to address future conflicts or tension.

OBJECTIVES AND STRATEGIES:

A. Continue expanding HCPA services to communities by:

- Developing metrics to identify, monitor, and track tension over hate incidents or crimes
- Interpreting and tracking the warning signs of community tension so that early intervention can be used to prevent the escalation of tension over hate incidents or crimes
- Educating community leaders, law enforcement, and school officials on the warning signs of community tension over potential hate-related incidents or crimes
- Creating a database containing internal and external experts by conflict type and region

B. Build trust with communities by:

- Educating communities on CRS services through in-person trainings and online resources
- Encouraging Conciliators to attend and present at community events
- Building strong working relationships with community leaders of private and public organizations and community groups
- Networking to reach out to newly elected officials at the local, state, and federal level
- Enhancing outreach efforts to local, regional, and national organizations, law enforcement, and civil rights affinity groups

C. Assist in creating access to resources and education by:

- Evaluating current programs' effectiveness in reducing tension
- Leveraging both internal and external resources
- Establishing and maintaining a resource list for communities when CRS is unable to assist
- Making best practices available to communities via website, Facebook, or Twitter accounts

D. Build the capability within communities to reduce tension and to resolve conflicts by:

- Establishing permanent mechanisms within communities to resolve future conflicts
- Improving internal exchange of best practices
- Improving external exchange of best practices through the use of social media sites

PERFORMANCE INDICATORS:

- Number of contacts CRS has with community stakeholders outside of casework (outreach)
- Number of active cases
- Customer satisfaction rating

- Identified trends of hate crimes, community tension, and socio-economic and demographic variables

we DEVELOP staff expertise to assist communities

STRATEGIC GOAL 2: Develop staff to have the expertise to effectively assist communities

Our second goal is to be the leading conflict resolution and community relations agency in the nation. To accomplish this goal, CRS must invest in its most valuable asset—its people. Ensuring the quality and consistency of services and encouraging the continued development of employees will help strengthen the reputation of CRS as an elite, effective, and integral component of the Department of Justice. Recruiting and retaining a premier workforce is critical to the success of CRS's overall mission.

OBJECTIVES AND STRATEGIES:

A. Provide skills training and development, as well as, create cutting edge tools for staff by:

- Establishing an institutional training infrastructure
- Increasing internal information dissemination and sharing
- Encouraging cross-regional communication and collaboration
- Providing specialized, subject matter expert support to Conciliators
- Promoting innovation by encouraging Conciliators and Regional Directors to publish papers and reports on conflict resolution techniques and community tension prevention

B. Ensure that staff are impartial and perceived as such by:

- Clearly defining and implementing protocols for interacting with other DOJ components
- Providing training on an ongoing basis on techniques for maintaining neutrality and confidentiality and reinforcing neutral perception
- Educating communities on CRS's mandate and clearly defining the role of CRS as a neutral peacemaker

C. Provide consistent delivery of services across regions by:

- Clarifying employee roles and responsibilities
- Continually updating standard operating procedures and ensuring regional adherence
- Encouraging partnerships and communication across regions

D. Recruit and retain a diverse, highly-skilled, and dedicated workforce by:

- Establishing a set of job competencies for use in hiring, training, and evaluation
- Ensuring consistency in employee evaluations, incentives, and promotions
- Developing a clear and updated set of employee performance measures
- Improving working conditions including considerations for office space location and condition and CRS participation in work schedule flexibility programs
- Developing a robust recruiting program

PERFORMANCE INDICATORS:

- Average cost per case
- Number of people trained in conflict resolution and cultural professionalism

- Number of task forces, advisory committees, HRC's, and working groups created to build community capacity
- Agency attrition rate
- Personnel resources per case

*we **PROVIDE a platform for communities to address conflict and develop solutions***

STRATEGIC GOAL 3: Provide a platform for communities to address conflict and develop solutions.

Our third goal is to innovatively expand our reach into as many new communities as possible, until every community in the nation knows we are here to help. Through convening, partnerships and technology, CRS will achieve a greater force multiplier impact on problem solving throughout the country. In order to reach new communities, we must ensure that we are both effective and efficient—serving each community with the highest level of service in the most efficient manner. To guarantee CRS services are both effective and efficient, a new, robust performance measurement system will be developed. The new measurement system will allow CRS to better demonstrate the value of our services and illustrate how additional funding and personnel will enable us to serve more communities.

OBJECTIVES AND STRATEGIES:

A. Address conflict through convening of community stakeholders by:

- Developing and implementing a communications strategy to maximize direct communication with stakeholders using a variety of tools and technology
- Increasing dialogue and engagement opportunities between state and local government and law enforcement officials, private and public organizations, and community groups
- Engaging community stakeholders to raise awareness, build partnerships, and promote empowerment
- Facilitating deliberative dialogue on issues of community concern and actively invite stakeholder participation

B. Develop partnerships with key stakeholders by:

- Realigning resources to maximize efficiency in the delivery of services
- Increasing funding and personnel
- Establishing a partnership model across regions
- Capitalizing on external resources to alert CRS of tension and to provide prompt, collaborative support on the ground when needed
- Educating new communities on CRS services through effective outreach

C. Assist stakeholders in implementing processes and developing capacities to address conflict by:

- Updating the IQ system to increase functionality
- Identifying performance indicators and standards
- Developing a new robust performance measurement system
- Developing a method for effectively deploying CRS resources that includes establishing specialists in each region and encouraging cross-regional resource sharing

D. Utilize technology, social media, and research innovations to strengthen public engagement and competency in order to advance CRS's mission and raise awareness of our work by:

- Communicating CRS priorities and activities through an improved website and more compelling print and web-based materials
- Providing online tools such as videos, narrated PowerPoints, podcasts, and other materials to increase awareness, competency, and skill for conflict resolution
- Engaging the public and expanding access to high-quality educational materials through the use of social media platforms such as: Facebook, LinkedIn, and Twitter
- Ensuring excellence and impact through the implementation of research and new processes to maintain consistent high standards in CRS publications, training design, and evaluation

PERFORMANCE INDICATORS:

- Number of permanent mechanisms established in communities
- Number of geographical communities served
- Number of requests for CRS assistance by communities
- Number of cases where CRS services helped to resolve community racial violence and conflict
- Number of cases where CRS services helped to prevent community racial violence and conflict

our Plan

As an agency, CRS realizes that the importance and strength of this Strategic Plan is not in the document itself, but in the implementation of our strategies to achieve our goals. We have developed a separate document, the CRS Implementation Plan 2016-2020, to prioritize and develop a course of action for each strategy. The Implementation Plan:

- Clearly defines roles, responsibilities, and accountability for plan execution;
- Takes into consideration operational needs when prioritizing actions;
- Prioritizes objectives, strategies, and actions;
- Establishes time frames for completion; and
- Provides a process for continually assessing and adjusting plan effectiveness.

The Implementation Plan serves as a decision making and strategic reference. It is a living document that is continually assessed and adjusted for effectiveness, as internal and external factors change the operational environment.

**Excerpts from
Title X of the Civil Rights Act of 1964 (42 U.S.C 2000g et seq.)**

The Community Relations Service (CRS) was established by Title X of the Civil Rights Act of 1964 (42 U.S.C 2000g et seq.).

§ 2000g. Establishment of Service; Director of Service; appointment, term; personnel

There is hereby established in and as part of the Department a Community Relations Service (hereinafter referred to as the "Service"), which shall be headed by a Director who shall be appointed by the President with the advice and consent of the Senate for a term of four years. The Director is authorized to appoint, subject to the civil service laws and regulations, such other personnel as may be necessary to enable the Service to carry out its functions and duties, and to fix their compensation in accordance with chapter 51 and subchapter III of chapter 53 of Title 5.

§ 2000g-1. Functions of Service

It shall be the function of the Service to provide assistance to communities and persons therein in resolving disputes, disagreements, or difficulties relating to discriminatory practices based on race, color, or national origin which impair the rights of persons in such communities under the Constitution or laws of the United States or which affect or may affect interstate commerce. The Service may offer its services in cases of such disputes, disagreements, or difficulties whenever, in its judgment, peaceful relations among the citizens of the community involved are threatened thereby, and it may offer its services either upon its own motion or upon the request of an appropriate State or local official or other interested person.

§ 2000g-2. Cooperation with other agencies; conciliation assistance in confidence and without publicity; information as confidential; restriction on performance of investigative or prosecution functions; violations and penalties

(a) The Service shall, whenever possible, in performing its functions, seek and utilize the cooperation of appropriate State or local, public, or private agencies.

(b) The activities of all officers and employees of the Service in providing conciliation assistance shall be conducted in confidence and without publicity, and the Service shall hold confidential any information acquired in the regular performance of its duties upon the understanding that it would be so held. No officer or employee of the Service shall engage in the performance of investigative or prosecuting functions of any department or agency in any litigation arising out of a dispute in which he acted on behalf of the Service. Any officer or other employee of the Service, who shall make public in any manner whatever any information in violation of this subsection, shall be deemed guilty of a misdemeanor and, upon conviction thereof, shall be fined not more than \$1,000 or imprisoned not more than one year.

**Excerpts from the
Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act**
Division E of the National Defense Authorization Act for Fiscal Year 2010
(P.L. 111-84, 2009)

§ 4706. Authorization For Additional Personnel To Assist State, Local, And Tribal Law Enforcement.

There are authorized to be appropriated to the Department of Justice, including the Community Relations Service, for fiscal years 2010, 2011, and 2012 such sums as are necessary to increase the number of personnel to prevent and respond to alleged violations of section 249 of title 18, United States Code, as added by section 4707 of this division.

§ 4707. Prohibition of certain hate crime acts, defines hates crimes as including:

(a) In General.-

Chapter 13 of title 18, United States Code, is amended by adding at the end the following:

“Sec. 249. Hate Crime Acts

“(a) In General.—

“(1) OFFENSES INVOLVING ACTUAL OR PERCEIVED RACE, COLOR, RELIGION, OR NATIONAL ORIGIN. — Whoever, whether or not acting under color of law, willfully causes bodily injury to any person or, through the use of fire, a firearm, a dangerous weapon, or an explosive or incendiary device, attempts to cause bodily injury to any person, because of the actual or perceived race, color, religion, or national origin of any person—

“(A) shall be imprisoned not more than 10 years, fined in accordance with this title, or both; and

“(B) shall be imprisoned for any term of years or for life, fined in accordance with this title, or both, if—

“(i) death results from the offense; or

“(ii) the offense includes kidnapping or an attempt to kidnap, aggravated sexual abuse or an attempt to commit aggravated sexual abuse, or an attempt to kill.

“(2) OFFENSES INVOLVING ACTUAL OR PERCEIVED RELIGION, NATIONAL ORIGIN, GENDER, SEXUAL ORIENTATION, GENDER IDENTITY, OR DISABILITY.—

(A) IN GENERAL.— Whoever, whether or not acting under color of law, in any circumstance described in subparagraph (B) or paragraph (3), willfully causes bodily injury to any person or, through the use of fire, a firearm, a dangerous weapon, or an explosive or incendiary device, attempts to cause bodily injury to any person, because of the actual or perceived religion, national origin, gender, sexual orientation, gender identity, or disability of any person—

“(ii) shall be imprisoned for any term of years or for life, fined in accordance with this title, or both, if—

“(I) death results from the offense; or

“(II) the offense includes kidnapping or an attempt to kidnap, aggravated sexual abuse or an attempt to commit aggravated sexual abuse, or an attempt to kill.