

# ICE Annual Report Fiscal Year 2021

March 11, 2022



U.S. Immigration  
and Customs  
Enforcement

## **Message from the Acting Director**

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I am pleased to present the following report, “ICE Fiscal Year 2021 Annual Report” for FY 2021.

Throughout FY 2021, ICE focused on its core missions: disrupting and dismantling transnational criminal organizations; arresting and removing threats to national security, public safety, and border security; representing the Department of Homeland Security (DHS) in immigration court; and supporting Southwest Border operations that are fair, orderly, and humane. ICE has carried out these missions, achieving notable operational successes and much-needed reforms amid a global pandemic and shifting, dynamic threats to the homeland.

While maintaining mission focus, ICE also undertook key policy and operational changes. Of singular importance, ICE’s Office of Enforcement and Removal Operations (ERO) rebalanced its approach to civil immigration enforcement following a series of memoranda dated January 20, 2021, February 18, 2021, and September 30, 2021. Together, these memoranda refocused the agency’s civil immigration enforcement efforts on the greatest threats to national security, public safety, and border security, while empowering career law enforcement officials in the field to make discretionary decisions about which noncitizens to arrest, detain, and remove. On May 27, 2021, the Office of the Principal Legal Advisor (OPLA) followed suit, providing specific instructions to attorneys on how to align their advocacy with the direction provided to them by DHS and the ICE Director.

As detailed in this report, ICE’s more focused approach yielded measurable success. In FY 2021, ERO conducted administrative arrests of 74,082 noncitizens, including 12,025 arrests of individuals convicted of an aggravated felony—nearly double the 6,815 arrests during the prior fiscal year. Although ICE was called on to provide significant levels of support to its partners in U.S. Customs and Border Protection (CBP) as detailed later in this report, the agency still increased its volume of at-large arrests by 9 percent, from 23,932 in FY 2020 to 25,993 in FY 2021, reflecting renewed focus by ICE to protect all people by identifying and targeting the most serious threats residing in our communities that threaten America’s national security and public safety. A portion of these at-large arrests occurred under the Sex Offender Arrest Removal (SOAR) enforcement initiative, a targeted operation resulting in the arrest of 495 noncitizen sex offenders (compared to 194 over the same period in FY 2020) from 54 different countries—80 percent of whom had victimized children. Like ICE’s broader rebalancing of interior enforcement priorities to focus on national security, public safety, and border security, Operation SOAR demonstrates how smart, targeted enforcement can make a real difference to the communities ICE serves.

While ICE’s arrest statistics paint a picture of broad operational success, one case in particular underlines the importance of our ongoing efforts. On February 21, 2021, ICE removed a 95-year-old former Nazi concentration camp guard to Germany, likely one of the last fugitive Nazis who will be tracked down and removed from the United States. In 1945, Friedrich Karl Berger, a German citizen,

participated in Nazi-sponsored persecution while serving as an armed guard of concentration camp prisoners in the Neuengamme Concentration Camp system. A testament to collaboration among ERO, Homeland Security Investigations (HSI) and OPLA, Berger's arrest and removal demonstrates our country's and our agency's tireless pursuit of justice against those who violate fundamental human rights and who undermine human dignity itself.

FY 2021 also saw additional reforms to ICE's detention network. On May 20, 2021, in response to a memorandum from Secretary Alejandro Mayorkas, ICE ended its relationship with two detention centers: the C. Carlos Carreiro Detention Center in Dartmouth, Massachusetts, and the Irwin County Detention Center in Ocilla, Georgia. Motivated by operational and other considerations, the withdrawal of ICE detainees from these facilities reinforced DHS and ICE leadership's commitment to ensure that individuals in civil immigration are treated humanely and that detention conditions are appropriate. Meanwhile in FY 2021, ICE shifted its operations away from the detention of families while adapting new and existing detention capacity to address an influx along the Southwest Border. Most notably, ICE no longer conducts long-term detention of families at its facilities, while adapting existing (e.g., Karnes and South Texas Residential Centers) and new (Moshannon Valley Correctional Center) facilities for single adult detention purposes. ICE continues to inspect individual detention centers to ensure appropriate conditions through the work of ERO, the Office of Professional Responsibility (OPR), and in collaboration with other oversight bodies within DHS.

In FY 2021, HSI initiated significant criminal investigations to disrupt and dismantle criminal organizations, safeguard the homeland, and vindicate the rights of vulnerable victims. Chief among these efforts was Operation Stolen Promise. HSI continued its work to combat fraud associated with COVID-19, seizing 2,672 counterfeit personal protective equipment; counterfeit and fraudulent COVID-19 test kits, medical treatments, therapeutics, and prevention items; and fraudulent web domains associated with COVID-19 fraud. In connection with these efforts, HSI seized over \$58 million in illicit proceeds and disrupted or recovered over \$18 million in funds associated with fraudulent transactions.

While protecting Americans from pandemic-related fraud at home, HSI also cast its investigative net internationally, assisting in countless arrests and disruptions of narcotics, human trafficking, and weapons proliferation schemes. Of note, HSI continued to target the illicit financing of the Islamic Revolutionary Guards Corps (IRGC) and Quds Force (QF), significantly disrupting IRGC-QF revenue from sale of Iranian crude oil. In total, HSI seized a total of 2.6 million barrels of IRGC-QF fuel and crude oil and \$64 million in U.S. currency, leading to the indictment of two Iranian officials. In addition, HSI special agents opened the U.S. government's first investigation into the assassination of Haitian President Jovenel Moïse. To date, with the FBI's assistance, HSI enabled the Department of Justice (DOJ) to obtain charges against two conspirators in that offense. These cases mark HSI as the U.S.'s preeminent investigative arm working overseas, with many successes yet to come in the new fiscal year.

Meanwhile, HSI's Human Exploitation Rescue Operative (HERO) child rescue program inducted a record 23 military veterans. The graduates of the 11<sup>th</sup> HERO class will assist HSI special agents in seeking out, identifying, and rescuing child victims of sexual exploitation held captive by their abusers. The HERO program allows those who have already given so much to our country to continue their service by protecting those who need it most.

ICE has no greater resource than its dedicated workforce, and ICE's Office of Management and Administration (M&A) has provided the backbone for ICE to remain strong through its recruitment and retention of talented law enforcement and other personnel. Thanks to M&A's work, ICE ended FY 2021 with a total workforce of 20,796 employees, resulting in a high agency onboard fill rate of 94 percent, ensuring all of ICE's operational components remain adequately staffed to fulfill ICE's critical national security and public safety mission. M&A further assisted ICE's border security and interior enforcement efforts by innovating and improving a series of technological tools, including the Case Acceptance System, which streamlined the transfer of noncitizens from CBP to ICE along the Southwest Border; the Field Office Appointment Scheduler, which helps to ensure noncitizens appear at ICE offices as required; and the Activity Analysis Reporting Tool (AART), which for the first time provided DHS leaders with a comprehensive weekly report of enforcement actions taking place nationwide.

Through key policy initiatives, ICE made significant changes to policies governing interior enforcement practices, including arrests, detention, and removal. These changes were first informed by interim enforcement guidelines, then followed in November with final enforcement guidelines issued by Secretary Mayorkas. These guidelines develop clear priorities for enforcement, but also provide flexibility for ICE officers to weigh aggravating and mitigating factors and make individualized enforcement decisions.

ICE also issued important policies related to encounters, treatment, and enforcement against pregnant, postpartum, or nursing individuals. A second important policy takes a victim centered approach to inform enforcement actions involving noncitizens who are victims of crime and have applied for immigration benefits on such grounds. Additionally on the policy front, ICE worked diligently to implement DHS guidance on the limitations for enforcement actions at protected areas, including at mental health-care facilities, schools, playgrounds, social services providers, and disaster relief and emergency response as well as specific DHS guidance related at arrests at or near courthouses

This Annual Report represents an important change. For the first time, ICE is releasing a unified report encompassing not just the noble work of its law enforcement components but of its entire workforce, including OPLA, M&A, OPR, and the Office of Diversity and Civil Rights. Accordingly, this report reflects a more complete picture of ICE's accomplishments.

Each of these developments allowed ICE to maintain its critical law enforcement operations while striving toward continual improvement. Based on the success of FY 2021, I have every confidence ICE will continue to maintain its mission focus and achieve operational successes, while ushering in fresh organizational changes in the coming fiscal year.

Sincerely,

Tae D. Johnson  
Acting Director  
U.S. Immigration and Customs Enforcement

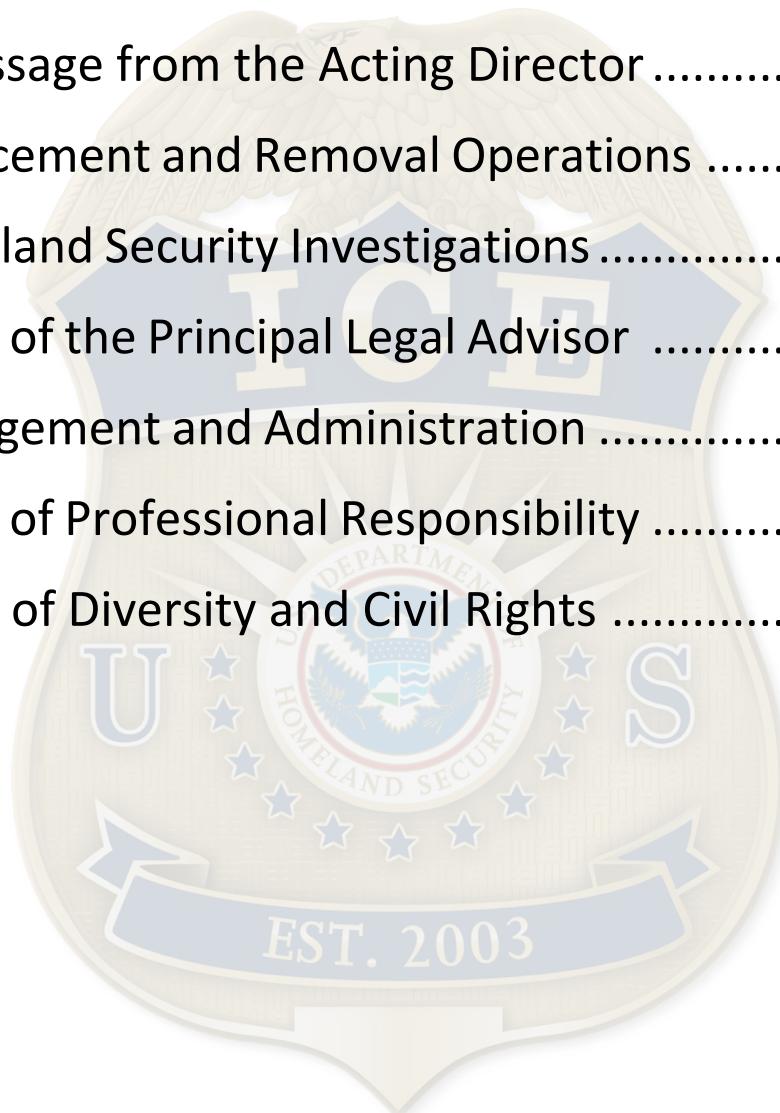


## U.S. Immigration and Customs Enforcement

# FY 2021 Annual Report

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## Enforcement and Removal Operations

### Mission

ERO's mission is to protect the homeland through the arrest and removal of noncitizens who pose a threat to national security, public safety, and border security. ERO's main areas of focus are interior enforcement operations, management of the agency's detained and non-detained populations, and removal of individuals who have received a final order of removal.

### FY 2021 In Review

During FY 2021, ERO continued to face unprecedented challenges resulting from the ongoing COVID-19 pandemic, as well as increases in migration along the Southwest Border. Despite these challenges, ERO undertook a series of significant changes to its policies and operations. Through a series of Department and agency memoranda, ERO has rebalanced its interior enforcement priorities designed to focus its limited law enforcement resources on the greatest threats to national security, public safety, and border security. Together, the new enforcement guidance memoranda have empowered career law enforcement officers in the field to exercise their prosecutorial discretion to determine whom to arrest, detain, and remove. This approach, emphasizing prioritization and guided discretion, has yielded significant public safety benefits, as our interior enforcement statistics show. In the coming fiscal year, ERO will continue to train its workforce on this approach with a goal of further enhancing its enforcement efforts.

In response to migration along the Southwest Border, ICE leveraged technology to make its operations more nimble and more responsive to operational conditions. Among other things, the agency innovated the Case Acceptance System, the Field Office Appointment Scheduler (FOAS), the Compliance Assistant Reporting Tool (CART), and the Activity Analysis Reporting Tool (AART). In addition, ERO opened a new field office in Texas, splitting the new Harlingen area of responsibility (AOR) from the San Antonio AOR while redirecting significant resources to support CBP operations across the Southwest Border.

## Civil Immigration Enforcement

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On January 20, 2021, President Joseph R. Biden, Jr. issued Executive Order 13993, *Revision of Civil Immigration Enforcement Policies and Priorities*. As a result of the Executive Order, DHS established interim civil immigration enforcement priorities for those noncitizens encountered by its component agencies, specifically ICE and CBP. Subsequently, on that same day, former Acting Secretary David Pekoske released a memorandum to DHS personnel entitled, *Review of and Interim Revision to Civil Immigration Enforcement and Removal Policies and Priorities*. This memorandum established interim civil immigration priorities for the Department.

In accordance with the Executive Order and the DHS memorandum, on February 18, 2021, Acting ICE Director Tae Johnson then issued interim enforcement and removal guidance entitled, *Interim Guidance: Civil Immigration Enforcement and Removal Priorities*. This interim guidance directed ICE officers and agents to focus ICE's limited civil immigration enforcement and removal resources on cases presumed to be national security, public safety, and border security priorities, and applied to all civil immigration enforcement and removal actions.

On September 30, 2021, Secretary Mayorkas announced new *Guidelines for the Enforcement of Civil Immigration Law* to focus the Department's resources on the apprehension and removal of noncitizens who are a threat to our national security, public safety, and border security and advance the interests of justice by ensuring a case-by-case assessment of whether an individual poses a threat. The guidelines are a break from a categorical approach to enforcement. Instead, these guidelines ensure a thorough and case-by-case assessment of whether enforcement action is warranted and appropriate, thus allowing ERO to focus its limited resources on cases of greatest importance to the national interest and public safety.

This focused approach has yielded measurable successes:

- In FY 2021, ERO conducted a total of 74,082 administrative arrests of noncitizens:
  - ERO arrested 12,025 individuals with aggravated felony convictions—nearly double the 6,815 arrested the previous fiscal year.
    - Since February, ICE arrested an average of 1,034 aggravated felons per month, 51 percent more than during CY 2017 – 2020 and 53 percent more than during CY 2016.
  - Approximately 49 percent of all arrests were of convicted criminals.
  - Of the 74,082 total administrative arrests in FY 2021, 45,755 took place on or after

February 18, 2021, and were classified under the appropriate interim civil immigration enforcement priorities (one of the three established priorities of national security, public safety, or border security; or as another public safety priority).

Of these 45,755 arrests:

- Overall, approximately 49 percent were convicted criminals.
- Approximately 55 percent of those arrested were classified as threats to border security.
  - A total of 32 percent of arrests in this period were of people initially apprehended by USBP and issued notices to report (NTRs) to ICE. These arrests reflect a new form of collaboration between ICE and CBP to utilize interior enforcement resources to better manage border encounters.
  - Just over 20 percent represented threats to public safety as defined in the February 18 memorandum, in most cases due to an aggravated felony conviction.
    - Excluding NTR arrests, serious criminals (i.e., aggravated felons and felons) accounted for 43 percent of ICE arrests since February, compared to 28 percent during CY 2017 – 2020 and 36 percent during CY 2016.
    - The remainder represented other national security or public safety threats.
- At-large arrests rose by 9 percent, from 23,932 at-large arrests in FY 2020 to 25,993 in FY 2021, reflecting renewed focus by ICE to protect all people by identifying and targeting the most serious threats residing in our communities that threaten America's national security and public safety.
  - A subset of the at-large arrests resulted from the 90-day Sex Offender Arrest Removal (SOAR) enforcement initiative, a targeted intelligence-driven operation that resulted in the arrests of 495 noncitizen sex offenders (compared to 194 over the same period in FY 2020) from 54 different countries. Of particular note, 80 percent of those noncitizens had victimized children.
- Offenses associated with noncitizens arrested in FY 2021 included 1,506 homicide-related offenses, 3,415 sexual assaults, 19,549 assaults, 2,717 robberies, and 1,063 kidnappings.
- In FY 2021, ICE removed 59,011 noncitizens:
  - Of the 59,011 total removals of noncitizens that took place during FY 2021, 28,677 were removed on or after February 18, 2021, when ICE began to track the interim civil immigration enforcement priorities.
    - Just over two thirds of this group of removals were classified as threats to either border security or to public safety, with the two categories comparably sized.
    - The remainder represented other national security priorities or public safety threats.
  - The percentage of convicted criminal removals increased from 56 percent of ICE removals in FY 2020 to 66 percent of ICE removals in FY 2021.
  - 2,718 of those removed were known or suspected gang members.
  - Another 34 were designated as known or suspected terrorists.

- Since February:
  - ICE removed an average of 937 aggravated felons per month – the highest level ever recorded since ICE began collecting detailed criminality data.<sup>1</sup>
  - Monthly removals of aggravated felons were up 48 percent over the monthly average during CY 2017 – 2020 (633 removals of aggravated felons per month) and up 40 percent over the monthly average during CY 2016 (668 removals of aggravated felons per month).
  - Twenty-six percent of ICE removals were of aggravated felons, compared to 3 percent during CY 2017 – 2020 and 3 percent during CY 2016.
  - Forty-six percent of ICE removals were of serious criminals (persons convicted of felonies or aggravated felonies), compared to 18 percent during CY 2017 – 2020 and 17 percent during CY 2016.

## Increasing Efficiency

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During FY 2021, ERO continued to pursue programs to increase the organization's efficiency, as well as to provide improved processes for both its employees and for those it encounters. Thanks to strong collaboration with M&A, and in particular the Office of the Chief Information Officer, ICE achieved significant improvements, including the following:

- The **Field Office Appointment Scheduler (FOAS)** is an appointment scheduling tool designed to help facilitate the coordination of individuals and family units released from CBP custody without issuance of charging documents. ICE also developed the ICE Appointment Scheduler – a public facing version of FOAS – to allow noncitizens the ability to directly schedule and manage their appointments. In FY 2021, more than 37,000 appointments were scheduled for more than 97,000 noncitizen family members using FOAS and the ICE Appointment scheduler.
- The **Compliance Assistant Reporting Tool (CART)** was deployed to four additional offices and redeployed and expanded at the new location of the Washington Field Office. In addition, 10 offices initiated preparatory steps to enable CART at their locations. CART is a self-service, systems-integrated kiosk designed to automate the reporting process for noncitizens on the non-detained docket - more than 875 noncitizens were enrolled to use the tool.
- The **Case Acceptance System (CAS)** is a web-based application that allows immigration enforcement agencies to submit requests for immigration case jurisdictional transfer to ERO. In the past, each transfer was initiated by scanning and emailing documents in addition to making several phone calls. With CAS, however, ERO electronically reviews subject data and charging documents from a shared system to determine the legal sufficiency of a case prior to transfer. Once ICE completes the legal review and makes the custody determination, the decision is sent back to the requestor through CAS, allowing jurisdictional transfer to be completed in minutes instead of hours. CAS was first piloted in the El Paso Field Office during FY 2021, and usage will be expanded to all Southwest Border areas of operations in FY 2022.

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<sup>1</sup> ICE began collecting detailed criminal arrest data in January 2015, but data collection was not standardized and considered reliable until the end of calendar year 2015.

## **ERO Support for CBP at the Southwest Border**

During FY 2021, DHS saw a significant increase in the number of migrants arriving at the Southwest Border. To aid CBP operations, and in support of the greater homeland security enterprise, ERO redirected personnel and resources to the Southwest Border.

During the summer and into the fall of 2021, ERO had up to 1,000 of its 6,228 officers supporting Southwest Border efforts, roughly one-sixth of the operational workforce. This included 300-350 officers temporarily deployed to assist the U.S. Border Patrol; 200-300 temporarily deployed to the Del Rio Sector; and another 360 collaterally working on processing Notices to Report for new arrivals — representing nearly 14 percent of the workforce.

ERO, alongside its CBP partners, participated in the Movement Coordination Cell (MCC), which was created to facilitate communication and operations between government agencies in charge of managing the flow of migrants at the border.

In concert with EOIR, ERO created a Dedicated Docket (DD) program for certain family units assigned to 11 common destination cities to allow for timely hearings without the traditional delays in scheduling due to court backlogs.

## **Title 42 Expulsions**

In response to the COVID-19 pandemic, on March 21, 2020, the Department of Health and Human Services Centers for Disease Control and Prevention (CDC) issued an order pursuant to its authority under Title 42 of U.S.C. §§ 265 and 268 and requested DHS assistance in preventing certain noncitizens creating a serious danger of introducing COVID-19 from entering the United States. Border crossers who were returned to their last transit point or countries of origin under Title 42 authority represent CBP “expulsions” rather than ICE removals.

- During FY 2021, ERO played a crucial supporting role in this process, assisting with 36,654 air charter expulsions under Title 42 over the course of the year.

## **Detention and Alternatives to Detention**

Although funded to maintain 34,000 detention beds, only approximately 75 percent of bedspace was available for use due principally to COVID-19 protocols that require social distancing, as well as the isolation and quarantine of arriving noncitizens.

Against the backdrop of COVID-19, ERO undertook initial reforms to the detention network. On May 20, 2021, in response to a memorandum from Secretary Mayorkas, ICE ended its relationship with two detention centers: the C. Carlos Carreiro Detention Center in Dartmouth, Massachusetts, and the Irwin

County Detention Center in Ocilla, Georgia. Motivated by operational and other considerations, the withdrawal of ICE detainees from these facilities reinforced DHS and ICE leadership's commitment not to tolerate the mistreatment of individuals in civil immigration detention or substandard conditions of detention.

As part of a set of nimble operational changes to address an influx of migrants along the Southwest Border, in FY 2021 ICE shifted its operations away from the detention of families while adapting new and existing detention capacity to address an influx along the Southwest Border. Most notably, ICE no longer supports long-term detention of families at its facilities, while adapting existing (e.g., Karnes and South Texas Residential Centers) and new (Moshannon Valley Correctional Center) facilities for single adult detention purposes. Meanwhile, ICE's Alternatives to Detention (ATD) program leverages technology, case management, and other tools to manage a noncitizen's compliance with release conditions while they are on ICE's non-detained docket. The program incorporates supervision and case management for individuals who are not detained while they are in immigration proceedings. Within FY 2021, ICE's ATD program served more than 175,000 participants, compared to approximately 120,000 participants in FY 2020. In FY 2021, 85 percent of participants were compliant with the program, an improvement from 67 percent in FY 2020.<sup>2</sup>

## FY 2021 Detainee Health Care

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Providing healthcare to the detained population is a key component of ERO's work. The ICE Health Service Corps (IHSC), a component within ERO, is committed to providing the safe delivery of high-quality health care to those in ICE custody and strives to be the best health care delivery system in detention and correctional health care. IHSC is made up of a multi-sector, multidisciplinary staff of approximately 1,700 authorized positions that include U.S. Public Health Service (PHS) Commissioned Corps officers, federal General Schedule (GS) civil servants, and contract health professionals, and administers a detention health system that provides direct health care through ICE-owned facilities; oversees care for ICE detainees housed in contracted facilities; reimburses for off-site health care services detainees receive while in ICE and CBP custody; and supports special operations missions. In FY 2021:

- ERO managed the care and custody of detainees from more than 180 countries.
- IHSC personnel provided comprehensive medical, mental health, dental, and public health services to all those in ICE custody.
  - ICE executed a budget exceeding \$316 million on medical, mental health, dental, and public health services to detainees.
- IHSC administered a health system that delivered health care to approximately 88,000 detainees at 21 facilities nationwide and oversaw health care for more than 169,000 additional detainees housed in 150 non-IHSC-staffed facilities nationwide, to include:

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<sup>2</sup> Program compliance figures are defined as non-absconder program outcomes (e.g., departure verified, no longer required to participate) as a share of all program outcomes. These data do not account for the [85,370] and [132,764] additional people who were in compliance and still actively enrolled in the ATD program at the end of fiscal years 2020 and 2021, respectively.

- 88,430 intake screenings,
- 13,622 emergency room visits,
- 8,497 dental visits,
- 12,041 urgent care visits,
- 78,202 sick calls, and
- 46,496 mental health interventions.

## **ICE Prevention and Mitigation Strategies to Combat COVID-19 in Detention Facilities**

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Throughout FY 2021, IHSC medical and operational personnel continued to monitor the CDC's guidance daily, incorporating it into ICE's existing infectious disease monitoring and management protocols and issuing guidance to IHSC staff and ICE detention contractors. As part of ICE's efforts to protect the public and its detained population against COVID-19, in FY 2021 IHSC administered a total of 184,779 COVID-19 tests as part of the standard operating procedure requirements for the pandemic response. In FY 2021, IHSC administered 33,909 COVID-19 vaccine shots.



## Homeland Security Investigations

### Mission

Homeland Security Investigations (HSI) investigates, disrupts, and dismantles terrorist, transnational, and other criminal organizations that threaten or seek to exploit the customs and immigration laws of the United States.

### FY 2021 In Review

HSI has broad legal authority to conduct federal criminal investigations into the illegal cross-border movement of people, goods, money, technology, and other contraband into, out of, and throughout the United States. HSI uses these authorities to investigate a wide array of transnational crime and violations of customs and immigration laws, including money laundering; financial fraud and scams; cybercrime; intellectual property theft and trade fraud; narcotics smuggling; transnational gang activity; child exploitation; human smuggling and trafficking; illegal exports of controlled technology and weapons; identity and benefit fraud; human rights violations and war crimes; and terrorism and national security threats.

In collaboration with its strategic partners in the United States and abroad, HSI special agents gather evidence to identify and build criminal cases against transnational criminal organizations (TCOs), terrorist networks and facilitators, and other criminal elements that threaten the homeland. HSI works with prosecutors to indict and arrest violators, execute search warrants, seize criminally derived money and assets, and take other actions designed to disrupt and dismantle criminal organizations operating around

the world. These efforts protect U.S. national, border, and economic security and ensure the safety of the public and our communities.

HSI's workforce consists of approximately 10,000 employees, including special agents, criminal analysts, mission support personnel, and contract staff assigned to more than 220 cities across the United States and 86 locations around the world.

Most of HSI's more than 6,800 special agents are assigned to an HSI Special Agent in Charge office or sub-office in 253 locations across the nation. HSI's domestic footprint includes more than 980 criminal analysts and is supplemented by almost 3,700 task force officers representing key strategic federal, state, and local law enforcement partners in the fight to combat TCOs. HSI's international footprint is DHS's largest investigative presence abroad, anchored by special agents assigned to U.S. embassies, consulates, and Department of Defense (DOD) combatant commands around the globe. With 86 offices in 54 countries, HSI has one of the largest international footprints in U.S. law enforcement.

In FY 2021, HSI arrested 34,974 criminals; seized more than 2.45 million pounds of narcotics; identified and/or rescued 1,177 victims of child exploitation; assisted 728 victims of human trafficking; and disrupted and dismantled countless TCOs. Additionally, HSI seized more than \$973 million in criminally derived currency and assets, dealing a significant blow to the TCO operations seeking to profit from their crimes.

## FY 2021 Programmatic Highlights

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### **Operation Silent Night:** Keeping dangerous weapon components off the streets.

HSI Operation Silent Night is a global operation targeting the smuggling of firearm silencers into the United States from China. The operation is led by the HSI National Targeting Center-Investigations, and targets the manufacturer, supply chain, and end users of these illegal weapon component. HSI's efforts on this operation help to keep dangerous weapon components out of the hands of criminal organizations and off our streets.

- 42,888 firearm silencers seized
- 4,868 firearms seized
- 204 criminals arrested

### **Operation Cyber Centurion:** Preventing cyber-attacks before they occur.

HSI launched Operation Cyber Centurion in 2021 to identify and disrupt cyber-attacks before they occur. By leveraging advanced cyber intrusion tools and specially trained personnel, HSI proactively detects vulnerabilities in stakeholder critical infrastructure and coordinates with the effected entity, so they remediate gaps before an adversary strikes. Through Operation Cyber Centurion, HSI disrupts those seeking to exploit the internet to subvert U.S. laws and threaten U.S. economic integrity, national security, and public safety.

- 221 vulnerabilities detected in critical infrastructure, including:
  - 50 vulnerabilities in the government facilities sector
  - 19 vulnerabilities in the emergency services sector
  - 9 vulnerabilities in the defense industrial sector

**Operation Hydra:** Interdicting and investigating illicit supply chains and the smuggling of precursor chemicals.

Through Operation Hydra, HSI targets the supply chains responsible for foreign origin shipments of precursor chemicals used in the illicit production of fentanyl and methamphetamine destined for the United States. By blending interagency collaboration, industry partnerships, and computer-based tools, Operation Hydra processes and derives meaning from large volumes of data to identify Chinese precursor chemical suppliers and Mexican procurers. Operation Hydra uses this information to target and seize precursor chemicals before they are converted into the synthetic drugs fueling overdose deaths.

- 43 interdictions of chemicals used in the production of methamphetamine and fentanyl
- 1,318,190 pounds of chemicals seized

**Operation Stolen Promise 2.0:** Identifying and stemming the flow of counterfeit COVID-19 pharmaceuticals.

During FY 2021, HSI launched Operation Stolen Promise 2.0 to combat the production, sale, and distribution of counterfeit COVID-19 vaccines, therapeutics, and treatments. Operation Stolen Promise combines HSI's expertise in global trade, financial, cyber-crime, and intelligence-driven investigations to protect the health and safety of the general public and deter activities that may compromise legitimate trade or financial systems. The operation has yielded significant results since its inception.

- More than 139 criminal investigations initiated
- More than 100 seizures of fraudulent or illicit COVID-19 vaccines or therapeutics
- More than \$5,000,000 seized in criminal proceeds

**Counter-Islamic Revolutionary Guard Corps Operations:** Targeting and disrupting illicit funding of foreign terrorist organizations.

In FY 2020, HSI began targeting the illicit funding of the Iranian designated terrorist organizations Islamic Revolutionary Guards Corps (IRGC) and Quds Force (QF). By combining its broad investigative authorities and expertise in counter-proliferation, sanctions, and financial investigations, HSI significantly disrupted IRGC-QF funding through the sale of Iranian crude oil. These efforts highlight the impact HSI continues to have in enforcing international sanctions and preventing our adversaries from funding criminal and terrorist activities around the world.

- 2.6 million barrels of IRGC-QF fuel and crude oil seized
- \$64 million in U.S. currency seized
- Indictment of two Iranian nationals

**The Human Exploitation Rescue Operative – Child Rescue Corps program (HERO Corps)**

HSI's workforce is supplemented by the Human Exploitation Rescue Operative (HERO) Corps initiative, which is an example of an innovative partnership between government agencies, DOD partners, and non-governmental agencies to support wounded warriors' transition to civilian life. HERO Corps graduates assist HSI in crucial efforts to combat the sexual exploitation of children and identify and rescue victims of sexual abuse. During FY 2021, 23 veterans of the U.S. armed forces trained in the program. They graduated in November 2021 and were placed into domestic HSI offices.

## FY2021 Homeland Security Investigations Statistics

General Enforcement Statistics	
FY 2021 Total	
Criminal Arrests	34,974
Indictments	18,309
Convictions	11,301
Admin Arrests	7,828
Cases Initiated	38,253
Currency and Assets Seized	\$973,716,813
Virtual Assets (Cryptocurrency) Seized	\$97,618,063
Bulk Cash Seized	\$278,540,230
Weapons Seized	9,502

Counter-Proliferation	
FY 2021 Total	
Cases Initiated	1,434
Criminal Arrests	682
Indictments	504
Convictions	264
Number of Seizures for Violations of Various U.S. Export Laws & Regulations	1,184

Child Exploitation	
FY 2021 Total	
Cases Initiated	5,393
Criminal Arrests	3,776
Indictments	2,275
Convictions	1,511
Children Identified and/or Rescued	1,177

Financial Crimes	
FY 2021 Total	
Cases Initiated	4,861
Criminal Arrests	2,198
Indictments	1,417
Convictions	738
Currency and Assets Seized – Financial Investigations	\$550,876,903
Victims of Financial Crime Assisted	353

<b>Transnational Gangs</b>	
<b>FY 2021 Total</b>	
Cases Initiated	843
Criminal Arrests	3,574
Indictments	1,831
Convictions	872
Admin Arrests	162
MS-13 Related Criminal Arrests	340
MS-13 Related Admin Arrests	32
Weapons Seized - Gang Investigations	1,246

<b>Intellectual Property Theft and Commercial Fraud</b>	
<b>FY 2021 Total</b>	
Cases Initiated	1,122
Criminal Arrests	388
Indictments	155
Convictions	100
Seizure Incidents	2,651
MSRP of IP Theft/Comm Fraud Seizures	\$822,303,098

<b>Securing the Homeland</b>	
<b>FY 2021 Total</b>	
Investigations Initiated Through Participation in Joint Terrorism Task Forces	628
Visa Applications Screened	1,005,408
Visas Recommended for Refusal Based on Terrorist Connections or Derogatory Information	4,824
Academic Institutions Reviewed for Noncompliance Issues	1,252
Overstay Priority Leads Referred for Possible Law Enforcement Action	2,378
Lookouts Placed on Known or Suspected Human Rights Violators (HRV)	724
HRV Preventions (Visa Denials/No Boards/Waivers)	21

## Narcotics Enforcement

### FY 2021 Total

Cases Initiated	11,230
Criminal Arrests	12,920
Indictments	7,914
Convictions	4,925
Opioids Seized (lbs.)	23,632
Fentanyl Seized (lbs.)	14,530
Heroin Seized (lbs.)	8,793
Cocaine Seized (lbs.)	855,780
Methamphetamine Seized (lbs.)	234,623
Total Pounds of Narcotics Seized (lbs.)	2,458,989
Currency & Assets Seized - Narcotics Investigations	\$188,528,949

## Identity and Benefit Fraud - 35 Document and Benefit Fraud Task Forces Nationwide

### FY 2021 Total

Cases Initiated	1,616
Criminal Arrests	888
Indictments	669
Convictions	470

## Human Trafficking

### FY 2021 Total

Cases Initiated	1,111
Criminal Arrests	2,360
Indictments	891
Convictions	349
Human Trafficking Victims Assisted	728

## Border Enforcement Security Task Forces (BESTs) - 79 BESTs Nationwide

### FY 2021 Total

Cases Initiated	5,671
Criminal Arrests	6,431
Indictments	3,323
Convictions	2,014
Currency and Assets Seized - BEST Investigations	\$205,728,533
Admin Arrests	3,189

<b>Labor Exploitation</b>	
<b>FY 2021 Total</b>	
Cases Initiated	<b>625</b>
Criminal Arrests	<b>311</b>
Admin Arrests	<b>147</b>
Management Indictments	<b>31</b>
Management Convictions	<b>23</b>
Form I-9 Inspections	<b>203</b>

<b>Human Smuggling</b>	
<b>FY 2021 Total</b>	
Cases Initiated	<b>2,266</b>
Criminal Arrests	<b>4,264</b>
Indictments	<b>1,495</b>
Convictions	<b>1,334</b>
Admin Arrests	<b>6,556</b>

<b>Cybercrimes</b>	
<b>FY 2021 Total</b>	
Cases Initiated	<b>996</b>
Criminal Arrests	<b>496</b>
Indictments	<b>337</b>
Convictions	<b>131</b>
Personnel Trained	<b>8,007</b>

<b>Victim Assistance</b>	
<b>FY 2021 Total</b>	
Victims Assisted	<b>2,380</b>

Note: The HSI data in this document is a "snapshot" of information available at the time the report was compiled. HSI enforcement and program data is continuously updated, which may result in changes to HSI data previously reported. Each enforcement category records the activity under its investigative discipline. Some data may be included under several categories due to the multidisciplinary nature of many HSI investigations. The General Enforcement Statistics section represents all of HSI and records cumulative totals. Statistics recorded as "N/A" were not included in the FY 2020 year-end statistics snapshot.



## OFFICE OF THE PRINCIPAL LEGAL ADVISOR

### Mission

The ICE Office of the Principal Legal Advisor (OPLA) protects the homeland by diligently litigating cases while adhering to the highest standards of professional conduct, providing timely and accurate legal advice, and optimizing resources to advance the DHS and ICE mission.

### FY 2021 In Review

OPLA is the largest legal component within DHS, with close to 1,400 attorneys and 300 support staff working in 83 locations throughout the United States and at ICE Headquarters. OPLA attorneys represent DHS in administrative immigration proceedings before the DOJ Executive Office for Immigration Review (EOIR), provide legal advice, prudential counsel, and training on a wide range of operational and administrative law topics and cases, and partner with DOJ as agency counsel in federal litigation implicating ICE equities and through a Special Assistant United States Attorney (SAUSA) program.

While facing continued resource challenges in FY 2021 due to further increases in the number of immigration judges and cases pending before EOIR, OPLA continued to discharge its responsibility under 6 U.S.C. § 252(c) to serve as DHS's representative in removal proceedings before EOIR. In FY 2021, OPLA attorneys reviewed 47,338 Notices to Appear issued by DHS immigration officers, while representing DHS in more than 247,452 removal hearings before EOIR and supporting the completion of more than 58,965 cases. OPLA's appellate advocacy efforts were also instrumental in securing important Board of Immigration Appeals precedent, dealing with such issues as the removal of human rights violators, the proper use of expert testimony before

the immigration courts, and whether certain crimes subject noncitizens to removal from the United States.

To promote efficient docket management in partnership with EOIR and to advance DHS and ICE civil immigration enforcement priorities, OPLA implemented updated prosecutorial discretion (PD) guidance during FY 2021. As part of this implementation, OPLA attorneys reviewed more than 25,972 requests for PD in the forms of dismissal or administrative closure of removal proceedings. OPLA exercised PD by agreeing to dismissal or administrative closure in approximately 18,809 cases, and by the end of FY 2021, more than 8,500 of those cases had been ordered dismissed or administratively closed by EOIR.

At the end of FY 2021, OPLA had six full-time SAUSAs assigned on detail to DOJ to prosecute criminal immigration violations in federal court. OPLA SAUSAs processed more than 557 cases received by the U.S. Attorney's Offices for potential prosecution, many involving complex HSI prosecutions, including for child pornography, drug trafficking, counterfeit identity documents, and a death penalty-eligible human smuggling case. In the course of their efforts, OPLA SAUSAs also secured approximately 244 criminal convictions in federal district court.

In addition, OPLA supported DOJ's defense of more than 700 habeas petitions and 430 federal court lawsuits involving declaratory, injunctive, or tort relief, many of which were complex class action cases. OPLA attorneys also reviewed 1,115 contract formation-related actions and 330 contract administration-related actions and collected more than \$8.2 million in delinquent debt, including more than \$6.7 million for breached immigration bonds. Moreover, OPLA provided written advice in response to more than 3,440 ethics questions, adjudicated 334 appeals.

In FY 2022, OPLA aims to continue to refine its PD practices to best advance DHS and ICE immigration enforcement priorities, while deepening its partnership with EOIR in promoting the just, fair, and efficient completion of removal proceedings and securing the resources necessary to achieve its mission.

Note: The OPLA data in this document is the product of a compilation of data manually entered in internal case management systems. OPLA litigation data is continuously updated, which may result in changes to data previously reported. Moreover, like any data set based on manual entry by a large number of users, some possibility of human data entry error is inevitable.



## MANAGEMENT AND ADMINISTRATION

### Mission

Management and Administration (M&A) empowers the ICE mission through a diverse workforce dedicated to a culture of customer service and exemplary management operations.

### FY 2021 In Review

M&A coordinates and implements ICE administrative and managerial functions to support and advance every aspect of the ICE mission. With federal law and policy; the ICE Strategic Plan; M&A Strategic Plan; and the 2010 and 2014 Quadrennial Homeland Security Reviews as backdrops, M&A provides ICE front-line personnel with the critical support they need to protect our country from the cross-border crime that threatens national security and public safety.

### Human Capital Efforts to Support the ICE Workforce

Throughout FY 2021, ICE remained focused on recruiting and retaining the workforce necessary to carry out its mission. ICE ended the fiscal year with a total workforce of 20,796 employees, resulting in an agency onboard fill rate of 94 percent. This success resulted from persistent recruitment efforts and ongoing work to streamline the hiring process.

- As of September 30, 2021, through Office of Human Capital (OHC) efforts, ICE opened 779 job announcements, processed 125,405 applications in USA Staffing, and issued more than 4,971 certificates.
- Additionally, 185,618 personnel/payroll actions were processed, and 16,120 Electronic Official Personnel File (eOPF) documents were uploaded.

- Using the Bona Fide Occupational Qualification (BFOQ) hiring authority, female-only recruiting events and an aggressive marketing campaign, ICE received and processed 7,283 law enforcement applicants for HSI and ERO via female-only events and announcements.
- In FY 2021, ICE hired a total of 391 veterans and the ICE workforce is now comprised of 29 percent (5,961) veterans.
- By streamlining procedures and enhancing functionality within ICE’s Employee Personnel System (ESP), OHC drastically improved the process for submission of non-performance awards and added the capability to submit Student Loan Repayment Program (SLRP) requests into the system. As a result, OHC processors submitted approximately 3,500 non-performance awards to the National Finance Center and 85 employees received SLRP benefits, totaling nearly \$900,000 of the funds appropriated to ICE from the Congressional Budget. In addition, 53 requests totaling \$500,000 were processed and were in line to be funded at the start of FY 2022.
- In FY 2021, the Office of Leadership and Career Development (OLCD) executed the 2021 Tuition Assistance Program (TAP), which was the most successful TAP program in recent years. To accomplish this, OLCD expeditiously updated the ICE TAP Policy in partnership with the Office of Regulatory Affairs and Policy, which increased the amount an employee could request through the TAP program from \$2,500 to \$5,000 and created the first ever TAP marketing effort educating the ICE workforce on this program. Efforts resulted in 117 applications from ICE employees and a reimbursement of \$183,259 to cover tuition costs in support of employee development.

## **Streamlining and Documenting Processes to Increase Strength and Efficiency**

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The Office of Financial Management (OFM) successfully automated portions of what were previously manually intensive processes by implementing two major system enhancements to gain process efficiencies: automated employee portal user access and improved internal controls.

The Approver Portal is a web-based system where program offices now manage the funding of authorizations for their transferees as well as track the approval process. Program Office Permanent Change of Station (PCS) managers now can view all phases of the PCS process. The Employee Portal enables the transferees to manage their relocation and submit their reimbursements online directly with their PCS Coordinator and monitor their vouchers as they move through the workflow process in real-time. Additionally, a PCS Working Group was established to review the end-to-end process and identify process improvements such as the ability for transferees to choose their own realtor when selling a home under the Buyer Value Option.

With assistance from the Fleet Management Unit (FMU), ICE established the Fleet Management Investment Review Board (FMIRB) with representation from all ICE programs and developed the FMIRB Charter in Q1 of FY 2021. The FMIRB meets quarterly to prioritize, manage and allocate resources effectively and within budgetary guidelines.

## **Strengthening ICE's Cyber Foundation and Enhancing Cybersecurity Posture**

The ICE cybersecurity program is a DHS accredited Center of Excellence (COE) and DHS accredited Security Operations Center (SOC) Cybersecurity Service Provider (CSP). Recognized as one of DHS's leading Cyber Security programs, in FY 2021, the ICE CSP program exceeded the minimum threshold requirement metrics by 28 percent from the prior year. ICE began providing support services for external components and has become a provider of choice for SOC services.

Internally, the Office of the Chief Information Officer (OCIO) supported ICE in advancing cyber defense and incident response capabilities through innovative improvements in multiple technologies, as well as new or improved programs and processes to further enable our mission and the workforce.

During the federal government wide "SolarWinds Supply Chain Incident," OCIO responded within 48 hours of ICE being notified. The ICE SOC identified all OCIO managed SolarWinds systems and shutdown and/or isolated all systems. Additionally, OCIO assisted other federal partners with their response, while learning from the incident and evaluating approaches to further evolve our cyber security posture.

## **Engagement with External Partners and Stakeholders**

Throughout FY 2021, M&A also engaged with external partners and stakeholders, benefiting the ICE mission:

- As noted above, OCIO, in conjunction with ICE programs and DHS partners, identified an opportunity and delivered technology solutions that directly impacted operations on the Southwest Border and across the enterprise. This included the Case Acceptance System, which went live in El Paso approximately five weeks after development. CAS automates the request for ICE to accept jurisdiction and review the A-File for noncitizen cases. Integrating multiple systems in an unprecedented short time frame, CAS reduced the time for ICE to provide a response to CBP from eight hours to approximately three hours when initially released.
- Collaborating with ICE program offices and DHS components, a new purchase card transaction reallocation tool was integrated into ICE's financial system. The tool is now used by more than 1,500 personnel to include external partners at U.S. Citizenship and Immigration Services (USCIS), the DHS Science and Technology Directorate (S&T), the DHS Management Directorate (MGMT), and Cybersecurity and Infrastructure Security Agency (CISA). Prior to deployment, the ICE purchase card management team implemented hands-on training for more than 900 users and ensured each user was set up properly in the financial system. This significant enhancement now means that Purchase and Fleet Card reallocation functionality is housed in the core financial system, eliminates 100,000 manual transactions annually across ICE and component customers, and lays the groundwork for a direct interconnection with the card vendor.
- Demonstrating the benefits of partnership with interagency and external components, the Office of Acquisitions (OAQ), Investigations and Operations Support Dallas (IOSD) worked closely with the Office of Professional Responsibility/Personnel Security Unit to successfully award a DHS-wide Strategic Solutions Background Investigation Services contract vehicle that enhances the background investigation process for all of DHS's Component Personnel Security Programs. A great deal of work was done to engage with DHS, CBP, USCIS and CISA to ensure OAQ put a vehicle in place that would meet the needs of many DHS components for background investigations. The effort established multiple Blanket Purchase Agreements valued at approximately \$500 million in less than 120 days and positively impacts the financial and

operational operations of DHS Personnel Security and on ICE's missions.

- Supporting the Department's 60-day Cybersecurity Workforce Sprint, OHC focused on building a more diverse cybersecurity workforce, resulting in the most successful hiring initiative in DHS history. The Secretary also asked for candidates to be appointed for the first ever Cyber Honors Program. At the onset of the sprint, ICE committed to issuing 19 tentative job offers (TJOs), two of which were for the Secretary's Cyber Honors Program (SHP). OHC's efforts contributed to ICE's achievement of exceeding its goal by more than 50 percent with a total of 40 TJOs issued, while also achieving the goal for the SHP, and directly contributing to ICE's ability to secure its infrastructure and protect the public safety and national security of the United States.

## Providing Support and Enhancing Employee Engagement Across the ICE Workforce

ICE has no greater resource than its talented and dedicated workforce. In support of that workforce, M&A continued a range of programs and initiatives, including:

- OHC expanded ICE's employee and family readiness programs with the support of ICE leadership and in support of DHS's FY 2020 Human Capital Operational Plan, leading to the hiring of 10 additional full-time positions, including five licensed mental health professionals, stationed throughout the country, as part of the Peer Support and Employee Assistance Programs. These mental health professionals specialize in law enforcement mental health and provide confidential services such as operational readiness and tactical mindset training, resilience training and specialized response for employees exposed to secondary traumatic stress, and clinical oversight of local peer support teams.
- In FY 2021, OHC launched ICE's Suicide Awareness and Prevention Campaign to promote awareness around the topic of suicide and creating the tools necessary to prevent suicide to the maximum extent possible. The subsequent campaign and related materials were developed around the theme of "Stronger Together... You Are Not Alone." In addition to printed materials, OHC oversaw the production of a series of five videos specifically developed to appeal to a broad audience of both LEO and non-LEO employees and their families. Following the initial broadcast message from the Acting Director, messages from the Acting Deputy Director, Executive Associate Directors and other personnel will be released throughout FY 2022. Finally, OHC rolled out training which may be delivered upon request to individual offices that provides practical guidance and tools employees can use in their work and personal lives to prevent suicide and to provide individuals in distress the help and support they need.

## Building Resilience and Future Leadership by Providing Opportunity

M&A also furthered its efforts in training and succession planning, working to develop the agency's leaders in the years to come:

- In FY 2021, ICE's training office, OLCD, published the first ever OLCD Strategic Plan for FY 2022-2024. The strategic plan laid out the vision and strategic goals to support OLCD and all of ICE through leadership and career development training, course design, accreditation, and training systems management.
- With an increase of more than 3,720 participants from FY 2020, OLCD delivered instructor-led leadership and career development training for 9,313 participants in FY 2021 – mostly virtual due to the COVID-19 restrictions. This includes delivering 14 Supervisory Leadership Training courses to 280 supervisors, 13 Advanced Supervisory Leadership Training courses to 172 supervisors, and seven Instructor Development Courses to 53 ICE instructors. OLCD partnered with 14 offices in FY 2021 (M&A, ERO, OPR, and HSI) to

deliver customized leadership development programs for supervisory and non-supervisory employees for more than 2,400 participants with a total of 364 hours of training. These programs incorporated 12 core development competencies through delivery of Conflict Management, Leading at the Speed of Trust, Leadership is Everyone's Business, Resume Writing and Interview Skills Workshop, Leader-Leader Model, Leadership Assessments, Mentoring Forums, Coaching Services, and Emotional Intelligence.

- OLCD led ICE's Mentoring Program in another successful year with enrollment increasing by 650 percent from 550 participants in FY 2020 to 3,600 participants in FY 2021.
- OLCD delivered Team Member Leadership Development training that resulted in 58 graduates and certified 28 new coaches leading to more than 1,400 hours of coaching services provided across the agency.

## **Optimizing Operations**

Finally, M&A focused on making ICE operations more efficient:

- The Freedom of Information Act (FOIA) Unit successfully reduced the FOIA backlog from 40,424 cases at the end of FY 2020 to less than 3,600 at the end of FY 2021, resulting in a backlog reduction of more than 91 percent. By the end of the fiscal year, the team had reviewed more than 1.5 million pages of ICE records during FY 2021.
- OCIO continues to modernize our technology infrastructure to strengthen the foundation and expand to support emerging technologies. Specific accomplishments include fully deploying more than 16,500 devices across the ICE enterprise. Laptops and workstations were upgraded to ensure ICE personnel have the equipment needed to perform our mission, while also addressing long-standing security vulnerabilities and reducing the amount of downtime due to equipment failure. Initiating the Mobile Ready-21 program, the team ensured more than 15,000 ICE personnel received devices capable of working in mobile operating environments, increasing ICE's ability to adapt and respond when necessary.
- Upgrades within ICE facilities and to Tactical Communications (TACCOM) infrastructure brought a refresh of 4,528 handheld (APX-8000) and 1,680 mobile (APX- 8500) multiband radios, providing new capabilities to use state and local radio networks when needed. OCIO completed more than 500 projects; installed or upgraded more than 250 voice and data circuits; and provided technology support to multiple reconfigured or new facilities.
- M&A furthered mobility by implementing solutions to ensure the ICE workforce continued operating in various environments to include at home, within an ICE office, and in the field. For instance, OCIO established a baseline of existing Video Teleconferencing Capabilities (VTC), deployed an eFax capability for HSI and ERO to electronically transmit faxes such as summons and subpoenas, and secured the ability to digitally sign legally binding documents via mobile phone.



## OFFICE OF PROFESSIONAL RESPONSIBILITY

### Mission

The ICE Office of Professional Responsibility (OPR) is responsible for upholding ICE's professional standards through a multi-disciplinary approach of security, inspections, and investigations. OPR promotes organizational integrity by vigilantly managing ICE's security programs, conducting independent reviews of ICE programs and operations, and by impartially investigating allegations of serious employee and contractor misconduct and internal and external threats against ICE personnel and facilities.

In support of the ICE mission, OPR is responsible for assessing pre-employment suitability and continuously evaluating background investigations for ICE's employees and contractors. OPR also manages physical security and classified national security information for ICE, which includes administering clearance levels and access to classified information, systems, and equipment. OPR provides ICE senior leadership with an independent assessment of their programmatic compliance with the requirements of applicable agency policies, procedures, and detention standards. OPR's role in safeguarding the organization ensures that ICE's workforce remains focused on promoting homeland security and public safety.

### OPR Security Division

The Security Division (SEC) is responsible for all internal security operations at ICE which protect our people, information, and facilities. SEC is responsible for managing the personnel security and suitability program at ICE, which includes managing background investigations, reinvestigations, and the continuous evaluation program for ICE employees and contractors. SEC is also responsible for overseeing the agency's security

requirements and protecting ICE facilities, as well as managing security operations necessary to safeguard the ICE workforce and information. This includes detecting, deterring, and mitigating threats against ICE leadership, as well as insider threats.

#### *SEC Key Statistics*

- Processed and adjudicated 10,422 background investigations and made 15,796 suitability/security clearance determinations.
- Processed 84 percent of all non-actionable entry-on-duty determinations within 10 days of receiving a complete and accurate security packet.
- Conducted 223 polygraph examinations of entry-level law enforcement officers.
- Oversaw and managed 21 accredited SCIFs and 8 new SCIF construction projects.
- Oversaw 17,281 clearance holders worldwide, including 3,323 ICE personnel with SCI access.
- Conducted 50 Insider Threat assessments.

## **OPR Inspections and Detention Oversight Division**

The Inspections and Detention Oversight Division (IDO) is primarily responsible for conducting and overseeing internal inspections, audits, and reviews of each ICE component, program, and office, both domestically and internationally. This internal oversight provides ICE executive management with an independent and objective review of the performance of ICE offices and programs by assessing their compliance with federal law, applicable policies and procedures, and the agency's own detention standards.

#### *IDO Key Statistics*

- Conducted 211 compliance inspections at detention facilities (202 contingency inspections and 9 on-site inspections).
- Published 23 detainee death reviews.
- Facilitated the completion of 30 Prison Rape Elimination Act audits at various long-term ICE detention facilities.
- Conducted 19 financial audits of investigative programs to assess the state of performance of ICE's Certified Undercover Operations program.
- Conducted 33 inspections of 287(g) programs to ensure compliance with the requirements of their Memorandum of Agreement.
- Conducted 58 on-site field office inspections and administered the biennial Self-Inspection to 285 offices covering four major ICE programs – HSI International Operations; M&A Directorate; the Office of the Director; and ERO – to provide leadership with greater information regarding best practices and opportunities to improve the execution of their respective missions.

## **OPR Investigations Division**

The Investigations Division (INV) acts as the agency's internal investigative arm, conducting criminal and administrative investigations of alleged serious employee misconduct, and other matters impacting the safety, security, and integrity of ICE. In addition, INV has oversight of key ICE programs – the Giglio/Henthorn program, the Management Inquiry program, and the Critical Incident program – for the agency.

*INV Division Key Statistics*

- Received and assessed 3,027 misconduct allegations and complaints.
- Opened 909 cases as potential misconduct (employee or contractor) resulting in 315 cases being substantiated/referred to program management or contractor; 386 cases being unsubstantiated, unfounded or not referred (208 still open).
- Criminal investigations involving non-employees: Executed 13 arrests, obtained 13 indictments, and 17 convictions.
- Criminal investigations involving employees: Executed 7 arrests, obtained 7 indictments, and obtained 6 convictions.
- Conducted 10 Critical Incident/Use of Deadly Force incident reviews.
- Reduced aged Management Inquiry cases by 70 percent and reduced total open cases by 45 percent.
- Completed 725 Giglio/Henthorn requests covering 1,749 employees.

OPR's objective and impartial work is critical to ensuring integrity and accountability at ICE.



## OFFICE OF DIVERSITY AND CIVIL RIGHTS

### Mission

ICE's Office of Diversity and Civil Rights (ODCR) is responsible for directing and integrating the application of the Civil Rights Act of 1964, as amended, as well as other applicable non-discrimination complaint systems and affirmative employment programs. The mission of ODCR is to ensure that the rights of employees and applicants are protected, and that the agency promotes a proactive equal employment opportunity program, to ensure that the goal of an ethnically diverse workplace is achieved.

## FY 2021 Office of Diversity and Civil Rights Statistics

### Diversity Management Division Summary:

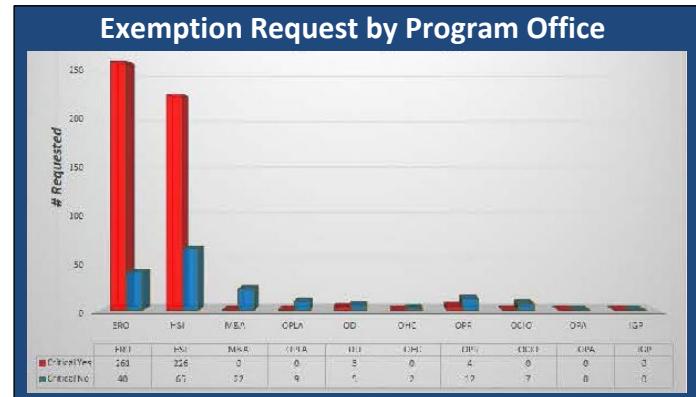
- FY 2021 Training Completed:
- Unconscious Bias and Cultural Sensitivity Training (2,840 or 82 percent)
- Implicit Bias for SES (~87 percent)
- Reasonable Accommodation (2,527 or 83 percent)
- Preventing Workplace Harassment (19,556 or 95 percent)

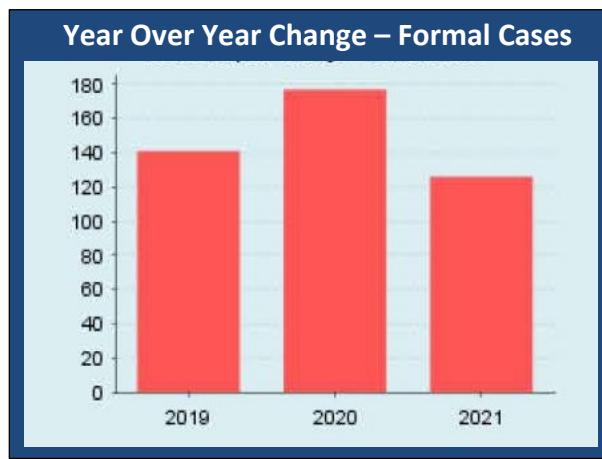
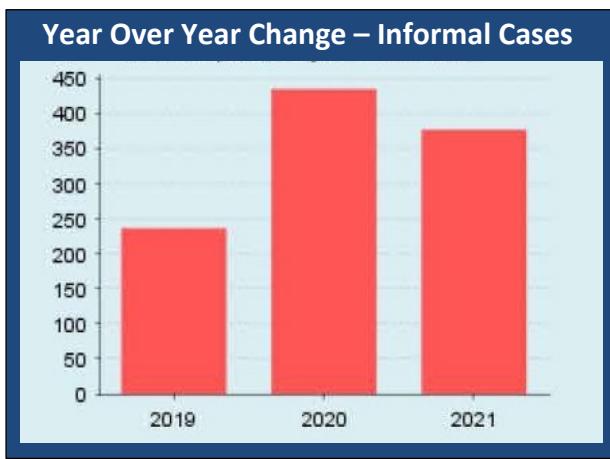
Anti-Harassment ODCR Claims					
	ERO	HSI	M&A	OPR	OPLA
FY 2021	24	7	4	0	1

FY 2021 Non-COVID Reasonable Accommodations			
Directorate	Total Request	# Closed	# Pending
ERO	60	43	17
HSI	86	80	6
M&A	60	57	3
OPLA	17	13	4
OPR	10	10	0
Director	17	14	3
Applicants	2	1	1
<b>Total</b>	<b>252</b>	<b>218</b>	<b>34</b>

### COVID-19 Exemption Requests: (2,048)

- Religious (81 percent)
- Medical (19 percent)
- Employees seeking both Medical and Religious (<1 percent)





### Complaints and Resolution Division Summary

- ICE received 236 informal pre-complaints in FY21, a 10.6 percent decrease from the 264 pre-complaints received in FY 2020.
- In FY 2021, ICE received 136 formal complaints of discrimination, 26.1 percent fewer than the 184 received in FY 2020.
- The top three bases and issues in the overall ICE caseload (pre-complaints and formal complaints) were reprisal (75), race (59) and sex (58); and harassment (non-sexual, 53), promotion/non-selection (22), and assignment of duties (15).
- During the pre-complaint stage, ICE offered ADR to 215 aggrieved individuals of which 144 pre-complaints were accepted into the ADR program in FY 2021.
  - In FY 2020 ICE offered ADR to 249 aggrieved individuals of which 169 pre-complaints were accepted.
  - This represents a decrease of 25 in the number of pre-complaints accepted into ADR, a 14.8 percent decrease over the previous FY.

### Civil Liberties Division Summary

- Processed 635 request for assistance from internal and external stakeholders.
- Developed COVID-19 informational videos presented in seven indigenous languages for detainee populations.
- Translated the Family Reunification Task Force website information into three indigenous languages.
- Partnered with DHS Office for Civil Rights and Civil Liberties and the ICE Office of Public Engagement and conducted external stakeholder engagement sessions.
- Coordinated ICE participation in DHS Working Groups that were established to respond to the Executive Orders issued to ensure equity in government operations, encourage voter participation in the federal workforce, and ensure protections for LGBTQI+ persons.