

training and technical assistance efforts for internal staff and/or funding recipients. This includes providing guidance and clarification to internal staff on monitoring grant recipients' compliance with subrecipient management and validating performance data to source documentation.

OJP also carried out a robust solicitation process for the procurement of JustGrants contract support consistent with the Federal Acquisition Regulation procurement policies and procedures in awarding the Blanket Purchase Agreement. Currently, JustGrants is operational and functioning and supports over 46,000 users, managing over 22,600 grants totaling \$27.5 billion. Since the launch of JustGrants, the Department's grantmaking components have awarded 16,547 grants totaling over \$15 billion. Over the last three years, OJP's Office of the Chief Information Officer, in partnership with the OJP program and business offices, the COPS Office, and the Office for Violence Against Women (OWV), has worked to identify, triage, and address the most urgent functional gaps and make overall program and system improvements. Using key performance data and feedback from users, OJP is continuously assessing and enhancing the JustGrants system functionality and usability, the effectiveness of training resources, and responsiveness of system support services.

Strengthening the Crime Victims Fund. Regarding management of the Crime Victims Fund (CVF), OJP takes seriously its responsibility to ensure fiscal accountability for all recipients. OJP's Office for Victims of Crime (OVC) provides annual grants to eligible state victim compensation programs and, through the CVF, reimburses states 75% of what they award to victims of crime. OVC has taken numerous steps over the last several years to address the risks associated with the size of the CVF, such as prioritizing in-depth monitoring of these awards; reviewing risk-indicator reports to proactively identify and resolve potential issues; and assessing adequacy of subrecipient monitoring policies, procedures, and practices of all CVF grantees. Of the over \$4 billion that the OIG has audited since FY 2015, 0.3% has resulted in questioned costs.

VII. EFFECTIVELY MANAGING HUMAN CAPITAL

The Department recognizes that it can only accomplish its mission of upholding the rule of law, keeping our country safe, and protecting civil rights if it has a dedicated, high-skilled, and diverse workforce. The [Department's EEO Strategic Framework for 2023-2026](#) was recently approved by the Acting Assistant Attorney General for Administration and the Department EEO Officer, with a commitment to four major goals that will: (1) ensure compliance with regulatory mandates of a model EEO program; (2) educate and engage the workforce; (3) cultivate and retain a highly qualified and diverse workforce; and (4) leverage data and technological innovation. The Department continues to work towards meeting these goals.

The Department's Diversity and Inclusion Dialogue Program was launched in 2014 as a pilot program, and in 2021, it expanded to include the participation of employees in Department field offices located across the United States. Since its inception, 917 employees from 26 components have successfully completed the program. The Department's [Special Emphasis Programs](#) continue to analyze workforce data, identify potential barriers to employment, and develop and implement strategies to eliminate barriers, including employment outreach, training, and professional development activities.