

Interview Outline

1. Demographic/Identification Questions:

- A. What is your name?
- B. What is your age?
- C. How do you choose to identify yourself, ethnically?
- D. Where were you born/raised?
- E. Where do you currently live?
- F. What is your highest level of formal education completed?
- G. What is your title within the agency?
- H. How long have you held this position?
- I. Is this how long you have been with Immigration and Customs Enforcement (ICE)?
 1. Other positions?
 2. Other postings/details?
- J. Prior to your time with BEA, had you held any other positions in the public sector?
 1. Veteran?
- K. How did you come to be employed by ICE (or BEA)?

2. Work Responsibility Questions:

- A. Particular problems facing the region?
- B. Particular enforcement priorities for the agency within this region?
- C. What specific tasks and responsibilities come with the title of [participant's title]?
- D. Given those expectations, what does an average day of work look like for you?
- E. **[Morton Memo—Priority Memo]** How has the expansion of prosecutorial discretion changed the way that you perform your daily duties?

3. Life Outside of Work Questions:

- A. How much free time, or time outside of work, do you have in a given week?
- B. Is the majority of this time spent in [current place of residence]?
- C. What do you enjoy doing in your spare time (e.g., hobbies)?
- D. Friends?
- E. Are you active in your community (e.g., participate in community/city/religious functions, festivals, local politics, etc.)? Explain.
 1. Do you belong to any social clubs/groups (ICE Union)?
 - a. Perception of the IEU?
- F. Would you say you are a political (or politically active) person?
 1. What was the last cycle of elections in which you participated?
 2. Do you identify with a particular political party?
 3. Which political issues would you say matter most to you?

4. Family Life/Background Questions:

- A. Growing up, was law enforcement something you always envisioned yourself doing for a living?
- B. Do (or did) other members of your immediate or extended family also work in law enforcement of some kind?
- C. Growing up, do you remember having good experiences with local law enforcement?
- D. Was your family originally from that area?
- E. What kind of neighborhood did you grow up in?
 1. Were the majority of your friends also [preferred identification]?
- F. Can you recall your first memory of hearing about “illegal immigration”?
- G. Were you raised bilingual (Spanish/English)?
 1. Do you speak Spanish at home/with your family?
 2. Do you read or watch Spanish-language media of any kind? Elaborate.
 3. Where do you get your news?
- H. In [current place of residence], have you witnessed immigrant rights protests?
 1. Have you, personally, been approached to participate in any kind of immigrant rights demonstration because of the fact that you are [preferred identification]? If so, elaborate.
 2. [Setting aside, if you will, your role as an immigration enforcement officer] What are your thoughts on such mobilizations?

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3. Have you, while in uniform, encountered immigrant rights protesters?

5. Latino Personnel Increase Questions:

- A. What is the draw?
- B. Do you believe there are specific [advantages/disadvantages] to having more Latino ERO officers employed by the agency?
- C. Have you noticed any kind of resistance to such recruitment practices from within the agency?
 - 1. Have you experienced any kind of negativity on the part of fellow ICE employees that you felt was due, in part, to your ethnic identity?

6. Conflict of Interest Questions:

- A. *Is it* a conflict of interest for Latinos to work for an agency that *primarily* deals with immigrants from Latin America?
 - 1. Is this something that you considered prior to accepting a position with the agency? Elaborate.
- B. Do you have family members or friends who hold opinions of this nature—that Latinos, or [preferred identification] should not be in this line of work?
 - 1. Is this something you and such individuals have discussed? Elaborate.
- C. Shared identity claims on part of clientele?

7. Advice and Hindsight Questions

- A. Given policy today, how would you improve on it?
- B. What would you say to those who hold firm opinions/attitudes toward ICE? (e.g., “ICE breaks up families.”)
 - 1. To that end, “heartless.” How would you respond to that? Are there cases you take home with you?
- C. EOD question; advice?
- D. Do over?