

DEPARTMENT OF ENERGY

2013 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Capacity Building	Increase outreach to AAPI small business owners on DOE and DOE-related contracts.	Build additional partnerships with AAPI business associations that currently participate in activities of the US Pan Asian Chamber of Commerce.	<p>Target 1: By December 2013, partner with additional AAPI business organizations.</p> <p>Target 2: By December 2013, conduct multiple outreach events with AAPI business organizations in related metropolitan areas.</p>
Capacity Building	Increase outreach to AAPI small business owners on DOE and DOE-related contracts.	Concentrate on expanding outreach to AAPI concentrated populations where DOE field offices exist. This may include workshops, webinars, conference calls, etc.	<p>Target 1: Map the AAPI small business population and overlay it with DOE funding to small businesses.</p> <p>Target 2: By December 2013, increase the number of DOE and DOE-related contracts applicants from AAPI small business owners.</p>
Capacity Building	Create streamlined process to ensure appropriate funding opportunities reach the AAPI community.	List funding sources available to AAPI community.	By December 2013, create resource list to deliver to multiple community organizations and stakeholders to clarify funding sources.
Capacity Building	Create streamlined process to ensure appropriate funding opportunities reach the AAPI community.	Develop metrics to measure participation of AAPIs to DOE programs.	By December 2013, establish baseline AAPI participation rates on DOE programs and measure progress annually.
Capacity Building	Create streamlined process to ensure appropriate funding opportunities reach the AAPI community.	Conduct assessment of barriers that prevent AAPI businesses and organizations from applying for grants or accessing DOE's programs.	By December 2013, publish results of assessment and come up with a strategic plan to overcome the barriers that prevent AAPI businesses and organizations from applying for grants or accessing DOE's programs.
Capacity Building	Increase capacity to conduct more reliable data collection.	Identify methods to enhance current data collection methods. Work with federal partners and appropriate community organizations.	By December 2013, develop metrics to track minority participation in funding programs.
Capacity Building	Establish public-private partnerships with foundation or private entity around DOE programs.	Reach out to foundations or private entities around DOE programs.	By December 2013, partner with multiple foundations and/or private entities around DOE programs.

DEPARTMENT OF ENERGY

2013 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Capacity Building	Include social inclusion language in grant applications.	Partner with community-based organizations that target underserved AAPI populations by offering smaller grant sizes.	By December 2013, partner with multiple community-based organizations that target underserved AAPI populations offering smaller grant sizes.
Language Access	Improve delivery of services to LEP individuals.	Submit an agency LEP plan to Department of Justice and convene an LEP WG to ensure compliance with Executive Order 13166.	Target 1: By December 2013, complete LEP plan for submission to Justice and develop list of LEP best practices for dissemination to at least 100% of field offices. Target 2: By FY 2015, ensure 100% compliance with Executive Order 13166.
Language Access	Assess agency employee language capability/skills.	Conduct assessment of agency language capability/skills.	By December 2013, complete assessment of agency language capability/skills.
Workforce Diversity	Foster the recruitment, career development, and advancement of AAPIs in DOE.	Increase outreach efforts to Asian Americans and Pacific Islanders to promote entry-level employment opportunities.	By December 2013, expand AAPI participation in the Student Educational Employment Programs, Federal Career Intern Program, Student Career Experience Program, Student Temporary Employment Program, Presidential Management and DOE Scholars Program by 20%.
Workforce Diversity	Foster the recruitment, career development, and advancement of AAPIs in DOE.	Establish a committee to focus on AAPI employees and partnering with AAGEN and FAPAC.	By December 2013, establish committee and partner with AAGEN and FAPAC.
Workforce Diversity	Foster the recruitment, career development, and advancement of AAPIs in DOE.	Establish partnership with AANAPISIs to build a career pipeline and develop data and research projects that generate critical data and information on AAPIs.	By December 2013, establish partnership with AANAPISIs to build pipeline to DOE.
Workforce Diversity	Foster the recruitment, career development, and advancement of AAPIs in DOE.	Conduct barrier analysis to SES hiring and recruitment and actively participate in AAGEN's new SES Development Program.	By December 2013, complete barrier analysis to SES hiring and recruitment and develop strategic plan to reduce them.
Workforce Diversity	Foster the recruitment, career development, and advancement of AAPIs in DOE.	Increase retention rates of AAPI employees at DOE.	By December 2013, track and compare AAPI retention rates from previous year.

DEPARTMENT OF ENERGY

2013 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Workforce Diversity	Ensure responsibility of workforce diversity, inclusion and equal employment opportunities in all levels of the federal government.	Partner with Affinity Groups to promote employment opportunities at the GS 11-13 level.	Target 1: By December 2013, partner with AAPI affinity groups to promote employment opportunities at the GS 11-13 level.
Workforce Diversity	Ensure responsibility of workforce diversity, inclusion and equal employment opportunities in all levels of the federal government.	Develop and include diversity and affirmative employment measures as critical elements in executive and management performance plans.	By December 2013, insert diversity as a critical performance element in performance plans for 100% SES, managers, and supervisors.
Agency-specific	Seek partnership opportunities with AAPI community based organizations to promote DOE programs.	Develop partnership plan with AAPI community based organizations.	By December 2013, partner with 3 AAPI community based organizations.