

DEPARTMENT OF HOMELAND SECURITY

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

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Data	Comply with OMB Directive 15 to disaggregate AAPI data.	Disaggregate data by the categories defined in OMB Directive 15.	By the end of FY 2013, issue a DHS-wide directive requiring compliance with OMB Directive 15 and encouraging data disaggregation.
Data	Improve data access and analysis on AAPI populations.	Identify existing agency programs that disaggregate data.	By the end of FY 2013, conduct an analysis of DHS immigration data collected by nationality or country of origin relating to AAPIs and create products summarizing key data that could support policy analysis.
Capacity Building	Increase immigrant public education and awareness opportunities.	Expand AAPI-specific immigration outreach resources.	By the end of FY 2013, DHS will expand its pilot immigration and citizenship engagement program by holding two additional AAPI-focused events on citizenship and immigration topics, in two new geographic locations and with one additional Asian language.
Capacity Building	Ensure that appropriate funding opportunities serve AAPI communities.	Develop language to promote engaging diverse communities, including AAPIs, in appropriate DHS grant opportunities.	By the end of FY 2013, the Homeland Security Grant Program and other disaster related grants will include language on engaging diverse communities, including AAPIs, in grant opportunities.
Capacity Building	Decrease complaints of unfair scrutiny during security checks.	Increase the AAPI community's access to redress mechanisms.	<p>Target 1: By Spring 2013, hold two educational briefings to the AAPI community (national and local organizations) on redress mechanisms.</p> <p>Target 2: By the end of FY 2013, report on progress to improve access to complaint hotlines for LEP populations, including AAPI populations.</p>
Language Access	Ensure efficacy of LEP programs throughout the agency, including with reference to AAPI languages.	Conduct evaluation of existing LEP programs/resources with community and stakeholder groups and act on areas for improvement or corrective action.	<p>Target 1: By the end of FY 2013, complete and implement provisions of individual Component LEP Plans.</p> <p>Target 2: By the end FY 2013, DHS will establish a plan for DHS-wide strategically sourced contracting vehicles for DHS's language services, including AAPI language services, that will expand access to, lower the cost of, and improve coordination, of language services for Departmental activities.</p> <p>Target 3: By the end of FY 2013, identify and catalog high priority documents to be translated into Asian languages and establish a resource plan to accomplish the translations.</p>

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Workforce Diversity	Develop a targeted recruitment strategy to promote public service, eliminate barriers to employment, and ensure outreach to diverse communities, including the AAPI community.	Develop targeted strategies to increase outreach to AAPI/NHPs, particularly for executive positions and mission critical occupations.	<p>Target 1: By the end of FY 2013, complete a barrier analysis for front-line managerial and SES hiring.</p> <p>Target 2: By the end of FY 2013, Create a Top 25 list of targeted AAPI events, conferences and career fairs, including law enforcement conferences, of relevance to DHS and attend highest priority events.</p>
Workforce Diversity	Enhance student and recent graduate employment programs and expand strategic relationships with key institutions of higher education.	Partner with the DHS Office of Academic Engagement to explore strategic relationships with institutions of higher education with significant AAPI/NHPI student enrollment or with the Asian American and Pacific Islander Association of Colleges and Universities (APIACU).	By the end of FY 2013, form a strategic relationship with APIACU and/or key AANAPISIs through which to increase outreach to students and recent graduates relating to key DHS employment programs (e.g., Pathways Programs).
Workforce Diversity	Promote diversity and inclusion of AAPIs in DHS-wide leadership development programs.	Develop targeted strategies to build more diverse applicant pools, including outreach to AAPI/NHPs for key DHS-wide professional development programs.	<p>Target 1: By December 2013, implement targeted strategies to build more diverse applicant pools, including outreach to AAPI/NHPs for key DHS-wide professional development programs.</p> <p>Target 2: By January 2013, create an agency specific SES/managerial development program for GS 14/15 employees or partner with existing programs.</p>
Workforce Diversity	Demonstrate leadership commitment and accountability for promoting diversity and inclusion in the workplace.	Include diversity advocate performance standard for all DHS SES and SES equivalent employees.	By April 2013, ensure diversity advocate performance standards are included for all SES and SES-equivalent employees.