

**DEPARTMENT OF THE INTERIOR**  
**2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders**

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Capacity Building	Empower insular communities and oversee Federal assistance to the U.S. Territories.	Improve water quality for insular areas.	By September 2015, have less than 10% of Community Water Systems (CWS) receive health-based violation notices by the EPA.
Capacity Building	Empower insular communities and oversee Federal assistance to the U.S. Insular Areas.	Decrease petroleum usage in the insular areas.	By September 2015, decrease by 2%, the amount of petroleum used by utilities to deliver a megawatt of power.
Capacity Building	Empower insular communities and oversee Federal assistance to the U.S. Insular Areas.	Create economic opportunities by promoting tourism and attracting industry to the insular areas.	By September 2014, pursue 5 economic development initiatives that encourage private sector investment in insular areas.
Capacity Building	Empower insular communities and oversee Federal assistance to the U.S. Insular Areas.	Promote efficient and effective governance by improving insular government financial policies and procedures.	By September 2015, have at least 4 insular governments with on-time and unqualified single audits.
Capacity Building	Improve AAPI access to grants and funding programs.	Conduct baseline assessment of applications for grants and awarding of funds to AAPI-serving organizations and communities.	Target 1) Conduct a baseline assessment of applications for grants and awarding of funds to AAPI-serving organizations and communities from FY 2009-2012. Target 2) Track dollar amounts to AAPI-serving organizations for FY 2013, 2014, and 2015.
Capacity Building	Strengthen relationship and improve communication and coordination with the Native Hawaiian community.	Develop a consultation policy with the Native Hawaiian community.	Target 1) By April 2014, identify areas of work and departmental programs that impact the Native Hawaiian community. Target 2) By June 2014, explore the feasibility of developing a consultation policy with the Native Hawaiian community. Target 3) By December 2014, develop a consultation policy. Target 4) By January 2015, agency components and offices will review existing policies that may be impacted by a consultation policy and revise as necessary. Target 5) By April 2015, consultation policy is implemented.

DEPARTMENT OF THE INTERIOR

2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

<p>Capacity Building</p>	<p>Increase AAPI-owned small business access to Federal opportunities.</p>	<p>The Agency Chief Acquisition Officer (CAO), Senior Procurement Executives (SPEs), Small Business Directors; and/or Office of Small and Disadvantaged Business Utilization (OSDBU) will work together to: 1) partner with national AAPI business groups and technical assistance providers to ensure more AAPI small businesses are aware of agency contract and procurement opportunities; and 2) conduct at least 2 regional engagements with local Asian American chambers.</p>	<p>Increase AAPI-owned businesses awareness of agency procurement opportunities and increase AAPI-owned businesses contracting or subcontracting with agency.</p>
<p>Data</p>	<p>Improve data disaggregation practices</p>	<p>Review internal and external data disaggregation practices and explore potential for replication of best practices and systems</p>	<p>Target 1) By March 2014, hold meetings with WHIAPPI and at least two agencies that currently disaggregate Asian American and Native Hawaiian Pacific Islander subgroup data to discuss best practices.          Target 2) By July 2014, produce a list of specific agency programs that have the capacity to disaggregate data by Asian American and Native Hawaiian Pacific Islander subgroup.          Target 3) By Sept 2014, prioritize at least two programs that will disaggregate data by Asian and Native Hawaiian Pacific subgroup.          Target 4) By April 2015, produce qualitative and quantitative disaggregated Asian and Native Hawaiian Pacific subgroup data for at least two programs.</p>

DEPARTMENT OF THE INTERIOR

2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

<p>Language Access</p>	<p>Inventory agency employee's language capability/skills.</p>	<p>Conduct inventory of agency language capability/intercultural skills, and recruit, retain, and train employees in languages and intercultural skills of the AAPI communities we serve.</p>	<p>Target 1) By January 2014, complete inventory of agency language capabilities/skills. Target 2) By September 2014, develop and implement a Department-wide action plan with bureau specific targets and benchmarks to recruit, retain, and train employees in languages and intercultural skills of the AAPI communities we serve.</p>
<p>Language Access</p>	<p>Provide scientific data to protect and inform communities.</p>	<p>Provide information and the scientific understanding that will help protect communities by significantly reducing the vulnerability of millions of people to natural hazards.</p>	<p>By December 2014, provide this information in 5 AAPI languages.</p>
<p>Language Access</p>	<p>Improve delivery of services and information to LEP individuals.</p>	<p>Develop protocols within offices of public affairs or external communications to translate (or develop other media - video, webinars, radio announcements - for) public service announcements, press releases, and other information into AAPI languages.</p>	<p>Develop and issue protocols to translate PSAs, press releases etc. into AAPI languages.</p>

DEPARTMENT OF THE INTERIOR

2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

<p>Workforce Diversity</p>	<p>Institute a reliable AAPI workforce analytics capability.</p>	<p>Promote employment opportunities and conduct analysis of AAPI applicants (in mission critical occupations).</p>	<p>Target 1) By April 2014 develop a communications plan that will promote employment opportunities to the targeted demographic.                  Target 2) By September 2014, review and analyze RNO data trends (3 Yrs) from the Federal Personnel Payroll System (FPPS), MD 715, and FEORP Reports to establish baseline of AAPI representation in MCOs. Conduct a DOI-wide workforce assessment to include time to hire data, VERA/VSIP authorizations, retention analytics, and budget appropriations. By March 2015, draft a Department-wide action plan with bureau-specific targets and benchmarks that address barriers to AAPI (e.g. employment and retention at DOI). By June 2015 implement the DOI-wide action plan.                  Target 3) By September 2015, develop system to collect and analyze AAPI applicant flow data.</p>
<p>Workforce Diversity</p>	<p>Improve Interior’s ability to recruit, hire, and retain AAPIs in its mission critical occupations.</p>	<p>Initiate a strategic recruitment plan targeting AAPI communities and newspapers, and share employment opportunities with AAPI organizations.</p>	<p>Target 1) By December 2014, analyze AAPI representation in MCOs.                  Target 2) By June 2015, implement the Department-wide recruitment plan with bureau-specific actions, targets, and benchmarks for under-represented AAPIs in MCOs.                  Target 3) Ongoing coalition building between Interior offices and bureaus and AANAPISIs or schools with high AAPI population.</p>
<p>Workforce Diversity</p>	<p>Improve Interior’s ability to recruit, hire, and retain AAPIs in its mission critical occupations.</p>	<p>Fully utilize authorities under Public Land Corps Act of 1993 and Youth Conservation Corps Act of 1970 to employ, educate, and engage young people from the AAPI community.</p>	<p>On-going program, working Department-wide and with bureaus to engage young people in the AAPI community. Build partnerships with AANAPISIs to achieve benchmark.</p>

DEPARTMENT OF THE INTERIOR

2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

<p>Workforce Diversity</p>	<p>Improve Interior’s ability to recruit, hire, and retain AAPIs in its mission critical occupations.</p>	<p>Assess current partnerships and practices to identify opportunities to improve efficiency and effectiveness and work more collaboratively to recruit top talent from the AAPI community.</p>	<p>Target 1) By June 2014, work with DOI bureaus to identify best practices and challenges and then make enhancements across the Department and in specific bureaus as needed. Target 2) By December 2015, DOI bureaus will conduct outreach activity with AAPI community organizations via annual meetings/conferences on DOI programs and opportunities.</p>
<p>Workforce Diversity</p>	<p>Improve Interior’s ability to recruit, hire, and retain AAPIs in its mission critical occupations.</p>	<p>Provide training for managers on flexible hiring authorities that increase opportunities to employ AAPI college graduates.</p>	<p>Target 1) By June 2014, provide training modules for specific training to managers on flexible hiring authorities used to increase opportunities to employ AAPI college graduates. Target 2) By April 2014, conduct a survey that will establish Departmental and bureau-specific baselines for knowledge of HR flexibilities of those hiring managers participating in the AAPI Initiative. Target 3) Continue ongoing coalition building between Interior offices and bureaus and AANAPISIs or schools with high AAPI populations.</p>
<p>Workforce Diversity</p>	<p>Increase pipeline of AAPI applicants to managerial and SES positions.</p>	<p>Provide workshop, training, and development opportunities for AAPI staff.</p>	<p>Target 1) On-going barrier analysis of front-line managerial and SES hiring patterns. Target 2) In FY 14-15, implement workshop content and Department-wide strategy, with bureau-specific activities, benchmarks, and targets. Target 3) By September 2014, evaluate Departmental and bureau-specific needs for SES/managerial development of GS 14/15 employees or partner with existing programs.</p>
<p>Agency-specific</p>	<p>Employ a long-term energy strategy to reduce reliance on imported oil by maximizing use of renewable energy sources, increasing the efficiency of energy production and transmission, and by promoting consumer conservation.</p>	<p>Conduct Renewable and Energy Efficiency Meeting with the Freely Associated States (FAS) Leaders.</p>	<p>Target 1) By FY 2014-2015, connect leaders with Federal opportunities to grow renewable energy initiatives in the insular areas. Target 2) Continue to conduct stakeholders' meeting with leaders from the FAS.</p>

DEPARTMENT OF THE INTERIOR

2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

<p>Agency-specific</p>	<p>Employ a long-term energy strategy to reduce reliance on imported oil by maximizing use of renewable energy sources, increasing the efficiency of energy production and transmission, and by promoting consumer conservation.</p>	<p>Work with insular area governments to form FAS stakeholder committees.</p>	<p>By 12/2014 FAS Energy committees will raise the concerns of all stakeholders and monitor progress of projects.</p>
<p>Agency-specific</p>	<p>Employ a long-term energy strategy to reduce reliance on imported oil by maximizing use of renewable energy sources, increasing the efficiency of energy production and transmission, and by promoting consumer conservation.</p>	<p>Partner with NREL to conduct energy assessments in the FAS.</p>	<p>By 12/2014, assess the feasibility of various renewable energy sources and guide future projects in the FAS.</p>
<p>Agency-specific</p>	<p>Consider AAPI historical sites for appropriate National Park Service designations.</p>	<p>Activity 1) Consult with scholars on research and scholarship required for an AAPI theme study.                      Activity 2) Work with scholars and NPS practitioners to research and write a popular publication intended to raise awareness of AAPI heritage throughout the general public.                      Activity 3) Partner with scholars and appropriate AAPI community organizations to research and write the theme study and identify AAPI historical sites that may be eligible for a National Park Service designation.</p>	<p>Target 1) Establish AAPI Scholars Panel.                      Target 2) By 6/2014, make available online AAPI popular publication.                      Target 3) By 12/2015, AAPI theme study will be completed.</p>
<p>Agency-specific</p>	<p>Promote the consideration of Native Hawaiian traditional knowledge in Federal decision-making affecting Native Hawaiian rights, resources, or lands.</p>	<p>Activity 1) Promote the collection and incorporation of Native Hawaiian traditional knowledge in the information-gathering and decision-making processes for Federal actions affecting Native Hawaiian rights, resources, or lands.</p>	<p>By June 2014, identify best practices among Federal agencies and develop recommendations on how to either adapt such practices and/or develop new practices with regard to Native Hawaiian traditional knowledge.</p>

DEPARTMENT OF THE INTERIOR

2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Agency-specific	Promote the consideration of Native Hawaiian traditional knowledge in Federal decision-making affecting Native Hawaiian rights, resources, or lands.	Activity 2) Partner with appropriate Native Hawaiian community organizations to identify the various persons to contact and protocols to follow for the collection and incorporation of Native Hawaiian traditional knowledge.	By June 2014, identify appropriate Native Hawaiian community organizations and hold an initial meeting to share the agency's efforts to incorporate Native Hawaiian traditional knowledge into Federal information-gathering and decision-making. Work with the community organizations to identify next steps.
-----------------	------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------