

DEPARTMENT OF JUSTICE

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

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Capacity Building	Improve access to grant funding opportunities for organizations serving constituent communities, including AAPI communities.	Conduct assessment of DOJ grant programs and awards to AAPI-serving organizations.	Target 1) By July 2014, identify DOJ grant and sub-grantee programs available to the general public. Target 2) By December 2014 and December 2015, track dollar amounts of funding awarded to AAPI-serving organizations for those programs in FY 2013, 2014, and 2015.
Capacity Building	Protect the civil rights of vulnerable women, including those in AAPI communities.	Allocate resources to encourage the development and strengthening of effective law enforcement and prosecution strategies to address violent crimes against women and the development and strengthening of victim services in cases involving violent crimes against women.	Target 1) By the end of each calendar year, States will have allocated 10% of victim services funds within the STOP Program toward culturally specific community-based organizations. Target 2) Encourage the dissemination of information to victims of violent crimes against women from underserved populations through technical assistance events. By 9/30/2014 and 9/30/2015, Office on Violence Against Women grantees and technical assistance providers will continue to strive to hold a minimum of 10 technical assistance events addressing the needs of the AAPI community.
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 and determine appropriate benchmarks for 2015 for improving communication and coordination with the Native Hawaiian community.
Capacity Building	Increase AAPI-owned small business access to Federal opportunities.	Engage with the Agency Chief Acquisition Officer (CAO), Senior Procurement Executives (SPEs), Small Business Directors, and/or Office of Small and Disadvantaged Business Utilization (OSDBU) to increase awareness of AAPI-owned businesses of agency contract and procurement opportunities.	Target 1) By March 2014, identify agency procurement opportunities and methods for notification. Target 2) By May 2014, develop a communication plan for implementation by FY 2015 to increase awareness from AAPI-owned businesses of agency procurement opportunities.

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<p>Data</p>	<p>Explore improving data access and analysis on hate crimes against AAPIs.</p>	<p>Implement recently approved changes to the UCR Hate Crime Statistics Program.</p>	<p>Target 1) In preparation for implementing new changes in 2015, make changes to training on the UCR Hate Crime Statistics Program in light of the addition of an "Anti-Sikh" and an "Anti-Hindu" category to the religion section and an "Anti-Arab/Anti-Middle Eastern" category to the ethnicity or race section. Target 2) Prepare for implementation of the new changes in 2015 by establishing revised reporting mechanism that takes into account the new data, addresses crime statistics for these populations, and identifies and provides recommendations addressing any discrete inequities that may be discovered. Target 3) Coordinate roll-out and training of approved changes to UCR Hate Crime Statistics categories dependent on budgetary and resource considerations.</p>
<p>Data</p>	<p>Explore how data collection on hate crimes by local, State, tribal, and Federal law enforcement to the Uniform Crime Reporting Program can be improved.</p>	<p>Explore viability of training local, State, tribal, and Federal law enforcement on the importance of reporting hate crimes statistics on the UCR's Hate Crime Incident Report.</p>	<p>Target 1) Incorporate training on the hate crime data collection at UCR trainings around the country with CRT, CRS, FBI, local law enforcement, and community leaders. This training would discuss the importance of reporting crime statistics to the UCR and may offer resources/cultural professionalism training for understanding specific hate crime categories on the Hate Crime Incident Report. The extent of the training will depend on budgetary and resource considerations. Target 2) Throughout FY 2014-2015, work with WHIAAPI to hold a series of conference calls with AAPI State and local commissions across the US on these efforts to promote greater awareness and action.</p>

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<p>Language Access</p>	<p>Participate in efforts to develop enhanced translation/interpretation services for Federal agencies.</p>	<p>Partner with WHIAAPI to identify and engage Federal agency partners to develop a strategy to enhance translation and interpretation services for Federal agencies.</p>	<p>Target 1) In concert with WHIAAPI, release the Interagency video vignettes training series to Federal agencies to establish a common set of standards and a baseline for all Federal agencies in calendar year 2014. The distribution of the video series will be accompanied by a toolkit of materials that Federal agencies can utilize in tandem with the videos to train each agency's workforce.</p> <p>Target 2) Explore the possibility of partnering with WHIAAPI on an LEP summit for Federal employees.</p> <p>Target 3) In calendar year 2014, collect information on DOJ-wide successes, challenges, and implementation of language access policies and protocols. Any information cleared for public distribution will be shared.</p>
<p>Language Access</p>	<p>Assist efforts to increase access for individuals with limited English proficiency to Federal resources.</p>	<p>Identify areas of cross-cutting interest and potential partnership between and among Federal agencies.</p>	<p>Target 1) In calendar year 2014, draft a follow-up language access survey for Federal agencies to capture information on implementation efforts, as well as challenges, successes, and goals, as first described in the Attorney General's February 2011 memorandum to all Federal agencies.</p> <p>Target 2) In FY 2014-2015, chair the WHIAAPI IWG sub-committee on language access and convene at least 3 meetings.</p> <p>Target 3) Develop certification and quality assurance tip sheets to assist Federal agencies to ensure that quality language services are provided to LEP individuals encountering Federal government personnel.</p>

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<p>Language Access</p>	<p>Assist efforts to increase access for eligible individuals with limited English proficiency to Federal resources.</p>	<p>Undertake efforts to increase full and meaningful participation by limited English proficient members of the public with respect to Federally conducted programs and activities.</p>	<p>Target 1) Once the Interagency LEP training DVDs produced by the Federally Conducted Committee and WHIAAPI are finalized, release the video series, if possible, at the contemplated LEP summit discussed in the first Language Access section above.</p> <p>Target 2) During calendar year 2014, draft a follow up language access survey for Federal agencies, as described in the second Language Access section above.</p> <p>Target 3) By 9/30/2014, provide technical assistance and training to Federal agencies via webinars and other mechanisms that will reach Federal agency staff.</p> <p>Target 4) By 3/31/2014, train litigating components such as CRT and U.S. Attorney's Offices on language access policies, protocols, and procedures. This includes ensuring that information about the DOJ language access plan reaches field and district offices.</p> <p>Target 5) As described in the first language access section above, collect information DOJ-wide during calendar year 2014 on successes, challenges, and implementation of language access policies and protocols. Any information cleared for public distribution will be shared.</p> <p>Target 6) Develop and distribute tools to assist agencies with determining the LEP populations served such as national and select State maps displaying the percentage and number of limited English proficient individuals by State and by county. We are also exploring the possibility of disaggregating this data by judicial district.</p>
<p>Workforce Diversity</p>	<p>Promote participation in fellowship, internship, and work study programs, including OPM's Pathways Programs, to eligible candidates, including AAPI candidates.</p>	<p>Expand outreach and recruitment efforts with educational institutions and affinity organizations, including those serving AAPI individuals and communities.</p>	<p>In late January of each year, report on outreach conducted to the AAPI Community to EEOC via the agency's Management Directive 715 report.</p>

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<p>Workforce Diversity</p>	<p>Broaden pipeline of applicants, including AAPI applicants, to managerial and SES positions.</p>	<p>If data is available, analyze applicant flow data to determine if possible barriers exist, and then take corrective action when appropriate.</p>	<p>In late January of each year, report findings of barrier analysis to EEOC via the agency's Management Directive 715 report.</p>
<p>Workforce Diversity</p>	<p>Broaden pipeline of applicants, including AAPI applicants, to managerial and SES positions.</p>	<p>Ensure that training and development opportunities are made available to all employees, including AAPI employees. Promote participation of all eligible employees, including AAPI employees, in Departmental professional development programs coordinated by Training or EEO Offices.</p>	<p>Target 1) By June 2014 and 2015, report on respective status of Department's Leadership Excellence and Achievement Program (LEAP) for FY 2015 and FY 2016 and identify other training and developmental opportunities, particularly those geared towards developing leadership and management skills, made available to all employees. Target 2) Identify efforts to promote such opportunities to all employees, including AAPI employees. To the extent possible, report participation rate of AAPI employees.</p>
<p>Workforce Diversity</p>	<p>Ensure responsibility of workforce diversity, inclusion, and equal employment opportunities in all levels of the Federal government.</p>	<p>Review required performance standards in performance work plans of executives and managers on promoting diversity to determine whether those measures are sufficiently robust.</p>	<p>By July 2014 and 2015, assess participation rate of components including the diversity performance standard and whether the performance standard is sufficiently robust.</p>
<p>Agency-specific</p>	<p>Enhance efforts to combat human trafficking.</p>	<p>Improve communication among Federal law enforcement, local law enforcement, and community members with a victim-centered approach that allows the Department to work more effectively in identifying and prosecuting sex and labor trafficking crimes. Further enhance capacity to proactively identify human trafficking victims. Develop bilateral enforcement initiatives to combat human trafficking in both the U.S. and the source country. Continue to strengthen outreach and training efforts with local law enforcement officials, service providers, and community members.</p>	<p>Conduct advanced human trafficking training for law enforcement in FY 2014 and 2015.</p>

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Agency-specific	Provide culturally competent, comprehensive services to foreign national victims of human trafficking.	Increase outreach to victim service organizations with the capacity and experience to improve access to services and assistance for foreign national victims of human trafficking.	In FY 2014 and 2015, provide technical assistance opportunities to all Office for Victims of Crime (OVC) human trafficking victim service provider grantees, through the OVC Training and Technical Assistance Center.
Agency-specific	Protect the civil rights of vulnerable AAPI immigrant populations.	Ensure that outreach on discrimination and hate crimes includes AAPIs.	In FY 2014 and 2015, evaluate outreach activities to ensure that all communities have methods to access CRT, including underserved and vulnerable AAPI communities.