

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

Goal Area	Agency Objective	Strategic Activity	Benchmarks
<b>Capacity Building</b>	Increase AAPI-owned small business access to Federal opportunities.	Increase outreach to AAPI disadvantaged and small business communities and increase their participation in DOT grants and Bonding Education Programs.	In FY 2014-2015, conduct at least 4 effective outreach activities to AAPI businesses (two each year).
<b>Capacity Building</b>	Strengthen relationship and improve communication and coordination with the Native Hawaiian community.	Use DOT's existing Tribal Consultation Policy to work with the Native Hawaiian Community and to develop ways to improve DOT's communication and coordination with Native Hawaiians.	Target 1) By April 2014, identify areas of work and departmental programs that impact the Native Hawaiian community. Target 2) Work with the Native Hawaiian community to determine outreach methods to improve awareness of DOT programs and initiatives that could assist Native Hawaiians in meeting their infrastructure and other goals. Target 3) By January 2015, agency components and offices will review existing policies that should be reflected in DOT's existing Consultation Policy and <i>revise as necessary</i> .
<b>Capacity Building</b>	Increase AAPI participation in DOT's Office of Small and Disadvantaged Business Utilization (OSDBU) programs and in DOT's Small Business Transportation Resource Centers (SBTRC).	Increase outreach to disadvantaged AAPIs and small business communities and increase their participation in DOT grants and Bonding Education Programs.	In FY 2014-2015, conduct at least 4 effective outreach activities to AAPI businesses (two each year).
<b>Capacity Building</b>	Increase participation from the AAPI community in key areas related to DOT policies and programs.	Develop Geographic Information System (GIS) maps on emerging AAPI communities across the U.S, for inclusion in briefing packets that prepare DOT leadership for nation-wide public engagement meetings.	Target 1) Identify 5 communities/metropolitan areas/regions of the country in which AAPI communities can more effectively be engaged using GIS data. Target 2) In FY 2014, develop a plan to engage those regions/communities in DOT activities and programs.

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<b>Data</b>	Improve data disaggregation practices.	Review internal and external data disaggregation practices and explore potential for replication of best practices and systems.	<p>Target 1) Establish an internal working group to discuss feasibility of disaggregating Asian American and Native Hawaiian Pacific Islander quantitative and qualitative subgroup data.</p> <p>Target 2) By March 2014, hold meetings with WHIAAPI and at least two agencies that currently disaggregate Asian American and Native Hawaiian Pacific Islander subgroup data to discuss best practices.</p> <p>Target 3) 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 subgroups.</p> <p>Target 4) By Sept 2014, prioritize at least two programs that will disaggregate data by Asian and Native Hawaiian Pacific subgroup.</p> <p>Target 5) By April 2015, produce qualitative and quantitative disaggregated Asian and Native Hawaiian Pacific subgroup data for at least two programs.</p>
<b>Data</b>	Estimate the transit system ridership of disaggregated AAPI populations in metropolitan centers nation-wide.	Collect the appropriate transit data and Census data needed to extrapolate the approximate number of distinct AAPI community members that utilize transit systems in U.S. cities; determine the share of total ridership each group constitutes; make this information available to FTA leadership.	<p>Target 1) Finalize the extrapolation model from Sacramento by January 2014.</p> <p>Target 2) Partner with WHIAAPI and other national and local AAPI organizations on a public rollout and other education activities in 2014.</p> <p>Target 3) In FY 2015, replicate the model for other cities.</p>
<b>Language Access</b>	Assess agency employee language capability/skills.	Conduct an assessment of the agency's language capability/skills.	By October 2014, create process by which the operating administrations across DOT can gather this data.
<b>Language Access</b>	Continue efforts of the Limited English Proficient (LEP) Working Group to produce services and materials relevant to the AAPI community.	Finalize language access plan and fully implement services across DOT in compliance with Executive Order 13166.	<p>Target 1) Determine list of implementable actions to improve efficacy of LEP programs.</p> <p>Target 2) By December 2014, conduct evaluation of existing LEP programs/services and determine areas of improvement.</p>

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<b>Language Access</b>	Develop in-language messages to the AAPI communities about DOT's Safety Campaigns.	Translate child safety tip handouts for parents and caregivers from NHTSA's child pedestrian safety curriculum into 2 or more AAPI languages, contingent upon funding availability.	In FY 2014-2015, continue to provide language education materials in two or more AAPI languages about transportation safety availability.
<b>Workforce Diversity</b>	Expand AAPI Federal employment opportunities through increased recruitment, retention, and promotion efforts.	Expand relationships with affinity groups and mentoring programs to support the career development and paths to senior leadership for AAPI employees.	Target 1) By April 2014, develop and implement mentoring program with affinity groups to support the career development and paths to senior leadership for AAPI employees. Target 2) By Dec. 2014, expand partnerships with affinity groups, pursuant to the DOT's Diversity and Inclusion Plan and conduct at least three activities.
<b>Workforce Diversity</b>	Expand AAPI Federal employment opportunities through increased recruitment, retention, and promotion efforts.	Establish partnerships with Asian American Native American Pacific Islander Serving Institutions (AANAPISI) to increase outreach to AAPI communities, build the career pipeline at the entry level side, and develop data and research agendas.	Target 1) By April 2014, develop mapping of all AANAPISIs alongside all FHWA field offices outreach with AANAPISIs. Target 2) By Dec 2014, conduct at least two outreach events with AANAPISIs to increase outreach to AAPI communities.
<b>Workforce Diversity</b>	Expand AAPI Federal employment opportunities through increased recruitment, retention, and promotion efforts.	Conduct barrier analysis on the advancement of AAPI employees and develop a focused strategy to address those issues.	By December 2014, complete barrier analysis and implement strategic plan to reduce barriers.
<b>Agency-specific</b>	Ensure that discussion on DOT transit projects and their impact on AAPI enclaves are included in the mandatory Scorecard meeting with Operating Administrators.	Utilize the GIS maps referenced above to determine whether any pending transit projects are located in communities with prominent or emerging AAPI populations; include discussion of these specific projects and communities in Scorecard meetings.	Target 1) Include discussion of DOT transit projects and their impact on AAPI enclaves in quarterly FTA scorecard meetings. Target 2) Schedule at least one community engagement activity in any area that is identified through this process.
<b>Agency-specific</b>	Increase visibility of the AAPI community in DOT traffic safety materials.	Include representatives of the AAPI community in new pedestrian and bicycle safety materials.	By June 2014, identify and select AAPI representative(s) to appear in new safety materials as they are developed.