

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

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Data	Improve the AAPI workforce data collected from employers by modifying the racial categories on the equal employment opportunities surveys (i.e. EEO-3, EEO-4).	Comply with OMB's 1997 Revision to the Standards for the Classification of Federal Data on Race and Ethnicity.	Target 1) By September 2014, review the feasibility of revising and updating the EEO-3 and EEO-4 surveys to comport with OMB's 1997 Revision to the Standards for the Classification of Federal Data on Race and Ethnicity. Such revisions would allow employees to self-identify more than one race and specify which races (for example, an individual who is Asian and a Pacific Islander would be able to identify both of those races).
Data	Improve the AAPI workforce data collected from Federal agencies by encouraging them to collect applicant flow data, which will allow them to review the yield of their recruitment efforts for AAPIs and other groups.	Encourage Federal agencies to collect applicant flow data by using a revised form that has recently been approved by the Office of Management and Budget (OMB).	Target 1) Notify all Federal agencies about the availability and benefits of using the revised, OMB-approved form to collect applicant flow data. Target 2) In FY 2015, assess the number of agencies that have adopted the revised form and continue to encourage other agencies to use the form.
Data	Increase and improve data collection and disaggregation by national origin.	Improve the data collected during the private sector intake and charge process by further disaggregating AAPI national origin categories.	Target 1) Review all available AAPI National Origin data to determine whether there is a need to disaggregate AAPI national origin data further. Target 2) To ensure quality control, continually monitor whether: (1) EEOC is accurately capturing demographic data when people call the 1-800 number for telephone screenings; (2) charging parties are routinely providing national origin information on Intake Questionnaires, even if the basis of discrimination is unrelated to race or national origin; and (3) the demographic information is being accurately captured in EEOC's information management system.

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Data	Improve public access to information on AAPI workforce, charge/complaint, and litigation data.	Liberate EEOC data for public consumption.	<p>Target 1) By March 1, 2014, update AAPI “Fact Sheets” to include: (1) the previous fiscal year’s charge/complaint data filed by AAPIs; and (2) summaries of recent significant pending cases or settlements brought on behalf of AAPIs.</p> <p>Target 2) By May 1, 2014, post the AAPI “Fact Sheets” on EEOC’s internal and external websites and disseminate them to Federal government affinity groups, community-based organizations, and Fair Employment Practices Agencies.</p> <p>Target 3) By October 31, 2014, review the feasibility of providing, for public download in excel and csv formats, additional charge and resolution data on demographic characteristics (for example, the number of charges of race or national origin discrimination filed by Asian American females in FY 2012).</p> <p>Target 4) Annually update the list of significant cases the EEOC has brought on behalf of AAPIs, and distribute list to staff with outreach responsibilities.</p>
Language Access	Improve EEOC’s ability to communicate with AAPIs and other groups who communicate primarily in a language other than English by increasing access to linguistically appropriate resources and improving the language capability of the EEOC workforce.	Assess language interpretation needs at all stages of EEOC’s private sector charge process, including mediation.	<p>Target 1) Continue to generate an annual report on the number of mediations by office in which language interpretation services were requested, whether the services were provided, and what languages were requested.</p> <p>Target 2) By FY 2015, change EEOC’s information management system to capture information on charging parties who require language assistance at any stage of the charge process, including mediation.</p>
Language Access	Improve the EEOC’s ability to communicate with AAPIs and other groups who communicate primarily in a language other than English.	Enhance use of multilingual staff to provide language assistance.	<p>Target 1) Assess the current language capacity of staff to identify a pool of potential volunteers, who are fluent in other languages and can assist offices in meeting the needs of individuals with Limited English Proficiency.</p> <p>Target 2) Continue to coordinate the sharing of bilingual staff across offices.</p>

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Language Access	Improve the EEOC's ability to communicate with AAPIs and other groups who communicate primarily in a language other than English.	Work with DOJ to comply with Executive Order (EO) 13166.	Target 1) Continue to make information available in appropriate languages to populations with Limited English Proficiency in compliance with EO 13166.
Language Access	Improve the EEOC's ability to communicate with AAPIs and other groups who communicate primarily in a language other than English.	Translate EEOC materials into AAPI languages.	Target 1) In conjunction with the agency LEP plan, AAPI stakeholders, and revisions to EEOC's website and publications distribution system, complete process of determining which publications and languages should be used for translations to be posted on the EEOC website to best serve the AAPI community. Target 2) By September 2014, translate those additional documents, as resources permit.
Workforce Diversity	Increase AAPI applicants to the federal government in mission critical positions.	Increase outreach efforts to AAPIs to promote employment opportunities.	Target 1) In FY 2014-2015, increase employment outreach activities to AAPIs by 5%.
Workforce Diversity	Increase AAPI/NHPI applicants to the Federal government in mission critical positions.	Develop recruiting strategy to target AAPIs at Asian American Native American Pacific Islander Serving Institutions (AANAPISIs).	Target 1) By April 2014, develop a process for forming formal partnerships with AANAPISIs. Target 2) By April 2014, obtain contact list of AANAPISIs from White House Initiative on AAPIs and begin exploring partnership opportunities with AANAPISIs. Target 3) In FY 2014, form a partnership with at least one AANAPISI, including those that serve Native Hawaiian and Pacific Islanders (NHPIs). Target 4) In FY 2015, form a partnership with at least one additional AANAPISI, including those that serve NHPIs.
Workforce Diversity	Increase awareness of outreach efforts to the AAPI community.	Comply with OMB's 1997 Revision to the Standards for the Classification of Federal Data on Race and Ethnicity.	Target 1) Work with the Regional Interagency Workgroup to hold one outreach event for AAPI community each quarter, to enhance awareness of EEOC.
Workforce Diversity	Increase participation rate of AAPIs in fellowship, internship, and/or study programs.	Partner with AANAPISIs, trade schools, and apprentice programs.	Target 1) During FY 2014, if the Commission has hiring authority, conduct 2 recruitment events (including social media events like Twitter Townhalls) or attend 2 AANAPISI job fairs.

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Workforce Diversity	Increase outreach to AANAPISIs to stimulate interest by AAPI students in Federal government employment.	Research and develop list of AANAPISI colleges to target in FY 2014.	Target 1) Partner with the Regional Interagency Workgroup to attend AANAPISI college conferences and events to promote Federal government recruitment of AAPIs.
Workforce Diversity	Increase pipeline of AAPI applicants to managerial and SES positions.	Survey existing barriers and develop a plan to increase the pipeline of AAPI applicants to managerial and SES positions.	Target 1) Complete a barrier analysis of front-line managerial and SES hiring. Target 2) By third quarter FY 2014, review steps to increase the number of potential AAPI recruits in the pipeline.
Workforce Diversity	Increase pipeline of AAPI applicants to managerial and SES positions.	Analyze current employee programs and options available to employees to increase the AAPI SES workforce.	Target 1) In FY 2014 and FY 2015, implement a plan to address issues/barriers found during the analysis which inhibit increased AAPI participation in SES programs.
Workforce Diversity	Increase pipeline of AAPIs applicant to managerial and SES positions.	Provide training and development opportunities for AAPI staff.	Target 1) Complete upgrade of the EHRI reporting system. Target 2) By March 2014, review EHRI reports, to collect data on success measures of the training and development program for AAPI staff. Target 3) In FY 2014 and FY 2015, continue to create agency specific SES/managerial development program for GS 14/15 employees or partner with existing programs.
Workforce Diversity	Increase awareness of employment development and support networks for mid-level AAPI personnel	Develop a mentoring program by pairing senior management with mid-level staff to increase access to senior level staff for mid-level employees.	Target 1) By April 2014, discuss with AAPI affinity group a plan to establish an informal mentoring program since there already is an established mentoring program with limited funding.
Workforce Diversity	Increase Federal agencies' efforts to remove barriers that limit employment opportunities for AAPI Federal employees and job applicants.	Determine which agencies have identified barriers that limit employment opportunities for AAPI Federal employees or job applicants.	Target 1) Review federal agencies' recent Management Directive 715 reports to see which ones have identified employment barriers related to AAPI employees and applicants.