

ENVIRONMENTAL PROTECTION AGENCY

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

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Capacity Building	Increase transparency and outreach to the AAPI community impacted by environmental issues.	Expand and increase listening sessions on environmental issues to include AAPI community representation.	In FY 2014-2015, hold at least 4 listening sessions.
Capacity Building	Increase AAPI access to funding.	Activity 1) Evaluate existing EPA AAPI outreach strategies and outreach efforts.	By Fall 2014, review outreach strategy, per completed assessment, to assess effectiveness of efforts.
		Activity 2) Ongoing grant process overview training for applicants to increase quantity and quality of grant applications.	By September 2015, complete at least three webinar trainings that will include significant promotion to the AAPI community. In addition, one of the trainings will be specifically for AAPIs.
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.	Report Agency grant awards made to the AAPI community on an annual basis to establish a baseline.
Capacity Building	Focus and coordinate EPA AAPI efforts.	Develop EPA AAPI outreach network.	Target 1) Ongoing, ensure regional Environmental Justice Coordinators (EJC) include AAPI communities in their outreach network. Target 2) Ongoing, use network for AAPI outreach. Target 3) EJs coordinate efforts with WHIAAPI Regional IWG.
Capacity Building	Strengthen relationship and improve communication and coordination with the Native Hawaiian community and Pacific Territories.	Press and congressional outreach.	The Hawaii/Pacific Press Officer-Congressional Liaison will regularly do media outreach to media based in Hawaii, Guam, CNMI, and American Samoa, and do interviews to provide information on environmental issues. Active and regular engagement takes place with the Congressional Delegations for both Hawaii and the Pacific Territories. In addition, work is done with local State, and county elected officials, and other State and county agencies on EPA activities and issues.
		Activity 2) Develop a policy to expand the meaningful involvement and fair treatment of the Native Hawaiian community in the Agency's decision making processes and the responsiveness in addressing issues of environmental justice.	By June 2014, complete an EPA policy on environmental justice for Federally recognized tribes and indigenous peoples (which includes the Native Hawaiian community).

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Capacity Building	Increase AAPI small business access to Federal opportunities.	The Agency's Small Business Program will work with national AAPI business groups and technical assistance providers to ensure more AAPI small businesses are aware of agency opportunities.	EPA will conduct at least one outreach opportunity targeted to the AAPI community.
Data	Improve data access and analysis on AAPI populations.	Develop a Limited English Proficiency GIS tool using Geo Platform to assist in identifying areas with people of LEP including AAPI languages.	By September 2014 complete development plan.
Language Access	Utilize multilingual employees for translation and interpretation purposes.	Activity 1) Evaluate existing EPA AAPI outreach strategies and outreach efforts.	Target 1) Develop method and plan by November 2014. Target 2) Implement plan by July 2015.
Language Access	Improve delivery of services and information to LEP individuals.	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, develop a list of AAPI ethnic media outlets for distribution, and develop plans for community feedback and engagement.	Target 1) By September 2014, develop a list of AAPI ethnic media outlets. Target 2) By September 2014, develop and issue protocols to translate PSAs, press releases etc. into AAPI languages.
Language Access	Reduce language barriers that hinder delivery of EPA services.	Activity 1) Expand AAPI language specific web resources. Activity 2) Develop an EPA LEP Catalogue to assist EPA English-Speakers to identify documents translated in other languages.	Target 1) By September 2014, update the AAPI language specific websites. Target 2) By February 2014, identify AAPI speaking EPA personnel to assist in creating the catalogue. By July 2014, complete catalogue in at least 3 AAPI languages.
Workforce Diversity	Increase participation rate of AANAPISI and other AAPI students in EPA student programs.	Activity 1) Assess AANAPISI and other AAPI student participation in current EPA student programs and activities.	Agency will continue to champion partnerships with external organizations that support EPA student programs.
Workforce Diversity	Maintain EPA Work Force level of AAPIs at a level equal to or above Civilian Labor Force and with representation at all levels within EPA.	Activity 1) Assess current AAPI levels across EPA Work Force categories to review levels of representation.	Target 1) Ongoing, monitor AAPI levels quarterly, increase outreach to enhance AAPI participation in employment categories.

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Workforce Diversity		Activity 2) Partner with AAPI organizations such as AAGEN's SES Development Program to increase AAPI applicants to SES.	Maintain relationship with AAGEN to obtain training opportunities to share with Agency staff.
Workforce Diversity	Expand AAPI Federal employment opportunities through increased recruitment, retention, and promotion efforts.	Promote employment opportunities and conduct analysis of AAPI applicants at the GS 11-13 levels.	Develop list of external AAPI organizations to share USAJob vacancy announcements. Continue analysis of Agency's Diversity Dashboard employment levels to inform outreach and training strategies.
Workforce Diversity	Increase AAPI applicants for EPA Senior Executive Service positions.	Provide leadership training, career development, and mentoring opportunities to EPA personnel.	Provide at least one internal leadership training to the AAPI community in FY 2014 and FY 2015. EPA will post mentoring opportunities on the Agency's intranet site.
Agency-specific	Continue education, sharing information, to build awareness and work towards reducing the hazardous impacts to AAPI nail salon owners, workers, and customers of chemical exposure to nail salon products.	Activity 1) Maintain multi-stakeholder Nail Salon Project partnership in order to improve outreach efforts and overcome cultural and language barriers.	Schedule follow-up meeting in 2014.
		Activity 2) Manage a FY 2013 EJ Small Grant to Asian Health Services to train at least 45 salon owners in safe practices and concepts for greening the workplace.	Ongoing activities.
Agency-specific	Improve overall health outcomes for AAPIs by reducing health risks.	Improve access to safe drinking water in Pacific Islands; achieve parity with U.S. mainland drinking water quality.	The local utility is on track to complete EPA-funded connections to 3 remote villages in American Samoa.