

DEPARTMENT OF JUSTICE

2016-2017 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Goal Area	Agency Objective	Strategic Activity	Track/Measure
Capacity Building	Improve access to grant funding and contracting opportunities for AAPI-owned businesses, AANAPISIs, and AAPI serving organizations.	Conduct outreach on available Federal grant opportunities and recruit AAPI experts and leaders to be readers/reviewers for grants.	Target 1) Depending on available funding opportunities, conduct at least 2 outreach activities per fiscal year reaching a total of at least 50 AAPI-owned businesses, AANAPISIs, and AAPI serving organizations. Target 2) By December 2017, recruit and/or include in our database at least 10 AAPI experts to be readers and reviewers of grants.

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<p>Capacity Building</p>	<p>Improve access to grant funding and contracting opportunities for AAPI-owned businesses, AANAPISIs, and AAPI serving organizations.</p>	<p>Identify any grants that are focused on the AAPI community, or awarded to AAPI entities. Conduct outreach on Federal grants and contracts and recruit AAPI experts and leaders to be readers/reviewers for grants. May partner with the RN, AAPI national and local organizations, AAPI Chambers of Commerce, etc.</p>	<p>Target 1) Continue to ensure wide dissemination of funding opportunities for competitive grant programs through Grants.gov, development of a funding opportunities app, and real time information on social media and website; information on where to find funding opportunity data will be annually provided to AAPI national and local organizations and AAPI Chambers of Commerce.</p> <p>Target 2) By December 2016, develop and implement strategy to recruit AAPI experts to be peer reviewers of grants.</p> <p>Target 3) By December 2016, identify any grants that are focused specifically on the AAPI community.</p> <p>Target 4) By December 2016, identify any AAPI organizations that are grant recipients.</p>
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	<p>Improve access to grant funding and contracting opportunities for AAPI-owned businesses, AANAPISIs, and AAPI serving organizations.</p>	<p>Contingent on funding, COPS will include opportunities that focus on topics related to Asian American and Pacific Islanders (AAPI) and other underserved populations in its Community Policing Development (CPD) solicitation, which supports improving law enforcement's response to and strengthening of relationships with underserved populations. If such funding is available, COPS will engage AAPI organizations and subject-matter experts to participate in the peer review process in order to ensure appropriate diversity across the review panel(s).</p>	<p>Target 1) By 2017, publish an opportunity in its Community Policing Development (CPD) solicitation that focuses on topics related to Asian American and Pacific Islanders (AAPI) and other underserved populations. Target 2) By 2017, identify and retain at least three AAPI organizations and subject-matter experts to participate in the peer review process in order to ensure appropriate diversity across the review panel(s).</p>
<p>Capacity Building<sup>2</sup></p>	<p>Protect the civil rights of vulnerable women, including those in AAPI communities.</p>	<p>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.</p>	<p>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) Continue to encourage the dissemination of information to victims of violent crimes against women from underserved populations through technical assistance events. Target 3) By <b>9/30/2016</b>, 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.</p>

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<p><b>Capacity Building</b></p>	<p>Strengthen relationship and improve communication and coordination with the Native Hawaiian community.</p>	<p>The Department of the Interior is in the course of receiving public comment on a Notice of Proposed Rulemaking that addresses reestablishment of a formal government-to-government relationship with the Native Hawaiian community. The Department of Justice, along with other interested federal agencies, will participate in interagency review of any final rule that may result from that NPRM.</p>	<p>DOJ is unable to set a track/measure for this strategic activity at this time. Any federal rule would be adopted by the Department of the Interior, in the exercise of its statutory discretion. The Department generally does not provide specific metrics relating to either the discretionary actions of another agency or matters that are or may be in litigation.</p>
<p><b>Capacity Building</b></p>	<p>Strengthen relationship and improve communication and coordination with the Native Hawaiian community.</p>	<p>Continue to provide State and local Justice Assistance Grant funding to Hawaii and provide technical assistance as needed through ongoing monitoring of grants.</p>	<p>Target 1) By fiscal year 2016, award State and local JAG awards to Hawaii and its local jurisdictions. Active awards will receive ongoing monitoring through substance communications, annual desk reviews and onsite monitoring (as needed).</p>

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<p>Capacity Building</p>	<p>Increase AAPI-owned small business access to Federal opportunities.</p>	<p>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.</p>	<p>Target 1) By March 2016, identify agency procurement opportunities and methods for notification.                  Target 2) By May 2016, develop a communication plan to increase awareness by AAPI-owned businesses of agency procurement opportunities.                  Target 3) OJP will continue to consider opportunities for AAPI firms that are certified as Small Disadvantaged Businesses, 8(a) Program Participants, Service-Disabled Veteran-Owned Small Businesses, Woman-Owned Small Businesses/Economically Disadvantaged Woman-Owned Small Businesses, and HUBZone Program Participants.</p>
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<p>Data</p>	<p>Improve 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) Continue to revise 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.</p> <p>Target 2) Prepare for implementation of the new changes in 2016 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.</p> <p>Target 3) Coordinate roll-out and training of approved changes to UCR Hate Crime Statistics categories dependent on budgetary and resource considerations.</p>
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<p>Data</p>	<p>Explore disaggregating and disseminating arrest and incarceration data by AAPI ethnic sub-groups</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) Continue incorporating 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 fiscal years 2016-2017, 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>
<p>Data</p>	<p>Evaluate how race and ethnicity data are gathered across BJS's individual-level statistical collections to assess consistency with OMB directives.</p>	<p>Review and inventory all BJS individual-level data collections to determine feasibility of collecting and analyzing sub-populations consistent with OMB Directive 15.</p>	<p>Target 1) Complete review by fiscal year 2016.</p>
<p>Data</p>	<p>Explore ways to improve access to AAPI statistics derived from criminal justice data collections.</p>	<p>Examine all BJS individual-level data collections to identify ways to improve the collection, and where feasible, the reporting of AAPI subpopulation.</p>	<p>Target 1) Complete feasibility review by fiscal year 2016. Target 2) For those data collections where analysis and reporting are feasible (e.g., incarceration in state and Federal prisons), generate statistics on AAPI subpopulation.</p>

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<p>Language Access</p>	<p>Assist efforts to increase access for individuals with limited English proficiency to Federal resources.</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 calendar year 2016, work with leadership offices to issue a call to all Federal agencies to recommit to implementation of Executive Order 13166 and to survey 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>Language Access</p>	<p>Facilitate cross-cutting solutions by Federal agencies facing common language access problems.</p>	<p>Hold a meeting of the Interagency Working Group on LEP to develop responsive projects to address common member agency challenges. Member agencies have identified a series of pressing challenges, including identification of bilingual staff, maintaining contact with and conducting regular outreach to vulnerable LEP communities, and other concerns.</p>	<p>Target 1) In fiscal year 2016, hold a meeting of the Interagency Working Group to identify cross-cutting agency challenges and focus on consensus challenge areas to focus the IWG's efforts to develop responsive projects to address one or several identified challenges.</p>
<p>Language Access</p>	<p>Assist Federal law enforcement to better address language access needs.</p>	<p>Partner with DOJ components with equities in civil rights and law enforcement to assist with the development of a language access resource document for Federal law enforcement (and for Federal agencies with civil rights oversight responsibilities over state and local law enforcement).</p>	<p>Target 1) Release a technical assistance tool to guide Federal law enforcement and Federal agencies with civil rights enforcement authority over state and local law enforcement. The tool will reflect a common set of standards for delivery of language services to LEP individuals.</p>

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<p><b>Workforce Diversity</b></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>Target 1) By July 2016 and 2017, assess participation rate of components including the diversity performance standard and whether the performance standard is sufficiently robust.</p>
<p><b>Workforce Diversity</b></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. Partner with DOJ Pan Asia, the Department's AAPI employee affinity organization, to promote and support its mentoring program.</p>	<p>Target 1) By June 2016 and 2017, report on respective status of Department's Mentoring Program, and Department's Leadership Excellence and Achievement Program (LEAP) for fiscal year 2016 and fiscal year 2017 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. Target 3) By September 2016 and 2017, report on DOJ Pan Asia's mentoring program, including the program description, participation numbers, and evaluation outcomes.</p>
<p><b>Workforce Diversity</b></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>Target 1) 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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<b>Workforce Diversity</b>	Expand AAPI Federal employment opportunities through increased recruitment, retention, and promotion efforts.	Analyze available workforce data and identify potential barriers to employment.	Target 1) By June 2016, report on participation rates of AAPIs in the workforce and to the extent possible potential barriers to employment that have been identified.
<b>Regional Network</b>	Build lasting relationships between the AAPI community and Federal regional offices and increase access to key Federal regional officials across the country.	Work with WHIAAPI's Regional Network to engage in effective and meaningful outreach to the AAPI community.	Target 1) In 2016 -2017, partner with the Regional Network to convene at least 4 RN engagement activities across the regions (two each year).
<b>Regional Network</b>	Build lasting relationships between the AAPI community and Federal regional offices and increase access to key Federal regional officials across the country.	Expand the capacity and participation of WHIAAPI's Regional Network members.	Target 1) By June 2016, identify at least 5 regional staff members to serve on the Regional Network.
<b>Regional Network</b>	Build lasting relationships between the AAPI community and Federal regional offices and increase access to key Federal regional officials across the country.	Support efforts to institutionalize the Regional Network across the regions.	Target 1) By December 2016, incorporate Regional Network best practices, models, tools, and goals into the agency's own outreach strategies, planning, and casework methodology for the AAPI community.

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<p>Agency Specific</p>	<p>Enhance efforts to combat human trafficking.</p>	<p>Enhance collaboration among Federal law enforcement, local law enforcement, and community members with a survivor-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</p>	<p>Target 1) In fiscal years 2016 and 2017, DOJ will present specialized trainings for law enforcement, governmental, and nongovernmental partners that address a diverse range of topics including: threat assessments to strengthen victim identification; planning and execution of successful enforcement operations; advanced trauma-informed victim interview techniques; and overcoming challenges in investigations and prosecutions.</p>
<p>Agency Specific</p>	<p>Provide culturally competent, comprehensive services to foreign national victims of human trafficking.</p>	<p>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.</p>	<p>Target 1) In fiscal years 2016 and 2017, 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.</p>
<p>Agency Specific</p>	<p>Partner with WHIAAPI and members of the interagency AAPI Bullying Prevention Task Force to help ensure that the AAPI community is aware of Federal resources and remedies that are available to address bullying of AAPI in our schools, and explore and recommend policies to address the AAPI community's concerns.</p>	<p>Partner with U.S. Attorney Offices and members of the interagency task force to conduct listening sessions of AAPI students and parents in order to gain insight into whether, how, and to whom instances of bullying of AAPI students are being reported, the cultural, language, and other barriers to reporting, and how the Federal government can help.</p>	<p>Target 1) In fiscal year 2016, draft and disseminate fact sheet on bullying and harassment to AAPI community, to be translated into relevant languages before releasing it together with an AAPI Task Force Report.</p>

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<p>Agency Specific</p>	<p>Protect the civil rights of vulnerable AAPI immigrant populations.</p>	<p>Ensure that outreach on discrimination and hate crimes includes AAPIs.</p>	<p>Target 1) In fiscal years 2016 and 2017, evaluate outreach activities to ensure that all communities have methods to access CRT, including underserved and vulnerable AAPI communities.</p>
<p>Agency Specific</p>	<p>Protect the civil rights of vulnerable AAPI immigrant populations.</p>	<p>Conduct outreach to vulnerable AAPI workers around the country and promote awareness of Federal resources to assist with workers' issues.</p>	<p>Target 1) By June 2016, publish a plain language flyer that describes the work of the Civil Rights Division and includes relevant contact information. This flyer will be translated into multiple AAPI languages and disseminated to national NGOs and community organizations during trainings conducted by the Civil Rights Division.                      Target 2) By the end of the 2017 calendar year, increase usage of multimedia platforms to share information about the work of the Civil Rights Division.                      Target 3) By the end of calendar year 2017, as part of an interagency effort, develop a new website, workers.gov, that aims to be the go-to site for worker questions. The key feature of the website will be worker rights FAQs, posed and answered in plain language.</p>