

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Capacity Building	Continue to enhance AAPI access to USPTO resources.	Partner with groups that have strong reach to the AAPI community outside Strengthen relationships and improve communication with AAPI inventors.	<p>Begin collaboration with the National Asian Pacific American Bar Association to reach out to the AAPI intellectual property law &amp; inventor communities for outreach &amp; feedback events.</p> <p>Create outreach opportunities for AAPI communities to engage pro se and independent inventors in accessing USPTO resources (i.e. website, libraries/depositories, regional offices).</p> <p>Leverage our Asian-American employee resource group, the 1000+ member APANET, as a distribution source to the AAPI community, and host multiple seminars aimed at AAPI community on the patent &amp; trademark process.</p>
Capacity Building	Create streamlined process to ensure appropriate funding opportunities reach AAPI communities.	Develop national partnership program that includes community-based AAPI and Native Hawaiian Pacific Islander (NHPI) organizations. Also collaborate with state and local city agencies where appropriate.	MBDA and EDA to conduct outreach to 1-2 AAPI advocacy groups offering webinars/trainings to educate the community on grant opportunities for 2016 and 2017

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<b>Capacity Building</b>	Strengthen relationship and improve communication and coordination with Native Hawaiian communities.	Develop consultation policy with the Native Hawaiian community.	By June 2016, EDA and MBDA will review existing policies that may be impacted by a consultation policy for Native Hawaiian communities and revise as necessary. By Dec 2016, consultation policy is implemented.

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<p><b>Capacity Building</b></p>	<p>Improve access and increase technical assistance and outreach to Commerce programs to better serve AAPI populations.</p>	<p>Develop technical assistance plans for AAPIs involving grant writing webinars/training to improve quality and quantity of AAPI grant applications.</p>	<p>In 2016, MBDA will collaborate with SBA to prepare at least 2 webinars or seminar designed to address technical assistance for AAPI stakeholders. Two additional webinars or seminar will be conducted in 2017.</p>
<p><b>Data</b></p>	<p>Improve and implement uniform data disaggregation practices.</p>	<p>Review Census data disaggregation practices and explore potential for replication to relevant agency programs.</p>	<p>Target 1 - By June 2016, complete identification of best practices for the disaggregation of data on Asians and Native Hawaiians and Other Pacific Islanders, which will be developed while chairing the WHIAPPI Interagency Working Group Subcommittee on Data and Research. Target 2 - By December 2016, identify agency programs where it is feasible to implement best practices for the disaggregation of data on Asians and Native Hawaiians and Other Pacific Islanders.</p>

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<p>Language Access</p>	<p>Ensure efficacy of AAPI-focused LEP programs throughout agency.</p>	<p>Participate with agency LEP WG to ensure agency wide compliance with Executive Order 13166.</p> <p>Coordinate LEP programs with subagencies where appropriate.</p>	<p>By January 2016, review all existing sub-agencies for effectiveness in reaching LEP communities and compliance with EO 13166.</p>
<p>Language Access</p>	<p>Improve delivery of services and information to LEP individuals.</p>	<p>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 AA and PI languages, develop a list of AA and PI ethnic media outlets for distribution, and develop plans for community feedback and engagement.</p>	<p>By January 2016, develop and issue protocols to translate PSAs, press releases etc. into AAPI languages where appropriate.</p>

<p>Language Access</p>	<p>Leverage employees' language skills to communicate USPTO services to reach AAPI audiences</p>	<p>Engage top Asian intellectual property offices from overseas through the USPTO Global Intellectual Property Academy (GIPA).</p> <p>Use AAPI employee language skills to reach more AAPI stakeholders.</p>	<p>Host multiple meet-and-greets, breakfast, lunch or coffee breaks with visiting IP5 and other Asian patent offices.</p> <p>Utilize multilingual employees for translation and interpretation purposes for future international collaborations (i.e. IP5 work group meetings).</p> <p>Connect AAPI employees with details that can utilize Asian language skills and foster collaboration with Asian intellectual property offices.</p> <p>Distribute detailing opportunities that require Asian language expertise through APANET.</p>

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<p><b>Workforce Diversity</b></p>	<p>Increase pipeline for AAPI applicants to managerial and SES positions.</p>	<p>Partner with AAGEN's SES Development program to bolster qualified SES applicants.</p>	<p>In 2016 and 2017, continue to reach out to AAGEN to explore partnership opportunities.</p>
<p><b>Workforce Diversity</b></p>	<p>Increase the number of AAPI employees at the Senior/SES level.</p>	<p>Ensure AAPI employees are engaged in opportunities to apply for senior positions, and are knowledgeable about the process.</p>	<p>Offer multiple Career Development sessions to better prepare AAPIs for supervisory and senior executive positions.</p> <p>At AAPI-centric events, encourage members of APANET and fellow colleagues to reach out to AAPIs in their networks when employment opportunities arise.</p>
<p><b>Workforce Diversity</b></p>	<p>Increase the diversity of employees within the AAPI community itself (more employees in certain AAPI ethnicities).</p>	<p>Make AAPI employees ambassadors to their respective communities regarding USPTO job opportunities &amp; services.</p>	<p>Host external info session seminar to friends and family of USPTO AAPI employees.</p> <p>Distribute hiring information via USPTO associated websites and social media with synergy to AAPI community, e.g. APANET Facebook page.</p>

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Agency Specific	Increase the number of AAPI small and medium sized firms the Commercial Service assists in exporting.	Activity 1: Partner with AAPI Chambers of Commerce and U.S. Export Assistance Centers around the country to organize outreach events.	Target: in 2016 and 2017, convene 4 outreach events with AAPI Chambers of Commerce and the USEACS.
Agency Specific	Implementation of MBDA and WHIAAPI MOU	Partner with AAPI Chambers of Commerce and U.S. Export Assistance Centers around the country to implement the Doing Business in Asia initiative.	Target: in 2016 and 2017, convene 2 certified trade missions to support trade promotion to Asia in collaboration with AAPI Chambers of Commerce and USEACS.
Agency Specific	Implementation of MBDA and WHIAAPI MOU	Partner with AAPI Chambers of Commerce and other federal agencies on the AAPI Construction Advocacy Program.	Target: in 2016 and 2017, convene 2-3 seminars to support AAPI construction and engineering firms for access Federal and other government contracts.
Agency Specific	Implementation of MBDA and WHIAAPI MOU	Guam Economic Development - leverage successful AAPI or Minority Business to assist in Economic Development in Guam.	Target: in 2016 and 2017, convene 2-3 businesses to support Guam Economic Development.
Agency Specific	Implementation of MBDA and WHIAAPI MOU	New American Business Boot Camp - Collaborate with MBDA to implement the New American business advocacy program.	Target: in 2016 and 2017, convene 2-3 business boot camps for AAPI new immigrant business community.