

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
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	1. Improve AAPI access to NASA grants, and contracts and other funding programs.	Develop a plan to support greater AAPI access to programs and services	(1) Release a grant solicitation to Minority Services Institutions, including AANAPISIs, to offer multi-year grants to assist MSI faculty and students in research pertinent to NASA mission. (2) Conduct at least one webinar designed to inform MSIs, including AANAPISIs, regarding the solicitation opportunity and/or tutorial on using the NASA solicitation and proposal integrated review and evaluation system.
Capacity Building	2. Develop strategic engagement with schools to increase nation's capacity on STEM-related topics.	Develop relationships with and engage regularly with AAPI students to positively impact their interest and success in pursuing studies in STEM areas.	(1) By September 2016, NASA will develop relationships with and engage with (2) local k-12 and/or college programs to provide mentoring and STEM learning opportunities for students in traditionally underserved areas.
Capacity Building	3. Strengthen relationship and improve communication and coordination with Native Hawaiian communities.	Develop communication channels with the Native Hawaiian community.	Target 1: By June 2016, identify at least one Native Hawaiian community with which to establish or strengthen a relationship. Target 2: By December 2016 develop and begin implementation of communication and coordination plan with the Native Hawaiian community(ies). Target 3: By June 2017, identify at least one additional Native Hawaiian community with which to establish or strengthen a relationship. Target 4: by December 2017, develop and begin implementation of communication and coordination plan with the additional Native Hawaiian community(ies).

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Capacity Building	4. Increase AAPI small business access to federal opportunities	Increase of AAPI-owned businesses awareness of agency procurement opportunities; increase of AAPI-owned businesses contracting or subcontracting with agency.	The NASA Office of Small Business Programs (OSBP) will work to 1) partner with national AAPI business groups and technical assistance providers to ensure more AAPI small businesses are aware of agency contract and procurement opportunities; and 2) conduct at least 2 regional engagements with local Asian American chambers in 2016-2017.
Data	Improve data disaggregation practices	Identify contracting practices and the number of contracts awarded to AAPI and minority owned businesses.	(1) In 2016, identify how many NASA's contracts are awarded to AAPI owned businesses; (2) In 2016, identify how many grants are awarded to AANAPISI serving institutions.
Data	Improve data disaggregation practices.	Review internal and external data disaggregation practices and explore potential for replication of best practices and systems.	By March 2016, identify at least two programs, offices or projects that have the capacity to disaggregate AAPI data by ethnic subgroup. By or before Dec 2016, produce qualitative and quantitative disaggregated Asian and Native Hawaiian/Pacific subgroup data for at least two programs. By June 2017, determine if production or reporting of disaggregated AAPI data can be done annually.
Language Access	Improve delivery of services to LEP individuals	Develop in-language NASA materials to reach AAPI communities about NASA programs.	By September 2016 , ensure 3 additional program materials are available in at least 5 AAPI languages (3 different programs).
Language Access	Improve delivery of services of NASA-funded grantees to LEP individuals	Conduct TVI-LEP compliance reviews at grant recipient institutions serving the public (science centers and museums) located in regions of the country with large AAPI populations	By June 2016 , conduct at least one Title VI-LEP compliance review on a NASA grant recipient Science Center or Museum located in a geographic area with high AAPI participation, and likelihood of AAPI LEP individuals.
Language Access	Comply with federal language access policy pursuant to EO 13166	Update and revise the NASA 2011 Language Access Plan and submit to Department of Justice EO 13166	Target - By June 2016 , submit to DOJ updated language access action plan with specifications for the NASA LEP Coordinator and LEP Working Group.

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Language Access	Assess agency employee language capability/skills.	Conduct assessment of agency language capability/skills.	In FY 2016-2017 , AAPI mgrs will continue to canvas Centers for possible qualified bi-lingual volunteers for periodic informational review of NASA materials developed in other languages. By September 2016, a list will be developed of bilingual volunteers. By June 2017, a plan will be established outlining how bilingual employees can be utilized across the department for language needs.
Workforce Diversity	Measure success of efforts to increase AAPI participation in leadership development programs by percent of applications and selections in subsequent years.	Increase AAPI participation in leadership programs such as the Mid-Level Leadership Program (MLLP) the NASA Foundation of Influence, Relationships, Success and Teamwork (FIRST) Program, and the SES Candidate Development Program.	Target 1: During FY 16, continue to collect applicant data and consult with AAPI employees regarding possible barriers for applicants. Target 2: Analyze nomination and selection data for NASA MLLP and NASA FIRST, and SESC DP by November 2016. Target 3: Use information to brief leadership on need to solicit applications from AAPI employees for development programs and mentoring programs, and to raise awareness of selection boards and panels (at least 2 briefings by October 2016). Target 4: Support the Asian American Government Executives Network, as budget permits during FY 16.
Workforce Diversity	Develop communications strategy at schools with high AAPI populations for STEM outreach.	Increase AAPI outreach, recruitment, and hiring in entry level positions and examine entry level pipelines such as the Pathways Program.	By December 2016 , facilitate outreach and/or recruitment efforts (budget permitting), at SASE and at schools with high AAPI populations.
Workforce Diversity	Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.	1. Conduct barrier analysis on the advancement of AAPI employees and develop a focused strategy to address those issues. 2. Identify promising practices to increase percent of AAPI in NASA workforce.	(1) NASA conducts activities such as meeting with employee groups, including AAPI to assess their experiences and discuss barriers as well as promising practices. (2) Review workforce data for trends showing percentages of AAPIs in 2016 and 2017. By September 2016 , complete barrier analysis and implement strategic plan to reduce barriers.

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Regional Network	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.	In 2016 -2017 , partner with the Regional Network to convene at least (4) RN engagement activities across the regions (two each year) .
Regional Network	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.	By September 2016 , identify at least (1) regional staff members to serve on the Regional Network.
Regional Network	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.	By December 2016 , incorporate Regional Network best practices, models, tools, and goals into the agency's own outreach strategies and planning for the AAPI community.