

OFFICE OF PERSONNEL MANAGEMENT
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	Strengthen relationship and improve communication and coordination with the Native Hawaiian community.	Develop a policy regarding coordination with the Native Hawaiian community.	<p>Target 1) By January 2016, identify areas of work and programs that impact the Native Hawaiian community.</p> <p>Target 2) By April 2016, explore the feasibility of developing a policy to coordinate with the Native Hawaiian community.</p> <p>Target 3) By December 2016, develop policy.</p> <p>Target 4) By February 2017, agency components and offices will review existing policies that may be impacted by the policy and revise as necessary.</p> <p>Target 5) By April 2017, implement policy.</p> <p>Target 6) By December 2017 review policy implementation strategy over the first few months. Identify outcomes of increased communication and coordination with Native Hawaiian community through the policy in regards to Native Hawaiian federal employment, participation in OPM programs, small business contracting, and other affected areas.</p> <p>Target 7) By January 2018, report out on impact and outcomes of policy.</p>

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<p align="center">Capacity Building</p>	<p>Increase AAPI small business access to Federal opportunities.</p>	<p>The Office of Small and Disadvantaged Business Utilization (OSDBU) 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.</p>	<p>Target 1) By September 2016, host small business contract and procurement training(s) in at least 2 federal regions either independently or in partnership with the WHIAAPI Regional Network, Asian American chambers, and/or other small business organizations.</p> <p>Target 2) Increase AAPI-owned businesses' awareness of agency procurement opportunities. Demonstrate increased knowledge through pre and post-event evaluation of participants.</p> <p>Target 3) Explore ways to track training participants' success with acquiring contracts post-training in order to spotlight success stories.</p>
<p align="center">Data</p>	<p>Improve agencies' data access and analysis on AAPI populations.</p>	<p>Facilitate agencies' review of workforce participation at all levels through the D&I Dashboard.</p>	<p>Conduct roundtable discussions with agencies' regarding how agencies utilize the data on D&I Dashboard to recruit AAPIs by end of December 2016.</p>
<p align="center">Data</p>	<p>Improve data disaggregation practices.</p>	<p>Review internal and external data disaggregation practices and explore potential for replication of best practices and systems.</p>	<p>By March 2016, establish and kick-off an internal working group to discuss the feasibility to disaggregate Asian American and Native Hawaiian Pacific Islander quantitative and qualitative subgroup data.</p>
<p align="center">Data</p>	<p>Increase capacity to conduct more reliable data collection.</p>	<p>Conduct campaign to improve RNO self-identification.</p>	<p>By June 2016, benchmark other agencies who have been successful in improving the RNO self-identification. As a result of benchmarking, OPM will identify other possibilities for improving RNO self-identification.</p>

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Data	Improve data disaggregation practices.	Review internal and external data disaggregation practices and explore potential for replication of best practices and systems.	By September 2016, the working group will make a final determination on whether disaggregating AAPI data can be done annually. If so, by March 2017, OPM will identify the process to begin disaggregating data.
Base			By October 2017, begin progress of disaggregating data.
Workforce Diversity	Ensure the AAPI community is aware of, and in position to apply for, Federal government positions in mission critical occupations (MCO) in OPM and across the Federal government.	Increase outreach efforts to AAPIs to promote employment opportunities.	Target 1) In FY 2016-2017, continue to implement plan that will increase employment outreach to AAPIs. Target 2) Complete applicant flow data for MCO positions and analyze. Continue to review/analyze on a quarterly basis. Target 3) Create listserv for AAPI Employee Resource Group to disseminate information about vacancy announcements and opportunities.
Workforce Diversity	Ensure there is a robust pipeline of applicants, including AAPI applicants, to managerial and SES positions.	Provide training and development opportunities for AAPI staff, as part of the overall agency training and development programs.	Target 1) Continue to participate in, and provide support to, the AAGEN SES/managerial development program for GS 15 employees, as well as the FAPAC Challenge Team Program. Target 2) Provide training for SEPMs, and develop Q&A/FAQ on roles and responsibilities. Target 3) Continue to survey existing barriers and evaluate successful measures of training and development. Incorporate into trainings for SEPMs, FAPAC Challenge Team, and AAGEN SES development program.

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<p align="center">Workforce Diversity</p>	<p>Increase outreach to AANAPISI colleges and Universities.</p>	<p>Contact WHIAAPI to connect with AANAPISIs.</p>	<p>Target 1) Continue to connect with the AANAPISI institutions and provide information on OPM recruitment programs. Target 2) Lead at least 1 Google Hangout or call on opportunities within OPM/the federal government; Pathways, PMF, and OPM-specific programs; and job and interview preparation skills targeting AANAPISI students, diversity offices, and career centers. Target 3) Participate in at least 2 workshops or briefings at AANAPISI colleges and universities or through the WHIAAPI Regional Network or E3! Ambassadors Program.</p>
<p align="center">Workforce Diversity</p>	<p>Ensure AAPIs are able to participate fully in internship programs.</p>	<p>Partner with WHIAAPI and other organizations that place student volunteer interns in Federal agencies.</p>	<p>Target 1) Report on number of applicants placed at OPM through community-based organization internship programs. Target 2) Report on number of applicants placed at other agencies through the WHIAAPI/OPM internship referral program.</p>
<p align="center">Workforce Diversity</p>	<p>Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.</p>	<p>Conduct barrier analysis on the advancement of AAPI employees and develop a focused strategy to address those issues.</p>	<p>By June 2016, complete barrier analysis and develop recommendatons to reduce barriers.</p>
<p align="center">Regional Network</p>	<p>Build lasting relationships between the AAPI community and federal regional offices and increase access to key federal regional officials across the country.</p>	<p>Work with WHIAAPI's Regional Network to engage in effective and meaningful outreach to the AAPI community.</p>	<p>In 2016 -2017, FEBs, as appropriate, will partner with the Regional Network to convene at least 4 Regional Network engagement activities across the regions (two each year)</p>
<p align="center">Regional Network</p>	<p>Build lasting relationships between the AAPI community and federal regional offices and increase access to key federal regional officials across the country.</p>	<p>Expand the capacity and participation of WHIAAPI's Regional Network members.</p>	<p>By June 2016, identify at least 5 regional staff or FEB members to serve on the Regional Network.</p>

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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 Regional Network to ensure AAPIs are able to participate fully in internship programs and have knowledge of regionally-based internship opportunities.	By December 2016, establish process to involve the Regional Network in promoting regionally-based internship opportunities via FEB email outreach, as appropriate.
Regional Network	Build lasting relationships between the AAPI community and federal regional offices and increase access to key federal regional officials across the country.		By August 2016, work with WHIAAPI Regional Network to increase outreach to AANAPISI colleges and universities.
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. FEBs, as appropriate, will assist by sharing best practices.