Building a Legacy for the Asian American and Pacific Islander Community

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FEDERAL AGENCY ACCOMPLISHMENTS

MAY 2016

Dear reader,

Since 2010, the White House Initiative on Asian Americans and Pacific Islanders, which is housed within the Department of Education, has worked with 24 federal agencies to develop agency plans that address mission specific and cross-cutting issues of importance to Asian American, Native Hawaiian and Pacific Islander communities. Together, we have improved the delivery of information and services to limited English proficient Asian Americans and Pacific Islanders (AAPIs) and others, strengthened data collection and reporting systems to disaggregate AAPI subgroup data, helped connect underserved individuals to federal grant, resource and programs opportunities, and expanded awareness of federal employment opportunities, including among AAPIs.

These successes have been captured in our annual Federal Agency Accomplishments Report, and the enclosed report is the final one of President Obama's Administration. On behalf of the President's Advisory Commission on Asian Americans and Pacific Islanders and our staff, I want to acknowledge the agencies that have worked with us and extend my gratitude and appreciation for the years of meaningful collaboration and hard work to improve quality of life for AAPIs and so many other people across the nation. None of these accomplishments would have been possible without the commitment, time, and support of the following agencies:

1. Corporation for National and Community Service
2. Federal Communications Commission
3. National Aeronautics and Space Administration
4. U.S. Department of Agriculture
5. U.S. Department of Commerce
6. U.S. Department of Defense
7. U.S. Department of Education
8. U.S. Department of Energy
9. U.S. Department of Health and Human Services
10. U.S. Department of Homeland Security
11. U.S. Department of Housing and Urban Development
12. U.S. Department of the Interior
13. U.S. Department of Justice
14. U.S. Department of Labor
15. U.S. Department of State
16. U.S. Department of Transportation
17. U.S. Department of the Treasury
18. U.S. Department of Veterans Affairs
19. U.S. Environmental Protection Agency
20. U.S. Equal Employment Opportunity Commission
21. U.S. General Services Administration
22. U.S. Office of Personnel Management
23. U.S. Small Business Administration
24. U.S. Social Security Administration

We look forward to the continued progress these agencies will make and thank them for their ongoing commitment.

Sincerely,

Doua Thor,
Executive Director,
White House Initiative on Asian Americans and Pacific Islanders

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HIGHLIGHTS OF FEDERAL AGENCY ACCOMPLISHMENTS

In 2014, there were approximately 21.8 million Asian Americans and Pacific Islanders (AAPIs) living in the United States, and the population is the fastest growing racial group in the United States, expected to double to approximately 47 million people by 2060.[1] For nearly seven years, the White House Initiative on Asian Americans and Pacific Islanders (WHIAAPI), housed within the Department of Education, has worked in partnership with 24 federal departments and agencies to respond to this tremendous growth, leverage resources across federal offices, and increase participation in and access to federal programs and services. Through the implementation of specific plans, each federal agency has identified activities, benchmarks, and outcomes related to four cross-cutting priority goals. These four priority goals are:

- **Data Disaggregation**: Promoting data disaggregation systems to help us provide resources where they are most needed.
- **Language Access**: Ensuring federal programs and services are reaching AAPI communities, where nearly one in three AAPIs is limited English proficient (LEP) and language access services can make the difference between disaster and recovery.[2]
- **Workforce Diversity**: Expanding federal employment opportunities among AAPIs so that government truly represents the people it serves – not only through relevant programs and services but also in its composition.
- **Capacity Building**: Increasing outreach and access opportunities to federal grants, resources, and programs for underserved AAPIs.

Over the past year, agencies made measurable progress to improve the quality of life and create new opportunities for AAPIs across the country. Notable accomplishments in each cross-cutting area are highlighted below.

Data Disaggregation

ADVANCEMENTS IN COLLECTION, ANALYSIS, AND DISSEMINATION OF DATA ON AAPI COMMUNITES

[1] U.S. Census Bureau, Asian/Pacific American Heritage Month: May 2016, available at http://www.census.gov/content/dam/Census/newsroom/facts-for-features/2016/cb16-ff.07_asian_pacific.pdf.
[2] U.S. Census Bureau, 2009-2013 ACS Language Tables, http://www.census.gov/data/tables/2013/demo/2009-2013-lang-tables.html.

- In 2015, the **Department of Housing and Urban Development** collected Asian subgroup data in the American Housing Survey (AHS) that will be publically available in the summer of 2016.

- The **Centers for Medicare and Medicaid Services** released a data brief titled *Medicare Health Outcomes Survey Data Brief: Asian Americans and Pacific Islanders*, which analyzed 2014 health outcomes and quality of life data for AANHPI Medicare beneficiaries collected by the nationally-representative Medicare Health Outcomes Survey.

- The **Department of Agriculture**, National Agricultural Statistics Service (NASS) collected data for "Asian" and "Native Hawaiian or Other Pacific Islanders" in the quinquennial Census of Agriculture. For the 2012 Census of Agriculture, NASS used the improved Census mail list from the 2007 Census of Agriculture to place special emphasis on collecting data from all socially disadvantaged farming operations to include Asian American and Pacific Islanders (AAPIs). This resulted in an increased number of AAPI farms counted compared to the 2007 Census. In May 2014, NASS released the full Census results along with race, ethnicity and gender profiles by county. Census also released a fact sheet highlighting data on Asian American farmers from the 2012 Census.

Language Access

INNOVATIVE LANGUAGE ACCESS MODELS TO REACH LEP AAPIs

- **Equal Employment Opportunity Agency**, in collaboration with the **Department of Justice,** Civil Rights Division, Office of Special Counsel For Immigration-Related Unfair Employment Practices, published a brochure called "Do You Know Where to Go?" that describes the jurisdiction of each agency and explains where an employee should go if he or she is a victim of discrimination based on national origin, document abuse and citizenship status. The brochure was translated into various Asian languages, including Chinese, Filipino, Tagalog, Hmong, Vietnamese, Korean, Hindi, and Punjabi.

- The **Census Bureau** established the Language Working Group on the Census Bureau's National Advisory Committee on Racial, Ethnic and Other Populations with the aim of formulating recommendations to address language access needs (including AAPIs) in the 2020 Census. The working group held monthly conference calls and will provide recommendations to the Census Bureau in 2016.

- As part of the Vulnerable Workers Project, the **Department of Labor** developed the content for a website that will be used as a central platform to communicate with workers and share workers' rights information and resources. DOL has translated the executive summary of the report, "First Report of Vulnerable Workers Project", into

eight AAPI languages: Bengali, Chinese (simplified and traditional), Hindi, Korean, Tagalog, Urdu, and Vietnamese.

Workforce Diversity

PROMOTING AND INCREASING AAPIs IN THE FEDERAL WORKFORCE

- The **Office of Personnel Management's** Presidential Management Fellows (PMF) Program conducted virtual outreach to Asian American and Native American Pacific Islander Serving Institutions (AANAPISI) colleges and universities and other diverse schools to increase diversity in the applicant pool for the PMF Class of 2016. This year's applicant pool represented over 300 colleges and universities.

- The **Environmental Protection Agency** has several tools to increase recruitment, retention and promotion of diverse talent, including the Recruiting Sources List, which identifies minority organizations, including AAPI organizations, to receive EPA's vacancy announcements and the Diversity Dashboard that is a vital tool used to track employment opportunities agency-wide. The EPA AAPI Special Emphasis Program Managers and National Program Managers continue to monitor and analyze AAPI employment data on a quarterly basis.

- The **Social Security Administration** provided 125 AAPI employees the opportunity to participate in the Diversity and Inclusion Council Mentoring Program to foster an inclusive culture that leads to greater retention of experienced and empowered employees.

Capacity Building

DYNAMIC MODELS OF ENGAGEMENT WITH AND IMPROVED INVESTMENTS IN AAPI COMMUNITIES

- In collaboration with WHIAAPI, which is housed within the Department of Education, the International Trade Administration, and the U.S. Export-Import Bank, the **Department of Commerce**, Minority Business Development Agency, initiated the "Doing Business in Asia" program and used the trade mission concept to leverage successful AAPI businesses to lead trade promotions to Asia. Two trade missions to China were held in October and November of 2015 to explore clean energy and fashion markets in China.

- The **Department of Energy** partnered with various entities to promote the Minorities in Energy Initiative, which seeks to encourage minorities, including AAPIs, to pursue energy careers.

- The **Department of Justice**, Office of Violence Against Women, awarded funding to 20 organizations focused on services to AAPI communities. Additionally, the Office of

Justice Programs (OJP) awarded 60 grants to 28 entities focused on services to AAPI victims or service areas that include primarily AAPI communities. Of the 60 grants OJP awarded to grantees serving AAPI constituent communities, 24 grants were awarded to Hawaii to support public safety, criminal and juvenile justice system activities and programs, and victim services.

U.S. Department of Agriculture (USDA)

Data Disaggregation

Goal 1. ***Identify where AAPI farms and ranches are located and their characteristics.***

- The National Agricultural Statistics Service (NASS) collected data separately for "Asian" and for "Native Hawaiian or Other Pacific Islanders" in the quinquennial Census of Agriculture. For the 2012 Census of Agriculture, NASS used the improved Census mail list from the 2007 Census of Agriculture to place special emphasis on collecting data from all socially disadvantaged farming operations to include Asian American and Pacific Islanders (AAPIs). This resulted in an increased number of AAPI farms counted compared to the 2007 Census. In May 2014, NASS released the full Census results along with race, ethnicity and gender profiles by county. Census also released a fact sheet highlighting data on Asian American farmers from the 2012 Census. USDA calculated the size of AAPI operators in the top five AAPI states and found that there was an increase from 10,931 operators in 1234 farms in 2007 to 13,026 operators in 2090 farms in 2012.

- The USDA team working on the content of the 2017 Census of Agriculture has been formed and is already meeting regularly to improve data collection methods and design survey instruments that will better capture data on minority-run farming operations in the 2017 Census.

- USDA continues to maintain its Race, Ethnicity, and Gender Program Statistics tool, known as REGStats, which utilizes race, ethnicity, and gender data for applicants and participants in USDA programs administered by the Farm Service Agency (FSA), the Natural Resources Conservation Service (NRCS), Rural Development (RD), and Risk Management Agency (RMA). Data is available by fiscal year at national, state, and county level, and will help identify underserved AAPIs, women, and other minorities.

Goal 2. ***Improve data disaggregation practices***

- RMA identified populations of AAPI-owned farms and ranches in the states of CA, WA, OR, HI, AR, ID, TX and FL, which include Hmong, Punjabi, Filipino, Lao, Thai and Mien farmers. RMA will examine the AAPI groups in these states and identify its AAPI program participants, and identify possible or potential changes to increase AAPI participation.

- USDA continues to collect data on rural development investments in Hawaii and the Pacific Islands.

Language Access

Goal 3. ***Expand limited English proficiency (LEP) programs for AAPIs to improve program delivery.***

- FSA created an FSA Employee Language Assessment tool which identifies bilingual/multilingual employees throughout the country who speak Hmong, Chinese, Filipino, Mandarin, and Thai. The listing was shared with USDA's Office of Civil Rights to help with LEP implementation planning.

- RMA developed factsheets in Hmong and will identify other AAPI languages for educational materials regarding USDA programs and services. Based on the RMA Regional Offices' LEP Language Access Plans, Korean, Filipino and Mien communities would be targeted AAPI groups.

- NRCS identified programs, services, and/or activities that would have a serious consequence if language barriers prevented a LEP persons' access. As a result, NRCS developed an LEP webpage that includes a list of the foreign languages spoken in NRCS service areas on its LEP webpage. NRCS also plans to translate program/application materials and develop an LEP factsheet that includes the needs and concerns of LEP AAPIs.

- NASS' Special Emphasis Program Managers and State Office Directors worked together to ascertain whether translations were needed for surveys or for data dissemination. NASS brought in several AAPI organizations to help community-based organizations better understand the Census of Agriculture data so that they could effectively communicate the significance of the data to constituencies in their native languages.

- NIFA, NRCS and RD continued to collaborate to support the Hmong Language Media Resource program at Michigan State University, which translated USDA resource material into audio for Hmong populations. Since 90 percent of the Hmong are not English proficient, a hotline and website are also available for non-English speaking Hmong to obtain technical assistance and agricultural training.

Goal 4. ***Comply with federal language access policy pursuant to EO 13166.***

- NRCS finalized its LEP plan. The plan provides guidance on identifying interpreters and translators, as well as the bilingual employees and community volunteers; including languages spoken, competence level, contact information, and hours available. NRCS also designated a National LEP Coordinator and State LEP Points of Contact.

Workforce Diversity

Goal 5. ***Expand federal employment opportunities through increased recruitment, retention, and promotion efforts.***

- Agricultural Marketing Service (AMS) hosted a focus group session for AAPI employees and continued its outreach and recruitment efforts through an ongoing partnership with the University of Maryland-College Park's Asian American Studies Program.

- RMA added a list of Asian American and Native American Pacific Islander Serving Institutions (AANAPISIs) Colleges and Universities with agricultural programs to its educational recruitment List.

- ARS' Office of Outreach, Diversity and Equal Opportunity continued to work with the AAPI Task Force to address underrepresentation of AAPI employees in senior level positions within ARS.

- Many USDA agencies continued to be actively involved with the Federal Asian Pacific American Council (FAPAC), sending employees to the annual FAPAC Leadership Conference to network, develop leadership skills, and recruit potential employees.

- USDA continued to support the Asian American Government Executive Network (AAGEN) by providing meeting space for the AAGEN Senior Executive Development program. Annually, 20 participants are accepted into the program and receives OPM and EEOC assistance. OPM recognizes the AAGEN program as a role model in developing diversity in the workplace.

Capacity Building

Goal 6. ***Improve access to grants, funding programs and services of each agency.***

- National Institute of Food and Agriculture (NIFA) continued to lead USDA in the number and amount of grant awards to AANAPISIs. Over $46 million was awarded to institutions with varying capacity levels including the American Samoa Community College (2-year institution) and the University of Maryland – College Park.

- AMS awarded five Specialty Crop Block Grant (SCBGP) projects to AAPI organizations in FY 2015, totaling over $340,000.

- A team of USDA senior officials from several offices had engagement sessions with the AAPI communities in North Carolina, Texas, and Louisiana. Representatives from OASCR, DM, APHIS, FSA, RD, NRCS, FNS, and the Office of Outreach and Advocacy met with local farmers and shrimpers from the Hmong, Cambodian, and Vietnamese communities. Community leaders assisted in convening the groups where over 50 community farmers attended in Rosharon, TX. Technical assistance was provided to attendees on their registration for SNAP benefits and USDA's Minority Farmer Registry. Vietnamese shrimpers and other members of the fishing community along the coast in Texas and Louisiana also received information on USDA grant and contract opportunities. Interpreters for each of these communities were provided.

- RD made a Rural Community Development Initiative Grant (RCDI) to the Department of Hawaiian Home Lands to benefit Native Hawaiians. The RCDI grant will be used to 1) strengthen the organizational capacity of homestead associations to better management of resources and assets, 2) develop skills within the associations to plan and implement successful projects and 3) better prepare and assist beneficiaries prior to and after receiving an agriculture lease awards.

- Several USDA agencies, including RD, APHIS, and NRCS, supported the National Hmong American Farmers (NHAF) National Conference in April, 2015, in Fresno, CA. NHAF

represents a limited-resource farming community with limited experience accessing government programs in California's agriculture.

Goal 7. ***Increase inclusivity and diversity of USDA grants and loans with respect to AAPI participation.***

- The Farm Service Agency (FSA) entered into an agreement with the Republic of Marshall Islands to extend the popular USDA microloan program to farmers and ranchers of this island nation. Microloans are an important on-ramp to credit for beginning farmers, and the program was established to provide new, small, and traditionally underserved family farming operations with access of up to $50,000 in loans using a simplified application process. An important component of this agreement is partnerships with local businesses and organizations that will serve as direct links between Marshallese farmers and FSA.

- In February 2015, the Office of the Assistant Secretary for Civil Rights (OASCR) met with the AAPI community in Fresno, California. Topics of discussion included options and resources available for small AAPI farmers, the effectiveness of USDA follow-up and outreach, relationships between government agencies and the AAPI community, and the continued drought in California and its impacts on small farmers.

- In August 2015, USDA participated in a workshop in North Carolina hosted by the National Hmong Farmers and Ranchers for approximately 100 Hmong farmers and ranchers to learn about the Rural Energy for America Program (REAP). The workshop supports the USDA Rural Development (RD) Mission Area strategic goals to: 1) create ladders of opportunity for rural Americans with a community economic development approach and targeted investments in high need communities; and 2) advance the bio economy, supporting development of renewable energy, and promoting energy efficiency.

Goal 8. ***Increase AAPI small business access to federal opportunities***

- RD, through its California offices, awarded a Rural Business Enterprise Grant of $79,983 to the California Asian Pacific Chamber of Commerce to help build economic security and sustainable rural communities through small business and economic development technical assistance.

- USDA's Foreign Agricultural Service partnered with the US Department of Commerce's Minority Business Development Agency (MBDA) to identify ways to engage businesses, including AAPI businesses, interested in international trade opportunities.

- To promote farming within the AAPI community, USDA created a short video documentary featuring three AAPI women farmers, highlighting the opportunities and contributions of farming Asian produce.

U.S. Department of Commerce (DOC)

Data Disaggregation

Goal 1. ***Improve and implement uniform data disaggregation practices.***

- The Census Bureau continued to provide annual data for detailed disaggregated Asian subgroups and detailed disaggregated Pacific Islander groups through the American Community Survey (ACS). These critical data provide insights to the demographic, social, economic, and housing characteristics of a myriad of groups in the United States.

- The Census Bureau continued to chair WHIAAPI's Data and Research Interagency Working Group Subcommittee. This subcommittee developed a Best Practices Report documenting opportunities and challenges across the federal government for disaggregating data on the Asian and Native Hawaiian and Other Pacific Islander populations.

- The Census Bureau briefed WHIAAPI staff on the Census Bureau's mid-decade testing of the 2020 Census race and ethnicity questions in the 2015 National Content Test and discussed the relevance of this research for AAPI communities. Census and WHIAAPI met several times to discuss updates on the research and opportunities for engagement with external stakeholders and interested AAPI communities.

- The Census Bureau engaged with a number of external stakeholders and researchers to provide updates on mid-decade testing plans focused on innovative ways to collect detailed disaggregated data for a myriad of communities (e.g. experimental web-based question designs) and how this research aims to elicit detailed disaggregated data for the Asian population and for the Native Hawaiian and Other Pacific Islander population. This engagement included meetings with the Census Bureau National Advisory Committee on Racial, Ethnic, and Other Populations (March 2015), the Congressional Asian and Pacific American Caucus (January 2015), the National Council of Asian Pacific Americans (NCAPA) 2.0 Briefing and 2nd Annual AAPI Data Summit (May 2015), the Native Hawaiian and Pacific Islander Conference on 2020 Census Recommendations (July 2015), and the Native Hawaiian Convention (September 2015).

Language Access

Goal 2. ***Expand limited English proficiency (LEP) programs for AAPIs to improve program delivery.***

- The Census Bureau provided translated in-language brochures in Chinese, Korean, and Vietnamese regarding the ACS.

- The Census Bureau established the Language Working Group on the Census Bureau's National Advisory Committee on Racial, Ethnic and Other Populations with the aim of formulating recommendations to address language access needs (including AAPIs) in the 2020 Census. The working group held monthly conference calls and will provide recommendations to the Census Bureau in 2016.

Workforce Diversity

Goal 3. ***Expand federal employment opportunities through increased recruitment, retention, and promotion efforts.***

- The Minority Business Development Agency (MBDA) added two Asian American staff in 2015. In addition, the agency continued to promote diversity awareness to its employees and managers in an effort to reinforce the importance of equal employment opportunity throughout its workforce and to increase diversity in fellowship and internship programs. MBDA hosted six AAPI interns in the summer of 2015.

Capacity Building

Goal 4. ***Create streamlined processes to ensure appropriate funding opportunities reach the AAPI community.***

- Throughout FY 2015, MBDA continued to build relationships with national AAPI organizations and local governmental agencies to conduct outreach, to offer webinars and training, and to educate the community about different MBDA programs.

Goal 5. ***Strengthen relationship and improve communication and coordination with the Native Hawaiian community.***

- The Honolulu MBDA business center continued to support Native Hawaiian business for access to contract, capital and global markets. It leverages International Trade Administration (ITA) programs and services as well as trade and investment opportunities across the Asia-Pacific region.

Agency Specific

Goal 6. ***Increase the number of small and medium sized firms, including AAPI businesses, that the U.S. Commercial Service assists in exporting.***

- In partnership with ITA, MBDA conducted several Asian American community outreach meetings across the country in 2015, including in Los Angeles, Mobile, Atlanta, Philadelphia, Austin, Cleveland, and Chicago.

- In collaboration with WHIAAPI, which is housed within the Department of Education, ITA, and the U.S. Export-Import Bank, MBDA initiated the "Doing Business in Asia" program and used the trade mission concept to leverage successful AAPI businesses to lead trade promotions to Asia. Two trade missions to China were held in October and November of 2015 to explore clean energy and fashion markets in China.

- In 2015, MBDA continued implementation of a Memorandum of Understanding with WHIAAPI, which is housed within the Department of Education, whereby MBDA will serve as the point of contact for Asian American business advocacy and technical assistance. A senior MBDA staff was assigned to WHIAAPI as a Senior Advisor and Business Liaison to the AAPI Business Community.

- The U.S. Department of Commerce considered AAPI businesses' input on trade policy and conducted outreach to the AAPI business community on trade policy such as the Trans-Pacific Partnership (TPP) by working with the Office of the U.S. Trade Representative. MBDA also led the first Asian Pacific Economic Cooperation (APEC) U.S. Delegation to the Small and Medium Enterprises (SME) Summit to the Philippines in November of 2015.

- In 2015, The MBDA created the "New American Business Boot Camp" model. In collaboration with the U.S. Small Business Administration and other federal agencies within WHIAAPI's Regional Network, the first business boot camp was conducted in August 2015 in Cleveland providing access to multi-level government resources for business development and advocacy for AAPI businesses. Working with AAPI advocacy organizations in the area, in-language support was also provided as appropriate. This concept will be implemented in Minneapolis and Los Angeles in 2016.

U.S. Department of Defense (DoD)

Data Disaggregation

Goal 1. ***Collect and analyze data on DoD's AAPI small business contracting performance.***

- DoD's Office of Small Business Programs (OSBP) continued to perform quarterly data pulls to monitor trends and determine where the AAPI industrial base is strong and where contracting opportunities may exist.

Language Access

Goal 2. ***Conduct outreach activities to promote and make available National Language Service Corps (NLSC) foreign language capabilities to other federal agencies on a reimbursable basis.***

- NLSC exceeded its goals for FY 2015. As of the end of FY 2015, the NLSC increased AAPI-speaking membership overall by 49% to 2,923 members from a starting value of 1,965 at the end of FY 2014, and, in California, by 54% from 481 at the end of FY 2014 to 743 at the end of FY 2015.

Workforce Diversity

Goal 3. ***Encourage leadership commitment to promote and sustain DoD's AAPI diversity effort.***

- The DoD Office of Diversity Management and Equal Opportunity (ODMEO) continued to provide information to senior managers responsible for Equal Employment Opportunity (EEO) and diversity management concerning AAPIs and their participation in DoD programs and opportunities. DoD's Senior Executive Service (SES) appraisal system has been modified to include support of workforce diversity, workplace inclusion, and equal employment policies.

- During AAPI Heritage Month, in collaboration with the Federal Asian Pacific American Council (FAPAC), ODMEO emphasized the exceptional contributions of AAPI military service members and how they serve as role models. A special ceremony was held to honor AAPI Wounded Warriors.

- In addition, ODMEO completed the final year of the pilot Asian American and Native American Pacific Islander-serving Institutions (AANAPISI) initiative, which aims to assist these institutions of higher education in understanding how to obtain critical information necessary to access faculty and student employment opportunities and how to compete successfully in research and development programs that support institutional infrastructure enhancements. To accomplish this, DoD used the AANAPISI assessment tool to obtain information from students, university presidents, administrators, faculty, and others, regarding their needs, challenges, and capabilities. ODMEO utilized social media to provide information and conducted a technical assistance workshop at the University of Guam.

Goal 4. ***Employ an aligned strategic outreach effort to reach AAPI communities, and establish policies and programs to identify, attract, and recruit from a broad AAPI talent pool.***

- ODMEO has sustained relationships with key Asian American and other organizations to enhance the pipeline of available and interested Asian American and other minority candidates for DoD employment. Working with Asian American Government Executives Network (AAGEN) and FAPAC, DoD continued to work to identify a diverse group of individuals with the potential to be DoD managers and Senior Executives, and make DoD leadership aware of those individuals. One such collaboration with AAGEN identified and trained potential candidates for executive positions and recognized AAPI executives.

Goal 5. Develop, mentor, and retain top talent from across the total force.

- The DoD Mentoring Portal is in the final stages of development with an expected launch by the end of the second quarter of FY 2016. The portal will promote individual and organizational awareness of the benefits of mentoring by providing, among other things, an on-line repository of mentoring resources to promote and support a "mentoring culture" in DoD. In addition to providing information to DoD Components that will help them to develop, enhance, manage, and evaluate their organizational mentoring efforts, the portal will provide resources for prospective mentors and mentees, including explaining how to obtain a mentor, how to be a mentee, and the various forms of mentoring relationships.

Capacity Building

Goal 6. ***Improve access to contracts.***

- The Office of Defense Procurement and Acquisition Policy (DPAP) conducted a review of the AAPI contract award annual dollar amounts from 2009 through September 2015. DPAP also compared AAPI contracts to non-AAPI contracts. There are no noticeable trends in purchases from AAPI-owned businesses. The percentage of awards and total dollars obligated for awards to AAPI-owned businesses is consistent with purchases made from non-AAPI small businesses.

Goal 7. ***Increase AAPI small business awareness of DoD procurement and contracting opportunities and increase AAPI-owned businesses contracting or subcontracting with agency.***

- OSBP representatives continued to engage AAPI small businesses at various events sponsored by chambers of commerce, industry groups, and trade associations, including the National 8(a) Winter Conference, the Native Hawaiian Organizations Association's 1st Annual Business Summit Conference, CelebrAsian, and the Minority Chamber of Commerce Leadership Summit.

- OSBP continued work to develop a tool that will support forecasting of DoD contracting opportunities, enabling AAPI and other small businesses to gain greater awareness of those opportunities and contractual requirements.

Goal 8. ***Increase DoD staff awareness of capabilities of AAPI small businesses.***

- OSBP finalized requirements for version 1.0 of a market research tool that will enhance market research capabilities and industry engagement. A prototype is in development, with deployment expected in FY 2016.

Goal 9. ***Strengthen relationship and improve communication and coordination with Native Hawaiian communities.***

- DoD continued to follow its policy that requires consultation with Native Hawaiian organizations if a DoD activity may affect a property or place of traditional religious and cultural importance to Native Hawaiians. DoD also continues to actively participate in the Native Hawaiian Federal Interagency Working Group and the Advisory Council on Historic Preservation.

Agency specific

Goal 10. ***Ensure that Service members who transition from military service have necessary access to services (e.g., education and employment) and opportunities that will assist in their transition to civilian life.***

- As part of the discharge process, Service members are required to complete the Transition Assistance Program (TAP). They receive pre-separation counseling, participate in a Department of Labor Employment Workshop, and receive Department of Veterans Affairs (VA) Benefits and the Disabled Transition Assistance Program (DTAP) briefings. This is a continuing DoD activity.

- The Office of the Under Secretary of Defense for Personnel and Readiness continues to conduct regularly scheduled meetings (usually monthly) of principals of the DoD, the Department of Education, and the Department of Veterans Affairs to address mutually supportive issues. These meetings directly support legislation on the Veterans' Employment Initiative.

Goal 11. ***Guam base expansion***

- Completed Socioeconomic Impact Assessment Study in December 2014.

U.S. Department of Education (ED)

Data Disaggregation

Goal 1. ***Disaggregate AAPI data beyond OMB Directive 15.***

- Following a Department of Education commitment to evaluate internal ED grant programs that had the potential for incentivizing data disaggregation, ED decided to move forward to publish a grant program for this purpose.

- The Department of Education published a grant program (D2) incentivizing data disaggregation of AAPIs. D2 provides an estimated $1,000,000 in funds and it awards grants to State Educational Agencies in consortia with Local Educational Agencies to obtain and evaluate disaggregated data on AAPI subpopulations beyond the existing seven racial and ethnic categories within the school community. The disaggregated data will be used to identify targeted strategies for closing educational opportunity gaps.

Language Access

Goal 2. ***Expand limited English proficiency (LEP) programs for AAPIs to improve program delivery.***

- As part of the National Professional Development grant program, the Office of English Language Acquisition reached out to AANAPISIs for training for pre-service and in-service teachers working with English Language Learners.

- The Office of Career, Technical, and Adult Education (OCTAE) launched the Literacy Information and Communication System Learner Center, which helps connect AAPI learners to free online resources to learn English, enhance job skills, provide information on how to become a US citizen, etc. OCTAE will work with WHIAAPI to disseminate the Learner Center via GovDelivery and social media.

Capacity Building

Goal 4. ***Improve access to grants, funding programs and services of each agency.***

- OCTAE conducted an Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI) Community of Practice webinar, where three AANAPISIs stepped forward to lead a community of practice.

- Following the Government Performance Results Act, OCTAE collected performance measures data from the Native Hawaiian Career and Technical Education Program (NHCTEP) to be entered into ED's Visual Performance Suite database. This data will be used to evaluate the overall effectiveness of NHCTEP projects and reporting for program assessment.

Agency specific

Goal 5. ***Incorporate AAPI needs into ongoing bullying prevention strategies.***

- The AAPI Bullying Prevention Taskforce collected statistics from various reports regarding AAPI students being bullied. The Taskforce also conducted an information survey of AAPI groups nationwide, which will be incorporated into the Taskforce's report.

- The "Act to Change" campaign translated information about bullying from StopBullying.gov in AAPI languages.

U.S. Department of Energy (DOE)

Workforce Diversity

Goal 1. ***Foster the recruitment, career development, and advancement of AAPIs in DOE.***

- During FY15, DOE participated in 31 professional conferences, university career fairs, and information sessions.

- There were 131 Career Pathways new hires, in which AAPIs represented 9.4% of the intern hires; 7.5% of recent graduate hires; and 17% of the Presidential Management Fellows hires.

- The Asian American Pacific Islander Network assisted DOE in sponsoring 30 DOE employees to attend the 2015 Asian American Government Executive Network Leadership Workshop in June 2015.

Capacity Building

Goal 2. ***Increase outreach to AAPI small business owners on DOE and DOE related contracts.***

- In February 2015, DOE's Office of Small and Disadvantaged Business Utilization (OSDBU) participated in a business matchmaking event for the U.S. Pan Asian Chamber of Commerce in McLean, VA.

Goal 3. ***Increase capacity to conduct more reliable data collection.***

- DOE compiled the FY 2014 Annual Report on Agency Actions to Assist Minority Serving Institutions, including Asian American and Native American Pacific Islander-Service Institutions (AANAPISIs). The Department continues to review its data collection processes to increase accuracy and frequency of reported financial assistance awards.

Goal 4. ***Establish public-private partnerships with foundations, colleges, universities, or private entities around DOE programs.***

- DOE partnered with various entities to promote the Minorities in Energy Initiative, which seeks to encourage minorities, including AAPIs, to pursue energy careers.

Goal 5. ***Increase AAPI small business access to federal opportunities.***

- In June 2015, OSDBU attended the "Celebration Procurement Opportunity Conference 2015" in June 2015 in Maryland, and hosted its 14th Annual Small Business Conference in Arizona.

Data Disaggregation

Goal 1. ***Increase the capacity to collect more reliable health data and conduct research for Asian Americans, Native Hawaiians and Pacific Islanders (AANHPIs) to better describe and understand the needs of the population, consistent with section 4302 of the Affordable Care Act (ACA): Understanding Health Disparities: Data Collection and Analysis.***

- The Substance Abuse and Mental Health Services Administration's (SAMHSA) released a publication titled *Racial/Ethnic Differences in Mental Health Service Use among Adults* in February 2015 based on data from the SAMHSA National Survey on Drug Use and Health questionnaire that includes two categories added in 2013, *Guamanian or Chamorro* and *Samoan*, under the "Asian" response option.

- The Health Resources and Services Administration (HRSA's) Bureau of Primary Health Care conducted a patient experience survey, the Health Center Patient Survey, of more than 7,000 health center patients. The survey was implemented in Vietnamese, Korean, and Chinese, in addition to English and Spanish. The public use file is anticipated to be available in 2016.

- In summer 2015, the Centers for Medicare & Medicaid Services (CMS) released a data brief titled *Medicare Health Outcomes Survey Data Brief: Asian Americans and Pacific Islanders*, which analyzed 2014 health outcomes and quality of life data for AANHPI Medicare beneficiaries collected by the nationally-representative Medicare Health Outcomes Survey.

Goal 2. ***Improve the collection, reporting, and disaggregation of data on the AANHPI population to reflect the HHS standards for data collection, analysis and reporting of racial and ethnic data.***

- The Centers for Disease Control and Prevention (CDC) continued to oversample Asian Americans in its National Health Interview Survey. In 2013, the National Center for Health Statistics (NCHS) at the Centers for Disease Control and Prevention (CDC) and the HHS Office of Minority Health (OMH) jointly announced a project aimed at improving health data collection for the Native Hawaiian and Pacific Islander (NHPI) population. The project uses the nation's largest in-person household health survey, the National Health Interview Survey (NHIS), to collect detailed health information on NHPIs throughout the country. The project commenced on February 1, 2014, in Hawaii and on March 1, 2014, in the rest of the U.S. NCHS completed data collection in November 2014. Currently, NCHS is processing and assessing quality of data collected. NCHS anticipates releasing the data in 2016. In FY 2015, CDC's National Center for Health Statistics continued extensive outreach efforts with Asian community leaders in survey locations with high Asian populations to encourage participation in the National Health and Nutrition Examination Survey. Data files were released in October 2015 for data collection from the 2013-2014 survey cycle.

- CMS designed and pilot-tested a strategy for oversampling Asian beneficiaries for inclusion in the national-representative Medicare Current Beneficiary Survey. The goal of this effort is to add approximately 470 additional Asian beneficiaries to the survey sample each year for four years.

Language Access

Goal 3. ***Expand translation capacity to additional languages for consumer resources.***

- CMS released new translations of the *Coverage to Care (C2C) Roadmap to Better Care and a Healthier You* booklet and additional C2C consumer tools in six new languages, including Chinese, Vietnamese, and Korean. CMS worked with community organizations to ensure the new products were culturally and linguistically appropriate.

- The Food and Drug Administration (FDA)'s Center for Drug Evaluation and Research, Office of Communications, facilitated translations of the *Medicines in My Home* educational slides into Chinese, Cambodian, Thai, Vietnamese, and Korean. This multimedia educational program teaches consumers how to choose over-the-counter medicines and use them safely.

- FDA's Office of Women's Health offered consumer health publications in 13 Asian languages. Recently, an osteoporosis fact sheet was translated into Korean and Chinese and a mammography fact sheet was translated into Korean and Tagalog.

Goal 4. ***Ensure HHS programs and services are in compliance with statutory and regulatory obligations to provide meaningful access to programs to individuals with limited English proficient (LEP) and are consistent with the HHS Language Access Plan.***

- The HHS Language Access Steering Committee (Steering Committee) added civil rights compliance language to all future grant and funding opportunity announcements. The Steering Committee anticipates that adding civil rights compliance language to FOAs will help make recipients of HHS financial assistance more aware of and more compliant with their obligations to provide language assistance services to LEP persons.

Workforce Diversity

Goal 5. ***Promote outreach and efforts to promote a diverse workforce and leadership in public health.***

- In FY 2015, the Office of Minority Health awarded approximately $6.3 million in grant awards to 14 entities to support the National Workforce Diversity Pipeline Program, a program designed to address health disparities among racial and ethnic minorities by cultivating minority and disadvantaged high school students' awareness and pursuit of the areas of health care and behavioral health. One of the grant recipients is the University of Hawaii, whose program "Hawaii Pipeline" will utilize the Area Health Education Center in Hawaii to create a Hawaii PreHealth Careers Corps and a Distributed Learning Network Program to teach students skills for career, college, and lifelong success.

- The HHS Office of Human Resources signed a memorandum of understanding with the Asian American Government Executives Network to facilitate a more effective use of information and communication to create meaningful solutions which promote equal access to employment opportunities at HHS.

Goal 6. ***Increase the capacity of community-based organizations to provide culturally and linguistically competent behavioral health services.***

- SAMHSA provided *Wellness Coach* training to 15 individuals representing six community-based organizations serving the AANHPI population to work with community members, who are often isolated due to cultural and language barriers, to help them take an active role in improving their health by reducing stress, improving diet and exercise, learning important self-care skills, and building personal resiliency by addressing physical, mental, and spiritual needs.

Capacity Building

Goal 7: ***Implement policy and environmental change to enhance prevention and control of chronic disease and associated risk factors among program participants of the Racial and Ethnic Approaches to Community Health (REACH) program.***

- In 2015, CDC's REACH program provided approximately 925,000 Asian Americans, Native Hawaiians, and Pacific Islanders with new opportunities to make healthy choices. This was an increase from 267,000 individuals from March 2014.

Goal 8. ***Increase awareness of and access to funding opportunities from HHS and other federal agencies through provision of technical assistance.***

- In FY 2015, the Office of Minority Health Resource Center (OMHRC) launched the Higher Education Technical Assistance Project to provide additional support to institutions of higher education (IHE) to strengthen their skills in coalition building with community partners, financial management, evaluation, and resource development. OMHRC conducted five regional training seminars, including one focused on AANHPI research and community engagement for IHE staff.

Goal 9. ***Enhance federal interagency coordination and leveraging of federal programs and other resources.***

- OMHRC co-sponsored the Micronesian Youth Services Network conference in Palau in March 2015 in partnership with The Network, a non-profit regional organization whose mission is to support, promote, and strengthen youth programs and services throughout Micronesia.

Goal 10. ***Increase investment and access to resources that support AANHPI community development*****.**

- In May 2015 HRSA awarded a New Access Point grant in the amount of $692,067 to the Department of Health Services in Kosrae, Federated State of Micronesia, to increase access to care for approximately 1,800 new patients.

- In FY 2015, the Administration for Children and Families' Administration for Native Americans awarded Pacific Islander-serving organizations five new grants totaling $2.5 million and 16 continuing grants totaling $5.5 million for an overall total of $8 million.

- The FDA's Center for Tobacco Products funded five research projects that included Asian Americans, Native Hawaiians, and Pacific Islanders as populations of interest in the studies to examine consumers' response to tobacco marketing, tobacco use patterns, and tobacco-related health outcomes.

Agency Specific

Goal 11. ***Increase capacity of community-based organizations that advocate for programs for early detection and prevention of hepatitis B virus (HBV) infection in medically underserved AANHPI communities.***

- The CDC's *Know Hepatitis B* campaign disseminated materials in English, Chinese (Mandarin and Cantonese), Korean and Vietnamese to media outlets nationwide. Basic HBV information is available in Burmese, Hmong, Khmer, and Lao.

- FDA's Los Angeles District and community partners created a series of digital stories focused on HBV screening, safe medicine use, and health fraud. Each story is in one Asian language (Chinese, Thai, Vietnamese, or Korean) and English. The digital stories were distributed to various community health clinics.

- The National Institute on Minority Health and Health Disparities, at the National Institute of Health, provided funding support for two HBV grants in the AANHPI community.

Goal 12. ***Improve the integration of behavioral health and primary care delivery systems in order to address mental health and substance use disorders, including among AANHPIs.***

- During the period of January to June 2015, SAMHSA's Garrett Lee Smith Suicide Prevention grantee in Guam offered capacity building activities to prevent suicide, conduct early invention, and refer persons at-risk to treatment.

- In FY 2015, a new grantee, the Hawaii State Department of Health in Honolulu, was awarded SAMHSA's Primary and Behavioral Health Care Integration (PBHCI) grant. In Colorado, the Aurora Comprehensive Community Mental Health Center (CMHC) used PBHCI funds to support their Colorado Refugee Wellness Center. Their center has served refugee populations from Iraq, Bhutan, Burma, Afghanistan, Jordan, Lebanon, China, and North Korea.

U.S. Department of Housing and Urban Development (HUD)

Data Disaggregation

Goal 1. ***Disaggregate AAPI data beyond OMB Directive 15.***

- In 2015, the American Housing Survey (AHS) collected Asian subgroup data that will be publically available in the summer of 2016.

- In FY 2016, the Low Income Housing Tax Credit Tenant Data collection form will be revised to facilitate collection of AAPI subgroup data.

Language Access

Goal 2. ***Expand limited English proficiency (LEP) programs for AAPIs to improve program delivery.***

- In FY 2015, HUD's Office of Fair Housing & Equal Opportunity (FHEO) expanded its limited English proficiency (LEP) services to include on-site oral interpretation, Braille, American Sign Language, voice overlay, and video subtitling. In addition, FHEO translated 164 documents in AAPI languages, provided 2 on-site oral interpretation services in AAPI languages and is better advertising its language access services through new posters displayed in all HUD field offices.

- In FY 2015, HUD's Office of Fair Housing & Equal Opportunity assisted 2,188 HUD employees in their telephonic communication with LEP individuals, and rolled-out a HUD-wide "HUD Speaks" LEP training to HUD's Office of Multifamily Housing.

Workforce Diversity

Goal 3. ***Expand federal employment opportunities through increased recruitment, retention, and promotion efforts.***

- HUD's Office of Departmental Equal Employment Opportunity (ODEEO) actively promotes internal and external career development and training opportunities to HUD's AAPI Affinity Group contacts for distribution. Additionally, ODEEO extracted workforce profile data on grade levels GS 14's and 15's to HUD's AAPI Affinity Group to help identify and encourage highly qualified AAPI applicants to apply for the Senior Executive Service (SES) Candidate Development Program.

- In 2015, ODEEO held an Equal Employment Opportunity and Diversity Conference. The conference focused on bringing together Federal-wide practices which best promote and produce a diverse and inclusive workforce.

Capacity Building

Goal 4. ***Improve access to grants, funding programs and services of each agency.***

- HUD joined WHIAAPI's Hawaii Regional Network at an event titled, "Enabling, Empowering, and Educating a Strong Workforce within Hawaii's COFA communities." This event focused on increasing access to federal and state resources to enable members of Hawaii's COFA communities to obtain employment.

- HUD joined the President's Advisory Commission on AAPIs for a community listening session on the following issues: economic development/housing; education; bullying; civil rights; effects of climate change; immigration; health (including mental health); veteran affairs; and women's and workers issues.

- HUD met with WHIAAPI and the National Coalition on Asian Pacific American Community Development on disaggregation of AAPI data, affirmatively furthering fair housing (AFFH), housing counseling, and access to credit for AAPIs.

- HUD Secretary Castro met with Members of the Congressional Asian Pacific American Caucus (CAPAC) to discuss the Members' top housing issues they are seeing in their communities.

- HUD Deputy Secretary Coloretti met with the National Coalition Asian Pacific American Community Development's fellows to hear about issues facing AAPI communities all over the country, including Philadelphia, Seattle, San Francisco, New York City, Portland (Oregon), and the Marshall Islands.

U.S. Department of Justice (DOJ)

Data Disaggregation

Goal 1. ***Explore improving data access and analysis on hate crimes against AAPIs.***

- The Criminal Justice Information Service of the FBI (CJIS) designated DOJ's Community Relations Service (CRS) as a resource for training on cultural competency regarding Arab, Muslim, Sikh and Hindu trainings. CRS provided cultural and religious competency trainings regarding Arab, Muslim, and Sikh communities to law enforcement in 13 states across the country, and is developing similar training regarding Hindu communities.

Goal 2. ***Explore how data collection on hate crimes by local, state, tribal, and federal law enforcement to the Uniform Crime Reporting Program can be improved.***

- CRS partnered with the FBI Uniform Crime Reporting (UCR) Program and is listed as a subject matter expert on Arab, Muslim, Sikh, Hindu and transgender training for law enforcement. With DOJ's Civil Rights Division and the FBI, CRS has conducted nationwide trainings for law enforcement designed to address growing interest by municipalities to prevent flashpoints resulting from high-profile community tension.

- The FBI UCR Hate Crime Statistics Program combined the Race and Ethnicity categories to include the Anti-Arab bias motivation and renamed the category Race/Ethnicity/Ancestry.

- The FBI.gov website posted the Hate Crime Data Collection Guidelines and Training Manual on February 27, 2015, and an e-mail containing a link to the manual was disseminated to all UCR stakeholders. UCR Training staff held various training sessions across the country.

- During 2015, the UCR Hate Crime Statistics Program participated in five DOJ sponsored Hate Crime Seminars featuring Judy and Dennis Shepard of the Matthew Shepard Foundation as the keynote speakers. These seminars/trainings were held in Sacramento, California; Biloxi, Mississippi; Salem, Oregon; Kansas City, Kansas; and Sunrise, Florida.

Language Access

Goal 3. ***Participate in efforts to develop enhanced translation and interpretation services for federal agencies.***

- DOJ participated in creating video training vignettes designed to benefit Limited English Proficient (LEP) members of the AAPI community by informing front line and other federal employees of language access best practices, and unveiled and distributed to key Executive Branch leaders the vignettes at a roll out event held on April 23, 2015 in the Attorney General's Conference Center at DOJ. On August 6, 2015, the Principal Deputy Assistant Attorney General for Civil Rights published a blog post entitled "Communicating with Persons with Limited English Skills: A 'How To' Video," urging federal agencies and language access stakeholders to utilize the video training vignettes and other resources available on LEP.gov to recommit to and strengthen language

access efforts, and to work toward a degree of uniformity across the federal community in delivery of services.

- The Departmental initiative to implement and improve language access policies and services has resulted in several successes, including a telephonic interpretation contract used to effectively assist LEP individuals during in-person meetings as well as during telephone conversations; the appointment of a language access coordinator in several Departmental components; creation of intranet web pages for employees on accessing language services; training for immigration court personnel at the Executive Office for Immigration Review on interpretation issues; and increased assessment of bilingual employees who volunteer to undergo rigorous standardized assessment of their non-English language skills according to the Interagency Language Roundtable (ILR) scale. Individuals scoring at certain levels on the FBI-administered ILR assessments may be used for select official functions on a voluntary basis, helping to ensure accuracy in Departmental communication with LEP victims and witnesses.

Goal 4. ***Assist efforts to increase access for individuals with limited English proficiency to federal resources.***

- In October 2014, Federal Coordination and Compliance Section (FCS) staff, together with several Assistant United States Attorneys, trained personnel from United States Attorney's Offices (USAO) around the country on USAO language access responsibilities, both with respect to their own operations, as well as with respect to the operations of state and local partners such as police departments, courts and jails.

- In November 2014, FCS staff trained staff from the Criminal Section of the Civil Rights Division on ensuring language access in Criminal Section cases and matters, which include a substantial docket of human trafficking investigations and hate crimes. These activities assist LEP members of the AAPI community by providing federal agency personnel key information to help uncover crimes and instances of discrimination against LEP individuals.

- In May 2015, the Civil Rights Division released national maps displaying the concentration and languages spoken by LEP persons who speak Asian languages. These maps highlight California, Texas, New York, New Jersey and Illinois as the states with the largest number of LEP persons who speak Asian languages. Understanding the magnitude and mix of languages spoken by the AAPI LEP community helps local, state, and federal agencies and other stakeholders tailor programs and activities to all members of the community.

Workforce Diversity

Goal 5. ***Promote participation in fellowship, internship, and work study programs, including OPM's Pathways Programs, to eligible candidates, including AAPI candidates.***

- DOJ continued to conduct AAPI outreach and recruitment to raise awareness about DOJ careers and employment opportunities, including attending the Conference on Asian

Pacific American Leadership Annual Career Fair, the Organization of Chinese Americans, the Federal Employee Conference, and the National Asian Pacific American Bar Association.

Goal 6. ***Broaden pipeline of applicants to managerial and SES positions.***

- DOJ announced its ninth Leadership Excellence and Achievement Program (LEAP) class on April 25, 2016. Selections for this class will be confirmed in August 2016. The Department maintained an updated section on Senior Executive Service (SES) Candidate Development Programs on its diversity intranet site, and promoted that resource to all employees.

- During FY 2016, 34 DOJ employees from across 8 DOJ Components are participating in the *Department of Justice Formal Mentoring Program,* a 10-month program involving mentor/protégé pairs from diverse backgrounds, geared toward developing and retaining a cadre of high-performing professionals.

Goal 7. ***Ensure responsibility of workforce diversity, inclusion and equal employment opportunities in all levels of the federal government.***

- DOJ, through its Diversity Management Initiative, maintains a requirement that all DOJ managers and supervisors complete one hour of diversity training each calendar year. To track training participation, DOJ established a registration process via the LearnDOJ learning management system, whereby DOJ managers and supervisors who attend these programs can receive credit for fulfilling the annual diversity training requirement.

Capacity Building

Goal 8. ***Improve access to grant funding for organizations serving constituent communities, including AAPI communities.***

- In FY 2015, the Office of Violence Against Women (OVW) awarded funding to 20 organizations focused on services to AAPI communities. Additionally, the Office of Justice Programs (OJP) awarded 60 grants to 28 entities focused on services to AAPI victims or service areas that include primarily AAPI communities.

Goal 9. ***Protect the civil rights of vulnerable women, including those in AAPI communities.***

- OVW's grants to the organizations referenced above additionally benefitted vulnerable women, including 4 Legal Assistance for Victims grants specifically serving AAPI victims.

- OVW supported 28 trainings focused on improving assistance for immigrant survivors, including those in AAPI communities, of domestic violence, dating violence, sexual assault, stalking and trafficking.

Goal 10. ***Strengthen relationship and improve communication and coordination with the Native Hawaiian community.***

- Of the 60 grants OJP awarded to grantees serving AAPI constituent communities, 24 grants were awarded to Hawaii to support public safety, criminal and juvenile justice system activities and programs, and victim services.

Goal 11. ***Increase small business access to federal opportunities.***

- In FY 2015, OJP awarded two contracts to the Asian-Pacific American Owned socioeconomic group totaling $78,494.48.

Agency specific

Goal 12. ***Protect the civil rights of vulnerable AAPI immigrant populations.***

- The Community Oriented Policing Services Office provided funding and programmatic support to awardee, Asian Media Access, Inc. (AMA), to develop and deliver training for AAPI communities and law enforcement. As of April 2015, AMA completed the delivery of six regional one-day instructor-led trainings on *Introduction to Community-Police Strategies to AAPI Community* on how to collaborate with law enforcement and other authorities in reporting suspicious house parties and drug selling, understanding community policing, and AAPI cultural implications of Meth usage.

Goal 13. ***Protect the civil rights of vulnerable AAPI workers.***

- From October 2014 through September 2015, the Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC) in the Civil Rights Division conducted 138 outreach sessions that targeted immigrant advocates, legal services providers, workers, and worker advocates.

U.S. Department of Labor (DOL)

Data Disaggregation

Goal 1. ***Disaggregate AAPI data beyond OMB Directive 15.***

- The Bureau of Labor Statistics added a variable for seven Asian subgroups (Asian Indian, Chinese, Filipino, Japanese, Vietnamese and Other Asian) to the American Time Use Survey (ATUS) public use files. This variable was fully phased in the 2015 ATUS public use files and appears in all records now.

- In August 2014, the Department released a report entitled "The Economic Status of Asian Americans and Pacific Islanders in the Wake of the Great Recession" that included unemployment rates and other labor force statistics and characteristics for AAPI subgroups. Deputy Secretary Lu participated in a press call with U.S. Representatives Grace Meng (NY-6) and Judy Chu (CA-27) to highlight the report's release.

Language Access

Goal 2. ***Expand limited English proficiency (LEP) programs for AAPIs to improve program delivery.***

- DOL's Civil Rights Center (CRC) met their goal in improving access in alternative languages. CRC doubled the number of languages, from five to 10, in which its external complaint form is available, including Korean and Tagalog.

- The Wage and Hour Division (WHD) developed a translated publication entitled "We Can Help", which provides an overview of the laws administered by the agency. The booklet has been translated into six AAPI languages (Vietnamese, Korean, Chinese, Thai, Hmong, and Tagalog) and more translations are in progress.

- DOL translated the executive summary of the report, "First Report of Vulnerable Workers Project", into eight AAPI languages: Bengali, Chinese (simplified and traditional), Hindi, Korean, Tagalog, Urdu, and Vietnamese. This report was prepared and published by the Vulnerable Workers Project (VWP) Interagency Working Group which focuses on employment and labor issues encountered by vulnerable AAPI workers plus aims to educate these workers about their federal civil rights and labor protections. The Working Group consists of representatives from several DOL agencies, Department of Justice, the Equal Employment Opportunity Commission, and the National Labor Relation Board.

- The Office of Federal Contract Compliance Programs (OFCCP) conducted a LEP survey of its 53 district and regional offices to assess their language needs. The survey focused on, among other things, the frequency of alternate languages encountered, the resources needed to meet language demand, and existing language capabilities of each district and regional office. The survey results revealed that Chinese and Vietnamese were the most frequently encountered AAPI languages along with Hmong and Tagalog. OFCCP also added an addendum to its existing Blanket Purchase Agreement for

language services by incorporating 24/7 language translation/interpretation service to enhance the service to those who contact the agency for assistance.

Workforce Diversity

Goal 3. ***Expand federal employment opportunities through increased recruitment, retention, and promotion efforts.***

- The Human Resource Center (HRC) partnered with Business Development Assistance Group, Inc. to provide information, technical assistance and training to AAPI communities. The trainings focused on the Federal Hiring Process. In addition, HRC continues to provide all current and former AAPI partners with listings of DOL vacancies.

- HRC works closely with the Asian American Government Executive Network (AAGEN) to promote opportunities in the Senior Executive Services (SES) Development Program. SES vacancy announcements are sent to the Office of Diversity and Inclusion and shared with various AAPI organizations. Notably, two DOL employees were accepted into the AAEGN SES Development Program.

- HRC's Office of Diversity and Inclusion worked closely with the Department's Asian Pacific American Council to promote events during Asian Pacific American Heritage Month. Several regions hosted events to increase awareness and provide employment opportunities.

Capacity Building

Goal 4. ***Improve access to grants, funding programs and services of each agency.***

- The Occupational and Health Safety Administration (OSHA) conducted 122 outreach events and educational presentations, providing information and compliance assistance to employers, workers, community organizations, industry associations, and other AAPI stakeholders across the country. As a result, OSHA reached over 37,300 AAPI individuals on occupational safety and health and worker rights issues.

- The Employment and Training Administration (ETA) officials met with representatives from the National Coalition for Asian Pacific American Community Development in Washington, DC to discuss how member organizations can engage and partner with the public workforce system and ETA grant programs.

- The Women's Bureau conducted 20 outreach activities focused on the AAPI community, including roundtables with the Regional Network of WHIAAPI and an educational workshop on AAPI demographic trends. To raise awareness about the demographic trends occurring among the AAPI community, the San Francisco region hosted a cultural competency workshop in collaboration with Asian Americans Advancing Justice and the Asian & Pacific Islander American Health Forum targeting government agencies and local leaders to better inform their outreach efforts and build relationships among AAPI community leaders.

- The Wage and Hour Division conducted 88 AAPI outreach events and presentations nationwide, providing valuable information and compliance assistance to employers, employees, community organizations, industry associations and other AAPI stakeholders.

Agency specific

Goal 5. ***Support the Federal Interagency Vulnerable Workers Project***

- OSHA was an active participant in the Federal Interagency Vulnerable Workers Project to (1) gather information about the specific employment and labor issues that the AAPI workforce encounter in high-risk and low wage industries; (2) educate AAPI communities about their federal civil rights and labor protections; and (3) operationalize the information obtained in the listening sessions into strategic enforcement and policy priorities of the federal agencies.

U.S. Department of State (DOS)

Data Disaggregation

Goal 1. ***Facilitate data access, analysis, and disaggregation metrics related to AAPI population and participation-level in Department programs.***

- In FY 2014, DOS' Bureau of Educational and Cultural Affairs (ECA) awarded $18,030,004 in individual and institutional support to 80 AANAPISIs and their students, faculty and administrators. ECA funding for AANAPISIs in FY 2014 increased by $814,374 or 4.7% over the FY 2013 funding level. Pending funding levels, the Department hopes to see an increase in funding for this constituency and in the number of AANAPISIs and AAPI participants engaged in ECA exchange programs.

- DOS' Office of Civil Rights (S/OCR) produced quarterly diversity dashboards, which illustrate the Department's workforce demographics. Additionally, S/OCR, in collaboration with the Bureau of Human Resources, is working with the Quadrennial Diplomacy and Development Review data hub team to improve coordination and synchronization of diversity data disaggregation and analysis, with the view towards improving the Department's capacity to further examine the representation and participation of underrepresented employees, including AAPIs.

Workforce Diversity

Goal 2. ***Establish a robust set of diversity-related initiatives/events at the Department.***

- In 2014 and 2015, the Department, in collaboration with AAPI-related Employee Affinity Groups, coordinated a number of diversity related events and initiatives, including the following:
    - February 24, 2014: Asian American Foreign Affairs Association (AAFAA) hosted a brown bag workshop featuring Acting Director General Hans Klemm, on the topic of "Demystifying the Deputy Chief of Mission Selection Process."
    - April 11, 2014: Office of Civil Rights (S/OCR) Director John Robinson hosted a two hour workshop on decision making for AAFAA and South Asian American Employee Association (SAAEA) members as a professional development opportunity.
    - May 19, 2014: SAAEA hosted a panel discussion on diversity and professional development featuring Thomas Shannon, Counselor to the Secretary.
    - May 20, 2014: The Office of Civil Rights (S/OCR), in collaboration with AAFAA & SAAEA, co-hosted a Department-wide AAPI commemorative month event featuring Political-Military Bureau Assistant Secretary Puneet Talwar.
    - June 25, 2014: SAAEA hosted their 5th Anniversary Cultural Diversity Celebration featuring Ambassador Asif Chaudhry, Foreign Policy Advisor to the Chief of Naval Operations at the Pentagon, Thomas Shannon, Counselor to the Secretary, and Associate Director of the Office of Civil Rights, Janice Caramanica.
    - December 4, 2014: AAFAA hosted an Ambassadorial Advice workshop featuring Ambassador Donald Lu and Ambassador Designate Robert Yamate.

- May 18, 2015: The Office of Civil Rights (S/OCR), in collaboration with AAFAA & SAAEA, co-hosted a Department-wide AAPI commemorative month event featuring U.S. Congressman Ami Bera and other Department officials.
- July 22, 2015: AAFAA hosted an informational session featuring principals from various bureaus for members interested in exploring employment opportunities in bureaus such as Western Hemisphere Affairs, European and Eurasian Affairs, East Asian and Pacific Affairs, and International Narcotics and Law Enforcement.
- In both 2014 and 2015, S/OCR in collaboration with the Bureau of Public Affairs, collected photos and biographical information of AAPI employees, which were then featured on the Department's external webpage in observance of AAPI month. The purpose of this ongoing initiative is to celebrate the strength of the Department's diversity.

Capacity Building

Goal 3. ***Cultivate AAPI relationships within the Department and U.S. Government-at-large, with AAPI diaspora, emerging leaders, and force multiplying networks.***

- In 2014-2015, the Department, in collaboration with AAFAA and SAAEA, worked to actively strengthen collaborations with the AAPI community through a number of events and initiatives. Participants included S/OCR Director John Robinson, Smithsonian curator Dr. Masum Momaya, author Helen Wan of *The Partner Track*, and Ravi Chaudhary, member of the President's Advisory Commission on Asian Americans and Pacific Islanders.

- In FY 2014, ECA continued to ramp up its efforts to increase the level of engagement with the AAPI community, including the level of financial support awarded to students and faculty from or hosted by Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs) and AANAPISIs themselves. ECA has done so by cultivating relationships with various organizations and participating in various outreach initiatives. For example, in FY 2014, ECA participated in a panel presentation on Fulbright opportunities at the Asian American Pacific Islander American Scholarship Fund Summit, in Washington, DC.

U.S. Department of Treasury (DOT)

Language Access

Goal 1. ***Improve delivery of services to LEP individuals who seek access to Treasury programs and services.***

- The Internal Revenue Service's Small Business/Self Employed (SB/SE) Division has established partners that regularly receive SB/SE resource material through routine email distribution lists. SB/SE made outreach efforts to thirteen new AAPI stakeholder partners during eight AAPI outreach events.

- The Financial Crime Enforcement Network (FinCEN) provides quick reference guides to Money Services Businesses (MSBs) regarding Bank Secrecy Act requirements, reporting suspicious activity, and Money Laundering Prevention. These guides are now available in eight different languages, including Vietnamese and Chinese.

Workforce Diversity

Goal 2. ***Expand federal employment opportunities through increased recruitment, retention, and promotion efforts.***

- The Office of the Comptroller of the Currency recruited from four AANAPISIs as part of its Entry-Level Bank Examiner Recruitment Program, and sought additional sources for recruitment through NACELink OneStop, with over 150 schools (including minority-serving institutions).

Capacity Building

Goal 3. ***Improve access to grants, funding programs and services of each agency.***

- In 2015, the Community Development Financial Institutions (CDFI) Fund held several training and technical assistance sessions for Native communities, including Native Hawaiian communities, to foster growth and stability, and to enhance their ability to deliver financial services to these groups. The CDFI Fund conducted three technical assistance/outreach sessions with 10 AAPI community organizations. Under the FY2015 funding round of the CDFI Fund, one award was made to a Hawaiian CDFI for $400,000, and under the FY2015 funding round of the Native CDFI Fund, three awards were made to Hawaiian CDFIs totaling $1.85 million.

U.S. Department of Veterans Affairs (VA)

Workforce Diversity

Goal 1. ***Expand federal employment opportunities through increased recruitment, retention, and promotion efforts.***

- The National Cemetery Administration's (NCA) Minority Veterans Program Coordinators, in collaboration with the NCA Outreach Office, participated in several events focused on the AAPI community including the Federal Asian Pacific American Council's conference, Asian Fest 2015, Filipino-American Friendship Day, and the Japanese Citizen League Conference.

- The Office of Diversity and Inclusion produced a department-level memorandum commemorating May 2015 as AAPI Heritage Month. The VA Central Office held an AAPI Heritage Month cultural event on May 21, 2015.

Capacity Building

Goal 2. ***Improve access to grants, funding programs and services of each agency.***

- In June 2015, the Office of Small and Disadvantaged Business Utilization participated in the CelebrAsian Procurement Opportunity which was sponsored by the U.S. Pan Asian American Chamber of Commerce Education Foundation. Here, they shared information on business development counseling and small business loans to underserved AAPI populations in support of VA Small Business procurement goals.

- In FY 2015, the National Cemetery Administration participated in eight outreach events to AAPI communities. Some of the events included a listening session in the Cleveland Regional Office to review VA benefits and the civilian labor force, a job fair event coordinated by the New York Regional Human Resource Office and the VA National AAPI Program Manager geared towards New York veterans, and a workshop in the Honolulu Regional Office to provide information on VA benefits, home loans, and the special adaption grant.

- The Veterans Benefits Affairs New York RO liaison, the New York City Mayor's Veterans Affairs Office, and the Department for Aging partnered to assist the surviving spouses of Filipino Veterans who were deemed ineligible for survivor's pension due to membership in the "New Philippines Scouts."

U.S. Environmental Protection Agency (EPA)

Language Access

Goal 1. ***Reduce language barriers that hinder delivery of EPA services.***

- EPA created and continuously updates its Korean, Chinese and Vietnamese language portals. EPA's public affairs office has approved additional outreach materials in Asian languages.

- EPA has completed a translation protocol, and a language access working group was formed in March 2015 to enable EPA and staff to be more equipped at addressing the needs of LEP populations.

Goal 2. ***Utilize multilingual employees for translation and interpretation purposes.***

- EPA has made considerable progress on improving translation and interpretation services to limited English speaking populations. In July 2015, a contract was secured that would provide the entire agency with translation and interpretation services. At the request of an EPA office or region, any document can be translated.

Goal 3. ***Improve delivery services and information to limited English proficient (LEP) individuals.***

- In order to improve delivery of services and information to LEP individuals, EPA launched EJ Screen, a web-based GIS tool that provides demographic information for a number of inquiries. EJ Screen is open to the public at no cost and enables users to filter data on various environmental variables.

Workforce Diversity

Goal 4. ***Promote diversity in EPA student programs.***

- EPA participated in many events including the East Coast Asian American Student Union (ECAASU) and the National Coalition for Asian Pacific American Community Development conferences to increase the participation rate of ANNAPISIs and AAPI students in EPA student programs.

Goal 5. ***Expand federal employment opportunities through increased recruitment, retention and promotion efforts.***

- EPA continues to cultivate a relationship with Asian American Government Network (AAGEN) and financially sponsored the AAGEN conference on June 11, 2015.

- EPA held 3 different Senior Executive Service (SES) trainings for staff, and also hosted a Supervisor's Panel session, encouraging communities, including AAPIs, to join the SES ranks.

- EPA has several tools to increase recruitment, retention and promotion of AAPIS including: the Recruiting Sources List (RSL) which identifies minority organizations, including AAPIs, to receive EPA's vacancy announcements and the Diversity Dashboard

that is a vital tool used to track employment opportunities agency-wide. The EPA AAPI Special Emphasis Program Managers and National Program Managers continue to monitor and analyze AAPI employment data on a quarterly basis.

Capacity Building

Goal 6. ***Increase transparency and outreach to the AAPI community impacted by environmental issues.***

- EPA R9 also participated in WHIAPPI Interagency Working Group sessions with AAPI community representatives in Oakland, Los Angeles, and Honolulu. Each of these events included listening sessions and outreach about grant and employment opportunities. In addition, EPA R9 Regional Administrator Jared Blumenfeld convened the first meeting of the R9 Federal Regional Council in Honolulu to better serve communities in Hawaii and the other U.S. Pacific islands.

- EPA's Office of Administrative and Resource Management (OARM) created a diversity outreach calendar of events which focuses on career fairs and similar events held by minorities, including AAPIs. The calendar is an effective means in reaching diverse communities to acquaint them with EPA's mission and career opportunities.

Agency specific

- EPA and other federal agencies participated in interagency workgroup meetings on nail salon issues with stakeholders.

- EPA will continue to work with local communities to improve water quality in Hawaii and the US Pacific territories. Between 2003 and 2015, the proportion of people in US Pacific island territories receiving safe water increased from 39% to 98%.

- In FY15, EPA provided nearly $25 million in water infrastructure funding to the jurisdictions of American Samoa, CNMI, and Guam. Since 2009, EPA has provided more than $175 million dollars in water and sewer construction funding to these islands, more than in 1972-2008 combined. These funds are being used in all US Pacific territories to improve the availability of safe drinking water, and to extend sewer lines and upgrade sewage treatment plants.

U.S. Equal Employment Opportunity Commission (EEOC)

Data Disaggregation

Goal 1. ***Improve the AAPI workforce data collected from employers by modifying the racial categories on the equal employment opportunities surveys (i.e. EEO-3, EEO-4).***

- In July 2014, the Commission approved a request to modify the forms for the EEO-3 and EEO-4 surveys to separate the category of "Asian or Pacific Islander" into two categories of "Native Hawaiian or Other Pacific Islander" and "Asian," and add a "Two or more races" category. Public comments were sought between August and October 2014. All forms have now been approved by the Office of Management and Budget (OMB).

Goal 2. ***Improve public access to information on AAPI workforce, charge/complaint, and litigation data.***

- In July 2015, to celebrate its 50th Anniversary, the EEOC published a report called *American Experiences versus American Expectations* that included analysis of EEOC collected data for various protected groups, including Asian Americans.

- In Fall of 2015, the EEOC updated on its website the select list of pending and resolved employment discrimination cases involving the AAPI population from FY 2003 to present.

Language Access

Goal 3. ***Improve the EEOC's ability to communicate with AAPIs and other groups who communicate primarily in a language other than English.***

- EEOC's Office of Legal Counsel conducted legal sufficiency reviews of a survey soliciting information about EEOC employees' language skills and interest in providing voluntary language assistance.

- EEOC, in collaboration with the Department of Justice's (DOJ) Civil Rights Division, Office of Special Counsel For Immigration-Related Unfair Employment Practices, published a brochure called "Do You Know Where to Go?" that describes the jurisdiction of each agency and explains where an employee should go if he or she is a victim of discrimination based on national origin, document abuse and citizenship status. The brochure was translated into various Asian languages, including Chinese, Filipino, Tagalog, Hmong, Vietnamese, Korean, Hindi, and Punjabi.

Workforce Diversity

Goal 4. ***Increase outreach to broaden pool of applicants for mission critical positions.***

- EEOC's Office of Equal Opportunity (OEO) staff attended an outreach event at Georgetown University in an effort to attract and recruit AAPIs. OEO staff also attended leadership training classes sponsored by the Federal Asian Pacific American Council (FAPAC).

Goal 5. ***Increase awareness of outreach efforts to the AAPI community.***

- In FY 2015, EEOC's headquarters and field offices conducted 281 outreach events to AAPI community and business groups and other stakeholders, reaching nearly 20,500 individuals. In addition, the EEOC worked with WHIAAPI's Regional Network to participate in AAPI community roundtables and technical assistance events across the country, including in Atlanta, Chicago, Seattle, Minneapolis, Austin, Los Angeles, Honolulu, Hartford, Lowell, Cleveland, Denver, San Francisco, Portland, and Tacoma.

- In FY 2015, the EEOC worked with DOJ, the Department of Labor, and the National Labor Relations Board as part of the Vulnerable Worker Project to conduct a series of listening sessions across the country, partnering with local community organizations, to hear directly from vulnerable AAPI workers about the biggest workplace challenges facing their communities. EEOC was one of the primary organizers for the event in Minnesota, which focused on challenges facing the Hmong community.

- In May 2015, the EEOC's and DOJ's Office of Special Counsel For Immigration-Related Unfair Employment Practices conducted a webinar for advocates of immigrant workers, including advocates of the AAPI community, on the issue of national origin discrimination, human trafficking, and other EEO issues. This webinar focused on the West Coast Region and California in particular.

- In September 2015, the EEOC was a presenter at an Anti-Human Trafficking Conference sponsored by the South Bay Coalition to End Human Trafficking, "Building Capacity Through Collaboration". The EEOC discussed recent cases, such as *Global Horizons* and *Signal International*, and shared with the participants the theories under Title VII and other EEO laws that the agency applied to litigate cases involving labor trafficking.

Goal 6. ***Increase outreach to Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs) to stimulate student interest in serving in the federal government.***

- During FY 2015, the EEOC formed a partnership with the University of Maryland to assist EEOC in disseminating information about internship and employment opportunities to members of the AAPI community and further collaborate on issues of mutual interest.

Goal 7. ***Increase diversity in the pipeline of applicants to managerial and SES positions.***

- EEOC continued to participate in existing professional development programs, including the Asian American Government Executives Network (AAGEN) Senior Executive Service (SES) Development Program and the FAPAC Challenge Team Program.

- In April 2015, the EEOC's OEO hosted a meet and greet with all of the agency's Voluntary Employee Organizations, including the AAPI Network, to provide agency-wide exposure, learn about priority issues for the groups, and discuss possible advancement barriers.

Goal 8. ***Increase awareness of employment development and support networks for mid-level personnel.***

- In 2014, the EEOC employees formed an AAPI affinity group called the AAPI Network. One of the AAPI Network's first efforts was sponsoring a successful 2015 AAPI Heritage Month celebration at which members of the Washington, DC AAPI civil rights community and EEOC staff worked with Judge Denny Chin and Kathy Hirata Chin to perform a re-enactment of the historic *Wards Cove v. Atonio* case.

U.S. Office of Personnel Management (OPM)

Data Disaggregation

Goal 1. ***Disaggregate AAPI data beyond OMB Directive 15.***

- The Diversity and Inclusion (D&I) Dashboard was updated to include data for FY2014. The D&I Dashboard was also enhanced to allow agencies the ability to review the data for their first level components.

Workforce Diversity

Goal 2. ***Expand federal employment opportunities through increased recruitment, retention, and promotion efforts.***

- In 2015, the Office of Diversity and Inclusion provided training to OPM's managers and supervisors on the New Inclusion Quotient – or New IQ. This initiative is designed to help employees and managers foster diversity and inclusion in the workplace. To date, more than 15,000 Federal employees have completed New IQ training on how to create and sustain a diverse and inclusive workforce. To date, 93% of OPM's managers and supervisors have completed the training.

- In May 2015, Office of Diversity and Inclusion staff participated in the White House Summit on AAPIs. OPM staff provided information on careers in the Federal government and Senior Executive Service positions.

- OPM's AAPI Employee Resource Group (ERG) supported OPM's Recruitment, Engagement, and Diversity & Inclusion (REDI) Initiative. The ERG shared vacancy announcements to the AAPI community within OPM and participated in external recruitment events at George Washington University and the University of Maryland.

- OPM increased outreach efforts in support of WHIAAPI. As part of an overall recruiting and outreach program, OPM's Recruitment and Hiring (RH) Division conducted briefings to educate students and career counselors about federal careers, pathways programs, federal resume writing and the federal hiring process.

- The Presidential Management Fellows (PMF) Program conducted virtual outreach to AANAPISI colleges and universities and other diverse schools to increase diversity in the applicant pool for the PMF Class of 2016. This year's applicant pool represented over 300 colleges and universities.

Capacity Building

Goal 3. ***Improve access to grants, funding programs and services of each agency.***

- OPM's Office of Small & Disadvantaged Business Utilization (OSDBU) conducted and participated in events to ensure small businesses are aware of agency contract and procurement opportunities.

U.S. Social Security Administration (SSA)

Data Disaggregation

Goal 1. ***Disaggregate AAPI data beyond OMB Directive 15.***

- SSA continued updating Asian and Pacific Islander language preference data on its open government website, both quarterly and annually. The data includes Asian and Pacific Islander language preferences captured through the claims process for Social Security Retirement, Survivors and Disability Insurance and Supplemental Security Income benefits. It also includes Asian and Pacific Islander language preference information on requests for Telephone Interpreter Services (TIS) call volume and the number of bi- or multilingual Social Security employees who volunteer their services as an interpreter and/or translator in API languages. SSA also published data on Asian and Pacific Islander language preferences for initial claims and usage of TIS on the website.

Language Access

Goal 2. ***Expand limited English proficiency (LEP) programs for AAPIs to improve program delivery.***

- In coordination with the LEP Oversight Workgroup, SSA provides language access to AAPI LEP communities. During FY 2015, SSA answered 123,405 TIS calls in 50 Asian and Pacific Islander languages and dialects.

- In FY 2015, SSA provided interpreters at Social Security administrative hearings in several Asian and Pacific Islander languages, including Vietnamese, Cantonese, Korean, Hindi, and Hmong.

Workforce Diversity

Goal 3. ***Expand federal employment opportunities through increased recruitment, retention, and promotion efforts.***

- SSA participated in 20 AAPI-focused recruitment events to share information about careers at the agency.

- SSA provided 125 AAPI employees the opportunity to participate in the Diversity and Inclusion Council Mentoring Program to foster an inclusive culture that leads to greater retention of experienced and empowered employees.

- SSA participated in a workshop at the Midwest Asian American Students Union Conference focused on careers in federal government.

Capacity Building

Goal 4. ***Increase the understanding of Social Security programs among AAPI communities***

- SSA conducted outreach through various communication channels, including a presentation at the National Council of Asian Pacific Americans monthly meeting to provide information to AAPI communities about our programs and services.

- SSA conducted four AAPI regional leadership roundtables. The agency shared information about SSA programs and services, including its Multilanguage gateway website, translation and interpreter services, Social Security online services, and my Social Security account.

- SSA distributed publications in Asian and Pacific Islander languages to over 300 organizations including senior housing complexes, youth organizations, and community centers in communities with large AAPI populations.

Agency specific

Goal 5. ***Increase awareness of Special Veterans Benefits among Filipino World War II veterans***

- SSA provided information to Fil-Am and Philippines Today newspapers to increase awareness of Filipino veterans of World War II about eligibility requirements to Social Security benefits.

Language Access

Goal 1. ***Improve delivery of services to LEP individuals by developing in-language NASA materials to reach AAPI communities about NASA programs.***

- NASA now has four additional materials submitted for translation for a total of eight documents for translation from NASA Explorations Systems and Space Technology (exceeding our original goal of six documents). These four additional materials will be translated into six AAPI languages, adding Thai to the original five languages (Chinese, Japanese, Korean, Tagalog, and Vietnamese). This process established solid relationships with these offices, who are interested in having additional documents translated. NASA plans to possibly do another set of documents next year. We are also using NASA AAPI volunteers to proof the documents, which is engaging the AAPI workforce with the process and creating an informal internal AAPI resource.

Goal 2. ***Assess agency employee language capability/skills.***

- The Office of Diversity and Equal Opportunity (ODEO) continues to strategize with Center AAPI managers to identify the need for bilingual capabilities. ODEO is utilizing such capabilities in the review of translated materials under one of our AAPI Language Access objectives.

Workforce Diversity

Goal 3. ***Measure success of efforts to increase AAPI participation by percent of applications and selections in subsequent years.***

- In the overall NASA workforce and in the Science occupations, AAPIs are represented above the Census relevant civilian labor force (RCLF), but are underrepresented within the NASA AST engineer workforce (AAPI=8.6 of AST vs. 11.3 RCLF). This is indicated as a barrier in the 2016 MD-715 Plan and is being addressed through actions in the Plan (e.g., targeted recruitment, awareness briefings).

Capacity Building

Goal 4. ***Improve access to grants and funding programs.***

- During FY 15, over 500 grants were active to 18 different AANAPISIs. FY 14 grant funding to AANAPISIs totaled $63 million. This grant amount included institutional funding for training; research and development; student support through internships, scholarships, and fellowships; and other NASA investments to organizations providing support to students and institutions.

Goal 5. ***Include social inclusion language in grant applications.***

- NASA contacted the U.S. Department of Housing and Urban Development (HUD), in addition to ongoing interface with internal stakeholders such as our Offices of Procurement and Education, to benchmark appropriate language. ODEO and the Office of the Chief Scientist have drafted a Diversity and Inclusion Values Statement to be included in research solicitations. NASA is negotiating with the Science Mission

Directorate for the Values Statement to be used, and will resume this effort in September 2016.

Goal 6. ***Increase AAPI small business access to federal opportunities***

- NASA's Office of Small Business Programs (OSBP) worked with the NASA Office of Procurement in FY15 Acquisition Forecast. These procurement opportunities were posted on the NASA Acquisition Internet Service website early October 2014. OSBP also posted FY15 Agency Industry Day events on the OSBP website so that AAPI-owned businesses were afforded the opportunity to learn about small business opportunities. OSBP continues to engage AAPI-owned businesses by sending out requirements through the NASA Vendor Database and through its social media channels. OSBP also translated the Small Business Program Guide into five Asian languages (Chinese, Japanese, Korean, Tagalog, and Vietnamese), as well as Spanish, consistent with the Agency's efforts under its Language Access Plan.