

## DEPARTMENT OF AGRICULTURE

### 2013 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Data	Disaggregate AAPI data beyond OMB Directive 15.	Disaggregate AAPI data on employment and/or programs by Asian and NHPI subgroups.	<p>Target 1: By January 2013, identify those areas (employment and/or programs) in USDA that have capacity to disaggregate data by Asian and NHPI subgroups.</p> <p>Target 2: By December 2013, produce analyses utilizing available disaggregated data.</p>
Data	Identify where AAPI farms and ranches are located and their characteristics.	Map where AAPI farms and ranches are located; collect information about their characteristics; analyze changes over time, including impact on USDA program participation.	<p>Target 1: By December 2013, utilizing information obtained in the 2007 USDA Census of Agriculture, conduct a baseline analysis of AAPI farms and ranches.</p> <p>Target 2: By December 2014, conduct a comparative analysis utilizing data from the 2012 USDA Census of Agriculture, and identify ways to improve collection and use of AAPI data in the 2017 Census of Agriculture.</p>
Capacity Building	Establish public-private partnerships with non-profit organizations, foundations or private entities to leverage and enhance access to USDA programs.	Reach out to non-profit organizations, foundations and private entities as partners to promote or enhance USDA programs that would benefit AAPI communities.	By December 2013, enter into new partnerships with at least 5 non-profit organizations, foundations, or private entities around USDA programs.
Capacity Building	Connect newer AAPI farmers and ranchers with experienced farmers and ranchers to maximize access to USDA programs.	Organize a community forum where farmers can share best practices and information on benefits of USDA programs.	By December 2013, host an AAPI farmer and rancher knowledge-exchange event in at least 3 different states.
Capacity Building	Increase inclusivity and diversity of USDA grants and loans with respect to AAPI participation.	Partner with community-based organizations that serve or target AAPI populations, offering smaller sized grants or loans as appropriate to attract a more diverse and larger number of partners and AAPI beneficiaries.	By December 2013, partner with at least 10 community-based organizations that serve or target AAPI populations in at least 5 different states.
Language Access	Identify areas where Limited English Proficiency (LEP) needs could be better addressed.	Conduct assessment of complaint data on language and also the language line pilot program.	By June 2013, produce assessment of complaint data on language and also the language line pilot program.

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Language Access	Expand Limited English Proficiency (LEP) Programs for AAPIs to improve program delivery.	Conduct assessment of agency translation capabilities and skills in AAPI languages.	By June 2013, produce an assessment of AAPI language capability/skills among employees in USDA agencies with greatest opportunities to interact with AAPI individuals; and identify options for translation services using technology.
Language Access	Expand Limited English Proficiency (LEP) Programs for AAPIs to improve program delivery.	Increase the number of AAPI languages used in key USDA translated program materials.	Target 1: By December 2013, develop educational materials in at least 3 additional AAPI languages about specific USDA programs.  Target 2: By June 2014, develop effective dissemination strategy to ensure that these materials are properly distributed and understood in the top metropolitan and rural areas where AAPIs reside.
Language Access	Expand Limited English Proficiency (LEP) Programs for AAPIs to improve program delivery.	Conduct pilot program for enhanced AAPI language services.	By December 2013, design and implement a pilot program for AAPI language assistance in at least 5 states with significant AAPI stakeholder populations.
Workforce Diversity	Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.	Establish partnership with AANAPISIs to build a career pipeline and develop data and research projects that generate important data and information on AAPIs.	By June 2013, establish MOUs or other partnerships with AANAPISIs and with APIACU to strengthen the career pipeline to USDA and support research projects.
Workforce Diversity	Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.	Develop and include diversity and inclusion measures as critical elements in executive and management performance plans.	By June 2013, assess effectiveness of the inclusion in FY 2012 of diversity and inclusion measures as critical performance elements in performance plans for all SES, managers, and supervisors; implement any appropriate adjustments needed in FY 2013 performance plans.
Workforce Diversity	Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.	Improve training and development opportunities for AAPI employees.	By June 2013, conduct a survey of AAPI employees in USDA to collect data on success measures of the training and development programs.
Workforce Diversity	Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.	Conduct barrier analysis to hiring and recruitment at USDA, and implement a focused strategy for those USDA agencies with the highest barriers.	By December 2013, complete barrier analysis to hiring and recruitment and develop strategic plan to reduce barriers.

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Workforce Diversity	Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.	Increase USDA employees' understanding of the AAPI community.	By December 2013, institute mandatory multicultural training for all employees.
Agency-specific	Improve overall health outcomes for AAPIs by reducing health risks and promoting healthy living.	Increase AAPI participation in National Institute of Food and Agriculture programs focusing on nutrition or food safety.	By December 2013, increase AAPI participation in these NIFA programs by at least an additional 10% over the previous year.
Agency-specific	Improve overall health outcomes for AAPIs by reducing health risks and promoting healthy living.	Increase AAPI access to programs in Food, Nutrition and Consumer Services focusing on nutrition or food safety.	By June 2013, complete a family-friendly version of the application package for free and reduced price meals, translated into 33 languages, including Cambodian, Chinese, Korean, Hmong, Japanese, Laotian, Samoan, Tagalog, Thai, and Vietnamese.
Agency-specific	Improve environmental quality for AAPI communities that include farming and ranching.	Increase AAPI participation in USDA environmental programs.	By December 2013, track and increase participation by AAPI farmers and ranchers in Natural Resources Conservation Service (NRCS) and Farm Service Agency (FSA) environmental programs by at least 10% over the previous year.