

DEPARTMENT OF STATE

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

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Data	Improve data access and analysis on AAPI populations.	Analyze participation rates of AAPIs in student programs.	By December 2012, conduct trend analysis of student program demographic information from FY 2008 to FY 2012 in order to better understand participation rates of AAPIs.
Data	Improve data disaggregation practices.	Building on disaggregation of Asian American and Native Hawaiian/Pacific Islander data for Civil and Foreign Service employees, identify additional databases in which to disaggregate data and investigate potential for replication.	Disaggregate AAPI data in three Department of State Employee databases by September 2014.
Language Access	Ensure efficacy of LEP programs throughout agency with reference to AAPI languages.	Analyze Department of Justice (DOJ) guidance and Department of State needs to ensure compliance with Executive Order 13166.	By March 2013, revise the draft LEP Plan based on comments received from DOJ on July 23, 2012.
Language Access	Improve delivery of services to LEP individuals.	Identify highest value/lowest investment best practices for increasing language resources for LEPs.	By September 2013, establish a working group to review and implement best LEP practices within the Department of State.
Workforce Diversity	Increase participation rate of AAPIs in student programs and applicant pools for Foreign and Civil Service positions.	Refine outreach efforts to AAPIs to promote employment opportunities.	<p>Target 1: Assess the use of social recruitment and direct sourcing and advertising between October 2012 and March 2013 to better target the AAPI community.</p> <p>Target 2: Pinpoint and implement two measures for improvement between March 2013 and October 2014.</p>
Workforce Diversity	Increase AAPI applicants to the federal government in mission critical positions.	Increase outreach efforts to AAPIs to promote employment opportunities.	<p>Target 1: Washington-based recruiters and regionally-based Diplomats in Residence will visit an additional five AANAPISIs during FY 2013.</p> <p>Target 2: Washington-based recruiters and regionally-based Diplomats in Residence will attend eight AAPI-focused conferences during FY 2013, an increase from seven conferences attended in FY 2012.</p>

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Workforce Diversity	Increase pipeline of AAPI applicants to managerial and SES positions.	Continue to support the Asian American Foreign Affairs Association's (AAFAA) professional development programs for Department of State employees.	Continue strong relationship with the leadership of the Asian American Foreign Affairs Association (AAFAA) by communicating at least three times each month between November 2012 and October 2013.