

DEPARTMENT OF JUSTICE

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

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Data	Explore improving data access and analysis on hate crimes against AAPIs.	Explore adding additional religion bias categories to the Uniform Crime Reports (UCR) Hate Crime Statistics Program to include Anti-Sikh and Anti-Hindu, as well as an Anti-Arab/Anti-Middle Eastern category to the ethnicity or race section of the Hate Crime Incident Report. Convene town hall meeting(s) or roundtable(s) to meet with stakeholders regarding hate crimes and related data collection issues. Based on the discussion at the roundtable(s), the written submissions made by roundtable attendees, and the experience of these Departmental components, the Department's Civil Rights Division (CRT) and Community Relations Services (CRS) will provide information to the Criminal Justice Information Services (CJIS) Advisory Policy Board (APB), an independent federal advisory committee that is authorized to recommend changes to the UCR. CRT, CRS, and the FBI will also work with subject matter experts that wish to participate in the FBI's process for proposing modifications to the Hate Crime Incident Report.	<p>Target 1: At an October 18, 2012 meeting of the CJIS APB's UCR subject matter experts, the UCR Subcommittee, the CRT, and CRS recommended that the UCR Hate Crime Statistics Program be changed to include an "Anti-Sikh" category and an "Anti-Hindu" category to the religion section and an "Anti-Arab/Anti-Middle Eastern" category to the ethnicity or race section.</p> <p>Target 2: In late 2012 and in 2013, CRT and CRS will work with the FBI CJIS Division to provide information in support of this recommendation throughout the process of the APB Regional Working Groups' consideration of the issue. They will also help provide information to advocacy organizations and other interested members of the public who wish to provide input to the APB process in the spring of 2013. The APB will review the recommendations from the working groups and UCR Subcommittee and make its recommendation to the Director of the FBI regarding changes to the UCR's religion and ethnicity or race hate crime categories sometime after its meeting in June 2013.</p>
Data	Explore how data collection on hate crimes by local, state, tribal, and federal law enforcement to the Uniform Crime Reporting Program can be improved.	Explore viability of training local, state, tribal, and federal law enforcement on the importance of reporting hate crimes statistics on the UCR's Hate Crime Incident Report.	Incorporate training on the hate crime data collection at UCR trainings around the country with CRT, CRS, FBI, local law enforcement, and community leaders. This training would discuss the importance of reporting crime statistics to the UCR and may offer resources/cultural professionalism training for understanding specific hate crime categories on the Hate Crime Incident Report.

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Language Access	Participate in efforts to develop enhanced translation/interpretation services for federal agencies.	Partner with WHIAAPI to identify and engage federal agency partners to develop a strategy to enhance translation and interpretation services for federal agencies.	<p>Target 1: By 3/31/2013, participate with WHIAAPI and other agencies (i.e., OPM, DOD/NLSC, FBI, State, NVTC, GSA) in meetings to map language services each entity can provide. For example, GSA could address centralizing and ensuring consistent translations of federal terminology and agency names; NLSC could address creating a pool of low cost/high quality translators to assist with translation of documents in the most requested languages; and FBI, State, and OPM may be able to provide language skills assessments.</p> <p>Target 2: By 1/31/2013, host an Interagency Working Group (IWG) on Limited English Proficiency meeting on the concept of bulk service agreements between federal agencies and telephonic interpretation service providers, and explore how it may drive down costs, using the example of the DOJ telephonic service price point. Meeting could also cover other options to support language access (e.g., NLSC), and update participants on Committee projects (such as Federally Conducted Committee video vignettes training series and Enforcement Committee activities). Encourage other agencies to host IWG meetings also.</p> <p>Target - By 6/30/2013, share information on successes and challenges of agency-wide language access initiatives and develop procurement standards for the acquisition of language assistance services that emphasize quality control.</p>
Language Access	Assist efforts to increase access for individuals with limited English proficiency to federal resources.	Determine interest of other agencies in exploring language assessment options for multilingual staff. Help to identify potential testing mechanisms (including FBI and/or other sources) and arrange introductions.	Target - By 3/31/2013, introduce interested agencies to organizations that assess multilingual employees' ability to speak, read, write, understand, translate, and interpret.

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Language Access	Assist efforts to increase access for eligible individuals with limited English proficiency to federal resources.	Undertake efforts to increase full and meaningful participation by limited English proficient members of the public with respect to federally conducted programs and activities.	<p>Target - By 1/31/2013, host a meeting of the Interagency Working Group on Limited English Proficiency. Assist other agencies as they plan to host IWG meetings (meetings may be hosted by any agency).</p> <p>Target - By 3/31/2013, ensure internal and external dissemination of the revised DOJ and individual component language access plans.</p> <p>Target - By 6/30/2013, conduct a follow-up survey, as described in the AG's February 2011 memo.</p> <p>Target - By 9/30/2013, provide technical assistance and training to federal agencies via webinars and other mechanisms that will reach federal agency staff.</p> <p>Target - By 6/30/2013, train relevant new and existing DOJ staff on language access policies, protocols and procedures. This includes ensuring that information about the DOJ language access plan reaches field and district offices.</p> <p>Target - By 12/31/2013, inform external stakeholders, such as LEP individuals and community-based organizations that represent LEP interests, about the availability of language assistance services through the web, social media, or other outreach initiatives and solicit feedback regarding language assistance services provided.</p>
Workforce Diversity	Promote participation in fellowship, internship, and work study programs, including OPM's Pathways Programs, to eligible candidates, including AAPI candidates.	Expand outreach and recruitment efforts with educational institutions and affinity organizations, including those serving AAPI individuals and communities.	Target - In late January of each year, report on outreach conducted to the AAPI Community to EEOC via the agency's Management Directive 715 report.
Workforce Diversity	Broaden pipeline of applicants to managerial and SES positions.	If data is available, analyze applicant flow data to determine if possible barriers exist, and then take corrective action when appropriate.	Target - In late January of each year, report findings of barrier analysis to EEOC via the agency's Management Directive 715 report.

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Workforce Diversity	Broaden pipeline of applicants to managerial and SES positions.	Ensure that training and development opportunities are made available to all employees, including AAPI employees. Promote participation of all eligible employees, including AAPI employees, in Departmental professional development programs coordinated by Training or EEO Offices.	In July 2013, to the extent possible, assess participation rate of AAPIs in Department's Leadership Excellence and Achievement Program (LEAP).
Workforce Diversity	Ensure responsibility of workforce diversity, inclusion and equal employment opportunities in all levels of the federal government.	Review required performance standards in performance work plans of executives and managers on promoting diversity to determine whether those measures are sufficiently robust.	By July 2013, assess participation rate of components in including diversity performance standard and whether the performance standard is sufficiently robust.
Agency-specific	Enhance efforts to combat human trafficking.	Improve communication among federal law enforcement, local law enforcement, and community members with a victim-centered approach that allows the Department to work more effectively in identifying and prosecuting sex and labor trafficking crimes. Further enhance capacity to proactively identify human trafficking victims. Develop bilateral enforcement initiatives to combat human trafficking in both the U.S. and the source country. Continue to strengthen outreach and training efforts with local law enforcement officials, service providers, and community members.	Conduct advanced human trafficking training for law enforcement in FY13.
Agency-specific	Provide culturally competent, comprehensive services to foreign national victims of human trafficking.	Increase outreach to victim service organizations with the capacity and experience to improve access to services and assistance for foreign national victims of human trafficking.	By the end of FY13, provide technical assistance opportunities to all OVC human trafficking victim service provider grantees, through the OVC Training and Technical Assistance Center.
Agency-specific	Protect the civil rights of vulnerable AAPI immigrant populations.	Ensure that outreach on discrimination and hate crimes includes AAPIs.	By July 2013, evaluate outreach activities to ensure that all communities have methods to access the Civil Rights Division, including underserved and vulnerable AAPI communities.

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Agency-specific	Protect the civil rights of vulnerable AAPI women.	Allocate resources to encourage the development and strengthening of effective law enforcement and prosecution strategies to address violent crimes against women and the development and strengthening of victim services in cases involving violent crimes against women.	Target 1: By 9/30/2013, States will allocate 10% of victim services funds within the STOP Program toward culturally specific community-based organizations. Target 2: By 9/30/2013, OVW grantees will hold a minimum of 10 technical assistance events addressing the needs of the AAPI community.