

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
2013 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Data	Improve the AAPI workforce data collected from employers by modifying the racial categories on the equal employment opportunities surveys (i.e. EEO-1, EEO-3, EEO-4, and EEO-5).	Comply with OMB's 1997 Revision to the Standards for the Classification of Federal Data on Race and Ethnicity.	By 01/01/15, revise the EEO-1, EEO-3, EEO-4, and EEO-5 to comport with OMB's 1997 Revision to the Standards for the Classification of Federal Data on Race and Ethnicity (superseding OMB Directive 15) and disaggregate a "two or more races" category. Employers will be required to allow an employee to self-identify more than one race and specify which races, for example, allowing individuals who are Asian and Pacific Islander to identify both of those races.
Data	Increase and improve data collection and disaggregation by national origin.	Improve the data collected during the private sector intake and charge process by further disaggregating AAPI national origin categories.	<p>Target 1: By January 1, 2013, review the national origin data collected and assess whether new AAPI national origin categories should be added in order to clarify and further disaggregate the AAPI groups that are included in the "Other Asian National Origin" and "Other or Unspecified" categories.</p> <p>Target 2: By January 1, 2013, evaluate quality controls to ensure that the data is collected consistently and accurately during charge processing.</p>
Data	Improve public access to information on AAPI workforce, charge/complaint, and litigation data.	Liberate EEOC data for public consumption.	<p>Target 1: By March 1, 2013, create AAPI "Fact Sheets." Separate sheets will be created annually, beginning in FY2011 using FY2010 data, providing a demographic profile of the AAPI population and charges/complaints filed by AAPIs in the private sector (nationally and by district), state and local governments, and the federal government. The sheets will include a summary of relevant Census data.</p> <p>Target 2: By April 1, 2013, post the AAPI "fact sheets" on EEOC's internal and external websites and disseminate them to federal government affinity groups, community-based organizations, and Fair Employment Practices Agencies.</p> <p>Target 3: By December 31, 2012 develop a list of significant cases the EEOC has brought on behalf of AAPIs that is updated annually for distribution to staff with outreach responsibilities.</p>

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Language Access	Improve the EEOC’s ability to communicate with AAPIs and other groups who communicate primarily in a language other than English by increasing access to linguistically appropriate resources and improving the language capability of the EEOC workforce.	Assess language/translation needs in the EEOC’s mediation program.	<p>Target 1: By November 1, 2012, require mediators to track whether Asian or Pacific Islander language translation services were requested or utilized by the parties during mediation.</p> <p>Target 2: By October 1, 2013, generate a yearly report of the number of mediations by office in which language translations services were requested, whether the services were provided, and what languages were requested.</p>
Language Access	Improve the EEOC’s ability to communicate with AAPIs and other groups who communicate primarily in a language other than English.	Employ multilingual staff to provide language assistance.	<p>Target 1: By 01/01/2013, assess current language capacity of staff in field and headquarters offices who interact with the public.</p> <p>Target 2: Conduct continuous assessment of the need for bilingual staff and increase the hiring of staff with AAPI language skills as needed.</p> <p>Target 3: By 04/01/2013, develop and implement a pilot program for sharing bilingual staff across offices.</p> <p>Target 4: By 01/01/2013, develop and implement a plan to enable rapid deployment of bilingual staff when necessary to respond to major events that affect equal employment practices, such as Hurricane Katrina and the Gulf Oil Spill.</p>
Language Access	Improve the EEOC’s ability to communicate with AAPIs and other groups who communicate primarily in a language other than English.	Work with DOJ to comply with EO 13166.	<p>Target 1: By October 12, 2012, complete plan.</p> <p>Target 2: Continue to make information available in appropriate languages to populations with Limited English Proficiency in compliance with Executive Order 13166.</p>
Language Access	Improve the EEOC’s ability to communicate with AAPIs and other groups who communicate primarily in a language other than English.	Translate EEOC materials into AAPI languages.	By September 30, 2013, in conjunction with the agency LEP plan and AAPI stakeholders, complete process of determining which publications and languages should be used for translations to be posted on the EEOC website to best serve the AAPI community.
Workforce Diversity	Increase AAPI applicants to the federal government in mission critical positions.	Increase outreach efforts to AAPIs to promote employment opportunities.	In FY 2013, increase employment outreach activities to AAPIs by 5%.

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Workforce Diversity	Increase AAPI/NHPI applicants to the federal government in mission critical positions.	Develop recruiting strategy to target AAPIs at AANAPISI.	By May 2013, have partnerships formed with at least two AANAPISIs, including those that serve NHPis.
Workforce Diversity	Increase participation rate of AAPIs in fellowship, internship, and work study programs.	Partner with AANAPISIs, trade schools and apprentice programs.	During FY 2013, conduct three recruitment events or participate in two job fairs at AANAPISI.
Workforce Diversity	Increase pipeline of AAPIs applicant to managerial and SES positions.	Survey existing barriers and develop plan to increase the pipeline of AAPI applicants to managerial and SES positions.	Target 1: By April 2013, complete a barrier analysis of front-line managerial and SES hiring. Target 2: By third quarter FY 2013, increase AAPI applicants by 5% to facilitate a robust pipeline of AAPI recruits.