

DEPARTMENT OF DEFENSE

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

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Capacity Building	Increase AAPI small business awareness of DoD contracting opportunities	Develop tools for use by AAPI small businesses	By September 15, 2013, implement translation on website for fact sheets
Capacity Building	Increase DoD staff awareness of capabilities of AAPI small businesses	Develop market research tools to assist DoD staff in finding procurement opportunities for AAPI small businesses	By September 15, 2013, complete initial phase of development for online market research tools
Data	Collect and analyze data on DoD's AAPI small business contracting performance	Analyze and characterize AAPI participation rates	By January 15, 2013, begin quarterly data pull and analysis to identify areas of opportunity and improvement
Language Access	Conduct outreach to promote and make available National Language Service Corps (NLSC) foreign language capabilities to other federal agencies on a reimbursable basis	Build a pool of personnel with a diverse cross-section of AAPI languages to be able to respond to critical and varied federal agency needs	Increase the NLSC's coverage of AAPI languages through new membership with a goal of increasing coverage of AAPI languages by 20 percent by the end of FY 2016; leverage the newest chapter-in Hawaii-to increase outreach and expand AAPI membership in NLSC by at least 5 percent by September 15, 2013
Workforce Diversity	Increase AAPI applicants for positions in DoD	Partner with organizations representing AANAPISIs and other non-federal entities	By September 15, 2013, conduct a regional technical assistance program event in Seattle, WA to provide information to AANAPISIs on DoD programs and opportunities
Workforce Diversity		Promote the expanded use of Schedule A, veteran, and special hiring authorities to DoD human resources professionals and hiring managers	In February, May, and August 2013, conduct training and informational sessions to educate hiring managers/human resources professionals on how to use special hiring authorities to enhance diversity in the DoD workforce.
Workforce Diversity	Continue to promote AAPI applications for innovative internship and fellowship programs	Sustain long-term strategic alliances and partnerships	By September 15 2013, strengthen and establish strategic relationships with non-federal entities aligned to help DoD accomplish joint strategic diversity, equal opportunity, and equal employment opportunity objectives, including partnering with APIACU to market DoD student employment opportunities and receive resumes of AAPI candidates

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Workforce Diversity		Increase marketing efforts to expand applicant pool for paid internship and PMF programs	Beginning in March 2013, conduct monthly informational sessions at colleges and universities that have a significant AAPI enrollment on "how to apply for DoD positions"
Workforce Diversity	Increase AAPI applicants for DoD Senior Executive Service positions	Provide leadership training, career development, and mentoring opportunities to DoD personnel	By September 15, 2013, strengthen and expand relationships with non-federal outreach entities that promote SES development and mentorship for AAPIs in the federal workforce and provide direct support to the Asian American Government Executives Network (AAGEN) SES Candidate Development Program
Workforce Diversity		Expand opportunities for professional training, development, and advancement	Conduct an environmental scan of all leadership development programs and courses. By June 30, 2013, compile a course/program catalog that provides links to the courses/programs in order to promote awareness and access
Workforce Diversity		Implement an agency-wide mentoring program	By June 30, 2013, develop a mentoring program framework for implementation by the DoD Components that includes resources and guidance to enable a variety of effective mentoring approaches
Workforce Diversity	Expand workforce diversity outreach to key AAPI organizations and affinity groups	Align diversity and inclusion strategies to advance workforce diversity, inclusion, and equal employment opportunity in all levels of federal employment	By March 31, 2013, review trends and analyze data on the participation rates of AAPIs in existing DoD senior development and other career-enhancing programs; by April 30, 2013, socialize diversity and inclusion strategic plan and showcase accomplishments throughout the AAPI professional community; conduct diversity outreach at key AAPI events: Federal Asian Pacific American Council (May 2013), Asian American and Pacific Islander Association of Colleges and Universities (April 2013), Asian & Pacific Islander American Scholarship Fund (June 2013), and AAGEN (June 2013)

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Workforce Diversity		Coordination between DoD's Office of Civilian Personnel Policy and the Office of Diversity Management and Equal Opportunity	HR and EEO collaboration to promote career, internship, and leadership development events with diverse organizations and affinity groups, including participation in five workshops and informational sessions with the AAPI community to be held Spring/Summer 2013
Agency-Specific	Ensure that wounded 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	Brief wounded Service members transitioning out of the military on all available services and opportunities for their transition to civilian life, consistent with statute and DoD policy	Service members processed through the Integrated Disability Evaluation System (IDES) are required to complete the Transition Assistance Program (TAP) prior to their discharge; they receive/participate in Pre-separation counseling, DOL Employment Workshop, VA Benefits Briefing, and the Disabled Transition Assistance Program (DTAP) Briefing (Ongoing)
Agency-Specific	Cooperate with the Department of Education to ensure that service members and veterans are aware of Department of Education benefits available to them	Continue to collaborate with the Departments of Education (ED) and Veterans Affairs (VA) to promote awareness of ED benefits available to Service members and veterans	Continue regularly scheduled meetings (usually monthly) of DoD, ED, and VA principals to address mutually supportive issues. These meeting directly support recently-passed legislation on the Veterans' Employment Initiative (Ongoing)
Agency-Specific	Guam base expansion	Prepare Socio-Economic Impact Analysis Study (SAIS) to support subsequent Supplemental Environmental Impact Statement (SEIS)	Keep WHIO apprised of progress s of March 30, 2013 and July 30, 2013 (completion of SAIS not scheduled until calendar year 2014)