

DEPARTMENT OF DEFENSE
2016-2017 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Capacity Building	Improve AAPI access to contracts.	Continue reviewing and analyzing contract awards to AAPI-serving organizations and communities to identify trends.	(1) Conduct review of contract awards to AAPI-serving organizations and AAPI-owned businesses from FY 2012-2015. (2) Review dollar amounts to AAPI-serving organizations or AAPI-owned businesses for FY 2013, 2014, and 2015 to identify trends within available data.
Capacity Building	Increase AAPI small business awareness of DoD procurement and contracting opportunities and increase AAPI-owned businesses contracting or subcontracting with agency.	Build relationships between DoD contracting representatives and AAPI communities.	Hold 8 convenings (4 events per year) in FY 2016 and FY 2017 in which key DoD CORs and AAPI-owned business owners and representatives meet. Partner with national AAPI business associations and local Asian American Chambers of Commerce to execute convenings. This includes strategic marketing to the AAPI small business community through existing DoD outreach activities.
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 October 2016, market research tools will be developed and by February 1, 2017 enhancements will go live.
Capacity Building	Strengthen relationship and improve communication and coordination with Native Hawaiian communities.	Continue participating in organizations designed to better serve the Native Hawaiian communities such as the Native Hawaiian Federal Interagency Working Group and the Advisory Council on Historic Preservation.	Attend all convenings.
Data	Collect and analyze data on DoD's AAPI small business contracting performance and funding awards to AANAPISIs and small businesses. (Note: DoD is able to separately identify Native Hawaiian Institutions but not all AANAPISIs serving the AAPI community)	Analyze and characterize AAPI participation rates for each community (if available).	In FY 2016-2017, continue quarterly data pull and analysis to identify areas of opportunity and improvement and share with appropriate DoD staff.

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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 10 percent by the end of FY 2017; leverage the newest chapter in Los Angeles to increase outreach and expand AAPI membership in NLSC by at least 5 percent by September 15, 2016.
Workforce Diversity	Encourage leadership commitment to promote and sustain DoD's AAPI diversity effort.	Reinforce strategic direction to make leadership aligned with, committed to, and accountable for diversity and inclusion efforts targeting AAPI communities.	<p>(1) Continue to leverage forums, including a senior level body to oversee and monitor key AAPI initiatives.</p> <p>(2) Continue to identify and address Management Directive (MD) 715 trends and barriers to AAPI advancement into senior positions.</p> <p>(3) Continue to leverage relationships with non-federal entities and maximize the use of technology and social media to promote the diversity message, internally and externally to targeted AAPI markets.</p>
Workforce Diversity	Employ and aligned strategic outreach effort to identify, attract, and recruit from a broad AAPI talent pool.	Design and perform strategic outreach and recruitment to reach AAPI communities, and establish policies and programs to identify, attract and recruit top AAPI talent.	<p>By September 2017:</p> <p>(1) promote policies, programs and practices to support new strategies designed to draw from all AAPI segments of society;</p> <p>(2) establish and strengthen strategic relationships with internal and external AAPI stakeholders, including colleges and universities, and affinity organizations; and</p> <p>(3) use available avenues to conduct technical assistance and information sessions at AANAPISIs and colleges and universities that have a significant AAPI enrollment. Topics to include, but not limited to, student employment programs, internships, and faculty fellowships, research and development and detail opportunities.</p>

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		Provide leadership training, career development, and mentoring opportunities to DoD personnel.	By September 2017, 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.
		Raise awareness about the agency-wide mentoring program	By September 2017: (1) circulate Mentoring Resource Portal to all DoD staff and provide frequent updates as needed; and (2) continue to mentor students and employees during annual convenings
Workforce Diversity	Develop, mentor, and retain top talent from across the total force	Continue to promote diversity and inclusion through training and career development programs and initiatives; continue to promote programs and practices that retain top AAPI talent capable of meeting the DoD's readiness needs for the 21st century; and ensure programs and initiatives are aligned with MD 715 priorities and the 2012-2015 DoD Diversity & Inclusion Strategic Plan and contributes to the development and mentorship of a AAPI employees and applicants.	By September 15, 2016: (1) continue to analyze available AAPI civilian applicant flow data, identify trends, conduct barrier analysis and develop and implement strategies to eliminate barriers;
			(2) continue to analyze workforce data and ensure the availability of viable programs and initiatives to ensure full AAPI access to key positions, developmental assignment and opportunities; (3) review and analyze trends for existing SES programs, addressing areas where advancement barriers exist; and (4) continue to strengthen relationships with non-federal outreach entities that promote SES development and mentorship for AAPIs in DoD and the federal workforce.
Agency Specific	Ensure that 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 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 are required to complete the Transition Assistance Program (TAP) prior to their discharge; they receive/participate in pre-separation counseling, Department of Labor Employment Workshop, VA Benefits Briefing, and the Disabled Transition Assistance Program (DTAP) Briefing (Ongoing).

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<p align="center">Agency Specific</p>	<p>Cooperate with the Department of Education to ensure that service members and veterans are aware of Department of Education benefits available to them.</p>	<p>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.</p>	<p>Continue regularly scheduled meetings (usually monthly) of DoD, ED, and VA principals to address mutually supportive issues. These meetings directly support recently passed legislation on the Veterans' Employment Initiative (Ongoing).</p>
<p align="center">Agency Specific</p>	<p>Cooperate with the Department of Labor to ensure that service members and veterans are aware of protections the Department of Labor, Veterans Employment Training Services.</p>	<p>Collaborate with the Departments of Labor, Veterans Employment Training Services and Veterans Affairs (VA) to promote awareness of VETs worker protections available to veterans.</p>	<p>Conduct outreach to Department of Labor, Veterans Employment Training Services to develop implementation training plan.</p>