

**DEPARTMENT OF ENERGY**

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

Goal Area	Agency Objective	Strategic Activity	Track/Measure
<b>Capacity Building</b>	Increase outreach to AAPI small business owners on DOE and DOE-related contracts.	Build additional partnerships with AAPI business associations that currently participate in activities of the US Pan Asian Chamber of Commerce.	Target 1: By April 2016, partner with two additional AAPI business organizations by attending two or more outreach events. Target 2: By December 2016, conduct multiple outreach events with AAPI business organizations in related metropolitan areas. Target 3: By December 2016, conduct two energy supply chain training seminars with outreach to minority trade associations, including AAPI.
<b>Capacity Building</b>	Increase capacity to conduct more reliable data collection.	Identify methods to enhance current data collection methods. Work with federal partners and appropriate community organizations.	By March 2016, update metrics to track minority serving institution participation in funding programs, and work with WHIAAPI to share information.
<b>Capacity Building</b>	Establish public-private partnerships with foundation, college, university, or private entities around DOE programs.	Reach out to foundations, colleges, universities, or private entities around DOE programs.	Target 1: Partner with two foundations and/or private entities around DOE programs. Target 2: 1) Establish STEM partners to provide assistance in workshops on how to compete for government contracts; 2) partner with MSIs and national laboratories in various student competitions/programs such as the 2017 Solar Decathlon, Race for Zero Competition; 3) Host the Advancing Research and Tecnology in the Sciences Forum for MSIs to meet face-to-face with DOE program offices to discuss potential funding opportunities and partnerships.

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<b>Capacity Building</b>	Increase AAPI small business access to federal opportunities	The Agency Chief Acquisition Officer(CAO), Senior Procurement Executives (SPEs), Small Business Directors; and/or Office of Small and Disadvantaged Business Utilization (OSDBU) will work together to 1) partner with national AAPI business groups and technical assistance providers to ensure more AAPI small businesses are aware of agency contract and procurement opportunities; and 2) conduct at least 2 regional engagements with local Asian American chambers.	Increase of AAPI-owned businesses awareness of agency procurement opportunities; increase of AAPI-owned businesses contracting or subcontracting with agency.
<b>Data</b>	Improve data collection and disaggregation practices	Identify existing agency programs that have potential to disaggregated AAPI data into subpopulations beyond OMB 15.	By January 2016, assess feasibility of collecting disaggregated data.
<b>Language Access</b>	Improve delivery of services to LEP individuals.	Submit an agency LEP plan to Department of Justice and convene an LEP WG to ensure compliance with Executive Order 13166.	Target 1: In FY 2016-2017, provide guidance to DOE elements regarding Executive Order 13166. Target 2: In FY 2016, develop a list of best practices for dissemination to substantially all of the DOE field offices.
<b>Language Access</b>	Assess agency employee language capability/skills.	Conduct assessment of agency language capability/skills.	Target - By September 30, 2016, substantially complete assessment of agency language capability/skills at DOE Headquarters. Attempt to identify bilingual employees who can speak Asian languages, such as Chinese, Tagalog, Vietnamese, Korean, and Hindi.

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<p align="center"><b>Language Access</b></p>	<p>Improve delivery of services and information to LEP individuals</p>	<p>Develop protocols within offices of public affairs for external communications to translate (or develop other media-video, webinars, radio announcements-for) public service announcements, press release and other information into AA and PI languages, develop a list of AA and PI ethnic media outlets for distribution, and develop plans for community feedback and engagement</p>	<p>Target- By January 2017, assess DOE resources for translation of PSAs, press releases, etc. into AAPI Languages.</p>
<p align="center"><b>Workforce Diversity</b></p>	<p>Foster the recruitment, career development, and advancement of AAPIs in DOE.</p>	<p>Increase outreach efforts to Asian Americans and Pacific Islanders to promote entry, mid-career and SES employment opportunities.</p>	<p>In 2016-2017, continue to expand AAPI participation in the the Federal Career Pathways Programs (Interns, Recent Graduates, and Presidential Management Fellows Program). Track number of AAPIs hired through Pathways program. (CRO) Track number of AAPI senior level employees sent to the Federal Executive Institute and AAGEN SES Development program. (Training)</p>
<p align="center"><b>Workforce Diversity</b></p>	<p>Foster the recruitment, career development, and advancement of AAPIs in DOE.</p>	<p>Establish a partnership with AANAPISIs to build a career pipeline and develop data and develop partnerships research projects that generate critical data and information on AAPIs.</p>	<p>In FY 2016-2017, DOE CRO will enhance relationships with AAPIN and other Asian American and Native American Pacific Islander-Servicing Insitutions to promote available employment opportunities.</p>
<p align="center"><b>Workforce Diversity</b></p>	<p>Ensure responsibility of workforce diversity, inclusion and equal employment opportunities at all levels of the federal government.</p>	<p>Promote mission critical/STEM employment opportunities and conduct analysis of AAPI workforce at the GS 11-15 levels and SES.</p>	<p>By January 2016, report AAPI new hires in mission critical/STEM career fields. By June 2016, develop a process to review new hires quarterly to analyze mission critical/STEM workforce.</p>

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<b>Workforce Diversity</b>	Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.	Conduct barrier analysis on the advancement of AAPI employees and develop a focused strategy to address those issues.	By June 2016, complete barrier analysis and implement strategic plan to reduce barriers.
<b>Regional Network</b>	Build lasting relationships between the AAPI community and federal regional offices and increase access to key federal regional officials across the country.	Work with WHIAAPI's Regional Network to engage in effective and meaningful outreach to the AAPI community.	In 2016 -2017, partner with the Regional Network to convene at least 2 RN engagement activities across the regions (one each year).
<b>Regional Network</b>	Build lasting relationships between the AAPI community and federal regional offices and increase access to key federal regional officials across the country.	Support efforts to institutionalize the Regional Network across the regions.	By December 2016, review regional network best practice models, tools, and goals to determine whether it can be incorporated into the agency's outreach.