

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

Goal Area	Agency Objective	Strategic Activity	Track/Measure
Capacity Building	Cultivate AAPI relationships in Department and U.S. Government-at-large, with AAPI diaspora, emerging leaders, and force multiplying networks.	Build AAPI focus into Employee Affinity Group (EAG) external programming initiatives.	Biannual Updates: June 2016, December 2016, June 2017, December 2017.
Capacity Building	Enhance use of AAPI related content in public diplomacy programs to foreign audiences on U.S. foreign policy priorities.	Collaborate with the Bureau of International Information Programs (IIP) and Asian Americans in Foreign Affairs Agencies EAG to encourage Embassies/Posts and relevant Department principals/offices to host programs and share AAPI content widely via social media and various platforms.	AAFAA post liaisons will encourage posts/embassies to use AAPI content developed by IIP during AAPI Month in May. S/OCR will also encourage use of content during AAPI month.
Capacity Building	Increase cultural understanding and support of AAPI communities/individuals in accessing services and programs during disasters and crises abroad.	Conduct outreach to the AAPI community on the importance of registering with Smart Traveler Enrollment Program (STEP) when traveling abroad.	Send out information and resources on an annual basis to inform the AAPI community of STEP and other resources.
Capacity Building	Increase AAPI engagement and awareness of AAPIs in U.S. exchange programs	Work with the Bureau of Educational and Cultural Affairs' (ECA) exchange programs and grantee organizations to increase participation of AAPI students, faculty, administrators and Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs) in exchange programs and activities.	1) During annual meetings/conferences serving minority audiences from throughout the country, ECA will provide workshops and panel presentations and staff exhibits providing information and technical assistance regarding its various exchange program opportunities. 2) Academic Programs offices will make presentations at a variety of AANAPISIs and consult with AANAPISI leaders in order to better inform campus communities about ECA's various exchange program opportunities; 3) ECA and its grantee organizations will continue to undertake a comprehensive range of outreach activities and initiatives annually in order to effectively promote its exchange programs to AANAPISI students, faculty, administrators and institutions.
Capacity Building	Improve AAPI access to grant opportunities	Work with the Bureau of Educational and Cultural Affairs to develop a plan to support greater AAPI/AANAPISI access to programs and activities.	Partner with WHIAAPI to conduct at least one technical assistance event on ECA grant opportunities to AAPI/AANAPISI organizations and partners in FY 2016-2017.
Data	Facilitate data access, analysis, and disaggregation mechanics related to AAPI population and participation-level in Department programs.	Work with the Bureau of Educational & Cultural Affairs on tracking and evaluating progress of AAPI participation-levels in programs.	As part of the annual tasker for the Minority Serving Institution report, ECA will provide a comprehensive report showing the number of AANAPISI students, faculty, administrators and institutions participating in each of its exchange programs, as well as corresponding funding levels for each program and each receiving AANAPISI. Moving forward, pending appropriation levels, ECA hopes to see annual increases in funding for this constituency and in the number of AANAPISIs engaged in ECA activities.
Workforce Diversity	Establish a robust set of diversity-related initiatives/events at the Department.	S/OCR, in collaboration with AAPI-related Employee Affinity Groups, will coordinate diversity related initiatives, such as professional development events featuring senior officials, AAPI commemorative month events, etc.	By June 2016, establish annual diversity events that will include AAPI Leadership dinners, SAAEA hosted panel discussions on diversity, and potentially host an event focused on the AAPI diaspora.

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<b>Workforce Diversity</b>	Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.	(1) Conduct barrier analysis on the advancement of AAPI employees at senior levels, and if any issues are identified, develop a focused strategy to address them.	By December 2016, complete barrier analysis and begin to implement strategic plan to reduce any barriers found. Incorporate findings in Department's FY16 Management Directive-715 report.
		(2) Build mentorship, culture of support, and outreach efforts (Diplomats-in-Residence, Job Fairs, etc.) to highlight career opportunities at State for AAPIs.	Report on efforts taken in Department's FY16 Management Directive-715 report and FY16 Federal Equal Employment Opportunity Recruitment Plan.
<b>Language Access</b>	Improve access to Passport information and services for AAPI individuals with limited English proficiency (LEP).	Conduct assessment to determine AAPI language translation needs.	Explore possibility of translating key Passport services information in AAPI language to increase access for LEP individuals.
<b>Regional Network (New Goal)</b>	Build lasting relationships between the AAPI community and federal regional offices to 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 regarding Passport and Visa services.	In 2016 -2017, partner with the Regional Network to convene at least four engagement activities across various regions, to the extent possible.