

DEPARTMENT OF THE TREASURY
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	Increase AAPI access to funding.	Enhance strategies for broadcasting funding notices to the AAPI community, in particular Small and Disadvantaged Businesses (SDBs).	(1) The OSDDBU will create online tools for members of the small business community to learn more about treasury business opportunities. The tools that the OSDDBU will create will be as follows: (a) forecast of expiring contracts for 2016 and 2017, (b) targeted videos on how to build capacity, how to invest to scale, and how to engage in successful mentor protégé relationships. (2) In 2016, a web application will be developed so small companies can find information via mobile phone on Doing Business with the Federal Government.
Capacity Building	Increase AAPI access to funding.	Enhance strategies for broadcasting funding notices to the AAPI community, in particular Small and Disadvantaged Businesses (SDBs).	OCC will continue to track contracting awards to Asian American-owned businesses.
Data	Comply with OMB Directive 15 to disaggregate AAPI data.	Continue to explore opportunities on a programmatic level to disaggregate data by the categories defined in OMB Directive 15.	Continue intra-agency discussions to manage demographic data collection limitations as part of the Title VI implementation.
Data	Improve data disaggregation practices.	Review internal and external data disaggregation practices and explore potential for replication of best practices and systems.	Treasury implementation of Title VI data collection requirements will incorporate OMB Directive 15 requirements. A data collection form to be used Treasury-wide will disaggregate as required
Language Access	Improve delivery of services and information to LEP individuals.	Develop protocols within offices conducting external communications to translate (or develop other media - video, webinars, radio announcements - for) public service announcements, press releases, and other information into relevant languages; develop a list of AAPI ethnic media outlets for distribution, and develop plans for community feedback and engagement.	Continue updating list of AAPI ethnic media outlets and distribute to EEO Officers and program offices.

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Workforce Diversity	Increase pipeline of AAPI applicants to managerial and SES positions.	Identify additional recruitment sources and increase awareness of SES opportunities to increase the applicant pool.	In FY 2016-2017, continue to track AAPI participation in the SES program. In addition, continue to publicize and promote AAGEN's <u>SES training program</u> .
Workforce Diversity	Increase pipeline of AAPI applicants to managerial and SES positions.	Assist AAPI employees to fill gaps needed in their professional development goals.	In FY 2016, the IRS will host quarterly online training courses with the AAPI Employee Organization, ASPIRE. Attendance and topics <u>will be tracked</u> .
Workforce Diversity	Increase pipeline of AAPI applicants to managerial and SES positions.	Partner with AANAPISIs as well as AAPI national and community-based groups to raise awareness of the internship and other <u>programs at the Treasury</u> .	The IRS plans to hold virtual and corporate outreach for AANAPISIs in FY 16.
Workforce Diversity	Increase pipeline of AAPI applicants to managerial and SES positions.	Identify additional recruitment sources and increase awareness of SES opportunities to increase the applicant pool.	OCC's Asian employee network group, Network of Asian Pacific American Network (NAPA), will continue to supports the agency in its recruitment, career development, and retention strategies for developing a fully engaged Asian workforce, particularly as an information resource for employees on career development opportunities.
Workforce Diversity	Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.	Partner with AANAPISIs as well as AAPI national and community-based groups to raise awareness of the internship and other <u>programs at the Treasury</u> .	OCC will continue to recruit from AANAPISIs as part of its Entry-Level Bank Examiner Recruitment Program.
Workforce Diversity	Increase pipeline of AAPI applicants to managerial and SES positions.	Remove existing barriers and develop plan to overcome those structural barriers.	In FY 2016-2017, OCC will execute actions based on the OCC senior-level positions <u>barrier study</u> .