

DEPARTMENT OF AGRICULTURE FY 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>	Strengthen USDA's understanding of the needs of AAPI stakeholders and additional opportunities to serve them.	Identify key USDA programs with low AAPI participation and collaborate with partners on how best to improve participation rates.	In 2016, analyze AAPI participation in various USDA programs over the last 5 years, and identify programs or regions where there is low AAPI participation. Engage with local, regional, state and national partners who can help USDA better understand the continuing needs of AAPI stakeholders.
<b>Capacity Building</b>	Improve AAPI access to USDA grants, financial and technical assistance.	Apply the learnings acquired above and conduct targeted outreach to improve AAPI awareness of and access to USDA programs and resources.	In 2016 and 2017, conduct at least 5 outreach events each year in 5 different geographic regions, and at least one webinar. Partner with diverse and increased numbers of AAPI-serving organizations to amplify stakeholder awareness of USDA programs. Institutionalize systems to track grants and other program funds awarded to AAPIs, AAPI organizations and partners, and analyze trends by fiscal year.
<b>Capacity Building</b>	Support new and beginning AAPI farmers and ranchers, enabling their economic viability and success.	Create and promote a toolkit for new and beginning farmers and ranchers that is tailored to AAPI needs.	In 2016, create an AAPI-focused toolkit and promote it to AAPI stakeholders in collaboration with USDA's New and Beginning Farmer and Rancher initiative, USDA field offices, and the WHIAPPI regional network. In 2017, work with partners to expand dissemination and utilization of the toolkit.
<b>Capacity Building</b>	Support new and beginning AAPI farmers and ranchers, enabling their economic viability and success.	Connect new and beginning AAPI farmers and ranchers to experienced farmers, ranchers and local USDA officials.	In 2016 and 2017, conduct at least 3 roundtables each year in regions with significant potential for growth of new and beginning AAPI farmers and ranchers.

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<p><b>Capacity Building</b></p>	<p>Increase AAPI awareness of USDA nutrition education and nutrition assistance programs.</p>	<p>Promote nutrition education and improved diets through materials featuring culturally relevant foods for the AAPI population, and translated materials. Provide language-appropriate and culturally sensitive outreach about USDA food assistance programs.</p>	<p>By September 2016, enhance SuperTracker food data, What's Cooking recipes, and/or the ChooseMyPlate.gov gallery to reflect AAPI populations. Beginning 2016, implement targeted outreach to select AAPI subgroups, including Vietnamese Americans, on the Supplemental Nutrition Assistance (SNAP) program.</p>
<p><b>Capacity Building</b></p>	<p>Strengthen USDA's relationship with Asian American Native American Pacific Islander Serving Institutions (AANAPISIs.)</p>	<p>Establish a Higher Education Institution program for AANAPISIs, to complement and supplement USDA's other Higher Education Institution programs.</p>	<p>In 2016, develop a plan for establishing an ongoing AANAPISI program at USDA, to include cooperative agreements with relevant organizations. Establish lasting relationships with AANAPISIs with strong agricultural programs.</p>
<p><b>Capacity Building</b></p>	<p>Increase representation by AAPIs on USDA advisory committees, commissions, and boards.</p>	<p>Engage in targeted outreach to solicit applications from qualified AAPI individuals to positions on USDA advisory committees, commissions, and boards as openings become available.</p>	<p>In 2016, increase targeted outreach for applications from qualified AAPIs to the Minority Farmers Committee, Beginning Farmers and Ranchers Advisory Committee, Agricultural Trade Advisory Committees, and other appropriate USDA committees, commissions and boards. In 2017, evaluate strategies used in 2016 and make adjustments to increase effectiveness and outcomes.</p>
<p><b>Capacity Building</b></p>	<p>Increase AAPI small business access to federal procurement opportunities</p>	<p>Develop and implement a plan to increase access of AAPI small businesses to USDA's procurement opportunities</p>	<p>Incorporate technical assistance sessions on USDA procurement opportunities into at least 4 events (2 each year) with AAPI community audiences.</p>

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Data	Promote utilization of AAPI data collected in the 2012 Census of Agriculture, to better understand the role of AAPIs in U.S. farming and ranching.	Increase visibility and utilization of AAPI data collected by USDA in the 2012 Census of Agriculture, by USDA agencies as well as WHIAPPI and AAPI stakeholders.	By September 2016, share data and analysis from the 2012 Census of Agriculture with WHIAPPI staff, Interagency Working Group members, and Regional Network, as well as key AAPI stakeholder organizations. Increase web links to USDA fact-sheets on AAPI census data and analysis.
Data	Increase participation and coverage of Asian American farmers and ranchers, and Pacific Islander farmers and ranchers, in the 2017 Census of Agriculture that will be published in 2019.	Conduct public outreach through regional town halls, other stakeholder events and targeted media to educate and prepare AAPI farmers and ranchers to participate in the next Census of Agriculture.	In 2016 and 2017, ensure increased inclusion of AAPI community leaders, community-based organizations, and ethnic media in list-building efforts and outreach by USDA's National Agricultural Statistics Service.
Data	Promote utilization of AAPI data collected in the 2012 Census of Agriculture, to better understand the role of AAPIs in U.S. farming and ranching.	Increase visibility and utilization of AAPI data collected by USDA in the 2012 Census of Agriculture, by USDA agencies as well as WHIAPPI and AAPI stakeholders.	By September 2016, share data and analysis from the 2012 Census of Agriculture with WHIAPPI staff, IWG members, and Regional Network, as well as key AAPI stakeholder organizations. Increase web links to USDA fact-sheets on AAPI census data and analysis.
Data	Improve data disaggregation practices, separating out different AAPI subgroups.	Review internal and external data disaggregation practices and explore options replicating best practices and systems.	By September 2016, produce qualitative and quantitative data for at least 3 disaggregated AAPI subgroups in 4 major USDA programs. By April 2017, produce qualitative and quantitative data for at least 3 disaggregated AAPI subgroups in at least 4 other USDA programs.
Language Access	Comply with federal language access policy pursuant to Executive Order 13166, "Improving Access to Services for Persons with Limited English Proficiency (LEP)".	Ensure AAPI languages are included in USDA's language access plan that complies with EO 13166 and is submitted to the Department of Justice.	By June 2016, identify specific AAPI languages included in USDA's language access plan, and monitor compliance by all USDA agencies each year.

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<p><b>Language Access</b></p>	<p>Strengthen and expand LEP Programs for AAPIs to improve program delivery.</p>	<p>Identify areas where LEP needs could be better addressed, and incorporate improvements into agency-specific plans to implement LEP programs.</p>	<p>By September 2016, receive input from AAPI advocates, external customers and refugee representatives on USDA plans for LEP programs. Throughout FY 2016 and FY 2017, assess USDA agencies' LEP strategies and implementation of LEP plans, making adjustments as appropriate.</p>
<p><b>Language Access</b></p>	<p>Expand LEP Programs for AAPIs to improve program delivery.</p>	<p>Expand the number of AAPI languages used in translations of key USDA program materials, and expand the number of USDA programs covered by translation services.</p>	<p>By September 2016, consider whether to expand USDA's support of the AAPI LEP Resource Center at Michigan State University to include additional AAPI languages (beyond Hmong), or to supplement that resource with other LEP capable resources.</p>
<p><b>Workforce Diversity</b></p>	<p>Expand AAPI federal employment opportunities for AAPIs by reducing barriers to recruitment, hiring, and promotion.</p>	<p>Conduct a barrier analysis with respect to recruitment, hiring, and promotion at each grade level in each of the USDA agencies and offices, and implement a focused strategy for those agencies and offices with levels below the Civilian Labor Force (CLF) levels.</p>	<p>By September 2016, each USDA agency/office shall complete a barrier analysis. By December 2016, each USDA agency/office with below-CLF levels shall develop a focused strategy to reduce or eliminate the barriers, and implement the strategy in FY 2017.</p>
<p><b>Workforce Diversity</b></p>	<p>Expand AAPI federal employment opportunities through increased recruitment efforts.</p>	<p>Expand partnerships with AANAPISI institutions, the Conference for Asian Pacific American Leadership (CAPAL), and other AAPI-serving organizations in order to increase AAPIs in USDA internships and full-time positions.</p>	<p>By September 2016, increase by at least 50% the number of AAPI interns at USDA, and the number of AANAPISI schools' career fairs attended by USDA. By June 2017, ensure that all USDA agencies conduct at least one AAPI-specific recruitment activity.</p>

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<p><b>Workforce Diversity</b></p>	<p>Expand AAPI federal employment opportunities through increased skills and leadership development.</p>	<p>Offer focused training programs and developmental opportunities for AAPI employees, in consultation with the Federal Asian Pacific American Council (FAPAC), Asian Pacific American Network in Agriculture (APANA), Asian American Government Executives Network (AAGEN), other affinity groups, professional associations and private experts.</p>	<p>By September 2016, hold at least one AAPI employee roundtable to engage employees on their developmental needs and priorities. Conduct at least 2 training events (at least one each year) tailored to AAPI employees at two different grade levels or skill sets. By January 2017, offer an AAPI-tailored mentoring program for AAPI employees as an optional alternative to the general USDA mentoring program.</p>
<p><b>Workforce Diversity</b></p>	<p>Ensure opportunities for employment and advancement of qualified AAPIs.</p>	<p>Educate USDA agencies on diversity and hidden biases through special civil rights training.</p>	<p>By September 2016, provide civil rights training on diversity and hidden biases to select agencies/offices and USDA employees in various forums.</p>
<p><b>Regional Network</b></p>	<p>Build lasting relationships between the AAPI community and federal regional offices and increase access to key federal regional officials across the country.</p>	<p>Expand the capacity and participation of WHIAAPI's Regional Network members.</p>	<p>By June 2016, identify at least 10 USDA regional staff members to represent USDA on the 10 WHIAPPI Interagency Regional Networks.</p>
<p><b>Regional Network</b></p>	<p>Build lasting relationships between the AAPI community and federal regional offices and increase access to key federal regional officials across the country.</p>	<p>Work with WHIAAPI's Regional Network to engage in effective and meaningful outreach to the AAPI community.</p>	<p>Partner with the WHIAPPI Regional Network to engage in at least 4 Regional Network activities across the regions (two each year).</p>
<p><b>Regional Network</b></p>	<p>Build lasting relationships between the AAPI community and federal regional offices and increase access to key federal regional officials across the country.</p>	<p>Support efforts to institutionalize WHIAPPI's Regional Network across the regions.</p>	<p>By December 2016, consider incorporating WHIAPPI Regional Network best practices, models, tools, and goals into USDA's outreach strategies and planning for AAPI engagement.</p>