

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
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			
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Data	Improve the AAPI workforce data collected from federal agencies by encouraging them to collect applicant flow data, which will allow them to review the yield of their recruitment efforts for AAPIs and other groups.	Encourage federal agencies to collect applicant flow data by using a revised form that has recently been approved by the Office of Management and Budget (OMB).	Target 1: In FY 2016 and 2017, assess the number of agencies that have adopted the revised form and continue to encourage other agencies to use the form.
Data	Improve data collection and disaggregation by national origin.	Improve the national origin data collected during the private sector intake and charge process.	Target 1: To ensure quality control, continually monitor whether (1) EEOC is accurately capturing demographic data when people call the 1-800 number for telephone screenings; (2) charging parties are routinely providing national origin information on Intake Questionnaires, even if the basis of discrimination is unrelated to race or national origin; (3) the demographic information is being accurately captured in EEOC's information management system.

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Data	Improve internal analytics and public access to information on AAPI workforce, charge/complaint, and litigation data.	Analyze EEOC data for internal use and liberate for public consumption.	<p>Target 1: By May 2016, review the feasibility of collecting and disseminating charge and resolution data on demographic characteristics (for example, the number of charges of race or national origin discrimination filed by Asian American females in FY2012).</p> <p>Target 2: Continue to annually update list of significant cases the EEOC has brought on behalf of AAPIs, and distribute list to staff with outreach responsibilities.</p>
Data	Improve data disaggregation practices.	Review internal and external data disaggregation practices and explore potential for replication of best practices and systems.	By Jan 2016, identify a program, office or project that has the capacity to disaggregate AAPI data by ethnic subgroup.
			By or before Dec 2016, produce qualitative and quantitative disaggregated Asian and Native Hawaiian/Pacific subgroup data for one program, office, or project.
			By June 2017, determine if production or reporting of disaggregated AAPI data can be done annually.

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<p align="center">Language Access</p>	<p>Improve the EEOC’s ability to communicate with AAPIs and other groups who communicate primarily in a language other than English.</p>	<p>Work with DOJ to comply with EO 13166.</p>	<p>Target 1: Continue to make information available in appropriate languages to populations with Limited English Proficiency in compliance with Executive Order 13166. Target 2: By December 2016, add language buttons on EEOC's homepage that direct users to resources available in other languages . Target 3: Using the results of the EEOC language survey, implement procedures that allow EEOC staff to volunteer to provide language assistance to EEOC charging parties as needed.</p>
<p align="center">Language Access</p>	<p>Improve the EEOC’s ability to communicate with AAPIs and other groups who communicate primarily in a language other than English.</p>	<p>Translate EEOC materials into AAPI languages.</p>	<p>Target 1: By March 2016, in conjunction with the agency LEP plan, AAPI stakeholders, and revisions to EEOC's website and publications distribution system, complete process of determining which publications and languages should be used for translations to be posted on the EEOC website to best serve the AAPI community. Target 2: By September 2016, translate those additional documents, as resources permit.</p>
<p align="center">Workforce Diversity</p>	<p>Increase AAPI applicants to the federal government in mission critical positions.</p>	<p>Increase outreach efforts to AAPIs to promote employment opportunities.</p>	<p>Target 1: In FY2016, increase employment outreach activities to AAPIs by at least 25%.</p>

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Workforce Diversity	Increase AAPI/NHPI applicants to the federal government in mission critical positions.	Develop recruiting strategy to target AAPIs at AANAPISI.	Target 1: In FY 2016, form a partnership with a second AANAPISI that serves Native Hawaiian and Pacific Islanders (NHPIs).
Workforce Diversity	Increase participation rate of AAPIs in fellowship, internship, and or study programs.	Partner with AANAPISIs, trade schools, and apprentice programs.	Target 1: During FY 2016-2017, if the Commission has hiring authority, conduct 2 recruitment events (including social media events like Twitter Townhalls) or attend 2 AANAPISI job fairs.
Workforce Diversity	Increase pipeline of AAPI applicants to managerial and SES positions.	Identify ways to increase the number of AAPI employees who sign up for our available training and mentoring programs. Conduct an analysis to identify any barriers to getting into managerial or SES positions.	Target 1: In FY 2016 and 2017, implement a plan to address any identified issues/barriers found during the analysis which inhibit increased AAPI participation in SES and managerial positions and programs, and track the increase in the number of AAPI employees who participate in these programs.
Workforce Diversity	Increase pipeline of AAPIs applicant to managerial and SES positions.	Provide training and development opportunities for AAPI staff.	Target 1: Review EHRI reports, to collect data on success measures of the training and development program for AAPI staff. Target 2: In FY 2016 and 2017, continue to create agency specific SES/managerial development program for GS 14/15 employees or partner with existing programs.

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Workforce Diversity	Increase awareness of employment development and support networks for mid-level AAPI personnel	Develop a program that pairs senior management with mid-level staff to increase access to senior level staff for mid-level employees.	Target 1: By June 2016, work with the AAPI affinity group, the AAPI Network, to establish a pairing program to encourage AAPI staff to work on projects relating to the AAPI community with senior staff.
Workforce Diversity	Increase federal agencies' efforts to remove barriers that limit employment opportunities for AAPI federal employees and job applicants.	Determine which agencies have identified barriers that limit employment opportunities for AAPI federal employees or job applicants.	Target 1: In 2016, develop an analytics tool to review federal agencies' recent Management Directive 715 (MD-715) reports in order to see which ones have identified employment barriers related to AAPI employees and applicants. Target 2: Use the analytics tool to examine the MD-715 reports. Target 3: Within 3 months of the successful development of the analytics tool, report on how many federal agencies have identified employment barriers to AAPIs.
Workforce Diversity	Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.	Increase recruitment, retention, and promotion efforts, including conducting a barrier analysis on the advancement of AAPI employees, and develop a focused strategy to address all identified issues.	By June 2016, develop a plan to increase recruitment, retention and promotion efforts including strategic plan to reduce barriers.
Regional Network	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 4 RN engagement activities across the regions (two each year).

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Regional Network	Build lasting relationships between the AAPI community and federal regional offices and increase access to key federal regional officials across the country.	Expand the capacity and participation of WHIAAPI's Regional Network members.	By June 2016, identify at least 5 regional staff members to serve on the Regional Network.
Regional Network	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, incorporate Regional Network best practices, models, tools, and goals into the agency's own outreach strategies and planning for the AAPI community.