

DEPARTMENT OF HOMELAND SECURITY
2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Capacity Building	Improve AAPI access to grants and contracts.	Develop plan to support greater AAPI access to programs and services.	Target 1) DHS will partner with WHIAAPI to conduct at least 1 technical assistance event on DHS contracting or grant opportunities to AAPI organizations and partners in FY 2014 and 2015. Target 2) DHS will include current and potential AAPI partners suggested by WHIAAPI in DHS distribution of opportunities. Target 3) DHS will partner with WHIAAPI to hold a meet and greet between DHS program officers and AAPI leaders at national and regional level.
Capacity Building	Increase AAPI small business awareness of DHS contracting opportunities.	Build relationships between DHS contracting representatives and AAPI communities to increase awareness of agency contract and procurement opportunities.	DHS will attend 2 events (1 event per year) in FY 2014 and FY 2015 in which key DHS COTRs and AAPI business owners meet. DHS will partner with WHIAAPI to connect with national AAPI business associations and local Asian American Chambers of Commerce to execute events.
Capacity Building	Develop strategic engagement with philanthropic and private sector stakeholders in order to facilitate alignment or partnerships for the AAPI community.	Hold national or regional-level meetings between the private sector (such as philanthropy) and DHS leadership to discuss potential partnerships that positively impact the AAPI communities.	In FY 2014 and FY 2015, DHS will participate in WHIAAPI convenings of national and regional funder associations, affinity groups, private sector leaders, and philanthropic leaders to discuss AAPI needs, gaps, and opportunities. Convening events will be held to complement WHIAAPI regional and national working group meetings.
Capacity Building	Increase immigrant public education and awareness opportunities.	Expand AAPI-specific immigration outreach resources.	By the end of FY 2014, DHS will expand its immigration and citizenship public engagement initiatives by holding at least two additional AAPI-focused events on immigration topics.
Capacity Building	Ensure that appropriate funding opportunities serve AAPI communities.	Develop language to promote engaging diverse communities, including AAPIs, in appropriate DHS grant opportunities.	By the end of FY 2014, disaster-related grant applications will be provided guidance on engaging diverse communities, including AAPIs, in grant programs and activities.

DEPARTMENT OF HOMELAND SECURITY

2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

<p>Capacity Building</p>	<p>Strengthen relationship and improve communication and coordination with the Native Hawaiian community.</p>	<p>Develop consultation policy with the Native Hawaiian community.</p>	<p>Target 1) By April 2014, identify areas of work and departmental programs that impact the Native Hawaiian community. Target 2) By June 2014, explore the feasibility of developing a consultation policy with the Native Hawaiian community. Target 3) By December 2014, develop a consultation policy (if determined feasible). Target 4) By January 2015, agency components and offices will review existing policies that may be impacted by a consultation policy and revise as necessary. Target 5) By April 2015, implement consultation policy.</p>
<p>Data</p>	<p>Improve data access and analysis on AAPI populations.</p>	<p>Identify existing agency programs that disaggregate data.</p>	<p>Conduct an analysis of DHS immigration data collected by nationality or country of origin relating to AAPIs and create products summarizing key data that could support policy analysis.</p>
<p>Data</p>	<p>Improve data disaggregation practices.</p>	<p>Review internal and external data disaggregation practices and explore potential for replication of best practices and systems.</p>	<p>Target 1) By Jan 2014, establish an internal working group to discuss feasibility of disaggregating Asian American and Native Hawaiian Pacific Islander quantitative and qualitative subgroup data.</p>
<p>Language Access</p>	<p>Ensure efficacy of Limited English Proficient (LEP) programs throughout the agency, with reference to AAPI languages.</p>	<p>Conduct evaluation of existing LEP programs/resources with community and stakeholder groups and act on areas for improvement or corrective action.</p>	<p>Target 1) Complete and implement provisions of individual Component LEP Plans. Target 2) By the end of FY 2014, DHS will establish DHS-wide strategically sourced contracting vehicles for DHS's language services, including AAPI language services, that will expand access to, lower the cost of, and improve coordination of, language services for Departmental activities. Target 3) By January 2014, identify and catalog high priority documents to be translated into Asian languages and establish a resource plan to accomplish the translations.</p>

DEPARTMENT OF HOMELAND SECURITY

2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

<p>Language Access</p>	<p>Utilize qualified multilingual employees for translation and interpretation purposes in appropriate situations.</p>	<p>Report on methods for assessing multilingual employees and plans for how and when they can be used and shared within the agency to provide language services.</p>	<p>Develop method and plan by August 2014.</p>
<p>Language Access</p>	<p>Improve post-disaster resilience of AAPI communities.</p>	<p>Reduce cultural and language barriers that hinder AAPI and other communities from accessing services and programs during disaster response and post-disaster recovery.</p>	<p>Target 1) Create informal or formal relationships, as appropriate, with AAPI organizations to address preparedness, response, recovery and mitigation issues or concerns. Target 2) Host a roundtable or conference call between FEMA HQ and/or regional FEMA staff and AAPI organizations to discuss disaster recovery. Target 3) Continue translating vital FEMA documents into AAPI languages during disasters. Translations will continue to be provided to all identified AAPI disaster survivors affected during disasters.</p>
<p>Language Access</p>	<p>Improve delivery of services and information to LEP individuals.</p>	<p>DHS will invite WHIAAPI to brief the DHS Public Affairs teams on best practices for communication with AAPI communities.</p>	<p>Target 1) By April 2014, DHS will incorporate the list of AAPI ethnic media outlets sent by WHIAAPI into the OPA ethnic media list. Target 2) By April 2014, develop internal protocols for translating public information (e.g., PSAs, press releases, etc.) into languages other than English, including AAPI languages.</p>
<p>Workforce Diversity</p>	<p>Develop a targeted recruitment strategy to promote public service, eliminate barriers to employment, and ensure outreach to diverse communities, including the AAPI community.</p>	<p>Develop targeted strategies to increase outreach to AAPI/NHPs, particularly for executive positions and mission critical occupations.</p>	<p>Target 1) By the end of FY 2014, complete a barrier analysis for front-line managerial and SES hiring, occupational analysis, and STEM analysis, and develop DHS Component scorecards on Asians and NHPs. Target 2) By the end of FY 2014-2015 DHS will work with WHIAAPI to modify its list of top targeted AAPI events, conferences and career fairs, including law enforcement conferences, of relevance to DHS and attend highest priority events.</p>

DEPARTMENT OF HOMELAND SECURITY

2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

<p>Workforce Diversity</p>	<p>Enhance student and recent graduate employment programs and expand strategic relationships with key institutions of higher education.</p>	<p>Partner with the DHS Office of Academic Engagement to explore strategic relationships with institutions of higher education with significant AAPI/NHPI student enrollment or with the Asian American and Pacific Islander Association of Colleges and Universities (APIACU).</p>	<p>In FY 2014, develop at least one MOU with associations that represent MSIs to share information about employment opportunities at DHS for students and recent graduates.</p>
<p>Workforce Diversity</p>	<p>Promote diversity and inclusion of AAPIs in DHS-wide leadership development programs.</p>	<p>Provide leadership training, career development, and mentoring opportunities to all DHS personnel.</p>	<p>By April 2014 review trends and analyze data on the participation rates of AAPIs in existing DHS senior development and other career-enhancing programs and develop a strategic plan to build more diverse applicant pools.</p>
<p>Workforce Diversity</p>	<p>Promote diversity and inclusion of AAPIs in DHS-wide leadership development programs.</p>	<p>Align diversity and inclusion strategies to advance workforce diversity, inclusion, and equal employment opportunity in all levels of federal employment.</p>	<p>By June 2014, strengthen and expand relationships with non-government organizations and agencies to promote SES development and mentorship in the federal workforce and support the SES Candidate Development Program.</p>
<p>Workforce Diversity</p>	<p>Expand workforce diversity outreach to key AAPI organizations and affinity groups.</p>	<p>Develop targeted strategies to build more diverse applicant pools, including outreach to AAPI/NHPIs for key DHS-wide professional development programs.</p>	<p>By May 2014, implement targeted strategies to build more diverse applicant pools, including diversity outreach at key AAPI events and internal outreach to AAPI/NHPI employees for key DHS-wide professional development programs.</p>