

DEPARTMENT OF DEFENSE

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 contracts.	Conduct review and analysis of contract awards to AAPI-serving organizations and communities.	Target 1) Conduct review of contract awards to AAPI-serving organizations and AAPI-owned businesses from FY 2009-2012. Target 2) Review dollar amounts to AAPI-serving organizations or AAPI-owned businesses for FY 2013, 2014, and 2015 to identify trends within available data.
Capacity Building	Increase AAPI-owned small business awareness of DoD procurement and contracting opportunities and increase AAPI-owned businesses contracting or subcontracting with agency.	Build relationships between DoD contracting representatives and AAPI communities.	Hold 8 convenings (4 events per year) in FY 2014 and FY 2015 in which key DoD COTRs and AAPI-owned business owners and representatives meet. Partner with national AAPI business associations and local Asian American Chambers of Commerce to execute convenings. This includes strategic marketing to the AAPI small business community through existing DoD outreach activities.
Capacity Building	Increase DoD staff awareness of capabilities of AAPI-owned small businesses.	Develop market research tools to assist DoD staff in finding procurement opportunities for AAPI small businesses.	By April 1, 2014, complete second phase of developing market research tools.
Capacity Building	Strengthen relationship and improve communication and coordination with the Native Hawaiian community.	Develop consultation policy with the Native Hawaiian community.	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. 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, consultation policy is

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<p>Data</p>	<p>Collect and analyze data on DoD's AAPI small business contracting performance.</p>	<p>Analyze and characterize AAPI participation rates.</p>	<p>In FY 2014-2015, continue quarterly data pull and analysis to identify areas of opportunity and improvement and share with appropriate DoD staff.</p>
<p>Language Access</p>	<p>Conduct outreach to promote and make available National Language Service Corps (NLSC) foreign language capabilities to other Federal agencies on a reimbursable basis.</p>	<p>Build a pool of personnel with a diverse cross-section of AAPI languages to be able to respond to critical and varied Federal agency needs.</p>	<p>Increase the NLSC's coverage of AAPI languages through new membership with a goal of increasing coverage of AAPI languages by 10% by the end of FY 2016; and leverage the newest chapter in Los Angeles to increase outreach and expand AAPI membership in NLSC by at least 4% by September 15, 2014.</p>
<p>Workforce Diversity</p>	<p>Encourage leadership commitment to promote and sustain DoD's AAPI diversity effort.</p>	<p>Reinforce strategic direction to make leadership aligned with, committed to, and accountable for diversity and inclusion efforts targeting AAPI communities.</p>	<p>By September 15, 2015: Target 1) Ensure an equal employment opportunity and workforce diversity accountability review construct to monitor progress of initiatives and programs intended to enhance the success and participation of AAPIs in DoD programs and opportunities; Target 2) Leverage forums, including a senior level body to oversee and monitor key AAPI initiatives; Target 3) Identify and address Management Directive (MD) 715 trends and barriers to AAPI advancement into senior positions; and Target 4) Leverage relationships with non-Federal entities and maximize the use of technology and social media to promote the diversity message, internally and externally to targeted AAPI markets.</p>

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<p>Workforce Diversity</p>	<p>Employ an aligned strategic outreach effort to identify, attract, and recruit from a broad AAPI talent pool.</p>	<p>Design and perform strategic outreach and recruitment to reach AAPI communities, and establish policies and programs to identify, attract, and recruit top AAPI talent.</p>	<p>By September 15, 2015: Target 1) promote policies, programs, and practices to support new strategies designed to draw from all AAPI segments of society; Target 2) establish and strengthen strategic relationships with internal and external AAPI stakeholders, including colleges and universities, and affinity organizations; and Target 3) use available avenues to conduct technical assistance and information sessions at AANAPISIs and colleges and universities that have a significant AAPI enrollment. Topics to include, but not limited to: student employment programs internships, and faculty fellowships, research and development.</p>
<p>Workforce Diversity</p>	<p>Increase AAPI applicants for DoD Senior Executive Service positions.</p>	<p>Provide leadership training, career development, and mentoring opportunities to DoD personnel.</p>	<p>By September 15, 2015, strengthen and expand relationships with non-Federal outreach entities that promote SES development and mentorship for AAPIs in the Federal workforce and provide direct support to the Asian American Government Executives Network (AAGEN) SES Candidate Development Program.</p>
		<p>Implement an agency-wide mentoring program.</p>	<p>Continue to develop the mentoring program framework to be delivered to the DoD Components for implementation in FY 2014.</p>

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<p>Workforce Diversity</p>	<p>Develop, mentor, and retain top talent from across the total force.</p>	<p>Promote diversity and inclusion through training and career development programs and initiatives; continue to promote programs and practices that retain top AAPI talent capable of meeting the DoD's readiness needs for the 21st century; and ensure programs and initiatives are aligned with MD 715 priorities and the 2012-2015 DoD Diversity & Inclusion Strategic Plan and contributes to the development and mentorship of AAPI employees and applicants.</p>	<p>By September 15, 2015: Target 1) Analyze available AAPI civilian applicant flow data, identify trends, and conduct barrier analysis to develop and implement strategies to eliminate barriers; Target 2) Analyze workforce data and ensure the availability of viable programs and initiatives to ensure full AAPI access to key positions, developmental assignment and opportunities; Target 3) Review and analyze trends for existing SES programs, addressing areas where advancement barriers exist; Target 4) Strengthen relationships with non-Federal outreach entities that promote SES development and mentorship for AAPIs in DoD and the Federal workforce; and Target 5) Increase outreach, marketing and branding efforts to expand applicant pool for paid internships and fellowship programs.</p>
<p>Agency Specific</p>	<p>Ensure that Service members who transition from military service have necessary access to services (e.g., education and employment) and opportunities that will assist in their transition to civilian life.</p>	<p>Brief Service members transitioning out of the military on all available services and opportunities for their transition to civilian life, consistent with statute and DoD policy.</p>	<p>Service members are required to complete the Transition Assistance Program (TAP) prior to their discharge; they receive/participate in pre-separation counseling, Department of Labor Employment Workshop, VA Benefits Briefing, and the Disabled Transition Assistance Program (DTAP) Briefing (ongoing).</p>
<p>Agency Specific</p>	<p>Cooperate with the Department of Education to ensure that service members and veterans are aware of Department of Education benefits available to them.</p>	<p>Continue to collaborate with the Departments of Education (ED) and Veterans Affairs (VA) to promote awareness of ED benefits available to Service members and veterans.</p>	<p>Continue regularly scheduled meetings (usually monthly) of DoD, ED, and VA principals to address mutually supportive issues. These meetings directly support recently passed legislation on the Veterans' Employment Initiative (ongoing).</p>
<p>Agency Specific</p>	<p>Provide information on the Guam base expansion.</p>	<p>Prepare Socio-Economic Impact Analysis Study (SAIS) to support subsequent Supplemental Environmental Impact Statement (SEIS).</p>	<p>By December 2014, complete SAIS.</p>