

DEPARTMENT OF ENERGY

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

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Capacity Building	Increase outreach to AAPI small business owners on DOE and DOE-related contracts.	Build additional partnerships with AAPI business associations that currently participate in activities of the U.S. Pan Asian Chamber of Commerce.	Target 1) By April 2014, partner with additional AAPI business organizations. Re-schedule webinar with AAPI. Target 2) By December 2015, conduct multiple outreach events with AAPI business organizations in related metropolitan areas
Capacity Building	Increase capacity to conduct more reliable data collection.	Identify methods to enhance current data collection methods. Work with Federal partners and appropriate community organizations.	By March 2014, develop metrics to track minority serving institution participation in funding programs.
Capacity Building	Establish public-private partnerships with foundation, college, university, or private entities around DOE programs.	Reach out to foundations, college, university, or private entities around DOE programs.	By April 2014, partner with multiple foundations and/or private entities around DOE programs.
Capacity Building	Increase AAPI small business access to Federal opportunities.	The Agency Chief Acquisition Officer (CAO), Senior Procurement Executives (SPEs), Small Business Directors; and/or Office of Small and Disadvantaged Business Utilization (OSDBU) will work together to: 1) partner with national AAPI business groups and technical assistance providers to ensure more AAPI small businesses are aware of agency contract and procurement opportunities; and 2) conduct at least 2 regional engagements with local Asian American chambers.	Increase of AAPI-owned businesses awareness of agency procurement opportunities; increase of AAPI-owned businesses contracting or subcontracting with agency.
Data	Improve data collection and disaggregation practices.	Comply with OMB Directive 15.	By April 2014, begin collecting data from grant and other programs that complies with OMB Directive 15.
Data	Improve data collection and disaggregation practices.	Identify existing agency programs that have the potential to disaggregate AAPI data into subpopulations beyond OMB Directive 15.	By December 2014, identify at least 3 programs where data can be disaggregated. By April 2015, begin collecting this disaggregated data.
Language Access	Improve delivery of services to LEP individuals.	Submit an agency LEP plan to Department of Justice and convene an LEP WG to ensure compliance with Executive Order 13166.	Target 1) By March 2014, complete LEP plan for submission to Justice and develop a list of LEP best practices for dissemination to at least 100% of field offices. Target 2) By FY 2015, ensure 100% compliance with Executive Order 13166

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Language Access	Assess agency's employee language capability/skills.	Conduct assessment of agency's language capability/skills.	Complete assessment of agency language capability/skills. Identify bilingual employees who can speak Asian languages, such as Chinese, Tagalog, Vietnamese, Korean, and Hindi.
Language Access	Improve delivery of services and information to LEP individuals.	Develop protocols within offices of public affairs or external communications to translate (or develop other media-video, webinars, radio announcements-for) public service announcements, press release, and other informations into AAPI languages, develop a list of AAPI ethnic media outlets for distribution, and develop plans for community feedback and engagement.	Target 1) By April 2014, develop a list of AAPI ethnic media outlets. Target 2) By January 2014, develop and issue protocols to translate PSAs, press release etc, into AAPI Languages.
Workforce Diversity	Foster the recruitment, career development, and advancement of AAPIs in DOE.	Increase outreach efforts to Asian Americans and Pacific Islanders to promote entry, mid-career, and SES employment opportunities.	By December 2014, expand AAPI participation in the Student Educational Employment Programs, Federal Career Intern Program, Student Career Experience Program, Student Temporary Employment Program, Presidential Management, and DOE Scholars Program by 20%.
Workforce Diversity	Foster the recruitment, career development, and advancement of AAPIs in DOE.	Establish partnership with AANAPISIs to build a career pipeline and develop data and develop partnerships research projects that generate critical data and information on AAPIs.	In FY 2014-2015, establish at least 3 partnerships with AANAPISIs to build pipeline to DOE.
Workforce Diversity	Ensure responsibility of workforce diversity, inclusion and equal employment opportunities in all levels of the Federal government.	Promote mission critical/STEM employment opportunities and conduct analysis of AAPI workforce at the GS 11-15 levels and SES.	By June 2014, develop a process to review new hires quarterly to analyze mission critical/STEM workforce. By January 2015, report AAPI new hires in mission critical/STEM career fields.