

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
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 AAPIs access to funding and other contract opportunities.	Conduct baseline assessment of applications for granting and awarding of funds to AAPI-serving organizations and communities.	<p>Target 1) Starting in 2014, HUD will explore the feasibility of conducting a baseline assessment of applications for contracts and awards for funds to AAPI-serving organizations and AAPI-owned businesses beginning in FY 2015.</p> <p>Target 2) Starting in 2014, HUD will explore the feasibility of tracking dollar amounts to AAPI-serving organizations or AAPI-owned businesses beginning in FY 2015.</p>
Capacity Building	Increase AAPIs access to grant funding opportunities.	Continue to develop an enhanced outreach model for creating awareness about HUD programs and funding opportunities by working with community leaders, community organizations, the WHIAAPI, the Congressional Asian Pacific American Caucus, and the Tri-Caucus.	<p>Target 1) HUD will continue to hold webinars across HUD programs and will notify AAPI stakeholders of NOFA releases via e-mail blast.</p> <p>Target 2) Continue to build a list of AAPI stakeholders through webinars by leveraging current partnerships with CAPAC, WHIAAPI and OPE. The HUD Office of Public Engagement (OPE) will work with CAPAC and WHIAAPI to continue building relevant stakeholder lists.</p> <p>Target 3) Share the AAPI stakeholder list with the HUD Center for Faith Based and Community Partnerships for inclusion on their list-serv which announces various workshop opportunities across the country.</p>
Capacity Building	Establish public-private partnerships with foundations or private entities around HUD programs.	Develop a sustainable strategy to connect private foundations and private entities to AAPI communities in targeted cities with large AAPI populations: 1) Greater Washington DC; 2) New York/New Jersey; 3) San Francisco Bay area; 4) Long Beach/Los Angeles; and 5) Minneapolis/St. Paul [depending on HUD progress, suggest expansion to other gateway communities - Houston, TX/Atlanta, GA/New Orleans, LA in FY 2014 and FY 2015].	<p>Target 1) Support the efforts of the WH AAPI Initiative to help identify areas for the philanthropic community to leverage Federal investments to better serve AAPI communities in the targeted metropolitan areas. HUD will notify relevant AAPI stakeholders when the HUD Office of International and Philanthropic Innovation has "Meet the Funder" sessions in the targeted cities listed.</p> <p>Target 2) HUD OPE will leverage existing relationships to encourage dialogue between private funders and AAPI stakeholders in the targeted cities.</p>

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Capacity Building	<p>Increase the AAPI community's understanding of key housing and community development programs.</p>	<p>Create AAPI community/non-profit outreach materials, available in AAPI languages which can be posted on the HUD website and disseminated through WHIAAPI Initiative and the AAPI liaison at the White House Office of Public Engagement. Will promote availability of the outreach materials to the HUD staff at HQ and field offices so they can help disseminate locally.</p>	<p>Target 1) Continue to translate outreach materials for key HUD programs. Outreach materials may include available AAPI HUD data, one pagers on programs, key contacts, tool kits, and recent news.</p> <ul style="list-style-type: none"> - The HUD Office of Fair Housing and Equal Opportunity (FHEO) will continue to translate and post outreach materials based upon requests submitted by HUD program offices. - FHEO will continue to identify relevant HUD documents for translation. - FHEO is currently identifying marketing/outreach liaisons in each Program Office for inclusion in the Language Access Working Group and to assist with identification of HUD materials for translation. - FHEO is also looking at how the HUD Interpretation Line can be better known among HUD staff. <p>Target 2) Consult with the WHIAAPI, the Commission, and other AAPI organizations to help identify key HUD programs that impact AAPIs to add to the outreach materials list. On an ongoing basis, HUD OPE will collect information from WHIAAPI, the Commission, and AAPI stakeholders to identify which HUD outreach materials (and in which languages) are most relevant to the AAPI community.</p> <p>Target 3) HUD OPE will coordinate a conference call with the HUD Regional Administrators and WHIAAPI to encourage regional participation in the Regional WHIAAPI interagency Working Group by September 2014.</p>
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DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

<p style="text-align: center;">Capacity Building</p>	<p>Include social inclusion language in grant applications.</p>	<p>Using the "inclusionary language" in the grants for the Office of Sustainable Housing and Communities and explore how this language can be part of the NOFA for HUD discretionary grants.</p>	<p>Target 1) Work with the Office of Departmental Grants Management and Oversight to explore opportunities for social inclusion language in HUD Discretionary NOFAs. The Office of Strategic Planning and Management (OSPM) will begin researching the use of and how best to incorporate inclusionary language for the 2015 General NOFA.</p> <p>Target 2) Conduct meetings with HUD program offices on their funding forecasts and the ability to carve out grants for smaller constituency organizations and identify obstacles or challenges to this effort. OSPM will encourage Program Offices to promote the inclusion of underserved populations in the grant application process during NOFA kickoff meetings starting in 2014.</p> <p>Target 3) Establish a sub working group on social inclusion language for place-based initiatives and other competitive grants.</p>
<p style="text-align: center;">Capacity Building</p>	<p>Increase AAPI small business access to federal opportunities.</p>	<p>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.</p>	<p>Target 1) Increase of AAPI-owned businesses awareness of agency procurement opportunities and increase of AAPI-owned businesses contracting or subcontracting with agency.</p> <p>OPE will refer interested AAPI stakeholders to the HUD Office of Small and Disadvantaged Business Utilization (OSDBU) Outreach Events Calendar. OPE will explore potential regional engagements with local Asian-American Chambers.</p>

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Capacity Building	Strengthen relationship and improve communication and coordination with the Native Hawaiian community.	Develop consultation policy with the Native Hawaiian community.	<p>Target 1) Continue to identify current areas of work and departmental programs that impact the Native Hawaiian community. To date we have identified:</p> <ul style="list-style-type: none"> - Native Hawaiian Housing Block Grant (PIH) - Native Hawaiian Loan Guarantee Fund (PIH) - Insured Mortgages on Hawaiian Homelands (FHA) - Alaska Native/Native Hawaiian Institutions Assisting Communities (PDR- not currently funded) <p>Target 2) By June 2014, explore the feasibility of developing a consultation policy with the Native Hawaiian community. After WHIAAPI provides more detailed guidance on the meaning of a "consultation policy," OPE will canvass program office staff who implement HUD Native Hawaiian programs to determine the feasibility of a consultation policy.</p> <p>Target 3) If a consultation policy is feasible, OPE will work with relevant HUD staff to develop a Native Hawaiian consultation policy by December 2014.</p>
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DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Data	Disaggregate AAPI data per OMB Directive 15.	Assess capability to disaggregate data into Asian and Native Hawaiian and Pacific Islander subgroups.	<p>Target 1) Identify areas for data disaggregation through meeting with HUD program staff by September 2015. Identify challenges including OMB clearance process and funding. The challenge with OMB clearance relates to data sample sizes.</p> <p>Target 2) Explore policy implications of available data. Prioritize data disaggregation sets with WHIAAPI, AAPI community, and CAPAC by September 2015. Data set targets include:</p> <ul style="list-style-type: none"> • Rental Discrimination Survey (data sample too small for disaggregation) • American Housing Survey (future iterations of surveys will disaggregate data) • A Picture of Subsidized Households (currently pulls "Asian" and "Pacific Islander" data, but would be contingent on data collected from 50058/59- refer to Target 4). • Low Income Tax Credit data (data collection would need to be consistent among tax credit holders). • Homelessness data (Collected by grantees at local level, but HUD currently able to report data at the "Asian" and "Pacific Islander" level). • FHA Mortgage Data (HUD has FHA data, and will examine the ability to disaggregate. HMDA data is generated by the Treasury and Fannie/Freddie data generated by FHFA).
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DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

			<p>Target 3) Continue to work with outside agencies including Census and Treasury on shared data sets for further data disaggregation. HUD can consult Census, Treasury, and other data sets to enhance the analysis of HUD data.</p> <p>Target 4) Work with the Offices of Multifamily and Public and Indian Housing to include additional categories to collect AAPI data. The Multifamily program is currently working to include additional categories to the Owner's Certification of Compliance with HUD's Tenant Eligibility and Rent Procedures Form 50059 and will submit the updated Form to OMB for approval. HUD OPE is working with Public Housing to determine the feasibility of adding additional categories to the Family Report Form 50058.</p>
Data	Public release of AAPI HUD data.	Inventory current data sets broken down into AAPI categories within HUD's program offices.	<p>Target 1) Continue to meet with HUD program offices to determine data sets that are available and useful for publication by Summer 2014. HUD will work with WHIAAPI to identify data sets most relevant to the AAPI community and ascertain from the Program Offices whether "AAPI" or further disaggregated categories are available for those data sets.</p> <p>Target 2) HUD will examine the feasibility of creating a report/booklet on AAPI data. Based upon dialogue with Program Offices and Policy Development and Research, HUD will determine the ability to create a report/booklet on AAPI data.</p> <p>Target 3) Use report as a foundation to encourage further disaggregated data sets at HUD. HUD will refine this goal with the Program Offices.</p> <p>Target 4) Make available data on AAPIs' foreclosure rates and use of HUD programs. OPE will work with FHA to identify AAPI foreclosure rates.</p>

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

<p>Language Access</p>	<p>Increase access to linguistically appropriate resources to the AAPI community.</p>	<p>Identify and develop language materials to reach AAPI community about HUD programs.</p>	<p>Target 1) Seek input from the WHIAAPI, the Commission, and other AAPI-serving organizations to additional Asian languages needed for the 100 vital HUD documents (currently there are 17 languages) and also recommendations as to which additional HUD vital documents should be translated. HUD will continue to seek input on the translation of vital documents from AAPI stakeholders.</p> <p>Target 2) Further promote and train HUD employees at HQ and in the field to use the HUD interpretation line which has the capacity for 170 languages.</p> <ul style="list-style-type: none"> - HUD continues to publicize the interpretation line through FPM. - HUD will encourage staff to view the interpretation line training video on the HUD intranet. - FHEO will further advertise through posting of Banners in Field Offices and is currently seeking approval to apply interpretation line stickers to all phones. - FHEO will continue to assess interpretation line metrics. These metrics will be used to dictate future publicity efforts and ascertain the level of usage. - Have HUD staff continue to test the line. <p>Target 3) FHEO is in the process of offering translation for vital documents selected by program offices. The interagency agreement with the National Virtual Translation Center (NVTC) has been finalized and FHEO will continue to submit HUD forms, outreach materials, and forms for translation.</p>
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DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

<p style="text-align: center;">Language Access</p>	<p>Increase the utilization of HUD translated materials and resources.</p>	<p>Develop an effective dissemination strategy to ensure that these materials are properly distributed and understood.</p>	<p>Target 1) Develop a glossary of HUD terms in several languages. - Glossaries of over 400 HUD technical terms in a number of languages, including Mandarin, Vietnamese, Korean, Tagalog, Hindi, Bengali, and Urdu are being developed. The glossaries will be submitted in 2014. Target 2) By September 2014, prepare a language access assistance plan to address the needs of Hispanic and AAPI populations as required by Title VI. HUD has named a Language Access Coordinator who will be responsible for creating the agency's Language Access Plan (LAP). The coordinator will reach out to DOJ for assistance in developing a LAP for HUD. The coordinator may also reach out to NGOs to provide guidance on the LAP in addition to reviewing other agency LAPs. Target 3) By October 2014 (or upon publication of the final Affirmatively Furthering Fair Housing rule), include specific guidance on language access analysis and planning in the Assessment of Fair Housing template to be used by relevant HUD grantee jurisdictions. The proposed rule was issued in July 2013.</p>
<p style="text-align: center;">Language Access</p>	<p>Assess agency employees' language capability/skills.</p>	<p>Conduct assessment of the agency's language capability/skills.</p>	<p>By April 2014, through the Language Access Working Group and the Diversity Council led by the Deputy Secretary's office, identify bilingual employees who can speak Asian languages. By April 2015, develop plan to utilize those bilingual staff for interpretation/translation purposes. HUD can look into the feasibility of a "Volunteer Pool" of language speakers. The HUD Language Access Coordinator will reach out to OPM for guidance on how to implement the plan. By September 2015, implement the plan.</p>

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

<p>Workforce Diversity</p>	<p>Foster the recruitment, career development, and advancement of AAPIs in the Federal government.</p>	<p>Increase outreach efforts to AAPIs to promote employment and advancement opportunities.</p>	<p>Target 1) In coordination with the Diversity Council led by the Deputy Secretary's office, identify strategies to help attract and promote AAPIs at HUD. For example, this could include: The Diversity Council Charter has been updated and will be re-structured for Senior Level input and support.</p> <p>1) Training and development opportunities for AAPI staff;</p> <ul style="list-style-type: none"> - Continue to develop seminars such as: "Journey to Becoming an Executive"; - Employee Development Curriculum- planned for FY 2014 and will be an ongoing multiyear process; - A draft curriculum is being developed for an EEO Symposium; - Promotion of career development opportunities for personnel through the HUD AAPI list-serv (i.e. Personnel Clearinghouse; Rotational Assignment Program; Emerging Leaders Program, Leadership Development Program; Emerging Professionals Program; etc.); <p>2) Continue the partnership with the WHIAAPI Initiative to increase the awareness of HUD internships, fellowships, and work study programs in the larger AAPI community;</p> <ul style="list-style-type: none"> - Identify the number of AAPI PMFs across the Federal family and the number at HUD. - Conduct a focus group on what HUD needs to do to keep PMFs from leaving the agency.
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DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

			<p>3) Encourage the activities of the HUD AAPI Affinity Group; - Submit career development opportunities to the AAPI Affinity Group for distribution through their list-serv.</p> <p>4) Continue to partner with the Asian American Executives Network in promoting training opportunities for HUD AAPI employees. - Identify what programs AAGEN has for GS level employees; - Determine the feasibility of having an outside entity provide "Diversity in the Workplace" training and develop modules for Managers and Employees. - Identify the feasibility of a training with a special emphasis on myth busting related to AAPI's.</p> <p>Target 2) Consistent with HUD policy, develop and include diversity and affirmative employment measures as critical elements in executive and management performance plans. HUD OPE will work with the Director of Program Standards and Compliance to identify corresponding language in critical elements of Senior Executive Service performance plans.</p>
<p style="text-align: center;">Workforce Diversity</p>	<p>Foster the recruitment, career development, and advancement of AAPIs in the Federal government.</p>	<p>Conduct barrier analysis to hiring and recruitment at HUD and implement a focused strategy for those HUD agencies with the highest barriers.</p>	<p>By December 2014, complete barrier analysis to hiring and recruitment and develop strategic plan to reduce barriers. Due to financial constraints related to the Sequester and current fiscal environment, HUD is seeking ways to move forward such as:</p> <ol style="list-style-type: none"> 1) What interagency possibilities exist for a barrier analysis? 2) Could an intergovernmental team be created to engage in barrier analyses across the Federal government? 3) If done in-house, HUD will look into the viability of leveraging statisticians from PDR to conduct an analyses?

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
2014-2015 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Workforce Diversity	Foster the recruitment, career development, and advancement of AAPIs in the Federal government.	Partner with AAGEN's SES Development Program to bolster qualified SES applicants.	By February 2014, reach out to AAGEN to explore partnership opportunities. Continue to work with HUD AAPI SES staff to develop a Memorandum of Understanding to sponsor AAPI's for the Executive Service at the Department. - Pull data on GS 14s and 15s and encourage this group to apply for the AAGEN SES Development Program. Request Managers to support employees in the AAGEN program. - Offer the voluntary mentorship services of the Director for Equal Opportunity Employment for the AAGEN program.
Workforce Diversity	Foster the recruitment, career development, and advancement of AAPIs in the Federal government.	Establish partnership with AANAPISIs to build a career pipeline and develop data and research projects that generate important data and information on AAPIs.	By December 2015, establish MOUs or other partnerships with AANAPISIs and with APIACU to strengthen the career pipeline to HUD and support research projects. - Capitalize on the relationships the Office of University Partnerships already established with AAPI-serving institutions.
Agency-specific	Conduct a housing study specific to Native Hawaiian and Pacific Islanders (NHPIs).	Explore the possibility of developing a housing study specific to NHPIs in the top 10 metropolitan areas where NHPIs reside.	Target 1) Engage the program offices to explore the feasibility of such a study, identify opportunities and challenges in conducting such a study, and report back by December 2013. A study is currently being conducted on Native Hawaiians by Policy Development and Research and should be completed by December 2014.
Agency-specific	Ensure NHPIs achieve parity on FHA loans.	Explore the possibility of lifting the loan limit cap to align the FHA 247 loan limits with the national standard and other FHA loans.	Target 1) Report the results back to the WHIAAPI once a Memorandum of Understanding has been signed between DHHL and HUD. The lifting of the loan limit cap for 247 program with the Hawaiian Homelands loan program is in progress. HUD has been engaged with the Department of Hawaiian Homelands (DHHL) for approximately two years. FHA plans to enter into a MOU which will govern program specifics when the DHHL is ready to move forward.