

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
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's access to grants and funding programs.	Develop a plan to support greater AAPI access to programs and services.	Target 1) Release a grant solicitation to Minority Serving Institutions (MSIs), including AANAPISIs, to offer multi-year grants to assist MSI faculty and students in research pertinent to NASA mission. Target 2) Conduct at least one Webinar designed to inform MSIs, including AANAPISIs, regarding the solicitation opportunity and/or tutorial on using the NASA solicitation and proposal integrated review and evaluation system.
Capacity Building	Develop strategic engagement with philanthropic and private sector stakeholders in order to facilitate alignment or partnerships for the AAPI community.	Provide a platform for potential partnership proposals that positively impact the AAPI academic, student, nonprofit, STEM, or other NASA-aligned AAPI stakeholder sectors or groups.	NASA will open a solicitation for partnerships, the "NASA Announcement for High-Impact, National, Strategic STEM Education Partnerships," to be opened through December 2014, that offers private sector entities, such as philanthropic and other stakeholders, an opportunity to partner with NASA on STEM education.
Capacity Building	Include social inclusion language in grant applications.	Review NASA grant solicitation policies to identify the appropriate solicitations for adding social inclusion language.	By April 2015, NASA will add social inclusion language in its grant and cooperative agreement policies and solicitations.
Capacity Building	Strengthen relationship and improve communication and coordination with the Native Hawaiian community.	Develop consultation efforts, including guidance, with the Native Hawaiian community.	Target 1) By April 2014, identify areas of work and departmental programs that may 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 guidance document. 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) Pending results of policy review, by April 2015, consultation policy/guidance to be implemented.

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Capacity Building	Increase AAPI small business' access to Federal opportunities.	Increase of AAPI-owned businesses awareness of agency procurement opportunities and increase of AAPI-owned businesses contracting or subcontracting with agency.	The NASA Office of Small Business Programs (OSBP) will work 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.
Data	Improve data disaggregation practices.	Review internal and external data disaggregation practices and explore potential for replication of best practices and systems.	Target 1) Establish an internal working group to discuss feasibility of disaggregating Asian American and Native Hawaiian Pacific Islander quantitative and qualitative subgroup data. Target 2) By March 2014, hold meetings with WHIAAPI and at least two agencies that currently disaggregate Asian American and Native Hawaiian Pacific Islander subgroup data to discuss best practices. Target 3) By July 2014, consult with OMB, OPM, and NASA Office of Human Capital Management on the feasibility of disaggregating data by Asian American and Native Hawaiian Pacific Islander subgroup for any NASA program. Target 4) To the extent possible after the consultation, by April 2015 produce qualitative and quantitative disaggregated Asian and Native Hawaiian Pacific subgroup data for at least two programs.
Language Access	Improve delivery of services to LEP individuals.	Develop in-language NASA materials to reach AAPI communities about NASA programs.	By April 2015, ensure 6 materials are available in at least 5 additional AAPI languages about 3 programs.
Language Access	Improve delivery of services of NASA-funded grantees to LEP individuals.	Conduct Title VI-LEP compliance reviews at grant recipient institutions serving the public (science centers and museums) located in regions of the country with large AAPI populations.	By December 2015 conduct at least one Title VI-LEP compliance review on a NASA grant recipient Science Center or Museum located in a geographic area with high AAPI participation, and likelihood of AAPI LEP individuals.

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Language Access	Comply with federal language access policy pursuant to EO 13166.	Update and revise the NASA 2011 Language Access Plan and submit to Department of Justice per EO 13166.	Target 1) By April 2014, submit to DOJ updated language access action plan with specifications for the NASA LEP Coordinator and LEP Working Group.
Language Access	Assess agency employees' language capability/skills.	Conduct assessment of agency's language capability/skills.	AAPI managers will canvass Centers for possible qualified bi-lingual volunteers for periodic informational review of NASA materials developed in other languages.
Workforce Diversity	Measure success of efforts to increase AAPI participation by percent of applications in subsequent years.	Increase AAPI participation in NASA leadership programs such as the Mid-Level Leadership Program (MLLP) and the NASA Foundation of Influence, Relationships, Success and Teamwork (FIRST) Programs.	Target 1) Continue to collect applicant data and consult with AAPI employees regarding possible barriers for applicants. Target 2) By October 2014, complete a barrier analysis of mission critical occupations and grade levels. Target 3) Analyze nomination and selection data for NASA MLLP and NASA FIRST Program. Target 4) Use information to encourage applications to leadership and mentoring programs, including AAPI applications, and to raise awareness of selection boards and panels.
Workforce Diversity	Develop communications strategy at schools with high AAPI populations for recruitment.	Increase AAPI outreach, recruitment, and hiring in entry level positions and examine entry level pipelines such as the Pathways Program.	By December 2014, facilitate outreach and/or recruitment efforts (budget permitting) at SASE and at schools with high AAPI populations.
Workforce Diversity	Increase AAPI participation in the NASA workforce.	Identify promising practices to increase percent of AAPI in NASA workforce.	Target 1) NASA Centers conduct activities such as focus groups of current NASA personnel, including AAPI, to assess their experiences and discuss barriers. Target 2) Review workforce data for trends showing increase in percent of AAPIs.