

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

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Capacity Building	Strengthen relationship and improve communication and coordination with the Native Hawaiian community.	Develop a policy regarding coordination with the Native Hawaiian community.	Target 1) By April 2014, identify areas of work and programs that impact the Native Hawaiian community. Target 2) By June 2014, explore the feasibility of developing a policy to coordinate with the Native Hawaiian community. Target 3) By December 2014, develop policy. Target 4) By January 2015, agency components and offices will review existing policies that may be impacted by the policy and revise as necessary. Target 5) By April 2015, implement policy.
Capacity Building	Increase AAPI small business access to Federal opportunities.	The Office of Small and Disadvantaged Business Utilization (OSDBU) 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.	Target 1) Increase of AAPI-owned businesses' awareness of agency procurement opportunities.
Data	Improve agencies' data access and analysis on AAPI populations.	Facilitate agencies' review of workforce participation at all levels through the D&I Dashboard.	Target 1) By 2nd Quarter FY 14, rollout baseline data for FY 2013.

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<p align="center">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) 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, form a government-wide workgroup to discuss further breakdown of data by Asian and Native Hawaiian/Pacific Islander subgroup. Target 4) By December 2014, produce a list of specific agency requirements to develop the capacity to disaggregate data by Asian and Native Hawaiian/Pacific Islander subgroup.</p>
<p align="center">Data</p>	<p>Increase capacity to conduct more reliable data collection.</p>	<p>Conduct campaign to improve RNO self-identification.</p>	<p>Target 1) Identify other possibilities for improving RNO self-identification.</p>
<p align="center">Language Access</p>	<p>Improve delivery of services to LEP individuals.</p>	<p>Given low frequency of service delivery to LEP individuals, periodically reassess to ensure availability of services as needed.</p>	<p>Target 1) Track when services are provided to LEP individuals.</p>
<p align="center">Language Access</p>	<p>Centralize and share language services across the federal government.</p>	<p>Develop a plan for how and when multilingual employees language services can be used and shared within the agency in cases of emergencies.</p>	<p>Target 1) Develop plan once CHCO memo is distributed. Target 2) Implement plan within 6 months once developed.</p>
<p align="center">Workforce Diversity</p>	<p>Build awareness within OPM management of the emphasis on diversity and inclusion in performance plans.</p>	<p>Review the new performance plans that include diversity and inclusion with management to ensure understanding of the new plans and the focus on diversity and inclusion.</p>	<p>Target 1) By September 2014, report on the percentage of managers and supervisors that have a D&I element in their performance plans.</p>

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Workforce Diversity	Ensure the AAPI community is aware of, and in position to apply for, Federal government positions in mission critical occupations (MCO) in OPM and across the Federal government.	Increase outreach efforts to AAPIs to promote employment opportunities.	Target 1) In FY 2014-2015, continue to implement plan that will increase employment outreach to AAPIs by 10%. Target 2) Complete applicant flow data for MCO positions and analyze. Continue to review/analyze on a quarterly basis.
Workforce Diversity	Ensure there is a robust pipeline of applicants, including AAPI applicants, to managerial and SES positions.	Survey any existing barriers and develop plan to address barriers identified.	Target 1) By end of 2nd Quarter FY 2014, conduct barrier analysis to collect data on successful measures of training and development for AAPI staff.
Workforce Diversity	Ensure there is a robust pipeline of applicants, including AAPI applicants, to managerial and SES positions.	Provide training and development opportunities for AAPI staff, as part of the overall agency training and development programs.	Target 1) Continue to participate in, and provide support to, the AAGEN SES/managerial development program for GS 15 employees, as well as the FAPAC Challenge Team Program. Target 2) Provide training for SEPMS, and develop Q&A/FAQ on roles and responsibilities.
Workforce Diversity	Increase outreach to AANAPISI colleges and Universities.	Contact WHIAAPI to connect with AANAPISIs.	Target 1) By September 2014, connect with the AANAPISI institutions and provide information on OPM recruitment programs.
Workforce Diversity	Ensure AAPIs are able to participate fully in internship programs.	Partner with WHIAAPI and other organizations that place student volunteer interns in Federal agencies.	Target 1) Report on number of AAPIs placed.