

DEPARTMENT OF STATE

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

Goal Area	Agency Objective	Strategic Activity	Benchmarks
Capacity Building	Cultivate AAPI relationships in Department and U.S. Government-at-large, with AAPI diaspora, emerging leaders, and force multiplying networks.	Activity 1) Work with SCA and EAP Regional Bureaus to integrate AAPI-related policy goal formulation and implementation in public diplomacy efforts. Activity 2) Build AAPI focus into Affinity Group external programming initiatives [SCA, EAP, SAAEA/AAFAA].	Biannual Updates: June 2014, December 2014, June 2015, December 2015.
Data	Facilitate data access, analysis, and disaggregation mechanics related to AAPI population and participation-level in Department programs.	Activity 1) Generate AAPI-related "Diversity Dashboard," a quarterly data set based on Resource & Management Analysis feedback. Activity 2) Work with the Bureaus of Consular Affairs and Education & Cultural Affairs on tracking and evaluating progress of AAPI participation-levels in programs [S/OCR, HR/PC].	Quarterly Data Sheets, CY 2014 & CY 2015.
Workforce Diversity	Establish a robust set of diversity-related initiatives/events at the Department.	Activity 1) Develop two major diversity events to include high-level USG officials and AAPI Diaspora. Activity 2) S/OCR will coordinate commemorative month events and professional development sessions in collaboration with AAPI-related Employee Affinity Groups. Activity 3) Produce a biannual report on the range of diversity-related initiatives/events at the Department [POC: SAAEA/AAFAA +	AAPI diversity event concept development. 1st Biannual Report, June 2014; 2nd Biannual Report, December 2014; 3rd Biannual Report, June 2015; 4th Biannual Report, December 2015.

DEPARTMENT OF STATE

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

<p>Workforce Diversity</p>	<p>Increase representation and number of AAPI applicants for entry-level through managerial-level civil service and foreign service positions in the Department.</p>	<p>Activity 1) Research comparative data on Department intake and advancement (+national labor statistics), and test trajectory over the past ten years. Activity 2) Build mentorship, culture of support, and outreach efforts (Diplomats-in-Residence, Job Fairs, etc.) to highlight career opportunities at State for AAPIs. Activity 3) Survey GS-14s/15s, FS-02s/01s on SES interest [S/OCR, HR/REE, HR/CSHRM].</p>	<p>Biannual Updates: June 2014, December 2014, June 2015, December 2015.</p>
----------------------------	--	--	--