

# CONTINUING PROGRESS FOR THE ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITY

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FEDERAL AGENCY ACCOMPLISHMENTS



JANUARY 2013

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## HIGHLIGHTS OF FEDERAL AGENCY ACCOMPLISHMENTS

The White House Initiative on Asian Americans and Pacific Islanders (Initiative) has worked in partnership with 23 federal departments and agencies to increase participation and access for Asian Americans and Pacific Islanders (AAPIs) in federal programs and services. Since the development of the agency plans two years ago, each federal agency has identified mission-specific and cross-cutting priority goal areas. Agencies are making measurable progress to address the unmet needs of AAPIs by:

- Ensuring linguistically and culturally competent access to federal programs and services
- Improving data collection, analysis, and dissemination of AAPI-specific information
- Protecting civil rights and equal opportunity
- Promoting and increasing federal employment among AAPIs
- Increasing outreach and access to federal grant opportunities and programs.

Accomplishments in each cross-cutting area are highlighted below.

### Language Access

#### INNOVATIVE LANGUAGE ACCESS MODELS TO REACH LEP AAPIs

- The **U.S. Department of Justice's** Civil Rights Division's Federal Coordination and Compliance Unit (FSC) partnered with the Social Security Administration and the Initiative to design a video vignette training series to help train the federal workforce on strategies to provide meaningful access to Limited English Proficiency (LEP) individuals. In addition, the Department's Executive Office for Immigration Review (EOIR) Office of Legal Access Programs expanded translations of its self-help materials to include Chinese, Hindi, Korean, Punjabi, and Vietnamese.
- The **U.S. Social Security Administration** now has nine field offices offering AAPI language services (Chinese-Cantonese, Chinese-Mandarin, Hmong, Korean, and Vietnamese) in its visitor intake process sign-in kiosks. In addition, SSA updated 42 program and benefit publications in Chinese, Korean, Tagalog, and Vietnamese. Finally, SSA's Dallas Region hosted one webcast in Chinese and another in Vietnamese. Upon completion, SSA distributed 50 copies of the webcast DVD to Chinese communities in Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. Its Vietnamese webcast was viewed by over 2,000 individuals online.
- The **U.S. Department of Homeland Security's** U.S. Citizenship and Immigration Services (USCIS) significantly expanded its public education materials and resources in AAPI languages. USCIS now offers a number of translated resources, including Chinese brochures on the immigration benefits available to victims of human trafficking, domestic violence and other crimes; resources on avoiding immigration services scams in Chinese, Korean, Vietnamese, and Tagalog; citizenship materials in Chinese, Korean, Vietnamese, and Tagalog; and information on the Systematic Alien Verification for Entitlements (SAVE) program, available in Chinese, Japanese and Korean. Furthermore, USCIS developed a multilingual web resource center that serves as a central repository for all non-English USCIS resources.

## Data

### ADVANCEMENTS IN COLLECTION, ANALYSIS, AND DISSEMINATION OF DATA ON AAPI COMMUNITIES

- The **Office of Management and Budget** released a Statistical Working Paper, "Federal Agency Approaches to Providing Statistical Information on Detailed Asian and Native Hawaiian and Other Pacific Islander Groups," detailing methodologies that the **U.S. Department of Health and Human Services** is using to collect additional granularity in race/ethnicity categories beyond the OMB minimum standard categories as required by the Affordable Care Act.
- The **U. S. Equal Employment Opportunity Commission** now collects race and national origin data of the individual filing a charge of discrimination for the following Asian national origins: Cambodian, Chinese, Filipino, Hmong, Indian, Japanese, Korean, Laotian, Pakistani, Thai, Taiwanese and Vietnamese.
- The **U.S. Department of Transportation** completed a Geographic Information System (GIS) map to visually display the relationship between the distribution of AAPI populations and the Department's formula funding across the U.S. The map will continuously be updated to help DOT identify regions where engagement with the AAPIs community can be most effective.
- The **U.S. Department of Labor's** Bureau of Labor Statistics in 2012 released estimates for Asians from a variety of its surveys. The monthly Employment Situation news release included Current Population Survey (CPS) estimates for employment and unemployment for Asians. In addition, BLS published – for the first time – CPS estimates of Native Hawaiians and Other Pacific Islanders in its annual publication "Labor Force Characteristics by Race and Ethnicity."

## Community Engagement

### DYNAMIC MODELS OF ENGAGEMENT WITH AAPI COMMUNITIES

- The **U.S. Department of Labor's** Occupational Health and Safety Administration (OSHA) developed and posted a webpage on health hazards in nail salons and published new guidance entitled, "Staying Healthy and Safe While Giving Manicures and Pedicures: A Guide for Nail Salon Workers." Both the website and new publication were completed with input from the National Healthy Nail and Beauty Salon Alliance (Alliance). The guide has been translated into Vietnamese and Korean. OSHA is working with the Alliance on a final distribution strategy.
- The **U.S. Department of Veterans Affairs** conducted outreach to AAPIs through participation in national conferences such as the Federal Asian Pacific American Council (FAPAC), Conference on Asian Pacific American Leadership (CAPAL), International Leadership Foundation (ILF), and Asian Pacific American Institute for Congressional Studies (APAICS).

## Workforce Diversity

### PROMOTING AND INCREASING AAPIs IN THE FEDERAL WORKFORCE

- The **U.S. Patent and Trademark Office** (USPTO) hosted the Initiative's *Empowering Asian Americans and Pacific Islanders Through Federal Service* conference on April 17, 2012. The Conference included a session entitled, *From Technical Expert to Manager*, where senior executives provided advice to those looking to transition from highly technical positions to management and leadership positions. In addition, USPTO increased the percentage of Asian Americans/Pacific Islanders in the Senior Executive Service to over 10%, increased the overall

percentage of Asian Americans/Pacific Islanders at the USPTO to over 27%, and maintained an AAPI affinity group with over 832 dues-paying members.

- The **U.S. Department of State** participated in numerous career fairs, such as the East Coast Asian American Student Association Annual Conference and career fair at Duke University, Asian Diversity Career Expo in New York City, Federal Asian Pacific Annual Conference and Career Fair in Atlanta, Georgia, at the University of Hawaii in Manoa, Chaminade University, and BYU-Hawaii. In addition, department staff attended the Organization of Chinese Americans Annual Career Fair in August 2012, as well as associated career fairs sponsored by the National Association of Asian-American Professionals, and the National Association of Asian-American MBAs in August and September. These three large national conferences yielded hundreds of interested applicants for careers and internships with the Department.
- The **U.S. Office of Personnel Management**, in partnership with the Initiative, the EEOC, and the Asian American Government Executives Network (AAGEN), launched the AAGEN SES Development Program. The program is open to all professionals, both inside and outside the government, at the GS-15 equivalent level or higher with at least one year of supervisory experience. The first cohort began in March 2012.
- The **National Aeronautics and Space Administration** implemented a system wide integrated application, selection, and reporting system for student engagement (One Stop Shopping Initiative – OSSI) with the objective of reaching a much wider spectrum of students from higher education institutions to increase the diversity of the workforce pipeline.

## Grants

### IMPROVED INVESTMENTS IN AAPI COMMUNITIES THROUGH GRANTS AND PROGRAMS

- The **U.S. Department of Agriculture** partnered with three states (California, Wisconsin, and Minnesota) to provide education materials to Hmong communities about the nutrition benefits of USDA programs, provided a one-time increase of \$1 million in a block grant for the Commonwealth of the Northern Mariana Islands for nutrition assistance, awarded 508 contracts totaling over \$14 million to AAPI producers under the Environmental Quality Incentive Program, and awarded more than \$1.46 million to non-profit organizations and educational institutions serving AAPIs in Arkansas, California, Hawaii, and Ohio.
- The **U.S. Department of Commerce's** Minority Business Development Agency (MBDA) helped Asian American-owned businesses gain access to \$139 million in contracts and capital, representing a 92% increase over previous funding levels. Moreover, over the past three years, MBDA assisted 832 Asian American-owned businesses in obtaining \$255 million in contracts and capital, a solid 13% increase from previous years.
- In April 2012, the Initiative convened more than 200 foundation leaders, federal officials, and community experts at the White House to discuss the potential for partnership and alignment. The National Philanthropic Briefing was the first meeting of its kind to address the specific needs of AAPI communities. As a result of the briefing, the Ford Foundation, the W.K. Kellogg Foundation, and the Kresge Foundation made an initial \$1 million commitment in the form of a planning grant to assist the AAPI community with leveraging philanthropic investment and creating public-private partnerships.
- The **U.S. Environmental Protection Agency** provided funding to construct, extend, or repair three sewer outfalls on Guam and Saipan and to upgrade wastewater treatment plans in all three Pacific territories, leading to significant improvement in the delivery of drinking water and in the

protection of near shore water quality. In American Samoa, EPA funding and partnership with the Federal Emergency Management Agency allowed the power utility to use ultra-low sulfur diesel in new generators which replaced the old power plant destroyed in a 2009 tsunami.

***Goal 1. Promote healthy communities through improved AAPI awareness of, access to, and participation in USDA-supported nutrition education programs and information.***

- USDA's Food and Nutrition Service (FNS) promoted access to information about the nutrition benefits of USDA programs among the AAPI community in partnership with the state agencies that operate these programs. States with a significant Hmong population provided educational materials and applications to community members in their own language.
- FNS regional offices provided training to state agencies and community nonprofits about LEP requirements and technical assistance, including recommendations for language line services, interpreter services, and training.
- In FY 2012, at least three states (California, Wisconsin, and Minnesota) targeted low-income Hmong communities with information about the benefits of the Supplemental Nutrition Assistance Program (SNAP).
- FNS provided a one-time increase of \$1 million in a block grant for the Commonwealth of the Northern Mariana Islands for nutrition assistance.
- USDA's Special Supplemental Nutrition Program for Women, Infants and Children (WIC) developed a WIC Prescreening Tool that includes a web-based application to help potential applicants determine if they are eligible for WIC benefits. The WIC Prescreening Tool is available in English, Spanish, and Chinese. In addition, the WIC Works Resource System provides nutrition services tools for WIC state and local agency staff, and includes a Sharing Center where state-developed materials can be downloaded in various languages including Chinese, Hmong, Vietnamese, and Korean.
- In FY 2012, the National Institute of Food and Agriculture awarded \$5 million under its Childhood Obesity Prevention competitive grant program to a consortium of U.S. land-grant institutions for remote underserved minority populations in the Pacific region. The Children's Healthy Living Program, works through partners in local communities to promote improved child nutrition and healthy living practices, including healthy eating and physical activity.

***Goal 2. Promote healthy communities through improved environmental quality practices in communities with AAPI farmers and ranchers.***

- The Natural Resources Conservation Service (NRCS) provided 508 contracts totaling over \$14.8 million to AAPI producers under the Environmental Quality Incentive Program during the first three quarters of FY 2012.
- NRCS continued to work with the Hmong American Partnership and Hmong National Development to provide career mentoring to Hmong youth and increase awareness about the natural resource conservation issues handled by NRCS.
- A two-day workshop on the conservation of pollinators and other beneficial species was held in Hawaii in April with support from USDA's National Institute of Food and Agriculture (NIFA).

***Goal 3. Promote sustainable neighborhoods through economic opportunities in communities with AAPI agricultural stakeholders; improvement of program delivery of the aforementioned through expanded LEP programs for AAPIs.***

- Under the Outreach Assistance to Socially Disadvantaged Farmers and Ranchers competitive grants program (known as the 2501 program), USDA awarded more than \$1.46 million in

FY 2012 to non-profit organizations and educational institutions serving AAPIs in Arkansas, California, Hawaii, and Ohio.

- The Farm Service Agency (FSA) has developed and maintains an outreach database that tracks AAPI participation. This database collects year-to-year outreach activity data for AAPI from 2,119 local county offices and 51 state and territorial offices.
- The FSA office in Fresno, California, continues to serve as a model for other USDA state and county offices. FSA employees who are Hmong native speakers partnered with NRCS to provide information on FSA farm programs to Hmong and Lao growers on a weekly native language radio show. FSA and NRCS also disseminated program information at a booth at a Hmong New Year celebration event in Fresno that attracted over 100,000 Hmong participants.
- The Economic Research Service's Atlas of Rural and Small Town America provides county-level information to help state and local decision makers pinpoint the needs of particular areas, recognize their diversity, and develop strategies to build on their assets by using location-based data, which includes data on population shares and trends in population growth for Asian Americans.

***Goal 4. Ensure protection of civil rights and equal access by AAPIs to USDA programs and services; improve program delivery of the aforementioned through expanded LEP programs for AAPIs.***

- USDA continued its series of listening sessions and roundtables with AAPI farmers and community-based organizations in Fresno, California, and St. Paul, Minnesota.
- To enhance its ability to communicate with LEP communities, FSA surveyed its employees to identify who is fluent in languages other than English and is available to provide translation services.

***Goal 5. Promote a diverse workforce in USDA that extends educational and economic opportunities to AAPIs through targeted recruitment and retention efforts.***

- In the 2012 summer internship program, USDA more than doubled its number of AAPI interns over the previous year. Out of a total of 5,632 summer interns in USDA, 4.73% (302) were Asian Americans, and 0.60% (38) were Pacific Islanders.
- In the senior ranks at USDA, the number of AAPI employees in Senior Executive Service positions increased from 12 to 15 since the last progress report.
- Working in partnership with AAPI affinity organizations, USDA expanded its activities to recruit, train, and develop federal AAPI employees.
- USDA engaged in discussions with the recently established Asian American & Pacific Islander Association of Colleges and Universities (APIACU) to explore ways in which to collaborate with APIACU and Asian American, Native American, and Pacific Islander-Serving Institutions on recruitment and programmatic efforts.

**Goal 1. Increase the annual number of Small and Medium-size Enterprises (SMEs) the Commercial Service assists in exporting to a 2<sup>nd</sup> or additional country by 40%.**

- Since November 2009, the International Trade Administration's United States and Foreign Commercial Service participated in 82 events focused on increasing exports to the Asia-Pacific region and to provide support to Asian American and Pacific Islander-owned small and medium-sized enterprises.
- The United States Patent and Trademark Office (USPTO) in collaboration with the White House Initiative on Asian Americans and Pacific Islanders and the United States Commercial Service conducted a workshop entitled "Myths and Misconceptions: How to Use Intellectual Property Rights to Expand Your Business Overseas" on November 1, 2011, in Palo Alto, California. This event included presentations on patents, trade secrets, trademarks, domain names, copyright protection and enforcement, both domestic and abroad. At the conclusion of the workshop, USPTO presenters also held one-on-one meetings with participants to discuss specific intellectual property issues in more detail.

**Goal 2. Increase the AAPI community's access to federal funding.**

- The Minority Business Development Agency (MBDA) helped Asian American-owned businesses gain access to \$139 million in contracts and capital, representing a 92% increase over FY2010 levels. Moreover, during the Obama Administration, MBDA assisted 832 Asian American-owned businesses in obtaining \$255 million in contracts and capital, a solid 13% increase over the prior 3-year period.
- MBDA and our national network of business centers have participated in a substantial number of Asian American business outreach events, including events sponsored by the White House, chambers of commerce, and local business entities.

**Goal 3. Foster the recruitment, career development and advancement of AAPIs in the Federal Government.**

- The Census Bureau distributed vacancy announcements for management (Grade 13 through 15) and senior executive positions to organizations such as the Asian American Government Executive Network and the Organization of Chinese Americans to expand outreach to potential applicants for management and senior-level positions, and broadened the role of the Census Bureau Asian Pacific Network Affinity Group to support the Census Bureau's business practices of recruitment, retention, and succession planning for our Asian American and Pacific Islander community. Our overall efforts have resulted in a .72% increase of Asian American and Pacific Islanders in managerial positions (GS 13-15). Additionally, the Census Bureau APANET (Asian Pacific American Network) affinity group provided keen insight and input for the 2013-2016 Diversity and Inclusion Strategic Plan covering recruitment, succession planning and career development. APANET members also serve as corporate recruiters for the Census Bureau's AAPI recruitment efforts, planning heritage month events, and supporting the Annual Census Bureau Diversity Fair.
- The United States Patent and Trademark Office (USPTO) hosted the Initiative's *Empowering Asian Americans and Pacific Islanders Through Federal Service* conference on April 17, 2012. The Conference included a session entitled, *From Technical Expert to Manager*, where senior executives provided advice to those looking to transition from highly technical positions to management and leadership positions. In addition, USPTO increased the percentage of Asian Americans/Pacific Islanders in the Senior Executive Service to over 10%, increased the overall percentage of Asian Americans/Pacific Islanders at the USPTO to over 27%, and maintained an

AAPI affinity group with over 832 dues-paying members, which comprises 7.2% of the USPTO's total workforce.

**Goal 1. Strengthen and improve support for AAPI (1) Wounded Warriors, (2) Transitioning Service Members (TSM), and (3) their Families and Caregivers.**

- DoD supported several AAPI events, programs and ceremonies to recognize AAPI Wounded Warriors for their contributions to the Department's and the nation at-large and to pay homage to AAPI Fallen Heroes.

**Goal 2.1. Provide maximum practicable opportunity for AAPI small business participation in Department of Defense acquisitions: Collect and analyze data on AAPI contracting performance with the DoD.**

- DoD collected and compiled data on Department contracts awarded to AAPI-owned small businesses to establish a performance baseline.
- DoD analyzed AAPI small business awards to determine that the majority of DoD awards are historically made via GSA. The Under Secretary of Defense (Acquisition, Logistics, and Technology) (USD(AT&L)) issued guidance to the acquisition workforce on August 24, 2011 to maximize use of GSA schedules and Government-Wide Acquisition Contracts (GWACS) which should have an overall benefit to AAPI-owned small businesses.
- AAPIs were awarded \$1 billion in North American Industry Classification System (NAICS) 54 for Professional, Scientific, and Technical Services. The top 3 categories with AAPI-owned firms were in NAICS 54 (Professional, Scientific, Technical Services), NAICS 23 (Construction), and NAICS 31-33 (Manufacturing) totaling \$2.2 billion. The DoD issued guidance to strive for a 10% increase in dollars awarded in the Services category.
- Approximately \$47 million in Small Business Innovation Research (SBIR) awards were made to AAPI-owned small business firms in FY12.
- DoD analyzed AAPI small business participation data to identify participation rates by geographic region. Approximately \$3.12 billion (total) was awarded to AAPI-owned small businesses in FY12, with more than half (\$1.7 billion) coming from 4 states (VA, CA, HI, and AL).

**Goal 2.2 Provide maximum practicable opportunity for AAPI small business participation in Department of Defense acquisitions: Conduct outreach to improve opportunities for AAPI participation in DoD acquisitions.**

- DoD hosted roundtables in coordination with the White House Initiative on Asian Americans and Pacific Islanders in several cities across the country with AAPI small business owners to discuss barriers to entry and opportunities within DoD. In addition, DoD participated in the bi-annual Hawaii SBIR conference.
- The Department also collaborated with the Minority Business Development Agency and the Small Business Administration (SBA) to participate extensively in the MEDWEEK conference.

**Goal 3.1. Foster the recruitment, career development, and advancement of AAPIs at the DoD: Increase AAPI applicants to the DoD.**

- DoD also developed a strategic outreach communications plan specific for the AAPI community, including social media outlets, to attract AAPI talent into the DoD workforce.
- The Department increased its external outreach recruitment efforts by establishing contracting relationships with AAPI organizations.
- DoD's Civilian Personnel Policy (CPP) participated in a number of recruiting events with

significant AAPI participation. Some examples include the Asian Diversity Career Expo, the Big East Consortium Career Expo and Federal Asian Pacific American Council (FAPAC).

- DoD conducted summits in conjunction with FAPAC training conferences to share opportunities about DoD learning and development strategies and programs within the DoD, enterprise recruitment efforts, and leadership development opportunities. Also, DoD identified AAPI affinity events targeting K-12 and middle/high school students to market DoD as a model employer, and worked with the Asian-American Government Executives Network (AAGEN) in regard to DoD opportunities.
- The Department cultivated new relationships with AAPI affinity groups to draw the interest of Asian American and Native American Pacific Islander Serving Institutions (AANAPISIs) as strategic partners in addressing and responding to diversity initiatives and challenges, including strategic sessions with the President of Seattle Community College and Chair of APIACU.
- DoD and other agencies are working with the Office of Personnel Management on an applicant flow pilot program in the new USA Staffing tool (which is used by a number of Federal agencies) to capture more information. There is significant interest among all government affinity groups to analyze this information and assess barriers in the recruitment and selection process which impacts the ability to increase diversity representation.
- Through its Workforce Recruitment Program for College Students with Disabilities, DoD hired 33 AAPIs, representing 8.3% of all program interns hired in 2012 (an increase of over 100% since DoD enhanced the program in 2009) and developed a mentoring program for the individuals.

***Goal 3.2. Foster the recruitment, career development, and advancement of AAPIs at the DoD: Continue to promote applications of AAPIs in innovative internship and fellowship programs.***

- The Department launched the Pilot DoD Centralized Intern Program, a pipeline program which offers exposure and experiential training opportunities to college students and recent graduates with studies mirroring DoD mission critical occupations, including AAPI and other minority students. In addition, DoD formalized an agency-wide mentoring program for students, including AAPI students, on research appointments under this program. During fiscal year 2012, one of the five students selected for conversion into the DoD student hire program (Pathways) was AAPI.
- DoD analyzed the diversity composition of student and intern conversion rates into permanent positions. In addition, the Department collected and analyzed multi-year AAPI annual workforce profile trends to evaluate participation rates in student pipeline programs and established a centralized effort to improve the participation rates of AAPI students in the DoD student programs.
- DoD volunteered senior Equal Employment Opportunity staff to serve on the Presidential Management Fellows (PMF) Program Review Board to evaluate trends and identify barriers to the recruitment of AAPIs. In addition, CPP worked with the DoD Component PMF program representatives to seek ways to encourage AAPI interest in the PMF program.

***Goal 3.3. Foster the recruitment, career development, and advancement of AAPIs at the DoD: Increase applicants for Senior Executive Service (SES) positions.***

- CPP continued to foster the career development of AAPIs at DoD (as well as all DoD SESs) by providing a Coaching and Mentoring course for approximately 200 senior executives. Additionally, DoD will be implementing a new government-wide performance system to include the objective of Leading People, which requires executives to support workforce diversity, workplace inclusion, and equal employment policies.

- DoD studied workforce data to assess AAPI participation rates at the mid-level and SES levels and across major job occupations in, as well as the progress of AAPIs in, the senior grade pipeline and SES positions.
- The Department aligned its AAPI efforts with AAGEN to ensure direct senior level DoD support and participation at the initiation ceremony to launch the first AAGEN SES Candidate Development Program, a program open to all GS-15s with the requisite qualifications, including AAPIs.
- DoD expanded opportunities for professional training, development, and advancement by working directly with AAGEN to pay registration costs for 50 DoD future leaders to attend the AAGEN Leadership Conference and benefit from executive level networking, career development training and coaching sessions.

## U.S. Department of Education

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### **Goal 1. Advance the collection, analysis, and dissemination of disaggregated data on the AAPI community.**

- On May 4, 2012, the Department's Request for Information (RFI) on Disaggregation Practices was announced to institutions nation-wide. ED and the Initiative reached out to institutions with promising responses and encouraged further detailed follow-up and clarifications. The Department is currently reviewing responses from educational institutions and the public to the RFI and is planning next steps. ED is considering sponsoring a data symposium and publishing a report regarding these disaggregation practices in FY 2013.
- The Department's Office of Civil Rights (OCR) transformed its Civil Rights Data Collection (CRDC) into a set of detailed school- and district-level data disaggregated by race (including further disaggregation of the Asian and Pacific Islander populations), ethnicity, English learner status, sex, and disability. The transformed CRDC provides new details on teacher equity, student retention, bullying and harassment, discipline, access to pre-K programs, college and career readiness courses, and more.
- The Department's Office of Vocational and Adult Education (OVAE) established the National Reporting System (NRS) for Adult Education and Literacy, which reflects the accountability requirements of the Adult Education and Family Literacy Act. The NRS collects data on a number of performance requirements for state and local programs that measure student educational achievement and employment outcomes and provides disaggregated data on adult learners categorized by race, ethnicity, age, and educational functioning level. In Program Year 2010, Asian and Native Hawaiian or other Pacific Islander participants represented approximately 8.4 percent of the 2 million learners served by the Department's Adult Education programs.

### **Goal 2. Build the capacity of Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs).**

- OCR and the Department's Offices of the Under Secretary and Postsecondary Education have continued to make efforts to raise awareness of AANAPISIs among other Federal agencies that provide funding to minority-serving institutions (MSIs).
- The Department's Office of Postsecondary Education awarded \$8.9 million in discretionary and mandatory funding in FY 2012 to AANAPISIs authorized under Title III of the Higher Education Act of 1965, as amended to enable these institutions to improve and expand their capacity to serve AANAPI students and low-income individuals.

### **Goal 3. Incorporate AAPI community needs into the Department's ongoing bullying and harassment prevention efforts.**

- OCR translated into Chinese, Korean, Tagalog, Vietnamese, and other languages its guidance on preventing bullying and harassment, ensuring students are not discriminated against because of their or their parents' citizenship or immigration status, and promoting diversity in schools through the voluntary use of race.
- OCR has vigorously enforced civil rights protections that support the AAPI community by prohibiting discrimination by schools, colleges, and universities on the basis of race and national origin, among other protected bases. In 2012, OCR investigated more than 2,100 complaints of race or national origin discrimination, many involving AAPIs, including complaints of racial harassment, unfair discipline and academic evaluation practices, and discriminatory admission standards for Asian-American applicants.

- OCR provided guidance to schools and universities across the country on a variety of civil rights issues including workshops on preventing harassment in one city where Asian-American students suffered pervasive harassment including an incident where approximately 30 Asian-American students were attacked, leading many to be sent to the emergency room.
- The Department re-launched StopBullying.gov in April 2012 to give more action-oriented resources for different populations, including and educators and institutions serving AAPI students.
- The Department's Office of Safe and Healthy Students hosted the 3rd Annual Bullying Prevention Summit, featuring a panel on best practices for specific populations, including English Language Learners and AAPI.
- The Department launched, with the Ad Council, an overarching Ad Campaign designed to encourage parents to talk to their kids about being more than a bystander in bullying situations.

***Goal 1. Increase outreach efforts to Asian American and Native Pacific Islander academic institutions to promote entry-level employment.***

- DOE continued to work with its program offices to support and increase awareness of Asian American and Native American Pacific Islander Institutions' (AANAPISIs) research capabilities and further engage these institutions in activities at the Department.
- DOE utilized social media to connect to several Asian American professional groups, such as the National Association of Asian American Professional and Organization of Chinese Workers, and publicized 9 mid-level and 2 entry-level positions on LinkedIn.

***Goal 2. Increase outreach and small business activities.***

- The Department increased business opportunities for AAPI-owned businesses and awarded \$1.8 million in contracts.
- The Department increased outreach to AAPI-owned businesses at conferences, holding Business Opportunity Sessions, seminars, and workshops.

***Goal 3. Partner with Asian Pacific Islander Affinity groups to promote mid-level employment opportunities.***

- The Department established a Memorandum of Understanding (MOU) with the Asian American Government Executives Network (AAGEN) and the Federal Asian Pacific American Council (FAPAC).
- The DOE AAPI Network conducted a DOE speaker series that included topics such as "Empowering AAPI with Effective Communication" and "Breaking the Glass Ceiling."

## U.S. Department of Health and Human Services

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### **Goal 1. Prevent, Treat, and Control Hepatitis B Viral Infections in AANHPI Communities.**

- Current Perinatal Hepatitis B Prevention Program activities include promoting and assessing compliance with administration of hepatitis B birth dose for all neonates prior to discharge. Centers for Disease Control and Prevention (CDC) is working to improve processes and outcomes of hepatitis B perinatal prevention through a broad array of activities performed by coordinators of the Perinatal Hepatitis B Prevention Program.
- The Office of Minority Health (OMH) supported the launch of the “Hep B United” national campaign, aimed at bringing attention and action to ending hepatitis B in AANHPI communities; 7-8 mini-grants will be announced later this year.
- NCI and the National Institute on Minority Health and Health Disparities (NIMHD) supported a community-based research intervention focused on reducing hepatitis B-induced liver cancer morbidity and mortality within the Vietnamese, Hmong and Korean communities.

### **Goal 2. Improve Data Collection in AANHPI Communities.**

- The National Health Interview Survey (NHIS) continues to oversample Asian American households, an effort initiated in 2006 to obtain improved data on this population.
- CDC’s National Center for Health Statistics (NCHS) continues to oversample Asian Americans through NHANES and will continue to work toward an estimation of prevalence of common health conditions by 2014. NCHS continues to consider options for improving tools for data access and analysis.
- AHRQ’s Medical Expenditure Panel Survey (MEPS) oversamples AAPIs to increase the precision of their respective national estimates of health care utilization, medical expenditures, access to care, health insurance coverage and their sources of payment for health care.
- The National Institute on Drug Abuse (NIDA) supported a study titled: *The Development of a Video-Enhanced Drug Prevention Program for Rural Native Hawaiian Youth*. The purpose of this research is to collect data and pilot test curricular components of a video-based, culturally-grounded drug prevention program for rural Native Hawaiian youth. Comparison of the intervention components against four schools will be conducted to estimate effect sizes for a future large scale, randomized controlled trial.
- SAMHSA’s National Survey on Drug Use and Health questionnaire includes the Affordable Care Act Section 4302 HHS data collection standards for race, including the seven categories that fall under the “Asian” response option. Two categories, Guamanian or Chamorro, and Samoan, were added for 2013 to support the full implementation of Section 4302.
- The National Institute on Alcohol Abuse and Alcoholism is collecting data for the National Health and Alcohol Study. The data will include an oversampling of 2,250 AAPIs and 250 AAPIs of mixed ancestry to collect both psychosocial and genetic information. NIAAA also supports a project that seeks to examine the etiologies and outcomes of alcohol use and related problems in AAPIs who seek treatment for alcohol use disorders.
- NIMHD supported an R01 grant to examine racial/ethnic, nativity, and geographic differences in Asian American subgroup mortality compared to other racial/ethnic groups. The investigation examined cause-specific mortality in distinct subgroups, with consideration to socio-

demographic factors, in assessing and addressing health disparities in Asian American communities.

***Goal 3. Align the Healthcare Workforce with Needs of AANHPI Communities.***

- For the first time, a FY 2013 plan for Asian American, Native American and Pacific Islander Serving Institutions (AANAPISIs) was developed to address HHS' goals of reducing ethnic and racial health disparities and improving the quality and diversity of the healthcare workforce.
- HRSA manages the Regional Collaborative for the Pacific Basin (RCPB) cooperative agreement which been successful in: 1) developing regional strategies and implementations plans to address human resources for health (HRH); 2) establishing an accredited Associate's degree program in public health 3) developing and implementing core competency assessments and trainings for HRH to over 150 workers; 3) coordinating professional meetings that provided continuing education credits to more than 70 health professionals in isolated areas.
- NIMHD supported a community-based participatory research intervention to improve health access and status for cardiovascular disease in Filipino Americans through the use of community health workers.
- SAMHSA's FY 2012 Request for Applications for the Minority Fellowship Program (MFP) included a requirement to describe a plan for recruitment and outreach efforts to populations that are underrepresented in professional counseling (e.g., Asian American, African American, American Indian/Alaska Native, Hispanic/Latino, and Native Hawaiian and other Pacific Islanders).

***Goal 4. Improve Health Conditions and Access to Health Care Services for Native Hawaiians and Pacific Islanders.***

- CDC's National Breast and Cervical Cancer Early Detection Program's current screening data reflects 2,093 in breast cancer screening and 2,999 in cervical cancer screening in 2011 within the Commonwealth of Northern Mariana Islands (CNMI), Guam, American Samoa, Hawaii and Palau. CDC expects to increase breast cancer screenings for Palau in October 2012.
- In June 2012, through the Pacific Chronic Disease Council (PCDC), teams representing the RMI and the FSM healthcare systems completed the first non-communicable disease (NCD) collaborative learning session. Training on the electronic disease registry and clinical management system was provided to track individuals and patients with NCDs.
- The Food and Drug Administration (FDA) Pacific Regional Office, San Francisco District Office, developed partnerships with key stakeholders in Hawaii, Guam, CNMI, and American Samoa to better streamline activities and provide assistance in developing investigator skills through a sustainable training program on import product safety, investigations of contamination, and outbreak incidents.

***Goal 5. Support and assist AANHPI organizations to increase their capacity, outreach and access.***

- On April 16, 2012, the Administration for Community Living (ACL) was established to assist people with disabilities and older Americans live healthy and productive lives. "A Toolkit for Serving Diverse Communities" provides the National Aging Services Network ways to meet the needs of increasingly culturally and ethnically varied populations, including AANHPIs, through education of intercultural differences and acculturation, and is available online.
- ANA provided several specialized trainings to Pacific Islander organizations through its Pacific Island Training and Technical Assistance (T/TA) network. ANA's T/TA providers conducted six specialized trainings on project planning and development, three pre-application trainings and

three webinars on native assets-building initiatives and strategic planning to Pacific Islander organizations.

- The Administration for Children and Families (ACF), Administration for Native Americans (ANA) awarded over \$264,400 to a Pacific Islander organization for language preservation. In addition, 14 Pacific Islander organizations received \$4.1 million in continuous awards for similar multi-year projects. It is expected that this amount will increase when ANA completes its grant award process for social and economic development projects.
- The Affordable Care Act extended HRSA's support of the Family-to-Family Health Information Centers (F2F HICs) through FY 2012, which served many AANHPI families of children with special needs:
  - 64% served were Hmong, Cantonese, Japanese, and Vietnamese living in California.
  - 86% served were Asian American, bi-racial, and part Hawaiian living in the Pacific jurisdictions of Chuuk, Palau, American Samoa, Marshall Islands, Guam, Yap, CNMI, Kosrae, and Pohnpei.

**Goal 1. Ensure implementation and efficacy of limited English proficiency (LEP) programs throughout DHS, particularly with reference to major languages used by AAPIs.**

- U.S. Citizenship and Immigration Services (USCIS) significantly expanded its public education materials and resources in other languages. Currently, USCIS offers a number of resources in AAPI languages, including brochures on the immigration benefits available to victims of human trafficking, domestic violence and other crimes in Chinese; resources on avoiding immigration services scams in Chinese, Korean, and Vietnamese and Tagalog; citizenship materials in Chinese, Korean, Vietnamese and Tagalog; and information on the Systematic Alien Verification for Entitlements (SAVE) program in Chinese, Japanese and Korean.
- USCIS developed a multilingual web resource center that serves as a central repository for all non-English USCIS resources.
- USCIS recently printed Chinese versions of 13 of its “How Do I” guides that provide basic information on a wide range of USCIS services available to nonimmigrants, immigrants and U.S. citizens. These guides have been disseminated to community relations officers around the nation to be shared with local immigrant communities.
- USCIS translated its new “How Do I” guide on deferred action for childhood arrivals into Chinese, Korean, Vietnamese, and Tagalog.
- Since the release of the DHS Language Access Plan in February 2012, DHS Components began developing individual Component plans that reflect their own needs and priorities as well the populations they encounter or serve. These plans will outline and define Component tasks, set deadlines and priorities, assign responsibilities, allocate resources necessary for implementation and compliance with language access requirements, and explain to employees how to access and deliver language services to LEP persons encountered.
- DHS established a DHS Language Access Working Group, which is chaired by the Acting Officer for Civil Rights and Civil Liberties and consists of representatives across DHS, to implement the DHS Language Access Plan and finalize individual Component plans.
- The Office for Civil Rights and Civil Liberties began disseminating the DHS Language Access Plan and a letter from Secretary Napolitano to communities and organizations across the country through its newsletter and in person community engagement events, including roundtables in cities across the United States. Information about the DHS Language Access Plan is available in 10 languages in addition to English and is posted online. Translations of these materials are currently available in Korean, Chinese, Vietnamese, and other languages.

**Goal 2. Increase communication between AAPI-serving organizations and U.S. Citizenship and Immigration Services (USCIS) Field Offices so that the AAPI community is better informed about opportunities to engage with USCIS, has access to valuable information about immigration projects, and better informs USCIS about specific needs in the AAPI community.**

- In October 2012, USCIS hosted its second Chinese language engagement session called a “Jiao liu” (“engagement”). The event, which took place in New York City and was accessible nationwide by teleconference and internet, focused on petitioning for an immediate relative, a topic that the Chinese community has identified as being of significant interest.

- Community relations officers across the country continued to engage in robust outreach efforts with AAPI communities, including hosting naturalization information sessions, making “Immigration 101” presentations, conducting outreach on how to avoid the unauthorized practice of immigration law, attending conferences hosted by AAPI organizations, and meeting regularly with attorneys, community based organizations, advocacy groups and other stakeholders representing the AAPI community.

***Goal 3. Reduce cultural and language barriers that hinder Asian American and Pacific Islander (AAPI) and other immigrant communities during disaster response and post-disaster recovery.***

- Representatives of AAPI-serving organizations were invited to participate in two stakeholder listening sessions, “Civil Rights Foundations of Emergency Preparedness Stakeholder Listening Sessions,” to provide their perspectives on issues affecting diverse racial and ethnic groups, LEP populations, and immigrant communities. Both sessions included the participation of senior civil rights officials within DHS and across the federal government.

**Goal 1. Increase the AAPI community's access to federal funding.**

- HUD continued to promote funding opportunities in the AAPI community by: (i) having more interactions between HUD senior, regional and local staff, and the AAPI communities, (ii) publicizing the Notice of Funding Availability (NOFA) through the Initiative and the AAPI Liaison at the White House Office of Public Engagement, and (iii) seeking partnerships and collaboration with AAPI-serving institutions and nonprofit groups.
- The Department provided specific language in the Office of Sustainable Housing and Communities (OSHC) NOFA regarding housing counseling to stress the importance of bilingual counseling in contract compliance, reporting and capacity building.
- Across the HUD departments, there has also been an effort to include more AAPIs in the regular engagement vehicles such as meetings, webcasts, conference calls, etc. announcing Notice of Funding Availabilities (NOFAs), new initiatives, funding awards, HUD budget updates, etc. We worked with the National Council for Asian Pacific Americans which is an umbrella organization of national AAPI groups, the White House Office of Public Engagement, the Commission for the White House AAPI Initiative and others to include more AAPIs in HUD's engagement in D.C. and in the field.

**Goal 2. Increase the number of AAPIs with access to linguistically appropriate resources.**

- HUD translated over 100 vital documents into 16 different languages, including Khmer (official language of Cambodia), Chinese, Korean, Tagalog, and Vietnamese. HUD will continue to identify vital agency materials that should be translated into AAPI languages, train HUD staff on the use of the interpretation line, promote the existence of the HUD translated materials in the AAPI community, and track their utilization.
- HUD's expanded Limited English Proficiency (LEP) website features factsheets, housing brochures and other agency forms in Cambodian, Chinese, Korean, Tagalog, and Vietnamese.

**Goal 3. Foster the recruitment, career development and advancement of AAPIs in the Federal Government.**

- HUD continued to engage in dialogue with the Federal Asian Pacific American Council and the Asian American Government Executives Network (AAGEN) to explore ideas about how to improve outreach and recruitment of AAPIs.

**Goal 4. Improve federal civil rights protections for the AAPI community.**

- HUD continued to rigorously enforce civil rights statutes/laws that require equal access and non-discrimination in federal programs that involve grants, loans, contracts, financial aid and other benefits. HUD expanded its outreach to AAPI community serving organizations to publicize enforcement processes and programs.
- HUD announced on October 2, 2012, that it reached a Conciliation Agreement with the Lancaster, PA-based Ecklin Group that ended an alleged policy of refusing to rent to Burmese refugee families.
- HUD provided housing counseling grants to the National Coalition for Asian Pacific American Development (NCAPACD) to enable the organization to better serve AAPI clients purchasing a new home or struggling to keep their homes in the midst of the housing crisis.

**Goal 1. Improve Interior's ability to recruit, hire, and retain AAPI in its mission critical occupations.**

- The DOI and the Asian American Government Executives Network (AAGEN) collaborated to provide mentoring sessions and leadership and executive core qualifications workshops for AAPI employees looking to advance into grades GS-14, GS-15, and senior executive service.
- The DOI Chapter of Federal Asian Pacific American Council (FAPAC) improved community outreach and supported diversity and inclusion training within the DOI workplace. DOI supported the annual FAPAC Annual Leadership Training Conference by providing communication and leadership training to conference participants.
- Collaboration between DOI and the Conference on Asian Pacific American Leadership (CAPAL) afforded DOI access to an extensive network of students and schools with a high AAPI population for recruitment for mission critical occupations.
- The DOI Office of Human Resources implemented a recruitment strategy targeted at minority communities in six cities (Washington, DC; Denver, CO; Anchorage, AK; Albuquerque, NM; Boise, ID; and Sacramento, CA) in an effort to increase the diversity of applicant pools for mission critical occupations.
- The DOI Office of Native Hawaiian Relations and the Fish and Wildlife Service (FWS) developed the National Wildlife Refuge System Positive Education Requirements for Science Positions: Academic Guidelines for Students and Faculty at the University of Hawaii-Manoa. These academic guidelines are intended to help interested students meet the education requirements for science positions, including Wildlife Refuge Manager, and to assist the FWS in its efforts to create a feeder pool of potential job applicants.
- Analysis of DOI performance workforce data shows an increase in the hiring percentage of AAPI employees (up 19.6% over FY 2011).

**Goal 2. Uncover, examine and remove barriers to equal participation at all levels of the Department of the Interior workforce.**

- DOI organized barrier analysis project teams comprised of four workgroups that focused on: 1) workforce planning; 2) recruitment; 3) retention; and 4) employee development. The teams were trained to: investigate relevant policies and procedures to determine causes of known disparities and anomalies; analyze workforce data to find clues to potential barriers to diversity and inclusion; and develop an overall plan for diversity and inclusion barrier elimination. A report of findings and recommendations will be issued in January 2013.

**Goal3. Hold a Leadership Summit for Senior Executives.**

- DOI engaged in a number of strategic activities, including extensive travels by the Chief Diversity Officer to meet with regional and state directors, bureau diversity councils, and hundreds of managers and supervisors across the country to lead strategic planning sessions and educate senior executives, managers and supervisors on an inclusive workplace approach; establishing a Diversity Change Agent Program to affect and mobilize a critical mass of stakeholders to embrace and enact DOI's Inclusive Workplace Strategy; and partnering with other Federal agencies to conduct interagency diversity change agent courses in Washington, DC, Phoenix, and Anchorage aimed at leveraging resources and capabilities, and using best practices to cultivate inclusivity.

***Goal 4. Employ a long-term energy strategy to reduce reliance on imported oil by maximizing use of renewable energy sources, increasing the efficiency of energy production and transmission, and by promoting consumer conservation.***

- Renewable and Energy Efficiency Initiative partnership with National Renewable Energy Lab (NREL) was continued in U.S. Territories, and completed development of the Guam Strategic Energy Plan .
- On July 24, 2012, DOI and the U.S. Department of Energy awarded \$2,119,238 to NREL to collaborate with the U.S. Freely Associated States (FAS) to create individualized road maps to implement renewable energy technologies.
- Through DOI's Office of Insular Affairs' (OIA) "Empowering Insular Communities" (EIC) grant program, OIA provided \$1.085 million in grants to Guam agencies for sustainable energy projects in August 2012.

***Goal 5. Increase Language Accessibility.***

- The DOI LEP policy has been distributed throughout the agency and promotes a positive and cooperative understanding of the importance of language access to federally conducted and federally assisted programs, consistent with Executive Order 13166 regarding language access.
- The DOI US Geological Survey (USGS) makes available on its website information on earthquakes in English, Chinese, Vietnamese, and Korean. USGS also provides information on landslides in English, Spanish, Portuguese, and Japanese.

***Goal 6. Data Disaggregation.***

- DOI is compliant with OMB Directive 15, standards on race and ethnicity. DOI data collection systems capture race in five categories: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White; and ethnicity in two categories: "Hispanic or Latino," and "Not Hispanic or Latino."

***Goal 7. Agency Employment.***

- In an effort to increase AAPI SES applicants, DOI developed a formal mentoring program, SES core competencies training, partnerships with DOI Chapter of FAPAC, AAGEN, and CAPAL, and workshops at the National FAPAC training conference.

**Goal 1. *Reduce language barriers to AAPI access of federal programs and agencies.***

- The Department of Justice (DOJ) prepared a comprehensive and updated DOJ-wide language access policy and plan, in accordance with Executive Order 13166 and the Attorney General's June 2010 and February 2011 memoranda to all Departmental components and federal agencies, respectively, to ensure that all DOJ components communicate effectively with limited English proficient persons. The DOJ-wide policy and plan provide detailed guidance to 100% of Departmental components on appropriate use of language assistance services, such as bilingual employees, telephonic interpreters, contract interpreters, and translators. For example, the DOJ language access plan requires components to ensure that employees with non-English language skills establish language proficiency and familiarity with ethical obligations before using their language skills in official interactions.
- DOJ's Civil Rights Division's Federal Coordination and Compliance Section (FCS) received 29 Federal agency language access plans and provided technical assistance on a number of the plans received to date.
- FCS, with the FBI, Department of Education (ED), DOJ Office of Legal Education, and the National Virtual Translation Center, completed and released government-wide a technical assistance video series titled "Overcoming Language Barriers."
- The FCS-led Federally Conducted Committee of the Interagency Working Group on Limited English Proficiency has partnered with the Social Security Administration and the Initiative to design a video vignettes training series to help train the federal workforce on strategies to provide meaningful access to limited English proficient individuals.
- FCS engaged with the National Language Service Corps (NLSC), a Department of Defense initiative designed to support the language access needs of the Federal community by providing Federal agency clients with access to language service providers in over 200 languages.

**Goal 2. *Ensure that the federal government is properly assessing and addressing hate crimes and other crimes in the AAPI community.***

- On October 3, 2012, the Department's Civil Rights Division and the Community Relations Service led a town hall meeting of over 30 leaders of diverse religious denominations and other religious liberty organizations to discuss the religion category for hate crime reporting in the FBI's Uniform Crime Reporting Program (UCR). There was a strongly expressed sentiment among attendees that the categories anti-Sikh and anti-Hindu should be added to the current list based on the volume of crime directed at members of these faiths. Attendees also raised concerns about the lack of an anti-Arab category among the list of races, or ethnicities. In addition to their own experiences borne out of the Department's work in this area, the feedback from the meeting helped to inform the DOJ's approach to these issues. On October 18, a representative of the Civil Rights Division presented the case for, and recommended, adding these three categories to the hate crimes reporting form at a meeting of subject matter experts who are members of the Advisory Policy Board (APB), which is the independent federal advisory committee authorized to propose changes to the UCR.
- On September 19, 2012, the Community Relations Service unveiled its newly revised Sikh Cultural Competency Training in Washington, DC, designed to inform and educate communities experiencing tensions arising from incomplete knowledge of Sikh community neighbors. The program will serve as a resource to help prevent violent hate crimes and bring communities

together by addressing cultural behaviors and sensitivities, stereotypes, and expectations during interactions and communications with Sikh communities.

**Goal 3. Protect AAPI women from domestic violence.**

- In FY 2012, DOJ's Office on Violence Against Women (OVW) emphasized in its program solicitations that recipients of grant funding are required to take reasonable steps to ensure that limited English proficiency (LEP) persons have meaningful access to its programs.
- OVW grantees provide assistance and support to AAPI domestic violence, sexual assault, stalking and dating violence victims; and OVW developed partnerships with AAPI-serving organizations to provide technical assistance and training to OVW grantees.

**Goal 4. Enhance efforts to combat human trafficking.**

- In FY 2012, DOJ established six specialized Anti Trafficking Coordination Teams ("ACT Teams") in cities across the United States to focus and develop resources to identify and prosecute human trafficking cases.
- The Civil Rights Division continued to conduct civil rights outreach and training to the AAPI community on criminal violations of civil rights laws, including trainings in Guam and the Northern Mariana Islands.

**Goal 5. Enhance the Protection of Civil Rights of Vulnerable AAPI Immigrant Populations.**

- The Department's Executive Office for Immigration Review (EOIR) adjudicates immigration cases according to United States immigration laws and provides Asian language interpreters for LEP persons in immigration proceedings who primarily speak an Asian language. On May 31, 2012, EOIR announced the release of its official Language Access Plan, the first of its kind for the agency; EOIR Office of Legal Access Programs expanded translations of self-help materials to Chinese, Hindi, Korean, Punjabi, and Vietnamese languages.
- DOJ's Civil Rights Division's Educational Opportunities Section (EOS) enforces federal civil rights laws that prohibit discrimination against students on the basis of national origin, including harassment against AAPI students. For example, the Division continues to closely monitor a significant settlement agreement that addresses complaints of severe harassment, including physical violence, against Asian American students at South Philadelphia High School.
- EOS also actively enforces school districts' obligation to provide appropriate services to English language learner (ELL) students so that they can overcome their language barriers and participate equally in instructional programs. Over the past four years, EOS has secured over a dozen settlements that secure meaningful services for ELL students across the country, including many AAPI students. For example, in October 2010 and April 2012, EOS, along with the Office for Civil Rights at the Department of Education, secured two major settlements to ensure that approximately 14,000 ELL students attending the Boston Public Schools, approximately 12% of whom are AAPI, receive the services to which they are entitled. EOS also continues to actively monitor its ELL case against the San Francisco Unified School District where over half of the ELL students are AAPI.

**Goal 1. Prepare workers for good jobs and ensure fair compensation.**

- The Employment and Training Administration (ETA) conducted a baseline assessment of Workforce Investment Act (WIA) programs in order to identify locations where AAPI participation rates are low, and to identify areas that are successfully serving these communities in order to provide model strategies on how ETA programs can best reach AAPIs. In FY 2012, ETA completed a preliminary assessment comparing AAPI participation rates in WIA programs with the AAPI share of the population at the level of Local Workforce Investment Areas, where most service delivery strategies are designed and implemented.
- The Wage and Hour Division (WHD) increased awareness of wage and hour laws within the AAPI worker community and established collaborative relationships with advocacy and community organizations through the “We Can Help” campaign and other outreach initiatives.
- WHD continues to conduct a number of enforcement initiatives in industries that employ AAPI workers, including one focused on the misclassification of employees as independent contractors at nail salons in the Seattle metropolitan area. This initiative aims to protect vulnerable workers in the industry – many of whom are low-wage Vietnamese workers – from systemic violations of the Fair Labor Standards Act (FLSA).
- DOL signed a Joint Declaration (JD) and a Letter of Arrangement (LOA) with the Embassy of the Philippines, establishing a formal partnership between the participants. These agreements enable DOL to protect migrant workers employed in the U.S. and to help communicate with workers whom the Department otherwise may not have been able to reach.

**Goal 2. Ensure workplaces are safe and healthful.**

- The Occupational Safety and Health Administration (OSHA) held a number of forums and summits to discuss and address safety and health issues of different industry workplaces.
- OSHA developed and posted a webpage on health hazards in nail salons and published new guidance entitled, “Staying Healthy and Safe While Giving Manicures and Pedicures: A Guide for Nail Salon Workers.” Both the website and new publication were completed with input from the National Healthy Nail and Beauty Salon Alliance (Alliance). The guide has been translated into Vietnamese and Korean.
- OSHA also focused on health hazards in hair salons from formaldehyde exposure and conducted safety and health inspections at salons as well as outreach and education. The agency recently shared with the Alliance products focused on worker rights that are translated into Chinese and Vietnamese and, soon, Korean.

**Goal 3. Assure fair and high quality work-life environments.**

- The Women’s Bureau (WB) published “A Woman’s Guide to Green Jobs,” and has been working with national AAPI organizations, such as the National Asian Pacific Center on Aging (NAPCA), on various issues that affect AAPI women and their families.
- The Office of Federal Contract Compliance Programs (OFCCP) is a worker protection agency responsible for enforcing the civil rights of the nearly one-quarter of American workers who are employed by federal contractors and subcontractors. The agency enforces both the affirmative action and non-discrimination obligations of these contractors in order to improve employment opportunities for women, minorities, people with disabilities and protected veterans in the federal contracting workforce. In FY 2012, OFCCP successfully negotiated over \$535,000 in

financial remedies for 662 workers of Asian descent who were adversely impacted by employment discrimination.

- OFCCP has also partnered with numerous national, regional, state and local community-based organizations to increase understanding among vulnerable AAPI worker populations about their rights to equal employment under the law.

***Goal 4. Improve health benefits and retirement security for all workers.***

- In FY 2012, the Employee Benefits Security Administration (EBSA) Benefits Advisors (BA) conducted 20 outreach events across the country, providing presentations and disseminating information regarding various retirement and health benefits issues.
- EBSA also assisted 49 individuals in responses that required translation services for languages spoken within the AAPI community. These inquiries required EBSA Benefits Advisors to provide technical guidance and assistance in Mandarin, Thai, Tagalog, Indonesian, Cantonese, Korean, Vietnamese and Fuzhou languages.
- EBSA translated, distributed, and posted online three informational flyers on protecting health and retirement benefits after job loss in Chinese, Vietnamese, and Korean.

***Goal 5. Produce timely and accurate data on the economic conditions of workers and their families.***

- In 2012, the Bureau of Labor Statistics (BLS) released estimates for Asians from a variety of its surveys. The monthly Employment Situation news release included Current Population Survey (CPS) estimates of employment and unemployment for Asians. Annual CPS tabulations report finer racial detail, including estimates for Native Hawaiians and Other Pacific Islanders.
- BLS also published – for the first time – CPS estimates of Native Hawaiians and Other Pacific Islanders in its annual publication, “Labor Force Characteristics by Race and Ethnicity.”

**Goal 1: Foster recruitment, career development and advancement of AAPIs in the Department of State.**

- Staff attended numerous career fairs, such as the East Coast Asian American Student Association Annual Conference and career fair at Duke University, Asian Diversity Career Expo in New York City, Federal Asian Pacific Annual Conference and Career Fair in Atlanta, Georgia, at the University of Hawaii in Manoa, Chaminade University, and BYU-Hawaii. In addition, staff attended the Organization of Chinese Americans Annual Career Fair in August 2012, as well as associated career fairs sponsored by the National Association of Asian-American Professionals, and the National Association of Asian-American MBAs in August and September. These three large national conferences yielded hundreds of interested applicants for careers and internships with the Department of State.
- The Asian American Foreign Affairs Association (AAFAA), a Department Employee Affinity Group (EAG), hosted their annual Leadership Dinner on March 29, 2012, during which they paired seven junior Foreign Service Officers with mentors to assist and guide them in their career development.
- Since March 2012, AAFAA hosted seven professional-development focused events for Department of State employees and partnered with other EAGs to host two other events.

**Goal 1. Maintain and enhance level of participation of AAPIs in mission critical occupations (MCOs) at Treasury.**

- Treasury's Departmental Offices (DO), Office of Minority and Women Inclusion (OMWI) has continued to reach out to professional AAPI and minority organizations in an effort to promote and increase the recruitment and hiring opportunities of AAPI for positions in mission critical occupations. OMWI recently engaged several AAPI organizations in roundtables pertaining to the implementation of diversity and inclusion components of Dodd Frank Section 342 and potential opportunities within Treasury.

**Goal 2. Increase awareness of career development, leadership, and advancement opportunities among employees.**

- The Internal Revenue Service (IRS) took steps to benefit applicants and employees, including AAPI community members, including development of a Foreign Language Proficiency Pay tool to recruit and retain bilingual employees, language proficiency certification tests for bilingual employees to ensure they meet Interagency Language Roundtable standards and developed Cultural Awareness Training and made available to all employees.

**Goal 3. Increase number of limited English proficient individuals, including AAPIs, with access to information about Treasury programs and activities.**

- Treasury's Office of Civil Rights and Diversity (OCRD) completed an assessment of translation needs, based on the available data for AAPI communities, and established an initial contract for translation services.
- The IRS redesigned the Multilingual Gateway on IRS.gov to include key tax topics and publications in Chinese, Vietnamese, and Korean. A multilingual poster with QR codes, i.e. scan-able code for smartphones, is also in development.
- The IRS established an Interagency Agreement with the National Virtual Translation Center to enhance its capability to utilize federal resources for translation services.
- The IRS Language Services Executive Council (LSEC) developed a One-Stop Language Services Resources web site for employees to increase their use of IRS products and services by front-line employees who interact with LEP taxpayers.
- In grant year 2012, the IRS awarded matching grants of \$10 million to 164 clinics, approximately \$7.7 million for representation and \$2.3 million for English Learning outreach and education.
- The IRS Civil Rights Division (CRD) completed 75 onsite technical visits to grant recipients and Taxpayer Assistance Centers to evaluate civil rights compliance. Of the sites visited 21 were Taxpayer Assistance Centers (TACs), 19 were VITA Sites, 2 were Tax Counseling for the Elderly (TCEs) sites, and 33 were LITCs. IRS has extensively targeted Volunteer Income Tax Assistance (VITA) grants to AAPI serving institutions.

**Goal 4. Ensure departmental outreach plans focusing on Small and Disadvantaged Businesses (SDBs) include components targeting SDBs owned by or servicing AAPI communities**

- DO OMWI has participated in several regularly scheduled meetings with the National Association of Securities Professionals (NASP) in bringing together the nation's minorities and women who have achieved recognition in the industry as brokers, asset managers, public finance consultants, investment bankers, bond counsel commercial bank underwriters, investors, plan sponsors and other finance professionals.

- Treasury has routinely conducted outreach at conferences and events of: U.S. Pan Asian American Chamber of Commerce (USPACC), CelebrASIAN Business Opportunity Conference; USPACC Brain Trust; The National Council of Asian American Business Associations, “Stimulating Change Roundtable”; and The National Multicultural Business Conference. Outreach includes providing information about Treasury’s mission and structure, opportunities for employment and internships, how to search for employment opportunities, recruitment for existing opportunities and programs, formal presentations and meetings about shared interests and prospective engagement with Treasury on specific projects.

***Goal 5. Enhance outreach efforts to underserved communities, including AAPIs, regarding relevant Treasury programs and activities***

- In April 2012, the CDFI Fund announced that sixteen certified Native Community Development Financial Institutions (CDFIs) will be the first participants in the CDFI Fund's Capacity Building Initiative training series designed specifically for Native organizations. Council for Native Hawaiian Advancement and Hawaii First Federal Credit Union are part of this sixteen, and participated in the “The Leadership Journey: Native CDFI Growth & Excellence” training series. The training focuses on development of leadership skills and resources to further staff growth and increase organizational performance.
- The IRS prepared a Fact Sheet on the American Opportunity Credit and released it, through partners, to Asian College Students who feared they had erroneously taken the credit on their federal tax return.
- The IRS, Stakeholder Partnership, Education and Communication (SPEC) Organization leveraged its resources with external partners to conduct a myriad of outreach activities to all taxpayer communities. The SPEC partner network has 60 national partners and more than 4,000 local affiliates.

## U.S. Department of Transportation

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***Goal 1: Increase participation from the AAPI community on key areas related to DOT policies and programs.***

- In 2012, DOT developed a Geographic Information System (GIS) map to visually display the relationship between the distribution of AAPI populations and the Department's formula funding across the U.S.
- DOT's agency-wide Language Access Workgroup continued to guide the agency in its efforts to ensure meaningful access to Department programs and activities by LEP persons.

***Goal 2: Increase the AAPI community's access to DOT Disadvantaged Business Enterprise Opportunities.***

- The Office of Small and Disadvantaged Business Utilization and the Small Business Transportation Resource Centers (SBTRC) conducted Bonding Education Programs nation-wide throughout the year. The programs are designed to get small and minority-owned businesses bond-ready by providing educational workshops and training.
- DOT and its Operating Administrations created strategic partnerships with AAPI community based organizations, such as the Asian American Justice Center and Virginia Asian Chamber of Commerce, and conducted outreach regarding the availability of funding and contracting opportunities.

***Goal 3: Promote messages to the AAPI communities about DOT's safety campaigns.***

- The National Highway Traffic Safety Administration (NHTSA) developed pedestrian safety resources for Chinese, Filipino, Vietnamese and Korean speaking families. NHTSA also implemented a dissemination plan to make sure important safety messages reach the frontlines of the AAPI community.
- In May 2012, the Federal Motor Carrier Safety Administration (FMCSA), which oversees bus and truck safety, released a Multilingual Bus Safety Consumer Checklist in Chinese, Japanese, Korean, and Vietnamese. FMCSA also provided information about credit and debit card refunds in Chinese, Korean, and Vietnamese. In September 2012, FMCSA released a Multilingual Moving Fraud Prevention Consumer Checklist in Chinese, Japanese, Korean, and Vietnamese.

***Goal 4: Foster the recruitment, career development, and advancement of AAPIs in the Federal Government.***

- DOT-wide leadership training, coaching programs, and affinity groups are in place to support the career development and paths to senior leadership for AAPI employees.

***Goal 5: Partner with Asian American and Native American Pacific Islanders Serving Institutions.***

- The Federal Aviation Administration (FAA) participated in five career fairs at Asian American and Native American Pacific Islanders Serving Institutions. The FAA Office of Airports participated in two career fairs at the University of Hawaii at Manoa. The Office of Airports Western Pacific Region participated in two other aviation events in Hawaii. The Society of Asian Scientists and Engineers career fair also generated interest within the FAA.
- In FY 2012, the Department and Federal Highway Administration (FHWA) conducted targeted outreach to recruit AAPI applicants for the Summer Transportation Internship Program for Diverse Groups (STIPDG). As a result of DOT's targeted recruitment, fourteen, or 12%, self-identified AAPI individuals participated in the 2012 STIPDG program.

**Goal 1. Increase the AAPI community's access to federal funding -- Grants and Programs.**

- Through the National Diversity Internship Program (NDIP), managed by the Office of Diversity and Inclusion (ODI), VA targeted its outreach to increase diversity within its internship programs. As a result of this targeted outreach, the Asian Pacific American Institute for Congressional Studies (APAICS) and the International Leadership Foundation (ILF) were two of seven vendors that were utilized to identify potential students for internships.
- VA's National Cemetery Administration's (NCA) Veterans Cemetery Grants Program conducted quarterly conference calls and emailed program updates to state cemeteries and other organizations with pending grants. Individual conference calls were conducted with the state of Hawaii and Guam to provide guidance on their pending projects. In August 2012, a grant of \$1,293,286.00 was awarded for improvements at Kauai Veterans Cemetery in Kauai, Hawaii.

**Goal 2. Increase the number of AAPIs with access to linguistically appropriate resources – Language Accessibility.**

- The Office of Resolution Management (ORM) established and maintains VA's Limited English Proficiency (LEP) policy, which is implemented throughout the agency in accordance with E.O. 13166. The Department leveraged telephone and other interpreting services to further assist the LEP population in accessing VA services. In addition, each NCA facility staff utilizes I-Speak cards, which were updated in 2010, as a communication tool to help individuals obtain interpretive services to access services and benefits.

**Goal 3. Foster the recruitment, career development and advancement of AAPIs in the Federal Government.**

- As of September 30, 2012, VA employed 22,832 (7.06%) AAPIs, including 22,105 (6.84%) Asians and 727 (0.22%) Native Hawaiian or Pacific Islanders (NHOP). From FY 2012 to FY 2013, the overall growth of AAPIs in the VA workforce was 7.02%, which exceeded the net workforce growth of 2.55%.
- The Department conducted analysis to identify systemic barriers to equal employment opportunities for all groups, including AAPI employees. During FY 2013, VA will continue to target its recruitment outreach and retention efforts at groups with less than expected participation rates, including AAPIs.
- During FY 2012, VA conducted outreach to AAPIs through participation in national conferences such as the Federal Asian Pacific American Council (FAPAC), Conference on Asian Pacific American Leadership (CAPAL), International Leadership Foundation (ILF), and Asian Pacific American Institute for Congressional Studies (APAICS).
- The Veterans Health Administration (VHA), through the Office of Academic Affiliations (OAA), has clinical training affiliations with most of America's medical schools and hundreds of associated health training programs nationwide. Over 100,000 health care trainees perform clinical training rotations in VA medical centers each year which offer excellent exposure to employment opportunities. In Academic Year 2010-2011, OAA engaged in affiliation agreements with 16 Asian American Native American Pacific Islander Serving Institutions (AANAPISIs) for VA career and internship opportunities.

**Goal 4. Improve federal civil rights protections for the AAPI community.**

- VA ensured that contracts issued and monitored by the Department follow the clauses and provisions set forth by the Federal Acquisition Regulations. Additionally, VA ensured that each contractor was aware that our contracts advance equal opportunity, Federal Acquisition Regulation (FAR) 52.222-26 and FAR 52.222-27 compliant. In addition, contractors must submit written notification to the Director, Office of Federal Contract Compliance Programs within 10 working days after awarding. FAR 52.222-26 and FAR 52.222-27 requirements are in all VA solicitations and it is reiterated when pre-construction conferences are conducted.
- VA has processes in place to address and investigate any alleged violation of Title VI of the Civil Rights Act of 1964 filed by program beneficiaries.

**Goal 5. Improve the data collected on AAPIs in each program -- Data Disaggregation.**

- VHA continued to collect Race, Ethnicity, and Gender (REG) data for the Veterans it serves. Veterans are asked REG information when they apply for health care on the Veteran's Application for Health Benefits, VA FORM 10-10EZ, at point of service, and/or check-in at stations with kiosks. Of the estimated 300,000 AAPI Veterans in the U.S., approximately 87,446 receive their health care through VHA.

**Goal 6. Increase awareness and access to health services for AAPI veterans in rural areas.**

- Between FY 2008 and FY 2012, VHA's Office of Rural Health (ORH) provided \$23 million to the Pacific Islands in the Sierra Pacific Network (Veterans Integrated Service Network 21) to support projects serving Veterans who reside in rural, highly rural, and remote areas of the Pacific. In FY 2013, ORH will provide an additional \$7.65million for new rural health projects and sustainment efforts. These projects expand access to primary and specialty care; expand community based outpatient clinic (CBOC) services and Outreach clinics; provide telehealth modalities of video and home telehealth; expand geriatrics and non-institutional care; increase Veteran outreach; and promote cultural sensitivity.

**Goal 7. Institutionalize VA's implementation of the Initiative.**

- On January 31, 2012, the Office of Diversity and Inclusion (ODI) partnered with the Center for Minority Veterans to convene a roundtable on AAPI Veterans' issues, which was hosted by the Secretary of VA and attended by over 50 AAPI stakeholder/community leaders and senior VA leaders. The discussion focused on four primary areas: 1) access to VA healthcare, 2) access to VA benefits, 3) data collection, and 4) VA outreach. The Secretary committed to on-going community discussions on the issues raised.
- In FY 2012, ODI assigned a new Special Emphasis Program Manager (SEPM) to serve full time as the VA National AAPI Employment Program Manager to ensure that the Initiative and EEO goals and objectives are met.

***Goal 1. Build Effective Partnership with AAPI Organizations to Improve the Environment and Economic Development for AAPI Communities.***

- EPA leads an interagency effort to address health concerns in beauty salons and raise awareness of the issues, and is translating EPA beauty salon materials into additional languages so materials are available online in languages requested by the AAPI community. EPA in partnership with a local government and nongovernmental organization began air monitoring as part of a research project to study changes in exposure to contaminants in nail salons following changes in behavior and practices.
- EPA worked with the Pacific Islands to make ultra-low sulfur diesel (ULSD) fuel more available. In Guam, ULSD is now available at every diesel gas pump on the island; in the Northern Mariana Islands, one of two commercial fuel providers sells ULSD to automobiles and marine vessels; and in American Samoa, EPA funding and partnership with FEMA has allowed the power utility to use ULSD in new generators which replaced the old power plant.
- In the Pacific Islands, increased construction funding, capacity building, and ongoing enforcement have led to significant improvement in the delivery of drinking water and in protection of near shore water quality. For example, on the island of Saipan, 24-hour water is now available to 95% of residents; in 2002, only 10% of residents had access.

***Goal 2. Increase Environmental Outreach and Information to AAPIs.***

- In 2012, EPA launched an electronic GeoPlatform tool enabling EPA to coordinate geospatial activities, applications and data across the agency. Information available through the site includes Census data, grant awards, permitted facilities, and contaminated sites.
- EPA's Office of Public Engagement established a targeted list of AAPI stakeholders who now receive agency weekly updates.

***Goal 3. Improve Employment Opportunities and Career Advancement for AAPIs in the EPA Workforce.***

- EPA developed a comprehensive strategy that blends centralized and local recruitment needs and approaches to attract AAPI job applicants. Currently, AAPIs comprise 6.4% of EPA's workforce.
- Once hired, EPA works to provide professional development opportunities that cover every stage of work life. EPA continues to expand development opportunities for all GS levels and demographic groups in the agency. AAPIs represent 4.6% of the supervisor/manager level compared to the CLF level of 3.8%. Other EPA career opportunity benchmarks show AAPIs outperforming the 3.8% CLF AAPI workforce levels, including: representation in EPA's senior executive/leadership feeder pool (GS levels 13 to 15) is 6.6%, and AAPI career promotions level (GS 9-13) is 6.5%.

***Goal 4. Create a partnership and promote awareness of resources available for Asian American and Native American Pacific Islander Serving Institutions (AANAPISIs) in order to promote environmental education and create an education pipeline.***

- EPA compiled a list of AAPI serving institutions to target for outreach and partnership efforts that will focus on specific activities with AANAPISIs and broader activities aimed at AAPI students. EPA co-sponsored the 2012 East Coast Asian American Student Union Intercollegiate Conference; conducted environmental justice workshops at the 2012 Japanese American Citizen League National Convention, and conducted a workshop at the Southern California Chinese American

Environmental Protection Association – Symposium on Global Emerging Environmental Challenges and Government Responses.

## U.S. Equal Employment Opportunity Commission

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### ***Goal 1. Improve data collection and analysis regarding AAPIs and other underserved populations.***

- EEOC developed “Charge Data Fact Sheets” for AAPIs.
- EEOC now collects race and national origin data of the individual filing a charge of discrimination for the following Asian national origins: Cambodian, Chinese, Filipino, Hmong, Indian, Japanese, Korean, Laotian, Pakistani, Thai, Taiwanese and Vietnamese.

### ***Goal 2. Increase and improve the EEOC’s communication with various AAPI communities to ensure that AAPIs and other underserved populations can fully utilize the services of the EEOC.***

- EEOC’s legal and enforcement staff sponsored or participated in over 70 outreach events involving various AAPI community groups, consortiums, religious organizations, and bar associations, and at least 14 outreach events for small Asian-owned businesses, reaching more than 5,500 people in almost every region of the country.
- EEOC staff developed or strengthened significant partnerships with AAPI community organizations through training, new relationships, and stakeholder meetings.
- EEOC updated and publicized a retrospective summary of the lawsuits and settlements resolved involving 9/11 “backlash” discrimination as well as religious discrimination and national origin discrimination against Muslim Americans.
- A new AAPI training manual included a tutorial for EEOC staff on how to use the U.S. Census tool, American FactFinder, to obtain race and ethnic demographic information for counties and metropolitan areas within specific districts.
- EEOC translated 12 educational pieces into seven alternative languages, including Chinese, Vietnamese and Korean.

### ***Goal 3. Increase litigation and enforcement efforts of employment discrimination statutes enforced by the EEOC related to issues that significantly impact AAPIs such as race and national origin discrimination.***

- Immigrant Worker Team (IWT) members conducted agency-wide online training for 300 staff on investigating charges involving immigrants with a particular focus on human trafficking, job segregation, and harassment issues.
- EEOC partnered with the Asian Pacific American Legal Center to litigate and settle a harassment and discrimination case for \$975,000 on behalf of 70 Filipino-American hospital workers. The settlement requires Delano Regional Medical Center to develop a language policy that prevents future harassment and discrimination, strengthen protocols for handling harassment complaints, conduct anti-harassment and anti-discrimination training of all staff, hire a monitor to assist its compliance with the settlement, and submit reports concerning its efforts to EEOC.

### ***Goal 4. Ensure that the EEOC is an inclusive workplace for all AAPIs to reach their full potential.***

- EEOC held brown bag lunches on barriers and accent discrimination faced by AAPI employees and discussed career development strategies specifically for AAPI employees.
- EEOC developed targeted outreach to the AAPI community for the SES vacancies the agency anticipates in part by connecting with affinity organizations.

***Goal 5. Help ensure that the federal government is an inclusive workplace for all AAPIs to reach their full potential.***

- In partnership with the Asian American Government Executives Network (AAGEN) and the Office of Personnel Management (OPM), EEOC supported the first AAGEN SES Development Program in March 2012, a program that provides critical training to AAPI employees to develop the skills necessary to advance their careers.

**Goal 1. Increase the recruitment, career development and advancement of AAPIs in the federal government.**

- Asian American representation remained steady government-wide at 5.6% of the Federal workforce and NHOPi representation remained steady at 0.4%.
- OPM partnered with the Initiative, the Equal Employment Opportunity Commission (EEOC) and the Asian American Government Executives Network (AAGEN) on the development of the AAGEN SES Development Program. The first cohort began in March 2012. OPM is also working with the partners on sustaining the effort, including providing assessment tools, lessons learned, and other resources for the next cohort.
- OPM created a cross-agency workgroup to develop recommendations and guidance for collection of applicant flow data and received and analyzed initial applicant flow data.
- Asian American representation increased government-wide from 3.8% to 3.9% of the supervisory workforce and NHOPi representation increased from 0.3% to 0.4%. Asian American representation in the Senior Executive Service (SES) increased government-wide from 3.1% to 3.2% with NHOPi representation increasing from 0.1% to 0.2%.

**Goal 2. Increase the recruitment, career development and advancement of AAPIs in the OPM.**

- Asian American representation within OPM's workforce increased from 3.3% to 3.4% from FY 2011 to June 2012.
- For outreach and recruiting purposes, OPM developed a list of over three hundred (300) professional associations representing a wide-range of diverse communities, including AAPIs.
- In January 2012, OPM established an OPM Diversity & Inclusion Council to focus on OPM's internal policies and practices, talent recruitment and development, education and training, barrier identification, partnership building, and transparency of its operations.
- OPM recently selected a collateral duty APA Program Manager to focus on APA issues and concerns.
- OPM developed an HR Dashboard that provides updated monthly employee data to all agency managers enabling OPM to continually monitor its hiring patterns and ensuring that data is readily accessible to the first-line supervisors who are making hiring decisions.
- In recognition of APA Heritage Month, OPM hosted a leadership panel discussion entitled "Striving for Excellence in Leadership" that provided OPM employees with information about executive and professional development programs and opportunities.
- Asian American representation in the supervisory workforce increased from 2.3% to 2.5% and NHOPi representation increased from 0.6% to 0.8%. With regard to agency leadership positions, AAPIs are 5.4% of OPM's full-time, permanent SES, exceeding the current Civilian Labor Force (CLF) of 4.3%.

**Goal 1. Improving Outreach.**

- The Social Security Administration (SSA) participated in various AAPI outreach events nationwide, including exhibitions at AAPI conferences and events and Social Security benefit seminars and workshops with community-based AAPI organizations; developed an AAPI-specific exhibit banner for use in outreach activities; and participated on AAPI radio shows and public television programs.
- SSA promoted the availability of Telephone Interpreter Services (TIS) through national and local AAPI community events.
- SSA maintained an AAPI contact database to facilitate communications with the AAPI community.

**Goal 2. Language Access & Service Delivery.**

- SSA now has nine field offices offering AAPI language services (Chinese-Cantonese, Chinese-Mandarin, Hmong, Korean, and Vietnamese) for at its visitor intake process kiosk.
- SSA updated 42 program and benefit publications in Chinese, Korean, Tagalog, and Vietnamese on its online Multilanguage Gateway at <http://www.socialsecurity.gov/multilanguage/>.
- SSA provided Social Security publications to the General Services Administration for its Asian Bulk Promotion outreach effort.
- SSA's Video Service Delivery initiative allowed for remote connections to the Pacific Island areas. SSA held seven video hearings in American Samoa (Pago Pago) and eight hearings in Guam.

**Goal 3. Increasing Employment Opportunities in the Federal Government**

- SSA partnered with the Initiative to develop the program book for the 2012 White House Initiative on AAPIs Federal Employee Conference.
- SSA participated in AAPI-oriented job fairs, such as the annual Career Fair hosted by the Korean American Association of Virginia in Annandale, Virginia, and the third Annual AAPI Career Fair, sponsored by the Conference on Asian Pacific American Leadership in Washington, DC.
- SSA collaborated with Asian Life, an online career portal for Asian Americans that features a job board, articles, and other AAPI-focused programs and events.

**Goal 4. Increasing Cultural and Linguistic Awareness about AAPIs.**

- SSA provided resources to employees about AAPI distinctive culture, traditions, and histories through its digital library.

**Goal 1. Data Disaggregation.**

- SBA collects AAPI data for its 7(a), 504, and government contracting programs. In FY 2012, SBA approved nearly 6,500 loans for over \$3.95 billion (\$5.27 billion in lending supported) to AAPI small businesses. In FY2011, over \$6.6 billion in federal contracting was awarded to Asian-Pacific American owned small businesses and over \$5.3 billion for Subcontinent Asian (Asian Indian) owned small businesses.

**Goal 2. Improve AAPI Outreach and Capacity Building.**

- In September 2012, Deputy Administrator Marie Johns participated in a White House AAPI Small Business Roundtable with over 100 AAPI small business leaders. Following this White House event, the Deputy Administrator began hosting regular conference calls with AAPI business leaders to discuss issues affecting the community.
- SBA worked closely with the Initiative to organize and participate in major AAPI summits. In early February 2012, SBA, the Initiative, and OPE organized a White House Lunar New Year Small Business Summit for over 150 AAPI small business owners at the White House. In addition, over the last 6 months, SBA helped to organize and speak at summits in Columbus, Ohio and Jacksonville, Florida.
- SBA continued its outreach presence on the ground and online by participating in webinars with the Initiative on small business outreach, access to capital, government contracting, and high growth programs. SBA program staff also met with State and local commissioners, local AAPI organizations and the National Council on Asian Pacific Americans to discuss SBA loan programs, outreach and participation.
- SBA expanded its communication efforts by adding over 500 AAPI small business stakeholders to SBA's general distribution list. Stakeholders now receive vital information and developments from SBA that can support their small businesses.

**Goal 3. Improving AAPI small business access to funding.**

- Through its Lender Advantage Initiative and Impact Investment Fund, SBA leveraged its lending partners across the country to increase access to traditionally underserved communities, including the AAPI community. In addition, SBA expanded its Small Loan Advantage initiative to allow more lenders to participate and streamlined the paperwork making it easier for small businesses to utilize the program." These programs, coupled with SBA's other financial assistance programs, have helped put capital into the hands of many AAPI small business owners.
- In FY 2011, the federal government awarded over \$90 billion in government contracts to small businesses, including over \$32 billion to small disadvantaged businesses, many of which are owned by AAPIs certified in SBA's 8(a) business development program. SBA led the President's Small Business Procurement Taskforce to further, along with its federal partners, continuing efforts across the Administration to promote inclusion of small businesses in the federal procurement process.
- SBA announced \$30 million in funding to states through the State Trade and Export Promotion (STEP) program. The STEP grant will provide funding to 54 states and US territories, including, for the first time, America Samoa.

**Goal 4. Increase pipeline of AAPI applicants to managerial and SES positions.**

- SBA served as a mentor in the Asian American Government Executives Network's (AAGEN) SES recruitment campaign.
- SBA currently has 268 AAPI employees, representing an 11% increase from its last report.

**Goal 1. Increase AAPI Diversity/Representation in the NASA workforce.**

- In its Career Development Program, NASA included stronger diversity language in its Agency call letter for nominations and created a plan to increase outreach for future Agency call letters. New automated capability has been implemented that allows NASA to target specific populations.
- NASA's Office of Human Capital Management (OHCM) initiated its Enhanced Hiring Initiative to improve recruitment strategies, websites, and marketing approach. These efforts included identifying recruitment barriers to underrepresented populations, including AAPIs.

**Goal 2. Increase the participation of AAPIs in NASA's education and research opportunities.**

- During 2012, a NASA-wide integrated application, selection, and reporting system for student engagement (One Stop Shopping Initiative – OSS) was implemented, with the objective of reaching a much wider spectrum of students from higher education institutions to increase the diversity of the workforce pipeline.

**Goal 3. Improve Outreach on NASA Business Opportunities with AAPI within the Small Business Community.**

- A web link was created on the Agency's Office of Small Business Programs (OSBP) website highlighting business opportunities for the AAPI small business community.
- NASA conducted outreach to AAPIs through participation in national conferences such as the Society of Asian Scientists and Engineers (SASE) and the Federal Asian Pacific American Council (FAPAC).
- NASA's percentage of dollars obligated to small businesses, including AAPI small businesses, increased from 17.6% in FY 2011 to 19.6% in FY 2012. NASA's percentage of dollars obligated to small disadvantaged businesses, including AAPI businesses, increased from 7.2% in FY 2010 to 7.8% in FY 2012.
- NASA participated in the CelebrAsian Business Opportunity Conference on May 23-25, 2012, the 22<sup>nd</sup> Annual Office of Small and Disadvantaged Business Utilization Procurement Conference on April 19, 2012, and the National Minority Enterprise Development Week Conference in September 2012.

**Goal 4. Better ensure meaningful access for AAPIs to programs and activities receiving NASA financial assistance.**

- The NASA Office of Diversity and Equal Opportunity conducted a civil rights compliance review of the American Museum of Natural History (AMNH) in New York City during the week of September 12-16, 2011. The review was conducted pursuant to NASA's regulations under Title VI of the Civil Rights Act of 1964 (prohibiting discrimination by recipients of federal funding on the bases of race, color, or national origin) and Executive Order 13166, "Improving Access to Services for Persons with Limited English Proficiency" (August 11, 2010). AMNH was selected for review because it is a NASA grant recipient institution located in a part of the country serving Asian-language speaking populations. NASA found that the museum was in compliance with LEP requirements and had a number of promising practices to ensure Asian language speakers and other LEP populations have meaningful access to AMNH programs and services. For example, AMNH provides floor plans of the museum and its exhibits in the 12 most commonly spoken languages with which the museum comes into contact.