

*Building a Legacy for the Asian
American and Pacific Islander
Community*

FEDERAL AGENCY ACCOMPLISHMENTS



FEBRUARY 2015

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HIGHLIGHTS OF FEDERAL AGENCY ACCOMPLISHMENTS

Asian Americans and Pacific Islanders (AAPIs) are bursting into the national spotlight, emerging fast in an increasingly more diverse America. By 2050, AAPIs are expected to number approximately 40.6 million people, or one in 10 persons in the U.S. For nearly five years, the White House Initiative on Asian Americans and Pacific Islanders (Initiative) has worked in partnership with 24 federal departments and agencies to respond to this tremendous growth, leverage resources across federal offices, and increase participation in and access to federal programs and services. Through the implementation of specific plans, each federal agency has identified activities, benchmarks, and outcomes related to four cross-cutting priority goals. These four priority goals are:

- **Language Access:** Ensuring federal programs and services are reaching AAPI communities, where one in three AAPIs is limited English proficient (LEP) and language access services can make the difference between disaster and recovery.
- **Data Disaggregation:** Promoting data disaggregation systems to help us provide resources where they are most needed;
- **Workforce Diversity:** Expanding federal employment opportunities among AAPIs so that government truly represents the people it serves – not only through relevant programs and services but also in its composition;
- **Capacity Building:** Increasing outreach and access opportunities to federal grants, resources, and programs for underserved AAPIs.

Over the past year, agencies made measurable progress to improving the quality of life and opportunities for AAPIs across the country. Notable accomplishments in each cross-cutting area are highlighted below.

Language Access

INNOVATIVE LANGUAGE ACCESS MODELS TO REACH LEP AAPIs

- The Foreign Agricultural Service at the **U.S. Department of Agriculture** reviewed federal government and non-governmental self-reported foreign language surveys and developed a survey to assess the foreign language capacity of its employees. The survey identified communication, translation, and interpretation capacities, capabilities, and skills of employees speaking Asian and non-Asian languages in an effort to develop a network of language resources for emergency assistance, recruitment, and AAPI-community outreach activities.
- In March 2014, the **U.S. Department of the Treasury** created the [Treasury Multilingual Portal](#), which offers information about the Department and its programs in six languages, including Chinese, Tagalog, Vietnamese, and Korean.
- The **U.S. Department of Justice** launched a series of tips sheets for federal agencies that cover topics related to certification of interpreters, quality assurance of language assistance, and best practices when working with telephonic interpreters. These tip sheets are also posted on [lep.gov](#).

- The **U.S. Department of Health and Human Services** participated in a series of in-language [Google+ Hangouts](#), hosted by the White House Initiative on AAPIs (Initiative), in Chinese, Korean, and Vietnamese. These events provided an interactive venue to educate the AAPI community on the benefits of the Affordable Care Act, the importance of health insurance, and how to enroll through the Health Insurance Marketplace.

Data Disaggregation

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

- The **U.S. Department of Housing and Urban Development** reviewed and identified several areas for further disaggregation of AAPI data, including: the American Housing Survey (AHS), which is conducted biennially and will now include the collection of Asian subgroup data in 2015; Subsidized Households Form 50059, which will now mirror the recent expansion of data collection efforts at the U.S. Department of Health and Human Services; and the Annual Homelessness Assessment Report (AHAR), which will now break out “Asian” and “Native Hawaiian or Other Pacific Islander” populations.
- In May 2014, the **U.S. Equal Employment Opportunity Commission** published on its website AAPI charge, litigation, and outreach [information](#) as part of its “What You Should Know” series. In addition, the EEOC published a select list of pending and resolved employment discrimination [cases](#) involving the AAPI population from FY 2003 to present. Highlights from the website include the EEOC filing a lawsuit against a metal and plastic products manufacturer that allegedly fired a group of Hmong and Hispanic employees because of their national origin.
- During 2014, the **U.S. Social Security Administration** provided information about the use of interpreter and translation services by the AAPI community on its AAPI open government [website](#). The data includes Asian language preferences captured through claims processes for Social Security Retirement, Survivors and Disability Insurance and Supplemental Security Income; Asian language requests for its Telephone Interpreter Services; and the number of bilingual or multilingual agency employees who volunteer their services as an interpreter and/or translator in Asian languages. Over 3,900 hits were made to the AAPI open government website in 2014.
- In August 2014, the **U.S. Department of Labor** Bureau of Labor Statistics (BLS) published the “Labor Force Characteristics by Race and Ethnicity” report which, for the first time, included unemployment rates and other labor force estimates for seven Asian subgroups: Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese and Other Asian. BLS will continue to publish such disaggregated data in this annual report going forward. Labor force characteristics can vary widely across the Asian subgroups, and regular publication of such estimates will better allow researchers, policy makers, the media, and the public to determine how various Asian subgroups fare in different labor market conditions.

Workforce Diversity

PROMOTING AND INCREASING AAPIs IN THE FEDERAL WORKFORCE

- As part of its outreach to Asian American and Native American Pacific Islander-Serving Institutions, the **U.S. Department of Defense** provided technical assistance to faculty, staff, and administrators about how to access Departmental contracting, grant, employment, and internship opportunities. In order to best target the use of its resources, the Department developed an assessment tool to obtain information from students, university presidents, faculty, staff, and administrators about their challenges, specific needs, and capacity.

- The **U.S. Department of Transportation** launched a successful engagement effort with the Pacific Islands that enabled students in Guam and American Samoa to participate for the first time in the Federal Highway Administration's National Summer Transportation Institute, a career exploration program for at-risk youth.
- In 2014, the **U.S. Office of Personnel Management** established an AAPI Employee Resource Group (ERG) to support internal outreach activities and share vacancy announcements to the AAPI community. OPM utilized the AAPI ERG to encourage and promote participation in career development programs. In May 2014, OPM's ERG hosted a Senior Executive Service leadership panel which included senior OPM AAPI leaders who discussed their careers and provided invaluable advice on career progression, mentoring, and employee development.

Capacity Building

DYNAMIC MODELS OF ENGAGEMENT WITH AND IMPROVED INVESTMENTS IN AAPI COMMUNITIES

- In 2014, the **U.S. Department of Education** clarified that Asian American and Native American Pacific Islander-Serving Institutions also qualify as Minority Serving Institutions and updated its [website](#) to this effect. The website also explains the difference between each category of institutions that serve a significant percentage of minority students and provides appropriate statutory references.
- The **U.S. Department of the Interior**, Office of Insular Affairs, provided funding for 125 Pacific Insular Area students to participate in a week-long civic education program called "Close Up" at a Washington, DC high school in 2014. Students had the opportunity to visit DC historical and cultural attractions, participate in workshops and simulations, attend sessions with prominent Washington leaders, and visit with their Congressional and Embassy representatives.
- The **U.S. Department of Veterans Affairs**, Office of Rural Health (ORH), funded four projects using telehealth and home monitoring technologies to provide mental health, geriatric, post-traumatic stress disorder, and other services to approximately 1,800 Veterans in the Pacific Islands. In addition, ORH provided \$5 million to the VA Pacific Islands Health Care System to support travel for Veterans between the Hawaiian Islands and the Pacific Western Insular Islands to Oahu for necessary medical appointments and treatment at VA facilities. These initiatives provided access to care for approximately 3,600 Veterans. ORH also invested an additional \$1 million to support emergency medevac services for rural Pacific Island Veterans.
- The **U.S. Environmental Protection Agency** awarded two grants to organizations that will have a direct impact on AAPI communities. The Environmental Coalition of South Seattle in Washington will implement a community-based multi-cultural outreach strategy aimed at reducing exposure to indoor air pollution, thereby decreasing asthma rates for children in the Seattle metropolitan area. In addition, the Asian Health Coalition's Chinatown Environmental Empowerment Project in Chicago, IL aims to reduce asthma rates attributable to secondhand smoke in Chicago's underserved and economically disadvantaged Chinatown community.
- In FY 2014, the **U.S. Small Business Administration** made over 7,500 loans totaling approximately \$4.8 billion to AAPI small business owners across the country. SBA also monitored federal contracting dollars awarded to various types of businesses. In FY 2013, the most recent year for which certified data is available, over \$4.9 billion in prime federal contract dollars was awarded to self-identified AAPI owned small businesses, and

over \$4.3 billion in prime federal contract dollars was awarded to self-identified South Asian owned small businesses.

Language Access

Goal 1. Expand limited English proficiency (LEP) programs for AAPIs to improve program delivery.

- Food and Nutrition Service (FNS) increased the number of Asian languages used in key USDA translated program materials. For instance, FNS partnered with the local Senior Nutrition Program in Santa Clara County to translate “*My Plate 10 Tips*” into Vietnamese; worked with the California Department of Public Health to develop a Fruit, Vegetables, and Physical Activity Toolbox for community educators that was culturally adapted and translated into Cantonese, Hmong, and Vietnamese; and collaborated with the Berkeley-Center for Weight and Health in California to translate a series of educational materials into Cambodian, Chinese, Hmong, Korean, Laotian, and Vietnamese.
- Rural Development’s (RD) regional offices in American Samoa, Majuro, Palau, Guam, and Pohnpei utilized their bilingual employees to respond to language access requests and communications.
- Risk Management Agency (RMA) provides several translation services for AAPI customers and potential customers. RMA translated factsheets into Hmong and created a database that identifies crop insurance agents who speak Asian languages and can assist in translation and interpretation services. RMA also hired bilingual employees who speak Mien, Hmong, and Laotian.
- In 2014, Foreign Agricultural Service (FAS) reviewed federal government and non-governmental self-reported foreign language surveys and developed a survey to assess the foreign language capacity of its employees. The survey identified communication, translation, and interpretation capacities, capabilities and skills of FAS employees speaking Asian and non-Asian languages to develop a network of FAS language resources for emergency assistance, recruitment, and AAPI-community outreach activities.
- USDA convened quarterly LEP meetings throughout 2014. The Department of Education’s (ED) LEP Program Director joined USDA at one of these meetings to discuss ED’s best practices during its LEP plan rollout.
- FNS translated its Special Supplemental Nutrition Program for Women, Infants, and Children Prescreening Tool (WIC PT), a web-based application intended to help potential applicants determine if they are likely to be eligible for WIC benefits, into 6 new languages. Users can now complete the WIC PT in English, Spanish, Mandarin, Arabic, Haitian Creole, Korean, Russian, Somali, and Vietnamese.

Data Disaggregation

Goal 2. Disaggregate AAPI data beyond OMB Directive 15.

- USDA continued to maintain its Race, Ethnicity, and Gender Program Statistics tool, known as [REGStats](#), which provides aggregate race, ethnicity, and gender data for applicants and participants in USDA programs administered by the Farm Service Agency (FSA), the Natural Resources Conservation Service (NRCS), RD, and RMA. Data is available by fiscal year at national, state, and county level, and will help identify underserved AAPIs, women, and other minorities.

Goal 3. Identify where AAPI farms and ranches are located and their characteristics.

- The National Agricultural Statistics Service (NASS) collected data for Asian and Native Hawaiian or Other Pacific Islanders in the quinquennial [Census of Agriculture](#). Using the 2007 Census of Agriculture, NASS focused on collecting data from all socially disadvantaged farming operations, which resulted in more AAPI farms counted than ever

before. After the Census results were released, NASS followed-up by providing race, ethnicity, and gender profiles by county. As a result, the general public can now see the economic impact that minority farmers have on their local communities and target outreach to areas with high concentrations of minority farmers.

- RMA identified the AAPI populations of farms and ranchers across the country and compared its findings with the 2012 Census data.

Workforce Diversity

Goal 4. *Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.*

- Rural Housing Service (RHS) and FAS signed separate Memorandums of Understanding with the Conference on Asian Pacific American Leadership (CAPAL) to help diversify their workforce and internship programs. In addition, the Forest Service (FS) offered 10 CAPAL summer internship positions and also increased its AAPI employee organization membership to over 125 members.
- In an effort to recruit and obtain a higher percentage of AAPI employees, RMA developed a list of AAPI colleges and universities that have a special focus on agricultural fields and other related sciences. The list was provided to RMA supervisors and managers.
- Agricultural Marketing Service (AMS) continued its outreach and recruitment efforts with AAPI students through an ongoing partnership with the University of Maryland-College Park's Asian American Studies Program. The university circulated vacancy announcements on its bulletin boards and career center website.
- FAS Office of Civil Rights established an email distribution listserv to reach out to potential AAPI applicants about upcoming job postings. FAS also established an AAPI working group to identify and address barriers affecting potential and current AAPI employees. The working group held professional development activities throughout 2014. FAS continued to remain actively engaged with the Federal Asian Pacific American Council, the Asian American Government Executives Network, and the Asian Pacific American Network in Agriculture.
- Agricultural Resource Service (ARS) worked with agency leaders to support AAPI employment program goals using its 2012 ARS survey results on the workplace. ARS contracted with a private company that specializes in workforce and organization climate assessments to help employees in their professional development and further their careers at the agency.

Capacity Building

Goal 5. *Improve AAPI access to USDA grants, funding programs and services of each agency.*

- In FY 2014, National Institute of Food and Agriculture (NIFA) awarded approximately \$5 million under its flagship Agriculture and Food Research Initiative (AFRI) Program to a consortium of 1862 land-grant institutions in Alaska, American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, Northern Marianas Islands, Palau, and Hawaii, led by the University of Hawaii at Manoa. The grant promotes improved child nutrition and healthy living practices and emphasizes child obesity prevention through training.
- NIFA also awarded grants to Hmong American Partnership and Farms to Families to support low-income Southeast Asian immigrant and refugee farmers by providing nutrition education and enhancing the knowledge of low-income consumers on the relationship between diet and health.

- FNS supported several programs across the country that leveraged nutrition messages targeting the AAPI community, including the San Francisco General Hospital Chinese project, which conducted a series of nutrition education sessions in Chinese at schools, public housing, and health care facilities; the Einstein Healthcare Network in Pennsylvania, which provided education and nutrition workshops and parenting groups for Southeast Asian caregivers; and the University of Minnesota, which provided nutrition education for South Asian families.
- In partnership with the University of Guam and the Guam Department of Health and Human Services, FNS launched a Supplemental Nutrition Assistance Program (SNAP) education series to 940 SNAP households in Guam; conducted monthly education sessions for the community; and created a nutrition and wellness infomercial which was distributed in GUAM SNAP offices and clinic waiting areas.
- FAS awarded over \$1.4 million to Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs) in FY 2014, including to the University of Maryland-College Park and California State University-Fresno.
- USDA partnered with the White House Initiative on AAPIs (Initiative) and AAPI stakeholders to address concerns facing Asian poultry farmers and established the Poultry Farmers Working Group. Three meetings were held in 2014.
- RD Hawaii provided financial assistance to Pacific Islander communities in the Western Pacific region and American Samoa about rental assistance, water infrastructure, and rural community development programs.
- FNS partnered with the University of California Cooperative Extension: Green Means Go! campaign, which provided cooking and activities for 75 Southeast Asian children and 51 adults, and also collaborated with the San Francisco Human Services Agency and Leah's Pantry to develop www.eatfresh.org, a healthy lifestyle website for the SNAP program. The website is translated into Chinese.

Data Disaggregation

Goal 1. *Improve and implement uniform data disaggregation practices.*

- The Census Bureau provided a number of presentations to external stakeholders about new approaches (e.g., experimental web-based question designs) to elicit disaggregated data for the Asian population and for the Native Hawaiian and Other Pacific Islander population, including a March 12, 2014 meeting with the National Council of Asian Pacific Americans.
- The Census Bureau continued to chair the White House Initiative on AAPI's (Initiative) Data and Research Interagency Working Group Subcommittee, which continued to develop a document to share best practices and challenges across the federal government for disaggregating data on the Asian population and the Native Hawaiian and Other Pacific Islander population.

Workforce Diversity

Goal 2. *Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.*

- The Minority Business Development Agency (MBDA) appointed the first Asian American National Deputy Director in August 2014. In addition, the agency continued to promote diversity awareness to its employees and managers in an effort to reinforce the importance of equal employment opportunity throughout its workforce and increase participation rates of AAPs in fellowship and internship programs. As a result, MBDA hosted six AAPI interns in the summer 2014.

Capacity Building

Goal 3. *Create streamlined process to ensure appropriate funding opportunities reach the AAPI community.*

- In FY 2014, MBDA awarded its San Francisco MBDA Business Center Grant to Asian Inc.
- In March 2014, MBDA participated in the Guam Community Summit and led the economic development discussion.
- Throughout FY 2014, MBDA continued to build relationships with national AAPI organizations and local governmental agencies to conduct outreach, offer webinars and training, and educate the community about different MBDA programs.

Goal 4. *Strengthen relationship and improve communication and coordination with the Native Hawaiian community.*

- In January 2014, the International Trade Administration (ITA) hosted a roundtable discussion with Native Hawaiian and Pacific Islander businesses about exporting to the Asia-Pacific region. In addition, with support from the Honolulu's MBDA business center, ITA participated in a meeting with minority-owned firms to discuss ITA programs and services as well as trade and investment opportunities across the Asia-Pacific region.

Agency Specific

Goal 5. *Increase the number of AAPI small and medium sized firms that the U.S. Commercial Service assists in exporting.*

- In partnership with ITA, MBDA conducted several Asian American community outreach meetings across the country in 2014, including in Seattle, Chicago, and Honolulu.
- In May 2014, ITA partnered with the Initiative, MBDA, and the Asian/Pacific Islander American Chamber of Commerce & Entrepreneurship to host a roundtable, "*Meeting the*

Needs of Asian American and Pacific Islander Businesses and Entrepreneurs”, with more than 40 national and regional AAPI business leaders from across the country. ITA emphasized the importance of minority-owned firms, specifically AAPI firms, in increasing exports and making substantial contributions to the economy and discussed the current efforts of the U.S. Commercial Service to foster more strategic engagement with AAPI firms.

- In collaboration with the Initiative, ITA, and the U.S. Export-Import Bank, MBDA played a major role in organizing the Asia-Pacific Economic Forum Opening Symposium in May 2014. In addition, ITA hosted the panel, *“Stimulating U.S. Jobs from Exports and Investments in the Asia-Pacific Region”* and discussed the critical role exports and investments play in creating U.S. jobs.
- In May 2014, MBDA signed a Memorandum of Understanding with the Initiative whereby MBDA will serve as the point of contact for Asian American business advocacy and technical assistance.
- As a follow-up to the May roundtable *“Meeting the Needs of the Asian American and Pacific Islander Businesses and Entrepreneurs”*, in October 2014, ITA participated on the Initiative’s business call with AAPI businesses and organizations interested in ITA’s Certified Trade Mission Program. ITA provided an overview of the resources available for business leaders.

U.S. Department of Defense (DoD)

Language Access

Goal 1. Conduct outreach to promote and make available the National Language Service Corp (NLSC) to other federal agencies on a reimbursable basis.

- Over the last two years, the NLSC increased its overall AAPI-speaking membership by 34% to 1,965. This included an 11% increase in AAPI-speaking membership in California, which rose by 11% in FY 2014 to 481.

Data Disaggregation

Goal 2. Collect and analyze data on DoD's AAPI-owned small business contracting performance.

- DoD's Office of Small Business Programs (OSBP) continued to collect data, monitor trends, and conduct analyses on AAPI-owned small business contracting participation rates in 2014.

Workforce Diversity

Goal 3. Employ an aligned strategic outreach effort to reach AAPI communities, and establish policies and programs to identify, attract, and recruit from a broad AAPI talent pool.

- DoD engaged in numerous outreach events throughout 2014 to highlight its programs and opportunities available to Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs). DoD maintained relationships with AAPI organizations and participated in approximately 25 career fairs and activities.
- As part of its outreach to AANAPISIs, DoD provided technical assistance to faculty, staff, and administrators about how to access DoD contracting, grant, employment, and internship opportunities. In order to best target the use of resources, DoD developed an assessment tool to obtain information from students, university presidents, faculty, staff, and administrators about their challenges, specific needs, and capacity.
- DoD partnered with the Asian American Government Executives Network (AAGEN) to provide executive training to DoD personnel in preparation for Senior Executive Service positions.

Goal 4. Develop, mentor, and retain top talent from across the Department workforce.

- In the third quarter of FY 2014, DoD signed a Memorandum of Understanding with the Office of Personnel Management to obtain and review enterprise DoD applicant flow data. Analysis of this data will help the Department identify barriers for AAPIs in applying for employment.

Capacity Building

Goal 5. Improve AAPI access to contracts.

- DoD reviewed data on contract awards to AAPI-owned small businesses between FY 2009-2014. The analysis indicated that the percentage of Department dollars awarded to AAPI-owned small businesses has increased over time.

Goal 6. Increase AAPI small business awareness of DoD procurement and contracting opportunities and increase AAPI-owned businesses contracting or subcontracting with the agency.

- DoD's Office of Small Business Programs (OSBP) presented at the Asia-Pacific Economic Forum Opening Symposium about DoD contracting opportunities and supporting rebalance to the Asia-Pacific Region.
- As part of its outreach programs, throughout FY 2014, OSBP continued to engage with AAPI small businesses at various events sponsored by chambers of commerce, industry

groups, and trade associations, including at the Western Regional Council for Small Business Education and Advocacy and the National Defense Industrial Association's Navy Gold Cost Procurement Event.

U.S. Department of Education (ED)

Language Access

Goal 1. *Improve delivery of services and information to limited English proficient (LEP) individuals.*

- Throughout 2014, the Office of Communications and Outreach (OCO) and its regional offices participated in numerous outreach events with the AAPI community across the country, provided translation of written documents and language services for select White House Initiative on AAPIs (Initiative) community engagement events, and compiled recommendations and priority issues for Departmental leadership.
- In May 2014, ED held an AAPI roundtable in Riverside, CA to discuss education challenges facing the community as well as resources and services provided by the Department.

Goal 2. *Identify promising practices for fostering educational equity and access for AAPI English Learner (EL) students and LEP parents.*

- The Department's Office for Civil Rights (OCR) surveyed its case resolutions and identified two cases that resulted in meaningful access to educational programs for EL students. In July 2014, OCR resolved a [complaint](#) against the Orleans Parish School Board alleging discrimination against LEP parents, specifically Vietnamese and Spanish speakers whose children attend district schools, by failing to translate important documents and notices pertaining to students' education and safety and failing to provide qualified interpreters during school related events. The resolution requires the school district to implement processes that will ensure language access services. In May 2014, OCR resolved a Title VI LEP parental communication [claim](#) with Collegiate Academies, which alleged that two charter schools discriminated against LEP parents, specifically Vietnamese and Spanish speakers, by failing to translate important documents and provide interpreters. Collegiate Academies agreed to implement a comprehensive language assistance plan, provide training to staff, and develop and maintain lists of interpreters and translators.

Data Disaggregation

Goal 3. *To determine the elements of a successful AANAPISI grant application.*

- ED conducted a review of the 18 Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs) grant applications for FY 2011. Based on this review, the Office of Postsecondary Education (OPE) compiled data and technical information about how to write successful grant applications for AANAPISIs.

Capacity Building

Goal 4. *Ensure updated definitions of AANAPISIs are posted and disseminated.*

- In January 2014, ED studied the feasibility of determining the eligibility of institutions serving significant percentages of minority students for certain grant programs under the Higher Education Act. ED reviewed 3,360 public and private not-for-profit postsecondary institutions. In some grant programs targeting AANAPISIs, institutions are first required to submit data to demonstrate that they are meeting requirements for minority enrollment, which can be a barrier to otherwise qualified institutions who could apply for such grants. The results of the study indicated that it is feasible for the Department to implement a process to enable qualified institutions to apply for grants without having to first submit data to demonstrate that the institutions meet minority enrollment requirements. This process could help increase the number of AANAPISIs deemed eligible for certain funding.
- ED clarified that AANAPISIs also qualify as Minority Serving Institutions and updated its [website](#) to this effect. The website also explains the difference between each category of

institutions that serve a significant percentage of minority students and provides appropriate statutory references.

Goal 5. Increase technical assistance (TA) to Native Hawaiian-Serving Institutions (NHSIs) and AANAPISIs.

- OPE hosted a TA webinar series for NHSIs that provided additional grant funding opportunities. Eleven NHSIs applied for and were determined eligible under the parameters of the grant program in FY 2014.
- OPE, in conjunction with the Initiative, hosted an outreach webinar in October 2014 about the upcoming AANAPISI grant competition.
- The Trade Adjustment Assistance Community College and Career Training program (TAACCCT), which is co-administered by ED and the Department of Labor, awarded over \$30 million to AANAPISIs in 2013.
- The Office of Career, Technical, and Adult Education's (OCTAE) Deputy Assistant Secretary for Community Colleges participated in the Asian Pacific Islander Higher Education Summit and regional AANAPISI convenings to provide information on how to leverage the AANAPISI designation to access greater federal funding.
- OCTAE also hosted a project directors meeting and technical assistance webinar for the Native Hawaiian Career and Technical Education Program (NHCTEP) grants in FY 2014.
- In 2015, ED analyzed the future implications for adult education services under the revised Ability-to-Benefit authority, the newly enacted Workforce Innovation and Opportunity Act, and the current Carl D. Perkins Career and Technical Education Act with leaders from Guam Community College. The group agreed to expand the discussion to include all members of the Pacific Rim and to implement improved methods to deliver specialized technical assistance.

Agency-Specific

Goal 6. Incorporate AAPI needs into ongoing bullying prevention strategy including addressing underreporting in the AAPI community, limited English proficiency, and engaging youth to be "more than a bystander".

- Throughout 2014, ED participated in various outreach activities with the AAPI community to provide awareness about a school's obligation regarding bullying and harassment. For instance, in April 2014, OCR co-hosted a presentation with the Organization of Chinese Americans that focused on EL services and harassment. In July 2014, the Office of Elementary and Secondary Education's Office of Safe and Healthy Students (OSHS) and OCR participated in a meeting with AAPI organizations and community leaders as a follow-up to the May 2014 Department Roundtable with the National Council of Asian Pacific Americans.

Workforce Diversity

Goal 1. Foster the recruitment, career development, and advancement of AAPIs in DOE.

- Throughout 2014, DOE continued its outreach efforts to Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs), including sharing upcoming Pathways Program recruitment opportunities. As a result of these efforts, AAPIs accounted for 10% of the onboard Pathways Program participants at the Department.

Capacity Building

Goal 2. Increase outreach to AAPI small business owners about DOE-related contract opportunities.

- In February 2014, DOE's Office of Small and Disadvantaged Business Utilization (OSDBU) participated in a matchmaking event with the U.S. Pan Asian Chamber of Commerce in Washington, DC. The event was part of OSDBU's larger AAPI community outreach efforts.

Goal 3. Increase capacity to conduct more reliable data collection.

- DOE compiled its FY 2013 Annual Report on Agency Actions to Assist Minority Serving Institutions, which included AANAPISIs. The Department continued to review its data collection processes to increase accuracy and frequency of reported financial assistance awards.

Goal 4. Establish public-private partnerships with foundation, college, university, or private entities around DOE programs.

- DOE partnered with various AAPI organizations, including Asian American Government Executives Network and Asian Americans in Energy, to promote its [Minorities in Energy Initiative](#), which seeks to fully engage people of color in the energy sector through science, technology, engineering and math (STEM), energy, economic development, and climate.

Goal 5. Increase AAPI small business access to federal opportunities.

- In June 2014, OSDBU actively participated in the CelebrAsian Procurement Opportunity Conference 2014 in Virginia and also hosted the 13th Annual Small Business Conference in Florida.

Language Access

Goal 1. Expand translation capacity to additional languages for Affordable Care Act consumer resources.

- The HHS Office of Minority Health (OMH) and the Centers for Medicare & Medicaid Services (CMS) participated in a series of in-language [Google+ Hangouts](#), hosted by the White House Initiative on AAPIs (Initiative), in Chinese, Korean, and Vietnamese. These events provided an interactive venue to educate the AAPI community on the benefits of the Affordable Care Act, the importance of health insurance, and how to enroll through the Health Insurance Marketplace.

Goal 2. Ensure HHS programs and services are in compliance with statutory and regulatory obligations to provide meaningful access to programs to individuals with limited English proficiency (LEP) and are consistent with the HHS Language Access Plan.

- The Food and Drug Administration (FDA) coordinated the translation of several [consumer resources](#), including medication safety education materials on hepatitis B, into Vietnamese, Korean, Chinese, and Thai for use in community clinics and hepatitis B screening events, and a document titled “Sometimes Drugs and the Liver Don’t Mix” into five Asian languages.
- FDA presented to staff and residents of a senior housing facility in Oakland, California on how to take medicine safely as part of the “Use Medicines Wisely Campaign.” The presentation was also provided in Cantonese.

Data Disaggregation

Goal 3. Increase the capacity to collect more reliable health data and conduct research for AANHPIs to better describe and understand the needs of the population, consistent with Section 4302 of the Affordable Care Act: Understanding Health Disparities: Data Collection and Analysis.

- In 2013, the National Center for Health Statistics (NCHS) at the Centers for Disease Control and Prevention (CDC) and OMH jointly announced a project aimed at improving health data collection for the Native Hawaiian and Pacific Islander (NHPI) population. The project uses the nation’s largest in-person household health survey, the National Health Interview Survey (NHIS), to collect detailed health information on NHPIs throughout the country. The project commenced on February 1, 2014, in Hawaii and on March 1, 2014, in the rest of the U.S.

Goal 4. Improve the collection, reporting, and disaggregation of data on the AANHPI population to reflect the HHS standards for data collection, analysis, and reporting of racial and ethnic data.

- In FY 2014, CDC's NCHS continued extensive outreach efforts with Asian community leaders in survey locations with high Asian populations to encourage participation in the National Health and Nutrition Examination Survey. In January 2014, NCHS released a data brief, "Hypertension, Abnormal Cholesterol, and High Body Mass Index Among Non-Hispanic Asian Adults: United States, 2011–2012," which presented the prevalence of hypertension, abnormal cholesterol, and high body mass index in non-Hispanic Asian adults aged 20 and over.

Workforce Diversity

Goal 5. As part of a national program on prevention education, train AANHPIs to become ambassadors in their communities using the “train the trainer” model for prevention education.

- In December 2013, the Association of Asian Pacific Community Health Organizations (AAPCHO), a Health Resources and Services Administration (HRSA) grantee National

Cooperative Agreement partner, convened a consumer and board member leadership training in Hawaii to optimize and emphasize the consumer role in health center governance.

- HRSA partnered with the Department of the Interior to fund the U.S.-affiliated Pacific Islanders (USAPI) Nursing Workforce Capacity Strengthening and Quality Improvement Initiative. To improve the success of pre-nursing and nursing students, a full-time tutor was hired at the University of Guam to develop tutoring modules and guidance for other regional programs. As of July 2014, all 23 students who were tutored successfully passed their courses.
- In September 2014, the Office of Minority Health Resource Center (OMHRC) conducted the HIV Counseling Testing Referral training in American Samoa. Over 30 health officials from the Department of Public Health participated in the training.

Goal 6. *Promote outreach and efforts to increase AANHPI workforce and leadership in public health.*

- In September 2014, HRSA awarded Expanded Service grants to over 30 AANHPI-focused health centers throughout the country to expand primary care medical services, including oral and behavioral health, and pharmacy and vision services.
- Through its Youth National Partnership for Action (yNPA) initiative, which aims to prepare young people to become future leaders in public health, OMH facilitated summer placements for several students participating in the Civic Fellowship Program provided through the International Leadership Foundation—an AANHPI-serving organization focusing on leadership development in youth. In addition, OMH signed a memorandum of understanding with the Native Hawaiian Health Consortium, which aims to develop a health disparities curriculum appropriate for Native Hawaiian youth to be used in educating and engaging the next generation of Native Hawaiian leaders.

Capacity Building

Goal 7. *Collaborate with AANHPI organizations on outreach and education on the Affordable Care Act.*

- The Substance Abuse and Mental Health Services Administration (SAMHSA) conducted three training webinars on outreach and enrollment challenges and strategies for AANHPI populations; published two blog posts on the Affordable Care Act featuring AANHPIs; held two virtual discussions with AANHPIs to discuss experiences and feedback on the Affordable Care Act and enrollment; conducted a webinar on the basics of health insurance and provided translated versions of the webinar in Chinese, Korean, and Vietnamese; and conducted a webinar on what immigrants and refugees need to know about the Affordable Care Act and provided translated versions of the webinar in Chinese, Korean, and Vietnamese.

Goal 8. *Implement policy and environmental change to enhance prevention and control of chronic disease and associated risk factors among program participants of the Racial and Ethnic Approaches to Community Health program.*

- CDC's Racial and Ethnic Approaches to Community Health (REACH) program provided over 267,000 AANHPIs with new opportunities to make healthy choices. One of the successful programs was implemented by the Asian and Pacific Islander American Health Forum (APIAHF). By working with 17 churches, APIAHF implemented the Healthy Food and Beverage Guidelines whereby congregants were offered low-fat meals in smaller portions at church-sponsored events. As the result, approximately 4,500 AANHPIs in San Mateo, California had access to healthy food options.

Goal 9. *Increase awareness of, and access to, funding opportunities from HHS and other federal agencies through provision of technical assistance.*

- In FY 2014, the Administration for Children and Families, Administration for Native Americans (ANA) awarded nine new grant awards to Pacific Islander-serving organizations totaling \$2.4 million and 15 continuing award totaling \$4.8 million, for a total of 24 awards and \$7.2 million.
- In September 2014, OMHRC conducted trainings in grant writing and grant management in Guam, in collaboration with Payu-Ta, a local non-governmental organization.

Goal 10. Support the USAPI population health and health care system partnerships/networks working to reduce the burden of chronic disease.

- In September 2014, OMHRC sponsored the Guam Office of Minority Health Hemophilia Symposium and the Healthy Island Healthy People of Guam summit, events attended by over 150 and 300 people, respectively.

Goal 11. Enhance federal interagency coordination and leveraging of federal programs and other resources.

- The HHS Region IX office compiled a catalogue of culturally appropriate promising practices on non-communicable diseases (NCD) in the USAPI. The catalogue contains over 300 practices and models addressing major risk factors as declared by the Pacific Island Health Officers Association contributing to NCD in the USAPI. The catalogue also provides information on funding.

Goal 12. Increase investment and access to resources that support AANHPI community development.

- In 2014, the Administration for Community Living (ACL) awarded \$217,520 to the National Asian Pacific Center on Aging (NAPCA) through the National Minority Aging Organizations Technical Assistance Program to establish NAPCA's Technical Assistance Center, which facilitates access to community-based, culturally and linguistically appropriate services and benefits for low-income, LEP AAPI elders.
- In 2014, HRSA awarded \$1.45 million in services expansion to six health centers located in American Samoa, the Commonwealth of the Northern Mariana Islands, Guam, the Federated States of Micronesia, and the Republic of the Marshall Islands. HRSA also awarded grants to AANHPI-focused health centers throughout the country to expand primary care medical services—including oral health, behavioral health, pharmacy, and vision.

Agency Specific

Goal 13. Increase capacity of community-based organizations that advocate for programs for early detection and prevention of hepatitis B virus (HBV) infection in medically underserved AANHPI communities.

- In 2013, CDC's Division of Viral Hepatitis awarded a cooperative agreement to the Hepatitis B Foundation for partnership, networking, and capacity building. Hepatitis B Foundation will provide capacity building, training, and technical assistance to over 17 Hep B United coalition partners around the U.S.
- CDC developed new public service announcements and educational and outreach [materials](#) in Asian languages for the Know Hepatitis B National Campaign.

Goal 14. Improve the integration of behavioral health and primary care delivery systems in order to address mental health and substance abuse disparities among AANHPIs.

- SAMHSA's Primary and Behavioral Health Care Integration (PBHCI) Program grantees—Asian Counseling and Referral Services, Asian Community Mental Health Services, and Institute for Community Living, serving predominantly AANHPI populations—presented best-practices on integrating primary care and behavioral health services at the 2014 PBHCI Grantee Meeting.

Language Access

Goal 1. Ensure efficacy of limited English proficient (LEP) programs throughout the agency, with reference to AAPI languages.

- In September 2014, the DHS Office for Civil Rights and Civil Liberties (CRCL) announced the completion of component draft language access plans. CRCL made these draft plans available for public input and held a stakeholder engagement meeting, which featured several panelists representing AAPI communities, to discuss the plans.
- At the end of FY 2014, DHS established Department-wide strategically sourced contracting vehicles for its language services, including Asian languages, which will expand access to, lower the cost of, and improve coordination of language services for DHS activities.

Goal 2. Ensure post-disaster resilience of AAPI communities.

- The Federal Emergency Management Agency (FEMA) continued to build relationships with AAPI organizations and add AAPI stakeholders to its information distribution lists. In addition, FEMA supported the 2014 Asian American and Pacific Islander Heritage Month Events in May 2014 and held a Heritage Event specifically for its staff.
- As a result of its engagement efforts with the AAPI community, FEMA hosted four webinars about the National Disaster Recovery Framework to discuss the type of coordination that occurs across all levels of government and how community organizations can assist in recovery efforts.
- FEMA Regions 2, 4, 6, 9, and 10 participated in the White House Initiative on AAPIs' (Initiative) Regional Interagency Working Group and convened regional roundtables and other engagement activities with the AAPI community to discuss disaster issues and FEMA programs.
- In July 2014, FEMA translated the Homeowners Insurance Affordability Act Refund Fact Sheet into Chinese and Vietnamese.
- FEMA Corps is a year-long program that provides recent high school and college graduates with the opportunity to work on a variety of FEMA programs. Since 2012, there has been a 59% increase in the number of AAPIs who have joined the program.

Data Disaggregation

Goal 3. Improve data disaggregation practices.

- In FY 2014, DHS established a data governance council tasked with developing data procedures and protocols within the agency.
- Throughout 2014, DHS published numerous statistics regarding the legal immigration process and enforcement of the nation's immigration laws. Several of these key statistical reports involved Asian and Pacific Islander nations including reports related to the [lawful permanent resident flow by region and country of birth](#), [persons naturalized by region and country of birth](#), and [refugees and asylees](#).

Workforce Diversity

Goal 4. Develop a targeted recruitment strategy to promote public service, eliminate barriers to employment, and ensure outreach to diverse communities, including the AAPI community.

- DHS created a list of targeted AAPI events, conferences, and career fairs, which included events sponsored by the National Asian Peace Officers Association.

Goal 5. *Enhance student and recent graduate employment programs and expand strategic relationships with key institutions of higher education.*

- In October 2014, DHS entered into a Memorandum of Understanding (MOU) with several higher education associations, including the Asian Pacific Islander American Association of Colleges and Universities, to share information about key programs, events, and career opportunities at member colleges and universities.

Goal 6. *Promote diversity and inclusion of AAPIs in DHS-wide leadership development programs.*

- The DHS Office of Diversity and Inclusion (ODI) reviewed trends and analyzed data on the participation rates of AAPIs in DHS-wide senior development programs. Through that process, ODI developed an outreach strategy to build more diverse applicant pools by compiling a list of external organizations to promote the DHS Senior Executive Service Candidate Development Program, as well as outreach with DHS recognized employee associations, such as the Asian American and Pacific Islander Network.

Goal 7. *Expand workforce diversity outreach to key AAPI organizations and affinity groups.*

- DHS ODI coordinated Department-wide engagement with law enforcement affinity groups throughout FY 2014. Specifically, DHS collaborated with the National Asian Peace Officers Association (NAPOA) to conduct outreach at NAPOA's annual training in August 2014. In addition, DHS attended several events and career fairs that reached the AAPI community, including the Criminal Justice Job Fair at California State University, Long Beach.

Capacity Building

Goal 8. *Increase AAPI small business awareness of DHS contracting opportunities.*

- In FY 2014, DHS awarded approximately \$225 million to AAPI-owned firms.

U.S. Department of Housing and Urban Development (HUD)

Language Access

Goal 1. Increase the number of AAPIs with access to linguistically appropriate resources.

- In FY 2014, HUD translated 323 new HUD documents into 29 different languages, including Asian languages, bringing the total number of translated vital documents to over 1,000.
- In FY 2014, HUD announced a [conciliation agreement](#) with the State of New Jersey to expand Hurricane Sandy recovery programs. The agreement provides \$240 million in direct housing assistance to lower income households and enhances the State's outreach efforts for those with limited English proficiency (LEP). In addition, the State of New Jersey agreed to provide interpreters in housing recovery centers, language lines, and translation of vital documents, among other things.
- In response to a needs assessment conducted with HUD Regional Administrators, HUD has procured a portion of its LEP funding to expand existing services, including onsite simultaneous and consecutive interpretation.

Data Disaggregation

Goal 2. Disaggregate AAPI data per OMB Directive 15.

- HUD reviewed and identified several areas for further disaggregation of AAPI data, including: the American Housing Survey (AHS), which is conducted biennially and will now include the collection of Asian subgroup data in 2015; Subsidized Households Form 50059, which will now mirror the recent expansion of data collection efforts at the Department of Health and Human Services; and the Annual Homelessness Assessment Report (AHAR), which will now break out "Asian" and "Native Hawaiian or Other Pacific Islander" populations.

Workforce Diversity

Goal 3. Foster the recruitment, career development, and advancement of AAPIs in the federal government.

- During May 2014, HUD's AAPI Affinity Group and the Office of Departmental Equal Employment Opportunity (ODEEO) partnered to present a speed mentoring event for its staff. The event provided the opportunity for all HUD employees, specifically AAPI employees, to interact, network, and gain career knowledge from senior leaders.
- ODEEO continued to actively promote internal and external career development and training opportunities to the HUD AAPI Affinity Group throughout 2014. Feeder pool workforce data at grade levels GS-14 and 15 were extracted as part of an analysis of HUD's AAPI Senior Executive Service's (SES) rate of participation. The data resulted in the listing of qualified HUD AAPI employees who were eligible for the SES Candidates Development Program.
- ODEEO established a barrier analysis team that includes HUD Affinity Groups. The Team subsequently established partnerships with various HUD components to develop comprehensive workforce analysis and assist in developing viable strategies to reduce identified barriers.

Capacity Building

Goal 4. Increase AAPI access to funding and other contract opportunities.

- Throughout 2014, HUD headquarters and its regional field staff worked with the White House Initiative on AAPIs (Initiative) and community-based organizations to host numerous roundtables with the AAPI community related to granting writing, funding opportunities, and housing and community development programs.

Goal 5. *Establish public-private partnerships with foundations or private entities around HUD programs.*

- Throughout 2014, HUD convened “Fundings Calls” with foundation partners, including Asian Americans and Pacific Islanders in Philanthropy, to discuss Departmental initiatives and how to leverage federal investments to better serve low-income and minority communities.

Goal 6. *Include social inclusion language in grant applications.*

- As part of HUD’s mission to affirmatively further fair housing, competitive grant applications may now earn one priority point (1) by identifying steps they will take to ensure that traditionally marginalized populations (such as racial and ethnic minorities) will be able to meaningfully participate in the planning process or (2) by partnering with organizations that serve the area in which grant funds will be used.

Language Access

Goal 1. Inventory agency employee's language capability/skills.

- DOI developed a comprehensive survey to assess language capabilities and skills of DOI employees. Once released, the survey will help DOI implement a Department-wide action plan with bureau specific targets and benchmarks to recruit, retain, and train employees in the languages and intercultural skills of the AAPI communities DOI serves.

Data Disaggregation

Goal 2. Improve data disaggregation practices.

- Throughout 2014, DOI's Deputy Assistant Secretary for Human Capital and Diversity and the Chief Diversity Officer partnered to review internal and external disaggregation practices and explore the potential for replicating best practices and systems within the agency. DOI also met with two agencies that disaggregate Asian American and Native Hawaiian Pacific Islander subgroup data.

Workforce Diversity

Goal 3. Institute a reliable AAPI workforce analytics capability.

- In conjunction with the Partnership for Public Service, DOI leveraged its Student Ambassador Program to promote employment opportunities and build coalitions with the AAPI community. In addition, DOI entered into a Memorandum of Understanding (MOU) with the Office of Personnel Management to implement applicant flow data analysis tools. DOI also expanded its workforce analytics and barrier analysis capacity to be able to analyze Mission Critical Occupations and develop action plans.
- The Office of Civil Rights (OCR) reviewed and analyzed data for 2011, 2012, and 2013. In addition, OCR actively recruited for a vacancy position that will be responsible for Department-wide race and national origin data trends, including workforce assessment and analyzing applicant flow data.

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

- In the summer of 2014, the Office of the Secretary held a Multi-Cultural Day which served as an educational opportunity to promote cultural awareness across the Department.

Capacity Building

Goal 5. Build leadership and professional capacity for AAPIs in the U.S. Insular Areas.

- In 2014, the Office of Insular Affairs (OIA) provided funding for 125 Pacific Insular Area students to participate in a week-long civic education program called "Close Up" at a Washington, DC high school. Students had the opportunity to visit DC historical and cultural attractions, participate in workshops and simulations, attend sessions with prominent Washington leaders, and visit with their Congressional and Embassy representatives.
- OIA provided scholarship funding for 24 students from the Pacific Insular Areas to participate in the Junior Statesmen Foundation's month-long summer school. Students had the opportunity to take a political science college level course and receive high level instruction in debate and leadership.
- OIA provided funding for the Governor Tauese Sunia Memorial Summer Internships that sponsor university students from the Pacific Insular Areas to work on the U.S. Coral Reef Task Force's Watershed Partnership Initiative projects in Hawaii and American Samoa. Their actions will help reduce land-based pollution and improve coral reef health in adjacent waters.

- OIA also provided funding for 23 professionals from the Pacific Insular Areas to participate in the Executive Leadership Development Program (ELDP), which comprised four week-long classroom sessions to develop skills in leadership, management, government finance, and project management and a series of developmental and career enhancement assignments.
- In May 2014, OIA supported 24 Insular Area finance officers to attend the 2014 Island Government Finance Officers Association (IGFOA) conference. In addition, in August 2014, OIA supported the Pacific Island Training Initiative to provide training at the annual Association of Pacific Islands Public Auditors conference in American Samoa.
- In August 2014, Assistant Secretary for Insular Areas Esther Kia'aina convened federal interagency and community meetings with leadership from the Freely Associated State governments and the Micronesian community in Honolulu as part of a Pacific Islands Taskforce. Through these meetings, OIA identified opportunities for collaboration and community perspectives.

Goal 6. *Provide targeted outreach to the Native Hawaiian community when the federal government engages in actions that specifically affect Native Hawaiian rights, resources, or lands.*

- The Office of Native Hawaiian Relations utilized the Department's Native Hawaiian Organization List and has developed a process for the dissemination of information about federal actions affecting Native Hawaiian rights, resources, or lands that are published in the Federal Register to the Native Hawaiian community.

Agency Specific

Goal 7. *Consider AAPI historical sites for appropriate National Park Service designations.*

- The National Park Service (NPS) consulted with a panel of AAPI scholars on research and scholarship required for an AAPI theme study and has worked with the scholars and NPS practitioners to research and write a [popular publication](#) intended to raise awareness of AAPI heritage throughout the general public.

Language Access

Goal 1. Participate in efforts to develop enhanced translation/interpretation services for federal agencies.

- The Federal Coordination and Compliance Section (FCS)-led Federally Conducted Committee of the Interagency Working Group on Limited English Proficiency, together with the Community Relations Service (CRS) and the Federal Bureau of Investigation (FBI), created video training vignettes that are now accessible to individuals with disabilities and ready for launch. The vignettes will benefit limited English proficient members of the AAPI community, as the videos are designed to inform frontline and other federal employees of language access best practices.
- The Departmental initiative to implement and improve language access policies and services has led to several successes in 2014, including the appointment of a language access coordinator in several Departmental components, creation of intranet web pages for employees on accessing language services, and training for all immigration court personnel at the Executive Office for Immigration Review on interpretation issues.

Goal 2. Assist efforts to increase access for individuals with limited English proficiency (LEP) to federal resources.

- FCS launched a series of tips sheets for federal agencies that cover topics related to certification of interpreters, quality assurance of language assistance, and best practices when working with telephonic interpreters. These tip sheets are also posted on lep.gov.
- FCS convened its first Foundational Interagency Title VI training in 2014, which included detailed instruction on language access obligations and was attended by a wide cross section of federal agencies. In addition, FCS trained personnel from the U.S. Attorney's Offices around the country on language access responsibilities as well as staff from the Criminal Section of the Civil Rights Division on ensuring language access in criminal cases and matters.
- In April 2014, the Civil Rights Division held a Division-wide launch of the "Language Map App", a tool to assist Division personnel in identifying the LEP populations at state and county levels where they might have cases and matters requiring language assistance.
- Throughout 2014, FCS continued to chair the White House Initiative on AAPIs' (Initiative) Interagency Working Group's language access subcommittee. These meetings provided the opportunity for agencies with equities in disasters and emergencies to collaborate on best practices and policies in serving LEP and underserved populations during disaster assistance, relief, and recovery.

Data Disaggregation

Goal 3. Explore improving data access and analysis on hate crimes against AAPIs.

- DOJ successfully recommended the addition of an "Anti-Sikh" category, an "Anti-Hindu" category, and an "Anti-Arab/Anti-Middle Eastern" category to the hate crime reporting in the [FBI's Uniform Crime Reporting Program](#) (UCR). CRS partnered with the FBI's lead UCR Hate Crimes Coordinator on updated training materials around these hate crimes.

Workforce Diversity

Goal 4. Promote participation in fellowship, internship, and work study programs, including the Pathways Programs of the Office of Personnel Management, to eligible candidates, including AAPI candidates.

- DOJ continued to conduct outreach to the AAPI community and attend events to raise awareness about DOJ careers and employment opportunities, including participating at the Conference on Asian Pacific American Leadership annual career fair, the

Organization of Chinese Americans, the Federal Employee Conference, and the National Asian Pacific American Bar Association.

Goal 5. *Broaden pipeline of applicants to managerial and SES positions.*

- The Department announced its seventh Leadership Excellence and Achievement Program (LEAP) in May 2014. Of the employees selected for the program, 5% identified themselves as AAPI.

Goal 6. *Ensure responsibility of workforce diversity, inclusion, and equal employment opportunities at all levels of the federal government.*

- The Department continued to implement diversity and performance standards for all Senior Executive Service members, managers, and supervisors. These standards are now included in all performance work plans. In addition, all managers and supervisors are now required to complete one hour of diversity training each calendar year.

Capacity Building

Goal 7. *Improve access to grant funding for organizations serving constituent communities, including AAPI communities.*

- In FY 2014, the Office of Violence Against Women (OVW) awarded funding to 13 organizations that are focused on services to AAPI communities. In addition, the Office of Justice Programs (OJP) awarded 49 grants to 21 organizations that focus on services to AAPI communities.

Agency Specific

Goal 8. *Enhance efforts to combat human trafficking.*

- In 2014, the Civil Rights Division's Human Trafficking Prosecution Unit (HTPU), in partnership with the Department of Homeland Security, the Department of Labor, Office for Victims of Crime (OVC), and the FBI adapted the Advanced Human Trafficking Training Program. The highly interactive course utilizes adult learning techniques and focuses on complex issues of human trafficking, including discovery issues, immigration relief, strategies around witness testimony, search warrants, and evidence gathering.
- HTPU partnered with the Department of Homeland Security and the U.S. Coast Guard in Honolulu to build the capacity in the Pacific Region to detect human trafficking aboard fishing vessels.

Goal 9. *Provide culturally competent, comprehensive services to foreign national victims of human trafficking.*

- OVC's Training and Technical Assistance Center (OVC TTAC) provided 5 monthly technical assistance webinars, 2 customized training and technical assistance, 2 professional scholarships, and 6 additional training and technical assistance activities in support of culturally competent and comprehensive services to foreign national victims of human trafficking.

Goal 10. *Protect the civil rights of vulnerable AAPI immigrant populations.*

- The Community Oriented Policing Services Office provided funding and programmatic support to Asian Media Access, Inc. (AMA) to develop and deliver training for AAPI communities and law enforcement. Specifically, AMA completed 6 regional trainings for the AAPI community about how to collaborate with law enforcement and other authorities in reporting suspicious activities, understanding community policing, and AAPI cultural implications of drug usage. Trainings were conducted in California, Iowa, Illinois, Minnesota, Ohio, and Wisconsin.
- In FY 2014, DOJ collaborated with the Equal Employment Opportunity Commission and the Department of Labor to create the Vulnerable Workers Project. The project focuses on strengthening employment and labor protections for vulnerable AAPI workers in high-

risk and low-wage industries, in part by informing workers of the ways in which federal law protects them. Listening sessions were held with AAPI workers and stakeholders around the country.

- OVW supported 28 trainings focused on improving assistance for immigrant survivors of domestic violence, dating violence, sexual assault, staking, and trafficking. In addition, OJP's National Institute of Justice supported research by the Urban Institute to examine forced marriage among South Asian women and men in the Washington, DC metropolitan area. Prior research found a nexus between forced marriage, intimate partner violence, and other crimes.

Language Access

Goal 1. *Improve delivery of services to LEP individuals, especially where they directly access such services.*

- The Occupational Safety and Health Administration's (OSHA) publication on nail salon safety, "[Stay Healthy and Safe While Giving Manicures and Pedicures](#)," has been translated into Spanish, Korean, Vietnamese, Chinese and Tagalog and more than 20,000 print copies were distributed by the end of FY 2014. Several of OSHA's other signature publications including the "It's the Law!" job poster, "All about OSHA" booklet, and "Workers' Rights" booklet have been translated into Korean, Tagalog and Chinese. OSHA's complaint form is now available to workers in Chinese, Korean, Vietnamese, Nepali, Tagalog, Urdu and Punjabi.
- The Employee Benefits Security Administration (EBSA) published information in Chinese, Korean and Vietnamese on how workers can secure their retirement benefits and maintain health care coverage after losing a job. The publication also includes the latest information about the Affordable Care Act – including the Health Insurance Marketplaces – so that dislocated workers can compare options and make informed decisions.
- The Women's Bureau (WB) disseminated Chinese and Vietnamese translations of its equal pay resources to inform women from these communities about their rights to equal pay and where they can get assistance.
- In response to requests from stakeholders, the Wage and Hour Division (WHD) translated 14 fact sheets into 10 different Asian languages and, for the first time, began translating informational materials into both simplified and traditional Chinese. The agency also recently created a new sortable application on its website where users can search and download materials by language, giving limited English proficient (LEP) individuals access to more than 100 publications currently available in AAPI languages.
- WHD utilizes a telephone-based interpretation service to assist LEP callers. Between October 2013 and August 2014, 3,848 calls were made to WHD through this service. Over 21% of the callers requested AAPI interpretation, representing more than 26 different languages.

Data Disaggregation

Goal 2. *Improve data disaggregation practices.*

- In August 2014, the Bureau of Labor Statistics (BLS) published the "Labor Force Characteristics by Race and Ethnicity" report which, for the first time, included unemployment rates and other labor force estimates for seven Asian subgroups: Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese and Other Asian. BLS will continue to publish such disaggregated data in this annual report going forward. Labor force characteristics can vary widely across the Asian subgroups, and regular publication of such estimates will better allow researchers, policy makers, the media, and the public to determine how various Asian subgroups fare in different labor market conditions.
- Beginning with its January 2015 report, the BLS now publishes seasonally adjusted labor force data for Asian Americans in its monthly summary of national employment statistics. Seasonally-adjusted data on the unemployment rate and other major indicators will allow users to directly compare statistics over time and across demographics in order to get a more accurate picture of the employment situation for this population.
- In June 2014, BLS released public files for the American Time Use Survey, including a variable identifying seven Asian subgroups. The variable is being phased in so that all records will include this information in the 2014 files, which are scheduled to be published

in the summer of 2015. This variable will increase access to disaggregated data, allowing researchers to do their own analyses of the time use of different Asian subgroups.

Workforce Diversity

Goal 3. *Provide employment opportunities to qualified AAPI candidates.*

- In partnership with selecting officials from several DOL agencies, staff from the Office of the Assistant Secretary for Administration and Management (OASAM) led efforts to conduct outreach at career and internship fairs, particularly those aimed at colleges and universities with high AAPI enrollments. At these events officials promoted employment opportunities and internships at the department.

Goal 4. *Utilize multilingual employees for translation and interpretation purposes.*

- Using data from the Census Bureau's American Community Survey, the WHD is analyzing language needs in various regions of the country to inform decisions about hiring new investigators. The agency's goal is to use this data to better allocate use of existing resources and future hires to align with the languages spoken in specific geographic areas.

Capacity Building

Goal 5. *Improve access and increase technical assistance and outreach to better serve Asian American and Pacific Islander (AAPI) populations.*

- In FY 2014, several DOL agencies partnered with the Department of Justice (DOJ) and the Equal Employment Opportunity Commission (EEOC) to launch a series of listening sessions for vulnerable AAPI workers in metropolitan areas such as Houston, Los Angeles, Washington, DC, New York and Minneapolis. The purpose of these sessions is to hear directly from immigrant, low-wage, LEP and otherwise at-risk workers about the challenges and barriers they may face in the workplace (discrimination, harassment, wage theft, unsafe working conditions, etc.). Information gathered from these sessions will help inform the enforcement, outreach and education efforts within all the participating agencies.
- WB conducted ten outreach activities focused on the AAPI community, including roundtables with the Regional Interagency Working Groups (RIWGs) of the White House Initiative on AAPIs. For example, in September 2014, the WB's New York office partnered with the Office of Congresswoman Grace Meng (NY-06) to host an event centered on educating workers in her district about their rights, including the right to equal pay. Representatives from multiple government agencies participated and provided resource materials in languages specific to demographics of the area (e.g., Mandarin, Vietnamese, Korean and Spanish).
- The Office of Federal Contract Compliance Programs (OFCCP) participated in eight AAPI-specific events, reaching a combined audience of 972 people in DC, New York, Massachusetts, California, Hawai'i, Louisiana and Maryland. The purpose of these events was to educate members of the community about the non-discrimination and affirmative action responsibilities of companies and organization that provide goods and services to the federal government.
- The Employment and Training Administration (ETA) participated in five outreach events in an effort to inform 400 organizations that serve AAPIs about the many opportunities that exist for them to connect to the public workforce system at the state and local levels, and how the public workforce system can best serve their communities.
- WHD conducted 62 outreach events with AAPI community-based organizations. Additionally, pursuant to a partnership between DOL and the Embassy of the Philippines, 16 WHD District offices around the country have signed formal arrangements with Philippine Consulates in their regions to improve and streamline the referrals of

complaints, dissemination of education materials, training of consular staff and restitution of wages owed to affected workers.

Goal 6. *Create streamlined process to ensure appropriate funding opportunities reach AAPI communities.*

- OSHA has made it a priority to provide grant opportunities to AAPI communities. In September 2014, OSHA awarded over \$1.7 million in Susan B. Harwood grants to organizations that work directly with vulnerable AAPI workers and their employers across multiple industries (e.g., construction, oil and gas, nail salon, restaurant, fishing and seafood processing, manufacturing and healthcare). This represents 16% of the total program funds awarded that year. The grants will provide AAPI workers and employers with critical, multi-lingual, hands-on health and safety training as well as resources and tools to identify and eliminate hazards and to reduce occupational injuries.
- ETA collaborated with DOL's Office of Public Engagement (OPE) to send announcements of over \$1.4 billion in funding opportunities in 17 grant competitions to 400 leaders in the AAPI communities, including elected officials, advocates and representatives from community-based organizations.

Language Access

Goal 1: Assess agency employee language capability/skills.

- DOT piloted a successful translation program among members of its AAPI employee resource group to translate a tweet post. The pilot program is the first step in implementing a broader, agency-wide employee translation program.

Goal 2: Develop in-language messages to AAPI communities about DOT's safety campaigns.

- Throughout 2014, DOT continued to engage the AAPI community on safety issues in four Asian languages. For example, the Walkability Checklist and Pedestrian Safety flyers were translated into Chinese, Tagalog, Vietnamese, and Korean and uploaded onto DOT's "Everyone is a Pedestrian" campaign [website](#).
- DOT's National Highway Traffic Safety Administration (NHTSA) continued to outreach to the AAPI community. In Hawaii, the Office of Highway Safety printed and distributed brochures covering traffic safety laws and child passenger safety tips in Chuukese, Marshallese, and Tagalog; in the Commonwealth of Northern Mariana Islands, the Office of Highway Safety produced brochures and videos promoting pedestrian and motorcycle safety in Korean and Japanese; and in Guam, the Office of Highway Safety established a court interpretive services program that offers interpreters for limited English proficient community members, including for those who speak Chuukese, Palauan, Yapese, and Pohnpeian.
- NHTSA also awarded several grants to support language services. For instance, San Francisco received a grant to develop and distribute pedestrian and bicycle safety brochures in Chinese; Monterey Park received a grant to conduct educational presentations and outreach in Chinese with a focus on its senior population; and Rancho Cordova received a grant to provide child passenger safety seat fittings and technical training for the Hmong population.
- DOT provided support to an employee who participated in the Federal Asian Pacific American Council's Challenge Team Program. The DOT employee, together with her team, produced a white paper entitled, "Working Towards Broader Language Access: Findings and Best Practices" in April 2014.

Data Disaggregation

Goal 3: Estimate the transit system ridership of disaggregated AAPI populations in metropolitan centers nationwide.

- In FY 2014, DOT completed a pilot project analyzing AAPI access to Sacramento's light rail transit system using U.S. census tract data and transit system data. The pilot will form the basis for further development of this extrapolation model applicable to other metropolitan areas.

Workforce Diversity

Goal 4: Expand AAPI federal employment opportunities through increased recruitment, retention, and promotion efforts.

- DOT hosted the White House Initiative on AAPIs' (Initiative) third annual Federal Employee Conference in July 2014, *Government By Design*, which drew over 300 participants from across the federal government. The conference provided participants with innovative ways to delve deeper into issues that impact the AAPI community, including language access and data disaggregation.
- DOT launched a successful engagement effort with the Pacific Territories that enabled students in Guam and American Samoa to participate for the first time in the Federal

Highway Administration's National Summer Transportation Institute, a career exploration program for at-risk youth.

Capacity Building

Goal 5: Increase participation from the AAPI community in key areas related to DOT policies and programs.

- The Department developed a system to produce Geographic Information System maps to visually display AAPI populations in communities where DOT leaders are conducting outreach. In so doing, DOT is improving awareness of the diversity among AAPI communities.
- DOT honored the Chinese Railroad Workers, without whom the construction of the transcontinental railroad from 1865 to 1869 would not have been possible, and posted an article on its official [blog](#) that also noted the contributions of AAPI DOT employees in key transportation work.
- DOT assisted the Department of Justice in preparation of the agency's brief in support of its Statement of Interest in a federal lawsuit challenging Hawaii's decision to provide English only state driver's examinations. The case is pending after the State of Hawaii unsuccessfully sought to block the suit.

Goal 6: Increase AAPI participation in DOT's Office of Small and Disadvantaged Business Utilization programs and in DOT's Transportation Resource Centers.

- In FY 2014, DOT's Small and Disadvantaged Business Utilization and Small Business Transportation Resource Centers participated in approximately 88 AAPI related outreach events and directly assisted 118 AAPI owned businesses. DOT's Small Business Transportation Centers participated in three conferences sponsored by AAPI business organizations in the Southwest and Northwest.

U.S. Department of the Treasury

Language Access

Goal 1. *Improve delivery of services to limited English proficient (LEP) individuals who seek access to Treasury programs and services.*

- The Office of Civil Rights and Diversity (OCRD) created the [Treasury Multilingual Portal](#), which opened in March 2014 and offers information about the Department and its programs in six languages, including Chinese, Tagalog, Vietnamese, and Korean.
- The Internal Revenue Service continued to promote its multilingual portal, which provides information about IRS programs and services in-language, including Chinese, Korean, and Vietnamese.
- In 2014, the IRS supported the Federal Asian Pacific American Council (FAPAC) Challenge Team Program by providing input for use in developing a language access “best practices” report. IRS provided information about interagency language access participation and points on how to build a meaningful, substantive, viable, and proactive language access program.
- IRS Field Assistance (FA) has 100 Facilitated Self Assistance (FSA) kiosks located in 37 Taxpayer Assistance Centers (TAC) providing taxpayers with access to IRS.gov, which includes key tax topics and publications in Chinese, Vietnamese, and Korean.
- In June 2014, IRS Commissioner Koskinen announced the formal adoption of the Taxpayer Bill of Rights, which summarizes existing tax code re-worded into simple language in a format based on the U.S. Constitution’s Bill of Rights. The document is available in Chinese, Korean, and Vietnamese.

Workforce Diversity

Goal 2. *Increase participation rate of AAPIs in fellowship, internship, and work study programs.*

- During FY 14, the IRS Recruitment Office (IRO) participated in over 37 recruitment events at Minority Serving Institutions (MSIs) of which 14 were Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs).
- Three Treasury bureaus participated in the Conference on Asian Pacific American Leadership (CAPAC) career fair in July 2014.

Capacity Building

Goal 3. *Improve access and increase technical assistance and outreach to Treasury programs to better serve AAPI populations.*

- The Community Development Financial Institution (CDFI) Fund engaged in consultations in Kaua’i and Honolulu regarding the Access to Capital and Credit Study programs. In addition, the CDFI Fund made two awards to Hawaiian CDFIs totaling \$2.3 million. Under a separate program, two additional awards were also made to Hawaiian CDFIs totaling \$500,000.
- Under the State Small Business Credit Initiative (SSBCI) Program, the Pacific Region/Territory was allocated over \$50 million. Specifically, Hawaii, Guam, and the Commonwealth of the Northern Mariana Islands was each allocated over \$13 million. The SSBCI Program Manager for the Pacific Region continued to outreach to small businesses in the Pacific Islands to ensure that they were aware of the availability of these funds.

Language Access

Goal 1. Increase access to VA programs by providing culturally and linguistically appropriate services.

- The Veterans Benefits Administration (VBA) Milwaukee Regional Office maintained a list of multilingual employees in the event that a Veteran or family member seeking information or language assistance was needed. In addition, the Regional Office established an active equal employee opportunity/diversity committee that identified various culturally and linguistically appropriate materials to be used to reach out to all staff.
- The Veterans Health Administration (VHA) Equal Employment Opportunity/Affirmative Employment Office (EEO/AEO) finalized an electronic publication of a booklet “Translation of Frequently Asked Questions in the Emergency Department”, which features questions in twelve different languages, including Chinese, Korean, Tagalog, Thai, and Vietnamese.

Data Disaggregation

Goal 2. Improve the data collected on AAPIs in each program.

- VA’s Office of Policy and Planning (OPP) continued to update VA’s website as new data and statistics became available, including the posting of the [FY 2012 Profile of Unique Veteran Users](#). The report presented demographic (including race and ethnicity distributions), socio-economic, and utilization information for Veterans in FY 2012.

Workforce Diversity

Goal 3. Build a diverse, high-performing workforce that is reflective of all segments of society, including the AAPI community and AAPI Veterans.

- VA’s Office of Diversity and Inclusion (ODI) was the lead office for the Agency’s submission of Management Directive (MD) 715 Equal Employment Opportunity (EEO) Program Status Report for FY 2013 and EEO Plan for FY 2014 which included AAPI specific employment strategies to support AAPI employees in the VA workforce.
- VA’s ODI participated in the Federal Asian Pacific American Council’s Conference in 2014 where they staffed an exhibit booth showcasing VA Learning University information, ODI’s Diversity Program, internship opportunities, and Veterans’ services. In addition, VA’s Deputy Assistant Secretary for Diversity and Inclusion participated as a guest speaker and panelist.
- VA’s ODI established partnerships with the International Leadership Foundation (ILF), the Asian Pacific American Institute for Congressional Studies (APAICS), and the Organization of Chinese Americans (OCA). ODI worked with ILF and APACIS to create the National Diversity Internship Program (NDIP), which aims to build a pipeline for workforce diversity.
- VA’s ODI implemented a number of actions to support diversity and inclusion at the agency, including implementing cultural competency and unconscious bias training for employees and mandatory diversity and inclusion training for all managers; a new Diversity Index and Inclusion Index to gauge workforce diversity and workplace inclusion; and mandatory diversity and inclusion performance elements in Senior Executive Service plans.
- VHA’s Healthcare Recruitment and Marketing Office (HRMO) continued to advocate for activities that support the recruitment of a diverse population of applicants, including a recruitment booth at the National Association of Asian American Professionals (NAAAP) in Anaheim, CA in August 2014.

- VA's ODI entered into a Memorandum of Understanding (MOU) with the African American Federal Executives Association (AAFEEA) and the Asian American Government Executives Network (AAGEN) to build collaborations for outreach and leverage resources that support diversity within the senior ranks of the federal government.

Capacity Building

Goal 4. Increase access to VA resources such as small and disadvantaged business development counseling and small business loans to ensure AAPIs have information on available VA resources.

- VBA San Diego Regional Office provided community outreach services to the AAPI population, including recruitment efforts for Veterans.

Goal 5. Work with the Department of Defense and Veterans Groups to address the compensation of Filipino Veterans of World War II.

- VBA Manila Regional Office worked closely with the National Personnel Records Center and the Philippine Veterans Affairs Office to verify WWII Filipino Veterans. The Office participated in two outreach events per month in different provincial areas for the purpose of assisting all Filipino Veterans with information about benefits. In addition, the Office worked closely with the Philippine Veterans Affairs Office to identify Filipino WWII Veterans and provide them with services and assistance with compensation claims.

Goal 6. Establish a VA work group to address issues and concerns related to the White House Initiative on AAPIs (Initiative).

- VA's ODI formed an intra-agency workgroup that met quarterly to ensure that the Initiative's plan, goals, and objectives were met in a timely manner.

Agency-Specific

Goal 7. Improve the quality, access, and value of health care, including mental health care, provided to AAPI Veterans.

- In FY 2014, VA's Center for Minority Veterans (CMV) AAPI Liaison participated in a number of activities and events, including: convening monthly VA FAPAC meetings in Washington, DC; attending meetings with Filipino community leaders and the University of Maryland; participating in Advisory Committee on Minority Veterans Administration Briefings; attending the Japanese American Veterans Association quarterly meetings; participating in a meeting with the Chinese American Citizen Alliance in Richmond, VA; and coordinating a VA television appearance of the local Los Angeles VA Center in Elmonte, CA.

Goal 8. Increase awareness and access to health services for AAPI Veterans in rural areas.

- In FY 2014, the VA Pacific Islands Health Care System (VAPIHCS) conducted five Veteran outreach events in the Pacific Islands as part of its outreach to "Veterans in Rural Areas" project.
- VHA Office of Rural Health (ORH) funded four projects using telehealth and home monitoring technologies to provide mental health, geriatric services, post-traumatic stress disorder, and other services to approximately 1,800 Veterans in the Pacific Islands.
- VAPIHCS collaborated with multiple Native Hawaiian Health Care Systems in Hawaii throughout FY 2014. VAPIHCS entered into a Memorandum of Understanding (MOU) with Papa Ola Lakahi, the primary Native Hawaiian Health Organization in Hawaii.
- In FY 2014, VHA ORH provided VAPIHCS \$5 million to support travel for Veterans between the Hawaiian Islands and the Pacific Western Insular Islands to Oahu for necessary medical appointments and treatment at VA facilities. These initiatives

provided access to care for approximately 3,600 Veterans. ORH also invested an additional \$1 million to support emergency medevac services for rural Pacific Island Veterans.

- VBA Honolulu Regional Office supported the Vet Center Mobile Unit during FY 2014, which enabled a Benefits Counselor to attend outreach events held on the neighboring islands of Hawaii and Oahu.
- During FY 2014, VHA ORH funded two initiatives which focused on providing greater support to caregivers and family members of Veterans living in the Pacific Islands. The “Rural PTSD Treatment for Veterans and Their Families” project has served over 1,000 Veterans, and the caregiver support project based in American Samoa has served 77 Veterans. There are now caregiver support groups offered in American Samoa, Guam, and the city of Hilo.
- VHA ORH funded the “Analysis and Master Plan of Health Care for Veterans in the Pacific Region” initiative. The project goal is to provide a comprehensive analysis of health care for Veterans in the entire Pacific Region including all nine island sub-market areas the VAPIHCS services in the Pacific.

U.S. Environmental Protection Agency (EPA)

Language Access

Goal 1. *Improve delivery of services and information to limited English proficient (LEP) individuals.*

- EPA completed a translation protocol that will help EPA program and regional offices determine which materials should be translated and also provide offices with best practices to complete the translations.

Goal 2. *Reduce language barriers that hinder delivery of EPA services.*

- EPA updated the content of its Chinese, Vietnamese, and Korean language portals. All sites are accessible from [EPA's homepage](#). EPA also updated the content of its limited English proficient (LEP) [web page](#), which is now available in Chinese (traditional and simplified), Korean, Spanish, Tagalog, and Vietnamese.
- In FY 2014, EPA revised EPA Order 1000.32, which reaffirms the agency's commitment to ensuring that LEP individuals are provided with language access services.

Workforce Diversity

Goal 3. *Increase participation rate of Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs) and other AAPI students in EPA student programs.*

- In 2014, EPA participated in a number of conferences and events, including the East Coast Asian American Student Union Conference, National Coalition for Asian Pacific American Community Development, Asian American Youth Leadership, Japanese American Citizens League, and the Asian and Pacific Islander American Scholarship Fund Higher Education Summit.

Goal 4. *Maintain EPA workforce level of AAPIs at a level equal to or above the Civilian Labor Force and with representation at all levels within EPA.*

- EPA continued to track the representation of AAPIs in the agency's workforce through its quarterly Diversity Dashboard, which provides extensive workforce data, including information on hires, promotions, and awards. The data was used to inform outreach and training strategies. The AAPI Special Emphasis Program Managers and the AAPI National Program Managers continued to analyze and monitor the AAPI employment data on a quarterly basis.
- EPA continued to collaborate with the Asian American Government Executives Network's (AAGEN) and participated in AAGEN's conference and workshop.

Capacity Building

Goal 5. *Increase transparency and outreach to the AAPI community impacted by environmental issues.*

- In FY 2014, EPA participated in several stakeholder engagement activities focused on the AAPI community, and also enhanced its list of AAPI environmental leaders. In addition, in May 2014, EPA hosted a panel discussion with AAPI community leaders and senior agency officials about AAPI contributions to environmental sustainability and justice.
- EPA Region 9 participated in the White House Initiative on AAPIs' (Initiative) first ever community summit in Guam, the Regional Interagency Working Group events with the AAPI community in Oakland, Los Angeles, and Honolulu, and also convened the first meeting of the Region 9 Federal Regional Council in Honolulu to better serve communities in Hawaii and the Pacific Islands.

Goal 6. *Strengthen relationship and improve communication and coordination with the Native Hawaiian community and Pacific Territories.*

- In July 2014, EPA issued its [Policy on Environmental Justice for Working with Federally Recognized Tribes and Indigenous Peoples](#) to clarify and integrate environmental justice and principles in the Agency's approach to working with indigenous communities, including Native Hawaiians and Pacific Islanders.
- Throughout 2014, EPA Region 9 issued approximately 18 press releases to the Hawaii/Pacific Territory media, participated in public meetings, presented environmental information to elementary and college level classrooms, and participated in a job fair.

Goal 7. *Increase AAPI small business access to federal opportunities.*

- In June 2014, EPA's Office of Small Business Programs participated in the U.S. Pan Asian American Chamber of Commerce 2014 CelebrAsian conference and discussed current and upcoming procurement opportunities.

Agency Specific

Goal 8. *Continue to build awareness and work towards reducing the hazardous impacts to AAPI nail salon owners, workers, and customers of chemical exposure to nail salon products.*

- EPA continued to co-chair the Salon Safety Interagency Working Group, convening a meeting in January 2014 and participating in a funder's briefing in November 2014 in coordination with the Initiative.
- In FY 2014, EPA managed an Environmental Justice (EJ) Small Grant to Asian Health Services to train salon owners on safe practices and concepts for greening the workplace. Under the grant, Asian Health Services developed a curriculum on healthy nail salon and green workplace concepts, provided train-the-trainer sessions, surveyed participants for training effectiveness and changes in business practices, and hosted leadership development trainings on community outreach and effective public speaking skills.
- EPA Region 5 developed a two-page factsheet for salons that included recommendations for creating a healthier workplace.

Goal 9. *Improve overall health outcomes for AAPIs by reducing health risks.*

- In FY 2014, EPA continued to improve access to safe drinking water in the Pacific Islands to achieve parity with U.S. mainland drinking water quality. The percentage of residents in the Pacific Islands with access to safe drinking water rose to 97%, which is comparable to figures for U.S. mainland drinking water. In addition, in American Samoa, the local utility completed the connections to three remote villages and made other improvements that enabled them to remove boil water notices in several villages.
- EPA awarded two EJ grants to organizations that will have a direct impact on AAPI communities. The Environmental Coalition of South Seattle in Washington will implement a community-based multi-cultural outreach strategy aimed at reducing exposure to indoor air pollution, thereby decreasing asthma rates for children in the Seattle metropolitan area. In addition, the Asian Health Coalition's Chinatown Environmental Empowerment Project in Chicago, IL aims to reduce asthma rates attributable to secondhand smoke in Chicago's underserved and economically disadvantaged Chinatown community.

U.S. Small Business Administration (SBA)

Language Access

Goal 1. *Improve delivery of services to limited English proficient (LEP) individuals who seek access to SBA programs and services.*

- In FY 2014, SBA conducted over 20 trainings in-language across the country, including in Chinese and Vietnamese. These trainings covered a vast array of topics, including how to start a business, how to access capital, and how to export products and services to Asian countries. In addition, SBA conducted a webinar and live training regarding the Affordable Care Act in Chinese for audiences in California.
- SBA conducted a national LEP needs assessment in 2014 to evaluate SBA's and its grantees' compliance with statutory and Executive Order requirements. Based on the results, over 220 of SBA grantees indicated that they are in compliance with LEP standards. In addition, they reported that they leverage a number of community and resource partners to ensure they are effectively communicating with customers who are LEP.

Capacity Building

Goal 2. *Increase outreach to community partners.*

- Throughout FY 2014, SBA senior leadership engaged in outreach with the AAPI community across the country. In September 2014, SBA Administrator Maria Contreras-Sweet announced Renaissance Economic Development Corporation in New York City as one of 24 PRIME grantees. Renaissance is a nonprofit community development financial institution and affiliate of Asian Americans for Equality, which works to provide economic opportunities to New York City's AAPI community.
- In May 2014, SBA continued its partnership with the Asian/Pacific Islander American Chamber of Commerce & Entrepreneurship (ACE) and joined the Department of Commerce at a community roundtable with over two dozen AAPI small business leaders. Through its agreement with ACE, SBA formally established an ongoing strategic alliance that enabled the agency to more effectively support AAPI businesses throughout the nation and take advantage of numerous opportunities to engage with leaders from local AAPI chambers of commerce.
- In April 2014, Assistant Administrator for the Office of Native American Affairs Chris James joined the White House Initiative on AAPIs (Initiative) at their Guam community tour and regional conference. Assistant Administrator James provided information to Guam community leaders about SBA programs, services, and products that assist small businesses.
- National Ombudsman Brian Castro participated in an interagency panel discussion on business, education, and employment, and hosted a breakout dialogue session with small business owners at the Initiative's Regional Interagency Working Group (RIWG) community roundtable in Atlanta in March 2014. In July 2014, as a direct result from concerns raised by the AAPI small business community in Cupertino, CA, National Ombudsman Castro convened a regional regulatory fairness hearing focused on culturally sensitive and unfair regulatory enforcement by FDA inspectors.
- SBA's Office of Entrepreneurial Development and its network of resource partners provided counseling services to approximately 15,000 AAPIs in FY 2014. In addition, approximately 27,000 self-reported AAPIs participated in trainings provided by SBA's resource partner network.

- The Office of Entrepreneurial Development also managed the SBA Emerging Leaders Initiative, which is a 7 month federal training program that provides potential business executives with organizational framework, resource network, and other skills required to build sustainable businesses and promote economic development in urban communities. In FY 2014, approximately 10% of program participants were AAPI.
- SBA's Online Learning Center is a web-based portal that hosts a variety of self-paced online training courses, quick training videos, web chats, and other resources to help small business owners explore and learn about the many aspects of business ownership. In FY 2014, over 12,000 registrants were recorded for users that self-identified as AAPI.

Goal 3. *Improve AAPI-owned small business access to SBA programs.*

- SBA streamlined its Small Loan Advantage program, which is a key 7(a) loan initiative designed to expand access to loans under \$350,000, and expanded the pool of lenders. This streamlining cut out over 100 pages of paperwork, making it easier for small businesses to utilize this program. In addition, SBA has streamlined the credit evaluation process with credit scoring for loans under \$350,000, which helped lenders save time and costs. Finally, SBA zeroed-out fees for loans under 150,000, which saved money and eases use of the 7(a) program. These initiatives, coupled with SBA's other financial assistance programs, helped to put capital into the hands of many AAPI small business owners. In FY 2014, SBA made over 7,500 loans totaling approximately \$4.8 billion to AAPI small business owners across the country.
- SBA also monitored federal contracting dollars awarded to various types of businesses. In FY 2013, the most recent year for which certified data is available, over \$4.9 billion in prime federal contract dollars was awarded to self-identified AAPI owned small businesses, and over \$4.3 billion in prime federal contract dollars was awarded to self-identified South Asian owned small businesses.

U.S. Equal Employment Opportunity Commission (EEOC)

Language Access

Goal 1. Improve the EEOC's ability to communicate with AAPIs and other groups who communicate primarily in a language other than English.

- An EEOC subgroup updated and translated key outreach documents. The subgroup consulted with nonprofit organizations and federal partners to identify languages in which translated documents are needed, including Chinese, Vietnamese, Hmong, Thai, Marshallese, Burmese, Laotian, Cambodian, Karen, Nepalese, Korean, Tagalog, Hindi, Punjabi, Bengali, Arabic, and Urdu.
- EEOC created a simplified information sheet that educates the public about the agency, its mission, and how to contact the agency. The information sheet has been translated into 21 languages, mostly Asian languages, and was distributed to Program Analysts across the country to use when reaching out to the AAPI communities.
- EEOC finished drafting a survey, which will be used in March 2015 to assess the language capacity of its workforce.

Data Disaggregation

Goal 2. Improve the AAPI workforce data collected from employers by modifying the racial categories on the equal employment opportunities surveys (i.e. EEO-3, EEO-4, and EEO-5).

- In July 2014, the Commission approved a request to modify the forms for the EEO-3 and EEO-4 surveys to conform to the Office of Management and Budget's (OMB) Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity. Public comments were sought between August and October 2014, and in January 2015, EEOC published a notice of submission for the Office of Management and Budget review and approval.

Goal 3. Increase and improve data collection and disaggregation by national origin.

- EEOC currently has 12 AAPI national origin data categories: Cambodian, Chinese, Filipino, Hmong, Indian, Japanese, Korean, Laotian, Pakistani, Thai, Taiwanese, and Vietnamese. The "Other Asian National Origin" category is small enough that further disaggregation is not needed at this time.

Goal 4. Improve public access to information on AAPI workforce, charge/complaint, and litigation data.

- EEOC made available 47 of its datasets for easier public search and download on www.data.gov/aapi. These datasets include, for example, information about job patterns for minorities and women.
- In May 2014, to celebrate Asian American and Pacific Islander Month, EEOC published AAPI charge, litigation, and outreach [information](#) as part of its "What You Should Know" series.
- In May 2014, EEOC published on its website a select list of pending and resolved employment discrimination [cases](#) involving the AAPI population from FY 2003 to present. Highlights from the website include the EEOC filing a lawsuit against a metal and plastic products manufacturer that allegedly fired a group of Hmong and Hispanic employees because of their national origin.

Workforce Diversity

Goal 5. Increase AAPI applicants to the federal government in mission critical positions.

- For 5 recent Senior Executive Service (SES) vacancy announcements, the EEOC contacted several AAPI organizations about these opportunities, including the Asian American Government Executives Network (AAGEN), the Federal Asian Pacific American Council (FAPAC), and the National Asian Pacific American Bar Association.
- EEOC's Office of Equal Opportunity (OEO) Director met with FAPAC leadership to discuss the EEOC's workforce statistics and to invite ideas regarding ways the EEOC could attract more AAPI applicants. The EEOC also supported FAPAC's 2014 annual leadership conference by sending representatives and providing a training to participants.

Goal 6. Increase awareness of outreach efforts to the AAPI community.

- In FY 2014, EEOC's field offices conducted 245 outreach events to AAPI community and business groups and other stakeholders, reaching over 23,000 individuals. In addition, the EEOC worked with the Initiative's Regional Interagency Working Group to participate in at least 7 AAPI community roundtables. EEOC staff reached out to other AAPI community groups, including the United Hmong Association of North Carolina, the Hmong Human Rights Conference at the University of Wisconsin-Milwaukee, the Philippines Consulate in Tennessee, Micronesian immigrants at the Ho'omaka Hou Learning Center, and the Center for New Americans.

Goal 7. Increase participation rate of AAPIs in fellowship, internship, or study programs.

- EEOC compiled a list of U.S. law schools that have the highest percentage of AAPIs pursuant to the U.S. News and World Report Law School Diversity Index and shared with appropriate offices throughout the agency in an effort to engage in more targeted and strategic recruitment to the AAPI community.

Goal 8. Increase outreach to Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs) to stimulate interest by AAPI students in federal government employment.

- EEOC conducted an analysis of AANAPISIs and documented the district, field, area, and/or local EEOC office that each institution falls within, and also identified the program analyst that has jurisdiction over the area. This information will help to facilitate more relationship building between the program analysts and points of contact for career planning and internship programs at the AANAPISIs.
- EEOC began using Twitter as a way to effectively communicate with the AAPI community about the Commission, its mission, and recruitment. To date, over 150 AAPI serving organizations are following the agency, including many AANAPISIs.

Goal 9. Increase pipeline of AAPI applicants to managerial and SES positions.

- Barrier analysis revealed that EEOC's AAPI female employees had lower than expected participation rates at the GS-15 level and lacked participation at the SES level. In response, EEOC's Chief Operating Officer issued a memorandum to SES staff and hiring managers, asking them to consider this information, along with the agency plan developed pursuant to Executive Order 13515, "Increasing Participation of Asian Americans and Pacific Islanders in Federal Programs", in their outreach and recruiting efforts to help create a more diverse workforce.
- EEOC continued to participate in existing professional development programs, including the AAGEN SES Development Program and the FAPAC Challenge Team Program.

Goal 10. Increase awareness of employment development and support networks for mid-level AAPI personnel.

- In 2014, EEOC employees formed an AAPI affinity group called the AAPI Network. Once its by-laws have been finalized, the agency will work with the affinity group on mentoring opportunities.

- Adopting the 2014 theme “I Am Beyond”, the EEOC sponsored an agency-wide AAPI Heritage Month celebration featuring a panel of current and former agency leadership and also previewed its AAPI Network.

U.S. Office of Personnel Management (OPM)

Data Disaggregation

Goal 1. *Improve agencies’ data access and analysis on AAPI populations.*

- The Diversity and Inclusion (D&I) Dashboard was published on OPM’s Office of Diversity and Inclusion (ODI) [website](#) in February 2014. Data is provided for each demographic group by individual agencies.

Workforce Diversity

Goal 2. *Build awareness within OPM management of the emphasis on diversity and inclusion in performance plans.*

- 100% of OPM supervisors and managers have a D&I element in their performance plans.

Goal 3. *Ensure the AAPI community is aware of, and in the position to apply for, federal government positions in mission critical occupations in OPM and across the federal government.*

- During FY 2014, OPM established an AAPI Employee Resource Group (ERG) to support internal outreach activities and share vacancy announcements to the AAPI community.
- In May 2014, OPM supported the White House Initiative on AAPIs (Initiative) New York Regional Interagency Working Group’s first youth conference for college and university students. The purpose of the conference, which drew nearly 300 participants, was to advise current students and recent graduates as well as student affairs and faculty advisors about careers in the federal government. OPM facilitated a workshop entitled “*Student Pathways and Finding and Applying for Federal Jobs*”.

Goal 4. *Ensure there is a robust pipeline of applicants, including AAPI applicants, to managerial and SES positions.*

- OPM participated in, and provided support to, the Asian American Government Executives Network (AAGEN) SES Development Program through curriculum development, providing training, and serving on the selection panel for the next cohort.
- OPM supported the FAPAC Challenge Team Program by serving on the selection panel and as an advisor to the Workforce Diversity project team.
- OPM continued to chair the Initiative’s Interagency Working Group (IWG) subcommittee on workforce diversity, which included the following priorities: developing better tools for MD-715; conducting an SES workshop focused on applying for SES positions; developing strategies to increase the Native Hawaiian and Pacific Islander pipelines; and partnering with the Equal Employment Opportunity Commission to host a workshop on barrier analysis.
- OPM utilized the AAPI ERG to encourage and promote participation in career development programs. During AAPI Heritage Month, OPM’s ERG hosted an SES leadership panel which included senior OPM AAPI leaders who discussed their careers and provided invaluable advice on career progression, mentoring, and employee development.

Goal 5. Increase outreach to Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs).

- In FY 2014, as part of its overall outreach program, OPM's Recruitment and Hiring (RH) Division increased outreach to AANAPISIs to educate students about federal careers, the Pathways Program, federal resume writing, and the hiring process. Outreach included to California State University, Fullerton; California State University, Long Beach, and the University of Illinois at Chicago.
- The Presidential Management Fellowship (PMF) Program conducted virtual outreach to AANAPISIs and other schools to increase diversity in the applicant pool for the PMF Class of 2015.
- OPM presented about the Pathways Program for AAPI students at the Initiative's AAPI Youth Summit in July 2014.

Goal 6. Ensure AAPIs are able to participate fully in internship programs.

- During 2014, OPM collaborated with the Initiative to place interns at federal agencies.

Capacity Building

Goal 7. Increase AAPI small business access to federal opportunities.

- During FY 2014, OPM participated in a number of events to ensure that AAPI small businesses are aware of agency contract and procurement opportunities, including Minority Enterprise Development Week, National HUBZone Conference, Small Business Administration's Small Business Week, and OPM Contracting/Small Business Industry Day.

U.S. Social Security Administration (SSA)

Language Access

Goal 1. Enhance service to AAPIs through SSA's various service access options, including telephone, field and hearing offices, and online.

- In FY 2014, SSA answered 118,177 calls via its Telephone Interpreter Services (TIS) in 50 Asian languages and dialects, which represents 15 more languages than in the previous year. The top five Asian languages requested were: Vietnamese, Mandarin, Cantonese, Korean, and Tagalog.
- SSA increased awareness and encouraged the use of its TIS by participating in AAPI radio and television programs throughout the country; displaying posters in waiting areas; and presenting information to AAPI community organizations, such as the National Asian Pacific Center on Aging.
- SSA provided video service delivery access to all offices in Hawaii and in the Pacific Islands. In addition, SSA conducted 20 video hearings in American Samoa, 15 in Guam, and 1 in Saipan.
- SSA also provided its monthly information package, which includes a series of articles promoting SSA services, as well as press releases and Dear Colleague letters to newspapers in Tagalog, Korean, and Vietnamese.
- During FY 2014, SSA provided nearly 150 interpreters at hearings in the following Asian languages: Cantonese, Hindi, Hmong, Korean, and Vietnamese.

Data Disaggregation

Goal 2. Expand data access and analysis on AAPI communities.

- During 2014, SSA provided information about the use of interpreter and translation services by the AAPI community on its AAPI open government [website](#). The data includes Asian language preferences captured through claims processes for Social Security Retirement, Survivors and Disability Insurance and Supplemental Security Income; Asian language requests for TIS; the number of bilingual or multilingual SSA employees who volunteer their services as an interpreter and/or translator in Asian languages. Over 3,900 hits were made to the AAPI open government website in 2014.

Workforce Diversity

Goal 3. Foster the recruitment, career development, and advancement of AAPIs within the agency.

- In FY 2014, SSA participated in several local AAPI-focused recruitment events, including the Conference on Asian Pacific American Leadership Career Fair and a job fair at the University of Maryland.
- SSA continued to provide career information and leadership trainings targeting its AAPI employees. For instance, SSA's Pacific American Affairs Advisory Council (PAAAC) participated in the Federal Asian Pacific American Council's (FAPAC) national leadership training, and its regional PAAAC administered a career advisory network mentor. Eighteen AAPI mentees will graduate from the program.

Capacity Building

Goal 4. Increase understanding of SSA programs among AAPIs.

- In FY 2014, SSA participated in a monthly AAPI radio show with a reach of 265,000 Asian-speaking listeners in Chicago.

- SSA conducted 7 regional leadership roundtables with the AAPI community in which the agency had the opportunity to share information about SSA programs and services, including its Multilanguage gateway website, translation and interpreter services, online services, and mySocialSecurity account.
- SSA participated in over 130 AAPI events and activities nationwide throughout 2014, including four national AAPI conferences, and hosted a small business procurement conference at its headquarters in Baltimore that included AAPI organizations.
- Throughout 2014, SSA conducted public service announcements, circulated e-colleague letters and other information, and distributed multimedia materials in Asian languages to over 300 organizations, including Chinamerica radio station in New York; Northeast Asian American Insurance and Financial Professionals Association in New York; Asian American Journalists Association in New York; and other Chinese, Filipino, Japanese, Korean, and Southeast Asian print, web, and broadcast media outlets.
- As part of the Initiative's Regional Interagency Working Group, SSA participated in several roundtable discussions across the country, including in Boston, Chicago, Fresno, San Francisco, Aurora, Dallas, Oklahoma City, and Seattle.
- SSA participated in the CelebrAsian 2014 Procurement Opportunity Conference. SSA hosted procurement workshops providing information to Asian American Pacific Islander business owners interested in doing business with the federal government. SSA's Director of the Office of Small and Disadvantaged Business Utilization served on the Corporate Brain Trust committee assisting the U.S. Pan-Asian American Chamber of Commerce in developing the procurement workshops.
- In FY 2014, SSA obligated \$116,965,107 to businesses owned by Asian American Pacific Islanders. The funds were obligated in contracts between SSA and the Asian American Pacific Island business owners to perform services or to deliver products.

Agency-Specific

Goal 5. Increase understanding of online and mobile app services available to the AAPI community, promoting the my Social Security account.

- SSA conducted outreach with AAPI community leaders, advocates, and other stakeholders to provide information about various agency programs and services. For example, SSA participated in weekly talk shows with California, Louisiana, and Oklahoma Vietnamese public radio and bi-weekly talk shows with Saigon Dallas 1600AM; participated in a monthly talk show with Radio Bolsa; and collaborated with AAPI leaders in Dallas to share information about SSA's online services and retirement planning tools.

Goal 6. Increase awareness of Special Veterans Benefits among Filipino World War II Veterans.

- SSA established a relationship with the Fil-Am and Philippines Today newspapers to inform Filipino Veterans about SSA eligibility requirements.

Language Access

Goal 1. *Comply with language access policies.*

- In May 2014, FCC established an internal language access working group to develop a language access action plan for the agency. The working group reached out to AAPI consumer organizations for feedback as well as other federal agencies to identify best practices and began reviewing other agencies' plans for scope and format.

Goal 2. *Improve delivery of services and information to limited English proficient (LEP) individuals.*

- The FCC researched translation software to handle non-English languages for the agency's consumer complaint call center.

Workforce Diversity

Goal 3. *Foster the recruitment, career development, and advancement of AAPIs within the agency.*

- In 2014, the FCC developed a diversity hiring initiative that will enable the agency to target its recruitment to colleges and universities with high percentages of AAPIs. The FCC continued to advertise vacancy announcements broadly to reach the AAPI community.

Capacity Building

Goal 4. *Increase understanding of FCC programs among AAPIs.*

- In 2014, the Consumer and Governmental Affairs Bureau's Consumer Affairs and Outreach Division (CAOD) continued to conduct outreach with AAPI advocacy groups and non-profits. CAOD sent out email newsletters and information about FCC programs and rulemaking to the AAPI community through these newly formed partnerships.
- FCC participated in the annual conferences of the Organization of Chinese Americans and Asian American Advancing Justice – AAJC.

National Aeronautics and Space Administration (NASA)

Language Access

Goal 1. *Improve delivery of services to limited English proficient (LEP) individuals.*

- In FY 2014, NASA translated a total of 8 documents relating to its strategic goals and programs into Chinese, Japanese, Vietnamese, Korean, and Tagalog. Several of these documents were also translated into Thai. NASA also utilized its bilingual AAPI employees who volunteered to proofread these translations.

Goal 2. *Assess agency employee language capability/skills.*

- NASA created an internal network of bilingual employees who can assist with translations of AAPI materials. NASA hopes to expand this network and create a process to share resources across NASA Centers.

Workforce Diversity

Goal 3. *Develop communications strategy at schools with high AAPI populations for recruitment.*

- The Office of Human Capital Management, Office of Education, and Office of Diversity and Equal Opportunity (ODEO) supported the Society of Asian Scientists and Engineers (SASE) conference in October 2014. NASA had a double table and provided information on employment, research, and grant opportunities. ODEO also provided information about the MissionSTEM website, which is a portal that offers civil rights compliance information and promising practices to NASA grantees.

Goal 4. *Increase AAPI participation in the NASA workforce.*

- NASA's AAPI Special Emphasis Managers are now included in the MD-715 process. They received briefings and trainings from ODEO and became familiar with the data tools used to monitor and report on AAPI populations.
- Workforce data is reviewed annually for all demographic groups to determine participation barriers identified in the agency's MD-715 plan. Since FY 2013, AAPI numbers increased at a rate of 3.4% in the NASA workforce, the highest rate of increase of all ethnic groups.

Capacity Building

Goal 5. *Strengthen relationship and improve communication and coordination with the Native Hawaiian community.*

- NASA established a discussion list for the AAPI Special Emphasis Managers across the agency as a way to share outreach and program activities that affect the AAPI community within NASA as well as outreach activities, including for the Native Hawaiian/Pacific Islander communities.

Goal 6. *Increase AAPI small business access to federal opportunities.*

- NASA Office of Small Business Programs (OSBP) engaged in a number of outreach activities with the AAPI small business community in 2014, including the CelebrAsian Business Matchmaking and Networking Reception in February 2014 and the CelebrAsian 2014 Procurement Opportunity Conference in June 2014. In addition, OSBP also engaged with AAPI small businesses by sending out requirements through the NASA Vendor Database and via social media.