

WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS AGENCY PLAN

Department/Agency: Corporation for National and Community Service (CNCS)

Mission. The mission of the Corporation for National and Community Service (CNCS), a federal agency, is to improve lives, strengthen communities, and foster civic engagement through service and volunteering. Through AmeriCorps, Learn and Serve America and Senior Corps and our other programs and activities, five million Americans serve with nearly 70,000 organizations in the national service network.

Our primary role is to provide critical resources and leadership to support local initiatives that tackle community challenges in six focus areas: disaster services, economic opportunity, education, environmental stewardship, healthy futures, and veterans and military families. CNCS adds further value through our focus on the quality of the service participant's experience and continued engagement.

Strategic Goals for the Asian American and Pacific Islander (AAPI) Community

Per Executive Order 13515, the CNCS has identified a limited number of high-priority goals that will span the next two years. These goals will help increase the AAPI community's participation in and access to the agency's programs. To view the full set of goals related to the AAPI community, please visit <http://www.whitehouse.gov/administration/eop/aapi/agencyplans>.

Goal 1. Increase the impact of national service on community needs in communities served by CNCS-supported programs.

Our belief is that Americans can effectively respond to challenges by getting involved in their local communities through service, and that citizen-centered action can drive community solutions. CNCS will prioritize funding, offer capacity building resources, and measure impact of projects addressing the needs of underserved communities, including AAPIs.

Goal 2. Strengthen national service so that participants engaged in CNCS-supported programs consistently find satisfaction, meaning, and opportunity.

The national service experience offers a unique combination of professional, educational and life benefits to service participants. CNCS will continue to expand our reach to include more Americans of diverse backgrounds – including AAPIs – so that they may take full advantage of the distinct benefits of service and develop a sustained commitment to civic engagement and national service.

Goal 3. Maximize the value we add to grantees, partners, and participants.

CNCS seeks to strengthen the collective capacity of the agency and the national service network to measure performance and conduct rigorous evaluations of programs, many of which serve and engage AAPI communities. This knowledge base of best practices will provide organizations in our network with tools to better achieve desired results and measure their performance. CNCS also serves as a catalyst for leveraging federal resources with private funding and local collaboration with philanthropies, organizations, and institutions of higher education familiar with the AAPI community.

Goal 4. Fortify management operations and sustain a capable, responsive, and accountable organization.

CNCS is optimally positioned to meet the strategic goals and objects listed above by building on our current infrastructure, especially through human capital efforts. As such, CNCS seeks to increase the application rate of AAPIs applying to volunteer at the agency, and develop and promote diversity and affirmative employment measures that protect the rights of a diverse staff.

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Strategic Goal 1: Increase the impact of national service on community needs in communities served by CNCS-supported programs.

Objective 1.1: Provide funding to grantees that address the needs of underserved communities, including AAPIs, especially in the CNCS focus areas of education, veterans and military families, and disaster services.

Strategic Activity	Timeframe	Driver/ Contact Info	Performance Outcomes
1. Incorporate priority for organizations serving and engaging underserved communities, including AAPIs, into funding competition language. 2. Provide capacity-building resources to promising organizations to aid in delivery of service.	Year 1	Program Offices	a. Increase in percent of CNCS-supported grantees addressing the needs of underserved populations, including AAPIs.
3. Collect demographic information on communities served, including AAPIs.	Year 2	Program Offices, Strategy Office	

Total Population Served	Total AAPIs Served	% of Total and AAPIs Served	Funding

Strategic Goal 2: Strengthen national service so that participants engaged in CNCS-supported programs consistently find satisfaction, meaning, and opportunity.

Objective 2.1: Make national service opportunities accessible and attractive to Americans of all backgrounds, including AAPIs.

Strategic Activity	Timeframe	Driver/ Contact Info	Performance Outcomes
1. Prioritize funding through grant competitions to organizations that seek to recruit and engage traditionally underrepresented populations in service. 2. Strengthen outreach and technical assistance efforts to ensure an expanded pool of grant applicants 3. Conduct outreach to encourage existing CNCS-	Years 1-2	Program Offices and Director of Strategic Partnerships	b. Increase in percent of CNCS-supported participants who are members of underserved populations, including AAPIs.

supported programs to collaborate with organizations with depth in serving traditionally underrepresented populations and AANAPISIs.			
4. Explore partnerships with other federal agencies that work with AAPIs.			

Total Population Served	Total AAPIs Served	% of Total and AAPIs Served	Funding

Objective 2.2: CNCS-supported participants, including AAPIs, find professional, educational, or civic growth opportunities in their service experience.

Strategic Activity	Timeframe	Driver/ Contact Info	Performance Outcomes
<ol style="list-style-type: none"> 1. Collect best practices and promising program models for “meaningful” and “satisfactory” participant experiences. 2. Disseminate that knowledge to the national service network. 3. Continue to study CNCS-supported participant satisfaction and develop a solid baseline measure for it. 	Years 1-2	Strategy Office	<ol style="list-style-type: none"> a. Increase in percent of CNCS-supported participants, including AAPIs, who are aware of community needs and community driven solutions. b. Increase in percent of CNCS-supported participants, including AAPIs, who report that they are connected to the national service community c. Increase in percent of CNCS-supported participants, including AAPIs, who report that they are satisfied with their service experience. d. Increase in percent of CNCS-supported participants, including AAPIs, who report gaining skills they can apply to future educational or professional endeavors

Total Population Served	Total AAPIs Served	% of Total and AAPIs Served	Funding

Strategic Goal 3: Maximize the value we add to grantees, partners, and participants.

Objective 3.1: Improve organizational capacity to conduct rigorous evaluations to measure outcomes and/or impact of Social Innovation Fund programs serving and engaging AAPIs.

Strategic Activity	Timeframe	Driver/ Contact Info	Performance Outcomes
<ol style="list-style-type: none"> a. Collect impact of serving and engaging AAPIs. b. Require evaluation as a prerequisite to funding allocations 	Years 1-2	Strategy Office, Director of the Social Innovation Fund	a. Increase in percent of organizations that implement evaluations that demonstrate stronger evidence of program effectiveness on AAPI needs than in the year prior to receiving CNCS funding.

c. Conduct technical reviews of evaluations to inform investment decisions			
d. Review grantee evaluation strategies			
e. Develop, implement, and maintain active learning communities			

Total Population Served	Total AAPIs Served	% of Total and AAPIs Served	Funding

Objective 3.2: Leverage AAPI community assets through public-private partnerships.

Strategic Activity	Timeframe	Driver/ Contact Info	Performance Outcomes
a. Develop a plan for measuring the impact of capacity building activities that leverage private investment in community solutions. b. Develop collaborations with philanthropies, AANAPISIs, and organizations serving and engaging AAPIs to disseminate CNCS knowledge, expand opportunities to serve, and build capacity to use service at the local level.	Years 1-2	Strategy Office and Director of Strategic Partnerships	a. TBD – outcomes of capacity building efforts initiated by CNCS activities on key indicators of non-profit organization capacity.

Total Population Served	Total AAPIs Served	% of Total and AAPIs Served	Funding

Strategic Goal 4: Fortify management operations and sustain a capable, responsive, and accountable organization.

Objective 4.1: Increase application rate of AAPIs applying to volunteer at CNCS.

Strategic Activity	Timeframe	Driver/ Contact Info	Performance Outcomes
1. Initiate recruiting conversations with AANAPISIs and organizations that serve and engage AAPIs to increase applications.	Years 1-2	Office of Human Capital	a. Increase in applications from AAPIs seeking to volunteer at CNCS.

Total Population Served	Total AAPIs Served	% of Total and AAPIs Served	Funding
42	N/A	N/A	\$0

Objective 4.2: Develop and promote diversity and affirmative employment measures.

Strategic Activity	Timeframe	Driver/ Contact Info	Performance Outcomes
1. Hold management accountable for enforcing anti-discrimination and equal opportunity laws.	Years 1-2	Office of the CEO and Office of Civil Rights and Inclusiveness	<ul style="list-style-type: none"> a. Strong policy commitment and direction from the Office of the CEO. b. EEO, diversity, and inclusion inserted as critical performance elements in performance plans for managers and supervisors. c. EEO, diversity, and cultural competency training for managers and supervisors. d. Action plan for diversity and inclusion developed.
2. Enforce anti-discrimination and equal opportunity laws.	Years 1-2	Office of Civil Rights and Inclusiveness	<ul style="list-style-type: none"> a. Complaints filed by federal employees monitored and addressed. b. Federal sector reports on diversity and EEO statistics, trends, and patterns produced for OPM, EEOC and Congress.

Total Population Served	Total AAPIs Served	% of Total and AAPIs Served	Funding
625 CNCS employees	30	5%	N/A