



WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

Department of Commerce Agency Plan

Department/Agency: U.S. Census Bureau, Population Division

Program Goal 1: Increase the AAPI community’s access to federal funding as part of an effort to better outreach to underserved communities.

Objective 1.1: Create a streamlined process to ensure that appropriate funding opportunities reach the AAPI community by 2012.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Develop and disseminate products that feature demographic, social, economic, and housing information on the AAPI community. These include products such as detailed tables, reports, and presentations.	Annual dissemination	Karen Humes Assistant Division Chief for Special Population Statistics 301-763-4875 Karen.humes@census.gov	2. Data products reviewed and cleared. 2. Data products disseminated via the Census Bureau’s website.
2. Provide training and access to 2010 Census data and the American Community Survey to Asian data dissemination entities (i.e., Organization of Chinese Americans, Asian American Federation, etc.), and Native Hawaiian and Pacific Island data dissemination entities (i.e., Papa Ola Lokahi) through the Census Information Center (CIC) Program.	Ongoing	Barbara Harris, Chief Customer Liaison and Marketing Office 301.763.6678 Barbara.a.harris@census.gov	1. Convene two Census Information Center meetings per year. 2. Monthly Conference calls with CICmember. 3. Attend/disseminate Census data at National Asian Conferences
3. Convene Meetings of the Asian Advisory Committee and the Native Hawaiian and Pacific Islander Advisory Committee on Race and Ethnicity	2010-2011	Jeri Green, Chief Census Advisory Committee Office 301-763-2070 Jeri.green@census.gov	a. Convene two Asian Advisory Committee meetings this fiscal year.
4. Develop a National Partnership program that incorporates national Asian organizations and national	2010-2020	Jeri Green, Chief Census Advisory Committee Office	a. Provide Census data and updates on Census developments to Asian Partner Organizations on a quarterly basis.

Native Hawaiian and Pacific Island organizations.			
5. Respond to recommendations of the Asian Advisory Committee and the Native Hawaiian and Pacific Islander Advisory Committee.	2010-2011	Jeri Green, Chief Census Advisory Committee Office 301-763-2070 Jeri.green@census.gov	a. Provide responses to Asian Advisory Committee recommendations twice a year.
6. Utilize Asian media paid ad placements, both national and local, to encourage population to mail back their 2010 Census forms and cooperate with enumerators. This included base and Recovery Act funded media placements.	January 2010 through June 2010	Kendall Johnson Census 2010 Publicity Office 301.763.4238 Kendall.b.johnson@census.gov	a. Placed all necessary information on the Census Acquisition page of the census.gov website. b. Invited Asian media representatives to local media roundtables
7. Hold Media Roundtables to inform Asian media of Census operations.	March 2009 through December 2009	Kendall Johnson Census 2010 Publicity Office 301.763.4238 Kendall.b.johnson@census.gov	a. Held eleven media roundtables, across the country, specifically for small media, of which there was significant participation from smaller Asian media outlets.
8. Placement of all Asian paid media ads by a small business with specific focus on targeting the Asian and Pacific Islander populations.	March 2009 through June 2010	Kendall Johnson Census 2010 Publicity Office 301.763.4238 Kendall.b.johnson@census.gov	a. All Asian media placements were placed by IW Group, a small business subcontractor targeting the Asian population. b. All media placements targeting the Pacific Islander population were conducted by a small business subcontractor targeting the Pacific Islander population.

Total Population Served	Total AAPIs Served	Percent of Total and AAPIs Served	Funding
These products and activities are intended for use by the entire population including general data users, academics, researchers, policy makers, stakeholders, and the general public.	These products are intended for use by the entire AAPI community.	We do not have metrics for these items.	
Advertising efforts were conducted with the purpose of reaching the entire Asian and Pacific Islander population within the United States and its territories.	These products are intended for use by the entire AAPI community.		\$18.2 Million dollars was estimated for this effort. Final amounts are not yet available as we are in the process of actualizing this activity.

Objective 1.2: Partner with Asian American Native American Pacific Islanders Serving Institutions (AANAPISIs).

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
Share and discuss research findings with AANAPISIs to provide	Ongoing activity to	Karen Humes Assistant Division Chief	a. Prepare presentation materials. b. Deliver presentations and serve as

knowledge on data trends and demographic, social, economic, and housing characteristics of AAPI.	meet the needs of AANAPISIs.	for Special Population Statistics 301-763-4875 Karen.humes@census.gov	discussants and technical advisors. c. Incorporate feedback from AANAPISIs into our future research plans.
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Total Population Served	Total AAPIs Served	Percent of Total and AAPIs Served	Funding
These activities are intended to benefit AAPI communities and AANAPISIs, and other interested parties.	These activities are intended to serve the entire AAPI community.		

Objective 1.3 Increase the number of AAPIs with access to linguistically appropriate resources

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Ensure 2010 Census questionnaires are accessible to Asian populations through the availability of translated questionnaires and language assistance guides.	2010 Census	Burton Reist Assistant Director Communications 301.763.3949 Burton.h.reist@census.gov	a. Plan completed b. 2010 Census questionnaires available in Vietnamese, Chinese, Japanese and Korean, and Language Assistance Guides available in over 20 AAPI languages. c. Telephone Questionnaire Assistance available from February-March 2010 in Vietnamese, Japanese, Korean and Chinese (Mandarin and Cantonese).
2. Employ businesses with specific experience in reaching linguistically isolated populations.	January 2008 through June 2010	Kendall Johnson Census 2010 Publicity Office 301.763.4238 Kendall.b.johnson@census.gov	a. All small business subcontracting opportunities clearly stated the need for businesses that were Asian and/or Pacific Islander owned and operated OR has extensive experience in reaching this audience. b. All opportunities were listed on the SBA website.

Department/Agency: MBDA

GOAL 1: Increase the AAPI community's access to federal funding.

Objective 1.1: Create a streamlined process to ensure that grant funding opportunities continue to reach the AAPI community.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Develop marketing plan to more prominently promote funding notices.	FY 2011	Bridget Gonzales bgonzales@mbda.gov Alex Doñé adone@mbda.gov	a. Develop and outline marketing plan. b. Implement and execute plan.
2. Design a process that will ensure that funding opportunities (1) are easily accessible and (2) reach the appropriate AAPI communities.	FY 2011	Alex Doñé adone@mbda.gov	a. Promote funding opportunities to target list of AAPI communities and stakeholders. b. Track applications for funding opportunities by AAPIs.

Objective 1.2: Ensure that services provided under Agency's grants target minority communities.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Incorporate target client criteria into grant funding competition language.	FY 2011	Alex Doñé adone@mbda.gov Efrain Gonzalez egonzalez@mbda.gov	a. Action completed. b. MBDA programs specifically target minority communities. c. Language incorporated in current FFO announcement (public filing wk of 9/13).

Objective 1.3: Build a reporting mechanism into notices of grant funding that requires grantees to demonstrate their projects' impact on minority communities.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Develop performance metrics for grantees that tracks programs' impact on minority communities.	FY 2011	Alex Doñé adone@mbda.gov Efrain Gonzalez egonzalez@mbda.gov	a. Metrics developed. b. Metrics incorporated into current FFO announcement.

Objective 1.4: Partner with Asian American Pacific Islanders Serving Institutions (AAPISIs) among other minority serving institutions.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Identify opportunities for agency to partner with AAPISIs.	FY 2010	Efrain Gonzalez egonzalez@mbda.gov Cynthia Rios crios@mbda.gov	a. Opportunities identified. b. University of Hawaii is a current grantee. c. Funding levels determined. d. Reporting partnership outcome to Senora Coggs at gcoggs@doc.gov .
2. Ensure that AAPISIs are aware of forthcoming funding opportunities.	FY 2011	Efrain Gonzalez egonzalez@mbda.gov Cynthia Rios crios@mbda.gov	a. Develop list of target AAPISIs. b. Create outreach plan. c. Track applications for funding opportunities by AAPISIs.

Objective 1.5: Increase AAPI presence on Federal Advisory Councils.

Strategy	Timeframe	Driver	Benchmarks
1. Establish Secretary level Advisory Council.	FY 2011	Stephen Boykin sboykin@mbda.gov	a. Announcement seeking applicants for Advisory Council completed.
2. Develop marketing plan to promote establishment of Advisory Council to minority communities.	FY 2011	Stephen Boykin sboykin@mbda.gov	a. Marketing plan completed and executed. b. Advisory Council expected to be constituted by October 2010.

GOAL 2: Increase outreach activity to AAPI business community.

Objective 2.1: Increase the number of meetings and events with AAPI business community, trade associations and other stakeholders.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Develop target list of AAPI organizations to conduct targeted outreach.	FY 2011	Linda Marmolejo lmarmolejo@mbda.gov	a. Develop and outline outreach plan. b. Implement and execute outreach plan.
2. Ensure that targeted AAPI organizations are aware of MBDA's service offering.	FY 2011	Linda Marmolejo lmarmolejo@mbda.gov	a. Develop marketing materials outlining MBDA services. b. Track number of meetings and events and resultant outcomes.

Objective 2.2: Increase the number of strategic partnerships with AAPI business community, trade associations and other stakeholders as part of a larger outreach effort to underserved communities

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Identify and pursue opportunities for Agency to partner with AAPI organizations.	FY 2011	Linda Marmolejo lmarmolejo@mbda.gov	a. Develop criteria for Agency to enter into strategic partnerships. b. Develop metric to track performance of strategic partnerships. c. Outline plan to target AAPI organizations for potential strategic partnerships. d. Track number of partnerships structured and outcomes.

Objective 2.3: Increase participation rate of AAPI business enterprises in Agency Business-to-Business events.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Develop marketing plan to promote regional B-2-B events to AAPI business enterprises and organizations.	FY 2011	Linda Marmolejo lmarmolejo@mbda.gov John Iglehart jiglehart@mbda.gov Eric Dobyne edobyne@mbda.gov Pat Hanes phanes@mbda.gov Heyward Davenport hdavenport@mbda.gov	a. Develop and outline outreach plan. b. Implement and execute outreach plan. c. Track number of AAPI firms attending B-2-B events.
2. Develop marketing plan to promote national B-2-B events to AAPI business enterprises and organizations.	FY 2011	Carlos Guzman cguzman@mbda.gov	a. Develop and outline outreach plan. b. Implement and execute outreach plan. c. Track number of AAPI firms attending B-2-B events.

Department/Agency: NOAA

Program Goal 1: Increase the AAPI community’s access to federal funding. Foster the recruitment, career development and advancement of AAPIs in the Federal Government.

Objective 1.1 Create a streamlined process to ensure that appropriate funding opportunities reach the AAPI community by 2012.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Research current tools for broadcasting funding notices.	Year 1	Arlene Simpson-Porter	a. Summary of tools completed. b. Recommendation memo completed.
2. Design a process that will ensure that funding opportunities (1) are easily accessible and (2) reach the appropriate AAPI communities.	Year 1	Arlene Simpson-Porter	a. Process designed. b. Process implemented by agency. c. Increase applications by AAPIs for funding opportunities
3. Increased outreach to AAPI communities to promote funding opportunities	Year 1	Assistant Secretary for Conservation & Management (through a new Diversity Working Group)	a. Increased funding to AAPI communities

Objective 1.2: Ensure that meaningful metrics are incorporated into funding competitions to encourage the inclusion of minority communities

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Incorporate cultural criteria into funding competition language.	Years 1-2	Arlene Simpson-Porter	a. Model language drafted (e.g. HUD’s Notice of Funding for Sustainable Communities.) b. Language incorporated in funding notices.

Objective 1.3: Build a reporting mechanism into notices of funding that requires grantees to demonstrate their projects’ impact on minority communities.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Identify grant programs that already use such mechanisms that can serve as models.	Year 1	Arlene Simpson-Porter	a. Research completed. b. Report generated.
2. Develop model that all program offices can incorporate into their funding notices.	Years 1-2	Arlene Simpson-Porter	a. Model developed. b. Model sent to all offices. c. Model incorporated into funding notices agency-wide.

Objective 1.4: Increase AAPI presence on Federal Advisory Committees.

Strategy	Timeframe	Driver	Performance Outcomes
1. Identify all existing Federal advisory committees.	February 2011	William F. Broglie NOAA CAO 301-713-0836	a. All Federal advisory committees identified by February 2011.
2. Establish agency policy that advisory committees be inclusive and representative of the U.S. population.	June 2011 June 2011 Sept 2011	William F. Broglie NOAA CAO 301-713-0836	a. Research completed on how boards/commissions are formed. b. Proposed policy completed by June 2011. c. Final policy promulgated by September 2011
3. Review Sea Grant Federal Advisory Committee candidates to ensure AAPI language	February 2011	Assistant Secretary for Conservation & Management (through	a. Increase in AAPIs on Sea Grant Federal Advisory Committee

diversity and issues are represented.		a new Diversity Working Group)	
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GOAL 2: Increase the number of AAPIs with access to linguistically appropriate resources.

Objective 2.1: Increase the number of AAPIs with access to linguistically appropriate resources.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Confer with Department of Justice Coordination and Review Section to evaluate status of agency plan related to Executive Order 13166.	Years 1-2	NOAA/OComm	a. Plan completed. b. Plan posted for public viewing. c. Information made available in appropriate languages to populations with Limited English Proficiency in compliance with Executive Order 13166.
2. Identify agency materials that reach an AAPI audience and monitor to ensure that materials are culturally and linguistically appropriate.	Years 1-2	NOAA/OComm	a. Information is translated into appropriate AAPI languages b. Information is distributed to AAPI communities

GOAL 3: Foster the recruitment, career development and advancement of AAPIs in the Federal Government.

Objective 3.1: Increase AAPI applicants to the federal government workforce in mission critical positions.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Develop plan to increase applicant flow and pools for mission critical positions and senior level positions.	June 2011	NOAA/WFMO	a. Applicant flow data is collected and analyzed. b. Recruitment and hiring patterns/trends for AAPIs are monitored and analyzed. c. Recruitment activities are developed in coordination with the Office of Personnel Management and its Federal Equal Opportunity Recruitment Program (FEORP)
2. Enter into Agreements with 2-year and 4-year AAPI serving institutions for recruitment purposes (http://www2.ed.gov/about/inits/list/asian-americans-initiative/aanapisi.html)	a. Sept 2011 b. Sept 2012	NOAA/WFMO	a. MOUs established with at least one (1) AANAPISIs by 2011. b. MOUs established with at least two (2) AANAPISIs by 2012.
3. Participate in national/regional job fairs designed to recruit AAPI candidates	a. March 2011 b. Sept 2012	NOAA/WFMO	a. Potential job fair opportunities identified. b. Three (3) job fairs attended in 2011/2012.
4. Develop and implement a comprehensive recruitment strategy directed at AAPI applicants.	September 2012	NOAA/WFMO	a. Recruitment strategy developed.

Objective 3.2: Increase participation rate of AAPIS in innovative internship, fellowship, and work-study programs.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Develop plan to increase participation of AAPIs in NOAA/Department internship fellowship, and work-study programs.	Sept 2012	NOAA/WFMO	a. Evaluate participation rate of AAPIs in departmental internship, fellowship and work-study programs evaluated. b. Recruitment of AAPIs through the Presidential Management Intern program assessed. c. Plan developed.

2. Create one paid internship position in the agency that will allow the intern to specifically work on issues related to AAPI and under-represented communities and assist with this agency plan.	June 2011 and annually thereafter	NOAA/WFMO	a. Position created in Workforce Management Office. b. Intern recruited and hired.
3. Establish onsite recruitment coordinator/human capital advisor at NOAA Pacific Regional Center for integrated and targeted recruitment programs.	September 2011	NOAA/WFMO	a. Position created in Workforce Management Office. b. Coordinator/advisor recruited and hired.

Objective 3.3: Increase the number of AAPIs in Senior Executive Service (SES).for AAPI applicants.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Develop recommendations for the Department on ways to increase diversity of AAPIs	April 2011	NOAA/WFMO Assistant Secretary for Conservation & Management (through a new Diversity Working Group)	a. Transparent system of how to evaluate involvement of AAPIs and underrepresented groups in leadership of the agency b. Increased support at the governmental level on increasing the number of AAPIs in leadership positions and on targeting underrepresented groups
2. Develop an action plan to implement recommendations	April 2011	NOAA/WFMO Assistant Secretary for Conservation & Management (through a new Diversity Working Group)	a. Useful tool developed on how to increase recruitment, retention and evaluation of AAPIs in leadership
3. Analyze underrepresentation and barrier causes for mission critical positions and SES.	April 2011	NOAA/WFMO Assistant Secretary for Conservation & Management	a. Conduct Barrier and Adverse Impact Analysis; b. Conduct under representation analyses for AAPI participation rates at the mid-level and SES levels; c. Assess AAPI under- representation at the mid- and senior level positions; d. Assess under- representation in mission critical job occupations; Monitor/analyze advancement, pipeline flow and retention of AA/NHPIs; and e. Analyze promotion selection rates and patterns.

Objective 3.4: Develop and include diversity and affirmative employment measures as critical elements in executive and management performance plans.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Hold management accountable for diversifying the workforce.	Oct 2011	NOAA/WFMO	a. Strong policy commitment and direction from the top leadership team attained. b. EEO, diversity, and inclusion inserted as critical performance elements in performance plans for all SES, managers and supervisors for 2012 appraisal/evaluation cycle.

2. Enforce anti-discrimination and equal opportunity laws.	Currently	William F. Broglie NOAA CAO 301-713-0836 (w/ NOAA CRO)	<ul style="list-style-type: none"> a. Management’s track record of complaints from an EEO perspective required; b. Complaints filed by federal employees monitored and analyzed. c. Federal sector reports produced by the OPM, EEOC and the MSPB for general trends and patterns in the federal workforce monitor and analyzed.
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GOAL 4: Improve federal civil rights protections for the AAPI community.

Objective 4.1: Rigorously enforce civil rights/equal employment opportunity statutes/laws that require equal access and non-discrimination in Federal employment.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Evaluate trends and patterns of complaint (informal/formal) and resolution activity for AAPI population and subpopulations.	Sept 2011	William F. Broglie NOAA CAO 301-713-0836 (w/ NOAA CRO)	<ul style="list-style-type: none"> a. Assessment completed. b. Report generated.
2. Identify corrective actions required to address findings.	Sept 12	William F. Broglie NOAA CAO 301-713-0836 (w/ NOAA CRO)	<ul style="list-style-type: none"> a. Corrective action plan drafted b. Corrective action plan finalized with milestones and accountability

Department/Agency: U.S. Patent and Trademark Office

Program Goal 1: Foster the recruitment, career development and advancement of AAPIs in the federal government.

Objective 1.1 (specific to AAPIs): Increase participation rate of AAPIs in innovative internship, fellowship and work-study programs for AAPI applicants.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
Develop partnership with AANAPISIs designed to bring in student interns.	Summer 2011	USPTO Office of EEO & Diversity Caitlin Riley (571) 272-7012	Recruit AANAPISIs to participate in the agency's Extern and internship program.

Objective 1.2 (specific to AAPIs): increase the number of AAPIs in the senior executive service

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
Develop partnership with AAPI affinity group to increase interest in, and applications for SES positions.	Summer 2011	USPTO Office of EEO & Diversity Bismarck Myrick (571) 272-6315	Increase the numbers of applicants- regardless of race- for SES positions by 10% (USPTO does not set numerical goals for hiring based upon race/national origin).

Department/Agency: NIST

HPPG or Program Goal 1: Increase outreach and visibility of NIST and its Programs.

Objective 1.1 (specific to AAPIs): Increase outreach and visibility of NIST and its Programs within the AAPI and under-represented communities.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Expand outreach to Asian American and Native American Pacific Islander-Serving (AANAPISI) Program designees to increase awareness of NIST undergraduate and post-graduate research and employment opportunities	FY2011	Susan Heller-Zeisler International and Academic Affairs Office. susan.heller-zeisler@nist.gov	Increased Summer Undergraduate Research Fellowship participation, and where available increased Post-doctoral applicants from AANAPISI
2. Increase Outreach to Schools serving the AAPI and all underserved communities to increase awareness of opportunities and programs at NIST	FY2011	Susan Heller-Zeisler International and Academic Affairs Office. susan.heller-zeisler@nist.gov	Increased participation of institutions serving the AAPI and underserved communities in the NIST Summer Institute for Middle School Science Teachers
3. Increase outreach to scientific professional societies serving the APPI community	FY2011	Allan Eustis Congressional and Legislative Affairs Office allan.eustis@nist.gov	Increased visibility of NIST programs within the AAPI scientific community.

Total Population Served	Total AAPIs Served	Percent of Total and AAPIs Served	Funding
N/A	Outreach to all 27 AANAPISI designees for 2010		N/A – NIST funds for Undergraduate and Post-Graduate research opportunities are available on a competitive basis to all qualified applicants.

Department/Agency: Economic Development Administration

Program Goal 1: Increase the AAPI community’s access to federal funding.

Objective 1.1 (specific to AAPIs): Identify AAPI groups and create strategic partnerships with AAPI community-based organizations, community leaders, congressional leaders, educational institutions, and other federal agencies.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Compile a comprehensive list of relevant Asian American and Pacific Islander Community groups that specialize in economic development, innovation, small business, business networks, educational entities, and other relevant groups.	Year 1	Angela Belden Martinez 202-482-1977 amartinez@eda.doc.gov	a. EDA group contact database is developed and updated annually.
2. Identify states/territories/local governments that have large populations of AAPI for outreach efforts.	Year 1	Angela Belden Martinez 202-482-1977 amartinez@eda.doc.gov	a. Database compiled
3. Identify national/international organizations, such as NADO, and IEDC that can partner with EDA for AAPI outreach.		Angela Belden Martinez 202-482-1977 amartinez@eda.doc.gov	a. Organizations identified and contacted.

Objective 1.2 (specific to AAPIs): Reach out to Asian American and Pacific Islander Community to Update Them on EDA and EDA’s Programs.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Distributed targeted communications to groups identified in objective 1.1 for education and engagement purposes.	Year 1	Angela Belden Martinez 202-482-1977 amartinez@eda.doc.gov	a. Material distributed.
2. Encourage participation from the groups identified in objective 1.1 in webinars and special events such as regional conferences	Year 1	Angela Belden Martinez 202-482-1977 amartinez@eda.doc.gov	a. Potential participants identified and invitations extended b. Mailing lists, contact information identified.
3. Distribute EDA newsletter/e-blasts to groups identified in objective 1.1 to highlight project and best practices in economic development for AAPI communities.	Year 1	Angela Belden Martinez 202-482-1977 amartinez@eda.doc.gov	a. Distribute material

Department/Agency: Department of Commerce – Office of Inspector General

Program Goal 1: Workforce Excellence

Other Programs/Projects/Initiatives: Workforce Competencies Development

Objective 1.1 (specific to AAPIs): Increase the underrepresented applicants (e.g., AAPI applicants) to the Department of Commerce’s OIG workforce by 1% in the next 2 years.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
Develop a plan to increase applicant flow and pools for entry-level and mission critical positions.	Years 1-2	Office Managers/ OIG Office of Human Resources	Recruitment and hiring patterns/trends for AAPIs are monitored and analyzed as part of OIG’s Diversity Plan.

Total Population Served	Total AAPIs Served	Percent of Total and AAPIs Served	Funding
Recruit 2 AAPIs among OIG’s workforce of 180 people.	2 new recruits from underrepresented population (e.g., AAPIs recruited in FY 2010-FY 2011 and a total of 16 AAPIs in OIG in 2 years	$(14/180) \times 100 = 1\%$	Salaries and expenses (S&E) as part OIG regular OIG S&E annual administrative budget.

Objective 1.2 (specific to AAPIs): Increase participation rate of AAPIS in innovative internship, fellowship, and work-study programs..

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
Develop strategies to have diversity and have participation of AAPIs in departmental internship fellowship, Federal Career Intern Program, Student Career Experience Program, Student Temporary Employment Program, PMF, and work-study programs where possible.	Years 1-2	Office Managers/ OIG Office of Human Resources	<ul style="list-style-type: none"> a. Evaluate participation rate of AAPIs in departmental internship, fellowship and work-study programs as part of OIG’s Diversity Plan. b. If OIG participates in the Presidential Management Intern Program, then the participation of AAPIs are considered in the selection process.

Total Population Served	Total AAPIs Served	Percent of Total and AAPIs Served	Funding
Recruit 2 people in the next 1-2 years as part of the AAPI Initiative and to serve underrepresented population.	2 recruits from underrepresented population (e.g., AAPIs)	$(14/180) \times 100 = 1\%$	Salaries and expenses (S&E) as part OIG regular OIG S&E annual administrative budget.

Objective 1.3 (specific to AAPIs): Consider workforce diversity and AAPIs in Senior Executive Service (SES).

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
Increase leadership activities that highlight diversity (e.g., for AAPIs). Establish diversity awareness training, develop metrics, and have one-on-one meeting with managers to take diversity into consideration when hiring.	Years 1-2	Office Managers/ OIG Office of Human Resources	<ul style="list-style-type: none"> a. Mid-Level Skills and Management Competencies developed and implemented. b. Access to online employee training and development programs expanded. c. Skills development opportunities/assignments for professional advancement provided as part of OIG's Diversity Plan.

Total Population Served	Total AAPIs Served	Percent of Total and AAPIs Served	Funding
OIG's leadership, as defined by GS-13 and above, including SES (119 total people in middle and upper management as defined by GS-13 and above).	11 AAPI in GS-13 positions and above	$(11/119) \times 100 = 10\%$	Salaries and expenses (S&E) as part OIG regular OIG S&E annual administrative budget.

Objective 1.4 (specific to AAPIs): Develop and include diversity and affirmative employment language as part of the executive and management performance plans.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
Hold management accountable for EEO opportunities, enforcing anti-discrimination, and addressing barriers.	Years 1-2	Office Managers	<ul style="list-style-type: none"> a. Strong policy commitment and direction from the top leadership team attained. b. EEO, diversity, and inclusion inserted as critical performance elements in performance plans for all SES, managers and supervisors by the beginning of the next SES appraisal/evaluation cycle. c. Online Succession Plans and Individual Development Plan <ul style="list-style-type: none"> a) Preparation courses offered. d. EEO, diversity, and cultural competency training for SES, managers and supervisors included.
Enforce anti-discrimination and equal opportunity laws.	Years 1-2	Office Managers	<ul style="list-style-type: none"> a. Management's track record of complaints from an EEO perspective required. b. Complaints filed by federal employees monitored and analyzed. c. Federal sector reports produced by the OPM, EEOC and the MSPB for general trends and patterns in the federal workforce monitored and analyzed.