

**DEPARTMENT OF THE INTERIOR STRATEGIES FOR
ASIAN AMERICAN AND PACIFIC ISLANDER (AAPI) COMMUNITIES**

GOAL 1: Increase Participation of AAPI in Department of the Interior mission critical occupations.

Objective 1.1: Improve Interior's ability to recruit, hire, and retain AAPI in its mission critical occupations.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Advertise job announcements in AAPI communities and newspapers, and share employment opportunities with AAPI organizations	September 2011	Pam Malam, Deputy Assistant Secretary for Human Capital and Diversity pam_malam@ios.doi.gov	a. Increase in AAPI applicants for employment
2. Provide training for managers on flexible hiring authorities that increase opportunities to employ college graduates	September 2011	Pam Malam, Deputy Assistant Secretary for Human Capital and Diversity pam_malam@ios.doi.gov	a. Increase hiring manager participation in the <i>Call to Serve Recruitment Initiative</i> b. Connect Interior to the tremendous source of AAPI talent graduating from college

GOAL 2: Increase Interior's Capacity to disseminate information and share ideas with AAPI communities and organizations

Objective 2.1: Engage AAPI serving institutions and organizations to ensure that information regarding opportunities to participate in Interior programs reach AAPI communities; and provide a pathway for AAPI ideas to reach Interior.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Implement <i>UserVoice</i> customer engagement software	January 2011	John W. Burden Chief Diversity Officer john_burden@ios.doi.gov	a. Provide a pathway for information about Interior grant programs and opportunities to reach AAPI communities and organizations b. Timely capture feedback and ideas from AAPI communities and organizations

GOAL 3: Provide the Department of the Interior with the capability to analyze workforce data

Objective 3.1: Institute a reliable AAPI workforce analytics capability

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Deploy <i>eVersity</i> Software Package	July 2011	Sharon D. Eller Director, Office of Civil Rights sharon_eller@ios.doi.gov	a. Set AAPI employment baselines b. Identify potential AAPI barriers and trends c. Generate reports of AAPI employment status and progress

GOAL 4: Improve Federal civil rights protections for the AAPI community.

Objective 4.1: Rigorously enforce civil rights statutes/laws that require equal access and non-discrimination in Federal programs that involve grants, loans, contracts, financial aid and other benefits.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Evaluate trends and patterns of compliance and enforcement activity for AAPI population and subpopulations	July 2011	Sharon D. Eller Director, Office of Civil Rights sharon_eller@ios.doi.gov	a. Complete an assessment b. Generate a report of findings and recommendations c. Develop an action plan

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GOAL 5: Conduct Department-wide equal participation barrier analysis.

Objective 5.1: Uncover, examine and remove barriers to equal participation at all levels of the Department of the Interior workforce.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Identify possible barriers using a variety of sources	June 2011	Sharon D. Eller Director, Office of Civil Rights sharon_eller@ios.doi.gov	a. Review compulsory snapshots b. Review other information sources c. Analyze equal opportunity processes
2. Investigate to pinpoint actual barriers and causes	December 2011	Sharon D. Eller Director, Office of Civil Rights sharon_eller@ios.doi.gov	a. With workforce data, determine appropriate benchmarks, compare rates, and note net changes b. Heed triggers from other sources c. Pinpoint barriers and determine causes
3. Barrier elimination	September 2012	Sharon D. Eller Director, Office of Civil Rights sharon_eller@ios.doi.gov	a. Devise plan to address barrier causes b. Determine whether barriers are job-related and consistent with business necessity c. Consider modifications even where barriers are job-related and consistent with business necessity
4. Assess success of plan	December 2012	Sharon D. Eller Director, Office of Civil Rights sharon_eller@ios.doi.gov	a. Track and measure progress b. Hold appropriate agency officials accountable c. Periodic re-assessments to discover if plan needs adjusting

GOAL 6:

Objective 6.1: Prepare Senior Executives to lead efforts to create a strong culture of diversity and inclusion at Interior.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
Hold a leadership summit for all Senior Executives	May 2011	John W. Burden Chief Diversity Officer john_burden@ios.doi.gov	a. Communicate expectations around taking steps to remove barriers to diversity and inclusion b. Educate Senior Executives about diversity—what it is, why it is important, and how to guide people towards achieving it c. Prepare Senior Executives for emerging workforce trends such as growing competition for America's best talent d. Teach Senior Executives how to use multiple cultural backgrounds as competitive tools